



Referee Management
Structure

Comparative Analysis

MF Referee Management Analysis

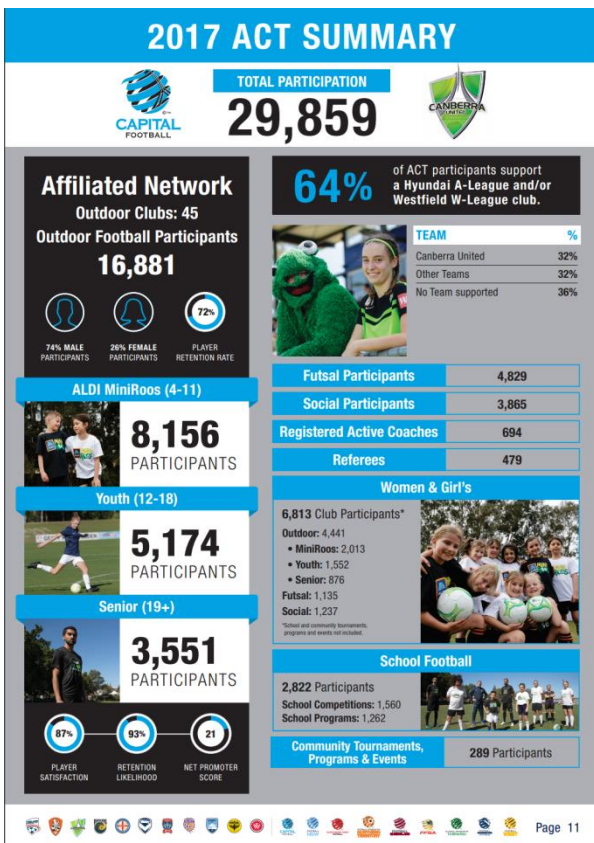
Overview of the Analysis

- This document provides a comparative analysis of the referee management structures implemented by FFA Member Federations
- The analysis considers the areas of:
 - Governance
 - Registrations
 - Appointment Processes
- Comparative Analysis assumptions;
 - Green = majority alignment to Capital Football Operations
 - Orange = partial alignment to Capital Football Operations
 - Red = no alignment to Capital Football Operations
- Capital Football sought advice from the relevant Member Federation Referee Managers in regards to the structures implemented in their State or Territory.
- Participant data is taken from the 2017 FFA Participant Census
- This document provides our high level understanding of management structures across the country.

Referee Governance Structure Analysis

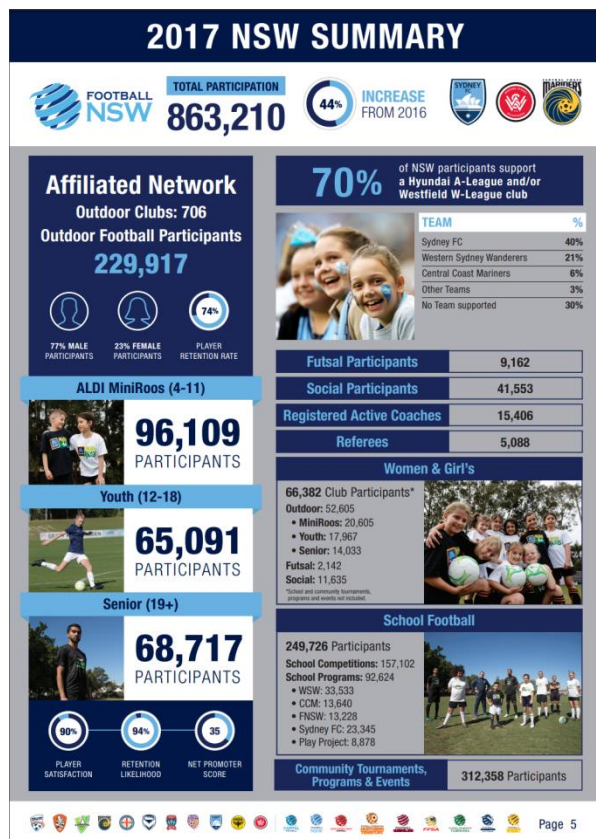
Australian State and Territory Member Federation

Capital Football: Referee Governance Structure



| Capital Football Staff | Committees | Club's |
|--|---|--|
| <p>Referee Development Manager</p> <p>Responsible for the overall growth and development of refereeing.</p> <p>Oversees the recruitment, retention and recognition of referees throughout the ACT and region.</p> | <p>Referees' Technical Committee</p> <p>The Referees Technical Committee (RTC) is responsible for the performance of all of Capital Football's referees and for the implementation of the national refereeing curriculum under the direction of FFA.</p> | <p>Club Referee Coordinator</p> <p>The Club Referee Coordinator oversees the administration and appointments of referees and game leaders to Junior league matches at their club.</p> |
| <p>Coordinator of Referees</p> <p>Responsible for the management of registrations and accreditations and providing administrative support to registered match officials.</p> <p>Entering NPL, NPLW and Senior CL appointments to Unchained, which are set by the RTC.</p> | <p>Referees' Standing Advisory Committee</p> <p>The RSAC is to advise the Board and the CEO on strategic and policy matters relating to Football (including Futsal) referees and refereeing and represents the interests of the Capital Football Referees' membership to the Board and Capital Football employees.</p> | |

Referee Governance Structure: Football NSW



| Football NSW Staff | Committees | Referee Branches |
|---|-----------------------------|--|
| Referee Development & Education Manager | Referees Standing Committee | Independent Branch Committees servicing each Association |
| Referee Education Coordinator | | |
| Community Football Referees Coordinator | | |
| Referee Appointments Coordinator | | |

| Comparison to Capital Football Governance Structure | | |
|---|--|---|
| FNSW has dedicated resources for referee appointment, support of referee branches / football associations and development of education and training resources. | FNSW does not have a separate Referees Technical Committee, functions assumed by Referees Standing Committee. | FNSW Associations or Branches servicing the Associations are responsible for refereeing in their jurisdiction with support provided by FNSW. |

