



**Australian
Taekwondo**

National Policy

International Referee Pathway

Sports Taekwondo Australia Ltd

T/A Australian Taekwondo Ltd

ACN: 167 216 033

Version: Pol 10.1

Effective Date: 7 September 2017

Revised : 17 May 2017

Policy No:	Pol.010 V1.0
Policy Owner:	CEO
Compliance:	Mandatory
Approved by:	Board
Document Type:	External
Category:	Officiating
Effective Date:	7 September 2017
Next Review	7 September 2018

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INTERNATIONAL REFEREE PATHWAY POLICY

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01 Introduction

This policy has been developed by the National Kyorugi Referee Committee to establish standards and clearly defined pathways for National level Kyorugi Referees to be recommended by Australian Taekwondo (Australian MNA) to the World Taekwondo Federation (WTF) to attend WTF International Kyorugi Referee seminars.

The policy provides a pathway for the selection process of National Kyorugi Referees (NR) to attend a WTF International Kyorugi Referee Seminar. This policy is to ensure appointed NR's have demonstrated the ability and dedication to meet the required standards of performance required of an International Referee (IR).

This policy does not affect refresher courses to already accredited IR's.

The structure provides a framework of policies, criteria and processes utilised by Australian Taekwondo (AT) during the selection processes to recommend applicants to the WTF. The contents of this policy will provide NR's with a transparent pathway to officiating at the highest level. Understanding the existence of these 'performance management and selection processes' should encourage all NR's and provide them with confidence, goals and aspirations to develop as a referee and reach the peak of their ability.

02 Aim

To provide a clear and transparent pathway for NR's to be recommended by AT to the WTF to attend a WTF International Kyorugi Referee Seminar.

03 Definitions

Merit Deserve or be worthy of (reward or attention). The following are to be considered in determining merit as a referee:

- referee experience, history, behaviour and qualifications;
- number of tournaments at club, state, national and international level;
- mentoring and support of referee education and taekwondo in general.

Diligence Careful and persistent work or effort. In determining diligence as a referee the following are to be considered:

- referee history;
- feedback from other referees;
- observations of referee abilities;
- recommendation by State Affiliates.

04 Application

Key Principles

The training, assessment of accreditation, selection, appointment and allocation processes for referee appointments are designed to contribute to AT's commitment to quality officiating, based on merit and equity by:

- ensuring the selection processes are conducted fairly and consistently across Australia in regards to all applications to attend a WTF International Kyorugi Referee Seminar.

- ensuring the selection of the most suitable person(s) to each recognised seminar.
- supporting the development of NR's to the highest levels and standards of performance.
- maximising future benefits to Australian refereeing.

The framework described in this policy is applied, where practicable, in accordance with the following principles:

- consistent application of all AT policies including all Codes of Conduct.
- merit based selections based on demonstrated capability and current performance.

Support for succession / development / mentoring strategies for individuals, State or National bodies.

Limitations

The AT President retains responsibility for the formal recommendation of all applicants to the WTF.

The National Kyorugi Referee Committee (NKRC) will make recommendations of preferred applicants to the AT CEO for submission to the President.

All applicants are to be current financial members of AT.

All applicants are subject to all the requirements of this policy framework. All applicants will exclude themselves from any related assessment and/or selection processes.

05 Authorities

The standards and requirements of becoming an international referee are produced by the WTF. AT recommends applicants to the WTF to attend and take part in the WTF International Kyorugi Referee Seminar. The NKRC receives and makes recommendations to the AT Board on all applications based on the criteria below. State affiliates of AT develop and nurture kyorugi referees from the grassroots to a National level.

World Taekwondo Federation

The WTF is the international governing body for Taekwondo and provides member nations with relevant refereeing qualifications for international events. They are recognised by the International Olympics Committee. The organisation provides kyorugi referee qualifications for all sanctioned events at an international level. The WTF provides the following requirements for all applicants prior to attending an International Kyorugi Referee Seminar.

- must be a member of the Member National Association (MNA)
- must be a Kukkiwon 4th Dan or above, or female 1st Dan (or as stipulated by the WTF at the time of advertising the seminar).
- must be recommended by the President of the MNA
- must supply a completed application form and submit by a set time.

Australian Taekwondo

As the MNA in Australia, AT is recognised by the Australian Olympic Committee and is a member of the Oceania Taekwondo Union. AT is responsible for the

development of Taekwondo in Australia, including officials and referees. The President of AT is responsible for recommending prospective applicants to the WTF for International Kyorugi Referee Seminars.

- all applications by a prospective IR must be signed by the President of AT following endorsement by the NKRC.

National Kyorugi Referee Committee

The NKRC was formed under charter in 2015 and is dedicated to serving the best interests of Taekwondo in Australia through recommending measures to the Board addressing the following areas:

- use of best practice governance and operational procedures, and being consistent with WTF requirements and Australian Sports Commission (ASC) expectations;
- the accreditation and promotion of Kyorugi Referees using a systematic approach based on merit and diligence;
- development of standardised education and training pathways for Kyorugi Referees, through integrated State, National and International programs;
- provision of a safe supportive environment to allow Kyorugi Referees to achieve their full potential;
- ensuring a fair competition environment for athletes; and working with other relevant Committees to provide a complementary and consistent approach to development of programmes and optimal use of resources.

