



## HERVEY BAY NETBALL ASSOCIATION

# Hervey Bay Netball Association Umpire Development Policy

**POLICY TITLE:** Umpire Development Policy  
**DEVELOPED BY:** Hervey Bay Netball Association  
**ADOPTED:** 14<sup>th</sup> August 2018

### POLICY PURPOSE

The purpose of this policy is to provide guidelines for Hervey Bay Netball Association (HBNA) activities related to umpire development.

Hervey Bay Netball Association ensures that a development pathway is available for aspiring umpires.

Hervey Bay Netball Association objectives in respect to this policy are to:

- i. To deliver an umpire development program that caters for a range of skill and ability levels, which provides the following features:
  - a. Encourages and promotes an umpiring pathway in netball
  - b. Supports on-going skills development of aspiring umpires. Irrespective of ability level
- ii. To ensure sustainable umpire recruitment and retention to meet the needs of the association
- iii. To comply with the various rules and by-laws of the Association and other peak governing bodies associated with netball and the delivery of sport in general.

### POLICY STATEMENT OR COMMITMENT

Hervey Bay Netball Association is committed to ensuring consistent and conscientious application of the policy, operational processes and procedures outlined in this document to ensure the following:

- I. Transparency for all stakeholders who are involved in the development of umpires
- II. Improved communication and understanding between stakeholders
- III. Improved planning and execution associated with all aspects of umpire development

### SATURDAY FIXTURES (NOT INCLUDING FINALS ROUNDS)

#### **Umpire Allocation**

Hervey Bay Netball Association requires clubs to provide umpires for both non-competitive and competitive divisions in all grading and competition rounds each season. At the commencement of each season, Hervey Bay Netball Association create a draw for the season. This draw includes information regarding which club is responsible to fill each umpire duty. Clubs who fail to fill their



# HERVEY BAY NETBALL ASSOCIATION

umpire duties are subject to repercussions as laid out in the Competition Guidelines, and fees and fines as set each season.

## **Umpire Standards**

Hervey Bay Netball Association expects that clubs ensure umpires allocated to games throughout the season are carefully selected to ensure they are at a skill and confidence level appropriate for the game to which they are assigned.

The netball community are expected to support the development of umpires, and remember that umpires do not naturally have all the skills and knowledge when they first begin umpiring. Hervey Bay Netball Association also expect that players, coaches, managers and spectators understand that umpires may not always get it right, but the umpire's decision must be respected

## **Managing Umpire Concerns**

Umpiring is a very difficult job, and umpires need to be looking and thinking about many things at the same time. Hervey Bay Netball Association expects that players, coaches, managers and spectators are patient and understand that umpires are human and make mistakes.

In a small number of cases, inexperienced umpiring can result in dangerous play. In this case, the below process is to be followed:

1. coaches/managers approach the HBNA person on duty as soon as possible with their concerns and information about the game (whilst game is underway)
2. the HBNA person on duty will identify the club/s allocated to umpire the specified match
3. the HBNA person on duty will locate a representative of the club/s allocated to umpire the specified match and direct them to arrange support for their umpire/s
4. the club/s representative will ensure a suitable person will proceed immediately to the specified match to provide umpire support

## **Umpire Payment**

Whilst Hervey Bay Netball Association prefers that clubs have a unified umpire payment structure, we recognise that clubs hold the right to set their own payment structure of their umpires, without consultation with either Hervey Bay Netball Association, or the other clubs within our association.

Hervey Bay Netball Association will assist clubs to identify appropriate payment rates by holding a discussion regarding umpire payment rates at the commencement of each season. The outcome of this discussion is to provide a recommendation to clubs on umpire payments.

## **FINALS ROUNDS**

### **Umpire Allocation**

Hervey Bay Netball Association Management Committee are tasked with allocating appropriate umpires to the finals rounds each season. The HBNA Umpire Officer is responsible for providing a recommendation through the Association Management Committee in the lead up to finals rounds.

If appropriate, Hervey Bay Netball Association may choose to source umpires from outside of the association membership to umpire some or all of the games played in finals rounds.



# HERVEY BAY NETBALL ASSOCIATION

## **Umpire Standards**

As much as possible, umpires should be a minimum 'C' badge to umpire finals rounds.

## **Umpire Payments**

Umpire payments for finals rounds should be determined at the commencement of each season. These payments should reflect the expected accreditation level, and the standard of the match in question.

