

# BMMC South East Regional Response to MSUK Marshals Pathway Consultation.

The BMMC South East Region requests the opportunity to pose the following questions and comments below to Motorsport UK in relation to their proposed Marshals Pathway, and further request an acknowledgement and response to the aforementioned questions and comments.

At a recent poll of the membership, 75% of respondents did not support the pathway proposal in its current format.

## Questions

1. For those of us who are rescue trained and help out with marshalling duties at any discipline, what will be equivalent grade given?
2. For assessors will they be using a pre-set of criteria to assess against and write comments on upgrades and who will administer the IQA/EQA process?
3. Are all marshals for all grades, going to be issued with new PRC to reflect the changes?
4. Is it fair given the current climate that this is rolled out during a pandemic and could this disadvantage those who remain isolated?
5. How will marshals who move to the UK from other countries be graded given experience they bring from their home country marshalling experience?
6. How are assessors chosen and graded and what will their maintenance of grade be?
7. If the taster day marshal registers and then does not continue with any form of marshalling, how will this affect the accurate recording of active marshals registered?
8. How are MSUK going to support those marshals with limited access to the internet, PC/ICT equipment/Knowledge to complete the online training requirements?
9. As we have now removed the word "trainee" and given all new marshals they are registered graded, is there a risk that they may feel they are trained to do any role as the title "trainee" has been removed to easily identify those with specific training needs? We use the term "trainee..." for people in industry after just leaving school, why are MSUK different?
10. What is going to be the cut off point for accepting old signatures in old PRC?
11. How will grading officers/Clubs know if the marshal has completed the online training to support an upgrade?
12. How will the new scheme support marshals applying to marshal abroad and will it be clear to organisers outside the UK?
13. Can you apply to upgrade for more than one discipline in the same year IE level 1 race and Level 2 Rally if I attend all the training days and complete the online modules?
14. How will performance in any grade, but particularly Assessor, be monitored, and by whom?
15. What process will be in place to improve performance, if it is deemed that improvement is required to maintain that grade?
16. There seems to be no distinction between Flag and Experienced marshal am I now expected to be an incident marshal?
17. How will the people who do allocations know that I am Flag or Experienced marshal? And what things will stop people from applying for roles they do not have the appropriate experience for?

18. If I want to upgrade as a track marshal, why do I have to waste 6 of my valuable days in pits\assembly?
19. Why do track/flag marshals need pits/assembly experience and vice versa?
20. If there's no difference between track and specialist, are we expected to crossover? I've never been in pit lane so can I just rock up in pit lane and have a go?
21. I've been a Flag marshal for the past 15/20 years and in that time, I've not dealt with a single live incident what if I get allocated track? What if someone like me puts down for track? No recent experience but on paper I'm at a level I know what I'm doing.
22. One of the reasons given for the proposed changes is a need to address low numbers in certain areas at an event. Is there quantifiable evidence that Chief Marshals are struggling to get enough marshals of a specific skill to run an event? How many events have been unable to run, or have been adversely affected, due to this? There are other clubs which have marshals, and these may be the marshal's primary club. Are you or any of the other Marshals' Advisory Group holding similar sessions to this with them? If not, why not?
23. Some marshals have previously made a conscious decision, for perfectly valid reasons, to either be trackside or specialist. The proposal is going to force these marshals to have to undertake roles that many of them have already decided they do not want to do. Why are marshals being forced to undertake certain roles to progress as marshals? Why should they be penalised through not being able to upgrade without having to do something they do not want to do?
24. The current scheme has determined that there is a minimum number of days for a person to do before they could be considered to be safe/knowledgeable enough to be graded at the level above Registered for on-circuit and off-circuit marshalling. What has fundamentally changed in marshalling to warrant such a significant drop in the number of days seen as sufficient to be competent on-track or off-track?
25. As someone with both On- and Off-circuit grading I know that there are some fundamental differences in the KASE required for each area. By placing everything under the one "race" heading you have lost sight of the fact that there are quite different KASE required for Off-circuit compared to On-circuit and vice-versa. The Specialist family requires retaining to recognise the significant difference in the KASE required – indeed bizarrely the proposal recognises that there is a significant difference but only at Level 3 where Level 3 On- and Off- are introduced. Can you explain why there is not a need to recognise the different nature of the specialist / off-circuit duties? Can you further explain why there is however a need to recognise the difference at Level 3?
26. You have made the Chief Marshal's job a lot harder as if someone who is a Level 2 volunteers for an on-track role the CM could have no idea that that person has only done the minimum 16 days trackside whereas under the current system if an Experienced Marshal volunteers for an on-track role the CM knows that the person has completed at least 35 days trackside and has been assessed separately for flags and incident. In other words, a Level 2 could have less than half the experience the CM might expect. Can you explain how this helps CMs with allocations to duties?
27. What is "Advanced First Marshal On Scene" and how does it differ from "First Marshal On Scene". Are you saying now that a Level 1 will only be trained to deal with certain incidents but for others it will require a Level 2 to intervene? I would not like to be the marshal having to stand in the Coroner's Inquest saying, "I was only trained to Level 1 not Level 2".
28. Can you explain the rationale behind distinct levels of training for FMOS incident response?
29. Can you explain the rationale behind placing Flag Marshals at Level 2?
30. Can you explain what steps the Marshals' Advisory Group has taken to analyse the anticipated volume of marshals and how this volume can be safely managed within the capacity limitations of certain areas, in particular the off-track ones?

