



Netball Australia

UMPIRE SELECTION POLICY

2 September 2022

NETBALL AUSTRALIA UMPIRE SELECTION POLICY

Netball Australia pays respect to the traditional custodians of our ancient continent, Aboriginal and Torres Strait Islander peoples, we honour their continuing connection to country and their custodianship of the world's oldest living culture.

Where relevant, in this Policy - reference to Netball Australia includes Suncorp Super Netball and the Confident Girls Foundation.

Netball Australia's Purpose: We are the ultimate team sport. Netball is the place to belong, be your best and be bold.

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A. Purpose

Netball Australia selects and manages high performance umpires through the National High Performance Umpire Pathway (as amended and updated from time to time). Conduct associated with the selection, assessment, and performance management of umpires across Netball Australia's High Performance Umpire Pathway is objective, transparent, and fair.

This Umpire Selection Policy (Policy) applies to umpires, officials, and Netball Australia staff in the management of Australian umpires participating in the NA High Performance Program/Events.

The aim of this Policy is to ensure transparent and fair processes are applied to the selection and assessment of the Suncorp Super Netball (SSN) Umpire Squad and the Talent & Development Umpire Pool (the Netball Australia High Performance Umpire Program).

The Netball Australia High Performance Umpire Program objectives are to select and support Umpires as determined by Netball Australia in preparation for competition in line with the High Performance Umpire Pathway, and to provide the best opportunity for success at national and international competition.

B. Definitions

In this Policy, the following definitions apply:

“Australian Netball Championships”	Netball Australia's second tier domestic netball competition. If the competition ceases to exist or its name is changed in any way and for any reason, any subsequent or successor competition substantially similar to the Australian Netball Championships netball competition that is conducted by Netball Australia.
“Conflict of interest”	is a conflict between personal and professional interests. This includes but is not limited to the following interests: family member, close personal relationship, current coach, selector, employment within a Member Organisation.
“EGM – Performance”	means the NA Executive General Manager (or equivalent role if the job title is changed) as referred to in this Policy and responsible for the nominated area.
“Member Organisation” (MO)	Eight State/Territory Netball Associations that are affiliated members of Netball Australia.
“Netball Australia” (NA)	means the national entity which is a member of and is recognised by WN as the entity governing Netball in Australia.

“Netball Australia Event”	<p>means the:</p> <ul style="list-style-type: none"> a) SSN b) ANC c) NNC d) Squad Camps; and e) any other netball event conducted under the auspices of Netball Australia.
“Netball Australia High Performance Umpire Program”	means both the SSN Umpire Squad and the Talent & Development Umpire Pool.
“Netball Australia Head Coach, Performance Umpiring”	means the NA role (or equivalent role if the job title is changed) as referred to in this Policy. The Head Coach, Performance Umpiring can act as the Chair of the Umpire Selection Panel.
“NA Head of Performance People & Systems”	means the NA role (or equivalent role if the job title is changed) as referred to in this Policy.
“Netball Integrity Policy Framework”	<p>means includes the following policies:</p> <ul style="list-style-type: none"> a) NA Code of Conduct; b) Child Safeguarding Policy; c) Member Protection Policy; d) Sports Medicine Policy; e) Competition Manipulation & Sports Wagering Policy for Elite Programs; f) Netball Integrity Policy Framework, Conduct and Disciplinary Policy; and g) any other rules of behaviour or policy prescribed from time to time by Netball Australia or WN, <p>as amended from time to time by Netball Australia or WN.</p>
“Replacement Umpire”	means an Umpire that has been appointed on a casual basis by Netball Australia.
“Squad Camps”	means any squad-based camp conducted under the auspices of Netball Australia.
“Suncorp Super Netball” (SSN)	Netball Australia premier professional netball competition.
“SSN Umpire Squad”	is part of the National High Performance Umpire Pathway.
“Talent & Development Umpire Pool”	is part of the National High Performance Umpire Pathway.
“Umpire”	means any Umpire who has nominated for selection in the High Performance Umpire Program or officiating in any Netball Australia Event.

“Umpire Selector, Performance Umpiring” means a person or persons appointed by Netball Australia to conduct an assessment process in line with any articulated selection guidelines.

“World Netball” (WN) formally the International Netball Federation, means the international federation recognised by the International Olympic Committee for the General Assembly of International Sports Federations as the entity responsible for governing netball internationally.

All other terms have their ordinary meaning as per the Netball Australia Constitution.

