



**SWISS NETBALL OFFICIATING POLICY**  
**2025-2026**

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## 1. Introduction

The Swiss Netball Officiating Policy is a document to guide, govern and grow Officiating in Switzerland.

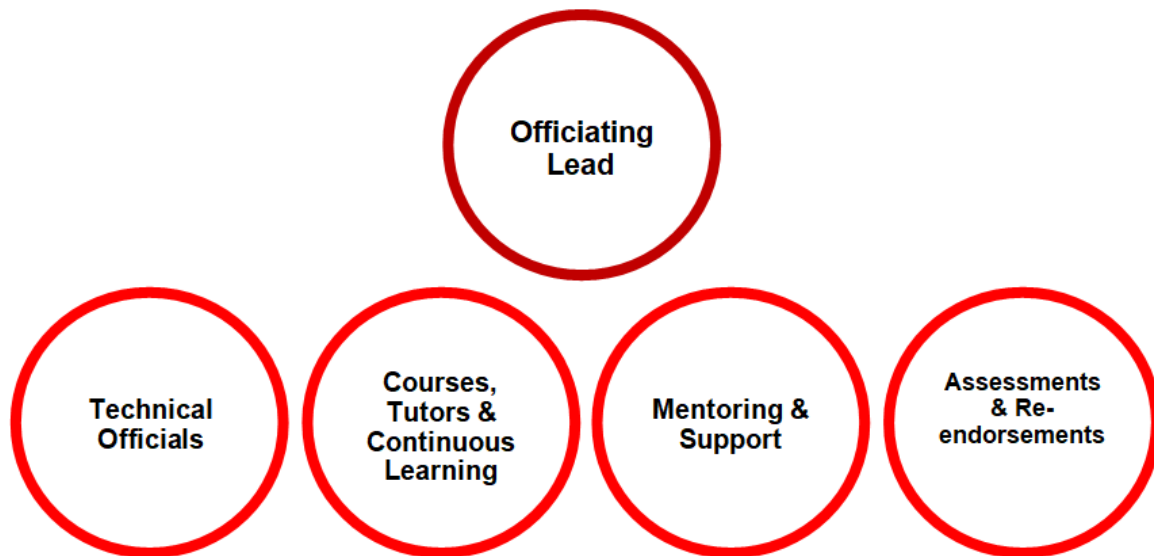
Updates will be made from time to time to enhance and improve the document.

Should any members have any questions or queries with regards to the contents, they should email the Officiating Lead [officiating@swissnetball.ch](mailto:officiating@swissnetball.ch).

Please visit the website for resources and documents: <https://swissnetball.ch/officiating/>

## 2. Future Officiating Working Group (OWG)

Swiss Netball aim to develop an Officiating Working Group over the next few seasons to support the growth of officiating throughout the country.



## **3. Membership & Affiliation**

### **3.1 Swiss Netball Officials Individual Membership License (IML)**

All members in the Swiss Netball community are encouraged to register and pay for an Individual membership License (IML) at the start of the season.

Swiss Netball members will have access to resources, in the form of courses, online continuous learning, mentoring, etc.

Swiss Netball is a developing netball country. For the Governing Body to get more support and access to funding, the member count must grow. We therefore encourage every active netball participant in Switzerland to register and pay for an IML every season, to grow the sport.

### **3.2 Swiss Netball Members Officiating in other Europe Netball Countries**

Swiss Netball will support all officials who want to umpire in other Europe Netball countries, by trying to find opportunities for them, to give them the necessary exposure to grow their own game.

Should Swiss Netball Officials want to explore these opportunities, they should reach out to the Officiating Lead.

