



SUNCORP
SUPER
NETBALL



NATIONAL UMPIRE DEVELOPMENT FRAMEWORK

2025 EDITION



Australian Government
Australian Sports Commission

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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
WN	World Netball
ITP	INF International Testing Panel
INUA	International Netball Umpire Award
KPI	Key Performance Indicator
MO	Member Organisations
NOAS	ASC National Officiating Accreditation Scheme
RAP	World Netball 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.

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. 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 Integrity Policy Framework, Conduct and Disciplinary Policy
- Netball Australia Umpire Competencies Matrix
- Netball Australia Member Protection Policy
- Netball Australia High Performance Umpire Pathway Framework
- Netball Australia Selection, Assessment and Performance Management Guidelines

1.2 Licensing/Franchise Arrangements

MOs 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 MO 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 regarding their conduct during any activity held by or under the auspices of NA, MOs or Affiliates in their role as an umpire.

- Umpire in accordance with the Rules of Netball.
- 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 NA 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 NA may receive direct applications for RPL from the umpire via Zendesk/support. NA will determine whether RPL is awarded and inform the relevant MO if applicable.
- 1.5.3 Applications for RPL should be directed to the Workforce Manager, Netball Australia, through the respective MO, and must include details of all umpire education and practical experience.
- 1.5.4 NA in consultation with the MO's may require the applicant to undertake a practical assessment to establish the level of RPL granted.

1.6 Member Protection Policy

- 1.6.1 NA 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.
- 1.6.2 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 NA. 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 NA 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

- 1.8.1 NA 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 and ANO's and to provide Netball Australia ANO's products and services.
- 1.8.2 By providing your personal information you agree it will be disclosed to, and used by, NA's ANO's under the terms of this statement and NA 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

- 1.9.1 NA and all MO's are required to keep updated records of all accredited umpires on Netball Learning including;
 - Name
 - Address
 - Mobile number
 - Email address
 - Level of accreditation and expiry date.

1.10 Community Engagement

- 1.10.1 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 Members of the National Testing and Endorsement Pool (NT&E Pool) will be responsible for testing/endorsement of All Australia (AA) badges.
- 2.1.2 Netball Australia will appoint five (5) members to the Pool who meet the following criteria and experience. Any three (3) members of the NT&E Pool will form a Panel for testing/endorsement of the AA badge.
- 2.1.3 The T&E Pool must meet the following qualifications and experience:
- AA or INUA award.
 - Demonstrated experience in being a member of testing and/or endorsement panels at State, National or International level.
 - High level interpersonal skills and knowledge of the requirements and competencies of all Badge levels.
- 2.1.4 The Panel must undertake the assessment in accordance with the national testing guidelines and identified assessable performance criteria.

2.2 Netball Australia High Performance Umpire Coaches and Selectors

- 2.2.1 Netball Australia's Head of Performance, People and Systems, will appoint high performance umpire coaches and selectors to work within the National High Performance Umpire Pathway structure.
- 2.2.2 Umpire coaches will be appointed to work with the Talent and Development Umpire Squad and the SSN Umpiring Squad (collectively the NA High Performance Umpire Program.)
- 2.2.3 Selection Panel members must declare any conflict of interest to the Head of Performance, People and Systems, Executive General Manager of Performance 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.
- 2.2.4 Appointments of high-performance umpire coaches and selectors will be for a one-year period, or unless otherwise stated.
- 2.2.5 An interview process will be undertaken if required, at the discretion of NA.

- 2.2.6 Other coaches may be appointed to positions where required.
- 2.2.7 NA may approach suitably qualified personnel to address vacant positions.
- 2.2.8 Nationally appointed high performance umpire coaches have the primary role of providing performance and programming support and advice (technical, tactical, physical etc) to umpires within the NA HP Umpire Pathway.
- 2.2.9 The Nationally appointed selectors have the primary role of selection of the SSN Squad Umpires, Talent and Development Umpire Squad and any other National events as directed by NA.

2.3 Stakeholder Consultation

- 2.3.1 Netball Australia will undertake stakeholder consultation in relation to umpire development with all MOs to support education, training and the development of umpiring in Australia.
- 2.3.2 The NA Workforce Development Manager, in conjunction with the Head Coach, Performance Umpiring will meet as required with each MO to discuss the National Umpire Development Framework, and gain feedback relating to current programs, processes, and procedures. NA encourages and recommends each MO to appoint personnel to provide strategic and technical advice in umpire development within the MOs.

