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INTRODUCTION
INTRODUCTION

Netball Australia is committed to supporting high performance umpires in their development by providing opportunities to increase their knowledge; gain experience; and develop and extend their personal attributes and competencies. Through access to the appropriate competitions, training and support at the right stage of the pathway high performance umpires are encouraged to participate and strive for excellence.

The Netball Australia High Performance Umpire Pathway complements the National Umpire Development Framework (NUDF) and is aligned to national athlete pathway (refer to Appendix A). It is a staged approach to an umpire’s development and ensures the standard of netball the umpire is officiating is matched by the umpire’s competencies. Furthermore, it outlines the programs and support services along with policies and procedures that describe the identification and development of umpires within the high performance environment.

Umpires enter the high performance pathway when they are identified and selected from the 17/U and 19/U National Netball Championships. Umpires are then developed through programs which provide high quality coaching and competition opportunities.

The Netball Australia High Performance Umpire Pathway will identify and develop the next generation of umpires and provide a world class system that prepares them to perform at their best at national and international events.

For the Netball Australia High Performance Umpire Pathway to succeed, it is critical that each Member Organisation develops and coordinates state-based networks and systems to identify talented umpires ready for progression through the national pathway.
WHAT DOES IT TAKE TO BE THE BEST?

Australia has a long history of producing quality umpires and our quest for continued excellence in the international netball arena is dependent upon the development of a highly skilled pool of talented umpires.

The All Australia badge is a badge of excellence. Where professionalism, accuracy of decisions, reaction time between infringements and decisions, levels of communication and umpiring techniques are all given the closest possible scrutiny.

Umpires who reach these standards have worked hard to develop and expand on their knowledge, experiences, competencies and personal attributes and recognise that it is the combination of all these elements working together that make a truly successful and holistic high performance umpire.
ALL AUSTRALIA UMPIRE SUCCESS PROFILE

Using the Development Dimensions International (DDI) success profiling concept as the foundation, Netball Australia has developed a high performance umpire success profile that focusses on the following elements: Knowledge; Experience; Personal Attributes; and Competencies (refer to Appendix B for specific definitions).

EXPERIENCE - WHAT UMPIRES HAVE DONE TO ACHIEVE SUCCESS

• Achieved their AA | IUA badge.
• Umpired at national and international competitions and events.
• Achieved and maintained an appropriate level of fitness to umpire at the highest level.
• Communicated effectively with players, coaches and administrators in a high pressure environment.
• Continuously displayed exemplary game management.
• Invested in personal development.

KNOWLEDGE - WHAT SUCCESSFUL UMPIRES KNOW

• Expert knowledge of the rules and their current interpretation.
• Demonstration of key umpiring techniques — position, vision and timing.
• The umpiring pathway, both nationally and internationally.
• The current different styles of games (techniques and tactics).
• How to use performance analysis tools to improve their performance.
• The high performance environment for players, coaches and umpires.
• Up to date sports science/sports medicine practises as they apply to umpire performance.
• How to implement self-training/personal development programs.
• The role of the umpire as a high performance athlete.

COMPETENCIES - WHAT SUCCESSFUL UMPIRES CAN DO

• Demonstrate compelling communication.
• Influence others in a positive way.
• Display a passion for results.
• Display an orientation towards personal growth.
• Accurately self-assess.
• Deal effectively and calmly with pressure.

PERSONAL ATTRIBUTES - WHO UMPIRES ARE

• Driven for continuous learning.
• Value diversity.
• Enjoy travel.
• Are authentic in their communication.
• Take responsibility/accountability for own actions and development.
• Display honesty and integrity.
• Maintain focus.
• Display emotional intelligence.
• Value developing relationships.
• Actively seek and are receptive to feedback.
• Have an elite disposition.

