



NHKC

Umpiring Framework

Guidelines, Initiatives & Programmes

*Reference – National Umpire Development Framework (2026), Netball
Australia*

Updated: June 26th, 2026



Table of Contents

1. Aims and Objectives	2
2. Roles & Responsibilities	3
2.1 Role of the Officiating Convener	3
2.2 Role of the Umpire Administrator	4
2.3 Role of the Officiating Committee	4
3. Umpire Accreditation System	6
4. Testers and Composition of Testing Panels for Practical Assessment & Updating	8
5. Umpire Badged Competencies	9
5.1 Overview	9
5.2 Ratings Definitions	9
5.3 Summary of Competencies	12
5.4 International Netball Umpire's Award (INUA)	13
6. Recognition of Prior Learning (RPL)	13
7. Updating & Reaccreditation	13
7.1 General Updating & Reaccreditation Requirements	13
7.2 Presenter and Tester Updating	14
8. Umpire Education Courses & Exams	14
8.1 Rules of Netball Theory Exam	14
8.2 Level 1 Umpires Course	15
8.3 Level 2 Umpires Course	15
8.4 Advanced / Elite Umpire Course	15
9. Umpire Pools & Groups	15
9.1 Community Pool of Umpires	15
9.2 Talent Identification / Umpire Development Group	16
9.3 Elite/Prem Pool of Umpires	16
10. Allocation to National & International Events	16
Code of Conduct for Umpires	18
Appendix	19
Appendix 1 - C Badge Practical Assessment Sheet	19
Appendix 2 - B Badge Practical Assessment Sheet	19
Appendix 3 - A Badge Practical Assessment Sheet	20



Netball Hong Kong, China (NHKC) has developed and implemented this comprehensive Umpiring Framework to attract, develop and retain quality umpires at all levels of the sport both nationally and internationally. NHKC recognises the significant contribution that proficient and skilled umpiring makes to the sport of netball. It therefore considers it essential that the neutrality of umpires at all levels is acknowledged and protected, and that umpires are given access to training and support so that they are encouraged to participate and strive for excellence.

1. Aims and Objectives

The aims and objectives of umpiring by Netball Hong Kong, China shall be:

- 1.1 To promote and develop umpiring from beginner level to A badge award level.
- 1.2 To provide unity of direction in all matters pertaining to umpiring.
- 1.3 To formulate, recommend and implement policy relating to umpiring in Hong Kong.
- 1.4 To establish and maintain ongoing training schemes and development programmes, including their practical application.
- 1.5 To enhance the development of umpires through specialist programmes and structured advancement pathways.
- 1.6 To be responsible for matters pertaining to umpiring at both national and international levels.
- 1.7 To raise and maintain the profile of umpires and umpiring within Hong Kong.
- 1.8 To promote and uphold the highest standards of professionalism, conduct and presentation among umpires.
- 1.9 To uphold the official Rules of the Game and operate in accordance with the procedures, policies and regulations of World Netball (WN).



2. Roles & Responsibilities

2.1 Role of the Officiating Convener

The Officiating Convener shall be responsible for the strategic oversight, governance and development of netball umpiring across Hong Kong and shall establish and maintain clear development pathways from beginner to elite level.

The Officiating Convener shall:

2.1.1 Report directly to a Vice President and Chief Executive Officer (CEO).

2.1.2 Establish the Officiating Committee prior to the commencement of the Ladies League each year and appoint or confirm its members.

2.1.3 Chair the Officiating Committee and provide strategic direction for umpire development and standards.

2.1.4 Work in collaboration with the Umpire Administrator and the Officiating Committee on all umpire-related matters.

2.1.5 Oversee and ensure the implementation of structured education, training, mentoring and badging pathways for umpires.

2.1.6 Remain informed of all World Netball (WN) rule changes, interpretations and directives, and shall ensure such updates are communicated to the umpire community.

2.1.7 Oversee and address complaints, performance concerns and Code of Conduct matters relating to umpires, in accordance with NHKC policies and procedures.

2.1.8 Develop and implement strategies to recruit, retain and recognise umpires, in conjunction with the Umpire Administrator and the Officiating Committee.

2.1.9 Ensure that Certificates of Achievement are issued upon successful completion of accredited courses and that examination results and badging levels are accurately recorded in the official database.

2.1.10 Oversee the implementation and issuing of Umpire Recognition Awards at the Annual General Meeting (AGM) and other relevant occasions.

2.1.11 Ensure official communication platforms are utilised to disseminate relevant information, including World Netball updates and officiating notices.

2.1.12 Liaise with the Treasurer regarding financial requirements and proposed budget allocations for umpire development initiatives.

