



Springfield Lakes Netball Club

# 2026 Umpire Policy & Code of Conduct

<b>Document Name</b>	Umpire Policy & Code of Conduct
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## Our Club's Commitment

SLNC is dedicated to supporting umpires through clear development pathways, ongoing mentoring, and ensuring umpires are placed in roles where they can grow and receive constructive feedback. The club upholds high standards of conduct, professionalism, and welfare, providing a safe and respectful environment for all umpires.

Umpires play a vital role in ensuring fair play, safety, and the smooth running of all matches at Springfield Lakes Netball Club. Their decisions uphold the integrity of the game and allow players to enjoy netball in a respectful and competitive environment. SLNC has a **zero-tolerance policy** towards any form of abuse—verbal, physical, or otherwise—directed at umpires. Such behaviour will not be accepted under any circumstances and may result in disciplinary action, including suspension or removal from the club under our **SLNC-PO-001 Code of Conduct**. We ask all players, coaches, and spectators to show respect and appreciation for our umpires, who generously give their time to support our community.

## Objective

This policy outlines Springfield Lakes Netball Club's processes for allocating, supporting, and paying umpires to ensure fairness, transparency, and consistency across all competitions. It sets clear expectations for conduct, safety, and professionalism to uphold the integrity of the game and create a respectful environment for all participants. The policy also guides the development and progression of umpires through structured pathways, mentoring, and ongoing feedback.

## Scope

Applies to all umpires & umpire mentors (and parent/guardians) representing Springfield Lakes Netball Club.

## Allocation of Games

### • Day Season

- o Games will be allocated each week by the Umpire Co-Ordinator. Allocation will be aligned to the level of experience of the umpire.
- o Umpires and Mentors will be asked to nominate their availability and times available on SLNC Umpire availability platform every 2 weeks.
- o Game day Allocations will be shared with umpires and mentors either on Thursday or Friday before game day.
- o Umpires and Mentors must confirm with the Umpire Co-Ordinator their allocation ASAP.
- o In the unplanned event that an umpire or mentor cannot fulfill their nominated shift they need to **call** the Umpire Co-Ordinator to advise them.

### • Training Games

Training games, where possible, will be allocated to beginner or WDNA level umpires to continue their training and development

- o Training Games will be allocated each week by the Umpire Co-Ordinator.
- o It is expected that all beginner and WDNA level umpires make themselves available to undertake training games

- o Training game allocations will be shared with umpires and mentors either Sunday prior to training.
- o Umpires and Mentors must confirm with the Umpire Co-Ordinator their allocation ASAP.
- o In the unplanned event that an umpire or mentor cannot fulfill their nominated shift they need to **call** the Umpire Co-Ordinator and advise them ASAP.

## Umpire & Mentor Payments

### 1. Eligibility for Payment

- must hold a current Netball Queensland membership.
- must have completed the required accreditation or training for their level.
- must have provided bank account details
- must have provided a signed Statement of Supplier form for the year participating. Note: A new supplier form is required every year.
- Payments are made for competition/game days at Western Districts Netball Association (WDNA) or SLNC grading sessions
- Payments are not made for training games
- Mentor payments will be confirmed after feedback notes have been provided to Umpire Co-Ordinator

### 2. Payment Rates (as of 2026)

Payment rates will be set annually by the club in line with local association recommendations.

Rates will vary based on umpire level (e.g., Beginner, National C Badge, National B Badge).

Umpire Level	Payment per game
Beginner (with Mentor)	\$10
WDNA Certification	\$20
C Badge	\$25
B Badge	\$30
A Badge	\$40
Mentor	\$10

See Umpire Levels below for definition of umpire level

### 3. Payment Process

Umpires must submit:

- Statement by Supplier form (if not registered for GST).
- Bank account details.
- Evidence of umpire level.

Umpire Co-Ordinator verifies payment schedule for the period and advises Assistant Treasurer and Treasurer of the final list of umpires and mentors requiring payment after games or grading sessions are completed

**Payments will be processed weekly.**

All required documentation must be received before any payment is made.

