

Umpire Career Progression Policy – April 2016

1. Terminology

- 1.1. Tiers: ECB rate matches in a pyramid structure ranging from T5 (lowest) to T1 (typically Birmingham DPCL Premier Div and Div 1, North Staffs SCPCL Premier Division only)
- 1.2. Levels: ECBACO provide courses, workshops, examinations, assessments and Professional Development interviews to achieve formal qualifications UL1, UL1A, UL2C, UL2 and UL3
- 1.3. Grades: Annually, SACO receive reports on members' performance during the season from Leagues and will grade umpires accordingly (C1 to C5), subject also to their examination level.
- 1.4. Portfolio: All members are encouraged to keep their own records of matches, exams etc which will be inspected when necessary for promotion.
- 1.5. SACO (Staffordshire Association of Cricket Officials) has a Performance & Grading Committee (P&G) to oversee such matters within the county.
- 1.6. County Performance and Development Officer (CPDO) has the day to day responsibility for these procedures subject to oversight by Regional PDO and national guidelines.

2. Objectives

- 2.1. This document sets out SACO's implementation of guidelines and expectations for grading
- 2.2. Objective 1: To assist members to achieve their full potential most expeditiously.
- 2.3. Objective 2: To provide cricket matches with umpires of a suitable standard.

3. Portfolio

- 3.1. Members are entirely responsible for compiling their own Portfolio. This contains material which helps their career and is essential at certain stages of promotion. It includes:
- 3.2. Summary Match Record – lists all matches – please ensure date and division/competition are shown
- 3.3. Match Planner – including objectives and self-reflections
- 3.4. Observation Form – detailed performance as observed by self evaluation or independent observer.
- 3.5. Captain's Feedback
- 3.6. Scorer's Feedback
- 3.7. Those attending UL1 and UL1A Courses should be given copies of the above.
- 3.8. Blank forms can also be found on Who's The Umpire
- 3.9. Certificates of attendance or competence achieved at the various levels
- 3.10. Personal Development Plan (following PD Interviews)

4. Typical Career Path

- 4.1. Winter 1 - UL1 class
- 4.2. Summer 1 - practice UL1, typically T4 or T5 matches
- 4.3. Winter 2 - UL1A class
- 4.4. Summer 2 - practice and demonstrate UL1A learning, typically T3 matches
- 4.5. Autumn 2 – UL1A PD
- 4.6. Winter 3 - UL2 or UL2C class
- 4.7. Summer 3 - practice UL2/UL2C, typically T2 matches with some T1 for UL2 candidates.
- 4.8. Target to complete UL2 PD in Autumn 3 OR upgrade from UL2C in Autumn 4.
- 4.9. A less able candidate will take longer.
- 4.10. Later, for a few members, UL3 and thence to higher echelons such as D list.

5. Fast Track Career Path

- 5.1. Whilst most umpires will follow the typical path, some flexibility may be allowed at the discretion of the CPDO in consultation with P&G sub-committee.
- 5.2. Candidates who have had any one of:
 - a. good umpiring experience in the season(s) prior to undertaking UL1
 - b. two summers practicing UL1
 - c. show exceptionally promise in first half of Summer 1
- 5.3. MAY be fast tracked and skip the Summer 2 practice UL1A but they will still require satisfactory assessments using UL1A criteria (below) during the summer prior to attending workshop.
- 5.4. Candidates must be identified to CPDO no later than 1st July before attending UL1A workshop.