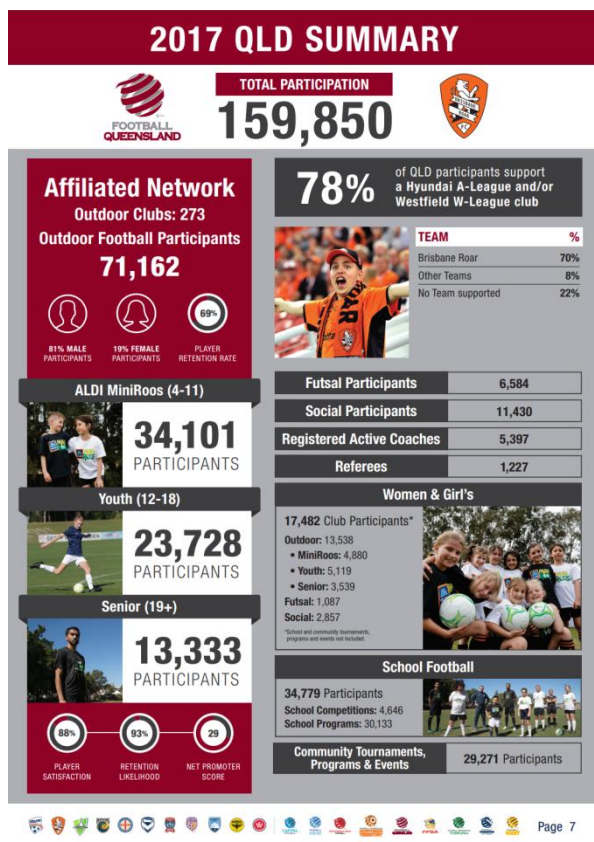
Referee Governance Structure: FF Victoria



| FF Victoria | Committees | Referee Branches (x9) |
|--|-------------------------------|------------------------|
| Referee Manager | Referees' Standing Committee | Head Instructor |
| Referee Youth Development Manager | Referees' Technical Committee | Branch Administrator |
| Referee Operations & Appointments Manager | Referees Youth Council | Appointments Officer |
| Referee Operations & Education Coordinator | | Branch Coach(s) |
| | | Practical Trainer(s) |
| | | Level 4 Coordinator(s) |

| Comparison to Capital Football Governance Structure | | |
|---|--|---|
| FFV have specific role dedicated to youth referee development, appointments and education. | CF does not have a Youth Referee Committee. | FFV have Zone Referee Branches that service clubs in their region. |

Referee Governance Structure: Football Queensland



| Football Queensland | Committees | Zone's (x10) |
|------------------------------|-------------------------------|---------------------------------|
| Referee Development Officer | Referees' Technical Committee | Referee Development Coordinator |
| Referee Administrator | | Referee Appointments Officer |
| Referee Appointments Officer | | |

| Comparison to Capital Football Governance Structure | | |
|---|---|--|
| FQ have a dedicated appointments officer. | FQ does not have a Referees Standing Advisory Committee. | FQ have Zone Referee Branches that service clubs in their region. |

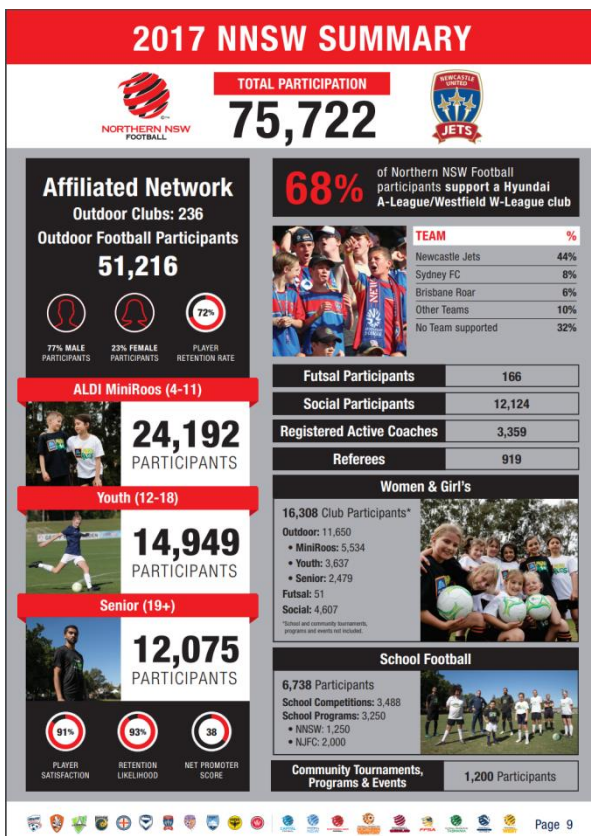
Referee Governance Structure: Football West



| Football West | Committees | Regional Associations |
|--------------------------|-------------------------------|---|
| Referees Manager | Referees' Technical Committee | Referee Coordinator or volunteer responsible for overseeing administration of referees. |
| Referees Support Officer | Referees' Standing Committee | |

| Comparison to Capital Football Governance Structure | | |
|---|-----------------|---|
| Aligns with CF. | Aligns with CF. | FW have Zone Referee Branches that service clubs in their region. |

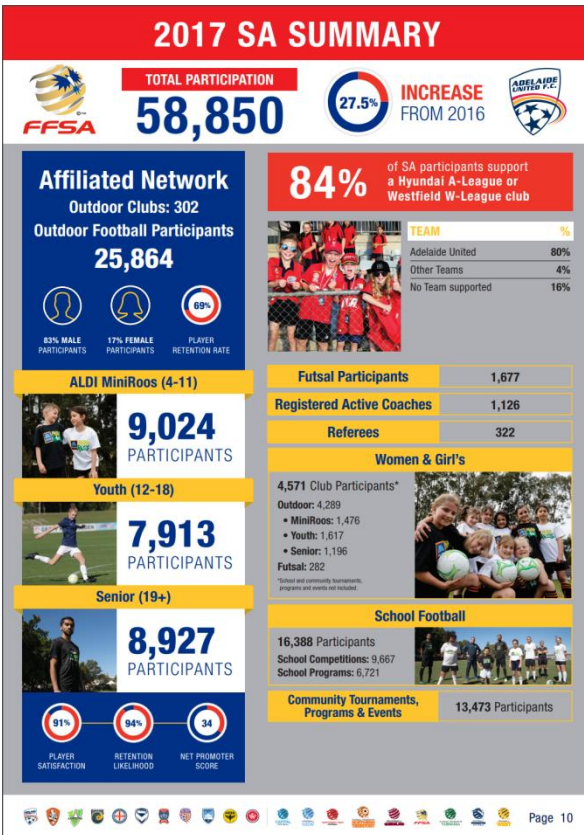
Referee Governance Structure: Northern NSW Football



| Northern NSW Football | Committees | Referee Branches |
|---|-------------------------------|-------------------------------|
| Match Official Development & Administration Coordinator | Referees' Technical Committee | Independent Branch Committees |
| Community Senior Club & Referee Development Officer | Referees' Standing Committee | |

| Comparison to Capital Football Governance Structure | | |
|--|------------------------|--|
| NNSW Referee management and development sits with Community Football Manager and Football operations Manager. | Aligns with CF. | NNSW have Zone Referee Branches that service clubs in their region. |

