

BMMC South Midlands Region held a meeting on April 13th 2022 as part of the consultation on the New Marshals Pathway proposals distributed by Motorsport UK on April 6th. It was presented virtually as a Q&A session with Nadine Lewis, attending as Chair of the Marshals Advisory Group, and hosted by Chris Whitlock (BMMC South Midlands Regional Chair). Questions from members had been sent in before the meeting and were copied to all attendees in advance. What follows is a summary of Nadine's responses, along with any further relevant questions raised during the meeting.

The consultation process:

- Motorsport UK will listen to the responses that have been submitted through the survey, but can only listen to helpful and useful comments. Some responses have included abusive language and this is not acceptable.
- Only responses that have been submitted through the survey will be listened to. This forum today is aimed at answering people's questions and clarifying anything that is unclear, but it is not a route through which comments are being collated to be sent to Motorsport UK. (*A link to a related social media site with a large number of feedback comments was sent to Nadine so she could delegate a review of this to another member of the team*)
- The survey has been sent to all 8500 individual Motorsport UK marshal members plus all impacted Clubs and organisations, including BMMC. As Nadine is both Chair of BMMC and Chair of the Marshals Advisory Group and so has a potential conflict of interest, for the purposes of this consultation she stated that she is acting on behalf of the Marshals Advisory Group and not BMMC. All responses and comments collated through this forum and other comments sent to National BMMC will be managed by John Edwards (National Secretary) and Steve Woolfe (National Treasurer) and they will reply to the survey on behalf of BMMC.
- Responses to the survey are being continuously monitored and the FAQs will be updated as common queries appear. The initial FAQs were only a "first attempt" at explaining the proposals. People should keep checking with the FAQs to see the updated information.

The background to this change

- Motorsport UK has been looking at the current grading scheme ever since the last iteration was implemented. The goal is to introduce a simple, levels-based pathway to replace the current grades, which actually vary across disciplines, and to have a consistent framework across the disciplines. This cross-discipline approach is a key goal.
- There will be generic training modules across disciplines, to prevent people having to attend the same module for each discipline.
- Assessments will be required for Rally, which has not been in place so far.
- Opportunity for marshals to try different roles and encouraging multi-tasking is being offered by integrating the Specialist pathway into the specific discipline.
- There is concern across the sport that there is a lack of marshal numbers across all disciplines. There are times, in some disciplines, at some events and some venues, where marshals are asked by the Chief Marshal to step into roles which they do not have the training for as otherwise they do not have all necessary roles covered. The Pathway aims to give all marshals sufficient cross-training that they have at least some level of knowledge if they are asked to step across and to work (most likely supervised) in another role.
- There is also evidence that marshals do not try out more than one discipline or more than one role, but instead remain in the role and discipline that they first started marshalling in. The Pathway aims to make it easier for people to understand what it entails to work in different roles, so they can make a better choice of where they want to specialise.

Summary of BMMC South Midlands Q&A meeting on New Marshals Pathway consultation April 13th 2022

- It should be noted that the Pathway is only looking to migrate the current grading scheme. This means that other volunteer roles within motorsport, such as marshalling for Sporting Trials, Autotests and etc, plus Timekeeping, are not included in the Pathway at this time. All people involved are encouraged to become Registered Marshals.

The proposal process.

- Motorsport UK asked the Marshals Advisory Group to propose the new Pathway. The Marshals Advisory Group is across all disciplines and has all disciplines represented. Motorsport UK believe that the current system is a little complicated, and that role descriptions as names in a grading scheme is confusing to the outsider. The levels in the Pathway are designed across all disciplines so that someone looking in can see the comparable different levels in each discipline.
- The Marshals Advisory Group have given their draft proposal to Motorsport UK and the consultation process is now underway. The proposal has been sent by Motorsport UK to 8500 marshals registered with them, plus trainers, plus appropriate clubs and organisations, with request for feedback – the bits they like, the bits they don't like, the bits that work, the bits that don't work.
- The results are being collated by Motorsport UK as they come in. There is another Marshals Advisory Group meeting next week (week of April 18th) to look at the responses to date, with a view to updating the FAQs, and to see if there are certain areas which, based on the feedback, need to be discussed further. The responses will be acted on.
- The Pathway proposal will be revised based on the feedback, and then will be sent to everyone again to make sure everyone is happy with the changes. The detailed survey results will not be published.
- *(In response to a question)* If you have not received the proposal direct from Motorsport UK then please check that you are registered with them for 2022 and that your email contact details with them are correct. Also, if you have not received the MailChimp from BMMC about the consultation then please check that you are a current member and that your email contact details are correct.
- The current timeframe for introducing the new Pathway is that it will start from January 2023. The marshal registration renewal process with Motorsport UK starts in August 2022, so the transfer of existing Grades to the new Levels will start when registration opens, to take effect from January 2023. The current proposal is that all upgrades under the current scheme must be completed before the end of December 2022. If you are working towards an upgrade and planning to have your assessment between August and December 2022 then you have the option to delay your 2023 registration until after your assessment and potential upgrade. The expectation is that the new Pathway will be ready to go by the August timescale, but depending on the nature of the issues being raised and the likely timescale to resolve them.

General queries on the proposal content.

