



**FOOTBALL FEDERATION
TASMANIA**

MATCH OFFICIALS'

MANUAL OF GUIDANCE

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1. STANDARD INSTRUCTIONS FOR ASSISTANT REFEREES

1.1 PRE-MATCH

Referees will ask their assistant referees to carry out their duties in accordance with the following instructions, based on the requirements of Law 6.

- Referees must instruct the assistant referees to operate on the right wing.
- The referee will determine the time and routine for warming up in which the assistant referees will be expected to take part.
- Players' equipment shall be checked by the assistant referee prior to entry to the field of play.
- Goal nets will be checked by the assistant referee in their half of the field of play prior to the coin toss and immediately prior to the second half.
- Electronic equipment, where used, will be tested prior to entry to the field of play, re-tested immediately prior to kick-off and again immediately prior to the start of the second half.

1.2 DURING THE MATCH

It is important that the assistant referee offers assistance at all times and not interference to the referee. Assistant referee priorities include the assessment of offside situations, the determination of the ball in and out of play, and support to the referee in all other situations where their advice and input can improve and enhance the decision-making and control of the game. Positive eye-to-eye contact between the referee and assistant referee is essential.

1.3 FLAG TECHNIQUE

It is recommended that assistant referees hold the flag in their hand nearest to the field of play by switching hands whenever they change their direction of movement so that the flag is visible to the referee at any time. When facing the field of play the flag should be in the hand closest to where the referee is positioned.

1.4 OFFSIDE

To ensure correct judgement of offside offences, an assistant referee should not raise the flag before considering the following criteria, (so called "wait and see" technique):

- Movement of the ball (direction, speed, distance, any deflection, etc.).
- Involvement of the player in active play by: interfering with play; or interfering with an opponent; or gaining an advantage.

It is better to be slightly late and correct, than to be too quick and wrong.

Having determined that an offside offence has occurred, the assistant referee is to indicate this to the referee using the appropriate flag signal as shown in the Laws of Association Football. The flag should be in the hand closest to the goalkeeper when raised and the assistant referee should stand 'square-on' to the field of play.

If a flag signal for offside is given and is not seen immediately by the referee, the assistant referee must keep signalling until it has been recognised or the ball is clearly in control of the defending team (the electronic beep signal may be used to alert the referee to the flag signal).

It is considered good practice, and therefore to be encouraged, for the assistant referee to use hand gestures to explain the decision to penalise for being offside a player who has reverted to an onside position (during a wait and see period) before the flag was raised. This practice acts as an effective communication to players and spectators alike.

1.5 BALL OUT OF THE FIELD OF PLAY

Whenever the ball leaves the field of play, the flag signal of the assistant referee should show clearly the correct restart and direction. In clear throw-in situations, the assistant referee can directly show the direction (along the whole touch line). But if they have any doubt about the direction, the assistant referee should simply raise their flag, make eye contact with the referee and follow the referee's signal. On very tight decisions, when the ball stays in play, a discreet hand signal could give valuable support to the referee.

Whenever an assistant referee signals the ball out of the field of play (even if players continue to play the ball), they must retain the signal until acknowledged by the referee taking action.

Whenever the ball leaves the field of play by going over the goal line or touch line and if the ball returns to the field of play immediately, or comes off an attacker and defender quickly, or there is any doubt that the ball has actually left the field of play, the assistant referee should raise their flag to indicate that the ball has gone out of play and signal with the flag whether the re-start of play is a goal kick or corner kick or throw-in, in accordance with Law 6. In this scenario, and when the restart is to be a goal kick, the assistant referee should signal from a stationary position on the goal line.

When other circumstances dictate that a quick and positive goal kick directional award is required to be made by the assistant referee, then the assistant referee should similarly stand still to make that signal if already positioned on the goal line.

The practice of not using the flag and returning up-field to a position opposite the goal area before indicating a goal kick causes dissent from players and the assistant referee appears indecisive. We must remember that the flag is a method of communication to all participants of the game and to spectators, but most importantly to the referee.

1.6 WHEN THE BALL ENTERS A GOAL

To confirm a valid goal has been scored, an assistant referee should display clear movement down the touchline towards the centre line but maintaining eye contact into the field of play. In borderline cases, this movement should be a clear sprint to be recognised by the referee; the flag may be used to supplement this decision by pointing towards the centre line parallel to the ground.

If in their opinion a goal has not been scored correctly, the assistant referee should stand still, retaining any signal already given. The referee may then choose to consult further if they need additional guidance.

