

## **Technical Swimming Committee Nominations & Appointments Policy**

### **Purpose and Context**

The Nominations and Appointments Policy for Swimming New South Wales (SNSW) Meets describes:

1. Appointment Objectives,
2. Appointment Standards,
3. Nomination Standards and Requirements,
4. Appointment Process

### **Appointment Objectives**

Appointment Objectives are as follows:

1. Promote a High Standard of Officiating at State Meets, for present and future meets,
2. Consistency in all key areas:
  - a. Refereeing
  - b. Starting
  - c. Operation of Electronic Timing Equipment
  - d. Recording
  - e. Marshalling and Check Starting
  - f. Judging of Strokes
  - g. Inspecting Turns
  - h. Timekeeping
3. Technical Official Development and Capability, both breadth and depth
4. Recognition of Individual:
  - a. Availability (Meet, Current and previous Season)
  - b. Reliability (Attendance)
  - c. Performance
5. Supporting the overall effective Meet function. This requires the Meet needs to be balanced against:
  - a. Nominated preferences
  - b. Development opportunities
  - c. Assessment requirements

### **Appointment Standards**

**State Open** Best available officials to all positions.  
Referee and Starter positions should be FINA, Level 3 and Level 2,

**State Age 13-18** Experienced officials alongside new/less experienced officials in key positions,  
Referee and Starter positions should be Level 2 but may include those seeking Level 2 accreditation,

**State Age 12&U** Experienced officials alongside new/less experienced officials in key positions,  
Referee and Starter positions should be Level 2 but may include

## Level 1 to Level 2 Pathway Officials

### **Metropolitan and Country**

Experienced officials alongside new/less experienced officials in all positions.

Referee and Starter positions should be Level 2 but may include Level 1 to Level 2 Pathway Officials.

### **Country Regional**

Appointments that support the development and recognition of the Host Region Technical Officials, and then Country Officials generally,

New/less experienced officials wherever possible working with experienced officials,

Where possible, a Level 2 Referee should be appointed as a Session 1 Referee,

Referee and Starter appointments may include pathway officials for Level 1 Assessment.

### **Other SNSW Meets**

Appointments that support the development and recognition of all Technical Officials,

Where possible, the Referees for Multiclass Meets should hold a Referee Extension Swimmers with Disability (SWD) accreditation,

Referee appointments for Multiclass Meets may include those seeking Referee Extension SWD accreditation.

### **Clarification – “Experienced”**

For the purposes of this policy, “experience” is defined as State-Level Experience. An official may have extensive Area experience but little or no experience at State Meets.

### **Other**

Any SNSW Technical Official appointed to the position of Referee or Starter at a SNSW Meet may be subject to a Level 2 assessment conducted by a member of the SNSW Assessment Panel.

Appointment of Level 2 Referees or Starters for the purposes of assessment by a Swimming Australia Limited (SAL) Assessor for Level 3 will be made at a SNSW Meet as required. (Refer to [SNSW Technical Official Development Policy](#)) and SAL National Technical Officials Accreditation Program (<http://www.swimming.org.au/>).

Officials who have attained credentials for the positions nominated shall be considered before officials who have not yet attained the required credentials. The exceptions are where assessments for Level 2, and suitability for Level 3, Referee and Starter are being considered.

“Technical Official Development” includes Technical Officials that have undertaken formal training / presentations and completed SNSW training exercises, and would be operating under supervision of experienced officials. Examples:

1. Inspector of Turns with an experienced official in an adjoining lane,
2. Secondary AOE Operator with an experienced and qualified Primary AOE Operator and an AOE Supervisor.

“Technical Official Development” also includes Assessments toward Timekeeper credentials.

## **Nomination Standards and Requirements**

1. SNSW TSC will consider all nominations received via the formal nomination process.
2. Technical Officials nominating via the formal nomination process and by the closing date can expect to have their preferences be considered before any late nominations or nominations received other than via the formal process
3. Appointments will be considered based on the official's nomination. Further, past experience, competency and willingness to uphold the Company's rules and by-laws will be a determining factor in the appointment process.
4. Technical Officials are notified by email of SNSW Meets and provided with the nomination form and advised of the closing date/s. Additionally:
  - a. Information will also be available on the SNSW website,
  - b. Area Committees and Area Technical Swimming Committee (ATSC) Coordinators may be notified by email and phone.
5. Nominations can be via:
  - a. The Web portal as made available via the SNSW Website,
  - b. In writing by email. The nomination must be received by the office on or before the closing date and time,
6. Technical Officials must confirm via the nominations process that they are sufficiently fit for officiating duties.
7. Technical Officials should only nominate for positions where they have attained credentials.

## **Appointment Process**

1. SNSW TSC will consider all nominations and take into consideration identified preferred positions and availability.
2. An outcome may be that Technical Officials are placed in positions other than their preferred position.
3. Appointments will be considered based on the official's nomination. Further, past experience, competency and willingness to uphold the Company's rules and by-laws will be a determining factor in the appointment process.
4. Technical Officials will be advised of appointments via email, phone or letter and appointments will also be available on the SNSW website.
5. Technical Officials not appointed to a SNSW Meet will be advised at the same time as appointments are advised.
6. All SNSW Meets will provide maximum opportunity for the identification, development and reward of all active Technical Officials.
7. Assessment outcomes reported by the SNSW Assessment Panel may also be considered in the appointment of Referees and Starters to SNSW Meets.

8. Appointments, Referee's Report and Meet Assessment data held by the SNSW Technical Swimming Committee and SNSW Assessment Panel will be used to monitor the outcomes of the appointments process, and will be an appointment consideration.
9. Regular Participation of Technical Officials at SNSW State Meets as well as Area and Club Meets may be an appointment consideration.
10. The SNSW TSC may review the appointments process from time to time.
11. Where there are insufficient suitably qualified and experienced nominees for key positions at a meet, the SNSW TSC may:
  - a. Ask the ATSC Coordinators to approach suitably qualified & experienced Technical Officials in their respective areas for assistance, and
  - b. Email all suitably qualified SNSW Technical Officials for assistance