



# UMPIRE COMPETENCY FRAMEWORK (Appendix A)

Updated: February 2026



# Preparation

| Preparation                                  |  |
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| <p><b>L6</b><br/>Level 6<br/>M6 &amp; W6</p> | <ul style="list-style-type: none"> <li>• Arrives at the venue at a suitable time to be able to undertake their role on match day.</li> <li>• Introduces themselves in a professional manner to key stakeholders on arrival at the venue and prior to the fixture.</li> </ul>   |
| <p><b>L5</b><br/>Level 5<br/>M5 &amp; W5</p> | <ul style="list-style-type: none"> <li>• Conducts appropriate pre-match checks to ensure the safety of the ground and players' equipment.</li> <li>• Is aware of any match regulations and playing conditions which are specific to the competition.</li> <li>• Engages with any scorers prior to the fixture.</li> </ul>  |
| <p><b>L4</b><br/>Level 4<br/>M4 &amp; W4</p> | <ul style="list-style-type: none"> <li>• Ensures that they engage with key stakeholders throughout the pre-match preparation, and as appropriate, begin to build relationships.</li> <li>• Has a sound and practical understanding of any match regulations and playing conditions which are specific to the competition.</li> <li>• Is able to deal with and rectify any pre-match issues which require the action of an umpire prior to the fixture.</li> </ul>  |
| <p><b>L3</b><br/>Level 3<br/>M3 &amp; W3</p> | <ul style="list-style-type: none"> <li>• Has strong and effective pre-match routines that through positive interactions, instil trust and confidence from key stakeholders, such as captains and club personnel.</li> <li>• Ensures thorough knowledge of match regulations and playing conditions.</li> <li>• Deals with any pre-match issues which have arisen with confidence and empathy.</li> <li>• Prepares thoroughly for the safety of participants and takes action to deal with any identified risks.</li> </ul>                                 |
| <p><b>L2</b><br/>Level 2<br/>M2 &amp; W2</p> | <ul style="list-style-type: none"> <li>• Has a sound pre-match preparation routine with colleagues, players and other stakeholders covering key elements for an effectively run match.</li> <li>• Assesses ground and weather conditions early and is proactive in engaging in conversations with key stakeholders.</li> <li>• Has a presence in attending player preparations and practice prior to the game.</li> <li>• Leads the toss in a positive and collaborative manner to promote positive relationships with captains and colleagues.</li> </ul> |

# Decision Making

## Positive & Accurate Decision Making

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| <p><b>L6</b><br/>Level 6<br/>M6 &amp; W6</p> | <ul style="list-style-type: none"> <li>• Demonstrates confidence when communicating decisions.</li> <li>• Communicates all routine decisions with approved and recognised signals.</li> <li>• Answers queries or appeals politely and with clear communication.</li> </ul>  |
| <p><b>L5</b><br/>Level 5<br/>M5 &amp; W5</p> | <ul style="list-style-type: none"> <li>• Makes judgements which are credible and generally correct.</li> <li>• Shows confidence and consistency when communicating decisions with approved and recognised signals.</li> </ul>   |
| <p><b>L4</b><br/>Level 4<br/>M4 &amp; W4</p> | <ul style="list-style-type: none"> <li>• Makes accurate and consistent judgements throughout the game.</li> <li>• Demonstrates confidence and composure when communicating decisions using recognised signals.</li> <li>• Has a consistent routine for communicating decisions to all key stakeholders, demonstrating a confidence and clarity when doing so.</li> </ul>  |
| <p><b>L3</b><br/>Level 3<br/>M3 &amp; W3</p> | <ul style="list-style-type: none"> <li>• Demonstrates a high level of accuracy in decision making at all times throughout the game.</li> <li>• Has a natural composure when communicating decisions throughout the game.</li> <li>• Is comfortable in maintaining a high level of accuracy when challenged with a variety of match situations, notably when under pressure.</li> <li>• Shows an empathy and understanding when communicating decisions which results in having a positive impact on the game.</li> <li>• Has appropriate engagement with participants post-decision.</li> </ul> |
| <p><b>L2</b><br/>Level 2<br/>M2 &amp; W2</p> | <ul style="list-style-type: none"> <li>• Enhances the game by understanding the expectations of players and key stakeholders in making effective decisions.</li> <li>• Retains an excellent level of accuracy during critical match situations.</li> <li>• Appears comfortable and retains composure when presented with a variety of challenging or unusual match situations, including in both white ball and multi-day environments, if appropriate.</li> <li>• Has displayed a very high level of accuracy in decision making when incidents are reviewed post-match.</li> </ul>            |

