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Judges Education, Evaluation and Assignments

Version 2011

1. Introduction

Freestyle Skiing is going more professional and the results of competitions have a big influence to the career of the riders. The Judges today are all volunteers and are not responding enough to the needs of the sport. For motivation of those judges there has to be some career opportunities and only the best judges must have the possibility to judge major events (WCS, OWG, JWCS, Universiade, Aisia Games, etc.).

To improve the quality and consistency of the scores, we propose to follow this basic concept.

2. Basic requirements for judges

2.1. Judges nominations

Judges can be nominated only by their NSA,

2.2. Judges information

All information has to pass through the NSA's

Judge → NSA → FIS → NSA → Judge

No information has to pass directly to the judges!

2.3. Judges Code of Conduct

Judges will comport themselves in a manner that is respectful of the sport, the organizing committee, the athletes, other officials and the general public. This includes observing all local laws, FIS regulations and their National Ski Association regulations

2.3.1. Minor Infractions

Minor infractions are single incidents of misconduct that breach the Code of Conduct but generally do not result in harm to others. All disciplinary situations involving minor infractions will be dealt with by the appropriate person(s) having authority over the individual involved. This person(s) may include, but is not restricted to, a board member, committee member, volunteer, staff person, coach, organizer, the competition or Jury.

- a) Procedures for dealing with minor infractions will be informal as compared to those for major infractions and will be determined at the discretion of the person(s) having authority, provided the individual being disciplined is told of the nature of the infraction. This policy will not prevent an appropriate person(s) having authority from taking immediate, informal, corrective disciplinary action in response to behavior that constitutes a minor infraction.
- b) Disciplinary sanctions for minor infractions may include the following:
 - Verbal or written reprimand;
 - Verbal or written apology;
 - Suspension from the current activity or competition;
 - Any other similar sanction considered appropriate for the offense.

2.3.2. Major Infractions

Major infractions are instances of misconduct which violate the FIS Code of Conduct and which result, or have the potential to result, in harm to other persons, to the FIS or the sport of freestyle skiing.

- a) If the incident is a major infraction, a hearing is required. The Proctor Survey Group will notify the individual alleged to have committed a

major infraction of the matter as soon as possible, and will provide the individual with a copy of the Incident Report and a copy of this policy.

- b) Major infractions occurring during competition may be dealt with immediately, if necessary, by the appropriate person(s) having authority (e.g. the Competition Jury). The individual being disciplined will be told the nature of the infraction and will have the opportunity to provide information concerning the incident. In such situation, disciplinary sanctions will be for the duration of the competition only. Further sanctions may be applied but only after review of

The matter in accordance with the procedures set out in this policy for major infractions.

2.4. Restrictions

Any judge, by virtue of their direct blood, adoptive, or marital relationship to a competing athlete (*), team coaches, peoples close to NSA or sponsors or team manager / captain, shall be deemed **unqualified**.

(*This refers to parent, grandparent, child, spouse, sibling, first cousin, aunt, uncle, niece, nephew, mother-in-law, father in-law, son-in-law or daughter in-law.)

2.5. Age limit

The age limit for A/B Judges in WC WCS and OWG is 60 years (FIS definition of Year 1.7 – 30.6).

For COC or FPR this age limit is not applied.

2.6. Fast-Track Upgrade Exception:

A judge may apply to receive a “fast-track” upgrade based on experience and test results. This may be granted when the judge has shown exceptional ability, or has other experience relevant to judging (e.g., a former competitor or coach) who also shows excellent judging ability.

Under these circumstances, the judge may be excused from meeting one or more of the guideline criteria normally required for an upgrade (for instance, the minimum number of events judged or minimum number of years).

The decision for fast-tracking must receive the approval of 75% of the proctor working group.

If a judge is fast-tracked to a license level, the judge is given credit for the minimum level of experience for that level. For example, a judge could be fast tracked so that after completing the first year as a C licensed judge, he/she could be awarded a B license. After judging at Continental Cup for a minimum of three competitions, a judge could be fast tracked the next year to an A license providing that all other requirements are met including attending and passing a clinic and attending and passing an assist program.

2.7. Judges license Upgrade

In order to progress through license levels, by discipline, the following procedures are requires.

