

NATIONAL UMPIRE DEVELOPMENT FRAMEWORK 2018 EDITION



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GLOSSARY OF TERMS

AFNA	Asian Federation of Netball Associations.
AA	All Australia Umpire Award.
NA	Netball Australia.
ASC	Australian Sports Commission.
Endorsement	Practical re-assessment of AA and A Badge Umpires.
INF	International Netball Federation.
ITP	INF International Testing Panel.
IUA	International Umpire Award.
KPI	Key Performance Indicator.
MO	Member Organisations.
NOAS	ASC National Officiating Accreditation Scheme.
RAP	INF Rules Advisory Panel.

1. GENERAL INFORMATION

1.1 Introduction

The sport of netball is set apart by its unique and distinctive rules, which define the skills of the game and the limits within which they must be performed. The Rules of Netball are interdependent and of equal importance. As a whole, they direct its fundamental spirit and conduct, and ensure safety and fairness for all competitors.

Umpiring is an integral component of netball and is essential to the progress and success of the sport. As independent arbiters, umpires are ideally positioned to apply the rules to the best of their ability without fear or favour, and to make decisions in the interests of the game and its tenets of equal opportunity and sporting conduct. Skilled umpiring enhances the standard of the game by complementing and encouraging skilled play, for the enjoyment of participants and spectators alike.

Like players and coaches, umpires are not perfect. In order to improve, their performance should be the subject of regular analysis and constructive review. However, unwarranted and uniformed abuse of umpires damages the integrity of the game of netball, and undermines the important efforts made to recruit and retain umpires.

Netball Australia recognised the significant contribution that proficient and intelligent umpiring makes to the sport of netball. It therefore considers it essential that the neutrality of umpires at all levels is acknowledged and protected, and that umpires are given access to training and support so that they are encouraged to participate and strive for excellence.

To this end, Netball Australia:

- Supports the role of umpires and the sport of umpiring at all levels of netball.
- Provides a supportive environment for umpires through strong leadership and management at the national level.
- Implements education, training and mentoring programs for umpires at all levels through Netball Australia's national umpiring pathway.
- Promotes opportunities for talented umpires to perform and attain qualifications commensurate with their abilities at national and international level.
- Educates the media about the Rules of Netball and the role of umpires.
- Establishes appropriate mechanisms for comments and feedback regarding umpire performance.
- Investigates and sanctions individuals/groups that abuse umpires and bring the game into disrepute.

Netball Australia has developed and implemented this comprehensive National Umpire Development Framework to attract, develop and retain quality umpires at all levels of the sport both nationally and internationally.

The National Umpire Development Framework is complimented by the Netball Australia High Performance Umpire Pathway, which is aligned to the national athlete pathway.

Other related policies and documents:

- Netball Australia Discipline Policy

- Netball Australia Grievance Policy
- Netball Australia Member Protection Policy
- Netball Australia Umpire Competencies Matrix
- Netball Australia High Performance Umpire Pathway
- Netball Australia Selection, Assessment and Performance Management Guidelines

1.2 Licensing/Franchise Arrangements

Member Organisations of Netball Australia are licensed to deliver the National Umpire Accreditation Framework in accordance with the Netball Australia National Umpire Development Framework document and the Netball Australia License Agreement.

1.3 Insurance

The Netball Australia Risk Protection Program provides Public Liability (\$20,000,000) and Professional Indemnity (\$20,000,000) insurance. Any State/Territory Member Organisation that is not part of the National Risk Protection Program will be required to provide the same level of Public Liability and Professional Indemnity insurance.

All course participants must be registered members of their local State/Territory Netball Association prior to accreditation being granted, to ensure adequate insurance cover. This membership must be maintained annually, whilst the participant is still actively umpiring.

1.4 Umpire Code of Behaviour

In addition to Netball Australia's General Code of Behaviour, umpires must meet the following requirements with regard to their conduct during any activity held by or under the auspices of Netball Australia, Member Organisations or Affiliates in their role as an umpire.

- Umpire in accordance with the Official Rules of the Game.
- Treat all players, coaches, bench officials and other umpires with respect.
- Place the safety and welfare of the players above all else, including by:
 - Ensuring the court and its surrounds are compliant with the rules.
 - Taking appropriate action to manage dangerous play.
- Maintain a high standard of personal behaviour at all times.
- Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and umpiring at all times.
- Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
- Be courteous, respectful and open to discussion and interaction with other netball participants.
- Maintain or improve your current performance level and seek continual improvement.
- Be honest and do not allow your qualifications/

accreditation to be misrepresented.

1.5 Recognition of Prior Learning (RPL)

- 1.5.1 Netball Australia may grant RPL for umpiring badges/awards from other countries where this is assessed as equivalent to a relevant umpire accreditation level.
- 1.5.2 Applications for RPL should be directed to Netball Australia, through the respective Member Organisation, and must include details of all umpire education and practical experience.
- 1.5.3 Netball Australia may require the applicant to undertake a practical assessment to establish the level of RPL granted.

1.6 Member Protection Policy

Netball Australia is committed to treating all people with respect, dignity and fairness. These values along with the basic right of all netball members to participate in an environment that is enjoyable, safe and healthy, has resulted in the development and implementation of the Netball Australia Member Protection Policy.

The Member Protection Policy applies to Member Organisations, Affiliates and Members (including athletes, coaches, umpires, employees, volunteers and support personnel). Any breach of the policy including the Code of Behaviour may result in disciplinary action, including de-registration from the National Officiating Accreditation Scheme (NOAS). The Member Protection Policy and related support documents can be accessed via the Netball Australia website: www.netball.com.au

1.7 Dispute Resolution

- 1.7.1 All complaints must be submitted in writing to Netball Australia. Appeals regarding a breach in process must be received within 14 days of the incident.
- 1.7.2 Complaints will be considered by a Dispute Resolution Panel consisting of three members, appointed by Netball Australia as required. The dispute will be considered and notification provided within 30 days of receipt of the complaint.
- 1.7.3 If the dispute is related to the outcome of an assessment task, the participant may be permitted to be re-assessed.
- 1.7.4 A new badging panel must undertake this re-assessment, at a time suitable to both parties. This process must be completed within 6 months of the appeal being lodged by the participant.
- 1.7.5 No further appeals will be considered.

1.8 Privacy Statement

Netball Australia and affiliated organisations (together as Australian Netball Organisations (ANO)), collects your personal information to communicate with you in relation to information and offers from Netball Australia ANO's and to provide Netball Australia ANO's products and services.

By providing your personal information you agree it will be disclosed to, and used by, Netball Australia ANO's under the terms of this statement and Netball Australia ANO's Privacy Policy (at <http://netball.com.au/about->

netball-australia/governance/privacy-statement/) which contains information about how you may access and seek to correct your personal information or complain about a breach of your privacy, and how Netball Australia ANO's will deal with that complaint.

1.9 Records

Netball Australia and all State/Territory Member Organisations are required to keep an updated list of the umpire's name, address, phone number, email address, level of accreditation and expiry date on MyNetball.

1.10 Community Engagement

Netball in Australia has identified a need to make the game of netball more accessible to the diverse needs of Australia's population.

Increasing access to netball has many advantages in increasing the number of people who:

- Benefit from participation
- Become volunteers and leaders
- Are part of the talent pool for elite sport.

With sport being such a valuable opportunity not only to socialise, but to improve health and wellbeing, removing barriers is vital for increasing participation of all Australians.

2. UMPIRE DEVELOPMENT SUPPORT & STAKEHOLDER CONSULTATION

2.1 National Testing and Endorsement Panel

- 2.1.1 National Testing and Endorsement Panels are responsible for the testing/endorsement of All Australia (AA) badges.
- 2.1.2 The Panel will be appointed by Netball Australia and shall comprise three (3) people who meet the following qualifications and experience:
- AA or IUA award.
 - Demonstrated recent (within the last 5 years) and relevant umpire coach/testing experience at the national/international level.
 - Demonstrated experience in being a member of testing and/or endorsement panels.
 - High level interpersonal skills and ability to elicit cooperation of people.
- 2.1.3 One member of the Panel must be a current, on court Suncorp Super Netball umpire.
- 2.1.4 The Panel must undertake the assessment in line with the national testing guidelines and identified assessable performance criteria.

