



REFEREE COMMITTEE POLICY

Version 4 (2020)

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VISION, MISSION STATEMENT & CORE BEHAVIOURS

Vision

To have 10 active International Judo Federation (IJF) Referees by 2025.

Mission Statement

- For the benefit of athletes, the National Referee Committee will ensure that officials of the highest standard, with full knowledge of the IJF Refereeing Rules and current rule interpretations, officiate according to International standards at competitions.
- We will ensure that rules and interpretations are disseminated in a timely and comprehensive manner to relevant Committees, national referees and Judo Australia (JA) officials.
- We will select and appoint all referees to attend national and international tournaments.
- We will set the standard of professional excellence for refereeing across Australia.
- We will always strive to provide exceptional service to all national referees, players, coaches other officials and spectators.
- We will provide opportunities, encouragement and support to people (Male and female) who are interested in becoming a judo referee.
- We will foster the culture of mutual respect, trust and open communication with Coaches, competitors and other officials/volunteers.
- We will always aspire to be the best and to be passionate in everything that we do.
- We will exchange experiences, knowledge and establish close cooperation with other OJU countries and OJU Referee Commission.

Our core behaviours

- We genuinely **listen** and **respect** the views of others.
- We **collaborate** - we **share** our knowledge and work well with others.
- Our actions are **open, honest** and transparent.

STRUCTURE OF THE REFEREE COMMITTEE

The structure of the JA refereeing body is composite of the following:

- JA Referee Chair
- Referee Committee Members
- All national accredited referees

The JA Referee Committee consists of the following positions:

- JA Referee Committee Chair
- Three Committee Members
- Other Committee Members who may be co-opted as needed

All Committee Members are required to hold minimum an IJF Continental licence and have a recent record as an active referee.

ROLE AND FUNCTION OF THE REFEREE COMMITTEE

The Committee supports and looks after the interests of all JA registered referees. The Chair is the spokesperson of refereeing in Australia and represents the Refereeing Committee at all relevant JA meetings.

The main tasks of the Committee are as follows:

- Maintain an accurate record of all national accredited referees.
- Examine and grant all national accreditations throughout Australia.
- Ensure that the JA National Event Series are conducted in accordance with IJF Refereeing Rules and the JA Sporting Code.
- Develop and communicate a consistent interpretation of the IJF rules across Australia.
- Evaluate all referees at the JA National Event Series.
- Create a list of candidates for upgrading to IJF Continental and IJF International status.
- Submit a list of qualified and duly selected referees to officiate at the JA National Event Series to JA for its endorsement.
- Promote interest in and study of refereeing in Australia as well as the practice thereof.
- Organize national courses/seminars to ensure standardisation of refereeing practices. This will typically be at the JA National Event Series.
- Conduct referee briefings at the JA National Event Series.
- Issue all national JA certificates related to refereeing.
- Manage clearance process for referees travelling to overseas events.

The Referee Chair and Committee are responsible for the selection and organisation of the referees at all JA sanctioned competitions that are used for national points. This includes the organisation of referees for the final/medal contests.

Additional Responsibilities for Committee Chair

- Schedule regular committee meetings (by Skype or tele-conference)
- Chair these Committee meetings and provide a written overview of the discussion and any decisions made
- Co-ordinate workflow between the discussion documents and final agreements/outcomes
- Acting as the key conduit for communicating decisions and, where necessary, reasoning to support decisions to the CEO
- Prepare a written report for the JA annual report as required
- Control refereeing activities and supervise the adherence to IJF Refereeing Rules affecting refereeing and decisions
- Evaluate referee's performance at the JA National Event Series
- Assist and advise on refereeing activities at all the JA National Event Series
- Confirm, control and co-ordinate the referee examinations
- Negotiate funding for JA refereeing purposes
- Provide input into JA Coaching and Tournament Committees
- Coordinate and deliver referees' briefing before the JA National Event Series
- Prepare 'Letters of endorsement' for referees travelling to overseas events

- Prepare and deliver pre-competition briefings to coaches at the JA National Event Series
- Liaise and cooperate with the OJU Referee Director and other National Federations on developing referee programs and assisting our referees with overseas events
- Liaise and disseminate all relevant refereeing information to State/Territory Referee Chairpersons

Commitment Requirement

On average, it is anticipated members will need to dedicate 2-3 hours a fortnight to this Committee in addition to regular scheduled meetings; this will involve emails, conference calls and the occasional face-to-face meetings (at a National Event Series competitions).