### **3.3 Officials from other Europe Netball Countries in Switzerland**

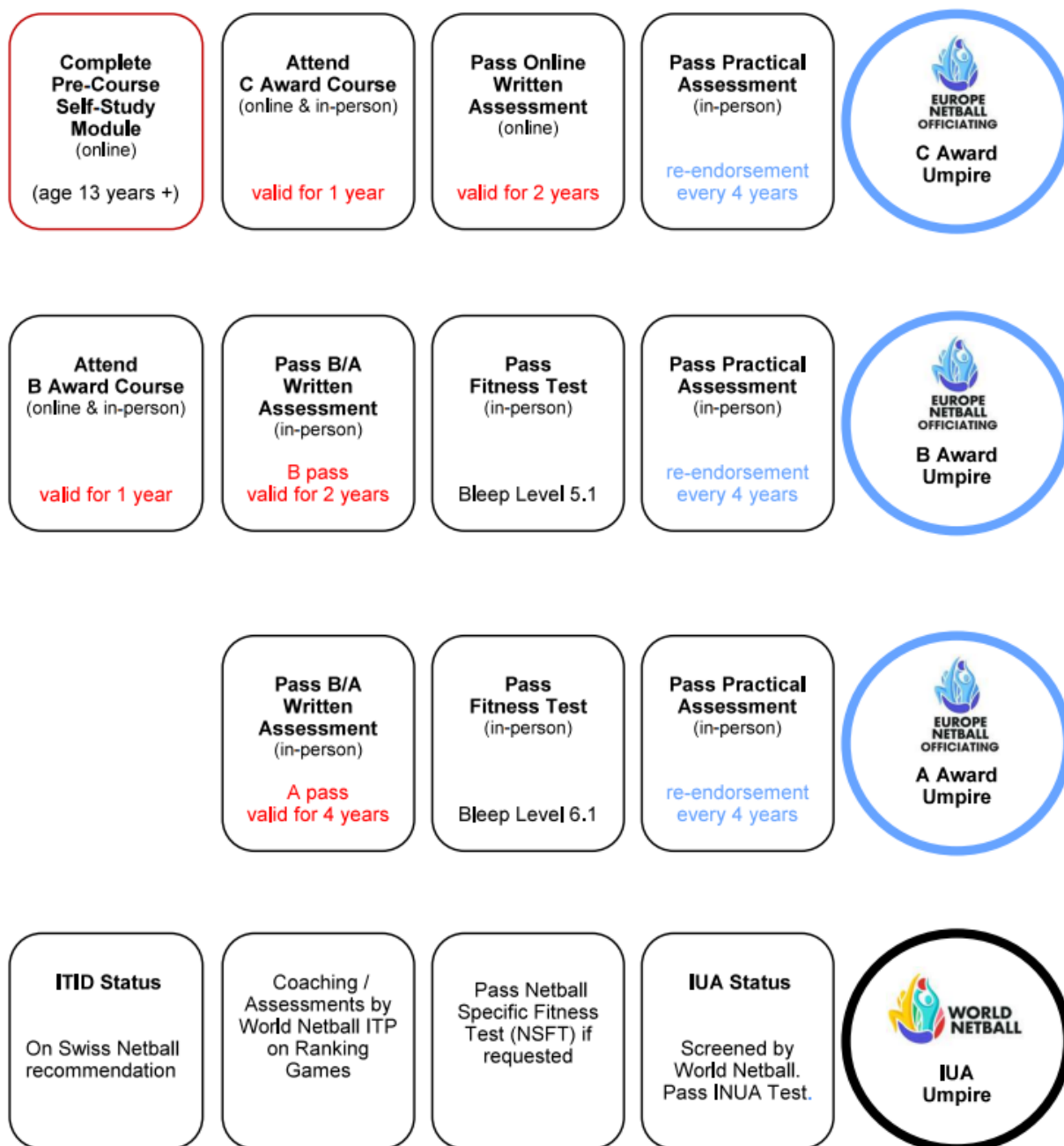
Officials from other Europe Netball Countries who want to officiate, attend courses or events in Switzerland, etc. should email the Officiating Lead and request permission in writing.

Should permission be granted, the individual/s will have to register and pay for an IML.

The above is not applicable to teams and officials who are invited to attend tournaments in Switzerland. It is aimed at individuals who want to visit Switzerland for exposure and growing their own game.

## 4. Umpires

### 4.1 Pathway



[Swiss Netball Umpire Pathway](#)

#### 4.1.1. Swiss Netball Into Umpiring (removed from Pathway)

The Swiss Netball Into Umpiring Course has been removed from the Pathway. It has been replaced with a Pre-Course Self-Study Module which forms part of the Swiss Netball C Award Course. **Into Umpires will be given until August 2026 (1 year) to progress to the C Award Pathway.**

#### 4.1.2. C Award Pathway

- C AWARD PRE-COURSE SELF-STUDY MODULE

The Pre-Course Self-Study Module is the first part of the C Award Pathway. The module requires learners to work through the [Rules Book](#) and [Technical Officials Training Video](#) to complete all questions. Learners must score 100/120 marks or more to pass the module and attend the C Course. Learners can complete the module in their own time and must submit the module as per the instructions provided in the module.

- C AWARD COURSE

The course consists of 2 sessions; Session 1 is a 3-hour online theory session, and Session 2 is a 3-hour in-person practical session. The course will be delivered in English. Learners will receive a finger grip whistle, umpires' bag and logbook, as well as a C Course Booklet when attending the course.

