WORLD CLASS OFFICIATING PROGRAMME REVIEW OUTCOMES

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Agenda

• World Class Officiating (WCO) Organisation Structure

• Make up and responsibilities of those in WCO

• INF Officials Appointments – Selecting Umpires

• INF Officials Appointments – Selecting Umpires Appointment Panel (UAP)

• Projects identified by WCOPRG

• Next steps

• Acknowledgment of the members of the WCOPRG
World Class Officiating

Member National Associations
(multiple across 5 Regional Federations)

INF Board (9)
INF CEO (1)

Officiating Advisory Panel (OAP) (10HOM)
International Officiating Manager (IOM) (1)
Rules Advisory Panel (RAP) (5)

International Testing Panel (ITP) with Cadets Programme (25)
International Umpires' Award (IUA) / International Talent Identified Umpires (ITID) (38/17)

Officiating Coordinator (OC) Programme (5)

ITP Forum (ITPF) (22+IOM)
Officials Representative Group (ORG) (4+IOM)
OC Forum (OCF) (5+IOM)
Change in names and additions for World Class Officiating

Change in names:

• INF International Officiating Manager (IOM)
  
  *previously International Umpiring Manager (IUM)*

• INF Officiating Coordinator (OC)
  
  *previously Regional Officiating Coordinator (ROC)*

Additions:

• Officiating Advisory Panel (OAP)
• Officials Representative Group (ORG)
• ITP Forum
• OC Forum
Officiating Advisory Panel (OAP)

- The OAP shall consist of sufficient persons as the INF Board deems necessary to achieve strategic and operational requirement, with a minimum of five (5), with the IOM always being a member.

- The Board of Directors will appoint the Chair for a maximum of four (4) years and approve the membership of the Panel, based on a process established by the IOM.

- Applications for Membership of the Panel can be supported by Members, Regional Federations, and/or the Board. The World Class Officiating Programme Review (WCOPR) Group will initially form the OAP with a subsequent transition of membership being by application.

The Panel is responsible for advising the CEO and Board, working with them to support the development and implementation of agreed priorities in the INF Strategic Plan, particularly in development and ratification of policies and supporting the development and implementation of agreed priorities for World Class Officiating (WCO) and outcomes of any WCO reviews.
INF Officiating Coordinator (OC)

• Each INF region has an OC so five (5) will be appointed and will be named INF Officiating Coordinator (OC) for each region.
• The Board of Directors will approve the appointment of an OC.
• Individuals apply to be an OC by application to the INF which can be supported by Members, Regional Federations, and/or the Board.

An OC is responsible for working with the INF in support of the International Umpiring Handbook. In relation to International Netball an OC shall:

a) Disseminate good practice in INF processes and encourage INF Member Associations to implement that practice.
b) Co-ordinate verification for officials recommended as International Testing Panel (ITP) and ITP Cadet and International Talent Identified Umpire (ITID) by Member Associations and/or Regional Associations in line with INF guidelines.
c) Oversee the progression of International Match Officials (Umpires) and Umpire Assessors in line with INF guidelines.
d) Select ITP and ITP Cadet as Umpires Appointment Panel (UAP) for International matches in line with INF guidelines as part of the OC Forum (OCF).
e) Develop relationships with INF Member Association named officiating lead in order to assist the progression process and avoid conflict between international and domestic competition and support adherence to international processes.
f) Contribute to INF netWorld (INF on-line database) with pertinent data.
International Umpires

The IUA and ITID are responsible for upholding the standard of umpiring internationally according to any criteria and guidelines set by INF. In doing this they have to work within the framework, Regulations, Rules, Codes, Policies and Guidelines approved by INF and comply at all times with the INF Codes of Conduct.

- **International Umpires’ Award (IUA)**
- **International Talent Identified Umpires (ITID)**
International Testing Panel (ITP)

The ITP is responsible for maintaining and enhancing the standard of umpiring internationally according to any criteria and guidelines set by INF. These responsibilities include:

- Screening and testing of candidates for the IUA, including any umpires who hold or have previously held the IUA.
- Reviewing, assessing and coaching of current IUA umpires appointed to international fixtures (including as part of the Umpires Appointment Panel (UAP) at INF events).
- Coaching and development of international umpires (both current and potential).
- Supporting newly appointed members of ITP and assisting with the accreditation pathway of ITP Cadets towards possible future ITP appointment.
- Actively seeking and participating in National or Regional netball events as an umpire coach.