1.7 POSITIONING

Free kick to defending side in final third of pitch

- At free kicks to the defence in the final third of the pitch, the assistant referee must stay in line with the position of the free kick and remain there to ensure that the ball is correctly placed. Only when they are satisfied that the position of the ball is correct and will not be moved, should the assistant referee move in line with the second last defender.

Corner kick placements at the far end of the field of play

- To monitor corner kick placements at the far end of the field of play, the assistant referee should take one step on to the field of play at the halfway line, turn 90° to face the corner arc with the flag in the right hand, maintaining the position until satisfied with the ball placement. The assistant referee must communicate to the referee before the restart of play if the ball is incorrectly positioned. Use of the buzzer and or electronic communication system is the first line of method, followed by a raised flag if required.

Free kick close to the penalty area

- At free kicks close to the penalty area, the assistant referee should position themselves in line with the second last defender (controlling the offside), but also with awareness of the goal line. The referee should control the ball and the wall.

After an offside

- When possible an assistant referee, after a free kick for offside has been given, should be positioned in line with the spot where the ball should be positioned to restart the game (unless in other half). The assistant referee should then immediately take up a position to control the offside line (level with the second-last defender), which is the assistant referee's priority.

Goal kick

- The assistant referee will monitor every goal kick placement, at a position from the edge of the penalty area (18 yards) whilst facing the field of play. Having monitored the correct placement the assistant referee should take 2-3 lateral steps whilst still looking at the goalkeeper to ensure that the ball is not moved after the initial placement, and then turn and run in a forward direction to get to an offside monitoring position as soon as possible.

Goal clearance

- When the goalkeeper is in possession of the ball inside their own penalty area, the assistant referee will occasionally check that the goalkeeper does not clearly cross the edge of the penalty area line before releasing the ball from their hands. This should be done in convenient situations (e.g. second last defender near the penalty area). Control of offside from subsequent play is the priority concern.

Corner kick

- For corner kicks taken from the near side, the assistant involved will take a position behind the flag in line with the goal line. For corner kicks taken from the opposite side, the assistant involved may stand just inside the corner flag in line with the goal line.

Penalty kick

- When a penalty kick is awarded during the normal course of play, the assistant should be on the goal line where it meets the penalty area boundary line.
- For kicks from the penalty mark to determine the winner of a match, one assistant should be positioned on the goal line where it meets the goal area boundary line, with the other assistant controlling the players within the centre circle. The referee must determine and agree the role of the assistant referee on the goal line and their own role in detecting any forward movement from the goal line of the goalkeeper. Referees and assistant referees are also reminded that the "inactive" goalkeeper should remain positioned on the goal line where it meets the penalty area boundary line.

1.8 GOAL SCORING CELEBRATIONS

The assistant referee should not form a physical barrier to try to stop players leaving the field of play or entering the spectator areas during goal scoring celebrations. The assistant referee's duty is to make a smart movement towards the halfway line to signify that there are no problems with the goal.

When it is likely that players may leave the field of play in these circumstances it is recommended that the assistant referee stops after 5-10m to be able to credibly assist the referee with identification of any players to be cautioned for excessive goal scoring celebrations.

1.9 OBVIOUS INCORRECT DECISION OF THE REFEREE

If an assistant referee knows that a referee has made an obvious disciplinary error (e.g. two yellow cards to the same player without sending them off, red or yellow card to the wrong player, player kicked the ball twice at free kick, etc.), they must intervene immediately (flag and beep or even enter the field of play). The other assistant referee (or 4th official) should if necessary, also assist in such cases.

1.10 OFFENCES

An assistant referee must use a raised flag signal to advise the referee that they have seen a foul committed (or unsporting behaviour or violent conduct) when they are better positioned than the referee and the referee has not clearly acted on the offence. If the assistant referee has additional information, concerning the offence, they wish to give to the referee or if the referee has not seen their flag signal the electronic beep signal should be used, but only to supplement the flag signal already given.

Such action by an assistant referee must be taken for all appropriate offences including those committed inside the penalty area. A 'confirmatory flag' after the referee's whistle can look

like an afterthought and is to be avoided as it does not add value to the decision-making process. When a flag is raised for Law 12 offences, it should be waved to distinguish from the signal for offside.

1.11 SUBSTITUTION

Assistant referees are to signal in the approved manner to indicate a substitution. When a substitution is to take place the referee or assistant referee may be required to assist the fourth official (where appointed). This is left to the discretion of the referee but must be made clear prior to kick off.

1.12 CONTROL OF 9.15M AND 2M

When a free kick or throw-in has been awarded close to the assistant referee they should assist the referee in ensuring that the defenders retreat the required distance, but should not enter the field of play to do this.

