

NPUA Executive Meeting

Wednesday 3rd June 2020

Conference call

In Attendance - David Monger (DM), Mark Everard (ME), Sean Edwards (SE), Richard Kirk (RK), Rebecca Woodcock (RW), Karen Fynn (KF), Charles Hallows (CH), A J Small (AJ), David Ellcock (DE), Jonathan Hull (JH), Rachel Williams (RWi)

Apologies - Ed Westbrook (EW)

Meeting Open - 18:34

1. COVID-19
 - i. CH has worked with his company's travel organiser to see if there is a possibility of an insurance policy that NPUA could carry to cover its international umpires. While the exact cost would be driven by the number of trips, duration, geographic coverage, etc, the approximate estimate was GBP800 per-annum. The consensus was this would be cost prohibitive for the association
 - ii. [ACTION - DONE] - DM to contact David Elworthy to see if the existing EH travel insurance could be extended to cover umpires
2. Deteriorating Coach Behaviour
 - i. The set of requirements to amend OMS, to provide more nuanced feedback on team and / or coach behaviours, can be implemented in time for 1st September, at a cost of GBP75
 - ii. [ACTION - DONE] - DM to confirm to David Elworthy / WTU that the enhancement should go ahead, and NPUA will bear the full cost
 - iii. [FUTURE ACTION] - Before the start of the 2020-21 season, the Executive should make clear, in conjunction with NDP, how we can, and should as necessary, deal with inappropriate team and/or coaches behavioural traits
3. EH AGM Resolution
 - i. [FUTURE ACTION] - ME, on behalf of NPUA, to vote in favour of the proposal from EH, on how to re-structure the game away from the current county / region basis, at the EH AGM
4. External Web Site
 - i. SE / KF have discussed and agreed the requirements for the structure/content. Nick Bennett is now adding these to the draft site that he's already produced. We can then start to add in the content. One of the key requirements will be to avoid replication of data in OMS, so Matt Harrison is looking into getting access to the automated feeds so the likes of umpiring panels, etc, could be listed on the external site
 - ii. [ACTION] - Executive to review the website stories - <https://docs.google.com/document/d/1HGJ4mBH49mNNfpM2K-HcPmkfyv8YL6UxhmqxdK9k-I/edit?usp=sharing> – and feedback to SE / KF as appropriate
 - iii. [ACTION] - SE to decide what documentation will live on such a website. The remainder will reside on OMS (and DM will speak to David Elworthy to understand how those documents, whatever they might be, can be uploaded)
 - iv. [ACTION] - SE to speak to Matt Harrison about setting up dedicated e-mail addresses, and inboxes, for Chairman, Secretary, Treasurer and Club Liaison

5. Future Strategy

- i. [ACTION] - ME / SE to have a meeting with all the regions to discuss how we can collectively address the dearth of umpiring numbers
 - ME has e-mailed all the regions, with responses from everyone except the East at present. Consequently, the hope is to hold the conversation in w/c 8th June
- ii. There have been a few meetings of the Strategy committee to determine a way forward regarding the process for making appointments. While there is no one perfect solution there are two main items that have been agreed - i) work closely with the regions and continue to appoint to the whole of the National League, trying to share the 'pain' of any gaps around those regions, and ii) have a cut-off point, time wise, each week after which appointments will not be made (in order to alleviate the workload on key individuals)
- iii. DE has helped drive the creation of a role definition for Umpire Captains (that can be applied outdoors as well), and the proposed outline of the role is attached below. This has been agreed with the Selection Strategy Committee and the Association's Officers:



Umpire Captain
V2.docx

- iv. [ACTION] - DE to incorporate the final pieces of feedback on the document and then send a copy to DM

6. NPUA App Content

- i. SE has spoken to Keely (FH Umpires) and she's agreed to give NPUA access to her platform of match footage/clips, with the ability to download and edit as we like. She regularly adds new content as a way of trying to grow her own brand, so there should be more than enough footage available to NPUA. This would be on the basis of NPUA paying her a monthly fee for access to the footage
- ii. [ACTION] - Once the extent of the monthly fee has been determined, SE will share the details with the Executive for discussion/approval

