

## NPUA Marking Scheme 2019/20

As colleagues will be aware, it has been decided to change the NPUA marking system for the 2019/20 season. We will be moving away from a marking system based on an overall 'international' ladder – with marks from 0.10 to 10.00 and NPUA marks starting at 5.00 – to a system whereby an umpire will receive a mark of between 1 and 10 for their performance. The mark will reflect their performance as measured against the standard expected of umpires on their current panel.

The marks will be as follows:

Level of Performance	Panel Comparison	Mark
Very Disappointing	Below Panel	1
Disappointing	Below Average for Panel	2
Acceptable / Good	Average for Panel	3, 4, 5
Very Good	Above Average for Panel	6, 7, 8
Excellent	Above Panel	9, 10

The multiple marks for Acceptable / Good, Very Good & Excellent mean that selectors and assessors will be able to 'shade' performances in those categories, so that we do not end up with a huge number of umpires getting the same mark for performances, making differentiation across a full season's marks very difficult.

For ease of reference, the marks will be distinguished between panels by adding the initial letter of the panel to the mark. So a mark of 8 for a C panel umpire will be designated C8, whilst a mark of 8 for a premier panel umpire will be designated P8.

Any umpire performing in band 1 is a cause for concern and may be demoted or, if a candidate, returned to region. Any umpire performing in band 2 is likely to receive a critical watching. Umpires consistently performing in bands 9 & 10 bands may be considered for promotion.

There are three types of candidates: an NPDP level 3 candidate; a level three candidate; and a transfer candidate. The latter are either umpires qualified at level 3, or equivalent, transferring from other countries, or existing level 3 umpires seeking to umpire matches for the gender other than that in which they gained their level 3 qualification. An existing level 3 umpire seeking to be added to the panels for the gender other than that in which they already umpire may do so either with support from their region, if there is no umpiring history in the relevant gender at NPUA level, or with support from NPUA based on its own data.

The 'pass' mark for candidates of all types is C3. A candidate being marked at C2 will be given one further watching opportunity. A candidate being marked at C1 will be returned to their region, or, in the case of panel transfer candidates transferring from another country, passed to an appropriate region for further support. A panel transfer candidate seeking to umpire games in a second gender being marked at C1 will retain their existing panel in the appropriate gender but will not be added to the panels for the second gender.

Candidates of any type scoring C9 or C10 may be put straight onto the B panel, or higher, depending upon the assessor's comments and recommendations, and whether or not the

candidate has passed a fitness test to the required level. This will be a decision made by the Outdoor Performance Committee in its absolute discretion.

There is no separate marking band for B\* and A\* panels. Umpires on the starred panels will receive marks based on either the B or A panel range, as relevant, and will be expected to achieve average scores of between 6 and 10 to retain their starred status. To be promoted, umpires on the starred panels must achieve **TWO** marks of 9 or 10 in the same season. These two games must be on Premier Division games for A\* umpires and Division 1 games for B\* umpires.

Please note that there is **NOT** intended to be any 'translation' from the old marking system to the new. So, for example, a C panel umpire performing above panel should simply be given a mark of C9 or C10. This does not 'translate' back to any particular mark under the old system.

As with the previous marking system, marks will be made according to panel and will not be directly comparable across panels. However, under this system if a B panel umpire performs better on a game than their premier panel colleague, **relative to the expectations for their panel**, then the respective marks will make this obvious to selectors – i.e. if two umpires on the same game get marks of B8 and P3 it will be very obvious who had the better game.

In terms of where umpires can expect to be appointed, the following guidelines are broadly accurate, though it should be noted that – subject to availability, performance and experience – umpires might be appointed above the threshold of their panel, at the absolute discretion of the selector(s) responsible for appointments. Such appointments may also be made to provide relevant umpires with development opportunities.

Panel	Conference	Division 1	Premier
C Panel	Yes	No	No
B Panel	Yes	No	No
B* Panel	Yes	Yes, with support from a higher panel umpire	No
A Panel	Yes	Yes	No
A* Panel	Yes	Yes	Yes, with support from a Premier panel umpire.
Premier	Yes	Yes	Yes

It is hoped that this is clear-cut, but I am happy to answer any questions that colleagues may have.

David Ellcock  
**Chair**  
**EH Umpire Selection Strategy Committee**

**2 September 2019**