2.2 Netball Australia High Performance Umpire Coaches

- 2.2.1 Netball Australia will appoint high performance umpire coaches to work within the National High Performance Umpire Pathway structure.
- 2.2.2 Umpire coaches will be appointed to work with the Emerging Talent Umpire Program and the High Performance Umpire Program.
- 2.2.3 The Netball Australia General Manager – Workforce Officials Development shall be responsible for the recruitment of the appointed umpire coaches and shall act as the Selection Panel chairperson.
- 2.2.4 Selection Panel members must declare any conflict of interest to the Head of Sport or the CEO who will determine the severity of the conflict of interest and if the person involved may need to be replaced on the Selection Panel.
- 2.2.5 Appointments of high performance umpire coaches will be for a one year period, or unless otherwise stated.
- 2.2.6 Assistant coaches may be appointed to a position for the purpose of succession planning.
- 2.2.7 If insufficient applications are received, the Netball Australia General Manager – Workforce Officials Development may approach suitably qualified personnel to take up vacant positions.
- 2.2.8 Nationally appointed high performance umpire coaches have the primary role of:
- Providing high level coaching to umpires within the Netball Australia High Performance Umpire Pathway;
 - Monitoring umpires individual development plans in partnership with Netball Australia and respective Member Organisation's;
 - Coaching and allocating umpires at National events/competitions;
 - Attending national umpire development camps.

2.3 Umpire Manager

- 2.3.1 A suitably qualified Umpire Manager will be appointed to national event. The role of the Umpire Manager is to:
- In consultation with the General Manager – Workforce Officials Development and Netball Australia appointed umpire coaches, ensure the ongoing health, safety and wellbeing of umpires in attendance at the event;
 - Assist in the planning and implementation of all program logistics – e.g. being responsible for the transport of umpires to and from the venue each day, as well as the airport (arrival and departure);
 - Liaise with the Netball Australia General Manager – Workforce Officials Development regarding an umpire's inappropriate behaviour or misconduct;
 - Be responsible for all financial details, including collecting receipts and providing a financial statement of monies expended (where relevant);
 - Stay on-site at the designated accommodation provided by Netball Australia;
 - Assist with sourcing appropriate dinner (restaurant) options where requested; and
 - Supervise underage umpires during the event.

2.4 Stakeholder Consultation

- 2.4.1 Netball Australia will undertake stakeholder consultation in relation to umpire development as required.
- 2.4.2 The Netball Australia General Manager – Workforce Officials Development will meet as required with each MO to discuss the National Umpire Development Framework and gain feedback relating to current programs, processes and procedures. Netball Australia encourages each Member Organisation to appoint personnel to provide strategic and technical advice in the area of umpire development within the Member Organisation.

2.5 National Working Groups

Netball Australia will, in its discretion, assemble working groups to support the development of national umpire projects or initiatives. Working groups will be determined based on the skill set required to complete the project/initiative.

Based on the type of project and development timelines, the Netball Australia General Manager – Workforce Officials Development will determine whether the working party is to be established through a targeted approach or open market.

Member Organisations will be kept up to date with progress of national projects/initiatives through regular communication to the respective Umpire Development personnel.

2.6 INF Rules Review

Netball Australia will assemble a suitable group of stakeholders (umpires, coaches, players, events staff, and management) to provide recommendations to the Netball Australia Board regarding rule changes.

3. NATIONAL UMPIRE ACCREDITATION SYSTEM

3.1 National Umpire Accreditation System Overview

- 3.1.1 The Netball Australia Umpire Accreditation System is an educational pathway based on Netball Australia Umpiring Courses (Foundation and Elite), the ASC General Principles (Community & Advanced), ongoing professional development and practical umpiring instruction through an experienced umpire coach system.
- 3.1.2 Assessment is based on Rule of Netball Theory Examination, practical evaluation through established KPI's, self-reflection and, where possible, video analysis.
- 3.1.3 The culmination of this accreditation system, leads to practical assessment in a 4-tiered system of badges: C, B, A and the highest national award the AA (All Australia).
- 3.1.4 It is not essential to proceed sequentially through each badge level. The only pre-requisite badge level is an A Badge before testing for an AA Badge.
- 3.1.5 No age restrictions apply to candidates for any badge level.
- 3.1.6 Candidates may be tested up to twice in any calendar year for the same badge level.

Figure 1: National Umpire Accreditation Framework Overview

PRE-REQUISITES	PATHWAYS	ASSESSMENT		ACCREDITATION
		Theory Examination Pass Mark	Practical Test	
Foundation Umpire Online Course (integrated with Community Officiating General Principles)	Participating in Rules Discussion workshops	70-79%	Local Game (4 x 10, 12 or 15 minute quarter game)	C Badge
	Coaching/Mentoring	80-89%	Local Game (4 X 15 minute quarters)	B Badge
Elite Umpire Course (includes Advanced Level Officiating General Principles)	Practice Umpiring at appropriate level	90-100%	State League Game of a suitable standard (4 X 15 minute quarters)	A Badge
	Attend Umpire Development Programs			
	Self-Reflection	90-100%	ANL, Victoria/ NSW State League Top Division or equivalent as determined by Netball Australia (4 X 15 minute quarters)	AA Badge
	Individual Development			
Community Officiating General Principles course (available online)	N/A	Highest Level of Competition in the Country with International Experience	International Umpire Award (IUA)	
Advanced Level Officiating General Principles				

4. UMPIRE EDUCATION COURSES

All participants are required to actively participate in workshop and discussion groups, complete the course manual (where relevant) and undertake practical tasks to successfully complete the course.

4.1 Foundation Umpire Course

- 4.1.1 The Foundation Umpire Course provides an introduction to the basic techniques and knowledge required of a netball umpire. It is a prerequisite for all levels of practical testing.
- 4.1.2 The Foundation Umpire Course is an online course that is accessible all year.
- 4.1.3 Participants will have their result recorded on the national database.
- 4.1.4 A certificate will be generated for all candidates upon successful completion of the course.
- 4.1.5 Member Organisations are required to apply for an exemption through Netball Australia should any clubs or associations wish to run a face-to-face Foundation Umpire Course.

4.2 Elite Umpire Course

The Elite Umpire Course has been designed to further develop umpiring skills, techniques, and increase understanding of the procedures and protocols of a higher level of umpiring, and generally extend the participants parameters as an officiator of netball.

Figure 2: Overview of Umpire Education Courses

Course Name	Duration	Target Audience
Foundation Umpire Course	Up to 3 hours online or 4 hours face-to-face course work (if exemption to conduct a face-to-face course is granted)	Community umpires officiating at association/club level. Umpires seeking C and B badge accreditation.
Elite Umpire Course	Approximately 6 hours in-course work	B badge umpires officiating at association/club level and/or state league. Umpires seeking A badge accreditation.

4.3 Course Fees

- 4.3.1 Course Fees should be kept to a minimum to allow maximum access to accreditation.
- 4.3.2 Fees may vary depending on local costs for course venues, presenters and testers. However, fees will include the costs of compulsory text and badges, Netball Australia accreditation fee and other costs such as facility hire, administration and equipment.
- 4.3.3 Participants that are unable to attend a course that has been paid for should be provided with the opportunity to attend another course within the same calendar year.

4.4 Refund of Fees (Face to Face Courses)

Timeframe	Refund amount
Notification of withdrawal in writing up to 30 days prior to commencement of the course	Full refund
Notification of withdrawal in writing up to 14 days prior to commencement of the course	50% refund
Notification of withdrawal in writing less than 14 days prior to commencement of the course	No refund

4.5 Refund of Fees (Online Courses)

- 4.5.1 If notification is provided to Netball Australia (through learning@netball.asn.au) prior to a learner completing the online Foundation Umpire Course, Netball Australia will refund the learner the full cost of the course, less the administration/processing fee.
- 4.5.2 If notification is provided to Netball Australia (through learning@netball.asn.au) after a learner has paid and subsequently completed the online Foundation Umpire Course, Netball Australia will not provide the learner a refund.

4.6 Attendance Requirements

- 4.6.1 Participants must complete all units of the course.
- 4.6.2 While the course is offered at a time that considers the needs of the participants some may need to attend two or more courses to complete each of the course units. In this case the participant will only pay the fee for one course.
- 4.6.3 If the participant undertakes part of the course in one State/Territory and is required to complete the remaining units in a different State/Territory, they will only be required to pay one course fee. A letter from the initial State/Territory Member Organisation must be forwarded to the secondary State/Territory Member Organisation for confirmation.