2.4 National Working Groups

- 2.4.1 NA may, 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.
- 2.4.2 Based on the type of project and development timelines, the NA Workforce Development Manager and/or the Head of Performance, People and System will determine the process to initiate these working groups.
- 2.4.3 MOs will be kept up to date with progress of national projects/initiatives through regular communication with the MO's as outlined in 2.3.

3. NATIONAL UMPIRE ACCREDITATION SYSTEM

3.1 National Umpire Accreditation System

Overview

- 3.1.1 The NA Umpire Accreditation System is an educational pathway based on NA Umpiring Courses (Foundation, Intermediate and Elite), the Australian Sports Commission's Community Officiating Essential Skills course, ongoing professional development and practical umpiring instruction through an experienced umpire coach/mentoring system.
- 3.1.2 Assessment is based on an appropriate pass mark of the Rules of Netball Theory Examination, practical evaluation through established competencies, self-reflection, coach feedback and, where possible, video analysis.
- 3.1.3 The culmination of this accreditation system leads to practical assessment in a 4-tiered National 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 If an umpire is tested and awarded a higher level badge, they must complete the prerequisites for the badge level awarded. This includes the online component and the relevant rules of netball exam pass mark must be attained.
- 3.1.6 To ensure the integrity of the nationally awarded A Badge, the practical assessment for this must be on a complete 4 x 15 min game, as highlighted in the NUDF Fig 1 table, page 7.
- 3.1.7 No age restrictions apply to candidates for any badge level.
- 3.1.8 The Foundation Umpires Course must be completed within four years prior of the umpire being tested for a C badge.
- 3.1.9 Intermediate Umpires Course must be completed within four years prior of the umpire being tested for a B Badge (on course release in 2025).
- 3.1.10 Testing for C, B and A badge may take place on a men's game, which must be approved by the relevant MO for badges C and B and the NA HP Umpire Coach/s for A Badge.
- 3.1.11 Testing for C & B badges must be played on a competition that is affiliated to or approved by the respective MO; Testing for A badges must be played on a competition that is of standard and quality determined by the NUDF Fig 1 table page 7.
- 3.1.12 Testing for all levels must be undertaken on a game of standard. A game of standard is a match which displays the assessable competencies of the badge level being tested.
- 3.1.13 The testing panel is assembled in line with the requirements of the NUDF.
- 3.1.14 The MO determines that the standard of the game is at the required level to test for C and B (refer to 3.1.5 for A badge) – that is the games have sufficient level of skill within them for an umpire to be able to display the required competencies of the badge; and meets all other testing requirements as outlined within the NUDF.
- 3.1.15 The games must have sufficient level of skill within them for an umpire to be able to display the required competencies of the badge; and meets all other testing requirements as outlined within the NUDF.

Figure 1: National Umpire Accreditation Framework Overview

ACCREDITATION	PRE-REQUISITES	PATHWAYS	ASSESSMENT	
			Rules of Netball Exam Pass Mark	Practical Test
C Badge	Foundation Umpire Online Course (completed within the last 4 years)	Participating in Rules/Technical Discussion workshops Coaching/Mentoring Practice Umpiring at appropriate level Attend Umpire Development Programs Self-Reflection Individual Development Plans Community Officiating General Principles course (available online) Advanced Level Officiating General Principles	Minimum 70%	Local Game (Women's, Men's) (4 x 10, 12 or 15 minute quarter game)
B Badge	C Badge Accreditation* Intermediate Umpire Course (completed within the last 4 years)		Minimum 80%	Local Game (Women's, Men's) (4 X 15-minute quarters)
A Badge	Elite Umpire Course		Minimum 90%	Highest ranked League game for that state (Women's) Highest ranked Men's game for that state if approved by MO (4 X 15-minute quarters)
AA Badge			Minimum 95%	Initial Assessment by 2 members of National Testing & Endorsement Pool on State League game of standard (4 X 15-minute quarters). Final Assessment by 3 members of NT&E Pool - 1 consistent member from Initial Assessment on 1 x SSN Match
International Netball Umpire Award (INUA)			N/A	Highest Level of Competition in the Country and World Netball practical assessment requirement with International Experience

*Badges are award sequentially however in some circumstances if an umpire displays the competencies of a higher badge, they can be awarded that badge immediately.

4. UMPIRE EDUCATION COURSES

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 C Badge 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 MOs are required to apply for an exemption through NA should any clubs or associations wish to run a face-to-face Foundation Umpire Course.

4.2 Intermediate Umpire Course

- 4.2.1 The Intermediate 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. The course will also extend participants knowledge of the rules and their practical application to the game at an elite level.

