

Australian Powerlifting Union Ltd By-Laws



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1 Purpose

The purpose of this document is to outline the By-laws within the Australian Powerlifting Union.

2 Authority

These By-Laws are enacted under the authority of the APU President acting on behalf of the APU Executive Committee.

Authority for amendment of these By-Laws is the APU Executive Committee.

The APU Executive Committee may agree to propose and accept changes to these By-Laws at any time.

3 Definitions

APU – Australian Powerlifting Union

ASADA – Australian Sports Anti-Doping Authority

IPF – International Powerlifting Federation

WADA – World Anti-Doping Authority

4 Membership

4.1 Criteria

4.1.1 Members of the Australian Powerlifting Union shall meet the following requirements.

- Have a current membership, paid in full with the APU (1 Month trial or 12 Months)
- Must disclose any other membership(s) currently active with non-IPF (International Powerlifting Federation) recognised federations in the sport of Powerlifting
- Must not have any current suspensions with any other associated WADA (World Anti-Doping Association) compliant sports
- Must have signed an agreement with the APU anti-doping policy
- Must not take part in any powerlifting competitions at a national or international level without the consent of the APU in writing. This may involve competing, referring, spotter loading and/or coaching

- Must not partake in any social media or discussions that shall bring the APU into disrepute.
- Non Australian Citizenship and Non Australian Permanent Resident:
 - Must attach letter of permission from their national IPF affiliate federation to the membership application
 - If no IPF affiliate exists, They must contact IPF and obtain permission in writing from secretary general of IPF and attach to the membership application

4.1.2 Failure to meet the above criteria may be grounds for dismissal from the Australian Powerlifting Union. This will be at the discretion of the APU disciplinary committee.

4.2 Application for Membership

4.2.1 Membership shall be applied for via the Australian Powerlifting Union website or manual paper form. Fees shall be paid in full and each member shall be reviewed by the APU Board as per the above criteria in Section 4.1.

4.2.2 The APU Board reserves the right to reject any membership based on the criteria outlined in Section 4.1.

4.3 Renewal of Membership

4.3.1 Membership shall be renewed via the Australian Powerlifting Union website. Fees shall be paid in full and each member shall be reviewed by the APU Board as per the above criteria in Section 4.1.

4.3.2 The APU Board reserves the right to reject any membership based on the criteria outlined in Section 4.1.

4.3.3 Members who are renewing from a yearly membership to remain a member should renew their membership within the period of 14 days prior to expiration of their current membership, to “no later than” 14 days after expiration of their membership.

- a) Members renewing under conditions of clause 4.3.3 will start their renewed membership from the expiration of their previous membership.

- b) All conditions of a continued membership will be approved for acceptance of membership by APU Board.
 - c) All anti-doping rules will be enforced for entire period including the entirety of the gap between the end of the old membership period and the signing of the agreement for the new period.
- 4.3.4 Failure to renew within 14 days of expiration will result in a new membership period. This will require the member to “start again” a new membership.
- 4.3.5 To “start again” a membership, a member will break their membership period.
- 4.3.6 The member shall be to wait a period of 6 months (unbroken) from the new start date of their membership before being able to qualify for National or international events or to break any APU state, or national record.
- 4.3.7 All conditions of new membership will be enforced.

4.4 Member/Person Cancelling application

- 4.4.1 Persons may cancel an application for membership by providing written notice to the APU board within 7 days after applying or any time up to acceptance as a member notice (whichever the later of the two).
- a) Fee for membership cancelling will be AU\$20.00
 - b) Any competition fee will be forfeited

4.5 Member/Persons resigning membership

- 4.5.1 Member/Person who resigns membership any time after acceptance shall pay 100% of cost of the membership plus the cost of any services they applied for or received.
- 4.5.2 Members who resign, or are expelled shall be required to comply with the APU and IPF anti-doping policies requirements for a period of 6 months after their resignation date or expulsion date.
- 4.5.3 Members who are serving a suspension shall be required to comply with the APU and IPF anti-doping policies during the entirety of the suspension period.