- C AWARD ONLINE WRITTEN ASSESSMENT

After attending the course, learners can apply to take the C Award Online Written Assessment. [Europe Netball C Award Written Assessment Application](#) This is a 30-minute, open book, online exam, available in English or French. Learners will receive their results immediately.

- C AWARD PRACTICAL ASSESSMENT

After learners pass the Online Written Assessment, they are eligible to apply to take the Practical Assessment. [Europe Netball C Award Practical Assessment Application](#). In preparation of the Practical Assessment, learners are entitled to 3 x mentoring sessions facilitated by Swiss Netball, which are included in the overall fee. For the Practical Assessment, you will have two Assessors and will be assessed on one competitive match of 2 x 15 minutes duration. The Assessors will grade you on 8 [Europe Netball Umpire Competencies](#). Following your Practical Assessment, you will attend a post-match debrief with the Assessors where they will advise you of the outcome of your assessment, e.g. Pass or Not Yet Met Criteria (NYMC). The C Award is a Europe Netball qualification.



#### 4.1.3. B Award Pathway

- B AWARD COURSE

Only qualified C Award umpires may start the B Award Pathway.

The course consists of 2 sessions; Session 1 is a 3-hour online theory session, and Session 2 is a 3-hour in-person practical session. The course will be delivered in English. Learners will receive a B Course Booklet when attending the course.

- B/A WRITTEN ASSESSMENT

After attending the course, learners can apply to sit the B/A written assessment. This is a 2-hour paper, available in English. Europe Netball holds written assessments across the Europe Netball Region three times per year [Europe Netball BA Written Assessments Dates](#). The arrangements for the written assessment will be organized by Swiss Netball with an invigilator. Umpires are advised to attend the Europe Netball Preparation Webinars prior to taking the paper.

- FITNESS TEST

You will need to participate in a Fitness Test prior to attending your Practical Assessment. The test used will be the 20-meter Multistage Fitness Test (Bleep Test). The required level will be 5.1.

- B AWARD PRACTICAL ASSESSMENT

After learners pass the B/A Written Assessment, they are eligible to apply to take the Practical Assessment. [Europe Netball B Award Practical Assessment Application](#). In preparation of the Practical Assessment, learners are entitled to 3 x mentoring sessions facilitated by Swiss Netball, which are included in the overall fee. For the Practical Assessment, you will have two Assessors and will be assessed on one competitive match of 4 x 15 minutes duration. The Assessors will grade you on 8 [Europe Netball Umpire Competencies](#). Following your Practical Assessment, you will attend a post-match debrief with the Assessors where they will advise you of the outcome of your assessment, e.g. Pass or Not Yet Met Criteria (NYMC). The B Award is a Europe Netball qualification.

#### 4.1.4. A Award Pathway

- B/A WRITTEN ASSESSMENT

Should you pass the B/A written Assessment with an A mark, you do not have to take the paper again. If you have previously passed with a B mark, you will have to take the paper again.

- FITNESS TEST

You will need to participate in a Fitness Test prior to attending your Practical Assessment. The test used will be the 20-meter Multistage Fitness Test (Bleep Test). The required level will be 6.1.

- A AWARD PRACTICAL ASSESSMENT

Switzerland does not currently have matches that meet the required level for an A assessment. Please contact the officiating lead to explain the process of arranging an out-of-country assessment opportunity. For the Practical Assessment, you will have two/three Assessors and will be assessed on one competitive match of 4 x 15 minutes duration. The Assessors will grade you on 8 [Europe Netball Umpire Competencies](#). Following your Practical Assessment, you will attend a post-match debrief with the Assessors where they will advise you of the outcome of your assessment, e.g. Pass or Not Yet Met Criteria (NYMC).

## 4.2 Umpire Allocation Guidelines for non-Swiss Netball Organized Events

To improve the experience for players, umpires and spectators, the following must be achieved:

- Umpires should not be overused / abused when schedules are compiled. This starts with sourcing the correct number of umpires for your event.
- The appropriate level umpire should be allocated to the appropriate level match

All netball participants in Switzerland have the responsibility work together and aim to achieve this.

### 4.2.1. Sourcing Umpires

The minimum number of umpires which events should aim to source (and budget for), is one umpire per one team participating.

**Example:** If there are 10 teams participating in an event, there should be a **minimum** of 10 umpires to allocate to the matches. The number of courts and the duration of matches are irrelevant. Umpires should not have more matches than teams.

### 4.2.2. Appropriate Allocation of Umpires

When allocating umpires, there are two things to consider; managing the load of the umpire, and matching umpires with appropriate qualifications / experience to matches that suit.