4.3 Elite Umpire Course

- 4.3.1 TBC upon new course release in 2025

Figure 2: Overview of Umpire Education Courses

Course Name	Duration	Target Audience
Foundation Umpires Course	Up to 3 hours online course	Community umpires officiating at association/ club level. Umpires seeking C badge accreditation.
Intermediate Umpires Course	Up to 4 hours online course	C badge umpires officiating at association/club level and/or state league. Umpires seeking B badge accreditation.
Elite Umpire Course	TBC upon new course release in 2025	Umpires seeking A Badge accreditation at state league, NNC, and SN Reserves level.

4.4 Course Fees

- 4.4.1 Course Fees should be kept to a minimum to allow maximum access to accreditation.
- 4.4.2 Fees may vary depending on local costs for course venues, presenters, and testers. However, fees will include the costs of compulsory text and badges, NA accreditation fee and other costs, such as facility hire, administration and equipment.
- 4.4.3 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.

4.5 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

4.6 Refund of Fees (Online Courses)

- 4.6.1 If you notify Netball Australia in writing (via learning@netball.com.au) that you no longer wish to complete the course before starting it, you will receive a full refund, minus an administration/processing fee. Receiving a refund will therefore remove your enrolment into the course.
- 4.6.2 If notification is provided in writing to Netball Australia (via learning@netball.com.au) after you have paid and subsequently completed the online course, no refund will be provided, as completion of the course is considered final.
- 4.6.3 If you choose to commence the course, no refund will be issued.

4.7 Attendance Requirements

- 4.7.1 Participants must complete all units of the course.
- 4.7.2 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.
- 4.7.3 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 MO must be forwarded to the secondary State/Territory MO for confirmation.

4.8 Enrolment pre-requisites

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

4.9 Number of Participants

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

4.10 Venue/Course Requirements

- 4.10.1 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
 - Appropriate technology
- 4.10.2 Other:
- Access to First Aid Kit, ice and phone for emergencies.

Figure 3: Presenter Resources and Participant Requirements for Elite Umpire Education Course.

COURSE	PRESENTER RESOURCES	PARTICIPANT REQUIREMENTS
Elite Umpire Course	Netball Australia Elite Umpire Manual Current Rules of Netball Book Whistle (presenters to use their own)	Netball Australia Elite Umpire Manual Current Rules of Netball Book (Participant to bring) Whistle (Participant to bring)

4.11 Presenter Qualifications

- 4.11.1 All presenters will be selected at the discretion of the MO Umpire Coordinator (or equivalent) for the Foundation and Elite Umpire Course. (See Figure 4 below)
- 4.11.2 A set presenter fee will be established annually by each MO and will be paid to the presenter by the hosting MO.
- 4.11.3 All associated costs (travel, accommodation, meal allowance) to be paid by the hosting MO.
- 4.11.4 Course coordinator reports and participant evaluation should be reviewed to ensure quality control of presenters.

Figure 4: Presenter Minimum Qualifications

COURSE	MINIMUM PRESENTER QUALIFICATIONS	APPOINTED BY
Elite Umpire Course	AA/INUA umpires with experience in presenting.	MO with prior approval from Netball Australia.
<i>IT IS RECOMMENDED THAT NEW PRESENTERS BE CADETED BY EXPERIENCED PRESENTERS</i>		

4.12 Quality Control

- 4.12.1 The following procedures will be put in place to ensure quality control of national programs:
- Evaluation of presenters by participants using evaluation forms in Netball Learning.
 - NA will discuss evaluation of the delivery of the program and presenters with MOs on a regular basis.

- Review of accreditation framework as required by the Australian Sports Commission.

4.13 Presenter Training

- 4.13.1 Presenters are to attend presenter training organised by MOs.
- 4.13.2 Presenters must undergo mentoring/co-presenting with an experienced presenter before they can present alone.

5. RULES OF NETBALL EXAM

5.1 Rules of Netball Theory Exam

- 5.1.1 The Rules of Netball Theory Exam tests the rules of the game.
- 5.1.2 The Rules of Netball Theory Exam is an online exam that is accessible all year on Netball Learning.
- 5.1.3 Candidates who experience difficulties in completing the exam in the required timeframe of two hours, may apply to their MO to complete an 'untimed' version of the Rules of Netball Theory Exam. The Exam will take place through Netball Learning.
- 5.1.4 MO members will have their result recorded on the national database, Netball 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 exam mark is the current result.
- 5.1.7 The Rules of Netball Theory Exam is a compulsory update of all badging levels and must be completed every four (4) years.

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 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 MO to NA for consideration.

