



PP 255003/0441

### In this edition

- > Guest editorial — Scott Butler
- > Problems and issues in the recruitment and retention of sports officials
- > Using mental rehearsal to prepare for officiating
- > Officiating — more than just the rules!
- > Work, rest and fatigue
- > State Sport Education Centre contacts

## Officiating profile

### Chris Sinclair *Squash official leads the way*



Chris Sinclair

by **Cathy Reid**

Ironically, Australia's most recognised squash referee, Chris Sinclair, knows she has done a good job when no one notices her.

'If you're doing the job well, calmly and coolly, nobody should pay any attention to you at all,' Chris said. 'If people walk away from a match and say, "Oh, by the way who was the referee?," that suits me.'

Her passion for refereeing squash comes from a deeply ingrained love of the game.

'I once heard a player say referees are just frustrated players and I guess that's right in my case. If I could play at that top level I would because I just adore the game. But I can't, so refereeing is a way I can contribute.'

However, her insight into the game is much greater than that of many players, and her reaction time just as fast.

'You've got two combatants in an enclosed area with no net between them, they've each got a weapon, there's a missile travelling around at over 200 kilometres an hour, rebounding off the wall about every three seconds and the players expect the correct decision — immediately.'

While some might find that incredibly stressful, Chris rises to the challenge at the highest level. She was the first woman to be appointed as an international referee, then as a world squash referee, joining eight men on the elite list.

'I've officiated all the leading men, and they don't have any problems with me refereeing their matches, although I've had to earn their respect.

'But if there is a man who hasn't been refereed by me before, he'll whip around the first time he hears my voice, as he's not expecting a woman to be in that position.'

While Chris does not ever get nervous before refereeing a major event, she takes the responsibility very seriously. 'I certainly get apprehensive before a big match, but you have to have confidence,



Australian Sports Commission/Getty Images 02124-36

not arrogance. Playing on my mind is the fact that any decisions I make could impact on the income of the players.'

However, she is quick to point out that referees do not get paid. They do it out of a commitment to the sport. Keen to see younger referees move up the ranks, Chris has been 'putting her time where her mouth is'.

'I've been writing a mentor training program and an assessor training program for Squash Australia and for the World Squash Federation.' She is mentoring a 34-year-old male referee from Victoria, and has been travelling to overseas tournaments with him.

'We've got a scholarship from the Australian Sports Commission for \$16,000 to help get one person to international accreditation by the end of this year. I'll give him my time, my expertise and my advice and I'm confident he can get there.' What remains to be seen is whether he will be able to emulate his mentor — no easy challenge.

*Officiating Australia*, issued six-monthly, is published by the Australian Sports Commission.

For more information on officiating in Australia, visit the Australian Sports Commission officiating web site at [www.ausport.gov.au/officials.asp](http://www.ausport.gov.au/officials.asp).

To receive an electronic version of *Officiating Australia*, email [officiating@ausport.gov.au](mailto:officiating@ausport.gov.au).

© Australian Sports Commission 2004

This work is copyright. Apart from any uses as permitted under the *Copyright Act 1968*, no part of this publication may be reproduced by any process without written permission from the Australian Sports Commission. Requests and enquiries concerning reproduction should be addressed to:

The Manager  
Business Development  
Australian Sports Commission  
PO Box 176  
BELCONNEN ACT 2616  
Email: [copyright@ausport.gov.au](mailto:copyright@ausport.gov.au)

Opinions expressed in this newsletter are not necessarily those of the Australian Sports Commission.

For general enquiries regarding the Australian Sports Commission:

Tel: (02) 6214 1111  
Fax: (02) 6251 2680  
Email: [asc@ausport.gov.au](mailto:asc@ausport.gov.au)  
Web site: [www.ausport.gov.au](http://www.ausport.gov.au)

ISSN 1448-3491

All images Australian Sports Commission unless otherwise stated.

Produced by Australian Sports Commission Publications staff

Printed by PIRION

Chris has refereed at 17 world championships, two world doubles championships, a World Cup and two Commonwealth Games, and was the only Australian official in any sport to referee an individual final at the 1998 Commonwealth Games. All up, she has been officiating for more than 20 years.

'We've all got to stop some time though. I thought about retiring after the 1998 Commonwealth Games and then again after the 2002 Commonwealth Games, but I'm still here and I may be Championship Referee for the 2006 Commonwealth Games in Melbourne. Perhaps that will be my swansong.'

To referee at the Commonwealth Games in Australia will certainly be the pinnacle of her impressive career. 'The world's best players will all be there in Melbourne and it's a fantastic opportunity to showcase our sport.'

The first time squash was included in the Commonwealth Games was 1998 in Kuala Lumpur, where Chris officiated at the sport's first-ever gold-medal match.

'Refereeing the match was good, but even more exciting was seeing two Australians (Michelle Martin and Sarah Fitz-Gerald) being presented with their gold and silver medals afterwards.

'It was just fantastic to see squash get that recognition. I wasn't moving out of my seat for anyone, not even the photographers. They wanted me to move, but I told them I'd earned my spot.'

She is aiming to have a large pool of highly qualified Australian officials in place for the Melbourne Commonwealth Games. 'Under regulations, only two-thirds of the 30 referees can be from the host country, so we will be aiming to have 20 Australians who can referee and mark. Every voice we hear on television, every marker, everyone calling the score, I sincerely hope will be an Australian voice.'

She would also like to see the squash courts over-run with spectators as it has been a constant frustration for her that the sport does not have the profile or get the crowds she believes it deserves. 'I just wish people would appreciate the sport. The players have superb racquet skills, their reaction times are as quick if not quicker than tennis players, they have the endurance of long-distance runners and the action is non-stop. At the Commonwealth Games we will be in the same building as swimming, so people only have to take a step to the left and they'll be in the squash centre.'

You get the feeling that even if she does retire, Chris will still be working away in the background, not only pushing forward potential world-class referees, but also trying to boost the profile of squash.

## Grassroots refs need more support

Queensland referee Scott Butler will be the first Indigenous basketball referee to represent Australia at an Olympics when he takes to the courts in the Athens 2004 Games.

Originally from Rockhampton, Scott moved through the ranks as a referee after starting his basketball career as a player.

For 17 years he has been refereeing competitive basketball and has been working for the National Basketball League for 12 seasons and the Australian Basketball Association for 16 seasons. He has also officiated during the past six National Basketball League finals series.

From a personal perspective, there has been a great deal of reward for the amount of effort I have put into being a basketball referee, but what concerns me is that those rewards do not seem to always be there at the local level.

I have had many opportunities, but there are many people who work hard at the grassroots level in an effort to move up the ranks and the incentive is not always there.

There does not seem to be enough money for development programs for officials in local sport. The amount of money available for sport has dropped off since the Sydney Olympics, and some sports are really struggling — and basketball is no exception.

They are definitely not struggling in terms of talent because there is plenty of that in the playing and refereeing ranks.

But what worries me is that we will lose some of that potential because there are so many other options for young people in this country these days. If they do not see any prospects in basketball, they will move onto something else. If we do not find some way to keep young people actively involved without pressuring them too much then we risk losing good people.

At an association level, the sport seems to be suffering, as the lines for career development for referees are just not there at the moment. It would appear the funding is not enough to spread across all the areas of sports administration.

Because I recognise that shortfall, I have been trying to make sure I stay involved in

local competitions, to provide a link for any young referees who want to aspire to semi-professional or professional ranks.

I believe my involvement is a mutual obligation and I ought to spend time and effort working with young referees at association level. This is where we all commence our participation in basketball or our chosen sport.

It can be tough because it is such an individual thing and referees do not have the support of a team around them.

Young referees appreciate the involvement of more experienced officials and those at the elite level. I really enjoy encouraging people to continue to work hard to achieve their goals.

I believe it is important to stay involved in all levels of the sport, and refereeing the local games helps me to stay grounded.

At the elite end, the professionalism and standard of basketball referees have improved dramatically, and technology has played a big role in that development.