## Cancelled or Forfeited games

- **Prior to Scheduled Game time**

The Umpire Co-Ordinator will endeavor to contact any rostered umpires or mentors as soon as possible for a cancelled or forfeited game.

No payment will be made for cancelled or forfeited games where notification is one (1) hour before the official planned start time of game.

- **After Game has officially started**

When a game has officially started and the game is cancelled by WDNA or SLNC the umpire will be paid for the full game.

- **During Game**

When a game has officially started and the umpire cannot complete the game due to a medical reason, and they have advised the Umpire Co-Ordinator or a member of the SLNC Committee the umpire will be paid for the full game.

## Game Day Expectations

- **Umpire Uniforms**

Where possible, umpires are to wear the Springfield Lakes Netball Shirt or a plain white shirt and appropriate footwear. SLNC Umpire shirts can be purchased through our uniform supplier.

SLNC Umpire shirt can be worn over your Playing Dress or Black or White Shorts or Skirt and U18 umpires will be provided with a green sweat band for visibility. When weather requires it, you can wear a white jumper or black trackpants if needed.

No other colored track pants, oodles, or other colored jumpers/shirts are allowed.

Umpires must supply their own whistle

- **Umpiring for other clubs**

Please do not wear the SLNC umpire shirt when umpiring for other clubs during the Saturday Day Season. SLNC cannot provide mentors for games with other clubs.

- **Umpire Conduct – Game Management Rule 18**

As an umpire, you must apply the rules fairly, communicate clearly, and maintain calm, decisive control, prioritising player safety. Treat all players and team officials respectfully and avoid criticism or coaching during matches. The SLNC Committee expects you to set a positive example on the court.

SLNC encourages a good relationship with the other umpire – come together at breaks and confirm next centre pass, discuss anything that you have noticed as a recurring issue/call during the game.

- **Game day Support**

For any beginner or WDNA level umpires, where possible, a SLNC mentor will be also allocated to your game. The Umpire Mentor plays a vital role in supporting our umpires on game days by providing guidance, encouragement, and constructive feedback. See role of a Mentor section below.

Umpires who have an allocated Mentor can discuss any issues or concerns on the game with their Mentor. The Mentor may then reach out to the Umpire Co-Ordinator or an SLNC Committee member if additional support is

required.

**For those umpires without a mentor, they will need to either reach out to the Umpire Co-Ordinator or an SLNC Official during a quarter break or ask the nominated SLNC team manager on the game to reach out to them on their behalf.**

## Role of an Umpire Mentor

The Umpire Mentor supports beginner umpires on game days by providing guidance, encouragement, and constructive feedback. They help new umpires build confidence, apply rules correctly, and manage game flow, ensuring a positive learning experience.

Mentors must be a minimum nationally recognised C badge umpire.

- **Mentoring requirements**

Mentors will be allocated games (Day season or Training games) with beginner or WDNA level umpires to mentor. Each quarter break the mentor will provide:

- o Areas where the umpire needs to focus for the next quarter
- o Areas where the umpire has done well on and to continue the good work

At the end of the game the mentor will document down their feedback on an online form that will get submitted to the Umpire Co-Ordinator. This will help track the progress of the umpire's development.

Note: Mentor payments will be confirmed after submission of form.

## Umpire Levels

- **Beginner Umpire**

A beginner umpire is someone starting their officiating journey, typically with limited experience and basic knowledge of the rules. They usually officiate lower-division junior games under supervision or mentoring. The focus at this level is on learning correct positioning, whistle technique, and applying fundamental rules consistently. Beginner umpires are encouraged to participate in training programs and work closely with mentors to build confidence and progress toward formal accreditation.

Beginner Umpires will work through training games first and when ready be allocated to Game Days. They will mainly be allocated on games within 8:20 – 11:20am rounds depending on their experience

### Requirements

- o Beginner Umpire course (Practical course)
- o Min 70 % Pass on Rules of Netball Exam - certificate provided to SLNC
- o Completed Netball Australia Foundation Umpire Course (online) – certificate provided to SLNC

- **WDNA Award Level**

The WDNA Umpire Award is an association-based award designed to encourage beginner umpires. Club Umpires at this level are developing umpiring skills, techniques and practical application of the rules.