4.6 Membership Categories

4.6.1 Memberships Categories

- a) Open Lifter – the day the athlete turns 14 years onwards (no category restriction need apply)
- b) Sub Junior Lifter – the day the athlete turns 14 years until the full calendar year which the athlete turns 18 years of age
- c) Junior Lifter – From the 1 January in the calendar year the athlete turns 19 years until the full calendar year which the athlete turns 23 years of age
- d) Master Lifter – From the 1 January in the calendar year the athlete turns 40 years
- e) Non-Lifter - Coaches, Technical Officials & Supporters, Spotters and Loaders
- f) Pensioner Lifter, Special Olympics and Para Powerlifter - on Disability Support Pension or holding a valid Pensioner Concession Card

4.6.2 Memberships Period

- a) Yearly – membership for twelve (12) consecutive months, commencing at the date of payment of the applicable fee and expiring at the same date in the following year.
- b) Trial – membership for one (1) month, 1 time per year, commencing at the date of payment of the applicable fee and expiring at the same date in the following month.
- c) Upgrade Trial to Yearly - Prior to the expiration of a Monthly membership, the member may upgrade to a Yearly membership by paying an additional fee to make up the cost of an annual membership fee.
- d) An upgraded membership is considered to have commenced at the date of payment of the original Monthly membership fee and will expire at the same date in the following year.

4.7 Membership and Anti-Doping

4.7.1 All members are required to comply with the APU and IPF anti-doping policies requirements for the entirety of their membership and for a full period of 6 months after the expiration of their membership period.

4.7.2 Members who cancel their membership, resign, or are expelled shall be required to comply with the APU and IPF anti-doping policies requirements for a period of 6 months after their resignation date or expulsion date.

4.7.3 Members who are serving a suspension shall be required to comply with the APU and IPF anti-doping policies during the entirety of the suspension period.

4.8 Causes for Suspension or Expulsion

4.8.1 The following may be subject to suspension or expulsion of membership:

- a) Any lifter or referee properly entered for an APU sanctioned competition that without acceptable reasons does not attend.
- b) Any lifter or referee who is deemed guilty of violating the rules or disobedience towards APU or any official in the execution of their duties.
- c) Any lifter or referee who avoids giving their greatest possible effort in the contest.
- d) Any lifter or referee, who by words or gestures threatens any lifter(s) or referee(s) or any other official(s) in the execution of their duties.

4.8.2 Penalties

- a) Up to a maximum of 6-month suspension for the first offence
- b) Up to a maximum of 12-month suspension for the second offence

4.8.3 An Athlete or official shall not participate in contests or competitions if there is any Athlete or official participating in any division, section or bodyweight class of that contest or competition who has been expelled or suspended from his or her international or national federation or who is serving the period of Ineligibility for a doping related offence.

4.8.4 Penalty for violation of this rule:

- a) Six (6) months' Ineligibility commencing from the date of violation.

5 Board of Directors and Executive Committee

5.1 Responsibilities of Board of Directors

The responsibilities of the board of directors are documented in the APU Constitution and cannot be varied by these by-laws.

5.2 Responsibilities of APU Board and Executive Committee

The responsibilities of the APU Executive Committee are summarised as follows:

5.2.1 President / CEO

The president has overall responsibility for the administration and management of the Australian Powerlifting Union. The general responsibilities of the President are wide and varied and may include, but certainly not limited to the following responsibilities.

a) Knowledge

- To successfully undertake the role of President the roles requires the person:
- To be well informed of all APU activities, especially those of all sub committees
- Have a good working knowledge of the constitution, APU rules and by laws, policies and procedures as well as the duties of all office holders
- Strong understanding of the legal and compliance obligations of running the APU

b) Governance

- Key governance responsibilities include ensuring the APU:
- Defines and documents its APU culture and behaviours and continually communicates them to members, players, coaches, supporters and volunteers
- Ensures the APU has clearly defined goals and objectives and documented strategies and implementation plans on how they will be achieved
- Implements strong financial controls to protect the cash and assets of the APUs as well as the volunteers handling the cash

- Ensures the committee receive regular and accurate financial reporting, budgets and cash flow projections
 - Ensure compliance and legislative obligations are met
 - Ensure the health and safety of all APU participants
 - Ensure all complaints and disputes are immediately investigated and responded to according to APU policies and procedures
 - All APU positions, roles and sub committees have regularly reviewed position descriptions or terms of references
 - All APU activities are documented in operations manuals, policies and procedures
 - Volunteers are trained and supported throughout the year to undertake their roles successfully
- c) Meetings, communication and key relationships
- Running meetings and communicating to stakeholders are core responsibilities of an APU President including:
 - Setting the agenda for each board and general meeting, including the APUs annual general meeting
 - Chair all board meetings
 - Chair all general meetings
 - Act as a spokesperson for the APU and represent it locally, regionally and nationally as required
 - Regularly liaise with sub committees to ensure they receive assistance and support as and when they need it
 - Ensure that all sub-committees are regularly reporting to the committee
 - Liaise with all relevant stakeholders
 - Ensure committee members, team manager and coaches fulfil their responsibilities to the APU
 - Ensure the key stakeholder relationships of the APU are maintained and nurtured
- d) Requirements
- The President is expected to:
- Act in the best interest of the members at all times
 - Attend all board meetings

