



# World Athletics Referee Education and Certification System (WARECS)

## Background

A review of the Technical Officials Education and Certification System (TOECS) was undertaken to ensure that the development pathway for technical officials (including the education and evaluation process at each certification level) and opportunities to officiate in athletics reflect and are adapted to the ever growing and changing landscape of the sport. At the request of the Council, the review also included determining an approach to promote and embed better geographic representation and gender balance at all levels, particularly across International Technical Officials (ITOs).

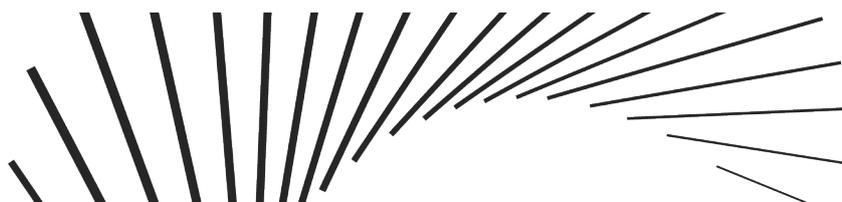
The review was undertaken in cooperation with the Development Commission, the Competition Commission, the TOECS Editors Group and the ITO Review Advisory Group with input also from the Area Associations.

As reported in Circular M/38/22, in July 2022, Council approved a new **World Athletics Referee Education and Certification System (WARECS)**. This includes the change of name of International Technical Official (ITO) to the more easily understood title of **World Athletics Referee**.

**World Athletics Referees** are appointed to World Athletics Series (WAS) Events and as Technical Delegates to World Athletics one-day meetings – Wanda Diamond League, Continental Tour, Cross Country, Combined Events and Race-Walking Tours and Road Race Label events – as well as the athletics competitions of the Olympic Games to ensure fair and proper conduct of those events.

## Goals

- Ensuring that there is a clear development and education pathway to attract and support the progression of those who want to attain qualifications and officiate within athletics (from grassroots through to the global stage)
- Promoting a more diverse gender and regional balance among qualified referees
- Maintaining the highest levels of excellence within referees and reflecting enhanced requirements for qualified personnel to ensure integrity of new World Tours, recognised performances, and the avoidance of event manipulation.





## New World Athletics Referee Education and Certification System (WARECS)

### NEW WORLD ATHLETICS REFEREE PATHWAYS

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Technical Official Education and Certification System (TOECS)

→ World Athletics Referee Education and Certification System ([WARECS](#))

TOECS Level 1 (NTO) → National Athletics Referee Level - (NAR)

New Level → World Athletics Referee - Bronze Level ([WARB](#))

TOECS Level 2 ([AITO](#)) → World Athletics Referee - Silver Level ([WARS](#))

TOECS Level 3 ([WAITO](#)) → World Athletics Referee - Gold Level ([WARG](#))



### National Athletics Referee Level (NAR)

At this level, the scope of the **WARECS** is to identify, educate, mentor and prepare an unlimited number of National Athletics Referees (NAR) formerly named National Technical Officials (NTO).

There are no limitations on maximum numbers of candidates for each Member Federation (MF) who seek to obtain the qualification. Gender balance through a one-for-one nomination of males and females for course entry by each MF is requested.

This will extend the pool of formally trained NTOs influencing the correct conduct of competitions at all levels, and the education of new **NARs**.

The **NAR** level education is available online in English. French and Spanish will be available at the beginning of 2023 with additional languages added by the end of 2023.



## World Athletics Referee - Bronze Level (WARB)

This is a new level in the current system because for already identified tasks with the World Athletics Tours, there is a growing need for an immediate pool of **WA Referees - Bronze level**.

The initial cohort of **WA Referees - Bronze level** will be populated by currently active officials who have previously passed the TOECS Level II examination (whether ever included on the Area Panel or not) but who are not present in the Area ITO Panels at 31 December 2022. Such officials may nominate to be considered and shall be included if the Area Association in conjunction with their MF confirms that they remain active in officiating.

The aim of this programme is to ensure that, from designated meetings and races, valid performances be recognised for a range of purposes including World Records, World Rankings, entry qualifications for championships and other competitions.

After a **National Athletics Referee** successfully completes the requirements to become a **WA Referee - Bronze level/Race Walking Judge/Photo Finish Judge/Starter**, they should be respected and recognised in that role.

