



Community Umpiring Guidelines

We live this game.



NETBALL
NEW ZEALAND
POITARAWHITI AOTEAROA

Our Community Umpiring Programme is made up of a diverse range of individuals who contribute as umpires, umpire coaches, assessors and umpire coach developers.

Netball New Zealand (NNZ) has almost 2,000 accredited umpires with nearly 2,500 who are umpiring but yet to be accredited. These umpires are supported by over 500 umpire coaches, who are in turn supported by more than 50 umpire coach developers.

Umpiring plays a pivotal role in enabling NNZ to service the game at a community level as well as providing a pathway for those who wish to take their umpiring further into high-performance environments.

Along with players and coaches, we value the contribution of those in our umpiring programme. Many people work tirelessly to help grow the game we all love.



Jennie Wyllie
Chief Executive, Netball New Zealand

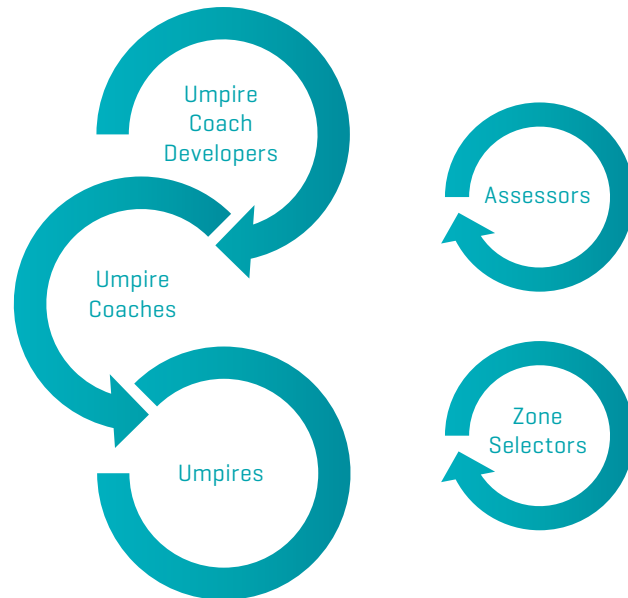


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Umpire Development in New Zealand

NNZ works with and supports Zones to take an active role in developing umpires, umpire coaches and assessors. There are many roles that contribute to umpire development.



Community

UMPIRES

The umpire's role is to apply the rules of the game with impartiality, fairness and consistency. Our beliefs are that umpires should be supported by umpire coaching, strive to be self-aware and have an interest in their own development.

UMPIRE COACHES

Umpire coaches facilitate learning and development for umpires. We believe in umpire-centred coaching where umpires are coached within the context of their own development. We strive to create safe learning environments where umpires are active in their learning and given time and space to reflect.

UMPIRE COACH DEVELOPERS

Coaching is changing and evolving constantly. We believe in the ongoing development of our umpire coaches and have developed (and will continue to develop) a range of development opportunities for our umpire coaches.

NNZ has trained more than 50 umpire coach developers who support the development of our umpire coaches.

These opportunities predominantly come in the form of:

- Umpire coach development workshops – online or face-to-face learning environments facilitated by an umpire coach developer
- Live coach support – where coaches are observed coaching umpires followed by an open-to-learning conversation with an umpire coach developer.

ASSESSORS

Assessors are an important part of supporting our umpires' development as they move through the Umpire Award Framework, by assessing them against the key performance indicators (KPIs) of each award level.

Once an umpire has developed to a certain level they will be screened. If they are successfully screened, they will be assessed against the criteria for promotion to the next award level.

We believe in the ongoing development of our assessors and have developed a programme to support them.