1.13 POST MATCH

ARs will sprint to the referee as quickly as possible following the half-time and full-time whistle to ensure any comments made are heard by all three officials. The match officials will leave the field of play together as a team.

2. MANAGING PITCH INSPECTIONS, POSTPONEMENTS, ABANDONMENTS AND SUSPENSION OF PLAY

2.1 POSTPONEMENTS

Match officials are asked to maintain liaison with the home club for 24 hours prior to kick-off, should there be a doubt about the game.

Points to note - Three main considerations:

- **SAFETY OF PLAYERS**
- **SAFETY OF AND CONDITIONS FOR SPECTATORS**
- **THE MATCH AS A SPECTACLE**

Actions to take:

- Report to the secretary/match manager on arrival at the ground;
- Speak to the Groundsman – and solicit his/her advice;
- Consider if you require advice from match assessor;
- If there is doubt – ask for the local weather forecast;
- Inspect the pitch regularly to assess progress – water, frost, fog or snow;
- With **early pitch inspections**, ensure any remedial work required is with you monitoring/supervising to ensure work is being carried out;
- Liaise with manager BUT the decision as to whether the match is played is **yours**;
- Inspect thoroughly – use a ball, and playing staff if necessary;
- **BE SEEN TO BE ACTIVE** - adhere to deadlines, keep all informed, especially the away team manager if he/she is en route to the ground;
- **Fog creates its own problems**; use perspectives from ground level and the back of the stand - check forecast (remember that there is a responsibility to paying spectators); and finally
- **Make a considered decision and inform all parties.**

2.2 ABANDONMENTS

It is essential that you give the match manager time to prepare for announcements to spectators and know what is happening. If necessary liaise and review at half-time.

Points to note:

- **DO NOT BE INFLUENCED BY THE SCORE.**
- If the completion of the game is in doubt, confirm your policy with club managers.
- Communicate! Be resolute and your paramount consideration is for the safety of the players – protect the integrity of the competition.
- Following the postponement or a match being abandoned, liaise with the match manager and inform the FFT Competitions Manager by phone: 0481 958 691. Ensure a report goes to competitions@footballfedtas.com.au

2.3 SUSPENSION OF PLAY

In the case of electrical storms, referees are asked to consider a suspension in play to determine whether it is possible to continue the match when and if the storm has passed.

In other circumstances of extreme weather (e.g. blizzard, hail, fog) or other cause (e.g. floodlight failure), referees should consider a suspension in play before making the decision to resume play or abandon the match.

2.4 DRONES

What is a drone and what's the issue?

A drone is an unmanned aircraft. They come in a variety of sizes and are available to members of the public to buy. Drones are usually operated by a remote control and can be done so from up to 1km away. Drones are becoming increasingly popular in Australia. However, their use in and around large gatherings such as sporting events or within 50 metres of people, vehicles or buildings is a criminal offence due to concerns over their safety to the public, other aircraft and buildings.

If a drone is flying over the playing area, the match officials are asked to stop the match. Ask the players to leave the field of play if required to do so. Suspend play until the danger has cleared.

3. WARM UP

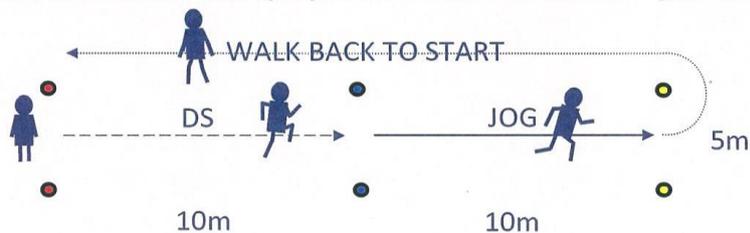


0 – 5 MINUTES:

JOGGING: Increase your heart rate steadily to 80% HR_{max}

5 – 15 MINUTES:

DYNAMIC STRETCHING (DS) & JOGGING: set out 20m 'grid' (below)



- Start by jogging 20m out and 20m back X 2. Then, begin the dynamic stretches (below) through the first 10m of the grid.
- **SIDE-STEPPING X 4 (2 X facing each direction)**
- **FORWARDS, DIAGONAL JOCKEYING X 2**
- **SKIPPING X 2**
- **CROSS-BODY SKIPS X2**
- **HEEL TO BUM X2**
- **STRAIGHT-LEG SWINGS X2**
- **HIGH-KNEE SKIPS X2**
- **BACKWARDS JOGGING X2**
- **BACKWARDS, DIAGONAL JOCKEYING X2**
- **FORWARDS HIP ROLLS X2**
- **BACKWARDS HIP ROLLS X2**
- **3 X 10m ACCELERATIONS – WALK BACK SLOWLY**
- **3 x 20m ACCELERATIONS – WALK BACK SLOWLY**

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4. FAIR PLAY HANDSHAKE PROTOCOL

4.1. WALKOUT

Whilst we understand that it may be difficult to implement this protocol in every case, we would ask that referees do what they reasonably can to ensure its implementation. Referees will need to play a leading role in the implementation of the programme at all levels of the game to ensure that it is a success and that authority and respect for match officials are reinforced.

