



# **Selection Policies of Netball New Zealand for the National Umpire Squads 2009 - 2010**

## **1. INTRODUCTION**

- 1.1 Pursuant to its Constitution, Netball New Zealand Inc ("NNZ") has the power to, amongst other things, determine policies and procedures for the management of netball and to select the National Umpire Squads.
- 1.2 In keeping with these powers, NNZ issues this Policy, governing its selection practices for National Umpire squads under its auspices and control. ("Policy")
- 1.3 This Policy replaces all previous selection policies and procedures issued by NNZ for the National Umpire squads.
- 1.4 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:
  - (a) The ANZ Championship Umpire Squad (ANZC);
  - (b) The National A Umpire Squad (NAUS) and;
  - (c) The National Umpire Development Squad
- 2.2 This Policy refers to the above collectively as the "Squads" and this policy applies specifically to the selection of these squads.

## **3. SQUAD AND TEAM MANAGEMENT**

- 3.1 NNZ will appoint, at its sole discretion, all officials for the Squads. The appointment of these officials, including the selection of the relevant coaches, is a matter for NNZ and the officials concerned, and this Policy has no application to that process whatsoever.

## **4. SELECTION PANEL**

- 4.1 Selections for the Squads will be made solely by a National Selection Panel (the "Selection Panel") that shall be comprised of the NNZ Umpire Advisor, who shall convene the Selection Panel, and not less than three other Selectors from the NZ Umpire Panel appointed by NNZ from time to time. NNZ reserves the right to vary the composition of the Selection Panel from time to time, at its discretion. The Selection Panel shall fully comply with this Policy when selecting the Squads.
- 4.2 All final selections will be made based on the decisions of the majority of the Selection Panel. However, where there is no clear majority, the NNZ Umpire Advisor has the final decision on the selection of the Squads, after full consultation with the remaining members of the Selection Panel. In making any selections, the NNZ Umpire Advisor must fully comply with this Policy and the selection of the Squads is still deemed to be a selection 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.
- 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 Selection Panel.
- 4.5 The Board of NNZ may direct that any member of the Selection Panel vacates the Selection Panel for such period as the Board considers appropriate where the Board 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, in its discretion.

## **5. SELECTION POLICIES, CRITERIA AND PROCEDURES**

### **Selection Policy**

- 5.1 The Primary objective of NNZ is to select those umpires with the qualities and competencies required to officiate at the appropriate level.

## 5.2 The Selection Policy is:

- (a) The Squads will usually be announced following the completion of the National Regional Competition (currently known as the Perry Foundation Netball Championships).
- (b) The Selection Panel reserves the right to add umpires to either 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.
- (c) The National Umpire Squads shall usually comprise of up to 8 umpires in each Squad, the Selection Panel at its discretion shall determine the number of umpires selected.
- (d) Umpires can be removed from the Squads at any time, if in the reasonable view of NNZ, they have displayed inappropriate behaviour or conduct (as defined in umpire agreements and/or Squad Handbooks issued by NNZ from time to time), or an unsatisfactory attitude, a lack of commitment, non-compliance with training requirements or non attendance at NNZ or other related events.
- (e) 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.

## Selection Criteria

### 5.3 Whenever selecting umpires for the Squads, the Selection Panel shall apply the criteria and considerations as set out below.

#### (a) **Umpiring Competencies:**

- Demonstrates understanding of umpiring protocols
- Displays competence in umpiring techniques
- Demonstrates consistency & appropriate application of rules under pressure
- Is committed to achieving and maintaining fitness required for this level of competition
- Shows the potential skills and capabilities to represent New Zealand at the highest level
- Shows the potential skills and capabilities to be selected as a Talent Identified Umpire on the International Tiered System

#### (b) **Core Personal Qualities:**

- Strong work ethic
- Professional approach and ability to work with others
- Shows discipline on and off the court
- Shows ability to deal appropriately with pressure on and off the court

- Demonstrates a readiness to listen, learn and apply learning
- Dedicated and committed to developing and maintaining the competencies required for national and international competition
- Consistency, control and adaptability
- Ability to serve as a role model for others