6. Formal Entry Requirements

- 6.1. UL1 is a course open to anyone whether or not they wish to be an active official. Indeed captains and players would benefit. It is followed by an optional examination (for members only).
- 6.2. UL1A is a workshop, generally followed by assessments and completed with a PD interview.
 - a. Candidates must be ACO members and hold UL1 (or GL6) certificate.
- 6.3. UL2C is a County workshop with much discussion but no exam. An attendance certificate is issued.
 - a. Candidates must be ACO members and be recommended to CEO following satisfactory UL1A PD. Aimed at those aspiring to Premier League but no higher.
- 6.4. UL2 is the same material delivered at Regional level and is followed by assessments and PD.
 - a. Candidates must be ACO members, graded C2* (or above), hold UL1A certificate, umpiring in or aspiring to Premier League and be recommended to REO & RPDO following satisfactory UL1A PD.
- 6.5. UL2R is the same material as UL2C being used as a refresher for any member with UL2(C) or GL5 ALSO those with UL1 or GL6 may attend at the discretion of the CEO.
- 6.6. UL3 – invitations will be issued by Regional PDO on recommendations from CPDO to those graded C1* and with excellent boundary assessments and colleague observations following their completion of UL2.
- 6.7. Young Officials Programme is open to all officials under 23 years old and is by recommendation from County ACO to the relevant ECB ACO Officer. SACO will not recommend anyone who does not hold UL1A and be graded at least C3*. This Y.O. Programme offers opportunities to officiate in a number of Regional and National matches for those who demonstrate satisfactory progress.

7. Completion Requirements for UL1A & UL2

- 7.1. Following the workshop(s) and subsequent season's practice, candidates will be given a Professional Development interview to review the paperwork requirements, which include:
- 7.2. (UL1A only) A certificate from instructor that all 20 activities have been completed properly
- 7.3. Summary Match Record of at least 10 matches (20 or more overs) in most recent season, showing an ABSOLUTE MINIMUM of
 - a. 2 boundary assessments by ACO accredited assessor.
 - b. 2 on-field colleague observations by an ACO accredited observer (for UL1A candidates - preferred) (for UL2 candidates - mandatory).
 - c. 3 Match Planners
 - d. 3 detailed self-assessments (different matches to the Planners)
 - e. some Captains' and Scorers' observations
- 7.4. To qualify for UL2 PD, the candidate must have stood in at least 6 matches at T1 or T2.
- 7.5. To qualify for UL1A PD, the candidate should have stood in at least 6 matches at T3 (or higher).
- 7.6. In both cases, at least one boundary assessment and one observation must be at that level.
- 7.7. In both cases, the candidate has a maximum of two seasons in which to complete the requirements.
- 7.8. The PD will consider the quality of the portfolio and discuss future options with the candidate.
- 7.9. CPDO will do preliminary checks on Match Records prior to PDs.

8. Course Registers

- 8.1. At the commencement of each course or workshop, the CEO is responsible for submitting a CCRF to ECB ACO HQ with a copy to CPDO.
- 8.2. At the end of each course or assessments following the workshop, the CPDO will confirm the competence (or otherwise) of the candidates on the CCRF and forward to ECB ACO HQ.
- 8.3. Tutors must give due notice of the dates for UL1 (and SL1) examinations so that the CPDO can arrange invigilators.

9. Grading

- 9.1. Grading is based on two factors, examination levels and field reports.
- 9.2. An examination level does not automatically equate to a particular grade.
- 9.3. C1 Umpires must have completed UL2, UL2C or GL4 and have been appointed to at least 6 matches in T1 in most recent season with generally satisfactory reports. Must attend refresher at least once every 3 years.
- 9.4. C2 Umpires must have completed UL1A or GL5 and have been appointed to at least 6 matches in T2 in most recent season with generally satisfactory reports.
- 9.5. C3 Umpires must have completed UL1 or GL6 and have been appointed to at least 6 matches in T3 in most recent season with generally satisfactory reports.
- 9.6. C4 Umpires do not require examination passes, although that would be helpful. They must have been appointed to at least 6 matches in T4 with satisfactory reports if possible.
- 9.7. C5 Umpires must have stood in at least 6 matches at any level (including club/casual fixtures not otherwise classified) and do not need reports.
- 9.8. C6 Umpires are those doing less than 6 games per year.
- 9.9. Newly qualified umpires are also graded C6.
- 9.10.* is applied to umpires whose performance has been above average and who are targeted to move to higher level of appointments. They must be willing to undertake any relevant training.

