

REPORT to ACTCAU&SC from WORKING GROUP on UMPIRE APPOINTMENT PRINCIPLES

1. The Umpire Appointments Panel will be responsible for all appointments and talent identification in consultation with the Recruitment and Training Panel and other relevant individuals/groups. It will consist of four members:
 - Manager
 - Member
 - High Performance Manager
 - Umpires Observer

2. The Appointments Panel will be advised on umpire qualifications by the Recruitment and Training Panel Manager. As a general principle:
 - Umpires who have successfully completed the Cricket Australia Level 1 course will be appointed to non-representative junior matches or matches of a similar standard
 - Umpires who have successfully completed the Cricket Australia Level 2 course will be appointed to Grade matches or matches of a similar standard
 - Only Cricket Australia accredited umpires will be appointed to Representative games and tournaments
 - Experienced umpires with no formal training may be appointed to games suiting their standard if they are to undertake the next available training course

3. The Appointments Panel will appoint umpires to the following categories of games/competitions:
 - All ACTCA run or endorsed games/competitions
 - All Cricket Australia games/competitions as requested (eg Women's U 17 & U19, Boys U15)
 - Other games/competitions as requested

4. The Appointments Panel will make recommendations to the ACTCA and/or Cricket Australia as to:
 - The most suitable umpires to appoint to Cricket Australia games/competitions and other Representative games/competitions (eg Prime Ministers XI, Men's U23, U19, U17 & Impaja Cup and Women's National Cricket League and Twenty/20 Competitions)
 - The makeup of the State Panel or any other Panel required by Cricket Australia

5. The Appointments Panel will, in conjunction with the Recruitment and Training Panel Manager, identify career pathways for newly graduated umpires and umpires showing potential for representative appointments.

6. The Appointments Panel will take into account the following attributes when grading and appointing umpires:
 - On-field performance
 - Decision making
 - Field craft
 - Teamwork
 - Interpersonal skills and relationship with captains, players, partner and scorers
 - Knowledge and correct interpretation of the Laws, including the Spirit of Cricket, and knowledge and correct interpretation of Playing Conditions, including the Code of Conduct
 - Availability (including history), reliability and commitment,
 - Fitness
 - Physical
 - Mental
 - Resilience and ability to handle pressure
 - Presentation
 - Professional and positive attitude
 - Willingness to improve
 - Take the initiative
 - Accept constructive feedback
 - Attend training and Council meetings
 - Off-field performance
 - Contribution to post match meetings
 - Timely submission of paperwork etc
 - Pathway considerations

7. The Appointments Panel will consider the following issues when making appointments:
 - Perceived and demonstrated ability of the umpire
 - Post match facilitation and captains reports
 - Number of days umpired with a particular team and partner
 - New umpires standing with suitable umpires
 - Opportunities for emerging umpires
 - Priority of games and requests from the Grade Cricket Committee
 - Personal considerations such as compatibility, transport, location and willingness to stand alone
 - Where Appointment Panel members are being considered for a particular appointment, they shall not be involved in the decision making process for that appointment
 - In cases where a vote is required to decide an appointment, the Manager of the Appointments Panel will have a casting vote resolve a tied vote

8. Appointments to semi finals and finals will be made on the basis of the Appointment Panel's season-long assessment of the performance and attributes of umpires summarized in paragraph 6 above. Appointments will follow the principle of the highest ranking umpires officiating in the highest grade. The recipient of Umpire of the Year Award will, if available, be appointed to the final of the first grade two day competition.