



National Policy

Kyorugi Referee Framework

TKD Sports Taekwondo Australia Ltd

T/A Australian Taekwondo Ltd

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Kyorugi Referee Framework

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Introduction

Passionate, knowledgeable, and capable referees play a crucial role in delivering positive participant outcomes within sport Taekwondo. This framework has been carefully designed to align with the Australian Sport Commission's Modern Approach to Officiating. Its main objective is to foster an environment where referees are empowered to reach their full potential. By ensuring that referees have access to the necessary knowledge, skills, support, and resources, the framework aims to enhance the overall experience for athletes participating at all levels of the sport.

This framework is committed to providing a progressive and enduring approach to the education and development of referees. It emphasises equipping referees with the knowledge and skills required not only for effective officiating but also for sustaining a lifelong passion for sport Taekwondo. The framework supports referees in achieving their personal officiating goals, recognising and accommodating their individual motivations for being involved in officiating. Through this approach, referees are better prepared to contribute positively to the sport and to uphold the standards expected within the community.

Abbreviations and terms

- **AusTkd:** Australian Taekwondo
- **NKRC:** National Kyorugi Referee Committee
- **SKRC:** State Kyorugi Referee Committee
- **WT:** World Taekwondo
- **State Association:** Australian Taekwondo member State Associations
- **Judge:** Individual acting in the role of Corner Judge
- **SIA:** Sports Integrity Australia
- **PPP:** Australian Taekwondo Performance Pathway Program
- **CPD:** Continued Professional Development
- **WT MNA:** World Taekwondo Member National Association
- **WT IR:** One who holds the World Taekwondo International Referee certification

Implementation

The framework provides the base levels and education requirements for each State referee level. The NKRC will develop and distribute standardised accreditation resources for States to use for their official accreditation courses, which can be used if desired. It is at the discretion of each State Association to expand the levels to fit the needs of their members.

States must:

- Support their referees meet their reaccreditation requirements.
- Conduct training and assessment for referees at the Cadet/Cadet Development, Development, Foundation and Advanced referee levels.
- Recommend eligible Development and Advanced level referees to the NKRC for national level training and development opportunities, and appointment to national events.

States can:

- Rename, subdivide or combine the State referee levels as they see fit for their state, noting that the AusTkd record of each referee's level will be kept as defined in this framework. States should communicate any delivery changes of this framework appropriately to AusTkd.
- Make and deliver bespoke training modules appropriate to the levels and needs of their referee community.

Requirements

All individuals who hold an AusTkd Kyorugi referee accreditation are required to meet the following requirements, regardless of the level of their accreditation.

- Be a minimum of 16 years of age, or 12 years for Cadet Certification
- Registered and financially sound member with AusTkd
- Obtain a Working with Children Check within their State of residence (minimum age requirement for State permitting)
- Adhere to AusTkd's policies and the referee code of conduct
- Complete Sports Integrity Australia requirements as defined by AusTkd, including but not limited to:
 - Competition Manipulation & Sports Gambling
 - Safeguarding Children and Young People Inductions
- Not be subject to any sanctions by a State Association, AusTkd or World Taekwondo

AusTkd will use online applications to track the National events attended by referees and ensure practical learning and event requirements are being met before being recommended for advancement. Each State will maintain a record of club and State event participation.

The Kyorugi Referee Framework provides clarity for individuals to understand:

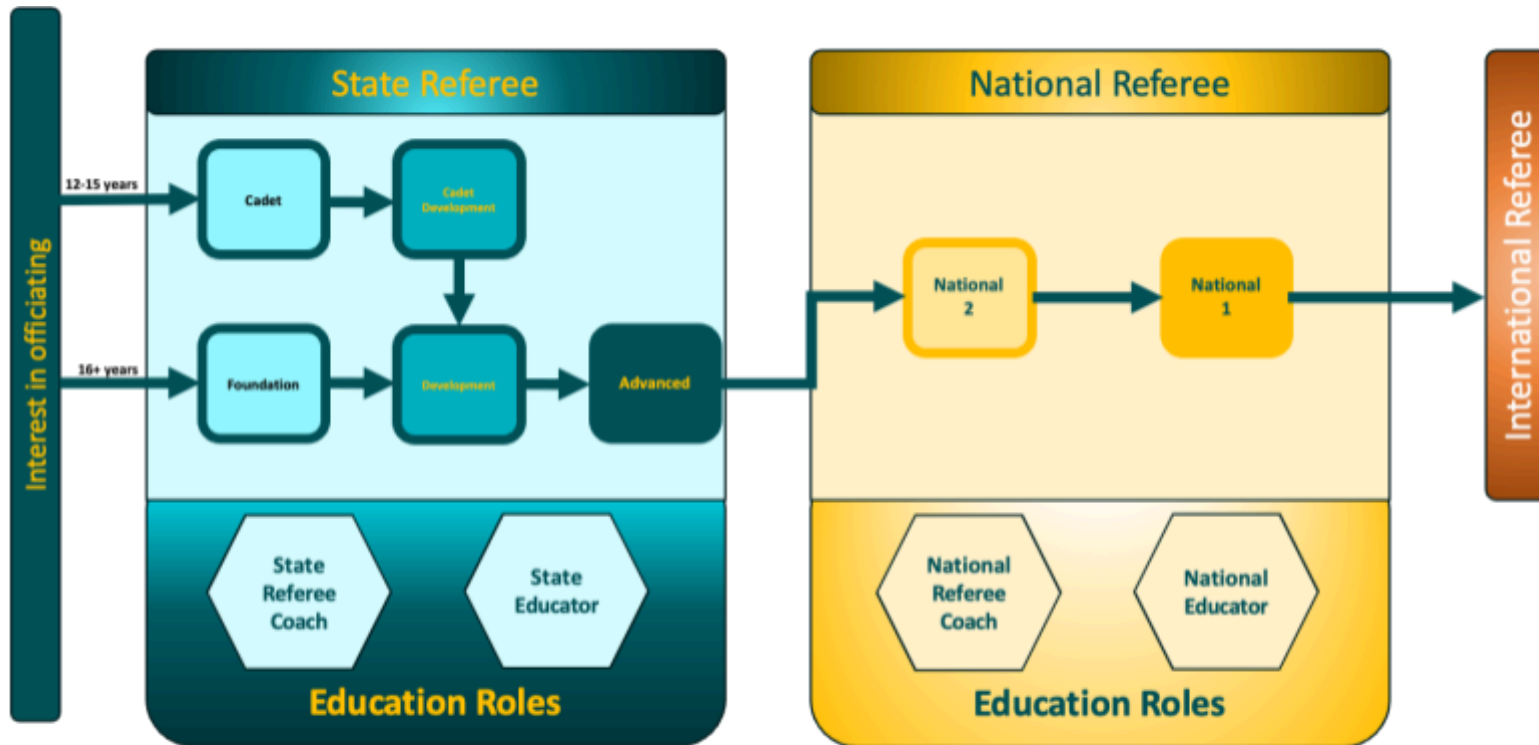
1. The skill set and abilities of a referee across different levels.
2. Roles and responsibilities of a referee at different levels.
3. Education requirements and continuous learning and development expectations across the different levels.
4. Pathway and progression opportunities for each level.
5. The code of conduct and professional expectations.
6. Responsibilities and obligations of State Associations and AusTkd.

