



REFEREES & TECHNICAL DELEGATES

SELECTION GUIDELINES

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1. Purpose

- 1.1. The WPA Referee and Technical Delegate Selection Guidelines aims to outline the minimum requirements and expectations relating to the nominations, selections and appointments of Technical Officials at National water polo events.
- 1.2. This document is formulated and enacted by Water Polo Australia (“WPA”) and in accordance with the powers set out in WPA’s constitution and subsequent policies and regulations.

2. Definitions

Accreditation refers to a completed and valid WPA Accreditation in accordance with the [WPA Learning and Development Framework](#), recorded in the WPA MemberPool database, or having completed the core requirements outlined in **Appendix 1**.

Appointments refers to actual match appointments, scheduling or rostering at specific events – this is a role carried out by the appointed Appointments Officer from the pool of appointed Officials.

Event Entry Pass refers to the permit that is required to be shown upon entry to competition venues and gain access to pool deck for players, team staff, officials, media, staff and volunteers.

Officials refers to all Table Officials, Referees, Technical Delegates and Pool Controllers.

Selection refers to the expression of interest, nominations, recruitment and selection of officials for an event.

Team Staff refers to Head Coaches, Assistant Coaches and Team Managers.

3. Objectives

- 3.1. These guidelines apply to all WPA Sanctioned Events with the objective to:
 - 3.1.1. Assist WPA to uphold its duty of care for all involved in the sport
 - 3.1.2. Promote and deliver a high standard of refereeing and officiating at all events
 - 3.1.3. Ensure consistency and transparency in all areas, including pre-requisites, minimum water polo knowledge, selection and appointment criteria, entitlements, scheduling and assessment processes.
- 3.2. It is intended that this document may also be used as a guide for State and local events, competitions and representative programs.

4. Eligibility Requirements

- 4.1. All Technical Officials must hold an active membership with their respective State or local Association.
- 4.2. In order to be permitted on pool deck at a WPA Sanctioned Event, core and recommended requirements apply. These can be found in **Appendix 1**.
- 4.3. All courses listed in **Appendix 1** are available through the [WPA Learning Hub](#). You must be a current WPA Member to gain access to this resource.
- 4.4. All valid State Specific Working with Children Check/Vulnerable people (WWCC) must be submitted and approved by the relevant State through the link.
 - 4.4.1. Parent Exemptions will not be accepted

- 4.4.2. Persons under the State Age Requirement will be required to register their WWCC as a Valid Photo ID with their photo and DOB: Driver's License, Proof of Age Card, Passport, School ID.
- 4.5. In some instances, Officials may be required to hold a WWCC from the State in which the competition is played in. This will differ between competitions and the appointed Technical Officials will be notified if necessary.
 - 4.5.1. WPA will pay for any additional expenses incurred to get an additional WWCC from outside their home State.
- 4.6. All core requirements must be submitted no later than 8 weeks prior to the start of the Event.

5. Nomination & Selection Process

5.1. AYWPC, Country & Masters Championships

- Individuals are to nominate through the relevant Expression of Interest Form to Water Polo Australia by the due date.
- The nominations are endorsed by the State Association Head Referee and/or Executive.
- Selections are made by the WPA Referee Coordinator and appointed Selector.

5.2. National State Championships

- The AWL Referees Panel may individually nominate through the relevant Expression of Interest Form to Water Polo Australia by the due date.
- The State Associations are to nominate the remaining individuals via the State Head Referee to Water Polo Australia.
- Final Selections are made by the WPA Referee Coordinator, National Competitions Manager and appointed Selector.

5.3. Australian Waterpolo League

- An AWL Head Delegate is appointed by the WPA Referee Coordinator.
- The AWL Delegates Panel are selected by the WPA Referee Coordinator.
- The AWL Referees Panel are selected by the WPA Referee Coordinator and WPA Head Delegate.

