

REFEREE COMMITTEE MINUTES
 Monday 18th November 2024 - 6.00pm

Agenda Item		Agenda Topic	Action Required
6:04pm	1.0	OPENING AND PRELIMINARIES	
	1.1	Acknowledgement of Country	
	1.2	Present: Dani Francis (DF), Jose Martinez (JM), Will Dundas (WD), Shaun Barnett, Robyn Kuhl (RK), Karyn Murray (KM), Alex Neindorf (AN). Online: Oliver Guazzelli (OG), Sam Stewart (SS), Karen Wickham (KW). Apologies: None.	
	1.3	Additional items	
	2.0	MEETING NOTES FOR APPROVAL	
	2.1	Previous notes were approved by SB and seconded by WD as a true reflection of the meeting.	
6:09pm	3.0	VWA & VA UPDATES	
	3.1	RK noted that there have been no changes in the VWA Board. She also noted that Kirsten Tyson has finished her employment with VWA and that Brad Barclay will leave in December, his position already being advertised. VWA has welcomed Ella Stewart as the Development Coordinator for Metro and Paris Rond will move from Schools to the Development Coordinator for Regional once the Schools position is filled, which has been advertised as well. The VWA office has been busy doing 2025 planning, especially with VA changing AVSL dates, and will be closed during Christmas from the 20 th of December to the 6 th of January.	
	3.2	JM shared that there have been no noticeable updates lately in the Education Platform or the Accreditation Framework. He said that VA was supposed to enable a 'Beach Volleyball Rules Refresher' on the ASC	

		<p>platform before the Glenelg ABVT round but that did not happen, possibly because of Nam going through some personal things.</p> <p>It was celebrated by RK the new Australian appointments to the various FIVB committees that were appointed in the latest FIVB World Congress.</p>	
	<p>4.0</p> <p>4.1</p> <p>4.2</p> <p>4.3</p>	<p>FOLLOW UP ACTIONS FROM LAST MEETING</p> <p>JM shared that he did not find anything similar through talking to the other states regarding the Referee Development Handbook that is being produced by this committee. WD and RK said that they knew QV did not have something similar and that QV is currently revamping their entire catalog of policies.</p> <p>JM shared that he had a chat with Competitions, resulting in KM and AN being present in this meeting. We appreciate them for taking the time in joining us.</p> <p>JM shared that both Referee and Coach courses were setup for regional participants coming to Perth to participate in the Country State Championships. He noted that the course information was sent to every participant registered, but that unfortunately they both had to be cancelled due to the lack of registrations. For the Referee course, WD was going to present it online a week before the event was scheduled.</p>	
6:20pm	<p>5.0</p> <p>5.1</p>	<p>BUSINESS FOR DISCUSSION</p> <p>AVSL and WAVL Finals</p> <p>Regarding AVSL, DF shared that she had been in communication with Dean Turner for WA to provide feedback about AVSL officiating. There is a consensus that AVSL should not be used to train referees or that appointments should be even. The best referees should be refereeing these higher-level matches. There is still some space to develop referees in AVSL in home games and being involved in activities such as line officials.</p> <p>AN shared that there will be 3 home matches in 2025.</p> <p>There was a general discussion noting the need to set up an event hierarchy to have a clearer refereeing pathway. Events such as AVSL</p>	

6:34pm	5.2	<p>should be the highest of tiers for Level 3s and above, while events such as AJVC and Club Championships are great events for the development of experienced Level 2 State and new Level 3 referees.</p> <p>WD noted the importance of having a pool of high-quality volunteers, as this helps to keep match days streamlined and efficient while also helping to keep matches under the stipulated timeframes. Ideas such as having a minimum age or volunteer training were explored.</p> <p>Regarding WAVL finals, DF said that there was a good group of people involved, encompassing officials, coaches, and players. She was very happy with the running of the event and the big pool of appointed referees, noting that we should keep expanding and providing opportunities to developing officials.</p> <p>Level 2 Associate Pay Rate</p> <p>Initially, DF strongly felt like the pay increase for Level 2 Associates needed to not happen as she believed that it would hinder the referee pathway and would encourage referees to not complete the process to become a Level 2 State.</p> <p>KM shared that the proposal is to increase the WAVL and WAVJL match pay for Level 2 Associate Referees from \$5.50 to \$15. This is for a single match with no consideration of sets played or total time. The reasoning is that she says it as an incentive to keep people in the sport, increase the interest of lower division players attending Level 2 Courses, and encourage players to top referee more willingly.</p> <p>OG mentioned that this would be great to get Lvl 2As into WAVJL on Fridays, where historically it has been tough finding enough referees. It was then agreed that the pay increase for Lvl 2As will be a good step towards bringing more developing referees to all the divisions and have them feel rewarded with a more decent compensation.</p>	5.3
		<p>Changes in the 2025 WAVL Handbook</p> <p>AN detailed the changes that he and KM have made to the WAVL handbook for 2025. The points were discussed briefly, saying that they</p>	

