

*TNA acknowledge the traditional custodians of the
land on which we play*

2024

Tuggeranong Netball Association Umpire Development Framework



TUGGERANONG
NETBALL
ASSOCIATION INC

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Revision History

| Issue | Issue Date | Amendment detail |
|-------|------------------|--|
| 1.0 | 14 February 2024 | Combined Umpire Handbook and Academy Document to form new Umpire Framework, applied policy template format |
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Welcome to Umpiring at TNA

Umpiring is an integral part of the Australian netball community, especially at TNA. Umpires help keep the game safe, fair and fun for everyone as well as developing skills like communication, resilience, professionalism and leadership.

The TNA Umpire Development Framework (the Framework) provide our TNA members with an outline of the current umpire development pathways available at TNA. The Framework also direct members to further information they are required to know as an umpire at TNA.

TNA places great value on our umpires and we champion the integral role that umpires play in our association. At TNA, we are committed to giving each club/school equal opportunities to find their strengths and display their talents from our grassroots competitions on a Saturday through to representative duties at ACT Junior Championships and HCF State League.

Our umpiring principles at TNA are to make umpiring:

EXCITING - SAFE - FUN

Getting into Umpiring

Umpiring is a great way to be involved in netball and the greater TNA community. We always need umpires and are happy for everyone to be involved.

First things first, is that you will need to know the rules of netball. You can simply do this by visiting the following link: [Umpire Resources - Netball ACT](#)

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.

TNA recognises that 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. In order to improve, their performance is 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 at TNA.

TNA recognises the significant contribution that proficient and intelligent umpiring makes to the sport of netball. We therefore consider 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, TNA:

- 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 all levels;
- implements education, training and mentoring programs for umpires at all levels through TNA's Learn to Umpire pathway;
- promotes opportunities for talented umpires to perform and attain qualifications commensurate with their abilities;
- educates the TNA Community about the Rules of Netball and the role of umpires;
- establishes appropriate mechanisms for comments and feedback regarding umpire performance; and,
- will investigate and sanction individuals/groups that abuse umpires and bring the game into disrepute.

TNA has developed and implemented this comprehensive Umpire Development Framework to attract, develop and retain quality umpires at all levels of the sport for the Tuggeranong Netball Community.

N.B. All umpires must be a minimum of 11 years old (as of 1 January 2024) to be eligible to umpire.



TNA Expectations and Behaviour

At TNA, we expect our umpires to be enthusiastic, accountable, and professional at all times.

As with any TNA members, our umpires are also subject to [TNA By-Laws](#), [TNA Sports Behaviour and Discipline Policy](#) and Codes of Conduct. Umpires are required to also adhere to the Member Protection Policy and Code of Conduct as available on Netball Australia's website ([Integrity Policies - Netball Australia](#)).

Umpiring Attire at TNA

All umpires are required to wear a white shirt and/or jumper and appropriate footwear when umpiring at all levels. This is a requirement of World Netball.

To ensure that our trainee umpires receive the correct support when training, all trainee umpires are to wear an umpire vest provided by TNA each Saturday.

Two different types of vests are available:

1 for trainee umpires (L-plates, umpired up to 6 games), and

1 for developing umpires (P-plates, once off L-plates and up to 2nd year of umpiring).

These vests are handed to umpires when they sign on for their duties each game. Vests are to be return after each game.

For further information, please contact TNA's Umpire Coordinator at umpires@tuggeranongnetball.com.au.

TNA Umpire Development Pathways (Program Matrix)

