



CENTRAL GAUTENG LIONS CRICKET UMPIRES ASSOCIATION MOONLIGHTING POLICY

1. Overview

We recognize that umpires may choose or wish to pursue outside umpiring work in addition to their role within Central Gauteng Lions Cricket Umpires Association (CGLCUA). While we support personal and professional growth, outside work must not interfere with CGLCUA job requirements, create a conflict of interest or misuse of CGLCUA resources etc.

This policy outlines the guidelines for engaging in outside umpiring, often referred to as "moonlighting."

2. Scope and Applicability

This policy is applicable to any and all members of CGLCUA, with no exceptions permitted unless otherwise granted further in this policy.

Cricket South Africa (CSA) Panel Umpires are excluded from this policy due to the nature of the work undertaken by them for and on behalf of Cricket South Africa. However, where CSA panel umpires are available for Central Gauteng Lions sanctioned leagues, tournaments and festivals their first priority is to be available for CGLCUA.

Any member who is under the employ of a school and as part of their contract it is required that they umpire for the school on a given day (including Saturdays and Sundays) they too will be exempt from this Policy provided they have supplied the CGLCUA Administrator with the necessary confirmation of same.

This policy covers all umpire appointments to non-official matches. A non-official match will be defined as any match where the allocation of umpires is not done directly by the Association, either through our Administrator or the Executive.

The Policy shall be applied throughout the entire year.

3. Definition of Moonlighting

Moonlighting refers to any paid or unpaid work performed for another employer, client, or personal business outside of the members responsibilities with CGLCUA. This includes, but is not limited to:

- Freelancing or consulting
- Operating a business
- Working part-time for another organization
- Training, coaching, or public speaking for compensation

Volunteer work is not considered moonlighting unless it presents a conflict of interest or interferes with job requirements/performance.

4. Permitted Activities

Outside employment is generally permitted under the following conditions:

- It does not create a conflict of interest or compete with CGLCUA business
- It is performed outside of the CGL cricket Season (between Mid-June and end of August)
- It does not interfere with the member's job performance or availability
- It does not involve use of company resources, tools, proprietary information, or time
- It complies with all applicable CGLCUA policies, including confidentiality and code of conduct

Members must continue to meet all job requirement expectations and adhere to their assigned appointments and be regularly available for CGL and School related league matches, tournaments and festivals.

5. Prohibited Activities

Members may not engage in outside work that:

- Directly competes with CGLCUA or its clients
- Involves working for a current or prospective competitor, customer, or vendor
- Creates a conflict of interest or the appearance of one
- Uses or discloses company confidential or proprietary information
- Is conducted using CGLCUA clothing, equipment, software, or email accounts
- Occurs during scheduled umpiring requirements or interferes with availability
- Violates any laws or professional codes

6. Disclosure and Approval Process

Members who wish to engage in outside umpiring must disclose their intention in writing to the CGLCUA Administrator before beginning such work. The disclosure should include:

- A description of the outside work
- Name of the external employer or business
- Estimated days and hours
- Confirmation that there is no conflict of interest

The Training and Appointments Committees will review the request and notify the member if additional documentation or approval is needed. Approval may be withheld or revoked if the outside work presents a conflict, affects availability or violates this policy.

Members are responsible for promptly updating the CGLCUA Administrator if the nature or scope of their outside work changes.

If any member of the Central Gauteng Lions Cricket Umpires Association (CGLCUA) wants to officiate in any match where the appointment is not done through the Association the member needs to:

- Obtain written approval from our Administrator or Executive to officiate in such a match, and
- Must not wear any official CGL League or Jozi Cup clothing when officiating in these matches.

The CGLCUA will not refuse approval for members to officiate in such matches unless standing in these unofficial matches interferes in:

- the Association's capability to provide the necessary umpires to CGL or CGL approved matches, or
- the continued training of the umpire, or
- any official meeting which the umpire is required to attend.

Any member that is required to obtain approval as indicated in this policy is to request such approval at least 24 hours before the unofficial match in which he / she would like to officiate. This request must be done in writing to either to the Associations Administrator or to any current member of the executive.

7. Disciplinary Actions and Procedures

If any member is found to have officiated in any unofficial match as defined in this policy they will be subject to disciplinary action.

Any potential breach of this policy will be investigated by the disciplinary committee of the Association and if any member is found to not have complied with this policy the committee will notify such member of the transgression.

Notification will be sent to the members email address as well as to his / her cellphone via a WhatsApp message.

The member will have 24 hours from the time of this notification to reply to the accusation that he / she has not complied with this policy. This reply needs to be done in writing directed either to the Administrator or to any current member of the Executive.

If the member submit a reply to the Association this reply will be reviewed by the Executive and the result of this review will be sent to the member as soon as possible. If the member is not satisfied with the result of this review he/she has the right to appeal the decision directly to the President of the Association.

If no reply to the accusations is received within 24 hours the Association will assume that the member agrees with findings of the Disciplinary committee.

8. Appeal process

As soon as possible an Appeal panel will be formed by 3 senior members of the Association who are not serving on the Executive within that appeal time.

This panel will review all the facts related to the incident and will then give their findings to the member as well as the Executive.

The findings of this Appeal panel will be final.

9. Sanctions

If a member is found guilty of transgressing this policy the following sanctions will be applied:

- First Offence
The member will be given a final warning, and this will be recorded on the member's record.
- Second Offence
The member will be suspended for 2 weeks, and this will be recorded on the member's record.
- Third Offence
The member will be suspended for 2 months, and this will be recorded on the member's record.
- Fourth Offence
The member's membership will be terminated.

10. Use of Company Resources

Members are strictly prohibited from using any company resources - including clothing, time, equipment, tools, software, email, - for outside umpiring. All outside work must be performed using personal devices and conducted outside of regular the required availability months.

11. Confidentiality and Intellectual Property

Members may not use CGLCUA trade secrets, internal knowledge, or strategic plans for the benefit of external clients or businesses.

12. Performance Expectations

Members engaging in outside umpiring activities are expected to maintain satisfactory performance and availability in their primary role for CGLCUA. If outside umpiring negatively affects a member's availability, quality of work, attendance or focus, CGLCUA will require the member to modify or end the outside work arrangement.

13. Violations and Consequences

Failure to comply with this policy may result in disciplinary action up to and including termination of membership.

Examples of violations include:

- Engaging in undisclosed outside work
- Using CGLCUA resources for outside employment
- Failing to meet job performance/requirement standards due to external commitments
- Violating confidentiality agreements or intellectual property rights

All concerns will be handled promptly and fairly in accordance with CGLCUA's disciplinary procedures. The Chairman of the Disciplinary Committee may conduct the necessary hearings telephonically, via electronic platform or in person.

14. Policy Review and Updates

This policy will be reviewed regularly and updated as and when needed. Members will be notified of any changes.

Effective Date: 15 January 2026



CGLCUA President

Name: Patricia Coetzee