2.7.1. World Cup (A) License – The following are requirements for the awarding of a FIS World Cup (A) license.

1. Completed application within the time frame required by the FIS officials licensing group. This will typically be 30 days prior to the FIS Spring meeting or Congress.
2. A letter from NSA approving the request – and an NSA may provide a single letter for all judges applying for upgrades in a specific year. In the NSA letter, it must specifically list the judge(s) and the license(s) being requested.
3. Two seasons as a B judge and five years of judging experience, and five separate competitions since being awarded a B license. For a moguls upgrade, at least one judging assignment as a turns judge and one assignment as an air judge are required. At least two of the events judged must have been single moguls events; not duals. A duals event that includes a single-format qualification can be used as a single moguls event. For an aerials upgrade, at least one assignment must be as a take-off/air & form judge.
4. Attend and pass an A level clinic. Since most clinics are held September through December, a judge requesting an upgrade at the Spring FIS meeting must have attended the clinic prior to that season.
5. Attendance and passing of an A level assist program within the past two years. EXCEPTION: A judge who meets all other requirements may apply for a provisional upgrade that will be awarded upon successful completion of an assist program. For example, a judge has all requirements for an A license at the end of the season, EXCEPT for the assist requirement. A provisional upgrade is given and the judge then takes and passes an assist program the following January. If the assist program is completed successfully, the A license will be in effect at that time. A judge cannot be assigned an event until the license has been awarded.
6. Review of the applications are done at the Proctor meeting and the approval is done in the FIS fall meeting.

Progression from a national judge to a World Cup license can take as few as four years if a judge shows a high level of ability.

2.7.2. Continental Cup (B) License – The following are requirements for the awarding of a FIS B license.

1. Completed application within the time frame required by the FIS officials licensing group. This will typically be 30 days prior to the FIS Spring meeting or Congress.
2. A letter from the NSA approving the request – and an NSA may provide a single letter for all judges applying for upgrades in a specific year. In the NSA letter, it must specifically list the judge(s) and the license(s) being requested.
3. Two seasons as a C judge and eight competitions, per discipline. For a moguls upgrade, at least two judging assignment as a turns judge and two assignments as an air judge are required. At least four of the events judged

must have been single moguls events; not duals. A duals event that includes a single-format qualification can be used as a single moguls event. For an aerials upgrade, at least two assignments must be as a take-off/air & form judge. For any event, a qualifications round and a finals constitutes one event.

4. Attend and pass a B level clinic. Since most clinics are held September through December, a judge requesting an upgrade in the spring must have attend the clinic prior to that season.
5. Attendance and passing of a B level assist program may be substituted for the B clinic. No Assist program is required to receive a B license.
6. Review of the applications is done at the Proctor meeting and the approval is done in the FIS fall meeting.

2.7.3. National (C)

1. Awarded by NSAs based on national requirements.
2. NSAs are required to submit the names of C licensed judges to the Judges Oversight Board (JOB) so that they can be tracked within the FIS system and to make sure that B licensed judges have had the requisite training and experience before achieving that level.
3. Because C licensed judges can, in limited circumstances with prior approval, judge B level events, it is recommended that judges have scored at a minimum of 5 events, per discipline, before being awarded this National Judge designation.

However, it is also recommended that a C license judges show a certain level of proficiency and have experience of at least two competition seasons and to have judged at least five events. For example, any judge who has completed two years of experience judging at five mogul events during those two years may be designated as a C judge by the NSA. This would be a C mogul license and not have any impact on a half-pipe or aerial license. While a country may propose a judge earlier than two years or five competitions, this is a guideline that will help establish a judge's credentials and understanding of the sport. While former athletes, coaches or other knowledgeable people may bring a wealth of sport knowledge, judging requires additional skills and the ability to apply the knowledge differently.

2.8. Judges license Downgrade

The recommendation for up or downgrading of licenses is a task of the "Judges Survey group" (see 4.2.2)

2.8.1. License downgrades – A and B level

1. It is FIS's belief that a Judge is required to stay active in the program to keep current at their current judges level. A Judge who is not active or only does a minimum number of events, or scores low in the judges performance system (JPS) may be recommended for a downgrade to FIS.