## **REPRESENTATIVE UMPIRES**

Hervey Bay Netball Association will appoint umpires to assist with umpiring responsibilities associated with Representative matches.

## **Umpire Allocation**

Hervey Bay Netball Association Management Committee are tasked with allocating appropriate umpires for Representative commitments each season. The HBNA Umpire Officer is responsible for providing a recommendation through the Association Management Committee in the lead up to Representative carnivals/matches.

If appropriate, Hervey Bay Netball Association may choose to source umpires from outside of the association membership to assist with meeting Representative umpire commitments.

## **Umpire Standards**

Representative umpire standards may be set by the carnival/match organiser. At State Representative events, umpires are required to hold a minimum 'C' badge, whilst at Regional events, it is expected that umpires either hold a minimum 'C' badge, or are on the pathway to achieve a 'C' badge.

## **UMPIRE DEVELOPMENT**

Hervey Bay Netball Association are committed to providing umpire development opportunities for association and club umpires. These development opportunities include practical experience through umpiring, umpire clinics and formal accreditation activities.

## **Umpire Clinics**

Hervey Bay Netball Association is committed to providing umpiring clinics each season to ensure the development progression of club and association umpires. As much as possible, any costs associated with these clinics will be covered by Hervey Bay Netball Association. In the event that Hervey Bay Netball Association invites umpires from other associations to participate in such clinics, a participant fee may be charged for these non-HBNA umpires.

## **Formal Accreditation**

Hervey Bay Netball Association will ensure that any umpires wishing to apply for formal accreditation will be provided an opportunity to do so. In addition, clubs may recommend umpires to be considered for formal accreditation.



# HERVEY BAY NETBALL ASSOCIATION

## UMPIRE ACCREDITATION PATHWAY

Umpires affiliated with Hervey Bay Netball Association are eligible for national accreditation through Netball Australia's Australian Sports Commission endorsed system. Netball Queensland provides up-to-date information related to umpire accreditation on their website.

### **Gaining Accreditation**

Hervey Bay Netball Association support umpire accreditation by arranging accreditation events as required each year. Umpires intending to participate in an umpire accreditation event arranged by Hervey Bay Netball Association are expected to:

- undertake reasonable umpiring duties as requested by Hervey Bay Management Committee that enable the HBNA Umpiring Officer to gauge their level of readiness for accreditation
- participate in appropriate umpire development clinics
- make themselves available for Representative and competition finals umpire duties

After an umpire has been identified by Hervey Bay Netball Association Management Committee as being ready for accreditation, an accreditation event will be arranged. To reduce costs, Hervey Bay Netball Association may opt to arrange an accreditation event for multiple umpires at the same time, which can mean that umpires wishing to be accredited may need to wait until sufficient umpires have been identified for accreditation.

Any costs associated with these accreditation events will be covered by Hervey Bay Netball Association.

### **Expectation of Service**

Investment in umpires is a vital part of creating a sustainable netball competition. Likewise, umpires who participate in accreditation events arranged by Hervey Bay Netball Association are expected to provide a return of this investment by fulfilling the below obligations:

- make themselves available for Representative umpire duties
- make themselves available for finals umpire duties
- participate in appropriate umpire development clinics

Umpires will be required to sign a 'Umpire Accreditation & Commitment of Service Acceptance' statement (Appendix A) agreeing to the above before Hervey Bay Netball Association arrange their accreditation event.

## POLICY REVIEW

This policy will be reviewed regularly to ensure it remains relevant to Association operations and reflects both member/Netball Queensland expectations and legal requirements



## HERVEY BAY NETBALL ASSOCIATION

### Appendix A

### Umpire Accreditation & Commitment of Service Acceptance

Dear XXXX,

Hervey Bay Netball Association (HBNA) is looking forward to arranging an umpire accreditation opportunity as part of your umpire development pathway. Any costs related to the accreditation event (such as fees for umpire accreditors) will be covered by HBNA.

HBNA expects that umpires wishing to undertake umpire accreditation commit to the following obligations:

- undertake reasonable umpiring duties as requested to enable the HBNA Umpiring Officer to gauge their level of readiness for accreditation
- participate in appropriate umpire development clinics
- make themselves available for Representative and competition finals umpire duties

Please sign below to confirm you intend to take up this opportunity for umpire accreditation, and agree to commitment of service indicated above. Once HBNA receive your returned form, we will arrange your accreditation and notify you.

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Name of Umpire

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Signature of Umpire

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Date