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EPBF Referee Organization Regulations



EPBF

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Contents

Introduction 2

EPBF Referee Organization 2

EPBF Referee Organization Regulations 2

EPBF Referee Committee 2

EPBF Referee Director 2

Number of Referees 3

Referee Education 3

Referee Assessments 3

EPBF Referee License 3

License Levels 4

Special Roles 5

Operating Budget 5

Compensation 6

Payments 6

Authorized Tournaments 6

Reporting Requirements 7

Conflict of Interest and Code of Conduct 7

Unsatisfactory Performance and Violations of these Regulations 7

Changes to EPBF Referee Regulations 7

Revision 7

Introduction

The EPBF Referee Organization ('Organization') is an organization within the EPBF structure that is responsible for providing the refereeing services for the events of EPBF and other organizations, such as WPA or IBPF, as requested by EPBF. EPBF Referee Organization is, in principle, self-organized, autonomous and self-governed. It provides services to the EPBF Board.

These EPBF Referee Organization Regulations ('Regulations'), together with additional documents incorporated in them by reference, define the structure and operation of the EPBF Referee Organization.

EPBF Referee Organization

The EPBF Referee Organization consists of all referees holding a valid EPBF Referee License which is granted by the EPBF Referee Organization on behalf of EPBF. The principal purpose of EPBF Referee Organization is to provide the referee services to the EPBF Board or affiliated organizations, such as WPA or IBPF, as requested by the EPBF Board, to an agreed standard.

EPBF Referee Organization Regulations

EPBF Referee Organization Regulations establish the framework governing the operation of the EPBF Referee Organization. EPBF Referee Regulations are developed by the EPBF Referee Committee to ensure the delivery of services to EPBF Board to the agreed standard.

Any changes to these Regulations are to be approved by the EPBF Referee Committee according to provisions of this document.

EPBF Referee Committee

EPBF Referee Committee is the executive authority of the EPBF Referee Organization. It is responsible for the matters of referee education, assessment, licensing, promotions, demotions, disciplinary sanctions, changes to EPBF Referee Regulations and other governing documents concerning the referees and refereeing.

Sports rules and regulations are not the responsibility of EPBF Referee Committee or EPBF Referee Organization. While EPBF Referee Committee may develop proposals for changes in the rules or regulations, any such changes should come from the EPBF Board out of the principle of separation of powers: the EPBF Board is the legislature branch (the rule maker for the EPBF Referee Organization), while the EPBF Referee Organization is the executive branch (responsible for implementation). By extension, the role of judiciary branch should in principle belong to a body of EPBF different from the EPBF Board, such as EPBF Court of Arbitration.

EPBF Referee Committee consists of five members: EPBF Referee Director, 2 EPBF Head Referees representing the EPBF Head Referee group, and 2 Senior Referees representing the rest of the referee team.

EPBF Referee Director receives their appointment to the Committee automatically.

Two EPBF Head Referees (or one of two are not available) are appointed to the EPBF Referee Committee by the vote of all EPBF Head Referees for a specified term, 4 years by default.

Two Senior Referees (or one if two are not available) are appointed to the EPBF Referee Committee by the vote of all members of the EPBF Referee Organization with exception of EPBF Referee Director and EPBF Head Referees, for a specified term, 4 years by default.

Both EPBF Head Referees and Senior Referees on the EPBF Referee Committee can be replaced by the respective groups who appointed them at any time if they become unavailable, fail to deliver their duties, have their license canceled, or in other similar circumstances where they can no longer represent the interests of the groups that appointed them to the EPBF Referee Committee.

If at any point of time 66% or more of all currently licensed EPBF Referees vote for the dissolution of the EPBF Referee Committee, the Referee Committee shall be dissolved immediately, and a new committee shall be established following the procedures established in these regulations.

Specific voting procedures are to be established by a separate document, **EPBF Referee Committee Procedures**, that will be developed and updated by EPBF Referee Committee as needed.

EPBF Referee Director

EPBF Referee Director is nominated by the EPBF Referee Committee and approved by the EPBF Board through the process outlined in this section.

When a vacancy for EPBF Referee Director becomes available, either through resignation, termination or completion of the term of appointment, EPBF Referee Committee shall offer all EPBF Head Referees an opportunity to express their interest, then select one candidate from among all applicants by a simple majority vote, and then nominate this selected candidate for the EPBF Referee Director position for a specified term, 4 years by default.

The EPBF Board shall vote on the proposed nominee and, by simple majority, either approve or deny the nomination.

