

Umpire Equity Scheme Review and Recommendations

The Appointments Process - Historical

The appointments process pre 2007 was one that had serviced the Hockey NZ domestic calendar for many years. When an Association entered a team, they wrote an umpires name at the bottom of the team registration sheet. These names were collated and sent to the tournament Technical Director and formed the basis of the umpires group for that tournament. As part of a 2006 review, there was an initiative to raise the standard of umpiring at NZ sanctioned tournaments. It seemed the only way to achieve this goal was for the Umpire Council to take some control over the umpires that were attending national tournaments. In addition, Associations were continually asking advice on where umpires should be used and at what tournaments they were most suitable for. A process was instigated that would provide guidance and assistance to Associations to manage and develop their umpires and to also achieve the goal of raising national standards. In addition, it was discovered that some Associations were not nominating umpires on their registration sheet. Other Associations, were being asked to top up the pool of tournament umpires at their own expense to compensate for Associations who were not providing umpires. This inequality started the formulation of the umpire equity scheme.

Another major issue with the previous system was that Associations only nominated one umpire for a particular tournament. It may be that there was more than one suitable umpire at that Association for a given tournament. It meant that a good umpire was left at home, and also that another Association was forced to nominate an unsuitable umpire. In addition, as umpires move around, it is possible to get 'pockets' of umpires in one location. From a national perspective, there is a need to be able to tap into the best umpires for a given tournament. Associations tend to get waves of umpires coming through that are suitable for particular tournaments. It is highly unlikely that they will have a suitable nomination at all parts of the domestic tournament pathway.

Hockey NZ Memo - The Appointments Process (7 April 2008)

Over the past two years, the Umpire's Council has taken more control over the umpire nomination and appointment process. There are two main reasons for this change:

- 1. Improving the quality of the umpiring at national tournaments is one of the main goals. One way to achieve this goal is for the Umpire's Council to take more control of appointing umpires who have been assessed either locally or at a previous tournament. Umpires will not be appointed to flagship domestic tournaments if an independent assessment of that umpire has not taken place.*
- 2. Some umpires were slipping through the net. They attended a tournament one year, then were not nominated by their Association in the next year. Through the mentoring and appointments process, we would like to address the retention of junior umpires through our tournament structure and development pathway.*

Recall the links on the Umpiring page of the Hockey NZ website. Two of these links are called "Tournament Nominations" and "Tournament Appointments." These links are becoming the main method of communicating between Associations, umpires and Hockey NZ.

As a result of last years tournaments, a number of umpires and technical officials have already been appointed to tournaments for 2008. Please refer to the tournament appointments link to be updated. The appointments page will build and be updated as the season progresses. Umpires and officials are asked to email the Umpire Development Manger directly to confirm their appointment

Although there is still an avenue to nominate umpires via team entry sheets, the preferred method is to contact the Umpire Development Manager directly and discuss the best options for individual umpires. We are expecting more nominations for umpires at the age-group tournaments to come from Associations.

The last point on this memo asked Associations to still nominate umpires to a particular tournament if they felt someone had been missed. This facility has been well used and a number of people are dealt with on a daily basis making sure that umpires are appointed to the most appropriate tournaments.

2007 Umpire Equity Scheme

At the 2006 HNZ AGM it was passed that an umpire equity scheme would take effect for the 2007 season. The scheme was to address the inequalities associated with some Associations not providing umpires to tournaments, and others supplying more than their quota at their own expense. The decided figure was \$400. It was also acknowledged that this figure would not necessarily cover all costs (depending on travel distance and flight availability). However, over time costings would even out and the \$400 would be a good average. For the past four seasons, the scheme has worked effectively and has addressed many of the inequality issues. The necessity for Associations to contribute to the

umpire programme has also had a positive effect on umpire development. There are Associations now contributing to the national pool of umpires that were not doing so before the introduction of the scheme. Associations now realising that by not contributing to the national umpire pool, they are actually supporting another Association's umpire programme via the equity scheme.

Concerns over the current Equity Scheme

Although the 2007 scheme, addressed many of the previous issues facing umpire appointments to tournaments, there has been some criticism of the scheme and a number of proposals that seek to address the issues and make the process fairer to all Associations. Consideration was given to a range of scenarios including a zonal, travel distance, and north/south approach. However, no approach yielded a suitable formula that had fair application when applied over a range of Associations and tournament venues.

