



*THE JUDGES PANEL OF
THE ARABIAN HORSE SOCIETY OF AUSTRALIA LIMITED*



AHSA Membership #.....

{Please note: current financial membership is a requirement of all Judges}

THIS AGREEMENT, made this day of.....**20.....** **BETWEEN THE ARABIAN HORSE SOCIETY OF AUSTRALIA LIMITED (ABN 12 001.281.590)** a company duly incorporated and having its registered office situated at Unit 12 / 40 Bowman Street, Richmond 2753 in the State of New South Wales (hereinafter called "the Society") of the one part and (you).....of (address).....
.....in the State of.....
(Hereinafter called the "Judge") of the other part with a Date of Birth of.....

WHEREAS the Society has established a National Panel of Judges of the Arabian Horse Society of Australia Limited (hereinafter called the "Panel") and the Judge desires to be appointed a recognised Judge of the Panel.

NOW THIS AGREEMENT WITNESSES

1. That the Judge is hereby appointed as a recognised Judge in the Category (Level) of..... until **31 December, 2017** unless earlier retired or suspended or expelled by the Board of the Society.
2. That the Judge shall judge by observing and complying with all of the obligations of the agreement on his/her part contained in Schedules 1, 2 and 3 hereto and in accordance with any amendments thereto made during the term hereof provided that such alterations have been approved by the Judges Executive Committee and subsequently ratified by the Board of Directors of the Society. The Judge accepts that failure to comply with all of the obligations may result in suspension, downgrade or removal from the panel of Judges.
3. That the Judge may retire as a recognised Judge upon the expiry of thirty (30) days notice of his intention so to retire given in writing by the Judge to the Judges Executive Committee
4. This Agreement shall be construed according to the law for the time being in force in New South Wales and the parties hereby submit to the jurisdiction of the courts of New South Wales.

IN WITNESS WHEREOF the parties hereunto set their hands on the date first hereinbefore written.

Signed for and on behalf of
THE ARABIAN HORSE SOCIETY
OF AUSTRALIA LIMITED
(ABN 12.001.281.590)

Signed by the said Judge

..... (AHSA)

..... (YOU)

In the presence of

In the presence of

..... (AHSA)

..... (YOUR WITNESS)