If the EPBF Board denies the nomination, EPBF Referee Committee shall nominate another candidate, and the process repeats until the EPBF Board appoints a Referee Director.

Once nominated, EPBF Referee Director can terminate its duties as follows:

- By way of voluntary resignation due to inability to perform their duties (e. g. other commitments, conflict of interest, etc.)
- By way of involuntary termination. If the EPBF Board come to believe that the Referee Director is no longer fit for their duty, the EPBF Board shall hold a vote on involuntary termination. The Referee Director is not allowed to vote on this matter.
- The Referee Director may appeal against their involuntary termination to the EPBF Court of Arbitration.

The primary duty of EPBF Referee Director is the representation of the EPBF Referee Committee and EPBF Referee Organization with the EPBF Board, and the organization of the work of the EPBF Referee Committee.

EPBF Referee Director may be compensated for their out-of-event work, and may appoint a deputy, who also may be compensated for their out-of-event work. Such compensation, if any, shall be approved by the EPBF Referee Committee and shall be funded from the overall budget of the EPBF Referee Organization.

Number of Referees

The EPBF Referee Organization shall have no more than 50 (fifty) referees. If there are more candidates than vacant spots in the Organization, preference will be given to candidates from countries not yet represented in the Organization and candidates achieving the highest scores in Referee Examinations.

Referee Education

EPBF Referee Committee approves the methodology and curriculum of all training courses for new and existing referees. These methodology and curriculum need to be consistent with sports rules and regulations set by the EPBF Board, and in case of any changes in the sports rules and regulations need to be adjusted promptly as necessary. Depending on the nature and extent of changes, EPBF Referee Committee decides whether re-examination or other types of recall activities are necessary to ensure up-to-date knowledge by all referees.

EPBF Referee Committee may involve recognized experts (e. g. historical rules experts) to participate in referee education, training, assessment and examination activities as necessary.

Costs of training and examination are to be borne by candidates or their sponsors (e. g. National Federations).

Referee Assessments

EPBF Referees shall undergo regular assessments according to the requirements and process set out in the Annex: Licensing and Levels to the EPBF Referee Regulations.

EPBF Referee License

To serve in an official capacity, an EPBF Referee must hold a valid EPBF Referee License.

To obtain the license, the candidate must satisfy the training and examination criteria set out in the Annex: Licensing and Levels to the EPBF Referee Regulations.

To keep the license active, an EPBF Referee needs to meet the revalidation criteria set out in the Annex: Licensing and Levels to the EPBF Referee Regulations, including but not limited to undergoing referee assessments, demonstrating satisfactory performance, following the requirements established by EPBF Referee Regulations, including all Annexes to them, and completing any other regular or extraordinary revalidation activities that may be required by the EPBF Referee Committee.

EPBF Referee Committee may at any time demand that an EPBF Referee take an extraordinary validation activity to confirm their ability to perform, as well as knowledge of sport rules, regulations, these EPBF Referee Regulations and other documents related to delivery of their duties.

Failure to pass any validation successfully, as well as failure to meet the prescribed standard of performance or comply with any provisions of these Regulations, may result in disciplinary sanctions up to and including a suspension, revocation or cancellation of an EPBF Referee License.

Suspension, Revocation and Cancellation of EPBF Referee License

Suspension is a temporary cessation of the validity of an EPBF Referee License by the EPBF Referee Committee when the EPBF Referee Committee determines there are sufficient grounds for revocation or cancellation of an EPBF Referee License.

Suspension comes into effect immediately and lasts for the term specified by the EPBF Referee Committee. The EPBF Referee Committee may extend suspensions, however the maximum duration of suspension including all extensions is not to exceed 24 months. During the period of suspension, the EPBF Referee Committee will decide whether the license is reinstated or revoked after the suspension.

Revocation is an act of termination of a valid referee license. Cancellation is an act of considering the referee license to have never been issued validly. The difference between the two is that if a license is canceled, the individual is deemed to have never held it in the first place, while if a license is revoked, the individual is deemed to have been a licensed referee from the moment the license was granted till the moment it was revoked.

An EPBF Referee whose license has been suspended, revoked or canceled may appeal the case to the EPBF Board within 60 days from the moment the EPBF Referee Committee made the decision to suspend, revoke or cancel the license. During the duration of the appeal, the license remains suspended, revoked or canceled respectively.

