



**TECHNICAL OFFICIAL DEVELOPMENT POLICY
PATHWAY TO LEVEL 2 AND LEVEL 3 REFEREE AND
STARTER ACCREDITATION**

Adopted or Amended	By Whom	Date
Amended	Board of Directors	22 July 2023
Amended	Board of Directors	28 May 2024

1. PURPOSE AND CONTEXT

Swimming NSW (SNSW), via the SNSW Technical Swimming Committee (TSC), has a responsibility to all stakeholders to ensure appropriately skilled Officials adjudicate competitions according to the applicable rules. Higher level competitions require advanced level of officiating skills, experience and competencies.

This policy defines the process and pathway for Swimming NSW Technical Officials to attain the skill level toward:

- Swimming Australia (SA) Referee Level 2 Accreditation, for Refereeing State Meets
- Starter Level 2 Accreditation (for Starting State Meets)
- “suitability to appoint to National meets” for Level 2 Referees and Starters. This is a pre-requisite for attaining Level 3 Accreditation.

The Assessment requirements for these accreditations are described in the National Officiating Accreditation Program (NOAP).

Before Level 2 Referees or Starters can be appointed at National Meets, SA requires independent assessment of candidates at a State Meet. SA meets the expenses for these Assessors to attend SNSW Meets for the purposes of these assessments. SNSW has an obligation to ensure the quality of these candidates.

This policy also defines the process and pathway for SNSW Level 2 Referees and Starters to demonstrate appropriate skill development and commitment to justify SNSW application to SA for Assessment for suitability to appoint to National Meets.

2. BACKGROUND

The SNSW TSC is responsible to the SNSW Board for:

- The pathways, training and development of Referees and Starters towards Level 2 and Level 3 Accreditation
- The coordination, organisation and development of Technical Official training and development, relevant to ensure the successful operation of State Meet
- The appointment of appropriately skilled Technical Officials for all Company swimming meets
Appointment objectives include:
 - Officiating Standard requirements
 - Consistency
 - Meet Function
 - Technical Official development
 - Pathways toward Level 2 and Level 3 Accreditation.

3. RESOURCES

The SNSW TSC may use any or all of the following appropriately qualified resources:

- Mentors
- Experienced Officials
- An appropriately appointed sub-committee consisting of Mentors and experienced Officials
- The SNSW TSC

for any and all of the following:

- Mentoring
- Technical Official training and development
- Assessments for Level 2 Referee or Starter
- Assessment for suitability to appoint for assessment at a State meet, for either
 - Level 2 assessment or
 - Assessment by a Assessor for National Appointment
- Assessment for Referee Extension SWD
- Assessment for Referee Extension OWS

4. SUPPORT FUNCTIONS REQUIRED

- Mentoring, coaching and training of Technical Officials at SNSW Meets and designated Pathway Meets
- Training and workshops
- Candidate performance and development review
- Assessments.

5. PATHWAY TO LEVEL 2 REFEREE or LEVEL 2 STARTER

The pathway to attain the skills required of Level 2 Referees and Starters is as follows:

- Prior completion of Module LG 16 “Self-Management for Advanced Officials”, under the guidance of a Mentor, Referees are required to have completed the Level 1 Referee’s Exam with a pass mark of 85%, before being eligible for Level 2 assessment
- Participation by acting as a technical official at three designated Pathway Meets over a two year rolling period where candidates can receive mentoring, coaching and training
- A “Competent” assessment at a Pathway Meet is required before a candidate can be appointed to any of
 - Country or Metropolitan Championships, where Multiclass events are conducted
 - Sydney Open
 - State Age 13-18 Years Long Course, where heats and finals are conducted
- Two (2) “Competent” assessments at these meets, shall earn a candidate Level 2 Accreditation. The second of these two assessments must be at a meet including heats and finals
- Assessment shall be undertaken by a suitably credentialed Referee or Starter, as applicable.