- 6.1.3 Testers must use the official NA Umpire Assessment Sheets (Appendix 5, 6, 7 & 8) for all testing under the national system.
- 6.1.4 The decision to award any badge must be unanimous.
- 6.1.5 Tests must be conducted with the testers present at the game. Tests cannot be performed and assessed via video link or recording.
- 6.1.6 One test panel can only test one candidate at any one time.

Figure 5: Composition of Testing Panels

AA Badge	A Badge	B Badge	C Badge
3 Members (AA/INUA) <i>Appointed by Netball Australia to the National Testing and Endorsement Pool</i>	Minimum Requirements		
	2 x A Badge & 1 AA Badge	1 B Badge & 1 A Badge	1 C Badge & 1 B Badge
	A Badge	B Badge	C Badge
	Alternative Panel Combinations		
<ul style="list-style-type: none"> • 2 x AA & 1 A • 3 x AA 	<ul style="list-style-type: none"> • 2 x A • 2 x AA • 1 B & 1 AA • 1 A & 1 AA 	<ul style="list-style-type: none"> • 1 C & 1 A • 1 B & 1 A • 1 B & 1 AA • 1 C & 1 AA • 2 x B • 2 x A • 1 AA & 1 A • 2 x AA 	

*All Testers must have held their badge for a minimum of 2 years.

6.2 Badge Awarding Pre-requisites and Workflow

- 6.2.1 Badge is awarded from the date of the completion which is when the Practical Test is marked competent in Netball Learning. If the Rules of Netball Exam or the Foundation Umpires course is not yet complete, the badge will be awarded on the date of completion of these two courses in the case of a C Badge.
- 6.2.2 If an umpire is badged without the pre-requisites completed, the MO must approve that the practical assessment can be completed prior to the other prerequisites. Before the badge is awarded in Netball Learning the pre-requisites must be completed.
- 6.2.3 The badge date awarded in Netball Learning is based on the date the test sheet is marked competent in Netball Learning by the MO.

Figure 6: Workflow of accreditation process

C Badge	B Badge	A Badge
<ol style="list-style-type: none"> 1. Foundation Umpires Course 2. Rules of Netball Exam 70% 3. Practical Test 	<ol style="list-style-type: none"> 1. C Badge Accreditation* 2. Intermediate Umpire Course 3. Rules of Netball Exam 80% 4. Practical Test 	<ol style="list-style-type: none"> 1. B Badge Accreditation 2. Elite Umpire Course 3. Rules of Netball Exam 90% 4. Practical Test

*Badges are award sequentially however in some circumstances if an umpire displays the competencies of a higher badge, they can be awarded that badge immediately.

6.3 A and AA Badge Endorsement

- 6.3.1 To remain an endorsed A or AA umpire, a practical re-assessment must be undertaken within four (4) years of the achievement date.
- 6.3.2 A successful completion of a higher badge level (AA or INUA) will supersede the due date of that umpire's current endorsement period.
- 6.3.3 A badge endorsement must be carried out on a competition that is of standard and quality, consistent with A badge testing, determined by the NDUF Fig 1 table page 7.
- 6.3.4 AA umpires may be endorsed as follows:
- AA umpires who are part of the High-Performance Umpire Program will be endorsed on a suitable level national event which allows the candidate to demonstrate the competencies required.
 - NA Head Coach of Performance Umpiring will determine suitable events as applicable.
 - NA will actively appoint cadets to NT&E Panels to ensure development and succession planning.
 - Testing for AA badge will be conducted by 3 members of the NT&E Pool who will form the Testing and Endorsement panel for that assessment.
- 6.3.5 AA badge endorsement must be carried out on competitions that are of standard and quality, consistent with AA badge testing, determined by the NDUF Fig 1 table page 7, (i.e. Initial Assessment by 2 members of the National Testing & Endorsement Pool on State League game of standard (4x15min quarters). The final Assessment is done with 3 members of NT&E Pool - including at least 1 member from the Initial Assessment panel on 1 x SSN Match.

