Addressing the outcome of the World Class Officiating Research

1. Introduction

This report details the way the outcome of the World Class Officiating Research will be addressed and how the conceptual model of "what good looks like" has been used to map out the way forward for International Officiating.

The approach taken to create the plan is:

- Officiating Advisory Groups (OAG) and initiatives led by INF Secretariat will be used to implement the plan (with some OAG that were already scheduled being included with revision where appropriate)
- Descriptors of "What good looks like" marked with Priority 1 and 1s will be addressed initially (with those not allocated a priority in the research [none specified] included where possible)
- Required INF operational OAGs have been incorporated with a 'none specified' priority allocated, for example NWC Umpire and UAP Selection
- Obtaining a green RAG gives an indication that we sufficiently meet the target for achieving the KPI/Measurement against a "What good looks like" descriptor
- Key officiating contacts in the top world ranked member nations have been confidentially briefed about the contents of this plan

2. Summary of what is planned:

2.1. 2018

OAG2018-1

NWC2019 Umpire and UAP Selection

Outside of OAG - Led by INF Secretariat

- Create an INF vision statement for World Class Officiating, consulting with membership

- INF Code of Conduct for Teams and Players [INF RAP to lead]

2.2. 2019

OAG2016-2

IUA/ITID to be given categories and games categorised in the same way (this is ongoing with weighting system already being trialled)

OAG2019-1

Development of framework for Online Continued Professional Development (CPD) programmes for all IUA/ITID and ITP/ITPC

OAG2019-2

Competencies for the IUA Testing Procedure and INF philosophy for the role of the umpire

Outside of OAG - Led by INF Secretariat

- Annual Review of progress on officiating projects with INF Board

2.3. 2020

OAG2020-1

Performance analysis to be enhanced/revised and video based for international fixtures

OAG2020-2

Key Performance Indicators (KPIs) for ITP and ITP Cadet

OAG2020-3

NWYC2021 Umpire and UAP Selection

Outside of OAG - Led by INF Secretariat

- Funding program for International Umpiring activities - develop income streams and establish a sponsor for International Umpiring [INF Commercial Committee and INF Sustainability and Development Working Group to lead]

- Potential member database initiative and expansion of netWorld

2.4. 2021

OAG2021-1

Determine best practice for member officiating programs & INF protocols for match official development

