



**NETBALL**  
NEW ZEALAND

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# **Community Umpiring Manual**

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**2019**

**We live this game.**



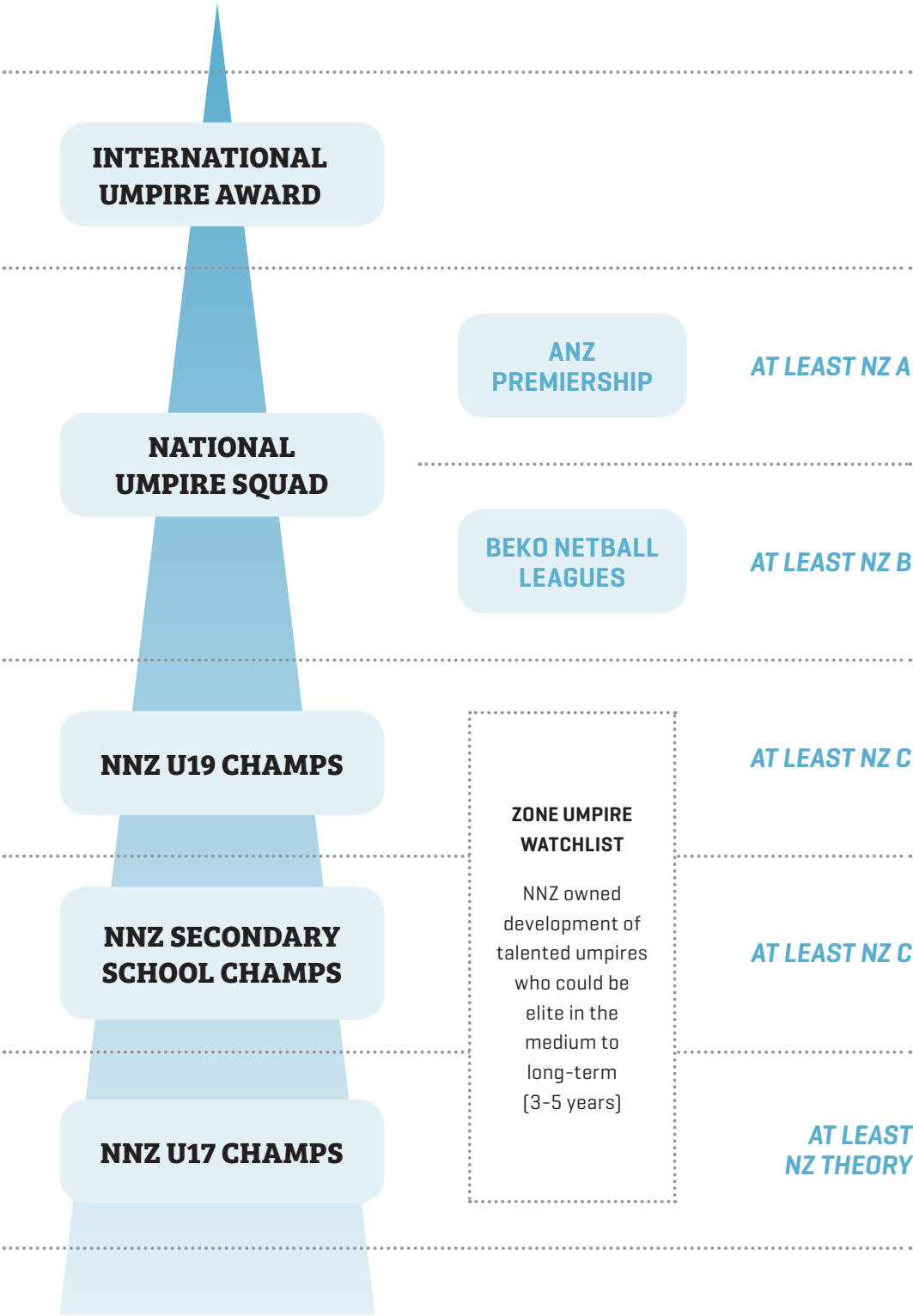




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# New Zealand Umpire Pathway