Programmes, Performance and Pathways

ZONE SELECTORS

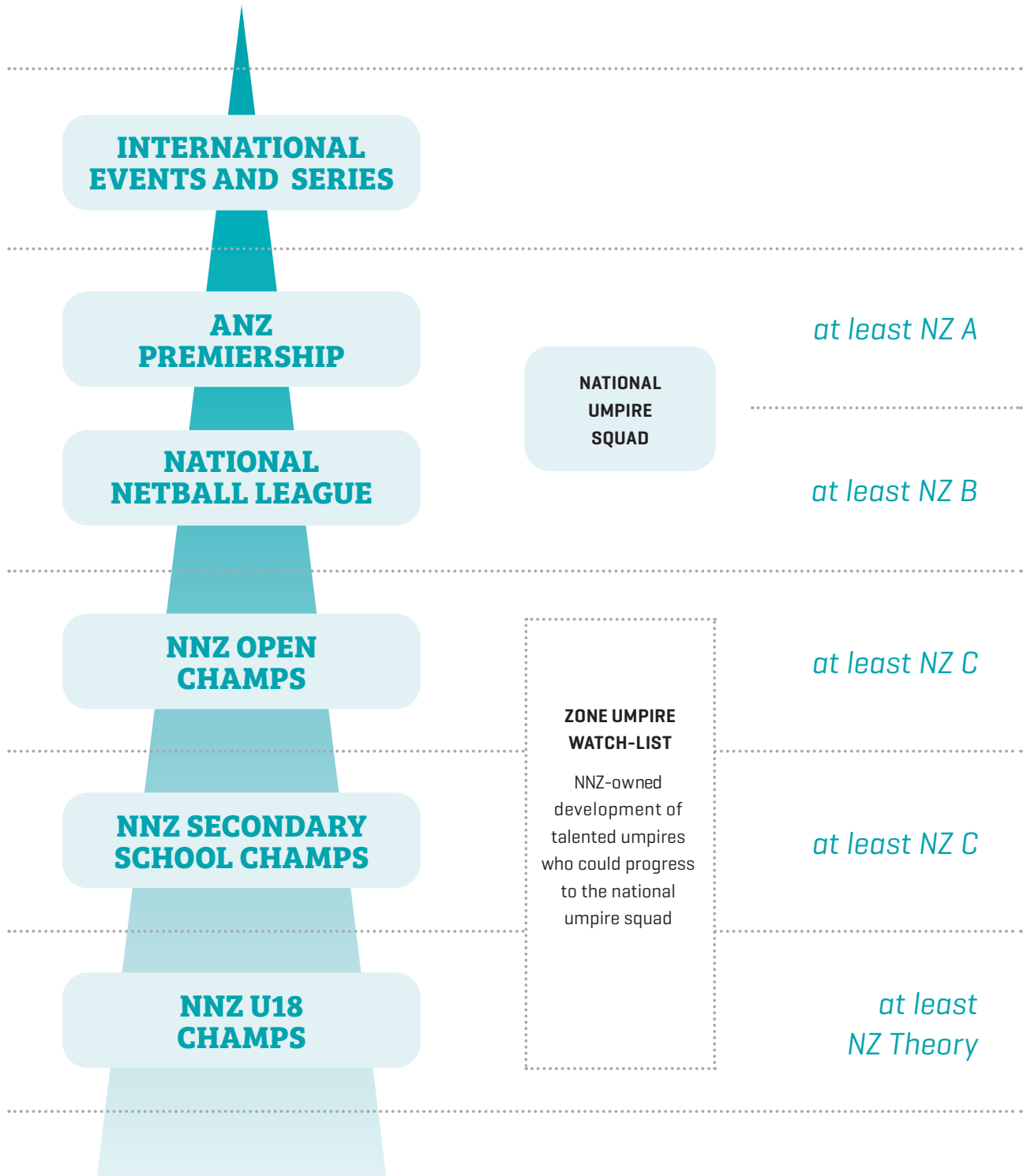
The role of umpire selectors in the Zones is to identify and select umpires for Zone tournaments and recommend umpires for the NNZ U18 Championships. Zones are responsible for appointing selectors.

UMPIRE LEADS

Umpire leads facilitate learning and development opportunities for all those involved in umpire development in New Zealand. This can include: professional development opportunities, programme design support, observation, mentoring, professional development plans, networking, monitoring and evaluation support.