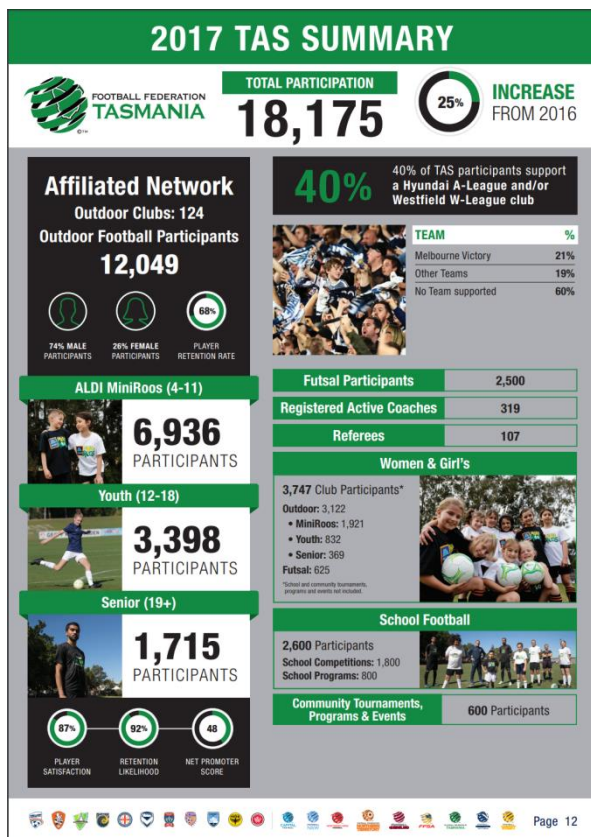
Referee Governance Structure: FF South Australia



| | | |
|--------------------------------|-------------------------------|--|
| FF South Australia | Committees | |
| Manager of Referee Development | Referees' Technical Committee | |
| Referee Administrator | Referees' Advisory Group | |

| Comparison to Capital Football Governance Structure | | |
|---|-----------------|--|
| Aligns with CF. | Aligns with CF. | FFSA does not manage referee appointment or development at local clubs. |

Referee Governance Structure: FF Tasmania



| | | |
|-----------------|-------------------------------|--|
| FF Tasmania | Committees | |
| Referee Manager | Referees' Technical Committee | |
| | Referee Standing Committee | |

| Comparison to Capital Football Governance Structure | | |
|---|-----------------|--|
| One paid position to look after appointments of all competitions, administration, training and education. | Aligns with CF. | FFT does not manage referee appointment or development at local clubs. |

2017 Referee Registration Analysis

Australian State and Territory Member Federation

Referee Registrations: Capital Football

2017 ACT SUMMARY

TOTAL PARTICIPATION
29,859

Affiliated Network
Outdoor Clubs: 45
Outdoor Football Participants
16,881

74% MALE PARTICIPANTS
26% FEMALE PARTICIPANTS
72% PLAYER RETENTION RATE

ALDI MiniRoos (4-11)
8,156 PARTICIPANTS

Youth (12-18)
5,174 PARTICIPANTS

Senior (19+)
3,551 PARTICIPANTS

87% PLAYER SATISFACTION
93% RETENTION LIKELIHOOD
21 NET PROMOTER SCORE

64% of ACT participants support a Hyundai A-League and/or Westfield W-League club.

| TEAM | % |
|-------------------|-----|
| Canberra United | 32% |
| Other Teams | 32% |
| No Team supported | 36% |

| | |
|---------------------------|-------|
| Futsal Participants | 4,829 |
| Social Participants | 3,865 |
| Registered Active Coaches | 694 |
| Referees | 479 |

Women & Girl's
6,813 Club Participants*
Outdoor: 4,441
• MiniRoos: 2,013
• Youth: 1,552
• Senior: 876
Futsal: 1,135
Social: 1,237

School Football
2,822 Participants
School Competitions: 1,560
School Programs: 1,262

Community Tournaments, Programs & Events
289 Participants

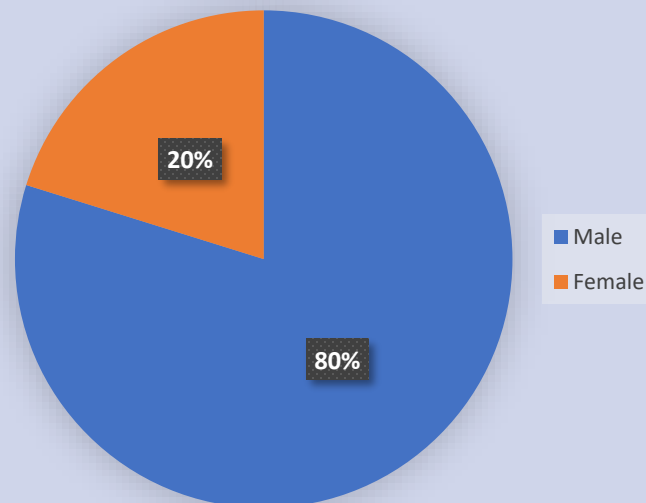
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Capital Football Referee Registrations

Total Registrations 607

Growth v 2016 -6%

Male v Female Registrations



Referee Registrations: Football NSW

2017 NSW SUMMARY

FOOTBALL NSW TOTAL PARTICIPATION **863,210** **44% INCREASE** FROM 2016

Affiliated Network
Outdoor Clubs: 706
Outdoor Football Participants: **229,917**

77% MALE PARTICIPANTS, 23% FEMALE PARTICIPANTS, 74% PLAYER RETENTION RATE

ALDI MiniRoos (4-11)
96,109 PARTICIPANTS

Youth (12-18)
65,091 PARTICIPANTS

Senior (19+)
68,717 PARTICIPANTS

90% PLAYER SATISFACTION, 94% RETENTION LIKELIHOOD, 35% NET PROMOTER SCORE

70% of NSW participants support a Hyundai A-League and/or Westfield W-League club

| TEAM | % |
|--------------------------|-----|
| Sydney FC | 40% |
| Western Sydney Wanderers | 21% |
| Central Coast Mariners | 6% |
| Other Teams | 3% |
| No Team supported | 30% |

| | |
|---------------------------|--------|
| Futsal Participants | 9,162 |
| Social Participants | 41,553 |
| Registered Active Coaches | 15,406 |
| Referees | 5,088 |

Women & Girl's
66,382 Club Participants*
Outdoor: 52,605
• MiniRoos: 20,605
• Youth: 17,967
• Senior: 14,033
Futsal: 2,142
Social: 11,635

School Football
249,726 Participants
School Competitions: 157,102
School Programs: 92,624
• WSW: 33,533
• CCM: 13,640
• FNSW: 13,228
• Sydney FC: 23,345
• Play Project: 8,878

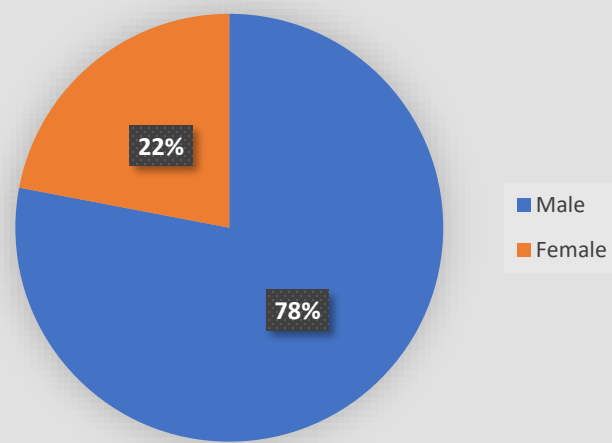
Community Tournaments, Programs & Events
312,358 Participants

Football NSW Referee Registrations

Total Registrations 5,088

Growth v 2016 2.4%

Male v Female Registrations*



* FNSW Participation Statistics from 2017 Annual Report

Comparison to 2017 Capital Football Referee Registrations

FNSW referee registrations are trending upwards.