31. I am currently a Track Marshal (Race). To qualify for this, I had to show I was (and am) competent to Flag. I still Flag on occasion, partly for variety, but mainly when we are short of Flaggies on a particular day. Under the new scheme, Flagging is only mentioned under Level 2. Does this mean I will not be able to Flag under the new scheme unless I 'upgrade' to Level 2?
32. Under the new scheme I will need to spend a minimum of 10 days in Startline / Pit Lane / Assembly / Paddock, along with presumably a lot of other Track Level marshals. Have MSUK considered how much of a bottleneck in the scheme this will cause? Why is there a requirement to spend so much time in these areas, when, with the greatest respect to start line colleagues, I really don't want to do their duty?
33. What is the suggested date that the proposal will come into effect?
34. What consideration will be given to those who undertake specific disciplines and roles?
35. How do Foreign graded marshals fit into this, how do we ensure that they are at a comparable level?
36. The upgrade criteria and process from Level 2 to Assessor is not included in proposal. What is the process for this?

## Comments

37. If this is the plan I simply will not bother going for any upgrade, I want to be a track marshal and I want to spend my weekends on post not standing about in pit lane.
38. Marshals wishing to flag going forward will have a reduced level of required competency and will likely cause a drop in standards.
39. The 'Accredited Marshal' title is causing confusion and giving new marshals unrealistic expectations of what they may be expected to do on track.
40. The Chief Marshal role should be being considered as part of the grading scheme, and signatures for this role should count in the upgrading process.
41. The new scheme is putting safety of marshals into question.
42. As far as I can see this is simply being done to create a false view that there's adequate cover at race meetings purely to hide dwindling numbers of marshals nationally.
43. The loss of the Flag grade means that you are now ranking a person who has undertaken a minimum of 22 days flagging, a minimum of 3 flag training modules and passed 3 (increasingly harder) flag assessments as being the same level as a person who has done 8 days flagging, 2 flag training modules and had 2 assessments (neither of which are specifically flag related).  
The proposal effectively devalues the role of the Flag Marshal. Flag marshals are highly skilled in flagging and given the critical role they play in driver and marshal safety this deserves to be properly recognised.  
There should be a recognition of the expertise, skills, knowledge, and experience of Flag Marshals who play a fundamental role in the continuing ability to build and maintain the necessary standard of flagging across the marshal population, therefore existing Flag Marshals should be placed at level 3 and a specific set of flag-based requirements set for progression from level 2 to level 3 as a flag marshal.

