

**EAST REGION HOCKEY UMPIRING ASSOCIATION  
NEW MARKING STRATEGY AND MATRIX  
To be introduced for the 2017/18 Season**

Following the last A&A meeting and after discussion, we shall now be introducing a revised marking matrix for Assessments within the East Region. This matrix flows seamlessly into the NPUA and FIH marking matrices and follows the same basic style.

An Excel sheet is shown below giving this information graphically, showing the new ERHUA marks, what they mean, and where they tie in with the NPUA "B" Panel marking matrix.

Over the years, we all recognise that there has been a significant amount of "mark inflation" and "generosity" in marking, causing an expectation by umpires of marks higher than warranted by the performance. If every performance by all our umpires is rated "average" or above, by definition this can't be the case mathematically!

The following marking strategy will be used by Assessors within the East Region from the beginning of the coming 2017/18 Season:

1. We shall re-introduce marks of 3.00 to 3.99 for our B Panel, and 4.00 to 4.99 for our A Panel. This fits entirely with NPUA's B Panel marks of 5.00 to 5.99. Our B\* Panel is positioned within and at the top end of the B Panel range, but with higher expectations to those marks due to being on this panel.
2. In line with NPUA and as shown in the marking matrix, we shall introduce the concept of "Above Panel" and "Below Panel" marks. These are marks actually above and below the panel marks. For instance, A Panel will have 5.00 to 5.20 as "Above Panel" and 3.80 to 4.00 as "Below Panel". Similarly with B Panel. Marks in these areas will be very rare, but will highlight exceptional or unacceptable performances. These will trigger a speedy follow-up watching by another assessor to verify this mark, either at the top end or at the lower end.
3. All umpires' marking is now re-calibrated in their marks with "normal and expected" performances being marked between 3.40 and 3.69 for B Panel and 4.40 to 4.69 for A Panel. Marks above that norm really do have to be earned and the write-up of the assessment should reflect what "extra" that umpire has done in their performance to warrant a higher mark. Marks will reflect the headings shown below:
  - Below Panel Performance (Not up to standard) – A serious situation that will trigger action
  - Below Level Performance (Below average) – Disappointing. Just about acceptable for Panel
  - To Panel Performance – MOST performances will be in this area
  - Very Good Performance (Above average) – something extra over and above the norm
  - Excellent Performance (Above Panel performance) – Exceptional performance and rare
4. In summary, the first number shows the umpire's panel, the second number shows the level of performance and the third number indicates where, within that level, the Assessor assessed the umpire's performance on that match.

**REVISED ERHUA MARKING MATRIX SEPTEMBER 2017**

	ERHUA B & B* Panels 3.00 to 3.99						ERHUA A Panel 4.00 to 4.99			NPUA B Panel 5.00 to 5.99			
	ERHUA B Panel			ERHUA B* Panel			ERHUA A Panel			NPUA B Panel			
Below Panel Performance (Not up to standard)	2.80	or	2.90				3.80	or	3.90	Below Panel Performance	4.80	or	4.90
Below level performance (below average)	3.00	to	3.39	3.00	to	3.39	4.00	to	4.39	Satisfactory performance (below average)	5.00	to	5.39
To Panel Performance (average)	3.40	to	3.69	3.40	to	3.69	4.40	to	4.69	Good performance (average)	5.40	to	5.69
Very Good performance (above average)	3.70	to	3.99	3.70	to	3.99	4.70	to	4.99	Very Good performance (above average)	5.70	to	5.99
Excellent performance (above Panel performance)	4.00	to	4.20	4.00	to	4.20	5.00	to	5.20	Excellent performance (above panel)	6.00	to	6.20