



2017 WAFC UMPIRING PATHWAY MANUAL

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DEFINITIONS

Throughout this document, the following acronyms may appear:

WACFL	West Australian Country Football League
PFL	Peel Football League
WAFL	West Australian Football League
WAAFL	West Australian Amateur Football League
AFL	Australian Football League
AFLUD	Australian Football League Umpiring Department
WAFC	West Australian Football Commission
WAFLUM	WAFC, WAFL Umpire Manager (Darryl Sinclair)
UDM	WAFC, Umpire Development Manager (Dean Margetts)
HMDS	Hendrie/Margetts Development Squad (Greg Gilbee)
GHDS	Geoff Hayes Development Squad (Peel region)
UPM	WAFC, Umpire Pathways Manager (Tim Priest)
WAFCUS	WAFC Umpire Staff
WAFLUM	WAFC, WAFL Umpire Manager (Darryl Sinclair)
MBWTA	Mike Ball WAFL Talent Academy (Greg Gilbee)
WAFLST	WAFL Senior Team (Cameron Douglas)

EXECUTIVE SUMMARY

With the continued expansion of the AFL and increased scrutiny of umpires within the WAFL competition there is now a need to ensure that the WAFC is providing umpires with the highest level of development assistance possible.

The WAFC Umpiring Pathway is designed to give umpires clear direction and opportunities to progress from junior and senior football through to the WAFL and AFL competitions.

This document will help to explain this pathway in further detail, as well as present all stakeholders with clear criteria and expectations for each step within the pathway.

The pathway is managed by the WAFL Umpire Manager, Manager Umpiring Pathways and Umpire Development Manager. Their areas of responsibility are shown on the diagram overleaf.

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REGIONAL AND JUNIOR COMPETITIONS

The pathway commences at the WAFL district junior competition level and regional junior competitions.

In the metropolitan area umpires commence umpiring at the junior level and progress through to youth football.

Within regional junior competitions umpires can be identified by the junior coaches and umpires can progress to WACFL competitions.

Within junior football there remains the opportunity for umpires to be selected to join the Hendrie Margetts Development Squad or Geoff Hayes Development Squad where additional and more specialised coaching can enhance the development process prior to umpires moving into a senior football squad. (Metropolitan or Country League)

Any umpire not selected to join the HMDS or GHDS can still take up the opportunity to umpire senior football, however umpires are not considered formally part of the pathway until the relevant criteria are met.

To be selected to join the Michael Ball WAFL Talent Academy, umpires need to have been nominated by their coach and referred by the Manager Umpiring Pathways to the WAFL Umpire Manager to trial.

Following a successful trial, umpires who have met the criteria are offered positions in the MBWTA.

To join the WAFL Senior Team, umpires are assessed by the WAFLUM, Umpire Coaching Staff and promoted when performance criteria are met.

As a WAFL umpire, opportunities are presented to umpire the AFL 16's, U18 Youth Girls and 18's championships and AFL Women's.

Progression to AFL Men's is through a rigorous and thorough trialling process.

Umpires can be selected to join the Development Squads or Umpiring Team or at the discretion of the WAFBUS.

HENDRIE/MARGETTS AND GEOFF HAYES DEVELOPMENT SQUADS

The primary aim of the HMDS and GHDS is to coach and support umpires to make the transition from umpiring junior football to umpiring senior football. They will also receive exposure and gain an appreciation of what is required at senior football and WAFL level.

Selection Criteria

To be considered for selection, umpires should meet the following criteria:

- Be level 1 accredited, or working towards it
- Be 15 years of age or older
- Have been assessed by WAFC Umpire Staff as being at the required level

Selection Process

The first step in the process is for the Junior Umpire Coach to nominate umpires.

Generally, umpires are nominated in August and are then appointed to umpire matches in the 14's and 15's WAFL development carnivals, which are played in October. In this carnival, they are assessed by WAFCUS and relevant umpire coaching staff.

Umpires will receive verbal match day feedback at the game and where possible written feedback will be forwarded to their Junior District Coach.

Following the carnival, the WAFCUS and coaches discuss which umpires are ready to be invited to the HMDS or GHDS.

Umpires are then contacted to let them know whether they will be offered a place in the squad.

Unsuccessful umpires are provided with feedback as to why they have not been considered for development squad selection.

The successful umpires are then required to attend an information meeting, where the expectations of the program are presented by WAFCUS.

Umpires may be invited to join the HMDS OR GHDS if identified by WAFCUS or nominated by their Junior Umpire Coach at other stages within the season.

Umpires can be selected to join the Development Squads or Umpiring Team or at the discretion of the WAFCUS

This nomination will be considered and a decision made on whether the umpire is capable to take the next step.

Program Overview

Umpires train as a squad, from January to September. At weekly training, they complete fitness exercises and match scenario drills designed to improve their umpiring.

Umpires also complete indoor sessions utilising the Laws DVD's, video coaching and other teaching activities. At training, they will be provided with exposure to PFL, WAFL and AFL squads.

