



Lausanne, January 2007

## Users Guide to the Standard version of Umpire Performance Feedback Form

The new Umpire Performance Feedback Form, which was adopted as the new Standard form at the August 2003 meeting of the Umpiring Committee in Amsterdam, has now been in use for over three years.

It was felt that the previous form, with its recommendation and “overall standard” boxes, sometimes led to false expectations on the part of the umpires (expectations which were often not reflected in the TD marks!). Furthermore the forms did not provide real, and helpful, feedback to the umpires themselves from which they could work to improve.

In an effort to address this situation, the form was re-designed so that there is a direct comparison of an umpire’s current grade with an assessment of their overall standard at the event.

Please note that your marks should reflect the performance at the tournament and also might be an indication of the future potential of the umpire.

For your information, we have incorporated the following guidance on “how to mark umpires”, to be read in conjunction with the Rules Governing the Grading of Umpires:

- **Under 6** - No future as an International Umpire  
(There is no need to mark below 5 as this clearly indicates that the umpire has no potential to become an international umpire).
- **From 6.00 to 6.49** – Not yet ready to be graded International, but has potential with more experience.
- **From 6.50 to 7.49** – International Umpire.  
(Where you are marking 7.30 and over the umpire may be suitable to be classed as having potential to reach Grade 1 and could be placed on a Promising List. If placed on this list, this umpire may be appointed as neutral to an event, and you should take into consideration whether the umpire is “ready” for this).
- **From 7.50 to 7.99** - Grade 1 Umpire.  
(Where you are marking 7.80 and over the umpire may be classed as having potential to umpire at World Level tournaments and can be placed on the World Development Panel List. This is only for those who show clearly to you that they have potential to reach this World Level in the not too distant future, say two years. When marking, please take into consideration the standard of your event and the individual’s potential to go further. For some a Grade 1 mark is their limit).
- **From 8.00 and any mark above** – Grade 1 umpire, who has shown a World Level performance.  
(Where you are marking 8.00 and over, the umpire may be classed as having reached a level to umpire at World Cup Tournaments and Olympic Games and can be placed on the World Panel List. It is quite possible that umpires may get 8.00 and over - particularly at smaller, less difficult events - but that does not mean that they are automatically World Level umpires).

Always take into account the difficulties of each match and the standards / difficulty of the tournament.

The existing headings on the current report have also been amended, to more accurately reflect the various areas of umpiring performance, as below.

The main points to note are: -

- The report should be written both **for** the umpire and **to** the umpire. The report is not to the FIH, but copied to them for information. So it should be written that 'you umpired to the briefing ...', rather than 'John umpired to the briefing ...'
- The report is for umpires to receive feedback on how they may improve their performances to become better umpires. By all means underline **some** areas of strength, but also indicate the areas of their game that they need to work on (together with possible solutions). Most importantly provide umpires with **their own development action plan** that they can take away with them from each Tournament. These plans then form the basis of what each umpire needs to work on when they return home, as well as being the basis of their preparations for their next international appointment, when the aim will be that they start the next Tournament at the level at which they finished the previous one (always assuming that they had improved throughout the Tournament!)
- As ever when writing the reports please be careful that the comments made do not raise false hopes and expectations on the part of the umpires. Avoid making any grading recommendations or advice on future appointments to us! Although we appreciate this input, we have limited possibilities to meet the expectations that you may raise with such comments

It is also requested when writing UPF reports that: -

- Fitness Test results are clearly stated. If no Fitness Test is conducted, please indicate this and give the reason in your UM report (if applicable)
- Due account is taken of the difficulties of each match and the standard/difficulty of each Tournament

Finally, the boxes regarding Overall Standard at Event refer to grade (rather than list). Therefore, for example, it is possible for a PUL or WDP umpire to umpire to their grade but not their listing. Please take account of issues such as this in the comments in the Overall and Action Development Plan section of the UPF.

The tournament marks (from the TD, in agreement with UM) will then, as usual, form the basis of any possible recommendation for upgrading/acceleration of international exposure, continuation of use at this level, or reconsideration of international exposure. The FIH, Continental Federations and National Associations will all continue to receive a copy of this UPF for information.

Comments regarding this form are always welcomed from TDs, UMs and Umpires as to whether it is felt that this form 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 Umpires Development Manager in the first instance).

Peter von Reth  
Chairman  
FIH Umpiring Committee

Richard Wilson  
FIH Umpires Development Manager

# UMPIRE PERFORMANCE FEEDBACK

**F.I.H. ID No:** .....

Name: ..... (M/F) Tournament: .....  
 Country: ..... Location: .....  
 Date of birth: ..... Dates: ..... No of matches this tournament: .....

## COMMENT IN DETAIL

<b>Pre-Tournament Preparation &amp; Fitness Work:</b>	This section is for use before the event (a personal interview with the umpire upon arrival at the event could help), with the UM checking how exactly the umpire prepared both mentally and physically for the Tournament. Suggestions on how this may be improved, in the light of fitness test results and Tournament performance, can be incorporated in the Development Action Plan (see below).
<b>Decision making:</b>	Headings on the current form do not take account of whether umpires interpret the rules correctly and make their decisions accordingly. Are decisions accurate, consistent and to the briefing? If this is not the case, then the method needs to be examined - positioning; reading, knowledge and understanding of the game.
<b>Management:</b>	This would cover all control issues and management skills – use of cards, rapport and communication with the players, feeling for the game, pro-active/preventative actions, whether the players understand and accept what the umpire is doing, how they use their whistle/signals and co-operation/working together between umpires.
<b>Flow and Timing:</b>	How well does the game flow, appreciation and application of advantage, does the umpire know when to blow and when not to.
<b>Presentation:</b>	This section is linked to the management and is for comments on the impression of the overall package and how this comes across, including selling of 'big' decisions, use of body language etc. Comments can be made on individual style and flair.
<b>Overall &amp; Development Action Plan (UM):</b>	To be used to comment on the overall performance during the Tournament, and, most importantly, what needs to be worked on (with possible solutions to problem areas), improved and practised for the next Tournament in order that the umpire can develop and progress.
<b>General (TD):</b>	

### CURRENT GRADE

FIH International Grade 1	
FIH International	
National	

### CURRENT UMPIRING LIST

World Panel List	
World Development List	
Promising Umpire List	

### OVERALL STANDARD AT EVENT

Umpiring above current grade	
Umpiring to current grade	
Not umpiring to current grade	

### TEAM MEMBERSHIP

Good		Satisfactory		Poor	
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### ENGLISH LANGUAGE

Good		Satisfactory		Poor	
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### MATCH / TOURNAMENT FITNESS

Good		Satisfactory		Poor	
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**Results Fitness Test** .....

**Required Level** .....

UM-Name: ..... TD-Name: .....  
 Signature: ..... Signature: .....  
 Date: ..... Date: .....