



NSWPA PROFESSIONAL UMPIRING PROPOSAL

Presented by
NSW POLO ASSOCIATION



NSW Professional Umpire Proposal

Aim: To improve the level of umpires in NSW by creating an accessible accreditation program governed by the NSWPA and developing Australia's own professional umpires to continue the education process throughout the sport.

Long Term Aim: To create a paid role via umpire income for a "Head of Australian Professional Umpires" who would facilitate all accreditation, grading, coaching and testing and manage the newly created pool of Australian professional umpires. This person will head to regional clubs to facilitate umpire coaching and training.

How we will do this: NSWPA will build and facilitate a new interactive umpire training program with USPA Head of Umpires Fergus Gould. This will be a 3-year plan.

Fergus Gould has created software and build a platform to suit APF rules and our desired outcomes that can be found at <https://nswpolo.polo-development.com/login> Once signed up you will have access to the training platform and all the interactive material.

Fergus will manage the program and guide the members of the APU (Australian Professional Umpires) in how to execute the plan during the term.

Overview of Accreditation:

- Members will be incentivised to become rated umpires in the form of per game payments relevant to their umpire grade.
- The accreditation system is a 2-phase format similar to a driving licence. You first have to sit and pass your knowledge test, then you can apply for the on-field accreditation assessment where you receive your grading by a member of the APU or their delegate.
- The knowledge test is online and is an open book test, you can redo the test as many times as you need to pass but you must get 95% correct to pass. The idea is to learn as you sit the test and understand any rules you do not know already.
- The on-field accreditation is completed by a member of the APU committee or an umpire that is higher rated than the accreditation being tested for. This is again completed on the new platform built by Fergus.



The member being tested will be wearing a radio and the accreditor will be listening to the way he or she interacts with the players and their on-field judgements and positioning.

- A knowledge test must be completed every year to retain your accreditation, this should be done online at time of membership renewal.
- Once a member has sat the knowledge test, they can request an on-field review via the online platform and the APU will nominate a suitable person to complete the accreditation. We would encourage all club captains or head umpires to hold as high a rating as possible to be able to help with these accreditations within the clubs. Any member of the NSWPA approved by the APU can accredit one grade below themselves when needed.

How does the rating system work:

CU	Club Umpire, this is when you have passed your knowledge test and are deemed competent by your club captain to umpire chukkas and club polo
C1	Umpire up to 4 goal
C2	Lead Umpire up to 6 goal, umpire up to 10 goal
C3	Lead Umpire at 6-10 goal level.
C4	Senior Club Umpire (permitted to give C ratings to club members)
P1	Professional Umpire up to 16 goal
P2	Lead Professional Umpire up to 16 goal level
P3	Lead Professional Umpire up to 20 goal level
P4	Professional Umpire at any level

P rated umpires:

We would like to get as many P rated umpires as possible in Australia. Once on a P rating they will be paid according to the below table at participating tournaments.

Once P rated you must attend a minimum of 3 of the 4 umpire meetings annually to maintain your rating.



Your P rating will last 2 years before you need to renew with another on-field accreditation.

Once P rated you will be subject to umpire reviews (In the early stages this will be completed online by Fergus using his software and a recording of the game.)

You will also be held accountable for bad performance if a review is deemed that you made significant bad decisions in a game, are not keeping up or for misconduct.

This review process will be as per APF rules and will require a written complaint from a team captain to the APU chairman within the appropriate timeframe. If the review is deemed invalid, then the team requesting the review will be liable for the review fee.

Payment schedule for P rated Umpires (*Proposed only*)

P1	\$250 per game for league matches and \$300 per main final
P2	\$300 per game for league matches and \$350 per main final
P3	\$350 per game for league matches and \$400 per main final
P4	\$500 per game

Funding:

NSWPA has committed to the initial cost of building the platform.

Other states will be required to contribute as they are included.

We are looking to raise further funds from private member donations to help with the initial costs and resource the role to ensure maximum effectiveness.

The APU with support from the NSWPA will cover the ongoing maintenance of the platform for the remaining 2 years of the term.

Professional Umpire fees paid will be added to ground and entry fees of those tournaments involved.

Suggestions:

A proposed umpire fee to be added to APF annual membership in the future to help facilitate the program in the future.