

International Umpire Grouping System 2011 and Onwards

Regulation: 33.19 and 33.20

Action: Needs approval by the Executive Committee. Then published by ISAF

As has been ISAF's practice since 2003, ISAF will appoint a Grouping Panel comprised of a number of experienced International Umpires tasked with grouping International Umpires. The purpose of this process is to assist the Events Appointment Working Party in their work of appointing the umpire teams to match race events in 2011 and the following years. Thus the grouping system is only related to umpiring in the match racing discipline, and not to team racing etc.

Each year, the Grouping Panel is appointed in January by the Chairman of the IUSC after consultation with the Chairman of the Race Officials Committee and the Vice President who is responsible for the Race Officials Area. The chairman of the panel may be the IUSC Chairman or some other IU. The members are appointed early in the calendar year in order to allow them to observe the performance of individual International Umpires at match racing events throughout the year. The grouping process described below will then be conducted in August and September the applicable year. Individual cases may be reviewed at any later point in time should it be deemed necessary. The final groupings will be used for appointments in the following year.

Compared to the grouping system for 2010, the system for 2011 and onwards has been changed by clarifying the responsibilities, to start at an earlier time in the year, the references to the performance assessment form and IU manual have been updated, the grouping for newly appointed IUs has been described and an appeals procedure has been defined.

Groups and Criteria

Group 1

- An IU that is deemed capable of umpiring any match at a Grade 1 event, even alongside an umpire of a lower standard. It is accepted that a Group 1 IU makes consistently good decisions and has no problems with any of the overall criteria on the ISAF Umpire Performance Assessment Form, see http://www.sailing.org/downloads/officials/Performance_assessment_form_v_42.doc

Group 2

- An IU with the potential to be a Group 1 umpire but needs more experience, or an IU who consistently performs below the level that is required of a Group 1 umpire. A Group 2 umpire may have minor problems with one or more of the overall criteria on the ISAF Umpire Performance Assessment Form but no major problems with any criterion.
- Group 2 is divided into the following three sub-groups:
 - 2a: A high-standard IU who has minor problems with one or two overall performance criteria and therefore performs just below the standard of a Group 1 umpire.

- 2b: A solid IU who has minor problems with more than two overall performance criteria and therefore performs consistently below the level that is required of a Group 1 umpire.
- 2c: A weaker IU who has minor problems with several of the overall performance criteria and therefore performs just to the standard required by an IU.

Chief Umpire

- An IU that is deemed capable of being the chief umpire at any top-level grade 1 event. A chief umpire is able to handle all duties of the function in a competent manner even under pressure. The duties of the chief umpire are described in the ISAF Umpires and Match Racing Manual, edition 7/09, see [http://www.sailing.org/tools/documents/ISAFUmpiresandMatchRacingManual2009-\[6933\].pdf](http://www.sailing.org/tools/documents/ISAFUmpiresandMatchRacingManual2009-[6933].pdf).

Development Chief Umpire

- An IU that has the potential to become a chief umpire. A development chief umpire may not have all the qualities needed, but is deemed to have a potential that can be developed.

All existing IUs will be offered the opportunity to apply for grouping in accordance with the procedure described below. An IU can also request to be ungrouped. If an IU has not applied for grouping or asked to be ungrouped by the deadline, he/she will be assigned to the 'Ungrouped' category. IUs first appointed in November will be assigned to Group 2c for the following year.

Principles

- The identity of the members of the Grouping Panel will not be known to any IU, including the other members of the panel, during the grouping process. Accordingly, panel members are required to keep their membership confidential.
- All information regarding individual IUs will remain strictly confidential within the panel and the administration of the system.
- The Grouping Panel will use their best judgment to give input on the ability of an IU.
- Those IUs who are grouped unanimously or by a clear panel majority will be assigned to this Group. The same applies for chief umpire and development chief umpire categories.
- Where there are varying opinions on an IU, the panel will be consulted for further information as deemed necessary. Based on this, the Chairman of the IUSC will make the final decision.
- The identity of the members of the Grouping Panel will be disclosed when the grouping process including feedback has been completed.

Grouping Process

1. All IUs are informed that they may apply before a specified deadline should they want to be considered for Group 1 or 2 and selection as chief umpire or development chief umpire.
2. **Stage 1:** The Race Officials Secretary will send each panel member a spreadsheet with the names of all IUs who have applied to be grouped, along with instructions and criteria for grouping. Members of the panel will provide input on each IU by allocating them to Group 1 or 2 as well as chief umpire or development chief umpire if relevant. For an IU allocated to Group 2, they should also provide input for allocation to sub-group 2a, 2b or 2c. If they think the IU has major problems with one or more of the overall performance criteria, they should mark a U by the name

to indicate that this IU should be Ungrouped. If they do not have experience umpiring with the IU within the last couple of years they will mark an X by the name to indicate as such.

Panel members will email their completed spreadsheet to the Race Officials Secretary.

3. The Race Officials Secretary will collate the information and liaise with the Chairman of the IUSC. When the panel members are in agreement regarding the grouping of an individual, he/she will be assigned to that Group or be Ungrouped, and selected for chief umpire or development chief umpire if deemed capable of that.
4. **Stage 2:** In cases where there are varying opinions about an individual, the panel will be requested to provide further detail on their assessment. The same applies if there are varying opinions about the chief umpire or development chief umpire capability. The input will be expressed in terms of the criteria in the ISAF Umpire Performance Assessment Form.
5. The Race Officials Secretary will collate the information and liaise with the Chairman of the IUSC, who will make the final decision.
6. For all IUs allocated to group 2, the Race Officials Manager will assign a, b or c based on the average of the allocations suggested by the panel members.
7. **Late Applications:** Stage 1 and 2 may be carried out at a later point in time for individual IUs who apply late for a grouping.
8. **Stage 3:** The final Group allocation spreadsheet will be circulated to the panel. They may email any concerns over final Group allocation to the Race Officials Manager and the Chairman of the IUSC.
9. **Feedback:** An IU may request information on the reasons for his/her grouping. In these cases, the panel will be asked for reasons why they have assigned an IU to a specific group. The reasons should be expressed in terms of the criteria in the ISAF Umpire Performance Assessment Form.
10. The members of the Grouping panel will be dismissed around the end of the year, and their names will then be published to all IUs.

The members of the grouping panel will be expected to commit to all of steps 2, 4, 7, 8 and 9 (the steps with titles in bold italics).

Appeals Process

An IU that is dissatisfied with the Grouping Panel decision may appeal it to the Chairman of the ROC (or the Vice-chairman if the Chairman is a member of the Grouping Panel). After consultation with the Chairman of the Grouping Panel, the ROC Chairman (or Vice Chairman if applicable) will make a final decision.

Jan Stage
Chairman, International Umpires Sub-Committee

Approved by the Executive Committee on 15 November 2009.