

Asia Rugby Match Officials Selections & Appointments Policy

1. Introduction

- a. Asian Rugby is one of six Regional Associations of World Rugby. It is responsible for representing the interests of its Member Unions to promote the growth of Rugby throughout Asia. Asia Rugby is authorised by World Rugby to appoint duly qualified and eligible Match Officials (MO) to matches in its region or as directed by World Rugby.
- b. For the purposes of this document the term MO refers to a Referee, Assistant Referee, Coach of Match Official, or Performance Reviewer.
- c. Asia Rugby Referees Selection & Appointments Panel (SAP) will Select and Appoint Match Officials.
- d. Asia Rugby is responsible for ensuring that selected MOs are appropriately qualified prior to appointment to a match in the Asia Rugby Region.
- e. Asia Rugby has procedures for the selection of MOs (Referees General Selection Criteria). This document outlines the Referees General Selection Criteria and related information. MOs must comply with the Referees General Selection Criteria to be eligible to be selected for appointments to matches in the Asia Rugby Region.
- f. MOs may be selected to be part of the following panels at the discretion of the Referees Selection & Appointments Panel (SAP).
 - **Asia Rugby High Performance Referee Panel**
 - **Asia Rugby Development Referee Panel**
 - **Asia Rugby Emerging Talent Panel**
 - **Asia Rugby Coach of Match Official Panel**
 - **Asia Rugby Performance Reviewer Panel**

2. Invitation

- a. Member Unions will be invited by the Asia Rugby Match Official Development Consultant to nominate MO's.
- b. MOs are required to demonstrate to their Home Union that they meet the required selection criteria before being nominated.

3. Nomination

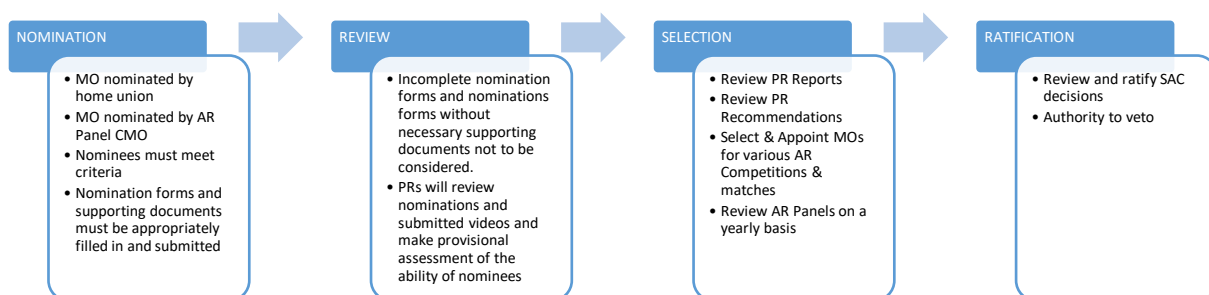
- a. Member Unions nominating MOs to the Referees Selection & Appointments Panel must complete the Nomination application form.
- b. Asia Rugby Panel CMOs and PRs may nominate MO's.
- c. Only nominations which meet the criteria with duly filled in nomination forms will be processed.

4. Selection to Asia Rugby Panel

- a. Asia Rugby has designated the Referees Selection & Appointments Panel to be the sole selector of MOs to the different panels. The Referees Selection & Appointments Panel has the exclusive right to select MOs.
- b. The selections will be ratified by Asia Rugby Referees Committee.
- c. The Home Union will be advised by Asia Rugby if the MO has been selected onto a panel. The Home Union will subsequently advise the MO of this/her selection. The selected MO will also be directly

notified and be informed by Asia Rugby Match Official Development Consultant to sign up for an Assignr account.

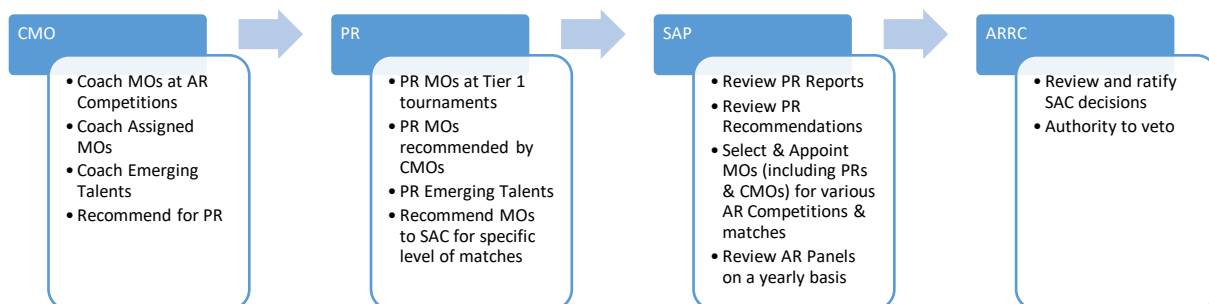
- d. Only MOs who have been selected to a Panel will be eligible for appointment to Asia Rugby Tournaments and designated matches (except in special circumstances).
- e. The Referees Selection & Appointments Panel may select to the panels any MO whom it considers to be in the best interests of Asia Rugby/World Rugby to be on an Asia Rugby Referees Panel. An example of the circumstances where a non-nominated MO may be selected is when a recognised suitably experienced MO moves to the Region or when a Home Union or Association has not nominated an MO for an available panel.