The EPBF Referee License cannot be revoked or canceled in any manner other than by the decision of EPBF Referee Committee. Any concerns regarding individual referees should be brought to the EPBF Referee Committee, and EPBF Referee Committee shall refer any complaints about its actions or lack of action in this regard to the EPBF Board for further determination.

License Levels

EPBF Referee Organization maintains a system of license levels for the EPBF Referees. The license level is effective for one Referee Season, is maintained if the license is revalidated automatically, and is assigned as follows:

- **Head Referee.** EPBF Head Referee is the highest level of classification. Multiple (at least two) below-standard assessments completed by at least two different assessors may result in immediate downgrade to a lower level. At any point of time, there can be no less than 2 and no more than 5 EPBF Head Referees, including the Referee Director.

Mandate of Head Referees. A Head Referee is authorized to perform all duties and direct all event teams of referees as assigned by the EPBF Referee Committee. A Head Referee is expected to contribute actively to its operation, and it is also the only level of license that permits assignment as EPBF Referee Instructor, EPBF Referee Assessor or EPBF Referee Director.

Duties of Head Referees. A Head Referee is expected to demonstrate the highest standard of performance, lead, inspire and develop other referees.

- **Level 1.** A Level 1 Referee (EPBF Senior Referee) is an intercontinental referee authorized by the EPBF Referee Organization to serve at all events worldwide and may be appointed as an Acting Head Referee during such events. A Level 1 Referee must hold their license for a specified minimum period (initially two years) until they can apply for level review based upon a minimum of two above-standard assessments by different assessors. Multiple (at least two) below-standard assessments completed by at least two different assessors may result in immediate downgrade to a lower level. At any point of time, there can be no more than 15 Level 1 Referees.

Mandate of Level 1 Referees. A Level 1 Referee is authorized to perform all duties of Level 2 referees. A Level 1 Referee is also authorized to direct the referee teams at international events if no EPBF Head Referee is assigned to lead the event, provided that at least 50% of the referee team hold Level 2 or Level 1 licenses, and to represent EPBF at worldwide events. A Level 1 Referee may also be elected to the EPBF Referee Committee according to these Regulations.

Duties of Level 1 Referees. A Level 1 Referee must attend at least 4 major international or European events equivalent to 8 full days (96 hours) of duty sanctioned by EPBF.

- **Level 2.** A Level 2 Referee (EPBF Referee) is considered an international referee authorized by the EPBF Referee Organization to serve at all events organized or sanctioned by EPBF. A Level 2 Referee must hold their license for a specified minimum period (initially two years) until they can apply for level review based upon a minimum of two above-standard assessments by different assessors. Multiple (at least two) below-standard assessments completed by at least two different assessors may result in immediate downgrade to a lower level. At any point of time, there can be no more than 20 Level 2 Referees.

Mandate of Level 2 Referees. A Level 2 Referee is authorized to perform all duties of Level 3 referees. A Level 2 Referee is also authorized to perform all referee duties at other EPBF member events and European events within a team directed by an EPBF Head Referee or an EPBF Level 1 Referee.

Duties of Level 2 Referees. A Level 2 Referee must attend at least 4 major international or European events equivalent to 8 full days (96 hours) of duty sanctioned by EPBF.

- **Level 3.** A Level 3 Referee is an international referee authorized by the EPBF Referee Organization to serve at events organized or sanctioned by EPBF where at least 30% of all Referees hold a Level 2 or a higher level EPBF Referee License. A Level 3 Referee must hold their license for a specified minimum period (initially two years) until they can apply for level review based upon several above-standard assessments by different assessors. Multiple (at least two) negative assessments completed by at least two different assessors may result in immediate downgrade to a lower level.

Mandate of Level 3 Referees. A Level 3 Referee is authorized to perform all duties of Level 4 referees. A Level 3 Referee is also authorized to perform all referee duties at other EPBF member events and European events within a team directed by an EPBF Head Referee or an EPBF Level 1 Referee.

Duties of Level 3 Referees. A Level 3 Referee must attend at least 4 major, national events in their country equivalent to 8 full days (96 hours) of duty cooperating with their NF (National ranking or National championships are accepted), or at least 3 European or international events sanctioned by EPBF.

- **Level 4.** A Level 4 Referee is a referee who has undergone training and met examination and performance criteria sufficiently to be authorized to work within their nation. A Level 4 Referee must hold their license for a specified minimum period (initially two years) until they can apply for level review based upon several above-standard assessments by different assessors.