Appointments for Assessments

When appointing Level 2 Referee and Starter candidates for assessment, the TSC shall consider:

- Performance at State and Pathway Meets
- Participation and performance at designated training and development activities, Ability to work in a team environment
- Ability to receive and apply feedback. Demonstrated by way of a regular commitment to SNSW meets
- Attendance at twenty (20) sessions at SNSW State meets within a current, rolling three-year period and a minimum of five (5) sessions per annum, is considered a reasonable demonstration of commitment
- Attendance at SNSW Open and SNSW 13-18 Years State Age Long Course Championships shall be highly regarded.

6. PATHWAY TO LEVEL 3 REFEREE and LEVEL 3 STARTER

The pathway to attain the skills required of Level 3 Starters and Referees is as follows:

1. A “suitability to appoint at a National Meet” assessment can be conducted at any State Championship, Sydney Open or Pathway Meet
2. This assessment shall be undertaken by a suitably credentialed Referee or Starter (as applicable)
3. A “Competent” assessment at a meet with heats and finals or two consecutive timed final sessions at any of these meets shall be sufficient for SNSW to request a L assessment of the candidate

SA require this assessment to be undertaken at a meet where heats and finals are conducted.

Appointments for Assessments

When appointing Level 3 Referee and Starter candidates for assessment, the TSC shall consider:

- Demonstrated commitment to SNSW meets
- As a guideline, appointment and subsequent attendance to the position the candidate is seeking Level 3 assessment at a minimum of six (6) sessions at SNSW State Championship Meets, including at least one (1) session at a SNSW Multi-Class Championship Meet, within a current three year rolling period, is considered a reasonable demonstration of commitment
- When considering appointments to SNSW Pathway Meets, the SNSW TSC may give priority to Candidates for Level 3 suitability assessment where there are resource or appointment constraints that limit the number of candidates that can be assessed
- Demonstrated commitment to National Meets
- Candidates need to be aware that SA will apply this consideration when making Referee and Starter appointments at National meets

Where there are resource or appointment constraints that limit the number of candidates that can be assessed, the SNSW TSC may, when considering appointments to SNSW meets for Level 3 Suitability Assessments, give priority to candidates with a demonstrated commitment to nominate for National Meets (whether nomination results in an appointment or not).

7. PATHWAY MEETS

Pathway Meets are opportunities where Technical Officials can receive coaching, development, training and mentoring for the purposes of refining and developing advanced officiating skills required at higher level meets.

These meets also provide opportunities for accumulating State level experience and bridging any gaps between officiating at Club and Area meets, and State and National meets.

As well, these meets also provide opportunities for Areas to incorporate State protocols and standards back to Club and Area meets, providing an opportunity for Areas and Clubs to align the conduct of their meets with that of State meets. This can provide a seamless, consistent officiating experience for both Technical Officials and athletes across Club, Area, State and National level competition.

Currently the Pathway meets coincide with the Development Squad program. These meets are:

- Senior Area Representative Meet – targeted towards Level 3 (National) and Level 2 (State) performance,
- Junior Area Representative Meet – targeted towards Level 2 (State) performance,
- Sydney Open – A heats and final LC meet – targeted towards Level 3 (National) and Level 2 (State) performance,
- Country Regional Meets.

8. STATE CHAMPIONSHIP MEETS

State Championship meets are the highest level at which SNSW Technical Officials can officiate in the SNSW calendar.

These are meets where Technical Officials can acquire experience and demonstrate the commitment and skills required of National Level, and higher, officials, and where aspirants can refine the advanced level officiating and decision making skills required of elite Technical Officials.

NSW Open Long Course and NSW State Age 13-18 Years Long Course, where heats and finals are conducted, are meets where candidates for Level 3 Referee and Starter can be assessed for suitability for assessment by a L Assessor. These are also meets where a L Assessor can undertake a “suitability to appoint at a National Meet” assessment.

The following are considered State Championship meets for the purposes of this policy:

1. NSW Open LC
2. NSW State Age LC and SC
3. NSW Metropolitan LC and SC
4. NSW Country LC and SC