



**WA FOOTBALL COMMISSION**

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# WAFC Umpiring Talent Pathway Review

Progress Update (November 2023)

The purpose of the review was to document the elements of the WAFC Umpiring Talent Pathway and to assess the appropriateness, effectiveness and efficiency of the pathway against its intended objectives and outcomes.

The evaluation:

Documents the current umpiring talent identification and development (TID) processes for Field, Boundary and Goal Umpires in Western Australia.

Make recommendations as to areas of improvement in regards to the current umpiring TID processes in Western Australia.

The review was published in November 2021 and is available by [clicking here](#).

- This overview provides an update on the progress and achievement of the recommendations identified in the Review.
- There are 26 recommendations across the following 10 domains:
  - Stakeholder Perceptions
  - Strategy and Planning
  - Umpire Development
  - Umpire Management Systems
  - West Australian Football League
  - Junior Community Umpiring Clubs
  - Perth Football League
  - Regional Community Umpiring Clubs
  - Boundary and Goal Umpiring
  - Diversity in Umpiring



WAFC Umpiring Talent Pathway Review

# Recommendations

# Overview of Completed Recommendations



	Recommendation
1	WAFC Umpiring should conduct a stakeholder perception survey every two years to measure and analyse changes in perceptions of the WAFC Umpiring Talent Pathway.
3	WAFC Umpiring should develop, in consultation with stakeholders, a <i>Talent Pathway Plan</i> that is strategic in focus with a three-year timeframe. The plan should align with the <i>National Umpiring Talent Plan</i> developed by the AFL.
4	WAFC Umpiring should develop a <i>Talent Pathway Manual</i> that is operational in focus and renewed annually.
5	WAFC Umpiring should ensure the <i>Talent Pathway Plan</i> and <i>Talent Pathway Manual</i> are published, promoted and widely available for all umpiring sectors.
9	WAFC Umpiring should state in its <i>Talent Pathway Plan</i> the purpose of the Development Squads in the WAFC Umpiring Talent Pathway.
10	WAFC Umpiring should assess the development benefits of each competition that Development Squad Umpires are appointed to.
11	WAFC Umpiring should state in its <i>Talent Pathway Manual</i> the development benefits of each competition that Development Squad Umpires are appointed to.
12	WAFC Umpiring should develop talent identification processes for Junior Field, Boundary and Goal Umpires that effectively empower the Junior Community Umpiring Clubs as key partners.
14	WAFC Umpiring should develop guiding principles for Junior Community Umpiring Clubs that state how a Club achieves its core purpose of fostering a love for umpiring.
15	WAFC Umpiring should state in its <i>Talent Pathway Plan</i> the purpose of Junior Community Umpiring Clubs in the WAFC Umpiring Talent Pathway, with a focus on the introduction and development of psychosocial skills.
16	WAFC Umpiring should state in its <i>Talent Pathway Plan</i> the purpose of the Perth Football League in the WAFC Umpiring Talent Pathway.

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# Overview of Completed Recommendations



	Recommendation
17	WAFC Umpiring should develop structures and processes that facilitate the identification and development of talented umpires in the Perth Football League with a pathway to the WAFL.
18	WAFC Umpiring should ensure that the Perth Football League is utilised as an effective development competition for WAFL Development Squad Umpires and that it is resourced appropriately to achieve this.
20	WAFC Umpiring should engage the relevant Umpire associations to collaborate on social opportunities that will enhance the relationships between Umpires in the WAFL and Perth Football League.
22	WAFC Umpiring should ensure that WACFL carnivals are utilised as effective development and talent identification opportunities for regional Umpires.
23	WAFC Umpiring should ensure that the Peel Football and Netball League is utilised as an effective development competition for WAFL Development Squad Umpires and that it is resourced appropriately to achieve this.
26	WAFC Umpiring should assess the feasibility of a parallel umpiring talent pathway for female Umpires as recommended in the AFL and University of Sydney report.

**All recommendations are subject to ongoing review in response to new opportunities and challenges that may arise.**

Recommendation	Notes/Actions	2023 Progress	2024 Targets
<p>1. WAFC Umpiring should conduct a stakeholder perception survey every two years to measure and analyse changes in perceptions of the WAFC Umpiring Talent Pathway.</p>	<p>Develop a stakeholder perception survey that measures perceptions of the talent pathway for relevant sectors – WAFL, Senior Community, Junior Community &amp; Regional Community.</p> <p>Integrate the survey into existing end of season umpire surveys that are conducted. No requirement for umpire to complete an additional survey.</p> <p>Surveys to be conducted every two years.</p>	<ul style="list-style-type: none"> <li>• A stakeholder survey for WAFL Umpires and Junior Community Umpiring Clubs was distributed.</li> <li>• Survey results were analysed and a comparison was made to survey results from 2021.</li> </ul>	<p><b>Recommendation complete – ongoing surveys to be completed every two years</b></p>