Umpires participating in any of the programs within the High Performance Umpire Pathway will be provided with suitable professional development programs that align to the All Australia Umpire Success Profile.
INTRODUCTION

High performance umpires within Australia commit to a set of ‘Trademark Behaviours’. Umpires entering the National High Performance Umpire Pathway are expected to understand and demonstrate the trademark behaviours at all times.

NETBALL AUSTRALIA UMPIRE TRADEMARK

All Australian umpires exist to provide excellence in umpiring both nationally and internationally

WE ARE

CONSISTENT KNOWLEDGEABLE PROFESSIONAL ETHICAL UNIFIED

WE ALWAYS

Show support and encouragement
Take responsibility and ownership
Communicate openly
Show respect for one another
NATIONAL NETBALL COMPETITIONS UMPIRING STATEMENT OF PURPOSE

17/U AND 19/U NATIONAL NETBALL CHAMPIONSHIPS
• Identify umpires with potential for further development at the National level.
• Provide elite competition opportunity for Member Organisation identified umpires.
• Provide high performance coaching to Member Organisation identified umpires.

21/U NATIONAL NETBALL CHAMPIONSHIPS
• Identify and develop emerging talent identified umpires.
• Provide elite competition opportunity for nationally identified umpires.
• Provide high performance coaching to nationally identified umpires.

AUSTRALIAN NETBALL LEAGUE (ANL)
• Develop talent identified and high performance umpires.
• Provide elite competition opportunity for talent identified and high performance umpires.
• Provide high performance coaching for nationally identified and high performance umpires.

ANZ CHAMPIONSHIP
• Develop and extend high performance umpires.
• Provide high performance competition opportunity for high performance umpires.
• Provide high performance daily training environment.
• Provide exposure to an international environment.
• Provide high performance coaching for high performance umpires.
NETBALL AUSTRALIA HIGH PERFORMANCE UMPIRE PATHWAY

**UMPIRE**

**HIGH PERFORMANCE UMPIRE PROGRAM**

- International Netball Federation Appointments
- Netball World Cup
- Commonwealth Games
- International Tests
- Fast5 Netball World Series
- World Youth Netball Championships
- Netball Australia Appointments
- ANZ Championship
- Australian Netball League
- State League
- National High Performance
- Umpire Camps (x1)

**EMERGING TALENT UMPIRE PROGRAM**

- Australian Netball League
- 21/U National Netball Championships
- MO Exchanges
- State League
- National Emerging Talent
- Umpire Camp

**DEVELOPING UMPIRE PROGRAM**

- 19/U National Netball Championships
- 17/U National Netball Championships
- State League
- National Developing Umpire Camp

**MO BASED PROGRAMS AND INITIATIVES**

- State League
- National 15U School Sport Australia Championships
- State League/State Titles/Association Championships/Association Tournaments
- MO Exchanges
## Netball Australia High Performance Umpire Programs

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<th>Competitions/Events Pathway</th>
<th>Description</th>
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| **High Performance Umpire Program** | IUA/AA badge umpires | International Netball Federation Appointments  
Netball World Cup  
Commonwealth Games  
International Tests  
Fast5 Netball World Series  
World Youth Netball Championships  
Netball Australia Appointments  
ANZ Championship  
Australian Netball League  
State League  
National High Performance Umpire Camps (x1) | The program focuses on retaining and further developing Australia's high performance umpires by preparing individual development plans which are supported by high quality resources combined with extensive education on high performance behaviour and disciplines. | Netball Australia | Nationally appointed umpire coaches |  |
| **Emerging Talent Umpire Program** | Endorsed A badge umpires | Australian Netball League  
21/U National Netball Championships  
MO Exchanges  
State League  
National Emerging Talent Umpire Camp | The program focuses on the development of Australia’s emerging high performance umpires by enabling them to undertake professional development and identified training activities under the guidance and with the support of both Netball Australia and their Member Organisation. | Netball Australia and Member Organisation | Nationally appointed umpire coaches and identified Member Organisation umpire coaches |  |
| **Developing Umpire Program** | Endorsed A badge umpires | 19/U National Netball Championships  
17/U National Netball Championships  
State League  
National Developing Umpire Camp | The program focuses on providing training and education to Australia’s developing high performance umpires to prepare them on their pathway to become an All Australian umpire. | Netball Australia and Member Organisation | National Testing and Endorsement Panel and/or MO testing panels. |  |
The Netball Australia Developing Umpire Program is the third tier and the entry point to the National High Performance Umpire Pathway. The Program focuses on providing training and education to Australia’s developing high performance umpires to prepare them on their pathway to become an All Australia umpire.