## Who can become a WA Referee - Bronze level?

Every MF/Area Association may, every year, propose no more than the maximum number of candidates indicated by World Athletics in order that the evaluations can be done in a competent and fair manner. It is expected that 500 candidates in total will be evaluated for the first year in 2023.

Candidates need to have at least 3 years' experience as a **National Athletics Referee** (minimum age 19 years).

The list of candidates for each MF at each evaluation should be equal in terms of gender, although an adjustment to reflect any imbalance in the MFs current active list of **WA Referees - Bronze level** should be allowed.

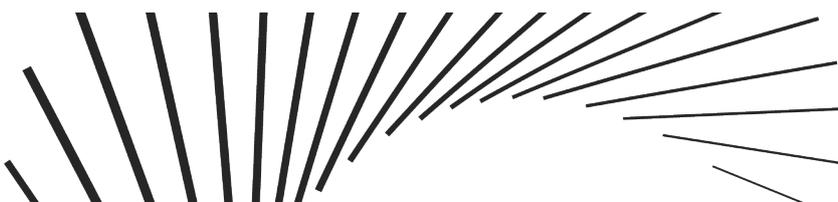
In exceptional cases, a three-member appeals panel of Council members can admit additional candidates not supported by a MF or the Area.

## WA Referee - Bronze level Evaluation

The written evaluation for new **WA Referees - Bronze level** will be conducted online once per year (usually in October) using the method prescribed by World Athletics, with assistance in administration when required from the MFs.

The online evaluations will be conducted in the following languages (English, French, Spanish, Portuguese, Arabic, Russian, Chinese).

There is a possibility of other languages being considered upon demand, if translation of the evaluation materials and the answers can be undertaken effectively, and if the **World Athletics Referee Education Group (WAREG)** can nominate a trustworthy delegate.





The **WAREG** will prepare a test to be translated in all standard and authorised languages. The test will be updated every time the **WAREG** consider it appropriate.

There will be a requirement for the candidates who pass the written element to satisfactorily participate in relevant roles in a number of competitions agreed between World Athletics and each MF relative to the breadth of the yearly competition programme of each MF.

There will be an evaluation fee payable by or on behalf of each candidate to assist in delivering the scheme and supporting successful Referees.

The first evaluation will be staged in October 2023.

## Once a WA Referee - Bronze level

After all necessary checks are completed by the **WAREG** and World Athletics' Competition Unit, they will be included in the Panel by receiving their progressive Qualification Number.

Upon becoming **WA Referees - Bronze level**, they will maintain the "qualification" for life - subject only to its removal for misbehaviour or displaying lack of ongoing competence.

**WA Referees - Bronze level** can also be Technical Delegates in international events as per List C staged on their territory (by nomination of World Athletics or the continental Area Association) except Diamond League and Continental Tour Gold Meetings.

They will be included in all educational activities planned by their Area Association and in specific educational activities staged by World Athletics.

They will be subject to ongoing evaluation by their MF, their Area Association and World Athletics, especially their performance when appointed to a role by their Area Association or World Athletics or when acting as a Referee at World Rankings Competitions.

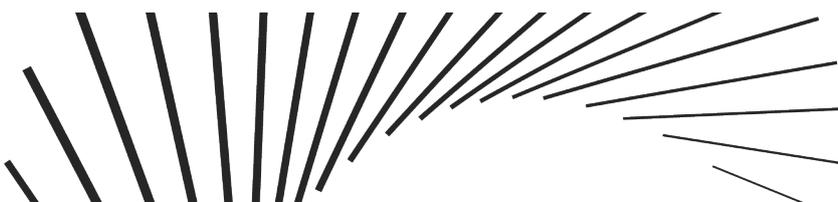
## World Athletics Referee - Silver Level (WARS)

The initial cohort of **WA Referees - Silver level** will be populated by all officials present in the Area ITO Panels at 1 September 2022.

**WA Referees - Silver level** qualification will be established in each category (Referees, Race Walking Judges, Photo Finish Judges and Starters) for set periods, from which appointments will be made by the Area Associations for designated competitions.

## Who can become WA Referee Silver level?

It is recommended that Areas can propose eight officials and MFs can propose four officials in order that the evaluations can be done in a competent and fair manner. In case an Area or a MF wants to propose additional officials a request must be submitted to WA for approval.





The first year every Area can propose a reasonable number of officials that will be fit into their MFs strategy and immediate needs.

Candidates must have at least 4-years' experience as **WA Referees - Bronze level** (minimum age 23 years).