There have been some concerns regarding the equity scheme that have initiated a review in 2010. A summary of the concerns is as follows:

1. The amount of \$400 is not sufficient as an average amount to cover reasonable umpire expenses for travel and accommodation.
2. For Associations sending more than one umpire to a tournament, often the \$400 subsidy still means there is a shortfall that currently needs to be met by the Association. With additional umpires, the shortfall is compounded.
3. For particular Associations, there are additional travel costs due to their location eg distance from a main airport. Typically, airfares from regional airports eg New Plymouth, Gisborne, Invercargill and Whangarei will be more costly than 'main trunk' fares. In particular, those airports that do not have direct flights to other regional destinations but only fly via Auckland and/or Wellington will offer fares that are typically higher.
4. With the majority of tournaments based in the North Island, Associations from the South Island are required to fly more than their North island counterparts, who more frequently drive to get to tournaments.
5. Local umpires that attend a tournament and hence have no travel or accommodation costs still are rewarded with a \$400 credit to the Association.

From a Hockey NZ development perspective, a problem exists when Associations cannot afford to send additional umpires to tournaments as they currently need to cover any shortfalls in expenses. There are some tournaments where there are insufficient umpires nominated and Associations are not forthcoming with additional nominations due to the requirement to cover expenses. There needs to be a 'development fund' made available so that all travel and accommodations costs can be met for these additional umpires and Associations will therefore be willing to nominate any suitable umpire, knowing that no additional costs will be incurred.

Review of Costs – samples from 2009 and 2010 age group tournaments

Canterbury Hockey Association Umpire Cost Summary - 2009 National Tournaments

Tournament	Location	Airfare	Accom	Total
U18 Girls Premier	Christchurch			
U18 Boys Premier	Napier	\$315	\$308	\$623
U18 Girls Champ	Tauranga	\$224	\$311	\$535
U18 Boys Champ	Tauranga	\$224	\$240	\$464
U16 Girls Premier	Auckland	\$231	\$318	\$549
U16 Boys Premier	Hamilton	\$206	\$175	\$381
U16 Girls Champ	Palmerston North	\$234	\$350	\$584
U16 Boys Champ	Timaru	\$0	\$240	\$240
Collier Trophy	Nelson	\$0	\$320	\$320
Hatch Cup	Invercargill	\$0	\$180	\$180
Average		\$159	\$271	\$431

Waikato Hockey Association Umpire Cost Summary - 2009 National Tournaments

U18 Girls Premier	Christchurch	\$285	\$300	\$585
U18 Boys Premier	Napier	\$0	\$186	\$186
U18 Girls Champ	Tauranga			
U18 Boys Champ	Tauranga			
U16 Girls Premier	Auckland	\$0	\$360	\$360
U16 Boys Premier	Hamilton			
U16 Girls Champ	Palmerston North	\$0	\$345	\$345
U16 Boys Champ	Timaru			
Collier Trophy	Nelson	\$375	\$245	\$620
Hatch Cup	Invercargill	\$725	\$320	\$1,045
Average		\$231	\$293	\$524

South Canterbury Hockey Association Umpire Cost Summary - 2009 National Tournaments

Tournament	Location	Airfare	Accom	Total
U18 Girls Premier	Christchurch			
U18 Boys Premier	Napier			
U18 Girls Champ	Tauranga			
U18 Boys Champ	Tauranga			
U16 Girls Premier	Auckland			
U16 Boys Premier	Hamilton	\$326	\$303	\$629
U16 Girls Champ	Palmerston North			
U16 Boys Champ	Timaru			
Collier Trophy	Nelson	\$0	\$360	\$360
Hatch Cup	Invercargill	\$0	\$328	\$328
Average		\$109	\$330	\$439

Auckland Hockey Association
 Umpire Cost Summary - 2009 National Tournaments

Tournament	Location	Airfare	Accom	Total
U18 Girls Premier	Christchurch	\$386	\$446	\$832
U18 Boys Premier	Napier	\$0	\$454	\$454
U18 Girls Champ	Tauranga	\$0	\$265	\$265
U18 Boys Champ	Tauranga	\$0	\$148	\$148
U16 Girls Premier	Auckland			
U16 Boys Premier	Hamilton	\$0	\$371	\$371
U16 Girls Champ	Palmerston North			
U16 Boys Champ	Timaru	\$460	\$192	\$652
Collier Trophy	Nelson	\$413	\$556	\$969
Hatch Cup	Invercargill	\$484	\$578	\$1,062
Average		\$218	\$376	\$594

