



CBTA Programme
For the Appointment of
ASF Regional Referees
&
ASF Elite Referees

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VERSION 280424

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Section 1: Introduction

1.1 Purpose of the Programme

This programme has been produced by ASF to provide best-practice guidelines for MNF's on the training, assessment and nomination of candidates for appointment as **ASF Regional Referee & ASF Elite Referee**. All MNF's referees are expected to be able to officiate within their country with consistency at a high level of competence as the Referee in a Referee/Marker system or as a Single Referee system. Nominations for appointment as ASF Regional Referee & ASF Elite Referee will be accepted only from candidates who have met the minimum requirements of this programme.

1.2 Code of Conduct

ASF has adopted a Code of Conduct for ASF Referees and Assessors which is available on the ASF website. MNF's are encouraged to have candidates sign and observe this Code of Conduct.

1.3 Appointment/Reappointment

Candidates for appointment as ASF Regional Referee & ASF Elite Referee should be nominated by their MNF's. Appointment should be based on an assessment of whether the candidate has met documented ASF Regional Referee or ASF Elite Referee standards as defined in Sections 4 and 5 of this Programme.

The period of appointment will be determined by the ASF. However, an initial probationary period of one year is recommended, followed by period of 3years until the referee reaches age 60. However, reappointment may be for a 1-year period if the ASF considers that a review within a shorter period is justified.

It is recommended that ASF Regional Referee & ASF Elite Referee who is over 60 years of age at the time of their nomination or re-nomination should submit official Hearing & Eyesight Forms (available from the ASF website) on that occasion and annually thereafter.

Section 2: Previous Refereeing Experience

2.1 Pre-Requisites

When nominating a candidate for appointment as ASF Regional Referee or ASF Elite Referee, the Member Nation should certify that the following pre-requisites have been satisfied:

- The candidate is accredited to the **appropriate-level** referee meeting the requirements of the ASF CBTA Programme for that level.
- The candidate has passed examinations **to the appropriate level** approved by the ASF which cover all the current Rules of the Singles Game of Squash.
- The candidate has acted as both **the Referee in a Referee/Marker system or as a Single Referee system.**
- The candidate has officiated as a responsible member of a refereeing team under the direction of a Tournament or Championship Referee.
- The candidate has signed and observed the **ASF Code of Conduct for Referees of the appropriate level.**
- The candidate speaks good English.

The candidate has natural or corrected 20-20 vision and good hearing, as verified by a qualified medical professional.

2.2 Recognition of Prior Learning and Training

There will be no honorary appointments - all officials must demonstrate the competencies and meet the standards for appointment. However, some practicing referees may be able to satisfy all or most of the competencies and standards required for initial appointment without having to attend a formal course. Candidates may apply for exemption from all or part of the training programme but will be required to document their prior learning/training to the ASF. The candidate may be required to demonstrate his/her expertise in a particular area in written or practical form. Candidates with evidence of having achieved some or all of the following may gain credit:

- Previous practical experience refereeing squash matches as an accredited referee at an appropriate level.
- Previous experience as a professional squash player.

Section 3: Competency Statements and Training

3.1 Competency Statements

In order to be appointed as ASF Regional Referee & ASF Elite Referee candidates must communicate clearly with players and officials demonstrating:

- A comprehensive understanding of the current Rules and their application by making correct decisions in a consistent manner.
- A clear understanding of elite-level player movement and behavior.
- Appropriate control of matches and good composure under stress.

Guidelines to the Standards expected are provided in Appendix 1.

3.2 Training

Candidates should be strongly encouraged to attend a one/three-day (6 to 18 hours) ASF Seminar, ASF Course or equivalent, on Interpreting the Rules and Decision-Making in Elite-Level Matches. This Seminar can offer candidates instruction in the competencies that should enable them to officiate effectively and with confidence in matches involving elite-level players in their respective Country/Region. Candidates who pass the ASF Rules Exams should be capable of meeting the Standards defined in Appendix 1.

Candidates should also be encouraged to develop their own sports management and officiating skills – see Appendix 2.

The ASF Seminar or ASF Referee Course can cover:

- Refereeing elite-level players
- Decision-making
- Player tactics
- Dealing with poor conduct
- Communicating with players
- Stress management.

3.3 Delivery Strategies

- Singles Squash Rules Exams – see ASF website

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

3.4 Resources

- Current WSF World Squash Singles Rules.

Section 4: Refereeing Activity

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

In order to be considered for appointment as ASF Regional Referee or ASF Elite Referee a candidate must fulfill the activity requirements defined in 4.1 and 4.2.

4.1(a) Minimum Number of Matches for ASF Regional Referee to be refereed

A candidate must have refereed at least 30 matches in the previous 3 years and at least 6 in each year from the list of qualifying matches in 4.2 (a) below. Of these matches **each year**:

4.1.1(a) at least 5 must be Men's matches, of which

4.1.2(a) at least 2 must be a Men's match between PSA Men's players both ranked in the Top 150.

4.1.3(a) Activity for ONE YEAR Re-appointment at least 10 matches in the last one year.

4.1(b) Minimum Number of Matches for ASF Elite Referee to be refereed

A candidate must have refereed at least 30 matches in the previous 3 years and at least 6 in each year from the list of qualifying matches in 4.2 (b) below. Of these matches **each year**:

4.1.1(b) at least 5 must be Men's matches, of which

4.1.2(b) at least 2 must be a Men's match between PSA Men's players both ranked in the Top 100.

4.1.3(b) Activity for ONE YEAR Re-appointment at least 10 matches in the last one year.

4.2 (a) Qualifying Matches for ASF Regional Referee

The following matches qualify:

- 4.2.1(a) Any recognized match (but not an exhibition) involving players, both of whom are PSA Men's players ranked in the Top **250** or PSA Women's players ranked in the Top **125** at the time of the match. [Candidates are required to state the PSA ranking of the players at the time the match was played]; or
- 4.2.2(a) Any match in a World Cup, World Games, Asian Games, WSF World Men's or Women's Team Championship or a Singles match in a Commonwealth Games; or
- 4.2.3(a) Any quarter-final or subsequent match (placing from 1 to 8 position in knockout stage): in an Individual or Team event in the World University Championships, World Junior Championships, Asian Men's or Women's Championships in an Individual or Team event, Asian Junior Men's or Junior Women's Championship in an Individual or Team event, or in an Individual event, in AJSS Platinum/Gold event (Boys & Girls U-19, U-17), or in a World Masters Championships & Asian Masters Championships for Over 55 or younger Age Groups, major Sub-Regional or National Open Championships; or
- 4.2.4(a) Any other match considered to be of an appropriate level by ASF Senior or Regional Assessor assessing the match.

4.2 (b) Qualifying Matches for ASF Elite Referee

The following matches qualify:

- 4.2.1(b) Any recognized match (but not an exhibition) involving players, both of whom are PSA Men's players ranked in the Top **150** or PSA Women's players ranked in the Top **75** at the time of the match. [Candidates are required to state the PSA ranking of the players at the time the match was played]; or
- 4.2.2(b) Any match in a World Cup, World Games or Quarter-Final or subsequent match in the Asian Games, WSF World Men's or Women's Team Championships, Commonwealth Singles Games; or
- 4.2.3(b) Any Semi Final or subsequent match (placing from 1 to 4 position in knockout stage): in an Individual or Team event in the World University Championships, World Junior Championships, Asian Men's or Women's Championships in an Individual or Team event, Asian Junior Men's or Junior Women's Championship in an Individual or Team event, or in an Individual event, in AJSS Platinum/Gold event (Boys & Girls U-19, U-17), or in an Individual event in a World Masters Championships & Asian Masters Championships for Over 40 or younger Age Groups, major Sub-Regional or National Open Championships; or
- 4.2.4(b) Any other match considered to be of an appropriate level by ASF Senior Assessor assessing the match.

Section 5: Refereeing Assessment

The assessment of competence as ASF Regional Referee or ASF Elite Referee is undertaken primarily during a candidate's refereeing activity. However, some evaluation and informal assessment may also take place during the Seminar on Interpreting the Rules and Decision-Making when candidates may be required to fill in the answer sheets supplied with the ASF Refereeing Video Workshop.

Practical Refereeing Assessment

In order to demonstrate refereeing competence at the highest level, a candidate must in the last **3 years** immediately prior to the review have received in that particular category:

5.1 ASF Regional Referee

- 5.1.1 at least **3** passing assessments in the qualifying matches defined in 4.2 (a) above and out of which **ONLY ONE** can be PSA (Women)/Juniors.
- 5.1.2 from at least two different ASF Regional Assessors, one of whom **MUST BE** resident outside the candidate's Country.
- 5.1.3 at least **1** of these passing assessments must be on matches between PSA Men's players, both ranked in the Top **150** at the time of the match.

