

UMPIRE TALENT IDENTIFICATION POLICY

1. PURPOSE

The purpose of this Policy is to provide the eligibility requirements and procedures that the Association will follow when identifying umpires for selection, appointment, or invitations to the Umpire Squad.

2. APPLICABILITY

- a. This Policy applies to all Members participating in, or seeking to participate in, the Umpire Squad.
- b. This Policy applies at all times during Association activities and events.

3. DEFINITIONS

In this Policy, unless otherwise stated:

Association means Mandurah Netball Association;

Association Umpire Development Officer, or AUDO, means the person appointed to the role by the Association;

Club means any netball club or Entity Team affiliated and financial with the Association, and as otherwise defined in **Rule 11(8)(a)** of the Constitution;

Committee means the management Committee of the Association as determined by the Constitution;

Entity Team means a single team entering the competition at the Association that is not affiliated with a Club;

Member means any affiliated members of the Association, including players, coaching and umpiring officials, volunteers, Clubs, and Club members;

Policy means this policy;

Selector means a person with a suitable level of experience and qualification who has been appointed by the AUDO to undertake talent identification processes for umpires at the Association and Association activities;

Umpire Squad means the experienced umpires quad of the Association, responsible for officiation the highest level of match play in the Winter Competition;

Umpiring Committee means that subcommittee of the Association;

Winter Competition means the winter netball competition run by Mandurah Netball Association.

4. THE POLICY

- a. The Umpiring Committee is the decision-maker in relation to selections, appointments, and invitations made to the Umpire Squad.
- b. Talent identification of umpires for potential invitation to the Umpire Squad may take place at any time during the Winter Competition or other Association activities where umpires are officiating;
- c. Club Umpire Coordinators may request that talent identification take place for one or more of their Member umpires.
- d. Talent identification processes may be subject to:
 - i. The availability of suitable Selectors;
 - ii. The weather during the activity;
 - iii. Any other reasonable factor.
- e. Where an umpire has been viewed as part of a talent identification process but has not been successful in obtaining an invitation to the Umpire Squad, they are eligible to undertake the talent identification process again at a later date that is suitable to the umpire and the AUDO, within reason.
- f. To be eligible for selection into the Umpire Squad, an umpire:
 - i. Must hold a minimum National C Badge;
 - ii. Be registered as an Official in PlayHQ with the Association or a Club for the current season;
 - iii. Have a current Rule of Netball Theory Exam result (e.g. >70% within the last four years);
 - iv. Have a current certificate of completion for the Foundation Umpire Course or Elite Umpire Course.
 - v. Show a drive and a want to develop through the Association and Netball WA umpire pathway;
 - vi. Be prepared to take a positive attitude to learning;
 - vii. Demonstrate a level of fitness to umpire a whole game required of their badge level;
 - viii. Demonstrate a commitment to umpiring games and a willingness to develop umpire coaching and badging skills;
 - ix. Show a developed level of understanding of applying the rules and game management
 - x. Show a developed level of understanding of positioning, vision, timing, and reading play;
 - xi. Be prepared to assist in coaching Green Shirt Umpires, White Shirt Umpires, and newly appointed C Badge Umpires.
 - xii. Be prepared to assist in game day talent identification and conflict resolution.

- g. An umpire may be invited to the Umpire Squad without a talent identification process taking place, at the discretion of the AUDO.

5. PROCEDURES

- a. The AUDO may seek assistance in the talent identification of umpires, and appoint Selectors, from:
 - i. Members of the Umpiring Committee;
 - ii. Appropriately qualified association umpire coaches;
 - iii. Netball WA umpiring representatives;
 - iv. Anyone else deemed suitable by the AUDO.
- b. When a talent identification process is being undertaken, the Selector must:
 - i. Use the following scoring schedule to assess the umpire's skills:
 - 1: Not showing skill at all.*
 - 2: Shows some understanding of skill but little ability to apply it.*
 - 3: Has a developing understanding of skill and starting to apply it.*
 - 4: Has a good understanding of skill and inconsistently applies it.*
 - 5: Has a good understanding of the skill and a consistent application.*
 - ii. Watch umpire for a minimum of one quarter of a game before scoring.
 - iii. Score the umpire based on what is seen in that particular game.
 - iv. Consider the National C Badge criteria when determining a score.
- c. Once a talent identification process has taken place:
 - i. The Selector should provide their recommendation, including any score determined, to the Umpiring Committee.
 - ii. The Umpiring Committee should consider the recommendation.
 - iii. A recommendation from a Selector to invite an umpire onto the Umpire Squad does not guarantee an invitation.
 - iv. The Selector is not required to provide a reason for the recommendation, however may choose to provide feedback to the umpire.
 - v. The Umpiring Committee is not required to provide reasons for the decisions to invite or not invite an umpire to the Umpire Squad, however it may choose to provide feedback to the umpire.
- d. The decision to invite an umpire onto the Umpire Squad will be by consensus, or, if required, by a majority vote, of the Umpiring Committee.
- e. The composition of the Umpire Squad may change at any time at the discretion of the Umpiring Committee, including the addition or removal of umpires.
 - i. When an umpire is removed from the Umpire Squad they must be provided with reasons for the decision and feedback for development, if applicable.
 - ii. The removal of an umpire from the Umpire Squad should be avoided where possible, and opportunities to remedy areas of concern should be provided to the umpire in advance of this decision being finalised.

6. MANAGING BREACHES OF THE POLICY

**MANDURAH NETBALL ASSOCIATION INC.
UMPIRE TALENT IDENTIFICATION POLICY**

- a. Where an umpire in the Umpire Squad breaches this Policy, it will be managed by the Umpiring Committee.
- b. Where the Umpiring Committee breaches this Policy, it will be managed by the Committee.
- c. Breaches will be managed with regard for the severity of the breach.

7. RESPONSIBILITIES

- a. The AUDO is responsible for the organization of the talent identification process of umpires at the Association and during Association activities.
- b. The Umpiring Committee is responsible for decisions relating to selections, appointments, and invitations to the Umpire Squad.
- c. Club Umpire Coordinators are responsible for notifying the AUDO of any umpires from the Club that they wish to be talent identified.
- d. Umpires seeking positions into the Umpire Squad are responsible for meeting the requirements of selection.

8. CHANGES TO THE POLICY

This Policy may be cancelled, amended, or supplemented by the Association as and when it sees fit. Any variation will be given to Members in writing by the Association.

The Association will review the policy on a regular basis to ensure that it remains effective in supporting the objectives and strategic direction of the Association, and to ensure ongoing best practice governance.