

## Umpires Appointment Committee (UAC)

### Ranking Policy

#### 2020-21 Premier Cricket Season



June 2020

#### **AIM OF THE POLICY**

To ensure that best endeavours are made to rank and assess umpires using a fair and comprehensive process of performance appraisal.

The guiding principles of this policy will ensure that any conduct associated with the ranking and appointment of umpires will be fair and reasonable.

At all times all persons involved in the assessment, ranking and appointment of umpires will use best endeavours to ensure that the relevant objective criteria is applied.

The UAC reserves the right to use reasons other than performance to rank or appoint umpires if it is considered in the best interest of the WA Premier Cricket competition to do so.

#### **RANKING PROCESS**

Using best endeavours, the UAC will observe as many WA Premier Cricket matches as possible and review the performance of the umpires in that match.

The UAC is to consider any information made available to them that is relevant to ranking.

#### **The following considerations are relevant to the ranking process of umpires:**

1. ***Injured/ill Umpires*** - information to be sought from the WACA Match Officials team on any umpires that are injured/ill to establish a return to umpiring timeline.
2. ***Other considerations*** - review any other appointment constraints for upcoming matches.
3. ***Ranking list*** - the umpires nominated to umpire in WA Premier Cricket senior competitions shall be ranked in order based on the ranking criteria. Rankings will not be published.
4. ***Appointments*** - based on the ranked list, other considerations and in accordance with umpire availability, the UAC and Umpire Development Specialist shall appoint umpires to the appropriate competitions, commencing with the Male 1<sup>st</sup> Grade competition.
5. ***Surplus Umpires*** - names are made available to umpire in other WACA affiliated competitions at a grade appropriate for development needs and requirements of those competitions.
6. ***Finals*** - refer to selection criteria. List development will be an important consideration when determining all finals appointments.

## RANKING CRITERIA

### The following factors are taken into account in order of priority:

1. **Behavioral Standards** - adherence to Umpire Code of Conduct, agreed core values and commitment to personal development. On and off-field behavior is expected to positively contribute to our culture and reputation.
2. **Current form and performance** - measured through UAC observations, umpire coach match day reviews, Captains Reports, vision review and other written and verbal feedback.
3. **List Development** - it is critical that opportunities are provided for developing and talented umpires to continue to develop in meeting the future needs of the group and to fulfil individual potential. This means creating opportunities at all levels for umpires to progress through the umpire talent pathway, across the spectrum of competitions.
4. **Umpire Skill Set** - certain strengths may be better suited to a match. E.g. venue, clubs, history or ladder position may require umpires with a relevant skill set, for example strengths in communication, match awareness and player interaction.
5. **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 to assist with their advancement.

## WA PREMIER CRICKET FINALS MATCHES

As is required, the UAC will select umpires who may officiate in the WA Premier Cricket Finals series or Finals matches.

The decision to select an umpire will be made using the ranking criteria but not limited to such factors as:

- The umpires ranking
- The physical fitness of the umpire to officiate
- The recent performances of the umpire
- An umpire's availability
- The discretion of the UAC

Availability: umpires must be available for all weeks of the Final series unless required for CA duties or other circumstances which have been previously advised and approved by the UAC.

## OTHER

The UAC reserves the right to add, amend or delete clauses of this policy if circumstances require during the season.

**Approved: Monday 13<sup>th</sup> July 2020 by WADCC Management Committee**