Knowledge/Expertise Requirements

- Minimum IJF Continental referee licence
- History as a recent active referee at International level
- High knowledge and understand of current IJF rules
- High knowledge and understand of IJF Code of Ethics
- Understand current JA referee policies including modified rules for Under 15's and Special Needs.
- Understand JA policies relating to Code of Conduct and Member Protection
- Ability to interpret information and make sound decisions in line with policy
- Ability to communicate with influence, make decisions under pressure and solve problems

RECRUITMENT AND TRAINING

It is the responsibility of the JA Referee Committee to support national accredited referees and to train and provide continuous feedback to such referees.

The Committee will hold at least one national level referee course per calendar year. This course will cover the finer detail of refereeing at national and international level, as well as communicate and educate referees on new international rules, and interpretation of rules.

Players, Coaches, and Managers are to be invited, and encouraged to attend the National referee courses as part of ongoing education to increase understanding of referees' rules.

30 days before the examination event State/Territory Committees must nominate their candidates for a national C licence. This is done by completing a relevant form and sending it to the Chair of the JA Referee Committee.

Due to limited number of examination events and reduced quotas of referees for these events no more than three candidates will be assessed at any one of these events.

Criteria for promotion

To be eligible for promotion a candidate must:

- Be a current member of good standing with Judo Australia
- Be nominated by his or her State Referee Committee
- Meet time in referee licence requirement

- Meet judo grade requirement
- Have required hours of refereeing
- Be a certified Special Needs Referee
- Have a current Working with Vulnerable People clearance
- Demonstrate superior skill in the following categories:
 - Overall Appearance (Voice, Signals, Mobility, Presentation)
 - Control and Collaboration (Determination, Contest Control, Judgment)
 - Technical Abilities (Scoring, Penalties, Katame Waza)

The attitude of all officials should be that of a respected professional. They should remember that once certified, they represent JA as well as the sport of Judo. The off-the-mat conduct of officials should be such as to bring credit to their position. They should not publicly criticise other officials nor argue their actions or decisions with a player, coach, or spectator, although a courteous explanation is permissible.

When acting as the examiner it is necessary to provide feedback to candidates, feedback should be direct, clear and given in such a manner to ensure that the candidate is sure of the proper procedure expected. In this situation it may be necessary to provide 'negative' (or critical) feedback to a

candidate in the presence of other candidates, however at no time should it be done in the presence of non-candidates (coaches, players, spectators, etc.).

ONGOING REFEREE EVALUATION

All nationally accredited referees are evaluated by JA Referee Committee Members at all the JA National Event Series.

National practical examination procedures and a relevant assessment form to be used for ongoing evaluation. All evaluation scores are recorded in the national referee database. Ongoing referees' ranking will be developed and will be used for selecting and nominating referees for the JA National Event Series and international tournaments.

JA NATIONAL REFEREE EVALUATION POLICY

Aim of evaluation

The national referee evaluation strategy aims to provide all stakeholders with:

- A continuous, objective monitoring tool of referees' performance
- Reliable data that will support improved training and investment decisions
- An indication on how our training programs are performing
- Reliable data used when assessment for promotion is considered and conducted
- Evaluation scores and feedback for each referee who officiates at all the JA National Events Series

Evaluation events

- The National Referee Committee evaluates all referees at all the JA National Event Series
- To be considered for selection for nationals, and any international events a referee must be evaluated at least three times in a reporting cycle (June – May)

Procedure

- Minimum of eight fights at one event is required for evaluation
- Immediately after each fight, referees need to liaise with the Committee Member on their mat for specific and relevant feedback
- All evaluation scores are recorded in the national referee database

OFFICIAL DRESS CODE

The dress code for the JA National Event Series is as per the IJF regulations. Other state, local and club competitions – as prescribed by State/Territory Referee Committees.