If a new nominee or previously appointed for 1 year, a candidate must satisfy points 5.1.1, 5.1.2, and 5.1.3 above, except that at least one of the passing assessments in 5.1.3 must have been received in the **12 months** immediately prior to the review. For a match to be considered valid for assessment, as a guideline it should contain some **20** decisions of which at least **4** are considered by the Assessor to be "positively influential" early in the match or "difficult" rather than "easy". However, even if one or both of these guidelines has not been met, an Assessor may still decide that a candidate has "met ASF Regional Referee standard on this match" or was "not at ASF Regional Referee standard on this match" - provided the Assessor documents the reasons why the assessment was valid on the Assessment Sheet.

5.2 ASF Elite Referee

- 5.2.1 at least **3** passing assessments in the different qualifying matches defined in 4.2 (b) above and out of which **ONLY ONE** can be PSA (Women).
- 5.2.2 from at least two different ASF Senior Assessors, one of whom **MUST BE** resident outside the candidate's Country.
- 5.2.3 at least **1** of these passing assessments must be on matches between PSA Men's players, both ranked in the Top **100** at the time of the match.

If a new nominee or previously appointed for 1 year, a candidate must satisfy points 5.2.1, 5.2.2, and 5.2.3 above, except that at least one of the passing assessments in 5.2.3 must have been received in the **12 months** immediately prior to the review. For a match to be considered valid for assessment, as a guideline it should contain some **25** decisions of which at least **5** are considered by the Assessor to be "positively influential" early in the match or "difficult" rather than "easy". However, even if one or both of these guidelines has not been met, an Assessor may still decide that a candidate has "met ASF Elite Referee standard on this match" or was "not at ASF Elite Referee standard on this match" - provided the Assessor documents the reasons why the assessment was valid on the Assessment Sheet.

5.3 Assessment Sheet

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

5.4 Unsuccessful Assessments

If an ASF National Referee, ASF Regional Referee or ASF Elite Referee receives a "not at ASF Regional/ASF Elite Referee level standard on this match" assessment, his/her Member Nation should be advised. The Member Nation, in consultation if necessary with the ASF Referee Director/ASF Referee Committee, should offer guidance from a suitable mentor. Meanwhile, the referee should undergo reassessment within 6 months from the date of the assessment.

If he/she receives a "met ASF ASF Regional/ASF Elite Referee level standard on this match" assessment within the 6 months, the Member Nation should be advised. But if he/she does not receive at least one such assessment, the ASF should, at the end of the 6-month period, classify the referee as "inactive" at ASF Regional/ASF Elite Referee level.

If he/she receives an additional "not at ASF Regional/ASF Elite Referee standard on this match" assessment during the 6-month period, the ASF should immediately review the unsuccessful assessments with the referee concerned and, if satisfied with the Assessors' judgments, should classify the referee as "inactive" at the ASF Regional/ASF Elite Referee level.

If an "inactive" ASF Regional/ASF Elite Referee wishes to be reappointed to this level, he/she must reapply as stated in Section 1.3 above. Until such time as he/she is reappointed, he/she should not be assigned as a Regional/Elite Referee to any event – although all outstanding assignments should still be honored.

Appendix 1: Assessment Standards

Assessment Standards expected of a Regional Referee & Elite Referee in a Match

	Competencies	Standards
1.	Comprehensive understanding of the Rules and their application.	<p>Demonstrates a thorough knowledge of all Rules arising, applying them correctly and consistently with no more than;</p> <p>Regional Referee 12½% error rate and no WRONG decision.</p> <p>Elite Referee 10% error rate and no WRONG decision.</p>
2.	Understanding of elite-level player movement and behavior.	<p>Regional Referee – Makes no WRONG decision, no more than 2 INCORRECT decisions and no more than 3 MARGINAL DIFFERENCES, - with ANY combination not exceeding the total error rate of 12½%,</p> <p>Elite Referee - Makes no WRONG decision, no more than 1 INCORRECT decisions and no more than 2 MARGINAL DIFFERENCES, with ANY combination not exceeding total error rate of 10%,</p>
3.	Whilst demonstrating a clear understanding of :	<p>Interference categories ;</p> <p>i) Front Wall Interference – F</p> <p>ii) Direct Access – A</p> <p>iii) Effort – E</p> <p>iv) Swing interference – SW</p>

		v) Minimal Interference – M vi) Indirect Line – IL vii) Winning shot – W viii) Prevent Stoppages/Time Wasting – ST
4.	Appropriate control of the match, good composure under stress and clear communication with the players in the context of the match.	a. Demonstrates good control, using the Conduct Penalties when necessary b. Demonstrates good composure avoiding unnecessary delay and confrontation when under stress c. Demonstrates effective communication with the players, avoiding lengthy discussion d. Uses correct Referee’s and Marker’s Calls.

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