- The starting eleven from both teams together with the three match officials (excluding the fourth official) should take part in the handshake.
- Each team should line up on the same side of the half-way line that they exit the tunnel, with the match officials in the middle.

4.2 HANDSHAKE PROTOCOL

- The Home team, led by their captain, then walks to shake hands with the match officials, and then the Away team's players (see below). Once each Home team player has finished shaking hands with the last Away team player they disperse to their favoured end to kick-in.
- Once the last home team player has completed the handshake the Away team then follow their Captain passing in front of the match officials to shake hands (see below) before dispersing to the opposite end of the pitch from the Home team.
- Once the handshakes have been completed the match officials then proceed to the centre circle for the coin toss.

HANDSHAKE FORMATION



N.B. C = Captain

5. WORKING WITH THE TEAM CAPTAIN

5.1. INTRODUCTION

The referee will work with the team captain to manage the players and the game effectively. Note the IFAB Guidelines for referees, assistant referees and fourth officials which state that the captain has no special status or privileges under the Laws of the Game but he or she has a degree of responsibility for the behaviour of their team.

These guidelines should be seen as an additional preventative/supportive tool for referees to manage the game effectively. The key to the above is using the captains in a more visible way, where appropriate.

Even if the captain is some way away from an incident, when the referee feels they need them involved in a discussion with a player, the referee will call the captain over rather than using any other senior player. This will ensure that the captain remains the point of contact for the referee.

5.2 DISSENT

The referee must control the game by applying the Laws of the Game, and deal firmly with any open show of dissent by players (e.g. not move away from the incident, but stay and deal with it).

Whilst recognising that players may on occasions make an appeal for a decision (e.g. a throw-in, corner or goal kick), it is important that the referee distinguishes these from an act of dissent which should be punished with a caution.

5.3 STEPPED APPROACH

The referee should use a stepped approach where appropriate to managing players, that is: 1) free kick; 2) free kick with quiet word; 3) free kick with public admonishment (this is the time referees should consider using the captain to more visibly get the message across); and 4) yellow card.

The stepped approach does not negate the fact that the referee has the authority within the Laws of the Game to issue disciplinary sanctions without recourse to the captain.

6. GOAL CELEBRATION

6.1 REMOVAL OF SHIRT

Players are to be cautioned if they remove their shirt in celebration of a goal. Removal of a shirt is defined as removing the shirt over the head.

The referee should not impose any disciplinary sanctions but must report, in as much detail as possible to FFT, any such incidents of a player who does not remove the shirt but displays an undershirt bearing an inscription (advertising, political or any other type of message).

6.2 CELEBRATIONS – LEAVING THE PLAYING AREA

A player who deliberately and unnecessarily runs off the field of play towards the crowd may incite the crowd to surge forward towards the celebrating player. This could place the safety of the crowd, the players and stewards at risk. Referees are to report all incidents of players who leave the playing area in a display of celebrations. The report should include:

- Identification of the player(s) concerned;
- Time of the incident;
- Direction of movement of the player(s); and
- Where did the players end up?

A player **MUST** be cautioned when:

- In the opinion of the referee, he/she makes gestures which are provocative, derisory or inflammatory;
- He/she climbs onto a perimeter fence or goes into the crowd to celebrate a goal being scored; and
- If he/she is guilty of excessive time-wasting while celebrating a goal.

Reports are to be forwarded, within 24 hours, to the Competitions Manager.

Referees are expected to act in a preventative mode and to exercise common sense in dealing with the celebration of a goal.

7. MASS CONFRONTATION

7.1 REFEREE

The referee should avoid jumping in but stand back and observe the incident.

Players who are seen to be striking, kicking or acting aggressively should be identified as opposed to those who are clearly trying to separate the offenders.

Once the confrontation has subsided and before the game has restarted, the referee should consult with the assistant who has been observing the incident. He/she may consult with both assistants before taking any disciplinary action.