- Undertake the role in good faith and honesty

e) Conflict of Interest

If at any stage the President becomes aware of a personal conflict of interest, real or perceived between themselves and the APU, they should immediately notify the APU Secretary of the conflict who will immediately inform all other committee members.

5.2.2 Vice President / COO

The general role of the Vice President is to support the President, assisting them to fulfill their responsibilities.

a) Knowledge

- To successfully undertake the role of Vice President the roles requires the person:
- To be well informed of all APU activities, especially those of all sub committees
- Have a good working knowledge of the constitution, APU rules and by laws, policies and procedures as well as the duties of all office holders
- Strong understanding of the legal and compliance obligations of running the APU

b) Governance

- The Vice President will assist the President ensure the APU undertakes its key governance responsibilities include ensuring the APU:
- Defines and documents its APU culture and behaviours these are continually communicated to members, players, coaches, supporters and volunteers
- Has clearly defined goals and objectives and documented strategies and implementation plans on how they will be achieved
- Implements strong financial controls to protect the cash and assets of the APUs as well as the volunteers handling the cash
- Has strong financial reporting, budgets and cash flow projections
- Ensure compliance of all obligations and the health and safety of all APU participants
- Ensure all complaints and disputes are immediately investigated and responded to according to APU policies and procedures

- All APU positions, roles and sub committees have regularly reviewed position descriptions or terms of references
- Activities are documented in operations manuals, policies and procedures
- Volunteers are trained and supported throughout the year to undertake their roles successfully

c) Meetings, communication and key relationships

The Vice President will:

- Assist the President to set the agenda for each committee meeting and general meeting, including the APUs annual general meeting
- In the absence of the President, the Vice President will:
- Chair committee meetings
- Chair the general meetings
- Act as a spokesperson for the APU and represent it at locally, regionally and nationally as required
- Ensure all responsibilities of the President are undertaken

d) Requirements

The Vice President is expected to:

- Act in the best interest of the members at all times
- Attend all board meetings
- Undertake the role in good faith and honesty

e) Conflict of Interest

If at any stage the Vice President becomes aware of a personal conflict of interest, real or perceived between themselves and the APU, they should immediately notify the APU Secretary of the conflict who will immediately inform all other committee members.

5.2.3 Treasurer/CFO

The Treasurer is responsible for ensuring the committee is empowered to manage the financial affairs of the APU, is responsible for protection of the APU's cash, assets and the volunteers who handle them, ensuring the collection of all revenues and payment of all financial obligations.

The treasurer must also ensure that all financial transactions are recorded in the APU's accounts and produce the APU's financial reports for presentation to the

committee, the members at the AGM, as well as complying with all financial reporting obligations contained in the APU rules and the Incorporated Associations legislation.

- a) Empowering the committee to manage the financial affairs of the APU
 - Preparation of an APU budget and cash flow projection at the start of the year for review and sign off by the committee
 - Record all financial transactions in the APUs accounting system as well as maintaining a list of APU assets and liabilities.
 - Comparing actual financial results of a given period to budgets for the same period and provide explanations for any variances for the committee to review and take action in a timely manner
 - Provide monthly profit and loss reports and balance sheet to the board each month (generally presented at each committee meeting)
 - Provide a list of payments for the previous month to the committee each board meeting
 - Provide a list of revenues outstanding and payments to be made to the committee each board meeting
- b) Protect the APU's assets, cash and the volunteers who manage them
 - Implementing financial management procedures which protect both the APU's funds and assets and the volunteers who handle them
 - Control the APU bank account(s), ensuring only those authorised are bank account signatories
 - Ensure as many payments as possible are undertaken via Electronic Funds Transfer (requiring two signatories before payments can be made)
 - Ensure as much revenue as possible is collected using online payments
 - Ensure all approved expenditure is paid as when it falls due
 - Ensure all moneys due to the APU are collected
- c) Financial reporting
 - Where an audit or review is required ensure it is completed in time for the financial reports to be presented to members at the Annual General Meeting
 - Produce the financial report to members to be presented at the Annual General Meeting
 - Undertake all legislatively required reporting and submissions

d) Essential Skills

- Enthusiastic and well organised.
- Ability to keep concise financial records in the APUs accounting system.
- Ability to allocate regular time periods to maintain the financial records of the APU.
- Diligent with receipts and money.
- Ability to work in a logical and orderly manner.
- Honest and trustworthy.
- Financial accounting or bookkeeping experience preferred.
- Computer skills.