2.1.13 Attend meetings of the NHKC Executive Council and report on officiating matters as required.



2.2 Role of the Umpire Administrator

The Umpire Administrator shall be responsible for the operational coordination and administration of umpiring across all NHKC competitions, programmes and events.

The Umpire Administrator shall:

2.2.1 Report directly to the Officiating Convener.

2.2.2 Work in collaboration with the Officiating Convener and the Officiating Committee on all umpire-related matters.

2.2.3 Coordinate and allocate umpires for NHKC leagues, tournaments, representative programmes and designated training sessions.

2.2.4 Develop, publish and manage the annual umpire schedule and shall maintain accurate and up-to-date records within the official database.

2.2.5 Establish and maintain an effective umpire booking and allocation system, including recognised badge levels and approved service rates where applicable.

2.2.6 Maintain accurate records of umpire appointments and shall ensure that payments to appointed umpires are processed in accordance with NHKC financial procedures.

2.2.7 Manage umpire registrations and respond to operational umpiring enquiries arising from NHKC activities.

2.2.8 Support the administration and documentation of Officiating Committee meetings.

2.2.9 Ensure the availability and appropriate distribution of current rule books, training manuals and officiating resources.

2.2.10 Support the implementation of recruitment, retention and recognition initiatives for umpires, as directed by the Officiating Convener.

2.2.11 Attend NHKC Executive Council meetings when required and report on operational officiating matters.

2.3 Role of the Officiating Committee

The Officiating Committee shall be established and operate under the direction of the Officiating Convener and the NHKC Executive Council. It shall support the development, coordination and administration of officiating across NHKC competitions and programmes.

The Officiating Committee shall:

2.3.1 Support the coordination and allocation of umpires, umpire mentors and bench officials for NHKC leagues, tournaments and representative programmes.

2.3.2 Support the selection and appointment of officials for finals, major competitions and overseas or representative appointments endorsed by NHKC.



2.3.3 Assist in the planning and delivery of umpire education, accreditation courses and development workshops.

2.3.4 Support the implementation and monitoring of the NHKC umpire development pathway and mentoring system.

2.3.5 Liaise with League Conveners/Coordinators and relevant members to ensure the effective officiating operation of competitions.

2.3.6 Maintain appropriate records relating to officiating appointments, accreditation and training.

2.3.7 Support recruitment, retention and recognition initiatives for umpires and bench officials.



3. Umpire Accreditation System

3.1 The NHKC Umpire Accreditation System is an educational pathway based on Netball Australia's umpiring system, ongoing professional development and practical umpiring instruction through an experienced umpire coach/mentoring system.

3.2 Assessment is based on an appropriate pass mark of the Rules of Netball Theory Examination, practical evaluation through established competencies, self-reflection, coach feedback and, where possible, video analysis.

3.3 The culmination of this accreditation system leads to practical assessment in a 3-tiered system of badges: C, B and A awards.

3.4 It is not essential to proceed sequentially through each badge level. The only prerequisite badge level is a B Badge before testing for an A Badge.

3.5 If an umpire is tested and awarded a higher-level badge, they must complete the prerequisites for the badge level awarded. This includes attaining the relevant Rules of Netball exam pass mark.

3.6 To ensure the integrity of the awarded B and A Badge, the practical assessment for these must be on a complete 4 × 15-minute game, as highlighted in Figure 1.

3.7 No age restrictions are placed on candidates for any umpiring badge.

3.8 The Level 1 Umpires Course must be completed prior to the umpire being tested for a C Badge.

3.9 The Level 2 Umpires Course is preferred to be completed prior to the umpire being tested for a C Badge, but is not mandatory.

3.10 Testing for C and B Badges must be played on a match that is affiliated to NHKC or approved by the Officiating Committee. Testing for A Badges must be played on a match that is of a standard and quality determined by the Officiating Convener.

3.11 Testing for all levels must be undertaken on a game of standard. A game of standard is a match which displays the assessable competencies of the badge level being tested.

3.12 The testing panel is assembled in line with the requirements of Figure 2.

3.13 All badge levels are valid for four (4) years at which point updating is required.



Figure 1: Umpire Accreditation Framework Overview

Accreditation	Pre-requisites	Pathways	Assessment
C Badge	Level 1 Umpires Course Level 2 Umpires Course (preferred)		Minimum 70% in the Rules of Netball Exam. Local Game (4 × 10, 12 or 15-minute quarters)
B Badge	C Badge Accreditation*	Participating in Rules/Technical Discussion workshops Coaching/Mentoring Practice umpiring at appropriate level	Minimum 80% in the Rules of Netball Exam. Playoff match of the highest division of the Ladies'/Men's League, or an Asian Region match (4 × 15-minute quarters)
A Badge	B Badge Accreditation; Elite / Advanced Umpires Course	Attend Umpire Development Programs Self-Reflection Individual Development Plans	Minimum 90% in the Rules of Netball Exam. Match approved by the Officiating Convener (4 × 15-minute quarters)
International Netball Umpire Award (INUA)	N/A		Arranged by World Netball, plus the World Netball practical assessment requirement with international experience

**Badges are awarded sequentially; however, in some circumstances, if an umpire displays the competencies of a higher badge, they may be awarded that badge immediately.*

4. Testers and Composition of Testing Panels for Practical Assessment & Updating

4.1 An umpire who has been umpiring at any badge level for two (2) years is qualified to test at that badge level, even if a higher badge has been achieved.