44. The proposal takes no account of the capacity that will be required in order to progress all of these marshals through the system.
- For the on-track area there is sufficient capacity to enable numbers of marshals to be allocated to duties as there are multiple marshal posts across which to distribute them. For the off-circuit areas there is not the capacity to absorb the large number of additional marshals who will need to carry out duties in Assembly, Pits, Startline, etc as there is only one of each of these areas at most circuits. There is a limit to the number of marshals that can sensibly be allocated to these areas, balancing the need to have sufficient “experienced” marshals to look after the “inexperienced” ones while still getting the functions of those areas conducted as safely and efficiently as possible. For example, you cannot have more than a handful of marshals working an Assembly area, having more could be dangerous given the proximity of manoeuvring cars and people. Standing people down for parts of the day is not desirable and would lead to disillusioned marshals and some potentially “getting a signature” having only actually marshalled for part of a day. Pits and Startline areas have similar issues with respect to limits on numbers and particularly to the ratio of “inexperienced” marshals to “experienced” ones.
45. Pathway - I believe the suggestion that marshals should be trained in all the necessary skills and not 'pigeon-holed' into specific grades, is the correct way forward. Limiting marshals to specific grades helps neither the meeting organiser to staff the circuit, or to deliver a varied and enjoyable experience for individuals. Marshals should be a trained resource to be deployed where and as required.
46. There should be a time-limited probation period for new recruits (2 seasons?) during which time they would need to evidence their training and that they have performed each of the required marshalling roles. If not completed in this period, then the process restarts.
47. There should be only 2 grades of marshal. Marshal and Experienced marshal. The latter fulfilling the role of 'post chief' at an event. A 'pathway' showing experience would be required to fulfil the managing role. There should be no 'specialist' role term used in the pathway.
48. There needs to be an explanation included in the pathway of the procedure to be implemented if a marshal fails to meet the minimum annual event attendance or fails to record the necessary training attendance.
49. Minimum event attendance should be raised from 4 days annually to a more realistic and supportive level (10 days?)
50. Training - To avoid inconsistencies/personal opinions or interpretations, all marshals theory training should be delivered online by MSUK. New marshalling modules are desperately required (promised but never delivered) This would be an annual requirement to retain a registration and would include a pass/fail element. Subjects requiring practical training should be delivered in person every 2 years.
51. Marshal Registration Cards - These should be barcoded for individuals to check in at every meeting. Currently these are never examined (unless marshalling abroad). If training has not been completed, or attendance not maintained then they could be 'switched off'. Records

would be held at MSUK for attendance etc so the current PRC paper document can be discontinued. There would be no need to issue a card every year.