2. A Judge that scores less than 40 during the season or the Judge who does not attend the A or B level Judges Clinic for 2 consecutive years and is not active judging the sport will be recommended for a downgrade to FIS Judges working group.
3. Inappropriate behavior

3. Concept

There is a Judges point System (JPS) that will qualify each judge for the future assignments.

This is a rolling system and 3 times a year the point list is published.

- September before FIS fall meeting (basic for assignments)
- December (basic for corrections on some assignments)
- May - after season before FIS spring meeting (basic for Up-and Downgrading)

The base of this System is like the WTA (World Tennis Association) player ranking system....

The Point System is adapted to the following levels:

- OWG
- WCS
- WC
- COC

(The selection of the Judges is done max. 9 Month before the Competition

The tasks (voting judge, assist HJ, Score verifier, etc.) of the judge are defined at the last TCM before event.)

➔ Only the best possible judge's panel is judging the event!

3.1. Judge Point System (JPS)

To reach enough points to judge you have to:

1. Attend the clinics
2. Have good test results
3. Have good reports from HJ
4. Using online education
5. Attend the assist programs

Achieve points at (Proposal):

Clinics	Tests	HJ Report	Online Education	Assist Program	Total
24 (Min 6)	24 (Min 6)	12 (Min 6)	24 (Min 6)	16	100
At least 6 points in every category					

The Qualification of the Judges is done by (Proposal):

Points	License for 2 Years (clinic still requested)	License for 1 Year Need Assist	Provisional License Lower level only and Assist	Downgrade
71 - 100	X			
51 - 70		X		
41 - 50			X	
0 - 40				X

This scale is working for each level and is based on the education paper Jay Simson
"ADDITIONAL REVISIONS TO JUDGE LICENSE AND TRAINING, Edition April 17th 2010

Example:

Clinic:	<i>Ae 12</i>	<i>Mo 10</i>	→ 22
Test:	<i>Ae 10</i>	<i>Mo 10</i>	→ 20
Online:	<i>Ae 8</i>	<i>Mo 12</i>	→ 20
Assist:	<i>Ae 2</i>	<i>Mo 8</i>	→ 10
Total			= 72

3.2. Basics

There are 3 parts of the Judges opportunity:

3.2.1. Education

- Clinics
- Assist Programs
- Online education

3.2.2. Evaluation

- Clinic tests
- Assist programs
- HJ Evaluation
- Online education
- Licensing
- Judges survey

3.2.3. Assignments

- By Ranking
- By career planning

3.3. Education

3.3.1. Clinics

We make a difference between A - and B Clinics on an international level and C Clinics for national education.

Basically the "big" changes in the rules are made in the season just after the OWG ant take effect the season after. For updating all the high qualified judges (full A level) a worldwide Clinic is a must.

Some adjustments can be done in continental / regional Clinics in the other years.



The Continent Regional Clinics are:

- Nord of Europe (Scandinavia Area)
- Central Europe (Alps Area)
- Russia ???
- USA or Canada
- Asia (Japan & China)
- Pacific (southern hemisphere) if enough judges available

There is each 4 years a worldwide **A Clinic** and all the other years there is the possibility to organize some combined ones.

Year	Worldwide	Continent, Country related
2011		A, B and C
2012		A, B and C
2013	Possible A	A, B & C
2014		A, B and C
2015		A, B and C
2016		B and C
2017	Possible A	A, B & C

The Clinics has to be done before the FIS fall meeting to propose the assignment list for the coming World cup season. Basically the clinics are in the month August and September)

3.4. Assist Programs

On WC there has to be the possibility to organize some assist programs on each continent for each discipline.