e) Requirements

- The Treasurer is expected to:
- Act in the best interest of the members at all times
- Attend all board members
- Undertake the role in good faith and honesty
- Hold or willing to apply for a current volunteer “working with children” check

f) Conflict of interest

If at any stage the Treasurer becomes aware of a personal conflict of interest, real or perceived between themselves and the APU, they should immediately notify the APU President of the conflict who will immediately inform all other committee members.

5.2.4 Secretary General

The Secretary is responsible for the administrative tasks of the APU including:

a) Legislative responsibilities

- The secretary will also act as the “public officer” of the APU so generally becomes the APUs nominated secretary under the Incorporated Associations Act and as such is responsible for:
- Notifying the relevant government body of their appointment
- Lodging on behalf of the APU all reports and notices as required by the relevant Incorporated Associations Act.

b) Meetings

- In conjunction with the President, schedule all board meetings and general meetings (including the annual general meeting) as early as possible
- Prepare and circulate, at least 4 days prior to each committee meeting the agenda and supporting reports, including financial reports and any other information required to be considered by the board
- Take the meeting Minutes of each board and general meeting, circulating them within 4 days of the meeting to relevant people.
- Prepare and circulate according to the APU Rules, the notice convening the general meetings, ensuring all members are invited.
- If there are special resolutions to be considered at a board meeting, ensure the special notification requirements under the APU Rules are met.
- Maintain the minute book of APU general and board meetings, ensuring the minutes of each meeting are signed by the President confirming they are a true and correct reflection of the meeting

c) Communication

- Handle all general APU correspondence, responding to any correspondence as required
- Oversee and co-ordinate the APU's communication strategy, including its website, email newsletters and social media
- Knowledge Management
- Maintain a register of the latest version of all APU documentation including but not limited to the APU Rules, all policies and procedures, by laws, position descriptions, subcommittee terms of reference, coach and player development plans etc.
- Maintain a register of all marketing material relating to the APU's activities (letterhead, logos, posters, brochures etc.)
- Ensure that all volunteers update their position descriptions and any operating manuals, policies and procedures and provide the President with the updated version prior to the Annual General Meeting.

d) Requirements

- The Secretary is expected to:
- Act in the best interest of the members at all times
- Attend all board meetings

- Undertake the role in good faith and honesty
- Hold or willing to apply for a current volunteer's "working with children" check (if legally required)

e) Conflict of Interest

If at any stage the Secretary becomes aware of a personal conflict of interest, real or perceived between themselves and the APU, they should immediately notify the APU President of the conflict who will immediately inform all other committee members.

6 Committee

6.1 Types of Committees

6.1.1 Standing Committee: Standing Committees operate on an ongoing basis (for example, Coaching Committee, Anti-doping Committee).

6.1.2 Ad Hoc Committee: Ad Hoc committees may operate for a defined period (for example, to oversee the appointment of a new CEO)

6.2 Appointment of Committees

The board shall appoint each committee chair and approve each committee member.

6.3 Meetings of Committees

6.3.1 Committee meetings should meet on a regularity to best support the committee's purpose.

6.3.2 Reasonable notice of meetings of committees, other than of regular meetings provided for by the rules, shall be given to the committee members.

6.3.3 APU Board members shall have an open invitation to all meetings.

6.4 Minutes of Committee Meetings

6.4.1 All actions taken by committees shall be recorded in minutes of meetings.

6.4.2 All minutes shall be kept by the APU secretary.

6.5 Listing of Operating Committees

To be announced

6.6 Rules for Committees

6.6.1 Each committee may develop rules to be approved by the APU board for its management.

6.6.2 The rules shall be consistent with the Bylaws, Regulations or the Constitution of APU, and presented to the APU board via the committee chair.