**Example of managing the load:** Teams are not expected to play three matches in a row; therefore, umpires must not umpire three matches in a row. Teams are also not expected to play 1-on-1-off all day; therefore, umpires must not umpire 1-on-1-off all day.

**Example appropriate allocation:** It is not appropriate for a C Award umpire to umpire an international match. It is also not appropriate for an A or B Award umpire to umpire a u11 match.

Below is a guideline to assist you in sourcing and allocating umpires for your events.

Umpire Level / Award	Training Completed	Qualification	Appropriate Matches
Into Umpire <i>only relevant until August 2026</i>	Into Umpiring Course	Learner Umpire	School U8-U13 Junior Matchplay U11-U13
C-in-Training Umpire (CIT)	C Award Course	Learner Umpire	School U8-U17 Junior Matchplay U11-U17 Friendly Leagues
C Award Umpire	Passed C Award Practical Assessment	Qualified Umpire	School U14-U19 Junior Matchplay U15-U17 Senior Matchplay Mixed Matchplay Junior Clubs Tournament Peppermill National League (Monte Rosa, Mönch)
B-in-Training Umpire (BIT)	B Award Course	Qualified Umpire	School U18-U19 Junior Matchplay U17 Senior Matchplay Mixed Matchplay Junior Clubs Tournament Peppermill National League (Monte Rosa, Matterhorn)
B Award Umpire	Passed B Award Practical Assessment	Qualified Umpire	School U18-U19 Junior Matchplay U17 Senior Matchplay Mixed Matchplay Junior Clubs Tournament Peppermill National League (Matterhorn)
A Award Umpire	Passed A Award Practical Assessment	Qualified Umpire	Senior Matchplay Mixed Matchplay Peppermill National League (Matterhorn)

### 4.3 Fee Guidelines

Umpiring is a volunteering role. Volunteers should however not run a loss when volunteering. Below is a guideline regarding the minimum recommended fees for umpires. The fee is typically to cover transport, petrol, parking, etc.

**Match Fee:** The fee is based on 1 x 60-minute match. Match fees apply for 2 x 60-minute matches per day. Thereafter, day fees should apply.

**Day Fee:** This fee is applicable for full-day events with multiple short matches.

The following fees are meant to be a guideline. It is up to the individual umpire and the paying party to discuss and agree upon umpiring fees in advance.

Umpire Level / Award	Matches / Events	Match Fee	Day Fee
Into Umpire <i>only relevant until August 2026</i>	School U8-U13 Junior Matchplay U11-U13	10.00 CHF	20.00 CHF
C-in-Training Umpire (CIT)	School U8-U17 Junior Matchplay U11-U17 Friendly Leagues	15.00 CHF	30.00 CHF
C Award Umpire	School U14-U19 Junior Matchplay U15-U17 Senior & Mixed Matchplay Junior Clubs Tournament Peppermill National League (Monte Rosa, Mönch)	30.00 CHF	50.00 CHF
B-in-Training Umpire (BIT)	School U18-U19 Junior Matchplay U17 Senior & Mixed Matchplay Junior Clubs Tournament Peppermill National League (Monte Rosa, Matterhorn)	35.00 CHF	60.00 CHF
B Award Umpire	School U18-U19 Junior Matchplay U17 Senior & Mixed Matchplay Junior Clubs Tournament Peppermill National League (Matterhorn)	40.00 CHF	70.00 CHF
A Award Umpire	Senior & Mixed Matchplay Peppermill National League (Matterhorn)	50.00 CHF	90.00 CHF

Umpires should keep in mind that to maintain or improve their level of umpiring, it will from time to time be necessary to umpire matches that do not necessarily pay a fee. We would encourage umpires to embrace these opportunities.

#### 4.4 Maintaining the required level of your Award

Each umpire is responsible for maintaining their level of umpiring and honoring their Award. Below is the recommended number and level of matches to umpire per season to maintain the level of your Award.

