

Obedience Judges Association (OJA)

Recruitment, Training and Promotion Policy

Summary: This policy specifies OJA's procedures to recruit, train and appoint judges to various levels of the Obedience Judges Panel.

Purpose: To get sufficient numbers of competent Judges operating in each Region.

1. Recruitment

"The OJA is committed to providing meaningful and professional services that are acknowledged as being of benefit to all competitors and trainees."

- a) OJA provides practical help and support to people applying to be included in the obedience judges training programme.
- b) OJA believes in having a user-friendly application and selection process.
- c) OJA treats all applicants with sensitivity and respect.

2. Selection

"The OJA is committed to selecting trainees who have demonstrated an affinity with and aptitude for suitability as an obedience judge."

- a) When making its decision to select an applicant for training, the OJA uses base of information provided by the applicant and his/her referees.
- b) Irrespective of the outcome of the decision, the applicant will be provided with feedback as to the reasons for the decision.
- c) If the decision is not to accept the applicant for training, information will be provided to the applicant as to what factors will need to be addressed in order for a subsequent application to be successful.

3. Training

"The OJA is committed to providing training that is standards and competency based."

Training will include:

- a) Provision of a training manual that will provide reference material and exercises of practical value to the development of personal judging tools.
- b) Training will be based on modules, with assessment at the conclusion of each module.
- c) Assessments will include development of personal judging resources, group activities and practical judging experience.

4. Appointment of Judges

"The OJA is committed to supporting its trainee judges on being appointed to the Official NZKC Dog Obedience Judges Panel."

- a) On being assessed as competent, the trainee judge's application to the Panel will be supported.
- b) The OJA recommendation to the NZKC will specify the level of the Panel OJA has assessed the trainee as being competent at.
- c) The OJA will work in co-operation with the NZKC whilst the two systems are working in parallel.

5. Promotion of Judges

"The OJA is committed to providing ongoing training to advance its judges within the Official Panel."

- a) The OJA will provide training at the new level prior to assessment.
- b) On reaching the standard specified, the OJA will give its recommendation for promotion.
- c) The OJA will work in co-operation with the NZKC whilst the two systems are working in parallel.

Obedience Judges Association (OJA)

Retention and Upskilling Policy

Summary: This policy specifies OJA's procedures to retain and upskill judges on the Obedience Judges Panel.

Purpose: To get current Obedience Judges to attend and participate in seminars or meetings run within each Region.

1. Retention

"The OJA is committed to supporting the Judges on the Official NZKC Dog Obedience Judges Panel."

- a) All changes/amendments to Dog Training Regulations, NZKC Rules, NZKC Show Regulations and OJA rules that affect Obedience Judges will be sent to each judge on the panel in order to assist judges in remaining current with new rules.
- b) Judges will also have opportunities to attend branch meetings at which the implementation of the rules may be discussed.
- c) Judges will be able to feel comfortable about asking other judges for advice on the implementation of rules and judging techniques.

2. Upskilling

"The OJA is committed to assisting Judges to improve their skills with ongoing training to enable them to enjoy the sport they are contributing their time to."

- a) Judges will have the opportunity to attend both theoretical and practical seminars at branch level to encourage the open exchange of ideas and techniques.
- b) This would also be an appropriate situation for judges to be given information on trends.
- c) All decisions of the OJA will be made on the basis of good faith.

Obedience Judges Association (OJA)

Expenses, Levies and Fees Policy

Summary: This policy recommends to judges acceptable expenses, levies and fees that can be charged to Clubs when officiating at a Show.

Purpose: To assist judges in charging an acceptable level of expenses and fees.

1. Expenses

- a) **Vehicle Travel:** The standard expense should be 20 cents per kilometer for general wear, plus the cost of fuel and road tax if applicable.¹
- b) **Accommodation:** The officiating judge may claim the equivalent of a 3 star motel for the duration of the show/trial.¹
- c) **Meals:** Reasonable additional expenses, e.g. food, may be charged for up to \$20.00 per day.¹
- d) **Judging Costs:** Reasonable expenses e.g. retrieve articles, scent cloths, etc. can also be claimed.¹

2. Judges Contribution

- a) A judge contracted for Open or Championship Obedience Shows must charge the appropriate OJA Judges contribution.
- b) A judge may ask the officiating Club to send this contribution directly to the Treasurer of the OJA.

Note:

1. It is the responsibility of the judge to outline their expenses on the Contract before it is sent back to the club for confirmation. It is helpful for Clubs if an estimated dollar amount can be stipulated.
2. Any judging fee and/or levy must be clearly stipulated as such on the Contract.
3. On accepting the returned Contract, the club concerned accepts the judge's expenses, levies and fees as stated.