



**FOOTBALL
FEDERATION
AUSTRALIA**

AUSTRALIAN OFFICIATING DEVELOPMENT SCHEDULES

REFEREES
REFEREE INSPECTORS
REFEREE INSTRUCTORS

DECEMBER 2005

CONTENTS	PAGE
PREFACE	3
AUSTRALIAN OFFICIATING DEVELOPMENT SCHEDULES	3
REFEREE STATUS & TRAINING PROGRAMS	3
REFEREE INSPECTOR STATUS & TRAINING PROGRAMS	4
REFEREE INSTRUCTOR STATUS & TRAINING PROGRAMS	4
ADMINISTRATIVE DETAILS	
Data Base	6
Certification	6
Returning to Active Duty	6
Recognition of Prior Learning and Current Competencies	6
Distance Education	7
Updating Procedures	7
Appeals Process	7
REFEREE DEVELOPMENT SCHEDULE	
Introduction	8
Australian Referee Schedule	8
REFEREE DEVELOPMENT PROGRAMS	
Introduction	9
Development Summary	9
Basic Development & Consolidation: Level 5 – 3 Programs	11
Advanced Referee Development: Levels 2 & 1	12
REFEREE INSPECTOR DEVELOPMENT SCHEDULE	
Introduction	14
Transitional Arrangements	14
REFEREE INSPECTOR TRAINING PROGRAMS	
Introduction	15
Competencies	15
Training Program Instructors	15
Levels 3 – 1 Programs	16
REFEREE INSTRUCTOR DEVELOPMENT SCHEDULE	
Introduction	17
Referee Instructor Programs	17
Competencies	17
Training Program Presenters	17
REFEREE INSTRUCTOR TRAINING PROGRAMS	
Program Structures	18
Program Availability	18
Levels 2 & 1 Programs	18
APPENDIX: DEFINITIONS	19

The Australian Officiating Development Schedules are authorised by FFA and are mandatory throughout Australia. This is the foundation document for all referee, referee inspector and referee instructor training programs and classifications.

PREFACE

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 registered under ASC's National Officiating Accreditation Scheme [NOAS]. To achieve this objective FFA commissioned a program development Project Team [Tattersall, Kibbler, Lorenc and Such] to create training programs and prepare the detailed documentation required by the ASC for program registration.

FFA's intention is to keep training programs under constant review, as is the case with education programs from reputable academic institutions. This includes renewal of program registrations under NOAS once a program's initial registration expires.

It is important that officiating training programs are well structured, incorporate sound academic principles, maintain high standards, and reflect current practices and requirements. FFA has been fortunate to be able to draw on enthusiastic colleagues with a wide range of experience and skills who are prepared to undertake this extensive development task.

AUSTRALIAN OFFICIATING DEVELOPMENT SCHEDULES

The first document to be reviewed was the National Referee Development Schedule, now renamed the Australian Officiating Development Schedules [AODS]. This is officiating's foundation document. It describes the career paths and professional development of all match officials and their supporting colleagues - the way in which they travel on their individual journeys. The previous Schedule - introduced in 2002 - replaced the original National Grading Schedule developed in the early 1990s, and incorporated Referee Inspector development. The AODS has added qualifications and training programs for our third group of officials: Referee Instructors.

Officials clearly need a formal, broad, professional, and comprehensive development process, comparable to one they would undertake during their full time careers. Recent inquiries have revealed that our pre-2003 professional development processes fell well short of current ASC requirements for training programs registered under NOAS.

REFEREE STATUS AND TRAINING PROGRAMS

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 determined the success or failure of referees were ignored. Referee upgrading processes will now occur over extended periods. 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.

FFA members and the Project Team have spent considerable time discussing support programs and opportunities available to all colleagues whatever level of Football they have chosen to officiate. FFA encourages referee groups to do all in their power to support the career development of colleagues. This development should include accelerated progress where this is appropriate and where neither the referee nor the game would be placed at risk.

As alluded to above, minimum periods to be served at each level have been dropped. Time restrictions on advancement are clearly difficult to justify. Such restrictions are also 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 an instructor - there should be no further barrier to that official enrolling in the next program.

FFA supports the creation of systems which will identify talented referees well before they may be considered for nomination to the Girls' or Boys' Nationals. This remains an ongoing area for investigation and development as does the whole issue of the identification and development of officials for the elite level game.

REFEREE INSPECTOR STATUS AND TRAINING PROGRAMS

The Schedule outlines the career path travelled by referee Inspectors. These colleagues play a crucial role in referee development. It is vital that their development processes are continually scrutinised and developed. The training programs are also being submitted to ASC for NOAS registration. They must meet competency based design criteria similar to those outlined for referees' training programs.