# Match Management

## Ensures a Positive and Safe Environment

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| <p><b>L6</b><br/>Level 6<br/>M6 &amp; W6</p> | <ul style="list-style-type: none"> <li>• Is able to identify conditions which are unsafe for play.</li> <li>• Recognises any situation which is not reasonable for safe play.</li> </ul>  |
| <p><b>L5</b><br/>Level 5<br/>M5 &amp; W5</p> | <ul style="list-style-type: none"> <li>• Takes clear and appropriate action which ensures that the safety of players is in line with Ground, Weather and Light guidance</li> </ul>  |
| <p><b>L4</b><br/>Level 4<br/>M4 &amp; W4</p> | <ul style="list-style-type: none"> <li>• Demonstrates a clear and consistent understanding of requirements in respect to Ground, Weather and Light.</li> <li>• Ensures communication with key stakeholders when required to make decisions which ensure a positive and safe environment.</li> <li>• Takes action to mitigate and reduce the risk of any factors which may constitute a danger to participants.</li> </ul>                             |
| <p><b>L3</b><br/>Level 3<br/>M3 &amp; W3</p> | <ul style="list-style-type: none"> <li>• Has positive interactions with key stakeholders when managing decisions in respect to Ground, Weather and Light.</li> <li>• Shows confidence and a natural authority when dealing with challenging situations or scenarios and in communicating with stakeholders.</li> <li>• Responds appropriately and proportionately to situations with relate to the safety of players and the surroundings.</li> </ul> |
| <p><b>L2</b><br/>Level 2<br/>M2 &amp; W2</p> | <ul style="list-style-type: none"> <li>• Shows a collaborative and engaging leadership style when dealing with colleagues, captains and ground staff.</li> <li>• Has a heightened awareness of expectations of what is safe and reasonable for National Counties competitions (or equivalent) and professional cricket and applies this appropriately when communicating decisions.</li> </ul>  |

# Match Management

## Applies Laws, Playing Conditions and Regulations Appropriately

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| <p><b>L6</b><br/>Level 6<br/>M6 &amp; W6</p> | <ul style="list-style-type: none"> <li>• Makes credible judgements when required to do so in line with the Laws of the Game.</li> <li>• Can recognise situations where intervention is required and takes appropriate action.</li> </ul>   |
| <p><b>L5</b><br/>Level 5<br/>M5 &amp; W5</p> | <ul style="list-style-type: none"> <li>• Exhibits a sound understanding and knowledge of the Laws of the Game.</li> <li>• Demonstrates a level of overall competence when judging routine decisions is in line with the Laws of the Game and playing conditions.</li> </ul>  |
| <p><b>L4</b><br/>Level 4<br/>M4 &amp; W4</p> | <ul style="list-style-type: none"> <li>• Makes appropriate and proportionate decisions that have a positive impact on the match.</li> <li>• Applies the Laws of the Game with competence and consistency.</li> </ul>   |
| <p><b>L3</b><br/>Level 3<br/>M3 &amp; W3</p> | <ul style="list-style-type: none"> <li>• Develops the clear trust of players with an excellent application of the Laws of the Game, match regulations and playing conditions, including those within challenging situations.</li> <li>• Is accurate in all calculations regarding revised hours of play, DLS, and revised allocation of overs (if applicable).</li> </ul>  |
| <p><b>L2</b><br/>Level 2<br/>M2 &amp; W2</p> | <ul style="list-style-type: none"> <li>• Displays expert knowledge of the Laws of the Game and all ECB Competition Regulations and Playing Conditions across the professional game.</li> <li>• Is accurate and efficient in all calculations regarding revised hours of play, revised allocation of overs and powerplays (if applicable).</li> <li>• Displays consistent application of interpretations across National Counties competitions (or equivalent) and in the professional game.</li> </ul> |