The profile of a Kyorugi referee

- **Control:** The capacity of a referee to deliver calmly and consistently to a high level in a competitive environment.
- **Flow:** Understanding and interpreting match tactics and match flow to anticipate and respond appropriately to situations.
- **Technical knowledge:** Knowledge of the rules and regulations and their appropriate application in a competition environment.
- **Leadership:** Supporting, mentoring, and educating others. Preparation to deliver critical decisions.
- **Communication:** Effective, timely, and appropriate on-court and off-court communication with athletes, coaches, referees, staff, and other officials.
- **Team Fit:** The positive contribution to referee teams and officiating environments through respect, collaboration, humility, empathy, and cultural awareness.

Learning and Development Pathway

An interest in Taekwondo and officiating is all that is required for individuals to start their refereeing journey. State referee programs are managed by each State and, while certifications are registered with AusTKd and recognised by other States for competition participation, all education, training, and assessment activities are completed within the State pathway of the referee's State of residence. The National referee program is managed by AusTKd.



Framework Event Levels and Responsibilities

	Level	Competition Roles & responsibilities	Event Level	Recommended Event pay rates	Incentives
	National 1	All	All AusTkd events	\$200 per day	Pathway to International Referee Full airfare support for approved national events
	National 2	All	All AusTkd events	\$150 per day	International exchange opportunities 75% Partial airfare support for national events by distance travelled fixed amount
	Advanced	All	AusTkd National events at the recommendation of the State Association, community referee coaches or educators	\$100 per day	National training opportunities 50% Partial airfare support for national events by distance travelled fixed amount
	Development	Centre Referee (non-head kick divisions only), Judge, Computer Operator, all off-court duties (18+ only)	AusTkd National events at the recommendation of the State Association, community referee coaches or educators	\$100 per day	Access to National education workshops State exchange opportunities 25% Partial airfare support for approved national events by distance travelled fixed amount
	Foundation	Judge, Computer Operator, all off-court duties (18+ only)	State and club	\$80 per day	
	Cadet Development	Centre Referee (youth divisions only), Judge, Computer Operator	State and club	\$80 per day	
	Cadet	Judge, Computer Operator	State and club	\$80 per day	
At its discretion, AT may amend the airfare support provided to each Level to further incentivise attendance at an event on a case-by-case basis.					

Roles and Responsibilities of a Referee

Weigh in Referee

Conducts the official weigh in, confirming athlete identify and ensuring AT weigh in guidelines are adhered to.



Inspection Referee

Inspects an athlete's uniform and protective equipment prior to a match.



Computer Operator (CO)

Operates the scoring system under the supervision of the technical assistant, following the directions of the centre referee

Signal the winner to the CR during Woo-se-girok (in case of one (1) corner judge).



Technical Assistant (TA)

Monitors the scoreboard during the match and ensures all scores, penalties, and timing are correctly entered. Communicates issues to the referee promptly.

Records all scores, penalties, and IVR requests in real time on the official TA sheet.

Corner Judge (J1/J2)

Scores punches and technical points.

Supports the centre referee.

Participate in Woo-se-girok decisions.



Centre Referee (CR)

Controls the match and makes decisions independently in accordance with the rules.

Declares winner and loser, deductions, penalties and retirements after results are confirmed.



Review Jury (RJ)

RJ reviews an instant replay and informs the referee of the decision within thirty (30) seconds.

Participate in Woo-se-girok decision (in case of one (1) corner judge).



Referee Capabilities

Control

The ability to control a match through focus, calmness, and consistent decision making, especially under pressure. Qualities like anticipation, resilience, decisiveness, respect and confidence define elite referees. It goes beyond simply enforcing rules - composure ensures fair play while prioritising smooth match flow with limited interruption, allowing athletes perform at their best.



Technical Knowledge

Referees with a high level of technical skill have in-depth knowledge of the rules, their interpretations and how to implement them. An important keystone of technical proficiency is the ability to apply the rule book appropriately to the level of competition with consistency, clarity, and impartiality. Gauging situations and responding based on the severity, intent, and the context of the game. It is essential for referees to demonstrate correct hand signals, voice controls, and effective positioning to give the whole picture. Referees that excel in this area balance appropriate intervention with game flow.

