



NPUA Fitness Policy – 2024–25 Season

It is a requirement of the Level 3 umpire award that an umpire has a valid fitness test. All members wishing to umpire in the National Programme and retain active Level 3 status must complete a fitness test within the timeframe set by the NPUA Executive Committee.

As introduced in 2017, NPUA will not provide any fitness testing opportunities at the annual conference. All members must complete their test at area testing events, prior to the closing date for availability for the first tranche of appointments. This approach has been re-confirmed by the Executive Committee.

To help members complete their fitness tests, area testing events will be provided. Each area will have a co-ordinator, listed below, to organise and set-up each event, and record the results. The intention is to have multiple events in each area to ensure members have multiple opportunities to attend and register a successful test.

The co-ordinators for the area testing are:

- North West– David Elcock
- North East – TBA
- Midlands – Colin Jones
- West – Charles Hallows
- East – Nku Davis & Paul Sexby
- South East– Julian Warburton
- South Central – TBA
- London – AJ Small

The co-ordinators will be responsible for organising the tests and publishing the salient details (date and time) to members via e-mail, the NPUA website, plus any available social media platforms. If other people would like to volunteer to organise NPUA Fitness Tests in their area, then please let the NPUA Fitness Co-ordinator know (AJ Small in 2024–25 – ajsmallnz@gmail.com).

For the outdoor season, a valid fitness test must be confirmed between 1st July 2024 and, typically, the middle weekend in August. This year, the closing date will be 18th August 2024. In addition, **for the 2024–25 season**, all umpires on the Outdoor Premier and A* panels will be required to do a second test between 1st November and 31st December. For all Outdoor Premier and A* umpires at least one fitness test needs to be completed face to face. For all Indoor Premier and A* umpires, who are not already in the Outdoor equivalent, their one test must be completed face to face.

Any member not completing a test to the required standard within the specified timeframe will not be eligible to umpire in the National Programme, and will not be appointed until they have successfully completed a test.

Indoor Programme

The closing date for availability for the indoor season is 31 October 2024. Any umpire that has not passed a fitness test by that date will not be included in the first batch of indoor appointments.

Area Testing



There may also be further opportunities to complete a supervised NPUA test alongside our FIH umpires who now complete more regular fitness tests, or to complete the test at an Area Association development day, such as a local tournament.

However, please be aware that these area days *may* fall after the deadline has passed. Additionally, please take care to ensure an NPUA pre-approved watcher will be at your area event otherwise you **MUST** nominate an alternative watcher, and gain approval for them, in advance.

If you are unable to complete the test at NPUA organised venues, it is your responsibility to arrange, complete and report a fitness test to all required standards, including agreeing who will supervise your test. This must be done before your test. Tests that do not comply with the requirements will be invalid. NB. Under no circumstances should family members supervise each other's tests.

Fitness Advisory Panel

In instances such as, but not restricted to:

- An umpire needing to agree a watcher for a fitness test, outside of a NPUA arranged event, who isn't on the NPUA pre-approved list
- An umpire wishing to run the Cooper test on a treadmill
- An umpire, be they a current full or NPDP member, or a candidate, wishing to appeal the NPUA fitness policy, for example on medical grounds. Potential examples of medical grounds include disability, returning from long term injury, returning from pregnancy.

the umpire will be asked to put their request in writing to the NPUA Fitness Co-ordinator.

The request will then be reviewed by the Fitness Advisory Panel, consisting of the NPUA Fitness Co-ordinator, NPUA Vice-chair and the relevant Selector/Panel lead. Those three individuals will consider the request and decide, on a majority basis if required, their collective view. This will then be relayed back to the individual concerned by the NPUA Fitness Co-ordinator.

Any umpire that may wish to appeal a decision may do so, in writing, to the NPUA Executive Committee Chair within 7 calendar days of being advised of the original decision. The decision of the NPUA Executive Committee Chair cannot then be appealed.

The request and any subsequent appeal will remain confidential.

The Test

Firstly, it is expected that FIH accredited umpires will have to undertake the NPUA fitness test. If for their respective FIH Panel they are required to do a test within the 1st July to 31st July window then their FIH test done within this window will count for the NPUA Fitness Test. Otherwise, FIH umpires will need to do a test within the standard NPUA Fitness test window.

