



Section 9. Referees

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9.1 INTRODUCTION

- (1) This section set out the processes and procedures for management, payment, and governance of referees in matches under the control of the Association.

9.2 REFEREE MANAGEMENT SUB-COMMITTEE

- (1) The Association has a duty of care regarding referees assigned to its games and is keen to promote the welfare, wellbeing and education of referees. The Association's Referee Management Sub-Committee (the "Referee Sub-Committee") will assist with this.
- (2) The Referee Sub-Committee will be established as a sub-committee of the Board of the Association. It shall liaise on referee administration, education, training, appointment, and disciplinary matters.
- (3) The Referee Sub-Committee will consist of members nominated by the Association Board and referees.
- (4) The Referee Sub-Committee will meet on a schedule as determined each year by agreement between the Association Board and the Referees, or as requested by either party with ten days' notice.
- (5) The role of the Referee Sub-Committee includes:
 - A) Oversee the appointment of referees to matches to ensure that the guidelines of Clause 9.3 are observed.
 - B) Discussion on the day-to-day operations of referees.
 - C) Recommend issues relating to the management of referees to the Board.
 - D) Recommend any payment changes to the Board for their consideration.

9.3 REFEREES

- (1) Referee/s means the Referee, Assistant Referee and the Fourth Referee as appropriate.
- (2) All referees appointed to matches by the Association are subject to the *Disciplinary Code* of Section 4.
- (3) A referee who is suspended as a referee, player, coach or Club Associate is not to officiate until that suspension is served.
- (4) A referee who is suspended must notify the Appointments Officer as soon as possible after the suspension.
- (5) All referees appointed to matches by the Association shall follow the Referee Code of Ethics and Behaviour as described in Section 5. *Codes of Conduct*.
- (6) All referees must complete the team sheets as required by Section 6.7.2 of Section 6 *Local Competition – Competitive*.
- (7) All senior referees are requested to assist first year referees where possible.



9.4 REFEREE APPOINTMENTS

9.4.1 APPOINTMENTS OFFICER

- (1) The Appointments Officer shall:
 - A) Appoint referees to games as per the guidelines of Section 9.4.2.
 - B) Keep records of appointments
 - C) Notify the stipulated nominee/s of the Board of each week's appointments.
 - D) Establish an acceptable procedure for notifying referees of their appointments.
 - E) Establish an acceptable procedure for notifying referees of cancelled appointments.

9.4.2 LOCAL COMPETITIONS AND GAMES

- (1) The Appointments Officer shall follow these guidelines when appointing referees to games:
 - A) A Referee is NOT to be appointed to games involving teams where he/she currently plays or coaches.
 - B) A referee must be assessed as competent to referee at that level by the Referee Coach before being appointed to officiate at that level.
- (2) Referees are to be allocated to games in the following order, taking into account the restrictions of Section 9.4.2 (1):

A) Metro Premier League	B) Metro Division 1, 2, 3 etc
C) B&DSA Division 1	D) Metro U18
E) B&DSA Division 2, 3, etc	F) B&DSA U18
G) Metro U17	H) B&DSA U17
I) Metro U16	J) B&DSA U16
K) Metro U15	L) B&DSA U15
M) Metro U14	N) B&DSA U14
O) Metro U13	P) B&DSA U13
Q) Metro U12	R) B&DSA U12
- (3) A referee who fails to fulfil his/her obligations may be sanctioned as follows:
 - A) If a referee fails to turn up to an appointment without informing the Appointments Officer at least 12 hours before hand with a valid reason they will be given a warning.
 - B) If a referee fails to turn up to an appointment a 2nd time without informing the Appointments Officer at least 12 hours before hand with a valid reason they will be suspended from refereeing for 1 week.



- C) If a referee fails to turn up to an appointment a 3rd time without informing the Appointments Officer at least 12 hours before hand with a valid reason they will be suspended for refereeing for 3 weeks and will not be appointed to any finals matches.
- D) If a referee fails to turn up to an appointment for 4th or subsequent time without informing the Appointments Officer at least 12 hours before hand with a valid reason they will be suspended for 5 weeks and will not be appointed to any finals matches.
- E) A valid reason is an event that the referee has to attend for personnel or work reason. For example, family illness, emergency call to work etc.
- F) A referee can appeal any suspension under Section 4.9 of the *Disciplinary Code*.

9.4.3 CUP FINALS

- (1) The Cup Finals Appointment Panel will consist of:
 - A) Association Board representative
 - B) Referee Coach
 - C) Appointments Officer
- (2) Cup Finals Appointment Panel shall follow the guidelines of Section 9.4.2 (1) when making appointments to Cup Finals.
- (3) For each Grand Final, four (4) referees will be appointed – Referee, two (2) Assistant Referee, and a Fourth Official.

9.5 REFEREE COACH

- (1) The Referee Coach is accredited and appointed by the FFV. The Referee Coach's duties are to:
 - A) Assess the performance of Referees at matches.
 - B) Conduct training sessions to improve the knowledge and skills of referees.
- (2) Referee Coach will record the performance of Referees in accordance with FFV procedures.
- (3) The Referee Coach may lodge an Incident or Misconduct Report in relation to any relevant matters arising at a game he/she attends in an official capacity.