Communication

Effective officiating relies on clear verbal and non-verbal communication, such as hand signals, tone, body language, and conversation. Referees must convey decisions confidently, defuse conflicts swiftly with minimal disruption, and address feedback respectfully. Off court communication includes participating in training and engaging with event organisers. Elite referees balance assertiveness and diplomacy to earn trust from athletes, coaches, and other officials.

Flow

This refers to a referee's skill in understanding and anticipating the game. Referees with strong game sense recognise tactics, adjust positioning, and distinguish between illegal advantages and acceptable play, helping maintain match flow and make informed decisions. This ability develops through experience and exposure to various playing styles.

Team Fit

Officiating requires teamwork—referees must be reliable, respectful, prepared, and punctual. Strong team fit means showing emotional intelligence, accepting feedback, adapting to team dynamics, and meeting community expectations. Officials who work well with others foster a positive environment and are more easily assigned to events.

Leadership

Referee leadership is role-modelling professional standards on and off the court. Taking ownership of difficult decisions, willingness to accept and learn from mistakes, and balancing confidence with humility. Demonstrating the behaviours and standards they wish to see in others. Match readiness, preparation, composure, and emotional intelligence are essential leadership skills in an officiating environment



Referee Capabilities by Level


Level	Control	Flow	Technical Knowledge	Leadership	Communication	Team fit
National 1	A calm, authoritative presence, not emotionally involved in the match or flustered by fast paced, tense matches, or when technical issues occur.	Consistently demonstrate perfect timing and positioning, maintaining absolute control of the match. Exhibit a deep understanding of match flow and athlete strategy.	Have complete knowledge of match procedures and apply them correctly, make definitive and fair judgments.	Set the standard for other referees, mentor others, and be an active leader in high-pressure environments.	Display diplomacy, clarity, and control in all communications and influence positively across all levels.	Demonstrate professionalism, initiative, and leadership in all team settings. Display composure, emotional intelligence and respect for others.
National 2	Deliver strong, consistent presence in higher stakes matches, display confidence and calmness.	Maintain good match flow, position well, and apply rules convincingly to ensure the match is well-managed.	Demonstrate full understanding of match procedures; resolve complex situations confidently.	Lead by example, help other referees develop their skills.	Resolve disputes confidently and maintain respectful relationships with all stakeholders.	Represent the refereeing body with professionalism; collaborate effectively with all team members.

Kyorugi Referee Framework

Level	Control	Flow	Technical Knowledge	Leadership	Communication	Team fit
Advanced	Demonstrate good presence with strong hand signals, good tempo and correct start and finish position.	Develop tactical awareness to make accurate and fair decisions during matches. Anticipate play and manage match flow effectively.	Demonstrate consistent and fair application of rules. Build confidence in resolving complex situations.	Partner with less experienced referees to help develop their skills and take ownership of match leadership.	Demonstrate confidence in hand signals, calls, and explanations. Manage interactions with coaches and players well.	Be reliable and organised, show good teamwork, act with professionalism and maintain a positive attitude.
Development/ Cadet Development	Show growth in decision-making, positioning, and consistency in matches of varying seniority.	Begin to understand how players' positioning and tactical choices affect match flow and adjust own positioning accordingly.	Apply rules with improving accuracy. Manage typical in-match scenarios with support as needed.	Follow the lead of senior referees and begin offering support to peers.	Build confidence in hand signalling and begin managing coach/player interactions.	Be a collaborative team member, punctual, receptive to feedback, and demonstrate a desire to learn.
Foundation/ Cadet	Display focus and decisiveness.	Adopt a style of officiating that reflects the level of competition with a focus on fairness and match enjoyment.	Build knowledge of rules, applying them correctly with minimal intervention. Ensure safety and fairness.	Demonstrate responsibility in preparation; be receptive to feedback and seek to implement suggested improvements.	Communicate clearly and respectfully with players, coaches, and co-officials.	Arrive on time, appropriately dressed, and prepared for the assigned role.


State Cadet Referee Levels

The Cadet referee program provides a pathway for young referees to get into officiating. Individuals aged 12-15 are eligible to join the program. Upon turning 16 years of age they are transitioned into the State Framework levels on completion of any additional requirements. The Cadet program is managed by each State Association. The role of Cadet referees is strictly limited to on-court duties. They are not able to undertake weigh-in or inspection roles.

	Level	Individual guideline requirements to progress to the next level	Participation on court requirements for progression to next level	Minimum time before progression to next level	Online learning and in person course requirements	Assessing body
	Cadet Development	Progression to adult framework on turning 16.	2 State-approved competitions 2 practical workshops	16 years of age AND >= 12 months: progression to Development OR <12 months: progression to Foundation	ASC Officiating Essential Skills AusTkd online learning modules <ul style="list-style-type: none"> • Introduction to Para Taekwondo • Concussion - what to look for 	State Association
	Cadet	Demonstrate enthusiasm, willingness to learn and improve with an open-minded approach to development. Display good attitude, confidence, responsibility, and good communication skills. Show reliability and punctuality.	2 State-approved competitions 2 State practical workshops	12 months	AusTkd online learning modules <ul style="list-style-type: none"> • Role of the referee • Referee hand signals 101 • Introduction to Kyorugi rules Cadet Referee Certification (in person)	State Association


State Referee Levels

The State referee program is the entry point for anyone interested in officiating. It is open to all AusTKd members aged 16+. While each State independently manages their referee programs the certification is recognised across the country for competition participation and referee exchange. The minimum requirements for State referees is detailed below. However, States may, at their discretion, expand or combine the State refereeing levels as they see fit, as well as make and deliver bespoke training modules or courses appropriate to the levels and needs of their referee community in addition to these minimum requirements.