For all other members, for the 2024–25 season, NPUA will retain the existing Yo–Yo, Beep and Cooper tests. Whichever test is undertaken must be completed to the levels stated in the tables below.



In addition, as referenced above, **for the 2024–25 season**, all umpires on the Outdoor Premier and A* panels will be required to do a second test between 1st November and 31st December. For all Outdoor Premier and A* umpires at least one fitness test needs to be completed face to face. If the 2nd test is not completed by the deadline you will not be eligible for Premier Division games after the deadline and there is also the additional option to be moved to the Outdoor A panel.

Umpires who are not on the Outdoor Prem or A* panels as of 1st November do not need to a second test, even if they get promoted to one of these panels later in the season. This does not however apply to umpires who have previously been downgraded due to their lack of a 2nd fitness test.

The fitness tests of those umpires that are Outdoor A*/Premier on the 1st November will expire at the end of the 2nd Fitness Test window on the 31st December 2024. If they have do not have a valid fitness test at that date (i.e. if they have not successfully completed a test during the second window without good reason) they will be moved to the Outdoor A Panel

All other umpires on A Panel or below or Indoor Only umpires will have their fitness test expire on 30th June 2025.

Premier/A* umpires may apply to the NPUA treasurer for their travel expenses to be paid within reason for their 1 mandatory face to face fitness test, this will be accepted on a case by case basis.

With specific regard to the Yo–Yo test, any members who wish to run it should contact their area co-ordinator, or the person organising the testing event that they wish to attend, to check that the Yo–Yo will be included in the testing event. There may be constraints of pitch bookings, the number of personnel overseeing testing events, etc., so it may not be possible to include all three testing methods at each event. The aim is that Beep and Cooper tests will always be available at each testing event.

The desire is that all umpires run to the FIH level, i.e. those stated for the Premier, A*, A & B* panels.

However, a lower level is possible, but all umpires achieving this will be placed on the B or C panel (if not there already) and will only be eligible for promotion if the test is later re–run and the FIH level achieved.

The age band is the age range that is valid as of the date of the fitness test. The required standards for the Beep and Cooper tests will continue to apply to the gender and age of the umpire, not the programme in which the umpire is officiating. The required standard for the Yo–Yo test is not varied by age but is varied by gender, as per FIH guidance:

Premier / A* / A / B* Panels			
		Required Level	
Test	Age Range	Male	Female
Beep	Under 30	10.0	9.0
	30 – 39	9.0	8.0
	40 – 49	8.0	7.0
	50 and over		
Cooper	Under 30	2,500m	2,300m
	30 – 39		



	40 - 49	2,300m	2,100m
	50 and over	2,100m	1,900m
Yo-Yo ITRL1	All	1,640m (17.6)	1,120m (16.1)

B Panel			
		Required Level	
Test	Age Range	Male	Female
Beep	Under 30	9.1	8.1
	30 - 39	8.5	7.5
	40 - 49	7.8	6.8
	50 and over	7.0	6.0
Cooper	Under 30	2,500m	2,300m
	30 - 39	2,400m	2,200m
	40 - 49	2,200m	2,000m
	50 and over	2,100m	1,850m
Yo-Yo ITRL1	All	1,440m (17.1)	1,120m (16.1)



C Panel			
Test	Age Range	Required Level	
		Male	Female
Beep	Under 30	8.1	7.1
	30 – 39	7.5	6.5
	40 – 44	6.8	5.8
	45 – 49	6.4	5.4
	50 – 54	6.0	5.0
	55 and over	5.5	4.5
Cooper	Under 30	2,200m	1,900m
	30 – 39	2,100m	1,800m
	40 – 44	1,900m	1,700m
	45 – 49	1,800m	1,600m
	50 – 54	1,700m	1,500m
	55 and over	1,600m	1,400m
Yo-Yo ITRL1	All	1,440m (17.1)	1,120m (16.1)

To pass the Beep test, you must complete the run to the required level. The test must be run on a 20m course. Any umpire who fails to reach the line on or before the beep on three occasions fails the test.