4.7 Enrolment pre-requisites

Course	Pre-requisites
Foundation Umpire Course	No pre-requisites.
Elite Umpire Course	B badge accreditation. All participants must have a personal fitness level that will enable them to perform their normal umpire duties and where required to umpire in a match situation

4.8 Number of Participants

The following are the course presenter to participant ratio numbers for face to face Umpire Course.

Course	Course Presenter : Participant Ratio
Foundation Umpire Course	1 : 20
Elite Umpire Course	1 : 15

4.9 Venue/Course Requirements

The following are the minimum requirements for venues where training takes place:

Activity Area and Equipment:

- A netball court with sufficient space to conduct the practical components.

- One (1) ball between two (2) participants, two (2) sets of bibs and cones.
- 3 feet (0.9 metre) stick or tape measure.
- Whiteboard and marker pens
- Data projector and screen or overhead
- DVD and monitor

Players:

- The relevant Member Organisation Coordinator should liaise with the presenter regarding provision of players.

Other:

- Access to First Aid Kit, ice and phone for emergencies.

Figure 3: Presenter Resources and Participant Requirements for all Umpire Education Courses

COURSE	PRESENTER RESOURCES	PARTICIPANT REQUIREMENTS
Foundation Umpire Course	<ul style="list-style-type: none"> • Netball Australia Foundation Umpire Manual • Current Official Rule Book • Whistle (presenters to use their own) • Participant Evaluation Forms - 1 per participant. 	<ul style="list-style-type: none"> • Netball Australia Foundation Umpire Manual • Current Official Rule Book (Participant to bring) • Whistle (Participant to bring)
Elite Umpire Course	<ul style="list-style-type: none"> • Netball Australia Elite Umpire Umpire Manual • Australian Sports Commission Advanced Level Officiating Manual • Current Official Rule Book • Whistle (presenters to use their own) • Participant Evaluation Forms - 1 per participant. 	<ul style="list-style-type: none"> • Netball Australia Elite Umpire Manual • Australian Sports Commission Advanced Level Officiating Manual (optional) • Current Official Rule Book (Participant to bring) • Whistle (Participant to bring)

4.10 Presenter Qualifications

4.10.1 All presenters will be selected at the discretion of the State/Territory Umpire Coordinator (or equivalent) for the Foundation and Elite Umpire Course.

4.10.2 A set presenter fee will be established annually by each Member Organisation and will be paid to the presenter by the hosting Member Organisation.

4.10.3 All associated costs (travel, accommodation, meal allowance) to be paid by the hosting Member Organisation.

4.10.4 Course coordinator reports and participant evaluation should be reviewed to ensure quality control of presenters.

Figure 4: Presenter Minimum Qualification

COURSE	MINIMUM PRESENTER QUALIFICATIONS	APPOINTED BY
Foundation Umpire Course	Experienced presenters.	Member Organisation.
Elite Umpire Course	AA/IUA umpires with experience in presenting.	Member Organisation with prior approval from Netball Australia.
IT IS RECOMMENDED THAT NEW PRESENTERS BE MENTORED BY EXPERIENCED PRESENTERS		

4.11 Quality Control

The following procedures will be put in place to ensure quality control of national programs:

- Evaluation of presenters by participants using evaluation forms (refer to Appendix 16).
- Random visits by Netball Australia personnel to State/Territory based programs to evaluate delivery of program content and presenters.
- Annual evaluation of national programs by the MO and Netball Australia.
- Review of accreditation framework as required by the Australian Sports Commission.

4.12 Presenter Training

Presenters are encouraged to attend a generic Presenter and Assessor Training Course available through State/Territory Sport Education Centres.

5. UMPIRE THEORY EXAMINATION

5.1 Rules of Netball Theory Examination

- 5.1.1 The Rules of Netball Theory Examination tests the basic rules of the game.
- 5.1.2 The Rules of Netball Theory Examination is an online examination that is accessible all year on MyNetball Learning.
- 5.1.3 Candidates who experience difficulties in completing the examination in the required timeframe of one hour, may apply to their Member Organisation to complete an 'untimed' version of the Rules of Netball Theory Examination. The Examination will take place through the online learning portal, MyNetball Learning.
- 5.1.4 Member Organisation members will have their result recorded on the national database, MyNetball Learning.
- 5.1.5 A certificate will be generated for all candidates who achieve a pass (70% or above)
- 5.1.6 The most recent examination mark is the current result.

6. PRACTICAL ASSESSMENT & UPDATING

6.1 Testers and Composition of Testing Panels for Practical Assessment

6.1.1 An umpire who has been umpiring at any badge level for two (2) years is qualified to test at that badge level, even if a higher badge has been achieved.

6.1.2 It is preferred that an umpire wishing to test is initially appointed to one (1) or two (2) games as a cadet with a senior mentor.

6.1.3 Testing for the AA badge will be conducted by 3 members appointed by Netball Australia who will form the Testing and Endorsement panel.

Figure 5: Composition of Testing Panels

AA	A	B	MINIMUM REQUIREMENT	C	MINIMUM REQUIREMENT	
3 Members (AA/IUA) appointed by Netball Australia to the National Testing and Endorsement Panel	2 A (must have held their A badge for a minimum of 2 years)	1 B (must have held their B badge for a minimum of 2 years)				1 C (must have held their C badge for a minimum of 2 years)
	&	&		&		
	1 AA/IUA (must have held their AA/IUA badge for a minimum of 2 years)	1 A (must have held their A badge for a minimum of 2 year)		1 B (must have held their B badge for a minimum of 2 years)		
		OR			OR	
			1 AA/IUA (must have held their A badge for a minimum of 2 years)		1 A (must have held their B badge for a minimum of 2 years)	

6.1.4 AA and A badged umpires may act as mentors on C Testing Panels in addition to the required testing panel.

6.1.5 If the appropriate testing panel composition cannot be achieved when arranging a test and an umpire would be disadvantaged, application may be made by the relevant Member Organisation to Netball Australia for consideration.

6.1.6 Testers must use the official Netball Australia Umpire Assessment Sheets (Appendix 10, 11, 12 & 13) for all testing under the national system.

6.1.7 The decision to award any badge must be unanimous.

6.2 A and AA Badge Endorsement

6.2.1 To remain an endorsed A or AA umpire, a practical re-assessment must be undertaken within four (4) years of the achievement date.

6.2.2 A successful completion of a higher badge level (AA or IUA) will supersede the due date of that umpire's current endorsement period.

6.2.3 A badge endorsement may be carried out at any time on a State League match of a suitable standard.

6.2.4 AA umpires may be endorsed as follows:

- AA umpires who are part of the High Performance Umpire Program will be endorsed on a suitable national event.
- AA umpires who are not part of the High Performance Umpire Program may make application to Netball Australia to be forwarded to the National Testing and Endorsement Panel.

6.2.5 Endorsement will be conducted on at least one game. However, at the discretion of relevant testing panel, a second game may be used before a final decision is made.

6.3 Updating – On Court Umpires

6.3.1 On court umpires are required to complete a series of tasks over a four-year period following their successful attainment of either the Netball Australia C, B, A or AA badge. Netball Australia recommends that all umpires who attain their badge (become accredited) continue to upgrade their knowledge, skills and competencies.

6.3.2 The updating program aims to raise the overall quality of umpires within netball by ensuring they are provided with ongoing education and development opportunities covering areas such as:

- Keeping abreast of the latest information on developments within netball.
- Rules knowledge and current interpretations.
- Having access to the most up-to-date techniques and skills related to umpiring.

6.3.3 Netball Australia requires an umpire to reach the specified number of points of updating activity to remain accredited at the relevant badge level. In the case of the A and AA badge, an umpire must successfully complete the practical assessment in addition to the required points to be updated.

6.3.4 An umpire updates their accreditation through the MyNetball Learning platform.

6.3.5 Appendix 12 – 15 provides an overview of each badge level updating requirements.

Figure 6: Updating Requirements for ‘on court’ Umpires

C Badge	Attain a higher badge within four years of the achievement date OR Complete 20 points in 4 years.
B Badge	Attain A badge within four years of the achievement date OR Complete 40 points in 4 years.
A Badge	Attain All Australia (AA) badge within four years of the achievement date OR Complete 80 points in 4 years.
AA Badge	Complete 120 points in 4 years. NB: Endorsement of an International Umpire Award (IUA) will also endorse an AA badge if the endorsement test is undertaken on a Netball Australia sanctioned event. If not, a separate AA endorsement test may be required.