**THE JUDGES PANEL OF
THE ARABIAN HORSE SOCIETY OF AUSTRALIA LIMITED
SCHEDULE 1 – DEFINITIONS**

- a) "The Society" means the Arabian Horse Society of Australia Limited.
- b) "The Board" means the Board of Directors of the Society.
- c) "Board Member" means a current Director of the Society.
- d) "Affiliate" means an incorporated group of people so recognised by the Board.
- e) "Society Rules" means the Society's current Rule Book.
- f) "The Panel" means the AHSA Panel of Judges of the Society.
- g) "Judges Executive Committee" means the National Judges Executive Committee of the Society as appointed by the Board (hereinafter called "J.E.C".)
- h) "Recognised Shows" The J.E.C. may compile and keep current from time to time a list of recognised Shows held in Australia and their appropriate Gradings.
- i) "Show Gradings" Recognised shows will be graded as to importance by the J.E.C. and Society. Until otherwise advised such show grading will consist of the following: AAA; AA; A and B show grading in decreasing order of importance.
- j) "Level One Probationary Judge" is a person who has passed the A.H.S.A. approved written and practical assessment and is therefore so classified by the J.E.C. and approved by the Board, and is entitled to officiate alone at any recognised show with a show grading of 'B' (Non Titled) which he/she is invited to judge. All persons when first approved for classification as an A.H.S.A. Panel Judge shall first receive a Level One Probationary Judge status regardless of age or experience (unless the Judge has previously qualified as an Arabian Judge on a recognised Arabian Judges' Panel of another country as recognised by the Society). Upon application, a Level One Probationary Judge may be considered for promotion to Level Two Judge status once he/she has satisfied the J.E.C. that he/she has gained sufficient experience and knowledge, has passed the full A.H.S.A. examination and meets all other requirements as laid out in the Judges Agreement. Level 1 Probationary Judges who previously passed an examination prior to 1/9/2015 will be required to pass the new examination. It is strongly recommended that Level One Probationary Judges attend A.H.S.A. authorised workshops / seminars to further their knowledge. Please note that natural horsemanship courses, international guest speakers, farriers' courses etcetera do not qualify in this instance. Level One Probationary Judges are required to submit an annual Judges Return. As from 1/09/2015 there shall be a maximum time limit of 6 years at this level unless a longer period has been granted by the Board upon application. Failure to upgrade to Level 2 within 6 years will result in removal from the Level 1 Judge Panel unless exemption has been granted by the Board.
- k) "Level Two Judge" is a person so classified by the J.E.C. and approved by the Board, who has passed the full AHSA examination and has demonstrated sufficient knowledge and experience to be upgraded. 'Level Two Judges' are required to submit an annual Judges' Return. He/she is entitled to officiate alone at any recognised show with a grading of 'A' (Prestige), or 'B'(Non Titled), with the exception of State Royal Shows that he/she is invited to judge in Australia or New Zealand. It is strongly recommended that Level One Probationary Judges attend A.H.S.A. authorised workshops / seminars to further their knowledge.
- l) "National Judge" is a person so classified by the J.E.C. and approved by the Board and is entitled to officiate alone at Show in Australia or New Zealand irrespective of show grading he/she is invited to judge, in the section of the schedule they are qualified for. National Panel Judge status may be awarded for Purebred Halter (PH), for Derivative Halter (DH) for Saddle/Performance (P), or two or all of these categories. Before admission to the National Panel for Halter, the Judge must undergo a mentoring session on the Numerical Scoring System as well as an observation / mentoring practical session by a J.E.C. approved National Panel Judge / Examiner. National Panel Saddle/Performance Judges, unless on another approved Australian performance National judges panel, must undergo an observation / mentoring practical session by a J.E.C. approved National Panel Judge / Examiner. All National Panel Judges will have officiated competently at Level Two status, have submitted an annual Judges Return and have met all other requirements as laid out in the Judges Agreement.

JUDGES' INITIALS

- m) "International Judge" is a person so classified by the J.E.C. and approved by the Board and is entitled to officiate alone at any Australian or International Show irrespective of show grading he/she is invited to judge, in the section of the schedule they are qualified for. Before admission to the International Panel the Judge must have been an active judge on the National Panel for a minimum of three years. In addition the Judge must have judged overseas (excluding New Zealand) at an approved Arabian Show within the last five years, as at 1st October 2015, or have successfully completed an interview with JEC Management and be familiar with the Numerical Scoring System.
- n) "Specialist Guest Judge" is a person in his own particular field qualified as a current EA, SHC, HSAA so classified by the J.E.C. and approved by the Board and is entitled to officiate alone at any show he/she is invited to judge but may occupy this classification for no more than one show per state per calendar year. For a Specialist Judge that is not on one of these approved panels or not at the appropriate level on one of these panels a Judge Application form must be sent to the Society offices at least 90 days prior to the event with a non-refundable fee of \$50.
- o) "International Guest Judge" is a Judge on the appropriate level of the Judges Panel of an overseas country which is a member of WAHO or the ECAHO panel, or a recognised Judge who is not on a panel or is from a country which does not maintain a Judges Panel and is so classified by the J.E.C. and approved by the Board as a person entitled to officiate alone at any one nominated recognised show he/she is invited to judge. A person may occupy an International Guest Judge classification for no more than one show in any one State per calendar year. For any International Guest judge that is NOT on the most senior level of an overseas Society Judges Panel or ECAHO panel the show organiser must apply for approval by submitting a Judge Application form which must be sent to the Society offices at least 90 days prior to the event with a non-refundable fee of \$50.