6. Responsibilities of Referees & Technical Delegates

- 6.1. Once formal selections are made and communicated by the WPA National Competitions Manager the following is expected of all appointed Officials;
 - 6.1.1. Provide full availability during the tournament period
 - 6.1.2. Complete and sign the supplied Hobby Form for payment
 - 6.1.3. Mandatory attendance/participation in the pre-event technical meeting and mid-week update briefings at the event
 - 6.1.4. Continuous feedback and mentoring will be provided to Officials by the Technical Delegates throughout the tournament.
 - 6.1.5. Officials may be required to perform other duties such as table duty, goal judging, and mentoring as requested by the WPA Referee Coordinator. When appointed to Finals Matches, referees will be paid as per their applicable match appointed rate.
 - 6.1.6. Referees report to the WPA Referee Coordinator or their proxy.
 - 6.1.7. Referees must declare any potential conflicts of interests that may arise at the event in the arrangement's questionnaire.
- 6.2. Officials are required to report to the Technical Delegate a minimum of thirty (30) minutes prior to the start of their scheduled match.

- 6.3. Officials who do not turn up for their scheduled match may be suspended or sent home from the tournament at their own cost.
- 6.4. Best endeavours will be made, pending the size and appropriately accredited officials in attendance to provide a minimum of four appointments per day during the tournament rounds.

6.5. Appointments Officer

- 6.5.1. Pending the size of the event/tournament a Appointments Officer may be appointed to coordinate the appointments reporting to the WPA Referee Coordinator.

6.6. Technical Delegates

Technical Delegates are responsible for:

- 6.6.1. Supporting referees and table officials in ensuring games are conducted correctly and managing spectator and team staff behaviour in accordance with WPA Policies and Procedures.
- 6.6.2. Technical Delegates will mentor, provide verbal and/or written feedback to the officials. When required, Technical Delegates will be asked to provide a written evaluation of the Officials from their officiating throughout the week for submission to WPA.
- 6.6.3. Appointment to matches is at the discretion of the WPA Referees Director or their representative based on performance feedback and evaluations by the Technical Delegate throughout the tournament and relative experience and capabilities.
- 6.6.4. Technical Delegates have the right to change appointments if necessary to other referees at the venue as required and the Technical Delegate must communicate the change appropriately prior to the start of any changed match.
- 6.6.5. In the event that an Official does not turn up for their match, the Technical Delegate will appoint an available referee at the venue to the match.

7. Entitlements

- 7.1. Once formally appointed, Referees and Technical Delegates are entitled to the following benefits during all WPA Sanctioned Events.
- 7.2. Match Payments for Officials

Australian Youth Water Polo Championships (AYWPC)	
Community, Development, Advanced	\$20 per match
Elite Accreditation	\$30 per match
Technical Delegates	\$200 per day
National State Championships (NSC)	
Referees	\$100 per day
Technical Delegates	\$200 per day
Australian Country & Masters Championships	
Referees	\$100 per day
Technical Delegates	\$200 per day
Australian Waterpolo League (AWL)	
AWL Referees	\$70 per match
AWL Technical Delegates	\$80 per match

Note: Officials will be notified if the payment schedule differs for each specific event.

7.3. Allowances

Tournament (AYC, NSC)	
Travelling Official	Local Official
Allowance of \$25/meal each day in attendance unless provided by the organising committee (WPA)	N/A
	N/A
	N/A

AWL	
Travelling Official	AWL Tournaments
All Officials will receive \$100/day for each day of travel to cover expenses.	Officials will receive \$100/day for each day to cover expenses.

7.4. Accommodation/Travel

	Tournament	
	Interstate Official	Home State Official
Air Travel/Motor Vehicle (MV) Allowance	Return flights from the closest capital city booked by WPA	MV Allowance @ 68c/km (only applicable if travelling in personal vehicle over 150km or more to primary event venue)
Airport Transfers	WPA provides airport transfer from Host City Airport to Official Hotel and return	N/A
Daily Transfers	WPA provides daily transfer from the Official Hotel to each venue as per appointments	
Accommodation	Share room accommodation is provided at the Officials Hotel. Elite Referees and Technical Delegates will be entitled to single room accommodation (if rooms are available). Shared accommodation may be provided if apartments with separate bedrooms are available.	

