



UMPIRING



PERTH FOOTBALL  
LEAGUE



SEASON 2023

**PERTH FOOTBALL  
LEAGUE UMPIRE  
HANDBOOK**

On behalf of everyone at the West Australian Football Commission, congratulations on choosing to be a valued member of the Perth Football League's Umpiring Team. We hope your involvement in Australia's largest amateur football league is both long and rewarding.

The purpose of this Umpiring Handbook is to provide you with critical information that should assist you with most matters related to umpiring in the Perth Football League and as such, should be used as a reference point as required. This document should be read in conjunction with the Memorandum of Understanding between the West Australian Football Commission, the Perth Football League, and the Perth Football League Umpires Association.

Each year the Umpires Handbook will be updated to reflect any changes to Australian Football, associated rules and/or laws or other governance changes that may impact you and/or your ability to Umpire in the Perth Football League. In any such instance whereby amendments need to be made during the course of the season, registered Umpires will receive a digital copy of the updated Handbook with annotations provided to explain any amendments. It is the responsibility of each Umpire to be familiar with all information contained within the Umpires Handbook and they have read and understood their obligations as outlined.

The tradition that propels the Perth Football League competition is strong and includes many well documented individual and team successes. The real strength, however, lies in the memories created by the people involved. Umpiring is an integral part of this wonderful history, clearly illustrated by the character and camaraderie of the PFLUA Life Members and the honour boards detailing the great deeds of the past.

Let it be known that being a member of the PFL Umpiring Team is a privilege. However, being a member is only the beginning and to be a successful Umpire at PFL level requires a strong work ethic, commitment, dedication, and a desire to be your best, always striving to learn and grow.

As a member of the PFL Umpiring Team, high performance is expected, yet more important is showing a demonstrated commitment to Umpiring WA's Cultural Charter and demonstrating the behaviours that underpin our purpose of *'creating a great environment to develop great people'*.

We put people first! Good luck for the season ahead.

**David Crute** | Head of Umpiring WA

**Mike Conneely** | Umpiring Operations Manager

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# Umpiring WA Staff Contacts



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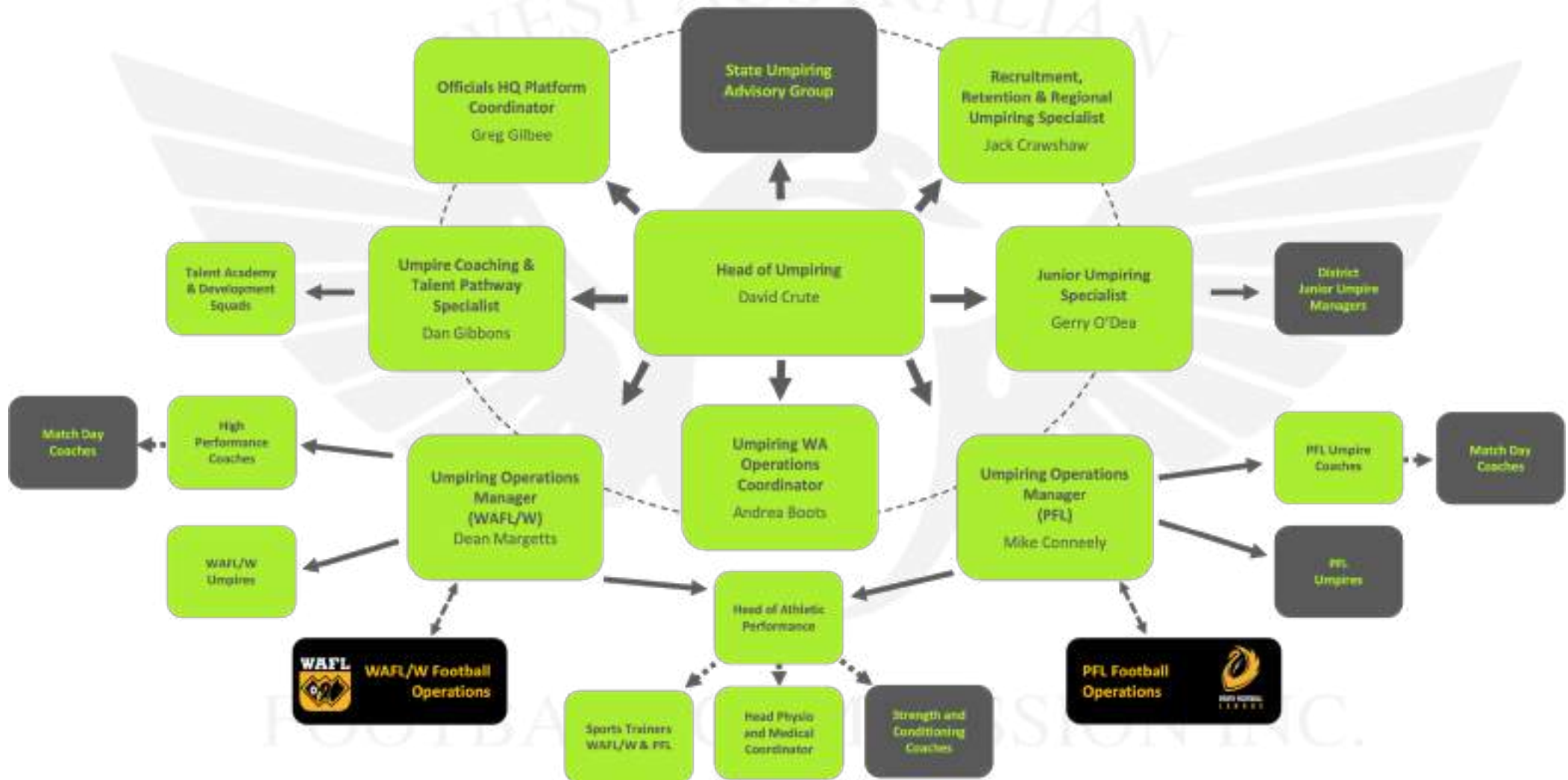
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# Umpiring WA Staffing Structure



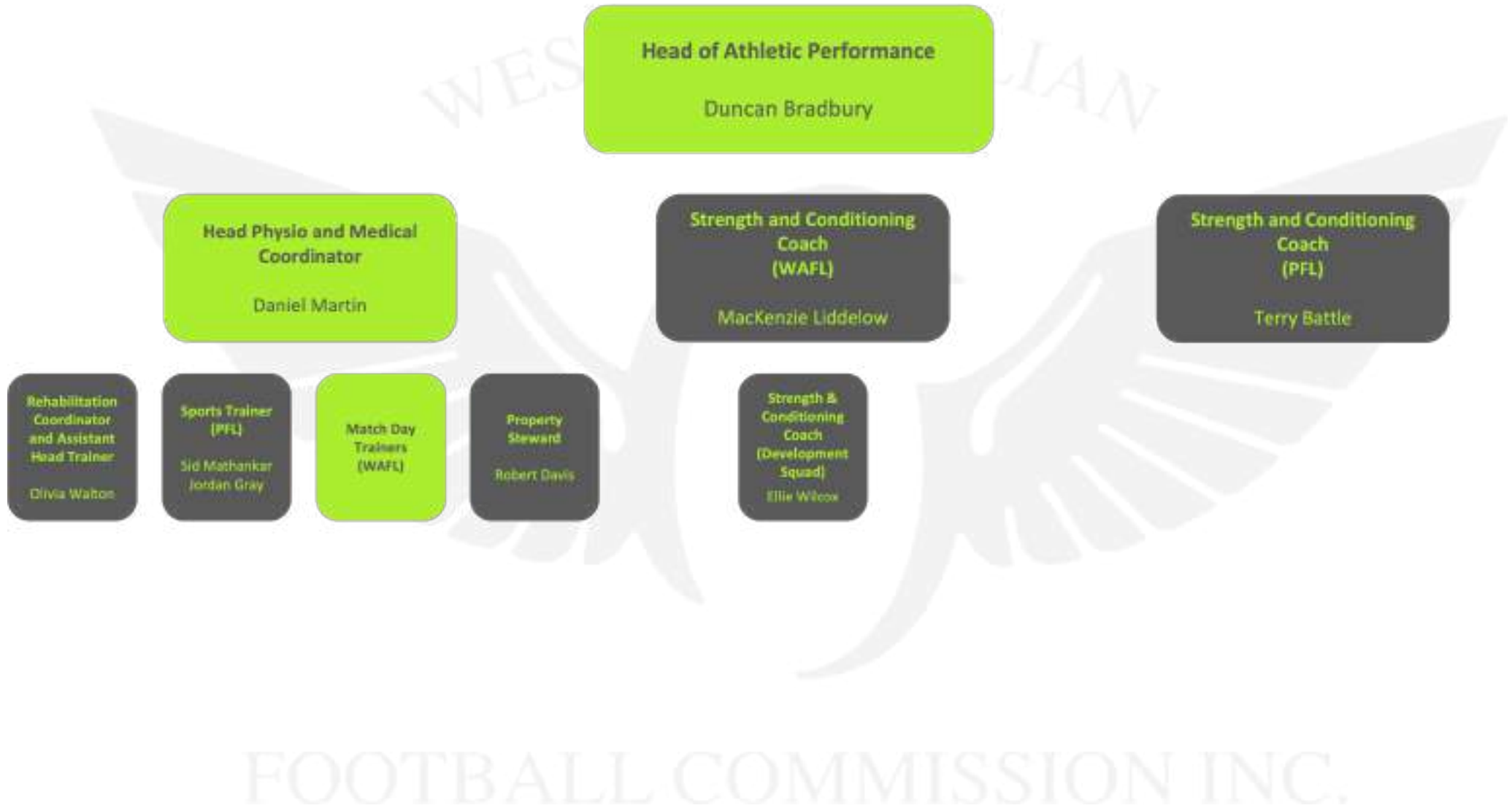
Please note, all roles highlighted green reflect those who are employees of the West Australian Football Commission, others are volunteers.

# Perth Football League Coaching Structure



Please note, all roles highlighted green reflect those who are employees of the West Australian Football Commission, others are volunteers.

# Perth Football League Umpiring Support Staff



Please note, all roles highlighted green reflect those who are employees of the West Australian Football Commission, others are volunteers.



## OUR PURPOSE:

Umpiring WA exists to create a great environment to develop great people.

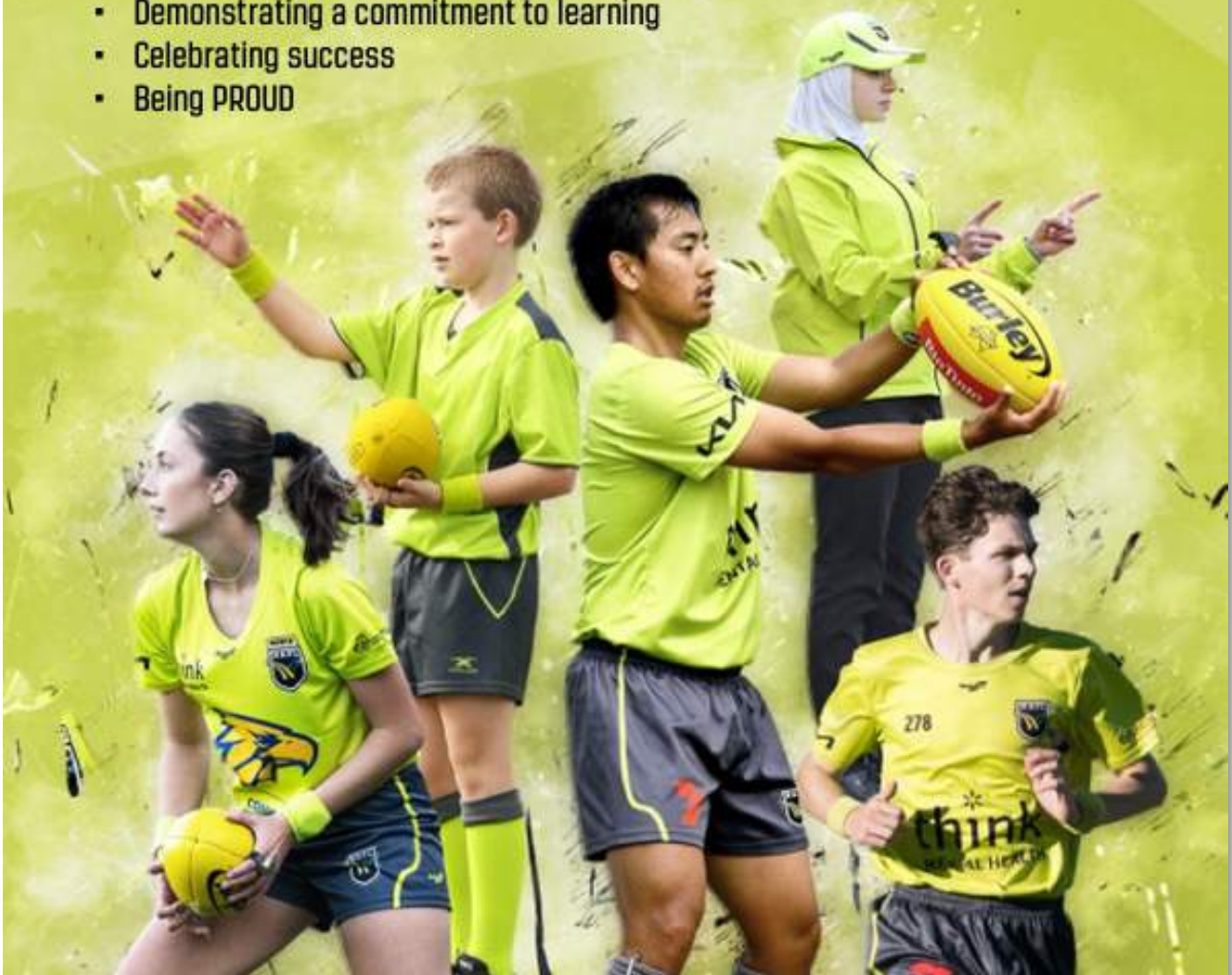
## OUR VISION:

Umpiring WA will have more engaged Umpires than football requires.