Recommendation	Notes/Actions	2023 Progress	2024 Targets
<p>2. WAFC Umpiring should evaluate understanding and implementation of the WAFC Umpiring Charter in all umpiring sectors to ensure it is embedded in those environments.</p>	<p>Actively promote the WAFC Umpiring Charter in Umpiring Clubs where opportunities arise.</p> <p>Enhance understanding and implementation of the WAFC Umpiring Charter with additional strategies devised.</p>	<ul style="list-style-type: none"> <li>Umpiring WA has embedded the Cultural Charter in club improvement programs delivered with Junior Umpiring Clubs.</li> </ul>	<ul style="list-style-type: none"> <li>Cultural Charter refresh process to be completed by WAFL and PFL.</li> </ul>
<p>3. WAFC Umpiring should develop, in consultation with stakeholders, a <i>Talent Pathway Plan</i> that is strategic in focus with a three-year timeframe. The plan should align with the <i>National Umpiring Talent Plan</i> developed by the AFL.</p>	<p>Develop the <i>Talent Pathway Plan</i> in conjunction with relevant stakeholders. Ensure that the plan aligns with the AFL's plan.</p> <p>Other recommendations incorporated: recommendations 9, 10, 15, 16 &amp; 25.</p>	<ul style="list-style-type: none"> <li>The Talent Pathway Plan was developed and included in the <i>Umpiring WA – Umpiring Development Pathway</i> document.</li> </ul>	<p><b>Recommendation complete</b></p>
<p>4. WAFC Umpiring should develop a <i>Talent Pathway Manual</i> that is operational in focus and renewed annually.</p>	<p>Develop an internal draft of the <i>Talent Pathway Manual</i> for the 2022 season.</p> <p>Develop a final version in conjunction with the <i>Talent Pathway Plan</i> for launch in 2023.</p> <p>Other recommendations incorporated: recommendations 10, 11 &amp; 25.</p>	<ul style="list-style-type: none"> <li>The Talent Pathway Manual (developed in 2022) was updated and included in the <i>Umpiring WA – Umpiring Development Pathway</i> document.</li> </ul>	<p><b>Recommendation complete</b></p>



Recommendation	Notes/Actions	2023 Progress	2024 Targets
5. WAFC Umpiring should ensure the <i>Talent Pathway Plan</i> and <i>Talent Pathway Manual</i> are published, promoted and widely available for all umpiring sectors.	Develop graphic versions of the documents. The documents need to be presented professionally and made available through various networks.	<ul style="list-style-type: none"><li>Disseminated through publication of the <i>Umpiring WA – Umpiring Development Pathway</i> document.</li></ul>	<b>Recommendation complete</b>

Recommendation	Notes/Actions	2023 Progress	2024 Targets
<p>6. WAFC Umpiring should undertake a review of the strategy and processes related to the Umpire Coach Pathway.</p>	<p>Undertake development of internal strategy in 2022 to align coaching strategy with recommendations made in the Talent Pathway Review.</p> <p>Complete a formal review of the strategy and processes.</p>	<ul style="list-style-type: none"> <li>• Instituted a new standardised umpire coaching structure with increased coach Honoria payments for Junior Umpiring Clubs.</li> <li>• Introduced a statewide EOI process to recruit new and additional Umpire Coaches at all levels.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a range of recruitment strategies for WAFL, Talent and Community Umpire Coaches to launch further initiatives in 2025 onwards.</li> </ul>
<p>7. WAFC Umpiring should develop an Umpire competency matrix that outlines the relevant competencies for an Umpire at each level in the WAFC Umpiring Talent Pathway.</p>	<p>Develop a draft version of the matrix for the 2022 season.</p> <p>Launch final version for 2023 season.</p>	<ul style="list-style-type: none"> <li>• Adopted the AFL's elite umpiring profile and associated competencies as part of introducing the AFL National Umpiring Development Framework.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to integrate the elite umpiring profile and associated competencies as part of the roll out of the AFL National Umpiring Development Framework.</li> </ul>

Recommendation	Notes/Actions	2023 Progress	2024 Targets
<p>8. WAFC Umpiring should develop a business case for the procurement and implementation of an Athlete Management System (AMS) to support the management of Umpires in the WAFC Umpiring Talent Pathway.</p>	<p>Develop a business case for procurement of an AMS.</p> <p>Liaise with AFL around potential systems e.g. Smartabase.</p> <p>Procure system for implementation.</p>	<ul style="list-style-type: none"> <li>Enhanced utilization and implementation of Smartabase for WAFL Field Umpires.</li> </ul>	<ul style="list-style-type: none"> <li>Smartabase to be rolled out for WAFL Boundary and Goal umpires for provision of match feedback.</li> </ul>