9.6 REFEREE PAYMENTS

9.6.1 HOME AND AWAY GAMES ALL FIXTURES AND LEAGUES

- (1) The payments shown in Attachment 1 – Referee Payment, Home and Away Games All Fixtures and Leagues will be made for all competitive "Home and Away" games for all fixtures and leagues.
- (2) If a game is cancelled and the Referee Appointments Officer is notified by the Association's Fixture Officer 24 hours or more before the start of the game there is no payment.



- (3) If a game is cancelled and the Referee Appointments Officer is notified by the Association's Fixture Officer less than 24 hours before the start of the game the referee will receive the game cancellation fee of Clause 9.6.1 (1)
- (4) If a game is cancelled and the Referee Appointments Officer is NOT notified by the B&DSA Fixture Officer AND the referee turns up at the ground the payment will be the match fee of Clause 9.6.1 (1).
- (5) Referee payments are based in the previous season FFV referee payments for Thirds & Veterans League and Juniors.

9.6.2 REFEREE COACH

- (1) Referee Coach is eligible to claim travel allowance in accordance with the provision of Clause 9.6.3 for any official duties.

9.6.3 TRAVEL ALLOWANCE

- (1) The payment for travel is shown in Attachment 1 – Referee Payment, Travel Allowance.
- (2) Travel allowances will not be paid for travel within the City of Ballarat for those referees who live within the City of Ballarat.
- (3) The travel allowance is calculated by taking the round trip distance between the 2 location, the cost of petrol, and a fuel usage of 10 litres per 100 km.
- (4) The allowances will be adjusted if the average petrol price in Ballarat varies by more than 10 cents per litre.

9.6.4 B&DSA CUP FINALS

- (1) The payments shown in Attachment 1 – Referee Payment, B&DSA Cup Finals will be made for all games played during the Cup finals.

VERSION MANAGEMENT

Version	Date	Reason for Change	Author	Approved
1.2A	7 Sept 2006	Revision for 2007 season	Peter J Reid	—
1.2B	28 Jan 2007	Review of text	Peter J Reid	—
1.2C	22 Feb 2007	Review of contents	Peter J Reid	—
1.2D	27 Feb 2007	Draft approved for distribution	Peter J Reid	—
1.2E	7 March 2007	Referee Committee review	Peter J Reid	—
2	22 March 2007	Adopted at General Meeting	Peter J Reid	General Meeting
2A	25 April 2007	Travel allowance	Peter J Reid	—
2-1	8 May 2007	Adopted at Board Meeting	Peter J Reid	Board Meeting
2-1A	1 Nov 2007	Post 2007 season review	Peter J Reid	—
3	11 March 2008	Adopted at Board Meeting	Peter J Reid	Board Meeting
3-1	13 May 2008	Collection of payments into attachment	Peter J Reid	Board Meeting



Version	Date	Reason for Change	Author	Approved
3-2	13 May 2008	Add game cancellation fee and change Women's assistant fee	Peter J Reid	Board Meeting
3-2A	7 March 2009	Referee payments – Sections 9.6.1, 9.6.3, Attachment 1 – Referee Payment Amounts, Home and Away Games All Fixtures and Leagues, and Travel Allowance	Peter J Reid	—
4	10 March 2009	Adopted at Board Meeting	Peter J Reid	Board Meeting
4A	8 March 2010	Referee travel payments – Attachment 1 – Referee Payment Amounts Travel Allowance	Peter J Reid	—
4-1	9 March 2010	Adopted at Board Meeting	Peter J Reid	Board Meeting
4-1A	10 April 2011	Referee fees for First Women – Attachment 1 – Referee Payment Amounts Updated travel allowances - Attachment 1 – Referee Payment Amounts. Travel Allowance	Peter J Reid	—
4-2	11 April 2011	Adopted at Board Meeting	Peter J Reid	Board Meeting
4-2A	29 April 2011	Referee fees for Division 3 – Attachment 1 – Referee Payment Amounts	Peter J Reid	—
4-3	10 May 2011	Adopted at Board Meeting	Peter J Reid	Board Meeting
4-3A	18 Aug 2011	Referee Coach introduction – Sections 9.2, 9.5 and 9.6.2 Referee nomenclature – Section 9.3 and Attachment 1 – Referee Payment Amounts Referee appointments – Section 9.4.2 Referee payments – Section 9.6.1 and Attachment 1 – Referee Payment Amounts	Peter J Reid	—
4-4	18 June 2013	Review of Changes made by Peter Reid	Jeremy Irvine	—
4-5	21 February 2013	Update, 9.4.2 as per AGM	Jeremy Irvine	AGM
4-5A	31 Oct 2014	Referee Committee – Section 9.2 Referee suspension – Section 9.3 Referee appointments – Section 9.4.1 and 9.4.2 Referee Coach – Section 9.5 Referee payments – Section 9.6.1 Editorial – Section 9.4, 9.4.2 and Attachment 1 – Referee Payment Amounts	Peter J Reid	—
4-5B	5 Nov 2014	Game Cancellations – Section 9.4.1, 9.6.1 Editorial – Section 9.2	Board	—
5	4 Nov 2014	AGM approval	Peter J Reid	AGM