## OUR CULTURAL CHARTER:

Umpiring WA put "people first" by:

- Being open, honest and accountable
- Valuing everyone's thoughts, feelings and contributions equally
- Supporting and empowering our people
- Demonstrating a commitment to learning
- Celebrating success
- Being PROUD



# Key Dates for Season 2023



Week	Monday		Thursday		Additional Notes
1	6 Feb	EJ Reserve	9 Feb	Burswood Foreshore	
2	13 Feb	EJ Reserve	16 Feb	South Perth Foreshore	
3	20 Feb	EJ Reserve	23 Feb	Deepwater Point Reserve	
4	27 Feb	EJ Reserve	2 Mar	Kings Park (DNA Tower)	
5	6 Mar	EJ Reserve	9 Mar	Lake Monger Reserve	
6	13 Mar	EJ Reserve	16 Mar	Reabold Hill, Floreat	
7	20 Mar	EJ Reserve	23 Mar	Breckler Park, Yokine	Freo [25 Mar]
8	27 Mar	EJ Reserve – Season Launch	30 Mar	EJ Reserve	
9	3 Apr	EJ Reserve	6 Apr	EJ Reserve	
10	10 Apr	EJ Reserve	13 Apr	EJ Reserve	
11	17 Apr	EJ Reserve	20 Apr	EJ Reserve	
12	24 Apr	EJ Reserve	27 Apr	EJ Reserve	WCE [29 Apr]
13	1 May	EJ Reserve	4 May	EJ Reserve	Freo [6 May]
14	8 May	EJ Reserve	11 May	EJ Reserve	
15	15 May	EJ Reserve	18 May	EJ Reserve	Freo [20 May]
16	22 May	Culture Activity	25 May	EJ Reserve	WCE [27 May]
17	29 May	EJ Reserve [Dev Squad with PFL]	1 Jun	EJ Reserve	WCE [3 Jun]
18	5 Jun	EJ Reserve	8 Jun	EJ Reserve	Freo [10 Jun]
19	12 Jun	EJ Reserve	15 Jun	EJ Reserve	
20	19 Jun	EJ Reserve	22 Jun	Culture Activity	Freo [24 June]
21	26 Jun	EJ Reserve	29 Jun	EJ Reserve	
22	3 Jul	EJ Reserve [Dev Squad with PFL]	6 Jul	EJ Reserve	
23	10 Jul	EJ Reserve	13 Jul	EJ Reserve	WA v Vic [15 Jul]
24	17 Jul	EJ Reserve	20 Jul	EJ Reserve	
25	24 Jul	Culture Activity	27 Jul	EJ Reserve	
26	31 Jul	EJ Reserve [Dev Squad with PFL]	3 Aug	EJ Reserve	
27	7 Aug	EJ Reserve	10 Aug	EJ Reserve	
28	14 Aug	EJ Reserve	17 Aug	EJ Reserve	
29	21 Aug	EJ Reserve [Dev Squad with PFL]	24 Aug	EJ Reserve	
30	28 Aug	EJ Reserve [Dev Squad with PFL]	31 Aug	Culture Activity	
31	4 Sep	EJ Reserve [Dev Squad with PFL]	7 Sep	EJ Reserve	
32	11 Sep	EJ Reserve [Dev Squad with PFL]	14 Sep	EJ Reserve	

## Personal Details

It is the individual responsibility of each Umpire to ensure their personal details provided to the West Australian Football Commission are accurate and up to date at all times. These details include your home address, email, and best contact number/s as well as your bank details.

These details should be provided and maintained by Umpires through their registration on the Officials HQ platform. It is a requirement that all Umpires are registered on the Officials HQ platform to be eligible to Umpire in the Perth Football League.

## Working with Children Cards

As part of the West Australian Football Commission's commitment to child protection and safety, as outlined in the WAFC Working with Children Policy, all Umpires must hold a valid Working with Children Card to be eligible to Umpire in the Perth Football League.

Umpires are required to provide their Working with Children details on their Officials HQ profile including photographic evidence of the physical card to prove its validity. Umpires who need to complete a new Working with Children application can do so by collecting a form from any authorised Australia Post outlet.

As a general rule, a person approved to engage in child-related work through the provision of a Working with Children Card will remain eligible for a maximum period of three years. The process for applying for a renewal can be completed online by visiting the website [here](#).

Umpires must ensure they do not let their Working with Children eligibility lapse, as expiration prevents renewal through the online portal and therefore, a new application must be submitted through an authorised Australia Post outlet.

The Umpiring Operations Manager can assist with any questions regarding any of the above and for new applicants, can endorse your application, specifically Part 6 and Part 7. *Club Umpires are also able to have their PFL Club President or Registrar sign on their behalf given they are a Club representative.*

## Communication with the Media

All Umpires must adhere to the West Australian Football Commission Media Policy which can be viewed [here](#). Under no circumstances are Umpires permitted to give any interviews for broadcast, nor can they write or contribute to any article for publication which relates to any games played under the control of the West Australian Football Commission, unless prior written consent is given.

Umpires are not permitted to engage in discussion on any social network platforms relating to Umpires, Umpire training, Umpire coaches, WAFC staff, PFL staff or any other support staff. Further to this, Umpires must not provide any commentary on such platforms regarding PFL Clubs, players, coaches, or any associated parties. The social network platforms include, but are not limited to Facebook, Twitter, Instagram, Snapchat and Tik Tok.

## Grievance Procedure

The West Australian Football Commission will respect the rights of all Umpires for a fair and reasonable opportunity to Umpire in the Perth Football League. All Umpires will be given advice and guidance as to the behavioural expectations and standards that all members of the umpiring team must adhere to. If an Umpire feels compelled to formally raise concerns regarding the failing of the shared expectations and standards, the process and guidelines around the handling of such complaints are outlined below.

Complaints regarding umpiring selection are to be managed by the Umpiring Operations Manager using the West Australian Football Commission's official Grievance Procedure. In doing so, the Umpiring Operations Manager will ensure that all necessary legal requirements regarding discrimination and occupational health and safety are adhered to. If an Umpire feels their complaint cannot be resolved by the Umpiring Operations Manager, they can lodge an appeal with the Head of Umpiring WA.

## Standards of Behaviour

It is a privilege to be part of the PFL Umpiring Team and as such, all members are expected to behave in a professional manner both on-field and off-field, engaging with all stakeholders respectfully. There will be zero tolerance for any actions that could constitute bullying or harassment as well as any violence or aggressive behaviour.

Umpiring WA exists to create a great environment to develop great people and any behaviours that contradict this are not welcome, as they are only destructive to the positive culture we have built and pride ourselves on.

Inappropriate or unreasonable behaviour can cause significant harm to others and does not align with our community given a key pillar of our success is to support and empower our people, and to value everyone's thoughts, feelings, and contributions equally.

It is critical that all members of the umpiring community are aware that unreasonable behaviour is defined by the effect of the behaviour, not the intent of behaviour. To prevent a situation where your behaviour could be deemed inappropriate or unreasonable, consider whether you are being respectful, supportive, and empowering others, if the answer is no, then the behaviour may be inappropriate.

Any Umpire affected by the actions or behaviours of another member of the PFL Umpiring Team, is encouraged to report their concerns to the Umpiring Operations Manager who will deal with the matter/s with respect and sensitivity.

## Drugs and Alcohol

Illegal drugs are not permitted on any premises, at any times, for any reason associated with the Perth Football League and Umpiring WA, including, but not limited to PFL Clubs, Ernest Johnson Reserve, or any other training venues.

An Umpire found to be under the influence of illegal drugs or buying, selling, or possessing narcotics on any premises will be subject to disciplinary action managed by the Umpiring Operations Manager.

## Umpire Functions

Alcoholic drinks will be available to Umpires at umpiring and related football functions or other social activities, some of which may occur on the premises of Ernest Johnson Reserve. It is the responsibility of all Umpires who consume alcohol on such occasions to do so in a safe and responsible manner.

Misuse of alcohol in such situations may lead to disciplinary action, up to and including suspension of registration as an Umpire in the Perth Football League. Any breaches of West Australian Football Commission policies or standards of behaviour as outlined in this Handbook will not be tolerated and being under the influence of alcohol at the time of any breach will not be accepted as a valid excuse for failing behaviours.

Umpires under the influence of alcohol following any functions must ensure they can travel home safely, and this includes self-monitoring and individual responsibility for blood alcohol content if driving a motor vehicle.

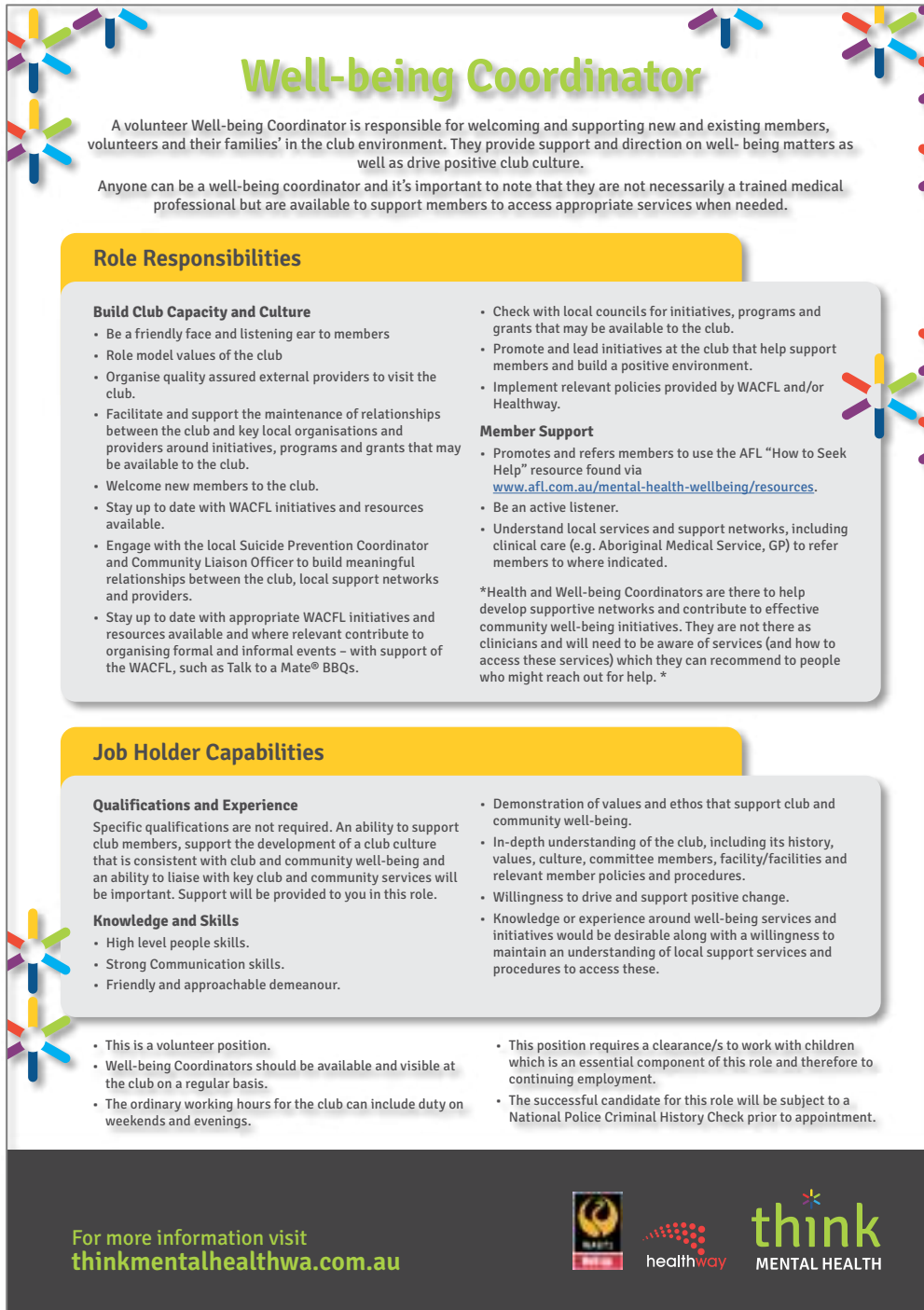
## Unacceptable Behaviour

The West Australian Football Commission expects all Umpires to adhere to the appropriate standards of behaviour as outlined and will not tolerate breaches of unacceptable behaviour. Disciplinary action will be taken against any Umpire exhibiting behaviours or demonstrating actions that contradict the appropriate standards of behaviour. Unacceptable behaviours include, but are not limited to the following:

- a) Sexual harassment or other forms of unlawful harassment and/or discrimination, or other unlawful, or unwelcome conduct.
- b) Insubordination or other disrespectful conduct.
- c) Refusal to comply with a manager/coaches legitimate, umpiring-related request/s.
- d) Fighting, using obscene, abusive language or gestures or threatening violence.
- e) Any activity that poses a threat to the health and safety of another person.
- f) Negligence or improper conduct leading to damage of WAFC owned property.
- g) Fraud, theft or inappropriate removal or possession of WAFC or another Umpire's property.
- h) Unauthorised possession of lethal weapons on any premises related to WA Umpiring, regardless of the Umpire's legal right to possession of such a weapon.
- i) Unauthorised absenteeism from umpiring duties.

## Wellbeing Coordinator

As part of a united effort across multiple organisations to promote and sustain strong mental health among those in our community, we are pleased to detail the support available for Umpires in the Perth Football League. **Mike Kaufman** is leading this support for our PFL Umpires using a confidential, non-judgmental, and supportive approach. Mike can be contacted on 0428 833 189.



**Well-being Coordinator**

A volunteer Well-being Coordinator is responsible for welcoming and supporting new and existing members, volunteers and their families' in the club environment. They provide support and direction on well-being matters as well as drive positive club culture.

Anyone can be a well-being coordinator and it's important to note that they are not necessarily a trained medical professional but are available to support members to access appropriate services when needed.

### Role Responsibilities

**Build Club Capacity and Culture**

- Be a friendly face and listening ear to members
- Role model values of the club
- Organise quality assured external providers to visit the club.
- Facilitate and support the maintenance of relationships between the club and key local organisations and providers around initiatives, programs and grants that may be available to the club.
- Welcome new members to the club.
- Stay up to date with WACFL initiatives and resources available.
- Engage with the local Suicide Prevention Coordinator and Community Liaison Officer to build meaningful relationships between the club, local support networks and providers.
- Stay up to date with appropriate WACFL initiatives and resources available and where relevant contribute to organising formal and informal events – with support of the WACFL, such as Talk to a Mate® BBQs.

- Check with local councils for initiatives, programs and grants that may be available to the club.
- Promote and lead initiatives at the club that help support members and build a positive environment.
- Implement relevant policies provided by WACFL and/or Healthway.

**Member Support**

- Promotes and refers members to use the AFL "How to Seek Help" resource found via [www.afl.com.au/mental-health-wellbeing/resources](http://www.afl.com.au/mental-health-wellbeing/resources).
- Be an active listener.
- Understand local services and support networks, including clinical care (e.g. Aboriginal Medical Service, GP) to refer members to where indicated.

\*Health and Well-being Coordinators are there to help develop supportive networks and contribute to effective community well-being initiatives. They are not there as clinicians and will need to be aware of services (and how to access these services) which they can recommend to people who might reach out for help. \*

### Job Holder Capabilities

**Qualifications and Experience**

Specific qualifications are not required. An ability to support club members, support the development of a club culture that is consistent with club and community well-being and an ability to liaise with key club and community services will be important. Support will be provided to you in this role.


**Knowledge and Skills**

- High level people skills.
- Strong Communication skills.
- Friendly and approachable demeanour.

- Demonstration of values and ethos that support club and community well-being.
- In-depth understanding of the club, including its history, values, culture, committee members, facility/facilities and relevant member policies and procedures.
- Willingness to drive and support positive change.
- Knowledge or experience around well-being services and initiatives would be desirable along with a willingness to maintain an understanding of local support services and procedures to access these.

- This is a volunteer position.
- Well-being Coordinators should be available and visible at the club on a regular basis.
- The ordinary working hours for the club can include duty on weekends and evenings.
- This position requires a clearance/s to work with children which is an essential component of this role and therefore to continuing employment.
- The successful candidate for this role will be subject to a National Police Criminal History Check prior to appointment.

