



CBTA Programme

for the Appointment of

WSF Referees

19th December 2013

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Section 1: Introduction

1.1 Purpose of the Programme

The purpose of this programme is to produce World Squash Federation (WSF) Referees who officiate with consistency at a very high level of competence. This document outlines the requirements for training, assessing and nominating candidates for appointment as WSF Referees who will act as Central or Side Referees in a 3-Referee system, or as Referee in a Referee/Marker system.

[Note: in this document the term "Central Referee" is used to denote both the Central Referee in the Three-Referee System and the Referee in the Referee/Marker System].

1.2 Code of Conduct

WSF has adopted a Code of Conduct for Referees and Assessors (see WSF website) that all candidates are required to sign when first appointed at WSF level.

1.3 Appointment/Reappointment

Candidates for appointment as WSF Referees must be nominated by their Member Nations or Regions and are appointed by the WSF Executive Board based on recommendations made by the WSF Referee Appointments Panel (RAP).

WSF Referees are appointed initially for a 1-year period and are usually reappointed for a 3-year period. However, reappointment may be for a 1-year period if the RAP considers that a review within a shorter period is justified.

WSF Referees who are over 60 years of age at the time of their renomination are required to submit official Hearing & Eyesight Forms (available from the WSF website) on that occasion and annually thereafter.

Section 2: Previous Refereeing Experience

2.1 Pre-Requisites

When nominating a candidate for WSF Appointment, the Member Nation or Region must certify that the following pre-requisites have been satisfied:

- The candidate is an appointed Regional level referee meeting the requirements of the WSF CBTA Programme for this level.
- The candidate has passed a current Rules examination approved by the WSF.
- The candidate has natural or corrected 20-20 vision and good hearing, as verified by a qualified medical professional.

2.2 Accelerated Qualification

The WSF is prepared to consider accelerated qualification of candidates who have had substantial experience as professional players provided they can demonstrate that they meet the competencies expected of a WSF Referee.

Section 3: Competency Statements and Training

3.1 Competency Statements

In order to be appointed as a WSF Referee, candidates must communicate clearly with players demonstrating:

- A comprehensive understanding of the current Rules and their application by making correct decisions in a consistent manner.
- A clear understanding of elite-level player movement and behaviour.
- Appropriate control and good composure under stress.
- A clear understanding and acceptance of the roles of Central and Side Referees, Markers and WSF Assessors.

Guidelines to the standards expected are provided in Appendix 1.

3.2 Training

Candidates are strongly encouraged to attend a WSF Seminar, or equivalent, on Interpreting the Rules and Decision-Making in Elite-Level Matches. This seminar offers participants instruction in the competencies and standards listed in Appendix 1 in order to help them qualify for appointment as WSF Referees.

3.3 Delivery Strategies

- Seminar – detailed content can be found on the WSF website.
- Singles Squash Rules Exam – see WSF website.
- Practical refereeing.
- Tutoring and Mentoring.

Member Nations and Regions are strongly encouraged to appoint tutors and mentors to assist candidates during practical refereeing. They are crucial in helping candidates meet the assessment standards and achieve their potential as referees. Mentoring is particularly valuable at the early stage of any referee's development and ideally before being formally assessed by a WSF Assessor. The tutor will provide encouragement, constructive advice and feedback on a candidate's performance whilst the mentor will establish a longer-term relationship with a candidate.

3.4 Resources

- Current WSF World Squash Singles Rules.
- WSF Refereeing DVD "Calling the Shots".
- WSF approved training materials such as the General Principles for Officials produced by the Australian Sports Commission.

Section 4: Refereeing Activity

Regular practice is essential to achieving and maintaining competency as a referee. The quantity and levels of refereeing required for initial or ongoing appointment as a WSF Referee are specified in this section.

In order to be considered for appointment as a WSF Referee, a candidate must fulfil the activity requirements defined in 4.1 and 4.2.

4.1 Minimum Number of Matches to be Refereed

A candidate must have refereed at least 24 matches in the previous 3 years and at least 6 in each of these years from the list of qualifying matches in 4.2 below.

Of these matches each year at least 3 must be Men's matches, of which

4.1.1 at least 1 must be a Men's match between PSA players both ranked in the Top 75

4.1.2 at least 3 must be while acting as a Central Referee in a 3-Referee System

4.2 Qualifying Matches

The following matches qualify:

4.2.1 Any recognised match (but not an exhibition) involving players, both of whom are PSA players ranked in the Top 150 or WSA players ranked in the Top 75 at the time of the match. [Candidates are required to state the PSA/WSA ranking of the players at the time the match was played]; or

4.2.2 Any match in a World Cup or in the quarter-final or subsequent match in the WSF World Men's or Women's Team Championships, Commonwealth Games Singles or World Games; or

4.2.3 Any semi-final or final match: in an Individual or Team event in the World University Championships, World Junior Championships, Regional Men's or Women's Championships; or in an Individual event in a WSF World Masters Championships for Over 45 or younger Age Groups; or

4.2.4 Any other match considered to be of an appropriate level by a WSF Assessor assessing the match.

Section 5: Refereeing Assessment

The assessment of competence as a WSF Referee is undertaken primarily during a candidate's refereeing activity. However, some evaluation and informal assessment may also take place during a seminar on Interpreting the Rules and Decision-Making for WSF Candidates when candidates may be required to fill in the answer sheets supplied with the WSF DVD "Calling the Shots".