Having access to game tapes to review performances is vital to improving and developing your skills as a referee. I see technology as an instrument and vehicle that will continue to assist the development of referees into the future.

There are also mentor programs, which can help bring a talented referee up through the ranks. Mentoring from my perspective is more about the human element of refereeing. Having the ability to discuss your views and issues with a mentor personally is a fundamental tool that should be adopted by every referee development program.

But one of my concerns is that these programs only seem to be available at the semi-professional level and above, and do not occur at the grassroots, local or amateur level. For some reason, we do not implement mentor programs extensively at local level, which is where I believe they will have the most substantial impact.

This will be my first Olympics, and while it is a huge honour and I feel very privileged to have been selected to represent Australia, my approach will be very pragmatic.

I treat my refereeing as a job and my outlook is a professional one. That is not to say I am not enthusiastic about it, I just take it very seriously.

Refereeing at that level is different to the National Basketball League, where it is more about accuracy. At the international

level there is more of an emphasis on looking after the game and making sure good basketball is played.

Irrespective of what kind of game it is, my goal is to make sure everyone walks away from the game thinking about the game and not me.

It has been pointed out to me that I will be the first Aboriginal basketball official to attend an Olympics. While I do not want to make a big deal of that, I am happy to be a role model for young Indigenous kids from regional towns because I come from a regional town called Rockhampton.

I would like them to see that if they work hard enough and want something badly enough, they can make it.

Across the board I would like more people to consider refereeing as a legitimate option if they want to stay in the sport.

But there needs to be a good support base there for them.

Being an official can be a lonely job, so support, wherever that may come from, is really helpful.

Teamwork and camaraderie among officials is important, as those ideals provide a support base for referees. Although it is still important to be competitive among your peers, the support should always be there, as most officials know. Often the role you play in sport is heavily scrutinised and you are consistently judged by your last call.

Referees can help themselves too, by taking more care about what they do and gaining a greater understanding of the sport, rather than worrying about being too technical — ultimately that separates the very good officials from the others.



# Problems and issues in the recruitment and retention of sports officials

by **Graham Cuskelly**, Griffith University, **Russell Hoye**, Latrobe University and **Gary Evans**, Australian Sports Commission

Research by the Australian Bureau of Statistics (2001) revealed that the number of sports officials in Australia has declined 26 per cent since 1997. However, the reasons for this decline are unclear. Research conducted by the Australian Sports Commission (ASC) in 2002 and anecdotal evidence suggests that harassment and abuse of officials by players, coaches and spectators is an important factor in the declining number of sports officials. Some sporting organisations have responded to declining numbers of sports officials by developing and implementing their own intervention programs.

Recruiting and retaining sports officials is a vital component in maintaining and increasing levels of participation in organised sport. Abuse and harassment may not be the only reasons that the number of sports officials is declining. Other reasons may include lack of support from sporting organisations, lack of clear career paths for sports officials or other organisational, cultural and social issues.

In 2003, as a Year of the Official initiative, the ASC commissioned Griffith University to undertake a research study of recruitment and retention issues in sports officiating throughout Australia. The study gathered information on the perceptions of national and state sporting organisations and individuals currently officiating, or who recently stopped officiating, about the nature, extent and cause of the problems associated with the recruitment and retention of sports officials.

Telephone or face-to-face interviews were conducted with representatives of five national sporting organisations and ten state sporting organisations across five sports, namely Australian football, basketball, gymnastics, netball and rugby league. The sports were selected by the ASC to be broadly representative of officiating domains (for example, court and field sports, male and female-dominated sports, game management and judging/scoring). A total of 142 practising and recently exited sports officials attended 17 focus groups in a number of capital cities and regional centres throughout Australia.