Judges shall be a minimum age of 21 years and shall not exceed 75 years of age.

Note:

Where herein used and where the context shall so admit, words importing the singular number or plural number shall include the plural number or the singular number respectively, and words importing the masculine gender shall include the female gender.

JUDGES' INITIALS

**THE JUDGES PANEL OF
THE ARABIAN HORSE SOCIETY OF AUSTRALIA LIMITED
SCHEDULE 2 – RESPONSIBILITIES**

JUDGES' RESPONSIBILITIES

- a) The Judge is to maintain current financial membership of the AHSA.
- b) The Judge shall complete and return an Annual Judge's Return in a form issued by the J.E.C. and returned by the date due as set by the J.E.C.
- c) Judges should be correctly and neatly attired to suit the occasion. A Judge may remove a jacket in excessive heat and give permission to exhibitors to remove their jackets.
- d) Whilst judging classes the Judge will refrain from smoking, drinking alcohol or taking any substance that may impair the ability of the Judge to judge effectively.
- e) The use of mobile phones whilst judging is strictly prohibited.
- f) The Judge should report on the day of Show to the Show Manager or Secretary in good time before the commencement of Classes.
- g) If, after accepting a judging commitment a Judge is unable to meet such a commitment, the Judge shall communicate this to the Show Society immediately to allow the Show Society maximum time in which to seek a replacement. It must be accepted by Show Societies that occasionally, such exceptional circumstances may arise.
- h) The Judge shall attend at least one AHSA sanctioned Arabian Horse Seminar, Workshop or Meeting every two years. National Panel Judges are encouraged to fulfil this requirement however may complete and submit an Open Book Quiz as set out by the J.E.C. Please remember that natural horsemanship courses, international guest speakers, farriers courses etcetera do not qualify.
- i) The Judge shall officiate at shows, seminars and any other activities where he/she is representing the Panel, in an honorary capacity and may claim genuine out of pocket expenses and receipts should be provided to the Show Secretary/Event Official. Any further remuneration is discouraged as Show Societies are non-profit organizations and expenses should be kept to a minimum. It should be noted that Judges charging a "Judging Fee" may not be covered under the insurance of the Society as they are no longer acting in the capacity of volunteer. If such fees are charged, the Judge should submit his/her ABN to the Show Society. It is recommended that Judges use official "Judges Acceptance Sheets" to minimise any misunderstandings.
- j) The Judge will evaluate Arabian exhibits at shows in accordance with the Standard of Excellence published by the Society or such other Standards of Excellence as the Society may publish from time to time.
- k) The Judge will evaluate Arabian Derivatives and Performance exhibits in accordance with the Standard of Excellence published by the Society or such other Standards of Excellence as the Society may publish from time to time based upon the correct observance of points in the selection of the best horses or riders for the purpose described by the conditions of the class.
- l) Unless the Show's own Rules state otherwise, judging shall be by the comparative system.
- m) The Judge shall adjudicate each class at a show in conformity with the rules and specifications in that class in accordance with the rules of:
 - a. 1st – The Society's current Rule Book.
 - b. 2nd - The Relevant Show Society.
 - c. Should a conflict over a ruling occur the resolution of such shall be: The Rules of the Relevant Show Society take precedence – failing this then the Society's current Rule Book. In the case of an Arabian Horse Society Affiliate show, the Rule Book of the Society shall take precedence.
- n) The Judge shall not advertise, solicit or canvass his judging services.
- o) The Judge has the authority to require the removal or alteration of any piece of equipment or accoutrement which, in his opinion, would give a horse an unfair advantage, or which may be, in his opinion, inhumane or unsafe. In such cases the horse is excused from the Ring to adjust or remove offending gear.
- p) At no time should a Judge interfere with a competitor's tack or gear in the ring nor will they touch the competitor in any way.