For more information visit [thinkmentalhealthwa.com.au](http://thinkmentalhealthwa.com.au)



If anyone wishes to be an active volunteer in the wellbeing space to support this initiative and develop new skills and understanding of the challenges associated with strengthening mental health, please email [mkaufman@wafc.com.au](mailto:mkaufman@wafc.com.au) to express your interest or seek further information.

## Tackle Your Feelings

Tackle Your Feelings is a free mental health training program for all Umpires within our community, as well as coaches, committee members and other support staff. The program was formed by the AFL Coaches' Association, AFL Players' Association and Zurich Insurance, following the tragic death of Adelaide coach Phil Walsh.



## How to get involved

Tackle Your Feelings is a free program and is available in every Australian state and territory via our community partnerships. Please contact the Tackle Your Feelings Coordinator at your community football league, state body, AFL club community team or regional sports assembly to book in a session at your club. If your region is not captured by our community partnerships, then please email [info@tackleyourfeelings.org.au](mailto:info@tackleyourfeelings.org.au) to register your interest.

You can learn more about our program by visiting our website [tackleyourfeelings.org.au](http://tackleyourfeelings.org.au)

For more information regarding Tackle Your Feelings, contact Mike Kaufman at [mkaufman@wafc.com.au](mailto:mkaufman@wafc.com.au) or 0428 833 189.

# Personal Development Plans



As part of our commitment to our Cultural Charter, we know part of creating an environment for great people to grow, is taking the time to support each Umpire at an individual level, hence the reason for us providing the opportunity for those interested, to engage in a Personal Development Plan.

## Importance of Goal Setting

Goal setting is a well-established tool to assist Umpires in setting an objective, target, or a desired standard that the individual wants to achieve. Goal setting has numerous benefits such as enhanced motivation and performance.

## The 3 Types of Goals

Outcomes goals:

- Relate to the outcome of a particular season for example, finals selection or promotion to a higher grade.
- Are largely out of the Umpire's control and should be used in combination with performance and process goals.

Performance goals:

- Related to achieving specific standards of performance, in comparison to an Umpire's previous capabilities.
- Are best planned using the SMART model.

Process goals:

- Relate to the actions an Umpire needs to execute to be successful.
- Enable Umpires to enhance their performance by focusing on improving specific techniques.

	PROCESS GOALS	PERFORMANCE GOALS	OUTCOME GOALS
TIME	In the moment What can be done right now A daily habit Becomes the norm	In the near future Weeks or months	The Dream Way in the Future Non specific
FOCUS	The here and NOW What you or your people can do every day Becomes a habit or a ritual	Just a stepping stone A checkpoint Must support or underpin our Outcome Goal	Focus is on the achievement or objective 'to be the best'
CONTROL	Total control over this Nothing can get in the way of this Initially a Conscious choice that then becomes Sub-conscious activity	More control over this Could be a SMART target	Little or no actual control Many other factors Wide parameters

## Setting SMART Goals

The SMART process is a well-established way to set your goals. SMART is an acronym for Specific, Measurable, Achievable, Relevant and Time-Bound. Defining your goals in this way helps ensure your objectives are attainable within a certain time frame.

Once goals have been set, the Umpire should work with their Coach to monitor their progress and adjust their goals as the season progresses.

## The Process

1. Pre-Season Goal Setting
2. Season Check-in (Rounds 1 – 5)
3. Season Check-in (Rounds 8 – 13)
4. Season Check-in (Rounds 15 – 20)
5. End of Season Review
6. Goal Setting for Next Season
7. Sign-Off

## How to opt-in

The personal development plans are optional for all Umpires, and as such, we will leave it up to each individual to decide whether this is the right process for their individual needs.

If an Umpire wishes to engage in a Personal Development Plan for this season, they can scan the QR code below and complete the initial 'Pre-Season Goal Setting' form. Once complete, the Umpire needs to email Mike Conneely, Umpiring Operations Manager so the process can begin.



## Merit Based Selection

The Umpiring Operations Manager and Head Coaches will form the Selection Committee responsible for the appointments of Umpires for each round of fixtured matches across all grades in the Perth Football League. The Selection Committee will ensure the appointment of Umpires, particularly Finals and State Representative matches, is based on merit and performance.

It is critical that all Umpires adhere to the Cultural Charter, as behaviours and actions that contradict these expectations can impact on Umpire selection.

Panel Umpires who cannot attend training or coaching sessions must contact their respective coach and/or the Umpiring Operations Manager either by email, phone, or text prior to the commencement of training.

## Fitness Requirements

It is generally expected that all Umpires possess a minimum level of physical fitness to perform their duties and officiate Australian Football effectively. Whilst this is and always has been a fundamental requirement for Umpires, we do also value highly, an individual's ability to make accurate decisions and manage games appropriately.

As such, the philosophy of umpiring Australian Football is based on attracting good decision makers and supporting them to be physically capable of meeting the demands of the game at the level for which they are officiating.

Fitness testing may be completed as part of the strength and conditioning program with information collected to assist responsible staff in the development and review of the physical conditioning program.

It is important to note that an Umpire who does not meet fitness requirements is not automatically ineligible for selection. However, this may contribute to such a decision, along with other factors as outlined in the approved WAFC Selection Process and Criteria, which may take into account meeting agreed performance targets set by coaches and/or fitness staff.

# Selection and Appointments



## Appointment Process Overview

The selection and appointment process can be impacted by many factors, creating a domino effect throughout the whole group. All stakeholders must fully understand and comply with the process shown to ensure effective management of the appointments for all matches, as required.

Day	Time	Details	Responsibility
Sunday	6:00pm	Umpires must update their availability for the following weekend on Officials HQ no later than <b>6:00pm</b> .	Umpires
Monday	9:30pm	Coaches draft appointments of Panel Umpires for upcoming weekend following Selection Committee.	Coaches and Umpiring Operations Manager
Tuesday	6:00pm	Coaches to provide finalised panel appointments to Umpiring Operations Manager by <b>6:00pm</b>	Coaches
Tuesday	6:00pm	Clubs provide finalised nominations each week using the Microsoft Forms link by <b>6:00pm</b>	PFL Club Umpire Coordinators
Wednesday	Morning	Appointments will be collated and uploaded into Officials HQ and released to Umpires mid-morning.	Umpiring Operations Manager
Wednesday	Afternoon	All registered Umpires to be emailed a list of 'available' games that still require an Umpire – Umpires must text Umpiring Operations Manager to secure an appointment.	Umpiring Operations Manager and Umpires
Wednesday	8:00pm	All Umpires must respond to their appointment by accepting or declining <b>no later than 8:00pm</b> .	Umpires
Thursday	Morning	Finalised appointments will be sent to all PFL Clubs, Umpires and relevant WAFC staff.	Umpiring Operations Manager
Saturday	Morning	Clubs will be emailed a spreadsheet at 8:00am to ensure everyone is aware of any late changes to matches.	Umpiring Operations Manager

**Panel Umpires who become unavailable at any stage following the Wednesday morning release of appointments must call the relevant Umpiring Coach. Club and Pool Umpires must notify their Club if they become unavailable after 6pm Tuesday.**

PFL Clubs are not eligible to appoint their own Umpire in lieu of those appointed via. OfficialsHQ. In the unlikely event a surplus number of Umpires arrive for a match, only those appointed via. OfficialsHQ will be recognised to officiate, and they must be paid for their services. If a PFL Club acts against this process, penalties will be enforced on the offending Club.

All Umpires appointed to games in A, A Reserve, Phil Scott Colts, B, B Reserve, Drew Banfield Colts as well as Field Umpires appointed to C1, C2, C3, C4 matches will be paid centrally by the WA Football Commission for their duties. Umpires in all other grades will be paid on the day by the Club responsible for employing their services using whatever process Clubs choose as their preference. *It is the Umpire's responsibility to ensure payment is organised on the day as this will not be arranged by WAFC.*

## Availability

Due to the number of matches fixtured each weekend, we must operate a week in advance to ensure we are able to fill the required appointments. It is for this reason all Umpires are expected to update their availability on Officials HQ no later than 6:00pm Sunday, the week prior to the next round of matches.

The coaching staff and Umpiring Operations Manager understand and appreciate that events such as family, school and work commitments arise from time to time, often with short notice. The expectation if this occurs after the 6:00pm Sunday deadline, Umpires will phone or text the relevant coaches or Club (if a Club/Pool Umpire).

## Late Changes to Availability

As outlined above, we understand there are situations which can arise and force you to withdraw from your weekend appointment after final confirmations have been released. In the event this occurs, you must call your relevant coach or Club allowing the greatest amount of time possible to fill your appointment.

Calling the day/night prior to a match leaves little flexibility and opportunity to fill your appointment. Therefore, if you are sick or experience an injury, you must advise your coach or Club as soon as you develop symptoms which could potentially affect your ability to Umpire your match.

## Three Strike System

As outlined in this Handbook, it is a privilege to be an Umpire in the Perth Football League and as such, all Umpires must adhere to the Cultural Charter and demonstrate appropriate behaviours. To combat and manage any breaches of these expectations in relation to selections and appointments, a Three Strike System is in place.

- First Strike – A conversation with the Umpiring Operations Manager to discuss what has occurred and to identify solutions to resolve any potential reoccurrence/s.
- Second Strike – A written letter from the Umpiring Operations Manager outlining the continuation of behaviours exhibited that fall below the required standards expected of all Umpires.
- Third Strike – A minimum one week of non-appointment, with potentially further restrictions placed on the Umpire at the discretion of the Umpiring Operations Manager.

## Three Strike System

An Umpire may receive a strike for one or more of the following:

- Missing 6:00pm Deadline for availability (without providing a fair and valid reason).
- Withdrawing from a match via an email.
- Withdrawing from a match after appointments have been released on Wednesday (without providing a fair and valid reason).
- Withdrawing from a match after final confirmations have been released on Friday evening (without providing a fair and valid reason).
- Non-attendance for any Umpiring appointment *in any instance where this occurs, the Umpiring Operations Manager may escalate the penalty at his discretion.*
- Failing to lodge appropriate paperwork after matches and/or failing to meet any deadlines associated with match day paperwork.

## Conflict of Interest

Panel Umpires and coaches are not permitted to hold an official position within any Club registered to participate in the Perth Football League. This includes, but is not limited to Runners, Water Carriers, Statisticians and/or any football operations or governance roles within a Club.

Umpires who are Pool and/or Club appointed who hold an official position within a Club registered in the Perth Football League cannot perform any such duties associated with the Club role, whilst umpiring a match they are appointed to. In addition, no Umpire is permitted to wear Umpiring WA uniforms while acting in the capacity of a Club Official.

## Dress Standards

All Umpires are expected to present themselves in a neat and tidy manner, remembering both behaviour and appearance contributes to the reputation of the entire umpiring community and is crucial to how the general public perceives Umpires.

Umpires must ensure they wear approved match day uniforms for all official duties, although, the combination of apparel worn remains a personal choice.

The apparel page in this handbook provides samples for both male and female Umpires.

## Selection Committee Members

**Mike Conneely** | Umpiring Operations Manager

**Terry Battle** | Head Coach – Field

**Mike Kaufman** | Head Coach – Boundary

**Neil Ascott** | Head Coach – Goal

**Jarrod Hodge** | Head Coach - Field

**Brendan Ball** | Assistant Coach - Field

**Greg Gilbee** | Assistant Coach - Boundary

**Justin Dolin** | Head Coach - Goal

## Selection Criteria

1. **Behavioral Standards** – adherence to the Umpiring WA Cultural Charter, WAFC Policies and Procedures and Umpiring WA's Operations Manual. On and off-field behavior is expected to positively contribute to our culture and reputation.
2. **Current form and performance** – measured through Match Day feedback (written and verbal), competency assessment, vision review and/or input from Selection Committee members.
3. **Participation and Engagement** - including attendance and participation in training, fitness standards, contribution to coaching sessions and the match review, feedback and continuous improvement processes. Umpires are encouraged to discuss their individual circumstances with their coach, which may affect the above.
4. **Development** – It is critical that opportunities are provided for developing Umpires in order to fulfil individual potential and to meet the current and future needs of the group. This enables Umpires at all levels to progress through the Umpire Talent Pathway.
5. **Umpire Competency** – Certain Umpires may be better suited to a particular match. E.g. venue, clubs, history or ladder position may require Umpires with the relevant skill set.
6. **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 of football to assist with their advancement.
7. **WAFL & Talent Pathway Umpires** – The WAFL and Talent Pathways Selection Committee will provide names and other relevant information to the Perth Football League Selection Committee for appointments. These appointments will be at a grade appropriate for the development needs of the individual and/or requirements of the respective competition(s). Priority may be given to certain matches to assist in allocation of coaching resources.

## Selection Process

1. **Injuries/Fitness Testing** – Sports trainer staff to provide a rehabilitation/injury update to establish a return to umpiring timeline and report on any Umpires undertaking fitness tests.
2. **Other considerations** - Review any other selection constraints for the weekend across all three disciplines (e.g., personal leave, work/study commitments, bereavements etc.).
3. **Selection Hierarchy** - Umpires will be selected to matches in the following order as panel appointed Umpires required for each discipline.

State v State Football (WACFL v Perth FL, Perth FL v VAFA/SA AFL etc.)

Perth Football League – A League

Perth Football League - B League

Perth Football League – A Reserves

Perth Football League – B Reserves

Perth Football League – A Women [Field Only]

Perth Football League – Phil Scott Colts

Perth Football League – Drew Banfield Colts

**Field Umpires Only** - The following grades will be appointed from nominated Umpires which may include surplus Umpires not selected in the above grades.

Perth Football League – C1, C2, C3 and C4 League (Pool Umpires)

Perth Football League – C5 League, C1, C2, C3, C4, C5 Reserves and E Grade (Club Umpires).

4. **Further Appointments** – Umpires not appointed to the above grades or available on a day where the above matches are not played will be permitted to seek appointment as a Club Appointed Umpire in the Perth Football League or seek appointment in other affiliate competitions (including Junior Football and WACFL Leagues).

## Additional Information

**Administrative Requirements** – Umpires are required to have completed all relevant registration processes on Officials HQ and employment related paperwork in order to be appointed.

**Variation of Match Day Coaches** – Where possible, coaches are rotated to allow Umpires to receive feedback from different Match Day Coaches.

**Coaching and Assessment** – Umpires need to be aware and understand that not all matches will have a Coach in attendance. In these circumstances post-match reviews using match vision along with peer feedback will play an important role in this process. Vision either supplied by clubs or used in online broadcasts may be used as an assessment tool when Coaches are not in attendance.

**Teams** - Where possible in all grades, Umpires are to be appointed in teams for three-week blocks during the HOME and AWAY season. There are factors that may prevent this occurring, but the intent is to allow time for teams to establish rapport in order to develop cohesion and teamwork.

**Finals** – Refer to selection criteria and process. List development is an important consideration when determining all finals appointments. WAFL and Talent Pathway Umpires must have Umpired a minimum of five (5) games in the Perth Football League to be eligible for selection for finals.

**State Games** – Refer to selection criteria and process. It is acknowledged that State selection takes into account reward, recognition and service to Perth Football League. Appointments may give consideration to highly valued individuals. This does not necessarily mean the top ranked Umpires from the current or previous seasons are automatic selections.