*Note: The INF look to Regional Federations and INF Member Counties to provide suitable opportunities*

- Assessing the suitability of recommendations for ITID Status and appointment to the ITP Cadet role.
- Recommending and selecting umpires for international events.
- Providing input for the OAP when requested.
- Contributing to INF netWorld (INF on-line database) with pertinent data and information.
- Ensuring all data and information pertaining to international umpiring remains confidential.
- Achieving the specified KPIs (to be drafted).
International Testing Panel (ITP) Cadet

The ITP Cadet is responsible for maintaining and enhancing the standard of umpiring internationally in collaboration with ITPs according to any criteria and guidelines set by INF. These responsibilities include:

• Reviewing and assessing current IUA umpires appointed to international fixtures (including as part of the Umpires Appointment Panel (UAP) at INF events).
• Coaching and development of international umpires (both current and potential).
• Actively seeking and participating in National or Regional netball events as an umpire coach.
  
  Note: The INF look to Regional Federations and INF Member Countries to provide suitable opportunities.
• Assess the suitability of recommendations for ITID Status and screening of candidates for the IUA including any umpires who hold or have previously held the IUA.
  
  Note: Although ITP Cadets cannot administer an IUA re-endorsement or test they can attend as an observer.
• Recommending and selecting umpires for international events (excluding ITP cadets who are active IUA).
• Providing input for the OAP when requested.
• Contributing to INF netWorld (INF on-line database) with pertinent data and information.
  
  Note: Although active IUAs who are ITP Cadets can input information they will not have access to all the match assessment and IUA test/re-endorsement information. Information concerning specific umpires can be requested from the INF should it be needed to fulfil the role of an ITP Cadet.
• Ensuring all data and information pertaining to international umpiring remains confidential.
• Achieving the specified KPIs (to be drafted).
Officials Representative Group (ORG)

The ORG shall consist of one representative from each of the international officiating roles (International Umpires’ Award (IUA), International Talent Identified (ITID) Umpire, international Testing Panel (ITP) and ITP Cadet), with the IOM always being a member. The IOM will be the Chair.

Membership of the ORG determined by:

- International Officials put forward their expression of interest to the INF for membership for the Officials Representative Group (ORG).
- Due diligence will be undertaken with member countries and INF Board to ascertain suitability for the role.
- Vote will be taken by the respective peer group on who they want to be their representative on the ORG.
- Board ratify the decision.

The ORG is responsible for advising the INF, working with them to gain input on items related to International Officials, in particular kit, event logistics and welfare.

ORG Members are expected to consult with their peers, so they are representing the Officials at the international level as part of the Group – not to express a solely personal perspective and view.
ITP Forum (ITPF)

The ITPF shall consist of active ITP and ITP Cadets (who are not active IUA) with the IOM always being a member. The IOM will be the Chair.

The term of office for Forum members will be in line with their INF appointed status as an ITP and ITP Cadet.

The ITP Forum will assist INF achieve its appointment of Match Officials (Umpires) to international events as outlined in the International Umpiring Handbook.
OC Forum (OCF)

The OCF shall consist of all active OC with the IOM always being a member. The IOM will be the Chair.

The term of office for Forum members will be in line with their INF appointed status as an OC.

The OCF will assist INF in achieving its appointment of ITP and ITP Cadet as UAP to international events, as outlined in the International Umpiring Handbook.
INF Officials Appointments – Selecting Umpires

INF Umpire Request Form submitted in netWorld

Request for IUA and ITID to indicate unavailability in netWorld

Recommendations from ITP and ITP Cadets (who are not active IUA) in netWorld from the umpires showing as available

ITP Forum select from those recommended in netWorld

Invites sent from netWorld to the umpires selected which require a response in netWorld
INF Officials Appointments – Selecting Umpires

Appointment Panel (UAP)

INF Umpire Request Form submitted in netWorld

Request for ITP & ITPC to indicate unavailability in netWorld

Recommendations from OC in netWorld from the ITP & ITPC showing as available

OC Forum select from those recommended in netWorld

Invites sent from netWorld to the ITP & ITPC selected which require a response in netWorld
Projects identified by WCOPRG

20 recommendations from Programme Review Report

To be addressed by:

• 14 Quick Wins
• 11 Medium Projects
• 2 Major Projects
Quick Wins

6 of the 14 addressed by the WCOPRG through the revised World Class Officiating Organisation structure:

- Develop the recommended group & sub-groups design map / matrix. Terms of references for all identified groups including role descriptions and hierarchy.