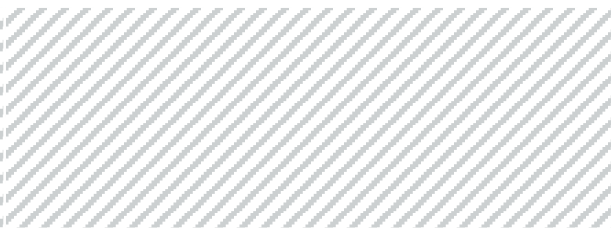
Recommendation	Notes/Actions	2023 Progress	2024 Targets
9. WAFC Umpiring should state in its <i>Talent Pathway Plan</i> the purpose of the Development Squads in the WAFC Umpiring Talent Pathway.	Incorporated into recommendation 3.		
10. WAFC Umpiring should assess the development benefits of each competition that Development Squad Umpires are appointed to.	Incorporated into recommendation 3 & 4.		
11. WAFC Umpiring should state in its <i>Talent Pathway Manual</i> the development benefits of each competition that Development Squad Umpires are appointed to.	Incorporated into recommendation 4.		

Recommendation	Notes/Actions	2023 Progress	2024 Targets
<p>12. WAFC Umpiring should develop talent identification processes for Junior Field, Boundary and Goal Umpires that effectively empower the Junior Community Umpiring Clubs as key partners.</p>	<p>Develop processes for talent identification in collaboration with the Junior Community Umpiring Clubs.</p> <p>Ensure this aligns with the <i>Talent Pathway Plan</i> and <i>Talent Pathway Manual</i>.</p>	<ul style="list-style-type: none"> <li>Junior Community Umpiring Clubs provided templates to implement Personal Development Plans for targeted talented Umpires.</li> </ul>	<p><b>Recommendation complete</b></p>
<p>13. WAFC Umpiring should develop a WAFL list management plan that is strategic and long-term in focus. The plan should align with the <i>Talent Pathway Plan</i> developed by WAFC Umpiring.</p>	<p>List management plan to be developed during 2023 season after the final version of the <i>Talent Pathway Plan</i> is determined.</p> <p>Other recommendations incorporated: recommendations 19.</p>	<ul style="list-style-type: none"> <li>Draft plan developed and ready for launch in 2024 pending updates to FTEM.</li> </ul>	<ul style="list-style-type: none"> <li>Plan to be reviewed and enhancements made following feedback from 2024 season.</li> </ul>

# Junior Community Umpiring Clubs



Recommendation	Notes/Actions	2023 Progress	2024 Targets
<p>14. WAFC Umpiring should develop guiding principles for Junior Community Umpiring Clubs that state how a Club achieves its core purpose of fostering a love for umpiring.</p>	<p>Develop a high-level guiding principles document which provides guidance to the Clubs while allowing for local initiative.</p>	<ul style="list-style-type: none"> <li>Continued collaboration with Junior Community Umpiring clubs to ensure The Next Gen document was utilized and was operationally relevant to Junior Community Umpiring Clubs.</li> </ul>	<p><b>Recommendation complete</b></p>
<p>15. WAFC Umpiring should state in its <i>Talent Pathway Plan</i> the purpose of Junior Community Umpiring Clubs in the WAFC Umpiring Talent Pathway, with a focus on the introduction and development of psychosocial skills.</p>	<p>Incorporated into recommendation 3.</p>		

Recommendation	Notes/Actions	2023 Progress	2023 Targets
<p>16. WAFC Umpiring should state in its <i>Talent Pathway Plan</i> the purpose of the Perth Football League in the WAFC Umpiring Talent Pathway.</p>	<p>Incorporated into recommendation 3.</p>		
<p>17. WAFC Umpiring should develop structures and processes that facilitate the identification and development of talented umpires in the Perth Football League with a pathway to the WAFL.</p>	<p>Develop processes for talent identification in collaboration with the Senior Community Umpire Coaches.</p> <p>Ensure this aligns with the <i>Talent Pathway Plan</i> and <i>Talent Pathway Manual</i>.</p>	<ul style="list-style-type: none"> <li>Perth FL Umpire Coaches provided templates to implement Personal Development Plans for targeted talented Umpires.</li> </ul>	<p><b>Recommendation complete</b></p>
<p>18. WAFC Umpiring should ensure that the Perth Football League is utilised as an effective development competition for WAFL Development Squad Umpires and that it is resourced appropriately to achieve this.</p>	<p>WAFL Development Squad Umpires to be engaged in Perth FL games.</p>	<ul style="list-style-type: none"> <li>WAFL Development Squad Umpires were regularly appointed to Perth FL games during the season and finals.</li> <li>WAFL Development Squad Field Umpires undertook several joint training sessions with the Perth FL.</li> <li>Perth FL Umpire Coaches provided feedback on the performance of WAFL Development Squad Field Umpires throughout the season.</li> </ul>	<p><b>Recommendation complete</b></p>