# New Zealand Umpire Accreditation Framework

AWARD	PREREQUISITE	PRACTICAL	ENDORSEMENT
<b>Centre</b>	<ul style="list-style-type: none"> <li>Coaching</li> <li>Centre Theory pass</li> <li>Screening</li> </ul>	Local game · 4 x 10 minutes · 2 x 20 minutes Or at least 40 minutes consecutive game time	Every 4 years or gain higher badge
<b>Zone</b>	<ul style="list-style-type: none"> <li>Centre Award</li> <li>Zone Theory pass</li> <li>Coaching</li> <li>Screening</li> </ul>	Minimum 4 x 10 minute game	Every 4 years or gain higher badge
<b>NZ C</b>	<ul style="list-style-type: none"> <li>Zone Award</li> <li>NZ Theory pass</li> <li>Coaching</li> <li>Fitness level</li> <li>Screening</li> </ul>	Game standard approved by NZUDG · 4 x 10 minutes or at least 3 x 15 minutes	Every 4 years or gain higher badge
<b>NZ B</b>	<ul style="list-style-type: none"> <li>Zone or NZ C Award</li> <li>NZ Theory pass</li> <li>Coaching</li> <li>Fitness level</li> <li>Screening</li> </ul>	Game standard approved by NZUDG · 4 x 10 minutes or · 4 x 15 minutes	Every 4 years or gain higher badge
<b>NZ A</b>	<ul style="list-style-type: none"> <li>NZ B</li> <li>Coaching</li> <li>Recommended</li> <li>Fitness level</li> <li>Screening</li> </ul>	4 x 15 minutes only at National League or similar events	Every 4 years or gain IUA
<b>IUA</b>	<ul style="list-style-type: none"> <li>NZ A</li> </ul>		Every 4 years

## NB:

- Zone Theory may not be attempted until the Centre Award is obtained. NZ Theory may not be attempted until the Zone Award is completed.
- Umpires must re-sit 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.

# Umpire Awards

## CENTRE UMPIRE AWARD

### Procedures and Information

- All umpires who have passed their Centre Online Theory will be coached towards their practical assessment.
- At least two Centre coaches or assessors should screen umpires for their readiness to sit the Centre Practical Test.
- At least two Centre assessors should assess the umpire.
- Coaches and assessors will be allocated to umpires by the Umpire Coach Assessor Coordinator [or equivalent] in the Centre.
- The umpire and Centre will be emailed a copy of the assessment report.
- Once an umpire gains the Centre Award, they must undertake an endorsement assessment every four years to remain current.
- An umpire who passes the assessment will be known as a Centre Umpire.
- All Centre Umpires should complete the fitness test.
- Centres must update the database and file their records annually with the Zone.

### Prerequisites

- A Centre Umpire must have a Centre Theory pass.
- All Centre Umpires should have completed a Centre Umpire Course, which should include:
  - » An introduction to the rules of the game
  - » The techniques of umpiring
  - » How to read the game
  - » The protocols and the rules in practice.

### Screening

- Screening will take place over one or more games.
- An umpire will not be advised when they are being screened.

## ZONE UMPIRE AWARD

### Procedures and Information

- Umpires will be coached for the Zone Award by New Zealand or Zone Coaches.
- At least two coaches or assessors will screen umpires for their readiness to be assessed for the Zone Award.
- At least two assessors shall assess an umpire for the Zone Award.
- Coaches and assessors will be allocated to assess an umpire by the Centre or Zone Coordinator (or equivalent).
- The umpire will be emailed a copy of the assessment report.
- Within three days, a copy of the assessment report will be filed with the Centre Coordinator, who will forward a copy to the Zone office within seven days of the assessment.
- The Zone office will add the details to the database and will send the details to NNZ in the monthly return.
- A Zone Umpire should complete fitness testing.
- Centres or Zones may order badges for Zone Umpires from NNZ.

### Prerequisites

- A current Centre Umpire Award.
- A current pass in the NNZ Zone Theory examination.

### Screening

- Screening may take place at approved games in the Zone or Centre.
- Screening will take place over one or more games.
- An umpire will not be advised when they are being screened.

### Endorsements

- Once an umpire gains the Zone Award, they must undertake an endorsement assessment every four years to remain current. If the endorsement assessment is after four years and if their theory pass is more than six years old, then they must also re-sit the Zone Theory.

### Reporting

- The Zone will send a report to NNZ by the fifteenth of each month between April and October, detailing who has passed the Zone Award.