Waikato Hockey Association
 Umpire Cost Summary - 2010 National Tournaments

Tournament	Location	Airfare	Accom	Total
U18 Girls Premier	Tauranga	\$0	\$220	\$220
U18 Boys Premier	Dunedin	\$260	\$256	\$516
U18 Girls Champ	Auckland			
U18 Boys Champ	Auckland			
U15 Girls Premier	Napier	\$0	\$200	\$200
U15 Boys Premier	Masterton	\$0	\$168	\$168
U15 Girls Champ	Wellington	\$288	\$204	\$492
U15 Boys Champ	Hamilton			
Collier Trophy	Timaru	\$184	\$350	\$534
Hatch Cup	Albany	\$0	\$385	\$385
Average		\$105	\$255	\$359

Wellington Hockey Association
 Umpire Cost Summary - 2010 National Tournaments

Tournament	Location	Airfare	Accom	Total
U18 Girls Premier	Tauranga	\$0	\$380	\$380
U18 Boys Premier	Dunedin	\$386	\$338	\$724
U18 Girls Champ	Auckland	\$223	\$276	\$499
U18 Boys Champ	Auckland	\$210	\$330	\$540
U15 Girls Premier	Napier	\$0	\$360	\$360
U15 Boys Premier	Masterton	\$0	\$330	\$330
U15 Girls Champ	Wellington			
U15 Boys Champ	Hamilton	\$0	\$306	\$306
Collier Trophy	Timaru	\$193	\$373	\$566
Hatch Cup	Albany	\$193	\$394	\$587
Average		\$134	\$343	\$477

There are a number of factors that still require explanation. It was decided not to include the costs of driving to a tournament. The additional cost to take an umpire was not considered significant i.e. mini van hire, petrol costs etc were already a cost incurred whether or not an umpire was traveling. Also, a meal allowance was not considered. Lunches are currently provided by the host Association, and again, the extra cost of breakfast and dinner is already covered by the team. The exception to this situation is where teams stay in a catered facility where there is a cost per head. Not many Associations currently choose this option.

Analysis of Costs

The costs for sending umpires to a range of age group tournaments, over a selection of Associations, has been undertaken. The average values are as follows:

Averages for 6 samples

Airfare	Accom	Total
\$159	\$311	\$470

Note in the case of airfares, the reported average is including the times when an umpire does not need to fly i.e. has a \$0 value in the airfare column. This figure is realistic as there are times when no airfare is required for an umpire, depending on the tournament location. The average for a flight over the six Associations for actual flights taken is \$310.

The average cost for accommodation is similar for all Associations typically a range from \$250 to \$350 for a week-long stay.

Proposed Changes to Current Scheme

Although the original scheme was designed to average out over a number of years, it has been identified that in some calendar years, certain Associations were being disadvantaged by the scheme. To address main concerns, it was decided to propose a new approach that would allow both a recognition of the costs of sending an umpire to tournament, and also allow Associations to access additional funding in a given year to off-set expensive airfare prices that can occur depending on Association location and tournament venue. In addition, a secondary 'development fund' would be available so that Associations could promote additional umpires, without having to carry any additional costs or shortfalls.

1. The figure of \$400 had not been adjusted for 4 years. Some people have argued that this figure was too low in the first instance. Both the cost of accommodation and travel have increased. The analysis of six Associations showed \$477 to be an average cost (excluding vehicle hireage, petrol costs and meals). Therefore a new figure of \$500 is proposed.
2. Currently if an umpire is local, their Association still receives a \$400 credit. This umpire is not incurring any costs. Therefore it is proposed that this amount will be reduced to \$100 for any subsequent local umpires appointed to the tournament. The Association is still able to make a contribution to the umpire's petrol costs via the \$100 allocated to local umpires via the equity scheme.
3. With the new proposed figure of \$500, and the additional local umpire credit being reduced to \$100, there will be a \$400 surplus created when additional local umpires are appointed to a tournament. Over the 10 age group tournaments, this surplus will create a pool of money in the order of \$3000 – the development fund.

The Development Fund

The development fund is a pool of surplus money generated by the umpire equity scheme. Each year, at the completion of the age-group tournaments, Associations will be able to apply for a 'top up' as a result of additional expenses incurred in order to support an umpire to a national tournament. The criteria for applying will be based on the following:

1. Development funding will only be available to Associations who incur expensive airfare costs. Flights that cost less than \$350 will not be considered to be 'expensive.' Development funds will not be considered for food, petrol and accommodation costs. The assumption here is that these costs are similar all over the country – it is

the costs associated with airline travel that have the most variance. Depending on the available pool of funds, it may not be possible to reimburse 100% of flight expenses.

2. In the case of nominating additional umpires to tournaments (more than one to a particular tournament), an arrangement with Hockey NZ will allow all travel and accommodation costs to be met. This arrangement will allow all suitable umpires to be considered for tournaments, and encourage Associations to send additional umpires when they have a 'pocket' of high potential umpires in their region.

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