In exceptional cases, a 3-member appeals panel of Council members can admit additional candidates not supported by a MF or the Area.

The list of candidates for each MF at each evaluation must be equal in terms of gender, although an adjustment to reflect any imbalance in the MFs current active list of **WA Referees - Silver level** should be allowed.

To progress from **WA Referees - Bronze level** to **WA Referees - Silver level**, the Referee must demonstrate ability to manage each event assigned to them, understand protests and other questions posed to them and explain decisions possibly in one or more of the three languages (English, French, Spanish).

## WA Referee - Silver level Evaluation

Evaluations for new **WA Referees - Silver level** will be conducted every two years by World Athletics in strict coordination with the Areas.

Online exam in English, French or Spanish (written + presentation) will be available. The **WAREG** will be responsible for the preparation of the evaluation and will collaborate with the Areas in the delivery.

From 2024, the exams will count as per 70% of the total evaluation. The remaining 30% will be given by credits obtained by the candidates in the three years before the evaluation. In 2022 the exam will count as per 100%.

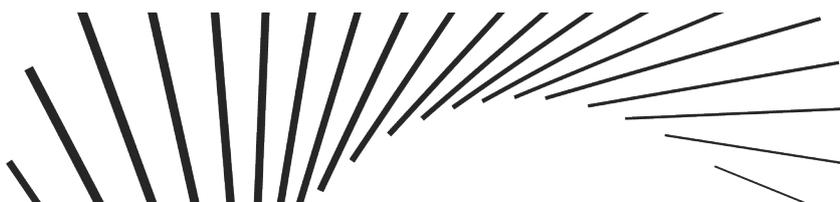
Details on the procedures and evaluation of the credits will be provided by World Athletics one year before each evaluation (except for this year 2022).

Evaluation will be conducted by a panel of six members minimum, or more depending on the number of participants (three by nomination of the Area Associations and three nominated by the **WAREG**).

There will be an evaluation fee payable by or on behalf of each candidate to assist in delivering the scheme and supporting successful Referees.

In 2022, the first evaluation will be on 5-6 November and will concern only new officials proposed by their MFs/Area before 7 October 2022.

Following evaluations: 2024 – 2026 – 2028.





## Once a WA Referee - Silver level

Upon becoming **WA Referees - Silver level**, they will maintain the “qualification” for eight years - subject only to its removal for misbehaviour or displaying lack of ongoing competence. After eight years, they will be invited to a re-evaluation session.

**WA Referees - Silver level** can also be Technical Delegates in international events as per List C and B (by nomination of World Athletics or Area Association).

They will be subject to ongoing evaluation by their MF, their Area Association and World Athletics, especially their performance when appointed to a role by their Area Association or World Athletics or when acting as a Referee at World Rankings Competitions.

It will be mandatory to keep a high level of technical knowledge. **WA Referees - Silver level** must undertake all designated courses, seminars/webinars and other educational initiatives staged by their Area and by World Athletics.

- Participation in WA initiatives will attribute 3 points for each one
- Participation in Area initiatives will attribute 2 points for each one
- Demonstrable transfer of knowledge to National Officials within their own MFs will attribute 1 point for each case

## World Athletics Referee - Gold Level (WARG)

The initial cohort of **WA Referees - Gold level** will be populated by all officials present in the current World Athletics ITO Panel at 1 September 2022.

**WA Referees - Gold level** qualification will be established in each category (Referees, Race Walking Judges, Photo Finish Judges and Starters) for set periods, from which appointments will be made by World Athletics for designated competitions including World Athletics Series Events and Olympic Games.

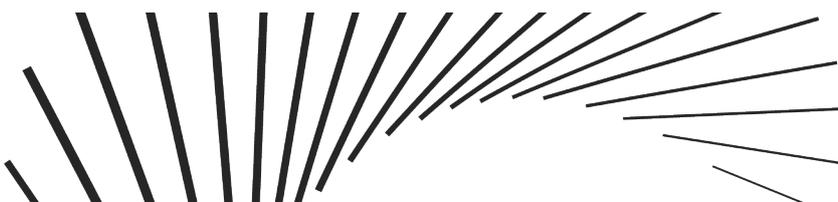
## Who can become WA Referee - Gold level?

Every Area can propose no more than eight officials for every biennial session in order that the evaluations can be done in a competent and fair manner. WA reserve the right to organise additional examinations where additional numbers are required.

Candidates must have at least 4-years' experience as **WA Referees - Gold level** (minimum age 27 years).

