

Skills Active Officiating Advisory Group Meeting Notes

11th December 2008

Venue

Skills Active Boardroom
Wellington

In attendance

Craig Gribble, Umpire Development Manager, Hockey NZ
Ken Wallace, Referee Development Officer, New Zealand Football
Colin Shields, Executive, NZ Rowing Race Officials
Shanelle Barrett, Technical Manager, Tri NZ
Andrew Hercus, Board Member, Volleyball NZ
Trevor Howard, NZRU Manager Community Refereeing, NZRU

Skills Active

Graham announced the name change to Skills Active from Sfrito that had taken place on Thursday 4th December

Terms of Reference

Were agreed

Overview of meeting

Graham outlined the reasons for the meeting which were namely:

Undertaking review of current qualifications and unit standards for umpiring and officiating

NZ Skills Strategy and implications for Skills Active via development of strategic training plan

Sport Strategic Advisory Group

The formation of the Sport Strategic Advisory group in light of the NZ Skills Strategy was explained. This group had started the process of looking at the big picture of the skill needs and issues for the sports industry. The sports industry was described as being 500,000 people strong as there was a clear push to not split this into a paid and volunteer workforce.

A Skills matrix of skill needs required for the roles within the industry had been developed and within the Matrix the needs of Coaching and Officiating were reflective of the respective frameworks created by SPARC on behalf of the industry.

Trevor asked whether sports officiating was represented on this group, Graham said that there was not a specific person but that Technical Advisory Groups to address specific career pathways within the industry were factored into the approach. As a result a Coaching Advisory Group had been created along the same lines as the Officiating Advisory Group.

There was a general feeling that in many cases, advisory groups overlooked the needs of sports officials

**Sports
Officiating
Industry**

The group discussed what the paid workforce for sports officials consisted of. They felt that there were less than 10 people paid in a full time capacity of which:

6 were from Rugby

1 was from Cricket

There are also very few paid people to look after the education of officials at NSO and RSO level

**Industry
Officiating
Qualifications**

The group discussed the credibility of current officiating qualifications and the potential benefits of linking into a specific National Certificate. Craig questioned whether the majority of sports had credible programmes. He used the analogy of squash grading to explain the principles behind using a National Certificate:

The squash grading system provides a simple way of measuring yourself against another player, you can be pretty sure that a B1 player will be of a similar standard in one part of a country compared to another. Whereas if you weren't graded and said you were a pretty good player it would be hard to make a qualified judgement on where you sat in terms of ability

**Use of
National
Certificate/
Barriers to
usage**

Graham explained that the current National Certificate at Level 3 was not being used and likewise the Umpiring Award contained within the National Certificate in Sport Level 2.

Trevor felt that a stumbling block was that people wanted to gain recognition via their own sport not via a National Certificate. The only reason NZRU had linked in with unit standards in their school programme was that schools had said that they needed to link to them. As it stands they have moved the programme from curriculum time to school holidays so that they could ensure a higher link between the programme and actual practical officiating taking place as opposed to people just looking for easy credits.

NZRU have also passed the organisation of the programme onto a provider as the paperwork would have proved too onerous.

Graham agreed that people should look to gain recognition from their sport but there was an opportunity to underpin these qualifications with a National Certificate i.e. :

NZRU Level 1 including National Certificate in Umpiring and Officiating

On the subject of school usage of unit standards, Graham gave the example of the National Pool Lifeguard Award and the need to prove that pupils would actually be lifeguarding after the programme so that they could become accredited.

Use of unit standards

6 new unit standards created in 2006 have not been used by the industry. Graham asked whether anyone in the group had ever seen these units before, the consensus was that they had not.

Trevor said that Skills Active should go out to the sports and tell them that new units and qualifications were available as opposed to expecting people to look through the NZQA framework.

Expectations on sports

Andrew asked whether sports could be pushed to utilise a National Certificate as a requirement of their SPARC funding and also what the relationship with SPARC was.

Graham was unsure as to whether sports could be required to link into a National Certificate as part of their SPARC funding. At this stage the onus as in coaching is for sports to decide whether they wish to pursue a competency based approach. In terms of the relationship with SPARC in this area it hasn't been as close as we would have liked based on the original partnership concept that had originally been mooted.

Graham asked the group how sports had been progressing against the SPARC framework; it was felt that there were not many working towards it at this stage.

There was uncertainty as to the next step being taken by SPARC in this area, the last SPARC advisory group meeting was in mid 07 and not much communication had been received subsequently

Types of Officials

Graham showed the group a copy of the officiating roles outlined within the SPARC framework and sought confirmation that these were indeed the defined roles:

Referees and umpires where they move with the player's e.g. netball , touch , football , canoe polo
Where umpires are stationary e.g. Volleyball Softball Cricket
Judged sports where there are panels officiating e.g. Gymnastics, Synchro, diving surfing. , and maybe two subgroups judges and referees
Technical Officiating / recording e.g. cricket scorers , swimming timekeeping , athletics measuring

These officiating roles were confirmed and the group also put forward the following other roles:

- Assessor
 - Officiating Coach
 - Technical Delegate (Event set up including safety)
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Levels of Officials

Graham showed the group a copy of the levels assigned to officials by the SPARC research and sought confirmation that these were the recognised levels:

LEVEL	PROFILE
1	You are most likely a player, coach, and/or parent whose knowledge of the rules have been learnt mostly from your playing experiences
2	You are specialising or are considering specialising in officiating and want to develop your technical officiating skills and rule knowledge. beginners who are taking on the role as their primary sporting involvement
3	You are an experienced official who actively seeks to improve your officiating skills and are involved in tournament officiating
4	You are a high performance official who is committed and competitively focused on officiating

The group confirmed these were suitable levels.