6.4 Reaccreditation - On Court Umpires

- 6.4.1 On court umpires are required to complete a series of tasks over a four-year period following their successful attainment of either the NA C, B, A or AA badge. NA recommends that all umpires who attain their badge (become accredited) continue to upgrade their knowledge, skills, and competencies.
- 6.4.2 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:
- Contemporary and updated information in relation to netball and umpiring

- Rules knowledge and current interpretations
 - Having access to the most up-to-date techniques and skills related to umpiring.
- 6.4.3 NA 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 within the required timeframe.
- 6.4.4 An umpire updates their accreditation through the Netball Learning platform.
- 6.4.5 Appendix 5 - 8 provides an overview of each badge level updating requirements.
- 6.4.6 50% of the required updating should be completed through on court umpiring.
- 6.4.7 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.
- 6.4.8 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.
- 6.4.9 Applications for updating will be considered up to 48 months following the expiry date of the accreditation. Applications for consideration should be submitted to the relevant MO with a detailed explanation of why the accreditation was allowed to expire and what learning or umpiring has taken place in that period.
- 6.4.10 Any umpire whose accreditation has expired greater than 48 months, will no longer be considered to hold an accreditation and must re-enter the accreditation pathway, with being tested at their previous badge level.
- 6.4.11 Once an AA badge accreditation has expired for a period greater than 12 months, application should be made to NA for consideration. NA will determine a development plan to assist the umpire to update.

6.5 Updating - Presenters/Testers

- 6.5.1 If Umpire Presenters and Testers are no longer umpiring, they must have a current relevant pass mark for their badge level in the Rules of Netball Exam and undertake suitable mentoring and/or training through their MO, along with a relevant development plan to assist the presenter/tester to update their knowledge. They will be known as an unendorsed umpire.

Figure 7: Reaccreditation Requirements for 'on court' Umpires

See page Appendix 5-8 for full breakdown of reaccreditation requirements

C Badge	Complete 20 points in 4 years.
B Badge	Complete 40 points in 4 years.
A Badge	Complete 80 points in 4 years.
AA Badge	Complete 120 points in 4 years. NB: Endorsement of an International Netball Umpire Award (INUA) will also endorse an AA badge if the endorsement test is undertaken on a NA sanctioned event. If not, a separate AA endorsement test will be required.

6.6 International Netball Umpire's Award

The World Netball Policy states:

- 6.6.1 Umpires who hold their country's highest national badge, and who are identified as talented, may be trained for the INUA by senior qualified umpiring personnel.
- 6.6.2 Individual umpires who have the necessary prerequisites and believe they have been overlooked may make an application to World Netball.
- 6.6.3 Those who achieve the INUA are listed by World Netball on the International Umpires Register.
- 6.6.4 World Netball appoints umpires to all International Matches and World Netball 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 NA nationally sanctioned and identified events and activities. Umpires are then developed through high performance programs which provide high quality coaching education and competition opportunities.

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

Figure 8: Netball Australia High Performance Umpire Pathway

	UMPIRE	COMPETITION/EVENT
NATIONAL HIGH PERFORMANCE UMPIRE PATHWAY	SSN Umpire Squad	Netball World Cup Commonwealth Games International Test Series Fast5 World Series Netball World Youth Cup Suncorp Super Netball Suncorp Super Netball SN Reserves Australian Netball Championships State League National Camps and other developmental activities
	Talent and Development Squad	Suncorp Super Netball SN Reserves Australian Netball Championships National Netball Championships MO Exchanges State League National Camps and other developmental activities Developing Umpire Camps (where relevant)
	MO based programs and initiatives	State League MO Exchanges Development Squads Camps/Workshops State Titles Association Championships Association Tournaments

Figure 10: Netball Australia High Performance Umpire Programs

Program	Accreditation Requirement	Description	Servicing	Coaching support
SSN pre-season preparation program SSN Umpire Squad	Endorsed A/AA badged umpires	<p>The programs focus on programming and supporting preparations/function for seasonal SSN competitions.</p> <p>This support in turn contributes to retaining, evolving, and further developing Australia's high-performance umpires.</p> <p>The nature of those supports include (but are not limited to) high quality coaching, select individual development plans, select Diamonds performance support staff and networks inputs, NA National Institute Network relationships from time to time and additional high-quality resources combined with a focus on facilitation of high-performance behaviours and Squad cultures.</p>	Netball Australia	Nationally appointed umpire coaches
Talent and Development Squad	Endorsed A umpires	The focus is on supporting emerging high performance umpires, SSN Casual contract, umpires through varied development requirements and identified activities as relevant under the guidance and support of Netball Australia and Member Organisations	NA & MO	Nationally appointed umpire coaches.

7.2 Member Organisation Exchange Programs

7.2.1 The purpose of the MO Exchange Program is to provide opportunities for developing umpires, not part of the NA High Performance Umpire Program, to umpire with training support in another MO.

7.2.2 MO Exchanges are arranged at the discretion of each MO.

7.2.3 All associated costs (travel, accommodation, meal allowance) are to be paid by the organising MO there must be a reciprocal exchange so that the opportunities within the host MO are not reduced.