In exceptional cases, a 3-member appeals panel of Council members can admit additional candidates not supported by a MF or the Area.

The list of candidates for each Area at each evaluation must be balanced in terms of gender.





To progress from **WA Referees - Silver level** to **WA Referees - Gold level**, the Referee must demonstrate ability to manage each event assigned to them, understand protests and other questions posed to them and explain decisions in English.

## WA Referee - Gold level Evaluation

The evaluation of **WA Referees - Gold level** (new candidates and existing members due for re-evaluation) will be conducted every two years by World Athletics (theoretical and oral assessment in English). The **WAREG** will be responsible for the preparation of the evaluation and delivery.

The exams will count as per 70% of the total evaluation. The remaining 30% will be given by the credits obtained by the candidates in the three years before the evaluation.

Details on the procedures and evaluation of the credits will be provided by World Athletics one year before each evaluation.

Evaluation will be conducted by a panel of six members nominated by the **WAREG**.

There will be an evaluation fee payable by or on behalf of each candidate to assist in delivering the scheme and supporting successful Referees.

New candidates will be evaluated in autumn 2023.

For all the **WA Referees - Gold level** already in the list as per 1 September 2023, the first re-evaluation will be in Autumn 2025.

Following evaluations: 2027 – 2029 – 2031.

## Once a WA Referee - Gold level

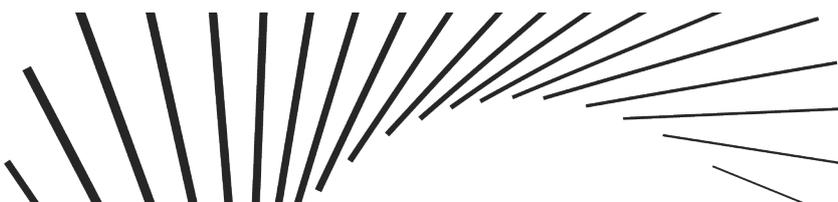
Upon becoming **WA Referees - Gold level**, they will maintain the “qualification” for eight years - subject only to its removal for misbehaviour or displaying lack of ongoing competence. After eight years, they will be invited to a re-evaluation session.

**WA Referees - Gold level** can also be Technical Delegates in all international events.

They will be subject to ongoing evaluation by their MF, their Area Association and World Athletics, especially their performance when appointed to a role by their Area Association or World Athletics or when acting as a Referee at World Rankings Competitions.

It will be mandatory to keep a high level of technical knowledge. The **WA Referees - Gold level** must undertake all designated courses, seminars/webinars and other educational initiatives staged by their Area and by World Athletics.

- Participation in WA initiatives will attribute 3 points for each one
- Participation in Area initiatives will attribute 2 points for each one
- Transfer of knowledge to National Officials within their own MFs will attribute 1 point for each case





## Summary of WA Referee Qualifications and their Highest Position (Referee or Chief Judge) in Different Competitions

Referee	Non-WRK	World Rankings Competitions (WRK)				
		NCH*	Challenger Sr.	List "C" e.g. WACT, DL	List "B" e.g. ACH	List "A" e.g. WCH, OG
<b>NAR</b>	R	CJ/R#	CJ/R#	-	-	-
<b>WARB</b>	R	R	R	R	CJ	-
<b>WARS</b>	R	R	R	R	R	CJ
<b>WARG</b>	R	R	R	R	R	R

\*assuming the National Championships (NCH) is a WRK competition

#Because the WARB qualification is not existing yet, NRs may fill in those Referee positions until there are available WARBs (3-year transition period).

### List "A" Competitions

WAS Events, matches between teams from different Areas representing members or Areas or combinations thereof + certain OoS races, Regional or Group Games and all other Regional or Group Championships in Athletics not confined to participants from a single Area.

### List "B" Competitions

Area Championships and other intra-Area competitions organised by an Area Association, Regional or Group Games and all other Regional or Group Championships in Athletics confined to participants from a single Area, matches between teams representing two or more members or combinations thereof within the same Area + certain OoS races

### List "C" Competitions

Diamond League, Continental Tour Outdoor and Indoor (Gold-Silver-Bronze), Combined Events Tour, Race Walking Tour, Cross Country Tour

- WRK World Ranking
- NCH National Championship
- ACH Area Championship
- WCH World Championship
- DL Diamond League
- WACT World Athletics Continental Tour
- OG Olympic Games
- OoS Out of Stadium
- CJ Chief Judge
- R Referee