6.6.3 No committee shall have the authority to enter into any contract or agreement, or to execute or deliver any document or instrument for or on behalf of APU, without the approval of the APU Board.

6.6.4 Members of the Board shall recuse themselves from voting on contracts or financial matters in general in which they have a direct or indirect financial interest. However, nothing in these Bylaws precludes Members of the Board from providing necessary service to APU in the normal course of their service as APU Board, or in order to advance the interests of the APU.

6.6.5 In awarding all contracts, the APU Board shall make findings related to the necessity and propriety of the contracts and the vendors selected, unless the APU Board elects for good cause to waive such requirements.

6.6.6 Any individual or committee must comply with any Board direction about how to execute the delegated powers.

6.6.7 No individual or committee shall have authority to delegate duties.

6.7 Responsibilities of APU Committee

6.7.1 Branch Management Committee

To be announced

6.7.2 Social Media Committee

To be announced

6.7.3 Results Management and Records Committee

To be announced

6.7.4 Competition Management and Safety Committee

To be announced

6.7.5 Technical Committee

To be announced

6.7.6 Anti-doping Committee

To be announced

6.7.7 Membership Protection Committee

To be announced

6.7.8 Competition Manager.

To be announced

6.7.9 Finance Committee

To be announced

6.7.10 Coaching Committee

To be announced

6.7.11 Tribunal and Appeals Tribunal Committee

To be announced

7 Records

7.1 Competition Criteria for Setting National Records

For performance(s) to be considered for recognition and listing in the register of Australian Records, APU must be satisfied that the performance(s) met the following conditions:

7.1.1 the Record must be set in an in an appropriate APU Sanctioned event.

- National Records may be only set at APU Sanctioned State Championships, and National Championships. *National Records cannot be set at Local/Club Championships.
- State Records may be set at APU Sanctioned Local/Club Championships, State Championships and National Championships

7.1.2 the performance was set in an event sanctioned by APU and / or an event sanctioned by the IPF as a competition at which drug testing can take place

7.1.3 the competition in which the performance(s) occurred was adjudicated by

- a minimum of three APU referees of State-level or higher for State Records to be achievable, and

- a minimum of three APU referees of National level or higher for National Records to be achievable.

7.1.4 those referees established the conformity with these by-laws of the scales, barbell, weights, racks, platform and other equipment used in the competition

7.1.5 the scales must have been calibrated within 12 months of the championship

7.1.6 the lifter has, in the case of age-group records, verified his or her age, by means of provision of a copy of their birth certificate, or similar documentation to APU.

7.2 Lifter Qualification Criteria

The lifter setting the record performance must:

7.2.1 be a member in good standing with APU at the date of the record performance

7.2.2 be a fully paid member of APU for a period of no less than 6 months prior to setting the record, or a member of a sporting organisation and subject to the compliance of an anti-doping policy compliant with WADA policies

7.3 Record Verification

7.3.1 Verification of the record will be made by The Chair of Results Management and Records Committee. And the approval will be made by The APU Board.

7.3.2 A person must be a permanent Australian Resident to hold an APU State Record or and APU National Record.

7.3.3 A person must have permanent residence in the State at the time the record was achieved to hold a Record in that State

7.4 Record Increments

7.4.1 When attempting a Record this can be achieved in 0.5kg increments for the Age Category that the lifter has entered. That is where a Lifter has entered an Open Competition that lifter cannot attempt a Sub Junior, Junior or Masters record using an increment of 0.5kg or 1kg increment. However, where a Sub Junior, Junior or Masters is registered as such they can set an Open record using an increment of 0.5kg or 1kg increment.

7.4.2 When a Lifter has entered a National Championship that lifter cannot attempt a State record using an increment of 0.5kg or 1kg increment.

Competition Entered	Record Attempt	Increase In Weight	Allowed
Open	Open	0.5kg - 1kg	Yes
Open	Sub Junior / Junior / Masters	0.5kg - 1 kg	No
Open	Sub Junior / Junior / Masters	2.5kg +	Yes
Sub Junior / Junior / Masters	Open	0.5kg - 1kg	Yes
Sub Junior / Junior / Masters	Sub Junior / Junior / Masters	0.5kg - 1 kg	Yes
Sub Junior / Junior / Masters	Sub Junior / Junior / Masters	2.5kg +	Yes

7.5 Record Standards

In all instances, APU retains the right to establish minimum standards for the listing of a performance as an Australian Record in any particular category and to reject any record application for a performance which is not equal to or higher than that standard.