## NEW ZEALAND B AND C UMPIRE AWARDS

### Procedures and Information

- Umpires will be coached towards NZ B and NZ C Awards by New Zealand coaches.
- For NZ C, at least two coaches or assessors shall screen the umpire to determine whether they are ready to be assessed. This includes assessing for endorsements.
- For NZ C, at least two assessors will assess the umpire.
- For NZ B, at least two coaches or assessors, one of whom is on the New Zealand Umpire Development Group [NZUDG], shall screen the umpire to determine if they are ready to be assessed.
- For NZ B, at least two assessors will assess the umpire and one of the assessors must be on the NZUDG.
- Coaches and assessors will be allocated by the Centre or Zone Coordinators or NNZ Event Panel Coordinators.
- The NZ B upgrade or endorsement assessment may be done on games approved by the NZUDG or at selected NNZ events.
- An NZ C Award Umpire can be assessed for a NZ B Award if the prerequisites are met.
- The candidate will be assessed according to the key performance indicators [KPIs].
- Successful umpires will be emailed a copy of the NZ C or NZ B Umpire Award report. A copy will be filed with the Centre Coordinator within three days. The Coordinator will forward a copy to Zone office within seven days of the assessment.
- The Zone office will add the details to the database and forward the details to NNZ in the monthly return.
- Once NNZ receives the report, they will send the successful candidate the NZ C qualifying badge and certificate or NZ B upgrade certificate.
- On gaining the NZ C Award, an umpire is entitled to purchase a NZ Umpire tracksuit.

### Prerequisites

1. Current fitness test result.
2. Successful screening.
3. For NZ C, a current Zone practical. For NZ B upgrade, a current NZ C Award.
4. A current pass in the NZ Theory examination.
5. Screening may take place at an NNZ event or at approved games in the Zone or Centre.

### Endorsements

- NZ B umpires must be successfully endorsed by the end of the fourth year but not within two years of gaining the NZ C Award or endorsement.
- An NZ B or NZ C umpire who chooses not to endorse or who fails to be successfully endorsed or upgraded within the 4-year period will become non-current.



- Prerequisites 1, 2, 4 and 5 listed above apply to endorsements. Some exceptions may apply and should be discussed with the Zone Umpire Coordinator in the first instance.
- Reporting
- The Zone will send a report to NNZ by the fifteenth of each month between April and October, detailing who has passed their NZ C or NZ B.

## NEW ZEALAND A UMPIRE AWARD

### Procedures and Information

- Umpires in the National Umpire Squad will have a coach appointed by the National Technical Officials Manager.
- To be considered for an NZ A Award, an umpire must be successfully screened by at least two people who are on the NNZ Umpire Selection Panel or New Zealand's International Testing Panel. It is not recommended that an umpire be screened by their appointed coach.
- Assessments will be done by two people who are on the NNZ Umpire Selection Panel or New Zealand's International Testing Panel, and assessments will be done at an approved event or game. This will usually be a National League game. It is not recommended that an umpire is assessed by their appointed coach.
- The umpire shall be emailed a copy of the NZ A Award and the endorsement report, and a copy will be filed with the NNZ office within seven days.
- An NZ A Award may only be awarded on games approved by the NNZ National Technical Officials Manager. They may include games outside the National League if they meet the criteria in the Umpire Accreditation Framework and are deemed of a suitable standard.

### Prerequisites

- Current fitness test result.
- Successfully screened.
- Current NZ B Award, or for endorsement, a current NZ A Award.

### Screening

- Screening must take place at an approved event.
- Screening will take place over one or more games.
  - » At least one screener should be a member of the NNZ Umpire Selection Panel or New Zealand's International Testing Panel or be an International Testing Panel cadet. The second may come from the NZUDG.

### **Endorsements**

- An NZ A umpire will be assessed for endorsement by the end of the fourth year but not within two years of gaining the award.
- An NZ A umpire who chooses not to endorse may be considered for NZ B or NZ C awards or may become non-current.
- An NZ A umpire who fails to successfully endorse shall become an NZ B, NZ C or non-current umpire, depending on the level they are assessed at.
- All prerequisites listed above apply.

## **INTERNATIONAL UMPIRES AWARD**

### **Procedure and Information**

- The International Umpires Award is an International Netball Federation (INF) Award. International Testing Panel members are responsible for assessing umpires for the award.

### **Prerequisites**

- Is currently umpiring at the highest national level within the umpire's country or region.
- Holds the highest national umpiring award within the country or region.
- Has passed an INF IUA fitness test.
- Has been successfully screened by the International Testing Panel.

### **Assessment Panels**

- The International Testing Panel is responsible for assessing umpires for this award.

### **Endorsements**

- An umpire must have the award endorsed every four years by the International Testing Panel.