Umpire Level / Award	Matches / Events	Number of Matches
Into Umpire <i>only relevant until August 2026</i>	School U8-U13 / Junior Matchplay U11-U13	5  <b>5 per season</b>
C-in-Training Umpire (CIT)	School U8-U17 / Junior Matchplay U11-U17 Friendly Leagues / Tournaments	5 5 <b>10 per season</b>
C Award Umpire	School U14-U19 / Junior Matchplay U15-U17 Senior & Mixed Matchplay Friendly Leagues / Tournaments National League (Monte Rosa, Mönch)	5 2 3 5 <b>15 per season</b>
B-in-Training Umpire (BIT)	School U18-U19 / Junior Matchplay U17 Senior & Mixed Matchplay National League (Monte Rosa, Matterhorn) Friendly Leagues / Tournaments National Squad Trials / Training	3 2 8 3 5 <b>20 per season</b>
B Award Umpire	School U18-U19 / Junior Matchplay U17 Senior & Mixed Matchplay National League (Matterhorn) Friendly Leagues / Tournaments National Squad Trials / Training	5 5 8 3 5 <b>25 per season</b>
A Award Umpire	Senior & Mixed Matchplay National League (Matterhorn) Friendly Leagues / Tournaments National Squad Trials / Training	10 10 8 7 <b>35 per season</b>

Umpires who aim to progress to the next Award are encouraged to target the number and level of matches for that Award.

## 4.5 Young Umpires & Learner Umpires

**Young Umpire:** A young umpire is an umpire who is, regardless of their Umpiring qualifications, under the age of 16 years.

**Learner Umpire:** A learner umpire is an umpire who has started the umpiring pathway e.g., a person who has completed the Into Umpiring (**only relevant until August 2026**) or C Award Course.

It is now widely accepted that, as young people mature at different ages, their physical, social and emotional differences are likely to be extremely varied, even amongst young people with the same chronological age.

Both Young Umpires and Learner Umpires should always have a dedicated person present (mentor), whose sole duty during the match is to provide support and guidance to them.

The Swiss Netball [Duty of Care Policy](#) will apply.

## 5. Technical Officials

### 5.1 Swiss Netball Pathway



[Swiss Netball Technical Official Pathway](#)

## 5.2 Swiss Netball Technical Award Pathway

- FREE ONLINE TRAINING

The free Online Training is the first step in our Technical Official Award Pathway. Swiss Netball provides free training to all individuals who have an IML at the start of every season. This training aims to establish the basic principles of what is required when one is acting as a Technical Official at an event.

- TECHNICAL OFFICIALS COURSE

The course consists of 2 sessions; Session 1 is a 2-hour online theory session, and Session 2 is a 2-hour in-person practical session where a real match situation will be re-created. The course will be delivered in English. Learners will receive a C Course Booklet when attending the course.

- PRACTICAL MATCH EXPERIENCE & LOGBOOK

After you have attended the required course, you will need to gain practical experience and apply your training as a Technical Official at four Swiss Netball National League matches. Two of these matches have to be in the capacity of a timekeeper and two as a score keeper. You need to record these matches in your logbook and ask the Event Organizer or Officiating Lead to sign your logbook. The matches must be 4 x 15-minute matches where central time is not applicable.

Once you have completed the practical match experience, you will need to submit your logbook to the Officiating Lead for verification. After successful verification your Swiss Netball Technical Official Award will be issued to you.

## 5.3 Technical Official Documentation & Resources

All Technical Official Documentation and Resources can be found on the Swiss Netball website. For uniformity, we encourage members to use our templates or similar versions.

[Swiss Netball Score Sheet - halves](#)

[Swiss Netball Score Sheet - quarters](#)

[Swiss Netball Injury & Game Management Sheet](#)



## 6. Mentoring & Support Programme

The aim of the Mentoring & Support Programme is to improve the quality and standard of our current officials and provide the opportunity for more officials to get involved and qualified.

### 6.1 Officiating Support Framework and Resources

Swiss Netball has created the below platforms, resources and opportunities for officials to access and make use of.

#### 6.1.1. Individual Performance Plans

Officials and aspiring officials can schedule a Zoom session with the Officiating Lead to create an Individual Performance plan for them to achieve their goals. During these sessions a mentor can be allocated to the relevant individual.

These 25-minute sessions take place from June – August, during the off-season, to enable everyone to set their goals and plan for the upcoming season. Should individuals join Swiss Netball mid-season and feel the need for an individual session, please contact [officiating@swissnetball.ch](mailto:officiating@swissnetball.ch).

#### 6.1.2. Officiating Season Kick-Off Meetings

Each season will start with an Officiating Kick-Off Meeting to communicate the Swiss Netball Officiating Goals for the season. All individuals are encouraged to attend. During these sessions everyone will get an understanding of what is expected, and how the officials can align and support each other throughout the season.

#### 6.1.3. Rules Discussion Sessions - Reflecting on Events

There are Rules Discussion Sessions which officials, coaches, players, etc. can attend throughout the season. The aim of these discussions is to:

- Reinforce the correct implementation of the Rules
- Ensure quality control in officiating
- Provide a platform for continuous learning
- Create a culture of understanding and cooperation between all parties

#### 6.1.4. Free Technical Officials Training

Swiss Netball provides free training to all individuals who have an IML at the start of every season. This training aims to establish the basic principles of what is required when one is acting as a Technical Official at an event.