The Umpire Co-Ordinator and Mentors will determine whether a beginner umpire is ready to progress to the WDNA Award assessment

The assessment panel shall consist of 2 Assessors, one of whom must be a Nationally recognised tester. The second panel member can be an umpire who is learning to be a National tester (i.e. an umpire who has not yet held their badge for 2 years) or an interested association umpire.

WDNA Umpires will work through training games and Game Days. They will mainly be allocated to games within 8:20 – 11:20am rounds, and where appropriate games at 1:45pm and 3:05pm depending on their experience.

#### Requirements

- o Beginner Umpire course (Practical course)
- o Min 70 % Pass on Rules of Netball Exam - certificate provided to SLNC
- o Completed Netball Australia Foundation Umpire Course (online) - certificate provided to SLNC

WDNA certified umpires also have the opportunity to apply to umpire for WDNA Night season and get additional mentoring and game experience.

More information on the WDNA Award can be found here [West's Netball - WDNA Award](#)

#### ● **National Recognised C Badge**

A National C Badge umpire is an intermediate-level official who demonstrates solid knowledge of the rules and can confidently manage games with moderate intensity. They are skilled in positioning, signaling, and applying rules consistently, while maintaining composure under pressure. C Badge umpires typically officiate higher-level games and matches and are encouraged to continue developing toward the National B Badge.

C Badge assessments are managed by WDNA. When the Umpire Co-Ordinator and Mentors believe an umpire is ready to be tested for their C badge they will inform WDNA who will progress the process by reviewing the candidate on game days and then confirming the readiness of the umpire. WDNA will then work with the Umpire Co-Ordinator in booking the assessment game.

More information on C Badge assessment can be found here [Aiming for your C Badge](#)

#### Requirements

- o WDNA Award level
- o Min 70 % Pass on Rules of Netball Exam - certificate provided to SLNC
- o Completed Netball Australia Foundation Umpire Course (online) - certificate provided to SLNC

C badged umpires are able to put in an expression of interest to join the [WDNA Umpire Development Program](#)

#### ● **National Recognised B Badge**

A National B Badge umpire is an advanced-level official who demonstrates strong rule knowledge, excellent positioning, and the ability to manage high-intensity games confidently. They maintain composure under pressure, apply rules consistently, and show leadership on court. B Badge umpires typically officiate top-level matches and senior competitions, and often mentor developing umpires.

#### Requirements

- o C badge
- o Min 80 % Pass on Rules of Netball Exam - certificate provided to SLNC
- o Completed Netball Australia Intermediate Umpire Course (online) - certificate provided to SLNC

B badged umpires are able to put in an expression of interest to join the [WDNA Umpire High Performance Program](#)

- **National Recognised A Badge**

A National A Badge umpire is an elite-level official who demonstrates exceptional rule knowledge, advanced game management skills, and the ability to officiate at the highest levels of competition. They consistently apply rules with precision, maintain composure under intense pressure, and exhibit leadership both on and off the court. A Badge umpires often mentor developing, C and B Badged Umpires

### Requirements

- o B badge
- o Min 90 % Pass on Rules of Netball Exam - certificate provided to SLNC
- o Completed Netball Australia Elite Umpire Course (online) - certificate provided to SLNC

## Umpire Code of Conduct

In addition to SLNCs and WDNA's General Code of Conduct, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of SLNC/WDNA or Affiliates in your role as an umpire.

- Umpire in accordance with the Official Rules of the Game.
- Treat all players, coaches, match officials and other umpires with respect.
- Place the safety and welfare of the players above all else.
- Ensure the court and its surroundings are compliant with the rules.
- Take appropriate action to manage dangerous play.
- Maintain a high standard of personal behaviour at all times.
- Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and umpiring at all times.
- Be courteous, respectful, and open to discussion and interaction.
- Maintain or improve your current performance level and seek continual improvement

For more information on the umpire pathway at SLNC and WDNA please follow this link [WDNA Umpires](#)