The required disciplinary action should then be taken. Offending players should be moved to a position where all the other players can still be observed. Where action requires the dismissal of two or more players, ensure they leave the field of play individually to prevent further misconduct.

Our expectations are that your priority should be to identify and punish accordingly:

- the instigators; and
- any player whose action clearly escalates or inflames the situation.

7.2 ASSISTANT REFEREE

The assistant referees should quickly adopt the most appropriate viewing position of the incident.

At the conclusion of the incident the assistant referees should be prepared to offer assistance to the referee confirming the identity of players involved, their location and any other relevant information.

The assistant referee patrolling the touchline where the technical area is located may have additional problems with the occupants of the technical area. The first priority should be the on-field incident.

7.3 FOURTH OFFICIAL

The fourth official assists the referee at all times. In the event of mass confrontation the fourth official's priority should be the conduct of the occupants of the technical area.

At the conclusion of the incident the fourth official should bring to the attention of the referee anything they may wish to report.

Even where disciplinary action is not taken, reports of mass confrontation should still be made to FFT as an extra-ordinary incident report, where used, or by e-mail to: refereemgr@footballfedtas.com.au

8. PLAYER ABUSE GUIDE

8.1 INTRODUCTION

The reporting of discriminatory language and or abuse is a major priority of the organisation but for the wider footballing community they are looking for match officials to play a huge part in making football as inclusive as possible.

We are not looking for match officials to make judgements or carry out investigations but to be used on the day as a central point for players to inform at the time of any incident occurring. The match officials involved are then to forward that information on to FFT.

If you are a witness to it, or have it reported to you, we are asking for your help going forward.

8.2 TYPES OF INCIDENT/EVIDENCE

Types of incidents this document refers to are:

- Serious misconduct
- Technical area misconduct
- Tunnel incidents
- Discriminatory words/behaviour
- Crowd incidents

Types of evidence that will be used as part of any investigation are:

- Direct witness evidence
- Corroborative evidence
- Hearsay evidence

It is likely that all match officials will offer some form of evidence.

8.3 WITNESS STATEMENTS

Why are witness statements needed as part of the investigation?

- Serious cases are likely to be contested
- Discrimination carries heavy sanctions
- Reputational damage

Questions that are likely to be asked as part of the witness statement:

- How do you know what happened?
- Did you see or hear the incident or both?
- How far away were you?
- Could you have been mistaken; how sure are you?
- What did you say/do?
- What provoked the incident?
- What happened afterwards; what effect did it have on the people involved?

8.4 MATCH OFFICIALS INCIDENT REPORTS AND MUST DOs

Incident reports from match officials should include:

- Summary of what happened
- Who was involved/witnesses
- Direct speech – exact words
- The reason for the incident – previous fouls
- What you did

Must do's for all match officials include:

- Pay attention
- Write notes as soon as possible
- Write your report as soon as possible
- DO NOT FILTER
- The higher level of detail the better
- Gaps in statements are likely to lead to you being called as a witness
- Admit any mistakes – nobody is perfect
- DO NOT GUESS
- No personal opinions

Why is it important? Your credibility and reputation are core values to yourselves and the organisation. Please don't miss any facts out of any report or investigation as this may harm your credibility should these facts come to light when a hearing takes place. Please note this is to include any mistakes we may have made.

9. RED AND YELLOW CARD OFFENCE CODES

MINOR INFRINGEMENTS – YELLOW CARD (CAUTION) CODES

- Y1 is guilty of unsporting behaviour
- Y2 shows dissent by words or action
- Y3 persistently infringes the Laws of the Game
- Y4 delays the restart of play
- Y5 fails to respect the required distance when play is restarted with a corner kick, free kick or throw in
- Y6 enters or re-enters the field of play without the referee's permission
- Y7 deliberately leaves the field of play without the referee's permission

Y1, Y2 and Y4 offences shall also relate to a substitute or substituted player who is cautioned and shown the yellow card.

SERIOUS INFRINGEMENTS – RED CARD EXPULSION CODES

- R1 is guilty of serious foul play
- R2 is guilty of violent conduct
- R3 spits at an opponent or any other person
- R4 denies the opposing team a goal or an obvious goal-scoring opportunity by deliberately handling the ball (this does not apply to a goalkeeper within their penalty area)
- R5 denies an obvious goal-scoring opportunity to an opponent moving towards the player's goal by an offence punishable by a free kick or a penalty kick
- R6 uses offensive or insulting or abusive language and/or gestures
- R7 receives a second caution in the same match

A player, substitute or substituted player who has been sent off and shown the red card must leave the vicinity of the field of play and the technical area.