The Program aligns to the 17/U and 19/U National Netball Championships.
HOW ARE UMPIRES IDENTIFIED AND SELECTED?

Selection into the Developing Umpire Program is a two phased approach involving both the Member Organisation and Netball Australia.

1. MO identifies and nominates umpires to NA for 17/U and 19/U National Netball Championships.
2. NA invites umpires to participate in 17/U and 19/U National Netball Championships.
3. Umpires coached and assessed by nationally appointed personnel.
4. Developing Umpire Program squad announced at the conclusion of the 17/U and 19/U National Netball Championships.
5. Identified umpires invited to attend National Developing Umpire Camp.
MEMBER ORGANISATION IDENTIFICATION AND SELECTION TO UNDERAGE NATIONALS

Each Member Organisation is responsible for developing and coordinating state-based networks and systems to identify developing umpires, with the potential to progress, to be nominated for the 17/U and 19/U National Netball Championships.

1) Each Member Organisation is provided the opportunity to nominate up to their maximum number of umpires, who meet the required selection criteria, for possible inclusion within 17/U and 19/U National Netball Championships umpiring pool.

The following procedure shall be followed each year:

a) Nominations must be received by Netball Australia by 30 November each year, in full, using the required nomination form.

b) Member Organisations may provide additional names, ranked in priority order, to Netball Australia for consideration. However, it is at the discretion of Netball Australia if these umpires are invited to attend.

c) Netball Australia will not accept applications from Member Organisations where the umpires do not meet the selection criteria.

d) Netball Australia may request a Member Organisation reconsider their nomination(s) where an umpire has previously attended a National Netball Championships to ensure entry to the high performance pathway is accessible.

e) Netball Australia will write to each identified umpire, who successfully meets the selection criteria, and invite them to be a part of the Underage National Netball Championships umpiring pool.

f) Umpires must accept the offer by the due date provided and inform Netball Australia if they are not available.

g) Umpires may be nominated for multiple years.

MEMBER ORGANISATION UMPIRE NUMBERS

- NSW – up to 4 umpires
- Victoria – up to 4 umpires
- South Australia – up to 3 umpires
- Western Australia – up to 3 umpires
- Queensland – up to 3 umpires
- ACT – up to 2 umpires
- Tasmania – up to 2 umpires
- Northern Territory – up to 2 umpires
- Netball Australia – 2 places available for the discretion of Netball Australia.

Netball Australia may, in its absolute discretion, add umpires to the umpiring pool at any stage, subject to those umpires satisfying the relevant selection criteria.

MEMBER ORGANISATION SELECTION CRITERIA

Participation in the 17/U and 19/U National Netball Championships is the entry point to the National High Performance Umpire Pathway. Member Organisations have the responsibility of nominating umpires who meet the following selection criteria:

Experience:
- Holds a National A badge (or in line for A badge testing)
- Umpired as a minimum State Titles, State League or equivalent, in their respective state
- Physically fit to umpire a week long tournament
- Is a registered member of Netball Australia.

Knowledge:
- Demonstrates a good understanding of procedures and protocols.
- Demonstrates a sound knowledge of the rules.
- Demonstrates correct use of terminology.

Competencies:
- Communicates effectively and demonstrates a level of cooperation and teamwork with co-umpires, umpire coaches, players and coaches.
- Display an orientation towards personal growth.