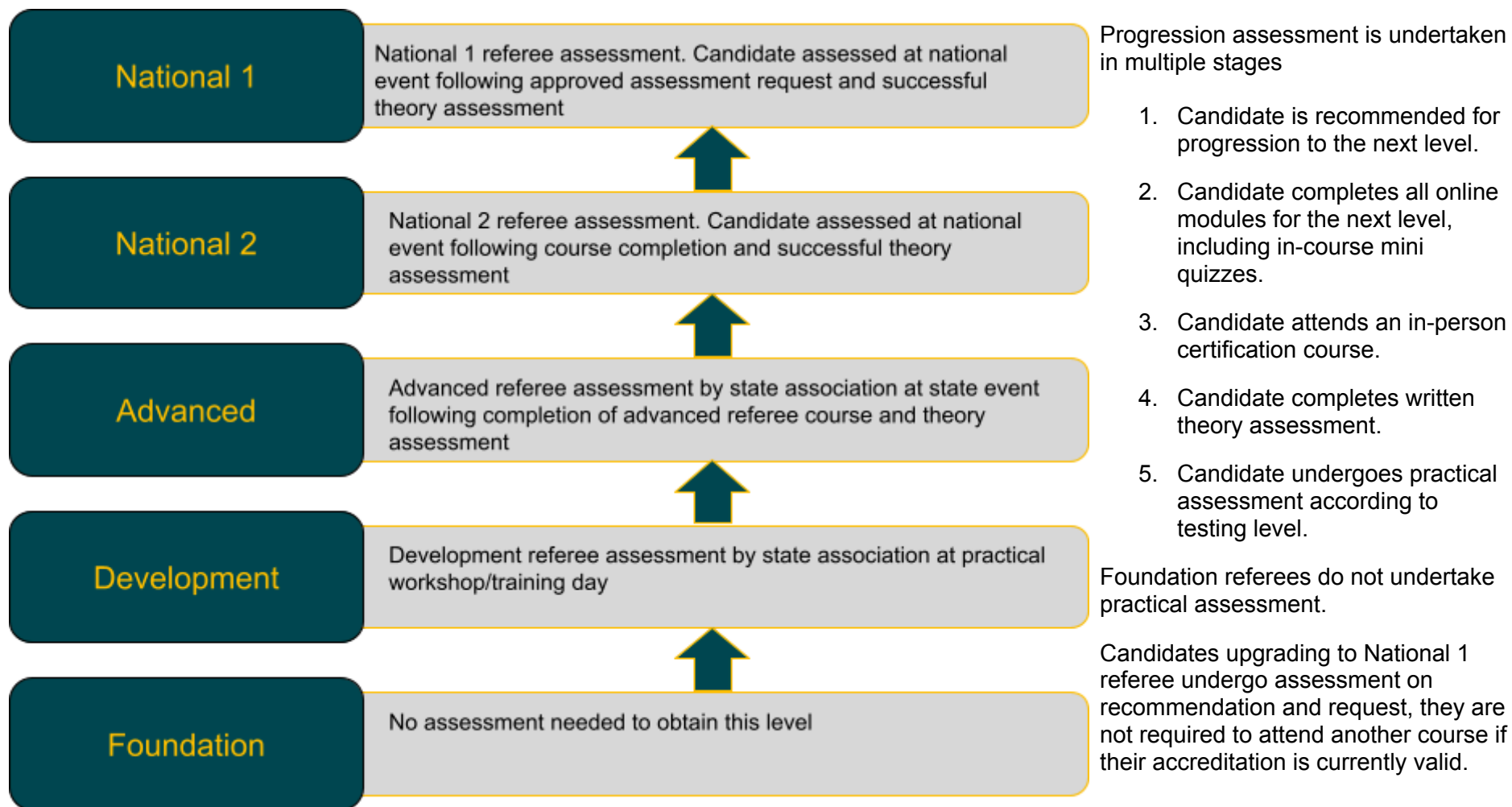
	Level	Individual guideline requirements to progress to the next level	Participation on court requirements for progression to next level	Minimum time before progression to next level	Online learning and in person course requirements	Assessing body
	Advanced	Demonstrate high level of competency in all referee duties, accurate scoring and consistent decision making, as well as strong knowledge of the rules, regulations, and match management principles before being eligible for National referee levels on the recommendation of the State Association.	6 State approved competitions and referee experience with senior black belt divisions 3 State practical workshops	12 months	AusTKd online learning modules: <ul style="list-style-type: none"> ● Review Jury. The final decision. State Advanced Referee Certification (in person)	State Association
	Development	Must demonstrate solid knowledge of the rules, and ability to competently manage matches as a referee to be eligible to progress to Advanced referee at the recommendation of the State Association.	6 State approved competitions 3 State practical workshops	12 months Must be 18+ to progress to Advanced level	Ausport Officiating masterclasses (online) AusTKd online learning modules: <ul style="list-style-type: none"> ● Australian modified head contact and knockdowns ● IVR requests and process ● Manage don't meddle, the modern approach to refereeing State Development Referee Certification (in person)	State Association
	Foundation (entry level)	Demonstrate enthusiasm, willingness to learn and improve with an open-minded approach to development. Display good attitude, confidence, responsibility, and good communication skills. Show reliability and punctuality.	2 State approved competitions 2 State practical workshops	6 months	ASC Officiating Essential Skills (online) AusTKd online learning modules: <ul style="list-style-type: none"> ● Introduction to Para Taekwondo ● Role of the referee ● Managing weigh in ● Referee hand signals 101 ● Introduction to Kyorugi rules ● Concussion what to look for Foundation Referee Certification (in person)	State Association

National Referee Levels

The National referee program is managed by AusTkd and is open to individuals holding the Advanced level State accreditation and recommended by their State.