5.1 Practical Refereeing Assessment

In order to demonstrate refereeing competence at the elite level, a candidate must in the **3 years** immediately prior to the review have received:

- 5.1.1 at least 3 passing assessments in the different qualifying matches defined in 4.2 above
- 5.1.2 from at least two different WSF Assessors, one of whom must be resident outside the candidate's Region
- 5.1.3 while acting as a Central Referee (not as a Side Referee or Marker).

In addition,

- 5.1.4 At least 1 of these passing assessments must be on matches between PSA players, both ranked in the Top 75 and at least 1 must be on matches between PSA players, both ranked in the Top 30 at the time of the match

OR

- 5.1.5 At least 2 of these passing assessments must be on matches between PSA players, both ranked in the Top 75 and in addition one assessment that "was not valid for assessment" at WSFR standard in a match between PSA players, both ranked in the Top 30 at the time of the match.

If a new nominee or previously appointed for 1 year, a candidate must satisfy points 5.1.1, 5.1.2, 5.1.3 and 5.1.4 or 5.1.5 above, except that at least one of the passing assessments in 5.1.4 must have been received in the **12 months** immediately prior to the review.

For a match to be considered valid for assessment, as a guideline it should contain some 25 decisions of which at least 5 are considered by the Assessor to be "positively influential" early in the match or "difficult" rather than "easy". However, even if one or both of these guidelines has not been met, an Assessor may still decide that a candidate has "met WSFR standard on this match" or was "not at WSFR standard on this match" - provided the Assessor documents the reasons why the assessment was valid on the Assessment Sheet.

5.2 Assessment Sheet

The WSF Referee Assessment Sheet is used with the Guidelines for WSF Assessors to assess a candidate's knowledge and skills against the competencies and standards listed in Appendix 1. In order to receive a passing assessment, a candidate must be rated as having "performed to standard" on all the WSF Referee Standards that can be judged in that match. [Assessment Sheets and Guidelines are available on the WSF website].

5.3 Unsuccessful Assessments

If a WSF Referee receives a “not at WSF Referee standard on this match” assessment, the Referee’s Member Nation or Region, as appropriate, will be advised by the WSF Office. The Director of the WSF Referees Committee, in consultation with the Regional Representative on the WSF Referees & Rules Committee, will arrange for a suitable mentor to provide guidance. The referee must then undergo reassessment within six months from the date of the unsuccessful assessment. This assessment must demonstrate that the Referee has rectified the problem(s) identified in the unsuccessful assessment. If a match does not present the Referee with the opportunity to show that the problem(s) have been rectified, subsequent assessments will be required within the six-month period until the opportunity arises.

If Referee receives an assessment within the six months that is both successful and addresses the identified problem(s) satisfactorily, both the Referee and the Member Nation will be advised by the WSF Office that the Referee is once again in good standing. But if the Referee does not receive at least one such assessment, the Director will, at the end of the six-month period, classify the referee as “inactive” at WSF Referee level.

If because of unforeseen difficulties the Referee is unable to complete the required assessment(s) in the six-month period, he/she may apply to the Director for an extension.

If the Referee receives an additional “not at WSF Referee standard on this match” assessment during that six-month period, the Director will immediately review the unsuccessful assessments and, if satisfied with the Assessors’ judgements, will classify the referee as “inactive” at the WSF Referee level.

If an “inactive” WSF Referee wishes to be re-appointed to this level, he/she must reapply as stated in Section 1.3. Until such time he/she is re-appointed, he/she will not be assigned as a WSF Referee to any event – although all outstanding assignments within the next three months will be honoured.

Appendix 1: Assessment Standards

Assessment Standards expected of a WSF Referee when Refereeing a Match

	Competencies	Standards
1.	Comprehensive understanding of the Rules and their application.	Demonstrates a thorough knowledge of all Rules arising, applying them correctly and consistently with no more than 10% incorrect decisions and no totally wrong decisions.
2.	Understanding of elite-level player movement and behaviour.	Makes no wrong decision, no more than 1 incorrect decision and no more than 2 marginal differences whilst demonstrating a clear understanding of: <ol style="list-style-type: none"> a. front wall interference b. poor movement off the ball c. poor movement to the ball d. swing-interference e. minimal interference f. created interference g. a winning return.
3.	Appropriate control of the match, good composure under stress and clear communication with the players in the context of the match.	<ol style="list-style-type: none"> a. Demonstrates good control, using the Conduct Penalties when necessary b. Demonstrates good composure avoiding unnecessary delay and confrontation when under stress c. Demonstrates effective communication with the players, avoiding lengthy discussion d. Uses correct Referee's and Marker's Calls.
4.	Understanding and acceptance of the roles of the Central Referee, Side Referees, Marker and Assessor.	<ol style="list-style-type: none"> a. Demonstrates independent decision-making in a 3-Referee system b. Makes correct use of WSF standard size/colour Decision Cards, standard hand-signals and ASB TopSquash or other approved electronic consoles c. Works effectively with Side Referees or Marker, avoiding delays in decision-making d. Accepts constructive feedback from Assessor.

Further explanation of these standards can be found in the Guidelines for WSF Assessors on the WSF website.