Upon the NKRC becoming aware of the WTF providing an International Kyorugi Referee Seminar, the committee will advise the CEO of AT of the forthcoming event. AT will then advertise this course with a nominated closing date. All applicants are to forward their application to the NKRC by the advertised closing date for consideration. The NKRC shall process applications received from AT members for all WTF advertised IR seminars, even if not advertised by AT, in accordance with this policy

Under the NKRC charter all applications from prospective international referees shall be considered by the NKRC. Following consideration, recommendations as to priority and suitability will be forwarded to the AT board for their consideration. Such considerations will include but not be limited to:

- the current National level of the Referee as indicated by AT records. The applicant must be ranked at National 1st Class and have held such class for a minimum of two years or be ranked at Senior National S Class;
- the NKRC can by special consideration fast track the development of an identified talented referee towards the International Referee pathway by nominating and then inviting the talented referee to apply to attend the IR Seminar. The minimum level is National 2nd class and meeting all other WTF or AT minimum criteria.
- the talented referee shall have been evaluated and shown consistent and exemplary referee performance, merit and diligence over a period of time at National level and International level events.
- the merit shown by the referee at Club, State and National events during the Referee's development;
- the diligence shown by the Referee in the execution of their duties at events;
- the applicant's membership status with AT;

- Must be of at least 4th dan kukkiwon rank in the case of males and 1st dan in the case of females, or as stipulated by the WTF for each seminar at the time of application. Kukkiwon must have issued such certificate and the applicant must be able to supply the issued number.

Recognised State Affiliates

AT has recognised State affiliates throughout Australia. These affiliates are responsible for the grass roots development of referees from Club Class to National level referees. Each State affiliate has 'Referee Directors' who are actively involved in the nurturing of referees. In cases where referees who meet IR suitability criteria are identified by the affiliate, the State Referee Director is invited, under the hand of the President of that authority, to make written recommendations to the NKRC. The NKRC will consider this in their deliberations of suitability.

06 Order

The processes to be taken in relation to referees who meet the criteria set out in this policy wishing to attend a WTF International Kyorugi Referee Seminar are:

1. The seminar is advertised by AT or the WTF with a closing date for applications.
2. The applicant completes the WTF application form and the AT application form.
3. The two signed forms are sent to the Secretary of the NKRC (referee@austkd.com.au) prior to the AT advertised closing date clearly marked 'Attention-National Kyorugi Referee Committee'.
4. Upon the NKRC receiving applications they will consider all applications and make firm recommendations.
5. The recommendations will then be forwarded to the AT board for consideration.
6. The AT President will sign the WTF application form for successful applicants and forward via fax and or email to the WTF Education Department and the applicant.
7. All unsuccessful applicants will be advised via email.

07 Grievances

Subject to the provisions of this policy, there is no right of appeal against any decision by the NKRC when selecting or determining the merit, diligence or suitability of an applicant. However, an aggrieved applicant may lodge a grievance against a failure of the NKRC to comply with the procedures of this policy and associated standards. Before lodging any grievance the aggrieved applicant may obtain feedback from the NKRC and view any report/minutes involving that decision.

Lodging a Grievance

Grievances must be lodged with AT in writing within 7 days of the notification of the relevant decision being sent. The grievance must set out information involving the:

- disputed decision;
- grounds on which the decision is based;
- feedback process undertaken with the NKRC;

- reasons or circumstances supporting the grievance;
- desired result of the grievance.

Grievance Considerations

As soon as practicable the AT board will investigate and assess the grievance to determine (within 7 days) whether the matter is without merit or trifling in nature and therefore dismissed, or requires further review and determination in accordance with this policy and notify the aggrieved applicant.



AUSTRALIAN TAEKWONDO

Application To Attend International Kyorugi Referee Course

PERSONAL DETAILS			
Family name:		First name:	
Title: Mr / Mrs / Miss	Date of birth:	Gender: M / F	
Address:		State:	
		Postcode:	
Email:			
Phone: ()		Mobile:	
AT Member registration #		AT Referee rank:	
Kukkiwon Dan grade:		Kukkiwon number:	
Why do you wish to attend IR course			

MERIT	
Referee qualifications	
Dates of qualifications	
Additional qualifications	
Club referee experience (Dates/events last 2 yrs)	
State referee experience (Dates/events last 2 yrs)	
National referee experience (Dates/events last 2 yrs)	
International referee experience (Dates/events last 2 yrs)	

DILIGENCE			
Number of tournaments officiated at last 2 years		State recommendation attached	Yes / No
Additional information			

NKRC DELIBERATIONS ONLY	
Comments re merit	
Comments re diligence	
General comments	
Recommended	Yes / No
Number of applicants:	Order of ranking:

Recommending NKRC members:		
Name:	Signature:	Date:
Name:	Signature:	Date: