



Umpire Assessment: Information and Marking Matrix

Purpose

The following information will explain the difference between an Umpire Award and an Umpire Panel. It will also provide clarify 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 should be the highest level of grade that an umpire achieves, in Ireland, in their umpiring career. Therefore, for an umpire to obtain a Grade 3, Grade 2 or Grade 1 Umpire Award, this should hold the same prestige that it currently holds. Once an umpire has achieved an Umpire Award it will remain with the umpire throughout their career; the award is therefore permanent and cannot be reduced a lower award.

The three recognised Umpire Awards will continue to be Grade 3, Grade 2 and Grade 1: -

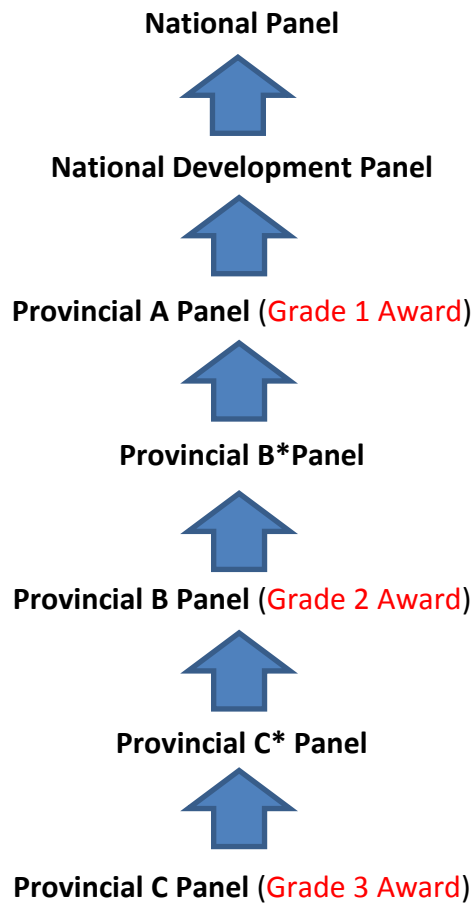
- To obtain the Grade 3 Umpire Award the umpire must reach the Provincial C Panel
- To obtain the Grade 2 Umpire Award the umpire must reach the Provincial B Panel
- To obtain the Grade 1 Umpire Award the umpire must reach the Provincial A Panel

Umpire Panels

Umpires will be put into panels according to their performance assessment marks. Therefore, the movement of umpires between panels either upwards or downwards will be a common feature in umpiring in the years to come and dependent upon assessments.

Unlike Umpire Awards, most umpires could find themselves on a lower panel(s) during the course of their umpiring career and they should be prepared for this eventuality. In the future umpires appointments will likely be based upon panel position and this will ensure all umpires are appointed to matches reflective of their current level of performance.

Umpire Awards and Panel Pathway



* No umpire can enter the Umpire Awards and Panel Pathway unless they successfully completed the Introductory Umpire Course.

Panel Ranges (normal)

National Panel: 7.00 +

National Development Panel: 6.49 – 6.99

Provincial A Panel: 6.00 – 6.49

Provincial B* Panel: 5.50 – 5.99

Provincial B Panel: 5.00 – 5.49

Provincial C* Panel: 4.50 – 4.99

Provincial C Panel: 4.00 – 4.49

For example:

To move up from the Provincial C Panel to the Provincial C* Panel the umpire must obtain a minimum mark of 4.50 in two consecutive formal assessments.

And, to move from Provincial C* Panel to the Provincial 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

Provincial 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 Provincial 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 Provincial B panel boundaries.
- if the umpire was below the Provincial 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 Provincial 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. But the highest, absolute, mark may not indicate the best performance.

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

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

Promotions

The promotion or demotion of an umpire is the responsibility of the relevant Performance Committee. Generally, two consecutive above panel marks is a good indication that an umpire may be ready for promotion; however it is not a guarantee. Similarly, if an umpire receives two consecutive below panel assessments they will be moved to the panel below.

For promotion to the National Panels in particular, umpires are expected to have demonstrated consistent performance at or above the standard required. 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.

Provincial Fast Tracking

An umpire can 'fast track' from the Provincial C Panel to the Provincial B Panel and from Provincial B Panel to Provincial A Panel but this should be exceptional (especially the latter). For example, where the umpire has clearly achieved marks better equivalent to the next substantive 'grade' 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 Executive 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 following season): umpire must be returned to the next panel down from their previous panel (prior to break). Umpire to be re-assessed as per normal procedures.
- Long-term break (greater than the current season plus the following season): umpire must be returned to the next two panels down from their previous panel (prior to break). Umpire to be re-assessed as per normal procedures.

Panel Transfer Candidates

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'. 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 on the appropriate new panel.

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.

National and Provincial Assessment Responsibilities

The Provincial Associations will assess umpires up to and including Provincial A Panel. Note: an umpire cannot progress beyond Provincial A Panel when assessed within Province.

IHUA will assess umpires, in national competition, from Provincial A Panel to higher Panels.

National Competition Promotion Marks

U16/U18 Inter-provincials - Grade 2 (B 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 – Grade 1 (A Panel) is the maximum that an umpire can achieve from promotion.

National and Provincial Umpire Marking Matrix

Umpire's Current Panel	Normal Range			Below Panel Performance			Satisfactory Performance (Below Average)			Good Performance (Average)			Very Good Performance (Above Average)			Excellent Performance (Above Panel)		
				* see notes												* see notes		
Provincial 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
Provincial 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
Provincial 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
Provincial 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
Provincial 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
National Development 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: Introductory Panel Umpires

Umpires on the Introductory Panel need to achieve a mark of 4.00 or above to represent a standard sufficient for the Provincial C Panel and their National Grade 3 Umpire Award.