10. ALLOWANCE FOR TIME LOST

10.1 ALLOWANCE FOR TIME LOST

Allowance made for time lost will be indicated at the end of each half. The procedure to be adopted is outlined below:

- Two minutes before the expiry of each half the Fourth Official will position themselves at the half-way line, and establish eye contact with the Referee.
- During the two minutes before the expiry of each half the Referee must inform the Fourth Official, either visually or verbally, of the amount of time allowed.
- The Fourth Official (where appointed) is to acknowledge this information, using a pre-determined signal between the Fourth Official and the Referee.
- At the expiry of each forty five minute period and not before, the Fourth Official will display the minimum time allowed, to all points of the ground, by use of the board provided.
- Clubs are to be reminded that the PA should announce “There will be a minimum of _____ minutes allowance for time lost”
- Any subsequent injuries, or additional delays, including time wasting, will result in further time being added on. No further communication with the Fourth Official will be necessary.

Referees are to ensure that the full allowance is made for time lost and subsequently played.

11. WATER BREAK POLICY

11.1 HEAT ILLNESS

Given likely warm to hot weather, especially during Summer fixtures, referees need to be aware of the potential need for water breaks during a match. Heat illness can occur when your body produces more heat than it loses. The risk of heat illness does not only depend on the temperature, but also on the humidity of the air.

Some tips to avoid heat illness are:

- **Drink plenty of fluids** as dehydration is a key factor in heat illness. As a rule of thumb, drink at least two litres per day. This volume needs to be increased with playing time and high temperatures. You might need to drink up to six litres and more per day.
- **Sleep and rest** increase your temperature tolerance.

11.2 WHEN TO TAKE A WATER BREAK

Water breaks are at the discretion of the referee. If you feel water breaks are necessary for the health and safety of the players and officials, then decide this before the game commences and communicate your intention to the players (via their coaches). Note also that a referee can decide to have a water break during a game even if not notified before the start.

Generally, water breaks are half way through each half and last no more than a minute or two - just long enough for the players to go get water handed to them at the touchline. Call for the water break at a natural stoppage - when the ball is out of play – and at a neutral moment such as a goal-kick or defensive throw-in – not at a corner kick or penalty kick.

All time allotted for the break must be added to added time.

12. MATCH FIXING AND BETTING GUIDANCE

12.1 MATCH FIXING AND BETTING

Fixing is arranging in advance the result of or conduct of a match or competition, or any event within a match or competition. Fixing is prohibited and is treated very seriously.

Approaches to fix games or events within games is not just the concern of players - these approaches may also be made to Match Officials. You could be offered money or rewards for influencing the outcome of a game by awarding penalties or sending off players.

In addition, offering or accepting any bribes related in any way to improperly influencing the result or conduct of a match or competition or any event within a match or competition is similarly prohibited and serious.

You must never bet on any match as it may trigger a conflict of interest that compromises the integrity of football. If you bet on any match you risk having your image and reputation tarnished.

If you are approached or suspect that a colleague or someone you know has been approached or is involved in betting or fixing, then you must report it to FFA immediately.

12.2 CONSEQUENCES

If you bet on a match or attempt to fix, you are likely to get caught and receive an FFA charge. If found proved, this is likely to lead to a significant suspension, and in some instances, a lifetime ban. You may possibly become the subject of a criminal investigation and/or prosecution.

Failure to report any such offers or involvement may result in an FFA charge against you.

13. RESPONSIBLE USE OF SOCIAL MEDIA

The following provide common-sense rules for using social media responsibly and safely to ensure we are protecting our business reputation:

- You must not post disparaging or defamatory statements about: our organisation; any football club; our suppliers and partners; and our other affiliates and stakeholders.
- You should also avoid social media communications that, whilst one view could appear neutral, are open to being construed in a way that could damage our business reputation, even indirectly.
- You should make it clear in social media postings that you are speaking on your own behalf. Write in the first person and use a personal email address when communicating via social media.
- You are personally responsible for what you communicate in social media. Remember that what you publish might be available to be read by the general public and by others including FFT itself, potential employers and social acquaintances for an indefinite period. Keep this in mind before you post content.
- If you disclose your affiliation with FFT, you must also state that your views do not represent those of FFT. For example, you could state, "*the views in this posting do not represent the views of FFT*". You should also ensure that your profile and any content you post are consistent with the professional image you present to clients and colleagues.
- Avoid posting comments about sensitive business-related topics, such as our performance. Even if you make it clear that your views on such topics do not represent those of the organisation, your comments could still damage our reputation.
- If you are uncertain or concerned about the appropriateness of any statement or posting, refrain from making the communication until you discuss it with the Referee Development Manager. If you see content on social media that disparages or reflects poorly on our organisation or our stakeholders, you should contact the Referee Development Manager.

