

AUSTRALIAN OFFICIATING DEVELOPMENT SCHEDULES

The Australian Officiating Development Schedules are authorised by FFA and apply throughout Australia. This is the foundation document for all referee, referee inspector and referee instructor training programs and classifications. 2005 revisions have been prepared by FFA's officiating development Project Team.

The following extracts focus on the training programs available to officials. The full Schedule is available from your State Coach or can be seen on the FFA website.

Football Federation Australia [FFA] is Football's national controlling body. It is recognised by the Australian Sports Commission as a National Sporting Organisation [NSO]. In March 2005 FFA determined that training programs for match officials should be redesigned and registered under ASC's National Officiating Accreditation Scheme [NOAS]. Our pre-2003 professional development processes fell well short of current ASC requirements.

REFEREE DEVELOPMENT SCHEDULE

At various stages along a referee's career path there must be formal logical and structured updating and upgrading processes. In devising the AODS the Project Team has incorporated a number of principles.

Past processes created substantial stress for candidates who knew that their career development was dependent on only two elements: a theory examination and the 'pressure cooker' atmosphere of two field tests. Other crucial factors that determine the success or failure of referees were ignored. Referee upgrading processes will now occur over an extended period. Sets of Professional Development Units have been developed to support colleagues. These will give them longer term exposure to modern principles, interpretations, trends and processes before they are assessed in practical field settings. One game will no longer determine success or failure.

The Schedule has increased flexibility, better reflecting the reality of practices around Australia, particularly in regard to the minimum ages of referees and match appointment procedures. Minimum periods to be served at each level have been dropped. Time restrictions on advancement are clearly difficult to justify. Such restrictions are incompatible with the ASC - NOAS program design guidelines which have a **competency based education** foundation. In practise this means that once the specified training program competencies are exhibited by a referee – or an inspector or instructor - there should be no further barrier to that official enrolling in the next program. The ASC guidelines state:

Competency statements are broad descriptions of the skill sets expected of ... officials who have a particular qualification. A competency statement defines what an official must be able to 'DO' and to what standard to become qualified ... at a particular level.

This Schedule identifies five levels of referee classification, or status. *Hyundai A League* and FIFA nominations are bestowed on an annual basis by the National Technical Committee and fall outside the scope of this Schedule.

There are no separate levels or classifications applicable to any specific niche of Football. Female and male officials use identical classifications.

It is understood that affiliated referee groups may decide to appoint referees to higher level matches than the referee classifications suggest in this Schedule. This may occur where referees are particularly talented and known to be able to control such games effectively. It is also recognised that there may be a need to have lower classified referees officiate at levels above those specified where shortages of referees dictate. It is vital that referees and the game are not placed at risk. A professional judgement about each referee's ability should be made by the Technical Committee.

It is strongly recommended that referees who are at least 16 years old but less than 18 years of age, and who are appointed to games involving adult players, should be formally identified by their Technical Committee as officials clearly capable of handling such games.

To achieve FFA Referee status referees must join a referee group affiliated to FFA. The instructors and coaches, under the supervision of the referee group's Technical Committee, should supervise the presentation and completion of the units detailed in each FFA program.

REFeree LEVELS 5 - 3: INTRODUCTION AND CONSOLIDATION

The Level 5, 4 and 3 programs provide basic training and the consolidation of officiating competencies. The majority of match officials in Australia will achieve Level 3 status.

Referee Level 5

Career development begins with the completion of the FFA Referee Level 5 Training Program. Successful participants receive a FFA Level 5 Referee certificate. NOAS accreditation is not available for program graduates and they are not qualified to officiate in any game.

Once candidates have completed Level 5, and joined an affiliated referee group, they must demonstrate all specified Level 4 unit competencies before accepting any referee appointments.

Prerequisite

- Applicants should be at least 13 years of age on completion of the program.

Process

- Application to an affiliated referee group, or to an Instructor authorised by the State Coach. The program fee must accompany the application.
- Completion of the FFA Referee Level 5 Training Program.