SELECTION PROCESS FOR THE JA NATIONAL CHAMPIONSHIPS

One of the most important roles of the JA Referee Committee is to select the best referees for our prime event, the national championships.

The officiating referees shall be selected by the JA Referee Committee and appointed by the CEO. In general, these referees shall be selected from among current JA national referee licence holders. However, provision can be made for referees not yet holding a JA national referee licence to referee at these events, if the JA Referee Committee believes their ability is of a sufficiently high standard. The JA Referee Committee is to notify selected referees officiating at least 28 days prior to the competition.

No referee can carry out any other duties during the competition e.g. coaching or manager of a team that is competing in the championships at which the referee is officiating.

The selection of referees for the national championships is based on performance and is competency based. Any overall judgements are based on seeing referees at several events and not just on one performance.

Referees are encouraged to regularly attend the National Event Series competitions so that they can maintain their currency at refereeing higher level competitions.

To be considered for selection for the national championships and any international events a referee must be evaluated at least three times in the last 12 months.

Once nominations are received from the states the selection is based on a democratic vote by all members of the JA Referees Committee.

The JA Referee Committee will first rank and select referees with three evaluations. In exceptional circumstances, where there are not enough referees with three evaluations, the Referee Committee may choose to select referees with only two evaluations.

To be considered for national selection a national referee must be nominated by the relevant State/Territory Referee Committee.

SELECTION PROCESS FOR NATIONAL EVENT SERIES

The officiating referees shall be selected by the JA Referee Committee and appointed by the JA. In general, these referees shall be selected from among current JA national referee licence holders. However, provision can be made for referees not yet holding a JA national referee licence to referee at these events, if the JA Referee Committee believes their ability is of a sufficiently high standard. 6-8 weeks before the competition, JA Referee Committee sends a request for nominations to all State/Territory Chairpersons.

States/Territories provide their nominations to the Chair of the Referee Committee. Four weeks before the event the Referee Committee finalises the list of referees and sends the final list of selected referees back to the States/Territories for distribution to selected referees. The list of selected referees is also published on the JA website.

Assessments of state A referees for national licence can only take place at the JA National Event Series. It is the responsibility of all referees to remain current. This means that they must remain up to date with the latest IJF rules, and interpretation of such rules, as well as remain active.

REFEREE DATABASE

JA maintains a comprehensive database of all national accredited referees. The details collected in the database are:

- Name
- Age
- Address
- Contact details
- Club
- Judo grade
- Referee licence
- Referee status (active & inactive)
- Competitions attended (hours of refereeing)
- Evaluation (ranking)

PROCESS FOR ATTENDANCE AT OVERSEAS EVENTS

All referees with a current national licence can apply to the JA Referee Committee for permission to referee at overseas competitions. It is however the JA Referee Committee recommendation that referees select overseas competitions carefully, according to their abilities and after consultation with the JA Referee Committee, OJU Referees Director and fellow referees.

The JA Referee Committee recommendation is:

- **National licence:** all competitions except for the OJU championships and OJU Cup (separate selection process exists for these events).
- **IJF Continental licence:** as above plus all other competitions which require Continental licence (Cadet and Junior Cups etc.)
- **IJF A licence:** as above plus as rostered by IJF (Olympic Games, Commonwealth Games, World Championships, Grand Slam, Grand Prix).

All referees who wish to officiate at IJF events must have their IJF ID current. The JA office is responsible for organizing these cards.

To allow Australian referees an opportunity to travel overseas with the Australian team the JA office publishes and circulates the current JA calendar of Australian team overseas competitions. Any amendments to the calendar will be communicated in writing to the JA Referee Committee Chair. The Chair will then distribute this to all eligible referees seeking nominations.

Nominations

All eligible referees can nominate to referee for any overseas event. Written nominations must be submitted to the JA Referee Committee Chair no later than 30 days before the event.