JUDGES' INITIALS

- q) A Judge is the Official Guest of the Show Committee prior to the Show. A Judge shall not during the period of a Show at which he/she is judging, be the house guest of a person who is exhibiting at the Show in the Horse section. Many Shows are social occasions and organisers sometimes arrange social evenings to which a Judge may be invited. Provided Judges use common sense and integrity they may attend such gatherings.
- r) A Judge may not judge a section of a horse show which the Judge has judged in the past three (3) months within a radius of 50 kms or in any one zone of the greater Sydney region in one calendar year. *{Please see Note for Greater Sydney region}*
- s) No Judge may judge more than one AAA or AA class show within a State in the same section within a 12 month period.
- t) A Judge shall not adjudicate any class in which any of his/her clients are competing, unless, the client/pupil relationship has been terminated at least six (6) months prior to the show; nor should he/she judge a horse he/she has sold or leased to a client within the last six (6) months or twelve (12) months prior to the Australian Championships.
- u) A Judge shall not adjudicate any class in which an immediate member of his family or any of his horses is competing. He/she shall not adjudicate any class in which his trainer is competing unless the relationship has been terminated for at least three months prior to the show. The onus is on the Competitor to withdraw from the class.

NOTE: The greater Sydney region has now been split into 3 zones:

- Zone 1: North of the F4 Motorway and Parramatta Road and East of the Cumberland Highway, Pennant Hills Road & Sydney – Newcastle Freeway F3.
- Zone 2: North of the M4 Motorway and West of the Cumberland Highway, Pennant Hills Road & Sydney – Newcastle Freeway F3.
- Zone 3: South of the M4 Motorway and Parramatta Road.

JUDGES' CONDUCT

- a) The qualities and conduct required by an AHSA appointed judge are honesty, sincerity, integrity, fairness, politeness and an unbiased attitude.
- b) Judges must at all times show discretion when entering into discussion or commenting on photos on social media, whether positive or not, on Arabian and Arabian Derivative horses currently being shown
- c) A judge, as appointed by AHSA:
 - i) Shall be subject to reaccreditation as required by AHSA
 - ii) Shall be subject to the conditions of this contract
 - iii) Shall be subject to the conditions of membership under the Articles of Association
 - iv) Must not enter into posting denigrating comments on social media with regard to other judges, shows, Arabian or Arabian Derivative horses, the Society or any of its officials or volunteers
- d) The Judge shall complete and return an Annual Judge's Return in a form issued by the J.E.C. and returned by the date due as set by the J.E.C.

SOCIETY'S RESPONSIBILITIES

- a) The Society will supply to the Judge:
 - 1) An Annual Judge's Return Form.
 - 2) A Judge's Badge.
 - 3) A copy of the Society's Rule Book and update it from time to time.
 - 4) The Standard of Excellence and the Derivative Standard of Excellence.
 - 5) A regular Newsletter to keep all Judges up to date.
 - 6) Judges Acceptance of Assignment Sheets.
 - 7) The Society shall determine the form that the J.E.C. shall take and will conduct at least one General Meeting of the Panel each year.

JUDGES' INITIALS

**THE JUDGES PANEL OF
THE ARABIAN HORSE SOCIETY OF AUSTRALIA LIMITED
SCHEDULE 3 – PROTESTS, CHARGES, HEARINGS AND PENALTIES**

PART 1 Filing and Contents

- a) A protest concerning a member of the Panel may be made to the J.E.C. by a competitor, an exhibitor, an agent, a trainer or a parent of a junior exhibitor (defined as a person who has not reached his 18th birthday) for any breach of this Agreement by the Judge. It must be:
1. in writing
 2. signed by the protester
 3. addressed to the Chairperson of the Judges Executive Committee
 4. received by the J.E.C. with thirty (30) days of the alleged breach.
- b) A charge may be made to the J.E.C. by an official of the Show, Board Member or Member of the Judges Panel for any breach of this Agreement by the Judge.
It must be:
1. in writing
 2. signed by the person making the charge.
 3. addressed to the Chairperson of the Judges Executive Committee
 4. received by the J.E.C. within thirty (30) days of the alleged breach.
- c) A protest or charge must state the full name of the Judge, the event the alleged breach took place, the subject of the protest or charge and contain a complete and definitive statement of the acts which constitute the alleged breach. Precise details regarding a breach of this Agreement are necessary. The maker must state their full name and address and be prepared to substantiate the protest or charge by personal testimony at a hearing or by sworn statements, witness or other evidence.
- d) The Board may intervene at its discretion in any protest and present evidence concerning any protest or charge of the alleged breach.

