

Umpires Appointment Panel (UAP) Ranking & Appointments Policy

AIM OF THE POLICY

To ensure that best endeavours are made to rank and assess umpires using a fair and comprehensive process of performance appraisal.

The guiding principles of this policy will ensure that any conduct associated with the ranking and appointment of umpires will be fair and reasonable.

At all times all persons involved in the assessment, ranking and appointment of umpires will use best endeavours to ensure that the relevant objective criteria is applied.

The UAP reserves the right to use reasons other than performance to rank or appoint umpires if it is considered in the best interest of the USA Cricket competition to do so. (for example, favoring a female umpire for a women's tournament)

RANKING PROCESS

1. Initially (in 2021) the Volunteer Umpire Coordinators will rank all Category C & D umpires from each of their respective zones according to the criteria below.
2. The national ranking list will then be a collaborative effort between the UAP and the Volunteer Umpire Coordinators (VUCs), with the UAP having the final say.
3. In 2022 and beyond the number of ranked umpires will be determined by the VUP and UAP working together.
4. The UAP will play a larger role in the ranking of umpires from 2022 onwards as more robust umpire performance and feedback processes are established.

RANKING & APPOINTMENTS CRITERIA

The following factors are considered in order of priority:

1. ***Behavioral Standards*** - adherence to the Umpire Code of Conduct, agreed core values and commitment to personal development. On and off-field behavior is expected to positively contribute to our culture and reputation.
2. ***Current form and performance*** - measured through the UAP and others observations, match day reviews, Captains Reports, vision review and other written and verbal feedback. This also requires umpires to be currently active.
3. ***Qualification*** – We value highly qualifications and certifications. However, we also appreciate that having a qualification of a certain level does not necessarily equate to an umpire performing at that level in a live match environment. Umpires can perform and potentially be ranked above or below their certification level when all other factors are considered.

4. **List Development** - it is critical that opportunities are provided for talented umpires to continue to develop in meeting the future needs of the group and to fulfil individual potential. This means creating opportunities at all levels for umpires to progress through the umpire talent pathway, across the spectrum of competitions.
5. **Umpire Skill Set** - certain strengths may be better suited to a particular match or tournament. E.g. strengths in communication for youth tournament, match awareness and player interaction for a Men's tournament.
6. **On Field Coaching and Mentoring** - it is important that we create an environment where developing umpires are teamed with more experienced umpires at different levels to assist with their advancement.

USA CRICKET NATIONAL TOURNAMENTS

As is required, the UAP will select umpires to officiate in the National Men's, Women's and Youth tournaments.

The decision to select an umpire will be made using the ranking criteria but not limited to such factors as:

- The umpires ranking
- The physical fitness of the umpire to officiate
- The recent performances of the umpire
- An umpire's availability
- The discretion of the UAP
- Budgetary restrictions/geographic vicinity

OTHER

The UAP reserves the right to add, amend or delete clauses of this policy if circumstances require during the season.