Referee Level 4

The Level 4 program provides the essential preparation for officiating. Its practical emphasis complements the theoretical emphasis of the Level 5 program. The pre-officiating units are most commonly taught preseason as a concentrated set of presentations and practical exercises taking about five hours. Practical assessments complete the program.

Prerequisites

- Applicants must be members of an affiliated referee group.
- Applicants should be at least 13 years of age at the commencement of the program.
- Applicants must clearly exhibit the competencies required of a FFA Level 5 referee.

Processes

- By application to an affiliated referee group. The program fee must accompany the application.
- Completion of the FFA Referee Level 4 Training Program.

Referee Level 3

Referees who complete Level 4 continue officiating and simultaneously commence their Level 3 program units, with a view to qualifying as a Level 3 referee by the end of their first full season of officiating.

Prerequisites

- Applicants must be members of an affiliated referee group.
- Recommended that applicants be active referees at least 16 years of age; however, the recommended age stipulation is notional.
- Applicants must clearly exhibit the competencies required of a FFA Level 4 referee.

Processes

- By application to their affiliated referee group's Technical Committee; or by invitation from that Technical Committee. The program fee must accompany the application or acceptance of the invitation.
- Current Level 4 members may be invited by the Technical Committee to enrol as a Level 3 candidate immediately their Level 4 status is confirmed.
- Completion of the FFA Referee Level 3 Training Program.

REFEREE ADVANCED DEVELOPMENT: LEVELS 2 & 1

Scarce teaching and support resources may make it necessary to have limited entry points to these programs. If so, it is recommended that the closing date for applications, or acceptance of invitations to undertake a program, be 30th November prior to the year candidates commence the program. Technical Committees should exercise some flexibility in this matter, particularly in order to encourage talented members. Ideally, entry to the upgrading process should be permitted as soon as the referee has completed the previous program.

Candidates must undertake the appropriate FFA Referee Training Program. This is a continuous development process, generally extending over one season. The professional development units that make up the programs should be intertwined with a range of matches during this period. Each candidate must be given every opportunity to complete the upgrading process, including appointments to the higher level games needed to meet the program's practical requirements.

Assuming that the necessary instructional and coaching support is available, the Technical Committee may not defer or deny an application for entry to an upgrade program if the candidate can demonstrate that the skill set associated with the candidate's current qualification is still in evidence: that is, they still have the skills required of a referee holding a particular accreditation.

Referee Level 2

Prerequisites

- Applicants must be members of an affiliated referee group.
- Applicants must be active referees at least 18 years of age.
- Applicants must clearly exhibit the skill sets required of a FFA Level 3 referee.

Processes

- By application to their affiliated referee group's Technical Committee. The program fee must accompany the application.
- The Technical Committee may invite members who possess the prerequisites to undertake the upgrading program. The program fee must accompany the acceptance of the invitation.
- Completion of the FFA Referee Level 2 Training Program.
- Games assigned for the practical assessments should meet the standard specified in this Schedule. Level 2 referee appointments should only be made after the candidate has successfully completed the Level 2 theory examination unit.
- Each Level 2 game must be inspected by a Level 2 or Level 1 Inspector [or another inspector approved by the State Coach]. Comprehensive inspection reports with running sheets are required.

Referee Level 1

Prerequisites

- Applicants must be members of an affiliated referee group.
- Applicants must be active referees at least 18 years of age.
- Applicants must clearly exhibit the skill sets required of a FFA Level 2 referee.

Processes

- By application to their affiliated referee group's Technical Committee. The program fee must accompany the application.
- The Technical Committee may invite members who possess the prerequisites to undertake the upgrading program. The program fee must accompany the acceptance of the invitation.
- Completion of the FFA Referee Level 1 Training Program.
- Games assigned for the practical assessments should meet the standard specified in this Schedule. Level 1 referee appointments should only be made after the candidate has successfully completed the Level 1 theory examination unit.
- Each Level 1 game must be inspected by a Level 1 Inspector [or another inspector approved by the State Coach]. Comprehensive inspection reports with running sheets are required.



