



Introduction

As North Delta Football Club's Head Referee I am available to support all referees and assistant referees. Please see me contact information on page five and feel free to communicate with me anytime. information.

Becoming a Referee

Register for a [BC Soccer Referee Clinic](#):

- **Ages 12-13** Small Sided Referee Clinic
- **Ages 14+** Entry Level Referee Clinic

After completion of either course, you may referee with any soccer club in BC.

On going and extra education training is available:

Mentoring

North Delta Football Club (NDFC) support our referees with mentors. Mentors, who are like 'referee coaches' help our referees and ensure they maintain a high level of professionalism.

- New referees will have a mentor with them for their first game, ensuring they gain some comfort and allow mentors to see a referee's skill level.
- As referees gain experience and wish to try higher levels, mentors will continue helping them.
- Mentors regularly watch referees during games, assessing their abilities and coaching them along.
- As Head Referee, I am always available to talk after your game, if you want to go over a call you made or discuss different strategies to deal with problems you may have had.

Advancement - Pathway

Advanced training is available for experienced referees seeking work at higher level games. Please visit [BC Soccer Referee Pathway](#) for more information.

Annual Registration and Training

To continue refereeing each year, all referees must renew their BC Soccer registration and complete a BC Soccer Refresher Clinic. Please see [BC Soccer Annual Registration](#) for more information.

Laws of the Game – Reference Material

- [IFAB Laws of the Game](#)
- [BC Soccer Retreat Line Development Tool](#)
- [BC Soccer Rules and Regulations](#)
- [BCCSL Rules and Regulations](#)

Information NDFC Need from New Referees

After completing a BC Soccer referee clinic, please provide me with the following information:

- name
- home address & home phone number
- cell phone number (if the referee has one, if not, then their parent's cell number)
- email address – the one you prefer to receive schedules through
- date of birth
- soccer team you play for (team's name, coach's name, level)
- void cheque or direct deposit form – to pay receive payments
- referees under the age of 16 must have a parent complete, sign, and send me the Parental Consent Form. Please see Resources section.

Scheduling

- After a new referee's contact information is entered onto NDFC's Referee List they will begin receiving weekly emails from NDFC's schedulers with a list of available games. Referees reply letting the schedulers their available and games they may prefer. NDFC's schedulers then confirm back with the games they have assigned.
- For new referees, I will find a suitable first game where a mentor can be with the referee. Once we determine a referee's skill and comfort level, the referee will be added to NDFC's Referee List, and then the referee will begin receiving weekly emails from NDFC's schedulers.
- Referees who have more flexible availability often get more game assignments than other referees. For example, if a referee only asks for a specific game and others want it too, they may not get any games on a weekend. Referees who offer to work any game on a particular day have a much greater chance of being assigned a game.

Equipment

Besides being in 'uniform', referees need to purchase the following (which are not provided by NDFC):

- two flags
- a whistle - **Fox40** is preferred
- a wristwatch - to keep track of time, but don't bring a stopwatch that hangs around your neck
- match pad with yellow & red cards

Expectations of the Referee

NDFC pay referees to work, therefore, these are their expectations of their referees:

#1 – SHOW UP ON-TIME

- Referees must be on the field 30 minutes before kickoff. This gives referees time to check the field, check the teams, and talk with your assistant referees.

#2 – LOOK PROFESSIONAL

- Wear a proper 'uniform':
 - Tuck in your jersey. (Black is the first colour choice, ref is the second)
 - Wear black shorts.
 - Wear long black socks that are pulled up.
- For U13+, it is best to not wear anything with a club logo on it. For example, try not to wear shorts with an NDFC logo.

#3 – ACT PROFESSIONAL

- No matter if you are refereeing a U8 game or a U18 game always show the players and teams respect by working as hard as you can in every game.
- For the Small Sided referees, try to make all the calls you see.

Payment Information

NDFC volunteers ensure the payments go out as accurately and as quickly as possible. Referees should keep track of their games to ensure the payment amount is correct. If there are any problems, please let me know.

Direct Deposit

- a void cheque or direct deposit form must be provided to receive payments.
- NDFC can no longer do e-transfers, as it costs the club too much money.
- failure to provide direct deposit information will force NDFC to charge a \$10 fee for an e-transfer.
- amount of payment a referee receives depends on the level of game.

NDFC Referee Fee Schedule:

Level	Referee	Assistant Referee
U8-U9	\$20.00	n/a
U10	\$25.00	n/a
U11-U12	\$30.00	n/a
U11/12 Development	\$35.00	n/a
U13	\$40.00	n/a
U13 Development	\$45.00	n/a
U14-U16	\$60.00	\$30.00
U17-U18	\$70.00	\$35.00

Discipline Reporting

During your game, if you Caution (yellow card) or Send Off (red card) anyone, you need to make a report. Report all discipline on the BCCSL Referee Portal – register for access [HERE](#). Once you have a username and password, you report all discipline here: [BCCSL Referee Portal](#).

- Please contact me the first time you show a card, and we can work on your report together.
- Referees who are experienced at reporting their cards are reminded:
 - Use the exact words that were spoken. For example, if someone swore, you need to say exactly what they said; you cannot just say they swore.
 - Keep your report brief, but ensure all the necessary information is in your report.
 - Ensure your report is clear. The people reading it were not at the game, so your reasons need to be explained.
 - Keep your report to the facts as you view them. Do not offer your opinion on what punishment should be delivered.
 - If you send off a player or coach by issuing two yellow cards, it should be reported as one red card and the reason for the red card is the two yellow cards. Then describe the details.

