

NPUA Action Plan (as at 8th May 2006)

1. Performance Plan

- To adjust all operations (and this action plan) in line with the results of the Performance Plan review currently under consultation

2. Umpire Appointments

- To appoint umpires to all international events for which England has the right to appoint
- To appoint umpires to all international squad, development and training matches as agreed with the management of those national teams
- To appoint umpires to all national events and matches as agreed with the Competitions Department of England Hockey

3. Umpire Managers, Selectors, Assessors and Coaches

- To appoint Umpire Managers to all tournaments in the National Programme where appointments to individual matches are not made in advance of the event
- To appoint an Umpire Manager, Selector, Assessor or Coach to all tournaments in the National Programme where appointments to individual matches are made in advance of the event
- To appoint a Selectors and/or Assessors to other events in the National Programme as appropriate to ensure that all regularly active umpires are assessed at least twice per season
- To appoint Umpire Coaches within the National Programme to assist with the development of umpires as identified
- To maintain at least 30 selectors, assessors and coaches operating in the National Programme
- To provide feedback to selectors, assessors and coaches for every appointment fulfilled by them

4. Development and Progression

- To produce and maintain Personal Development Plans for all International Umpires and those identified as having potential to become international umpires within the next 18 months
- To monitor the success (or otherwise) of English umpires at international level and to adjust the Personal Development Plans of the umpires concerned (and other affected umpires) accordingly
- To assess level 3 umpire candidates in the first batch of appointments published after their candidature has been accepted by England Hockey
- To enhance the quality and organisation of coaching and development by structural adjustments and bursary support to achieve a more coherent approach
- To provide training and development for level three coaches towards assessment within 18 months of them asking to be assessed (provided they are available for the events identified)
- To provide opportunities for everyone performing at the elite level (ALL NPUA members – umpires, selectors, assessors, umpire managers and umpire coaches - operating in the National Programme) to attend a development group at least once every two years (provided they are available)
- To run a well attended and successful annual conference notwithstanding the removal of the England Hockey subsidy
- To continue to produce landmark visual resources to promote consistency and quality of umpiring, umpire assessment and umpire coaching throughout the National Programming

5. Administration/Finance

- To operate appointments and development plans within the budgets agreed with England Hockey through the Umpiring Committee and the Competitions Department
- To settle expense claims within 10 days (on average)
- To settle all expense claims within 30 days
- To manage the overall budget of NPUA with judgement and flexibility in the best interests of umpiring and hockey.