The JA Referee Committee will then select referees who will then be added to the national team squad travelling to a particular event. All registration process will be done by the JA office (JudoBase.org.).

A referee must apply in writing to the JA Committee Chair and state the following:

- Name
- Competition name, date, place

JA will approve or reject application based on referee performance recorded in the JA referee record database.

To be approved for attendance at overseas events a referee must:

- must be a member in good standing with Judo Australia
- must be an active referee
- must have an average annual score 7 or higher



Responsibilities of referees with national teams

Selected referees are expected to:

- Be part of the national team and attend team functions when appropriate.
- Act as ambassadors for Judo Australia and adhere to the Referee's Code of Conduct.
- Assist the coach with technical and referee matters.
- Provide a written report specific to refereeing matters when requested by JA

All Referees participating in International events fall under the jurisdiction of JA and its discipline procedures.

CODE OF BEHAVIOUR AND DISCIPLINARY ACTIONS

Code of Behaviour

Impartiality

A referee must be fair, honest and impartial at all times. He/she must not display favouritism or prejudices in behaviour and expression.

Competence

A referee must be familiar with the rules and regulations governing the sport of judo. He/she must maintain his / her competency by being active in refereeing and keeping abreast of rule changes and interpretations.

Uniform

A referee must be properly attired as required by the IJF Refereeing Rules and Sporting Rules (pertaining to refereeing aspects).

Promptness

A referee should be on the mat promptly before the contestants. He/she should be prompt when attending meetings, clinics or seminars.

Attentiveness

A referee must always be attentive. He/she must devote his/her full attention in officiating the contest.

Mutual Respect A referee must respect the opinion of the other referees. Each referee must be able to express his/her opinion without fear of ridicule or criticism from others.

Team Work

All referees must work as a team in a cooperative spirit so that a contest may run smoothly without unwarranted interference. However, each member of a refereeing team should make independent judgements.



Criticism

A referee must not criticize other referees. Difference of opinion should be discussed with the referees concerned, or with the referee Committee.

Socialising

A referee should exercise prudence when socializing with athletes, coaches and spectators to minimize the possibility of confrontation, or accusations of bias

Coaching and/or Verbal Support of Competitors

A working referee must not visibly support (coach or call out/cheering) any contestants during the tournament.

Confrontation

A referee must not have confrontations with athletes, coaches or spectators. If a Referee is faced with such a situation, he should make all attempts to remove himself/herself from the situation and to direct the grievance via the proper channels.

Conflict of Interest

A referee must avoid any direct or indirect conflict of interest.

Conflict of interest

Preamble

In the Judo Community as in all other organisations, situations arise where the person involved in the decision-making process will find that their ability to make the decision is compromised or their objectivity is impaired due to certain factors. With this in mind, the decision maker must respond by declining to take part in the process. The object of these guidelines is to make the decision-making process as fair as possible and ultimately the removal of all indications of conflict or bias, whether perceived or real.

Definition

Conflict of interest is a conflict between a personal interest and an official responsibility of a person in a position of trust. Bias is a predisposition or leaning towards a certain outcome.

Parties Involved

These Guidelines apply to all referees of Judo Australia involved in any decision-making process.

General Principles

- In each matter relating to the interaction between two parties, the deciding party must be objective and be free from compromising influences.
- Objectivity is impaired when the deciding party has a real interest in the outcome of the process or is biased towards a certain outcome to the extent that the deciding party would be unable to properly and competently carry out the decision-making powers.
- When the conflict does arise, the deciding party must declare the conflict and refrain from involvement in the decision-making process and from attempting to influence the remaining

- decision makers. A declared conflict of interest or bias may be resolved within the group making the decision.
- Allegations of conflict of interest or bias must be addressed immediately to ensure fairness in the decision-making process.

Application of the Guidelines

A deciding party should not:

- Do something knowing it will further the party's own interest, or it will further the interest of a person directly associated with the party, or will further the interests of a family Member;
- Use a position or office to influence or seek to influence a decision to be made to further the party's own private interest;
- Use or communicate information not available to the general membership, that was gained in the course of carrying out the duties of office or powers, to further a private interest;
- Act when there is a predisposition towards a particular outcome;
- Accept gifts or benefits – does not include social obligations.