**Family Members** - We will continue to adopt and enforce the AFL Policy clause relating to exclusion of family members from selection panels. This effectively means that a family member of a current running Umpire may hold a coaching position however, must:

1. Not influence the selection of their family member in any way.
2. Leave the room during official discussions relating to selection.
3. Not be appointed to Match Day Coach at a match where their family member has been appointed to Umpire a match.

To enhance the standard of umpiring in the Perth Football League and to provide actionable, growth-focused feedback to our Umpires, Match Day Coaches will be required to complete written feedback, designed specifically for each discipline.

## Field Umpire Feedback

Field Umpires will receive performance ratings relevant to their roles outlined below.

- Decision Making
- Management of the Match
- Teamwork with their Umpiring Team
- Communication with Players and Coaches

## Boundary Umpire Feedback

Boundary Umpires will receive performance ratings relevant to their roles outlined below.

- Decision Making
- Positioning
- Signalling
- Boundary Throw Skill
- Communication with their Umpiring Team

## Goal Umpire Feedback

Goal Umpires will receive performance ratings relevant to their roles outlined below.

- Decision Making
- Positioning
- Skills
- Teamwork with their Umpiring Team

Each category above will be rated as either 'Excellent' 'Solid' or 'Variable' accompanied by an overall rating which will be given as 'Excellent, Solid, Variable or Needs Attention'.

Umpires will receive written comments outlining their observed strengths, areas for development and any other additional comments that further explain the performance ratings as outlined above.

# Umpiring WA Apparel



## Off-Field Apparel

Umpires are encouraged to purchase Umpiring WA apparel for training and off-field to continue showing pride in umpiring as well as demonstrating professionalism both on the match day and on the training field.

Below are some samples of what is available through the Umpiring WA portal on the X-Blades website.



## On-Field Apparel



X-Blades Umpiring WA apparel is available from <https://www.xbladescustom.com.au/collections/wafc>

# Injury Management



## Injuries: Training and Matches

Umpiring injuries sustained at training or during matches must be reported to the respective coaches and the Head Trainer as soon as possible.

An Umpire who has presented with an injury, will be ineligible for selection until they have passed a fitness test under the supervision of the Strength and Conditioning Coach in consultation with the Sports Trainer and/or medical team.

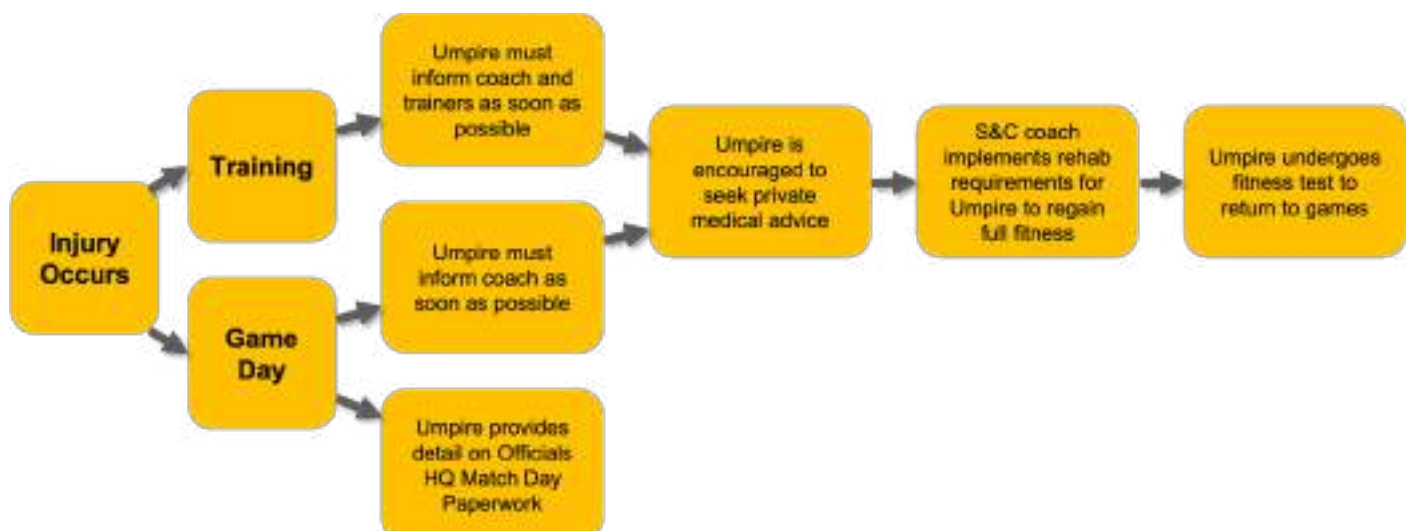
The injury management process is designed to assist Umpires performing each week to the best of their ability. Umpires who fail to follow the correct procedure are breaching the Cultural Charter of Umpiring WA and as such, will be referred to the Umpiring Operations Manager.

## Injuries: Non-Umpiring Related

Any Umpire who incurs any injury that may inhibit their capacity to undertake their duties at training or on match day should report their injury/s to the Sports Trainer and their respective coach.

In addition, an Umpire who has presented with an injury, should seek medical treatment by medical professionals external to the support provided by the Umpiring WA Sports Trainer/s.

## Injury Management Flowchart



## Insurance

All registered Umpires on the Officials HQ platform, who are appointed to matches as either Panel, Pool or Club Umpires are eligible for insurance cover under the Marsh AFL Umpires Volunteer Club Umpires and League Appointed Umpires Policy as part of the Australian Football National Risk Protection Program.

Any Pool or Club Umpires who sustain injuries related to their appointment in the Perth Football League are advised to seek assistance from their Club to determine how best to move forward with an insurance claim.



**BRONZE LEVEL COVER**

Non-Medicare Medical Costs	Capital Benefits	Quadriplegia/ Paraplegia Benefit
<ul style="list-style-type: none"><li>• 50% Reimbursement</li><li>• \$2,000 max. per claim</li><li>• \$100 excess per claim</li></ul>	<ul style="list-style-type: none"><li>• \$100,000*</li></ul>	<ul style="list-style-type: none"><li>• \$1,000,000 maximum</li></ul>

Please note, insurance is considered for injuries occurring due to an accident during the duties required whilst umpiring, it is not a sickness and/or illness policy. Personal injury cover can pay for non-Medicare medical expenses which include, but are not limited to physiotherapy, chiropractic or dental care, ambulance transport and private hospital accommodation.

As personal injury cover is not private health or life insurance, Umpires are strongly encouraged to investigate their personal insurance needs.

Umpires who are Panel appointed and wishing to make an insurance claim can contact the Umpiring Operations Manager.

For more information regarding the Marsh AFL Umpires Volunteer Club Umpires and League Appointed Umpires Policy, visit <http://sport.marshadvantage.com.au/afl/players/Umpires>.

## Damage to Vehicle and/or Personal Property

In the unlikely event a vehicle or personal property is stolen or damaged during attendance at football grounds, the matter will need to be dealt with privately.

## Scheduled Length of Quarters and Breaks

League (A, B, C1, C2, C3 and C4)			
Length of Quarter	Quarter Time Break	Half Time Break	Three-Quarter Time Break
4 x 25 minutes (No time-on)	5 minutes	15 minutes	5 minutes
C5, Reserves, E Grade and Colts			
Length of Quarter	Quarter Time Break	Half Time Break	Three-Quarter Time Break
4 x 20 minutes (No time-on)	5 minutes	15 minutes	5 minutes
Women's Competition			
Length of Quarter	Quarter Time Break	Half Time Break	Three-Quarter Time Break
4 x 18 minutes (No time-on)	5 minutes	12 minutes	5 minutes

## Pre-Match Procedure

In the unlikely event an Umpire is unable to fulfil their appointment, Umpires must phone their respective Coach as soon as practicable.

All Umpires are expected to report to the changing rooms 60 minutes prior to their scheduled start time. Non-officiating Umpires should refrain from entering the changing rooms whilst the rooms are occupied by officiating Umpires.

Only official personnel are allowed in the changing rooms prior to, during and immediately post-match (unless prior approval has been granted).

## Pre-Match Procedure

All footballs are to be checked for correct inflation pressure. In any instance where footballs do not meet the required pressure, the Team Manager from the home Club must address the issue.

## Field Umpire Duties

Twelve (12) minutes prior to commencement of the match, enter the field and hold the ball above your head approximately 25 metres inside the boundary line – the timekeeper should blow the siren once.

Two (2) minutes prior to the commencement of the match, the timekeeper should blow the siren three (3) times. Captains must meet in the centre square and toss the coin to decide which end they will be kicking.

One (1) minute prior to the commencement of the match, the timekeeper should blow the siren twice to indicate to the teams they should make their way to their respective positions.

After consulting both Captains as to their readiness, the Umpire will hold the football directly above their head and after hearing the siren to commence the first quarter, shall sound their whistle loud and strong. The procedure for the start of the second, third and fourth quarters will be as outlined for the first quarter.

Sweatbands will be worn on the signalling arm and Field Umpires are to be totally conversant with Law 10.0 and must be read in conjunction with these guidelines.

Field Umpires are to note any relevant item/s in the Match Day Paperwork immediately after the match.

## Encroachment

The following instructions are aimed at preventing any injury to Umpires, spectators, or players. When a Field Umpire observes unauthorised people

- encroaching the playing arena;
- remaining on the inside of the arena perimeter fencing or spectator exclusion zone in the absence of a fence;
- imitating the actions of a Goal Umpire and preventing them from carrying out their duties;
- displaying any other actions and/or behaviours that contradict the safety of Umpires or players

they will immediately cease play and refrain from restarting the match until such time that an official from the Club hosting the match is in place to prevent a continuation or recurrence of such behaviours.

## Replacement of Umpires

In the unlikely event an Umpire is needing to be replaced during a match e.g. injury/blood rule, the following guidelines will apply:

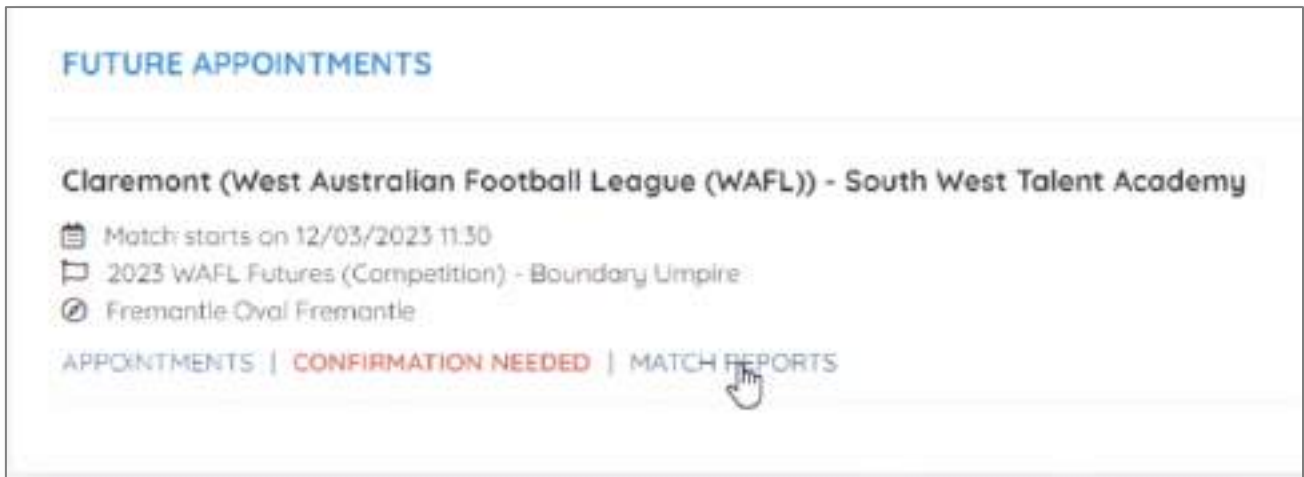
- The Match Day Coach will implement the replacement process.
- In the event a Match Day Coach is not present, the Field Umpires will implement the process.
- At the earliest opportunity, the Head Coach of the replaced Umpire and the Umpiring Operations Manager will be advised.

Replacement Process		
Field	Boundary	Goal
Match to continue under the two-Umpire or one-Umpire system until a suitable replacement is found or in the case of the blood rule, until the Umpire returns.	Participating clubs will need to provide a suitable replacement for the remainder of the match or in the case of the blood rule, until the Umpire returns.	Participating clubs will need to provide a suitable replacement for the remainder of the match or in the case of the blood rule, until the Umpire returns.

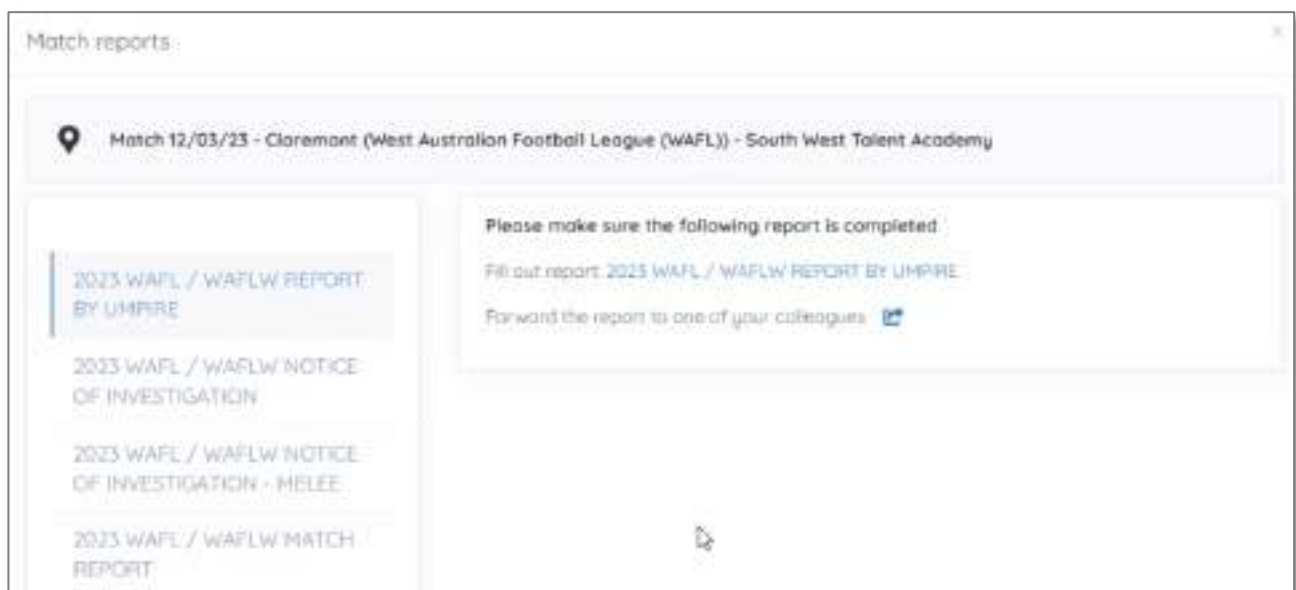
*Note: Umpires from Colts or Reserves matches will be encouraged to remain in attendance for the later match and make themselves available as replacements should the need arise.*

## Post-Match – Match Reports

At the completion of all matches, Umpires are required to complete the match day paperwork on Officials HQ. *Please note, you will find the 'Match Reports' button in the same menu where you originally confirmed your appointment pre-match.*



Once 'Match Reports' is selected, you will be able complete the 'Report by Umpire' form.