REFEREE INSPECTOR DEVELOPMENT SCHEDULE

REFEREE INSPECTOR STATUS AND TRAINING PROGRAMS

The broad aims of the inspectors' programs are to enable participants to develop an awareness of the role of the referee inspector, to recognise the need for career long development of officials, and to provide them with the basic tools and policies they need to carry out their roles effectively.

Each program is designed to develop the abilities of inspectors to provide services at specified levels of Football. The programs train inspectors to work at the developmental and advisory level [junior and youth Football - Level 3] through to the provision of full inspection, assessment and coaching processes at elite levels of the game [Level 1].

Graduates receive FFA certification. ASC - NOAS accreditation will be available when the training programs have been registered.

TRANSITIONAL ARRANGEMENTS

In January 2004 a third classification for referee inspectors was implemented. The numbering of the classifications was also reversed to mirror the system used for referees. Level 1 is the highest level achievable by inspectors in Australia; Level 3 is the introductory [or basic] level.

Inspectors who were in possession of formal nationally-recognised qualifications prior to January 1 2004 should have been re-classified on the recommendation of their State Coach as follows:

- Pre January 2004 Class 1 inspectors who had been active for at least one year and produced full reports with running sheets are reclassified as **FFA Referee Inspector Level 2**.
- Pre January 2004 Class 1 inspectors who have been active for at least one year but have not produced full reports with running sheets are reclassified as **FFA Referee Inspector Level 3**.
- Pre January 2004 Class 2 inspectors, who have been active for at least one year, produced full reports with running sheets, and inspected referees officiating senior games, are reclassified as **FFA Referee Inspector Level 1**.

REFEREE INSPECTOR TRAINING PROGRAMS

If there is a scarcity of teaching and coaching resources referee groups may decide to set a closing date for applications each year. In such cases it is recommended that the date be 30th November. However, the Technical Committee should exercise some flexibility in order to encourage members to improve and develop their work as inspectors. It cannot be guaranteed that training programs at any, or all, levels will be available annually.

The Technical Committee may not defer or deny an application for upgrading if the candidate can show that the skill set associated with the candidate's current qualification is still observable.

Technical Committees are encouraged to progress inspectors through the three levels as soon as possible. No minimum time periods need to be served at any particular level. Once an inspector consistently displays the specified sets of competencies required for each level

the inspector should be permitted to enrol in the next program, if the inspector so wishes and if adequate resources are available.

All inspector training programs have adopted the Australian Sports Commission's NOAS **competency based education** model, described in the Referee section of this Schedule. The inspector will need to receive feedback and guidance from instructors and coaches during the programs. Practical work forms an important part of these training programs.

Inspector Level 3

Prerequisites

- Applicants must be members of an affiliated referee group.
- Recommended that applicants be at least 18 years of age.
- Applicants should have had at least two years experience as an active match official with an affiliated referee group. A request to amend or waive this prerequisite may be made to the State Coach. Relevant supporting documentation should be attached.

Processes

- By application to the affiliated referee group's Technical Committee. The program fee must accompany the application.
- Completion of the FFA Referee Inspector Level 3 Training Program.

Inspector Level 2

Prerequisites

- Applicants must be members of an affiliated referee group.
- Applicants must be at least 18 years of age.
- Applicants must clearly exhibit the competencies required of a FFA Level 3 inspector.

Processes

- By application to the affiliated referee group's Technical Committee. The program fee must accompany the application.
- The Technical Committee may invite suitably qualified members to participate in a Level 2 training program. The program fee must accompany the formal acceptance.
- Completion of the FFA Referee Inspector Level 2 Training Program.

Inspector Level 1

Prerequisites

- Applicants must be members of an affiliated referee group.
- Applicants must be at least 18 years of age.
- Applicants must clearly exhibit the skill sets required of a FFA Level 2 inspector.

Processes

- By application to the affiliated referee group's Technical Committee. The program fee must accompany the application.
- The Technical Committee may invite suitably qualified members to participate in a Level 1 training program. The program fee must accompany the formal acceptance.
- Completion of the FFA Referee Inspector Level 1 Training Program.