The study concluded that:

- There is a significant problem in the retention of officials, particularly inexperienced officials at the grassroots level of sport.
- National and state sporting organisations have little influence in the recruitment and retention of sports officials at grassroots levels.
- The resources devoted by national and state sporting organisations to sports officiating are disproportionately low in comparison to coach and player development.
- Compared to metropolitan officials, rural and regionally based officials incur significantly higher time and money costs in officiating.
- The facilities and resources available to sports officials at the grassroots level are often inadequate.
- The integration of sports officials within the operation of sport governing organisations is inconsistent within sports.
- There are shortcomings in the training provided for sports officials to deal with abuse and conflict situations.
- The feedback provided to practising officials at the grassroots level is generally inadequate.
- There is an underlying assumption that all sports officials are seeking career advancement when this is not necessarily the case.
- The skills and abilities of sports officials' coordinators is a key determinant in the recruitment, development and retention of sports officials at the local level.

The key recommendations of the study were that:

- Sports should attempt to build a stronger and more positive public image for sports officiating.
- Sports should adopt a tough stance on abuse when it moves beyond the banter of the game.
- Sports at all levels should be encouraged to increase their recognition of officials.
- Sports at all levels should shift from stand-alone to integrated governance structures in relation to sports officiating.

- Clearer and more transparent career paths should be developed and communicated to entry-level officials.
- National and state sporting organisations should be encouraged to develop and implement reliable systems to monitor the recruitment and retention of sports officials.
- Performance evaluation systems and resources should be reviewed to ensure that officials at all levels receive regular and appropriate feedback on their performance.
- National and state sporting organisations should be encouraged to appoint officials' coordinators at association level.
- Sports should consider adopting more flexible approaches to the rostering of officials.
- There should be formal recognition of prior learning to enable experienced officials to make the transition from sports official to officials' coach or coordinator.
- Training for officials should be designed to include hands-on conflict-resolution sessions and coping mechanisms for dealing with the trauma of abuse.
- Coach and player education should include modules on working with sports officials to minimise incidents of abuse.
- Training and accreditation opportunities for rural and regional officials should be provided in locations other than major metropolitan centres.

The ASC Coaching and Officiating unit has responded to the recommendations of the study with a series of forums held in Sydney and Melbourne in May. The forums were attended by a selection of national sporting organisations and representatives from state departments of sport and recreation.

Along with addressing the outcomes of the Year of the Official, these forums have provided the impetus for the ASC to move to a more dynamic role in meeting the needs of officiating development with national sporting organisations into the future.

# Using mental rehearsal to prepare for officiating

by **Dr Michelle Paccagnella**, Psychologist,  
ACT Academy of Sport

## What is mental rehearsal?

Mental rehearsal is also known as imagery or visualisation. It involves using all of the senses to create or recreate an event or image in the mind.

## How does it work?

Mental rehearsal activates a network of neural coded programs that activate physiological responses. Therefore, imagining something means you are actually strengthening the neural pathways required for that skill and the more likely you are to reproduce it again in the future. Also by mentally practising, you become more familiar with the actions required to perform a skill. These actions can become coded into symbols that make the actions more familiar or automatic.

## Benefits of mental rehearsal to officials

Unlike athletes, officials do not often get the chance to practise their skills. Mental rehearsal is ideal for officials as it allows you to practise officiating specific situations or events. This is a very specific form of practice, with distinct benefits. Mental rehearsal can help you:

- learn, improve and practise your skills
- improve your performance
- improve mind-body synchronicity
- boost confidence by rehearsing previous good performances and practising new situations
- improve concentration by allowing the mind to be more organised and focused on the right cues
- control emotional responses by mentally practising relevant situations.

## How to mentally rehearse

Preparation:

- At first it is best to eliminate all distractions, to be comfortable and relaxed. Eventually you will be able to use mental rehearsal anywhere.
- Control your breathing, to help you relax and clear your mind.
- Relax your body, eliminate muscular tension.

When you are imagining your skill or performance:

- use all of your senses
- make the imagery realistic, precise and vivid
- imagine in real time
- use a combination of internal and external imagery.



An internal perspective in mental rehearsal is one where you imagine what you would usually see and feel when you are actually performing the skill. An external perspective is like viewing yourself on video — you see things from an observer's perspective. Research has indicated that elite performers tend to switch between internal and external imagery perspectives, so you should practise both.