6.3.6 50% of the required updating should be completed through on court umpiring. Practical umpiring can be undertaken at any level and may occur on a regular basis (weekly, fortnightly) or in specific situations such as camps, carnivals etc.

6.3.7 The successful completion of the Rules of Netball Theory Exam (pass mark as required for the badge being updated) is a mandatory updating requirement for all badge levels.

6.3.8 Applications for updating will be accepted for up to 6 months following the expiry date the accreditation.

6.3.9 Once a C, B or A badge accreditation has expired for a period greater than 6 months, application should be made to the relevant Member Organisation for consideration.

6.3.10 Once an AA badge accreditation has expired for a period greater than 6 months, application should be made to Netball Australia for consideration.

6.4 Updating – Presenters/Testers

6.4.1 Umpire Presenters and Testers that are no longer umpiring must hold a current (within the last 4 years) Rules of Netball Exam pass mark relevant to their badge level to be eligible to present and/or test as part of the National Umpire Accreditation System.

6.5 International Umpire’s Award

The International Netball Federation (INF) Policy states:

6.5.1 Umpires who hold their country’s highest national badge, and who are identified as talented, may be trained for the IUA by senior qualified umpiring personnel.

6.5.2 Individual umpires who have the necessary prerequisites and believe they have been overlooked may make an application to INF.

6.5.3 Those who achieve the IUA are listed by INF on the International Umpires Register.

6.5.4 INF appoints umpires to all International Matches and INF Events.

7. NETBALL AUSTRALIA HIGH PERFORMANCE UMPIRE PATHWAY

7.1 High Performance Pathway Overview

7.1.1 Netball Australia is committed to supporting high performance umpires in their development.

7.1.2 The Netball Australia High Performance Umpire Pathway complements the National Umpire Development Framework and is aligned to the national athlete pathway.

7.1.3 Umpires enter the high performance pathway when they are identified and selected from the National Netball Championships and the Australian Netball League. Umpires are then developed through programs which provide high quality coaching and competition opportunities.

7.1.4 For the Netball Australia High Performance Umpire Pathway to succeed, it is critical that each Member Organisation develops and coordinates complementary state-based networks and systems to identify talented umpires ready for progression through the national pathway.

Figure 7: Netball Australia High Performance Umpire Pathway

		UMPIRE	COMPETITION/EVENT		
NATIONAL HIGH PERFORMANCE UMPIRE PATHWAY		High Performance Umpire Program	Netball World Cup Commonwealth Games International Test Series Fast5 World Series Netball World Youth Cup Suncorp Super Netball Australian Netball League State League National High Performance Umpire Camps	NA	
		Emerging Talent Umpire Program	Australian Netball League National Netball Championships MO Exchanges State League National Emerging Talent Umpire Camp		
		MO based programs and initiatives	State League MO Exchanges Development Squads Camps/Workshops State Titles Association Championships Association Tournaments		MO

Figure 8: Netball Australia High Performance Umpire Programs

Program	Accreditation Requirement	Competition/Events Pathway	Description	Servicing	Coaching support
High Performance Umpire Program	Endorsed AA badged umpires	International Netball Federation Appointments Netball World Cup Commonwealth Games International Test Fast 5 Netball World Series Netball World Youth Cup <hr/> Netball Australia Appointments Suncorp Super Netball Australian Netball League National High Performance Umpire Camp	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	Suncorp Super Netball (reserve) Australian Netball League 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 support of both Netball Australia and their Member Organisation.	Netball Australia and Member Organisation	Nationally appointed umpire coaches.

7.2 Member Organisation Exchange Programs

- 7.2.1 The purpose of the Member Organisation Exchange Program is to provide opportunities for developing umpires, not part of the Netball Australia High Performance Umpire Program, to umpire with training support in another Member Organisation.
- 7.2.2 Member Organisation Exchanges are arranged at the discretion of each Member Organisation.
- 7.2.3 All associated costs (travel, accommodation, meal allowance) are to be paid by the organising Member Organisation.
- 7.2.4 Where possible there must be a reciprocal exchange so that the opportunities within the host Member Organisation are not reduced.

7.3 Member Organisation Umpire Performance Appraisal Request

- 7.3.1 Member Organisations may apply to Netball Australia to conduct a performance appraisal (refer to appendix 17) to assess an umpire's current performance level and future potential.
- 7.3.2 This process is only for endorsed A badged umpires that have previously been assessed at a national level, but were not selected to progress into the national high performance umpire pathway.
- 7.3.3 Performance appraisals are conducted by a nationally appointed umpire coach.
- 7.3.4 The decision on who will conduct the performance assessment is at the sole discretion of Netball Australia.
- 7.3.5 Performance assessments will be carried out on one (1) game of the highest standard available within the Member Organisation or at a suitably identified national competition opportunity.

8. UMPIRE BADGE COMPETENCIES

8.1 Overview

- 8.1.1 The Netball Australia Umpire Accreditation system is an educational and development pathway, culminating in a 4-tiered badge system – C Badge, B Badge, A Badge and the highest national award, the AA Badge.
- 8.1.2 To receive a badge, the umpire must be rated as competent in each area of the assessable performance criteria set for the level concerned. Knowledge, skills and techniques must be demonstrated or performed to a specified standard under set conditions, as assessed by approved testers. These competencies are a continuum from basic level to expert execution.
- 8.1.3 It is important that testers are aware of the competency standards established for each badge level, and make their assessment based on the criteria provided. In addition, they must understand the distinctions between the different badge levels, and the advancement in skill and understanding that an umpire must display in order to progress.
- 8.1.4 Umpires and umpire coaches should also be familiar with the competencies required at each badge level, and should utilise the education and development programs available to them, in order to focus on improving their knowledge, skills and techniques to the required level.
- 8.1.5 To assist all involved in umpire development and assessment, Netball Australia has prepared a matrix that details the competency continuum for the 4-tiered badge system as well as competency-based assessment sheets for all badge levels.

- 8.1.6 The matrix provides a snapshot of the competencies that an umpire is required to demonstrate for each badge level in the key areas of communication and game management; positioning, vision and timing; contact; obstruction; advantage; and minor infringements.

Ratings Definitions

The level of proficiency required for each competency area has been divided into four ratings:

Not expected: Candidate is not required to demonstrate practical application of this rule and/or procedure for this badge level.

Sometimes: Candidate shows basic level of knowledge of rules and procedures, and demonstrates ability to apply skill in obvious situations.

Usually: Candidate shows intermediate level of knowledge of rules and procedures, and demonstrates ability to apply skill at most times in the game context.

Consistently: Candidate shows advanced level of knowledge of rules, procedures and match protocols, and demonstrates ability to apply skill to a high standard across a broad range of situations.

Expertly: Candidate shows detailed and extensive knowledge of rules, procedures and match protocols; and applies skill to an expert level in all game situations, including complex and unorthodox scenarios.