# Match Management

## Effective Game & Player Management

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| <p><b>L6</b><br/>Level 6<br/>M6 &amp; W6</p> | <ul style="list-style-type: none"> <li>• Has an understanding of behaviours that are not acceptable within the game.</li> <li>• Recognises and takes some action to deal with behaviours that are unacceptable.</li> </ul>   |
| <p><b>L5</b><br/>Level 5<br/>M5 &amp; W5</p> | <ul style="list-style-type: none"> <li>• Recognises unacceptable behaviours and deals with these appropriately in line with expectations of the Laws of the Game.</li> <li>• Utilises the captain(s), if appropriate, to support when dealing with Law 41 and Law 42 scenarios.</li> </ul>   |
| <p><b>L4</b><br/>Level 4<br/>M4 &amp; W4</p> | <ul style="list-style-type: none"> <li>• Demonstrates a consistent application of Law 41 &amp; Law 42 in situations which may occur during the game and times any interventions appropriately.</li> <li>• Communicates appropriately with all key stakeholders, including scorers, in any situations where Law 42 is required to be applied.</li> <li>• Makes appropriate notes to be able to report accurately post-match as required.</li> </ul>   |
| <p><b>L3</b><br/>Level 3<br/>M3 &amp; W3</p> | <ul style="list-style-type: none"> <li>• Is able to recognise changes in the temperature and tempo of the game and intervene proportionally and as required within the Laws of the Game.</li> <li>• Takes proactive or preventative measures which demonstrate a deeper understanding of the requirements of Law 41 &amp; Law 42 which seeks to reduce or deal with poor behaviour.</li> <li>• Is able to de-escalate difficult and challenging scenarios during the game to the expected outcome.</li> <li>• Carries out appropriately any post-match procedures and report writing appropriately.</li> </ul> |
| <p><b>L2</b><br/>Level 2<br/>M2 &amp; W2</p> | <ul style="list-style-type: none"> <li>• Displays an expert knowledge of expected player behaviour within National Counties competitions (or equivalent) and in the professional game.</li> <li>• Issues, or does not issue, sanctions which are proportionate and in line with the expectations of the game.</li> <li>• Shows a proactive and collaborative approach with colleagues in any post-match procedures and report writing.</li> </ul>  |

# Match Management

## Demonstrates Situational Awareness and Management

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|  <p><b>Level 6</b><br/><b>M6 &amp; W6</b></p>   | <ul style="list-style-type: none"><li>• Has an awareness of game situations and how these affect the flow of the game.</li></ul>   |
|  <p><b>Level 5</b><br/><b>M5 &amp; W5</b></p>   | <ul style="list-style-type: none"><li>• Recognises and takes appropriate action to deal with game situations.</li><li>• Is able to demonstrate techniques which help to manage the pace and flow of the game appropriately.</li></ul>  |
|  <p><b>Level 4</b><br/><b>M4 &amp; W4</b></p>   | <ul style="list-style-type: none"><li>• Is able to anticipate changes within the game and any actions taken are seen to have a clearly positive effect.</li></ul>  |
|  <p><b>Level 3</b><br/><b>M3 &amp; W3</b></p> | <ul style="list-style-type: none"><li>• Shows leadership and empathy throughout the game.</li><li>• Intervenes at appropriate times in the game and evidences a range of techniques which have a clearly positive effect.</li><li>• Recognises and shows awareness of when a situation requires time to be taken out of the game to consult with a colleague in order to manage an incident effectively.</li></ul> |
|  <p><b>Level 2</b><br/><b>M2 &amp; W2</b></p> | <ul style="list-style-type: none"><li>• Is proactive and collaboratively plans for or correctly addresses any issues which may arise during a game.</li><li>• Can deal skilfully with pressure when intervening in difficult or challenging situations.</li></ul>  |