Personal attributes:
- Takes responsibility/accountability for own actions and development.
- Demonstrates resilience.
- Displays honesty and integrity.
- Is authentic in their communication.
- Is receptive to feedback.

Where a Member Organisation is unable to nominate umpire(s) who meet the required selection criteria, the vacant positions will be filled at the discretion of Netball Australia. Member Organisations are encouraged to only nominate umpires that meet the required standards to ensure quality of officiating at the event.
PHASE 2

NETBALL AUSTRALIA IDENTIFICATION AND SELECTION INTO DEVELOPING UMPIRE PROGRAM

Umpires are identified to participate in the Developing Umpire Program through selection at the 17/U and 19/U National Netball Championships. Selection is made by nationally appointed personnel, utilising the Netball Australia selection guidelines. At the completion of the 17/U and 19/U National Netball Championships, up to 6 umpires are identified by the nationally appointed personnel to participate in the Developing Umpire Camp.

NATIONAL DEVELOPING UMPIRE CAMP

Identified umpires are invited to attend the National Developing Umpire Camp held in Canberra in May each year. This camp coincides with the national athlete development camp. A suitable professional development program is delivered to train and educate Australia's developing high performance umpires to prepare them on their pathway to become an All Australia umpire.

Each Member Organisation is provided the opportunity to invite mentors to attend the National Developing Umpire Camp and participate in all professional development activities.

Netball Australia coordinates the delivery of the National Developing Umpire Camp utilising the knowledge and expertise of the nationally appointed umpire coaches and other experts in fields such as performance psychology, strength and conditioning and nutrition.
DEVELOPING UMPIRE
SUPPORT

MEMBER ORGANISATION MENTOR

NETBALL AUSTRALIA SUPPORT

NETBALL AUSTRALIA APPOINTED NATIONAL UMPIRE COACH

MEMBER ORGANISATION SUPPORT
ROLE OF THE MEMBER ORGANISATION MENTOR

• Work with umpire at any state based events/competitions – e.g. State League.
• Where invited by the Member Organisation, attend National Developing Umpire Camp.

ROLE OF THE NATIONALLY APPOINTED UMPIRE COACH

• Coach and allocate umpires at national based events, – e.g. 17/U and 19/U National Netball Championships.
• Work with umpires at National Developing Umpire Camp.
• Communicate any technical direction as required.
• Utilise the Netball Australia Umpire Performance Management Assessment System at all Netball Australia competitions.
• Participate in personal professional development.

ROLE OF NETBALL AUSTRALIA

• Provide the programs and structures to support the implementation of the Developing Umpire Camp.
• Coordinate the recruitment and appointment of the National umpire coaches.
• Act as the conduit between the: National umpire coach; Member Organisation; Developing umpire; and Member Organisation mentor.

ROLE OF MEMBER ORGANISATION

• Support umpire(s) in their selection of an appropriately qualified and skilled mentor from within their state who is available and willing to support the umpire(s).
• Provide competition and additional development opportunities (as appropriate) within the State/Territory.
WHO IS RESPONSIBLE FOR COACHING?

Umpires are supported by both nationally appointed umpire coaches and an identified Member Organisation mentor. The nationally appointed umpire coaches work with umpires during the 17/U and 19/U National Netball Championships and the National Developing Umpire Camp.

Member Organisations identify and nominate a mentor to attend the National Developing Umpire Camp.

WHAT IS THE COMMITMENT REQUIRED BY THE UMPIRE?

Upon acceptance to attend the Developing Umpire Camp, umpires are expected to take part in all identified activities and events. It is also the expectation that umpires maintain a commitment to umpiring their respective State League competitions.

HOW LONG DOES THE PROGRAM GO FOR?

The Developing Umpire Program runs from the start of the 17/U and 19/U National Netball Championships until the conclusion of the Developing Umpire Camp. Each Member Organisation is responsible for monitoring and supporting their umpire(s) ongoing performance at the conclusion of the program.