	AWL	
	Interstate Official	Home State Official
Air Travel/Motor Vehicle (MV) Allowance	Return flights from the closest capital city booked by WPA	MV Allowance @ 68c/km (only applicable if travelling in personal vehicle over 150km to primary event venue)
Airport Transfers	WPA will provide a transfer to hotel or a rental car where applicable. Uber/Taxi receipts may be reimbursed if a rental car is not provided.	N/A
Daily Transfers	WPA will provide a transfer to hotel or a rental car where applicable. Uber/Taxi	N/A

	receipts may be reimbursed if a rental car is not provided.	
Accommodation	AWL Officials will be entitled to single bedroom accommodation. Shared accommodation may be provided in apartments with separate bedrooms.	

- 7.4.1. All Travel booked by WPA will follow WPA's Travel Policy except where specific rules are defined in this document.
- 7.4.2. All bookings must be made by the WPA. Bookings made by individual officials without prior authorisation by the WPA GM-Corporate Services and/or Competition Manager will not be reimbursed.
- 7.4.3. Any additional changes to the standard arrangements will be at the officials' expense.

7.5. Uniform/Equipment

- 7.5.1. All appointed officials will be provided with at least one (1) event shirt and event hat to be worn at all times while undertaking official duties.
- 7.5.2. It is the responsibility of each official to ensure they arrive prepared for each appointment with clean and tidy uniform, appropriate white shoes, long white pants, whistle and red and yellow cards, and make themselves known to the Delegates upon arrival on each day or each match.
- 7.5.3. Shorts may be worn depending on weather conditions as directed and approved by the National Competition Manager in consultation with the WPA Referee Coordinator.

8. Appendix 1 – Officials Core Requirements for WPA Sanctioned Events.

<https://www.waterpoloaustralia.com.au/learn/learn-referees/>

Role	CORE Pre-Requisites (All Divisions)	Australian Waterpolo League + WPA Country & Masters Championships	
		Accreditation Level Required	
		Australian Waterpolo League (AWL)	WPA Country & Masters Championships
Referee	WPA Membership	WPA Advanced Referee Certificate or WPA Elite Referee Certificate	WPA Development Referee Certificate
Technical Delegate	+ Valid State Specific Working with Children Check/Vulnerable people (Employee) + ASC Community Officiating General Principles (highly recommended)	WPA Technical Delegate Specialisation Certificate + WPA Advanced Referee Certificate	WPA Technical Delegate Specialisation Certificate + WPA Advanced Referee Certificate

Role	CORE Pre-Requisites (All Divisions)	National State Championships		
		Accreditation Level Required		
		15&U	17&U	19&U
Referee	WPA Membership	WPA Development Referee Certificate	WPA Development Referee Certificate	WPA Advanced Referee Certificate
Technical Delegate	+ Valid State Specific Working with Children Check/Vulnerable people (Employee) + ASC Community Officiating General Principles (highly recommended)	WPA Technical Delegate Specialisation Certificate + WPA Development Referee Certificate	WPA Technical Delegate Specialisation Certificate + WPA Advanced Referee Certificate	WPA Technical Delegate Specialisation Certificate + WPA Advanced Referee Certificate

Role	CORE Pre-Requisites (All Divisions)	Australian Youth Water Polo Championships			
		Accreditation Level Required			
		12&U	14&U	16&U	18&U
Referee	WPA Membership + Valid State Specific Working with Children Check/Vulnerable people (Employee)	WPA Community Referee Certificate	WPA Development Referee Certificate	WPA Development Referee Certificate	WPA Advanced Referee Certificate
Technical Delegate	+ ASC Community Officiating General Principles (highly recommended)	WPA Technical Delegate Specialisation Certificate + WPA Development Referee Certificate	WPA Technical Delegate Specialisation Certificate + WPA Development Referee Certificate	WPA Technical Delegate Specialisation Certificate + WPA Advanced Referee Certificate	WPA Technical Delegate Specialisation Certificate + WPA Advanced Referee Certificate