

PAHF REPORT TO THE CONGRESS

Committee/Panel: Appointment Panel

Period: 2024 - 2025

Date: October 3rd, 2025

Submitted by: M. Laura Pigretti, Chair

Appointment Panel Members:

Chair: M. Laura Pigretti (ARG)

Members: Cameron Burke (BAR)

Valerie Hall (JAM)

Roque Viegas (USA)

Madge Johnson (CAN) -

Secretary: L. Macchiotti (PAHF)

Board Member assigned to AP: M. Cicinelli (CAN)

Overview –Introductory Remarks –

- Changes in PAHF Structure and operational procedures took place in 2013 with the new President A. Budeisky assumption.
- Appointment Committee was created by PAHF Board in Oct. 2013, due to operational reasons had several modifications and is **“Appointment Panel”** since Feb. 2019.
- The dynamic and development of our sport together with the reality of our NAs makes necessary permanent evaluation and changes of processes. The aim of all adjustments is to compose an adequate format that responds to PAHF structure and needs.
- It is AP responsibility to guarantee adequate conditions and ensure officiating quality of all continental Hockey competitions, through an experienced, independent and transparent process.
- All AP members must be ex-international Tournament Officials (TOs or Us) and are selected because of their expertise.
- AP must establish strong interaction, support and fluent communication with other Committees & Panels to meet the objectives of the Strategic Plan and the associated Operational Plan.

Objective and Criteria

- AP **objective** is to appoint Tournament Officials for all Continental Hockey Tournaments, as required by FIH regulations, PAHF Chart of Responsibilities, Hosting Contracts with NA and/or various PAHF policies & procedures.
 - AP **operates** based on the following documents – PAHF Appointment Panel Terms of Reference & Operational Procedure for Nomination and Appointment of Technical Officials – ensuring its correct application.
 - AP **process**: receives nomination from **Officials Panel** (TD & TOs) and **Umpiring Committee** (UM & Us) and proposals from two Panels, Media & Communication and Health & Safety. AP considers & analyses the overall Tournament Officials and applies its criteria with the final objective of appointing the adequate and best team of officials for the Tournament & development of our sport.
 - AP **criteria** applied to appoint a well-balanced team of officials appropriate to a particular Tournament it is based, but not limited, to: Quality & Experience, NAs representation, Total N° of officials, Neutrality, Gender Balance, Cost implications for host organizers, Development, Education, Career path considerations and PAHF specific necessities.
 - AP has the **authority** from the Board to make appointments, may adjust, amend and/or recommend changes through this transparent process, to ensure officiating quality to all competitions.
 - AP **dynamic**: due to the nature and characteristics of the appointment process we follow the Operational Procedure and communicate via email and/or meetings, to analyze, interact and appoint all tournament officials of the competition as required by PAHF Policies and procedures. App. Panel Secretary initiates the process, assembles the grid with Committees and Panels proposed nominations & rationales, and is also responsible for sending the Appointment Letters.
- ** M. Cicinelli, as Board Member assigned to AP, was copied on all communications, appointments processes and participated of meetings.**

UPDATE OF PROJECTS FROM STRATEGIC OPERATIONAL PLAN 2024

The following Tournaments took place during this period:

- **Indoor Pan American Cup 2024 (Men & Women)- Qualifier for the Indoor WC**
18 – 22 March 2024, Calgary, Canada

* **Participating NAs:** Women: ARG – CAN – URU – USA

Men: ARG – CAN – GUY – TTO – USA

* **Appointments:** 1TDs / 8 TOs / 2UM / 13Us / 1MO / 1CO

Reserves: 8 - Replacements: 3

*Several NAs had serious difficulties and finally Guyana Women retired the Team

❖ **Final N° Tournament Officials appointed: 26**

- **Junior Pan Am Championship (Men & Women)**

3 - 12 July, Surrey, Canada

* **Participant NAs:** Men: ARG – BRA – CAN – CHI – MEX - USA

Women: ARG - CAN – CHI – MEX – URU – USA

* **Appointments:** 2 TD / 7 TOs / 2 UM / 14 Us / 1 CO / 1MO

Reserves: 5 - Replacements: 4

* PAHF assigned two observers, Madge Johnson (AP Member) and P. Parks (Officials Panel Chair)

❖ **Final N° Tournaments Officials Appointed: 27**

- **Pan America Challenge Men – Qualifier for the Pan am Cup**

6 – 14 September, Lima; Peru

***Participant NAs:** GUA – PAR – PER – TTO

***Appointments:** 1TD / 1ATD / 3 TOs / 1 UMs / 1UMT/ 6 Us / 1 MO

Reserves: 6 - Replacements: 3

❖ **Final N° of Tournament Officials appointed: 14**

*Curacao initially a participant withdraws at the end of September.