3.5. Online Education

The Online education involves all judges during the year. Those are planned for:

- End of April
- Mid July
- End November

3.6. Evaluation

- Clinic attendance
- Clinic tests
- Assist programs
- HJ Evaluation
- Online education

3.7. Assignment's

- By Ranking / points
- By career planning

4. Working Groups

The working group is structured by:

- Proctors
- Rulebook
- Judges evaluation
- Licensing
- Assignments
- Judges survey

The Working group is led by: **Jay Simson**

4.1. Proctors

The Proctors are led by **Jay Simson**

The proctors are the teachers for the clinics and responsible to qualify the attendance of the Judges at the clinic

The Proctors are proposed by the NSA to the working group, qualified by the working group and confirmed by FIS

4.1.1. Structure of the Proctors

The Proctors group is led by **Proctors survey**

NSA	Name
USA	Jay Simson, James Bates
CAN	Gerry Benoit, Ian Hutchings
FIN	Timo Kanninen
JPN	Tina Sundequist-Tanaka
RUS	Oleg Kitov
GER	Uli Menrad
SUI	Stefan J. Buob

4.1.2. Becoming a Proctor

In order to maintain an open process, a proctor selection process has been defined. To be considered as a proctor, the following conditions must be met;

- Nominated by NSA with the recognition and support of travel reimbursement to the proctor clinic for all airfare, local ground, mileage and related.
- The Proctor nominee must have held the license for at least 4 years in each discipline for which proctor is being nominated.
- Proctor nominee should be recommended a year in advance so that the nominee may act as an Associate Proctor at a clinic. The Associate Proctor will be given materials to present and will be evaluated by the proctors, judges and others in attendance.
- Prior to attending a Proctor clinic, all proctors must commit to working at a minimum of one clinic.

- Attending a proctor clinic is not a substitute for attending a clinic and ONLY PROCTORS and invited trainers or others deemed appropriate by the JOB may attend.
- Proctor attendance will be limited to only those proctoring that year and may be further limited due to logistics and maintaining a limited number at the Proctor clinic.
- Proctors, other than the identified working group, must take all exams.
- At least one of the proctors for a clinic must have attended the proctor clinic. Other proctors may be scheduled as necessary and should receive materials in advance.

4.2. Rulebook

The Rulebook group is leading by **Ian Hutchings**

Reviewing the Judges Handbook for the coming season and publish this for End of October with the confirmed changes of the fall meeting.

The rulebook is separated in 4 sections:

1. Moguls /Dual moguls
2. Aerials
3. New style (HP and Slope style)
4. Technical section (Jump codes, DD's , etc)

The technical section is an appendix and can change whenever there are changes in data system and wording of the codes. This section provided for downloading by the FIS web site.

For each section at least 2 proctors are responsible

Section	Proctor 1	Proctor 2	Proctor 3	Proctor 4
Aerials	Tina Sundeqwist	Ian Hutchings	Ales Valenta	
Moguls / Dual moguls	Gerry Benoit	Timo Kanninen	Oleg Kitov	
New Style	?	?	?	
Technical section	Data System	Stefan J. Buob	Jim Bates	
Judges survey	Jay Simson	Uli Menrad	Stefan J. Buob	

4.3. Judges evaluation

The judge's evaluation is leading by **Proctor survey**

Checking up the Judges evaluation by the proctors and submit to the Working Group.

This group is collecting all

- HJ Reports,
- Clinic attendance reports,
- Assist attendance reports,
- Online Training reports,
- Proctor survey and evaluation report

This group is creating and updating the judges point list

4.4. Licensing

The Licensing is leading by **Proctor group**

Checking up the Judges history and submit to the Working Group the upgrade list for the end of August.

4.5. Assignment group

The Assignment will be scheduled by **Jay Simson / Uli Menrad**

Assignments group is composed by proctors without active judging themselves

Checking out the qualification (See scale above) of the judges by the ranking and make the proposal of the assignment's for the upcoming season for the FIS fall meeting.

4.6. Proctor survey

The Proctor survey is leading by **Jay Simson**

Visiting Events (Clinics, WC's, Assist Program, licenses checking, Up- Downgrade etc.) and reporting to the Working group.

4.7. Technical Material

The Technical material is leading by **Stefan J. Buob**

- Freestyle Online Training
- FIS Judges TV
- WC an COC Video Material
- Coaches and NSA input's
- Online education

5. Specification for clinics & assist programs

5.1. Costs of clinics and assists

The following clearly lays out the cost and expense responsibilities for the proctor clinic, Clinics and assist Programs.