OAG2021-2

CWG2022 Umpire and UAP Selection

2.5. 2022

OAG2022-1
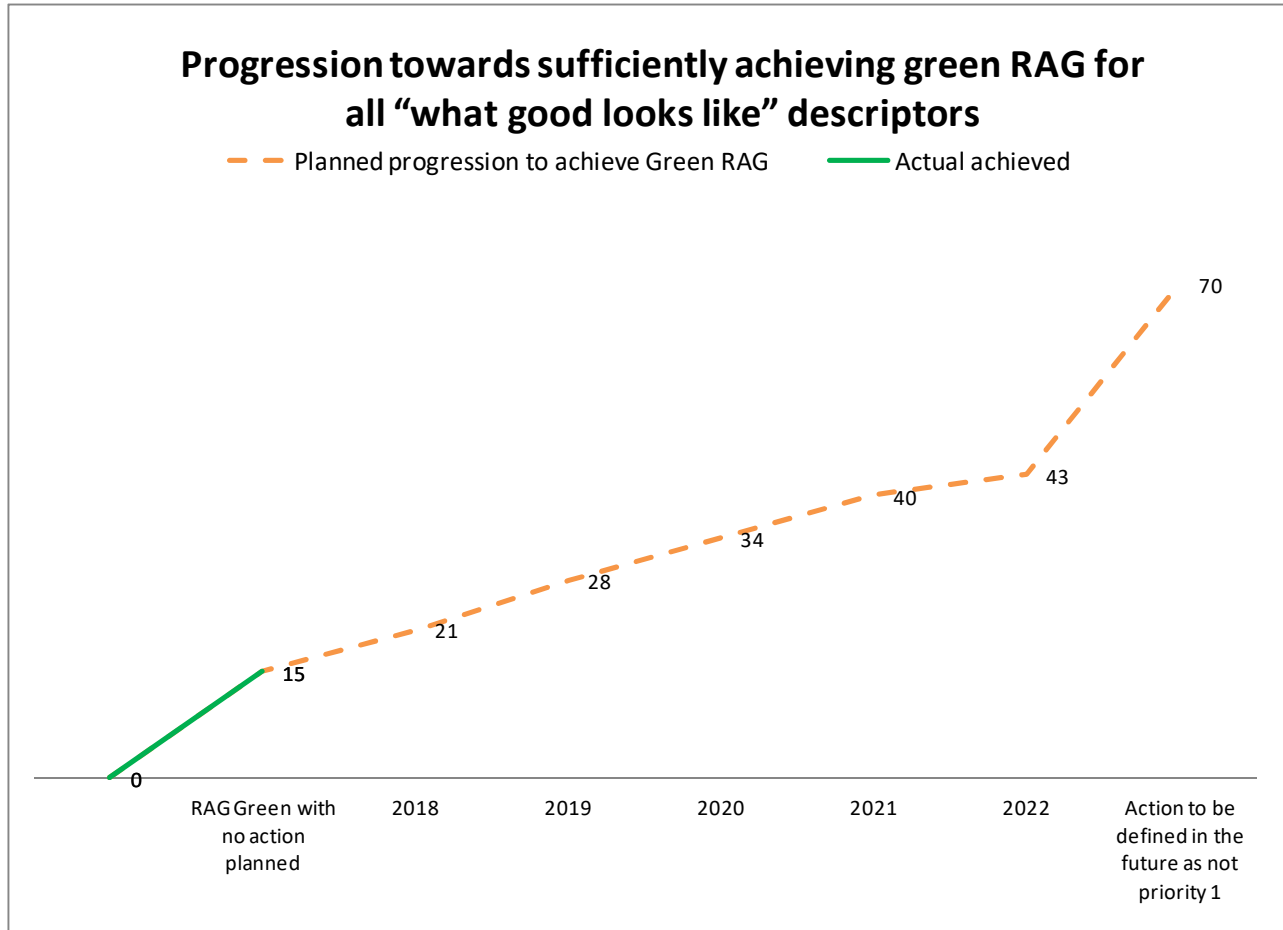
NWC2023 Umpire and UAP Selection

OAG2022-2

Enhance the INF procedure for the deployment of Umpires and UAP to enable more consistency of application

3. How success will be measured:

Obtaining a green RAG gives an indication that we sufficiently meet the target for achieving the KPI/Measurement against a "What good looks like" descriptor.

There is a total of 70 descriptors of "What good looks like", 62 have been identified in the Wharton Consulting research and 8 are required INF operational OAGs.

Progression towards sufficiently achieving green RAG for all "what good looks like" descriptors

- - - Planned progression to achieve Green RAG ——— Actual achieved

70

43

40

34

28

21

15

0

| RAG Green with no action planned | 2018 | 2019 | 2020 | 2021 | 2022 | Action to be defined in the future as not priority 1 |

RAG is a RAG (Red, Amber, Green) rating of the current status, which reflects Wharton Consulting's perception based on interviews and background reading.

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International Umpiring Manager

May 2018

Appendix 1 - Analysis of which years priorities, RAGs and elements are planned to be addressed