Everyone who undertakes work on behalf of FFT has a responsibility for protecting our business reputation.

14. REFEREE CONTACTS

14.1 FOOTBALL FEDERATION TASMANIA (FFT)

Tony Peart - Referee Manager

Contact: 0424 379 351 refereemgr@footballfedtas.com.au

Glen McNeill - Competitions Manager

Contact: 0481 958 691 competitions@footballfedtas.com.au

14.2 REFEREE STANDING COMMITTEE (RSC)

The Referee Standing Committee advises FFT on matters relevant to refereeing in Tasmania.

Craig Phillips – RSC Chair

Contact: 0418 993 663 craigio_phillips@yahoo.com.au

Ivan Jozeljic – RSC Vice-Chair

Contact: 0417 666 441 ivan.jozeljic@gmail.com

Alastair Cooke

Contact: 0404 639 613 cookealastair5@gmail.com

David Green

Contact: 0405 897 355 david.c.green@iinet.net.au

Josh McInerney

Contact: 0438 044 497 joshmcinerney@ymail.com

John Moody

Contact: 0439 294 763 kankudai1@yahoo.com.au

Michael Thain

Contact: 0404 488 853 mthreferee@netspace.net.au

Jason Priest

Contact: 0447 284 455 jason.priest@nyrstar.com

14.3 REFEREE TECHNICAL COMMITTEE (RTC)

The Referee Technical Committee advises FFT on referee appointments and referee development in Tasmania.

Ian Colhoun – RTC Chair

Contact: colhoun.ian@gmail.com

Ross Logan

Contact: rosslogan@iinet.net.au

Tony Peart

Contact: 0424 379 351 refereemgr@footballfedtas.com.au

Jean-Pierre Raymond

Contact: jean-pierre.raymond@lexusofhobart.com.au

Sarah Rowan Den Hartog

Contact: srwikeley@internode.on.net

Adrian Lockley

Contact: alockley23@gmail.com

Nathan Brain

Contact: nathanbrain@y7mail.com

15. REFEREE PAY RATES – 2018 SEASON

LEAGUE	REFEREE	AR
National Premier Leagues – Tasmania (NPL TAS)	\$125/\$110	\$55
Championships/Challenge League	\$105	\$50
Championship 1	\$65	\$32
Southern League 1	\$65	\$32
SL2, SL3, SL4, Over 35s, NL2, SWC1	\$50	\$23
Women's Super League	\$105	\$40
Women's Championship	\$60	\$28
Under 18s	\$50	\$23
Youth Leagues U16/U17	\$45	\$17
Youth Leagues U14/U15	\$35	\$15
Youth Leagues U13	\$30	\$13
FFA Cup/NPL Finals (FFT appointed)	\$170	\$75
Cup Final loading	Base + 20%	Base + 20%
Travel Allowances (per vehicle)		2018
Hobart-Burnie/Somerset		\$146
Hobart-Devonport/Ulverstone		\$116
Hobart-Launceston		\$83
Launceston-Burnie/Somerset		\$63
Launceston-Devonport/Ulverstone		\$41
Devonport/Ulverstone-Burnie/Somerset		\$20
Referee travelling over 350 km (return for 1 game)		\$30
Assessment		2018
Coaching Sheet (Youth)		\$30
Coaching Sheet (Senior)		\$40
Full Assessment		\$60

16. GROUND LOCATIONS

BELL STREET

http://websites.sportstg.com/comp_info.cgi?round=17&a=VENUE&venueid=21647060&c=1-8296-0-406075-0&fID=67435229

BIRCH AVENUE

http://websites.sportstg.com/comp_info.cgi?round=3&a=VENUE&venueid=18639974&c=1-8296-0-477358-0&fID=69443272

BRIGHTON

http://websites.sportstg.com/comp_info.cgi?round=14&a=VENUE&venueid=19405697&c=1-8296-0-455469-0&fID=69209366

BROOKS HIGH SCHOOL

http://websites.sportstg.com/comp_info.cgi?round=1&a=VENUE&venueid=27370262&c=1-8296-0-481044-0&fID=69469862

BUCKBY LAND ROVER PARK

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=18639980&c=1-8296-0-467813-0&fID=69306194