4.2 If the appropriate testing panel composition cannot be achieved when arranging a test and an umpire would be disadvantaged, application may be made to the Officiating Convener for consideration.

4.3 Testers must use the official Umpire Assessment Sheets (Appendices 1, 2 and 3) for all testing under the umpire accreditation system.

4.4 The decision to award any badge must be unanimous.

4.5 Tests must be conducted with the testers present at the game. Tests cannot be performed and assessed via video link or recording.

4.6 One testing panel can only test one candidate at any one time.

Figure 2: Composition of Testing Panels

	INUA	A Badge	B Badge	C Badge
Minimum Requirements	Appointed by World Netball	2 × A Badge & 1 INUA Badge	1 B Badge & 1 A Badge	1 C Badge & 1 B Badge
Alternative Panel Combinations	—	• 2 × INUA & 1 A • 3 × INUA • 2 × A Badge & 1 WN Appointee	• 2 × A • 2 × INUA • 1 B & 1 INUA • 1 A & 1 INUA	• 1 C & 1 A • 1 B & 1 A • 1 B & 1 INUA • 1 C & 1 INUA • 2 × B • 2 × A • 1 INUA & 1 A • 2 × INUA



5. Umpire Badged Competencies

5.1 Overview

5.1.1 The Netball Hong Kong, China Umpire Accreditation system is an educational and development pathway, culminating in a 4-tiered badge system – C Badge, B Badge, A Badge at the local level and the highest award, the INUA Badge being awarded by World Netball.

5.1.2 It is essential that testers are aware of the competency standards established for each badge level, and make their assessment based on the criteria provided. In addition, they must understand the distinctions between the different badge levels, and the advancement in skill and understanding that an umpire must display to progress.

5.1.3 To receive a badge, the umpire must be rated as competent in each area of the assessable performance criteria set for the level concerned.

5.1.4 Knowledge, skills and techniques must be demonstrated or performed to a specified standard under set conditions, as assessed by approved testers. These competencies are a continuum from basic level to expert execution.

5.1.5 Umpires and umpire coaches/mentors should also be familiar with the competencies required at each badge level and should utilise the education and development programs available to them, to focus on improving their knowledge, skills and techniques to the required level.

5.1.6 To assist all involved in umpire development and assessment, NHKC has followed the matrix by Netball Australia that details the competency continuum for the 3-tiered badge system at local level as well as competency-based assessment sheets for all badge levels.

5.1.7 The matrix provides a snapshot of the competencies that an umpire is required to demonstrate for each badge level in the key areas of communication and game management; positioning, vision, and timing; contact; obstruction; advantage; and minor infringements.

5.2 Ratings Definitions

The level of proficiency required for each competency area has been divided into five ratings:

- **Not expected:** Candidate is not required to demonstrate practical application of this rule and/or procedure for this badge level.
- **Sometimes:** Candidate shows basic level of knowledge of rules and procedures and demonstrates ability to apply skill in obvious situations.
- **Usually:** Candidate shows intermediate level of knowledge of rules and procedures and demonstrates ability to apply skill at most times in the game context.
- **Consistently:** Candidate shows advanced level of knowledge of rules, procedures, and match protocols, and demonstrates ability to apply skill to a high standard across a broad range of situations.

COMMUNICATION AND GAME MANAGEMENT

COMPETENCY	C BADGE	B BADGE	A BADGE
Conducts pre-match checks and formalities effectively.	Usually	Consistently	Consistently
Uses firm, decisive and clearly audible voice and whistle.	Usually	Consistently	Consistently
Uses correct terminology and hand signals to penalise infringements and set and manage sanctions and actions.	Usually	Consistently	Consistently
Accurately keeps centre passes and signals goals.	Usually	Consistently	Consistently
Manages stoppages effectively.	Sometimes	Usually	Consistently
Manages late arrivals/failure to take the court effectively.	Sometimes	Usually	Consistently
Addresses instances of foul play (Rule 19) and discipline of team officials and bench players (Rule 18 – Discipline of Team Officials and Bench Players) appropriately, using game management procedures (Rule 18).	Not expected	Sometimes	Consistently
Works well with co-umpire.	Sometimes	Usually	Consistently
Uses "possession" call to provide clarification to players.	Not expected	Usually	Consistently