## **RECOGNITION OF PRIOR LEARNING**

Netball New Zealand recognises the qualifications of umpires from other countries who take up residence in New Zealand. Every effort will be made to acknowledge prior learning and enter the umpire at an appropriate level on the Netball New Zealand Accreditation pathway. To be considered for recognition, the applicant must complete the Application Form for Recognition of Prior Learning.

<http://netballnz.co.nz/Downloads/Assets/Download/513208/1/Umpire%20Recognition%20of%20Prior%20Learning.pdf>

## UMPIRES' CODE OF CONDUCT

### All umpires shall:

- Respect all people regardless of race, gender, religion or position
- Apply the rules without fear or favour
- Uphold the standards of the New Zealand Umpire Awards
- Display high standards of behaviour and personal appearance and promote a positive image of netball and umpiring at all times
- Support and encourage other umpires and officials
- Be courteous, respectful and open to discussion and interaction.

## APPAREL

### Tracksuits

- Tracksuits for umpires who achieve their NZ C Umpire Award may be ordered from NNZ. Umpires will receive a letter that contains a link to the order form.
- Umpires who already hold a New Zealand Umpire Award can contact their Zone.
- Please allow up to six weeks for tracksuits to arrive.



# Umpire Theory Exams

## CENTRE THEORY TESTS

- At Centre level, Netball New Zealand will provide an online theory test. A certificate is awarded when the candidate passes the test. This should be saved and presented to the local Netball Centre.
- Practice Questions and Answers are available on the NNZ website.
- All umpires must pass the online test before attempting the Centre Award.
- Centres shall keep a record of candidates and the results.

## ZONE AND NEW ZEALAND THEORY EXAMINATIONS

### Dates

- Each Netball New Zealand theory examination will be held twice a year.
- Examination dates and registration deadlines will be advised by 30 November each year.

### Eligibility

- Candidates for the Zone Theory exam must be current Centre Award umpires.
- Candidates for the NZ Theory exam must be current Zone Award umpires.
- An umpire must re-sit the relevant theory exam if they don't gain their practical within six years. Exemptions can be granted in the case of serious illness, injury or pregnancy. The umpire must apply in writing to the NNZ Technical Officials Manager for an exemption. The umpire and the Zone will be advised of the outcome.

### Applications and Fees

- Registrations are completed on the NNZ Learning and Development site, which can be accessed through the NNZ website.
- Registrations must be completed by 5pm on the closing date. Late or incomplete applications will not be accepted.
- An online payment portal will be made available to candidates two days after registrations close. Candidates have two weeks to pay for their exam. If payment is not made by 5pm on 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.
- Once a candidate has registered and paid to sit the exam, cancellations will be treated as follows:
  - » If a written notice of cancellation is received no less than ten days before the exam, a refund will be given less 10 percent.
  - » If written cancellation is received between ten and five days before the exam, a refund will be given less 50 percent.

- » If a written notice is received less than five days before the examination, NO refund will be given.

**NB:** NNZ will accept transfers to the next examination at the same level if requested by the candidate or Zone and if the request is received no less than seven days from the date of the exam they want to be transferred from.

- A candidate may attempt the same level paper twice in one year.
- NNZ may allow a candidate to use a reader-writer, or have other special conditions apply, in certain circumstances. A request should be forwarded to the NNZ National Technical Officials Manager via the Zone.

### **Preparation**

The following resources will be available on the NNZ website to help tutors and candidates prepare for their theory exams.

- Sample questions
- The latest theory paper and other suitable papers including online practice exams

## **RESPONSIBILITIES FOR ZONE AND NEW ZEALAND THEORY EXAMS**

### **Netball New Zealand Responsibilities**

- Provide an online exam twice a year
- Advise closing dates annually
- Forward instructions directly to candidates no less than seven days before the examination
- Send a list of candidates with the results and certificates to the Zone to forward to Centres
- Place a copy of the exam script, the suggested answers, an examiner's report and statistics on the Netball New Zealand website

### **Zone Responsibilities**

- Identify needs of each Centre relating to theory examinations
- Liaise with Centres to ensure the candidates have registered and paid online for the Zone exam
- Ensure all candidates have access to a computer with a good Internet connection and a quiet space to complete the exam
- Check all registrations on the New Zealand Learning and Development site are verified and the candidate is eligible
- Forward applications for special conditions to NNZ for approval
- Ensure all results are entered on the Zone's database



### **Centre Responsibilities**

- Ensure candidates know where to register and pay on the New Zealand Learning and Development site
- Ensure applicants are aware they may choose a suitable location to sit the exam. They must have:
  - » Access to a good Internet connection
  - » A quiet space to sit the exam.

