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## Minutes of the EHUOPC Meeting Held on 16 May & 2020 & 6 June, 2020

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### Attendees:

Liz Pelling (Chairman) (LP), Annette Badger (AB), Colin Barthorpe (CB), Dawn Bonner (DB), David Ellcock (DE), Mark Everard (ME), Debbie Garner (DG), Simon Gillett (SG), Suzanne Howard (SH), Mark Jarvis (MJ), Tony Kelleher (TK), Chris Peart (CP), Gary Stent (GS)

The Meetings opened at 09:30 on May 12<sup>th</sup> and June 6<sup>th</sup> via Zoom conferencing

### 1. Apologies for Absence

May 12: none June 6: ME

### 2. Minutes of 7<sup>th</sup> December, 2019

Those present on the call agreed content of the minutes.

No matters Arising not covered elsewhere in the meeting.

### 3. Tournament Appointments process 19/20

It was noted that the EHUOPC corresponded via e-mail, as opposed to meeting face-to-face, to agree the appointments for all of the usual end of season events. Whilst some rounds had been played, the majority were subsequently cancelled due to the restrictions following the COVID 19 pandemic.

### 4. End of League Season 2019/20

England Hockey circulated the final standings for the national leagues following cancellation of remaining matches due to COVID 19. Next season, the Premier divisions will consist of 11 teams, with the league planned to start on September 26/27 subject to government advice.

LP thanked CB and CP, and MJ, for their sterling efforts, especially the planning that went into the week-by-week fixtures, and the many challenges (covered later in the report). It was also noted that our membership worked really hard to support the game during the season, many going out of their way to help fulfil games, with umpires doubling up on many occasions. Much work is needed to find a solution to these shortages. The meeting also thanked LP for her leadership and resolve to help the association fulfil its commitments.

### 5. International Update

International upgrades:

Nick Bennett, Sean Edwards, Lelia Sacre and Emma Shelbourn – promoted to the International Elite panel

Rebecca Woodcock – promoted to the Advancement Panel

Harry Collinson and Toni-Lee Lambert achieved their International status

Simon Gillett achieved his International Umpire Manager status

All EHF/FIH activity has been suspended since the COVID 19 pandemic. Some restarts are planned – eg EHL for October 14-18, 2020 in Amsterdam, subject to on-going monitoring.

### 6. Shortage of umpires & availability issues

LP briefly highlighted some of the issues faced during the season, ahead of looking at panel changes, to give some context to the shortages. Prior to the meeting the membership numbers were as follows, noting that this includes some who are long-term injured/unavailable, so the reality was fewer:



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	Pre selection	
	Umpire Numbers	
<b>Mens</b>		
MP	20	25 for prem for 10 Aps
MA*	5	
MA	23	29 for div 1 for 20 Aps
MB*	6	
MB	28	45 for conf for 30 Aps
MC	17	
Other	4	
<b>TOTAL</b>	<b>103</b>	
<b>Womens</b>		
WP	18	22 for prem for 10 Aps
WA*	4	
WA	8	15 for div 1 for 20 Aps
WB*	7	
WB	20	38 for conf for 30 Aps
WC	18	
Other	0	
<b>TOTAL</b>	<b>75</b>	
<b>G/TOTAL</b>	<b>178</b>	

Each week, we have 60 appointments per gender. It might look like we have enough umpires, but as noted there are extenuating circumstances that contribute to this not being so. There were very few weeks when we had reserves – only when we had one division not performing.

General factors that led to shortages:

- moving men's games from Sunday to Saturday, with many games starting at 6pm, sometimes late on
- many members having work commitments on a Saturday (eg teachers and blue service sector)
- general shortage of women's panel umpires – 75 for 60 appointments, which includes umpires who officiate in both genders.
- Regions did not reduce the number of divisions they appointed to versus the additional resource needed with the expansion of the league. We were not aware of 'C Panel' type initiatives to recruit from counties to regions, or from clubs
- despite the increase in numbers with the new C panel. This was not enough. We added 35 members to the C panel during the season, including asking regions for a second tranche at Christmas. There was some confusion at the start of the season as to the role of the C panel and in some cases, the C panel chose to umpire regionally v nationally. The average number of games was 12 in the women's and 10 in the men's divisions (with few weeks where we had spare umpires).

Going forward, we estimate the number of extra umpires we would need to be 20 or 4-5 per gender from each region – probably more on the women's side.



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Further discussions will take place with EHUSSC in the coming weeks. **ACTION:** LP/DE/ME to discuss. Recruiting more umpires generally across the spectrum is something the umpiring Vision Group is also working on.

It was noted that communication to the regions on need is vital in the coming weeks.

### 6. Umpire Performance Review:

LP thanked the EHUOPC for its timely replies to assigning panels to umpires following assessments for L3/membership and for facilitating panel movements outside of a meeting to enable faster progression.

