

WHUA National Appointments Policy

1.0 Primary Aims

- 1.1 To seek and provide opportunities for WHUA Umpires and Technical Officials to officiate, within their capabilities and the highest level of hockey.
- 1.2 To select appointments which will provide members with opportunities to achieve, establish and maintain themselves as:
 - a. National Umpire
 - b. FIH Umpire
 - c. FIH Grade 1 (Crown) Umpire

2.0 Events

The WHUA shall, whenever possible, appoint to:

- 2.1 Internationals (at any level outside those appointed to by EHF/FIH/GB)
- 2.2 Domestic events including (but not limited to):
 - a. National Clubs Finals (both indoor and outdoor)
 - b. National Clubs Semi-Finals
 - c. National Youth Finals
- 2.3 Any other event WHUA deem a suitable development opportunity

3.0 Criteria

- 3.1 Only those members affiliated to both Hockey Wales and the WHUA may be appointed to events.
- 3.2 No appointment may be given to a WHUA member who is in financial arrears to the association.
- 3.3 Other than 4.1 & 4.2, the appropriate abilities and personal qualities of umpires and officials will be the key determinates of selection.
- 3.4 No appointments will be given unless the umpire is able to meet the current FIH fitness levels, umpiring to present grade and capable of umpiring the game.
- 3.5 International umpiring appointments will only be awarded to those who:
 - a. Are a current member of the WHUA,
 - b. Have shown a commitment to the association,
 - c. Are born in Wales, have a Welsh Parent or Grandparent or reside in Wales for 2 years continuously to the point of first selection,
 - d. Provide an independently certified record of passing the necessary fitness test for the level of games appointed. These will be required annually with the level of requirement determined by the EHF/FIH.

4.0 Appointments Committee

- 4.1 The appointments committee shall ensure that the above principles and criteria are maintained.
- 4.2 The appointments committee shall be comprised of
 - a. The Appointments Manager
 - b. Men's National/International Panel Lead
 - c. Ladies National/International Panel Lead
 - d. National/International Technical Panel Lead
 - e. L1 & L2 Coaching & Development Lead
- 4.3 In determining the membership of the committee, the following essential criteria will be considered preferential but not limited by:
 - a. Experience of umpiring and/or officiating at international / national level.
 - b. Members should be available within reason, to assess the performance of appointed umpires and technical officials at both international and domestic levels.

5.0 General duties & responsibilities of the selection Committees

- 5.1 To annually review the effectiveness of the Appointments Policy and propose changes to the Executive Committee.
- 5.2 To select and review the Development/National & International Panels for each season.
- 5.3 To select and review the EHF lists of nominated Umpires and Technical Officials.
- 5.4 To make all umpiring and technical official appointments for each season. *
- 5.5 To ensure, wherever possible, umpires are watched at international and national appointed matches.
- 5.6 To liaise with each region to discuss possible inclusion in national panels.
- 5.7 To select Technical Delegates, Match Delegates, Technical Officers, Judges, Umpires Managers, Coaches and Assessors to officiate at tournaments/matches of importance in Wales.
- 5.8 To ensure that selection criteria for EHF/FIH International Panels includes qualification status to represent Wales.
- 5.9 To provide feedback to the executive committee.

*Requests for officials and/or umpires made within 21 days of the game may not get fulfilled.

6.0 Specific responsibilities relating to roles

6.1 National Panel Leads (Male / Female / Technical)

- a. Act a single point of contact for their respected panels.
- b. Oversee implementation of Personal Development Plans (PDP's) and monitor status and performance.
- c. To take the lead on the selection of umpires / officials to national indoor and outdoor events.
- d. To have the casting vote should a unanimous decision not be reached.
- e. To liaise with Hockey Wales, England Hockey and other governing bodies to get feedback on umpires / official's performance and development and discuss progression plans.
- f. Any other duties deemed necessary by the executive