To pass the Cooper test, you must run the required distance in under 12 minutes. If using a full-size Hockey pitch (91.4m x 55.0m) rather than a running track, and running around the outside of the pitch, please note the following approximate conversion factors (one pitch is equivalent to 292.8m):

- 6 times round = 1,757m
- 6.5 times round = 1,903m
- 7 times round = 2,050m
- 7.5 times round = 2,196m
- 8 times round = 2,342m
- 8.5 times round = 2,489m

In exceptional circumstances, the Cooper test can be completed on a treadmill, owing to issues such as pitch availability, poor weather, poor availability of watchers, etc., **but only after written permission has been received from the Fitness Advisory Panel**. If the test is completed on a treadmill, the gradient **must** be set to 1%.

If using Strava, to record the Cooper test, then the following requirements need to be adhered to:

- The activity must be renamed to “NPUA Fitness Test 2024–25”
- The elapsed time must be 12:00 or under
- A map of the activity must be shown.
- The start and end of the activity can not be hidden
- The activity privacy must be Public or allow followers to see
- Over the run there must not be more than a 30 metre net elevation drop
- The umpire must be a member of the NPUA Strava Group



To pass the Yo-Yo test, you must complete the run to the required level. The test must be run on a 20m course with a 5m run-off area. There will be a 10 second recovery period between each 40m shuttle. Any umpire who fails to reach the line on or before the beep on two occasions fails the test.

More information on the Yo-Yo test (Level 1) and a video demonstration can be found here:

<https://www.scienceforsport.com/yo-yo-intermittent-recovery-test-level-1/>

As with the Beep test, the Yo-Yo testing procedure uses an audio file, which can be found here:

<https://www.youtube.com/watch?v=xoRUOmm6XZY&t=260s>

There is also a paid Bleep test app available on the Apple Store, costing 99p, which can also be set-up to run the Yo-Yo test:



Please note that the free Bleep test app does not contain the correct version of the Yo-Yo test.

Members using the app to run the Yo-Yo test should set the script to: 'Yo-Yo IRTL1' as shown below:



APPENDIX

Action in the Event of a Failed Fitness Test

If by the deadline you have not completed the fitness test to the required standard you will be noted as 'inactive' until either a valid Fitness test is completed or the December Performance Committee meeting where panel status may be reviewed.

You will not be eligible for any appointments until such time as you have completed the test to the required level. In this instance you will be contacted by your current panel lead so you can be supported in your efforts to improve your fitness and pass the test during the current season. For time limits for passing the test outside the normal timeframe, refer to the Inactive panel notes.

Fitness on Games

When you are assessed during the season, the watcher will record their view of your fitness on the feedback form from a choice of: Good, Satisfactory, and Poor. In the event of being rated Poor a further fitness test pass will be required.



In this case you will be required to pass a fitness test at the earliest opportunity but in all cases this must be within 2 weeks to retain any future appointments. Guidelines for organising your own test are provided overleaf.

The Performance Committee reserves the right to withdraw you from any games you are appointed to before you improve your fitness. If the reason for a poor fitness mark is injury related, this will be discussed by the Fitness Advisory Panel and an outcome on re-testing agreed.

Selection Review

The performance committee will monitor club and assessment feedback for trends in an umpire's fitness. They have the discretion to require an umpire has their annual fitness test observed by an Officer or Selector of the association (should it not be run at an NPUA organised event). In these instances, the panel lead will make contact with the umpire to advise that an Officer or Selector observed test is required.

Injury

If you are injured at the start of the season and cannot complete a fitness test, you will be noted as inactive but remain on your panel pending review by the Performance Committee and will be required to complete a test before being appointed. Please keep your panel lead up to date on any injury issues.

If you are injured during the season, a fitness test may be required, at the discretion of your panel lead, and the member of the NPUA Executive Committee responsible for fitness, prior to returning to umpiring.

NPDP & Candidates

Members of the National Programme Development Panel (or candidates) need to pass a fitness test to a minimum of the NPUA standard for their gender and age.

The test should be overseen by the NPDP (or candidate's) nominating area and is valid for the current season.

If an individual is nominated, and they complete a fitness test to the required standard during one season, but are not appointed by NPUA until the next, a further fitness test pass in the season in which they are appointed will be required.

Organising Your Own Test

In the event that you cannot attend an NPUA organised test, you must arrange to complete the test yourself. You must follow one of the following procedures for the test to be valid.

If one of the NPUA pre-approved watchers is overseeing your test, simply notify the person responsible for fitness on the NPUA Executive Committee of your test result, copying in your watcher. They must then confirm the test result. No prior authorisation is required.