C. Key Policy Principles

A. Eligibility of Umpires

- A.1. Capacity to enter into a contract of employment with Netball Australia if it is offered.
- A.2. Ability to comply with the rules and regulations of the International Netball Federation.
- A.3. Umpires are qualified under the selection criteria in accordance with Section 3 of this Policy.

B. Terms and Conditions

- B.1. Umpires agree to terms and conditions of the umpire contract and/or event participation agreements with Netball Australia.

C. Selection of Umpires

- C.1. Selection is based on the integrity, objectivity, and discretionary application of selection criteria of the selection panel.

D. Umpire Wellbeing

- D.1. Umpires who apply but are not selected in the Netball Australia High Performance Umpire Program are to be provided with feedback and have access to confidential counselling services facilitated by Netball Australia.

E. This Policy remains in force unless otherwise determined by the Netball Australia Board.

F. Any change to this Policy shall be notified to relevant persons in accordance with the provisions of the Constitution.

D. Other Related Policies and Documents

The following NA policies and documents also apply to the application of this Policy by NA Staff and must be adhered to at all times:

- a. Netball Australia Constitution
- b. National Umpire Development Framework
- c. Netball Australia High Performance Umpire Pathway
- d. Netball Australia Head Coach, Performance Umpiring Position Description
- e. Netball Australia Umpire Performance Report
- f. National Netball Championship Event Manual

- g. Australian Netball Championship Event Manual
- h. National Umpire Selector Position Description
- i. World Netball Regulations
- j. All relevant and related documentation including policies and agreements, including but not limited to the National Integrity Framework.

POLICY PROCEDURES

1. Umpire Selection Panel

- 1.1 The Umpire Selection Panel shall comprise of three members:
 - 1.1.1 Netball Australia Head Coach, Performance Umpiring;
 - 1.1.2 any other Umpire Selector as determined by the EGM – Performance, in their absolute discretion, from time to time
 - 1.1.3 any other appointee to the Umpire Selection Panel as determined by the EGM – Performance, in their absolute discretion, subject to Section 1.2 below.
- 1.2 The Umpire Selection Panel will have experience in elite sport pathways, with a minimum of two members of the Umpire Selection Panel having demonstrated high performance umpiring experience and a minimum AA grade badge. Additional member(s) of the Umpire Selection Panel may have other relevant high performance sport experience, and hold a minimum A grade badge (does not require current, active endorsement).
- 1.3 The Netball Australia Head of Performance People & Systems (or comparable position, including but not limited to Netball Australia’s EGM – Performance) has authority to amend the composition of the Umpire Selection Panel at their discretion, including the appointment of an additional selector/s.
- 1.4 The EGM - Performance will seek the endorsement of the Netball Australia Chief Executive Officer for the appointment of the Umpire Selection Panel and this endorsement must be received for the appointments to be valid.
- 1.5 The Umpire Selector position description sets out the roles and responsibilities for which each Umpire Selector appointment is based and may be amended from time to time at the sole discretion of Netball Australia.
- 1.6 All Umpire Selection Panel position/s will be appointed for a fixed term period of no more than one year at the discretion of the EGM – Performance.

2. Responsibilities of the Umpire Selection Panel

- 2.1 The Umpire Selection Panel is responsible for:
 - 2.1.1 the selection, assessment and/or support of the SSN Umpire Squad and/or Talent & Development Umpire Pool;
 - 2.1.2 appointment of umpires to NNC, ANC and select other Netball Australia events from the umpires nominated by MOs in accordance with Section

- 2.3 or as nominated by the Umpire Selection Panel in accordance with Section 2.2; and
- 2.1.3 the selection of candidates for Casual Umpire contracts deemed available/necessary by NA from time to time in its absolute discretion.
- 2.2 The Umpire Selection Panel is not responsible for the nomination of umpires for NNC and ANC, however, it can nominate umpires from the High Performance Umpire Program to officiate in these events.
- 2.3 For clarity, MOs are responsible for nominating Umpires to participate in the NNC and ANC. The role of the Umpire Selection Panel is to confirm that each Umpire nominated by the MOs for the NNC and ANC complies with the selection criteria as detailed and released by Netball Australia from time to time.