FNSW referee registrations are 8 times the size of CF referee registrations.

Referees represent 0.6% of total participants compared to CF (2%).

CF Referees represent 2% of total participants v FNSW referees at 0.6% of total participants.

Referee Registrations: FF Victoria

2017 VIC SUMMARY

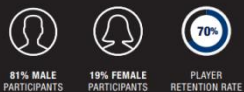


TOTAL PARTICIPATION

284,633



Affiliated Network
Outdoor Clubs: 340
Outdoor Football Participants
69,401



ALDI MiniRoos (4-11)

26,884
PARTICIPANTS

Youth (12-18)

26,943
PARTICIPANTS

Senior (19+)

15,574
PARTICIPANTS



81% of VIC participants support a Hyundai A-League and/or Westfield W-League club

| TEAM | % |
|-------------------|-----|
| Melbourne Victory | 56% |
| Melbourne City | 21% |
| Other Teams | 4% |
| No Team supported | 19% |

| | |
|---------------------------|-------|
| Futsal Participants | 1,678 |
| Social Participants | 9,019 |
| Registered Active Coaches | 2,725 |
| Referees | 1,377 |

Women & Girl's

15,797 Club Participants*

- Outdoor: 13,406
- MiniRoos: 4,716
- Youth: 5,708
- Senior: 2,982
- Futsal: 226
- Social: 2,165

*School and community tournaments, programs and events not included.

School Football

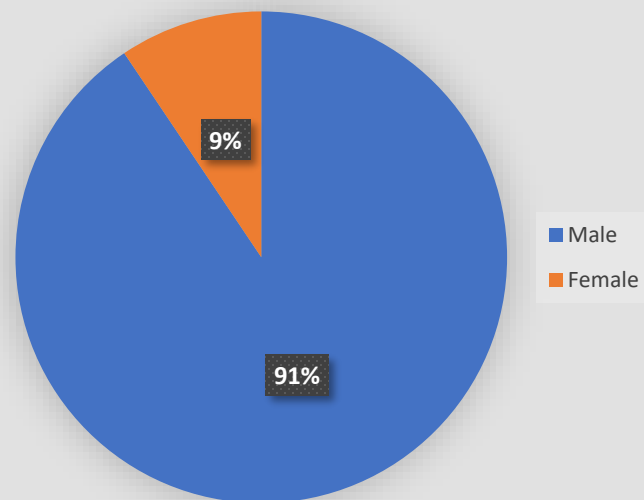
- 109,396 Participants
- School Competitions: 59,437
- School Programs: 49,959
- MVFC: 22,427
- MCFC: 18,651
- Play Project: 8,881

Community Tournaments, Programs & Events
91,037 Participants

FF Victoria Referee Registrations

| | |
|---------------------|-------|
| Total Registrations | 1,377 |
| Growth v 2016 | 8% |

Male v Female Registrations



Comparison to 2017 Capital Football Referee Registrations

FFV referee registrations are trending upwards.

FFV Female participation (9%) significantly below CF (20%)

CF Referees represent 2% of total participants v FFV referees at 0.5% of total participants.

Referee Registrations: Football Queensland

2017 QLD SUMMARY

FOOTBALL QUEENSLAND **TOTAL PARTICIPATION** **159,850**

78% of QLD participants support a Hyundai A-League and/or Westfield W-League club

Affiliated Network
Outdoor Clubs: 273
Outdoor Football Participants: **71,162**

81% MALE PARTICIPANTS | 19% FEMALE PARTICIPANTS | 69% PLAYER RETENTION RATE

ALDI MiniRoos (4-11)
34,101 PARTICIPANTS

Youth (12-18)
23,728 PARTICIPANTS

Senior (19+)
13,333 PARTICIPANTS

88% PLAYER SATISFACTION | 93% RETENTION LIKELIHOOD | 29 NET PROMOTER SCORE

Futsal Participants 6,584
Social Participants 11,430
Registered Active Coaches 5,397
Referees 1,227

Women & Girl's
17,482 Club Participants*
Outdoor: 13,538
• MiniRoos: 4,880
• Youth: 5,119
• Senior: 3,539
Futsal: 1,087
Social: 2,857

School Football
34,779 Participants
School Competitions: 4,646
School Programs: 30,133

Community Tournaments, Programs & Events 29,271 Participants

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Football Queensland Referee Registrations

| | |
|---------------------|-------|
| Total Registrations | 1,227 |
| Growth v 2016 | 5% |

Male v Female Registrations*

* Football Queensland Participation Statistics from 2016 Annual Report

Comparison to 2017 Capital Football Referee Registrations

FQ referee registrations are trending upwards.

FQ have twice the number of referees and represents 2% of total FQ participants, similar to CF.

Referee Registrations: Football West

2017 WA SUMMARY

TOTAL PARTICIPATION
130,765

Affiliated Network
Outdoor Clubs: 233
Outdoor Football Participants: **40,547**

83% MALE PARTICIPANTS | 17% FEMALE PARTICIPANTS | 69% PLAYER RETENTION RATE

75% of WA participants support a Hyundai A-League and/or Westfield W-League club

| TEAM | % |
|-------------------|-----|
| Perth Glory | 71% |
| Other Teams | 4% |
| No Team supported | 25% |

ALDI MiniRoos (4-11)
16,191 PARTICIPANTS

Youth (12-18)
13,839 PARTICIPANTS

Senior (19+)
10,517 PARTICIPANTS

90% PLAYER SATISFACTION | 93% RETENTION LIKELIHOOD | 25% NET PROMOTER SCORE

Social Participants 1,871
Registered Active Coaches 676
Referees 576

Women & Girl's
7,356 Club Participants*
Outdoor: 6,851
• MiniRoos: 2,562
• Youth: 2,421
• Senior: 1,868
Social: 505

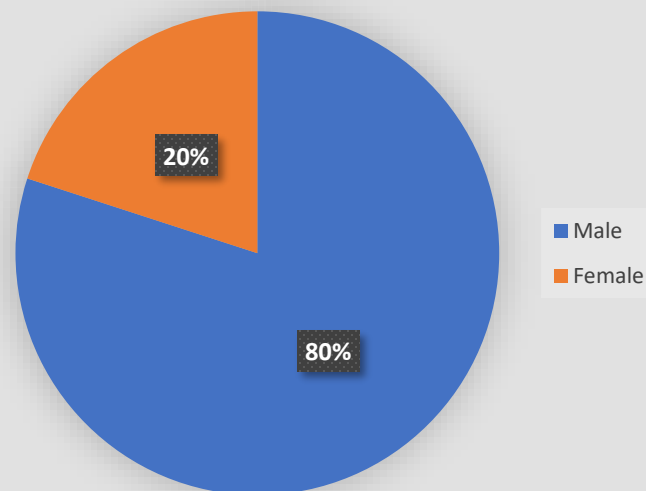
School Football
74,969 Participants
School Competitions: 21,075
School Programs: 53,894
• FW: 6,894
• PGFC: 47,000

Community Tournaments, Programs & Events 12,126 Participants

Football West Referee Registrations

| | |
|---------------------|-----|
| Total Registrations | 576 |
| Growth v 2016 | -1% |

Male v Female Registrations*



* Football West Participation Statistics from 2016 Annual Report

Comparison to 2017 Capital Football Referee Registrations

FW referee registrations experienced a minor downward trend between 2016 and 2017.

