



Umpire Assessment: Information and Marking Matrix

Purpose

The following information will explain the difference between an Umpire Award and an Umpire Appointing Panel. It will also provide clarity on the way in which umpires are marked and the parameters they can achieve within their given panel. The attached specified marking range should help with the overall understanding and to further increase consistency across assessments.

Umpire Awards

An Umpire Award is the highest level of GRADE that an umpire achieves, in Ireland, in their umpiring career. Once an umpire has achieved an Umpire Award it will remain with the umpire throughout their career; the award is therefore permanent and should never be changed to a lower award.

- To obtain the National Panel Award the umpire must reach the National Panel
- To obtain the Grade 1 Award the umpire must reach the A Panel
- To obtain the Grade 2 Award the umpire must reach the B Panel
- To obtain the Grade 3 Award the umpire must reach the C Panel

Umpire Appointing Panels

Umpires will be put into PANELS according to their CURRENT ACTIVE performance through assessment marks. Therefore, the movement of umpires between Panels either upwards or downwards **should be a common feature** dependent on the umpire's ability at any point in time through assessment or other factors.

An umpire should NOT be placed on more than one Panel i.e. an umpire should be positioned on the Panel of the gender they normally officiate and positioned on the 'Reserve' Panel if they are being appointed to the matches of the opposite gender.

Umpire appointments should be generally based upon Panel position which should ensure umpires are appointed to matches reflective of their current level of performance.

All umpires should therefore be prepared for the eventuality of finding themselves on a lower Panel(s) during the course of their umpiring career.

Umpire Panel and Award Pathway

National Panel (**NP Award**)



A* Panel



A Panel (**Grade 1 Award**)



B* Panel



B Panel (**Grade 2 Award**)



C* Panel



C Panel (**Grade 3 Award**)

No umpire can enter the Umpire Panel and Award Pathway unless they successfully complete the National Umpire Award Course or have acquired rights (currently graded.)

Panel Ranges (normal)

National Panel: 7.00 +

A* Panel: 6.49 – 6.99

A Panel: 6.00 – 6.49

B* Panel: 5.50 – 5.99

B Panel: 5.00 – 5.49

C* Panel: 4.50 – 4.99



C Panel: 4.00 – 4.49

For example:

To move up from the C Panel (Grade 3 Award) to the C* Panel the umpire must obtain a minimum mark of 4.50 in two consecutive formal assessments.

And, to move from C* Panel to the B Panel (and obtain their Grade 2 Award) the umpire must obtain a minimum mark of 5.00 in two consecutive formal assessments etc.

Panel Marking Boundaries

B panel umpires are marked within boundaries of 5.00 to 5.49, as indicated by the attached matrix. As an example:

- If the umpire has a good game, what we expect from a B panel umpire, then their mark will be between the panel 'average' of 5.20 to 5.39.
- If their performance was above or below the expectation of 'good' this will determine if the umpire gets a higher or lower mark, but within the B panel boundaries.
- If the umpire was below the B panel standard they should receive either a mark of 4.90 (to receive a critical assessment) or 4.80 (recommending a reduction in panel). **No other mark is acceptable.**
- If the performance was what we would expect from a B* panel umpire or above then a mark between 5.50 to 5.70 should be given.

The same criteria will be applied to all panels, within the respective marking boundaries as per the matrix.

Please beware the borderline pass scenario with candidates. This would normally indicate that the assessor has doubts, and we would want all candidates to **clearly demonstrate** their ability to perform at this level.

Performance / Potential

The umpire is marked on their performance on the day and against the boundaries for their panel. The panel lists are available via the website.

If an umpire has potential for future development or quick progression, this should be captured in their written report provided by the assessor after the match, via the website.



Comparing Marks

This marking system shows improvements, relative to your starting mark. The marks are not absolute and should not be directly compared.

For example, in a game where two umpires perform similarly they can receive different marks. This is because they might be on different panels. Therefore the highest, absolute, mark may not indicate the best performance.

If one umpire is a B* Panel umpire, they may receive a high mark (6.20), relative to their grade starting mark (so 0.70 higher than the lowest B* panel mark of 5.50).

Whilst an A panel umpire may appear to get a higher mark of 6.35. However, in reality the A panel umpire only showed a performance of 0.35 better than the lowest A panel mark of 6.00.

Promotion in Panel

Generally, two consecutive above panel marks is a good indication that an umpire may be ready for promotion; however it is not a guarantee. A promotion "hopeful" should not think that above grade and below grade marks, when averaged together are above grade, will be sufficient for promotion – it almost certainly won't.

The Irish Hockey Umpires Association has responsibility for promotions from **B* Panel to National Panel** through their Executive or Selection Committee or similar except in the following circumstance:

- Where an umpire does not make themselves available to be selected to a national competition, and therefore cannot be appointed by IHUA, then the Provincial Association may appoint that umpire to a Provincial match between teams of EYHL or EYHL2 standard in the current season to be assessed by an IHUA-approved assessor from that Province for promotion from B* Panel to A Panel [NB – further promotions beyond A Panel are not possible in this scenario.]

The Provincial Association has responsibility for promotions from **C Panel to B* Panel** through their Executive or Selection Committee or similar except in the following circumstance:

- Where a Provincial Association so requests then an umpire may be assessed by IHUA for promotion between any Panel in a match in a national competition of requisite equivalent standard for the assessment to take place.



Reductions in Panel

Similarly, if an umpire receives two consecutive below panel assessments or a mark indicating that the umpire should be moved the Panel below then they will be moved to the panel below.