# People Management

## Manages Stakeholders Appropriately and Develops Positive Relationships

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| <p><b>L6</b><br/>Level 6<br/>M6 &amp; W6</p> | <ul style="list-style-type: none"> <li>• Conducts themselves in a competent and confident manner with all players and stakeholders throughout.</li> </ul>  |
| <p><b>L5</b><br/>Level 5<br/>M5 &amp; W5</p> | <ul style="list-style-type: none"> <li>• Seeks to build relationships with players and key stakeholders.</li> <li>• Has a clear understanding of the role in which developing positive relationships can influence the game.</li> </ul>  |
| <p><b>L4</b><br/>Level 4<br/>M4 &amp; W4</p> | <ul style="list-style-type: none"> <li>• Demonstrates an understanding of when to raise their profile to enhance credibility and control of the game.</li> <li>• Builds or has built relationships with players and key stakeholders which are clearly positive in nature.</li> <li>• Has techniques that seek to manage difficult or challenging participant behaviour or situations.</li> </ul>                    |
| <p><b>L3</b><br/>Level 3<br/>M3 &amp; W3</p> | <ul style="list-style-type: none"> <li>• Has a manner throughout all engagements that displays professionalism and instils confidence in their ability.</li> <li>• Shows an ability to manage a range and variety of participants or key stakeholders, even when under pressure.</li> <li>• Demonstrates that they have built rapport with key stakeholders through timely interactions or interventions.</li> </ul> |
| <p><b>L2</b><br/>Level 2<br/>M2 &amp; W2</p> | <ul style="list-style-type: none"> <li>• Displays proactive and effective relationship-building skills with professional players and staff.</li> <li>• Displays a range of communication styles and techniques which demonstrate an adaptiveness to maximise their impact.</li> <li>• Shows empathy and demonstrates rapport, both on and off the field, with colleagues for the benefit of the game.</li> </ul>     |

# Presence & Image

## Displays Positive Body Language

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| <p><b>L6</b></p> <p><b>Level 6</b><br/><b>M6 &amp; W6</b></p> | <ul style="list-style-type: none"> <li>• Able to demonstrate a range of basic routines in their role as an umpire.</li> <li>• Undertakes key match day roles and responsibilities.</li> </ul>   |
| <p><b>L5</b></p> <p><b>Level 5</b><br/><b>M5 &amp; W5</b></p> | <ul style="list-style-type: none"> <li>• Has clear and consistent routines and movements, including when signalling appropriately to scorers.</li> <li>• Maintains a positive and calm demeanour throughout.</li> </ul>   |
| <p><b>L4</b></p> <p><b>Level 4</b><br/><b>M4 &amp; W4</b></p> | <ul style="list-style-type: none"> <li>• Demonstrates confidence through consistent routines.</li> <li>• Is able to adapt to situations in the game which present a challenge to the usual routine.</li> <li>• Has techniques which encourage a positive flow to the game.</li> </ul>         |
| <p><b>L3</b></p> <p><b>Level 3</b><br/><b>M3 &amp; W3</b></p> | <ul style="list-style-type: none"> <li>• Exhibits confidence and self-assurance through consistent routines, even when under pressure.</li> <li>• Demonstrates a range of techniques which help to have a positive impact on managing the flow of the game.</li> </ul>                        |
| <p><b>L2</b></p> <p><b>Level 2</b><br/><b>M2 &amp; W2</b></p> | <ul style="list-style-type: none"> <li>• Demonstrates appropriate levels of confidence and self-assurance through all aspects of the match.</li> <li>• Body language is positive and remains consistent throughout the game, with no discernible evidence of changes at any stage.</li> </ul> |

# Presence & Image

## Communicates Effectively

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| <p><b>L6</b><br/>Level 6<br/>M6 &amp; W6</p> | <ul style="list-style-type: none"><li>• Is seen to be communicating with players to explain decisions when required to do so.</li></ul>   |
| <p><b>L5</b><br/>Level 5<br/>M5 &amp; W5</p> | <ul style="list-style-type: none"><li>• Clearly communicates with players both on and off the field and other key stakeholders using a range of communication techniques.</li></ul>   |
| <p><b>L4</b><br/>Level 4<br/>M4 &amp; W4</p> | <ul style="list-style-type: none"><li>• Develops a trust from key stakeholders through a range of effective verbal and non-verbal communication strategies.</li></ul>   |
| <p><b>L3</b><br/>Level 3<br/>M3 &amp; W3</p> | <ul style="list-style-type: none"><li>• Controls emotions and offers a reassuring presence throughout the game.</li><li>• Shows skill in communicating with key stakeholders when under pressure or in challenging situations.</li></ul>                        |
| <p><b>L2</b><br/>Level 2<br/>M2 &amp; W2</p> | <ul style="list-style-type: none"><li>• Exhibits emotional intelligence and behaviours which enhance the trust of players and stakeholders at all times.</li><li>• Demonstrates a range of effective communication skills in a variety of situations.</li></ul> |