## Plan of when priorities are being addressed
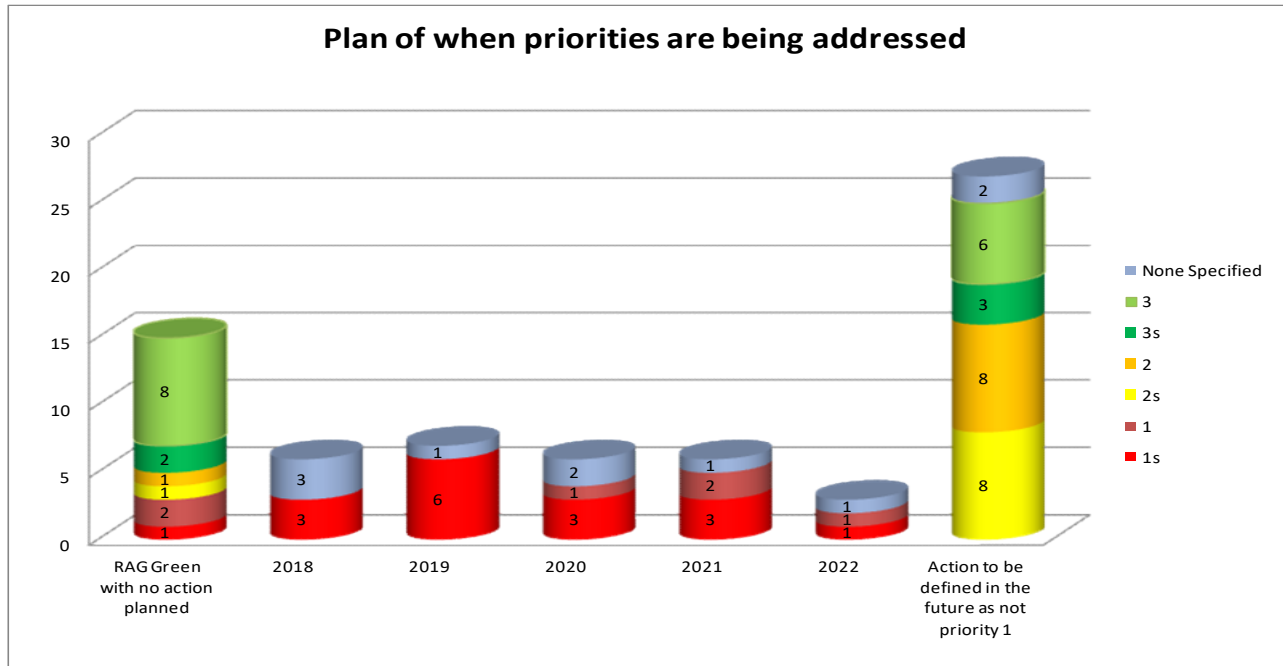
Descriptors were ranked on a scale of 1-3, with 1 being the highest priority. The letter 's' next to the priority ranking means this was an issue raised regularly and consistently during the internal sport interview process as an area where improvement needs to be made. Some had none specified, including the required INF Operational OAGs.
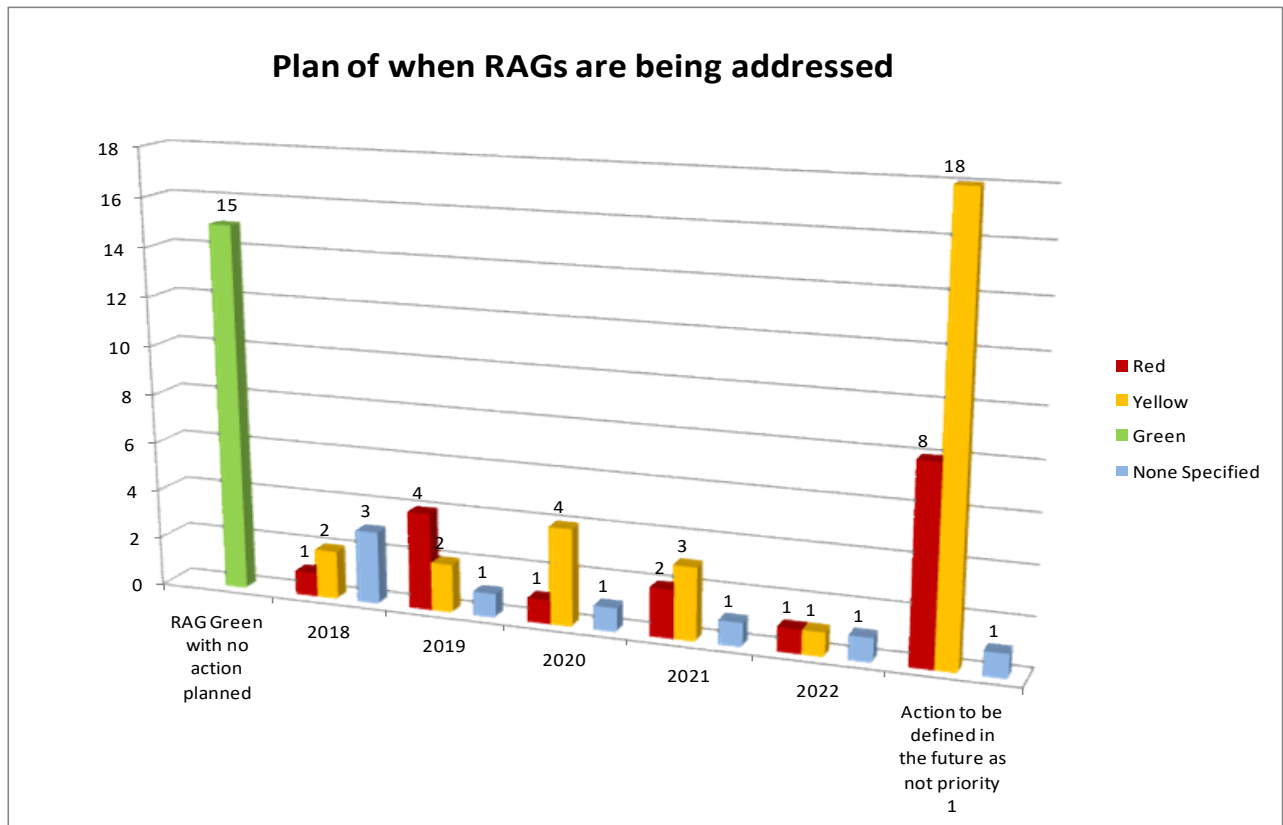
Plan of when RAGs are being addressed