CF Referees represent 2% of total participants v FW referees at 0.5% of total participants.

Referee Registrations: Northern NSW Football

2017 NNSW SUMMARY

TOTAL PARTICIPATION

75,722

Affiliated Network
Outdoor Clubs: 236
Outdoor Football Participants
51,216

77% MALE PARTICIPANTS

23% FEMALE PARTICIPANTS

72% PLAYER RETENTION RATE

68%

of Northern NSW Football participants support a Hyundai A-League/Westfield W-League club

| TEAM | % |
|-------------------|-----|
| Newcastle Jets | 44% |
| Sydney FC | 8% |
| Brisbane Roar | 6% |
| Other Teams | 10% |
| No Team supported | 32% |

ALDI MiniRoos (4-11)

24,192

PARTICIPANTS

Youth (12-18)

14,949

PARTICIPANTS

Senior (19+)

12,075

PARTICIPANTS

91% PLAYER SATISFACTION

93% RETENTION LIKELIHOOD

38% NET PROMOTER SCORE

Futsal Participants

| | |
|---------------------------|--------|
| Futsal Participants | 166 |
| Social Participants | 12,124 |
| Registered Active Coaches | 3,359 |
| Referees | 919 |

Women & Girl's

16,308 Club Participants*

Outdoor: 11,650

- MiniRoos: 5,534
- Youth: 3,637
- Senior: 2,479

Futsal: 51

Social: 4,607

*School and community tournaments, programs and events not included.

School Football

6,738 Participants

School Competitions: 3,488

School Programs: 3,250

- NNSW: 1,250
- NJFC: 2,000

Community Tournaments, Programs & Events

1,200 Participants

Northern NSW Football Referee Registrations

| | |
|---------------------|-----|
| Total Registrations | 919 |
| Growth v 2016* | 4% |

Male v Female Registrations*

| | |
|--------|-----|
| Male | 78% |
| Female | 22% |

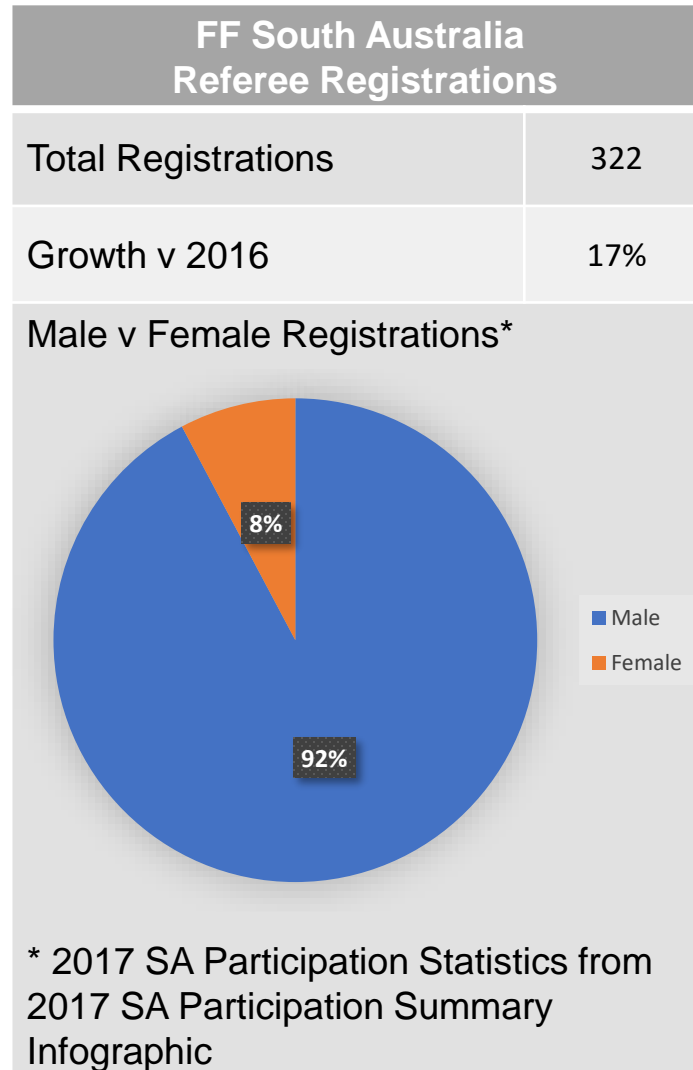
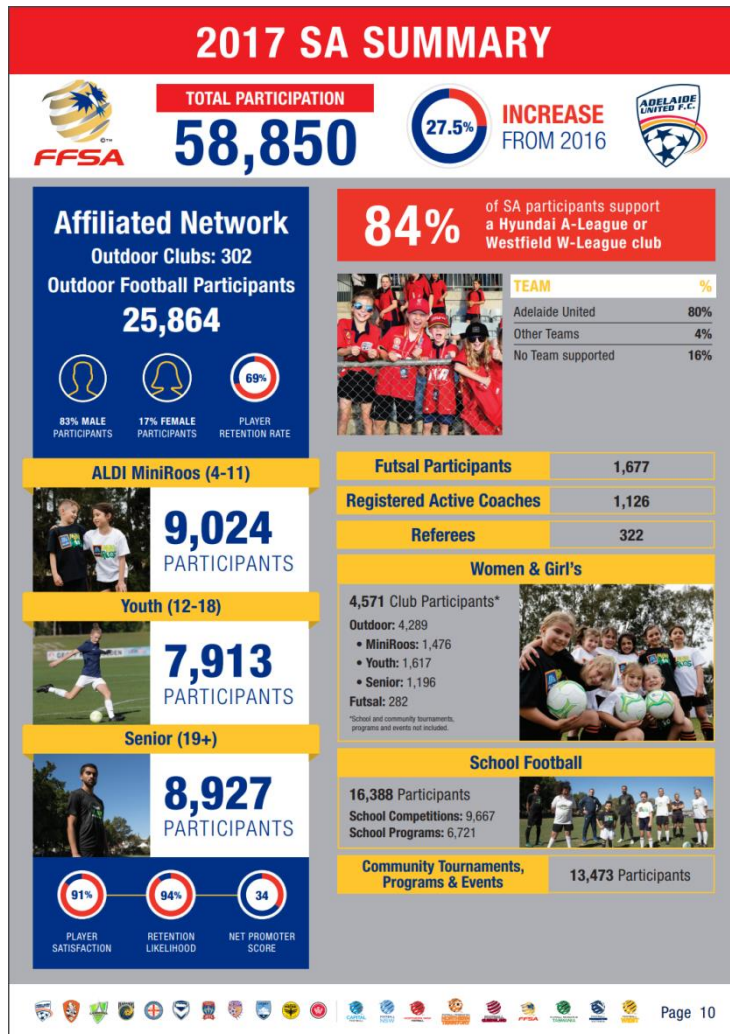
* Northern NSW Participation Statistics from 2016 & 2017 Annual Report

Comparison to 2017 Capital Football Referee Registrations

NNSW Football referee registrations are trending upwards.