52. Marshals Advisory Group - Disappointingly, the output/agenda from this group is still not shared with their peers. There needs to be much more transparency. If this proposal is the result of '4 years' discussion, then they have sadly missed the mark. With a blank sheet to work from I would have expected a more far-reaching proposal.
53. PPE - I am a supporter of improving the provision and use of PPE for marshals. I acknowledge the comments in Nadine's latest blog concerning the discussions on this subject but question the necessity to underline and italicize the word 'recommending'. This appears to be an apology... I'm not aware of any safety initiative or proposal previously led by the club, despite our current strap line... It's about time the sport made wearing overalls, knock-hats (where required), eye and ear protection mandatory.  
The provision of overalls (or all PPE) for registered marshals should be a basic responsibility of the sport through MSUK. These should be provided for marshals either annually or biennially. They would show a marshals registration number and if required to offset the cost, display sponsorship (as per BMMC scheme). This provision would also improve the image of the trackside marshal. All marshals should wear the same colour IE orange as it stands out and identifies who we are but other circuits should not feel they need to be different by changing colours.
54. From my perspective, through the lens of a newbie, it makes absolute sense and provides clarity to the steps I need to take to progress. I like the idea of a chance to try event specialisms such as pit lane, but I also see this would be almost impossible to have the organisers facilitate.
55. I must express my concern for the insistence of both ON & Off-Track roles/responsibilities. This seems highly discriminatory & prejudicial against those Marshals that currently successfully support the Sport in a limited/specialist role, unable or unwilling to undertake ON Track function for fear of their own AND Marshal-colleague health & safety. I speak from personal circumstance being blind in my right eye and having experienced first-hand at Training: my limited peripheral vision threatens my & colleague safety ON-Track. Is it the intention of MotorSport UK &/or BMMC to reject experienced marshals who fail to comply with this new Pathway dictat?
56. What is the justification for effectively downgrading the position of flag marshal from one of the senior positions on post by mapping it Level 2 rather than Level 3 which has been reserved for Post Chiefs and IOs? It's a massive slap in the face for the years of hard work to upgrade to flag marshal, requiring similar experience to IOs in particular. We are a dying breed - not only because people fear being replaced by lightboxes but also that flag marshals are generally older and include those that have 'retired' from incident duties. As one of the younger flag marshals the 'downgrading' to Level 2 is embarrassing and quite frankly shows how little respect we receive from the club and MSUK. We are there to communicate information and instructions to the drivers but most importantly we are there to protect our colleagues who are trackside. Making this role seem less desirable, prestigious, or important is upsetting and frankly just cements my move away from marshalling altogether.

57. On the whole I understand and agree with the aims of the proposed new grading scheme. However, I am concerned that mandating both on-track and off-track experience within the same time scale as the previously separated duties can result in a reduced level of experience at both level 1 and level 2 than would previously have been expected. I have often thought that there ought to be a program of continuous assessment for grade maintenance. The current requirement of simply turning up for a number of days I don't believe is sufficient to ensure that marshals are kept up to date with changes or maintain knowledge and experience. I would prefer to see some form of periodic formal refresher assessment either in person or online. Forthcoming changes to the grading scheme offers the ideal opportunity to introduce such continuous assessment.
58. I understand the need for change but the old system just need some tweaking and would have been fine, this new system is not workable, and we will lose Marshals, especially X Post Chiefs if they have to do refresher modules.
59. Cross discipline training will not work, Marshals choose what they want to do and stick with it, if we try to ask/tell them to do something they are not happy doing then they will vote with their feet! My main circuit is Snetterton we never have enough Marshals to ask to help out in the Pits etc let alone man the circuit.
60. In the 13 years that I have been marshalling, I have never known any trainees to be 'confused' by the current scheme. It is simple to understand that you are a trainee > track > experienced > then choose a specialism should you wish. The current proposal loses the disciplines marshals have been working towards over many years. With the new proposals, there are no specialist disciplines out on track anymore such as flagging, Incident Officer or Post Chiefs. This is likely to cause confusion when marshals are having to "apply" to events both in the UK and abroad, due to the numbered levels being too broad and 'wishy washy' and covering too many things. To marshals joining for the first time, or first few meetings, they won't know the difference between a Level 1 or a Level 3 marshal. However, at present, if a trainee sees a badge with "post chief"/"experienced" they will automatically subconsciously know they are 'towards the top' and will understand that due to the connotations of those words. The definition of a "Level 1" marshal is to just basically look after spectators and 'help', and not take an active role as such. On this note, in many walks of life, Level 1 is seen as the top, then again, Level 10 could be seen as the top. This just adds to the confusion to new starters. Continuing with the new proposals, making people spend multiple days in the pit lane/paddock/startline etc could, and probably will turn people away. I know I for one would not continue with marshalling if I was made to complete days doing these duties, as I'm not interested in performing those roles. This is echoed by some Taster Day marshals who have had a session or two in those areas, but the reason they want to marshal, is to be trackside. Having the EXPECTATION that VOLUNTEERS HAVE to do these roles, begins to pose the question of "Are we still volunteers?" Even now, I am having trainees with me on post and are a lot more confused by the new proposal compared to the current scheme. The new FAQs Motorsport UK announced this week of "I'm a flag marshal, will I still be a flag marshal?" With the Motorsport UK response "Yes, you will still be a flag marshal" adds to the confusion if these grades are not going to be used going forwards. This scenario would only work if the new proposal included 'Level 3 -

Flag' or 'Level 3 - Post Chief' in their titles. Then again, this could cause more confusion as people may think there is a "Level 1 Post Chief" or "Level 2 Post Chief".