8.2 Competency Matrix Continuum

COMMUNICATION AND GAME MANAGEMENT				
COMPETENCY	C BADGE	B BADGE	A BADGE	AA BADGE
Conducts pre-match checks and formalities effectively.	Usually	Consistently	Consistently	Expertly
Uses firm, decisive and clearly audible voice and whistle.	Usually	Consistently	Consistently	Expertly
Uses correct terminology and hand signals to penalise infringements and manage sanctions and actions.	Usually	Consistently	Consistently	Expertly
Accurately keeps centre passes and signals goals.	Usually	Consistently	Consistently	Expertly
Manages stoppages effectively.	Sometimes	Usually	Consistently	Expertly
Manages late arrivals/failure to take the court effectively.	Sometimes	Usually	Consistently	Expertly
Addresses instances of foul play (Rule 13.2) and discipline of team officials and bench players (Rule 13.3) appropriately, using game management procedures (Rule 13.1).	Not expected	Sometimes	Consistently	Expertly
Works well with co-umpire.	Sometimes	Usually	Consistently	Expertly

POSITIONING, VISION AND TIMING

COMPETENCY	C BADGE	B BADGE	A BADGE	AA BADGE
Positions level with or slightly ahead of the ball on the Side Line; times movement to Goal Line in relation to play.	Usually	Consistently	Consistently	Expertly
Readjusts position quickly and competently when play changes direction or pace.	Sometimes	Usually	Consistently	Expertly
Uses vision to take a clear view of the court area where the ball is, and players in the immediate vicinity.	Usually	Consistently	Consistently	Expertly
Uses vision to look away from the ball; identify and acknowledge infringements behind and ahead of play.	Not expected	Usually	Consistently	Expertly
Reaction time is appropriate to game standard, and is consistent throughout the court and the game.	Usually	Usually	Consistently	Expertly

CONTACT

COMPETENCY	C BADGE	B BADGE	A BADGE	AA BADGE
Penalises obvious instances of Contact as stated in Rules (12.2).	Usually	Consistently	Consistently	Expertly
Distinguishes between fair contest and contact that interferes.	Not expected	Usually	Consistently	Expertly
Penalises causing contact and inevitable contact (12.2.1 and 12.2.2).	Not expected	Consistently	Consistently	Expertly

OBSTRUCTION

COMPETENCY	C BADGE	B BADGE	A BADGE	AA BADGE
Penalises obstruction of a player in possession of the ball (Rule 11.1).	Usually	Consistently	Consistently	Expertly
Penalises obstruction of a player not in possession of the ball (Rule 11.2).	Sometimes	Usually	Consistently	Expertly
Penalises obstruction where a player defends from out of Court (Rule 11.3).	Sometimes	Usually	Consistently	Expertly

ADVANTAGE

COMPETENCY	C BADGE	B BADGE	A BADGE	AA BADGE
Awards an Advantage Goal where appropriate.	Consistently	Consistently	Consistently	Expertly
Makes sound choices between whistle decisions and use of advantage to ensure non-offending team is not disadvantaged.	Not expected	Usually	Consistently	Expertly
When applied, advantage allows the game to flow without losing control.	Not expected	Usually	Consistently	Expertly

MINOR INFRINGEMENTS


COMPETENCY	C BADGE	B BADGE	A BADGE	AA BADGE
Penalises infringements under the Footwork Rule.	Usually	Consistently	Consistently	Expertly
Penalises infringements related to playing areas (breaking, offside, wholly within centre circle, scoring a goal).	Usually	Consistently	Consistently	Expertly
Penalises infringements relating to playing the ball (including held ball and short pass).	Usually	Consistently	Consistently	Expertly
Uses "possession" call to provide clarification to players.	Not expected	Sometimes	Consistently	Expertly
Penalises over a third and untouched centre pass.	Usually	Consistently	Consistently	Expertly

8.3 Summary of Competencies

BADGE LEVEL	SUMMARY OF COMPETENCIES
C BADGE	<ul style="list-style-type: none"> • Basic game management in order to keep game moving and maintain player safety in low to average standard matches. • Basic procedural competence (late arrivals, failure to take the court, stoppages). • Basic positioning and vision skills. • Reactions/timing appropriate for low to average standard matches. • Usually recognises and penalises obvious infringements, both major and minor. • Applies “advantage goal” so as not to disadvantage non-offending team.
B BADGE	<ul style="list-style-type: none"> • Sound game management and implementation of procedures. • Some understanding of when measures need to be taken to keep game safe (for example, overt unsportsmanlike conduct or dangerous play). • Positioning and vision are not restricted to the immediate area where the ball is or the bulk of players are, to take into account what is happening behind and ahead of play. This requirement is matched by the requirement that the candidate demonstrate basic advantage skills. • More consistent recognition of minor infringements and more refined understanding (footwork, played ball for example). • Obstruction: beginning to understand implications of rule beyond simple 0.9m defence (jump and land, standing within 0.9m and interfering with throwing/shooting action); beginning to recognise use of arms to limit movement of player without ball; obvious defending out of court. • Contact: beginning to go beyond obvious examples of interference to distinguishing fair contest from contact (understanding body movements, including recognizing when a player or players cause an opponent to interfere). • Advantage: vision skills allow some recognition of context of play and some assessment of what is of advantage to the non-offending team.
A BADGE	<ul style="list-style-type: none"> • Detailed understanding and application of all aspects of game management, including foul play (13.2) and the actions that may be taken by umpires (13.1, 13.3). • There is an expectation that positioning, vision and timing will be guided by play and informed by an understanding of the game context. General principles are consistently executed, including adapting positioning and vision to specific circumstances to secure best view of play. • This in turn allows a more refined application of the Advantage Rule, which allows the game to flow without losing control or undermining the standards set for game management. • Rule interpretations demonstrate an understanding of the rule, an attention to detail and a common sense application in the game context. • There should be a high level of consistency across both minor and major infringements. In particular: • Obstruction: consistently penalises all forms of 0.9m defence across court areas; consistently recognises obstruction of player without the ball; consistently identifies defending by a player who is out of court. • Contact: consistently distinguishes between contact and contest (again, allowing the game to flow without losing control or undermining game management); accurately identifies and penalises causing contact and inevitable contact.

BADGE LEVEL	SUMMARY OF COMPETENCIES
AA BADGE	<p>**The AA badge should not be seen as a “natural progression” from the A badge. It is an elite umpiring qualification reserved for candidates who display the highest levels of technical proficiency, rule understanding and game management.</p> <ul style="list-style-type: none"> • Complete understanding of all aspects of game management which allows necessary procedures to be implemented promptly and professionally when they are required; good judgment and “game sense” to ensure that the available actions are used at the right time and for the right purpose. • Positioning, vision and timing work together to be in the best place at the right time, even when this is counter-intuitive. The umpire reads play to adapt to different paces, patterns and styles of play with minimal disruption to timing and decision-making. • High level of decisional accuracy across major and minor infringements: makes decisions quickly and precisely, and applies them efficiently. Shows ability to prioritize correctly when multiple infringements occur. • Demonstrates particular consistency and expertise in application of the Contact and Advantage Rule to enhance the contest and allow skilled play to occur, while maintaining control and ensuring that no team is unduly disadvantaged.

9. NETBALL AUSTRALIA - C BADGE PRACTICAL ASSESSMENT SHEET



C BADGE PRACTICAL ASSESSMENT SHEET NETBALL AUSTRALIA

Candidates for the 'C' badge should display a basic grasp of game management skills, umpiring techniques and practical application of the rules to penalise obvious infringements. This is an **ENTRY-LEVEL BADGE ONLY** and testers should not expect a perfect display.

To successfully pass the C Badge Practical Assessment, umpires must be rated as competent on all aspects of the assessable performance criteria. If the **ASSESSMENT DECISION** is **COMPETENT**, additional comments may be made in the General Comments section.

If the **ASSESSMENT DECISION** is **NOT YET COMPETENT**, the Testers need to outline the **ACTION PLAN** discussed with the umpire. The action plan statement should identify further training, development or assessment needs to assist the umpire to reach the competency standard. Completed assessment forms are to be sent to the respective Member Organisation, which will send a copy to the umpire.

KEY

SOMETIMES:
Candidate shows basic level of knowledge of rules and procedures, and demonstrates ability to apply skill in obvious situations.

USUALLY:
Candidate shows intermediate level of knowledge of rules and procedures, and demonstrates ability to apply skill at most times in the game context.

CONSISTENTLY:
Candidate shows advanced level of knowledge of rules, procedures and match protocols, and demonstrates ability to apply skill to a high standard across a broad range of situations.

EXPERTLY:
Candidate shows detailed and extensive knowledge of rules, procedures and match protocols; and applies skill to an expert level in all game situations, including complex and unorthodox scenarios.