Resolution

Any unresolved conflicts of interest or allegation of bias shall be dealt with using JA Complaint Procedures.

Disciplinary actions

During the JA National Event Series all Referees are subject to JA disciplinary procedures and to actions described in this policy.

JA Referee Chair, after consultation with JA Referee Committee Members, has the right to apply a disciplinary action against any referee who disregards JA Referee Committee Members' instructions and behaves in disrespectful and unprofessional manner. In all situations of disciplinary action or decisions the principal of natural justice should always be applied.

JA Referee Chair can apply any or all of the following disciplinary actions:

- Warning
- Temporary break from refereeing (temporary removal from refereeing roster)
- Removal from refereeing roster for the rest of the day
- Removal from referring for the duration of the event

All these disciplinary actions will be recorded in JA official referees' database.

In extremely serious instances the Committee will lodge an official complaint to JA CEO as per existing JA procedures. Any subsequent disciplinary action may include suspension and reassessment of referee's licence.

Examples of unacceptable behaviour:

- Biased decision towards a player
- Criticising other referees in front of coaches, players, spectators and other officials
- Making derogatory comments toward JA Referee Committee Members or any other official, coach or player
- Is repeatedly late or not ready to officiate a rostered contest
- Repeatedly refuses to follow or comply with JA Referee Committee instructions
- Intimidation of other referees

APPENDIX 1 – IJF RULES

IJF REFEREERULES



APPENDIX 2- APPLICATION FOR REFEREE EXAMINATION

APPLICATION for examination to national licence

| Application for Referee Examination | |
|---|--|
| Name | |
| DOB | |
| Current JA membership number | |
| Current referee licence | |
| Club | |
| Date of last grading | |
| Hours worked since last grading | |
| Address | |
| Contact number | |
| Email address | |
| Examination event | |
| Examination date | |
| State/Territory Chairperson approval | |

APPENDIX 3 - REFEREE LICENCE CERTIFICATE



National Referee Licence

This is to certify

<Name>

has been awarded the Referee Accreditation Class Licence of

Class

Date: <date>



Arek Zygmunt
Judo Australia Referee Committee Chair



Kate Corkery
Judo Australia Chair



AIS



APPENDIX 4 - JA REFEREE EVALUATION CRITERIA & REPORTING

Referee Evaluation Score

Each attending referee will be evaluated throughout the particular event. The 'Final' Evaluation Score' will be based upon the overall refereeing performance of the individual referee, considering the criteria identified in the 'JA Referee Evaluation Criteria' document.

Three refereeing 'Levels' have been identified allowing the individual referee to be assessed at their respective levels allowing for a more relevant and applicable assessment at that referee 'Level':

- | | | |
|---------------|-----------------|------------------|
| • IJF | Maximum: | 10 points |
| • Continental | Maximum: | 9 points |
| • National | Maximum: | 8 points |

Criteria of each component

Voice:

Voice should be loud and clear using correct and distinguishable pronunciation.

Examples

- Voice too loud – or – too quiet
- Incorrect or indistinguishable pronunciation

Signals:

All hand signals should be correct, clearly identifiable, displaying good posture, and should be held for approximately 2-3 seconds. The referee should not pre-empt any score before the action has finished.

The referee should know exactly where the medical team are situated and should immediately call in that direction when they are required.

Examples

- Signals not clear – or – not held for sufficient time
- Wrong signal used when scoring – or – applying penalties
- Pre-empting score prior to completion of the throwing action

Mobility:

The referee should adopt the most appropriate position and distance to accommodate the activity and movement of the competitors. Attention should also be given, by the referee, to the view of the table referees, the position of the CARE-system cameras and the position of the tournament control staff. The pace and movement of the referee should be calm and purposeful and not rushed or random.

The referee should be appropriately positioned to effectively view and assess Katame Waza situations such as Shime Waza, Kansetsu Waza and Osaekomi Waza.