In reviewing performance, it was noted that it is the usual practice for members not being active for a season to be moved to the reserve panel, with return to NPUA possible up to Christmas 2020, and for those not active for eighteen months to be removed from panels. Some exceptions may exist at the discretion of the EHUOPC. Umpires with the incorrect fitness test were moved to the appropriate panel.

In making performance-related changes to panels, selectors reviewed all available data including assessments, club feedback, as well as higher level appointments, including Internationals. In many cases, selectors had also seen performances of umpires across the spectrum.

Panel leads provided full updates on their panels, including those already actioned since the last meeting, along with matters raised by members for consideration at the meeting.

**ACTION:** Panel leads to contact all those current members whose panels have changed, and responses to questions raised as appropriate.

### Women's Panels

#### a) Premier – LP

LP provided a full update on the women's Premier panel.

Dawn Henning-Reeman and Gemma Jones returned to Premier panel

Lelia Sacre is returning to Canada in the Summer and is thanked for her considerable contribution to the NPUA during her time here. We all wish her well as she repatriates.

#### **A\* Panel – LP**

LP provided a full update on the women's A star panel.

#### b) A Panel – SH

SH provided a full update on the women's A panel.

Jane Hallett - promote to A star

#### **B\* Panel – SH**

SH provided a full update on the women's B star panel.

Andy Lord – promote to A

Jo Spooner – promote to A

James Carter – move to C panel due to fitness test level

#### c) B Panel - DB

DB provided a full update on the women's B panel.

Clare Barwood – promote to B star

Elysee Enness-Laporte – promote to B star

Annette Harvey – promote to A star




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Chris O'Hagan - promote to A

**d) C Panel – DG**

DG provided a full update on the women's C panel.

Mark Oldfield - promote to B panel

**Men's Panels**

**a) Premier – TK**

TK provided a full update on the men's Premier panel. It was noted that the movement of games to late on a Saturday evening was a factor in availability for many of the panel. (See also Appointers notes).

**A\* Panel – TK**

TK provided a full update on the men's A star panel.

Congratulations to Mark Jarvis on his return, and Dan Reid on promotion to the Premier panel

Jamie Hooper – has not umpired and is moved to reserves

**b) A Panel – GS**

GS provided a full update on the men's A panel

Hamish-Ellis Jack has returned to New Zealand and Nku Davis has moved to Australia. Both are thanked for their services the past two seasons. Remove from panels.

Isaac Charles – promote to A star

Neil Smith – promote to A star

**B\* panel – GS**

GS provided a full update on the men's B star panel

Nick James – Promote to A

Rowan Tejura – Promote to A

**c) B Panel - SG**

SG provided a full update on the men's B panel

Chris Duerden – Promote to B star

Ashley Freeman – Promote to B star

Arevinth Sarma – Promote to B star

Christian Phillips Adams – promote to B star

James Carter – move to C panel due to incorrect fitness test

Steven Tabb & Will Davey have not umpired and are moved to reserve panel

**d) C Panel – AB**

AB provided a full update on the men's C panel

Conor Carmody – promote to B

**e) NPDP and Candidates - SG**

SG provided a full update on NPDP and candidate panels Updates since last meeting:

**Women's**

**NPDP:**

Zoe Hall was successful in her L3 assessment and was added to the B panel

**Candidates:**



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Helen Bennett, Paul Bradley and Chris Peart were successful in their L3 assessments and were added to the C

### Men's:

#### NPDP:

Jade Bloomfield and James Wakeland were successful their L3 assessments and were added to the B panel

Cellan Griffiths (M) & Sam Williams (N) – To be assessed next season

### Candidates:

Matt Watts was successful in his L3 assessment and was added to the C

### NPDP/Candidate Intake for 20/21:

**ACTION:** SG to write to regions for nominations for next season to be received by 31<sup>st</sup> July after our next meeting, when we will have a better overview of numbers needed. Include a note on fitness level to be as 2019.20 season, with an expectation to run a new test in line with NPUA requirements.