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NETBALL AUSTRALIA C BADGE PRACTICAL ASSESSMENT SHEET

Name:	Member Organisation:
MyNetball ID Number:	Date:
Pre-requisites: Theory Exam Mark: Year: Course: Foundation Umpire Course <input type="checkbox"/>	

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
COMMUNICATION			
Uses firm, decisive and clearly audible voice and whistle.	USUALLY	○ ○	
Uses correct terminology and hand signals to penalise infringements and manage sanctions (Free Pass, Penalty Pass) and actions (Throw In, Toss Up)	USUALLY	○ ○	
GAME MANAGEMENT			
Conducts pre-match checks and formalise effectively.	USUALLY	○ ○	
Accurately keeps centre passes and signals goals.	USUALLY	○ ○	
Shows some ability to manage stoppages and other match procedures (late arrival/ failure to take the court).	SOMETIMES	○ ○	
Works well with co-umpire	SOMETIMES	○ ○	
POSITIONING, VISION AND TIMING			
Positions level with or slightly ahead of the ball on the side line, times movement to goal line in relation to play.	USUALLY	○ ○	
Demonstrates re-positioning to gain a clear view of the play.	SOMETIMES	○ ○	
Uses vision to take a clear view of the court area where the ball is, and the players in the immediate vicinity.	USUALLY	○ ○	
Reaction time is appropriate to game standard and is consistent throughout the court and the game.	USUALLY	○ ○	
MINOR INFRINGEMENTS			
Recognise and penalise obvious infringements: <ul style="list-style-type: none"> • related to playing areas • related to playing the ball • related to the footwork rule 	USUALLY	○ ○	

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NETBALL AUSTRALIA C BADGE PRACTICAL ASSESSMENT SHEET

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
MAJOR INFRINGEMENTS			
Recognise and penalise obvious instances of obstruction: <ul style="list-style-type: none"> • player in possession of the ball. • player not in possession of the ball. • defending out of court. 	USUALLY	○ ○	
	SOMETIMES	○ ○	
	SOMETIMES	○ ○	
Recognise and penalise obvious instances of contact (Rule 12.2).	USUALLY	○ ○	
ADVANTAGE			
Applies the advantage rule where an advantage goal is scored.	CONSISTENTLY	○ ○	
GENERAL COMMENTS			

BADGE AWARDED
 YES NO
C

	Name	MyNetball ID Number	Badge
Tester 1:			
Tester 2:			

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10. NETBALL AUSTRALIA - B BADGE PRACTICAL ASSESSMENT SHEET

netball
UMPIRING

B BADGE PRACTICAL ASSESSMENT SHEET

NETBALL AUSTRALIA

Candidates for the 'B' badge should demonstrate sound game management to maintain control and player safety; umpiring techniques which enable recognition of infringements behind and ahead of play, and the beginnings of application of the advantage rule; more consistent recognition and finer understanding of minor and major infringements and some ability to distinguish between fair contest and contact that interferes with play. To successfully pass the B Badge Practical Assessment, umpires must be rated as competent on all aspects of the assessable performance criteria. Testers only need to write a comment if the umpire has not achieved competency for a particular performance criteria. If the **ASSESSMENT DECISION** is **COMPETENT**, additional comments may be made in the General Comments section.

If the **ASSESSMENT DECISION** is **NOT YET COMPETENT** the Testers need to outline the **ACTION PLAN** discussed with the umpire. The action plan statement should identify further training, development or assessment needs to assist the umpire to reach the competency standard. Completed assessment forms are to be sent to the respective Member Organisation, with a copy sent to the umpire.

KEY

SOMETIMES:
Candidate shows basic level of knowledge of rules and procedures, and demonstrates ability to apply skill in obvious situations.

USUALLY:
Candidate shows intermediate level of knowledge of rules and procedures, and demonstrates ability to apply skill at most times in the game context.

CONSISTENTLY:
Candidate shows advanced level of knowledge of rules, procedures and match protocols, and demonstrates ability to apply skill to a high standard across a broad range of situations.

EXPERTLY:
Candidate shows detailed and extensive knowledge of rules, procedures and match protocols; and applies skill to an expert level in all game situations, including complex and unorthodox scenarios.

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NETBALL AUSTRALIA

B BADGE PRACTICAL ASSESSMENT SHEET

Name:	Member Organisation:
MyNetball ID Number:	Date:
Pre-requisites: Theory Exam: <input type="checkbox"/> Mark: <input type="checkbox"/> Year: <input type="checkbox"/>	Course: Foundation Umpire Course <input type="checkbox"/>

Assessable Performance Criteria	Level of Proficiency	Competent	Comments
		YES NO	
COMMUNICATION			
Uses firm, decisive and clearly audible voice and whistle.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Uses correct terminology and hand signals to penalise infringements and manage sanctions (Free Pass, Penalty Pass) and actions (Throw In, Toss Up).	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
GAME MANAGEMENT			
Conducts pre-match checks and formalise effectively.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Accurately keeps centre passes and signals goals.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Manages stoppages and other match procedures (late arrival, failure to take the court).	USUALLY	<input type="radio"/> <input type="radio"/>	
Shows some ability to penalise instances of foul play and discipline team officials and bench players where appropriate.	SOMETIMES	<input type="radio"/> <input type="radio"/>	
Works well with co-umpire	USUALLY	<input type="radio"/> <input type="radio"/>	
POSITIONING, VISION AND TIMING			
Positions level with or slightly ahead of the ball on the side line; times movement to goal line in relation to play.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Readjusts position when play changes direction or pace to maintain a clear view.	USUALLY	<input type="radio"/> <input type="radio"/>	
Uses vision to take a clear view of the court area where the ball is, and the players in the immediate vicinity.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Uses vision to look behind and ahead of play in order to identify and acknowledge some player movements and infringements.	USUALLY	<input type="radio"/> <input type="radio"/>	
Reaction time is appropriate to game standard and is consistent throughout the court and the game.	USUALLY	<input type="radio"/> <input type="radio"/>	
MINOR INFRINGEMENTS			
Recognise and penalise most infringements: <ul style="list-style-type: none"> • related to playing areas • related to playing the ball • related to the footwork rule 	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	

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NETBALL AUSTRALIA

B BADGE PRACTICAL ASSESSMENT SHEET

Assessable Performance Criteria	Level of Proficiency	Competent	Comments
		YES NO	
MAJOR INFRINGEMENTS			
Recognise and penalise most instances of obstruction: <ul style="list-style-type: none"> • player in possession of the ball. • player not in possession of the ball. • defending out of court. 	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
	USUALLY	<input type="radio"/> <input type="radio"/>	
	USUALLY	<input type="radio"/> <input type="radio"/>	
Recognise and penalise most instances of contact.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Shows some ability to distinguish between fair contest and contact that interferes.	USUALLY	<input type="radio"/> <input type="radio"/>	
Shows some ability to identify causing contact and inevitable contact.	SOMETIMES	<input type="radio"/> <input type="radio"/>	
ADVANTAGE			
Shows some ability to identify when the application of advantage will enhance the flow of the game, and is preferable to awarding a sanction.	USUALLY	<input type="radio"/> <input type="radio"/>	
Shows some understanding of the need to maintain game control when deciding whether to apply advantage or award a sanction.	USUALLY	<input type="radio"/> <input type="radio"/>	
GENERAL COMMENTS:			

BADGE AWARDED
YES NO

B

	Name	MyNetball ID Number	Badge
Tester 1:			
Tester 2:			

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11. NETBALL AUSTRALIA - A BADGE PRACTICAL ASSESSMENT SHEET

A BADGE PRACTICAL ASSESSMENT SHEET

NETBALL AUSTRALIA

Candidates for the 'A' badge should demonstrate a detailed understanding and application of all aspects of game management. There is an expectation that positioning, vision and timing will be guided by play and informed by an understanding of the game context, which allows for a more refined application of advantage.

Rule interpretations should demonstrate an understanding of the rule, an attention to detail and common sense in application. There should be a high level of consistency across both minor and major infringements as they occur, errors observed. With regard to contact, this includes distinguishing between fair contest and contact that interferes, and identifying and penalising causing contact and inevitable contact.

To successfully pass the A Badge Practical Assessment, umpires must be rated as competent on all aspects of the assessable performance criteria. Testers only need to write a comment if the umpire has not achieved competency for a particular performance criteria. If the **ASSESSMENT DECISION** is **COMPETENT**, additional comments may be made in the General Comments section.

If the **ASSESSMENT DECISION** is **NOT YET COMPETENT** the Testers need to outline the **ACTION PLAN** discussed with the umpire. The action plan statement should identify further training, development or assessment needs to assist the umpire to reach the competency standard. Completed assessment forms are to be sent to the respective Member Organisation, with a copy sent to the umpire.

KEY

SOMETIMES:
Candidate shows basic level of knowledge of rules and procedures, and demonstrates ability to apply skill in obvious situations.

USUALLY:
Candidate shows intermediate level of knowledge of rules and procedures, and demonstrates ability to apply skill at most times in the game context.