* One of the criteria applied by AP is consideration of development reasons on all Tournament Officials paths.
We had in this tournament an ATD and an UM Trainee, both promising young prospects.

- **Pan American Challenge Women – Qualifier for the Pan Am Cup**

21 - 28 September, Hamilton, Bermuda

* **Participating NAs:** BER - BRA – GUY – MEX – PAR

* **Appointments:** TD / 4TOs / UM / UMT / 7Us / MO / CO
Reserves: 6 - Replacements 5

❖ **Final N° of Tournament Officials appointed: 16**

* The appointment process was done with seven teams participating, but due to different circumstances Jamaica and Peru withdrew.

• **CADP: Central American Development Program – H5 – (M & W)**
17 – 20 October, Panama

* **Participant NAs:** Men: GUA – PAN – CRC – ESA
Women: GUA - PAN – CRC – ESA

* **Appointments:** TD / 6 TOs / UM / 6 Us / CO

❖ **Final appointments at Tournament: 15**

*Within the frame of development programs, the CADP started to take place some years ago. PAHF is responsible of TD & UM appointments, who also deliver a course. Participating countries nominate TOs and Us and must provide their names for PAHF registration and follow up. A media person (CO) is also appointed for promotion of the sport. This tournament is under PAHF development program, and it takes place in Spanish.

Tournament Summary 2024

<u>Tournament</u>	<u>N° Teams</u>	<u>N° TO appointed</u>
• Indoor Pan Am Cup, Calgary, CAN	9	26
• Junior Pan Am Championship, Surrey, CAN	12	27
• Pan American Challenge Men, Lima Peru	4	14
• Pan American Challenge Women, Ham, BER	5	16
• CADP, Panama, PAN	8	15

During 2024 PAHF Appointment Panel worked on the appointment process for 5 Tournaments, a total of 38 teams, with a final N° of 98 officials effective on our events and around 138 appointments worked (98 effective + over 40 reserves & replacements)

UPDATE OF PROJECTS FROM STRATEGIC OPERATIONAL PLAN 2025

The following Tournaments took place during this period:

- **Junior Pan American Challenge U21 – Qualifier for Junior Pan Am Games 8 – 16**

March, Bridgetown, BAR

***Participating NAs Men:** BAR – GUY – BRA – TTO – GUA – VEN

Women: BAR – GUY – TTO – GUA – PUR – MEX

***Appointments:** TD / 6TOs / 2 UM / 12 Us / MO / CO

Reserves: 5 - Replacements: 6

❖ **Final N° Tournament Officials Appointed: 23**

-
- **CAC Games Qualifier (Men & Women)** 3 – 11 May,

Guanajuato, MEX

***Participating NAs Men:** GUA – VEN – PAN – BER – JAM – MEX

Women: PUR – GUA – VEN – PAN – TTO – BER – MEX

***Appointments:** TD / 5 TOs / 2UM / 12 Us / CO / MO

Reserves: 5 - Replacements: 7

❖ **Final N° Tournament Officials Appointed: 22**

*It was a complicated appointment process of the Officials for this tournament. Several Tournament Officials were unable to accept their appointments due to multiple different reasons (job or other personal issues, FIH appointments, other Hockey commitments, no travel expenses support, etc) and in particular a last minute TO replacement due to personal health complications.

