



## MEMO 22-2025

**DATE:** Thursday 10<sup>th</sup> April  
**TO:** Premier Clubs  
**FROM:** GM Football Operations & GM Referee Growth & Development  
**SUBJECT:** Information Session on Refereeing Structure, Accountability and the Disciplinary Process

For Information or Action	Action required	When	NNSWF Contact	Total Pages
Action	Fill out the attendance form linked in this memo	Friday 2 <sup>nd</sup> May	Liam Bentley	2

Dear all,

I am writing to invite key club representatives to an Information session on refereeing structure, accountability and the disciplinary process in the coming weeks.

It's becoming increasingly important that our clubs are more aware of the structure and processes being, not only for the support and growth of our top referees but also ensuring there is a robust system of accountability in place for their performance. This includes the processes surrounding the assessment of referee decision-making, the communication protocols used on field and the teamwork and integration that occurs within the officiating group each match day.

From a number of recent conversations, we believe its important to help clubs understand several key issues surrounding this, including:

- The accountability mechanisms we have in place for elite referees, particularly as our elite panel now exceeds the number of NPL Men's and Women's fixtures each weekend;
- The communication process between match officials during play and how decisions are collaboratively made on field;
- The disciplinary process, including when and how an appeal may be lodged against a sanction issued to a club member; and
- The function and engagement of the Obvious Error Panel, both by Clubs and by NNSWF.

As such the Brad Carlin, GM Referee Growth & Development and I would like to invite key personnel from your club to attend a session to provide transparent information and have open discussion around these important topics. We believe it is important that senior coaches and players are represented and would like to invite not only a club



# NORTHERN NSW FOOTBALL

committee representative but also your senior coach and captain of your NPL Mens, NPL Womens and Northern League One program to attend. Please note the session is not mandatory but clubs are encouraged to attend. The session will take place as follows:

**Date:** Monday 12<sup>th</sup> May

**Venue:** Lake Macquarie Regional Football Facility – Craig Johnston Building

**Time:** 6:00pm

**RSVP:** [Please RSVP through this link by Friday 2<sup>nd</sup> May](#)

For clubs with male and female programs, separate head coaches and captains are invited, however, it is capped at one club committee representative.

If you have any further questions, please don't hesitate to reach out.

Regards,

Liam Bentley

**General Manager Football Operations  
Northern NSW Football**

Brad Carlin

**General Manager Referee Growth & Development  
Northern NSW Football**