

OFFICIALS SURVEY RESULTS AND RECOMMENDATIONS

During the 2014-15 summer season NSW Athletics Officials were given the opportunity to participate in a survey regarding the recruitment and retention of officials. Thank you to all those officials who took the time to complete the survey.

Forty-seven (47) currently accredited officials completed the survey. Of the 64 officials appointed to the NSW Opens Championships in March 2015, 36 (56%) provided completed surveys.

The following graphs show the data collected regarding the age, active participation and future involvement of the respondents.

AGE GROUP

The age range of officials is represented in the graph below. It should be noted that of the respondents to the survey most of them fell into the 60 – 69 year age bracket, only 19% were below 50 years of age and there were no respondents that were under 30 years of age.

ACTIVE AA OFFICIAL

58% of the officials surveyed had more than 10 years active membership as an Australian Athletics official. 19% of the respondents had less than 5 years experience of being an active official at all levels of competition.

FUTURE INVOLVEMENT AS AN ACTIVE OFFICIAL

68% of respondents expect to be an active official for less than 10 years or else are not willing to commit to a time. Comments made beside the “Don’t Know” category included:- “Will do as long as I am able”; “Dependent on my health”; “Depends on politics”.

Another component of the survey requested feedback on three main areas:-

- Encouragement
- Retention
- Reasons for not being an official

The following were the main identified concerns of the respondents.

ENCOURAGEMENT

- A welcoming strategy for new officials
- Structured mentoring and programs that support both new and existing officials

- Ongoing training and accreditation options
- Flexible and transparent appointment procedures

RETENTION

- Lack of understanding by ANSW as to the role and responsibilities of officials
- Improved communication within the official's community
- Lack of social functions both after the meet and on other occasions
- Make sure that appointed officials are appropriately catered for at all ANSW meets

REASONS FOR NOT BEING AN OFFICIAL

- Lack of appointment flexibility
- Long days with few or no breaks
- Lack of remuneration for officials
- Bad experiences with 'officious' officials

RECOMMENDATIONS:

Included in the recommendations made by the Recruitment and Retention Committee are the following:

Recommendations for Recruitment of Officials

1. ANSW identify and recruit an appropriate person whose major role is the welfare of officials.
2. Better use of technology to engage with officials
3. A more welcoming environment for officials, including mentoring opportunities
4. Building a more positive public image of officiating
5. Build a stronger rapport between officials and clubs
6. Clarification of opportunities for inexperienced officials
7. A more flexible approach to the rostering of officials

General Recommendations for Retention of Officials

1. Clear procedures that are transparent for everyone regarding advancement.
2. Strong structured mentoring program including identification and training of appropriate mentors

3. Appropriate support in meeting the needs of officials at meal breaks and ongoing officiating throughout the day
4. Work to build a culture and sense of being part of a team within the officiating community
5. Better use of technology around training and education (e.g. blogs, videos on rule changes or issues that arise at meets both in Australia and overseas)
6. A more flexible approach to the rostering of officials
7. Providing enough uniforms for officials working at multi day events.