As part of our officials' Action Plan a decision was made in 2004 to introduce a third qualification level for Inspectors and develop the necessary training programs. This will better match the demands of the game, and of colleagues who would like to extend their knowledge and contributions to Football.

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 referees, and to provide them with the basic tools and policies they need to carry out their roles effectively.

Becoming a referee inspector is also a crucial part of a referee's continuing development. It should not be left until the whistle has been hung up with the boots. With this in mind the Referee Level 1 program incorporates elements of the Inspector Level 3 program.

REFEREE INSTRUCTOR STATUS AND TRAINING PROGRAMS

The FFA Project Team has designed materials for the preparation and support of referee instructors, also called referee coaches. This initiative has been dormant for some time. The Level 2 [Basic] program has been completed. This program also implements ASC competency based design guidelines.

It is anticipated that a further program [Level 1: Advanced] will be developed later. This will then complete FFA's suite of educational programs for our three groups of officials.

FINALLY ...

It must be emphasised that all schedules, processes, procedures and policy documents must be completely transparent. If officials are going to fulfil their own personal journeys it is important that they have continuous access to up-to-date information, policies, modern trends, educational programs and support.

It should also be stressed that the AODS outlines the mandatory processes and procedures. The associated training programs are being submitted to the Australian Sports Commission for registration under their National Officiating Accreditation Scheme. FFA is, in effect, guaranteeing that the structures and programs will be operative throughout Australia.

Although some documents are published in the Australian edition of FIFA's The Official Laws of the Game, it is important that a centralised and accessible reference system be created and made available to all match officials. All FFA policy documents will be issued formally, and selected policies and documents will be published from time to time on the FFA web site.

Members of the Football family are invited to make constructive comment or suggest amendments and additions to any documents issued now or in the future. Officiating is an essential part of the many partnerships in Football. It is everyone's responsibility to ensure the quality of our product.

Thank you to all colleagues who continue to support each other in whatever role they fulfil.

Good luck to all who are on the journey!

**Alan Kibbler
Richard Lorenc
Barry Such
Bill Tattersall**

**FFA Project Team
July 2005**

Amended December 2005

ADMINISTRATIVE DETAILS

DATA BASE

Relevant personal details of all current qualified, recognised and active officials should be recorded in the FFA-specified format on each State's data base. This data should be transmitted on request to FFA for entry on the national data base. This data will be transmitted to the ASC for inclusion on their NOAS data base. This will provide national recognition and licencing of FFA's officials.

CERTIFICATION

FFA training programs are currently being submitted to the Australian Sports Commission for registration. On submission of the appropriate data and payment of specified fees all graduates from the Referee, Referee Inspector, and Referee Instructor training programs [except Referee Level 5] will be eligible for National Officiating Accreditation Scheme [NOAS] recognition and licencing. Graduates of all training programs in this Schedule receive FFA certification. This recognition is valid for a maximum of four years unless cancelled earlier. FFA reserves the right to refuse to accredit or reaccredit applicants.

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 Referee 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; Inspector Level 2].

RECOGNITION OF PRIOR LEARNING [RPL] AND RECOGNITION OF CURRENT COMPETENCIES [RCC]

Referees who possess qualifications and experience achieved outside Australia need to have them assessed. They may be recognised if it is considered that they meet the competencies described in the relevant training programs. The National Refereeing Manager may be consulted about the appropriate level of classification.

Other applicants who choose to submit evidence of refereeing qualifications and experience may have this evidence assessed in accordance with the FFA *Recognition of Current Competencies and Prior Learning Policy*. A fee is payable for the assessment process.

DISTANCE EDUCATION

Potential applicants for referee training programs are encouraged to approach the relevant State Coach for details of arrangements that may be made to provide access to FFA training programs by home study and distance education. FFA gives in principle support for such arrangements. It should be noted that it may be necessary for candidates to undertake some required program elements away from their home base.

UPDATING PROCEDURES

Programs registered under NOAS are required to have an updating policy and clear procedures for reaccreditation when a current licence or certification expires. FFA has adopted the key features of the ASC-NOAS updating policy. In summary, officials who are accredited and licenced have the choice of up to three methods to renew [or update] their licences. They are: repeat the same status program; complete the next level program, if available; or undertake the required hours of specified updating activities. The number of hours required range from 24 to 96 hours over four years depending on the seniority and type of qualification. Broad categories of acceptable updating activities are identified in the FFA Policy.