#### 6.1.5. Match Opportunities for Mentoring

Mentoring opportunities at matches are indicated and communicated on the Swiss Netball Calendar. Swiss Netball aims to create opportunities for all our umpires to receive mentoring and feedback.

- **C-IN-TRAINING & C AWARD UMPIRES**

Junior Matchplay and National League matches are specifically targeted for these purposes. To be allocated to matches where Swiss Netball is responsible for umpire and mentor allocations, umpires should contact the Officiating Lead. Our in-country Mentors will be on duty.

- **B-IN-TRAINING, B AWARD & A AWARD UMPIRES**

National League matches are specifically targeted for these purposes. Our in-country Mentors will be on duty. Swiss Netball will from time-to-time source Europe Netball Workforce to mentor umpires and provide feedback over a weekend with International Friendlies Tournament (or similar events). Priority will be given to umpires who have maintained their standard of umpiring, or those who are working to progress on the pathway.

## **6.2 Mentees & Mentors**

### 6.2.1. Choosing a Mentor

It is the responsibility of each Mentee, in their capacity as an umpire and/or aspiring umpire, to reach out to a qualified umpire who they respect, trust and get along with, to ask whether that umpire is willing to be their Mentor. Each Mentee-Mentor relationship is unique.

Ideally the Mentor will be someone who the Mentee regularly sees and/or meets in a netball setting.

It is the responsibility of the Mentee to communicate their needs to the Mentor. This may include, but are not limited to, assisting with feedback, pointing out areas for development, attend practice matches, advise of umpiring opportunities at their club or school, discussing rules and scenarios, etc.

Every umpire should have a Mentor. Anyone who struggles to find a mentor should contact the Officiating Lead for support.

### 6.2.2. The Continuous Process of Self-Improvement

All umpires should try to develop the skill to be open to feedback, receive constructive criticism and give the benefit of doubt to a person who is trying to support you.

Self-reflect often using the [Swiss Netball Umpire Self-Reflection Sheet](#) or something similar. Know your areas of strength. Know your areas for development.

### 6.2.3. Role of the Mentors appointed by Swiss Netball

Mentors should avail themselves to work collectively for the duration of the season to support and grow the umpires in Switzerland. The success of the Mentoring & Support Programme depends on the commitment of the Mentors.

Mentors will be allocated to Swiss Netball events as indicated in the Calendar. They will use the [Swiss Netball Umpire Mentor Feedback Sheet](#).

## 7. Logbooks

All officials are required to submit a copy of their logbook to the Officiating Lead, two times per season:

- 30 January
- 15 June

Logbooks serve as proof that officials are active, growing and improving. Logbooks will also be used to determine whether umpires are maintaining the level of their Award (see 4.4).

Officials who fail to submit their logbooks for a period of two years, will be obliged to be re-endorsed before they are eligible to continue officiating at Swiss Netball events.

Logbooks are available to download from the website [Swiss Netball Umpire Logbook](#), or a physical Logbook can be bought for 3.00 CHF.

## 8. Re-endorsement & Re-accreditation of Officials

Umpires and Technical Officials must be re-endorsed or re-accredited as outlined below. This process is to:

- Honor and maintain the expected standard of the relevant Award for active umpires.
- Ensure quality control and readiness of inactive umpires, wanting to resume umpiring after taking time off.
- Reinforcing knowledge of Rules Updates as they occur.

### 8.1 Umpire Re-endorsement

Umpires who are inactive for 4 or more years are due for re-endorsement before they can be added to the Swiss Netball officiating Register again. The re-endorsement process for umpires will comprise of a fitness test (if applicable) and practical assessment, based on the Europe Netball requirements for the Award. [Europe Netball Umpire Award Re-Endorsement Application](#).

Should umpires not be re-endorsed, they will not be permitted to umpire at Swiss Netball events. The umpire will still hold their Award and can umpire at other Events but cannot be nominated to umpire at Swiss Netball Events until they are re-endorsed.

### 8.2 Technical Officials Re-accreditation

Technical Officials are due for re-accreditation every 4 years, in line with the World Netball Rules updates. Should Technical Officials not be re-accredited, their award will expire.