7.6 Disqualification of Record

APU retains the right to remove from the register Australian and/or State Branch, the name, and place of any record performance from individual members who

- Is found by means of the due process set out in the APU Anti-Doping Policy to have committed an Anti-Doping Rule Violation
- Is found by means of due process set out in the APU Constitution, By-Laws, Regulations and its Policies, to have been involved with conduct which would be or is against the interest of the sport which has caused, or had the potential to cause an effect to the outcome of a competition.

7.7 Removal of Records during appeals

During any period where a member is appealing a case in situations such as in 7.6 for Anti-doping or for breaching APU policies, APU retains the right to remove from the register the appellant's name and the record registered from the appellant from the Australian and/or State Branch record performances until such time as the appeal process is complete.

7.8 Record Notification

7.8.1 Record notification shall be in the form of a certificate, electronically sent to the lifter once the record has been validated.

8 Referees

8.1 Referee Levels

The APU shall train members to act as referees for all Local, State, National and International Championships. The levels of qualification are as follows:

- 8.1.1 Provisional Referee. A Provisional Referee can referee only local competitions. At state level competitions, a Provisional Referee can adjudicate as a side referee only however must vacate their seat to a higher-level referee if a lifter is attempting a record.
- 8.1.2 State Referee. A State Referee can referee at Local, State and National level competitions. At National Competitions (under supervision of a National Referee).
- 8.1.3 National Referee. A National Referee can referee at Local, State and National level competitions.
- 8.1.4 International Referee. An International Referee can referee at all levels of competition, in accordance with IPF rules and regulations.

8.2 Qualification of Provisional Referees

To qualify as a Provisional Referee, a member must:

- 8.2.1 Be a financial member of the APU and in good standing with the APU
- 8.2.2 Have been involved with the sport of powerlifting for at least 12 months in one of the following capacities: athlete and/or scoring table official.
- 8.2.3 Have obtained a minimum age of 15 years before adjudicating a competition.
- 8.2.4 Pass the APU Provisional Referee's Open Book theory exam with a score of 90%
- 8.2.5 Passed the APU Referee practical assessment with a score of 90%
- 8.2.6 To maintain Provisional Referee qualification, Provisional Referees must officiate in at least two local or state level competitions in a two-year period. At least one of these.

8.3 Qualification of State Referees

To qualify as a State Referee, a Provisional Referee must:

- 8.3.1 Be a financial member of the APU and in good standing with the APU
- 8.3.2 Nominated by the State Branch to sit for the exam and be approved by the APU Board
- 8.3.3 Obtained a minimum age 17 years before adjudicating as a State Referee
- 8.3.4 Have been a Provisional Referee for a minimum of 24 months
- 8.3.5 Have passed the APU Open Book State Referee theory exam under supervision of an assigned APU Referee Examiner with a score of 90%.
- 8.3.6 Have passed the APU Referee practical assessment with a score of 90%
- 8.3.7 To maintain State Referee qualification, State Referees must officiate in at least two local or state level competitions in a two-year period.

8.4 Qualification of National Referees

To qualify as a National Referee, a State Referee must:

- 8.4.1 Be a financial member of the APU and in good standing with the APU.
- 8.4.2 Be at least 19years old.
- 8.4.3 State Referee for a minimum of 24 months.
- 8.4.4 Have been a Side Referee for a full session (all 3 lifts) in at least 2 competitions.
- 8.4.5 Have been a Chief Referee for a full session (all 3 lifts) in at least 1 State Championship.
- 8.4.6 Be recommended to the APU Officiating Manager by a member of their State board.
- 8.4.7 Must be assessed and/or prove competency in all areas of duties (including duties on the officials table) required as a National referee in accordance with the training requirements.
- 8.4.8 The APU board will approve all referees to be eligible as national qualified.
- 8.4.9 Pass the APU National Referee's closed book exam with a score of at least 90%.
- 8.4.10 Pass APU practical exam with a score of at least 90%.

8.4.11 Must be a Chief Referee at one national level competition under the supervision of a national level referee within 12 months of passing the National referee Exam to officially obtain a National Referees Certificate.

8.4.12 To maintain national referee qualification, national referees must officiate in at least:

a) One national level competition and one local (or higher) level competition in a two-year period,

OR

b) One state level competition and one local (or higher) level competition in a 12-month period.