6.2 L1 & L2 Development Lead

- a. To liaise with regions to identify prospective National Panel Umpires.
- b. Develop mentoring program for prospective National Panel umpires.
- c. Track those umpires / officials on the mentoring program to ensure adequate progress is made.
- d. Identify those umpires available to umpire at junior events e.g. youth finals, NAGS games etc. in order to be watched.
- e. Be the main point of contact between the North and South regional appointments committee's / coordinators and the national appointments committee, specifically to ensure 6.2.c happens.
- f. To coordinate the members and activities of the Development Panel
- g. Any other duties deemed necessary by the executive

6.3 Appointments Manager

- a. To liaise with Hockey Wales and relevant competitions coordinators to discover what national events require appointments?
- b. To communicate appointments to appropriate parties.
- c. To collate and store any performance reports from governing bodies i.e. FIH/EHF and make these available to other members of the committee.
- d. To keep an up-to-date contact list of all those members on national panels.

- e. To represent the appointments committee on the national executive.
- f. Any other duties deemed necessary by the executive

7.0 International, National & Development Panels

7.1 Composition

- a. The Men's National Umpires Panel shall be made up of WHUA members who are actively umpiring and taking appointments in either the Men's English Hockey League, or in the higher divisions of one of the joint Men's England/Wales regional leagues as a minimum requirement.
- b. The Ladies National Umpires Panel shall be made up of WHUA members who are actively umpiring in either the Ladies English Hockey League, the higher divisions of one of the regional Ladies English leagues, or the top league of any respective Ladies Welsh league.
- c. The Development Panel shall be made up of those WHUA members, both males and females, who have either expressed an interest, or have been identified as having the potential to be National or International umpires but are deemed not quite ready. Membership of this panel and its activities will be managed by the WHUA Development Manager.
- d. The Men's or Ladies National or International Umpires Panel can, at the discretion of the Appointments Committee, umpires who are under the age of 25 and who do not meet the criteria set out in either 7.1a or 7.1b. This will ensure that any criteria set out by EHF for their development programs (U4E & UDP) can be met.
- e. The combined indoor national panel shall be selected from members who are actively umpiring indoor hockey, whether through the English programme, or either the North or South Wales indoor programme.
- f. The Official's national panels shall be made up of those people who have successfully completed several games / tournaments as a technical official whilst under the supervision of an existing panel member – see official's pathway.
- g. All of the international panels (indoor and outdoor) will be selected from those on the respective national panels, who meet the eligibility criteria set out in section 3, by the appointments committee and the criteria will be as per EHF panel guidelines.
- h. National or Development Panels can be amended at any time throughout the season.
- i. International Panels can only be amended in the windows (one indoor and one outdoor) provided by the EHF.
- j. Any official receiving a below par mark on two consecutive tournaments will have their place on any respective list reviewed by the competitions committee.
- k. Should any umpire or official, on any panel, be found guilty of any disciplinary action brought by either the WHUA or HW then the Appointments Committee reserves the right to suspend that umpire or official from any domestic and international appointments.

7.2 Responsibilities of those on panels

- a. It is the responsibility of those umpires / officials on the National Panel ensure that:
 - i. Availability and attendance for Welsh National appointments take priority over other Welsh and non-Welsh commitments. All officials must obtain sanction from the relevant WHUA Official before confirming any appointments with other National Associations (other than EHF/FIH/English National Hockey League matches).
 - ii. Maintain the required fitness levels (as specified by EHF/FIH).

- iii. Respond in a timely fashion to availability requests and acceptance of appointments.
 - iv. Any feedback forms received from games / tournaments are returned to the Appointments Manager in a timely fashion following the completion of the event.
 - v. Remain active at the required level for the necessary panel.
 - vi. Regularly update the development plans, or any other reporting facility that may be in place, as specified by the National Panel leads.
 - vii. Have regular communication / dialogue with their National Panel lead.
 - viii. Represent the WHUA and its interests to the very best of their ability, both on and off the field, at any event they are appointed to.
 - ix. Be responsible for their social media accounts and the content posted on them; avoiding any posts/content which, directly or indirectly, brings the good name of the WHUA, its officials, any of its activities or appointments made into question.
- b. If any umpire or official on any panel fails to meet any of the responsibilities outlined in 7.2a then their position on the panel will be reviewed by the appointments committee.