New Zealand Umpire Pathway



New Zealand Umpire Accreditation Framework

AWARD	PREREQUISITE	PRACTICAL	ENDORSEMENT	SCREENING ^{1,2}	ASSESSMENT
Centre	<ul style="list-style-type: none"> Coaching Learning to Umpire Module Screening 	Local game <ul style="list-style-type: none"> 4x 10min or 2x 20min Or at least 40min consecutive game time	Every four years or gain higher badge	At least two assessors, allocated by the Centre	At least two assessors, allocated by the Centre
Zone	<ul style="list-style-type: none"> Centre Award Zone Theory Exam Pass Coaching Screening 	Minimum 4x 10 min game approved in the Zone or Centre	Every four years or gain higher badge	At least two assessors, who may be allocated by the Centre or Zone	At least two assessors, who may be allocated by the Centre or Zone
NZ C	<ul style="list-style-type: none"> Zone Award NZ Theory Exam Pass Coaching Fitness Level Screening 	Game standard approved by the Zone. At least 40 minute consecutive game time at a suitable level ²	Every four years or gain higher badge	At least two assessors, who may be allocated by the Centre or Zone	At least two assessors, who may be allocated by the Centre or Zone
NZ B	<ul style="list-style-type: none"> NZ C Award NZ Theory Exam Pass Coaching Fitness Level Screening 	Game standard approved by the Zone <ul style="list-style-type: none"> Minimum 4x 10 min game 	Every four years or gain higher badge	At least two assessors, allocated by the Zone ³	At least two assessors, allocated by the Zone ³
NZ A	<ul style="list-style-type: none"> NZ B Award Fitness Level Screening 	Games approved by the NNZ National Technical Officials Manager <ul style="list-style-type: none"> Minimum 4x 15 min game 	Every four years or gain IUA	At least two people from the NNZ Umpire Selection Panel or International Testing Panel ⁴	At least two people from the NNZ Umpire Selection Panel or International Testing Panel ⁴
IUA	<ul style="list-style-type: none"> NZ A Award 	Subject to World Netball	Every four years	International Testing Panel	International Testing Panel

Notes:

- Umpires must resit the relevant theory exam if they don't gain their practical within six years, and they must remain current with the previous practical level. For example, an umpire with NZ Theory must continue to have their Zone Award endorsed every four years until gaining their NZ Practical Award.
- An umpire who is not endorsed becomes non-current.
- Screenings and assessments may also occur at NNZ Domestic Events by an NNZ-approved Events Panel.
- Umpires will not be advised when they are being screened.

1. Screening will take place over one or more games.

2. If an assessment or screening is being conducted over two consecutive games, there should be no more than 15 minutes between games.

3. NNZ will work with Zones to identify a pool of assessors to screen and assess Umpires for their NZ B Award.

4. It is recommended that an umpire not be screened or assessed for their NZ A Award by their appointed coach.

Other Information

Endorsement Information

- Umpires wishing to have their NZ C, NZ B and NZ A Awards endorsed must have:
 - » A current fitness test pass (within two weeks of the most recent fitness testing deadline)
 - » Been successfully screened on an approved game
 - » A current NZ Theory exam pass.
- An umpire who does not endorse or upgrade within a four-year period may be considered for a previous award [e.g. a Zone umpire may become a Centre umpire] or will become non-current.
- Umpires must be successfully endorsed by the end of the fourth year but not within two years of gaining their award or endorsement.

Reporting

CENTRE UMPIRE AWARD

- The umpire and Centre will be emailed/given a copy of the assessment or endorsement report.
- Centres must update the database and file records with the Zone.

ZONE UMPIRE AWARD

- The umpire and Centre will be emailed a copy of the assessment or endorsement report.
- On completion, assessment reports will be forwarded by the assessor to the Centre and Zone.
- Zones will update the database and send a copy to NNZ monthly.