CONSISTENTLY:
Candidate shows advanced level of knowledge of rules, procedures and match protocols, and demonstrates ability to apply skill to a high standard across a broad range of situations.

EXPERTLY:
Candidate shows detailed and extensive knowledge of rules, procedures and match protocols; and applies skill to an expert level in all game situations, including complex and unorthodox scenarios.

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NETBALL AUSTRALIA

A BADGE PRACTICAL ASSESSMENT SHEET

Name: _____	Member Organisation: _____
MyNetball ID Number: _____	Date: _____
Pre-requisites: Theory Exam: <input type="checkbox"/> Mark: _____ Year: _____ Course: Elite Umpire Course <input type="checkbox"/>	

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
COMMUNICATION			
Lives firm, decisive and clearly audible voice and whistle.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Uses correct terminology and hand signals to penalise infringements and manage sanctions (Free Pass, Penalty Pass) and actions (Throw In, Toss Up).	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
GAME MANAGEMENT			
Conducts pre-match checks and formalities effectively.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Manages all match procedures (late arrival/ failure to take the court), including stoppages, effectively.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Penalises instances of foul play and disciplines team officials and bench players where appropriate.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Works effectively with co-umpire to ensure coverage of entire court area.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
POSITIONING, VISION AND TIMING			
Adapts positioning on side line and goal line to the specific circumstances to secure the best view of play at all times.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Readjusts position quickly and competently when play changes direction or pace.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Uses vision in the immediate area of play to identify and acknowledge player movements and infringements as appropriate.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Uses vision to look behind and ahead of play in order to identify and acknowledge player movements and infringements as appropriate.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Reaction time is appropriate to game standard and is consistent throughout the court and the game.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
MINOR INFRINGEMENTS			
Recognise and penalise infringements: <ul style="list-style-type: none"> • related to playing areas • related to playing the ball • related to the footwork rule 	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Shows consistency through court areas in penalising minor infringements	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	

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NETBALL AUSTRALIA

A BADGE PRACTICAL ASSESSMENT SHEET

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
MAJOR INFRINGEMENTS			
Recognise and penalise instances of obstruction: <ul style="list-style-type: none"> • player in possession of the ball. • player not in possession of the ball. • defending out of court. 	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Recognise and penalise instances of contact, including causing contact and inevitable contact.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Shows ability to consistently distinguish between fair contest and contact that interferes.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Shows consistency through court areas in penalising major infringements.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
ADVANTAGE			
Makes consistently sound choices between whistle decisions and use of advantage to ensure non-offending team is not disadvantaged.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
When applied, advantage allows the game to flow without loss of control.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Shows consistency through court areas in applying advantage.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
GENERAL COMMENTS			

BADGE AWARDED
YES NO

A

	Name	MyNetball ID Number	Badge
Tester 1:			
Tester 2:			
Tester 3:			

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12. NETBALL AUSTRALIA - AA BADGE PRACTICAL ASSESSMENT SHEET

AA BADGE PRACTICAL ASSESSMENT SHEET

NETBALL AUSTRALIA

The 'AA' Badge is an elite umpiring qualification reserved for candidates who display the highest levels of technical proficiency, rule knowledge and game management.

Candidates should demonstrate a complete understanding of all aspects of game management, and use good judgment and "game sense" to apply procedures and actions at the right time for the right purpose. Positioning and vision work together seamlessly to allow adaptation to different styles, patterns and paces of play, with minimal disruption to timing and decision-making. There is a high level of decisional accuracy across major and minor infringements, with particular consistency and expertise in the application of the contact and advantage rules to enhance the contest and allow skilled play to occur. In addition, candidates should demonstrate the ability to prioritise correctly when there are multiple infringements, in order to maintain control and ensure that no team is unduly disadvantaged.

To successfully pass the AA Badge Practical Assessment, umpires must be rated as competent on all aspects of the assessable performance criteria. Testers only need to write a comment if the umpire has not achieved competency for a particular performance criteria. If the **ASSESSMENT DECISION** is **COMPETENT**, additional comments may be made in the General Comments section.

If the **ASSESSMENT DECISION** is **NOT YET COMPETENT** the Testers need to outline the **ACTION PLAN** discussed with the umpire. The action plan statement should identify further training, development or assessment needs to assist the umpire to reach the competency standard. Completed assessment forms are to be sent to Netball Australia, with a copy to be provided to the umpire.

KEY

SOMETIMES:
Candidate shows basic level of knowledge of rules and procedures, and demonstrates ability to apply skill in obvious situations.

USUALLY:
Candidate shows intermediate level of knowledge of rules and procedures, and demonstrates ability to apply skill at most times in the game context.

CONSISTENTLY:
Candidate shows advanced level of knowledge of rules, procedures and match protocols, and demonstrates ability to apply skill to a high standard across a broad range of situations.

EXPERTLY:
Candidate shows detailed and extensive knowledge of rules, procedures and match protocols; and applies skill to an expert level in all game situations, including complex and unorthodox scenarios.

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AA BADGE PRACTICAL ASSESSMENT SHEET

Name: _____	Member Organisation: _____
MyNetball ID Number _____	Date: _____
Pre-requisites: Theory Exam: <input type="checkbox"/> Mark: _____ Year: _____ Course: Elite Umpire Course <input type="checkbox"/>	

Assessable Performance Criteria	Level of Proficiency	Competent	Comments
		YES NO	
COMMUNICATION			
Uses firm, decisive and clearly audible voice and whistle.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Uses correct terminology and hand signals to penalise infringements and manage sanctions (Free Pass, Penalty Pass) and actions (Throw In, Toss Up).	EXPERTLY	<input type="radio"/> <input type="radio"/>	
GAME MANAGEMENT			
Conducts pre-match checks and formalises effectively.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Manages all match procedures (late arrival/ failure to take the court), including stoppages, promptly and professionally.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Uses good judgment and "game sense" to handle player and match incidents appropriately and maintain control.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Shows ability to prioritise correctly when multiple infringements occur in the game context.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Penalises instances of foul play and disciplines team officials and bench players where appropriate.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Works effectively with co-umpire to ensure coverage of entire court area.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
POSITIONING, VISION AND TIMING			
Adapts positioning quickly and competently to match specific circumstances, and to secure the best view of play at all times.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Reads play and adapts positioning to different pace and patterns of play with minimal disruption to timing and decision-making.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Demonstrates vision skills on horizontal and vertical planes to identify and acknowledge player movements and infringements as appropriate.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Timing of vision corresponds to speed and style of play and allows infringements behind, ahead and in the line of play to be identified and acknowledged as appropriate.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Reaction time is appropriate to game standard and is consistent throughout the court and the game.	EXPERTLY	<input type="radio"/> <input type="radio"/>	

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AA BADGE PRACTICAL ASSESSMENT SHEET

Assessable Performance Criteria	Level of Proficiency	Competent	Comments
		YES NO	
MINOR INFRINGEMENTS			
Recognise and penalise most infringements: <ul style="list-style-type: none"> • related to playing areas • related to playing the ball • related to the footwork rule 	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Shows a high level of consistency through court areas in penalising minor infringements.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
MAJOR INFRINGEMENTS			
Recognise and penalise instances of obstruction: <ul style="list-style-type: none"> • player in possession of the ball • player not in possession of the ball • defending out of court 	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Recognise and penalise instances of contact, including causing contact and inevitable contact.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Demonstrates expertise in distinguishing fair contest from contact that interferes, in order to allow skilled play to occur.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Shows a high level of consistency through court areas in penalising major infringements.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
ADVANTAGE			
Makes consistently sound choices between whistle decisions and use of Advantage to enhance the contest and ensure the non-offending team is not disadvantaged.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Demonstrates expertise in applying Advantage to allow the game to flow without loss of control.	EXPERTLY	<input type="radio"/> <input type="radio"/>	
Shows a high level of consistency through court areas in applying advantage.	EXPERTLY	<input type="radio"/> <input type="radio"/>	

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NETBALL AUSTRALIA

AA BADGE PRACTICAL ASSESSMENT SHEET

GENERAL COMMENTS

	BADGE AWARDED YES <input type="checkbox"/> NO <input type="checkbox"/>		
	AA		

	Name	MyNetball ID Number	Badge
Tester 1:			
Tester 2:			
Tester 3:			

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13. NETBALL AUSTRALIA - C BADGE UPDATE CRITERIA

Netball Australia C Badge Umpire Accreditation is valid for four (4) years. The period starts when a Netball Australia certificate of accreditation is issued.

