



## Umpire Managers Marking System User Notes

An Umpire Manager Marking System, based upon the principles of the Umpire Marking System, has been drawn up by the Umpiring Committee. In doing so, input has been received from selected Umpires, Umpire Managers, TDs and Team Coaches.

The objective of the new Umpire Manager Marking System is to provide (as with the Umpire System): -

- A career based system of assessment
- An indication to an Umpire Manager of where they are in their career development plan
- An indication of what qualities/experiences are needed to go to the next level
- To assist the assessors to 'mark' an Umpire Manager by indicating what to look for in guiding an Umpire Manager's career and/or judging a performance
- To assist the Umpiring and Appointments Committees in the appointment of Umpire Managers to various Tournaments by being more 'intentional' in the reasoning behind appointment proposals and nominations

**For Outdoor Hockey**, the Umpire Manager Marking System is based upon 4 grades of Umpire Managers: -

1. Potential for FIH
2. FIH
3. FIH Grade 1
4. FIH World Panel

As such, the grades are closely aligned to those of the Umpires. For each grade, the likely events that each grade Umpire Manager will be appointed to are detailed in the Marking Spreadsheet, as are the likely grades/lists of Umpires that will be coached.

For each grade of Umpire Manager, a set of Performance criteria has been drawn up, together with a set of associated Comments. As with the Umpire Marks system, it is important that the Performance criteria are considered in conjunction with the Comments.

At the start of the Tournament each Umpire Manager will start off with the mark relative to his/her current Grade i.e.

Potential for FIH	6.0
FIH	7.0
FIH Grade 1	8.0
FIH World Panel	9.0

NB. All of the Umpire Managers have been categorised by Grade as per the current list of Umpire Managers which can be found by following this link: -

<http://www.fih.ch/en/sport/umpiring>

**For Indoor Hockey**, the Umpire Manager Marking System is based upon 3 grades of Umpire Managers: -

1. Potential for FIH
2. FIH
3. FIH Grade 1

As such, the grades are closely aligned to those of the Umpires. For each grade, the likely events that each grade Umpire Manager will be appointed to are detailed in the Marking Spreadsheet, as are the likely grades/lists of Umpires that will be coached.

For each grade of Umpire Manager, a set of Performance criteria has been drawn up, together with a set of associated Comments. As with the Umpire Marks system, it is important that the Performance criteria are considered in conjunction with the Comments.

At the start of the Tournament each Umpire Manager will start off with the mark relative to his/her current Grade i.e.

Potential for FIH	6.0
FIH	7.0
FIH Grade 1	8.0

NB. All of the Umpire Managers have been categorised by Grade as per the current list of Umpire Managers which can be found by following this link: -

<http://fih.ch/media/8997794/fih-umpires-managers-list-2016-01.pdf>

Each Performance criteria can be marked in terms of whether it is 'Not Achieved' (0.0 score), 'Partially Achieved' (0.025 score), 'Half Achieved' (0.05 score), 'Nearly Achieved' (0.075 score) or 'Fully Achieved' (0.10 score). The completed sheet can be used to indicate whether the Umpire Manager has achieved all (or sufficient of) the necessary Performance criteria to be considered for the next level.

Currently, the TD 'marks' the UM. The system anticipates that this will be continued, but with input also to be received or sought from Neutral Umpires, Umpires, TOs/Judges and Coaches/Team Managers (as appropriate) in considering the various criteria on the spreadsheet and how the various UMs measure up to them.

The old Word Feedback Form and the Marks Spreadsheet has been amalgamated into a single Umpire Manager Performance Feedback Form (UMPPF) document for reporting back on Umpire Managers.

To achieve this single document, there have been new boxes added at the bottom of the Umpire Manager Marks Spreadsheet for the provision of further information on the various Performance criteria as below-

- Pre-Tournament Preparation with TD & Umpires
- Communication/Co-operation with Team Management (including Coaches)
- Support for Umpires and Creation of Positive and Effective Work Environment
- Quality, Quantity and Timing of Umpire Briefing, and the post-match and Tournament review meetings
- Co-operation with, and Support for, the TD and Technical Team
- Overall and Development Action Plan

These categories for these new boxes broadly tie in with the old Word form, the specific Performance Criteria in the previous UM Marks Spreadsheet and also with some of the sections in the Survey questionnaires that we send to the Umpire panels at FIH World level Events.

As previously, these boxes should be used to expand upon the reasons for the marks, the overall assessment of the Umpire Manager and what needs to be worked on to become a better Umpires Manager:

Please carefully consider the 'language' used in the Performance criteria and associated Comments sections – this will help when filling in the form. The end result should be that the information contained in these sections should be entirely consistent with the information contained in the boxes at the foot of the new UMPPF.

TDs should also find that this process will help focus their thoughts and comments for the UM feedback review at the end of their Tournaments.

The 'live' use of this new combined document continues to be monitored closely. Comments regarding the Umpire Manager Marking System are always welcomed from TDs, UMs and Umpires as to whether it is felt that this updated approach is an improvement, more helpful and more realistic. Any other comments regarding further modifications will also be welcome. (All comments to be addressed to the Officials Manager in the first instance).

Ermanno Silvano  
FIH Umpiring Committee Chair  
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