# Presence & Image

## Displays Consistent Routines and Positioning

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| <p><b>L6</b><br/>Level 6<br/>M6 &amp; W6</p> | <ul style="list-style-type: none"> <li>• Demonstrates a clear understanding of where to stand throughout the game.</li> <li>• Demonstrates a clear understanding of when to move to appropriate positions as required during the game, such as movement to judge run out decisions.</li> </ul>   |
| <p><b>L5</b><br/>Level 5<br/>M5 &amp; W5</p> | <ul style="list-style-type: none"> <li>• Adopts appropriate and expected positions throughout the game which are considered safe and best.</li> <li>• Shows a willingness to move and react to game scenarios that afford the opportunity to make credible decisions.</li> </ul>   |
| <p><b>L4</b><br/>Level 4<br/>M4 &amp; W4</p> | <ul style="list-style-type: none"> <li>• Demonstrates an understanding of taking appropriate and expected positions at both the Striker's and Bowler's ends to make accurate decisions throughout the game.</li> <li>• Displays consistent routines throughout a match which supports consistent decision making.</li> <li>• Understands the importance of routines and how these aid performance.</li> </ul>  |
| <p><b>L3</b><br/>Level 3<br/>M3 &amp; W3</p> | <ul style="list-style-type: none"> <li>• Displays routines which are clearly refined and conducive to encouraging a positive pace of play.</li> <li>• When required, adjusts their usual positioning or movement to suit match situations or scenarios.</li> <li>• Maintains positive movement throughout the duration of the game.</li> <li>• Shows anticipatory movements which afford the best chance of being in a position to make accurate decisions.</li> </ul> |
| <p><b>L2</b><br/>Level 2<br/>M2 &amp; W2</p> | <ul style="list-style-type: none"> <li>• Displays robust routines that are continually adjusted or refined to work under ever increasing pressures.</li> <li>• Moves effortlessly into credible positions at all times during the match.</li> <li>• Does not show or display fatigue throughout the game.</li> <li>• Shows dynamic movements when appropriate, and as required, to be in the optimal position to make accurate decisions.</li> </ul>                   |

# Teamwork

## Co-operates Effectively with Colleagues

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| <p><b>L6</b></p> <p><b>Level 6</b><br/><b>M6 &amp; W6</b></p> | <ul style="list-style-type: none"> <li>Engages with colleagues and seeks to co-operate on the field.</li> <li>Clearly communicates with a colleague the number of deliveries remaining in the over, as appropriate.</li> </ul>   |
| <p><b>L5</b></p> <p><b>Level 5</b><br/><b>M5 &amp; W5</b></p> | <ul style="list-style-type: none"> <li>Engages confidently with scorers prior to and during the game, as appropriate.</li> <li>Engages confidently with scorers, both prior to and during the game as appropriate.</li> <li>Plays an equal and effective part in managing the game with their colleague.</li> <li>Engages in developmental conversations with Developers (if applicable).</li> </ul>   |
| <p><b>L4</b></p> <p><b>Level 4</b><br/><b>M4 &amp; W4</b></p> | <ul style="list-style-type: none"> <li>Works with any colleagues to have positive interactions with key stakeholders, before, during and after the game as appropriate.</li> <li>Ensures that they work in conjunction with colleagues to deal with matter that may arise.</li> <li>Works with their colleague to ensure an effective handover of the pitch between overs.</li> <li>Makes appropriate judgements when to engage in face-to-face dialogue with a colleague.</li> </ul>  |
| <p><b>L3</b></p> <p><b>Level 3</b><br/><b>M3 &amp; W3</b></p> | <ul style="list-style-type: none"> <li>Shows a range of skills in supporting colleagues, including if they are under pressure.</li> <li>Engages skilfully in subtle and supportive communication with on and off-field colleagues.</li> <li>Ensures that scorers and other stakeholders feel part of the team during the match and are empowered to work collaboratively.</li> <li>Can utilise other methods of communication, such as walkie-talkies if required to do so.</li> </ul> |
| <p><b>L2</b></p> <p><b>Level 2</b><br/><b>M2 &amp; W2</b></p> | <ul style="list-style-type: none"> <li>Shows a collaborative leadership style with their colleagues and other key stakeholders throughout the match.</li> <li>Uses a variety of techniques to enhance the team dynamic to benefit the game, including between deliveries and in critical moments during the match.</li> <li>Engages proactively with all stakeholders, including with Match Managers (if applicable).</li> </ul>   |