Examples

- Too far from – or – too close to the activity/movement of the competitors
- Wrong or poor positioning with regards to CARE-system camera(s)
- Movements appear rushed or random

Presentation

This criterion identifies the physical appearance, presentation and posture of the referee, including the ability to display a calm and confident demeanour and a high level of control throughout the contest. Elements would include: facial expressions, unnecessary gestures, lack of confidence, showing disrespect for the competitors.

Examples

- Making unnecessary facial expressions and/or physical gestures
- Poor posture. Appears nervous/anxious/tense
- Displays disrespectful 'attitude' towards competitors and/or coaches

Determination

The referee should consistently demonstrate the ability to be competent and confident in providing accurate opinions of varying situations and activity during the contest. Whilst the referee may request the table referees' support in difficult situations the referee should not regularly defer to the table referees to make the decision

Examples

- Lacks initiative/confidence when assessing action and/or making decision(s)
- Fails to refer 'difficult' (controversial) decisions for review by table referees
- Displays disrespectful 'attitude' when over-ruled by table referees and/or Committee members

Contest control:

The referee should demonstrate a calm and confident control of the competitors and coaches during a contest.

The referee should be aware of the scoreboard throughout the contest, and any discrepancies/inaccuracies should be resolved immediately.

Any problems with scoreboard/timing equipment should be addressed promptly and resolved professionally and respectfully.

Examples

- Scoreboard not observed, and a discrepancy/inaccuracy not fixed quickly enough
- Displays a 'lack of feel' for the contest. Calls Matte at an inappropriate time.
- Appears distracted by coach(es) and/or spectators
- Fails to address inappropriate behaviour of coaches

Judgement (table referees)

The table referees should always demonstrate attention to the action on their mat area. This would include avoiding unnecessary or distracting behaviour during the contest.

The table referee should offer prompt and clear support to the referee on any close or unclear decision. However, the table referee should not appear overly or unnecessarily critical of the referee on close decisions and should always attempt to maintain the unity of the referee team.

The table referee should be quick to supervise any medical activity for a competitor, of the contest area, when this is required.

Examples

- Does not demonstrate paying attention to the contest
- Does not offer an opinion on an action/decision when required
- Is over-talkative or dominating
- Uses poor radio procedure
- Relies too much on the CARE system

Scoring:

The correct level of technical scoring for all actions in Tachi Waza is paramount and must be applied consistently. Scores should not be pre-empted, and should accurately reflect the throwing action, and be awarded to the correct competitor (particularly in Kaeshi Waza situations)

Repeated occurrence of a referee having technical scores changed, during the same contest, would be regarded as a poor scoring performance.

Examples

- Repeatedly has technical scores overruled by table referees
- Scores to a wrong player in KaeshiWaza

Penalties:

It is important that the referee award penalties consistently and at the appropriate time for the level of infringement committed. Penalties should be awarded taking in to account the intent of the competitor and should be applied using a clear and accurate signal to the competitor who infringed.

Examples

- Shows poor timing when applying 'Negative Judo' penalties
- Use an incorrect hand signal for intended penalty
- Calls Matte at the wrong time to award Shido

Katame-Waza:

The referee should demonstrate an accurate and consistent understanding of Katame Waza by calling Matte, OsaeKomi, Toketa and Ippon at the appropriate time.

The referee should also demonstrate a clear understanding of when the overall action transitions from Tachi Waza to Katame Waza. The referee should allow the competitor an appropriate opportunity to apply Katame Waza actions whilst identifying situations where one or both competitors are 'time-wasting'.



Examples

- Poor timing when in calling OsaeKomi and/or Toketa
- Does not accurately interpret transition between Tachi Waza and Katame Waza
- Poor timing when announcing Ippon for Shime Waza or Kansetsu Waza (Too early/Too Late)
- Calls Matte too early – or – too late



APPENDIX 5 - JA EMERGING REFEREES POLICY

Aim:

The JA Referee Committee are actively seeking to create opportunities for emerging' State/Territory level referees to gain exposure and experience with a focus on developing future JA National level referees.