WHAT HAPPENS AT THE CONCLUSION OF THE DEVELOPING UMPIRE CAMP?

At the conclusion of the Developing Umpire Camp, the nationally appointed umpire coaches prepare a report for Netball Australia. The report provides a summary of the umpires’ performance over the course of the program, along with one of the following recommendations:

- Umpire requires continued development at the Member Organisation level to further consolidate performance; or
- Umpire should be nominated by Member Organisation for following years 17/U and 19/U National Netball Championships; or
- Umpire to be considered by Netball Australia for inclusion within the following years 21U National Netball Championships umpire pool and/or Emerging Talent Umpire Program.
The Netball Australia Emerging Talent Umpire Program is the second tier on the National High Performance Umpire Pathway.

The Program focuses on the development of Australia’s emerging high performance umpires by enabling them to undertake professional development and identified training activities under the guidance and with the support of both Netball Australia and their Member Organisation.

This Program aligns to the 21/U National Netball Championships and provides additional opportunities through Member Organisation exchanges and the National Emerging Talent Umpire Camp.
HOW ARE UMPIRES IDENTIFIED AND SELECTED?

Umpires are identified to participate in the Netball Australia Emerging Talent Umpire Program through selection across either, or both, the 17/U and 19/U National Netball Championships and the 21/U National Netball Championships.

Umpires are identified to participate in these competitions through selection from the Developing Umpire Program or previous years Emerging Talent Umpire Program. However, Netball Australia may, in its absolute discretion, add umpires to the umpiring pool for these competitions at any stage, subject to those umpires satisfying the relevant selection criteria.

1. Umpire identified through their Member Organisations developing Umpire Program or previous years Emerging Talent Umpire Program.

2. Netball Australia invites umpires to participate in 21/U National Netball Championships.

3. Umpires coached and assessed by nationally appointed personnel at the 21/U National Netball Championships.

4. Emerging Talent Umpire Program squad announced at the conclusion of the 21/U National Netball Championships.
EMERGING TALENT UMPIRE PROGRAM
SELECTION CRITERIA

Selection into the program is based on a number of factors, including:

On court performance:
• Assessed using the Netball Australia Umpire Performance Management Assessment System.

Experience:
• Hold a current endorsed A badge.
• Umpire division 1 State League or equivalent in their respective state.
• Has reached and maintained the necessary fitness level to perform at a consistently high standard through an entire game while maintaining full concentration.
• Makes decisions quickly and applies the efficiently, displaying excellent game control.
• Shows a high level of consistency in decision making and applies all rules effectively and efficiently.

Knowledge:
• Has completed Level 2 Umpire Course and Rules in Action.
• Has a current Section 11 Theory Examination Pass (or scheduled to sit Exam).
• Demonstrates a good understanding of procedures and protocols.
• Demonstrates a sound knowledge of the rules.
• Demonstrates correct use of terminology.

Competencies:
• Communicates effectively and demonstrates a level of cooperation and teamwork with co-umpires, umpire coaches, players and coaches.
• Displays an orientation towards personal growth.
• Displays a passion for results.
• Influences others in a positive way.

Personal attributes:
• Takes responsibility/accountability for own actions and development.
• Demonstrates resilience.
• Displays honesty and integrity.
• Is authentic in their communication.
• Is receptive to feedback.

Up to 11 umpires identified are announced (at the conclusion of the 21/U National Netball Championships) and invited to participate in the Emerging Talent Umpire Program.

WHAT NATIONAL COMPETITION/EVENT OPPORTUNITIES ARE AVAILABLE?

Umpires within the Emerging Talent Umpire Program have the opportunity to be appointed to the following national/international competitions:

• Australian Netball League
• Australian 21/U National Netball Championships
• Other international events within the Asian region.