Mandate of Level 4 Referees. A Level 4 Referee is authorized to perform all refereeing duties, such as area refereeing, table refereeing or timekeeping, at the national level.

- **Guest License.** Whenever the EPBF Referee Organization invites a non-EPBF referee to serve at an event officiated by the EPBF Referee Organization, EPBF Referee Committee will grant this referee a Guest Level license. Guest Level licenses will be issued only to referees holding valid licenses from a recognized national or continental federation, with all exceptions subject to approval by the Referee Committee.

Promotion to a higher level is not a right but a privilege, and EPBF Referee Committee is the sole authority responsible for promotions. All promotions shall be based upon individual applications submitted by referees in question according to these Regulations, while any demotions shall be initiated by the EPBF Referee Committee, also according to these Regulations.

The level of referee license can only be changed one step at a time. Whether through performance assessment or review based on application, a referee cannot jump two levels; for example, a Level 2 Referee can only be promoted to Level 1 or demoted to Level 3.

Special Roles

EPBF Referee Director, EPBF Head Referees, a historical rules expert approved by the EPBF Board as a special exception, or Level 1 referees where specifically mentioned below, may be assigned the following special roles:

- **Tournament Leader.** A Head Referee or a Level 1 Referee can be appointed as a Tournament Leader for a specific event where necessary.
- **Referee Assessor.** Referee Assessor is authorized to complete in-event referee assessments that are the basis for referee level determination and license revalidation.
- **Referee Instructor.** Referee Instructor is authorized to teach referee training courses, develop training materials and conduct referee exams and other license validation activities.
- **Referee Tutor.** Referee Tutor is a special role reserved for Level 1 referees and authorize them to mentor and coach Level 3 and Level 4 referees during the events when they are assigned such a role.

These roles are assigned by EPBF Referee Committee and are subject to approval by EPBF Referee Director.

Operating Budget

The operating budget of EPBF Referee Team should be approved on the annual basis based on the volume of services required and the approved levels of expenses and compensation. The starting point shall be the budget based on the existing spending of EPBF on the referee team, and further on standard business performance metrics and targets shall be applied.

The EPBF Board shall agree on a budget with EPBF Referee Committee on a good faith basis based on performance requirements, volume of services requested, and amount of funds available. Should the expectations such as performance requirements or volume of services requested change during the year, the allocated budget shall be adjusted during the year accordingly.

Once the budget is allocated, the EPBF Referee Committee decides on the actual spending, with all spending to be approved by EPBF Referee Director and detailed budget spending report delivered to the EPBF Board after every event and upon the year end. Specific splits such as travel allowances, daily allowances, or the creation of reserve fund up to 10% of annual budget for unexpected

expenses and general development activities, such as referee meetings, congresses, out-of-event compensation for Referee Director, referee training and activities, and sending referees or assessors to extra events not requested by the EPBF Board, are to be decided by the EPBF Referee Committee and approved by Referee Director.

Compensation

There shall be a differentiated compensation system bound to referee levels and roles. To be approved on annual basis based on available budget, it should be consistent with the following principles:

- Pay should reflect performance and therefore be bound to referee levels.
- Head Referees, Referee Instructors and Referee Assessors shall receive maximum allowance
- Members of EPBF Referee Committee shall, in principle, be compensated for out-of-event activities that require their time and effort beyond what is considered a part of event activity and is covered by in-event compensation
- Daily allowance structure is determined by available budget with the goal to meet the following guidelines:
 - o The allowance should not decrease.
 - o The allowance should be indexed with inflation and market conditions.

Payments

All compensation and other payments, as a rule, are to be made by wire transfer to a bank account. All EPBF Referees are expected to provide their banking information to the EPBF Referee Committee.

The EPBF Board may at its own discretion make exceptions from this rule on individual basis in justified circumstances, such as when a referee normally resides in a territory not served by banks connected to international banking systems or a referee does not have a bank account with an established bank.

Authorized Tournaments

EPBF Referee Committee is solely responsible for assigning assessors and referees to tournaments whenever a referee or a referee team are to be sent to an event. These assignments will be made in good faith with best interest of requesting organization, EPBF Referee Team and individual referees in mind, with the goal to provide the best feasible service, to present the EPBF Referee Team in the best possible light, to reward referees for their performance and to give every referee a fair opportunity to get experience and exposure at a variety of events. EPBF Referee Committee shall provide service to all events requested by the EPBF Board or its named partners, such as IBPF or WPA. EPBF Referee Committee may also send referees to other events as it may see fit, recovering expenses from event organizers and using funds from reserve fund where necessary, if there is a justifiable objective, such as team development or promotion. All cases of sending referees to other events need to be put forward by at least one member of EPBF Referee Committee and are subject to approval by EPBF Referee Director, who approves them at their own discretion based on the merits of application and the best interests of EPBF Referee Team in mind.

