

## PROCEDURE MANUAL

### UMPIRE SELECTION

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<b>Responsible person: Liz Booth</b>	<b>Schedule review date: 1 November 2018</b>

#### Purpose

Netball WA (NWA) selects and manages umpires to represent Western Australia for state events, member organisation exchanges and makes recommendation for Netball Australia umpire programs/events as required. This comprises of selecting umpires for:

- 17U and 19U National Netball Championships
- 12U & 15U Australian Schools National Netball Championships (as applicable)
- Member Organisation (MO) Exchange(s)
- Netball WA High Performance Program
- West Australian Netball League (WANL)
- State Umpire Academy
- Other national and international opportunities – as applicable

The selection process and objectives are determined by NWA and align with the talent identification process of Netball Australia's National High-Performance Umpire Pathway and the National Umpire Development Framework (NUDF) and NWA High-Performance Plan.

#### Responsibilities

It is the responsibility of the Sport Development Department to ensure that:

- they circulate this procedure to all staff, workforce and relevant members;
- staff and workforce are aware of this procedure;
- they implement this process in its entirety;
- any breaches of this procedure come to the attention of Sport Development Manager and are dealt with appropriately; and
- this procedure is reviewed annually.



All relevant Netball WA employees and workforce are responsible for ensuring they conform to this procedure.

## Procedures

### 1. SELECTION GROUP

A Selection Group will be appointed to select umpires for all events/programs as outlined in this document and shall fully comply with this procedure. The following personnel will be appointed by Netball WA:

- Appropriate NWA Staff Member (Convenor)
- Appointed High Performance Umpire Coach
- Appropriate NWA appointed Umpire Coaches x 3

The Selection Group will select umpires by general consensus and majority voting (when required). Selections will be based on most current umpire performances, talent identification and development pathway for particular umpires, and on/off court behaviours.

Should the Selection Group be split on any umpires the High-Performance Umpire Coach shall have the determining vote, in consultation with NWA Staff Member. In making any selections, the High-Performance Umpire Coach must comply with the provisions of this procedure.

All selections are at the discretion of the Selection Group based on above. Members with relevant experience will be appointed by NWA.

Netball WA has the authority to amend the composition of the Selection Group at their discretion.

### 2. UMPIRE ELIGIBILITY

Umpire eligibility criteria for selection:

Event/Program	Criteria for selection
Suncorp Super Netball Umpires	As per Netball Australia's National High-Performance Umpire Pathway.
Australian Netball League Umpires	As per Netball Australia's National High-Performance Umpire Pathway.
21U National Netball Championships Umpires	As per Netball Australia's National High-Performance Umpire Pathway.



<p>17U &amp; 19U National Netball Championships Umpires</p>	<ul style="list-style-type: none"> <li>• An affiliated member of NWA</li> <li>• Talent Identified within the NWA WANL Umpire Squad</li> <li>• Umpiring at WANL level</li> <li>• Comply with Netball Australia’s High Performance Umpire Pathway and the NUDF</li> <li>• Adhere to Netball Australia’s selection criteria as set out in Netball Australia’s National High-Performance Umpire Pathway</li> </ul>
<p>12U &amp; 15U School Sport Australia National Netball Championships Umpire</p>	<ul style="list-style-type: none"> <li>• An affiliated member of NWA</li> <li>• National C Badge or above</li> <li>• School Sport Australia requires the umpire to be of School Age</li> <li>• Preference to be member of NWA State Umpire Academy</li> <li>• Adhere to Netball Australia and School Sport Australia’s memorandum of understanding</li> </ul>
<p>MO Exchange Umpires</p>	<ul style="list-style-type: none"> <li>• An affiliated member of NWA</li> <li>• National B Badge or above</li> <li>• Talent Identified within the NWA WANL Umpire Squad</li> <li>• Umpiring at WANL</li> </ul>
<p>Netball WA Targeted Umpires (Potential High- Performance Umpires) (TIER 1)</p>	<ul style="list-style-type: none"> <li>• An affiliated member of NWA</li> <li>• Talent identified by NWA High Performance Umpire Coach and Selection Group</li> <li>• Performance based</li> <li>• Ranked in the top 10 WANL umpires at end of previous season (exceptions may apply)</li> <li>• National A Badge and/or ability to gain AA Badge</li> </ul>
<p>West Australian Netball League Umpires (TIER 2)</p>	<ul style="list-style-type: none"> <li>• An affiliated member of NWA</li> <li>• Talent identified by NWA via Community programs (Umpire Coaches) and at Region and/or Association level (RUDO/AUDO)</li> <li>• Performance based</li> <li>• Preferably ranked in the top 15 WANL umpires at the end of previous season</li> <li>• National B or C Badge (if C Badge ability to gain National A or B Badge at WANL)</li> </ul>
<p>State Umpire Academy Umpires (TIER 3)</p>	<ul style="list-style-type: none"> <li>• Be a current financial member of NWA</li> <li>• 20 or under by 1 January (each year)</li> <li>• Talent identified by NWA via Community programs and at Region and/or Association level</li> <li>• Performance based</li> <li>• National C Badge and the ability to gain National B Badge</li> </ul>



### 3. SELECTION PROCEDURE

National Netball 17U and 19U Championships *selection is by invitation:*

- The Selection Group reserves the right to nominate umpires based on the criteria;
- Nominations are forwarded to Sport Development Manager for ratification;
- NWA completes the documents and forwards to Netball Australia for consideration and invitation;
- Netball Australia confirms direct to umpires and NWA of selection confirmation/ appointment of umpires.