In addition, Netball Australia provides funding to support each umpire within the program to participate in:

• Up to two MO exchanges per year (depending on the umpires’ state of origin) where a higher level of competition is not available within their home state.
• The National Emerging Talent Umpire Camp.

WHO IS RESPONSIBLE FOR COACHING?

Umpires within the Emerging Talent Umpire Program are supported by both nationally appointed umpire coaches and an identified Member Organisation umpire coach.

Upon invitation into the Emerging Talent Umpire Program, umpires in consultation with their Member Organisation and nationally appointed umpire coach, are required to nominate a mentor from within their state/territory who they would like to work with for the duration of the program. The identified Member Organisation mentor is invited to attend the National Emerging Talent Umpire Camp.

Netball Australia appoints the umpire with a national umpire coach, who maintains regular communication with the Member Organisation mentor over the duration of the season to monitor progress and provide additional support and technical guidance to the Member Organisation mentor.
EMERGING TALENT
UMPIRE SUPPORT

MEMBER ORGANISATION MENTOR

NETBALL AUSTRALIA SUPPORT

NETBALL AUSTRALIA APPOINTED NATIONAL UMPIRE COACH

MEMBER ORGANISATION SUPPORT

EMERGING TALENT UMPIRE
ROLE OF THE MEMBER ORGANISATION MENTOR

- Work with umpire at any state based events/competitions - e.g. State League.
- Support national umpire coach in monitoring umpire(s) individual development plan.
- Attend National Emerging Talent Umpire Camp with identified umpire(s).
- Maintain monthly communication with national umpire coach to inform of progress, update etc.

ROLE OF THE NATIONALLY APPOINTED UMPIRE COACH

- Coach and allocate umpires at national based events, e.g. 21/U National Netball Championships; Australian Netball League.
- Liaise with Member Organisation umpire coach on a regular basis to monitor individual development plan.
- Communicate any technical direction to both the umpire and Member Organisation mentor.
- Where appropriate, travel with umpire on MO exchange.
- Work with umpire at National Emerging Talent Umpire Camp.
- Utilise the Netball Australia Umpire Performance Management Assessment System at all Netball Australia competitions.
- Make recommendations to Netball Australia on umpires ready for AA testing.
- Participate in personal professional development.

ROLE OF NETBALL AUSTRALIA

- Provide the programs, structures and resources to support the implementation of the Emerging Talent Umpire Program.
- Coordinate the recruitment and appointment of the national umpire coaches.
- Act as the conduit between the: national umpire coach; Member Organisation; Emerging Talent umpire; and the Member Organisation identified mentor.

ROLE OF MEMBER ORGANISATION

- Support umpire in their selection of an appropriately qualified mentor from within their State/Territory.
- Provide reciprocal opportunities for umpire exchanges for those umpires involved in the Emerging Talent Umpire Program.
- Provide competition and additional development opportunities (as appropriate) within the State/Territory.
HOW ARE UMPIRES SUPPORTED ‘OFF-COURT’?

Umpires within the Emerging Talent Umpire program are supported through:

• Funding to support goals identified within the individual development plan.
• Coaching at national events by the nationally appointed umpire coaches, including detailed performance reports.
• Coaching and support provided by identified Member Organisations mentor.
• Access to professional development through the National Emerging Talent Umpire Camp, which may include: health and wellbeing, strength and conditioning, nutrition and hydration and performance psychology.
• End of program de-brief between Member Organisation mentor and national umpire coach.

WHAT IS THE COMMITMENT REQUIRED BY THE UMPIRE?

Upon acceptance into the Emerging Talent Umpire Program, umpires are expected to take part in all identified activities and events, including the National Emerging Talent Umpire Camp. It is also the expectation that umpires within the program maintain a commitment to umpiring their respective State League competitions.

HOW LONG DOES THE PROGRAM GO FOR?

The program runs from the conclusion of the 21/U National Netball Championships each year.

