Performance should always be the motto for BWF Technical Officials.

The key foundation behind your performance is the comprehensive understanding and application of the Laws of Badminton, regulations, ITTOs and Codes of Conduct.

However, the solution to unexpected and destabilising situations may not be precisely found in one specific regulation; you must consider your own experience and expertise, ability to feel the game and most of all, COMMON SENSE!

Each situation is unique and decisions need to be made quickly, taking into account all key elements (there could be many) to allow you to make the best possible solution.

Umpires should consider several factors, including the overall history of the match leading up to that point; many “chapters” of the match story have already been written which can help make your decision.

Some technical officials have argued that the regulations do not cover every possible situation on court, but my rebuttal has always been that if we had a rule or prescription for every situation, our regulatory documents would end up with thousands of more pages and may still be incomplete!

Always use your common sense.
To achieve a successful event there has to be strong leadership directing the ship. Effective leaders who have honed their skills and understand people management.

Being appointed referee for an event is not to be taken lightly as much time and thought goes into assigning the referee duties to ensure that we have a strong leader and in turn, a great team.

I decided to research this topic to find out the characteristics of a good leader. Fast forward to Google and I am pleased to see that all of the characteristics relate to the job of a referee are:

1. Common sense
2. Honesty
3. Ability to delegate
4. Communication
5. A sense of humour
6. Confidence
7. Commitment
8. Positive attitude
9. Ability to inspire
10. Intuition

Other very important qualities of a leader are:

1. Accountability (choosing the road you take and accepting the consequences of your choice)
2. Courage
3. Caring (showing sincere interest in and genuine concern for others)
4. Optimism (to expect the best outcome)
5. Creativity (finding solutions)

These leadership qualities abound in our family of technical officials (TOs) and there is nothing more encouraging than to watch our referee teams working together, enjoying each other’s company, respecting and learning from each other and at the end of the event, being proud of their achievements.

Let’s talk about the practical aspects of your job as referee and what you can do as the team leader:

▸ Your first opportunity to create a good team is as simple as contacting your deputy when you receive the appointment letter from the BWF office.

▸ Make sure that your deputy has a copy of the previous years’ Referee Report for the event and include your deputy in all correspondence.

▸ Encourage the team to keep abreast of the M & Q, Withdrawals and Promotions.

▸ Ask your deputy team what tasks they would like to be in charge of as this will give you an insight into their strengths.

▸ Arrange to meet your deputy upon arrival for a chat over a cup of coffee. This will help everyone know each other better before the work starts.

▸ Delegate. Share the workload. Respect the team’s knowledge and experience. Acknowledge their input and always thank them.

▸ Understand that no one person knows everything and one of the best tools for personal growth is to develop the skill of listening.

▸ Follow through with commitments that you make to the team and wider community during the tournament.

By Jane Wheatley
Chair – BWF Referee Assessment Panel

Continued on next page
The BWF is moving at such a fast pace and becoming increasingly professional. Accordingly, it is vital that we also adapt in our approach to the sport. To this end, the Events Department is investing time and money into the education of our TOs and a huge amount of preparation and cost goes into delivering a workshop that will be of value to the recipients.

With this in mind, I am very excited about the upcoming BWF Referee Workshop that we are holding in February 2020 in Kuala Lumpur. Do not expect to come and sit for three days of lectures. Expect the workshop to be interactive from the beginning, covering a wide range of topics that you have requested.

With the help of Senior Technical Events Manager, Chris Trenholme, Technical Officials Manager, Suva Sivathasundram, Junior Tournament Series Manager, Syahmi Sabron (Para badminton), and Events Officer, Selena Lim, we plan to have the agenda and other details out before the end of the year.

Who knows, this may also include a homework assignment or two that we would like you to complete and return to the office before the workshop.

Technical Matters

There is always discussion on Regulations, Statues, Guidelines and we still come across interesting interpretations of issues that crop up during events. To ensure all our TOs are aware of the latest items of concern I believe it necessary to include in this edition of COC-Tales, current clarification that has been already sent out by Senior Technical Events Manager, Chris Trenholme, via email, to all BWF Referees.

**GCR 21.6 – “Significantly different coloured clothing”**

**Guidance/Application:** Referees/Umpires should look for significantly different shirt colour between opponents as the first priority. If that is achieved, then there is no need for any change required for the shorts/shirts.

If the shirt colours are closer to each other (e.g. dark blue and black), then a clearer differentiation of shorts/skirt colour could be requested.