Clinic expense reimbursement requirements for organizers and FIS:

	Proctor Clinic	Judges A Clinic	Judges B Clinic	Assist*
Air travel	NSA	FIS/Organizer	Organizer	FIS
Ground transport	NSA	Organizer	Organizer	Organizer
Accommodation	FIS	Organizer	Organizer	Organizer
Food	FIS (full board)	FIS (full board)	Organizer	Organizer
Daily fee	FIS	FIS	Organizer	FIS
Meeting facilities	Organizer	Organizer	Organizer	Organizer

5.2. Time frame for judges clinics

The timeframe for clinics is defined by 7 weeks before FIS fall meeting → see timetable

5.3. Clinic / Assists Requirements

5.3.1. Clinics

Meeting facilities requirements (A and B Clinics)

Meeting rooms must be available to facilitate the program schedule from 8:30 until 17:30. Rooms must have appropriate privacy from other functions and be large enough without physical impairments for all attendees to view the screen(s) and the proctors. Available outlets for computer and related power must be available throughout the room (including access with provided extension cords and power strips). The facility must provide writing tables with a seating capacity of five to seven each and comfortable chairs.

Materials and equipment to be provided at organizer expense include copies of hand-outs and clinic booklets, copy facilities and use for proctors, an LCD (beamer) or other media necessary to display materials, screen or TVs, internet access for proctors, one laptop computer to be used as back up for materials that have the internal capacity to show the video materials. The digital display must be viewed and tested in advance to verify appropriate quality. See Checklist

It is recommended that if there should be one proctor for each 10-15 attendees.

A maximum of 6 proctors can be assigned to one clinic with more than 30 attendees without the expressed written approval from the Proctor Group and the FIS office.

Associate Proctors shall be limited to a maximum of two per clinic. Associate proctors do not receive compensation or reimbursement of any kind.

Attendees may not use computers during the training sessions.

Internet, cell phone and other personal digital device use is prohibited during the training sessions.

Clinics must be scheduled through the FIS and an announcement distributed to all NSAs at least 3 month prior to the start date.

Clinics must be open to any appropriately licensed judge.

NSAs may have internal clinic attendance requirements.

5.3.1.1. Checklist for FIS Clinics

MATERIAL	QTY	OK
LCD Projector	2	<input type="radio"/>
Flipchart and pens	1	<input type="radio"/>
Laser pointer & batteries	1	<input type="radio"/>
Free Internet Access	1	<input type="radio"/>
Copy machine & paper	1	<input type="radio"/>
Printer & paper	2	<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>
Power cords		<input type="radio"/>
Binder for each participant		<input type="radio"/>
Test material		<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>

5.3.2. Assists

Every year at least 2 assists per discipline (USA / Can & Europe) are organised.

Any country may apply for and run an assist program with an approved Proctor. The Proctor must be an approved A level proctor with current certification, having attended the proctor clinic immediately prior to that competition season.

Clinics must be scheduled through the FIS and an announcement distributed to all NSAs at least 6 weeks prior to the start date. Clinics must be open to any appropriately licensed judge. Invitations must be made available to all NSAs so that all judges have access to an Assist Program regardless of the location. Priority shall be given to judges who will be applying for an upgrade at the end of the current season.

A minimum of 4 and a maximum of 8 attendees may participate per assist program proctor.

The organizer must be willing to provide access credentials to the judges stands, venues, lifts, etc. to all assist participants.

There is no requirement for any lodging, travel, food, access to VIP areas or any special events for Assist participants.

The proctor should be extended the same courtesies as other meet judges.

Participants may assist on stand for prescribed limited time; shifts etc as part of their training programs.

Instruction Testing and Evaluation process

It is recommended that Assist programs follow the training protocol identified here. Training and semi-final or other preliminary segments should be used to engage the group as a whole as well as making sure that every participant has the opportunity to show their knowledge and understanding of the criteria. Trainees should be put in the position of having to explain things beyond the score to show a greater understanding of mechanics and the elements contained within each criteria. Proctors must keep notes, identify strengths and weaknesses and include this information in a final report to each Trainee.

Finals should be an opportunity to test the Trainees by having them assign score values, identify tricks or other elements deemed appropriate by the proctor. This could include twisting and or timing (aerials), trick identification (mogul air), ranking athletes, etc., depending upon the event, venue and access.