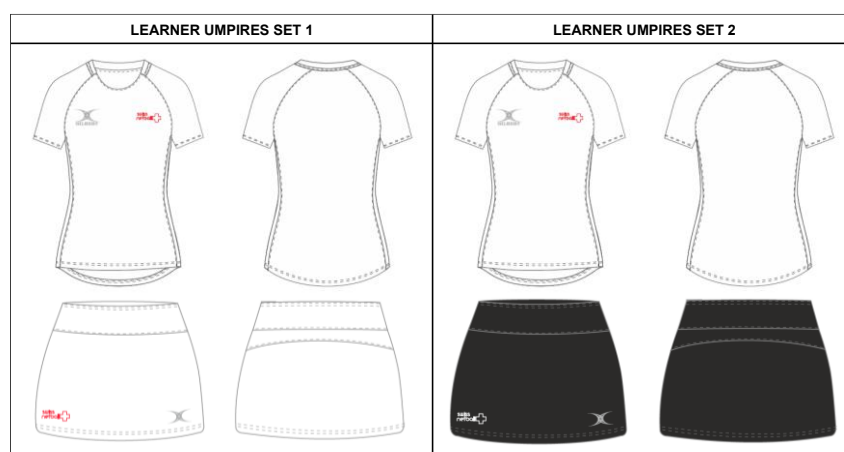
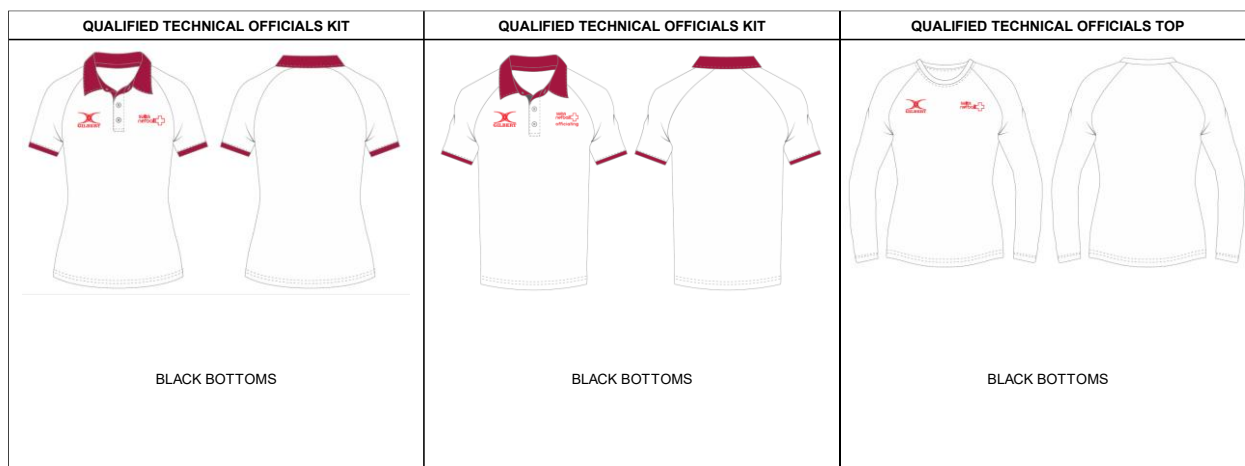
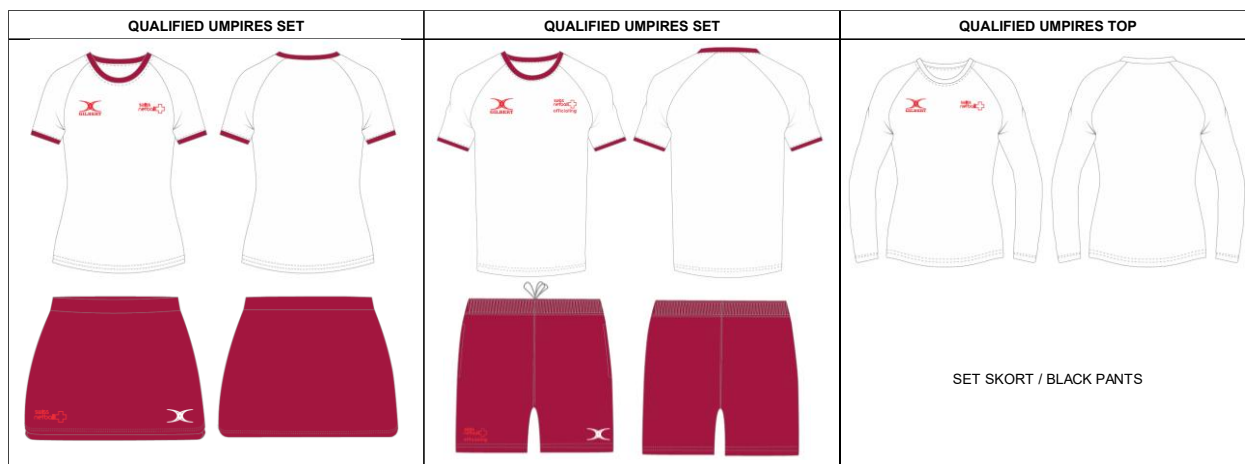
## 9. Match Attire / Officiating Kit

Umpires must wear clothing that is distinct from the team's playing uniforms and suitable footwear. Umpire kit must not show any form of club or school identification. For the avoidance of doubt, kit must not display a team logo or any other means of identification.