Start with simple scenarios as you get used to mental rehearsal. Early mental rehearsal practice sessions might involve using all of your senses to create non-sport images. For example, imagine you are jumping into an ice-cold swimming pool on a hot day, smelling a barbecue cooking, listening to the wind in the trees or looking at a beautiful sunset, to remind you to employ all of your senses when imagining.

You might like to dictate an imagery session to tape, and then play it back after you have relaxed. This allows you to use less conscious thinking, and focus on really imagining as vividly as possible the scenarios you are describing. Or you may find it useful to view video footage of officials in your sport, and then imagine yourself in the same situations. How would you react? What would you do?

## What to mentally rehearse

Start with simple skills and situations, so that you can experience mastery over mental rehearsal. For example, you might imagine officiating a penalty kick in soccer. Once you are reasonably skilled at mentally rehearsing isolated skills, they can be combined into more complex situations such as penalty corners in hockey or coping with a fractious team in football.

It is beneficial for officials to mentally rehearse:

- simple skills
- complex sequences of skills
- game/competitive situations
- new skills they are mastering

- how they want to feel when they officiate (for example, umpiring with confidence).

## When to mentally rehearse

- Before games/competitions.
- Before executing specific skills (for example, before officiating the penalty kick).
- During breaks in play if appropriate.
- After events as an aid to debriefing and goal setting — especially where video footage of your performance is unavailable.
- When you are feeling nervous or emotional, use mental rehearsal to review skills and abilities, or imagine you are feeling calm and confident.
- Any time you have the chance to mentally practice (for example, at home).

## What to do if you are finding mental rehearsal difficult

- You may be focusing too much on one of your senses (often visual imagery), when in actual fact you are better at another form of mental rehearsal, such as kinaesthetic (feeling) imagery. Make sure you consider all of your senses and experiences when imagining performing.
- Practise imagining simple things you are very familiar with, such as your bedroom at home or your best friend's face. Imagining a very familiar setting will often teach you how to use mental rehearsal.
- Watch a videotape of you officiating. After skill execution, pause the tape and mentally replay what you have just seen, focusing on how it looked or felt.
- If you get the chance to practise, stop after you perform a particular skill, and mentally review it.

For more information see Weinberg, R and Richardson, P 1990. *Psychology of Officiating*, Leisure Press, Champaign, Illinois.

# Officiating — more than just the rules!

by **David Levens**, Consultant, Glenlyon Sports

Officiating can gain a great deal through sports working cooperatively in areas of commonality. It makes good sense to share and develop expertise and resources that are so often scarce in officiating.

It was with this in mind that the Central Highlands Sports Assembly Officiating Reference Group created a workshop program, 'Officiating — more than just the rules', for young and/or inexperienced officials. The workshops focus on some of the skills needed to be a good official, other than just knowing the rules/laws.

The workshops look at the role of officials, the officiating environment and people-management skills such as communication and conflict resolution.

## Background

The Central Highlands Sports Assembly, which is based in Ballarat and covers three local government areas, is part of a statewide network of regional sports assemblies. It established an Officiating Reference Group in 2002 as a vehicle to explore local officiating issues. Officiating contacts from Australian football, soccer and basketball were involved initially, along with the chairperson who was a member of the Central Highlands Sports Assembly Board of Management.

The Reference Group discussed a series of issues, including the perennials of recruiting and retaining officials, coaching officials, providing feedback to officials, and the officiating environment, particularly the abuse many officials are subjected to.

One need expressed by the participating sports was support and assistance for officials, particularly younger officials. Each of the officiating contacts indicated that their sport attempts to provide some basic training and support to their new officials. This is done on top of everything else that the officiating group, particularly the coach/coordinator or mentor is expected to do. There are many similarities in officiating in the represented sports — communication, resolving conflict, the officiating environment and strategies to assist with coping, officiating skills and the role of the official. Many of these areas are not covered with new officials.