7.3 Member Organisation Umpire Performance Appraisal Request

7.3.1 MO's may apply to the NA High Performance Manager to conduct a performance assessment (refer to appendix 10) to assess an umpire's current performance level and further 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 assessments are conducted by up to three (3) nationally appointed umpire coaches.

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 up to two (2) games of the highest standard available within the MO 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 It is essential 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 to progress.
- 8.1.3 To receive a badge, the umpire must be rated as competent in each area of the assessable performance criteria set for the level concerned.
- 8.1.4 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.
- 8.1.5 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, to focus on improving their knowledge, skills and techniques to the required level.
- 8.1.6 To assist all involved in umpire development and assessment, NA 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.

- 8.1.7 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.

8.2 Ratings Definitions

The level of proficiency required for each competency area has been divided into five 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.

8.3 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 set 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 19) and discipline of team officials and bench players (Rule 18 - Discipline of Team Officials and Bench Players) appropriately, using game management procedures (Rule 18).	Not expected	Sometimes	Consistently	Expertly
Works well with co-umpire.	Sometimes	Usually	Consistently	Expertly
Uses "possession" call to provide clarification to players.	Not expected	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 Rule 17.	Usually	Consistently	Consistently	Expertly
Distinguishes between fair contest and contact that interferes.	Not expected	Usually	Consistently	Expertly
Penalises causing contact and inevitable contact Rule 17.	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 16.	Usually	Consistently	Consistently	Expertly
Penalises obstruction of a player not in possession of the ball Rule 16.	Sometimes	Usually	Consistently	Expertly

ADVANTAGE				
COMPETENCY	C BADGE	B BADGE	A BADGE	AA BADGE
Awards an Advantage on a 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
Penalises over a third and untouched centre pass.	Usually	Consistently	Consistently	Expertly

8.4. Summary of Competencies

BADGE LEVEL	SUMMARY OF COMPETENCIES
C BADGE	<p>Basic game management to keep game moving and maintain player safety to average standard matches.</p> <p>Basic procedural competence (late arrivals, failure to take the court, stoppages).</p> <p>Basic positioning and vision skills.</p> <p>Reactions/timing appropriate for low to average standard matches.</p> <p>Usually recognises and penalises obvious infringements, both major and minor.</p> <p>Applies “advantage goal” so as not to disadvantage non-offending team.</p>
B BADGE	<p>Intermediate knowledge of game management and implementation of procedures.</p> <p>Some understanding of when measures need to be taken to keep game safe (for example, overt unsportsmanlike conduct or dangerous play).</p> <p>Positioning and vision are not restricted to the immediate area where the ball is or the bulk of players are, to consider what is happening behind and ahead of play. This requirement is matched by the requirement that the candidate demonstrate basic advantage skills.</p> <p>More consistent recognition of minor infringements and more refined understanding (footwork, played ball for example).</p> <p>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.</p> <p>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).</p> <p>Advantage: vision skills allow some recognition of context of play and some assessment of what is of advantage to the non-offending team.</p>

BADGE LEVEL	SUMMARY OF COMPETENCIES
A BADGE	<p>Detailed understanding and application of all aspects of game management, including foul play and the actions that may be taken by umpires.</p> <p>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.</p> <p>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.</p> <p>Rule interpretations demonstrate an understanding of the rule, an attention to detail and a common sense application in the game context.</p> <p>There should be a high level of consistency across both minor and major infringements. In particular:</p> <p>Obstruction: consistently penalises all forms of 0.9m defence across court areas; consistently recognises obstruction of player without the ball</p> <p>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.</p>
AA BADGE	<p>**The AA badge is an elite umpiring qualification reserved for candidates who display the highest levels of technical proficiency, rule understanding and game management. The AA Badge is the badge of excellence.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Demonstrates 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.</p>

9. APPENDIX 1 - C BADGE PRACTICAL ASSESSMENT SHEET

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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 law to penalise obvious infringements. This is an **ENTRY-LEVEL BADGE ONLY** and holders should not expect a perfect display.