### f) Reserves and Regional Reserves (LP)

Regional Reserves. Grateful thanks noted to all regional reserves who stepped in to fulfil games throughout the season. **ACTION:** CB to contact regions after July 31 when new NPDP/Candidate intake received to ask for RRs for 2020/21

Mike Davidson - Due to inactivity over 18 months, removed from panels

Ben Peters (USA) – add to A panel **ACTION:** LP to write to Richard Kirk and Ben to discuss membership

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### 7. Milestones

Congratulations and thanks were noted to the following members who have completed outdoor milestones this season (updates in bold):

Umpires:

400 Games - Steven Cox

300 Games - Tony Kelleher

200 Games - **Lee Barron, Neil Smith**

100 Games - Jonathon Gillespie, Charles Hallows, Campbell Reeman, **AJ Small**, Julie Spice, Clare White,

Support:

**100 Games** – Richard Kirk

### 8. Appointment Coordinators report – CB & CP

CB & CP provided a full report. The majority of issues faced were:

- Increase in league
- New OMS system
- Insufficient umpiring resource
- Increase in midweek appointing, eg BUCS, juniors and performance training, often leading to fitness/injury issues when over-appointing

Panel leads asked to write to panels and encourage more availability, and to keep it updated. If prepared to double up and travel further together, or do both days, to note in remarks. Initial date for availability entry for new season will be by August 14. **ACTION:** LP to alert Panel leads when fixtures are on the system, then all to notify members to update availability.

### 9. Coaching & Assessment Report –MJ

MJ provided a full report to the meeting, noting that DG had passed her National Developer award in February.

265 coaching/assessing appointments took place. However, with the increase in the National League, it was noted that more resource to cover development opportunities and meet expectations was needed. A recruitment drive is needed.

EHUOPC discussed what balance of assessing v coaching was needed for each panel, and it varied greatly. Priorities would remain A star on prem games, and B star on div 1 games, plus NPDP and candidate assessments. Followed by other members who should all have at least one assessment per season, with further opportunities identified by panel leads for progression. Umpires could ask for continuity coaching but this takes many forms. It was also noted that self-development is also key, including having PDPs, and utilising contacts. Umpires could ask for mentoring support from members too.

### 10. Officiating Management System (OMS) Who's the umpire

NPUA has been asked to have one point of contact for OMS issues and going forward, that will be Matt Harrison as webmaster. CB, CP, MJ and Matt Harrison had a zoom call to discuss outstanding admin-related issues on May 19<sup>th</sup>. We will update the A-Z list from December minutes and the more specific appointing list and Matt will share with WTU and D Elworthy for discussion/implementation.

For the new season, Who's the Umpire is working on a comprehensive App that will be easier for members and clubs to use. This will answer many of the questions asked by members on ease of functionality.

LP ran a demonstration of OMS functions for EHUOPC and some anomalies on available access were noted

**ACTION:** LP to contact Matt Harrison re anomalies, and regarding reset of OMS for next season



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### 12. EHUSCC report - DE

Meeting held on May 30, 2020

- ME is setting a meeting up with Regions to discuss appointing for next season
- International Appointments were discussed. Frances Block has been nominated as an EHF/FIH trainee UM. International lists remain the same.
- Long discussion on recruiting of umpires and support personnel and what other options may be open to us. Also, the idea of a mentoring scheme would help umpires on their personal development journey. It was also noted that we have not had many new umpires via National League clubs for some time
- EHUOPC & NYUPL were consulted so that EHUSCC could come up with a development group of umpires for the Easter 2020 EHL tournament (cancelled due to COVID 19). These were James Barnes, Jake Charles, Amar Chudasama, Harry Collinson, Lottie Hopwood, Joanne Spooner, Dan Stewart and Rowan Tejura. Considerable work was done to prepare for this event, and would be carried over to the following season, noting that names may differ.
- Indoor – there is a need for more indoor umpires to fulfil the appointments, should the season be a similar scale to the 2019/20 season. NPUA members can contact Simon Gillett if interested.

### 12. NYUPL

Mason Wright, in conjunction with Sean Edwards, updated the NYUPL list and umpires are now on OMS.

### 13. NPUA Exec Topics

Fitness – Exec reviewing fitness options for next season. Levels to remain same as 2019/20. Note to members to follow soon from Jonathan Hull, Exec fitness coordinator.

Club feedback. We noted that we had less than 50% of clubs had completed feedback during the season. For next season, correspondence to clubs needed to reiterate the importance and that it is part of the league rules (10.6) and is needed so that NPUA and clubs can work together. NPUA Exec need to manage this via the club liaison committee member. NOTE, feedback will be possible via the OMS app next season so hopefully, easier for clubs. **ACTION:** ME/Exec

NPUA to cast vote at EH AGM re Governance meeting.

An umpire captain role description has been developed for use at tournaments

NPUA Conference 2020 will not be in person. Exec are proposing a virtual conference spread over three days 4,5&6 September, with short sessions on each day. This will include the AGM and presentations. More details to follow from Exec.

### 14. Date of next meeting:

Provisionally booked for August 22, 9:30 – 1.00pm. Meeting notice to be sent once NPUA Exec confirm selectors for next season.

LP thanked all members of EHUOPC for their sterling work all season, and especially for the last two meetings over Zoom, with a hope that we can return to face-to-face meetings soon.

The 16<sup>th</sup> May meeting closed at 14:20

The 6<sup>th</sup> June meeting Closed at 11:20