Once completed, the 'Report by Umpire' form goes directly to Geoff Palmer, PFL Football Operations Manager so it is critical all feedback is given with sufficient detail.

The report will require Umpires to provide responses relating to the match result, as well as indicating if there were any minor or major issues relating to the game day environment, which includes both on-field and off-field incidents. An example of the types of feedback you would give on the match-day report are shown on the following page.

Was there a Melee? \*

Yes  
 No

What quarter did the melee occur?

Before match commenced

Provide further detail on the melee in the text box provided:

Do you have have any Game Environment issues to report? \*

Yes  
 No

*If you have nothing to report you can scroll to the bottom of the form:*

Please select the boxes below if any of the responsibilities were not met

**Home Team Responsibilities:**

No Goal post padding  
 No Siren  
 No Stretcher on boundary  
 No Time Keeper Provided  
 Score board not operational

**No escort of umpires:**

Home Team Half Time  
 Home Team Full Time  
 Away Team Half Time  
 Away Team Full Time

Any other comments related to the game which you would like to share:

If you do not have all the information to complete this form you can **'Save'** and come back to complete the form later.  
If you have completed the form you can now **'Submit'**

Umpires should use the Match Day Report form to bring to light any concerns or incidents that have not been shared or require further detail. Umpires need to know they have a voice, and using this platform allows the Umpiring Operations Manager and Football Operations Manager to address concerns raised and follow-up if and where required.

Umpires are strongly encouraged to use this platform, otherwise issues may be left unresolved and potentially impact on the enjoyment of umpiring in the PFL for everyone.

## Post-Match – Red and Yellow Card Report

In addition to the Match Day Report, there is also a required form that must be filled out relating to Red Cards or Yellow Cards being issued. As shown from the example below.



### Red & Yellow Card Report

 <b>Home team</b> Boston Rangers	 <b>Away team</b> New Jersey Rockets	 <b>Start</b> 9/03/2025 3:45 AM
 <b>Location</b> Wembley Stadium	 <b>Series</b> Justice League	 <b>Address</b> 228 Baker Street, UK

 <b>David Smith</b> Official 1	 <b>James Jones</b> Official 2	 <b>Dale Kernan</b> Official 3	 <b>Mark Stone</b> Official 4
--	--	--	---

Did you issue any Red Cards? \*

Yes

No

#### Offending Player Details

Number of PFL Red Cards/Reports

Please note what quarter the incident occurred in the description section

#### Alleged Victim Details

Number of PFL Red Cards/Reports

Note: If there are multiple Red Cards in the match, please ensure you enter the correct victim details for the corresponding offender details

Does the offending club accept the penalty?

	Yes	No
Home Club:	<input type="radio"/>	<input type="radio"/>
Away Club:	<input type="radio"/>	<input type="radio"/>

Name and position at the club who accepted the penalty:

If you have any more reports, please email all the information to Geoff Palmer [geoff@perthfootball.com.au](mailto:geoff@perthfootball.com.au), if you have any further detail, please enter below:

Number of Yellow Cards:

Please note what quarter the incident occurred in the description section:

#### Umpire Name and Contact Details

If you do not have all the information to complete this form you can **Save** and come back to complete the form later

If you have completed the form you can now **Submit**

## Post-Match – Notice of Report

Umpires who make a report must email Jarrod Hodge [jhodge@wafc.com.au](mailto:jhodge@wafc.com.au) and Terry Battle [tbattle@wafc.com.au](mailto:tbattle@wafc.com.au) no later than Sunday 12:00pm outlining the incident/s and providing all necessary information related to the report. This process is to allow Jarrod and Terry to support all Umpires with this process and to provide feedback and education if required.

All Umpires are advised to phone Jarrod or Terry after matches in any instance they feel support would be beneficial i.e. how to grade a penalty, how to provide a penalty to players/Clubs or any other assistance related to a Notice of Report.

## Post-Match – Notice of Investigation

Only League Officials, WAFC Officials and Club Presidents on behalf of their Club are permitted to lodge a Notice of Investigation on any player, Club Official or Club who is alleged to have committed or engaged in conduct which may constitute a Reportable Offence where a player has been seriously injured or breaches League rules, by-laws or policies.

In any instance where an Umpire feels a Notice of Investigation should be lodged – or where an incident may require further inspection, they can contact Geoff Palmer, Perth Football League's Manager of Football Operations [geoff@perthfootball.com.au](mailto:geoff@perthfootball.com.au) and ensure Jarrod Hodge and Terry Battle are copied into the correspondence.

This correspondence must be sent no later than 12:00pm on Sunday outlining any/all relevant information from the perspective of the Umpire. Please note, Umpires are not to lodge a Notice of Investigation on behalf of Clubs.

## Post-Match – Awarding Player Votes

In addition to the Match Reports, Umpires are required to submit their votes for best players in the match. This can be completed by clicking 'Awards' and then, completing the form as required.

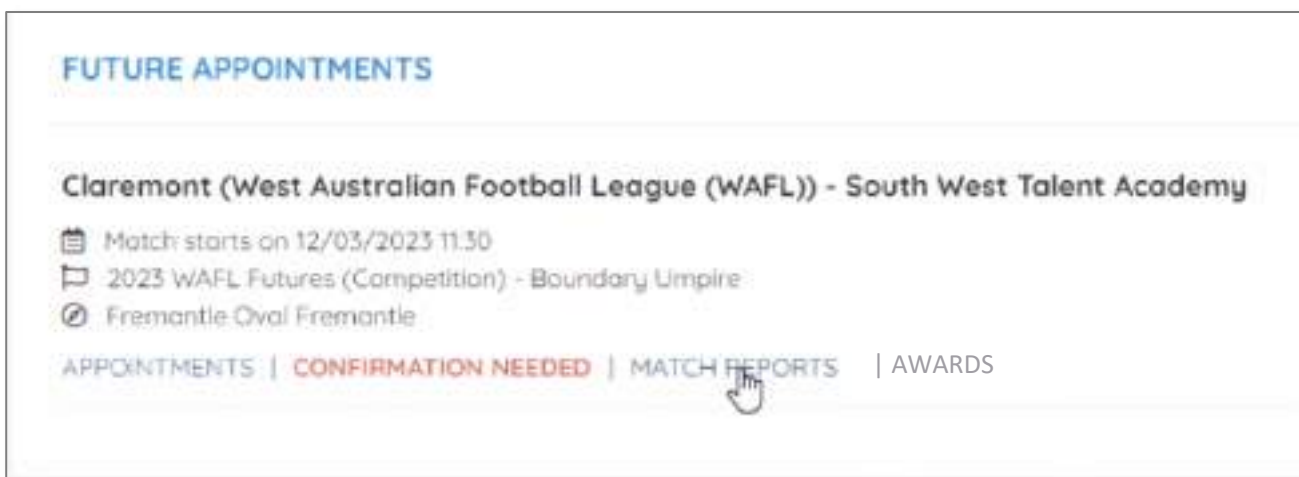
Umpires should select the player adjudged best afield by awarding the maximum 3 votes, followed by second-best afield 2 votes and third-best afield 1 vote.

Field Umpires should discuss best players with fellow Umpires at each of the quarter breaks to assist in determining the best players over the course of the match. Field Umpires are to award votes to players as judged by them on the day, irrespective of whether such players have been found guilty of an offence in a previous match.

Care should be taken when completing the votes online, particularly when two or more players share the same name. Umpires must always uphold the ideals of honesty and integrity through this process – and Umpires are not permitted to disclose voting with any parties once the votes are lodged.

## Post-Match – Officials HQ Votes

Umpires can submit votes using the 'Awards' tab as shown below.



In any instance where players are not pre-loaded into the 'Awards' menu, Umpires can manually enter the names of players awarded votes using the Club's official team sheets for guidance. In the unlikely event the platform does not allow Umpires to submit awarded votes for players, these can be submitted to Geoff Palmer via [geoff@perthfootball.com.au](mailto:geoff@perthfootball.com.au).

## Spirit of the Game

The objective of the League's Spirit of the Game is to recognise there is a critical element of the conduct of a game of Australian Football that cannot be the subject of written rules nor of regulation by the administrators of the competition.

Umpires, coaches, players and spectators must bring the elements of fairness, decency and honesty to the game on every occasion and in all situations.

Football games are played to be won and football is a contact sport, so it is expected games will be hard fought and physically demanding. However, the League also requires that each game is played within both the written rules of the game and the Spirit of the Game.

Each participant is personally responsible for ensuring their behaviour is fair, decent, and honest. The desire for victory must not outweigh:

- a) the ideals of sportsmanship which are the foundation of the game, and
- b) the reputation and integrity of the League and its competitions.

At the end of a game each person involved with the winning team should honestly be able to say that the team played fairly, decently, honestly and behaved in a sportsmanlike manner in victory.

At the end of a game each person involved with the losing team should honestly be able to say that the team played fairly, decently, honestly and behaved in a sportsmanlike manner in victory.

Even in the heat of the game all participants must conduct themselves fairly, decently and honestly and with respect for:

- a) the opposition,
- b) the League, and
- c) the game of Australian Football.

## Night Matches – Light Failure

- a) Where a light tower ceases to operate;
  - i. the field Umpires must stop the match and direct the timekeepers to apply time on and record the time the match ceased.
  - ii. All Umpires and players are permitted to leave the playing surface.
- b) The field Umpires, a home team representative and the team captains shall meet. The home team representative will advise as to the ability to re- commence play.
- c) If the match does not recommence within the thirty minutes from the recorded time the match ceased, the field Umpires shall terminate the match.
- d) Where a match is unable to commence or is terminated before the scheduled end due to light failure, the Football Operations Manager at their absolute discretion may determine the result or order the match be replayed at such time and place as they see fit.
- e) If the match is to recommence within the thirty-minute period;
  - i. the field Umpires shall direct both teams to enter the playing surface whereby a ten-minute warm up period is permitted.
  - ii. play will recommence from the time when the match ceased.
- f) Where the light continues to fail or is poor after the match has re- commenced their procedure will be repeated.

## Finals – Drawn Matches

- a) There shall be no drawn match result in the finals. All matches will be decided by playing extra time of two periods of five minutes.
- b) No time on will be played during extra time except where permitted in these by-laws.
- c) Where the score is tied at the conclusion of the fourth quarter the field Umpires shall advise both captains that extra time will be played.
- d) If the scores are tied after the completion of the first two periods of extra time then a second two periods will be played. This will continue until a result is reached.
- e) The break between the siren to conclude the fourth quarter and the commencement of the first period of extra time shall be seven minutes.
- f) Coaches are permitted to address teams and enter the playing surface during this break.
- g) At the conclusion of the first period of extra time, teams shall immediately change ends. Coaches shall not be permitted to enter the playing surface at this time.

## **Match Ball**

The home team for each fixtured match shall supply a new League approved football and/or a good condition football for all grades as nominated by the League. The away team shall supply a good condition football ball as an emergency.

## **Timekeepers and siren/bell**

The home team for each fixtured match shall have a suitable and audible siren/bell. Both teams shall provide a timekeeper who shall meet to commence and end the quarter.

## **Interchange stewards**

The home team for each fixtured match shall provide an interchange steward to record yellow and red cards issued by the Umpires, and where a stretcher has been used.

## **Scoreboard**

The home team for each fixtured match shall have an operational scoreboard displaying the correct scores throughout the match.

## **Stretcher**

- a) If a stretcher is called onto the field, time must be stopped as directed by the field Umpires.
- b) Player must leave the ground on the stretcher and they shall not resume playing for a period of 20 minutes (excluding intervals between quarters).
- c) Where a stretcher enters the ground but the player elects to walk off, the player must go to the Interchange Bench.
- d) Player shall not resume playing for a period of 20 minutes (excluding intervals between quarters).

## Playing area and equipment

- a) The ground shall be marked as stated in the Laws of Australian Football (including interchange, coach's box and spectator line).
- b) Goal Post Padding must meet the minimum requirements as stated in the Laws of Australian Football
- c) Where the field Umpires agree the ground is unfit for play, the field Umpires shall come together whereby the match may be terminated. Umpires must call the Football Operations Manager for further instruction.
- d) A stretcher must be available on the boundary.
- e) Both goal Umpires are required to use white goal flags.

## Change rooms

The home team for each fixtured match is responsible for providing the away team a changing room which is secure and clean, and providing the Umpires a changing room which is separate to both teams which is secure and clean. Alcohol must not be consumed in the changerooms at any time.

## Team sheets

- a) Prior to commencement of each match, teams shall lodge with the field Umpires a printed copy of their team sheet.
- b) Should a team sheet require amendment after lodgement, the relevant team official shall inform the field Umpires and the opposition team of the change at the next scheduled break in the match.
- c) Each team has until 9am Monday following the match to electronically update their team sheet, including the assignment of jumper numbers to each player via PlayHQ.
- d) To be listed on a team sheet a player must be at their respective fixtured match, dressed in their playing uniform and ready to play except in the circumstance as set out in By-law A2.9 (Forfeits).

## Late Arrival of Players

- a) Prior to the commencement of play the team manager or coach is to inform the opposition team manager or coach the name and jumper number of each player who will be arriving late.
- b) The team manager or coach must inform the opposing team manager or coach of the arrival of the late player before they can play in the match.
- c) Any player who is not dressed in their playing uniform and ready to play before half-time shall not be permitted to play.

## Player Uniforms

The playing uniform shall comprise a club jumper, shorts and socks registered and approved by League together with football boots.

- a) The away team must wear white shorts.
- b) Sport/ankle socks are not permitted to be worn.
- c) Players on the same team are not permitted to wear the same jumper number during a match.
- d) The away team is required to wear an alternative jumper for a match where team jumpers clash in design or colour.

## Prohibited Items

Players shall not wear during a match;

- a) Any form of jewellery.
- b) Boot studs, plates/cleats or any protective equipment (other than protective equipment approved by the Football Operations Manager) unless the field Umpire(s) is satisfied that the item does not constitute a danger or increased risk of injury to other players competing in the match.
- c) Protective equipment which has previously not been approved by the Football Operations Manager.
- d) Fingernails, including acrylic and fake nails, must not protrude past the tip of the finger even if the participant is wearing gloves or has them taped.
- e) Spectacles with metal frame and/or glass lenses.
- f) Metal hair clips.

## Umpires

- a) All Umpires shall be dressed in the approved League uniform.
- b) Field Umpires shall have attained the age of 16.
- c) Boundary and goal Umpires shall have attained the age of 13 years.
- d) All Umpires must maintain a level of fitness commensurate with their role and attend training. All Umpires are subject to their performance being assessed by League or WAFC Officials. WAFC Officials or the Football Operations Manager may request an Umpire to improve their fitness and/or performance and/or the WAFC Official or Football Operations Manager may, in their absolute discretion, suspend an Umpire from umpiring in the League.

## Club Appointed Umpires

Where a team's field, boundary and/or goal Umpire is not provided for a match, the respective team shall forfeit the match except where both teams agree for the match to proceed. Where both teams mutually agree to play the match, the final result of the match will stand. The League must be notified via OfficialsHQ where a team has not provided an Umpire.