They also train once a week with their junior umpire group. Whilst at junior training, umpires are expected to participate, and provide a good role model for aspiring umpires in their junior district.

HMDS umpires are appointed to various competitions, primarily the PSA 1st XVIII and WAAFL.

GHDS umpires are appointed to Peel junior and PFL matches.

In these competitions, they are coached on match days and feedback provided at training and electronically.

GHDS umpires are strongly encouraged to umpire at the Landmark Championships.

Post-season, umpires are offered the opportunity to complete an end of season review, with their coach and the MUP.

WAAFL & PEEL FOOTBALL SENIOR SQUAD

The primary aims of the WAAFL and PFL competition squads are to provide the umpires with the skills and experience to umpire senior football and service the respective competitions.

Selection Criteria

To be considered for selection, umpires should meet the following criteria;

- Be Level 1 accredited

Selection Process

Umpires train during the pre-season with the WAAFL and or PFL Senior Squad.

During this time, their fitness levels are assessed by umpire coaching staff.

During the pre-season umpires being considered for promotion will be appointed to senior football practice matches.

Program Overview

The WAAFL and PFL squad train twice a week as a group from January to September.

At training umpires' complete fitness exercises, match simulation drills designed to improve umpiring performance.

Umpires also complete indoor sessions utilizing Laws DVD's, video coaching and other teaching techniques.

In their relevant competitions umpires are coached on some match days with feedback provided at training and electronically.

WACFL UMPIRES

The pathway needs to be inclusive of all markets to maximize the opportunities for umpires to progress as high as their ability and commitment allows.

Given the number of umpires and vast distance of our country leagues, the best opportunity for country umpires to enter the pathway is by participating in the Landmark Country Championships.

Landmark participation is via application form from MUP or WACFL.

Given that several country umpires who umpire in the above championships are not looking to progress to WAFL or AFL, there is no selection criteria required to nominate, other than the umpire must be currently umpiring in a WACFL affiliated league.

Selection Process

If a country umpire is interested in progressing through the pathway they must advise their relevant WACFL umpires coach.

The coach should then encourage them to nominate for the championships, and inform the MUP of the umpire's intentions to be considered for progression through the pathway.

At the championships, the umpire's performance will be assessed by WAFBUS and other coaches who, in consultation with the MUP, will then determine the next suitable level for the umpire.

At the end of the championships, the umpire will be given feedback on their performance, along with the recommended umpire team should progress to.

Selection Criteria

Depending on the level that the umpire is assessed at, the relevant selection criteria for that level are required to be met (HMDS/GHDS, WAAFL/Peel senior squad, MBWTA, WAFST).

Inability to attend Landmark Country Championships

Although WAFBUS highly recommend that country umpires who wish to progress through the pathway attend the championships, they understand that this is not always feasible.

If an umpire is unable to attend, they should contact the MUP, who may be able to arrange an alternative assessment. This may include umpiring in a metropolitan competition. (WAAFL, PFL)

MIKE BALL WAFL TALENT ACADEMY

The MBWTA provides an excellent opportunity for umpires to gain the critical knowledge and further develop skills to achieve their desired outcome of making it onto the WAFLST.

Selection Criteria

To be considered for selection, umpires should meet the following criteria;

- Be Level 2 accredited
- Have been nominated to the WAFLUM by the MUP

Selection Process

Umpires commence their trial once appointed to the Development Squad or are officiating in senior football.

Umpires officiate in games throughout the season and are selected onto the list in January or after the WAFL Umpiring List Management has been finalised.

Umpires selection is based on performance and attitude whilst in the program.

Program Overview

MBWTA umpires train with the WAFLST on Tuesday and Thursday nights, from January to September.

At weekly training sessions, they complete fitness exercises and match scenario drills designed to improve their umpiring.

The umpires also complete coaching sessions every week utilising the Laws DVD's, video coaching and other teaching activities. They will also present sessions as part of their development.

They are primarily appointed to the WAFL competition. Umpires, who are available, but not selected for WAFL, are expected to umpire senior football, in either the WAAFL or PFL competitions.

Umpires are regularly coached on match day, with feedback provided at training and electronically.

Umpires are also expected to be a role model, and are actively encouraged to maintain an involvement in the junior or senior umpiring groups that they started with which may include a coaching session during the season.

Umpires complete mid and end of season reviews with the WAFLUS and MBWTA coach as part of the program.

WAFL SENIOR TEAM

The WAFLST provides opportunities for umpires to competently umpire WAFL League football.

Selection Criteria

To be considered for selection, umpires should meet the following criteria;

- Have been a MBWTA umpire
- Have been nominated by the MBWTA Academy Coach for promotion

Selection Process

The WAFLUM, in consultation with the WAFL Field Umpires Coach and MBWTA coach, determine which umpires are ready for promotion to the WAFLST. When umpires are deemed competent, umpires are offered the opportunity to join.

