

2008 Match Officials Development LEVY (MODL) - Explanatory Notes

The Match Officials Development Levy has been designed to REPLACE all ad hoc levies that were previously used across regions and to provide a significant resource for regional development of match officials.

THE GOAL: Quality, Consistent Decision Making at all levels [Servicing the Game].

High Pay – High Expectations:

Victorian Match Officials currently receive the highest rates of pay for Football matches in any State. To justify this level we need to ensure we provide the best quality service available in Australia – at all levels. By maintaining Quality, Consistent Decision-Making at all levels we will be well positioned to maintain a suitable rate of pay for all members. This needs to extend across country associations also to establish a balance between cost and referee service fees.

New Referees – New Development Needs:

The influx of new referees taking up the whistle requires adequate support and feedback to be provided during their initial experience. Regions need active members and financial budgets to provide this level of support which would not be possible with existing resources and equipment.

Pathways – New Ways:

Many existing referees deserve access to the latest developmental information, resources and guidance through attendance at monthly meetings, using regionally based equipment to provide presentations in a modern, interactive way, and via regional mentors & inspectors to provide developmental feedback. A reallocation of priorities will allow inspection and developmental guidance at all levels during the season. Scheduling of senior reviews has already commenced. A CD incorporating useful development notes, all referee forms and other information will be available for distribution to all registered members.

Equity:

Members deserve the same developmental opportunities regardless of their region. Our best male and female officials may originate from any part of the State. Access to theory, external guidance (mentors, coaching), opportunities at the next level, and State level competitions is important to ensure that individuals are not overlooked. Regional courses will also support local development and potential expansion of the game locally.

Accountability:

Past collections, levies, dues and regional “membership” arrangements have lacked a uniform quality of accountability. Some collections have full monthly financial coverage while others have lacked receipting, reporting or clarity as to who is paying and who hasn't. In line with an acceptable standard of financial practices MODL will remove ALL current collections and replace them with a single appointment based fee that can be systematically monitored and reported. Cost attribution to regions will show the priority use of development funds supported by local registered members.

THE LEVY

The levy is applicable at 6 levels.

- i) Members registered as **LIFE members or NON ACTIVE** would be exempt from the levy.
- ii) **Members in their first year** of refereeing are **EXEMPT** from the levy (to be monitored at local regional level). This recognizes start up costs and limited match eligibility.
- iii) **Junior members (Under 18 years of age)** **flat fee of \$50**
A safety net will ensure that no more than 5% of the value of appointments is charged.
- iv) **Senior Country Association (BASL, GRSA, BDSL, GSL etc)** **flat fee of \$50.**
A safety net will ensure that no more than 5% of the value of appointments is charged.
- v) **Adult Regional FFV Competition** **flat fee of \$50.**
A safety net will ensure that no more than 5% of the value of appointments is charged.
- vi) Members doing **Senior FFV** appointments will pay **5%** of actual match payments. Centrally administered by FFV, recorded as a FFV collection and distributed through member regional groups. This is additional to any regional flat fee that may be payable.
- vii) Members doing **Premier FFV** appointments will pay **5%** of actual match payments. Centrally administered by FFV, recorded as a FFV collection and distributed through member regional groups. This is additional to any regional flat fee that may be payable.

Accountability

An essential element of MODL is a clear, accountable summary of amounts due & collected, AND amounts spent by subject. A clear split between “administrative” costs and “developmental” costs is necessary. Financial information should be available to all members. A two-part reconciliation of MODL will occur each month. This will be based on the reports provided by regional groups as well as the centralized FFV appointments system. It will be produced by FFV Referees Department showing collections by region for the month plus the application of funds for region by subject.

Regional members can elect to support local priorities at their monthly meetings, with regional costs being met immediately by deduction of the required amount from their collections. Equipment purchases will be centralized for best economy (but any known suppliers can be advised for best deal) and to ensure uniformity of access to required materials.

As past regional arrangements also incorporated some socialisation and member networking costs (e.g. end of year break up barbeque) and also recognition, rewards and awards (honorarium, service award, annual award) these factors have been built into the costs reporting sheet. New cost areas include travel reimbursement costs to increase the movement of coaching and development staff across regional boundaries and into the rural network.

All collections from Senior FFV Centralised appointments will be distributed through the member regional groups. This process will minimize the transfer of cost claims, appointment fees and similar transactions, at the same time providing these reimbursements to regions that have not previously claimed the same.

REPORTING

Distribution of funds will be reported on a regular basis and this is in keeping with member expectations. Website and regional meetings will be key elements in this reporting.