POSITIONING, VISION AND TIMING

COMPETENCY	C BADGE	B BADGE	A BADGE
Positions level with or slightly ahead of the ball on the Side Line; times movement to Goal Line in relation to play.	Usually	Consistently	Consistently
Readjusts position quickly and competently when play changes direction or pace.	Sometimes	Usually	Consistently
Uses vision to take a clear view of the court area where the ball is, and players in the immediate vicinity.	Usually	Consistently	Consistently
Uses vision to look away from the ball; identify and acknowledge infringements behind and ahead of play.	Not expected	Usually	Consistently
Reaction time is appropriate to game standard and is consistent throughout the court and the game.	Usually	Usually	Consistently

CONTACT

COMPETENCY	C BADGE	B BADGE	A BADGE
Penalises obvious instances of Contact as stated in Rule 17.	Usually	Consistently	Consistently
Distinguishes between fair contest and contact that interferes.	Not expected	Usually	Consistently
Penalises causing contact and inevitable contact Rule 17.	Not expected	Consistently	Consistently



OBSTRUCTION

COMPETENCY	C BADGE	B BADGE	A BADGE
Penalises obstruction of a player in possession of the ball Rule 16.	Usually	Consistently	Consistently
Penalises obstruction of a player not in possession of the ball Rule 16.	Sometimes	Usually	Consistently

ADVANTAGE

COMPETENCY	C BADGE	B BADGE	A BADGE
Awards an Advantage on a Goal where appropriate	Consistently	Consistently	Consistently
Makes sound choices between whistle decisions and use of advantage to ensure non-offending team is not disadvantaged.	Not expected	Usually	Consistently
When applied, advantage allows the game to flow without losing control.	Not expected	Usually	Consistently

MINOR INFRINGEMENTS

COMPETENCY	C BADGE	B BADGE	A BADGE
Penalises infringements under the Footwork Rule.	Usually	Consistently	Consistently
Penalises infringements related to playing areas (breaking, offside, wholly within centre circle, scoring a goal).	Usually	Consistently	Consistently
Penalises infringements relating to playing the ball (including held ball and short pass).	Usually	Consistently	Consistently
Penalises over a third and untouched centre pass.	Usually	Consistently	Consistently

5.3 Summary of Competencies

BADGE LEVEL	SUMMARY OF COMPETENCIES
C BADGE	Basic game management to keep game moving and maintain player safety to average standard matches. Basic procedural competence (late arrivals, failure to take the court, stoppages). Basic positioning and vision skills. Reactions/timing appropriate for low to average standard matches. Usually recognises and penalises obvious infringements, both major and minor. Applies "advantage goal" so as to not disadvantage non-offending team.
B BADGE	Intermediate knowledge of game management and implementation of procedures. Some understanding of when measures need to be taken to keep game safe (for example, overt unsportsmanlike conduct or dangerous play). Positioning and vision are not restricted to the immediate area where the ball is or the bulk of players are, to consider what is happening behind and ahead of play. This requirement is matched by the requirement that the candidate demonstrate basic advantage skills. More consistent recognition of minor infringements and more refined understanding (footwork, played ball for example). Obstruction: beginning to understand implications of rule beyond simple 0.9m defence (jump and land, standing within 0.9m and interfering with throwing/shooting action); beginning to recognise use of arms to limit movement of player without ball; obvious defending out of court. Contact: beginning to go beyond obvious examples of interference to distinguishing fair contest from contact (understanding body movements, including recognizing when a player or players cause an opponent to interfere). Advantage: vision skills allow some recognition of context of play and some assessment of what is of advantage to the non-offending team.
A BADGE	Detailed understanding and application of all aspects of game management, including foul play and the actions that may be taken by umpires. There is an expectation that positioning, vision and timing will be guided by play and informed by an understanding of the game context. General principles are consistently executed, including adapting positioning and vision to specific circumstances to secure best view of play. This in turn allows a more refined application of the Advantage Rule, which allows the game to flow without losing control or undermining the standards set for game management. Rule interpretations demonstrate an understanding of the rule, an attention to detail and a common sense application in the game context. There should be a high level of consistency across both minor and major infringements. In particular: Obstruction: consistently penalises all forms of 0.9m defence across court areas; consistently recognises obstruction of player without the ball Contact: consistently distinguishes between contact and contest (again, allowing the game to flow without losing control or undermining game management); accurately identifies and penalises causing contact and inevitable contact.



5.4 International Netball Umpire's Award (INUA)

The World Netball Policy states:

5.4.1 The INUA is awarded by WN according to the competencies and requirements specified by WN.

5.4.2 Umpires who hold their country/territory's highest national badge, and who are identified as talented, may be trained for the INUA by senior qualified umpiring personnel.