Be careful not to be too strict or rigid on the interpretation of this rule as it would make it even more difficult for players to control their approach /plan for their player clothing.

**Cutting of Strings during a Match**

Players ARE allowed to cut racket strings during a match.

However, with the goal of “continuous play” in mind, the umpire should, in his/her best judgement, direct the player(s) back on to the court, should the activity of cutting strings start to take too long.

**BWF TOC Meeting**

(17 – 18 August 2019) – Basel, Switzerland

This meeting was conducted over two full days and covered all areas relating to our TOs. As this was my first meeting it was certainly an interesting few days and an opportunity to meet and work with our TOC members, all of whom contributed.

There were many issues discussed and a number of recommendations are to go forward to the Events Committee meeting in October 2019. The outcomes will be delivered to you in the next edition of COC-Tales.

I note there was a lot of discussion on the contribution made by our BWF Referees and also the lack of contribution, when working with their Continental Confederation. With the current situation of our BWF Referees only having one or two appointments in a calendar year it is important that you take as many duties as you can to hone your skills. You would also be helping to train and mentor junior referees in your continent and this will assist in bringing the standard of your tournaments to a higher level.

I strongly encourage you all to work with your Continental Confederation as much as possible as both parties will benefit. The more experience you have under pressure, the better referee you will become. Working at the lower level events will expose you to dealing with a wide range of the General Competition Regulations, Statutes and Laws, as well as enhance your people management skills and confidence.

You will become a better referee and this will create more opportunities for you at the higher level.

I wish you well.
DELEGATION

By Torsten Berg
– BWF Referee Assessor

The referee is in overall charge of the tournament (Law 17.1). Where appointed, the deputy referee(s) will have the same roles and responsibilities as the referee (ITTO 2.1). These two fundamental clauses call for a discussion of the distribution of authority and responsibility between the referee and any deputies.

As the referee is in overall charge, the referee is also responsible for the delegation.

There are many possible options and scenarios for the delegation process and the results, and this article describes some of the most common elements of the process and scenarios.

Process and Background

When BWF appoint referees to tournaments, the selection process will include considerations, the experience of the referee and the team of referee and deputy(s) must be sufficient for the particular tournament. So far, there is a formal requirement that for the Olympic Games all referees and deputies must be BWF Certificated and that a BWF Certificated Referee (or SP Referee) shall be in charge of Grade 1 and Grade 2 Super 1000 and Super 750 tournaments.

Moreover, the development of the whole team of BWF Referees is considered. This can again be done in several ways. Most frequently, senior referees are put in charge of the tournament as referee, while a younger and less experienced referee is appointed as deputy, in order to learn and gain experience from working with the senior colleague.

In other cases, referees of similar background are appointed and it could be one or the other who is put in charge as referee. This decision will often be taken based on ‘equal opportunities’, so that these referees will work sometimes as deputy, sometimes being in charge.

In yet another frequent scenario a less experienced referee is put in charge - possibly in a continent different from their own - with an experienced colleague as deputy, with the intention that the referee shall learn and expand his/her experience and prove him/herself, with the deputy as back-up to ensure that nothing goes wrong.

Once the team is appointed, the referee shall consider and preferably discuss the distribution of responsibilities with the deputy(s). This delegation of responsibility may touch upon almost any area of preparation, management and reporting after the tournament, however, any delegation does not imply that the referee does not remain in overall charge at the end of the day. Delegation should always be followed up.

In the preparatory phase, areas such as umpire schedule and practise schedule may well be delegated to the deputy. The first major Team Managers Meeting and Umpire Briefing may well be prepared in cooperation. The presentations may also be shared, however, if this is done, it should be very carefully considered and prepared so that the audience will get the best possible outcome of the presentations.

During the tournament, the regular umpire briefings is an obvious opportunity for delegation. Court preparation, shuttle testing and liaison to the umpires and line judges are also opportunities for delegation.

Continued on next page
In a large stadium there is reason to place an outpost, if it may be difficult to keep an overview and easy access to all courts from the main referees’ position.

In a tournament over many days and possibly with more deputies, a time schedule should be prepared so that all members of the team get some rest. The report is the referee’s responsibility, but the deputy can well be asked to contribute, in particular if and when the preparation of the report is started towards the end of the tournament.

Scenarios

Most frequently, the referee is the most experienced member of the team, and the deputy is less experienced, being appointed to do the job, certainly, but also partly as a learning opportunity. It is important that both parties realise that and act accordingly. The referee shall look for specific tasks to be delegated to the deputy, possibly in a dialogue about the possibilities. Before and, in particular, during the tournament, there will be time to discuss the background and reasons for specific decisions.

