



2021

Guidelines for Observers



Umpire Development
Version 1 : January 2021

Guidelines for Observers

Observers should follow the guidelines and apply the evaluation criteria as documented herein.

Purpose & Goals

The purpose of observing Umpires ("Match Officials") in matches is to:

- See and hear what the Match Officials do well in the performance of their role.
- Provide independent evidence for their performance review of those things that could assist the Match Official to improve their performance.
- Provide reports giving evaluative appraisal of the performances of the Match Officials.
- Ensure uniformity and consistency in the interpretation of the Laws of the Game & Competition Regulations is applied.
- Issue verbal and written assessments of performances to the Match Officials.
- Identify talented Match Officials early in their careers.
- Give advice & coaching on how Match Officials can improve their performance.
- The ethos of Observing is to nurture Match Officials & prepare those looking for promotion to the standards expected at the higher levels.

Observers should:

- Arrive 1 hour prior to the start of the match.
- Introduce yourself as the match Observer.
- Observe the Match Officials performance and practice unobtrusively yet from different points of the boundary.
- Observe the Match Officials body language & general demeanour throughout.
- Listen to, and observe, their communication with their colleague, the scorer(s), captain and any players.
- Identify what matches and mismatches there are in terms of performance (skills and knowledge requirements plus application = performance).
- If requested by the Match Official, agree key performance criteria to focus on.
- Witness the Match Official doing the right things at the right time.

The purpose of the Observer's report is to:

- Award Match Officials by acknowledging the individual's performance and the nature of the match both in the content and the marking .
- Provide specific examples within the report to support the comments made within it.
- Achieve uniformity of marking.
- To provide suitable evidence for the annual categorisation of Match Officials.

Who's the Umpire is the means by which reports (& Expenses) are submitted by Observers and accessed by Match Officials.

Guidelines for Observers

Areas of Assessment

Positive body language, image and match enjoyment

- Travel and on field uniform (i.e. shoes, trousers, jacket, shirt, hat) is clean and neat
- Uniform tailored to body shape – crisp and clean.
- Walked tall and smiled/looked like he or she was enjoying the match
- Lots of eye contact with the participants / head up the majority of the time
- Good body shape / image.

Cooperation, support and communication with the whole Playing Control Team (PCT)

- Willing to assist and encourage their colleague through any and all of the following:
 - *teamwork signals from square leg*
 - *constant eye contact with his/her colleague in between deliveries*
 - *supportive gestures after decisions/incidents*
 - *assisting with boundary decisions*
 - *playing an active role in discussions with Captains regarding player behaviour, GWL or playing condition interpretations*
 - *participated fully and constructively in the post-match debrief*
- Use of radio (appropriate times not to distract others/less is more/specific and clear words)
- Did they act as part of the team throughout the match?
- Did they complete the ground inspection together?
- Did they speak to the Captains together?
- Dealt with critical incidents (CoC/GWL) with their partner or team
- Be inclusive of any other Match Official in match issues and discussions with other stakeholders
- Put team success ahead of their own game
- Complimented the skills and needs of his/her partner (did not dominate but either led from the front or behind as necessary with their partner).

Acting out the PCT values and code (behaviours)

- Did he/she show and demonstrate behaviour examples covering:
 - *leadership*
 - *accountability for performance (admitting errors / fault)*
 - *enjoyment*
 - *pride (in performance and part of officials' team)*
 - *respect (for others and their needs of the game)*
 - *trust (did they do anything to cause their team to lose trust in them or feel that they were umpiring for just themselves)*
 - *integrity (did things for the "right" reasons around the match performance)*
 - *honesty (told the truth at all times and was genuine in their contributions and dealings with everyone).*

Guidelines for Observers

Preparation - Pre-match net and ground inspection - ready and thorough

- Did he/she do a ground inspection pre-match?
- Did he/she work with the Observer pre-game?

Pre-match meeting - contribution and thoroughness

- Match awareness - high risk factors identified and discussed with PCT
- Leadership and contribution of valuable points to PCT pre-match preparation
- Local customs and uniqueness of venue / teams / climate / player traits taken into account.

Fitness – alertness and focus.

Knowledge of Playing Conditions / Regulations & Laws

- Accuracy of ball counting at the bowler's end
- Did he/she read the game and tactics of the teams / players?

