



Minutes of the EHUOPC Meeting Held on 7 December, 2019

Attendees:

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

The Meeting opened at 09:30 On December 7th at the Rivers Ibis Sports Centre, Scours Lane, Reading RG30 6AY

1. **Apologies for Absence & Welcome to new Performance committee members**

Apologies: Mark Everard (ME)

LP welcomed Mark Jarvis to his first EHUOPC meeting, and Annette Badger, Debbie Garner and Chris Peart to their first formal face-to-face meeting

2. **Minutes of 27th August, 2019 Conf call**

Those present on the call agreed content of the minutes.

No matters Arising not covered elsewhere in the meeting.

3. **Appointment Coordinators report – CB & CP**

CB & CP provided a full report, some of which was discussed under later meeting topics.

Colin, Chris and Liz were thanked on behalf of Exec and NPUA for helping to ensure all games were covered for the first part of the season. Also, a huge thank you to members for their 'One NPUA' approach. We have appointed to games by the skin of our teeth and are grateful to those who have doubled up, and had games on a different gender to the that normally umpired. In some cases, those with minor injuries have also helped out too. But this is not sustainable.

The reasons for the 'challenges' are many and varied!

- The addition of Chris as a second co-ordinator and 'learning' the nuances.
- The increase in the structure of the EHL and 40 more umpires per weekend needed
- The chronic lack of umpire availability, and the shortage of umpires in the Women's game.
- The introduction of OMS to replace Tex Solutions.
- The usual problem of some umpires not completing their fitness test on time.
- The fact that clubs, mainly men, are given the ability to change dates, usually from Sunday to Saturday evening and sometimes at short notice.
- The scheduling of regional indoor clashing with the EHL being later in December
- Addition of BUCS re availability, adding to some injury niggles worsening, and lack of hospitality meaning umpires may no longer travel to these appointments.

4. **Officiating Management System (OMS) Who's the umpire**

A two-hour section of the meeting was dedicated to OMS so that all OPC members could evaluate what was needed from the system to manage the performance of umpires and support personnel. It was noted that NPUA Exec had discussed the need for the finance package to take priority and that no members should feel they cannot fulfil an appointment due to finance



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issues. The NPUA treasurer, Richard Kirk can be contacted regarding any finance matters. The NPUA Secretary, David Monger, would be issuing instructions on claiming expenses.

ACTION: LP and MJ to arrange to meet David Elworthy in January to discuss OPC needs (NOTE: to include indoor if feedback available by that time). Access for all OPC selectors to be the same. They need to be able to see panels, and the fixtures/appointments for their umpires.

5. Shortage of umpires & availability issues

NPUA currently has 101 men' panel umpires and 65 women's panel umpires for 60 appointments per weekend.

The general shortage of umpires was discussed. When the league expanded, it was estimated that we would need at least 40 more umpires. 38 were nominated for assessment by regions, but only 24 passed. There were some retirements from NPUA, and the usual injury problems. LP had provided a statistical analysis of the first 8 weeks of the season which showed that on average, the shortage in the women's programme was an average of 14 (prior to men's umpires agreeing to be appointed, some double up, and the use of Regional Reserves), and an average availability from NPUA members of approx.. 70%. On the men's programme, we had at least three weekends where insufficient resources were available, a first for NPUA. This is clearly not sustainable.

ACTION: Panel leads to encourage members to consider availability for both genders. Options were discussed to fill the gap, especially in the women's programme, including making some games regionally appointed on an equitable basis; having a home umpire for conferences in the regions and away umpire provided by NPUA, or at the extreme, only appointing to Premier and Division One games. However, these routes were not felt to be the solution given that games in regions at the next level are happening and that the league rules state that a L2 should be sought in the case of an NPUA appointed umpire not being available on match day. It was therefore agreed that each region needs to review its next level of umpire based on the standard of the league now and provide a list of umpires to NPUA for consideration. These can be in two categories:

- a) A Regional reserve whom, in the opinion of the region, is capable of one-off games, but is not seeking full membership of NPUA (E.g. a recent past NPUA umpire). No fitness test required
- b) A Regional reserve whom, in the opinion of the region, is close to becoming a candidate or NPDP umpire, who would benefit from the experience of umpiring one-off games with a stronger colleague. These umpires would require a fitness test. If data proved that these RR reserve umpires are capable of the level, NPUA would consider assessing for membership ahead of future nominations and would advise regions accordingly.

ACTION: SG to write to regions for nominations of umpires within the two categories. All regions must make nominations if they are servicing the game at the next level down in the women's programme.

6. International Update

Daniel Stewart and Harry Collinson have been added to the UDP (Umpire Development Programme).