RAG is a RAG (Red, Amber, Green) rating of the current status, which reflects Wharton Consulting's perception based on interviews and background reading. Some had none specified, including the required INF Operational OAGs.
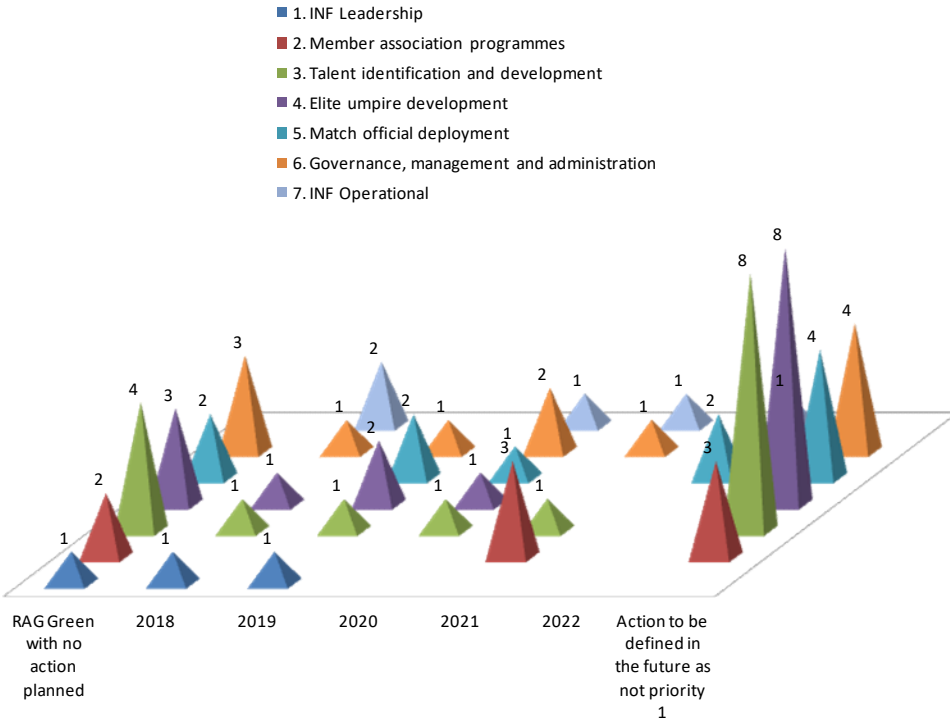
The descriptors of "what good looks like" were divided under six headings/elements by Wharton consulting (with an additional one added for the required INF operational OAGs which have been incorporated)