5.4.3 Individual umpires who have the necessary prerequisites and believe they have been overlooked may make an application to World Netball.

5.4.4 Those who achieve the INUA are listed by World Netball on the International Umpires Register.

5.4.5 World Netball appoints umpires to all sanctioned International Matches and World Netball Events.

6. Recognition of Prior Learning (RPL)

6.1 NHKC may grant RPL for umpiring badges/awards/status from other countries where this is assessed as equivalent to a relevant umpire accreditation level.

6.2 Applications for RPL should be directed to the Officiating Convener or Umpire Administrator, and must include details of all umpire education and practical experience with any relevant documentation.

6.3 NHKC may require the applicant to undertake a practical and/or theory assessment to establish the level of RPL granted.

7. Updating & Reaccreditation

7.1 General Updating & Reaccreditation Requirements

To update an 'on court' umpire accreditation, an umpire must:

7.1.1 Attain a higher-level badge or WN status; or

7.1.2 Request practical assessment testing at their current badge level/approval level to be re-accredited for an additional four (4) years.

7.1.3 The successful completion of the Rules of Netball Theory Exam (pass mark as required for the badge being updated) is a mandatory updating requirement for all badge levels.



7.1.4 Applications for updating will be considered up to 48 months following the expiry date of the accreditation. Applications for consideration should be submitted to the Officiating Convener with a detailed explanation of why the accreditation was allowed to expire and what learning or umpiring has taken place in that period.

7.1.5 Any umpire whose accreditation has expired greater than 48 months will no longer be considered to hold an accreditation and must re-enter the accreditation pathway, being tested at their previous badge level.

7.2 Presenter and Tester Updating

7.2.1 If Umpire Presenters and Testers are no longer umpiring, they must have a current relevant pass mark for their highest badge level in the Rules of Netball Exam and attend suitable mentoring and/or training through NHKC every four years. They will be known as an inactive umpire.

7.2.2 All Umpire Presenters and Testers are required to be approved by NHKC & the Officiating Committee.

Figure 3: Programs and Approved Presenters

Program	Approved Presenters	Appointed by
Advanced / Elite Umpire Course	AA Umpires / INUA / ITP	Netball Australia / WN
Level 2 Umpires Course	Experienced Presenters	NHKC / Asian ITP
Level 1 Umpires Course	Experienced Presenters	NHKC / Asian ITP

It is desirable that new presenters be mentored by experienced presenters.

8. Umpire Education Courses & Exams

8.1 Rules of Netball Theory Exam

8.1.1 The Rules of Netball Theory Exam tests the rules of the game.

8.1.2 The Rules of Netball Theory Exam is an online exam that is accessible all year on Netball Learning by Netball Australia.

8.1.3 Candidates who experience difficulties in completing the exam within the required timeframe of two hours may apply to complete an 'untimed' version of the Rules of Netball Theory Exam. This exam will be a paper test instead of online.

8.1.4 A certificate will be generated for all candidates who achieve a pass (70% or above).

8.1.5 The most recent exam mark is the current result.



8.1.6 The Rules of Netball Theory Exam is a compulsory update for all badging levels and must be completed every four (4) years.

8.2 Level 1 Umpires Course

8.2.1 The Level 1 Umpires Course provides an introduction to the basic techniques and knowledge required of a netball umpire. It is a prerequisite for C Badge testing.

8.2.2 The Level 1 Umpires Course is composed of a theory workshop and a practical session.

8.2.3 Participants will have their result recorded on the NHKC umpire database.

8.2.4 A certificate will be generated for all candidates upon successful completion of the course.

8.2.5 Participants must complete all components of the course to consider the course as attended.

8.2.6 All participants who have completed all components of the Level 1 Umpires Course along with the Rules of Netball Theory Exam shall be listed on the NHKC Approved Umpires List.

8.3 Level 2 Umpires Course

8.3.1 The Level 2 Umpires Course has been designed to further develop umpiring skills and techniques and to increase understanding of the procedures and protocols of a higher level of umpiring. The course will also extend participants' knowledge of the rules and their practical application to the game at an elite level.

8.3.2 Participants must complete all components of the course to consider the course as attended.

8.4 Advanced / Elite Umpire Course

8.4.1 The Advanced / Elite Umpire Course is designed so that umpires achieve positive learning outcomes, assists umpires in becoming more effective, and prepares them to embark on new challenges within netball.

8.4.2 Participants must complete all components of the course to consider the course as attended.



9. Umpire Pools & Groups

9.1 Community Pool of Umpires

9.1.1 All participants who have completed all components of the Level 1 Umpires Course along with the Rules of Netball Theory Exam shall form the Community Pool of Umpires, also known as the NHKC Approved Umpires List.