EPBF Referees holding valid national licenses are authorized to serve as referees at national and local competitions organized by their home federation within their home country without seeking additional approvals from the EPBF Referee Organization.

EPBF Referees are not authorized to serve in a referee capacity in any other events without the approval of the EPBF Referee Committee. If an EPBF Referee receives an invitation to an event requiring the approval of the EPBF Referee Committee, the Referee shall inform the inviting party that the invitation will be relayed to the EPBF Referee Committee. The Referee must relay the invitation to the Referee Committee, and the Referee Committee shall decide on the possibility of sending someone at all, and if yes than who specifically. EPBF Referee Committee will try to accommodate reasonable requests related to objective criteria such as language capabilities or previous experience, but remains the sole authority responsible for selection of referees for events. All assignments are subject to approval by the EPBF Referee Director.

Every referee is expected to be committed to provide their service, with equal commitment, to whatever client and whatever tournament where EPBF Referee Committee may decide to invite or send them. EPBF Referee Committee will try to accommodate all referee requests and personal circumstances regarding their availability to serve in any particular events and conflicts with out-of-sport commitments, however EPBF Referee Committee expects every referee to ensure they are available to serve at a minimum of one event in every two calendar years (in addition to meeting any minimum experience requirement for license revalidation), with any exceptions to this rule requiring an approval by EPBF Referee Committee and EPBF Referee Director, and that whenever there is a conflict between an event assignment by EPBF Referee Committee and another invitation to provide a refereeing service in our sport, EPBF duty takes precedence.

An event assignment by EPBF Referee Committee takes precedence over any other assignment within our sport, regardless of which commitment was made earlier. Any promises to officiate e. g. in the national events that do not require the permission of the EPBF Referee Committee can only be made with a caveat that should the referee be invited by the EPBF Referee Committee to serve in another event, the preference will be given to the invitation of the EPBF Referee Committee.

Failure to comply with this requirement by e. g. attending an international event, or an unsanctioned event, without the approval of EPBF Referee Committee, or refusing to serve at an event to which a referee is invited by EPBF Referee Committee on the basis of providing refereeing service in another event at the same time, may lead to disciplinary action up to and including the cancellation of EPBF Referee License by the EPBF Referee Committee.

Reporting Requirements

Upon each event where one or several EPBF referees are assigned, the lead referee (e. g. event Head Referee) or referees (e. g. when two referees of the same level are sent to an external event without either of them taking the lead role) are required to submit an event report to the EPBF Referee Committee within 30 days from their departure from the event.

This report, in principle, should contain all material facts about the event, role of the referees in the event, duties they performed, observations in terms of what worked well and what could benefit from improvement, and other facts they consider significant.

Every year, EPBF Referee Committee approves and the EPBF Director submits to the EPBF Board a consolidated annual financial report. EPBF Referee Committee shall promptly respond to any inquiries from the EPBF Board concerning this report.

Conflict of Interest and Code of Conduct

Referees must avoid any actual or perceived conflict of interest.

For greater certainty, EPBF Referee acting in official capacity in any event may not act in any conflicting capacity (such as a coach or a player) for the whole duration of such event. The Referee must proactively discourage development of any circumstances that could create an appearance of a conflict of interest.

Referees must always abide by the provisions of **EPBF Code of Conduct**.

Unsatisfactory Performance and Violations of these Regulations

EPBF Referee Committee is authorized to take disciplinary actions towards EPBF Referees in cases of unsatisfactory performance, as established by in-event assessment or other reports, or violation of these Regulations or other applicable rules and provisions.

EPBF Referee Committee is the sole authority authorized to take such actions, and any third parties concerned with referee performance should bring their concerns to the EPBF Referee Committee.

Disciplinary actions may include suspension or termination of EPBF Referee License, demotion to a lower level, and other actions as deemed necessary and reasonable.

Changes to EPBF Referee Regulations

Any changes to EPBF Referee Regulations need to be supported by simple majority in the EPBF Referee Committee, with exception of those regulations than concern the EPBF Board in which case they need to be further approved by simple majority of the EPBF Board.

Revision

This is Revision 22 adopted and effective November 29, 2023.