If an assessor is present, the assessor can be useful in catalysing this process and contribute with experience from another background. If it is a first appearance for the deputy in another continent, the referee may share experience on cultural issues that may have influence on the players and the tournament. The deputy will of course have authority to go on court to deal with issues arising, and the referee - or an assessor - can subsequently discuss the intervention with the deputy. During the tournament there are plenty of opportunities for delegation, as mentioned above. If the referee thinks it is right, more and more tasks may be delegated as the tournament progresses. Perhaps the deputy may be trusted with looking after one or two finals.

Quite often the referee and the deputy have similar levels of experience. In this case there are almost unlimited opportunities for delegating and sharing. The referee must be in charge of the Team Managers Meeting and first Umpire Briefing - though presentations may well be shared - and he is responsible for the timely delivery and quality of the referee’s Report. It is important for the tournament that both are well aware of who is doing what, so a close and open dialogue is recommended.

When the referee is clearly less experienced than the deputy, there is a greater need for a close dialogue on delegation and sharing. There must be full clarity about what each one can expect from the other. The referee should not shy away from taking charge - that is the role - and the deputy must be well aware about when to intervene and how.

This form for delegation and sharing may initially feel awkward, but it has proved a very efficient way for the younger referees to prove themselves and gain confidence in their ability to run the larger or more challenging tournaments, without jeopardizing the safe conduct of the tournament.

The local deputy referee serves as a liaison between the Organizing Committee and the team of referees, and this appointment is often used as a trainee opportunity for a National or Continental level qualified referee. Normally, no refereeing duties will be delegated to the local deputy, as this may put the local person in a difficult position in relation to his/her own organization. However, in case the local deputy is a BWF Referee in his/her own right, the referee of the tournament may delegate parts of the duties to the local colleague. The local deputy should anyway only go on court in case of absolute emergency.
THE REFEREE AND THE ON-COURT DOCTOR

By Torsten Berg
– BWF Referee Assessor

When the umpire raises the right hand above the head and a player has gone down on the court, the referee shall hasten to the court, walking into one of the most potentially challenging situations we face in badminton. The doctor will follow closely behind, our partner helping us to resolve the situation as effectively as possible.

This article will focus on how the referee and the doctor can best work together under the pressure of time, potentially pain, television cameras, and other media. We will also touch on what the referee can and shall do when coming onto court.

Badminton is defined as a continuous game, so a basic requirement is that any interruption of play shall be as short as possible. The players’ health and safety, however, is also a prime concern for the referee, and fairness in that the potentially injured player’s opponent shall not (or as little as possible) be disadvantaged by the incident. Fortunately, most injuries are minor and quickly resolved by a plaster or a spray, but in many cases, there can also be more serious injuries to manage.

Clauses 3.5 and 3.6 of the ITTO describe in some detail the referee’s and on-court doctor’s obligations and how to deal with injuries and illness on court. All referees should read these sections - and preferably all of the ITTO - as a preparation for every tournament they shall run. When I was a BWF Referee, I made it a habit to read the ITTO and other most important regulations during the hours on the plane while travelling to the tournament.

The On-court Doctor

The on-court doctor may be extremely experienced in handling sports injuries or may be at a badminton tournament for the first time in his/her life. The doctor may be a well-educated medical specialist or may be a physiotherapist, paramedic or have another, more or less relevant background. There are no formal requirements to the on-court doctor’s qualifications in the regulations, and a paramedic with good knowledge of sports injuries and badminton may well be very good assistance. Quite often the job is shared among two or more volunteer experts.

For Grade 1 tournaments, BWF appoints well-qualified and experienced doctors recommended by the BWF Tournament Doctor Commission, according to contractual obligations, but for other tournaments, including Grade 2, it is the host organiser’s responsibility to appoint medical personnel. The BWF’s own doctors also report and provide statistics on injuries to the Tournament Doctor Commission.

It is important to note that there are detailed local laws and regulations controlling the rights and obligations of medical personnel in most countries, and these must be respected. Generally, the on-court doctor - if not a local - is not authorized to practise medicine in the country and shall refer to a local doctor or hospital for treatment of injuries and illness beyond the emergency treatment in the stadium.

The Referee’s Relationship to the On-court Doctor

Preparation for a strong working relationship with the on-court doctor is essential, just as much as other aspects of the referee’s responsibilities. It is important for the referee as early as possible and before travelling to the tournament, to be aware of what to expect in this area.