If Motorsport UK really sees the need to modify/change the current scheme, why not just remove the "experienced" grade and allow marshals to go from "track" to "flag", "post chief"/"incident officer after 3 years (to ensure they have sufficient experience)?

Furthermore, the proposal of 'making every new person register before they attend' is going to prevent those from taking part. By all means suggest that 'within a month' marshals are recommended to join Motorsport UK, but we all know how long this process can take producing cards etc, ultimately stops people from gaining experience through no fault of their own.

I feel that this consultation period is just a 'tick box' exercise and the decisions have already been made. However, I sincerely hope that the feedback given from a multitude of marshals is listened to before making these choices.

61. Specialist should remain a separate pathway. As a specialist, I have no interest in going on the bank. Therefore, it appears I will be consigned to being Level 1 forever with no recognition of my increasing experience in Pits/Start/Assembly roles.

In the new proposal, when there is a high-profile event with a big name, surely there will be a sudden influx of Level 1 people volunteering for the pits (for example). How will an organiser be able to differentiate between a "true, long-term specialist" who is at Level 1 and all the sightseers from the bank who are also Level 1 and just want to get near the celeb driver? They might get the right numbers of Level 1 & 2 bodies but maybe not the right people.

From a personal point of view, I had a plan to progress in Specialism and eventually get onto radio duty etc (and have done some comms in Assembly already) but it seems to me now that I will remain a lowly Level 1 with no progression available just because I do not wish to go on the bank - and if I did just to progress, my heart wouldn't be in it.

And the reality on the ground is that even as a permanent Level 1 marshal, I will still continue to develop to a degree where I may be a highly experienced marshal in the Pits/Start/Assembly roles and be trusted by the Chief Pits to perform higher level duties, but this will only be recognised by my peers but not officially by BMMC or Motorsport UK? Surely the pathway should reflect the reality.

62. With my limited experience I can see there are significant differences in the challenges faced by Rally organisers and marshals and Race organisers and marshals. And when you experience the very different atmosphere around these events you can fully understand how the current pathway structure has evolved and why the current hierarchy and chain of command works the way it does.

My concern is that in an attempt to simplify the pathways, generic levels have been introduced. However, in reality each discipline is still different which actually makes the whole thing more confusing, open to misinterpretation and potentially dangerous if marshals take on roles for which they do not have the necessary experience.

In my view there needs to be more levels to accommodate the hierarchy structure within motorsport marshalling... The chain of command is of the utmost importance and should be as clear as possible.

63. As a Rally marshal, I realise Rally faces unique challenges because of the number and diversity of events. The number of marshals needed to cover all the various Rally events is huge! (I maybe inadvertently grouping some autotests, trials etc under the Rally umbrella but I'm not sure how they fit in?)

I am concerned that MSUK seem to be restricting the Rally pathway scheme to "stage rallies" and I am wondering why it is not covering all events run under an MSUK licence. All such events need marshals, and, in my opinion, it is on these "grass roots" events where many marshals first get involved.

From what I can see MSUK are trying to apply the Race marshal structure with a simplified hierarchy across all motorsport events. This is an admirable goal but in reality, does not address the challenges on Rally events and most certainly does not take account of the vast array of motorsport event run under M, N, P, R & T regs in the blue book.

In summary the "marshal level" is confusing because it is discipline specific which defeats the object...

There are not enough levels to make clear and maintain the chain of command.

There are not enough levels to accommodate "grass roots" marshals and for multi discipline marshals to progress within the structure and be recognised for their multi discipline skills.