U4E (Umpires for Europe) – LP mentored her group of U4E umpires over the weekend of 16/17th November. Thanks to all NPUA members who supported the event.



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Hannah Harrison has been promoted to Pro League panel.

There is a lack of clarity Internationally from FIH since the restructure of the officials committee. Several NPUA members are still awaiting information regarding badging.

7. New Marking System

OPC discussed the new system prior to reviewing performances. There had been a general acknowledgement that it was simpler to understand for all.

ACTION: LP to send list of current panels to DE to distribute to assessors.

8. Umpire Performance Review:

LP thanked the OPC 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.

Panel leads provided full updates on their panels

ACTION: Panel leads to contact all those current members whose panels have changed

Women

a) Premier – LP

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

Caroline Frye has retired from umpiring at National level and was thanked for her services to NPUA (note applies to men's A panel too).

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.

David Haynes: Promote to Premier and award National Badge. **ACTION:** LP to notify NPUA sec
Neil Smith – promote to A star

B* Panel – SH

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

Karen Fynn – promoted to A star

c) B Panel - DB

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

Kevan Tate promoted to B star

Sophie Lockhart – has retired from umpiring and is thanked for her

d) C Panel – DG

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

Mark Kendrick – promoted to B panel

Men

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).



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A* Panel - TK

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

Congratulations to Campbell Reeman on his promotion to the Premier panel and award of his National Badge

b) **A Panel - GS**

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

Oliver Jones, Jake Charles and Andy Poulain promoted to A star

c) **B Panel - SG**

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

Steve Cronin – promote to B star

Robert Lockhart has retired from umpiring and is thanked for his service

d) **C Panel - AB**

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

e) **NPDP and Candidates - SG**

SG provided a full update on NPDP and candidate panels

Women's**NPDP:**

Clare Barwood, Sue Row and Elyse Enness-Laporte – passed their L3 assessments

Candidates:

Raj Khana – passed his assessment

Returning umpires

Annette Harvey, Dawn Henning-Reeman, Steven Rice and Dave Savage all passed assessments to return to NPUA

Men's:**NPDP:**

Amar Chusasama and Adam Genga – passed their L3 assessments

Candidates:

Iain Noon (M) and Chris Seeley (M) – passed their L3 assessments

Post Christmas NPDP/Candidate Intake update:

ACTION: SG receiving nominations from regions and will chase. List to go to DE to add to OMS asap

f) **Reserves and Regional Reserves (LP)**

Regional Reserves. Grateful thanks noted to the East for providing many RR umpires. Another to be added after Christmas.

Due to inactivity over 18 months, the following are removed from the reserve lists: Ben Driver, Martyn Harvey, Keiran Jones, Rupert Kerrell and Lee Wilks

11. Milestones

Congratulations and thanks were noted to the following members who have completed outdoor milestones so far this season:

Umpires:

400 Games - Steven Cox

300 Games - Tony Kelleher

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



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Support:
100 Games – Richard Kirk

12. Coaching & Assessment Report – DE & MJ

DE and MJ provided a full report to the meeting. MJ will take over both assessment and coaching appointments after Christmas. Thanks to ME for doing early coaching appts and DE for his work first half of the season.

Annette Badger and Grant Douglas have passed their L3 umpire coach award and Martin Twist, his L3 umpire assessor award. Congratulations to all.

13. EHUSSC report – DE

Topics discussed at EHUSSC had been discussed in other areas.

14. NYUPL

LP discussed NYUPL with Sean Edwards (SE). Mason Wright (MW) will be assisting SE with the recruitment and mentoring of young umpires. LP and SE updated the list and MW is discussing adding the NYUPL umpires to OMS in readiness for the tournament season. NYUPL will discuss which tournaments are possible to appoint to and where clubs, schools and or regions may need to support. **ACTION:** LP to inform SE and MW

15. NPUA Exec Topics

LP took a call from ME prior to the meeting. NPUA Exec Officers discussed recruitment, OMS & front facing website.

Indoor – Simon Gillett is now chair of the EHUIPC. Tex Lane has stepped down and NPUA Exec has expressed its thanks on behalf of the members to Tex for more than 20 years of service to the association.

16. Tournament Planning meeting:

Games/Tournament fixtures need to be added to OMS **ACTION:** CB to contact EH competitions & arrange for OMS update. It was agreed that a conference call instead of a meeting could be held in late February subject to seeing the full list. **ACTION:** LP to update OPC asap

16. Date of next meetings

TBC xx Feb 2020 – Conference call
Saturday May XX 2020 tbc

The meeting closed at 4.000pm