To successfully pass the C Badge Practical Assessment, umpires must be equal or 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, 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: _____ Association/League: _____
 Netball Learning email address: _____ Date: _____
 Pre-requisites: Rules of Netball Exam Mark: _____ Date: _____ Course: Foundation Umpire Course

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
COMMUNICATION			
Uses firm, decisive and clearly audible voice and gestures	USUALLY	<input type="radio"/> <input type="radio"/>	
Uses correct terminology and hand signals to penalise infringements and manage situations (Free Throws, Penalty Shots and actions (Time In, Time Up))	USUALLY	<input type="radio"/> <input type="radio"/>	
GAME MANAGEMENT			
Conducts pre-match checks and formalities effectively	USUALLY	<input type="radio"/> <input type="radio"/>	
Accurately keeps centre passes and signals goals	USUALLY	<input type="radio"/> <input type="radio"/>	
Shows some ability to manage stoppages and other match procedures (late arrival, failure to take the court)	SOMETIMES	<input type="radio"/> <input type="radio"/>	
Works well with co-umpire	SOMETIMES	<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	USUALLY	<input type="radio"/> <input type="radio"/>	
Demonstrate re-positioning to gain a clear view of the play	SOMETIMES	<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	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"/>	
MAJOR INFRINGEMENTS			
Recognise and penalise obvious instances of obstruction: • related to playing areas • related to playing the ball • related to the footwork rule	USUALLY	<input type="radio"/> <input type="radio"/>	

BADGE AWARDED YES NO C

Name	Email address	Badge	Endorsed Tester %
Tester 1:			
Tester 2:			

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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: • player in possession of the ball. • player not in possession of the ball.	USUALLY SOMETIMES	<input type="radio"/> <input type="radio"/>	
Recognise and penalise obvious instances of contact (Rule 12.2)	USUALLY	<input type="radio"/> <input type="radio"/>	
ADVANTAGE			
Applies the advantage rule where an advantage goal is scored.	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
GENERAL COMMENTS			

BADGE AWARDED YES NO C

Name	Email address	Badge	Endorsed Tester %
Tester 1:			
Tester 2:			

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10. APPENDIX 2 - B BADGE PRACTICAL ASSESSMENT SHEET

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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 time understanding of minor and major infringements; and some ability to distinguish between fair contact and contact that interferes with play.

To successfully pass the B Badge Practical Assessment, umpires must be equal or 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, 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: _____ Association/League: _____
 Netball Learning email address: _____ Date: _____
 Pre-requisites: Rules of Netball Theory Exam Mark: _____ Date: _____ Course: Foundation Umpire Course

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
COMMUNICATION			
Uses firm, decisive and clearly audible voice and gestures	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
Uses correct terminology and hand signals to penalise infringements and manage situations (Free Throws, Penalty Shots and actions (Time In, Time Up))	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	
GAME MANAGEMENT			
Conducts pre-match checks and formalities 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	USUALLY	<input type="radio"/> <input type="radio"/>	
Readiness to 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"/>	
MAJOR INFRINGEMENTS			
Recognise and penalise most instances of obstruction: • related to playing areas • related to playing the ball • related to the footwork rule	CONSISTENTLY	<input type="radio"/> <input type="radio"/>	

BADGE AWARDED YES NO B

Name	Netball Learning Email Address	Badge	Endorsed Tester %
Tester 1:			
Tester 2:			

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NETBALL AUSTRALIA
B BADGE PRACTICAL ASSESSMENT SHEET

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
MAJOR INFRINGEMENTS			
Recognise and penalise most instances of obstruction: • player in possession of the ball. • player not in possession of the ball.	CONSISTENTLY 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 contact 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	Netball Learning Email Address	Badge	Endorsed Tester %
Tester 1:			
Tester 2:			

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11. APPENDIX 3 - A BADGE PRACTICAL ASSESSMENT SHEET

A BADGE PRACTICAL ASSESSMENT SHEET

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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.

Rules 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, with only major infringements being discussed with regard to contact, that includes distinguishing between fair contact 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: _____		Association/League: _____	
Netball Learning Email Address: _____		Date: _____	
Pre-requisites: Rules of Netball Exam Mark: _____	Date: _____	Course: Elite 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.	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 formalises 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 sideline 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 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"/>	

BADGE AWARDED YES NO

A

	Name	Email address	Badge	Enforced Tester Y/N
Tester 1:				
Tester 2:				
Tester 3:				

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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 contact 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	Email address	Badge	Enforced Tester Y/N
Tester 1:				
Tester 2:				
Tester 3:				

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12. APPENDIX 4 - 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, decision-making and game management.

Candidates should demonstrate a complete understanding of all aspects of game management, and use good judgement and 'game sense' to apply procedures and actions at the right time for the right purpose. Most or all of these skills should be readily and consistently applied in all game situations.

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 the respective Member Organisation, with a copy sent to the umpire.