PART 2 Non-Protestable Decisions

- a) A defect in conformation or action of a horse, when determined by an official veterinarian of the Show or by the Judge is not protestable.
- b) The Judge's decision representing his individual preference is not protestable unless it is alleged to be in breach of the Society's Rule.
- c) The Judge's decision made under the relevant Show Rules is not protestable.
- d) A protest with respect to the height of a horse may only be made to the Show Committee. The decision of the Show Committee shall not be reversible by the J.E.C.

JUDGES' INITIALS

PART 3 Hearings and Duties of The Judges Executive Committee

The J.E.C. may elect at its discretion to resolve a protest or charge by means of written evidence or responses only.

- a) Any Judge against whom a protest or charge is filed shall be entitled to a right of reply to the J.E.C. Notice of a protest or charge of alleged breach shall be given to the Judge within thirty (30) days from the date of the protest or charge of alleged breach is reported in writing to the J.E.C. The Judge then has a further thirty (30) days to lodge his/her reply with the J.E.C.
- b) Every opportunity will be pursued to settle disputes by letter or submission with the option of a hearing before the J.E.C. or Board if the Board or the J.E.C. consider it necessary.
- c) Those Judges requesting a personal representation will be afforded this opportunity if the J.E.C. or the Board considers this feasible or necessary.
- d) The J.E.C. shall officiate protests and charges in connection with alleged breach of this Agreement in accord with the powers and duties referred to below:
 - 1) The J.E.C. shall give all parties a fair opportunity and act as authorised by the Board.
 - 2) The proponent of a protest or charge has the burden of proof.
 - 3) The record shall show each finding and conclusion.
 - 4) All decisions, including initial, recommended and final decision shall include a statement of findings and conclusions and the appropriate sanctions, relief or denial thereof.
 - 5) If a Judge, the subject of a protest or charge is a member of the J.E.C. he/she shall not sit at the relevant J.E.C. meeting nor take part in any resolution of the protest or charge.

PART 4 Breaches

- a) "Breaches" – A breach is any act prejudicial to the best interest of the Panel and/or the Society, including but not limited to the following:
 1. Breaches of the regulations and conditions of this Agreement.
 2. Breach of the Society's Rules.
 3. Acting or inciting or permitting any other person to act in a manner contrary to the regulations and conditions of this Agreement.
 4. Failure of the Judge to perform his/her duties at a show in accordance with the regulations and conditions of this Agreement or those conditions agreed with the Show Committee at the time of accepting the invitation to judge.

PART 5 –Penalties

If the protest or charge is upheld, the Judge, the subject of such protest or charge, shall be subject to such penalty as the J.E.C. may affirm including but not limited to:

- a) A notice of Censure may be listed under the Judge's name in the J.E.C.'s file of Panel Judges. If a further protest or charge is upheld in respect of the Judge he/she shall be subject to a heavier penalty than for the first offence.
- b) Suspension from the Panel for such period as determined by the J.E.C.
- c) Expulsion from the Panel in revocation of that Judge's appointment.

