

Squash Australia Referee Selection and Nomination Policy

Tournament Officials – Squash Australia Events

VERSION CONTROL

Version 1.0	December 2021
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1. Purpose

To ensure that all SqA officials have equal and fair opportunity for selection to attend Squash Australia Events conducted by Squash Australia.

2. Background

SqA is committed to promoting and strengthening the positive image of squash nationally. In light of this commitment, the Squash Australia Technical Official Selection and Nomination Policy (the Policy) seeks to establish process to ensure that suitable officials have the opportunity to pursue appointment to Squash Australia Events. The Policy also seeks to detail the necessary qualifications, experience and qualities to facilitate such opportunities. In addition, this policy articulates the intent of SqA to act in accordance with its Integrity Framework through best practice.

3. Summary of Acronyms

WSF – World Squash Federation

TD – Tournament Director

SqA – Squash Australia

TR – Tournament Referee

STA – State/Territory Association

TO – Technical Official

4. Roles and Responsibilities

- a. **Technical Official:** Any individual appointed by SqA to oversee the conduct of matches and decisions according to the Rules of the Game.
- b. **Tournament Referee:** If required, the TR is responsible for the allocation of match referees and markers and to make decisions on matters arising in matches on court that relate to the Rules of the Game. Any matters concerning interpretations of the rules and disputes are to be referred to the TR.
- c. **Referee:** A Referee is allocated to matches by the TD to adjudicate or score on court decisions according to the Rules of the Game.

5. Nomination of TO's

- a. The selection process for Squash Australia Events is managed by Squash Australia.
- b. Squash Australia will request applications from all accredited TO's.
- c. The selection process for Squash Australia Events will be undertaken by a Selection Panel comprising of the National Lead – Sport Development, National Lead – Competitions and Events, Tournament Director.

6. TO Nomination Criteria

- a. All applicants for consideration of appointment at an event must have the following minimum qualifications:
 - i. For Squash Australia Events TO's must have a current WSF qualification or a current recognised Regional/National qualification.



- b. In making appointments the Selection Panel will ensure the following principles are adhered to:
 - i. All appointees have suitable qualifications.
 - ii. Where possible, there is a geographic spread of those throughout Australia.
 - iii. Where possible, there is a mix of male and female appointees in accordance with event policies for example, the Commonwealth Games Federation.
- c. The Selection Panel may also take the following factors into consideration:
 - i. Frequency of competition involvement
 - ii. Previous participation at similar level events
 - iii. Recognised contribution to development of Australian referees
 - iv. Assessment ratings obtained from previous events.
- d. For events requiring a TR, that position shall be appointed by Squash Australia and the TD. Assessment shall be based on suitability to meet the Roles and Responsibilities outlined in the Event Selection and Nomination Policy in addition to the TO Competencies.

7. TO Competencies

- a. It is expected that appointees will meet or exceed the following competencies:

Knowledge & Specialist Skills	Communication
<ul style="list-style-type: none"> • Demonstrate knowledge of official sport laws, regulations, protocols and competition operational procedures. • Have demonstrated competency and performed efficiently in a similar role at previous major events. 	<ul style="list-style-type: none"> • Apply a range of communication strategies to develop effective partnerships, minimise conflict and deal with disputes effectively. • Be able to relate and communicate appropriately with international athletes. • Be competent in use of the English language.
Teamwork	Deliver Results
<ul style="list-style-type: none"> • Display professionalism, integrity and ethical conduct in their role as an official. • Be able to work collaboratively in a team orientated environment with other officials. • Be able to accept instructions and respond appropriately to the direction of the IF TD and those involved in competition management and delivery 	<ul style="list-style-type: none"> • Have physical fitness appropriate to the requirements of the role • Demonstrate the ability to interpret data and perform efficiently in an environment with technical equipment and personnel • Be able to react quickly to changing circumstances in a high-pressure environment

- b. The selection process has both objective and subjective elements. It is at the discretion of the Selection Panel as to who they confer with when assessing the



suitability of applicants for appointment. Examples of this include conversations with the TD from previous events and conversations with STA and referee representatives. After appointment all those appointed will be required to commit to and adhere to the following event requirements:

- i. SqA Code of Conduct and Behaviour
- ii. Must be available to officiate between the start times and end times of each session as determined by the competition schedule.
- iii. Be subject to the event Organiser's arrival and departure guidelines.
- iv. Be required to attend venue familiarisation training and technical rehearsals immediately prior to the start of the event.
- v. Wear uniforms meeting the needs of the competition are provided, they must be worn when on duty.

8. Milestones

Where possible, SqA will work to allow provide officials with the following milestone dates:

Milestone	Timeframe (prior to event commencement)
Call for Expressions of Interest for event officials OPEN	Sixteen (16) weeks
Call for Expressions of Interest for event officials CLOSE	Fourteen (14) weeks
Notice of successful/unsuccessful appointment	Twelve (12) weeks
Appeals period OPEN	Twelve (12) weeks
Appeals Period CLOSE	Ten (10) weeks

Milestone dates may be altered to accommodate for event schedule and date changes.

9. Squash Australia Travel Policy

All travel and expense related costs will be subject to SqA policy and the Event/Tournament Policy.

10. Incidents of below standard performance by TR's during nomination

- a. Any incident of below standard performance (behaviour or participation) either observed by or brought to the attention of SqA prior to or during the nomination period will be discussed by the Selection Panel with action taken to prevent repetition.
- b. Where any disciplinary action delivered through SqA Integrity Framework is delivered after nomination or appointment, SqA may withdraw its nomination or appointment of the official.

11. Changes to Policies and Procedures

- a. Changes to Policies and Procedures may be made by SqA Administration, subject to approval by the SqA Board.

12. Appeals

- a. Appeals relating to selections managed by SqA shall be addressed in line with SqA Selection Appeal Policy.
- b. Appeals relating to selections managed by organisations outside of SqA shall be managed by that organisation's appeals process. It is at the discretion of SqA to determine if it will support an appeal lodged to an outside organisation.