KEY

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

USUALLY: Candidate shows an 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: _____		Association/League: _____	
Netball Learning Email: _____		Assessment Date: _____	
Pre-requisites: Rules of Netball Exam Mark: _____	Exam Date: _____	Course: Elite 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.	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"/>	
Has good judgement 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 control.	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"/>	

BADGE AWARDED YES NO

AA

	Name	Email address	Badge
Tester 1:			
Tester 2:			
Tester 3:			

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NETBALL AUSTRALIA

AA BADGE PRACTICAL ASSESSMENT SHEET

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
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 	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 contact 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 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"/>	

BADGE AWARDED YES NO

AA

	Name	Email address	Badge
Tester 1:			
Tester 2:			
Tester 3:			

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[CLICK HERE TO ACCESS ONLINE PRACTICAL ASSESSMENT SHEETS](#)

13. APPENDIX 5 - C BADGE REACCREDITATION 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
Netball Australia Safeguarding Children and Young People (mandatory requirement)	Mandatory requirement
Attend MO Approved umpiring workshop	5 points
Attend MO Approved umpiring conference	10 points
Attend MO Approved umpiring camp	10 points
Complete a NA/MO online education course (non-accredited)	5 points per course
Complete the NA Online Foundation Umpire Course	5 points
Complete the NA Online Intermediate Umpire Course	10 points
Complete the ASC Community Officiating Essential Skills online course	5 points

14. APPENDIX 6 - B BADGE REACCREDITATION 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
Netball Australia Safeguarding Children and Young People (mandatory requirement)	Mandatory requirement
Complete the NA Elite Umpire Course	15 points
Attend MO Approved umpiring workshop	5 points
Attend MO Approved umpiring conference	10 points
Attend MO Approved umpiring camp	10 points
Complete a NA/MO online education course (non-accredited)	5 points per course
Complete the NA Online Foundation Umpire Course	5 points
Complete the ASC Community Officiating Essential Skills online course	5 points
Facilitate an approved NA/MO Course/Workshop	10 points (per 4 year cycle)

15. APPENDIX 7 - A BADGE REACCREDITATION 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
Netball Australia Safeguarding Children and Young People (mandatory requirement)	Mandatory requirement
Complete the Rules of Netball Theory Exam - 90% or higher (mandatory requirement)	5 points
Participate in NA Talent and Development Squad/SSN Umpire Squad	20 points
Participate in an approved MO Umpire Talent Program	10 points
Facilitate an approved NA/MO Course/Workshop	10 points (per 4 year cycle)
Attend MO Approved umpiring workshop	5 points
Attend MO Approved umpiring conference	10 points
Attend MO Approved umpiring camp	10 points
Complete a NA/MO online education course (non-accredited)	5 points per course

16. APPENDIX 8 - AA BADGE REACCREDITATION 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
AA (or IUA) Badge practical assessment (endorsement assessment) (mandatory requirement)	15 points
Practical umpiring (mandatory requirement) Top division State League ANC SN Reserves Suncorp Super Netball	65 points 1 point = 1 hour
Complete the Rules of Netball Theory Exam - 90% or higher (mandatory requirement)	5 points
Netball Australia Safeguarding Children and Young People (mandatory requirement)	Mandatory requirement
Participate in the SSN Umpire Squad	20 points
Participate in an approved MO Umpire Talent Program	10 points
Facilitate the Netball Australia Elite Umpire Course	20 points
Facilitate an approved NA/MO Course/Workshop	10 points (per 4 year cycle)
Attend MO Approved umpiring workshop	5 points
Attend MO Approved umpiring conference	10 points
Attend MO Approved umpiring camp	10 points
Complete a NA/MO online education course (non-accredited)	5 points per course

17. APPENDIX 19 - ELITE UMPIRE COURSE – PARTICIPANT EVALUATION FROM

ELITE UMPIRE COURSE – PARTICIPANT EVALUATION FROM

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

Member Organisation:		
Contact Name:		
Contact Details:	(m)	(w)
	(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:	

[CLICK HERE TO DOWNLOAD THE EVALUATION FORM](#)

18. APPENDIX 10 - UMPIRE PERFORMANCE APPRAISAL FORM



UMPIRE PERFORMANCE APPRAISAL FORM

Umpire name:	
Address:	
Contact details:	(m)
	(e)
Date of birth:	
Current badge:	Endorsed A Badge: <input type="checkbox"/>
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.

REQUEST FORMS ARE TO BE SUBMITTED TO NETBALL AUSTRALIA

Email: matt.lyons@netball.com.au

Post: Matt Lyons - Head of Performance, People and Systems, Netball Australia, PO Box 13285, Law Courts VIC 8010

[CLICK HERE TO DOWNLOAD THE APPRAISAL FORM](#)