7. Radios

- i. ME has taken the funding discussion forward with EH. They are not willing to fund the radios, but are willing to pay the bill initially (to then be reimbursed by NPUA) in order to deal with the VAT
- ii. [ACTION] - ME / CH to get the radio order in-flight, subject to confirmation from EH that they will indeed pay the bill
- iii. [ACTION] - Once the order is in-flight, ME will discuss with CH how best to approach the logistical challenges once they arrive (attaching the correct clip, posting them out to members, etc)

8. 2020 Conference

- i. [ACTION] - RW to cancel the conference booking with Warwick University
- ii. RW/KF/AJ have discussed how a virtual, on-line, conference might operate, and what it would look like. The initial details can be found at: <https://docs.google.com/document/d/1xLkNjonQuq-K8tAkVOE8Vf-MpORLDGjN9kICQc-q1U/edit?usp=sharing>
- iii. The initial proposal is to retain the first weekend in September for the virtual conference, but split any sessions up over three days - Friday evening, Saturday and Sunday
- iv. The hosting (spoken video + interactive (voting) options) software will be the primary cost. There are three possible options being considered at this time. Two are free, while a third (WebEx) would have a charge
- v. One element that was agreed for inclusion in a virtual conference was the awards presentation, while one element that will be dealt with via its own, separate, virtual meeting is the AGM
- vi. [ACTION] - Executive members to review the document and feedback any other thoughts / comments / suggestions for agenda items by CoB on 12th June
 - [FEEDBACK] - Have Dan Barstow lead a session for Association members on how best to utilise any game videos they might receive from teams, and/or those on the NPUA App

9. Fitness Test for 2020-21 Season

- i. Several options have been fed back and considered. At present, the “no test” option is off the table
- ii. [ACTION] - JH will circulate a proposal to the Executive, plus Liz Pelling, on how a fitness test might be undertaken, including the possibility of having four test days (one per region) in August, assuming the season will start in September

10. Finances

- i. The individuals that were yet to submit expense claims for the last season have been followed up with. That has had the desired impact in terms of claims being submitted
- ii. [ACTION] - JH will speak with Lia Waine to see if the provision of an additional (green) umpiring shirt to the NPUA members could be handled via the existing on-line shop. Members would be asked to go and order their shirt, stating what size they required, and the system would zero out any invoices or direct them all to NPUA for payment
- iii. [FUTURE ACTION] - DM to communicate to the membership the intended approach to a conference, when it might be, and how the funding normally associated with the event will now be utilised for the benefit of the association in terms of providing an additional umpiring shirt and a replacement radio for all. The note will also include a reminder that anyone that might be facing financial difficulties can speak to the Treasurer in confidence about options regarding the membership fee

11. AoB

- i. The consensus from the Executive was to continue appointing umpires to the BUCS National League in 2020-21
 - [ACTION] - DM to follow-up on the last e-mail to the BUCS Hockey Committee to get confirmation that they agree to the “terms and conditions” that NPUA had previously laid out for our continued commitment to appointing umpires
- ii. ME would like NPUA to e-mail all National League clubs and remind them of their responsibilities towards umpires
 - [ACTION] - DE to extract a synopsis of the clubs’ responsibilities from the current regulations and provide that to RW
 - [ACTION] - RW to work with DM to e-mail all the noted club contacts in OMS to remind them of those responsibilities
- iii. [ACTION] - SE to e-mail the Executive on who the selectors for 2020-21 are proposed to be. Any feedback on that proposal needs to be provided by CoB on 12th June
- iv. [ACTION - DONE] - DM to extend the 2019-20 NPUA Executive meeting series for another two iterations
 - [ACTION] - If the hosting software for the virtual conference has been agreed upon in time for the meeting in July then we will use that meeting as the test bed for the software

Meeting Close - 20:20