## Support Personnel

### Runners

- a) All runners shall have attained the age of 16 years.
- b) All runners must wear the official **PINK** shirt with the word "RUNNER" the back, black shorts or black track pants and enclosed footwear.
- c) A team can use up to two runners. Only one runner from each team can be on the playing surface at any one time.
- d) Where a team uses two runners, the runners must enter and leave the playing surface through the interchange.
- e) Where a team uses one runner, the runner can enter and leave the playing surface from any point of the playing surface.
- f) A runner's role is solely to deliver messages from the coaches to their players on the playing surface and must immediately leave the playing surface once the message has been delivered.

- g) A runner is not permitted to:
  - i. interfere with the course of play, including standing and filling a space at set plays;
  - ii. coach or remain on the field barracking;
  - iii. engage physically or verbally with an opposition player, coach, official or Umpire;
  - iv. use foul or abusive language.
- h) Where two runners from the same team are on the playing surface at the same time or if a runner fails to immediately respond to any request by a field Umpire or breaches the above requirements, then the field Umpire may award a free kick against the runner's team at the spot of the infringement or where the ball is at that time (whichever is the greater penalty) and/or report the runner.

## Water carriers

- a) Water carriers shall have attained the age of 13 years.
- b) Water carriers must be dressed in the official YELLOW water shirt with the word "WATER" clearly marked on the back, shorts or track pants and enclosed footwear.
- c) Teams can use up to four water carriers per match, unless permitted in the heat policy.
- d) A water carrier is not permitted to:
  - i. deliver messages from the coaches to their players on the playing surface;
  - ii. interfere with the course of play, including standing and filling a space at set plays;
  - iii. coach or remain on the field barracking;
  - iv. engage physically or verbally with an opposition player, coach, official or Umpire;
  - v. use foul or abusive language.
- e) If a water carrier fails to immediately respond to any request by a field Umpire or breaches the above requirements, then the field Umpire may award a free kick against the water carrier's team at the spot of the infringement or where the ball is at that time (whichever is the greater penalty) and/or report the water carrier.

## Trainers

- a) Each team must have a qualified trainer for each match who shall have attained the age of 16 years.
- b) All trainers shall be dressed in the official GREY shirt with the word “TRAINER” clearly marked on the back, shorts or track pants and enclosed footwear.
- c) A trainer is not permitted to:
  - i. deliver messages from the coaches to their players on the playing surface;
  - ii. interfere with the course of play, including standing and filling a space at set plays;
  - iii. coach or remain on the field barracking;
  - iv. engage physically or verbally with an opposition player, coach, official or Umpire;
  - v. use foul or abusive language.
- d) If a trainer fails to immediately respond to any request by a field Umpire or breaches the above requirements, then the field Umpire may award a free kick against the trainer’s team at the spot of the infringement or where the ball is at that time (whichever is the greater penalty) and/or report the trainer.

## During and Post Match Provisions

### Scores

- a) Scores for each match must be recorded by each goal Umpire.
- b) At each match break, the goal Umpires shall confer and check scores.
- c) Final scores shall be entered via OfficialsHQ by the field Umpires.
- d) Each team is to retain a photo of the scorecards in case of a disputed final score.
- e) Where a discrepancy in the final score occurs and cannot be resolved at the conclusion of the match by the goal Umpires, the matter shall be referred to the Football Operations Manager for determination.

### Umpire approach and escort

- a) A runner from both teams must escort the Umpires from the playing surface to the change rooms at half time and at the conclusion of the match.
- b) The runner’s role is to ensure Umpire safety and welfare, and they shall not engage physically or verbally with an Umpire.

- c) Only team captains are permitted to approach the Umpires during the quarter time and three-quarter time breaks.
- d) An Umpire is not permitted to be approached:
  - i. by a team captain at half-time;
  - ii. by a coach, Club Official or support personnel at any time.
- e) Players are permitted to talk to Umpires during the match but at suitable times convenient to both player and Umpire.

## Post-Match – Administration

- a) Within one hour of the conclusion of the match, the field Umpires shall complete via OfficialsHQ the logging of
  - i. final scores
  - ii. League fairest and best votes,
  - iii. finalise any reports and fines.
- b) The field Umpires shall take a photograph of each team sheet and email to [matchday@perthfootball.com.au](mailto:matchday@perthfootball.com.au)
- c) A team official from each team shall meet with the field Umpires at the conclusion of the match to confirm match day administration and receive any reports or confirm prescribed penalty offers from the field Umpires.
- d) At the conclusion of the match, the field Umpires shall return respective score cards to the teams, which are to be retained until the end of the season.
- e) The home team is to retain one goal card from the match in case of a disputed final score.
- f) A club is permitted to withhold match payments from Umpires until it is satisfied all match day administration is completed.

## Counting of Players – Head Count

Only the captain of a team at any time during a match may request a field Umpire count the number of players of the opposing team who are on the playing surface. Where a request is made, the field Umpire shall:

- a) Stop play at the first available opportunity and direct timekeepers to apply time on.
- b) Call into line within the centre square the players of both teams who are at the time on the playing surface and count the number of players.
- c) Upon completing the count, ensure each team has the permitted number of players on the playing surface and then recommence play at the position on the playing surface where the field Umpire stopped play.
- d) As soon as practicable after the match and logged via OfficialsHQ the Umpire is to report that a request had been made to count the number of players in a team and the Umpire is to report the number of players that were counted.

Where a team has more than the permitted number of players on the playing surface, the following shall apply:

- a) The field Umpire shall award a free kick to the captain of the requesting team, which shall be taken at the centre circle or where play was stopped, whichever is the greater penalty against the offending team.
- b) A fifty-metre penalty shall then be imposed from the position where the free kick was awarded.
- c) The offending team shall lose all points which it has scored in that quarter up to the time of the count. The score and scoreboard shall be adjusted to show this fact by the Goal Umpires.
- d) The offending team will incur a fine as prescribed in Schedule A1.

Where a count reveals a team has the permitted number of players on the playing surface, the following shall apply:

- a) The field Umpire shall award a free kick to the captain of that team, which shall be taken at the centre circle or where play was stopped, whichever is the greater penalty against the requesting team.
- b) A fifty-metre penalty to be imposed from the position where the free kick was awarded.
- c) If the field Umpire is of the opinion a request was made primarily to delay play or such request did not have sufficient merit, the field Umpire shall issue a red card to the captain who requested the count for time wasting.

## Timekeepers

The home team for each match shall have a suitable and audible siren/bell. Both teams shall provide a timekeeper, who shall meet to commence and end the quarter.

Where timekeepers disagree to the length or variation of the time of any quarter such dispute shall be reported to the field Umpire at the next match break.

The field Umpires shall note such disagreement in their report to the League report via OfficialsHQ and, in the event of a protest on the result of the match on the grounds of an error in timekeeping, a copy of the report will be made available to the Football Operations Manager for determination.

## Bleeding

Where a player is bleeding actively or has blood on their playing uniform or themselves:

- a) They shall on their own accord or on direction of the field Umpire leave the playing surface immediately.
- b) The field Umpire will stop play at the next possible break in play and allow the replacement of players.

A player directed by the field Umpire to leave the playing surface can seek medical attention at any point off the playing surface (ie; is not required to leave through the interchange area). The replacement player shall enter through the interchange area. The injured player shall enter through the interchange area when resuming play.

A player who refuses the direction of a field Umpire may be issued with a yellow card. A player who deliberately smears blood on another person shall be reported by the Umpires.

## Concussion Protocols

Clubs, Club Officials and Players are required to comply with the Concussion Protocols and related policies, as communicated by the League from time to time. A player suspected of having suffered a head injury/concussion or is knocked unconscious shall:

- a) Be assessed by the team's trainer, preferably within 10 minutes of the incident.
- b) Have the matter recorded at the conclusion of the match via the online form by the respective team's trainer.

Any player who FAILS a concussion test is not permitted to return to the playing surface.

## Extreme Heat

Where weather forecasts are for extreme heat, the Football Operations Manager may direct clubs to;

- a) re-schedule start times to avoid hot conditions.
- b) extend interchange bench by two players.
- c) increase the number of water carriers to provide adequate drinks to players and Umpires as required.
- d) increase the length of scheduled breaks to enable teams to leave the field for shade: quarter time and three quarter - 10 minutes, half time - 25 minutes.
- e) provide extra field and boundary Umpires.
- f) postpone, cancel or terminate matches.

## Lightning

Suspension and resumption of play should follow the "30/30" rule: play should stop when the flash-to-bang count approaches 30 seconds and should not resume until 30 minutes after the last sight of lightning or sound of thunder.

Where the flash-to-bang count approaches 30 seconds to the match.

- a) the field Umpires shall stop the match and direct the timekeepers to apply time on and record the time the match ceased.
- b) All Umpires, players and officials shall leave the playing surface.

If the match does not recommence within the sixty minutes from the recorded time the match ceased, the field Umpires shall terminate the match. If the match is to recommence within the sixty-minute period;

- a) the field Umpires shall direct both teams to enter the playing surface whereby a ten-minute warm up period is permitted.
- b) play will recommence from the time when the match ceased.

Where lightning continues after the match has re-commenced, this procedure will be repeated.

## **Vilification**

The League acknowledges the diversity of clubs, players and officials, and accepts it has a responsibility to promote positive and constructive relations between all participants.

Conduct that incites hatred towards, contempt for, ridicule of or discrimination against a person on the grounds of, including but not limited to, their race, religion, colour, gender, sexual orientation, preference or identity, or special ability/disability (mental health, injury, illness).

## **Resolution**

The clubs and individuals concerned will take immediate action to resolve the matter. This process **MUST** be in private and no public statement is permitted by the clubs, players or any Club Official involved.

## **Complaints**

An Umpire may report a player, Club Official or a club, or the matter may be investigated by the League.

## **Conciliation**

If this is the first complaint of this nature against this person or club, the matter is referred to conciliation and is to be resolved within five working days of the report date. The accused and witness meet with Club Officials and the Chief Executive Officer (or their representative) or a mutually agreed third party. The complaint is heard in private.

## **Disciplinary Committee**

Where conciliation fails or is a person's or club's second offence the League will direct the case to a Disciplinary Committee.

## **Penalties**

Any player or Club Official who is found to have vilified another person and/or where a club has failed to act in a meaningful way to prevent or reduce vilification the club, player or Club Official may receive a penalty which may include suspension, sanctions and fines.

## Media Comment and Social Media

Any player or official (including Umpires) who makes public comment to the media (including to the media or by the means contemplated in By-law A2.25.2) which the Board in its absolute discretion considers is contrary to the interest of the League (**Inappropriate Public Comment**) may receive such penalty as the Board in its absolute discretion sees fit which may include suspension, sanctions and fines provided under these by-laws for any other conduct.

Any player or official who is found to have engaged in, or is suspected of engaging in the unacceptable use of Facebook, Instagram, Twitter, YouTube or any other social networking site, including blogs, in connection with the League in any way, may be dealt with by the League as it deems fit, notwithstanding the behaviour did not occur on the playing field.

Without limiting the operation of this by-law, Inappropriate Public Comment or unacceptable use may involve the player or official:

- a) Criticising Umpires, players, officials, Tribunals or any other person involved in the League;
- b) Engaging in bullying behaviour including but not limited to name-calling or making condescending, offensive (including racist or sexist) or abusive remarks about any person; or
- c) Engaging in any other behaviour which the Board determines in its absolute discretion to have breached this by-law.

It is not relevant that the player or official making the remarks was not aware that the content could or would be made publicly available.

## Crisis Management

A crisis is a traumatic event, or the threat of an event which may cause death, extreme stress, fear or serious injury to the person experiencing or witnessing the event. Where a traumatic may or has occurred, a Club Official shall act in accordance with the League's Crisis Management Policy, which includes contacting the Chief Executive Officer or Football Operations Manager immediately.

## Reporting Players and Officials

- a) Only WAFC appointed field, boundary and goal Umpires, and club appointed field Umpires are permitted to report any player or Club Official who is alleged to have committed or engaged in conduct which may constitute a Reportable Offence as per the Laws of Australian Football.
- b) The report must be lodged via Officials HQ following the match.
- c) The Umpire must inform the player or a team official of the report at the time of the incident. It is the responsibility of Club Officials to confirm with the field Umpires at the conclusion of the match any reports.

## Prescribed Penalty offer by Field Umpires

- a) Where a red card has been issued, the issuing field Umpire in their absolute discretion but within one hour of the conclusion of the match, may offer the player or Club Official a prescribed penalty of;
  - i. one or two yellow cards which shall be accumulated towards the player or Club Official's season record; or
  - ii. suspension from playing for one week or two weeks.
- b) Where a prescribed penalty was offered and accepted, the field Umpire shall record the penalty via Officials HQ.
- c) Where a prescribed penalty was offered and not accepted by the player or Club Official, the report is referred to the Football Operations Manager.

## Pre-Tribunal Offer

Any report referred to the Football Operations Manager shall be reviewed, and in their absolute discretion, the Football Operations Manager may offer the player or Club Official a penalty or refer the report to the Tribunal. The reporting Umpire will be contacted by the Football Operations Manager within 48 hours to discuss the report.

## Tribunal

Tribunal hearings are held on Wednesday nights via Microsoft Teams. The WAFC Tribunal Coordinator will advise Umpires of hearing times.

## Order Off Rule

A field Umpire is permitted to order a player or Club Official from the playing surface by issuing a yellow or red card where the player or Club Official commits an offence detrimental to football or a reportable offence.

### Yellow card - Order off/cool off

- a) For behaviour, detrimental to football; where a field Umpire deems a player or Club Official has committed a minor offence as listed:
- i. Disputing a decision of an Umpire.
  - ii. Intentionally, recklessly or negligently:
    - engaging in time wasting.
    - throwing, slinging or pushing an opponent after that player has taken a mark, disposed of the football or after otherwise out of play.
    - engaging in rough conduct against an opponent which in the circumstances is unreasonable.
    - engaging in a melee, except where a player's sole intention is to remove their player from an incident.
  - iii. Attempting to kick an opponent.
  - iv. Attempting to strike an opponent.
  - v. Tripping an opponent whether by hand, arm, foot or leg.
  - vi. Bumping or making forceful contact to an opponent from front on when that player has their head down over the ball.
  - vii. Intentionally shaking a goal or behind post.
  - viii. Wrestling an opponent.
  - ix. Using abusive, insulting, threatening or obscene language.
  - x. Failing to leave the playing surface immediately when directed to do so by a field Umpire.
  - xi. Any act of misconduct.
- b) A yellow card offence will require a field Umpire to *Order off* the playing surface the offending player or Club Official for 15 minutes of playing time.
- c) The player or Club Official shall immediately leave the playing surface through the interchange area. Where the player or Club Official does not immediately leave the playing surface through the interchange area the player or Club Official will be issued a red card.
- d) REPLACEMENT IS PERMITTED STRAIGHT AWAY.
- e) Where a player or Club Official is issued with two yellow card offences in the same match, then they shall take no further part in the match.
- f) The field Umpire shall record all offending players/Club Officials on OfficialsHQ.