### **Use of a Reader-Writer or Other Special Conditions**

- Candidates must sit their exam without help from another person unless use of a reader-writer or other special conditions have been authorised.
- The use of a reader-writer or other special conditions may be authorised for theory examinations under certain circumstances. **NB:** Candidates must send their request for a reader-writer to NNZ via the Zone.

### **Unsuccessful Previous Attempts**

- A candidate who has unsuccessfully sat a theory examination one or more times may apply to use a reader-writer or to have other special conditions. The candidate must make a written application to NNZ via the Zone.

### **Approval and Conditions for the Examination**

- The candidate shall be advised of the outcome of their application no less than 14 days before the examination.
- The Umpire Development Manager may discuss the application with other personnel to help with making a decision.
- NNZ must be advised of the reader-writer no less than seven days before the examination.
- If a reader is used, the reader shall read the question as it is written and should not convey any hints or messages.
- If a writer is used, the writer shall record the answer exactly as provided by the candidate.
- Any cost associated with this application will be met by the candidate.

The length of examination will be 1 hour 30 minutes.

# Fitness Testing

## Procedures and Information

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

UMPIRE LEVEL	YO-YO TEST LEVEL
Umpires selected by the NNZ Umpire Selectors for the NNZ U19 Champs	15.1
Umpires selected by the NNZ Umpire Selectors for the NNZ Secondary Schools Champs	14.5
All umpires applying for NNZ U17 Champs	14.5
Umpires prior to screening for NZ B or NZ C, including endorsement	14.3
All other umpires	13.2

- All umpires who are wishing to be appointed to NNZ events must provide current Yo-Yo Test results.
- All umpires must complete the Yo-Yo Test prior to being screened for NZ A, NZ B and NZ C assessment.
- The Yo-Yo Test must be carried out and verified by approved personnel.
- A document containing effective tips for yo-yo testing can be found here:  
[http://netballnz.co.nz/Downloads/Assets/Download/210167/1/Effective%20Yo-yo%20Testing\\_f\\_FINAL\\_240117.pdf](http://netballnz.co.nz/Downloads/Assets/Download/210167/1/Effective%20Yo-yo%20Testing_f_FINAL_240117.pdf)

## Netball New Zealand Responsibilities

- Set all dates relating to the fitness testing
- Provide the Fitness Testing Guidelines
- Approve fitness testers (Once approved, testers will have to reapply only if new guidelines are introduced.)

## Zone Responsibilities

- Appoint approved personnel to carry out the programme and testing
- Send the names of all new Zone fitness testers to NNZ by 25 February each year
- Provide a fitness testing reporting form to the fitness tester
- Return the notification form to NNZ by 15 March, 1 June and 1 September
- Maintain a database of fitness results

### **Fitness Tester Responsibilities**

- Test umpires according to the Fitness Testing Guidelines
- Provide test result data on the notification form promptly

### **Requirements of a Fitness Tester**

- Must have a thorough understanding of the requirements of the Yo-Yo Test
- Must be approved by NNZ
- Must not be an umpire participating in the test

### **Centre Responsibilities**

- Send names of fitness testers to Zones by 20 February each year.
- Send fitness testing results to Zones BEFORE 15 March, 1 June and 1 September

### **Dates for Fitness Testing**

To ensure umpires have current Yo-Yo Test results for events, qualifying, endorsements and upgrades, NNZ requires Zones and Centres to test umpires just prior to the following dates annually:

**15 March // 1 June // 1 September**



# Umpire Development

## NEW ZEALAND UMPIRE DEVELOPMENT GROUP

The focus of the New Zealand Umpire Development Group (NZUDG) is to support the Zones and to take an active role in overseeing and leading the development of umpiring in the Zones. The NZUDG provides a critical link between NNZ and the Zones.

### Key Functions

- Assist Zones to develop and implement umpire development plans
- Attend Zone Umpire Development Group meetings (or their equivalent)
- Assist with the training, mentoring and monitoring of Zone and Centre coaches and assessors
- Assess umpires (through qualification, upgrade and endorsement) during the year and at events
- Prepare individual plans and assist with coaching of all NZ A and NZ B Award umpires who are not in the National Umpire Squad or Zone watch list
- Identify talented umpires and recommend umpires to the NNZ Umpire Selection Panel
- Assist with modules and workshops
- Attend professional development opportunities as required
- Other tasks as agreed with NNZ

## ZONE UMPIRE DEVELOPMENT GROUP

Zones are encouraged to establish Zone Umpire Development Groups that will link closely to the Zone Community Netball Manager and Zone Umpire Development Officer. The Zone Umpire Development Group should include umpires, umpire coaches and assessors and NNZ High Performance Squads. At least one NZUDG member will be in this group as a link to NNZ.