The Provincial Association has responsibility for reductions from **B* Panel to C Panel** through their Executive or Selection Committee or similar.

The Irish Hockey Umpires Association has responsibility for reductions from **National Panel to B* Panel** through their Executive or Selection Committee or similar.

An umpire must be reduced to the next panel down if not actively umpiring for the current and previous season. Umpire can be re-assessed as per normal procedures.

An umpire must be reduced to the next two panels down if not actively umpiring within the current season plus at least the two previous seasons. Umpire can be re-assessed as per normal procedures.

An umpire may request to be placed on a lower Panel and this should be made through the Association which is responsible for their band of Panel.

Provincial Fast Tracking

An umpire can 'fast track' from the C Panel (Grade 3) to B Panel (Grade 2) were the umpire has clearly achieved marks, in two consecutive assessments, which are better equivalent to the next substantive panel.

National Fast Tracking

If an umpire has potential for future development or quick progression, this should be captured in their assessment report after the match, via the website.

The IHUA Selection Committee reserves the right to 'fast track' an umpire, through panels, if that umpire is considered to be of exceptional promise. Again, this will normally only occur in exceptional circumstances.

Re-assessment of existing members

If a member has taken a break from umpiring, the following should apply: -



- Short-term break (within the current season): return to existing panel, no assessment required (although a fitness test may be required prior to appointment to national competitions). Umpire should keep their relevant Appointment Co-ordinator(s) informed regularly.
- Medium-term break (within the current season plus the previous season): umpire must be returned to the next panel down from their previous panel (prior to break). Umpire can be re-assessed as per normal procedures.
- Long-term break (within the current season plus at least the two previous seasons): umpire must be returned to the next two panels down from their previous panel (prior to break). Umpire can be re-assessed as per normal procedures.

New Umpires (From another Country)

The process differs slightly with an umpire who is transferring from another country to Ireland. The umpire can join any Provincial Association but is considered 'ungraded' and placed on the Reserve Panel. The Province should appoint the umpire to a suitable match (equivalent to their normal standard or national grading) and conduct a watching. Following the watching, the Assessor will advise the Provincial Committee on the appropriate new panel for that umpire (no assessment report is required at this point).

More information

If you require further information about how the marking system works please speak to your Provincial or National Appointment Co-ordinator. Both assessors and umpires should ensure that they are fully familiar with the assessment process prior to a match assessment.

Assessment Validation

All umpire assessments must be conducted by approved Umpire Assessors.

Note: If you are appointed as a dedicated coach/mentor for an umpire, you cannot also conduct their assessment. Any assessment must be conducted independently.

National and Provincial Assessment Responsibilities

The Provincial Associations will generally assess all umpires, within provincial competitions, to/from C Panel up to and including B* Panel, and vice-versa. IHUA can also complete assessments on an umpires, at a similar level of match, if requested to do so. The Provincial Association can return an umpire to a lesser Panel should their performance not be of sufficient standard as per the assessment process.



IHUA will assess umpires, within national competition, to A Panel and higher Panels, and vice-versa except in the circumstances detailed earlier. IHUA can return an umpire to a lesser Panel should their performance not be of sufficient standard as per the assessment process.

National Competition Promotion Marks

U16/U18 Inter-provincials – C* Panel is the maximum that an umpire can achieve from promotion.

Junior Inter-provincials – B Panel is the maximum that an umpire can achieve from promotion.

U21 Inter-provincials – B* Panel is the maximum that an umpire can achieve from promotion.

National and Provincial Umpire Marking Matrix

Current Panel	Normal Range			Below Panel Performance * see notes			Satisfactory Performance (Below Average)			Good Performance (Average)			Very Good Performance (Above Average)			Excellent Performance (Above Panel) * see notes		
C Panel	4.00	to	4.49	3.80	or	3.90	4.00	to	4.19	4.20	to	4.39	4.40	to	4.49	4.50	to	4.70
C* Panel	4.50	to	4.99	4.30	or	4.40	4.50	to	4.69	4.70	to	4.89	4.90	to	4.99	5.00	to	5.20
B Panel	5.00	to	5.49	4.80	or	4.90	5.00	to	5.19	5.20	to	5.39	5.40	to	5.49	5.50	to	5.70
B* Panel	5.50	to	5.99	5.30	or	5.40	5.50	to	5.69	5.70	to	5.89	5.90	to	5.99	6.00	to	6.20
A Panel	6.00	to	6.49	5.80	or	5.90	6.00	to	6.19	6.20	to	6.39	6.40	to	6.49	6.50	to	6.70
A* Panel	6.50	to	6.99	6.30	or	6.40	6.50	to	6.69	6.70	to	6.89	6.90	to	6.99	7.00	to	7.20
National Panel	7.00	to	7.49	6.80	or	6.90	7.00	to	7.19	7.20	to	7.39	7.40	to	7.49	7.50	to	7.70

Note: Below Panel Performances

If an umpire performs below the standard expected of their current panel, the only marks that can be given are marks of 0.1 or 0.2 below the “normal range” for that panel, where a mark of 0.2 below the bottom of the range represents a performance that was more than just an “off day”.

Note: Above Panel Performances



If an umpire performs above the standard expected of their current panel, any mark which is more than 0.1 above the “normal range” for that panel would represent a performance that was **significantly above panel** (i.e. a better performance than the average expected of an umpire on the next higher panel).

Note: National Umpire Award Umpires

Umpires who have successfully completed the National Umpire Award need to achieve a mark of 4.00 or above to represent a standard sufficient for C Panel (Grade 3 Umpire Award).