CF Referees represent 2% of total participants v NNSW referees at 1% of total participants.

Referee Registrations: FF South Australia



Comparison to 2017 Capital Football Referee Registrations

FFSA referee registrations are trending upwards.

CF Referees represent 2% of total participants v FFSA referees at 0.5% of total participants.

FFSA Female participation (8%) significantly below CF (20%)

Referee Registrations: FF Tasmania

2017 TAS SUMMARY

FOOTBALL FEDERATION TASMANIA

TOTAL PARTICIPATION
18,175

25% INCREASE
FROM 2016

Affiliated Network
Outdoor Clubs: 124
Outdoor Football Participants
12,049

74% MALE PARTICIPANTS
26% FEMALE PARTICIPANTS
68% PLAYER RETENTION RATE

40% 40% of TAS participants support a Hyundai A-League and/or Westfield W-League club

ALDI MiniRoos (4-11)
6,936 PARTICIPANTS

Youth (12-18)
3,398 PARTICIPANTS

Senior (19+)
1,715 PARTICIPANTS

87% PLAYER SATISFACTION
92% RETENTION LIKELIHOOD
48% NET PROMOTER SCORE

Futsal Participants 2,500

Registered Active Coaches 319

Referees 107

Women & Girl's
3,747 Club Participants*
Outdoor: 3,122
• MiniRoos: 1,921
• Youth: 832
• Senior: 369
Futsal: 625

School Football
2,600 Participants
School Competitions: 1,800
School Programs: 800

Community Tournaments, Programs & Events 600 Participants

TEAM %
Melbourne Victory 21%
Other Teams 19%
No Team supported 60%

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FF Tasmania Referee Registrations

| | |
|---------------------|-----|
| Total Registrations | 107 |
| Growth v 2016 | n/a |

Male v Female Registrations*

| | |
|--------|-----|
| Male | 93% |
| Female | 7% |

Comparison to 2017 Capital Football Referee Registrations

No growth data available for analysis.

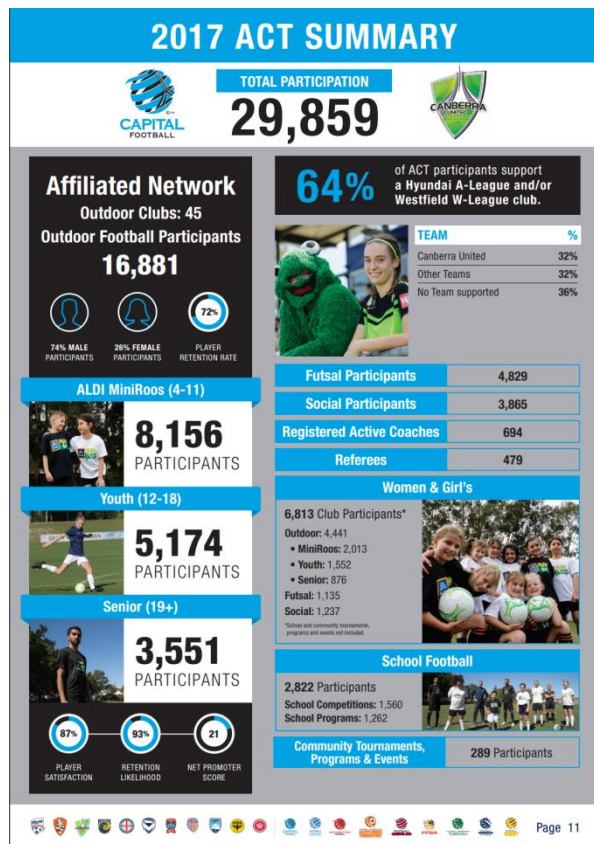
CF Referees represent 2% of total participants v FFT referees at 0.6% of total participants.

FFT Female participation (7%) significantly below CF (20%)

Referee Appointment Process Analysis

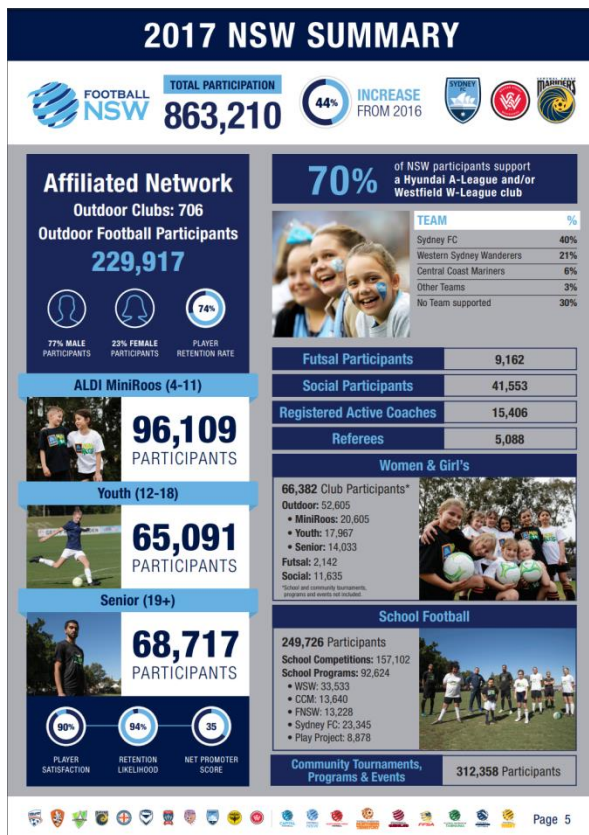
Australian State and Territory Member Federations

Referee Appointment Process: Capital Football



| | Capital Football | | Clubs | |
|------------------------|--|--|---|----------------------------|
| Appoints to: | NPL, NPLW, Senior Community League | Futsal Premier League, Senior Futsal | Junior League and ALDI MiniRoos Competitions | Junior Futsal Competitions |
| Appoints from: | Referee Panel | | Local Referees + Game Leaders | Local Referees |
| Person Responsible: | Referee Manager on advice from the RTC | Coordinator of Referees on advice from the RTC | Club Referee Coordinator or other designated volunteer | |
| Appointments System: | Unchained | | Excel | |
| Appointments Released: | 3-4 Days prior to matchday | | 2-5 days prior to matchday. | |
| Payment System: | EFT via Unchained | | Cash on day of the match (with one exception paying by EFT post match). | |

Referee Appointment Process: Football NSW



| | Football NSW | Referee Branches | |
|------------------------|---|-----------------------------|---------------------------|
| Appoints to: | NPL, NPLW, Futsal PL | Local Football competitions | Local Futsal Competitions |
| Appoints from: | Referee Panel, Referee Academy and Local Referee Branches | Local Referees | NSWFRA |
| Person Responsible: | Referee Appointments Officer | Referee Branch | Appointments Officer(s) |
| Appointments System: | Horizon Web Ref | Various | Horizon Web Ref |
| Appointments Released: | 2 weeks in advance | Various | Various |
| Payment System: | EFT via Horizons | Various | EFT via Horizons |

Comparison to 2017 Capital Football Referee Appointment Process

FNSW Ref Department entirely responsible for appointments to NPL and NPLW.