-
- **Pan Am Cup (Men & Women) – Qualifier for World Cup 2026**

- July 24th – August 3rd, Montevideo, Uruguay

***Participating NAs Men:** URU – ARG – CHI – CAN – USA – MEX - BRA

Women: URU – ARG – CHI – CAN – USA – MEX - PAR

***Appointments:** 2TD / 5TOs / 4 UMs / 16 Us + 2 neutrals AHF/ MO / CO

Reserves: 8 - Replacements: 3

❖ **Final N° Tournament Officials: 31**

* The appointment process was worked for 8 teams x gender, 16 in total. The withdrawal of both teams from TTO was a day before the start of the competition. The Technical Official from TTO travelled with the teams (travel expenses covered by their NAs) and he wasn't replaced.

* For development reasons we had at this tournament 4 UM, 2 strong and experienced and 2 new upcoming. A Level 5 UM (Leading Panel) was needed to guarantee the reports in terms of marks and possible grading considerations.

* Under the Umpiring Exchange Program between the AHF & PAHF, two Neutral umpires (one in each gender) are present at this Games, one from Malaysia (MAS) and one from Korea (KOR).

*PAHF assigned an observer and support to FIH/PAHF Courses that were delivered in parallel, M. L. Pigretti (PAHF Chair AP and FIH Academy Educator/Trainer)

• **Junior Pan Am Games (Men & Women) – Qualifier for the Pan Am Games 2027**

10 – 19 August, Asuncion, PAR

***Participating NAs** **MEN:** ARG – CAN – CHI – USA – MEX – BRA – TTO - PAR

WOMEN: ARG –USA – CHI – URU – CAN – MEX – PAR – GUY

***Appointments:** TD / ATD / 6 TO / 3UM / 17Us / MO / 2CO

Reserves: 5 - Replacements: 4

❖ **Final N° Tournament Officials: 31**

• **Central American Games (Men & Women) – H5s**

17 – 21 October, Guatemala

*** Participating NAs Men:** GUA – CRC – PAN – SAL – HON – NCA

Women: GUA – CRC – PAN – ESA – HON – NCA

***Appointments:** TD / 6 TO / UM /10 Us/ MO

Reserves: 2 - Replacements: 2

❖ **Final N° Tournament Officials: 19**

*The CADP started to take place some years ago, this year it takes place under the frame of the Central American Games. A multi-sport event that is a development focused competition which the main objective is to foster a competition for the Central American Countries, and to provide development opportunities for both players and officials.

* Considering organizers request and that priority is to have their people represented, all TOs and Umpires are from the region (except neutrals).

- **Bolivarian Games (Men & Women)**

- 22 – 28 November 2025

***Participating NAs Men:** PER / CHI / DOM / VEN / BOL

Women: PER / CHI / DOM / VEN /

***Appointments: 21**

1 replacement

❖ **Final N° Tournament Officials: 20**

Tournaments Summary 2025:

<u>Tournament</u>	<u>N° Teams</u>	<u>N° TO appointed</u>
• Junior Pan American Challenge (M&W), BAR	12	23

• CAC Games Qualifier (M&W), MEX	13	22
• Pan Am Cup (M&W), URU	14	31
• Junior Pan Am Games (M&W), PAR	16	31
• Central American Games (M & W),GUA	12	19
• Bolivarian Games (M&W), PER	11	20

*AP is still going through the appointment process for the Bolivarian Games; we still don't know the participating teams and the CAG hasn't yet taken place.

*During 2025 and up to date, PAHF AP worked on the appointment of Tournament Officials for 5 competitions, a total of 67 teams, with a final N° of 126 officials effective on our events and around 172 appointments worked (98 effective + over 43 reserves & replacements)

Tournament Summary 2024 -2025

<u>Tournament</u>	<u>Nº Teams</u>	<u>Nº TO appointed</u>
1-Indoor Pan Am Cup, Calgary, CAN	9	26
2-Junior Pan Am Championship, Surrey, CAN	12	27
3-Pan American Challenge Men, Lima, PER	4	14
4-Pan American Challenge Women, Ham, BER	5	16
5-CADP, Panama, PAN	8	15
6-Junior Pan American Challenge (M&W), BAR	12	23
7-CACGames Qualifier (M&W), MEX	13	22
8-Pan Am Cup (M&W), URU	14	31
9-Junior Pan Am Games (M&W), PAR	16	31
10-Central American Games (M&W), GUA	12	19
11-Bolivarian Games /M&W), PER	11	20