Man & Match Management - Effective player management (proactive, professional and consistent to all)

- Did he/she treat the players with empathy and respect?
- Did he/she allow players to speak and then listen to what they had to say?
- Did he/she show his/her match "presence" when necessary in order to stop potential conflict from escalating?
- Kept calm and adapted to any unique situation - made good choices as to how to keep player behaviour and tensions in check
- Was in control without being over officious and worked with players rather than being "policeman like"
- Did he/she pick the right moment to get involved in any situation to either defuse or manage?
- Was he/she positive in his dealings with the players?
- Did he/she treat both teams fairly and equally in matters such as over rates, GWL, standards of behaviour, suspect bowling actions?
- Did he/she create and promote a good, professional working relationship with both teams?

Application of Code of Conduct & Over Rate Management

- Accurate recording and communication with Captains on over rate progress – guided the teams to complete overs within time – regular intervention.
- Thorough knowledge of the CoC Policy and accurate completion of the necessary paperwork (if applicable)
- Contributed to a positive team discussion and arrived at the right decision as to charge / report or not
- Was consistent in application / process throughout the match.

Guidelines for Observers

Accuracy and application of GWL - maximising playing time

- Did he/she try to maximise playing time?
- Did he/she use the collective wisdom of the PCT to prolong play or restart (before suspension)?
- Did he/she follow the protocols and directives accurately and consistently?
- Effective communication and sell decisions with the Captains and other stakeholders?
- Did he/she work effectively with ground authorities to get as much play as possible, keeping teams, scorers & Observer informed of developments?
- Did he/she consider all options before suspending or calling off play - option to bowl the spinners, sawdust, super sopper, roping, etc.?

General Decision Making

- Accuracy and consistency in No balls, wides, leg byes, byes and ball counting
- Quality video replays are necessary to make valuable and accurate assessment of decisions.
- Care is to be taken in reading the reaction of a player too closely as their response will be based on emotion.
- The bowler's end umpire is responsible for the ball count in an over. He/she will use square leg (or the 3rd umpire when available for support). Should both, on field umpires get the ball count incorrect, then they will be assessed accordingly together.
- We need objective assessment from an Umpire's / game perspective, not a players. *Benefit of doubt to the umpire here.*
- For wides in a limited overs match, did he/she call the marginal ones as instructed and apply the intention of the playing condition - judgement consistency is also as assessable component here

Consistency of all decisions (appeals and general decisions)

- Try to pick up if the umpire might be guessing some decisions or relying upon player's or their partner to guide him in what is out and what is "not out".
- Consistency of accuracy is key here - consistency of LBW judgement (standard applied), leg side / off side / height wides.
- eye contact with the batsman or bowler
- head up / shoulders up
- no looking at the counter when giving a "not out"
- making the decision from behind the stumps (not running away)
- a shake of the head for a "not out" and saying "not out"
- Match official displays similar timing when responding to "out" and "not out" decisions.

Technique - Response to match and player pressure - maintaining composure

- Were there any signs of pressure influencing a decision?
- Did the umpire lose composure or focus as a result of a decision?

Guidelines for Observers

- Did the umpire get distracted by game or non-game issues and did it affect his/her umpiring quality
e.g., media hype, player retirement, spectator / ground issues or did they embrace them in order to help lift their performance up to the standard expected.

Application of Laws, Playing Conditions and agreed interpretations

- Did the umpire show / display any or all of the following:
 - *a thorough working knowledge of current playing conditions*
 - *a thorough working knowledge of current interpretations and directives*
 - *a thorough working knowledge of current policies*
 - *Did he/she implement and apply them correctly (error free)?*
 - *Was he/she consistent to both teams in how and when he/she applied them?*
 - *Was the umpire clear and visible in signalling / advising player cautions? (e.g. Bouncers, running on pitch etc).*

Accurate clear signalling with correct positioning at both ends

- Calls on field are loud & audible from the boundary edge
- Signals held and communicated clearly to scorers
- Signals for warnings and unfair deliveries as per PCs (visible)
- Clear soft signals to partner from square leg
- Positioning at the bowler's end
- Appropriate speed and agility from the bowler's end - in line with popping crease and still to make run out decisions
- Opposite side in the "v" at the bowler's end
- Positioning at square leg
- Appropriate depth and positioning at square leg - not impacting with any fielder
- Did not hold up play moving for left and right handers at square leg
- Positioned to see all possible fielding restriction infringements (more than two behind square).