In an effort to facilitate this aim JA Referee Committee has adopted the following Policy.

Introduction:

As per current procedure: JA Referee Commission will forward notification seeking 'Expressions of Interest' from States/Territories to nominate referees to officiate at the JA National Event Series.

Included in this 'Expression of Interest' will now be an opportunity for States/Territories to nominate emerging referees (as defined below) from their State/Territory:

Emerging referee:

- Current State/Territory 'A' level referees who are preparing, but not yet considered ready by their State/Territory, for National referee 'C' grade assessment
- Young (aged 18-25) State/Territory 'B' level referee who are deemed to have potential to progress to National 'C' referee within the next 2 years

Policy details:

- This Policy will only be applied at the JA National Event Series
- This Policy does not apply to State/Territory level referees who have been nominated for National 'C' referee assessment, by their individual State/Territory, at one of the identified events. However, if a State/Territory did nominate a referee for National 'C' referee assessment, this would subsequently reduce the number of 'emerging' State/Territory level referees referred to in this Policy
- Each State/Territory is encouraged to nominate a set number of 'Emerging Referees' (as defined above) to officiate at the JA National Event Series. The total number of selected 'Emerging Referees' would be capped at one 'Emerging Referee' per competition mat-area.
- Minimum (referee) age: 18 years old
- In the final selection of 'Emerging Referees' JA Referees Committee will give first preference to those 'Emerging Referees' from the host State/Territory for that specific event.
- Selected 'Emerging Referees' would be rostered to participate as both mat and table referees
- State/Territory 'B' level referees: Selected 'Emerging Referees' would only be invited to officiate contests involving the following Junior Boys/Girls Senior Boys/Girls divisions
- State/Territory 'A' level referees: Selected 'Emerging Referees' could be invited to officiate contests at all age-levels
- Referees will be supervised and mentored by a JA appointed mat Committee member it close consultation with the relevant State/Territory Referee body representative

APPENDIX 6 – REFEREE AWARDS AND RECOGNITION POLICY

Recognition and Awards Policy Purpose

This policy outlines the eligibility, criteria and processes for

- Recognising referees at national and international levels and
- Awarding various awards for refereeing

Primary purpose is to recognise and acknowledge referees ongoing commitment and reward individual referees for their exceptionally high standard and contribution to the sport of judo. Aim of this policy is to:

- To improve morale, and camaraderie amongst referees,
- To encourage individuals to remain active as referees, and
- To inspire them to further develop their knowledge and skills as referees.

Acknowledgement/Recognition of Referees

Following section lists strategies to acknowledge Referees

At JA Tournaments

At the commencement of all JA endorsed events, referees are to perform an official 'bow on' on the competition tatami. This is usually done before the National Anthem is played.

- National Committee Members present at the tournament are to be announced during the Opening Ceremony.
- Referees of Gold Medal fights are to be announced to coincide with the announcement of the competitor's names.
- Names of all referees to be published in official competition programs.
- At each National Championship, all referees are to be presented with a memento.

Promotion – Website Update

- In recognition of promotion within the year to State/National/Oceania/IJF Continental/IJF International, shall be updated onto JA referee website and highlighted through social media.
- In recognition of referees attending IJF overseas events by invitation, the website should be updated via JA referee newsletter and other relevant portals, and include any report provided by the referee.
- In recognition of referees attending IJF overseas events for personal and professional development, the website should be updated via JA referee newsletter and other relevant portals, and include any report provided by the referee.
- In recognition of JA Referee Lifetime Contribution award recipients, the name of the referee shall be updated on the website.



Awards

Service Awards

The service awards shall be awarded based on the number of years of service as a referee at the national, and above level. A referee who meets the criteria can be recognized within the respective service award.

5 Year Service

A Certificate of Achievement shall be awarded at each 5 year increment, to all active national, and above, level referees who have achieved this '5 Year Service'.

10 Year Service

A Certificate of Achievement and judo memento shall be awarded at each 10 year increment, to all active national, and above, level referees who have achieved this '10 Year Service'.