During the period 2024-2025 PAHF AP worked on the appointment of Tournament Officials for 10 competitions, a total of 116 teams participating, with a final N° of 244 effectives on our tournaments and around 310 worked (196 effective + over 83 reserves & replacements)

“AP aims to guarantee a well-balanced team of officials for the proper execution of all competitions with consistency and transparency in the appointment process of all PAHF Tournaments”

Development and other achievements

- **PAHF “Observer”:**

Proposed by AP and approved by PAHF Board (2018) the “Observers Program” now runs under PAHF Education Panel. It represents a significant initiative that enhances the educational and evaluative aspects of tournament operations.

The “Observers” role is a unique position which with clear objectives can bring a different perspective of PAHF tournaments. The insights gathered from observers serve as valuable inputs for future strategic decisions and help in recognizing areas where further education and improvement are required for both organizational and technical aspects.

The Observers Program not only aids in the immediate evaluation of tournaments but also contributes to the long-term development of the sport within the PAHF framework. The “Observer” assigned by PAHF focus on specific objectives, and the program enhances learning opportunities and ensures that effective strategies are implemented based on comprehensive observation and analysis.

- **Tournament TDs/ATD Debrief**

PAHF has implemented (since 2022) a valuable debriefing practice to enhance the development of TDs and improve the overall quality of tournament reports

During 2024- 2025, after every tournament, PAHF Chair of AP (L. Pigretti), Chair of EP (R. Viegas) and Chair of OP (P. Parks) through a virtual meeting, interact with the TD (or TDs) as a formative process to grow in the role. It has also provided an important Tournament information input, different points of view and source of recommendation for other areas.

By engaging in this structured and reflective practice, PAHF aims to continuously improve the quality of its tournaments and the effectiveness of its Technical Directors. This initiative not only strengthens individual competencies but also contributes to the overall growth of the organization's operational standards.

- **Tournament Officials Education**

As FIH Academy Trainer/ Educator, and member of PAHF Education Panel, I had an active participation on Tournament Officials Education: review of PAHF training and development Structure – permanent communication with PAHF Chair EP - guidance/facilitator of the different formats of virtual education that took place during this period.

I'm committed and work together with OP & EP at Continental and International level to promote, improve and develop Technical Officials.

Challenges and Lessons learned

The various tools, programs and initiatives applied have greatly contributed to having a better insight of tournament outcomes, tournament officials' panel performances and future needs to improve and develop operational standards of our tournaments.

The appointment processes for PAHF tournaments (2024 – 2025) have reinforced our ongoing concerns; it is becoming increasingly difficult to assemble the necessary and appropriate number of officials.

We recognize the need to analyze and address this situation to find sustainable solutions, ensuring that we have the necessary and adequate officials for our Tournaments.

Priorities and Future Issues

- Ensure for sanctioned tournaments by PAHF during next period the correct application of the "Operational Procedure for Nomination & Appointments of Technical Officials" and all FIH /PAHF documents and policies, for the appointment of individuals who will comprise the tournament officials' panel.
- Apply AP criteria and expertise to guarantee, through a transparent process, a well balanced and adequate team of officials for proper execution of all competitions.
- Review of AP process, objectives and process. Hockey develops, structures change, and different circumstances impact the appointment process. Analyze the need of changes or adjustments through discussion, observations, opinions and especially concerns about opportunities of Tournament Officials and development of our sport at all levels in our continent.
- Follow up, review or write PAHF Appointment Panel documents to update, adjust or amend documents in line with FIH & PAHF objectives and needs.
- Continue to work with the Educational Panel on the promotion and development of all level training of Technical Officials, under the umbrella of the FIH Academy.
- Appointment Panel must continue to maintain strong interaction, support and fluent communication with other PAHF Committees and Panels to meet the objectives of the Strategic Plan and the associated Operational Plan.
- Approach and analyze PAHF situation regarding the increasing difficulties to assemble the necessary and appropriate number of officials for our tournaments.
- **Strengthen and enhance interest and support of NAs to develop international officials.**

M. Laura Pigretti

PAHF Chair AP

October 3rd, 2025