| TNA Program Name | Target Age group | Grades you will umpire or commit to umpire as part of your program | Support/Training provided | Experience required | Cost to participant | Outcome for Member |
|----------------------------------|--|--|---|--|------------------------------|--|
| NSG Umpires | TNA require all umpires provided by Schools/Clubs be over the age of 18 years old. | NSG Years 2 and 3 | <ul style="list-style-type: none"> Clubs/schools are to organise umpires for their NSG years 2 to 3. TNA also requires for clubs and schools to manage the development of these umpires. A 'Rules of NSG' course will be run in 2024 to assist members in learning how to navigate the different rules of NSG for years 2 to 3. NSG information books will be provided to all clubs/Schools for distribution to their community. | <ul style="list-style-type: none"> Over 18 years old only and familiar with the rules of Netball. | Cost of a white shirt/jumper | Increased knowledge of NSG rules to assist players. Athletes will be paid for all games umpired; payment will vary based on their experience levels – see fee structure. |
| Junior Rep Umpire Program | Junior rep players 13's to 15's age groups | Years 4, 5 and 6 | <ul style="list-style-type: none"> 'Intro to Umpiring' course Practical Training sessions Buddies with experienced TNA Umpire | <ul style="list-style-type: none"> Nil experience required Good attitude | Cost of a white shirt/jumper | Increased game knowledge and become more involved in the TNA community. Athletes will be paid for all games umpired; payment will vary based on their experience levels – see fee structure. |
| 'Learn to Umpire' Program | Club nominations <ul style="list-style-type: none"> 2 youth 2 adults | Years 4, 5 and 6 | <ul style="list-style-type: none"> 'Intro to Umpiring' course Practical Training sessions Buddies with experienced TNA Umpire | <ul style="list-style-type: none"> Nil experience required Good attitude | Cost of a white shirt/jumper | <p>Increased game knowledge and become more involved in the TNA community. Athletes will be paid for all games umpired; payment will vary based on their experience levels – see fee structure.</p> <p>Once the winter competition season has finished, members in the 'Learn to Umpire' program will be assessed by the Umpire Coordinator as to where the athlete is up to in the stage of their development.</p> <p>There are 3 categories that members will be assessed as being in:</p> <p>Pass Members who have been deemed as successfully consistently umpiring Year 6 games with a few Intermediate Div. 3-4 games for their club, and/or have received their District Level 1 badge throughout the course of the year.</p> <p>Continued Development Members who have successfully umpired years 4 to 5, with a few year 6 games throughout the year and require umpiring more junior games to continue their development at a level reflective of their capabilities. These members will be offered a spot in the following year's program without the need to re-apply.</p> <p>Unsuccessful Members who are not developing or improving each week or have failed to turn up for rostered duties and/or continuously give away their rostered duties to other umpires, will be assessed as unsuccessful in the program and will not be considered for the following year's program if they are to re-apply.</p> <p>All members of the 'Learn to Umpire' program will be notified by email of the above once finals have been completed by TNA, and prior to Summer Competition commencing.</p> <p>Clubs will be notified of the above outcomes for their members, so the club can work in unison with the Umpire Coordinator for their members' umpiring development.</p> |

| TNA Program Name | Target Age group | Grades you will umpire or commit to umpire as part of your program | Support/Training provided | Experience required | Cost to participant | Outcome for Member |
|----------------------------|---|--|---|---|---------------------|---|
| TNA Umpires Academy | All Umpires within TNA have the opportunity to nominate. Nominations Open in January 2024. | Commit to umpiring a minimum of 2 junior rep carnivals and 1 weekend of NACT Junior Champs in the calendar year that you are selected to be a part of the program. Commit to umpire at a minimum competition level of Intermediates Division 3 on Saturdays. Commit to sitting the AANA Umpires Theory Exam and receiving a passing mark of 70% (** conditional – if do not already have a valid pass certificate). | <ul style="list-style-type: none"> • Mentor umpires through the NSG, junior rep and ‘Learn to Umpire’ programs. • 1 x fitness/practical training session per fortnight. • 1 x theory night per month (Wednesday or Friday night) to watch and learn from our NACT State League umpires and speak with senior NACT umpires. | All Umpires within TNA have the opportunity to nominate to participate in this program. | | Enhanced position in their development at the conclusion of the winter season, potential recognition by Netball ACT and potential national accreditation. Increased game knowledge and become more involved in the TNA community, especially with our trainee umpires. Athletes will be paid for all games umpired; payment will vary based on their experience levels – see fee structure. |

NOTE:

All selections for programs are completed by the TNA Umpire Coordinator and approved by the TNA Executive Committee.

Rosters for year 4 to 6 umpiring will be emailed out on Sundays/Mondays a week prior to an umpires allocated duty by the Umpire Coordinator and then reminders are posted on TNA’s Team White Facebook page on the Wednesday. [Facebook - TNA Team White](#)

All clubs and schools remain responsible for allocating umpires to all NSG games, and all Inters and Seniors umpire roster slots for your club.

TNA Umpire Badging System

TNA employ a district level badging system. This system rewards and recognises our aspiring athletes in our own TNA Umpire Development Pathway as each athlete progresses towards their national accreditation. This initiative is purely TNA/district related and is not recognised outside of TNA.