CAMBRIDGE NEW

http://websites.sportstg.com/comp_info.cgi?round=3&a=VENUE&venueid=19278838&c=1-8296-163872-484828-25148850&fID=69519379

CARDIGAN STREET

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=18639979&c=1-8296-120711-481044-26155137&fID=69469938

CLARE STREET

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=18639984&c=1-8296-0-471029-0&fID=69369360

DARCY STREET

http://websites.sportstg.com/comp_info.cgi?round=3&a=VENUE&venueid=18639976&c=1-8296-0-485041-0&fID=69522636

FAULKNER OVAL

http://websites.sportstg.com/comp_info.cgi?round=1&a=VENUE&venueid=27326943&c=1-8296-0-485380-0&fID=69529763

GORMLEY PARK

http://websites.sportstg.com/comp_info.cgi?round=8&a=VENUE&venueid=19301895&c=1-8296-0-449805-0&fID=69069092

GUNN OVAL BRIGHTON

http://websites.sportstg.com/comp_info.cgi?round=3&a=VENUE&venueid=21619551&c=1-8296-0-471029-0&fID=69369552

HUONVILLE

http://websites.sportstg.com/comp_info.cgi?round=14&a=VENUE&venueid=20076659&c=1-8296-0-455473-0&fID=69211015

KELVEDON PARK

http://websites.sportstg.com/comp_info.cgi?round=1&a=VENUE&venueid=19219680&c=1-8296-0-471029-0&fID=69369394

KGV

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=18088602&c=1-8296-0-467813-0&fID=69306146

LIGHTWOOD PARK COMPLEX

http://websites.sportstg.com/comp_info.cgi?round=3&a=VENUE&venueid=18639978&c=1-8296-0-467813-0&fID=69306144

MONTELLO

http://websites.sportstg.com/comp_info.cgi?round=1&a=VENUE&venueid=19399302&c=1-8296-0-485379-0&fID=69529790

NORTH CHIGWELL

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=18997293&c=1-8296-0-471029-0&fID=69369488

NORTH HOBART OVAL

http://websites.sportstg.com/comp_info.cgi?round=1&a=VENUE&venueid=27337778&c=1-8296-0-467813-0&fID=69306175

NORTH WARRANE

http://websites.sportstg.com/comp_info.cgi?round=1&a=VENUE&venueid=19219678&c=1-8296-0-471029-0&fID=69369363

NTCA

http://websites.sportstg.com/comp_info.cgi?round=4&a=VENUE&venueid=21085701&c=1-8296-0-467813-0&fID=69306190

OLINDA GROVE

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=18891797&c=1-8296-0-471029-0&fID=69369395

PEMBROKE PARK

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=25421084&c=1-8296-0-484828-0&fID=69519386

PRINCE OF WALES NORTH

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=19038424&c=1-8296-0-484828-0&fID=69519394

QUEENS WALK

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=19038425&c=1-8296-0-455473-0&fID=69211126

SANDOWN PARK

http://websites.sportstg.com/comp_info.cgi?round=4&a=VENUE&venueid=19236533&c=1-8296-0-471029-0&fID=69369350

SHERBURD OVAL

http://websites.sportstg.com/comp_info.cgi?round=1&a=VENUE&venueid=19236535&c=1-8296-0-471029-0&fID=69369340

TYNWALD PARK

http://websites.sportstg.com/comp_info.cgi?round=20&a=VENUE&venueid=19405698&c=1-8296-0-406099-0&fID=67542630

ULVERSTONE

http://websites.sportstg.com/comp_info.cgi?round=3&a=VENUE&venueid=18639971&c=1-8296-0-477656-0&fID=69445894

VALLEY ROAD

http://websites.sportstg.com/comp_info.cgi?round=1&a=VENUE&venueid=18639982&c=1-8296-0-467813-0&fID=69306163

WARRIOR PARK

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=18088604&c=1-8296-0-467813-0&fID=69306161

WEILY PARK

http://websites.sportstg.com/comp_info.cgi?round=2&a=VENUE&venueid=19236534&c=1-8296-0-359531-0&fID=64663598

WELLESLEY PARK

http://websites.sportstg.com/comp_info.cgi?round=1&a=VENUE&venueid=19338742&c=1-8296-0-449809-0&fID=69024986

WENTWORTH PARK

http://websites.sportstg.com/comp_info.cgi?round=3&a=VENUE&venueid=18088607&c=1-8296-0-467813-0&fID=69306174

WINDSOR PARK

http://websites.sportstg.com/comp_info.cgi?round=1&a=VENUE&venueid=18639977&c=1-8296-120707-481044-26155135&fID=69469931