FNSW appointments done 2 weeks in advance.

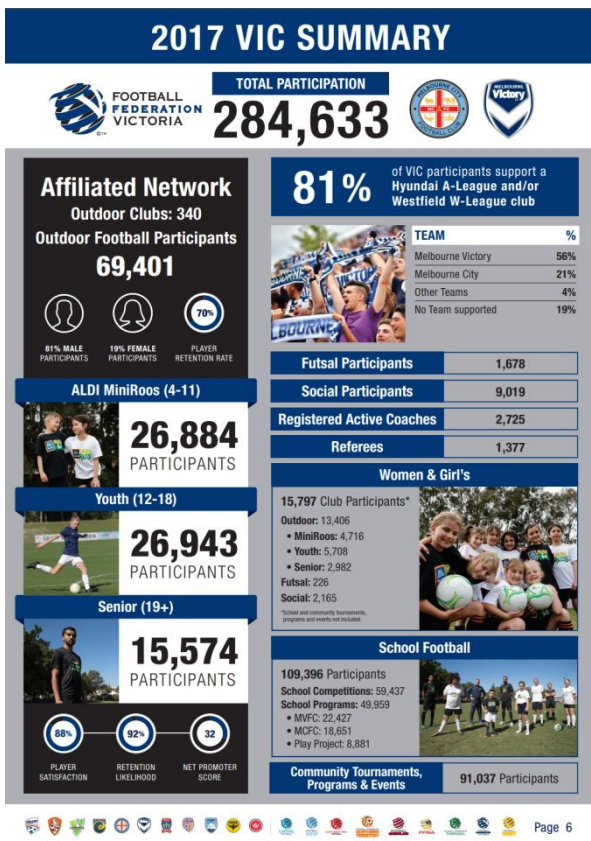
Elite Referees identified in panels.

Use online appointment system.

CF responsible for Futsal appointments.

FNSW Referee Branches responsible for appointment v CF Club Coordinators to local leagues.

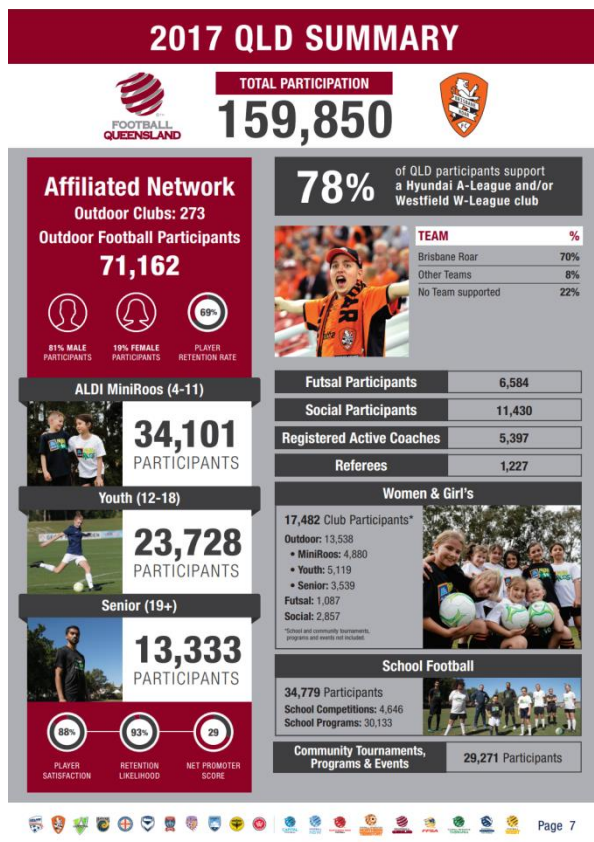
Referee Appointment Process: FF Victoria



| | FF Victoria | Referee Branches |
|------------------------|---|----------------------------|
| Appoints to: | FFV NPL, NPLW and Senior Community League Competitions | Junior League Competitions |
| Appoints from: | Referee Panel | Local Referees |
| Person Responsible: | Referee Operations & Appointments Manager | Branch Appointment Officer |
| Appointments System: | Schedula | |
| Appointments Released: | 4 days to matchday. | |
| Payment System: | Payment in Cash or Cheque by Home Club on day of the match. | |

| Comparison to 2017 Capital Football Referee Appointment Process | |
|---|--|
| <p>FFV Ref Department entirely responsible for appointments to NPL and NPLW.</p> <p>All FFV Referees paid by cash on day.</p> <p>Elite Referees identified in panels.</p> <p>Use online appointment system.</p> | <p>FFV Junior Club's use online appointment system.</p> <p>FFV Referee Branches responsible for appointment v CF Club Coordinators to local leagues.</p> <p>Referees paid in cash on match day.</p> |

Referee Appointments Process: Football Queensland



| | Football Queensland | Zones |
|------------------------|---------------------------------|--|
| Appoints to: | NPL, NPL2, Zone Premier Leagues | Zone Premier Leagues and Community Leagues |
| Appoints from: | FQ State Referees Panel | Referees Panel and local Referees |
| Person Responsible: | Referee Appointments Officer | Administrator or Appointments Officer |
| Appointments System: | Schedula | Various |
| Appointments Released: | 10 Days to matchday | 5 days to matchday |
| Payment System: | EFT via Schedula | Various |

| Comparison to 2017 Capital Football Referee Appointments Process | |
|---|--|
| <p>FQ Ref Department entirely responsible for appointments to NPL.</p> <p>Elite Referees identified in panels.</p> <p>Use online appointment system.</p> <p>Referees paid by EFT</p> | <p>FQ Referee Branches responsible for appointment v CF Club Coordinators to local leagues.</p> |

Referee Appointments Process: Football West



| | Football West | Regional Associations |
|------------------------|--|---------------------------------------|
| Appoints to: | NPL and Senior Community Metro Leagues | Regional Community Leagues |
| Appoints from: | Local Referees | Local Referees |
| Person Responsible: | Referee Appointments Officer | Administrator or Appointments Officer |
| Appointments System: | Schedula | Excel |
| Appointments Released: | 4 Days to matchday | 2-4 Days to matchday |
| Payment System: | EFT every 2 months | Cash |

| Comparison to 2017 Capital Football Referee Appointments Process | |
|--|--|
| <p>FW Ref Department entirely responsible for appointments to NPL.</p> <p>Elite Referees not identified.</p> <p>Referees paid by EFT (periodically).</p> <p>Use online appointment system.</p> | <p>FW Referee Branches responsible for appointment v CF Club Coordinators to local leagues.</p> <p>Referees paid in cash on match day.</p> |