NEW ZEALAND B AND C UMPIRE AWARDS

- The umpire and Centre will be emailed a copy of the assessment or endorsement report.
- On completion, assessment reports will be forwarded by the assessor to the Centre and Zone.
- Zones will update the database and send a copy to NNZ monthly.

NEW ZEALAND A UMPIRE AWARD

- The umpire, Centre, Zone and NNZ will be emailed a copy of the assessment or endorsement report.

Badges, Certificates and Tracksuits

BADGES AND CERTIFICATES

- Centres or Zones may order badges for Zone umpires from NNZ.
- On receiving successful assessment reports, NNZ will send the umpire the NZ C Qualifying Badge and Certificate or NZ B Certificate.
- On gaining an NZ C Award, an umpire is entitled to purchase an NNZ tracksuit.

TRACKSUITS

- Tracksuits for umpires who achieve their NZ C Award may be ordered from NNZ. Umpires will receive a letter containing a link to the order form.
- Umpires who already hold an NZ Award can contact their Zone.
- Please allow up to six weeks for delivery.

Umpire Theory Exams

NNZ provides online learning and examination options as prerequisites for umpire awards. Candidates need to ensure they have access to a computer with a good internet connection.

	PRE-REQUISITE FOR	FORMAT	ELIGIBILITY ⁵	FREQUENCY
Learning to Umpire Module	Centre Umpire Award	Online module	Any new umpire	Always open
Zone Theory Exam	Zone Umpire Award	Online examination	Current Centre Umpires	Two per year
NZ Theory Exam	NZ Umpire Award	Online examination	Current Zone Umpires	Two per year

Learning to Umpire Module

This new umpire learning module helps umpires to understand some of the important rules of the game and techniques to help them with their umpiring.

The module also has questions that test umpires' understanding of the rules and techniques. Practice questions and answers are available here <https://www.netballnz.co.nz/netball-nz/community/umpiring.html>

Zone and New Zealand Theory Exams

The Zone Theory exam is conducted on the NNZ Learning and Development site and is a multi-choice/drag-and-drop exam.

The NZ Theory exam is a mix of multi-choice/drag-and-drop and questions where candidates are required to type a written answer.

Candidates must sit the examinations without the help from another person unless use of a reader/writer has been approved.

The use of a reader/writer may be approved for the Zone and/or NZ Theory exams under certain circumstances. Note: Candidates must send their request for a reader/writer to the NNZ National Technical Officials Manager via their Zone.

Zone and NZ Theory exams will be a maximum of 90 minutes' duration.

Dates

NNZ will provide dates for the Zone and NZ Theory exams each year.

⁵. An umpire must resit the relevant theory exam if they do not gain their practical within six years. Exemptions can be granted if there are extenuating circumstances. Umpires must apply to the NNZ National Technical Officials Manager via their Zone for an exemption.

Applications

Registrations are completed on the NNZ Learning and Development site, which can be accessed through the NNZ website.

Registrations must be completed by the closing date. Late or incomplete applications will not be accepted.

An online payment portal will be made available to candidates after registrations close. Candidates have two weeks in which to pay for their exam. If payment is not made by the date the payment portal closes, candidates will not be able to sit the exam. This date will be communicated to eligible candidates by NNZ.

Preparation

NNZ will provide sample questions and copies of past exams on the NNZ website.

Practice exams will be made available to Zone and NZ Theory candidates once registrations for those exams have closed.

Reader/Writer

NNZ acknowledges that candidates will require a reader/writer from time to time. Candidates wishing to have a reader/writer must contact the umpire lead from their Zone, via their tutor.

The role of the reader/writer is as follows:

- When reading the question, the reader/writer is restricted to reading the question as it is written. They may not add any information that adds context or describes the question in any other way.
- When writing an answer, the reader/writer must write the answer exactly as quoted by the candidate. They should not add any other information of their own to add clarity or context.

Responsibilities

NNZ will be responsible for advertising, writing, moderating and marking the exams, as well as communication with candidates after registrations have closed. NNZ will also provide sample/previous exams, results and moderators' reports to the Zones.

