



Selection Policy for the Netball New Zealand (NNZ) National Umpire Squad and NNZ National Events (Effective from January 1, 2017)

1. INTRODUCTION

- 1.1 This Policy replaces all previous selection policies and procedures issued by NNZ for the National Umpire squad and NNZ National Events.
- 1.2 The words and phrases used in this Policy shall have the same meaning as defined in the Constitution of NNZ, unless otherwise specified in this Policy.

2. APPLICATION

- 2.1 NNZ will select, at various times:
 - 2.1.1 A National Umpire Squad
 - 2.1.2 Umpires for NNZ National Events

3. SQUAD MANAGEMENT

- 3.1 NNZ will appoint, at its sole discretion, all officials for the National Umpire Squad and, where practicable, umpires for NNZ National Events (currently excluding the NNZ U17 Champs). The appointment of these officials, including selection of relevant coaches, is a matter for NNZ and the officials concerned. The National Technical Officials Manager will oversee the programme for the National Umpire Squad and NNZ National Events.

4. SELECTION PANEL

- 4.1 Selections for the National Umpire Squad and NNZ National Events will be made by the NNZ Selection Panel, as appointed by NNZ, and the Convenor of Selectors. NNZ reserves the right to vary the composition of the panel from time to time, at its discretion.
- 4.2 All final selections will be based on the decisions of the majority of the Selection Panel and are deemed to be selections made by the full Selection Panel.
- 4.3 The Selection Panel may meet to discuss issues of selection at various times throughout the course of the season. NNZ will assist in the organisation of such meetings.
- 4.4 The Selection Panel may, from time to time, seek the views and input of third parties on the merits of certain umpires but any final selection decisions rest solely with the respective Selection Panel.
- 4.5 NNZ may direct that any member of the Selection Panel vacates the Selection Panel for such period as considered appropriate where NNZ considers, in its sole discretion, that the Selector has an association with an umpire seeking selection to a Squad, which could give rise to a question or inference of bias or conflict of interest in the selection process.
- 4.6 Except to the extent set out in this Policy, the decisions of the Selection Panel shall be final and binding. The Selection Panel shall also be under no obligation whatsoever to provide reasons for its selection decisions, although it may elect to do so, at its discretion.

5. SELECTION PROCEDURES AND CRITERIA

The Primary objective is to select umpires with the qualities, competencies and/or future potential required to officiate at the highest level.

The National Umpire Squad will usually be announced by the end of November each year.

- 5.1 NNZ National Event umpire invitations will be extended eight weeks prior to the tournament. No official announcement will be made, nor will selections be confirmed until all selection criteria (including availability and fitness testing) has been met. An embargo will be in place for those umpires invited until selections are confirmed.
- 5.2 The National Umpire Squad will comprise of enough umpires to service the NNZ Elite League and National League, as well as meeting the long term development needs of high performance umpiring in New Zealand. The Selection Panel at their discretion, in consultation with the National Technical Officials Manager, shall determine the number of umpires selected.
- 5.3 The number of umpires selected for NNZ National Events will usually be equal to the number of teams participating in the event. The Selection Panel, in conjunction with the National Technical Officials Manager, may vary this from time-to-time if there is an identified development opportunity that meets NNZ umpire needs. NNZ may, at its discretion, invite other umpires to participate from outside of New Zealand.
- 5.4 The Selection Panel may add umpires to the National Umpire Squad, where it believes, having considered the qualities of selected and non-selected umpires, against the criteria and considerations as noted in this Policy, that such a selection is warranted.
- 5.5 Umpires can be removed from the National Umpire Squad or from a NNZ National Event at any time if, in the reasonable view of NNZ, they have displayed inappropriate behaviour or conduct as defined by NNZ or outlined in the NNZ Regulations, an unsatisfactory attitude, a lack of commitment, non-compliance with the requirements of and/or non-attendance at NNZ or other related events.
- 5.6 NNZ has the right to determine, in its sole discretion, when it will reselect the squads and no umpire has a right or expectation of ongoing selection at any time.

6.0 Selection Criteria

- 6.1 When selecting umpires for the National Umpire Squad, the Selection Panel shall apply the criteria and considerations as set out below.

6.1.1 National Umpire Squad

- 6.1.1.1 Must hold at least a current New Zealand Umpire B Award and be viewed as being capable of attaining a New Zealand Umpire A Award.
- 6.1.1.2 Participation in a NNZ U19 Champs is a minimum criteria for selection to the National Umpire Squad.
- 6.1.1.3 Shown commitment to developing their experience, knowledge, competencies as outlined in the World Class Umpire Profile appropriate to this level of performance
- 6.1.1.4 Where reasonable, officiating in their home Zone's or Centre's top competition
- 6.1.1.5 All those in the National Umpire Squad will be contracted to NNZ at a level commensurate with their experience and the competition they are umpiring in.
- 6.1.1.6 Umpires in the National Umpire Squad can reasonably expect to umpire in the NNZ Netball Elite League and/or National League.

6.1.1.7 Appointments will be at the discretion of the NNZ Selection Panel and be performance-based.

6.1.2 NNZ National Events

6.1.2.1 Umpires must hold a New Zealand Umpire Award to participate in the NNZ U19 and NNZ Secondary Schools Champs. Umpires must hold at least an NZ Theory Pass to participate in the NNZ U17 Champs.

6.1.2.2 NNZ National Events are seen as a part of the NNZ High Performance pathway. Umpires selected for NNZ National Events will be viewed for their potential as a National Umpire Squad member.

6.1.2.3 Where there are not enough umpires who meet 6.1.2.2 above, other umpires will be selected in order to service the event.

6.1.2.4 Shown commitment to developing their experience, knowledge, competencies as outlined in the World Class Umpire Profile

6.1.2.5 Where reasonable, officiating in their home Zone's or Centre's top competition

6.1.2.6 Where an umpire has been unable to participate in one of the above competitions due to injury, illness, maternity leave or extenuating circumstances, Netball NZ will review on a case-by-case basis.

6.2 Notwithstanding any of the provisions in this Policy, it is acknowledged that, when applying the criteria and considerations set out above, there will be, at times, difficult choices to be made which will require the Selection Panel to exercise their discretion and judgement. Providing the Selection Panel has properly considered the criteria and considerations set out in this Policy and has exercised their discretion and judgement in good faith, then the Selection Panel will have fulfilled all of its obligations under this Policy.

6.3 Members of the Selection Panel will observe games and umpire performances to ensure umpires are given adequate opportunities to be viewed prior to final selection for the National Umpire Squad and NNZ National Events. Observations will be undertaken in the following environments:

6.3.1 NNZ's principal elite competition, including any preparation games and training sessions associated with this competition;

6.3.2 NNZ's leading National competition, including any preparation games and training sessions associated with these competitions;

6.3.3 National Umpire Squad camps/trials and Zone sessions;

6.3.4 NNZ National Events (including, but not limited to, NNZ U19 Champs, NNZ Secondary Schools Champs and NNZ U17 Champs

6.3.5 Regional Secondary Schools Championships

6.3.6 Any other competitions and events that the Selection Panel deem relevant.

7. POST – SELECTION REQUIREMENTS

7.1 Following the selection of the Squads, selected umpires must:

7.1.1 Fully comply with NNZ's policies, including those defined by NNZ from time-to-time, or outlined in the NNZ Regulations

7.1.2 Unless stated otherwise by NNZ, umpires must comply with all rules, regulations, policies and procedures of the International Netball Federation (INF).

- 7.1.3 Develop and/or maintain a level of fitness and performance deemed by NNZ as appropriate for officiating at National and International level
- 7.1.4 Undertake any reasonable medical and/or fitness assessment required by NNZ, as requested by the National Technical Officials Manager
- 7.1.5 Umpires named in the National Umpire Squad will be expected to make a contribution to the recruitment, retention and development of umpiring in their Centre/Zone. This may include, but is not limited to the following:
 - 7.1.5.1 Umpiring at Club level
 - 7.1.5.2 Administration contribution
 - 7.1.5.3 Presenting at workshops and seminars
 - 7.1.5.4 Coaching and support of other umpires
 - 7.1.5.5 Positive role modelling, both on and off the court