Referee Appointments Process: Northern NSW Football

2017 NNSW SUMMARY

TOTAL PARTICIPATION
75,722

Affiliated Network
Outdoor Clubs: 236
Outdoor Football Participants: **51,216**

68% of Northern NSW Football participants support a Hyundai A-League/Westfield W-League club

77% MALE PARTICIPANTS **22% FEMALE PARTICIPANTS** **72% PLAYER RETENTION RATE**

ALDI MiniRoos (4-11)
24,192 PARTICIPANTS

Youth (12-18)
14,949 PARTICIPANTS

Senior (19+)
12,075 PARTICIPANTS

91% PLAYER SATISFACTION **93% RETENTION LIKELIHOOD** **38 NET PROMOTER SCORE**

Women & Girl's
16,308 Club Participants*
Outdoor: 11,650
• MiniRoos: 5,534
• Youth: 3,637
• Senior: 2,479
Futsal: 51
Social: 4,607

School Football
6,738 Participants
School Competitions: 3,488
School Programs: 3,250
• NNSW: 1,250
• N.J.F.C.: 2,000

Community Tournaments, Programs & Events 1,200 Participants

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| | Northern NSW Football | Zone Associations |
|------------------------|---|---------------------------------------|
| Appoints to: | NPL and Senior Community Metro Leagues | Zone Community Leagues |
| Appoints from: | Referees Panel | Local Referees |
| Person Responsible: | Match Official Development and Administration Officer | Administrator or Appointments Officer |
| Appointments System: | MatchRef | Various |
| Appointments Released: | <i>Data not available</i> | <i>Data not available</i> |
| Payment System: | <i>Data not available</i> | Various |

Comparison to 2017 Capital Football Referee Appointments Process

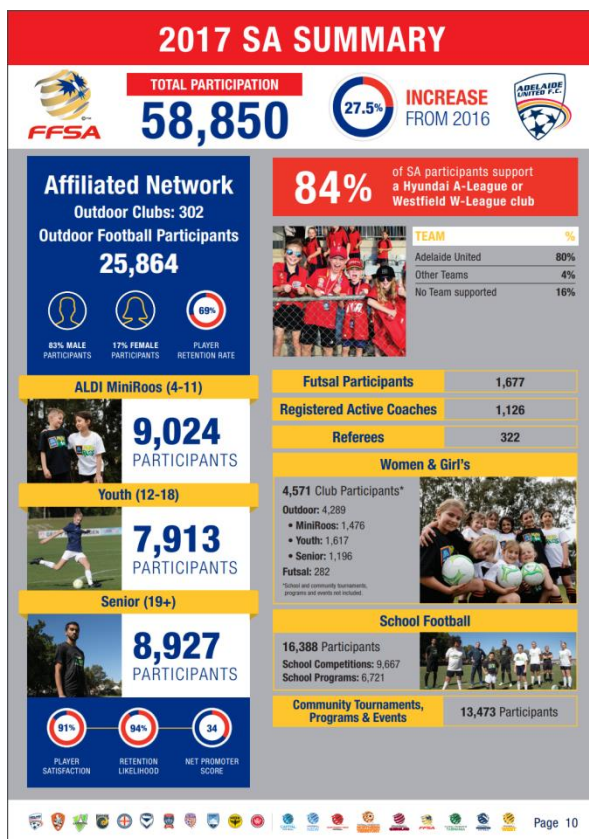
NNSW Ref Department entirely responsible for appointments to NPL.

Elite Referees identified in panels.

Use online appointment system.

NNSW Referee Branches responsible for appointment v CF Club Coordinators to local leagues.

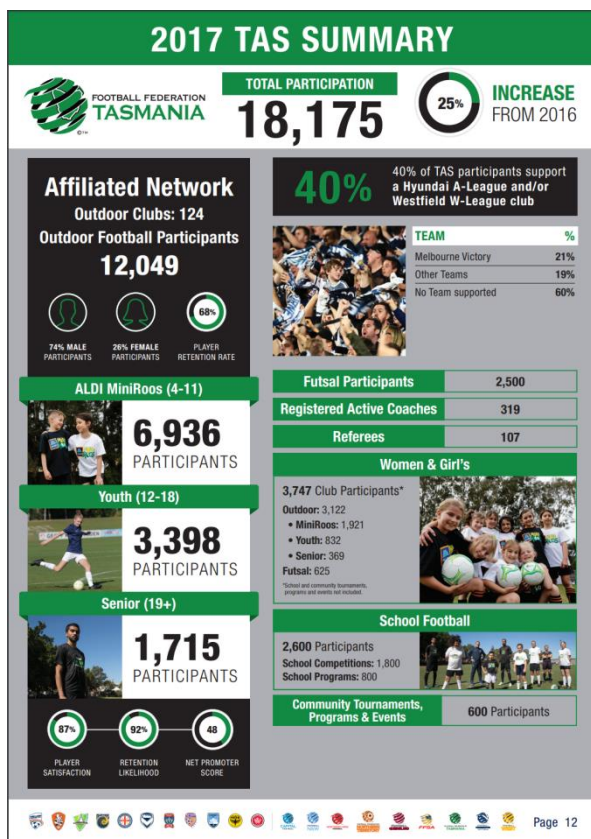
Referee Appointments Process: FF South Australia



| | FF South Australia | |
|------------------------|---------------------------------|--|
| Appoints to: | NPL and Community Metro Leagues | |
| Appoints from: | Referees Panel | |
| Person Responsible: | Manager of Referee Development | |
| Appointments System: | Schedula | |
| Appointments Released: | <i>Data not available</i> | |
| Payment System: | <i>Data not available</i> | |

| Comparison to 2017 Capital Football Referee Appointments Process | |
|--|---|
| FFSA Ref Department entirely responsible for appointments to NPL. | FFSA clubs not involved in local refereeing. |
| Elite Referees identified in panels. | |
| Use online appointment system. | |

Referee Appointments Process: FF Tasmania



| | FF Tasmania | |
|------------------------|---|--|
| Appoints to: | FF Tasmania NPL and Community League Competitions | |
| Appoints from: | Local Referees | |
| Person Responsible: | Referee Manager + RTC Chair | |
| Appointments System: | Jotform and Excel | |
| Appointments Released: | 4-5 Days to matchday | |
| Payment System: | <i>Data not available</i> | |

Comparison to 2017 Capital Football Referee Appointments Process

Elite Referees not identified.

FFT clubs not involved in local refereeing.

Do not use online system.

Similar process to CF with RTC contribution to appointments.