General Points for Observation:

Analysis during the match:

- Identify any proactive or preventative (key moment) decisions which positively influence the pattern of the match.
- Assess the Match Official's reaction to changes in the tempo of the match and decisions made in response to the demands of the match.
- Consider the consequences of difficult situations/decisions on subsequent decisions - (personality) consistency and courage.

Guidelines for Observers

Degree of Difficulty (Evaluated separately for each Match Official in a Match)

Taking a match's degree of difficulty into account is an integral part in assessing a Match Official's performance.

The degree of difficulty is incorporated into the individual mark of each Match Official. The Observer should determine the degree of difficulty, the experience of the Match Official and his/her ability to deal with critical incidents.

Challenging:	A tough match with difficult decisions. The Match Official's attributes and skills were fully tested.
Quite Challenging:	A fairly difficult match with enough decisions to test the Match Official's abilities and knowledge of the Laws of the Game & Competition Regulations.
Average:	A routinely normal match with some decisions to test the Match Official's abilities and knowledge of the Laws of the Game & Playing Regulations.
Below Average:	A straightforward match with few decisions and no challenging situations for the Match Official to handle.

The Observer should indicate the degree of difficulty in the relevant section in the report. Mention must be made in the report of the important elements of the Match Official's performances in the report, indicating a time / overs / balls when important incidents occurred, to justify the final mark.

The degree of difficulty includes the number of decisions when the Match Official demonstrated a credible application of the Laws of the Game, but also if the Match Official had to deal with important/challenging incidents with regular frequency and/or intensity.

In assessing the degree of difficulty particular attention should be paid to important/challenging situations & decisions, such as:

- Ground, Weather & Light scenarios particularly where opinions differ between match officials & captains (/players).
- Law 42 transgressions
- Regular appeals by the fielding team
- Sustained pressure from either team
- Persistent 'chat' between teams
- Confrontations involving players & / or officials
- Team / Player protests the Match Officials' decisions
- Match situations which are unusual & / or obscure

Please note that a major misinterpretation of the Laws & or Playing Conditions which affected the match should be marked **"Improvement Required"**, irrespective of the level of experience of the Match Official. On the report, please tick the box "Intervention Required" which will alert the

Guidelines for Observers

Umpire Development team of the need to follow up the report. Observers should also contact the Head of Umpire Development prior to submitting the report.

Marking the Match Officials *(Evaluated separately for each Match Official in a Match, regardless of umpire category)*

The evaluation scale sets out the basis for appropriate marking:

Degree of difficulty	Benchmark	Performance	Mark
Challenging	9.8	Good	10.0
		Satisfactory	9.8
		Improvement required	9.6
Quite challenging	9.2	Good	9.4
		Satisfactory	9.2
		Improvement required	9.0
Average	8.5	Good	8.7
		Satisfactory	8.5
		Improvement required	8.3
Below average	7.9	Good	8.1
		Satisfactory	7.9
		Improvement required	7.7

A performance which the Observer deems to be poor should be marked as **Improvement Required**. On the report, please tick the box "Intervention Required" which will alert the Umpire Development team of the need to follow up the report. Observers should also contact the Head of Umpire Development **prior to** submitting the report.

Content & Submission of Reports

The important decision(s) and/or the Match Official's contribution must be clearly highlighted within the Area of Assessment and or General comments and advice on performance of the Observer Report.

Each section of the Report should be completed by reference to, and based on, the incidents that occurred during the match and these should be summarised but described accurately.

All reports must be submitted onto WTU within 72 hours of the match concluding.

Deduction of Marks

Minor development points identified will result in a mark of Improvement Required.

Where an Observer deems that a Level One offence has not been dealt with appropriately a mark of Improvement Required is awarded. On the report, please tick the box "Intervention Required" which will alert the Umpire Development team of the need to follow up the report. Observers should also contact the Head of Umpire Development **prior to** submitting the report.

Guidelines for Observers

Addition of Marks

Where a Match Official's performance exceeds the standard benchmark a mark of Good should be awarded.

Match Officials should be rewarded for their successful handling of Law 42 breaches.

The fieldcraft displayed by the Match Official should be in line with the separate publication issued by Umpire Development.