Zones are responsible for ensuring candidates are eligible to sit the exams as well as working with Centres so candidates know where to register and pay on the NNZ Learning and Development site.

Centres are responsible for working with candidates to ensure they are sufficiently prepared for the exams.

Learning and Development

NNZ has developed programmes to support the development of umpires, umpire coaches and assessors. Centres are encouraged to work with the umpire lead from their Zone to identify umpire development needs and arrange workshop delivery.

Umpire Development Programme

NNZ has developed a variety of umpire learning modules to help umpires and umpire coaches to continue to acquire and develop their skills.

Umpires and umpire coaches are both encouraged to attend workshops. Umpires and umpire coaches working and learning together help foster the umpire/umpire coach relationship and offer opportunities to apply learning and coaching skills in a practical way.

MODULE	TARGET AUDIENCE	KEY LEARNING OBJECTIVES
Techniques 1	New and Pre-Centre Umpire Award umpires	Understand Position, Vision and Timing and the impact these have on umpiring
Techniques 2	Centre umpires wishing to progress to their Zone Umpire Award	Understand Position, Vision and Timing and the impact these have on umpiring and how these affect decision-making for contact, obstruction and the application of advantage
Obstruction	Umpires and umpire coaches at all levels	Understanding of obstruction and to take part in discussions based on umpire-centred learning
Self-Analysis	Umpires who are working to attain Centre, Zone or New Zealand practical qualifications	Growing umpires ability to: <ul style="list-style-type: none">· Analyse umpires' current reality· Understand the skills required for success· Analyse key areas for development· Managing disappointment

Umpire Coach Development Programme

The aim of the Umpire Coach Development Programme is to support and develop our umpire coaches by providing an environment that supports and creates a sense of belonging, providing accessible ways of learning that meet the needs of our umpire coaches.

Our beliefs for coach developers working with coaches are:

- People need to be engaged to learn.
- Construct knowledge from the room.
- Maximise practical coaching time.
- Promote learning through reflection.

Note: Zones will invite applications for positions as umpire coaches at all levels. It is expected that all applicants to become a Zone or NZ coach will have attended the appropriate workshops and have been observed umpires being coached in live coach support settings.

MODULE	PREREQUISITE	TARGET AUDIENCE	KEY LEARNING OBJECTIVES
Introduction to Umpire Coaching	N/A	New Umpire Coaches	<ul style="list-style-type: none"> • Coaching vs assessment • Umpire-centred coaching as a holistic approach • GROW as a reflection tool • Questioning • 'Building blocks' approach to coaching skills • KPIs and coaching
GROW and Questioning	N/A	Umpire coaches who have attended the Introduction to Umpire Coaching prior to 2020 and did not attend the GROW and Questioning updates in 2020	<ul style="list-style-type: none"> • The GROW model as a reflection tool with umpires • Questioning as a tool to bring the GROW model to life
Unpacking	Introduction to Umpire Coaching	Umpire coaches who want to develop their identification of cause and effect when working with umpires	<ul style="list-style-type: none"> • Understand unpacking and how it fits with the GROW model • Understand cause and effect • Use GROW and questioning to assist the umpire to unpack • Apply the 'building blocks' philosophy
Post-match Discussion	Introduction to Umpire Coaching*	Umpires who want to add more tools to their coaching toolbox	<ul style="list-style-type: none"> • How to have challenging conversations
Building Effective Relationships	Introduction to umpire Coaching	Umpire coaches who want to develop skills to build a partnership with their umpires.	<ul style="list-style-type: none"> • Why relationships matter • Ways to develop the umpire/coach relationship. • Plan ways to develop a key relationship

* It is recommended that umpire coaches who have not attended either the Introduction to Umpire Coaching (2021 edition) or the GROW and Questioning modules (2020) attend a catch-up delivery of GROW and Questioning.