### Key Functions

In conjunction with Zone Community Netball Managers, Performance Managers and Umpire Development Officers, the Zone Umpire Development Group will:

- Prepare and co-ordinate the delivery of umpire development and assessment plans that link with NNZ's plan
- Link with Centres and assist with their development and assessment plans where required
- Support the development of umpire coaches and assessors within the Zone, for example, by setting training workshop dates, recruiting and appointing event panels for Zone events
- Co-ordinate Zone and New Zealand umpire assessments where Centres require assistance
- Implement Talent Development Programmes to link with NNZ programmes.

## CENTRE UMPIRE DEVELOPMENT GROUP

Centres are encouraged to establish a Centre Umpire Development Group that will link closely to the Zone Umpire Development Group, Zone Community Manager and Zone Umpire Development Officer. The Group should include umpires, umpire coaches and assessors and NNZ High Performance Squads (if any).

### Key Functions

In conjunction with the Zone Community Netball Manager and Development Officers, the Centre Umpire Development Group will:

- prepare and co-ordinate delivery of NNZ and Zone umpire development and assessment plans
- Support and co-ordinate umpire coaches and assessors within the Centre
- Implement Talent Development Programmes to link with NNZ and Zone programmes.

## UMPIRE COACH DEVELOPER

In 2020 NNZ will move away from the NZUDG method of delivery to the Sport New Zealand Coach Developer system. This system focusses on the development of Umpire Coaches which flows on to the development of Umpires.



**Umpire Leads** facilitate learning and development for Trainers and Coach Developers.

This can include: Professional development opportunities, programme design support, observation, mentoring, PD plans, networking, monitoring and evaluation support



**Trainers** facilitate learning and development for coach developers. This can include:

Facilitating workshops, observation, programme design support, mentoring, providing reviews and feedback



**Umpire Coach Developers** respond to coaches' needs and the context in which they operate by providing and facilitating a range of formal and non-formal learning opportunities. This can include: Facilitating workshops, observation, mentoring, providing reviews and feedback



**Umpire Coaches & Assessors** facilitate learning and development for participants/ Umpires



## UMPIRE COACHES AND ASSESSORS

Having a pool of umpire coaches and assessors allows umpires to develop and achieve high standards of umpiring and accreditation.

### Appointment Process

- Zones will invite applications for positions as umpire coaches or assessors at NZ, Zone and Centre levels annually.
- An appointment panel will consider all applications, and where applicants are unknown to the panel, information will be sought from Centre or Zone personnel. This process may include the NNZ National Technical Officials Manager.
- Appointments will be provisional until applicants have completed appropriate workshops and, if necessary, further training. Appointments will be based on documented assessment criteria.
- Appointments will be provisional until applicants have completed appropriate workshops and, if necessary, further training. Appointments will be based on documented assessment criteria and may include Coach Observation with formal and/or informal feedback.

### Term of Appointment

Applicants may be accredited for up to four years, at which time they must reapply. During the four years, they will be required to undertake update training according to a training schedule that will include one workshop each year as well as practical observations [formal and informal]. They will be assessed against documented assessment criteria by NZUDG members or others delegated to do this. Observations will be recorded for development and selection purposes. Attendance at designated Zone events may be required for training purposes.

*Where an umpire coach or assessor does not attend an update workshop due to unforeseen circumstances, the NZUDG in the Zone may determine the status of that coach or assessor for the next year.*

### Preferred Qualifications Include:

- Current or former qualified umpire
- Previous panel experience preferred for NZ level.

### Skills Required

It is expected umpire coaches and assessors would be able to:

- Empower umpires by effective coaching methods that promote Umpire Centred Learning (UCL)
- Assist umpires to develop self-analysis
- Impart up-to-date umpiring knowledge

- Analyse an umpire's performance and pinpoint strengths and areas to develop
- Communicate in an honest and constructive manner
- Make decisions that are detached and impartial
- Exercise duties in a professional manner and maintain confidentiality.

### **Key Functions**

- Coach umpires to improve their performance and encourage their progress along the accreditation pathway
- Assess umpires according to the assessment requirements set out by NNZ
- Advise NZUDG of talented umpires

### **Centre Umpire Coaching and Assessing Coordinator**

A Centre Umpire Coaching and Assessing Coordinator will be appointed by each Centre with be responsible for co-ordinating the coaching and assessing of all umpires. Larger Centres may choose to appoint assistant coordinators at various levels.

The Centre Coordinator will work closely with the Zone Coordinator or Development Officer to:

- Ensure umpires at all levels receive the relevant coaching and are given equal opportunity to receive coaching
- Keep a record of coaching [A sample template is available from NNZ.]
- Allocate assessors to umpires who meet all criteria for assessment
- Ensure assessment reports are completed, with all details included, and filed with the Centre and Zone offices
- advise NZUDG of any concerns with the coach and assessor group.

### **THREE LEVELS OF UMPIRE COACHES/ASSESSORS**

#### **1) Centre Umpire Coaches/Assessors**

- Coach umpires leading up to the Centre Award
- Assess umpires for the Centre Award
- Take advice from the Centre Coordinator regarding which umpires require coaching and assessing

#### **2) Zone Umpire Coaches/Assessors**

- Coach umpires leading up to the Zone or Centre Award
- Assess umpires leading up to the Zone or Centre Award
- Take advice from the Centre and/or the Zone Coordinator regarding which umpires require coaching and assessing

### 3] NZ Umpire Coaches/Assessors

- Coach umpires leading up to the NZ, Zone or Centre Award
- Assess umpires leading up to the NZ, Zone or Centre Award
- Take advice from the Centre and/or the Zone Coordinator regarding which umpires require coaching and assessing

**NB:** Once an umpire has a Centre Award, they are coached by a Zone coach; once they have a Zone Award, they are coached by a NZ coach. They do not have to wait until they have passed the next theory exam to be coached by the next level coach.

#### Umpires in the National Umpire Squad, Zone Watch List and Zone Squads

- Members of the National Umpire Squad will be coached by NNZ-appointed coaches.
- Where Zones have development squads, the coaching of the umpire may be arranged by the Zone and may include a coach from their Centre, Zone or NZUDG.
- Zone watch-list umpires will be coached by a NNZ-appointed coach. These umpires should be included in Zone development programmes where possible.
- NNZ will inform Zones of umpires who are considered promising and who perform well at NNZ domestic events. It is recommended these umpires be included in Zone development programmes where possible.

### UMPIRE COACHES' CODE OF CONDUCT

1. Be a positive role model and display high standards of professionalism in the interests of Netball and Umpiring. The behaviours we would expect of an Umpire Coach and/or Assessor include control, courtesy, respect, honesty, integrity, dignity, communication, punctuality, preparation, presentation and being considerate and fair.
2. Ensure Umpires' time spent with you is a positive experience.
3. Recognise all Umpires are deserving of equal attention and opportunities.
4. Do not coach an Umpire officiating a game where you hold a position with that team.
5. Only coach an Umpire if asked, either by the umpire, NNZ, or if allocated by the Centre/Zone Coordinator.
6. Respect the talent, developmental stage and goals of each umpire in order to help each reach their full potential.
7. Refrain from criticism of other Coaches and Umpires
8. Seek continual improvement through on-going Coach education, and other personal and professional development opportunities.
9. It is inappropriate for Umpires to be assessed when visiting another Centre unless the Umpire's "home" Centre has requested it.

10. The exceptions to this are:

- » a. Regional Secondary School events where panels have been appointed and games are held over several days, enabling screening to also take place.
- » b. Any event where NNZ, Zone or Centre - approved panels are in place.

## UMPIRE MODULES

NNZ have developed a range of Modules to help Umpires and Umpire Coaches continue to acquire and develop skills.

Umpires and Umpire Coaches are encouraged to attend workshops which will be run by Zones. Umpires and Umpire Coaches learning together will help to foster the Umpire/Coach relationship.

## UMPIRE COACHES AND ASSESSORS TRAINING

### Training of Coaches and Assessors

Netball New Zealand values the time and skills this group of people bring to umpiring and will provide ongoing training and development opportunities.

It is possible an individual may wish to focus on coaching alone and not be involved in assessing. That option is available when applying for accreditation.

Netball New Zealand has developed a training programme for umpire coaches and assessors, which will be delivered by approved facilitators.

A structured framework will cater for new coaches through to coaches of talented umpires.

All coach and assessor training will:

- Be based on an umpire-centred approach to coaching
- Be interactive and practical as much as possible.