- a) Regional administrative costs (phone, fax, meeting room hire, paper and other consumables)
- b) Appointment fee (\$1) plus appointment system update (+\$1 payable for regional system input)
- c) Annual honorarium payments to regional staff, including service & recognition awards.
- d) Payments to regional mentors of developing referees & those in transition to seniors. This item will include some costs associated with the use of selected members across regional boundaries to ensure a sharing of knowledge and experience, including country regions and female referee development areas. Education will be recorded here also (seminars, key item train the trainer sessions, fee for service)
- e) Regional equipment and development resources – dedicated laptop, data stick, measuring wheel, stopwatch, data & presentation projector (priority items). As this item develops it will move to support general training options as part of our ongoing review to get the best value for members training. Attendance figures at training and regional meetings will drive the priority on these items. Requests can be submitted to access central FFV senior fee collections.
- f) CD Development and Distribution – Coaching items, including Positioning techniques, guidelines for Referees, Anger Management, Foul Recognition, all forms and information sheets, etc.
- g) Travel Interchange – This item will support the movement of both officials and mentor coaches between regions to provide increased scope in feed back, experience and ideas. It will aim at providing some reimbursement of travel mileage or associated costs, and may be a high priority item in country areas.
- h) Regional socialisation and networking (towards annual region get together or other monthly activity as members decide)

SETTING PRIORITIES

It will be important for regional meetings of members to allocate priorities across these items, giving particular emphasis to those with most local impact. Some central activities such as hardware acquisition and the roll out of the member resources CD will be allocated across regions by FFV Referee Departments. Ongoing consideration of regional budgeting and changing priorities will also be important as well as the future raising of new developmental issues and responses to the same. New initiatives can be shared across regional boundaries where applicable.

This program will allow many of our experienced officials to undertake developmental support roles with some compensation for their time and travel. It is essential to mix proven experience on field with developmental roles to ensure that education and learning are always in the practical context of “real” matches. Inspectors and mentor training will be a priority in 2007 to increase the pool available. Regions will be asked to nominate suitable candidates for consideration and accreditation training. Interchange of personnel will be an aim.

The levy based program will not replace the existing Inspectors program and further members will be recruited to expand this program. It will not impact on the referee training and accreditation program

(Level 5 & Level 4 courses) which has been expanding in recent years and further assistance to education programs will be recruited to support our existing expertise. The levy will continue and expand training & development options for active referees utilizing specifically developed resources and presentations.

The Future

35 inspectors undertook the 2007 February Inspectors course. While this included most of our existing & higher level inspectors it also brought in the new accreditation of many members who can assist with feed back, appraisal, mentoring and coaching. MODL resources will fund the use of these officials in the development of members across the State.

Registration fees for members have been reviewed and reduced for 2008 with a lower up front cost and a user pays system through the levy scheme. This will be undertaken allowing for the initial winding back of some aspects of the levy scheme from original proposals, and the higher initial costs associated with regional equipment etc. It is still hoped to provide a net benefit to members in the 2nd year of levy operation – specifically providing required funding for referee development with the levy component of fees offset by match fees and reduced up front registration costs.

In this way all regional referee costs can clearly be seen along side each other to give a clear picture of priorities, areas of investment and cost vs outcomes across the regional network.

The basis of the levy is to establish a member contribution rate as a percentage of the value of appointments provided. Under MODL arrangements all Football Federation Victoria league matches will have their appointments recorded on the ResultsVault system and each member will have a historic record of games undertaken. This will also aid in the identification of key individuals for development/ promotion. Regional MODL collection has been simplified by a flat fee. Ultimately all registered members will have direct access (individually protected) to their own Referee System Record details.

Member Representation

Attendance at regional meetings for all members will be important to ensure representative views on priorities. It will also be an opportunity to canvas views on new initiatives or developmental proposals. Fundamental support to the development levy will come from members attending monthly regional meetings (or apology) and also meet the training requirements for their level. This is a critical element to ensuring a consistent standard across all levels of refereeing as well as providing a clear pathway for the enhanced development of our better officials.

Members should recognize that this is a major step in providing Match Officials with a development budget that will open pathways from new officials right through to a range of activities for member involvement up to their final whistle. Pathways are for ALL members. Regions should actively look at what they need for a complete referee member experience and share ideas across regions. Remember, centralised funds are there to support priority regional needs beyond local collections.

As in ALL matters that directly impact on Match Official members we are always willing to look at individual circumstances where general policy does not adequately address local or personal issues. We would ask that you provide comments in written form either as an email to ipostlethwaite@footballfedvic.com.au or by letter to Referees Department, Football Federation Victoria, PO Box 318, Fairfield 3078.