Umpire attire should always be appropriate, decorous and unobtrusive.

Swiss Netball is proud to offer an Officiating Kit which is available for learner and qualified Umpires, as well as Technical Officials. We encourage officials to wear the kit at Swiss Netball events to create uniformity and professionalism.

The kit must be worn as the sets they are intended to be.



Officials can order their kit by submitting this form [Swiss Netball Officiating Kit & Merchandise Order Form](#) available on the website.

## 10. Code of Conduct

In addition to Swiss Netball's Code of Conduct, all Officials will:

- **Be excellent role models**

All participants must behave in a fair, positive, and respectful manner, upholding the core values and ethos of Swiss Netball whilst demonstrating an empathy and understanding of the cultural differences of the Swiss Netball community. At all times members of the Officiating workforce and the umpires must operate as excellent ambassadors for Swiss Netball, promoting the reputation of the sport, including Europe Netball and World Netball, and take all possible steps to prevent the game from being brought into disrepute. They should not undertake their role under the influence of any drugs or alcohol.

- **Be professional and trustworthy**

All participants should respect confidentiality and should be punctual, prepared and organized for all appointments. All participants should adhere to any dress codes that are applied to any Swiss Netball event and should always dress in a manner that is appropriate to the professional role they are undertaking. They should set and uphold boundaries between working relationships and friendships when performing their role on behalf of Swiss Netball.

- **Behave with honesty and integrity**

While carrying out their appointed role, they should demonstrate behavior that always supports the integrity of Swiss Netball and honor their appointed role.

- **Be accountable**

All participants are accountable to themselves and Swiss Netball for their decisions and actions and are subject to the scrutiny necessary to ensure this.

- **Be objective and impartial**

All participants should make choices and decisions based solely on participant performance and in the interests of the members of Swiss Netball. Decisions should not be influenced by any perceived personal benefit, whether financial or other.

The above is partially adopted from the Europe Netball Officiating Policies.

## 11. Zero Tolerance of Official's Abuse

Swiss Netball do not tolerate any kind of abuse towards officials. We encourage all parties to collaborate and follow the correct steps to resolve any disagreements. Please see the steps here:

[Swiss Netball Zero Tolerance for Officials Abuse](#).

## 12. Complaints about an Official's Performance / Conduct

Should all steps in Section 11 above been followed, and the incident has not been resolved, a formal complaint may be lodged following the [Complaints Policy and Procedure](#).

## 13. Guide to Understanding Levels of Umpiring

Umpire Level / Award	Description of Expected Application
Into Umpire only relevant until August 2026	Umpire is enthusiastic but lack confidence with little practical experience. Voice and whistle indicate uncertainty. Generally, controls only the centre passes, ball out of court and scoring goals.
C-in-Training Umpire (CIT)	Umpire has some understanding of the rules and/or the relevant techniques and can apply them correctly and in the same way for at least 50% of the time. Generally inconsistent. Notice contact and obstruction. Positioning needs major focus.
C Award Umpire	Umpire has a reasonable understanding of the rules and/or the relevant techniques and can apply it/them correctly and in the same way for at least 60% of the time. Umpires are not yet expected to see off-the-ball incidents.
B-in-Training Umpire (BIT)	Umpire has a good understanding of the rules and techniques of umpiring. An effective umpire, inspiring confidence in players. The umpire should get it right around 70% but make occasional errors. Moves confidently, quick, lively and calm.
B Award Umpire	Umpire has a good understanding of the rules and techniques and can apply them correctly and in the same way a substantial amount of the time during the match. The umpire should get it right around 80% of the time but some lapses and errors are to be expected. An effective umpire, inspiring confidence in players. Move confidently; quick, lively and calm.
A Award Umpire	The umpire fully understands the rules and techniques and can apply them correctly and in the same way throughout the match. The umpire should get it right around 90% of the time. A confident umpire, enhancing the player's experience and adding value to the match. Consistent under pressure. Good application of the advantage rule, game management and protocols.