It is often issues around the rules/laws of the game that attract the greater focus in

preparing officials for their matches, rather than the softer skills associated with game/match management. Many sports are under pressure to get someone to do the job and it is expedient to throw them a rulebook and send them out into the 'heat of battle'. The workshop series aims to counter this problem.

A successful program of workshops was conducted in 2002 and 2003 with Reference Group members indicating that they had seen noticeable improvements with their respective officials following the program.

## The program

The focus of the program is on common officiating areas across all of the sports. Rules/laws interpretations are not discussed as that is the province of the individual sports.

Program topics include:

- > role of the official
- > officiating environment
- > officiating skills
- > communication
- > conflict management
- > game/match management
- > improving performances
- > sharing of officiating experiences.

The program includes a journal in which participants are asked to make entries in between sessions.

The program is conducted over three two-hour sessions, at least a fortnight apart. It involves the participants working in mixed sport groups with officiating personnel (members of the Reference Group) facilitating topics in each session. Role plays and case studies are also used during the sessions. Material that is generated by the participants during the sessions is taken away, prepared and distributed to them via reference group members prior to the next session. The material recorded by participants in their individual officiating journals forms the basis for small group discussions and sharing of experiences at the following session.

The program is not reliant on one person and does not require the 'expert' to come in from afar and spread the good word.

Local officiating personnel with some experience and some presentation skills can deliver the program. Using local presenters provides an opportunity to build capacity in the broader officiating area.

## Evaluation

Participant reviews of the 2002 and 2003 programs were overwhelmingly positive. In addition, anecdotal evidence suggests that the participants have gained significantly in a personal development sense and have acquired skills and knowledge which will assist them to not only be better officials, but also good citizens.

Each participant receives a certificate from the Central Highlands Sports Assembly for their participation in the program.

## Recent developments

A facilitators guide has been developed by the Central Highlands Sports Assembly Officiating Reference Group to assist other groups presenting the program. The program has now been conducted at Shepparton, Bendigo and more recently in Gippsland. Each of the regional sports assemblies in those areas is involved with conducting the program.

## The future

The Officiating Reference Group continues to meet bi-monthly and is focusing on a number of projects. They include:

- conducting the 2004 Officiating — more than just the rules program
- development of a database of officiating contacts across a wide range of sports in the area
- conducting an officiating forum for experienced officials from a number of sports
- investigating the possibility of undertaking a common recruiting activity and promotional event.

If this program is something that you think your sport could benefit from, contact the Central Highlands Sports Assembly for more information on (03) 5331 6966 or fax (03) 5331 6322, or contact Gary Evans at the Australian Sports Commission on (02) 6214 1304 or email [gary.evans@ausport.gov.au](mailto:gary.evans@ausport.gov.au).

# Work, rest and fatigue

## SURVEY OF SURF LIFE SAVING AUSTRALIA OFFICIALS AT THE NATIONAL CHAMPIONSHIPS IN 2003

by **Angela Calder**, Centre for Sports Studies, University of Canberra

### Workloads of volunteer officials

Surf Life Saving Australia was concerned that officials were working long hours and getting little rest, especially during major competitions. It recognised that it was important for officials to be able to perform consistently over several days without any detrimental effects to their performance, health or enjoyment. A one-page questionnaire was developed to gauge work, rest and fatigue of officials at the 2003 national Surf Life Saving Australia tournament.

### What did the survey cover?

Eighty-two officials from seven categories were surveyed for three days of the tournament (Table 1). Each day they reported on the non-climatic factors that contribute to fatigue. Workloads, sleep quality, health, wellbeing, nutrition and competition lifestyle stressors were recorded to provide a picture of the official's life during a major competition.

Most officials had been in good health before the carnival, with less than

10 per cent indicating they had been ill or injured in the month beforehand. However, 40 per cent reported that in order to get time off work or leave home to attend the carnival, they had worked longer and harder than usual in the week before the nationals.

### Patterns of work and rest

#### Workload

Individual workloads varied markedly among categories with some working up to 13 hours a day and others only 5–6 hours. However, the average ranged between 9.5–11 hours a day.