The procedures are flexible, relatively simple and are designed to meet the needs of our sport. A key tool will be the use of a personal Log to be issued by FFA to its licenced officials.

APPEALS PROCESS

A candidate who is dissatisfied with the decision of a referee group's Technical Committee, and is unable to resolve the problems within the referee group, may submit a written appeal to the State Coach. The appeal should include all relevant documentation and must reach the State Coach within 28 days of the Technical Committee's formal decision.

The State Coach will process the appeal and provide the candidate with a decision within 21 days of the date of the appeal.

The candidate may appeal the State Coach's decision to the National Technical Committee. The processes must follow those set down in the FFA Appeals processes.



REFEREE DEVELOPMENT SCHEDULE

INTRODUCTION

This Schedule identifies five levels of referee classification, or status.

Hyundai A League and FIFA nominations are bestowed on an annual basis by the Referee 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.

AUSTRALIAN REFEREE SCHEDULE

Referee classifications and recommended appointment levels are:

Level 5

Theme: Introduction to laws, interpretations and officiating

This training program has a theoretical emphasis. Program graduates are not qualified to officiate until they join an affiliated referee group and achieve the competencies identified for the pre-officiating units incorporated in the FFA Level 4 Training Program.

Level 4

Theme: Development of Basic Skills

An affiliated referee group presents the bulk of this concentrated program before appointing candidates to games. Graduates are qualified to officiate in games involving junior and youth players.

Level 3

Theme: Skill Consolidation

Referees who are members of an affiliated referee group and complete this program are qualified to officiate at games from junior to the lower divisions of adult Football. This qualification was previously called 'Class 3'.

Level 2

Theme: Development of Advanced Officiating

Referees who are members of an affiliated referee group and complete this program are qualified to officiate at games ranging from junior to the penultimate senior Football in their state or territory [see note 1]. This qualification was previously called 'Class 2'.

Level 1

Theme: Senior Officiating – Commitment to Excellence

Referees who are members of an affiliated referee group and complete this program are qualified to officiate at games from junior to the highest level of senior Football in their state or territory [see note 1]. This qualification was previously called 'Class 1'.

Notes

1. The practical officiating units of this training program require a specified standard of game - see details in the program materials. Referee groups who do not normally appoint referees to such games should make arrangements with other referee groups and Football associations to arrange access to suitable games. Consult the State Coach or National Refereeing Manager for advice.
2. Registration as a FFA Level 1 referee is a prerequisite for appointment as a referee to the *Hyundai A League* panel.
3. Nomination to the FIFA Men's Referee or Assistant Referee panels is restricted to Level 1 referees. Nomination to the FIFA Women's Referee or Assistant Referee panel is restricted to Level 2 and Level 1 referees.

REFEREE DEVELOPMENT PROGRAMS

INTRODUCTION

To achieve FFA Referee status referees must join a referee group recognised by 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.

All programs incorporate the Australian Sports Commission's **competency based education** model. 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.

Australian Sports Commission
Guidelines for the Design and Registration of NCAS and NOAS Training Programs
Belconnen ACT, June 2003, p.21

DEVELOPMENT SUMMARY

The Level 5 program provides a basic introduction to the Laws and interpretations of Football. 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.

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

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. The Level 2 and Level 1 programs provide advanced development for match officials wishing to officiate in senior and elite competitions.

As all training programs are competency based there is no specific time frame set to complete a program. It may be as short as a few hours [e.g. Level 4]; or open-ended. As program units are studied referees will need feedback and guidance [e.g. coaching sheets and formal inspections] about their performances as referees and assistant referees. This can be given by appropriate coaches, mentors and colleagues. Practical field work is an important component of the Level 4 - 1 training programs. Extensive materials to support the developmental processes are contained in the manuals that support each training program.

Technical Committees are encouraged to progress their referees through each of the four levels as soon as the competencies set down for each level are acquired and demonstrated consistently. However, it is appreciated that resources to support referee development may be limited. Therefore most referees will probably serve a minimum of one season at each of Levels 3 and 2 before enrolling for the relevant upgrade program.

Details of graduates should be sent to the State Referees Standing Committee who should update the State data base. The information is then forwarded to FFA with a request for FFA certification and NOAS registration.

REFEREE BASIC DEVELOPMENT AND CONSOLIDATION PROGRAMS

The first three training programs provide basic competencies and the consolidation of skills.

Referee Level 5

Career development begins with the completion of the FFA Referee Level 5 Training Program. This program includes a written theory examination. 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.

Graduates should be encouraged to indicate their preferred level of Football. An appropriate affiliated referees' group should be identified for them. This referee group will provide the Level 4 program and subsequently allocate them to an appropriate officiating panel.