	Level	Individual guideline requirements to progress to the next level	Participation on court requirements for progression to next level	Minimum time before progression to next level	Online learning and in person course requirements	Assessing body
	National 1	Recommended by the NKRC and approved by AusTkd President on candidate application.	6 AusTkd events as a National 1 referee	24 months	National Referee Certification (in person)	AusTkd
	National 2	Recommended by National Referee Coaches, and/or National Educators for progression to the Nation 1 referee level. Based on demonstrated proficiency across all roles, ability to handle complex situations and consistent application of rules and match management best practices in a high performance environment. Act with professionalism and respect and collaborate effectively with all team members. Communicate effectively with all stakeholders and handle complex situations with diplomacy.	6 events of which a minimum of 3 must be AusTkd events 3 National workshops	12 months	National Referee Certification (in person)	AusTkd

Progression Assessment



Practical Evaluations

Accredited referees are required to undergo practical evaluation as part of their assessment when upgrading to a higher level. Assessment is completed by a minimum of two (2) recognised Assessors who are endorsed by the responsible assessing body for the level being assessed.

These assessments provide an important part of ensuring the candidate is able to meet the required competencies in a competition environment.

What happens if a candidate is assessed as 'unsatisfactory' in one or more of their attempts?

The assessment flow

For practical assessment a candidate will be assessed on a minimum of two (2) matches in each role being assessed, with feedback and guidance provided after each match.

If a candidate receives a "not yet ready" assessment, additional assessment opportunities will be identified.

Candidates do not start over at the next assessment opportunity, any successful assessments are retained and the candidate is assessed only on the outstanding areas.

Feedback and reassessment

If a candidate is unsuccessful in one or more criteria the AusTKd or State appointed Assessors will discuss the candidate's performance and provide constructive feedback identifying

- Why the criteria was not met
- Areas for improvement
- Specific areas of focus to improve before the next assessment

Where possible, this feedback should be given on a per-match basis with additional opportunities provided

Assessment records

Each Assessor will independently complete the formal assessment document at the end of the competition.

The Assessors will confer amongst themselves with a candidate passing assessment on a majority of votes.

The forms will be submitted to the relevant body and candidates may request a copy of their assessment records.

Adaptable assessment environments

While there are clear minimum performance criteria that must be met, it must be acknowledged that every official's journey and circumstances will be different.

Assessors and Educators are encouraged to adapt assessments to the differing needs of candidates, where possible and appropriate

State level assessments must be completed by a candidate's own State body, unless that body has approved another State to complete the assessments.

Appeals

If a candidate does not pass assessment on their second attempt they are not eligible for re-assessment for a period of 6 months. Referees who are dissatisfied with decisions made under this framework, may lodge an appeal in accordance with the following process:

1. **Lodgement of Appeal** The referee must submit a written appeal to the Chair of the NKRC within 14 days of the decision being communicated. The appeal must clearly state the grounds for appeal and provide supporting evidence where applicable.
2. **Initial Review** The NKRC shall acknowledge receipt of the appeal within 7 days. The NKRC will review the appeal and may seek further information from the referee, event organisers or other relevant parties before forwarding the appeal along with their recommendation to the AT board for review.
3. **Determination** The Board will consider the appeal at its next scheduled meeting or at a specially convened meeting if required. A decision will be made by majority vote of the Directors.
4. **Notification** The referee will be notified in writing of the outcome within 7 days of the decision.
5. **Final Ratification** Where the NKRC recommends upholding or dismissing an appeal, the decision must be ratified by the The Board. The Board's ratification constitutes the final step in the appeals process.
6. **Finality of Decision** Once the appeals process is complete and the decision has been ratified by The Board, no further avenue for appeal will be available.

Competencies Overview

There are a variety of competencies that referees should aim to master in order to ensure a safe, competitive match with good flow, and a positive competition environment.

Communication	Cadet/Foundation Standard	Development Standard	Advanced Standard	National Standard
Tone and delivery of information is appropriate to the match situation and level of the participants	Sometimes 20-40%	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Is clear and concise during in-match communication	Usually 40-70%	Consistently 70-90%	Expertly 90-100%	Expertly 90-100%
Uses communication strategies which promote coach and athlete rapport	Sometimes 20-40%	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Identifies and controls or de-escalates situations before they begin	N/A	Sometimes 20-40%	Usually 40-70%	Consistently 70-90%
Effectively communicates with the medical team during injury situations	N/A	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Penalties and Scoring	Cadet/Foundation Standard	Development Standard	Advanced Standard	National Standard
Correctly identifies and scores turning/spinning kicks	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%	Expertly 90-100%
Correctly identifies and scores valid punches	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%	Expertly 90-100%
Identifies and corrects errors in scoring for punches or technical kicks when judging	Rarely 10-20%	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%
Identifies appropriate and necessary penalties	N/A	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%
Assesses intent and the whole situation before penalising	N/A	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%
Invalidates points scored after prohibited acts	N/A	Sometimes 20-40%	Usually 40-70%	Consistently 70-90%
Team Support	Cadet/Foundation Standard	Development Standard	Advanced Standard	National Standard
Responds to coaches requesting IVR and alerts the centre referee	Sometimes 20-40%	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Responds to and supports other match officials calling for the attention of the centre referee	Usually 40-70%	Consistently 70-90%	Expertly 90-100%	Expertly 90-100%
Supports the referee when required, including for point invalidation/restoration, IVR requests, indication of the 4th penalty	Sometimes 20-40%	Usually 40-70%	Consistently 70-90%	Expertly 90-100%