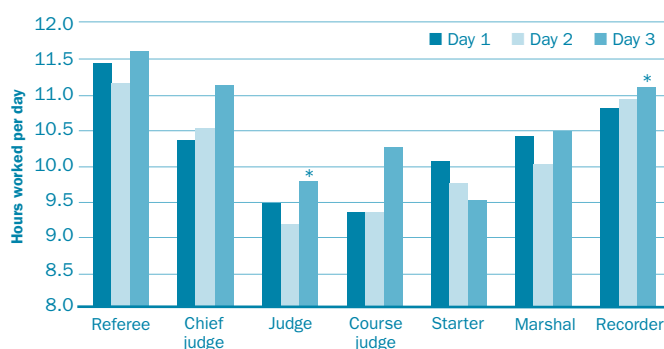
#### Sleep

In contrast to this, those officials who worked longest had the least amount of sleep. Most officials averaged between 6.5–7.5 hours a night with many reporting they had poor quality sleep on the first night of the tournament. Other factors contributing to poor sleep quality included increased workloads before the carnival, travel fatigue, adjusting to a different bed and the excitement of the competition environment.

**Table 1:** Characteristics of officials surveyed at the Surf Life Saving Australia National Championships, 2003

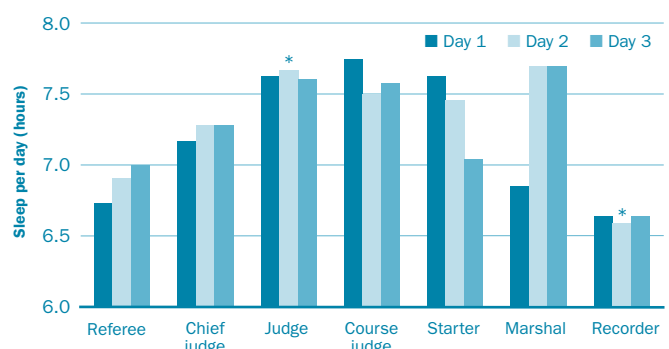
Category	Number surveyed	Average age (range)	Males	Females	Average years of officiating (range)
Referee	13	49 (36–60)	12	1	18 (6–30+)
Chief judge	9	50 (41–59)	6	3	18 (6–30+)
Judge	21	54 (49–59)	14	7	16 (1–30+)
Course judge	6	60 (54–70)	6	0	12 (1–30+)
Starter	12	53 (33–65)	12	0	19 (1–30+)
Marshal	10	58 (44–77)	7	3	15 (1–30+)
Recorder	11	56 (43–68)	1	10	17 (6–28)
Overall average		54.3			16.4
Total	82		58	24	

**Figure 1:** Hours worked per day for each category of official



\* Significantly different

**Figure 2:** Hours of sleep per night for each category of official



\* Significantly different



402-0032

### Health, wellbeing and fatigue

The incidence of reported injury and illness over the three days was extremely high, with eyestrain and headaches the most prevalent. The onset of these conditions coincided with increased fatigue and muscle soreness in the mid to late afternoons.

### Nutrition and competition lifestyle stress

Although most officials had breakfast early (5.30 to 6.30am), they did not have another meal for at least six hours (mid-day to 2.00pm). Most reported having a light snack or drink around 10.00am but few reported having an afternoon snack, and dinner was often eaten after 7.00pm. Many officials had an alcoholic drink or two with their evening meal.

### Lessons for other sports

A simple survey can provide a reliable view of officials' work, rest and fatigue over a competition period. Long working hours, limited and disrupted sleep, inefficient eating patterns and the competition environment contribute to increased fatigue, particularly in the afternoon. It is important that national sporting organisations recognise and manage these factors to ensure their officials perform effectively and continue to enjoy being involved.