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

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

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 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. During this period the professional development units that make up the programs should be intertwined with a range of matches. 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.

The Technical Committee may end the upgrading process if the candidate clearly is not able to develop the competencies required or fails to complete required units. The Technical Committee must advise the referee in writing of the reasons for this action. Failure to demonstrate all competencies required during the practical assessments [previously known as *field tests*] does not necessarily mean an end to the upgrading process. The performances should be analysed carefully and further opportunities given at some future time to demonstrate that the required practical competencies have now been developed. It must be stressed again that neither the referee nor the game should be placed at risk.

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, the candidate has the skills required of a referee holding a particular accreditation.

At the end of the upgrading program, the Technical Committee will make a decision based on the candidate's demonstration of the skills required for completion of each unit in the training program. The Technical Committee may confirm the upgrading, deny the upgrading, or defer the program for rescheduling at the next available opportunity. The Technical Committee must notify the candidate within 14 days of its decision and its reasons. The Technical Committee must also notify the State Coach of program graduates to ensure that the data base is maintained for future reference.

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

INTRODUCTION

There are three FFA Referee Inspector classifications. The levels and the most common roles undertaken by inspectors are:

- **Level 3 Basic:** for Inspectors assisting referees of junior and youth Football.
- **Level 2 Advanced:** for Inspectors assisting referees of junior, youth and adult Football.
- **Level 1 Senior:** for Inspectors assisting any referees, including referees officiating senior and elite Football.

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] through to the provision of full inspection, assessment and coaching processes at elite levels of the game.

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

INTRODUCTION

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. As training program units are competency based there is no specific time frame for this process. 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.

COMPETENCIES

On completion of the inspectors' program sequence candidates will broadly be able to:

- identify and apply the multifaceted role of the referee inspector.
- understand and apply basic inspecting guidelines.
- identify the positive relationships and communication skills needed to work collaboratively with colleagues.
- recognise the desirable personal characteristics and qualities of a good referee inspector.
- demonstrate that they have an adequate knowledge of the Laws of the Game, modern interpretations and applications, and required mandatory actions and sanctions.
- identify the FFA referee policies, their purposes, and how they influence the ability of the match official to make the best decisions.
- analyse and report on pre-recorded match incidents and live matches, writing objective, accurate, constructive coaching reports and/or formal assessments.

TRAINING PROGRAM INSTRUCTORS

- The Level 3 Inspectors' program instructor must be a Level 2 or Level 1 inspector and be approved by the State Coach.
- The Level 2 Inspectors' program is conducted by the State Coach and a coach approved by the State Coach.
- The Level 1 Inspectors' program is conducted by the National Refereeing Manager [if qualified], or nominee, and the State Coach; or other persons approved by the National Refereeing Manager.

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. The Level 2 program has been submitted to the Australian Sports Commission for NOAS registration.

Development of a Level 1 program is unlikely to begin before late 2006.

REFEREE INSTRUCTOR PROGRAMS

The 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.

COMPETENCIES

On successful completion of the instructors' training programs graduates will, in general, be able to:

- establish a relationship between the instructor-coach and match officials.
- implement sound educational principles and practices.
- identify, plan, deliver and evaluate appropriate training methods to improve and develop changes in refereeing performance.
- identify their own strengths and shortcomings in their presentation techniques.
- educate participants when to utilise mentoring, counselling and self assessment as techniques in the development of referees.
- exhibit a sound knowledge of the Laws of the Game and interpretations.

TRAINING PROGRAM PRESENTERS

All presenters [or instructors] must hold as a minimum a FFA Referee Instructor Level 2 qualification or have FIFA Futuro experience. Senior state referee instructors without the above qualities may be granted authorisation by the Referee National Technical Committee or the National Refereeing Manager to deliver this program.

REFEREE INSTRUCTOR TRAINING PROGRAMS

PROGRAM STRUCTURES

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

When the Level 1 program becomes available Technical Committees should encourage instructors to enter this program as soon as possible.

No minimum time periods need to be served at Level 2. As the training program units are competency based once a candidate consistently displays the specified sets of skills required for Level 2, the graduate should be permitted to apply to enter the Level 1 program as soon as it is developed and scheduled, if the instructor so wishes. Candidates will need support, feedback and guidance from the program presenters.

PROGRAM AVAILABILITY

It is anticipated that the Level 2 program will be offered for the first time in 2006. FFA's Referee 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.

TRAINING PROGRAMS

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.

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. Referee National Technical Committee

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