These were seen to be interchangeable with the following concepts:

LEVEL	DESCRIPTION			
1	Non – Official - Official	Beginner (Level of Competition)	Grassroots	In NZ
2	Junior	Local	Social	
3	Intermediate	Regional/ National	Competitive	
4	Senior	International	High Performance	International

External and Internal drivers of change for Sports Officials skill needs

The groups were split into 2 and looked at the external and internal drivers of change that would have a potentially impact on officiating now and in the future (next 10 years)

EXTERNAL	INTERNAL
Expectations of events	Laws/rules
Media Publicity	Funding
Social/Economic	Support/Training
Performance/Success	Promotion
Legislation	Events
Perceptions	Income/career
NSO/Parent body	Health/Fitness requirements
Television requirements	NSO/Parent body
Technological developments	Technology
Gambling	Family
	Social/generation (expectations of young officials)
	Professionalization

External and Internal drivers of change for Sports Officials skill needs

EXTERNAL	INTERNAL
Internet – distance/e-learning platforms	Sport as entertainment
	Casualisation of sport – Mid week occasional – officials paid
	Accountability to professional athletes – wrong decisions costing jobs

The group then looked at the existing qualification in relation to the SPARC learning areas and also the external and internal drivers of change to see whether it was still relevant.

Graham pointed out that the purpose of the qualification was wrong on the NZQA website and that it doesn't seem to have a target audience hence the variety of units involved at all levels.

Review of current L3 Umpiring & Officiating NC

UNIT NUMBER	TITLE	CONSENSUS
377	Work in a diverse workplace	Take out
497	Protect health and safety in the workplace	Use 20673 unit
1299	Be assertive in a range of specified situations	Take out, if you look at it, it requires evidence outside of sport and also only recognises being assertive in a small group not a large one
1304 *	Communicate with people from other cultures	Possibly keep
1312	Give oral instructions in the workplace	Probably requires more sport specific one and is only for working with Small group means between 3-5 people
3491	Write a report	Keep as an elective
4862	Manage the format and results of sporting competitions	Keep as an elective
4864	Identify specific needs of special populations	Possibly keep
4879	Apply sport rules and regulations in a competitive sport situation	Keep
4880	Explain the roles and structure of recreation or sports clubs and societies	Take out
4881	Explain the roles and structure of New Zealand sport organisations	Take out
4887	Prepare plans for managing changes to sport rules and	Not relevant at this level

	regulations	
5365	Enhance sport performance through team cohesion	Take out
6401	Provide first aid	Not compulsory
6402	Provide resuscitation level 2	Not compulsory
9676	Facilitate a group and/or team to recommend solutions to problems	Expired - Take out
12349	Demonstrate time management	Take out replace with self management unit as per new coaching units

Review of current L3 Umpiring & Officiating NC ctd

There is also an elective component in which A minimum of 11 credits is required from any unit standard anywhere on the National Qualifications Framework
(Can you all comment on whether you think there needs to be less flexibility in the choice of additional units?)

Review of existing unit standards

The group then looked at the existing specific unit standards for officiating that had been created in 2006

UNIT NUMBER	TITLE	CONSENSUS
21642	Complete pre-competition preparations for umpiring/officiating at a junior or beginner level	Only minor changes, would be considered a core unit for Level 1 or 2 officials
21643	Complete pre-competition preparations for umpiring/officiating at an intermediate level	Only minor changes, there is possibility that 21642 is not required as a pre-requisite
20674	Apply fundamental sport rules and regulations at a junior or beginner level	Change title to read: Apply fundamental sport rules and regulations in a competitive situation at a junior or beginner level, otherwise only minor changes
4879	Apply sport rules and regulations in a competitive sport situation	Only minor changes but focus needs to be on applying these rules at a senior level
21644	Review personal performance as an official in a competitive sport situation	This should be a level 3 official unit, only minor changes
21640	Implement strategies to manage interpersonal conflict in a sport situation	Minor changes - Needs to be more flexible as doesn't work for an immediate conflict decision in a sporting context. Also needs to

		be softer – talk of disagreements not hostility, unfriendliness
21639	Develop and implement strategies for dealing with stress in a sport situation	Definitely a level 3/4 official unit standard. Would possibly be better as a mental strategies unit not just a stress one. Would need expert help to implement learning programme

What competencies are missing

Instead of starting the process of going through the framework to see what unit standards could be utilised to meet the requirements of the SPARC officiating framework, Graham said that he would complete the proposed matrix which was as followed:

LEVEL OF OFFICIAL	UNIT TITLE
LEVEL 1	
LEVEL 2	
LEVEL 3	
LEVEL 4	

This would be done using the SPARC research which set out the learning requirements for each level

Sports Officials UK

As a guide for the creation of future unit standards to fill any competency gaps, Graham showed the group a list of the titles of the 16 National Occupation Standards that have been created by Sports Officials UK (see www.sportsofficialsuk.com for further information on this group), there are also similar units that have been created by the South African NZQA equivalent that may also be of relevance. The group agreed it was worth looking at these as a starting point for creating new unit standards.

Craig Gribble

Graham put forward that Craig Gribble should be involved in the writing of any new unit standards in officiating based on his experience as a unit standard writer for Chemistry and his previous roles within the education sector. The group agreed and Craig agreed to be involved in this process

1. Graham and Craig will meet to go through review of existing units as per Advisory recommendations
2. Graham and Craig will look at existing units on framework to see if there are any matches to officiating requirements.
3. Graham and Craig will look at existing English and South African unit standards to see whether these are relevant to officiating learning outcomes
4. Advisory Group will meet again most likely in March to look at progress made by Craig and Graham

Action Plan