The test results and overall evaluation form shall be given by the proctor to each Trainee within 10 days of the completion of the Assist program. This shall include a specific test result, recommendation that identify strengths and weaknesses and an overall assessment if the judge is ready for the next level of competition. The Proctor must also score the Assist as Pass/Fail within each element (criteria per discipline). A judge must receive an Acceptable score at every level to upgrade their license.

See Checklist

It is recommended that if there should be **2 proctors for each 4 - 8 attendees.**

5.3.2.1. Checklist for Assist programs

MATERIAL	QTY	OK
LCD Projector	2	<input type="radio"/>
Flipchart & pens	1	<input type="radio"/>
Free Internet Access	1	<input type="radio"/>
Binder for each participant		<input type="radio"/>
Free Credentials		<input type="radio"/>
Free lift passes if required		<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>
		<input type="radio"/>

6. Online education

The Online education is leading by **Stefan J. Buob**

The Online education is based on Internet e-education. The used tool is www.fis-judge.tv based on Dartfish.tv.

All results per discipline are analysed by scoring and range. Runs with a counting difference more than 1.0 points have to be reviewed. Some special tools for score analysing can be used to create a profile.

The online education is scheduled 3 times a year and includes:

- Material for all disciplines.
- Rules questions
- Guidelines (line change MO, stretching and pulling Ae, etc...)
- Coaches Input
- Working paper

The selection of the material / questions is done with the FIS workgroup leaders of the disciplines:

- General Marko Mustonnen
- AE Michel Roth
- Mo Remi Sella
- HP/SS Ross Palmer

The input has to be done at least 3 weeks before the online training is running.

Video material is coming from FIS (see motion FS0509-SUI02) and guideline Video Taping at the FIS Freestyle2010.pdf

Coaches and NSA's can upload clips to www.fis-judge.tv or <ftp://fot.ch> for discussion with the proctors and find solutions.

The basic online education is scheduled for:

- July
- November
- April

Some special sessions can be added if there is a need

All Online sessions are open for 12 days and a feedback form is online for transmitting the personal results.

Those are collected, corrected and a public report is done.

The results are integrated in the judge's profile and counts for the following season licensing.



6.1. Assignments

Assignments are based and priority on the following criteria's:

1. Availability
2. Judges Point list → JPS
3. Nation
4. Costs / Budget

6.2. Career planning

To assign to the major events the best possible judges, a planning of their career is a must. If a judge has no goals, the interest to invest time and money is low.

NSA's are not interested to educate judges if the opportunity to reach a major event is not possible or hazard

We have to create a judges survey system with a monitoring of their results.

Selections are done in advance for a bigger group and the final cut is just a couple of weeks before the event.

There is no warranty to be a scoring judge; the assignment is done by the HJ of this event related on the results in training. .

6.2.1. Criteria's of a career

Definition for criteria's for a judges career planning

7. Budget

7.1. Rates of Reimbursement for Proctors for A Clinics

Mileage	FIS Rate	
Food (full board)	15 CHF	breakfast (if not included in the room)
	20 CHF	lunch
	30 CHF	dinner
Daily fee	100 CHF	for travel days
	150 CHF	for working days or combined working/travel days

7.2. Rates of Reimbursement for Proctors for B Clinics

B Clinics will be reimbursed at **50 CHF** for travel days and **125 CHF** for working days. If there is a combination of travel and working days it will be reimbursed at **85 CHF**.

Any meals provided by the organizer or as part of accommodation will be substituted for the rates noted above.

In the event of travel interruption beyond the control of the judge/proctor, organizing committee, or FIS, expenses for additional days will be reimbursed by the organizer at the actual cost for room and a maximum reimbursement for meals as noted above with all receipts required. There shall be no additional daily fee paid for additional travel days.

In the event of travel interruption caused by the judge/proctor, all additional expenses shall be borne by the judge/proctor.

For Assist Programs, proctors may be housed with the judges and may be included in the standard meal plans being provided to other meet officials.

- In the case of an NSA sponsored Assist Program, the NSA is responsible for all expenses. The Assist Program must still comply with all requirements as noted in Appendix D of the **"ADDITIONAL REVISIONS TO JUDGE LICENSE AND TRAINING, Edition April 17th 2010"**