9.1.2 All umpires will be assigned a grade/division/level for which they can umpire based on their umpiring ability; this will be known as their approval level.

9.1.3 An umpire can progress to a higher grade/division/level by being assessed by an NHKC umpire coach/mentor. It is not necessary to move sequentially through each grade/division/level.

9.1.4 Umpires cannot umpire above their specified approval level without the approval of the Officiating Convenor.

9.1.5 Umpires may face sanctions and penalties if they umpire any match for which they are not approved, including being removed from the Community Pool of Umpires.

9.1.6 All approval levels are valid for four (4) years at which point revalidation by an NHKC umpire coach/mentor is required.

9.2 Talent Identification / Umpire Development Group

9.2.1 Talented umpires are identified based on their match performance, as well as appraisals by qualified personnel regarding their skill, technique, attitude, and potential.

9.2.2 Talented identified umpires may be invited to form an Umpire Development Group at the recommendation of the Officiating Committee; or

9.2.3 Talented identified umpires may be provided with an individual talent-identified development plan, which may include regional education and training courses, as well as allocation to national or international events.

9.2.4 It is not necessary to move sequentially through each level of the pathway, and umpires may be introduced at any level.

9.3 Elite/Prem Pool of Umpires

9.3.1 The top ranked umpires will form the Elite/Prem Pool of Umpires and are accredited for appointment to umpire all standards of netball in any domestic competition.

9.3.2 NHKC will source a suitable professional development program for the Elite/Prem Pool which may include regional education and training courses and allocation to national/international events.

9.3.3 The ranking of umpires by the Officiating Committee Selector(s) will determine the initial selection of umpires to any event.



10. Allocation to National & International Events

10.1 The Officiating Committee specified Selector(s) will appoint umpires to all national events and playoff matches requested by event organisers.

10.2 The allocation of umpires at all national and international competitions and events will be primarily performance based.

10.3 The Officiating Committee specified Selector(s) may appoint Talent Identified umpires to certain national and international competitions and events as part of their development.

10.4 The Officiating Committee specified Selector(s) may consider other factors such as competition and event level and development opportunities for umpires.

10.5 All appointments must be approved by the NHKC Executive Council.



Code of Conduct for Umpires

Netball Hong Kong, China ("NHKC") upholds **the highest standards of behaviour and integrity** across all aspects of the sport.

All umpires are expected to conduct themselves in a way that reflects these values and upholds the standards of NHKC and World Netball at all times.

An umpire will:

- Comply with all rules, regulations, bylaws, and requirements of World Netball, NHKC, and any leagues or competitions in which they umpire.
- Respect the rights, dignity, and worth of all individuals involved in netball, regardless of gender, marital status, race, colour, disability, sexuality, age, occupation, or religion.
- Not abuse, exploit, or misuse any relationship of trust or position of power or influence they may hold within my team, club, league, region, or association.
- Conduct themselves in a professional and respectful manner at all times and cooperate with other officials, administrators, coaches, and athletes.
- Exercise self-control and composure, understanding that verbal, emotional, or physical abuse towards any participants (players, coaches, spectators, or officials) is unacceptable.
- Treat all officials and participants with respect, never bully, intimidate, or take unfair advantage of another official or individual.
- Umpire consistently, independently, and impartially, using reasonable care and skill to apply and enforce the rules fairly, and to ensure the safety of players at all times.
- Follow safeguarding and welfare best practice guidelines when officiating with or around children and young people.
- Maintain and improve their knowledge and skills by attending NHKC and/or World Netball-approved courses, workshops, and fitness assessments.
- Maintain appropriate levels of physical and mental fitness required to effectively officiate at their level of appointment.
- Be appropriately dressed and equipped whenever they umpire.
- Abide by any disciplinary processes or sanctions imposed by NHKC.
- Promote and uphold this Code of Conduct among peers and within the wider netball community.

An umpire will not:

- Wager, bet, or participate in gambling on any match or event.
- Offer, accept, or solicit any inducement, gift, or consideration intended to influence the result of a match.
- Coach any team or player during a match they are umpiring.
- Use social media or other public platforms to bring the game, other officials, teams, or NHKC into disrepute, or make inappropriate or disrespectful comments about participants, administrators, or the organisation.

Appendix

Appendix 1 - C Badge Practical Assessment Sheet



C BADGE PRACTICAL ASSESSMENT SHEET

NETBALL AUSTRALIA

Candidates for the 'C' badge should display a basic grasp of game management skills, umpiring techniques and essential awareness of the rules to penalise obvious infringements. This is an ENTRY-LEVEL BADGE ONLY and testers should not expect a perfect display.