## UMPIRE MODULES

MODULE	TARGET AUDIENCE	KEY LEARNING OBJECTIVES
Techniques 1	New and Pre-Centre Umpire Award Umpires	Understand Position, Vision and Timing and the impact they have on umpiring.
Techniques 2	Centre Umpires wishing to progress to their Zone Umpire Award	Understand Position, Vision and Timing and the impact they have on umpiring, how they impact on decision making for Contact, Obstruction and application of Advantage.
Obstruction	Umpires & Umpire Coaches at all levels	Understanding of Obstruction and to take part in discussions based on Umpire Centred Learning
Post-Match Discussion	Umpires who are working to attain Centre, Zone or New Zealand. Practical Qualifications	Understanding of: <ul style="list-style-type: none"> <li>Netball New Zealand's Umpire Coaching Approach and what it means for Umpires</li> <li>How to benefit from Coaching and Post-Match Discussions;</li> <li>The Priority Order of Development and its purpose in Umpire development/self-analysis</li> </ul>
Self-Analysis	Umpires who are working to attain Centre, Zone or New Zealand. Practical Qualifications.	Growing Umpire's Ability to - <ul style="list-style-type: none"> <li>Analyse Umpires current reality;</li> <li>Understand the skills required for success</li> <li>Analyse key areas for development</li> <li>Managing disappointment</li> </ul>

## COACH/ ASSESSOR MODULES

MODULE	TARGET AUDIENCE	KEY LEARNING OBJECTIVES
Introduction	New Coaches and Assessors	<ul style="list-style-type: none"> <li>The role of assessor, coach and mentor</li> <li>Umpire Centred Learning</li> <li>Priority order of development</li> <li>Coaching Styles</li> <li>Personality and learning styles</li> <li>Understanding key performance indicators of Umpires</li> <li>Report writing</li> </ul>
Level 1	Umpire Coaches & Assessors Pre-requisite: Coach & Assessor Introduction Workshop	<ul style="list-style-type: none"> <li>Facilitate umpire coaching through umpire ownership, self-awareness and self-responsibility.</li> <li>Recognise and facilitate umpire coaching which promotes learning through an umpire-coach partnership including: <ul style="list-style-type: none"> <li>Umpires' strengths</li> <li>Umpires' areas for development</li> <li>Understanding Skills required for development</li> <li>Umpires' game understanding.</li> </ul> </li> </ul>
Annual Update	All Umpire Coaches & Assessors	Annual programme announced at the end of the previous year.





## National Event Appointments

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

- NNZ U19 Champs
- NNZ Secondary Schools Champs
- Other events as required.

Selections will be made in accordance with the selection policy for the NNZ National Umpire Squad and NNZ national events, which is available on the NNZ website.

Umpires for the U17 Champs will be recommended by NZUDG and shall be forwarded to NNZ by 30 May.

Umpires for national events must achieve the required fitness standard.

### Event Panels

Event panels will be appointed for all events.

The NNZ U19 and NZ Secondary Schools Champs are considered high-performance pathway events for umpires. Panels for these events will be made up of the NNZ Umpire Selection Panel. The panel may be supplemented with a coach from the National Umpire Squad or the Zone watch-list coach from the Zone hosting the tournament. The NNZ U17 Champs Panel will be made up of people identified by NNZ as developing Umpire Coaches.



## New Zealand Umpire Appeal

### Procedures and Information

If a person feels there has been procedural irregularities of any of the procedures outlined in this manual, they can appeal using the appeal form.

The person appealing must fill out all details on the form, attach any supporting papers and return it to NNZ as directed on the appeal form within seven working days of the assessment, appointment, application, selection or theory exam result being notified.

- Late or incomplete appeals will not be accepted.
- The appellant shall be informed of the result, in writing, within seven working days of it being received.
- For any unsuccessful appeal involving a theory exam, the paper shall not be re-marked but will be returned to the candidate with a letter of explanation.
- NNZ shall file all appeal correspondence including a copy of the original script.

**NB:** If any person to whom this manual applies wishes to appeal any umpire process, they should in the first instance appeal to the controlling body for that process.



PO Box 99710, Newmarket, Auckland 1149 | Level 1, Windsor Court, 128 Parnell Road, Parnell, Auckland 1052

Telephone: +64 9 623 3200 | Email: [info@netballnz.co.nz](mailto:info@netballnz.co.nz) | [NetballNZ.co.nz](http://NetballNZ.co.nz)