Each accreditation is assessed on an array of different criteria, including the standard of game that the umpire is officiating. Our badging accreditations and expectations are outlined in the following TNA Umpire Development Matrix:

| TNA District Level | Competencies achieved | Level of grade competent in umpiring | TNA requirements. |
|--------------------|--|--|--|
| TNA Level 1 | Competent in making calls where the ball is on court; clear whistle; mostly calls major infringements (contact, obstruction); usually calls minor infringements (footwork, held ball). | Competent in umpiring up to Year 6 Blue Division- Inters Division 4. | Once it has been identified that a trainee/developing umpire is performing consistently well, a District Level Badge assessment will be arranged. An All-Australian accredited umpire will conduct all district-based assessments. A copy of the TNA District Assessment Template is set out at <i>Attachment A</i> . |
| TNA Level 2 | Competent in making calls where the ball is on court and starting to look 1 pass ahead of play to recognise infringements off ball; clear and confident whistle and voice; set penalties correctly; mostly calls major and minor infringements. Competent in umpiring up to Inters Division 2- Seniors Division 3. | Competent in umpiring up to Inters Division 2- Seniors Division 3. | |

| TNA District Level | Competencies achieved | Level of grade competent in umpiring | TNA requirements. |
|--------------------|---|---|-------------------|
| TNA Level 3 | Competent in making calls both on and off ball; starting to use 'advantage' rule; learning to deal with high conflict games; clear, loud and confident whistle and voice. Competent in umpiring Inters Division 1-Seniors Division 1/2. | Competent in umpiring Inters Division 1-Seniors Division 1/2. | |

All other accreditations above a District Level 3 badge are an All-Australian/National accreditation and require All-Australian umpires to form an umpire assessment panel.

For more details, please see https://netball.com.au/sites/default/files/2019-06/National-Umpire-Development-Framework_2019-Edition_FINAL.pdf

Umpiring Complaints

Handling of all complaints, regardless of the nature of the complaint is to align with the [TNA Sport Behaviour and Discipline Policy and Process](#).

Formal complaints are to be emails to Integrity@tuggeranongnetball.com.au

TNA Umpire Fee structure

TNA acknowledges the crucial role that umpires play in ensuring safe and inclusive games of netball are played at TNA.

Below is TNA's umpiring fee structures for 2024.

Junior Rep

| Badge Level | Carnivals Local | Carnivals Interstate | Junior Champs Games and Finals | Junior Champs Reserve Final |
|--------------|-----------------|----------------------|--------------------------------|-----------------------------|
| Unbadged | \$80.00 | \$100.00 | \$18.00 | \$10.00 |
| TNA Level 1 | \$90.00 | \$110.00 | \$18.00 | \$10.00 |
| TNA Level 2 | \$100.00 | \$120.00 | \$18.00 | \$10.00 |
| TNA Level 3 | \$110.00 | \$130.00 | \$18.00 | \$10.00 |
| AANA C Badge | \$120.00 | \$140.00 | \$20.00 | \$10.00 |
| AANA B Badge | \$130.00 | \$150.00 | \$25.00 | \$10.00 |

NOTE: The above fixed pay rates for junior rep carnivals are based on a minimum of five games per carnival. If an umpire completes less than five games each carnival, they will be paid at the per game fee, as per the below pay rates.

Winter and Summer Competitions

The minimum pay for all umpires (NSG, Juniors, Inters and Seniors) is set out below. Clubs/teams should pay these expected rates to their umpires.

| Badge Level | Competition Game and Finals (per game) | Reserve Finals |
|--------------|--|----------------|
| Unbadged | \$15.00 | \$10.00 |
| TNA Level 1 | \$16.00 | \$10.00 |
| TNA Level 2 | \$17.00 | \$10.00 |
| TNA Level 3 | \$18.00 | \$15.00 |
| AANA C Badge | \$22.00 | \$20.00 |
| AANA B Badge | \$25.00 | \$20.00 |



Additional Training and Support Information

TNA members new to the umpiring arena through our 'Learn to Umpire' and Junior Rep Umpire Programs are provided with the following to assist them in learning the umpiring ropes at TNA:

“Rules of Netball” Course

This is an information session that covers all the rules of netball from ball sizes through to sending players off the court. Conducted through a sit-down theory component followed by some very light practical work where you will cover things like positioning, whistle blowing and infringement recognition. This course takes approximately 3 hours.

Practical Training

Practical training sessions are run on Monday nights during junior rep training sessions, approximately from 6:20pm to 7:10pm. Individual athletes will receive email notification of when their practical training sessions are scheduled.

1. Training sessions are match play based training sessions where athletes (trainee umpires) are partnered with a member of the TNA Umpires Academy.
2. One-on-One coaching is provided in a laidback environment where athletes can learn in a non-pressure situation. Athletes are notified by email the week prior to their scheduled training sessions and each athlete will receive between 2-3 practical training sessions, before they are progressed to training games outlined below.