To successfully pass the C Badge Practical Assessment, umpires must be able to competently act on all aspects of the assessable performance criteria. Testers only need to write a comment if the umpire has not achieved competency for a particular performance criteria. If the **ASSESSMENT DECISION** is **COMPETENT**, additional comments may be made in the General Comments section.

If the **ASSESSMENT DECISION** is **NOT YET COMPETENT**, the Testers need to outline the **ACTION PLAN** discussed with the umpire. The action plan should identify further training, development or assessment needs to enable the umpire to reach the competency standard. Completed assessment forms are to be sent to the respective Member Organisation, which will send a copy to the umpire.

KEY

SOMETIMES: Candidate shows basic level of knowledge of rules and procedures and demonstrates ability to apply skill in about 50% of situations.

USUALLY: Candidate shows intermediate level of knowledge of rules and procedures and demonstrates ability to apply skill at most times in the game context.

CONSISTENTLY: Candidate shows advanced level of knowledge of rules, procedures, and match protocols, and demonstrates ability to apply skill to a high standard across a broad range of situations.

EXPERTLY: Candidate shows detailed and extensive knowledge of rules, procedures, and match protocols, and applies skill to an expert level in all game situations, including complex and unorthodox scenarios.

NETBALL AUSTRALIA C BADGE PRACTICAL ASSESSMENT SHEET

Name: _____		Association/League: _____	
Netball Learning Email Address: _____		Date: _____	
Pre-requisites: Rules of Netball Exam (Yes) _____		Course: Foundation Umpire Course ☐	

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
COMMUNICATION			
Uses firm, decisive and clearly audible voice and whistle.	USUALLY	☐ ☐	
Uses correct terminology and hand signals to penalise infringements and manage sanctions (Free Pass, Penalty Pass) and actions (Throw In, Throw Out).	USUALLY	☐ ☐	
GAME MANAGEMENT			
Conducts pre-match checks and formalities effectively.	USUALLY	☐ ☐	
Accurately keeps centre passes and signals goals.	USUALLY	☐ ☐	
Shows some ability to manage (manage and other match procedures (late arrival) failure to take the court).	SOMETIMES	☐ ☐	
Marks well with co-umpire.	SOMETIMES	☐ ☐	
POSITIONING, VISION AND TIMING			
Positions level with or slightly ahead of the ball on the side line; times movement to goal line in relation to play.	USUALLY	☐ ☐	
Demonstrates an awareness to gain a clear view of the play.	SOMETIMES	☐ ☐	
Uses vision to take a clear view of the court area where the ball is, and the players in the immediate vicinity.	USUALLY	☐ ☐	
Reaction time is appropriate to game standard and is consistent throughout the start and the game.	USUALLY	☐ ☐	
MINOR INFRINGEMENTS			
Recognises and penalises obvious infringements:	USUALLY	☐ ☐	
- related to playing areas - related to playing the ball - related to the footwork rule			

ASSESSABLE PERFORMANCE CRITERIA

Recognise and penalise obvious instances of obstruction:

- player in possession of the ball.

USUALLY

SOMETIMES

Recognise and penalise obvious instances of contact (Rule 12.2):

USUALLY

ADVANTAGE

Applies the advantage rule where an advantage goal is scored.

CONSISTENTLY

GENERAL COMMENTS

BADGE AWARDED YES NO

C

Name	Email Address	Badge	Endorsed Tester SIGN
Tester 1: _____	_____	☐	☐
Tester 2: _____	_____	☐	☐

Appendix 2 - B Badge Practical Assessment Sheet



B BADGE PRACTICAL ASSESSMENT SHEET

NETBALL AUSTRALIA

Candidates for the 'B' badge should demonstrate sound game management to maintain control and player safety; umpiring techniques which enable recognition of infringements behind and ahead of play, and the beginning of application of the advantage rule; more consistent recognition and clear understanding of minor and major infringements; and some ability to distinguish between fair contact and contact that interferes with play.

To successfully pass the B Badge Practical Assessment, umpires must be able to competently act on all aspects of the assessable performance criteria. Testers only need to write a comment if the umpire has not achieved competency for a particular performance criteria. If the **ASSESSMENT DECISION** is **COMPETENT**, additional comments may be made in the General Comments section.

If the **ASSESSMENT DECISION** is **NOT YET COMPETENT**, the Testers need to outline the **ACTION PLAN** discussed with the umpire. The action plan should identify further training, development or assessment needs to assist the umpire to reach the competency standard. Completed assessment forms are to be sent to the respective Member Organisation, with a copy sent to the umpire.

KEY

SOMETIMES: Candidate shows basic level of knowledge of rules and procedures and demonstrates ability to apply skill in about 50% of situations.

USUALLY: Candidate shows intermediate level of knowledge of rules and procedures and demonstrates ability to apply skill at most times in the game context.