Recommendation	Notes/Actions	2023 Progress	2024 Targets
<p>19. WAFC Umpiring should develop processes that facilitate the transition of retiring Umpires from the WAFL to the Perth Football League.</p>	<p>Incorporated into recommendation 13. Ensure that this is captured in the development of the WAFL List Management Plan.</p>		
<p>20. WAFC Umpiring should engage the relevant Umpire associations to collaborate on social opportunities that will enhance the relationships between Umpires in the WAFL and Perth Football League.</p>	<p>Liaise with WAFL and PFL Umpire associations about establishing social opportunities for 2023 season.</p>	<ul style="list-style-type: none"> <li>Umpire Associations encouraged to collaborate on planning social opportunities for Umpires.</li> </ul>	<p><b>Recommendation complete</b></p>



# Regional Community Umpiring Clubs



Recommendation	Notes/Actions	2023 Progress	2024 Targets
<p>21. WAFC Umpiring should undertake a review of the strategy and processes related to Regional Community Umpiring Clubs in the WAFC Umpiring Talent Pathway.</p>	<p>Complete a formal review of the strategy and processes.</p>		<ul style="list-style-type: none"> <li>Review planned to be undertaken in 2024.</li> </ul>
<p>22. WAFC Umpiring should ensure that WACFL carnivals are utilised as effective development and talent identification opportunities for regional Umpires.</p>	<p>Continue current processes around management of Umpires for WACFL carnivals.</p> <p>Review for improvements in future.</p>	<ul style="list-style-type: none"> <li>WACFL carnivals were utilized for development and talent ID opportunities for Umpires.</li> <li>Regional Umpires were engaged in WAFL underage talent carnivals.</li> <li>Umpiring WA Talent Pathway Specialist attended South West FL games to identify and assess talented Umpires.</li> </ul>	<p style="text-align: center;"><b>Recommendation complete</b></p>
<p>23. WAFC Umpiring should ensure that the Peel Football and Netball League is utilised as an effective development competition for WAFL Development Squad Umpires and that it is resourced appropriately to achieve this.</p>	<p>WAFL Development Squad umpires to be engaged in Peel FNL games.</p>	<ul style="list-style-type: none"> <li>WAFL Development Squad Umpires were regularly appointed to Peel FNL games during the season and finals.</li> <li>Peel FNL Umpire Coaches provided feedback on the performance of WAFL Development Squad Field Umpires throughout the season.</li> <li>Umpiring WA Talent Pathway Specialist attended Peel FNL games to identify and assess talented Umpires.</li> </ul>	<p style="text-align: center;"><b>Recommendation complete</b></p>

# Boundary and Goal Umpiring



Recommendation	Notes/Actions	2023 Progress	2024 Targets
<p>24. WAFC Umpiring should develop formalised and appropriately resourced Boundary and Goal umpiring programs in Junior Community Umpiring Clubs.</p>	<p>Current programs to be supported through additional measures, e.g. coaching resources, WAFL Umpire visits.</p> <p>Collaborate with other Junior Community Umpiring Clubs to understand how they can develop their own programs for 2024 onwards.</p>	<ul style="list-style-type: none"><li>• Claremont Junior Umpiring Club instituted boundary and goal umpiring programs in conjunction with the PFL.</li><li>• Boundary and Goal umpiring sessions delivered by WAFL Umpires in lead into Junior Finals.</li></ul>	<ul style="list-style-type: none"><li>• Collaborate with other Junior Community Umpiring Clubs about potential to develop formal programs for 2024-2025.</li></ul>

Recommendation	Notes/Actions	2023 Progress	2024 Targets
<p>25. WAFC Umpiring should develop talent identification and development processes for diverse Umpires in the WAFC Umpiring Talent Pathway.</p>	<p>Incorporated into recommendation 3 &amp; 4.</p> <p>Ensure this is captured in the development of the <i>Talent Pathway Plan</i> and <i>Talent Pathway Manual</i>.</p>		<ul style="list-style-type: none"> <li>Assess feasibility of targeted initiatives for diverse Umpires.</li> </ul>
<p>26. WAFC Umpiring should assess the feasibility of a parallel umpiring talent pathway for female Umpires as recommended in the AFL and University of Sydney report.</p>	<p>Integrate with recommendations from the AFL's review.</p>	<ul style="list-style-type: none"> <li>Held AFLW Umpiring Talent Development Day.</li> <li>Female Umpire Coaches involved in WAFL Talent Carnivals.</li> </ul>	<p><b>Recommendation complete – ongoing initiatives captured in the Women &amp; Girls Action Plan</b></p>



WAFC Umpiring Talent Pathway Review

Thank You