



UMPIRING WA

WAFL 2021 SELECTION PROCESS



This policy outlines the selection guidelines for Umpires in the WAFL and Talent Pathway.

SELECTION COMMITTEE MEMBERS

- Dean Margetts* - (WAFL and Talent Pathway Umpiring Manager)
- Cameron Douglas* - (State Field Umpiring Head Coach)
- Greg Gilbee* - (State Boundary Umpiring Head Coach)
- Ryan Harder* - (State Goal Umpiring Head Coach)
- Paul Mannix* - (Mike Ball Talent Academy Head Coach)
- Daniel Gibbons* - (Hendrie/Margetts Development Squad Head Coach)
- John Marrapodi* - (High Performance Goal Umpiring Coach)
- Brody Payne* - (Goal Umpiring Development Squad Coach)
- Geoff O'Neill* - (High Performance Boundary Umpiring Coach)
- Duncan Bradbury* - (State Umpiring Strength & Conditioning Head Coach)
- Tayla Lewis* - (Head Trainer/Medical Coordinator)
- Jennifer Gresham* - (Rehabilitation Coordinator)

SELECTION CRITERIA

The following factors are taken into account:

1. **Behavioral Standards** – adherence to the Umpiring WA Cultural Charter, WAFC Policies and Procedures and Umpiring WA's Operations Manual. On and off-field behavior is expected to positively contribute to our culture and reputation.
2. **Current form and performance** – measured through Match Day feedback (written and verbal), competency assessment, vision review and/or input from Selection Committee members.
3. **Participation and Engagement** - including attendance and participation in training, fitness standards, contribution to coaching sessions and the match review, feedback and continuous improvement processes. Umpires are encouraged to discuss their individual circumstances with their coach, which may affect the above.
4. **List Development** – It is critical that opportunities are provided for developing and talented Umpires in order to fulfil individual potential and to meet the current and future needs of the group. This enables Umpires at all levels to progress through the Umpire Talent Pathway.
5. **Umpire Competency** – Certain Umpires may be better suited to a particular match. E.g. venue, clubs, history or ladder position may require Umpires with the relevant skill set.
6. **On Field Coaching and Mentoring** – It is important that we create an environment where developing Umpires are teamed with more experienced Umpires at different levels of football to assist with their advancement.
7. **AFL** – through discussions with the AFL, Umpires may be given priority during the home and away season. (This does not include WAFL finals or State Games)



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The following outlines the order in which the selection process should take place:

1. **Injuries/Fitness Testing** - Medical staff to provide a rehabilitation/injury update to establish a return to umpiring timeline and report on any Umpires undertaking fitness tests.
2. **Other considerations** - Review any other selection constraints for the weekend across all three disciplines (e.g. personal leave, work/study commitments, bereavements etc.).
3. **Selection Hierarchy** - Umpires will be selected to matches in the following order:

State v State Football (16's/18's/Women's/State League)
WAFL League
WAFL Reserves
WAFL Colts
WAFLW League
W AFC Talent Programs (e.g. State Trial Matches/Jan Cooper Cup)
WAFL Futures
PSA

As per the MOU Umpires will not be required to officiate more than one fixture per round (please refer to 5.7.2)

NOTE: WAFLW League matches are paid at the same rate as a WAFL Reserves game.

4. **Further Appointments** - The WAFL and Talent Pathways Selection Committee will provide names and other relevant information to the Senior Community Selection Committee for appointment to affiliate competitions (including Perth Football League, WAWFL Reserves & Rogers Cup, WACFL and Juniors). These appointments will be at a grade appropriate for the development needs of the individual and/or requirements of the respective competition(s).



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AFLW Selection Criteria

The following criteria shall be used when determining the suitability for umpires on to the AFLW Umpires List:

- have obtained appropriate accreditation as an Umpire
- the past performance of the Umpire including but not limited to State League Football, AFLW and National Talent Programs
- the potential of the Umpire to perform at the standard required at AFLW level
- the fitness and athleticism of the Umpire
- the availability of the Umpire for training and game commitments prior to and during the AFLW season
- the evidence of a positive attitude to training and commitment to the values of the umpiring group
- have previously officiated in AFL, AFLW and/or State League Senior Competition matches; and/or
- meets targeted non-traditional umpiring pathway criteria

For avoidance of doubt, umpires nominated for the AFLW competition should have **the potential to umpire State League Senior Finals in 2021**, excepting umpires that meet the non-traditional umpiring pathway criteria.

OTHER

- **Administrative Requirements** – Umpires are required to have completed all relevant registration processes (Sports TG) and employment related paperwork in order to be appointed.
- **Variation of Match Day Coaches** – Where possible, coaches are rotated to allow Umpires to receive feedback from different Match Day Coaches.
- **Coaching and Assessment** – Umpires need to be aware and understand that not all matches will have a Coach in attendance. In these circumstances post-match reviews using match vision along with peer feedback will play an important role in this process. Vision may be used as an assessment tool when Coaches are not in attendance. Vision provided by WAFL Clubs may also be used in the review process.
- **Teams** - Where possible in all grades, Umpires are to be appointed in teams for three-week blocks during the HOME and AWAY season. There are factors that may prevent this occurring but the intent is to allow time for teams to establish rapport in order to develop cohesion and team work.
- **Finals** – Refer to selection criteria and process. List development will be an important consideration when determining all finals appointments.



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- **State Games** – Refer to selection criteria and process. It is acknowledged that State selection takes into account reward, recognition and service to WAFL Umpiring. Appointments may give consideration to highly valued individuals. This does not necessarily mean the top ranked Umpires from the current or previous seasons are automatic selections.
- **Family Members** - We will continue to adopt and enforce the AFL Policy clause relating to exclusion of family members from selection panels. This effectively means that a family member of a current running Umpire may hold a coaching position however, must:
 1. Not influence the selection of their family member in any way
 2. Leave the room during official discussions relating to selection
 3. Not be appointed to Match Day Coach at a match where their family member has been appointed to umpire a match.