ATTACHMENT 1 – REFEREE PAYMENT AMOUNTS

HOME AND AWAY GAMES ALL FIXTURES AND LEAGUES

Grade	Referee	Assistant
Division 1 (Firsts)	\$88.00	\$49.50
Senior – Seven-a-side	\$60.00	\$35.00
Division 2 (Reserves)	\$82.50	\$44.00
Division 3	\$82.50	\$44.00
U18	\$82.50	\$44.00
U17	\$60.50	\$33.00
U16	\$50.00	\$25.00
U15	\$49.50	\$22.00
U14	\$49.50	\$22.00
U13	\$44.00	\$22.00
U12	\$44.00	\$22.00
Ballarat Associated Schools	\$50.00	\$25.00
Ballarat State Schools Sports Association	\$35.00	\$20.00
Game cancelled with less than 24 hours' notice to the Referee.	\$25.00	½ fee
Game cancelled with more than 24 hours' notice to the Referee.	No fee	No fee
Game is cancelled by the Referee before the start of the game	½ fee	½ fee

TRAVEL ALLOWANCE

(2) Based on Ballarat average petrol price of 142¢ per litre.

Location A	Location B	Allowance
Ballarat	Bacchus Marsh	\$16.00
Ballarat	Bendigo	\$34.00
Ballarat	Creswick	\$ 5.00
Ballarat	Daylesford	\$13.00
Ballarat	Geelong	\$24.00
Ballarat	Horsham	\$90.00
Ballarat	Maryborough	\$18.00
Ballarat	Warrnambool	\$90.00
Bacchus Marsh	Creswick	\$20.00



Location A	Location B	Allowance
Bacchus Marsh	Daylesford	\$15.00
Bacchus Marsh	Geelong	\$16.00
Bacchus Marsh	Horsham	\$69.00
Bacchus Marsh	Maryborough	\$35.00
Bacchus Marsh	Warrnambool	\$90.00
Brighton	Ballarat	\$35.00
Creswick	Bendigo	\$28.00
Creswick	Daylesford	\$8.00
Creswick	Geelong	\$32.00
Creswick	Horsham	\$90.00
Creswick	Maryborough	\$14.00
Creswick	Warrnambool	\$54.00
Horsham	Bendigo	\$58.00
Horsham	Daylesford	\$64.00
Horsham	Geelong	\$82.00
Horsham	Maryborough	\$49.00
Horsham	Warrnambool	\$90.00
Maryborough	Bendigo	\$20.00
Maryborough	Daylesford	\$17.00
Maryborough	Geelong	\$47.00
Maryborough	Warrnambool	\$90.00
Warrnambool	Bendigo	\$83.00
Warrnambool	Daylesford	\$62.00
Warrnambool	Geelong	\$56.00

B&DSA CUP FINALS

ELIMINATION AND QUALIFYING FINALS

Grade	Referee	Assistant
Division 1 (Firsts)	\$96.80	\$55.00
Seniors – Seven-a-side	\$66.00	\$39.00
Division 2 (Reserves)	\$90.20	\$48.40
Division 3	\$90.20	\$48.40
U18	\$84.70	\$41.80
U17	\$66.00	\$36.30
U16	\$60.50	\$29.70
U15	\$55.00	\$24.20
U14	\$55.00	\$24.20
U13	\$48.40	\$24.20
U12	\$48.40	\$24.20



PRELIMINARY FINAL

Grade	Referee	Assistant
Division 1 (Firsts)	\$105.60	\$59.40
Seniors – Seven-a-side	\$72.00	\$42.00
Division 2 (Reserves)	\$99.00	\$52.80
Division 3	\$99.00	\$52.80
U18	\$92.40	\$46.20
U17	\$72.60	\$39.60
U16	\$66.00	\$33.00
U15	\$59.40	\$26.40
U14	\$59.40	\$26.40
U13	\$52.80	\$26.40
U12	\$52.80	\$26.40

GRAND FINAL

Grade	Referee	Assistant	Fourth Official
Division 1 (Firsts)	\$132.00	\$74.80	\$74.80
Seniors – Seven-a-side	\$90.00	\$53.00	\$53.00
Division 2 (Reserves)	\$123.20	\$66.00	\$66.00
Division 3	\$123.20	\$66.00	\$66.00
U18	\$115.50	\$57.20	\$57.20
U17	\$90.20	\$49.50	\$49.50
U16	\$82.50	\$40.70	\$40.70
U15	\$74.80	\$33.00	\$33.00
U14	\$74.80	\$33.00	\$33.00
U13	\$66.00	\$33.00	\$33.00
U12	\$66.00	\$33.00	\$33.00
U11	\$48.40	\$24.20	\$24.20