

TRIATHLON WA
TECHNICAL OFFICIAL SUPPORT & REIMBURSEMENT POLICY



TECHNICAL OFFICIAL SUPPORT & REIMBURSEMENT POLICY

To ensure the continued growth of the technical program and the number Technical Officials within Western Australia, The Triathlon WA Technical Committee deem it necessary to guarantee Technical Officials are provided with support both through advocacy, out of pocket reimbursements, personal and professional development opportunities.

TECHNICAL REIMBURSEMENT:

Annually the Triathlon WA Board will allocate funds from the TWA budget to support the Technical Program. In addition, the program is supported through the Technical Services Fees collected from all competitors at Sanctioned races within the State. These funds contribute towards the following:

A. FIELD OF PLAY PAYMENTS:

All TO's attending a Sanctioned Race in the role as a Technical Official will be paid volunteer honorarium payment for their time and services at the event. These payments are based on the officiating role at the event. For events, which require the senior technical team over a two-day period, the FOP payments will be as required.

- Technical Delegate: \$85/day of event
- Race Referee: \$75/day of event
- Chief Technical Official: \$75/day of event (only present at designated events)
- Technical Official: \$60/event
- NOAS Assessors: \$85/ event
- Bike Check at events (where bike check in is not on the same day as the event) of \$50

*Please note that TO's undertaking their practicum hours are not paid FOP fees. Hours at Practicum events do not count towards one of the three qualifying events for membership.

B. FUEL & TRAVEL REIMBURSEMENT:

All TO's attending a Sanctioned Race in the role as a Technical Official will be reimbursed for their travel costs to and from the event provided the mileage funding is approved by Triathlon WA prior to the race.

No mileage reimbursement will be paid for distances less than 75kms. Where a bus is offered by Triathlon WA, no fuel reimbursement will be payable to TO's. This will include but not be limited to: Albany Events, Busselton Events, and Bunbury Events.

Where no bus is provided TWA encourage car-pooling to events.

Reimbursement is based on a set fee for each event and at the discretion of Triathlon WA.

Reimbursement being as follows:

- Rockingham and Mandurah events: \$50
- \$75 per 100 - 200kms
- \$125 per 200 -500kms
- \$165 per 501 - 750kms

Distance is based on a round trip calculated from the GPO between Perth and the relevant town /

City

C. COMPLIMENTARY MEMBERSHIP:

TWA recognises that many officials actively participate in triathlon events in addition to volunteering their time to officiate. TWA will acknowledge those officials who have volunteered on three or more occasions in the previous season by offering them complimentary Triathlon Australia / Triathlon Western Australia membership for the coming season. This is being coordinated centrally through Triathlon Australia and is a consistent policy across the country. Technical Officials will be provided with a discount code to register for their membership on the registration system at the beginning of the new season.

TRIATHLON WA
TECHNICAL OFFICIAL SUPPORT & REIMBURSEMENT POLICY



Technical Officials will be responsible for paying the Club Membership Fee should they wish to be a member of a club.

If a Technical Official who takes up the offer of a complimentary membership does not officiate in a minimum of three events, TA/TWA may invoice the official for the value of the complimentary membership they received.

Please note that Bike check in support at event does not count as an officiating role for membership fee reimbursement.

D. OTHER REIMBURSEMENTS:

- TWA require all TO's to hold a WWC check and as such will reimburse all TO's for the costs associated with securing this permit
- TWA will reimburse Presenters at Level 1 and 2 Courses \$85/course
- Any other small consumables purchased for the Technical Program as approved in advance by TWA

ACKNOWLEDGEMENT AND AWARDS:

To honour and recognised long standing officials who have contributed significantly towards the technical program over many years, Triathlon WA have the following opportunities for recognition:

- Steve Barrie Award for Official of the Year: annual award as per TWA Awards Policy
- Department of Sport and Recreation Official of the Year: annual DSR officials recognition dinner and certification
- WASF Official of the Year: nomination recognising officials who have actively participated nationally and internationally within a 12 month period.
- 5, 10, 15 and 20 year service awards will be presented at the TWA annual awards function. .
- TWA will nominate any Officials who have demonstrated the criteria for the following awards John Ison Award and Rob George Award

SUPPORT SERVICES & ONGOING DEVELOPMENT:

In addition to financial support, TWA will support Technical Officials through the following initiatives:

A. Professional Development Opportunities:

- Travel support scholarships by TWA to interstate and international events
- Interstate mentors funded by TWA and brought to WA for selected events
- DSR Courses including but not limited to Presenters, Assessors, Mentors, Advanced Officiating and Managing People in Sport

B. Selection Criteria for Interstate and international Travel Scholarships:

To be eligible to receive funding support through TWA for Interstate / international Travel, TWA Board will review all annual applicants under the following selection criteria:

- Applicants must be current financial member of TA / TWA
 - Applicants must be Level 1 and have completed all Level 1 Accreditation Requirements, including NOAS On-Line Principles Course
 - Applicants must have at least 2 years continuous experience within the Technical Program
 - Applicants must have a current Working with Children Card - TWA will cover costs for the fee associated with the volunteer component of this application process

TRIATHLON WA
TECHNICAL OFFICIAL SUPPORT & REIMBURSEMENT POLICY



- Applicants must show commitment through gaining a variety of Field of Play experiences by officiating at various levels of events
 - Level 1 Events: STTA Events/ STTA Championships/ Local Races/ Club Events
 - Level 2 Events: National Series/ Major Events (IM, HIM)
 - Level 3 Events: World Championships/ World Cup Series/ National Championships
- Applicants must demonstrate commitment to the Technical Program through further related knowledge development including DSR and other approved courses
- Applicants must have demonstrated required NOAS Level 1 Competency Requirements
- Applicants must have submitted their signed Code of Conduct form

Triathlon Australia also provides development opportunities for Technical Officials through the provision of development flights for officials to attend interstate events. In order to provide as many WA officials with development opportunities as possible, unless approved otherwise by the Board, WA officials in receipt of a Triathlon Australia Development flight will not be eligible for a TWA Travel Scholarship.

C. Support Services:

- ⊖ **Uniforms** will be provided for all TOs when actively officiating at events (ASC polo shirts, green technical vest)
- **Equipment** – Motor bike helmets, helmet video cam, radios, yellow/red penalty books
- There is a reasonable expectation that Race Directors will provide sufficient support to Technical Officials at most events by **providing food and drinks** - A light lunch should be provided to officials for events lasting longer than 6 hours. A light breakfast will be provided to officials where remote location FOP attendance is required by 4.30am in remote locations when accommodated by RD. A light evening meal will be provided to all officials attending compulsory meetings or FOP duties the day prior to remote located events.
- There is a reasonable expectation that Race Directors will offer **accommodation** to TO's travelling overnight to events within regional WA. Minimum standards for accommodation for TO's are
 - same sex accommodation
 - with no less than 1 bathroom for 3 TO's and no more than 6 TO's within one standard unit.

D. Training opportunities:

- Triathlon WA is committed to ensure the growth of the technical pool of officials annually and will host a minimum of the following complementary officiating courses: One regional Level 1 course annually
- One metropolitan Local Technical Official (Level 1) course annually
- One metropolitan Regional Technical Official (Level 2) annually
- One RTO update/refresher course annually

Version Control

| Version | Date | Revised by | Comments |
|---------|---------------|-------------|--|
| 1.0 | November 2010 | H. Lethlean | New Policy adopted November 2010 |
| 2.0 | January 2015 | P. Minchin | Updates to travel mileage reimbursement |
| 3.0 | June 2015 | P. Minchin | Update to complimentary membership process. |
| 4.0 | February 2017 | P. Minchin | Update to eligibility for Travel Support Scholarship |