3. Selector Responsibilities

- 3.1 Decisions of the Umpire Selection Panel are final. Where the Umpire Selection Panel is split as to any selection, the Chair will have the deciding vote.
- 3.2 The Umpire Selection Panel has the ability to recommend to NA that additional selections and substitutions be made.
- 3.3 Any member of the Umpire Selection Panel with a conflict of interest (whether perceived, potential or actual) must notify the EGM – Performance of the conflict as soon as they become aware it exists.
- 3.4 Any member of the Umpire Selection Panel, that in the opinion of the Head of Performance People & Systems and/or EGM – Performance, has an unmanageable conflict of interest must take no further part in selection discussion and follow directions as provided by the Head of Performance People & Systems and/or EGM – Performance.
- 3.5 In the event that the EGM – Performance receives written notification of a conflict of interest by an Umpire Selection Panel member or a conflict of interest is brought to the attention of the EGM – Performance by an individual, the EGM – Performance will make reasonable enquiries and determine whether a conflict of interest exists in line with Section 3.4 above.
- 3.6 All members of the Umpire Selection Panel must:
- 3.6.1 attend all selection activities (i.e., meetings, events, trainings, teleconferences) as deemed necessary by Netball Australia and directed by the Head of Performance People & Systems;
- 3.6.2 act with integrity and objectivity in all aspects of the selection process in complying with this Policy and other related policies and documents;
- 3.6.3 maintain detailed records and selection materials to ensure that communications and meetings are appropriately recorded;
- 3.6.4 comply with Netball Australia policies and procedures as notified from time to time; and
- 3.6.5 ensure the confidentiality of all selection activity, to only be disclosed to the Umpire Selection Panel and appropriate Netball Australia staff, as directed by the Head of Performance People & Systems.

- 3.7 Umpire Selection Panel members should be aware that if these requirements are not met, NA may consider removal of that member from the Umpire Selection Panel and termination of engagement.

4. Umpire eligibility for selection

- 4.1 The eligibility criteria for selection as an Umpire in the High Performance Umpire Program is as follows:
- 4.1.1 capacity to enter into a contract of employment with Netball Australia if it is offered;
 - 4.1.2 ability to comply with the rules and regulations of WN and Netball Australia;
 - 4.1.3 suitability in accordance with the selection criteria under Section 5.2 below;
 - 4.1.4 registered member of a MO and therefore a member of Netball Australia; and
 - 4.1.5 have not by their actions or omissions brought themselves, Netball Australia, or the game of Netball into disrepute
- 4.2 In exercising their sole and absolute discretion the Umpire Selection Panel may select Umpires to the High Performance Umpire Program based on one or more the following selection criteria:
- 4.2.1 SSN Umpire Squad (pre-season preparation and/or season contract) – at minimum, hold a current endorsed A badge (or international equivalent);
 - 4.2.2 Talent & Development Umpire Pool – at minimum, hold a current endorsed B badge (or international equivalent);
 - 4.2.3 previous international and/or national performances;
 - 4.2.4 current international and national performances;
 - 4.2.5 current or previous level of skill and physical fitness (which may include medical advice on any current or potential injury or condition).
 - 4.2.6 demonstration of leadership through the conduct of professional relationships.
 - 4.2.7 demonstration of behaviours that align to the spirit of the game, positive brand portrayal and Netball Australia values; and
 - 4.2.8 other factors considered by the Umpire Selection Panel to be relevant.

5. Selection to the Netball Australia High Performance Umpire Program

- 5.1 Selection of umpires by Netball Australia may be made at the following:
- 5.1.1 International Test matches;

- 5.1.2 Netball Australia Events (including, for clarity, any SSN Squad contracted preparation period and/or developmental/camp activity); and
- 5.1.3 overseas national competitions at a commensurate standard to the Netball Australia events as determined by the EGM – Performance.
- 5.2 Selection to the Netball Australia High Performance Umpire Program can also take place through an expression of interest process as declared by Netball Australia in its absolute discretion.
- 5.3 Any Umpire can be added or removed from the Program at any time in accordance with this Policy.
- 5.4 Where an Umpire is unable to fulfil squad commitments, as determined by Netball Australia acting reasonably, the Umpire Selection Panel has the ability to promote eligible Umpires to the applicable squad/event.