## Red card - Order off/Stay off

- a) For committing any reportable offence; where any Umpire deems a player or Club Official has committed.
- b) A red card offence will require a field Umpire to *Order off* the playing surface the offending player or Club Official for the remainder of the match.
- c) The player or Club Official shall immediately leave the playing surface through the interchange area.
- d) REPLACEMENT IS PERMITTED STRAIGHT AWAY.
- e) The offending player or Club Official shall take no further part in the match or any other match on the same weekend and/or round.
- f) A player or Club Official issued a red card shall be “on report”. The field Umpire in their absolute discretion may;
  - i. deem the order off for the remainder of the match as sufficient penalty; or
  - ii. offer a prescribed penalty as permitted at A2.29.4; or
  - iii. refer the report to the Football Operations Manager.

## Match Termination

- a) Where a player or official refuses to leave the playing surface immediately when ordered off the playing surface for a red card offence, the field Umpire shall advise the offending person's captain.
- b) Should the offending player or Club Official continue to refuse to leave the playing surface, both field Umpires and team captains shall come together whereby the match may be terminated.
- c) Where the match is terminated before the scheduled end, the offending person's team shall forfeit the match.

## Melee

A melee is a group of eight or more players and/or Club Officials who are grappling or otherwise struggling with one another and which in the opinion of the field Umpire is likely to bring the game into disrepute or prejudice the interests and/or reputation of the league.

Where a melee occurs;

- a) All support personnel will immediately leave the playing surface.
- b) Field Umpires will attempt to diffuse the situation without entering into the immediate area of conflict.
- c) Players and Club Officials who do not comply with a field Umpire's direction to disperse may be issued with a yellow card.
- d) The instigating players involved in the melee may be issued with a yellow or red card.
- e) A player who moves from any part of the playing surface to join the melee may be issued with a yellow card, except if that player is the captain who is assisting to diffuse the melee.
- f) Field Umpires will report the teams for misconduct and each team will incur a fine as prescribed in Schedule A1.
- g) It is not the responsibility of Umpires to individually notify those involved in the melee.
- h) Umpires observing specific incidents within the melee (ie; striking, kicking, etc.), shall report the offenders or may offer the prescribed penalty.

If an Umpire's safety is at risk, the field Umpires shall come together and agree to terminate the match. All Umpires will group together and leave the ground.

Where a match is terminated before the scheduled end, the Football Operations Manager at their absolute discretion may determine the result or order the match be replayed at such time and place as they see fit.

## 'Even Up' Rule (C5 Reserves, Women, Colts)

- a) This rule shall only apply to C5 Reserves Women, Colts and Integrated qualifying round matches.
- b) Where a C5 Reserves Women, Colts and Integrated team can only field between 14 and 17 players, the opposing team must field the same number of players on the playing surface; *i.e.* even up rule. The remaining opposing players may act as reserves.
- c) Where a club has two womens or colts teams, the even up rule is only applicable to the club's second womens or colts team and when the opposing team of the club's first womens or colts team can only field between 14 and 17 players.
- d) Both teams shall inform the field Umpires when the rule is to be applied prior to the commencement of the match.
- e) If, after the start of the match, the team starting with fewer players loses a player for any reason, no further even up is required. (excluding Integrated football where teams must continue to even-up)

## Team Composition

No team may have more than 18 players on the field at any one time.

Men	minimum 14, maximum 22
Women	minimum 14, maximum 23
Colts	minimum 14, maximum 25

## Time on

The duration of a match will incur no time on, except where there is undue delay such as a seriously injured player requiring a stretcher on the playing surface, a melee, a head count, light failure, lightning, or lost or damaged ball. In these circumstances, the field Umpires shall signal and/or direct both timekeepers to apply time on. Both timekeepers are to concur on stopping and re-starting time.

Where timekeepers dispute the time, the Football Operations Manager at their absolute discretion may determine the result or order the match be replayed at such time and place as they see fit.

## Modified Match Conditions – Women’s Football

### Out of bounds - last possession between the 50m arcs

When the football crosses the boundary line between the 50 metre arcs -

- A free kick is awarded against the player who kicked or handballed the football across the boundary line without it being touched by an opposition player.
- If the football goes out of bounds after no clear possession or is touched after a clear possession, the boundary Umpire will come in off the boundary line by 10 metres and throw the football in.



## Soccering

Soccering is now permitted in womens football.

## Modified Match Conditions – Integrated Football

Integrated Football is a restricted competition. Only players with a Disability are permitted to play.

## Playing surface

The ground and goal post requirements are as stated in the Laws of Australian Football, except where both teams agree a shorter playing field be adopted. This may be due to less player numbers or other reasons. In this instance, the use of portable goal posts should be placed on the 50m lines.

## Player Grading

A player shall be graded annually a Category A player based on but not limited to;

- a) Having played senior football;
- b) Having played in the AFL Inclusion Carnival; or
- c) At the absolute discretion of the Football Operations Manager.

A team shall only have four Category A players on the playing surface at the one time, unless the opposition has more than 4 Category A players listed to play, then both teams can play an equal amount of Category A players on the field at any time.

Only one Category A player is permitted in the forward and back zones and two in the centre zone on the following occasions;

- a) Commencement of all quarters;
- b) Activation of mercy rule;
- c) Centre square after a goal.

Where a team breaches this by-law;

- a) A free kick shall be awarded to the opposition; and
- b) Coaches may be issued with a warning by the Umpire; or
- c) Be subject to further sanctions from the Football Operations Manager.

## Umpire throwing up of the ball (ball up)

A ball up shall be contested by one nominated player from each team who is only permitted to tap, punch or knock the ball. The opposing team shall be awarded a free kick where a player takes possession of the ball from this contest.

## Out of bounds - last possession

When the football crosses the boundary line –

- a) A free kick is awarded against the player who kicked or handballed the football across the boundary line without it being touched by an opposition player.
- b) If the football goes out of bounds after no clear possession or is touched after a clear possession, the Umpire will ball up 10 metres inside the boundary line.

## **Bouncing the ball**

A player is only permitted to bounce or touch the ball on the ground twice after which they must dispose of the ball by kick or handball. Failure to do so shall see the opposing team awarded a free kick.

## **Umpire discretion**

The field Umpire shall use their sole discretion to award a free kick and/or mark in general play, if in their opinion the player made the ball their sole focus; e.g. players of lesser ability may be awarded “effort” free kicks/marks to build confidence and increase participation.

## **Winning Margin**

Where a winning team’s margin exceeds 60 points (10 goals) the team will only be credited with a maximum of 60-point winning margin.

## **Mercy Rule**

- a) The Mercy Rule is activated when the score between both teams is 40 points or more.
- b) When the Mercy Rule is active;
  - i. if the leading team scores a point, the trailing team will take the kick out from their half back line.
  - ii. if the team leading scores a goal, the trailing team will take possession of the ball in the centre circle, therefore not requiring a ball up to restart play.
- c) If the trailing team brings the score between both teams under 40 points, the Mercy Rule is deactivated, and play will revert to normal conditions.

## **Coaching**

A maximum of two coaches per team in designated orange vests are permitted to be on the playing surface during the match to deliver instructions and support players.

Prior to the commencement of the match, coaches are to discuss strategies to collectively work towards a fair contest between both teams to maximise participation for all players e.g. flow of the match, players of equal ability to be opposed to each other, players to stay in positions, players encouraged to pick the ball up, dominating players to be rotated for periods of play off the ball to encourage players of lesser abilities to increase participation.

Where a Coach does not, in the Umpires opinion, take reasonable steps to minimise winning margins to less than the Mercy Rule, the Umpire shall report the Coach to the League for ‘bringing the game into disrepute’.

## Schedule A1 – Fines and Penalties

<b>PRE-MATCH</b>	<b>REF.</b>	<b>FINE</b>
Failure to list player on team sheet. (per player)	A2.12.7(b)(i)	\$100
Failure to list correct player points on team sheet. (per player)	A2.12.7(b)(i)	\$100
Failure to list coach, runner, team manager or trainer details on team sheet. (per official)	A2.12.7(b)(ii)	\$25
Failure to provide Umpires with PlayHQ generated team sheets prior to the commencement of the match.	A2.12.7(c)	\$50
Failure to provide a field Umpire.	A2.15.1(b)	\$200
Failure to provide boundary and/or goal Umpire. (per Umpire)	A2.15.1(b)	\$50
Failure to supply League approved football.	A2.12.1	\$100
Failure to provide a timekeeper and audible siren/bell.	A2.12.2	\$50
Failure to provide an interchange steward.	A2.12.3	\$50
Failure to provide an operational and attended scoreboard.	A2.12.4	\$50
Failure to mark the playing surface correctly and visibly.	A2.12.5	\$50
Failure to provide a first aid stretcher on the boundary.	A2.12.5	\$100
Failure to provide goal post padding.	A2.12.5	\$50
<b>DURING AND POST MATCH</b>	<b>REF.</b>	<b>FINE</b>
Failure to use white goal flags.	A2.12.5	\$25
Failure to provide an accredited Trainer.	A2.16.3(a)	\$250
Ineligible player. (per player) (not exceeding)	A2.6	\$1,000
Incorrect playing uniform. (per player)	A2.13	\$25
Incorrect Umpire uniform. (per Umpire)	A2.15.1(c)	\$25
Incorrect runner uniform. (per runner)	A2.16.1(d)	\$25
Incorrect water carrier uniform. (per carrier)	A2.16.2(d)	\$25
Incorrect trainer uniform. (per trainer)	A2.16.3(d)	\$25
Late starting quarters.	B2.5.7, C2.5.7, D2.5.7	\$25
Failure by runner to escort Umpires from the playing surface.	A2.17.2(a)	\$50
Failure by Club Trainer to report concussion test to the League.	A2.21.1(c)	\$25
Additional players on playing surface. (Head count)	A2.18.3(d)	\$50
Failure to submit scores by the prescribed time.	A2.17.1(f)	\$100
Forfeited match (plus match costs).	A2.9.1	\$300
Melee	A2.28.1(f)	\$200
Failure to update team sheet, including the assignment of jumper numbers to each player on team sheet and PlayHQ.	A2.12.7(g)	\$50

The Perth Football League Umpires Association (PFLUA) is the official body of PFL Umpires.

One of the PFLUA's responsibilities is to organise functions for its members. The PFLUA routinely provides formal functions such as the Hall of Fame and Presentation Night, as well as informal social functions such as BBQs, bowling nights and other social initiatives.

The Season Launch is a function usually held the week before the commencement of the PFL season, allowing the umpiring group to come together and acknowledge the hard work of Umpires during the pre-season and celebrate milestone appointments.

The Hall of Fame night was started by Seamus Rafferty in 2021 to acknowledge outstanding contributions from our Umpires. The Hall of Fame night is the most prestigious function in the calendar year where up to three past members are inducted into the PFLUA Hall of Fame. In 2021, the PFLUA announced the Umpiring Team of the 90s consisting of three field Umpires, one emergency field Umpire, two goal Umpires, two boundary Umpires, and a coach. In the coming years the PFLUA will announce the team of the 2000s and 2010s.

The PFLUA's Presentation Night is held on the week in the lead up to PFL Grand Finals to acknowledge most improved, best in each discipline and other accomplishments throughout the season, with the evening culminating in the announcement of Grand Final appointments. At this event, the following Umpire contributions through the year are recognised through the following awards:

- Michael McLean Field Umpire of the Year
- Rob McDonald Boundary Umpire of the Year
- Doug Frame Goal Umpire of the Year
- Graham Regan Best First Year Field Umpire
- Steven Roth Best First Year Boundary Umpire
- John Hauswirth Best First Year Goal Umpire
- Les Saxon Most Improved Field Umpire
- Vaughan Veryard Most Improved Boundary Umpire
- Terry Tomlinson Most Improved Goal Umpire
- Field Umpire Trainers Award
- Boundary Umpire Trainers Award
- Goal Umpire Trainers Award

Following the A and B Grade Grand Finals, the PFLUA puts on a function at night to celebrate the Grand Final Days, and the season. For the A Grade Final, the PFLUA organises a room to be provided through PFL for our Umpires to use during the Grand Final.

One of the most important roles the PFLUA has is the negotiation of the Memorandum of Understanding (MOU) which covers things such as Umpire's wages and conditions for the PFL Umpiring Team. This is done in conjunction with the WAFC and PFL. This affects conditions like pay conditions, uniforms, ground access, facilities etc.

Should an Umpire have any query regarding the contents of the MOU document they should liaise with the PFL Executives listed below.

The PFLUA also updates and maintains the Senior Community Football Facebook page and the PFLUA Instagram page, which allows Umpires to stay connected.

The PFLUA relies on the contributions of its members to make all the above a success.

The PFLUA collects an annual membership from the PFL Umpires. This amount is reviewed annually as part of the management committees strategic planning, budgeting and forecasting. A PFLUA Membership provides members with access to member only functions and free or discounted tickets to other functions.

The PFLUA encourages all members to get involved in the rewarding activities of the PFLUA.

The PFLUA Executive contact details are below:

## **PFLUA Executive**

Ebony Deacon

President

0448 319 714

Alex Pannell

Vice President

0488 957 604

# Memorandum of Understanding



## MEMORANDUM OF UNDERSTANDING

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Perth Football League Inc  
&  
Perth Football League Umpires Association Inc  
&  
West Australian Football Commission

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1 January 2023 to 31 December 2024

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## 1. MEMORANDUM OF UNDERSTANDING OVERVIEW

The PFL, WAFC and the PFLUA are committed to working in partnership to ensure the umpiring team is of a consistently high standard and Umpires are appropriately and effectively supported.

All parties agree and acknowledge a strong and vibrant Umpires' Association is essential for recruitment, retention and recognition of Umpires participating in the PFL. The PFL and WAFC are to encourage all appointed Umpires to become financial members of the PFLUA.

The overall standard of umpiring remains a priority and is an essential strategic outcome to achieving quality game day environments and sustainable growth.

It is agreed by all parties that in order to achieve this outcome, a range of services and support conditions be provided to the PFLUA.

This MOU has been agreed upon by the following parties and operates in conjunction with the Umpiring Operations Manual that requires endorsement by all parties prior to the commencement of each season.

It is further agreed that the operational aspects contained within this MOU will be managed by the WAFC's Perth Football League Umpiring Operations Manager (PFLUOM) for the duration of the Agreement. To ensure this process is as smooth as possible, it is expected that key representatives of the PFLUA meet on a regular basis with the PFLUM.

### Parties:

WAFC - Head of Umpiring  
PFL - Chief Executive Officer  
PFLUA – President

## 2. UMPIRE PAYMENTS

- a) Match payments will be in accordance with Appendix 1.
- b) Re-negotiation and confirmation of this MOU will occur prior to 31 December 2024.

## 3. MATCH DAY PAYMENT PROCEDURE

- a) All match payments will be paid by the WAFC to Umpires via Electronic Funds Transfer within seven (7) days of the match date.
- b) It is a requirement that all match day administration is completed by Umpires at the completion of the match.
- c) It remains the responsibility of the PFL to inform clubs of the fee payment amount prior to the commencement of each season.

## 4. PRE-SEASON MATCHES

The PFLUA is pleased to offer the umpiring services of its members to clubs wishing to participate in pre-season matches. The following process is to apply:

- a) Clubs contact Umpiring Operations Manager and complete relevant form to facilitate matches.
- b) Appointments are made once form is complete including an agreement by Clubs to make payment within 7 days of completed matches.
- c) Umpires complete their appointments and Umpiring Operations Manager receives confirmation post-match.
- d) Umpiring Operations Manager confirms with PFLUA fees to be invoiced to Clubs.

