



International Sailing Federation

International Umpire  
Grouping System

## 1. General

- 1.1 In response to a request from the Event Appointments Working Party (“EAWP”), ISAF has appointed a Grouping Panel comprised of a number of experienced International Umpires tasked with grouping International Umpires. The purpose of this grouping is to assist the EAWP in their work of appointing the umpire teams to match racing events. Therefore, the grouping system is only related to umpiring in the match racing discipline, and not to team racing etc.
- 1.2 The Grouping Panel is appointed in January each year by the Chairman of the International Umpires Sub-Committee after consultation with the Chairman of the Race Officials Committee and the Vice President who is responsible for Race Officials. The Chairman of the Grouping Panel may be the Chairman of the International Umpires Sub-Committee or another International Umpire. The members are appointed at this time in order to allow them to observe the performance of individual International Umpires at match racing events during the year. The grouping process described below will then be conducted from August to October. 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.
- 1.3 The system includes divisions of Group 2 into three sub-groups (2A, 2B and 2C). The purpose of this is to (1) improve the feedback to individual Group 2 IUs about the way their competence is perceived and (2) provide the ISAF Secretariat with a better basis for composing umpire teams with well-balanced competences.
- 1.4 This system has been approved by the ISAF Executive Committee under ISAF Regulation 31.19.

## 2. GROUPS & CRITERIA

### 2.1 Group 1

- (a) An International Umpire that is deemed capable of umpiring any match at a Grade 1 event, even alongside an umpire of a lower standard.
- (b) It is accepted that a Group 1 International Umpire makes consistently good decisions and has no problems with any of the overall criteria on the ISAF Umpire Performance Assessment Form.

### 2.2 Group 2

- (a) An International Umpire with the potential to be a Group 1 umpire but needs more experience, or an International Umpire who consistently performs below the level that is required of a Group 1 umpire.
- (b) 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.
- (c) Group 2 is divided into the following three sub-groups:
  - i) **Group 2A:** A high-standard International Umpire who has minor problems with one or two overall performance criteria and therefore performs just below the standard of a Group 1 umpire.
  - ii) **Group 2B:** A solid International Umpire 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.

- iii) **Group 2C:** A weaker International Umpire who has minor problems with several of the overall performance criteria and therefore performs just to the standard required as an International Umpire.

### 2.3 Chief Umpire

An International Umpire 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.

### 2.4 Development Chief Umpire

An International Umpire 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.

## 3. PRINCIPLES

- 3.1 All existing International Umpires will be offered the opportunity to apply for grouping in accordance with the procedure described below. An International Umpire can also request to be ungrouped.
- 3.2 If an International Umpire has not applied for grouping or asked to be ungrouped by the deadline, he/she will be assigned to the 'Ungrouped' category.
- 3.3 International Umpires first appointed in November will be assigned to Group 2C for the following year.
- 3.4 The identity of the members of the Grouping Panel will not be known to any International Umpire, including the other members of the Panel, during the grouping process. Accordingly, Panel Members are required to keep their membership confidential.
- 3.5 All information regarding individual International Umpires will remain strictly confidential within the Panel and the administration of the system.
- 3.6 The Grouping Panel will use their best judgement to give input on the ability of an International Umpire.
- 3.7 Those International Umpires 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.
- 3.8 Where there are varying opinions on an International Umpire, the panel will be consulted for further information as deemed necessary. Based on this, the Chairman of the International Umpires Sub-Committee will make the final decision.
- 3.9 The identity of the members of the Grouping Panel will be disclosed when the grouping process including feedback has been completed.

## 4. PROCESS

All International Umpires are informed that they should 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.

### 4.1 Stage 1

- (a) The ISAF Competitions Manager and Race Officials Administrator will send each Panel Member a spreadsheet with the names of all International Umpires who have applied to be grouped, along with instructions and criteria for grouping.

- (b) Members of the Grouping Panel should provide input on each International Umpire by allocating them to Group 1 or 2 as well as Chief Umpire or Development Chief Umpire if relevant. For an International Umpire allocated to Group 2, they should also provide input for allocation to sub-group 2A, 2B or 2C. If they think the International Umpire has major problems with one or more of the overall performance criteria, they should mark an “U” by the name to indicate that this IU should be Ungrouped. If they do not have experience of umpiring with the International Umpire within the last couple of years they should mark an “X” by the name to indicate as such.
- (c) Panel members should email their completed spreadsheet to the ISAF Competitions Manager and Race Officials Administrator.
- (d) The ISAF Competitions Manager will collate the information and liaise with the Chairman of the International Umpires Sub-Committee. When the Panel Members are in agreement over 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.

#### 4.2 **Stage 2**

- (a) In cases where there are varying opinions about an individual, the Panel will be requested to provide further input on why they think this International Umpire should be allocated to a particular Group or be ungrouped. The same applies if there are varying opinions about the Chief Umpire or Development Chief Umpire capability. The input should be expressed in terms of the criteria in the ISAF Umpire Performance Assessment Form.
- (b) The ISAF Competitions Manager will collate the information and liaise with the Chairman of the International Umpires Sub-Committee who will make the final decision.
- (c) For all International Umpires allocated to Group 2, the ISAF Competitions Manager will assign to Groups 2A, 2B or 2C based on the average of the allocations suggested by the Panel Members.

#### 4.3 **Late Applications**

- (a) Stage 1 and 2 may be carried out at a later point in time for individual International Umpires who apply late for a grouping.

#### 4.4 **Stage 3**

The final Group allocation spreadsheet will be circulated to the Grouping Panel. They may email any concerns over final Group allocation to the ISAF Competitions Manager and the Chairman of the International Umpires Sub-Committee.

#### 4.5 **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.

#### 4.6 **General**

- 4.7 The members of the Grouping Panel will be dismissed around the end of the year, and their names will then be published to all International Umpires.
- 4.8 The members of the Grouping Panel are expected to commit to the steps in the process and by the deadlines set.

#### 4.9 **Appeals**

- 4.10 An International Umpire that is dissatisfied with the decision of the Grouping Panel may appeal it to the Chairman of the Race Officials Committee (or the Vice-Chairman if the Chairman is a member of the Grouping Panel).
- 4.11 After consultation with the Chairman of the Grouping Panel, the ROC Chairman (or Vice-Chairman if applicable) will make a final decision.

**Sally Burnett**  
**Chairman**  
**ISAF International Umpires Sub-Committee**