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Match Awareness Positioning and Control	Cadet/Foundation Standard	Development Standard	Advanced Standard	National Standard
As a Judge or Review Jury identifies technical or timing issues, including scoreboard errors and phantom points and alerts the centre referee	Sometimes 20-40%	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Positions to monitor scoreboards, coaches, and other match officials while focusing on the athletes	N/A	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%
Identifies and responds to timing issues or scoreboard entry mistakes	N/A	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%
Moves around the court smoothly without drawing attention, repositioning only when necessary in response to the athletes	N/A	Sometimes 20-40%	Usually 40-70%	Expertly 90-100%
Maintains appropriate position and distance to accommodate the uninhibited activity and movement of the athletes anticipating the flow of the match	N/A	Sometimes 20-40%	Usually 40-70%	Expertly 90-100%
Manages athlete clinches to facilitate match flow	N/A	Sometimes 20-40%	Usually 40-70%	Consistently 70-90%
Pauses the match only when necessary and efficiently handles match restart to reduce the impact of interruption while ensuring athlete readiness and safety	N/A	Sometimes 20-40%	Usually 40-70%	Expertly 90-100%
Appropriately distanced to separate athletes promptly when required	N/A	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%
Maintains athlete control and safety during stoppages through body positioning and efficiency	N/A	Sometimes 20-40%	Usually 40-70%	Expertly 90-100%
Repositions athletes to the boundary line in appropriate situations	N/A	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%
Video Requests	Cadet/Foundation Standard	Development Standard	Advanced Standard	National Standard
Requests IVR as a judge when required for the available requests	Sometimes 20-40%	Usually 40-70%	Expertly 90-100%	Expertly 90-100%
Displays correct use of own IVR card where appropriate	N/A	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%
Takes coach requests and rejects invalid requests without delay	N/A	Sometimes 20-40%	Expertly 90-100%	Expertly 90-100%
Fully and accurately carries out the actions required for an IVR decision	N/A	Sometimes 20-40%	Consistently 70-90%	Expertly 90-100%
Decisively and correctly returns decisions as Review Jury on IVR requests within the allotted 30 seconds	N/A	N/A	Usually 40-70%	Expertly 90-100%

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Voice and Signals	Cadet/Foundation Standard	Development Standard	Advanced Standard	National Standard
Uses hand signals as a judge to indicate requests to the centre referee or calls meetings where required	Sometimes 20-40%	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Uses correct and clearly identifiable hand signals with no additional movements as a referee	N/A	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Signals have the correct start/end positions with good timing and tempo	N/A	Sometimes 20-40%	Usually 40-70%	Expertly 90-100%
Commands are clear and audible with distinguishable pronunciation	Sometimes 20-40%	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Systems, Processes and Outcomes	Cadet/Foundation Standard	Development Standard	Advanced Standard	National Standard
Operates the recognised PSS software following the commands of the referee	Consistently 70-90%	Expertly 90-100%	Expertly 90-100%	Expertly 90-100%
Accurately fills in the TA sheet with the round and match outcomes after tracking the match progress in real time	Consistently 70-90%	Consistently 70-90%	Expertly 90-100%	Expertly 90-100%
Completes IVR Log accurately and completely	N/A	N/A	Consistently 70-90%	Expertly 90-100%
Identifies situations requiring an 8/10 count	N/A	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Calls for medical treatment when required in accordance with the rules	N/A	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Handles medical timeouts and granting of additional time appropriately	N/A	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Participates in tie break procedures confidently	Usually 40-70%	Consistently 70-90%	Expertly 90-100%	Expertly 90-100%
Applies the rules to identify the appropriate winner in tie break situations	Usually 40-70%	Consistently 70-90%	Expertly 90-100%	Expertly 90-100%
Stays calm and impartial	Usually 40-70%	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Consistently and accurately applies the rules to make decisions while considering the participant level	N/A	Usually 40-70%	Consistently 70-90%	Expertly 90-100%
Efficiently manages the athlete inspection process ensuring match readiness	Usually 40-70%	Consistently 70-90%	Expertly 90-100%	Expertly 90-100%

Maintaining Your Accreditation

Accreditation Period

Accreditations are valid for an Olympic cycle (i.e. four years following a summer Olympic Games). At the start of each new cycle (i.e. after the conclusion of a summer Olympic Games OR upon a significant change of competition rules and regulations released by WT, all referees who hold an active accreditation must complete a full referee certification course in order to maintain their accreditation. This will help to ensure that all referees have the most current information regarding competition rules and regulations.

Records

AusTkd and the NKRC will hold and maintain a register of referees with information on their completion of courses/workshops and attendance at National-level tournaments and events. Member States may maintain a register of their own referees which will include information regarding attendance at State courses/workshops and attendance at State-level tournaments and events.



Annual Re-accreditation Requirements

Continual professional development is the responsibility of each individual and is important for all referees to maintain and build upon their competencies. It is essential for referees to stay active and up to date with the latest WT rules and their interpretation and implementation. The following requirements must be met each calendar year for an accreditation to remain active. Referees who do not meet their re-accreditation requirements within a calendar year will be deemed 'inactive'. After two (2) calendar years of failing to meet accreditation requirements, the accreditation will expire.

Level	Accreditation requirements
Advanced	<ul style="list-style-type: none"> Resubmit/maintain all pre-requisites as required 2 x State or approved club competitions 1 x State workshop
Development	<ul style="list-style-type: none"> Resubmit/maintain all pre-requisites as required 1 x State or approved club competitions 1 x State workshop
Foundation	<ul style="list-style-type: none"> Resubmit/maintain all pre-requisites as required 1 x State or approved club competitions 1 x State workshop
Cadet Development	<ul style="list-style-type: none"> Resubmit/maintain all pre-requisites as required 1 x State or approved club competitions 1 x State workshop
Cadet	<ul style="list-style-type: none"> Resubmit/maintain all pre-requisites as required 1 x State or approved club competitions 1 x State workshop

Level	Re-accreditation requirements
International	<ul style="list-style-type: none"> Resubmit/maintain all pre-requisites as required Hold WT Global Officiating License and be up to date with WT IR dues Meet WT education requirements to be eligible to officiate at G ranked events <p>AND Either Pathway 1 or 2</p> <ul style="list-style-type: none"> Pathway 1 <ul style="list-style-type: none"> Be a current WT Standing IR 3 x competitions per year (of which at least 1 must be a WT promoted event) Pathway 2 <ul style="list-style-type: none"> 4 x Competitions per year (of which at least 1 must be an international G ranked event) 1 x National workshop
National 1	<ul style="list-style-type: none"> Resubmit/maintain all pre-requisites as required 4 x State or National competitions per year (of which at least 1 must be National/international G ranked event) 3 x National workshops Pass knowledge test
National 2	<ul style="list-style-type: none"> Resubmit/maintain all pre-requisites as required 3 x State or National competitions per year (of which at least 1 must be National) 2 x National workshops

Active, Inactive and Expired Accreditations

Referee accreditations will be deemed as 'Active', 'Inactive' or 'Expired' at the beginning of each calendar year based on whether or not the referee has met all of their re-accreditation requirements in the previous calendar year.