**(c) Consideration will also be given to the following factors:**

- Fit within the squad
- State of fitness, health and wellbeing.
- Succession planning
- Current form and performance of existing squad members
- Retirement/unavailability of incumbent umpires
- Umpiring Qualifications
- Calendar of events and umpiring requirements
- Nature of the competition the squad is being selected for (Perry Foundation Netball Championships, NZ Age Group Championships, NZ Secondary School Championships)
- Whether an umpire's performance and/or contribution has been affected by extenuating circumstances which may include but is not limited to illness, injury, bereavement, parental leave, work/study commitments, and which may have temporarily compromised their form and/or recent contribution.

(d) Consideration may also be given to any other such factors that the Selection Panel considers in its sole discretion to be relevant and appropriate to the overall assessment of a particular umpire.

5.4 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, extremely 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 have exercised their discretion and judgement, in good faith, then the Selection Panel will have fulfilled all of its obligations under this Policy.

5.5 Members of the Selection Panel will observe games and umpire performances at the following events to ensure umpires are given adequate opportunities to be viewed prior to final selections for the Squads:

- (a) NNZ's principal National regional competition (currently the Perry Foundation Netball Championships), including any preparation games and training sessions associated with this competition;
- (b) National Umpire and Player Squad camps/trials and regional sessions;

- (c) International tours and events such as the New World Series & Trans Tasman Secondary School event and including any preparation games associated with international tours and events;
- (d) NZ Age Group Championships
- (e) NZ Secondary School Championships
- (f) Any other competitions and events that the Selection Panel deem relevant and wherever possible, reasonable prior notice will be given of a Selector's attendance.

## **6. POST – SELECTION REQUIREMENTS**

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

- (a) If required by NNZ to do so, enter into an umpire agreement with NNZ. A refusal to enter into that agreement and/or failure to comply with that agreement will give NNZ grounds to withdraw an umpire's selection and/or not consider that umpire for further selection;
- (b) Fully comply with NNZ's policies, including those set out in the Handbooks and umpire agreements or contracts it issues from time to time.
- (c) Comply with all rules, regulations, policies and procedures of NNZ.
- (d) Unless stated otherwise by NNZ, umpires must comply with all rules, regulations, policies and procedures of the International Federation of Netball Associations ("IFNA").
- (e) Develop and/or maintain a level of fitness and performance deemed by NNZ as appropriate for officiating at National and International level.
- (f) Undertake any reasonable medical and/or fitness assessment required by NNZ as requested by the NNZ Umpire Advisor or as set out in the Squad Handbook and/or umpire agreement.
- (g) Umpires named in the Squads will be expected to make a contribution to the recruitment, retention and development of umpiring in their Region. This may include but is not limited to the following:
  - Umpiring at Club level
  - Administration contribution
  - Presenting at workshops and seminars
  - Coaching and support of other umpires
  - Positive role modelling both on and off the court

## **7. SELECTION-APPEAL PROCESS**

- 7.1 If an umpire disagrees with a selection decision covered by this Policy, he/she may appeal that decision to NNZ in the first instance. Such appeal must be made in writing to the Chief Executive of NNZ within 7 days of the official announcement of the selection by NNZ.
- 7.2 The parties shall then endeavour, as promptly as possible, to negotiate a resolution themselves or with the assistance of professional advisors.
- 7.3 Should the appeal remain unresolved then the matter may be submitted to the NNZ Judiciary Committee to be heard and decided in accordance with NNZ's Constitution.
- 7.4 An appeal may only be made on one or more of the following grounds:
- (a) The applicable selection criteria was not properly followed and/or implemented; or
  - (b) The decision was affected by a lack of good faith, which shall include actual bias.

## **8. CHANGES TO THIS POLICY**

- 8.1 This Policy may be cancelled, amended or supplemented by the Board of NNZ as and when it sees fit. Any variation or amendment will be given in writing, by the Chief Executive on behalf of NNZ.
- 8.2 This Policy (including any final variations or amendments) will be made available on the NNZ website.