Program Overview

Training occurs twice weekly, from January through to September.

At weekly training sessions they complete fitness exercises and match scenario drills designed to improve their umpiring, coaching sessions are also conducted every Tuesday night, utilising the Laws DVD's, video coaching and other teaching activities.

During the program, they will also receive vision and instruction from the AFLUD.

Umpires are appointed to the WAFL competition. Umpires are regularly coached on match day, with feedback provided at training and electronically. Umpires also have access to vision from their matches for self-analysis.

If umpires are not appointed to a WAFL match, then they will umpire within a competition and at a level appropriate to their current situation at the discretion of the WAFLUM.

Umpires are expected to be a role model, and are actively encouraged to maintain an involvement in the junior or senior umpiring groups that they started with which may include a coaching session during the season.

Umpires complete mid and end of season reviews with the field umpires coach.

AFL

The AFL is the pinnacle of the pathway.

Selection Criteria

To be considered to trial, umpires must meet the following criteria;

- Have been a WAFLST Umpire
- Have umpired at a high level consistently
- Have been nominated by the WAFLUM

Selection Process

The WAFLUM determines at the end of each season which umpires from the WAFLST are ready to trial to become an AFL contracted umpire.

The umpires are then nominated to the AFL Umpires Manager for consideration. Vision and other supporting information for the umpire's nomination is provided to the AFLUD.

The AFLUD asks for nominations from all State League umpire groups, and from the nominations they decide who will be offered the opportunity to trial.

Trialling umpires are expected to meet specific AFL fitness benchmarks before they will be assessed on match day. AFL field umpires have to run 3km time trials, and individual benchmarks have been set by the AFL Fitness Coach, including skinfolds, shuttle tests and 2km time trials.

Trialling umpires who fail to meet the fitness benchmarks at the pre-season seminar held in January may not progress through the trial period.

Trialling umpires are appointed by the AFLUD to umpire matches during the pre -season, and are also coached and assessed during the season.

At the end of the season, successful umpires are invited to the AFL Football Academy Combine program.

Umpires may be contracted to the AFL after this program provided there are vacancies on the AFL Field Umpiring List. Non-successful umpires may be offered a Rookie Contract for twelve months.

INTERSTATE UMPIRES JOINING THE PATHWAY

When an umpire from interstate moves to WA, and wants to join the pathway, we will consider the following before placing the umpire into the appropriate program or umpiring group.

Firstly, we will communicate with the relevant umpiring staff of the state which the umpire is leaving, to ascertain;

- What level the umpire is currently umpiring?
- Any talent programs/academies that the umpire has been involved in
- Highest level umpired, Accreditation level and any other relevant information

Following this, WAFCUS will then meet the umpire to understand what the umpire wants to achieve out of their umpiring career, to best fit the umpire to the suitable group.

After the first two steps above have been completed, WAFCUS will then make a recommendation as to where the umpire should enter the pathway. This decision is then communicated to the umpire and the relevant coach, and the umpire commences training with that group.

GENERAL PRINCIPLES OF UMPIRING & COACHING

Fitness

Fitness benchmarking as a tool for measuring the fitness of an umpire should always be individually set and should consider an umpires age, gender, physical capability and history.

The fitness testing regime should complement the requirements of the game and be researched on a regular basis. A one size fits all approach is strongly discouraged.

Excluding umpires from games is not recommended due to not meeting a benchmark.

This decision should be based on numerous factors including attitude and meeting core values set down by the coaches and Fitness Staff.

Umpiring Game Plan & Umpire Master Plan

Coaches and Umpires are required to adopt and execute the Umpire Game Plan and adopt the Umpire Masterplan which is located at the back of the manual.

The aim of executing the game plan and Master Plan on a weekly basis will ensure that we service the competition and umpire consistently and competently.

Umpires are assessed and coached at coaching sessions conducted weekly and on match days in accordance with the game plan and master plan.

Attitude

Accepting both positive and negative feedback is a necessary coaching tool for the development of the umpire. Umpires must display a willingness to learn and develop every component of the game plan and Master Plan.

The players are the stars

Remember the players and the coaches are the stars of the game. Our role is to manage a game of football, have fun, protect the ball player and make the correct decisions.



UMPIRING MASTER PLAN



WE COMMIT TO:

- Strong Confident Whistle
- Positioning, Side On To Contest (20-25m)
- Work Rate = Run Hard = Give Sincere Effort, Training And Match Day
- Communicate Effectively = Use Law Book Wording
- Set Kick Control, Goal Line/General Play
- Observation, Hold Your Vision
- Indications, Strong And Clear (Blow, Show And Go)
- Teamwork, Supportive Umpiring
- Player Safety, Duty Of Care To All Players, Protect The Ball Player
- Time Off/Time On, Appropriate Use, When And How
- Pay Warranted Free Kicks
- Match Management, Manage The Game
- Appearance, Look Professional On And Off The Field
- Have Fun And Enjoy The Challenge



WAFC Umpiring Pathway