	<p>could meet again to discuss the handbook in depth after the final draft is finalized and distributed.</p> <p>A. State League eligibility, which includes Development Players and finals. DPs are not going to be flexible in 2025, with them being named at the beginning of the season alongside the submission of team lists. KM has proposed a form for formal DP submissions, where clubs need to indicate why a player should be a DP and how being a DP will benefit their development. Some of the wording around DPs has been not clear enough so it will be updated to have fewer issues during the season.</p> <p>B. Avoiding Forfeits AN has changed some of the wording around clubs avoiding forfeits to reflect which players are allowed to step in to play. It was agreed that to make the competition be fairer, it should be encouraged to have players from lower divisions step up instead of having higher-division players step down. The regulations should allow for some lower-division players to step in and be approved afterwards, but the exact wording and ruling is still yet to be finalized.</p> <p>C. Uniforms There was a discussion around club uniforms, particularly around women's uniforms in the lower divisions. The consensus is that consistency is key. Regulations are becoming more flexible and the VWARC is alright with whatever style bottoms women use during games (leggings, bike shorts, men style shorts), as long as all of them are the same color and have the same design and logos. It was also agreed that the uniform exemption form should be used more seriously, mentioning that AN should get the form at least 4 weeks before it is needed. The idea of fining clubs for breach of uniform policy was explored. SS said that this information needs to be circulated alongside all WAVL divisions and all relevant clubs, referees, venue coordinators, etc., to have the same standards throughout the competition and different venues.</p>	
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	<p>SS also said that it will be very important for this message to be clear, especially when there are games outside of Perth Metro. In the Southwest, SS is sometimes playing a game and whoever remains as a venue coordinator / TD needs to also understand the regulations clearly. DF said that in case anything happens the first contact should always be the Chief Referee on duty, which is always only one phone call away. There was a discussion regarding new clubs deciding what colors they will use. AN said that this will not be too harsh moving forward. It is highly recommended though that the color tones, color combinations, and uniform design differs from established clubs.</p> <p>The final point on uniforms was pointing out the need to explicitly put in the handbook the requirement to play and referee with the appropriate footwear. Court/sport shoes are required for players on court and enclosed shoes are required for refereeing. Naming prohibited shoes would be good for people to not say they did not know (ex. Crocs, thongs).</p> <p>D. Referee Levels for Divisions</p> <p>Now that referees were appointed to all SL games and plenty of SLR games, the idea of raising accreditations requirements for top and second referees for SL – D1R was explored. The idea is to keep SL/SLR top referees on Level 2 State and to up the requirement for 2nd referees to Level 2 Associate. For Division 1 and Division 1 Reserves, the requirement for top referee would be updated to be Level 2 Associate from Level 1. The idea of not having a 2nd ref for Division 5 and lower was explored. The VWARC said this would be a big no from them, stating how those divisions already do not require to have linespeople. WD said that lower division referees tend to not be very experienced, so having someone else there assisting with the calls is key. It was said as well that the ball does not go too fast so linespeople are not completely required, but that the support that a 2nd referee provides should not be taken away.</p> <p>E. Exposure</p> <p>AN also shared that Exposure does not allow to modify competition points directly. In the past, normal forfeits and administrative forfeits had</p>	
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	<p>different point penalties, and Bracketpal was able to reflect this. AN asked if it would be an issue to have the same penalty for both types of Forfeits to make the input of points in Exposure work. It was agreed to this would not pose any problems. Before, Admin Forfeits had a 2-point penalty while a normal forfeit had a 3-point penalty. Now, both types of forfeits will have a 3-point penalty.</p> <p>For reference, a normal forfeit is when a match is not played (ex. due to a team not showing up) and an administrative forfeit is when the match is played but something is picked up afterwards as not being within the regulations, such as players not having a membership.</p> <p>F. SL MVP Votes (also point 5.4)</p> <p>The feedback that AN has gotten regarding the new MVP voting system that was implemented for the first time in WAVL 2024 was that players liked it but the clubs did not. Clubs might feel left out and that they do not get a say on the voting, which is the point of this new system. The referee being a neutral party should be objective and give MVP votes to whoever they think performed the best. There was a consensus that the MVP should become a 'Best and Fairest' award. This will potentially make players that receive red cards not eligible for any votes.</p> <p>There was also a consensus saying that it is key for referees to consult with coaches to have better context of the game and to have their ideas challenged. Nonetheless, the official has the final decision in the voting. Everyone agreed that the WAVL MVP Dream Team recognition that was implemented this year was a great idea and the people that were named in the team were probably the best objective picks.</p> <p>RK noted the importance of referees and coaches working together.</p> <p>G. WAVL Dates</p> <p>AN shared that WAVL 2025 will very likely start later than in 2024. This is due to the recent changes to the AVSL dates because of international FIVB events and regulations. He also mentioned that there will be no scheduled Friday games and that there will be no double header weekends. Clubs can still choose to have a home game on Friday, but that is up to each club.</p>	
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7:38pm	5.5	<p>Beach Committee – Appointed Referees</p> <p>KM shared the Beach Committee proposed to have designated Referees for some finals matches of the Elite divisions of the ATABT. The 2024/25 season will be left as is, but this proposal will be explored for the 2025/26 season. The aim is to appoint referees in both Semifinals and Grand Finals of the women and men’s AAA/Elite matches. The VWARC agreed that this would be great if accomplished by formalizing the tour and not depending on players themselves to do the officiating. How this will exactly look will be discussed next year but it seemed that everyone was open to work to make it happen.</p> <p>There will be open EOIs for referees for the upcoming WA Open in February 2025. This will be a good starting point to see how many people are interested in beach officiating and assist their development during the off season.</p> <p>WD said that beach refereeing with a referee stand is so much easier but that it is not 100% required. He said that in most matches during the ABVT they referee from the ground, so they would make do locally.</p> <p>The final point that was explored was getting officials to regional rounds. A couple of ideas were shared such as using other players that have been knocked out before the semifinals, but nothing concrete was said.</p>	
7:49pm		<p>At this point AN and KM leave the meeting. The VWARC thanks them for their attendance and their willingness to work together for the benefit of volleyball in WA.</p>	
7:50pm	5.6	<p>New Referee Handbook</p> <p>Everyone in the VWARC thanked SB for his great effort in compiling this first draft document that will definitely help new referees through their officiating journey.</p> <p>SB mentioned how he got most of the information from a mix of VA’s frameworks, the Referee Packs given on Level 2 Courses, the RevSport portal, and VWA’s Website. He noted that some of the information from the website seemed a bit outdated and needed to be changed. JM noted that he’s had a couple of hectic weeks and when he had some time previously the website was not responsive for editing. He communicated</p>	<p>JM to Update Website</p>