PART 6 Appeals

If the Judge is dissatisfied with the finding of the J.E.C. in relation to any protest or charge concerning the Judge he/she may give notice in writing to the Board of his/her desire to have the finding and any penalty imposed on him/her in consequence thereof reviewed by the Board. The Board may, in its sole and unfettered discretion, determine whether to grant such a review and if so, then when and on what terms it will grant and conduct such review. The Board may substitute its penalty for any penalty imposed by the J.E.C. Such determination by the Board and any ruling or imposition of any penalty by it as a result of such review shall be final and binding on both the Judge and the J.E.C. and no further appeal shall lie against the same.

JUDGES' INITIALS

**THE JUDGES PANEL OF
THE ARABIAN HORSE SOCIETY OF AUSTRALIA LIMITED
SCHEDULE 4 – DECLARATION OF CAPACITY FOR JUDGING**

Accepting judging appointments on behalf of The Arabian Horse Society of Australia Limited (AHSA) is conditional on the Judge being suitable for the assignment and fully able to perform the inherent requirements for the position. When completing the health declaration you, as an AHSA Judge must do so in the full knowledge of the associated risks involving horses and ponies.

The primary purpose of this health declaration is to assist the AHSA to ensure that no person is placed in an environment or given tasks that will result in physical or mental harm. It is not the intention of the AHSA's health declaration to deny a person an assignment because of disability, illness or injury. The health declaration is required so that the AHSA may take the appropriate and reasonable action to ensure the Judge's health, safety and wellbeing.

You are required to disclose to the AHSA any pre-existing illness, disease, injury, ailment or condition that you have suffered or continue to suffer of which you are aware and which could have an effect on your judging capabilities.

Privacy:

The AHSA takes your privacy very seriously. All details provided to the Society are treated confidentially. The completed health declaration form will be retained on your personnel file, which is kept secure at all times. Where your judging status is altered, all documents relating to your health declaration will be retained for six months and then destroyed.

The AHSA may use the information in your health declaration for the purpose of assessing your suitability for judging assignments only should the need arise. Further, the Society may disclose that information to its legal advisers and/or insurance agents for the purpose of obtaining advice concerning your health declaration and any legal proceedings in which your health declaration is relevant.

Should any circumstances change that may affect your capacity to perform the inherent requirements of the position that you are undertaking, you are obliged to inform your Judge's Liaison officer as appointed by the Society.

JUDGES' INITIALS

AHSA HEALTH DECLARATION



Section 1 – Personal Details:

Given Name:.....Family Name:.....

If your name has changed in the past 5 years, please state:.....

Address:..... Post Code:

Home Phone:.....Work Phone:.....

Mobile:.....Email:.....

Section 2 – Status of Mental & Physical Health:

1. Are you aware of any circumstances regarding your health or mental capacity that would interfere with your ability to perform duties of judging horses?

NO [] YES [] If yes, please provide details

.....

2. Do you have any existing injury, illness or condition or pre-existing injury, illness or condition which may influence your ability to perform duties of judging horses?

NO [] YES [] If yes, please provide details

.....

3. Have you ever been medically retired from any employment position?

NO [] YES [] If yes, please provide details

.....

Section 3 – Declaration:

I,of.....
(Applicant's Name) (Applicant's Address)

Do sincerely declare that the contents of this form are true and correct and make this solemn declaration conscientiously believing the same to be true and correct. "The information stated is true and complete to the best of my knowledge and no information concerning my past or present state of physical or mental health has been withheld."

I understand that this health declaration may form part of my file.

Health Declaration & Judges Agreement accepted on behalf of
THE ARABIAN HORSE SOCIETY OF AUSTRALIA LIMITED
(ABN 12.001.281.590)

..... (AHSA)

In the presence of

..... (AHSA)

Signed by the said Judge

..... (YOU)

In the presence of

..... (YOUR WITNESS)

This Agreement, duly signed & witnessed on the first and last page and initialled each subsequent page by the Judge is to be returned, in it's entirety to:

**Arabian Horse Society of Australia Limited
JEC Liaison
P.O. Box 415
RICHMOND NSW 2753**

It is advisable to make a copy of this Agreement for your personal files.