CONSISTENTLY: Candidate shows advanced level of knowledge of rules, procedures, and match protocols, and demonstrates ability to apply skill to a high standard across a broad range of situations.

EXPERTLY: Candidate shows detailed and extensive knowledge of rules, procedures, and match protocols, and applies skill to an expert level in all game situations, including complex and unorthodox scenarios.

NETBALL AUSTRALIA B BADGE PRACTICAL ASSESSMENT SHEET

Name: _____		Association/League: _____	
Netball Learning Email Address: _____		Date: _____	
Pre-requisites: Rules of Netball Theory Exam (Yes) _____		Course: Foundation Umpire Course ☐	

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
COMMUNICATION			
Uses firm, decisive and clearly audible voice and whistle.	CONSISTENTLY	☐ ☐	
Uses correct terminology and hand signals to penalise infringements and manage sanctions (Free Pass, Penalty Pass) and actions (Throw In, Throw Out).	CONSISTENTLY	☐ ☐	
GAME MANAGEMENT			
Conducts pre-match checks and formalities effectively.	CONSISTENTLY	☐ ☐	
Accurately keeps centre passes and signals goals.	CONSISTENTLY	☐ ☐	
Manages stoppages and other match procedures (late arrival, failure to take the court).	USUALLY	☐ ☐	
Shows some ability to penalise instances of foul play and discipline team officials and bench players where appropriate.	SOMETIMES	☐ ☐	
Marks well with co-umpire.	USUALLY	☐ ☐	
POSITIONING, VISION AND TIMING			
Positions level with or slightly ahead of the ball on the side line; times movement to goal line in relation to play.	CONSISTENTLY	☐ ☐	
Readjusts position when play changes direction or pace to maintain a clear view.	USUALLY	☐ ☐	
Uses vision to take a clear view of the court area where the ball is, and the players in the immediate vicinity.	CONSISTENTLY	☐ ☐	
Uses vision to look behind and ahead of play in order to identify and acknowledge some player movements and infringements.	USUALLY	☐ ☐	
Reaction time is appropriate to game standard and is consistent throughout the start and the game.	USUALLY	☐ ☐	
MINOR INFRINGEMENTS			
Recognise and penalise most infringements:	CONSISTENTLY	☐ ☐	
- related to playing areas - related to playing the ball - related to the footwork rule			

ASSESSABLE PERFORMANCE CRITERIA

Recognise and penalise most instances of obstruction:

- player in possession of the ball.

CONSISTENTLY

USUALLY

Recognise and penalise most instances of contact:

CONSISTENTLY

USUALLY

Shows some ability to distinguish between fair contact and contact that interferes.

SOMETIMES

Shows some ability to identify causing contact and if inevitable contact.

ADVANTAGE

Shows some ability to identify when the application of advantage will enhance the flow of the game, and is preferable to awarding a sanction.

USUALLY

Shows some understanding of the need to maintain game control when deciding whether to apply advantage or award a sanction.

USUALLY

GENERAL COMMENTS

BADGE AWARDED YES NO

B

Name	Netball Learning Email Address	Badge	Endorsed Tester SIGN
Tester 1: _____	_____	☐	☐
Tester 2: _____	_____	☐	☐



NETBALL AUSTRALIA

A BADGE PRACTICAL ASSESSMENT SHEET

Assessable Performance Criteria	Level of Proficiency	Competent YES NO	Comments
MAJOR DEFICIENCIES			
Recognises and penalises instances of obstruction ▶ player in possession of the ball. ▶ player not in possession of the ball. ▶ defending out of court.	CONSISTENTLY	☐ YES ☐ NO	
Recognises and penalises instances of contact, including causing contact and obstructive contact.	CONSISTENTLY	☐ YES ☐ NO	
Shows ability to consistently distinguish between fair contact and contact that obstructs.	CONSISTENTLY	☐ YES ☐ NO	
Shows consistency through court areas in penalising major infringements.	CONSISTENTLY	☐ YES ☐ NO	
ADVANTAGE			
Makes consistently sound choices between offence decisions and use of advantage to ensure non-offending team is not disadvantaged.	CONSISTENTLY	☐ YES ☐ NO	
When applied, advantage allows the game to flow without loss of control.	CONSISTENTLY	☐ YES ☐ NO	
Shows consistency through court areas in applying advantage.	CONSISTENTLY	☐ YES ☐ NO	
GENERAL COMMENTS			

BADGE AWARDED
 YES/2 YES/3

A

Name	Email address	Badge	Endorsed Teacher Y/N
Teacher 1:			
Teacher 2:			
Teacher 3:			

www.netball.com.au

[Click Here to Access Online Practical Assessment Sheet by Netball Australia](#)