		<p>this issue to Leah Clayton, which she resolved with our website provider. Once the bulk of November courses are processed in time for AVSC, updating the website is his first priority.</p> <p>OG mentioned that the wording and styling of the document as is sounds almost like a sales pitch. People that will be receiving this document have already taken the course, so they need more plain information and not so much to be convinced that they should be refereeing.</p> <p>KW noted that the document was a bit lengthy, and it was agreed to chop the document into smaller 'factsheets'.</p> <p>Everyone also agreed that some of the information should be put into images or infographics to be more user friendly.</p> <p>SB said that he will start the splitting process and open it up for feedback and comments, just like the first draft of the document.</p> <p>There was a discussion around some terms, like should we refer to the reader as a candidate/student or just a referee? Is this helping the referee in their journey/pathway/development?</p> <p>It was proposed that the titles of the different fact sheets should be Level 2 Journey, CDC Points and Renewal, Referee Resources, and a general FAQ.</p> <p>To finalise this section, there was a discussion around Referee Coaches and Assessors. JM said that the VWARC needs to think regarding who we want to be in the list to do the 2025 update.</p>	<p>SB to modify the handbook and share to the VWARC</p> <p>ALL to think about Referee Coaches</p>
5.7	Collation of Referee Resources	<p>KW mentioned that after the Regional Club Chat, some of the regional associations were asking for online resources to improve their officiating quality and knowledge. She said that this did not mean that new content needs to be made, just that existing content needs to be compiled so it can be accessible for whoever is looking and easy to send to whoever asks. WD mentioned that he had a list of some video links and resources that he can update and circulate.</p>	<p>WD to send the resource list</p>
5.8	Facebook Group	<p>KW noted that the Coach and Referee Facebook group has been forgotten once again and there is a need to revitalize it. DF said that we need to</p>	