Training Games

Training games will consist of trainee umpires buddied up with an experienced umpire on actual games. For these games, the system works as follows:

1. **Game 1** – the buddy will retake the trainee through pre-game procedures firstly. Once the game commences, the buddy will have the trainee shadow them for the first half of the game whilst trainee does simple things such as keeping tracking of and indicating the direction of the next Centre Pass. The Buddy will explain things as they go along so the trainee understands the why, and when of umpiring. After half time (or at the



second quarter if trainee is comfortable), the trainee will take over calls making calls for the second half of the game with the buddy shadowing them to assist them as they go along.

2. **Game 2** – trainee umpires will be partnered up with the same buddy from the previous week/game 1. This game, the trainee will take control of the entire from pre-game checks through to the end of the 4th quarter and will still be under the guidance of their buddy. During the first half of the game, the trainee will have their buddy shadow them up and down the sidelines and continue to provide feedback as the trainee goes along. During the second half of the game, the buddy will step back and watch from the sideline but provide feedback at the 3rd quarter interval and end of the game. Any trainee umpires who are still requiring some assistance at the end of this game, will be rostered on the following week with the same buddy for a final training game.

Solo Umpiring

Once a trainee umpire has completed their 'Rules of Netball' course, practical training sessions and training games, they are now ready and eligible to be rostered on to umpire on their own!


They will be supported by the Umpire Coordinator and rostered members of the Umpires Academy, who will be wandering and monitoring the courts to ensure that all umpires feel supported and are provided feedback in a timely manner.

Program and Participant Evaluation

Program and participant evaluation for the TNA Umpire Development Programs is conducted annually through a range of surveys.

However, ongoing feedback is encouraged at all times throughout the season and program timeframes. Feedback is to be sent directly to vp.competition@tuggeranong.netball.com.au and umpires@tuggeranongnetball.com.au at any time.

Attachment A – Umpire Assessment Form

| | | | | | | |
|--|-------------------------------|--|------------|------------------|-----------|--|
|  <p>TUGGERANONG NETBALL ASSOCIATION INC</p> | UMPIRE ASSESSMENT FORM | | | | | |
| | NAME | | | | | |
| | DATE | | | | | |
| | ASSESSORS | | | | | |
| COMMUNICATION | | | YES | SOMETIMES | NO | |
| Uses firm, decisive and clearly audible voice and whistle | | | | | | |
| Uses correct terminology and hand signals to penalise infringements and manage sanctions | | | | | | |
| COMMENTS | | | | | | |
| | | | | | | |
| | | | | | | |
| GAME MANAGEMENT | | | YES | SOMETIMES | NO | |
| Conducts pre-match checks and formalities effectively | | | | | | |
| Accurately keeps centre passes and signals goals | | | | | | |
| Works well with co-umpire | | | | | | |
| COMMENTS | | | | | | |
| | | | | | | |
| | | | | | | |
| POSITIONING, VISION AND TIMING | | | YES | SOMETIMES | NO | |
| Positions level with or slightly ahead of the ball on the sideline; times movement to goal line in relation to play and readjusts | | | | | | |
| Demonstrates re-positioning to gain a clear view of the play | | | | | | |
| COMMENTS | | | | | | |
| | | | | | | |
| | | | | | | |

| MINOR INFRINGEMENTS | | | | | | | | | | OCCURRENCE | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|-------------------|--|--|--|--|--|--|--|--|--|
| Footwork | | | | | | | | | | | | | | | | | | | |
| Incorrect Play the Ball (Replay) | | | | | | | | | | | | | | | | | | | |
| Positioning Incorrect - Offside, Throw-In, Centre Pass (if applicable) | | | | | | | | | | | | | | | | | | | |
| Possession / Toss-Up | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| MAJOR INFRINGEMENTS | | | | | | | | | | OCCURRENCE | | | | | | | | | |
| Contact | | | | | | | | | | | | | | | | | | | |
| Obstruction | | | | | | | | | | | | | | | | | | | |
| Obstruction without the Ball | | | | | | | | | | | | | | | | | | | |
| Defending out of court (if applicable) | | | | | | | | | | | | | | | | | | | |
| Advantage' rule where applicable | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| COMMENTS | | | | | | | | | | | | | | | | | | | |
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| | | | | | | | | | | | | | | | | | | | |
| ASSESSMENT PASS OR IMPROVEMENT NEEDED | | | | | | | | | | | | | | | | | | | |
| BADGE AWARDED | | | | | | | | | | | | | | | | | | | |