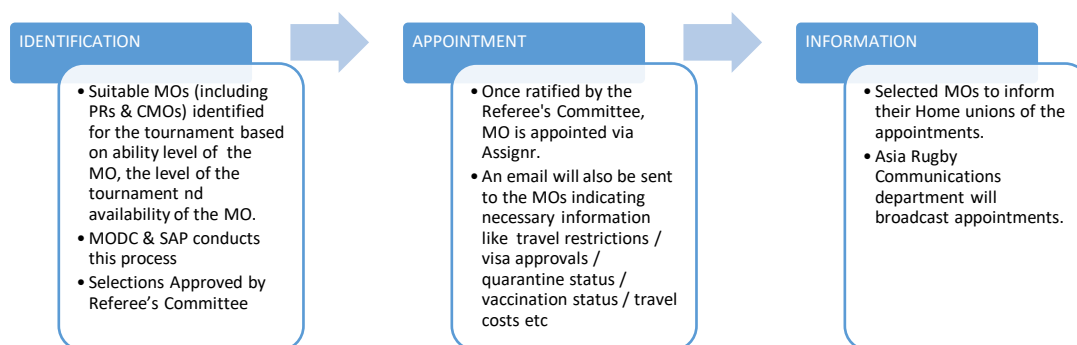


5. Appointments to Asia Rugby Matches & Tournaments

- a. Asia Rugby is authorised by the World Rugby to appoint duly qualified and eligible MOs to tournaments & matches within the Asia Rugby Region or as otherwise designated by World Rugby.
- b. Asia Rugby Match Official Development Consultant in consultation with the Referees Selection & Appointments Panel will select MO's for Asia Rugby Events and or when directed by World Rugby.
- c. These appointments will be ratified by Asia Rugby Referees Committee.
- d. Asia Rugby Match Official Development Consultant will advise the selected MOs of their appointment via Assignr and email.
- e. The selected MOs will subsequently advise his/her Home Union of the appointment.
- f. Asia Rugby Communications department will publish the names of the MO appointments on the Asia Rugby website & circulate appropriately.

Match Official Appointments Process





6. General Information

- a. The Referees Selection & Appointments Panel will have the sole discretion to decide the number of panels and the number MOs for each of the Panels.
- b. Nominations will only be accepted from unions where referees are officiating a robust domestic competition and which have a structured match officiating environment in place. This includes a functioning Referee Society/Association and/or a professional & experienced match officiating person/structure in-house, with whom Asia Rugby's Match Official Development Consultant can engage to encourage the Asia Rugby Panel Match Official to critically analyse his/her own performance, or to set appropriate goals and design and implement an action plan to improve performance over time and effectively monitor the MO's progress.
- c. A MOs status as a member of a panel is conditional upon his/her continued compliance with the Asia Rugby MO Panel Agreement and the requirements set out in the agreement. A MOs membership of a panel may be terminated in accordance with the terms of the Asia Rugby MO Panel Membership Agreement

7. General Conditions

- a. The Referees Selection & Appointments Panel may exercise all rights of Asia Rugby in relation to the selection of a panel or appointment to a tournament or match. The Asia Rugby Referees Selection & Appointments Panel is not bound to follow any procedure, may establish its own procedures and deviate from such procedures, or may choose not to establish any procedure in exercising the selection functions designated to it.
- b. To the maximum extent permitted by law, the Referees Selection & Appointments Panel and any of their respective officers, related bodies corporate, partners, employees or advisers disclaim and exclude all liability for any loss or damage suffered by any person in connection with anything contained in this policy document, whether arising in contract, tort or equity.
- c. Asia Rugby Referees Selection & Appointments Panel may modify this Match Officials Selection and Appointments Policy at any time without notice. Amendment to this policy shall be published on the Asia Rugby website.
- d. Any controversy claim or dispute arising out of, in relation to or in connection with a decision to appoint or not to appoint a MO on to a panel or to a match must be referred to the Chairperson of The Asia Rugby Referees Committee. Any controversy, claim or dispute arising out of, in relation to or in connection with a decision to nominate or not to nominate a MO may be referred to the Chairperson of The Asia Rugby Referees Committee.



8. Enquiries:

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