6. Netball Australia High Performance Umpire Program composition

- 6.1 Appointments to the High Performance Umpire Program will be made annually. Netball Australia may appoint the Umpires to the High Performance Umpire Program on such terms and conditions as appropriate.
- 6.2 The composition numbers of relevant squads will be determined from year to year prior to the opening of nominations by Umpires at the sole discretion of the EGM – Performance. As a guide, the SSN Umpire Squad will comprise of between 12 to 20 Umpires, however Netball Australia may vary this number in its absolute discretion based on operational and personnel requirements and budget.
- 6.3 Replacement Umpires may be invited into the High Performance Umpire Program at the discretion of the Umpire Selection Panel.
- 6.4 Where an Umpire is selected/deselected in the SSN Umpire Squad in accordance with Section 7, their position in the original squad or pool they may be replaced at the discretion of the Umpire Selection Panel.

7. Umpire Removal from the Netball Australia High Performance Umpire Program

- 7.1 Subject to any employment agreement with NA (in which case the terms of the employment agreement will apply), an Umpire may be removed from a Netball Australia High Performance Umpire Program at the sole discretion of Netball Australia for reasons including but not limited to:
 - 7.1.1 failure to adhere to the Netball Australia Code of Conduct, Employment Agreement and/or participation agreement, and Terms of Agreement;
 - 7.1.2 injury or illness resulting in the umpire's incapacity to fulfil obligations;
 - 7.1.3 performance, skill and/or fitness levels are not at required standard;
 - 7.1.4 no longer meeting selection criteria;
 - 7.1.5 breach of the NA Constitution, Netball Integrity Policy Framework or other policies or procedures as deemed applicable by NA; or

7.1.6 cessation of membership with a Member Organisation.

8. Feedback and Wellbeing

- 8.1 Successful and unsuccessful umpires will be advised of the outcome of selection prior to public announcement.
- 8.2 Individualised feedback will be provided to any non-selected umpire during the notification process. Individualised feedback shall be provided to the umpire by the Netball Australia Head Coach, Performance Umpiring, or others as determined by the EGM – Performance.
- 8.3 A timetable for the establishment of the Netball Australia High Performance Umpire Program will be released annually, with wellbeing support being made available by Netball Australia as required.

9. Appeal in respect of non-selection

- 9.1 An Umpire, who fails to be selected for the Netball Australia High Performance Umpire Program pursuant to the criteria set out in this Policy, may appeal against their non-selection as set out in this section.
- 9.2 An appeal can only be made on the ground that the Umpire Selection Panel, in making their decision, failed to comply with the Policy (the Appeal).

9.3 Notice period

- 9.3.1 Any Appeal by an Umpire under this Section must be lodged in writing (Notice of Appeal) to the Netball Australia CEO within 48 hours of notification by Netball Australia to the Umpire of their non-selection.
- 9.3.2 The affected Umpire is the only person who may lodge an appeal.
- 9.3.3 The Notice of Appeal must be lodged in the prescribed form (located here) which will include the submission and any accompanying evidence in support of the Appeal.
- 9.3.4 An Appeal may be withdrawn by the Umpire at any time during the Appeal process prior to the Appeal Tribunal's decision, by way of written notification to the Netball Australia CEO.
- 9.3.5 Failure to comply with the appeal time frame will result in the appeal being dismissed by the Netball Australia Chief Executive Officer.

9.4 Appeals Tribunal

- 9.4.1 Where the Netball Australia CEO has authorised an investigation into the appeal an Appeals Tribunal shall be established in accordance with this Section.
- 9.4.2 The Netball Australia CEO will determine the appointees to the Appeals Tribunal.
- 9.4.3 The Appeals Tribunal will consist of three members including:

- 9.4.3.1 a person with knowledge of the sport, with international competition experience;
- 9.4.3.2 a person with legal background who may be a qualified lawyer to chair the appeal; and
- 9.4.3.3 any other person deemed appropriately skilled and experienced to the function of the Appeals Tribunal as appointed by the Netball Australia CEO.
- 9.4.4 Persons party to or directly interested in the Appeal may not act as a member of the Appeals Tribunal.
- 9.4.5 The Appeals Tribunal does not have the power of selection or reselection. Where appropriate, the Appeals Tribunal may refer the matter back to the Umpire Selection Panel for consideration in accordance with Section 5.
- 9.4.6 The decision of the Appeals Tribunal will be binding on the parties.