Referee Instructor Development Schedule

INTRODUCTION

A two Level structure has been authorised and is under development. It is anticipated that the Level 2 program will be submitted to the Australian Sports Commission for NOAS registration during late 2005. Development of a Level 1 program is unlikely to begin before late 2006.

REFEREE INSTRUCTOR TRAINING PROGRAMS

FFA Referee Instructor classifications are Level 2 [Basic] and Level 1 [Advanced]. The programs will be designed to enhance the abilities of individual referee instructors and to provide accredited instructors to undertake the development of match officials working at all levels of Football.

Graduates will receive FFA certification. When the programs receive NOAS registration ASC accreditation will also be available to graduates.

PROGRAM STRUCTURES AND AVAILABILITY

The Referee Instructor training programs incorporate the Australian Sports Commission's **competency based education model** - see the Referee section of this Schedule.

It is anticipated that the Level 2 program will be offered for the first time in 2006. FFA's National Technical Committee will be responsible for program scheduling. Initially these are likely to be held in selected major Australian centres, possibly on an annual or longer cycle. Suitable candidates may be invited to apply for a place on the program. Local Technical Committees may be asked to identify and encourage suitable candidates to apply.

Instructor Level 2

Prerequisites

- Applicants must be members of an affiliated referee group.
- Applicants must be at least 18 years of age.
- Applicants should have had at least two years experience as an active match official or qualified Referee Inspector with an affiliated referee group.

Processes

- By application to FFA's National Refereeing Manager. The program fee must accompany the application.
- The National Refereeing Manager may invite potential candidates to participate in this training program. The program fee must accompany the formal application.
- Completion of the FFA Instructor Level 2 Training Program.

Instructor Level 1

This program is under development.

SELECTED ADMINISTRATIVE DETAILS

DATA BASE

Relevant personal details of all successful applicants, including [but not limited to] name, contact details and date of birth, should be recorded by each State's Referee Standing Committee [or equivalent] for registration on FFA's national data base. Details of training program level, completion date, instructor and any examination marks should also be recorded.

In consultation with the ASC FFA is creating a national data base for all training program graduates. Required data should be forwarded to FFA when requested, and in a format specified by FFA. This data will be transmitted to the ASC for inclusion on their NOAS data base for each registered program.

RETURNING TO ACTIVE DUTY

Qualified referees who return to active officiating after a break of two or more seasons are required to satisfy the National Technical Committee that their knowledge, interpretations and applications of the Laws of the Game and national policies meet the current competencies defined for their status. This may be achieved by passing the appropriate FFA examination, or by meeting other requirements as determined by the National Technical Committee from time to time.

Qualified Inspectors and Instructors resuming their roles are also required to demonstrate that their current competencies meet the competencies now required for their classification. The National Technical Committee will provide guidelines on how current competencies might be demonstrated.

Returning officials retain the status they previously held [e.g. Referee Level 1].

APPENDIX: DEFINITIONS

The following definitions apply to this Schedule and all supporting program documents and resources.

1. Referee group

The term “referee group” refers to all “referee associations”, “referee branches” and similar organisations.

2. Affiliated

“Affiliated” means recognised formally by the State Referee Standing Committee and Football Board [or equivalent Bodies] and therefore recognised by FFA.

It should be noted that members of referee groups not recognised by FFA have no access to its certification processes, training programs, tournaments, match official panels, nor any other FFA initiatives and support. NOAS accreditation will not be available to members of unaffiliated groups.

3. Technical Committee

All referee groups should operate a “Technical Committee”.

This Committee:

- i. will supervise the professional career development of match officials by ensuring the Australian Officiating Development Schedules’ requirements and processes are implemented.
- ii. is responsible for the identification of match officials ready to undertake the next training program.
- iii. will supervise, assess and monitor all candidates undertaking training programs.

4. National Technical Committee

The National Technical Committee has replaced the previous National Coaching Panel.