Active Accreditations

Referees who have met all of their re-accreditation requirements within a calendar year will be deemed 'Active'. Referees with Active Accreditations will be prioritised for selection at National and State competitions.



After one (1) calendar year without meeting re-accreditation requirements

Inactive Accreditations

If a referee does not meet the requirements for re-accreditation within a calendar year, the accreditation will be deemed 'Inactive'. Inactive referees may still officiate at State and/or National events and can work to meet their re-accreditation requirements to maintain an Active Accreditation.

Referees can hold an Inactive Accreditation for a maximum of one (1) calendar year.



After one (1) more calendar year without meeting re-accreditation requirements

Expired Accreditations

Referees who hold an Inactive Accreditation for more than one (1) calendar year will be deemed 'Expired'. Referees with an Expired Accreditation will need to undergo requalification and re-assessment for their accreditation to be reactivated. Referees with Expired Accreditations can opt to be assessed for reactivation at a lower level. At the discretion of AusTKd or the member State, in exceptional circumstances a referee may be reaccredited without the need for re-assessment.



Referee Licence

What

The AusTKd Referee Licence is granted annually to ensure that officials meet the minimum requirements to officiate every year. It is a requirement for all levels of Kyorugi officials to hold a Referee Licence if they wish to attend competitions, training, or workshops. Individuals may attend certification courses without a Referee Licence.

How

A Referee Licence will initially be granted to an individual who has successfully completed the Foundation referee certification, upon notification from the relevant State to AusTKd. Thereafter, Referee Licences will be granted on an annual basis upon application and validation of the requirements. AusTKd will open licence renewal in December for the following year in line with membership renewal processes.

Why

The requirements to hold a valid officiating status must be confirmed annually as prerequisites and other requirements expire, although courses may only be attended once in every 4 year cycle. Confirming a Referee Licence on an annual basis ensures that each official meets the requirements to continue officiating for that calendar year. Referee Licences may be granted as either active or inactive based on the submission of continued professional development (CPD) requirements. Referee Licences will only be granted to individuals who hold a current referee accreditation and meet the minimum requirements of a Kyorugi official.



Approved Continued Professional Development (CPD) Events for Re-accreditation

Officiating development goes beyond the initial certification course and on-mat competition experience. The referee framework brings into focus the differing motivations and goals of our Australian officials and recognises that self paced learning is vital to the officiating journey. The framework encourages a range of experiences for officials to continually develop and grow.

Referee certification and accreditation courses	Referee workshops	Referee practical training sessions
<p>Facilitator: State Referee Educator Duration: ½ - 1 day</p> <p>State Referee Certification courses are organised by State Associations and completed to initially attain an accreditation, or renew an expired accreditation.</p>	<p>Facilitator: State Referee Educator Duration: 2-4 hours</p> <p>State referee workshops are short, single subject interactive sessions developed and hosted by each State. They can cover a wide range of topics from effective communication and conflict resolution through to rule specific content such as IVR scenarios, identification of necessary penalties, and how to encourage match flow.</p>	<p>Facilitator: State Referee Coach Duration: 1-4 hours</p> <p>States may provide practical training opportunities for referees outside of competitions. These can be in the form of referee participation in athlete mini-camps, or State development pathways training sessions.</p>
<p>Facilitator: National Referee Educator Duration: 2 days</p> <p>National Referee certification courses are organised and hosted by AusTKd. They are for Advanced State referees who wish to attain a National accreditation, and National referees to renew an expired National accreditation.</p>	<p>Facilitator: National Referee Educator Duration: 1-2 hours</p> <p>National referee workshops are organised by the NKRC and led by National Referee Educators or subject matter experts. These workshops are held online. They provide opportunities for National-level referees to come together and consolidate interpretations and management understanding across the country.</p>	<p>Facilitator: National Referee Coach Duration: 1-2 hours</p> <p>National training sessions are hosted monthly by each State PPP and provide a low-stress environment for referees to practice their centre referee skills under the guidance of National Referee Coaches.</p>

State / Club Competitions

Competitions are approved to contribute towards referee development requirements by the State body under the advice of the State Referee Director, State Educators, and State Referee Coaches. It is recommended that the following minimum requirements are met for an event to be counted towards an official's re-accreditation or upgrade requirements.

- Event duration 6+ hours
- WT approved PSS scoring system in use
- Full WT rules for penalties (allowing for the modern approach to officiating)
- IVR systems optional but recommended
- State/National Referee Coaches or Educators present to guide and support referees

Recognition of Prior Learning (RPL) / Recognition of Current Competencies (RCC)

The RPL/RCC process allows individuals to join the Australian referee community at the appropriate level for their previously obtained skills and knowledge that have been obtained through formal training, work or life experiences. Through this process, a candidate's existing skills and knowledge are assessed to identify the level of accreditation appropriate for their competencies.

State Associations are responsible for assessing RPL / RCC applications for State levels. AusTkd is responsible for assessing applications for National 1 and National 2 level referee candidates.

Who can apply?