- e) PFLUA invoice Clubs and in the event a Club does not make payment within 7 days of receiving invoice, PFLUA will notify PFL for follow-up and enforcement of payment.
- f) Fee schedule is outlined as below;
  - i. \$300 for any match where only Field Umpires are provided.
  - ii. \$400 for any match where Field, Boundary and Goal Umpires (a full team) are provided.
- g) The PFLUA, in association with the Perth Football League Umpire Coaches will endeavour to ensure Umpires are available for all games, however this cannot be guaranteed.
- h) Umpires are not permitted to umpire pre-season matches in the middle of the day where the forecast maximum temperature is 35 degrees or above (in such cases the match must be completed before noon or commence after 4.30pm, and Umpires must be advised at least 24 hours prior to the scheduled commencement of the match).
- i) If a match is cancelled with less than 24 hours' notice, 50% of the match fee will still apply.

## 5. UMPIRE PROTECTION

- a) In accordance with the PFL by-laws, both participating teams shall provide an escort to Umpires at half time and full time. At a minimum, the Runner from each team will act in this capacity by meeting the Umpires in the centre circle at those times and escort the Umpires to their change rooms.
- b) Where this does not occur, the Umpires are to note in the Online Match Day Paperwork so the PFL may fine the offending club(s).
- c) The PFL recognises its obligation to promote an environment where Umpires do not feel intimidated or threatened and will continue to reinforce this obligation with its member clubs.
- d) All signatories to this MOU see Umpire protection of the utmost importance.
- e) The PFLUA supports the introduction of a clearly identified Ground Manager on match day whose primary focus is to promote an acceptable match day environment, including, but not limited to Umpire protection.
- f) PFLUA Officer Bearers have Management Liability insurance cover under the WAFC's insurance policy with JLT (Marsh). The WAFC will ensure all Perth Football League Umpires officiating in the PFL are insured for accident and Public Liability.

## 6. MATCH DAY FACILITIES

- a) The PFL will ensure clubs endeavour to make available a secure Umpire change room area which is separate from both participating teams to accommodate comfortably up to seven (7) Umpires with toilet and shower facilities for both males and females, in good working order with hot water.
- b) Clubs will be instructed by the PFL to make alternative and/or remedying arrangements to ensure a safe, healthy and welcoming environment for Umpires, compliant with 6(a).
- c) The PFL and WAFC must endeavour to ensure that new facilities meet the above standards and must work with PFL clubs to ensure these standards are met.
- d) To enable 6(a) and (b), prior to the commencement of the 2023 PFL Season:
  - a. The PFL and/or WAFC must identify actions that each club is required to undertake to ensure that club facilities fit are suitable for umpires' use during the 2023 season, in accordance with 6(a);
  - b. communicate these actions to the PFLUA; and
  - c. advise all Umpires of the remedying measures clubs must undertake – and provide opportunity for feedback and non-compliance reporting through matchday paperwork<sup>1</sup>.

<sup>1</sup> Fines will be issued by the PFL to clubs that fail to apply remedying measures as required by the PFL and WAFC as per 6(b).

## 7. MATCH DAY UMPIRE PROTOCOLS, TRIBUNAL AND VOTING PROCESS

- a) Along with Umpire Coaches, the PFLUA is to proactively promote and ensure an ongoing message is directed to all PFLUA members of the need to maintain the highest standards and integrity as this relates to Umpire performance, match day paperwork, and fairest and best voting.
- b) All voting and reporting procedures are to be conducted using OfficialsHQ.
- c) The PFLUA will encourage all appointed Umpires to be aware of the standards of personal preparation and presentation required to officiate in the PFL. The PFLUA will promote the purchase of match day uniforms to all Umpires.
- d) The WAFC will prepare an operations manual (PFL Umpiring Handbook) outlining Umpire's obligations. The PFLUA will have the opportunity to review the handbook prior to publication.

## 8. MATCH DAY APPOINTMENTS

- a) The WAFC will endeavour to input the match day appointments (using OfficialsHQ) prior to the Thursday each week. The number of Umpires allocated to each game is outlined in Appendix 2.
- b) The WAFC each week to make appointments available to all Perth Football League Umpires.
- c) Umpires will be appointed in accordance with the WAFC Senior Community Umpiring Selection Policy.
- d) WAFC contracted Umpires must have officiated in a minimum of five (5) matches in the PFL (home and away matches) to be eligible for selection in Finals matches. Where possible, WAFC contracted Umpires who have been appointed to officiate in a PFL Final will be required to train with the senior community umpiring group on the Thursday night prior to the appointed fixture.

## 9. TRAINING FACILITIES

- a) The WAFC will seek to maintain the use of Ernest Johnson Reserve for the senior community umpiring group exclusively on Monday nights and with a shared arrangement on Thursday nights during the season.<sup>2</sup>
- b) The WAFC agrees any alternative training venue must have:
  - i. Adequate lighting and training surface.
  - ii. Adequate and hygienic changing and showering facilities to cater for both male and female Umpires.
  - iii. Hot water for showering.
  - iv. Meeting rooms and coaching facilities.
  - v. Facilities for Sports Trainers.
  - vi. A social area.
  - vii. Adequate parking.
- c) The WAFC will be responsible for all costs associated with the lease and the provision and cleaning of all training facilities.
- d) The PFLUA recognises that alternate training arrangements benefit Umpire performance and morale. The PFLUA will consider applications for subsidising the cost of individual training events (i.e. swimming sessions) for members with two weeks' notice provided.
- e) The PFLUA will fund and provide a minimum of four (4) sausage sizzles or similar per season for Umpires to aid in the development of a positive social environment at training.
- f) The PFLUA will also consider requests to fund and/or facilitate the provision of other social activities at the request of either the WAFC or PFL to coincide with special purpose training nights i.e. coaching nights, Club Umpire nights or compulsory Boundary Umpire nights.

<sup>2</sup> Perth Football League Umpires will have exclusive use of top (secondary) oval on Thursday night from 5:30pm to 7:30pm.

## 10. UMPIRE RECRUITMENT AND RETENTION

- a) The WAFC is responsible for the recruitment and retention of Umpires to service the PFL competition across Field, Boundary, and Goal Umpiring disciplines.
- b) The WAFC will develop and deliver recruitment and retention initiatives to enable growth in the number of Perth Football League Umpires across Field, Boundary and Goal Umpiring disciplines.
- c) The WAFC will provide regular updates to the PFL and PFLUA, as well as updates within 10 working days of a request made by either the PFL or PFLUA, on initiatives being delivered to achieve these objectives and information detailing the registration of new Umpires and Umpire retention rates.
- d) A minimum of six Hendrie-Margetts Development Squad Umpires are to be made available to be appointed to every round of the PFL home and away season to better integrate the Perth Football League into the development pathway to improve Umpire retention and recruitment outcomes.<sup>3</sup>
  - a. Clause 10 (d) is suspended in the event of exceptional circumstances which include personnel shortages due to injury illness or leave.
  - b. Hendrie-Margetts Development Squad Umpires and Perth Football League Field Umpires will be expected to train together on a regular basis by negotiation with the PFLUOM and HMDS Head Coach.

## 11. COACHING AND SUPPORT STAFF

- a) The WAFC will appoint at a minimum, the following personnel prior to the commencement of each season:
  - Perth Football League Field Umpire Coach
  - Perth Football League Boundary Umpire Coach
  - Perth Football League Goal Umpire Coach
  - Perth Football League Strength & Conditioning Coach
  - Perth Football League Match Day Coaches
  - Perth Football League Sports Trainers
- b) The above personnel are to be listed in the Perth Football League Umpires Operations Manual each season.
- c) As a matter of courtesy, the PFLUA President and Secretary are to be advised of the abovementioned appointments prior to their official announcement. They do not however, have any formal input into the selection process or merit of any appointment.

## 12. TRAINING RESOURCES

- a) WAFC will ensure there are adequate resources available to enable Umpires to train at every session. This may include, but not be limited to;
  - First aid equipment including sunscreen
  - Adequate supplies for the WAFC appointed Sports Trainer
  - Footballs
- b) The WAFC shall provide to all Umpires by way of an information session(s) before the commencement of the season, that shall include but not limited to, inductions, injury management, incident procedures, insurance, dispute resolution, match day protocols, codes of practice, responsibilities of Umpire Managers, Coaches, Umpires, Clubs and all stakeholders.
- c) The WAFC will prepare an operations manual (PFL Umpiring Handbook) prior to the commencement of each season, outlining Umpire's obligations. The PFLUA will have the opportunity to review the handbook prior to publication.

<sup>3</sup> These Umpires will be appointed to matches at the discretion of the Perth Football League Field Umpires Coach/es.

## 13. TRAINING ATTENDANCE

- a) The PFLUA are to support all coaching staff in their endeavours to have Umpires attend training sessions. A constant request and reminder of the importance of training remains a joint strategy and all parties agree they have a role to play in this area. It is also acknowledged that training attendance forms part of the official selection criteria.

## 14. SOCIAL MEDIA

- a) The PFLUA will maintain its own Facebook Page.
- b) A nominated committee member will be responsible for the management of the website and is able to be contacted directly should the PFL or WAFC wish for information to be uploaded to this site.
- c) The PFLUA agree to abide by the WAFC Social Media Policy at all times.

## 15. FUNCTIONS

- a) The PFLUA will ensure WAFC and PFL representatives are invited to the Grand Final and end of season functions conducted by the PFLUA. A standing invitation is in place for all functions held at Ernest Johnson Reserve for PFL and WAFC officials.
- b) The PFL and WAFC agrees to use its best endeavours to provide the PFLUA complimentary invitations to the following events:
  - i. PFL Medal Presentation Dinner – Table of Ten
  - ii. A Grade Grand Final Lunch – A ticket will be provided to the President and Vice President of the PFLUA
  - iii. A Grade Final – the PFLUA will advise the PFL whether they require a room to be used for an official umpiring function
  - iv. WAFL Grand Final – Up to 20 Tickets
  - v. WAFC Corporate Box at Optus Stadium – or similar hospitality opportunity if available
- c) The PFLUA will impress upon its members that only invited or paid Umpire guests will be admitted to functions where the PFLUA have been officially invited.

## 16. PFLUA AWARDS

- a) It is agreed by all parties that the PFLUA will organise the purchase and engraving of trophies for all associated annual Umpire (coach appointed) recognition awards across all three (3) associated disciplines with the following being a minimum requirement:
  - i. Umpire of The Year Award (Field, Boundary and Goal)
  - ii. Most Improved Umpire (Field, Boundary and Goal)
  - iii. Best 1<sup>st</sup> Year Umpire (Field, Boundary and Goal)
  - iv. Trainers Award (Field, Boundary and Goal)
- b) The WAFC will provide one (1) Golden Whistle Award for a Field Umpire Rising Star Award.
- c) The PFL will provide a Club Umpire of the Year award.
- d) The WAFC is to allocate up to \$2000 towards these awards each year payable on invoice prior to 31 October each year.
- e) The selection criteria for all awards shall be contained in the PFL Umpires Handbook.

## 17. ACCREDITATION

- a) It is agreed by all parties that Umpire accreditation is a compulsory requirement for all Umpires appointed to the PFL.
- b) Umpires will use the on-line accreditation process via the AFL website.
- c) Umpires must hold at least Development Level Accreditation or be working towards attaining this level of Accreditation during the current season.

- d) All Umpires officiating in PFL A and B Grade games need to attain or be working towards Advanced Level Accreditation.
- e) Umpires who do not have current accreditation or those that fail to register for the course after being advised by coaching staff, may not be appointed to officiate in panel appointed matches.

## 18. UNIFORMS

- a) All umpiring uniforms are to be supplied through the on-line ordering process from X-Blades.
- b) It is the Umpire's responsibility to ensure they are appropriately attired for their umpiring discipline. It is expected that Umpires will purchase correct match day attire for wearing to and from games.
- d) The WAFC will supply the PFLUA with one hundred (100) training kits, prior to the commencement of the 2023 PFL season. This merchandise may include any sponsor the PFLUA may attain (assuming no conflict with existing WAFC and/or PFL sponsorship arrangements).
- e) The WAFC will use its best endeavours to negotiate with the Uniform Supplier to provide the same arrangement set out in Clause 18(c) for the 2024 PFL season.

## 19. SPONSORSHIP

- a) The PFLUA are eligible to source its own sponsorship agreements for placement on training apparel, and match day off-field apparel with explicit agreement of the WAFC. PFLUA sourced sponsorship logos can be placed in agreed locations.
- b) The PFL are able to source a sponsor for the lower back section of the on-field shirt until such time the WAFC sources a state-wide sponsor.
- c) The PFLUA are to provide sourced sponsorship logos 12 weeks prior to the preseason training commencing to ensure timely delivery.

## 20. FUNDING

To support the ongoing development of umpiring in the PFL:

- a) The WAFC will make a contribution to the PFLUA of \$5000.00 each year to assist in the provision of services to the senior umpiring group. This may include after training functions and other social events. Refer Clause 9 e and f.
- b) The PFL will make a contribution of \$40,000 to the WAFC for the ongoing development of Perth Football League umpiring in the areas of coaching, facility management and overall coordination and management of Umpires officiating in the PFL.

## 21. PFLUA REPRESENTATION

The WAFC and the PFL shall ensure the PFLUA is provided with the opportunity to nominate at least one representative to sit on any committee that may be formed from time to time to consider any aspects of umpiring that could impact on Perth Football League umpiring.

Umpiring is an integral part of our national game, and as such, remuneration for Umpires is carefully considered. We are proud to share below the pay rates in the Perth Football League, which are well above the national average for Umpires in amateur competitions.

Season 2023 Pay Rates			
	Field	Boundary	Goal
<b>A</b>	\$180	\$120	\$100
<b>A Reserves</b>	\$150	\$100	\$90
<b>Phil Scott Colts</b>	\$130	\$90	\$70
<b>B</b>	\$170	\$110	\$90
<b>B Reserves</b>	\$140	\$90	\$80
<b>Drew Banfield Colts</b>	\$120	\$80	\$70
<b>C1</b>	\$160	\$100	\$90
<b>C1 Reserves</b>	\$115	\$80	\$60
<b>C2</b>	\$145	\$80	\$70
<b>C2 Reserves</b>	\$115	\$70	\$60
<b>C3</b>	\$145	\$80	\$70
<b>C3 Reserves</b>	\$115	\$70	\$60
<b>C4</b>	\$145	\$80	\$70
<b>C4 Reserves</b>	\$115	\$70	\$60

Season 2023 Pay Rates			
	Field	Boundary	Goal
C5	\$125	\$80	\$70
C5 Reserves	\$115	\$70	\$60
E1	\$115	\$70	\$60
E2	\$115	\$70	\$60
E3	\$115	\$70	\$60
E4	\$115	\$70	\$60
Integrated Football	\$80	\$50	\$45
Colts (ID/LK/BJ/WC)	\$115	\$70	\$60
Women's A	\$120	\$80	\$60
Women's B	\$100	\$50	\$45
Women's C1	\$80	\$50	\$45
Women's C2	\$80	\$50	\$45
Women's C3	\$80	\$50	\$45
Women's C4	\$80	\$50	\$45
Women's C5	\$80	\$50	\$45