

# OFFICIATING

## Introduction/Philosophy

As an Association, we recognize that officials are an integral part of our sport and it is critical that we maintain a sound officiating program at all times. To achieve the ongoing recruitment and development of our officials, the Association maintains the following objectives:

- To recruit officials from interested individuals in a fair manner;
- To provide the training, support and guidance to ensure they develop within the sport;
- To provide ongoing supervision, evaluation and training consistent with their level of competency;
- To ensure officials are assigned to competition consistent with their ability;
- To monitor the conduct of officials at all times; and
- To establish and maintain cooperative relations between caches, managers, directors, parents, players and officials.

## Solicitation of Interest

The Halifax Hawks shall solicit interest from individuals interested in becoming an official on an annual basis. This shall be accomplished by:

- Contacting active officials from the previous season;
- Encouraging “graduating” players, who meet the age requirement, to enter the officiating ranks;
- Publicizing the opportunity on the Association website. Individuals must be 14 years or older to qualify for officiating.

## Selection

All persons interested in officiating within the Association shall be subject to an evaluation process. Those people unable to attend the evaluation will be automatically ineligible. The evaluation process includes an interview will be scheduled with each perspective candidate who is new to the Association or has never officiating previously (i.e. a graduating player).

At the prerogative of the Association’s Referee-in-Chief, an on-ice session to evaluate technical skills may also be held. Selection criteria shall include but is not limited to:

- Communication skills (communication during games with players, coaches and other officials);
- Attitude;
- Availability throughout the season;
- Skating; and
- Professionalism Preference shall be given to individuals who officiated within the Association during the previous season and are in good standing.

## Remuneration

Rates of pay for on-ice officials as well as minor officials shall be determined annually by the Board of Directors in conjunction with recommended rates established by Hockey Nova Scotia and the leagues that the Association teams participate in (i.e. Central Minor, Metro Minor).

## Department

All officials will be expected to be appropriately dressed and to conduct themselves in a professional manner at all time. Should reports pertinent to conduct of an official be brought to the attention of the RIC, the matter will be reviewed and appropriate action taken under NS Hockey. If any "areas of weakness" are identified on an appraisal, every effort shall be made to improve those areas so identified.

### Code of Conduct - Officials

Officials are expected to conduct themselves appropriately at all times during competition. Key expectations include:

- Act in a professional and businesslike manner at all times and take your role seriously;
- Strive to provide a safe and sportsmanlike environment in which players can properly display their hockey skills;
- Know all playing rules, their interpretations and their proper application;
- Remember that officials are teachers and shall set a good example;
- Control games only to the extent that is necessary to provide a positive and safe experience for all participants;
- Be fair and impartial at all times; and
- Answer all reasonable questions and requests.