8.5 Dress standards for Referees

Refer to Referee Code of Conduct [Referee \(powerlifting.org.au\)](http://powerlifting.org.au)

9 Coaches

9.1 Coach Recognition

The APU will recognise trained and experienced coaches for selection for national and international Championships.

9.2 Minimum requirements for coaches

Being a Coach, you must ensure the following:

9.2.1 Coaches are required to be members of APU Ltd and hold qualifications such as ASCA Level 1 Strength and Conditioning, NCAS Level 1 Powerlifting Coaching Certificate, Cert IV Fitness, or Sports Science Degree.

9.2.2 If policies change due to government or legal requirements, the Coach will be required to gain further skills and/or qualifications at their own expense.

9.2.3 All coaches are required to hold a “working with children” card applicable to their residing State.

9.2.4 Is familiar with the IPF Technical Rules.

9.3 To ensure State and National teams are competitive at higher level competitions the APU shall prescribe minimum requirements for State and National team coaches.

9.3.1 State Team Coach. A State team coach shall have a minimum of ASCA Level 1 qualification,

9.3.2 National Team Coach. A National team coach shall have a minimum of ASCA Level 1 qualification, and priority will be given to coaches who have completed an IPF Coaching Course.

10 Deviations from Technical Rules and By-Laws

With the exception of the IPF technical rule requirements of “Category” referees and Juries, there should be no reason to deviate from IPF Technical Rules and APU By-Laws for any APU competition, however, there may be situations where this is not possible.

10.1 Local Competitions.

- Local competitions referees and technical control shall be minimum provisional referee level
- Jury and Technical Control not required
- Any further request for deviation to the IPF Rules must be emailed to APU Technical Chair for adjudication by the APU Board.
- The Committee's recommendation will be forward to the APU Board for APU approval.

10.2 State Championships

- State Championships referees and technical control shall be minimum State referee level
- Jury not required, however, if available, Jury shall be minimum National referee level.
- State Championships should not require any further deviation to the IPF Rules however, deviation maybe required for extenuating circumstances and therefore the same procedure as for Local competitions must be followed.

10.3 National Championships

- National Championships referees and technical control shall be minimum National referee level
- Jury not required, however, if available, Jury shall be minimum National referee level.
- No further deviation from IPF Technical Rules will be allowed.

11 Communications and Media

11.1 Board and executive communications

11.1.1 The APU Board and the President are the only authority to send official correspondence relating to APU Ltd business to APU members.

11.2 Social media

11.2.1 The APU is to maintain a social media presence on all applicable platforms.

11.2.2 The APU members are to comply with APU social media policy.

11.2.3 The APU social media presence is to ensure:

11.2.3.1 That the APU is portrayed in a positive light.

11.2.3.2 That the APU social media presence encourages maximum participation and engagement in APU Sanctioned events.

12 Accounting

12.1 APU Account Keeping

The APU Treasurer shall maintain all accounts in accordance with the APU Constitution, and any applicable federal or state legislation.

12.2 Requests for allocation of APU funds

Any requests for APU funds shall be made to the APU Board via the APU finance committee. Funds will be considered by the Board on a case-by-case basis.

13 Member Protection, Anti-Doping, Privacy Policy and other Policies By-Law

In accordance with the Australia Powerlifting Union Limited (“APU”) Constitution, the following By-Law is adopted by the APU Board. It is to be read subject to, but interpreted in accordance with, the APU Constitution. This By-Law implements the Member Protection, Anti-Doping, Privacy Policy and any other approved policies that are adopted by the Board and promulgated on the APU website from time to time.

14 Management of By Laws

14.1 Alterations – Powers Etc.

14.1.1 A power to adopt policies and make and alter by-laws is conferred on APU by its Constitution (limited only to the extent the policy or by-law must not conflict with the Constitution) and no such power need be separately conferred by this By-Law.

14.1.2 Any change to this by-law will be published on the APU website. APU is not liable to a member, competitor, official or other person who is affected in any way by a change in policy reflected in this by-law or change to this by-law.

14.2 Regulation/Policy/By-Law Review

14.2.1 APU will review at any time and in any case will review annually, each December, the policy and provisions contained in this by-law, including this clause 14.2.1, as to their efficacy and their continued propriety in the light of any changed circumstances APU considers relevant.

14.3 By-Law Commencement

14.3.1 This by-law was approved by the Board on 15 February 2021, and commenced effective immediately.