Points to be completed: 20

Updating Requirements	
Event	Points
Practical umpiring (mandatory requirement)	10 points 1 point = 1 hour
Complete the Rules of Netball Theory Exam - 70% or higher (mandatory requirement)	5 points
Attend Member Organisation Approved umpiring workshop	5 points
Attend Member Organisation Approved umpiring conference	10 points
Attend Member Organisation Approved umpiring camp	20 points
Complete a Netball Australia online education course (non-accredited)	5 points per course
Complete the Netball Australia Online Foundation Umpire Course	5 points
Complete the ASC Introductory Officiating General Principles online course	5 points
Attain Netball Australia B Badge accreditation	Meets total requirements

14. NETBALL AUSTRALIA - B BADGE UPDATE CRITERIA

Netball Australia B Badge Umpire Accreditation is valid for four (4) years. The period starts when a Netball Australia certificate of accreditation is issued.

Points to be completed: 40

Updating Requirements	
Event	Points
Practical umpiring (mandatory requirement)	20 points 1 point = 1 hour
Complete the Rules of Netball Theory Exam - 80% or higher (mandatory requirement)	5 points
Complete the Netball Australia Elite Umpire Course	15 points
Attend Member Organisation Approved umpiring workshop	5 points
Attend Member Organisation Approved umpiring conference	10 points
Attend Member Organisation Approved umpiring camp	20 points
Complete a Netball Australia online education course (non-accredited)	5 points per course
Complete the ASC Introductory Officiating General Principles online course	5 points
Attain Netball Australia A Badge accreditation	Meets total requirements

15. NETBALL AUSTRALIA - A BADGE UPDATE CRITERIA

Netball Australia A Badge Umpire Accreditation is valid for four (4) years. The period starts when a Netball Australia certificate of accreditation is issued.

Points to be completed: 80

Updating Requirements	
Event	Points
A Badge practical assessment (endorsement assessment) (mandatory requirement)	15 points
Practical umpiring (mandatory requirement)	45 points 1 point = 1 hour
Complete the Rules of Netball Theory Exam - 90% of higher (mandatory requirement)	5 points
Participate in Netball Australia Emerging Talent Umpire Program	20 points
Participate in an approved Member Organisation Umpire Talent Program	10 points
Facilitate a Member Organisation based workshops/camp/conference	15 points
Attend Member Organisation Approved umpiring workshop	5 points
Attend Member Organisation Approved umpiring conference	10 points
Attend Member Organisation Approved umpiring camp	20 points
Complete a Netball Australia online education course (non-accredited)	5 points per course
Attain Netball Australia All Australia (AA) Badge accreditation	Meets total requirements

16. NETBALL AUSTRALIA - AA BADGE UPDATE CRITERIA

Netball Australia AA Badge Umpire Accreditation is valid for four (4) years. The period starts when a Netball Australia certificate of accreditation is issued.

Points to be completed: 120

Updating Requirements	
Event	Points
AA (or IUA) Badge practical assessment (endorsement assessment) (mandatory requirement)	15 points
Practical umpiring (mandatory requirement) <ul style="list-style-type: none"> - Top division State League - ANL - Suncorp Super Netball 	65 points 1 point = 1 hour
Complete the Rules of Netball Theory Exam - 90% or higher (mandatory requirement)	5 points
Participate in the Netball Australia High Performance Umpire Program	35 points
Participate in an approved Member Organisation Umpire Talent Program	10 points
Facilitate the Netball Australia Elite Umpire Course	20 points
Facilitate a Netball Australia or Member Organisation based workshop/camp	15 points
Attend Member Organisation Approved umpiring workshop	5 points
Attend Member Organisation Approved umpiring conference	10 points
Attend Member Organisation Approved umpiring camp	20 points
Complete a Netball Australia online education course (non-accredited)	5 points per course

16. ELITE UMPIRE COURSE – PARTICIPANT EVALUATION FORM

Course Date:

Association/Club:

1. CONTENT

Please rate each module of the Netball Australia Elite Umpire Course using the table below (tick appropriate box).

Unit	Very useful	Useful	Not useful
Warm Up: Making your move			
1st Quarter: Getting it right from the start			
2nd Quarter: Reading the game			
3rd Quarter: Your decision counts			
4th Quarter: Under the spotlight			
Warm Down: Making your next move			

2. RESOURCES

Please rate the resources provided as part of the Netball Australia Elite Umpire Course using the table below (tick appropriate box).

Unit	Very useful	Useful	Not useful
Elite Umpire Manual			

3. PRESENTER

Please rate the presenter's delivery of the Netball Australia Elite Umpire Course using the table below (tick appropriate box).

Presenter Skills	Above Average	Average	Below
Average			
Well prepared and organised for the course.			
Engaged the participants interest and took into account individual needs			
Facilitated group discussion and use questioning techniques			
Manage practical activities to allow for maximum participation and ensure safety			
Provided clear demonstrations and explanation of practical activities			
Used a range of presentation methods to deliver training			
Provided specific feedback regarding coaching techniques and assessment task			

4. GENERAL FEEDBACK

18. MEMBER ORGANISATION REQUEST FORM - UMPIRE PERFORMANCE APPRAISAL

OVERVIEW

- Member Organisations may apply to Netball Australia to conduct a performance appraisal to assess an umpires current performance level and future potential.
- This process is only for endorsed A badged umpires that have previously been assessed at a national level, but were not selected to progress into the national high performance umpire pathway.
- Performance appraisals will be conducted by either a nationally appointed umpire coach or a member of the national testing and endorsement panel.
- The decision on who will conduct the performance assessment will be at the sole discretion of Netball Australia.
- Performance assessments will be carried out on 1 game of the highest standard available within the Member Organisation or at a suitably identified national competition opportunity.

PROCESS

1. Member Organisation nominates umpire for an Umpire Performance Appraisal.
2. Respective Member Organisation completes the request form, completing all fields and confirming all criteria have been met.
3. Member Organisation submits request form to Netball Australia, including payment fee of \$100/per umpire.
4. Netball Australia approves request and, in consultation with Member Organisation, arranges for performance appraisal to be conducted.
5. Following performance appraisal, a face-to-face debrief takes place between the nationally appointed assessor, umpire and respective Member Organisation umpire coach. Debrief includes feedback on current performance level and future potential.
6. A formal report, which includes recommendations on current performance level and future potential, is prepared by the nationally appointed assessor and provided to all parties through Netball Australia.
7. The outcome of the performance appraisal and subsequent report will determine the next steps for the umpire. Recommendations may include, but are not limited to, the following options:
 - Umpire continues to umpire within the structure (National and Member Organisation), working on areas identified.
 - Umpire is invited into the Emerging Talent Umpire program.
 - Umpire is recommended for AA testing.

Member Organisation:		
Contact:		
Contact details:	(w)	(m)
	(e)	

Member Organisation agreement:

I agree that:



- Our Member Organisation fully supports the request for a performance appraisal on the nominated umpire.
- Our Member Organisation will pay the \$100/umpire nomination fee.
- The umpire demonstrates the Netball Australia umpire trademark behaviours at **all times**.
- At the time of request, the umpire is free from injury and fit to umpire.
- The information provided on the nominated umpire is accurate.
- I understand the decision on who will conduct the performance assessment will be at the sole discretion of Netball Australia.

Signed:	
Date:	

REQUEST FORMS ARE TO BE SUBMITTED TO NETBALL AUSTRALIA

Email: lainie.houston@netball.asn.au

Post: Lainie Houston, General Manager – Officials Workforce Development
Netball Australia, PO Box 13285, Law Courts VIC 8010

Umpire name:		
Address:		
Contact details:	(h)	(w)
	(m)	(e)
Date of birth:		
Current badge:	Endorsed A Badge	
Theory of Netball Exam (score/year):		
Elite Umpire Education Course (year):		
Please provide details as to why you are seeking a performance appraisal on the nominated umpire?		
When did the umpire last participate in any Netball Australia competitions/events?		
What were the competitions/events?		
Performance assessment report:	 Please attach evidence of the most recent performance assessment report conducted on the umpire by an MO umpire coach.	
Recent national exposure:	 If the umpire has been involved at a national level in the past two years, please attach evidence as to how the umpire has addressed the feedback received from the national umpire coaches.	