Coaches Conduct

NDFC is actively working to increase the level of respect towards referees. Referees may find some coaches, players, or parents may behave poorly – this needs to get better.

- NDFC coaches attend a pre-season information meeting. At this meeting, I speak to the coaches about how they may treat their referees and the consequences they will suffer if they are abusive towards them.
- NDFC coaches may also receive additional punishment, even after a game, if warranted.
- To help me identify problem coaches/teams, I need NDFC's referees to tell me when there is poor conduct, even if you did not show a yellow or red card to the coach.
 - If you tell me when a coach/team behaves badly, I can try and stop it for future games, and for other referees. (Coaches/teams that behave badly often get worse.)
 - If I know of a coach/team that are difficult to deal with, I can try to ensure that NDFC do not send a new referee to do those games, as they may have a bad experience.
 - If I know when a referee has had a difficult game, I can also help them with ways they may be able to deal with future challenges.

Gregg Antonyk

Head Referee – North Delta Football Club

604.307.8124 headreferee@northdeltaafc.com

REFEREE SCHEDULERS

Stef Piva

U13-U18 Game Scheduler

604.328.5401 refallocator@northdeltaafc.com

Isaac Kendall

U8-U12 Game Scheduler

604.591.6893 miniref@northdeltaafc.com

R E S O U R C E S

The pages that follow show information for the following:

- ❖ PARENTAL CONSENT FORM (Completion is required for referees under the age of 16)



Information Bulletin

Bulletin #	IB_2021-13
Date	October 8, 2021
To	Active (Full) Members, Associate Members and affiliated clubs
CC	Board of Directors, Staff
From	Jason Elligott, Executive Director
Subject	Employment of Children Under 16 Years of Age - Changes Effective October 15, 2021

BC Soccer would like to remind all Members and affiliated clubs that effective October 15, 2021, the law related to the employment of children will be updated **by the Government of British Columbia**. A summary of the changes, compiled by BC Soccer legal counsel, and the potential impact to organizations currently employing children younger than 16 years of age is set out below:

Is the child an employee of the organization?

An organization will want to consider if children are employees and governed by the legislation. Considerations are that:

- Children performing work for pay under the direction of an organization will normally be employees.
- If the children are not paid, then they may be volunteers and the legislation would not apply to them.
- If a child is an independent contractor then they will not be an employee.
 - Given the age of the child, an organization must be careful in seeking to rely on this exception. The child will need to be shown to be independently providing services which would be exceptional.

Changes Effective October 15, 2021

- Children aged 12 to 15 may continue to work in soccer-related roles (ie. referee, assistant coach, camp assistant) involving sports or activities for children less than 16 years of age.
- Children under the age of 12 can only work with the approval of the Director of Employment Standards.
- The basic restrictions continue to apply:
 - not working when they should be at school
 - limited hours per day depending on whether it is a school day and per week,
 - must work under the direction of an adult
- An organization will need to obtain the consent of the parent or guardian in the required form. (Available below)
- The legislation recognizes that children aged 14 or 15 years of age may perform “light work” which includes the setting up, taking down, retrieving and storing sports and recreation equipment.
- Children may also be employed in positions including recreation or community program attendant, referee or umpire, sports or recreational coach or assistant coach, sports or recreational instructor, summer or day camp leader, counsellor, assistant or attendant. There is no law limitation on the age of the participants.
- The legislation expressly lists work which children aged 12 to 15 must not perform. Such prohibited work includes working with machinery or equipment which could harm the child, entering a place in which a minor is not permitted to enter, serving goods a minor is not entitled to distribute, moving items which may harm the child, or exposure to hazardous substances.

Organizations are encouraged to review the changes available via this [link](#).

For any questions, please contact [Gabriel Assis, Director of Operations](#).

YOUNG PERSON'S EMPLOYMENT
Written Consent of Parent or Guardian

Date of Consent (M/D/Y): _____

Date of Work: **Various** From: **Date of Consent** To: **On Going**

CHILD INFORMATION

Name (Please print in full): _____

Date of Birth (M/D/Y): _____

Address (Street, City, Postal Code): _____

Home Ph# _____

Cell Ph# (Parent/Guardian): _____

Cell Ph# (Child): _____

Email (Preferred email to receive schedules): _____

EMPLOYER INFORMATION

Name: **NORTH DELTA FOOTBALL CLUB (NDFC)**

Work Location: **Delta, BC**

Contact Ph#: **604-307-8124**

Hours: **Various (Paid on per game basis)**

PARENT/GUARDIAN DECLARATION

I _____ am the parent of this child. I am the legal guardian of this child.
Name (Please print in full)

This is my written consent for my child to be employed. I have read and am familiar with the Employment Standards Act & Regulation regarding of employment of young people.

I have noted the specifics of location, hours or work and type of work to be performed.

Signature _____

Address (if different than child's): _____

Ph# (if different than the above): _____

This Written Consent along with proof of the child's age must be retained by the employer as part of the employment records.
(Parent or Guardian should retain a copy for their own records).