- OAGs are discontinued and a single panel established.

- Single panel equivalent to RAP and CAP established.

- ITP Cadets who are also active IUA are removed from the umpire appointments process.

- The IUM convenes an ITP forum, which involves all ITPs, to discuss and decide the recommendations and selection of umpires to international matches and events.

- Create an Officials Representative Group so they have a part in dealing with kit, travel, accommodation, and other policies.
Quick Wins continued

WCOPRG will continue to address the remaining 8 of the 14:

• Reasons for appointing neutral umpires to international matches added to INF policy.

• Possibility of appointing neutral ITPs to games.

• Protocols being developed for how the post match meeting with Umpire, UAP and Coaches is conducted.

• Development of a Match Officials Welfare Policy.

• The INF look immediately to host a video library of all ranking matches.

• All fitness tests under the new system being formulated from the Umpire Study are videoed.

• RAP regularly review the international interpretations and are represented at major international and tournaments.

• ITIDs should be put forward for IUA testing if the first assessment is successful.
Medium Projects

All 11 to be addressed through the OAP:

• An Officiating plan, aligned to the INF Strategy, Goal 6, should be developed and in place to inform and lead all aspects of international officiating.

• INF continue to develop the fitness research data and fitness testing programme that will eventually inform the training of umpires.

• CPD modules should be developed, arising from the current research, and placed online to assist umpires in improving their fitness for umpiring.

• Update existing documentation to state - IUA's should not be allowed to officiate in a series unless they are available for it all.

• The umpire assessment form is reviewed with a view to including accuracy and consistency in the competencies.
Medium Projects continued

• Develop a video-based performance analysis system for International matches.

• Progression planning of officials culminating in the appointment of the right officials being selected to officiate in the Commonwealth Games and Netball World Cup.

• The INF look to develop a fixture calendar that would identify the major fixtures over a four-year period between Netball World Cups to allow for the progression planning of officials.

• RAP should look at the way contest and contact are applied and decide on protocols that will be applied in international netball to allow for consistent application and assessment.

• RAP look to develop interpretations for the officiating of contact, contest and game management in the international game.

• The Review Group recommends that the INF funds all match official functions which will include the match payments to officials.
Major Projects

All 2 to be addressed through the OAP:

- There should be a moderation system developed for ITP assessments which would link into a performance management system. CPD modules are developed to help deliver feedback.

- Online CPD sessions are developed around all aspects of the ITP role including assessment, delivery of feedback, interpretation of rules and managing people.
Next Steps

- World Class Officiating Programme Review report will be made available to download from the INF website.

- WCOPRG completes all the quick wins, updating existing INF officiating documentation and netWorld accordingly.
Acknowledgment of the members of the WCOPRG

• **Stuart Cummings (Previous Chair)** – Managing Director of Official Consultancy Ltd, former international rugby league referee, former Match Officials Manager of the RFL and current Match Referee with the England and Wales Cricket Board. United Kingdom.
• **Cheryl Danson (Current Chair)** – Chair of the Rules Advisory Panel (RAP), International Testing Panel (ITPP), England.
• **Christina Barrow** – INF International Umpiring Manager.
• **Joel Brown** – IUA. Trinidad and Tobago.
• **Gary Burgess** – England Netball, Head of Officiating, IUA. England.
• **Chakatsa Lephole** – Head of Officiating, Lesotho Netball, IUA. Lesotho.
• **Deborah Lynch Theobalds** – ITP. Barbados.
• **Jill McIntosh** – Chair of the Coaching Advisory Panel (CAP), Australia.
• **Cyrus Medora** – CEO Netball Singapore, Singapore.
• **Nadine Pardo-Zammit** – Head of Officiating, Gibraltar Netball Association, ITID, Gibraltar.
• **Karla Pretorius** – International Netball Player for South Africa currently playing in Australia, South Africa.
• **Stacey West** – Head of High Performance and Pathways, Netball Australia, Australia.
• **Garratt Williamson** – National Technical Officials Manager, Netball New Zealand, Oceania Regional Officiating Coordinator (ROC), New Zealand.
THANK YOU!

To raise questions:

• Write them on the ‘chat’ now
• After this webinar send them to inf@netball.org