9.5 Appeal Hearings

- 9.5.1 The Appeals Tribunal shall consider the Notice of Appeal and determine in its absolute discretion whether:
 - 9.5.1.1 the matter should be dismissed because there is no credible evidence, submission, or argument to satisfy the grounds of the appeal or the Appeal is vexatious or frivolous; or
 - 9.5.1.2 the Appeal should be subject to a hearing conducted by the Appeals Tribunal.
- 9.5.2 The Appeals Tribunal must conduct the appeal in accordance with the principles of natural justice and procedural fairness.
- 9.6 The Appeals Tribunal is not bound by the rules of evidence and may inform itself as to any matter in such manner as it thinks fit.
- 9.7 The Appeals hearing shall take place as soon as practicable at the convenience of the parties in a manner determined appropriate by the chair, including telephone or in person.
- 9.8 Parties of the Appeal may be permitted a support person. For the avoidance of doubt this may not be a legal representative or a qualified lawyer.
- 9.9 The Umpire making the Appeal will be offered access to Netball Australia's Employee Assistance Program during the Appeal process and must make themselves available for the Appeal as directed by the Appeal Tribunal.
- 9.10 The decision of the Appeals Tribunal shall be a majority decision and its decision notified in writing to the Netball Australia CEO, EGM - Performance and the Umpire who has lodged the Appeal within 5 business days of the hearing.
- 9.11 The written decision will include:
 - 9.11.1 if the Appeals Tribunal considers the ground/s alleged to be made out, it shall recommend that the Umpire Selection Panel reconsider the Umpire's selection.

- 9.11.2 a requirement that the Umpire Selection Panel shall comply with the direction of the Appeals Tribunal; and
- 9.11.3 any further selection decision of the Umpire Selection Panel under direction of the Appeals Tribunal to reconsider the matter shall be final and binding.

10. Policy Review

- 10.1 This Policy is subject to ongoing monitoring and review by NA at its sole discretion and depending on the needs of the business.

END

Reference Number:	HP006
Policy:	NA Umpire Selection Policy
Effective Date:	2 September 2022
Author:	NA Head of Performance People and Systems
Owner:	EGM Performance (or comparable position)
Approval Level:	NA Board
Date Last Reviewed:	17 August 2022
Scheduled Review Date:	Every 2 years, November 2024
Supersedes:	All previous policies and/or statements

ANNEXURE 1

NETBALL AUSTRALIA NOTICE OF APPEAL

Notice of Appeal must be lodged within 48 hours of notification of non-selection.

To: Chief Executive Officer
Netball Australia
191 Johnston Street
Fitzroy VIC 3065

Via email: integrity@netball.com.au

Date		
Name		
Details of Non-Selection	I wish to appeal against the decision of the Umpire Selection Panel as described below:	
	Notification Date: Specify the date the Umpire Selection Panel notified you of its decision.	
	Relevant Squad and/or Competition: Specify which squad selection process your appeal relates to, and any other relevant competition details.	
Grounds of Appeal (refer to Section 10.2 of the Umpire Selection Policy) Specify which section(s) of the Umpire Selection Policy you believe the selection panel has failed to comply with.	The grounds on which my appeal is based on are as follows: [Attach additional pages if necessary]	
Supporting information Provide information, examples and/or evidence (including copies of relevant documents and/or correspondence) to support your appeal.	[Attach additional pages if necessary]	
Acknowledgment:	I have read and understood the Umpire Selection Policy, including Item 10, which relates to appeal in respect of non-selection.	
Signed:		

ANNEXURE 2

NETBALL AUSTRALIA RECORD OF APPEAL

Appeals Tribunal Members	Name: Name: Name:	
Umpire's Name and Status		Date Formal Appeal Received: / /
Submission by the Umpire		
Selection Criteria relied on by the Umpire		
Evidence produced by the Umpire		
Details of all attendees at hearing (including representatives if granted):	Name: _____ Name: _____ Name: _____ Name: _____ Name: _____ Name: _____ Name: _____ Name: _____	
Method of Hearing	<input type="checkbox"/> On the Papers OR <input type="checkbox"/> Hearing	
Appeal Tribunal Decision (Note: the Appeals Tribunal does not have the power of selection or reselection. Where appropriate, the Tribunal may refer the matter back to the Selection Panel for consideration)		

Reason for Decision	
Date of Decision	
Record of Appeal Tribunal Decision completed by	Name: Position in Netball Australia: Signature: _____ Date: / /
Signed by	Tribunal Member: (name and signature) Tribunal Member: (name and signature) Tribunal Member: (name and signature)

Note: *Netball Australia Umpire Selection Policy* will be applied by the Appeals Tribunal in respect of its deliberations and decision making.

This record and any notes must be kept in a confidential and safe place.

A copy should be retained by Netball Australia.