MO Exchanges, 12U & 15U School Sport Australia National Netball Championships, WANL and State Umpire Academy:

- The Selection Group reserves the right to nominate umpires based on the criteria;
- These nominations are forwarded to Sport Development Manager for ratification;
- NWA confirms directly to umpires of selection and appointments.

### 4. SELECTION CRITERIA

Umpire selection may be based on but is not limited to:

- Skill level
- Ability to handle pressure on and off the court
- Attitude and behaviour
- Ability to learn from feedback and apply to game
- State of physical fitness, health and wellbeing
- Past performances
- Current National Umpire Squad or potential member as identified through National opportunities/events
- Current or potential injury or condition which may impair, inhibit or prevent the umpires performance to the required level
- Potential for future elite umpire squads
- Financial with NWA and Region/Association at all times
- Affiliated member of NWA (must be registered on MyNetball)
- Adhere to Netball Australia's Integrity Policy and all relevant NWA policies and codes of behaviour
- Other factors considered by the Selection Group to be important



Selection criteria specific to event/ program:

Event/Program	Selection Criteria
17U & 19U Underage National Netball Championships	As per Netball Australia's National High-Performance Umpire Pathway selection criteria.
12U & 15U School Sport Australia Underage National Netball Championships	School Age umpire with minimum C Badge and preferably be a member of State Umpire Academy.
Netball WA Targeted Umpires (Potential High-Performance Umpires) (TIER 1)	<b>Umpire Specialisation:</b> High Performance, high level assessment and training, high level consistency. <b>Umpiring Knowledge:</b> Has completed the Elite Umpire Course; Has a current Rules of Netball Theory Exam pass (90% - 100%); Demonstrates a good understanding of procedures and protocols; Demonstrates a sound knowledge of the rules; Demonstrates correct use of terminology.
West Australian Netball League (TIER 2)	<b>Umpire Specialisation:</b> Developing with regular assessment and training, consistent rule application. Solid, consistent and performs at a high level. <b>Umpiring Knowledge:</b> Has a current Rules of Netball Theory Exam pass (80% - 100%); Demonstrates an understanding of procedures and protocols; Demonstrates a sound knowledge of the rules; Demonstrates consistent use of terminology.
State Umpire Academy (TIER 3)	<b>Umpire Specialisation:</b> Commitment to umpiring, seeking further training, identified for progression. <b>Umpiring Knowledge:</b> Has a current Rules of Netball Theory Exam pass (80% - 100%); Demonstrates some procedures and protocols; Demonstrates some knowledge of the rules; Demonstrates some use of terminology.

Other umpires may be invited to umpire at the discretion of the Selection Group with approval from NWA.



## 5. INABILITY TO ATTEND SELECTED / ALLOCATED EVENTS/SESSIONS

If an umpire is unable to attend a workshop, theory session, selection trial or training session, once selected/allocated due to extenuating circumstances appropriate documentation or acceptable/relevant information/reasons must be provided to NWA in reasonable time as deemed by NWA.

The documentation/information must fully detail the extenuating circumstances. If the circumstance involves a medical condition or injury, a medical certificate or report detailing the complexity and severity of the condition and estimated recovery time must be included in the documentation provided to NWA.

The Selection Group will determine whether injured or ill umpires are eligible for selection. The Selection Group at their discretion may give weight to extenuating circumstances.

## 6. INABILITY TO ATTEND

In the event an umpire becomes unavailable to participate in any event / program the umpire may be replaced. The Selection Group can forward recommendations to the High-Performance Umpiring Operations Coordinator for a replacement umpire with rationale for selection.

The recommendations shall be presented to Sport Development Manager for ratification and will be based on criteria and procedure outlined in this document.

NWA will inform the replacement umpire of their selection both verbally and in writing.

## 8. TERMS OF SELECTION FOR WANL

Umpires are required to:

- Pay umpire contribution fee that will be determined annually. These fees must be paid at the time of acceptance into the WANL Squad or State Umpire Academy. Date to be set by NWA
- Fully comply with NWA's Policies and Procedures, including those set out in the NWA WANL Umpire Program Handbook
- Fully comply with NWA's terms and conditions, and if applicable Netball Australia's Participation Agreement
- Fully comply with Netball Australia's Integrity Framework and any education/updating requirements
- Undertake any medical or fitness assessment required by NWA at the Umpire's cost (if required)
- Attend all training and education sessions as outlined by NWA (unless an exemption is applied)



- Affiliated member of NWA (must be registered on MyNetball)

## 9. SELECTION GROUP RESPONSIBILITIES

The Selection Group will be required to attend three compulsory meetings for WANL Squad and State Umpire Academy for: 1) squad selection, 2) finals selection and rankings, and 3) post season rankings and debrief. Selection/nomination of umpires for other events can be done via email or conference call or adhoc meetings.

The Selection Group must adhere to policies and procedures of NWA.

## 10. REMUNERATION

The Selection Group will receive an honorarium which will be reviewed on an annual basis.

## 11. APPEALS

The grounds of appeal against a decision by NWA regarding non-selection of umpires are:

- The applicable selection procedure was not correctly followed
- The applicable selection procedure was not implemented

Any appeal against non-selection must be made in writing to Sport Development Manager within 48 hours of any announcement of the decision against which the appeal is made.

## 12. CHANGES TO THIS PROCEDURE

This procedure may be cancelled, amended or supplemented by NWA as and when it sees fit. Any variation or amendment will be given in writing, by the Chief Executive Officer on behalf of NWA. This procedure will be reviewed annually.

## Related Documents

- Netball Australia Code of Conduct
- Netball Australia High Performance Umpire Pathway
- Netball WA Umpire Program Handbook
- National Umpire Development Framework (NUDF)

## Authorisation



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