- It is clear there are people on this forum who do not agree with the aspect of the proposal where marshals at all levels have to get signatures and have an assessment for both off-track and on-track roles in order to upgrade. There are a number of reasons being quoted, including personal disability, capacity to process a large number of inexperienced marshals through the location, and being asked to do roles that they do not want to do. Where multiple experience is already required for upgrading (for example Flag and Incident) there is already an exemption process which waives this requirement on a personal basis, such as disability. All comments around this aspect needs to be put in your survey response, and should include why you disagree and what you think needs to happen instead.

- The written questions include a lot of comments that the number of days of experience included in the proposal for an upgrade is not enough. This is not only for specific experience in one aspect of the role but also for the total number of days and the interval between upgrades. Please put all that in your survey response and include what you would like to see instead and why. (*In response to a question, suggesting that there could also be an advisory number of days as well as a minimum number of days*).
- The role of Assessor has replaced the Examining grade, and it is the Assessors who will be ensuring the competence of marshals going forward. As now, an Assessor will only be able to assess marshals in areas in which they have expertise. To become an Assessor a marshal must be nominated by their club and must pass a training course, in a similar way that Motorsport UK Trainers do now. The training course is being created by the Training Advisory Group. Any follow-on re-verification and/or training courses to maintain standards is included in the review of Assessors in other areas that is currently underway within Motorsport UK. (*In response to a question*) any dual-graded marshals who have Examining grade in only one of their dual grades will only have Assessor status for that grade, and will have to have club nomination to extend it to any other of their current grades.
- The Assessor will be given clear guidance on the competency required, they will be expected to advise if the marshal needs to have more experience/capability if they have not demonstrated the required skills, and not just sign off an assessment without checking thoroughly. Motorsport UK has already started the conversion process from Examining to Assessor, as all existing Examining grades have been contacted and asked if they want to take the training course to convert to Assessor. (*In response to a question*) applications for Examining Grade are still being accepted, but these individuals, and all new Assessors, will also have to pass the conversion course, as there will be no “grandfather rights”.
- There will be generic training modules across disciplines where the information is common. This means that anyone looking to upgrade in multiple disciplines will need to attend the discipline-specific training but will be able to carry the generic modules across all disciplines. The current system requires a person who works in more than one discipline to have separate signatures for the same training module (for example Fire Theory) in each of the disciplines they want to upgrade in. The proposal clarifies that generic modules will be applicable to all disciplines, which is being worked through by the Training Advisory Group. The new PRCs will reflect this approach by having a separate Training document which will show the validity date of all training modules undertaken and allow the generic ones to apply across all disciplines.
- (*In response to a question about needing Communications and Report Writing at Level 1 off-track Race*) If there are clear errors such as this in the current grading requirements then put these in the survey response and they will be passed to the Training Advisory Group for comment.

Specific queries on Race and Specialist.

- The Specialist grade is currently applicable to both Race and Speed disciplines. Everyone agrees that a Specialist at a Speed event needs to know quite different things compared to a Specialist at a Race event.
- The thought-process of the Marshals Advisory Group has been that it would make more sense to incorporate the Specialist role into the specific discipline and not remain with one role across both disciplines. It is obvious that there are people on this forum who disagree with merging the Specialist grade in this way for Race, and that needs to be put in your survey response. Your response should include why you disagree and what you think needs to happen instead.

Summary of BMMC South Midlands Q&A meeting on New Marshals Pathway consultation April 13th 2022

- *(In response to a question, explaining there are some anomalies in the current system, such as people on Recovery and Breakdown who are graded Race or Specialist grade depending on which circuit they are at, plus the new scheme does not seem to explicitly include Race Comms who are currently graded as Specialists).* Please put this in the survey response.
- A key difference between the proposed system and the current system is that there will be distinction between “role” and “level” for all roles, and not just for some. For example, in the current scheme there is a role of “Post Chief” or “IO” and there are grades of Post Chief and IO but under the proposal the roles will remain with the same names but the marshal expertise will be by Level (Level 3 in this case). This means that the responsibility will be on the individual marshal to volunteer for the role that they have the expertise in.
- *(In response to a follow-on question, asking whether the proposal will distinguish between on-track and off-track prior experience.)* The proposal for the Pathway does not distinguish between on-track and off-track prior experience, for example a Level 3 Race could be from either on-track or off-track experience. It is not expected that a Chief Marshal will re-allocate any marshal who has volunteered for an on-track role to an off-track position (or vice versa) without at least checking with them first that they have sufficient expertise to perform the role. If the marshal has not been consulted, and is concerned that they cannot fulfil the role, then they should decline it when they are allocated it at sign-on.
- *(In response to a follow-on question, asking whether the proposal will distinguish between different role expertise eg the current Post Chief and IO grades will both become Level 3 but have difference prior expertise, as will Flag or Track marshals at Level 1 or level 2).* The proposal for the Pathway does not distinguish between prior experience. Again, if a marshal has volunteered for a role, but the Chief Marshal wants to reallocate them to another role, it will be for the Chief Marshal to check that they have appropriate expertise, or the marshal should say no. If this is a problem then the Chief Marshals may need more training.
- The proposal is that the current Flag Marshal grade transfers to Level 2 but Post Chief and IO grades transfer to Level 3. Currently Flag Marshal is an upgrade from Experienced and so equivalent to Post Chief or IO in seniority. The reason behind this proposal is that Post Chief and IO roles are seen as leadership roles but Flag Marshal role is not. Please feed any comments on this back through the survey.

Marion Quarrington
April 14th 2022