Candidates can apply for RPL/RCC if their prior learning and experiences enables them to provide evidence to show that they already meet the knowledge and competencies of a particular level. This can include:

- Referees moving to Australia holding an accreditation from another WT MNA.
- Referees moving to Australia holding a WT IR accreditation.
- Australian athletes who have competed at an international level.
- Australian coaches who have coached at a National or international level.

Evidence submitted must meet the following principles:

- Validity - is it relevant.
- Sufficiency - is there enough.
- Authenticity - is it a true reflection of the candidate.
- Currency - is it recent (obtained within the last 4 years).

How to apply

1. **Understand competency requirements**

Candidates should understand the competencies required and ensure they are able to meet the criteria by submitting sufficient, authentic, and current evidence.

2. **Complete the RPL/RCC application form**

Candidates should complete and submit the RPL/RCC form to the relevant body.

3. **Review of Application**

The evidence provided by the candidate will be assessed against the required competencies. A determination will be made as to whether the candidate wholly or partially meets the competencies. In the event of a partial completion the candidate will receive an outline of which competencies need to be achieved, and what evidence is required. They may be asked to supply further documentation, or complete individual education modules.

4. **Practical Assessment**

Some levels may require the candidate to be assessed on practical competencies.

5. **Notification**

Candidates will be notified of the outcome within one (1) month of the NKRC receiving the application.

6. **Appeal**

Candidates wishing to appeal an assessment decision they believe to be unfair, unjust, or the submitted information has been misinterpreted, must submit their appeal in writing within 14 days of notification of assessment. The appeal must state the grounds for appeal. See page 16 for the appeals process.

Progression Pathways

Educators, Coaches, Mentors, and Assessors form an essential part of the officiating journey. Opportunities exist for individuals who want to formalise their educational contribution and assist with the development of Kyorigi referees at all levels.



Referee Educator

Referee Educators are responsible for the delivery and facilitation of Referee Certification Courses and Referee Workshops.



Referee Coach

Referee coaches have experience and training in coaching or mentoring. Their role is to support the development of referees at competitions, workshops, and training days.



Referee Assessor

Referee Assessors are responsible for conducting the practical assessments for upgrading referees.

National Position Requirements

- Active WT International Referee
- Completed recognised Train the Trainer course
- Appointed by AusTkd NKRC

- Active Referee Accreditation of National 1 Level or higher
- Highly recommended to have completed Train the Trainer education
- Appointed by relevant State Association

- Active National 1 Referee Qualification
- Completed recognised coaching education
- Appointed by AusTkd NKRC

- Active Referee Accreditation of Advanced Level or higher
- Recommended to have completed recognised coaching education
- Appointed by relevant State Association

- Active WT International Referee
- Completed recognised Assessor education
- Appointed by AusTkd NKRC

- Active Referee Accreditation of National 2 Level or higher
- Recommended to have completed recognised Assessor education
- Appointed by relevant State Association

State Position Requirements

Attire



Kyorugi referees are expected to maintain a professional appearance at events. Uniforms should be neat and clean during competitions, and training apparel must uphold the standards of a professional environment.

- **Training Attire:** For event training, workshops or practical training days officials the designated attire is athletic wear with full length pants, full length (i.e. not cropped) polo/tshirt with sleeves and training shoes.
- **Competition Shirt and Tie:** A white long or short sleeve business shirt must be worn during all officiating duties. The shirt should be clean, ironed, and properly fitted. This is paired with the official AusTkd referee tie.
- **Competition Trousers:** Plain black trousers, either suitpants or golf style. These should be neat, appropriate in length and properly fitted.
- **Competition Footwear:** White sneakers free from any obvious branding.
- **Competition Jacket:** Plain black suit style jackets may be worn during officiating duties, this jacket must be removed when Center Referee.
- **Jewelry:** small earrings, and a plain wedding band ring are the only permitted jewelry. Watches must be removed when acting as Centre Referee
- **Hair:** hair should be secured away from the face and eyes and neatly groomed.

Codes of Conduct and Professionalism

Officials are expected to always conduct themselves in a professional manner and at all times abide by AusTKd policies and codes of conduct. <https://austkd.com.au/policies/>

Commitment

- Respond to all official appointments or requests for officials promptly
- Be punctual to events, prepared, and focussed during all assigned duties
- Seek continuous development through training, feedback, and self assessment

Professional conduct

- Demonstrate impartiality at all times and refrain from engaging in behaviours that could be perceived as biased, prejudicial, or favoritism
- Maintain professionalism in all interactions with athletes, coaches, event staff, spectators, and fellow officials.
- Be proactive in creating an environment of inclusion by at all times treating participants with respect and dignity regardless of gender, age, ability, background, or club affiliation.
- Maintain calm and respectful communication and display conflict resolution when required.
- Engage in positive discussions around concerns where reasonable.
- Work together as a team in a cooperative spirit for the smooth running of the event without unwarranted interference

Discretion and socialising

- Do not publicly comment on officiating decisions or complaints, or disclose confidential information.
- Use social media in a responsible manner that does not bring the sport or its officials into disrepute
- Maintain professional boundaries during events with athletes, coaches, and spectators



AusTkd Competitions

What's included

Individuals selected to officiate at AusTkd managed events will receive the following assistance and benefits

- **Flight Support:** Officials will be provided with airfare support based on distance travelled, tiered by Referee Level.
- **Accommodation:** Provided for the duration of the event
- **Transportation:** Between the airport, hotel, and venue. Transportation is provided on official checkin/checkout and competition days
- **Meals:** Meals or a meal allowance will be provided for all competition days
- **Per Diem:** Tiered according to the officials Referee level or responsibilities

For officials who are not required to travel only the per diem and meal arrangements will be provided. Officials are expected to be in attendance for the entirety of the event

Approved list of events

- Australian National Championships
- Australian National Team Selection
- Pathways National Events

AusTkd may add to the approved list of events at any time





 **Australian
Taekwondo**