The following are approved watchers and you can arrange a test directly with them:



- NPUA Selectors (Indoor and Outdoor)
- NPUA Officers (Chair, Deputy Chair, Secretary and Treasurer)
- Active NPUA Level 3 Umpire Coaches
- Active NPUA Assessors
- NPUA Umpire Selection Strategy Committee members
- NPUA Fitness Co-ordinator
- Organisers of Approved NPUA Area Events
- NPUA Executive Members
- FIH Umpire Managers
- FIH Technical Officials

Please note, that under no circumstances should family members supervise each other's tests.

While every effort must be made to have your test overseen by an approved watcher, it is acknowledged that may not always be possible. Consequently, if you are unable to arrange for a pre-approved watcher to oversee your test, you must use the following procedure.

1. Notify the member of the NPUA Executive Committee responsible for fitness of your intended test date, the test you intend to undertake, as well as which watcher you are intending to have watch you
2. The Fitness Advisory Panel will then discuss, and decide on, the appropriateness of the proposed watcher. You **MUST** have approval for the watcher prior to the test or it will be considered invalid
3. Assuming the proposed watcher is approved, they must submit the result of the test to the member of the NPUA Executive Committee responsible for fitness within seven calendar days by e-mail

Taking a Break from Umpiring

Annual assessment is all about maintaining standards for elite national level umpiring. If an umpire takes a break it is essential to NPUA that when they return to umpiring they are fit to do so.

If a member has, for whatever reason, taken a break from umpiring (lasting longer than the current season) they will need to demonstrate their fitness and be re-assessed when they resume umpiring.

It should not be automatically assumed that the member would return to the panel they were on at the start of the absence, particularly if that absence was fitness related.

Those members who are inactive due to injury or a failed fitness test will continue to fall under the responsibility of their original panel lead, this will continue until such time as they return to umpiring or fall into the long-term break described below.

For clarity, and subject to the discretion of the Performance Committee to take into account individual circumstances, the following will apply:

- Short-term break (within the current season having passed a fitness test at the start of the season) – return to existing panel, no assessment required (although a fitness test may be required at the discretion of the panel lead)



- Medium-term break (within the current season plus the following season) – fitness test required, then assessed and returned to the C panel (outdoor) or B panel (indoor), with Indoor / Outdoor Performance Committee discretion to reinstate at any panel following the initial assessment. Such a decision can be agreed by the relevant Performance Committee off-cycle from their formal meeting schedule
- Long-term break (greater than the current season plus the following season) – umpire should undertake games in their area, pass the NPUA fitness test for a candidate, and then be re-nominated by their area as a candidate

FIH/EHF Umpire Testing Requirements

Testing of fitness for FIH & EHF umpires is now the responsibility of National Associations and testing will no longer be completed at tournaments. Tests must be observed by one of the watchers approved by the Executive Committee to conduct FIH fitness tests.

FIH umpires required to complete tests can claim expenses for up to 3 such tests per calendar year. It is encouraged, but not a requirement, for these tests to be conducted in a group at a mutually convenient time.

Those members who are not covered by the FIH set fitness testing requirements, but are on the EHF active umpires lists (or have aspirations for promotion to this level) must complete two fitness tests per annum. One must be in the normal NPUA timeframe and one between 1 November and 31 January each year. Expenses will be covered for the additional test.

All results should be submitted to the person responsible for fitness on the NPUA Executive Committee.

FIH Fitness Test Windows

Panel	International Panel	Centre Panel	High Potential Panel	Leading Panel	Exclusive FIH Indoor
Date	1 to 30 Nov	1 to 31 Mar 1 to 31 Jul 1 to 30 Nov	1 to 31 Mar 1 to 31 Jul 1 to 30 Nov	1 to 31 Mar 1 to 31 Jul 1 to 30 Nov	1 to 30 Jun

Example Fitness Training Programmes

Attached below are example fitness training programmes from the FIH. They are not just aimed at FIH accredited umpires, but any umpire that wishes to improve their fitness levels, and may be starting from varying fitness baselines:



FIH International
Umpire Fitness Trainir



FIH Training
Programme Examples



FIH Training
Programme Example :



FIH Training
Programme Example :



FIH Training
Programme Example :