WHAT HAPPENS AT THE CONCLUSION OF THE EMERGING TALENT UMPIRE PROGRAM?

At the conclusion of the Emerging Talent Umpire Program, reports are prepared by the Member Organisation mentor and nationally appointed umpire coach for Netball Australia. The reports provide a summary of the umpires’ performance over the course of the program, along with one of the following recommendations made by the nationally appointed umpire coach:

• Umpire requires continued development at the Member Organisation level to further consolidate performance and is not recommended for inclusion within the program the following year; or
• Umpire should be considered for re-selection by Netball Australia for participation in the Emerging Talent Umpire Program the following year; or
• Umpire is to be moved into High Performance Umpire Program due to being awarded their All Australia badge.
The Netball Australia High Performance Umpire Program is the top tier on the National High Performance Umpire Pathway.

The Program focuses on retaining and further developing Australia’s high performance umpires by preparing individual development plans which are supported by high quality resources combined with extensive education on high performance behaviour and disciplines.

This Program aligns to the Australian Netball League and ANZ Championship competitions. International competition opportunities also complement this tier of the pathway.
WHO IS ELIGIBLE AND HOW ARE UMPIRES SELECTED?

All umpires who have participated in either or both the Australian Netball League and/or the ANZ Championship competition, are automatically invited to participate in the High Performance Umpire Program for the following year, provided they meet the following selection criteria:

a) Hold a current endorsed AA/IUA badge;

b) Have participated in the previous year’s Australian Netball League and/or ANZ Championship;

c) Demonstrated trademark behaviours at all times;

d) Demonstrated commitment to developing their experience; knowledge; competencies and personal attributes (as articulated within the All Australia Umpire Success Profile); and

e) Where reasonable, be officiating in their home states top competition (e.g. State League).

Where an umpire has been unable to participate in either or both of these competitions due to injury, illness, maternity leave or extenuating circumstances, Netball Australia will review on a case-by-case basis and may consider managing their return and subsequent inclusion in the High Performance Umpire Program.

WHAT COMPETITION/EVENT OPPORTUNITIES ARE AVAILABLE?

Umpires within the High Performance Umpire Program are qualified for appointment to umpire all standards of netball in any domestic competition in Australia.

The top four (4) umpires within the High Performance Umpire Program are specifically contracted to umpire the ANZ Championship competition. All other endorsed AA umpires who are part of the preceding High Performance Program are offered a reserve contract for the ANZ Championship competition and may be called upon during the course of the year to umpire or reserve as required. These appointments are at the discretion of the nationally appointed high performance umpire coaches. Umpires are also appointed to officiate the Australian Netball League.

International competition opportunities complement the National High Performance Umpire Pathway. Only those umpires who hold an International Umpire Award (IUA) or who have been internationally TID by the International Netball Federation may be allocated to an international competition/event which may include: Netball World Cup, Commonwealth Games, Test Matches, Fast5 Netball World Series, World Youth Netball Championships and Regional Championships.

The International Netball Federation manages the appointment of umpires to international competitions/events.

WHO IS RESPONSIBLE FOR COACHING?

Umpires within the High Performance Umpire Program are supported by nationally appointed umpire coaches who hold the required qualifications and experience to be working with and developing Australia’s most elite umpires.

Umpires who are not contracted to the ANZ Championship competition are provided ongoing coaching by the nationally appointed umpire coaches. This coaching occurs at a State League match (or another suitably identified opportunity) in the lead up to the Australian Netball League season.