General Comments

Boundary Observers are encouraged to provide coaching to Match Officials through analysis & advice. By doing so this is aimed at helping the Match Officials to improve.

Once the Observer concludes the post-match analysis they should:

- Set priorities (note only two or three key points.)
- Agree on degree of difficulty (this may differ for each umpire.)
- Give the Match Officials the opportunity to express themselves and encourage self-analysis.
- Mention positive points first, then aspects for improvement.
- Give advice/coaching (based on actual incidents from the match) that is comprehensible and measurable.
- Offer solutions and alternatives for improvement in collaboration with the Match Official.
- Asks each Match Official a question on the Laws or Competition Regulations whereby either area has not been tested thoroughly during the match.

To encourage discussion and ensure that the points discussed correspond with the report, the Observer should note two or three positive points and points for improvement, which he/she must then convey to the Match Official during the post-match discussion.

Observers should not disclose the mark to the Match Officials during the post-match analysis.

Use of Video Footage

Observers may use available video footage to review match incidents.

The facility should be utilised only to determine facts when the Observer requires clarification on an incident.

The Observer must advise the Match Official concerned immediately after the match that available footage will be reviewed.

The use of video footage is intended to enhance the assessment process and ensure that the standards of our Match Officials are maintained.

Guidelines for Observers

Where no footage is available, the Observer's view/opinion of the incident at the time should be submitted.

Further to the above, Observers are encouraged to record their own footage during the match to aid delivery of advice offered & to support report content.

Post-Match Contact

Post-Match contact between the Observer and the Match Officials is mandatory. It plays an extremely important part in the process of umpire development as it encourages self-analysis of the Match Official, irrespective of category.

It is an important part of any Match Official's development that he/she can learn his/her trade from the experiences offered by Observers.

During the post-match contact between the Match Official(s) & an Observer this should take the format of an open discussion. An Observer after the match should discuss the salient points of the match. It is not permissible for this discussion to become an argument between parties. Fundamentally, this does not keep with the Purposes & Goals of the Observation.

Disagreements

Where both parties disagree, the report should not be submitted until guidance has been sought by the Observer from the Domestic Manager whose jurisdiction the match falls within.

Feedback will then be given by the Umpires Manager to **both parties** & the Head of Development. Thereafter the report can be lodged with this guidance included.

Appeals

Match Officials may appeal the outcome of an Observation report but must do so within 7 days of receipt of the report.

Any appeal should be made to the Umpires Manager whose jurisdiction the match falls within. The Match Official must provide a detailed account of why an appeal is being made. Frivolous appeals may be rejected.

If the appeal is deemed acceptable, the report will be reviewed fairly. A decision will then be made by the Umpires Manager to **both parties** & the Head of Development.

Guidelines for Observers

Linked Marking with Captains Reports & Colleague Assessments

Captain's & Colleague Observer's will not be asked for a mark however, their overall rating & degree of difficulty will be translated into marks as listed below:

	Challenging	Quite Chall'	Average	Easy
Excellent	10.0	9.5	8.8	8.1
Very Good	9.9	9.4	8.7	8.0
Good	9.8	9.2	8.5	7.9
Satisfactory	9.6	8.9	8.2	7.7
Not Satisfactory	7.6	7.5	7.4	7.3
Poor	7.2	7.1	7.0	6.9

Captains Reports & Colleague Assessments will be used for overall statistical purposes when reviewing the overall performance of Match Officials.

Guidelines for Observers

OBSERVER REPORT FORM

Name		Colleague		Competition	
Date		Match		Venue	

<u>Pre-match Duties</u>
<u>Application of Laws, Playing Conditions and agreed interpretations</u> <u>General Decision Making</u>
<u>Man & Match Management</u> <u>Response to player / team pressure</u> <u>Application of Code of Conduct</u>
<u>Teamwork with PCT</u> <u>Dealing with Ground, Weather & Light</u>
<u>Fieldcraft, Fitness & Movement</u>
<u>General comments & advice of performance</u>

Guidelines for Observers

Points discussed with Umpire:		
Positive points:	1)	
	2)	
	3)	
Points for improvement:	1)	
	2)	
	3)	

Observers Name		Degree of Difficulty		Mark Awarded	

Guidelines for Observers

PATHWAY FOR UMPIRE ASSESSMENT

Referee



Assessor



Observer



Advisor