		<p>always think on how regional clubs can be included and benefited more often, which generally is through online means. SB mentioned that he was happy to start posting some content more frequently alongside with WD that said he was going to be more proactive.</p> <p>5.9 Southwest Referee Course SS said that a Level 2 Referee Course would be very welcomed in the Southwest before Busselton and Bunbury host their 2025 trials. There was a discussion around approved Level 2 Presenters. JM said that there is enough time from now to March to upskill SS so that she can present, as having presenters around the state in regional areas is key to having a better network of learning, while also being more accessible budget-wise.</p> <p>5.10 Friendship Games 2025 KW noted that the 2025 Friendship Games will be happening in Perth in July 2025. This is a mix of social events and a competitive tournament where WA and some Asian countries come together in the name of friendship. The volleyball tournament will be held at Lords. DF said that this would be a key event for local referee development and SB was nominated as the tentative Chief Referee/Delegate.</p> <p>5.11 Meeting dates The proposed meeting dates for 2025 were 3rd of February, 18th of August, and 3rd of November. JM is going to check that the proposed dates line up with event dates that had not been 100% confirmed or that had changed recently, such as the WAVL Finals and the start of AVSL.</p> <p>5.13 Level 3 Referee process Following three WA referees that did not follow the appropriate process to submit a Level 3 Referee Application, there was a discussion around what the application process entails, what the referees are told regarding the process, the importance of not pushing people to higher accreditations when not yet ready, and what getting recommendations in national events really means.</p>	<p>ALL to revitalize FB group</p> <p>Prepare SS to present LvI2 in the future</p> <p>JM to review and confirm dates</p>
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There was also a consensus that VA and VARC do not communicate clearly and enough to our own committee and to the relevant people in VWA. RK stressed the need to have clearer guidelines and deadlines. It was also shared that VA directly will be doing the referee selection for AYVC in 2025.

RK to talk about this in the ED meeting

6.0 **WA STRATEGIC PLAN AND PLANNING**

Current Accreditation Totals

	2024																		
	2017	2018	2019	2020	2021	2022	2023	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Referee Total	1152	1012	705	527	678	834	1063	1072	1087	1109	1165	1218	1202		1211	1268	1320		
Level1	985	834	540	366	518	554	717	728	743	753	813	865	879		861	922	975		
Level2 Associate						115	177	177	175	186	184	185	156		188	187	186		
Level2	155	165	153	149	147	150	154	154	156	157	155	154	152		147	144	144		
Level3 (inc Beach)	9	10	9	9	9	11	11	10	10	10	10	10	11		11	11	11		
Level4 (inc Beach)	3	3	3	3	4	4	4	3	3	3	3	4	4		4	4	4		
Coach Total	315	378	331	254	448	530	496	502	498	529	556	531		535	537	547			
Level1	163	186	180	119	325	323	257	262	264	254	288	320	305		305	309	317		
Level2 Associate					77	98	37	103	102	98	92	87			84	83	84		
Level2	130	141	131	111	97	94	104	106	94	96	96	92			99	98	99		
Level3 Associate					8	7	7	17	17	18	19	17			15	15	15		
Level3	16	22	20	24	26	28	30	30	30	29	29	29	30		32	32	32		



Accreditation percentage increase from 2021

Referee Totals	Accreditations	% increase per year
2021	678	x
2022	834	23%
2023	1063	27%
2024	1320	24%
Total % increase 21-24:		94.69%
Coach Totals	Accreditations	% increase per year
2021	448	x
2022	530	18.30%
2023	496	-6.40%
2024	531	7%
Total % increase 21-24:		18.50%
Total accreditations	Accreditations	% increase per year
2021	1126	x
2022	1364	21.13%
2023	1559	14.23%
2024	1851	18.73%
Total % increase 21-24:		64.39%

	7.0	MEETING EVALUATION This meeting was a good time to reflect about everything accomplished and learned in 2024 and taking these lessons into preparing for 2025. Collaboration and clear communication are key to better developing the refereeing environment, thus it was greatly appreciated that the Competitions Team made the time to be present.	
8:37pm	8.0	NEXT MEETING AND CLOSURE The next meeting is scheduled for February 2025 at 6pm in the VWA offices with the specific day TBC.	