■ **Australian Capital Territory**

Rebecca Sutherland  
Sport and Recreation ACT  
Coaching and Officiating Centre  
PO Box 147  
CIVIC SQUARE ACT 2608  
Telephone: (02) 6207 4389  
Facsimile: (02) 6207 2071  
Email: rebecca.sutherland@act.gov.au

■ **New South Wales**

Phil Riddington  
Sport Education Coordinator  
NSW Sport Education Centre  
Sydney Academy of Sport and Recreation  
PO Box 57  
NARRABEEN NSW 2101  
Telephone: (02) 9454 0164  
Facsimile: (02) 9454 0133  
Email: sported@dsr.nsw.gov.au  
General coaching telephone: (02) 9454 0161

■ **South Australia**

Volunteer and Coach Education Coordinator  
Office for Recreation and Sport  
PO Box 219  
BROOKLYN PARK SA 5032  
Telephone: (08) 8416 6605  
Facsimile: (08) 8416 6674  
Email: ors.volunteereducation@saugov.sa.gov.au

■ **Northern Territory**

Jodi McGrade  
State Coaching and Officiating Centre Coordinator  
Office of Sport and Recreation  
GPO Box 1448  
DARWIN NT 0801  
Telephone: (08) 8982 2301  
Facsimile: (08) 8982 2320  
Email: jodi.mcgrade@nt.gov.au

■ **Queensland**

Michael Keelan  
A/Manager  
Participation and Skills Development Unit  
Program Development  
Sport and Recreation Queensland  
PO Box 187  
BRISBANE ALBERT STREET QLD 4002  
Telephone: (07) 3237 1287  
Facsimile: (07) 3237 9835  
Email: michael.keelan@srq.qld.gov.au

Matt Flynn

Development Officer (Education and Training)  
Participation and Skills  
Sport and Recreation Queensland  
PO Box 187  
BRISBANE ALBERT STREET QLD 4002  
Telephone: (07) 3235 9480  
Facsimile: (07) 3237 9879  
Email: matthew.flynn@srq.qld.gov.au

■ **Tasmania**

Leigh Hill  
Education and Training Officer  
Tasmanian Sports Federation Inc.  
PO Box 1154  
GLENORCHY TAS 7010  
Telephone: (03) 6228 0357  
Facsimile: (03) 6228 0855  
Email: lhill@tassport.org.au

Kate Mirowski  
Education and Development Consultant  
Sport and Recreation Tasmania  
Department of Economic Development  
GPO Box 646  
HOBART TAS 7001  
Telephone: (03) 6233 5616  
Facsimile: (03) 6233 5800  
Email: kate.mirowski@development.tas.gov.au

■ **Western Australia**

Ian Crawford  
Consultant – Coaching  
Department of Sport and Recreation  
PO Box 66  
WEMBLEY WA 6913  
Telephone: (08) 9387 9779 or 0419 043 484  
Facsimile: (08) 9383 7368  
Email: ian.crawford@dsr.wa.gov.au

Liane Tooth  
Officiating Consultant  
Department of Sport and Recreation  
PO Box 66  
WEMBLEY WA 6913  
Telephone: (08) 9387 9787 or 0417 936 904  
Facsimile: (08) 9383 7368  
Email: liane.tooth@dsr.wa.gov.au

■ **Victoria**

Les Bee  
Sport Education Victoria  
C/- Victorian Institute of Sport  
PO Box 828  
SOUTH MELBOURNE VIC 3205  
Telephone: (03) 9425 0000  
Email: les.bee@vis.org.au or  
sported@vis.org.au

The Survival  
cookbook series

Official AIS cookbooks,  
proudly brought to you by Nestlé.

Survival Around the World is the third official cookbook from the Australian Institute of Sport, following on from Survival for the Fittest and Survival from the Fittest. Each book features a superb collection of recipes designed for those interested in maintaining a healthy diet, and they are all perfect for busy families who want healthy, tasty food without spending hours in the kitchen. The Survival cookbooks are available from major book stores around Australia. Alternatively, call 1800 122 322 or visit [www.nestle.com.au/ais](http://www.nestle.com.au/ais) to order your copy.

Australian Government  
Australian Sports Commission

AUSTRALIAN  
INSTITUTE OF SPORT

Nestlé  
Good Food, Good Life