LEVEL OF COACH	COACHING UMPIRES' ELIGIBILITY
Centre	Up to Centre Award
Zone	Centre and Zone Awards
New Zealand	Up to NZ B Award

Assessor Development Programme

NNZ recognises that assessment and coaching require different yet complementary skills. An Assessor Development Programme is being developed to support assessors and selectors of umpires.

This programme will help assessors understand the differences between assessment and coaching, as well as support them in gaining a greater understanding of the KPIs and the wording in the assessment report of each award level. It also helps assessors share experiences and best practice.

Zones will invite applications for positions as umpire assessors at all levels. It is expected that all applicants to become a Zone or NZ coach will have attended the appropriate workshops. Umpire assessors will be appointed for a term of up to four years.

MODULE	PREREQUISITE	TARGET AUDIENCE	KEY LEARNING OBJECTIVES
Introduction to Assessment	N/A	New umpire assessors	Coaching vs assessment Note-taking Centre KPIs Post-match Report writing
Assessing Umpires for the Zone Umpire Award	<ul style="list-style-type: none"> Introduction to Assessment Centre assessors 	Centre assessors who are wanting to become Zone assessors	Equip participants with a comprehensive understanding of the assessment criteria for the Zone Umpire Award and the practical skills necessary to apply these criteria effectively in real assessment scenarios
Assessing Umpires for the New Zealand Umpire Award	<ul style="list-style-type: none"> Introduction to Assessment and Assessing Umpires for the Zone Umpire Award Zone assessor 	Zone Assessors who are wanting to become New Zealand Assessors	Equip participants with a comprehensive understanding of the assessment criteria for the NZ Umpire Award and the practical skills necessary to apply these criteria effectively in real assessment scenarios

LEVEL OF ASSESSOR	UMPIRE ASSESSMENT ELIGIBILITY
Centre	Up to Centre Award
Zone	Centre and Zone Awards
New Zealand	Up to NZ B Award

Umpire Coach and Assessor Observations

We believe that workshops and modules are only part of the development of our umpire coaches and assessors. The opportunity to practise skills that have been learnt and to reflect on these is critical to this development.

Zones offer the opportunity for umpire coaches and assessors to be observed while coaching or assessing umpires. The value of observation is the resulting discussion that promotes reflection and the ability to explore different ideas.

Observations will generally follow the principles of the GROW model and within the context of an umpire coach or assessor's own development.

Each Zone's umpire lead will be able to facilitate observation opportunities.

Fitness Testing

Information

Umpires must have high physical fitness to perform their duties. Those who hold a New Zealand Umpire Award have earned the right to wear the NNZ logo and are representing NNZ. Representing a national sporting organisation comes with a responsibility to uphold the high standards of the award. Therefore, NNZ has minimum fitness standards for the various levels of Netball as follows:

UMPIRE LEVEL	YO-YO TEST LEVEL	FITNESS TEST DEADLINE
Umpires selected by the NNZ Umpire Selectors for the NNZ Open Champs	15.1	1 August each year ⁶
Umpires selected by the NNZ Umpire Selectors for the NNZ Secondary Schools Champs	14.5	1 September each year
All umpires applying for NNZ U18 Champs	14.5	1 June each year
Umpires prior to screening for NZ B or NZ C, including endorsement	14.3	Within two weeks of the most recent fitness testing deadline
All other umpires [recommended]	13.2	N/A

Fitness testing deadlines each year for screening and endorsement of New Zealand Umpire Awards are:

15 March
1 June
1 September

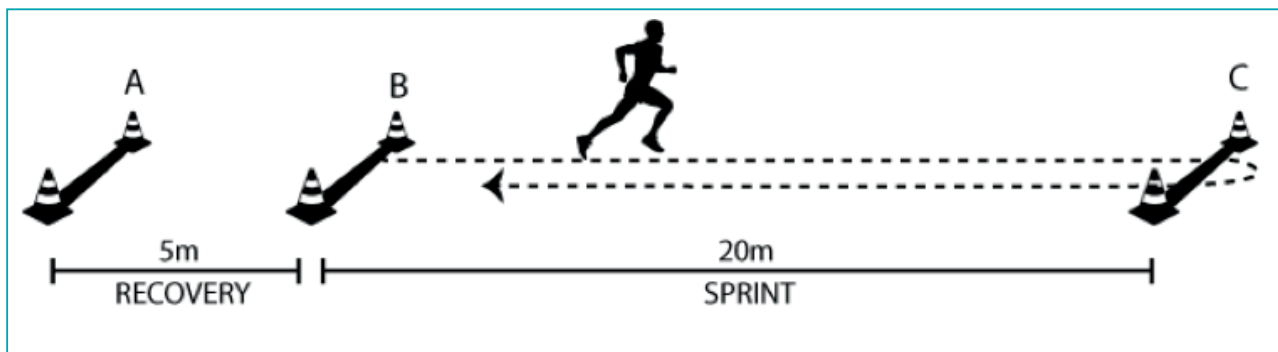
All umpires wishing to be appointed to NNZ events must provide current Yo-yo Test results in accordance with the table above. Current means within two weeks of the fitness testing deadline. Results should be forwarded to the Zone.

The Yo-yo Test must be carried out and verified by approved personnel.

Fitness testers are to be approved by Zones and should understand the requirements of the Yo-yo intermittent recovery test. They must not be an umpire participating in the test.

Yo-Yo Intermittent Fitness Test – Testing Protocols

Course layout: Cones or tape are used to mark out three parallel lines, 5 and 20m apart, as shown in the diagram below.



PREPARATIONS:

Make sure the participants are adequately prepared: well rested, hydrated and fuelled, familiar with the test procedure and motivated to perform to their maximum ability. Give clear and standardised instructions about the test and what is expected of them, including the importance of keeping in time with the recording and completing the full 20m run.

STARTING THE TEST:

All participants should line up along the starting line [cone B]. Participants start with both feet behind the starting line [cone B] and begin running when instructed by the audio recording. Each participant is to turn when they reach cone C [an audio beep will sound as a guide when they reach or are about to reach cone C] and return to the starting point. The participant must not start running early, must run the complete distance [including touching on or over the line at cone C], and return to the starting point before or in time with the recorded beep.

DURING THE TEST:

There is an active recovery period of 10 seconds between every 40m run, during which the participant must walk or jog to the next line [cone A] and return to the starting point. At regular intervals the running speed will increase.

FINISHING THE TEST:

The participants must continue for as long as they can. Some will choose to stop when they have reached their physical limit. For others, you will need to give a warning as they drop behind the required pace or make one of the errors listed below. On the second infringement they are pulled out of the test.

You give a warning when the participant:

- Does not come to a complete stop before starting the next 40m run
- Starts the run before the audio signal [breaking]
- Does not return to line B before the required audio beep
- Turns at the 20m mark without touching or going over the line [therefore running short].

Note: A participant is withdrawn from the test on the second warning.

SCORING:

After stopping or receiving two warnings, the participant's score is the level of the last fully completed successful shuttle.

6. It is expected that umpires wishing to be invited to the NNZ Open Champs will also meet the other three fitness testing deadlines.

National Event Appointments

Umpire Appointments

The NNZ Umpire Selection Panel is appointed by NNZ and will appoint umpires to the following national events:

- NNZ Open Champs
- NNZ Secondary Schools Champs
- Other events as required.

Selections will be made in accordance with the relevant NNZ Umpire Selection Policy.

For the NNZ U18 Champs, NNZ will seek nominations for umpires from Zones, which should be received by NNZ before 30 May.

Event Coaching Panels

Event coaching panels will be appointed for all events.

The NNZ Open Champs and NZ Secondary Schools Champs are considered high-performance pathway events for umpires. Coaching panels for these events will be made up of members from the NNZ Umpire Selection Panel. The coaching panel may be supplemented with a coach from the National Umpire Squad or Zone umpire watch-list coach.

The NNZ U18 Champs Coaching Panel will be made up of people identified by NNZ as those who are actively involved in the development of umpires.





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