•Life Membership

Life membership nominations shall be as per the current JA life membership policy.

Referee of the Year Award

A referee who has been selected based on the following criteria as outlined, can be recognized with the 'Referee of the Year Award'.

The selected referee must be nominated and have undergone the selection process as per the criteria set out below:

- Consistency of performance determined by a high average evaluation score (i.e. above 7)
- Reliability
- Referees seminar attendance
- High number of refereeing hours (attendance at local and at least four JA/OJU/IJF events in a year)
- Role model (supportive and respectful to all involved)
- Final recipient to be selected by JA National Referee Committee

The committee shall consider the merit of the application against the criteria.

The recipient of the 'Referee of the Year' award shall receive a certificate, a small memento, and have name placed on a perpetual trophy. This will be presented at the Nationals or at the annual JA seminar final function (gala dinner).

JA Referee Lifetime Contribution Award

A referee who has been nominated as outlined, and who has been selected by Refereeing Committee as well as JA Board shall be recognized with JA Referee Lifetime Contribution Award. Awards may be presented posthumously.

**AIS**

**Nominations:**

Recipients shall be nominated by peers, club or state, and sent to the JA Referee Committee for selection two months before the national championships.

In considering this award, an individual should have demonstrated significant, sustained and high-quality refereeing service to judo in Australia. High level criteria set by National Committee, with consultation with other referees/President, and or other officials will consider:

- Years of service as referee
- Respect from judo fraternity
- Mentoring or involved in development of others
- Leadership skills -provided valued leadership and/or been an outstanding role model
- Team member and sportsmanship
- Positive sporting attitude
- The nominee reflects a dedication to the values of Judo

The JA Referee Committee shall consider the nominations against the criteria.

The JA Chair or a nominated representative will present the recipient of the 'JA Referee Lifetime Contribution Award or his/her representative with a memento at the Nationals, in the year of selection. Referees name and photo to be updated onto the JA Referee website.

IJF World or Olympic Referee Award

A Referee who has been selected by IJF to officiate at the World Championships or Olympic Games will be recognized with the 'IJF World or Olympic Referee' award.

The JA Chair or a nominated representative shall present the recipient of the 'IJF World or Olympic Referee' award with a small memento. This will be presented at the Nationals or at another event as appropriate. Referees name and photo to be updated onto JA referee website.



JA Referee Awards record

| Year | Award | Recipient |
|------|---|------------------|
| 2017 | JA Referee Lifetime Contribution Award | Young Chull Woo |
| 2017 | JA Referee Lifetime Contribution Award | John Dronryp |
| 2017 | JA Referee Lifetime Contribution Award | Ian Gillies |
| 2017 | JA Referee Lifetime Contribution Award | Malcolm Slade |
| 2018 | JA Referee Lifetime Contribution Award | Graham Evans |
| 2018 | JA Referee Lifetime Contribution Award | Christine Hustig |
| 2018 | JA Referee Lifetime Contribution Award | Rodney Cox |
| 2019 | JA Referee Lifetime Contribution Award | Ian Naylor |
| 2019 | JA Referee Lifetime Contribution Award | Stan Ashley |
| 2019 | Olympic Referee Award (1992 Barcelona) | Rodney Cox |
| 2019 | Olympic Referee Award (2008 Beijing) | Carlo Knoester |
| 2019 | Olympic Referee Award (2012 London) | Arek Zygmunt |
| 2019 | Olympic Referee Award (2016 Rio de Janeiro) | Lubo Petr |

IJF Honorary Licences

| Year | IJF Honorary Licence | Recipient |
|------|---------------------------|------------------|
| 2020 | IJF International Licence | Neville Sharpe |
| 2020 | IJF Continental Licence | Christine Hustig |
| 2020 | IJF Continental Licence | Ian Naylor |
| 2020 | IJF Continental Licence | Stan Ashley |
| 2020 | IJF Continental Licence | Graham Evans |
| 2020 | IJF Continental Licence | Peter Alway |
| 2020 | IJF Continental Licence | Ernie Wakamatsu |