10. Conversion for UL2C to UL2

- 10.1. Those members who wish to advance their career beyond normal League fixtures are strongly recommended to undertake UL2 directly at Regional level – see criteria above.
- 10.2. However, if the member takes the UL2C path, then it may be possible to convert. The candidate must be graded C2* (or higher) and will probably be required to produce Portfolio covering TWO seasons since attending UL2C workshop.
- 10.3. Upgrading candidates will be invited by RCPDO to PD interview, on recommendation from CPDO, and must pay the upgrade fee to cover the cost of the boundary assessments and interview.

11. Appointments

- 11.1. Appointments are the responsibility of the League or Competition organiser, who will generally follow ECB ACO Guidelines.
- 11.2. T1 matches will generally be officiated by C1 and C2*.
- 11.3. T2 matches will generally be officiated by C2 and C3* (and above)
- 11.4. T3 matches will generally be officiated by C3 and C4* (and above)
- 11.5. T4 matches will generally be officiated by C4 and C5* (and above)
- 11.6. In all tiers, one umpire from a lower grade may be appointed occasionally with a senior colleague.

12. Tiers for 2016

- 12.1.T1: Birmingham DPCL Premier Div and Div 1, North Staffs SCPCL Premier Division, Derbyshire Premier Division.
- 12.2.T2 BDPCL D2 & D3, NSSCPCL D1 & D2, Staffordshire Club Cricket Championship Premier Div, Shropshire Premier Division, Warwickshire Premier Division, Worcestershire Premier Div.
- 12.3.T3 NS&SC D3 & D4, Staffordshire Club Cricket Division 1, Lichfield & District Division 1.
- 12.4.T4 NS&SC D5 & D6, SCCC D1, Stone & District Cricket League Sunday Premier Division, Burton & District Youth Crkt Lge Under 17, Kidsgrove & District Junior Crkt Lge Under 17, Lichfield & District Divisions 2 & 3.
- 12.5.T5 other Leagues and Club fixtures.
- 12.6.County and National Competitions are assigned to various Tiers.
- 12.7.Please advise CPDO of any competitions missing from higher tiers or wrongly identified.

13. Mentoring, Assessment, Observation and Feedback

- 13.1.CPDO will try to arrange suitable mentoring and assessments as appropriate but is very dependent on the number of trained volunteers available for such duties.
- 13.2.There are separate aspects, although some may be performed simultaneously.
 - a. Mentoring: generally 1-to-1 relationship with confidentiality between the two parties. Intended to assist the candidate throughout the season
 - b. Assessment: a formal report by a trained assessor, which will be discussed with candidate and forwarded to either SACO or League (depending on circumstances).
 - c. Observation: an informal report by an untrained observer. Copies will be given to candidate and either SACO or League (depending on circumstances).
 - d. Feedback: informal comments by a colleague – confidential and not formally recorded.
 - e. Confidential Reports: may exceptionally be requested by League with no copy to candidate. These are not supported by SACO.
- 13.3.Reports sent to SACO may be shared with relevant officers at County and Regional ACO Level.
- 13.4.Reports sent to League may be shared within their relevant committee.
- 13.5.Reports will not be shared elsewhere without permission from candidate.
- 13.6.Candidates are recommended to keep copies of all reports in their Portfolio.
- 13.7.Candidates at level UL1, UL1A, UL2C will normally be asked for their agreement in advance.
- 13.8.Candidates at level UL2 and above may be assessed without advance notice.
- 13.9.Ideally the mentor should stand with the candidate in two highest permissible tier matches plus one much lower tier as this should require a different approach.

14. Responsibility & Interpretation

- 14.1.The above protocol is intended to be indicative of SACO's interpretation of ECB ACO Policy as promulgated Nationally and Regionally, which do sometimes conflict. SACO has been informed that we have discretion to make local policy on implementation.
- 14.2.There may be occasions when flexibility may be required. In the first instance, questions should be addressed to CPDO, who will consult P&G, if necessary.

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