ANZ Championship contracted umpires are provided coaching by the nationally appointed umpire coaches when allocated to any ANZ Championship match.
HIGH PERFORMANCE UMPIRE SUPPORT

- Netball Australia appointed National Umpire Coach
- Netball Australia Support
- Member Organisation Support
ROLE OF NATIONALLY APPOINTED COACH

• Provide high level coaching to umpires.
• Allocate umpires based on match rankings and overall umpire performance.
• Utilise the Netball Australia Umpire Performance Management Assessment System at all Netball Australia competitions.
• Recommend identified umpires to be tested for the International Umpire Award (where appropriate).
• Monitor umpires individual development plan in partnership with Netball Australia.
• Attend and present at the High Performance Umpire Camp.
• Stay up to date with best practice coaching techniques and seek opportunities to develop coaching expertise.
• Provide Netball Australia with a final ranking at the conclusion of the ANZ Championship/ANL season and observations for each match, using the Netball Australia Umpire Performance Management Assessment System.
• Participate in personal professional development.

ROLE OF NETBALL AUSTRALIA

• Provide the programs, structures and resources to support the implementation of the High Performance Umpire Program for both umpires and umpire coaches.
• Coordinate the recruitment and appointment of the national umpire coaches.
• Act as the conduit between the national umpire coach and the High Performance umpire.

ROLE OF MEMBER ORGANISATION

• Provide competition and additional development opportunities (as appropriate) within the State/Territory.
HOW ARE UMPIRES SUPPORTED ‘OFF-COURT’?

Umpires within the High Performance Umpire Program are supported through:

- The development and ongoing monitoring of an individual development plan;
- A strength and conditioning grant that contributes towards the umpire’s development;
- Monthly coaching at appropriate events by the nationally appointed umpire coaches, including detailed performance reports (non-contracted ANZ Championship umpires);
- Access to professional development through attendance at the High Performance Umpire Camp, which may include: health and wellbeing, strength and conditioning, nutrition and hydration and performance psychology; and
- End of year performance reviews.

WHAT IS THE COMMITMENT REQUIRED BY THE UMPIRE?

Being part of the High Performance Umpire Program takes a significant level of commitment from the individual umpire. Upon acceptance into the Program, umpires are expected to participate in all identified activities and events and demonstrate a high level of commitment to their own personal development. It is also the expectation that umpires within this program, where reasonable, maintain a commitment to umpiring their respective State League competitions.

HOW LONG DOES THE PROGRAM RUN FOR?

The program runs from 1 November until 31 August.
**APPENDIX A**

**NETBALL AUSTRALIA ATHLETE PATHWAY**

### ATHLETE

- **Australian Diamonds Squad/Team**
- **ANZ Championship Squad/Team Program**
- **Australian Netball League Team Program**
- **National 21/U Squad/Team**
- **State 21/U Team Program**
- **Develop a Diamond National 19/U Squad**
- **Develop a Diamond 19/U Team Program**
- **Develop a Diamond National 17/U Squad**
- **Develop a Diamond National 17/U Program**
- **Develop a Diamond Academy**

### COMPETITION

- **World Championships Commonwealth Games International Test Series**
- **ANZ Championship Squad/Team Program**
- **Australian Netball League**
- **World Youth Cup 21/U International Series**
- **National 21/U Championships**
- **National 19/U Championships**
- **National 17/U Championships**
- **National 15/U School Sport Australia Championships**
- **State Titles Association Championships Association Tournaments**
- **Association/Club Competitions**

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**DARE TO DEVELOP A DIAMOND**

- **Association Representing Teams**
- **Club/School Teams**
- **NetSetGO!**
APPENDIX B
HIGH PERFORMANCE UMPIRE SUCCESS PROFILE

Using the Development Dimensions International (DDI) success profiling concept as the foundation, Netball Australia has developed a high performance umpire success profile that focuses on the following elements: Knowledge; Experience; Personal Attributes; and Competencies.

WHAT PEOPLE KNOW
Technical and/or professional information needed to successfully perform job activities.

WHAT PEOPLE HAVE DONE
Educational and work achievements needed to successfully perform job activities.

WHAT PEOPLE CAN DO
A cluster of behaviours performed on a job.

WHO PEOPLE ARE
Personal dispositions and motivations that relate to job satisfaction, job success or failure.