Continued on next page
Make direct contact with the doctor or doctors soon after arrival and arrange a meeting with the purpose of balancing expectations.

As referee, you shall gauge the doctor’s level of practical experience and familiarity with the standard duties. Don’t be afraid to ask - an inexperienced doctor will only be glad to learn what you expect from him/her.

If a change of doctor happens during the tournament, do not hesitate to brief the newcomer, as you may need him/her on court sooner rather than later. If you are certain that the doctor is experienced and familiar with the duty - perhaps you have worked together before - you can of course go easier on clarification of your expectations.

When first you speak to the doctor you should make perfectly clear that you will expect:

- **Presence.** The doctor shall be sitting close to your own seat throughout the playing hours or, when treating a player outside the field of play or having a meal etc., keep direct contact to you by phone or walkie-talkie. With a bit of luck, the doctor will have long, idle hours; nevertheless he/she must be alert and ready to follow you on court at a second’s notice.

- **Equipment.** The doctor shall bring to courtside the necessary equipment to treat minor injuries such as cuts or strains effectively within seconds after coming on court. Gloves, scissors, sprays, tape and plaster will be a minimum. The doctor’s bag should also contain medications to treat ordinary stomach problems, colds and pains, so that players - and officials - may be helped off-court during the tournament.

- **A quick preliminary diagnosis when coming on court.** You shall make it clear that the game shall be continuous, and that it is the player’s decision to continue or retire. No treatment is allowed that may cause undue delay (but treatment can take place during the intervals). The doctor shall keep the referee informed about his/her findings and give the player advice based on the diagnosis. In this connection, you should make the doctor aware that it may happen late in a game or a match that players pretend to be injured - or be more seriously injured than they are - to earn a break to recover.

- **Arrival at courtside well before the start of play.** Players will often come looking for medical advice in the morning before the start of play. Medical advice and prevention at this stage may well save time and intervention on court later in the day.

*Continued on next page*
Awareness. Awareness about the emergency arrangements is important, in case a player or official needs urgent medical assistance for a severe injury or serious illness.

Doctors will expect from the referee information and support concerning all relevant aspects of the tournament that may influence their work. A simple thing such as expected timing for end of play or for breaks in the schedule is useful information that may not be immediately evident to the medical staff. If the doctor is not local, he/she should be familiarized with the facilities available in the stadium and the most useful contacts from the host organiser. The doctor or doctors should also be invited to join the referee’s team for social events and even for regular meals.

Walking on Court with the Doctor

When the umpire raises the right hand above the head the referee shall - if not already well aware of what is the problem - quickly assess why he/she is called, and if the problem may be injury-related he/she shall alert the doctor and quickly walk to the court with him/her. The first point of call for the referee is the umpire. If the umpire confirms that an injury may be the issue, the doctor shall be asked to attend to the player, assess the situation and give his/her conclusions to the referee.

In most cases, the issue is straightforward: a small, bleeding scratch or cut that may be quickly remedied or a strain that may be helped by a spray. The referee will consent to this fast treatment as it will enable play to proceed without significant delay.

If the injury appears to be more severe - perhaps a twisted ankle - the doctor shall advise the referee and give his/her recommendation to the player about continuing to play, but this decision remains with the player. It is important that the decision and any quick first-aid is fast, so that play is held up as little as possible and the opponent not disadvantaged more than absolutely necessary.

When play continues after an on-court injury incident, it is advisable that both the referee and the doctor remains close to the court for a while, so that both can go back with no delay, should they be called again.

Conclusion

It is worth mentioning that in the rare cases of very serious injuries or illnesses (e.g. achilles tendon ruptures, severe knee and back injuries or fainting), where it is immediately decided that play cannot resume, the processes described above shall be expedited and the doctor shall as fast as possible supply emergency measures and continue to do so until the player is taken to hospital.

The doctor - not considering your deputy referee(s) - may be your most useful partner in ensuring a successful tournament for the players and officials. However, you must invest time to brief the doctor solidly on what he/she is expected to do - and not to do - in the preparatory phase of the tournament, and if and when a new doctor comes along.

You may well discover that the doctors investing their time in support of badminton very often are not only true experts from whom you can learn, but also excellent company during the long hours courtside!
By Malcolm Banham
Chair – BWF Umpire Assessment Panel

I would like to use this article as an opportunity to emphasise the need to know the Laws of badminton and fully understand them. I have discussed this many times with umpires; they cannot read them enough. There is no excuse for not knowing a Law that has been in place and publicised frequently for some time.

Do YOU read the current Laws before going to a tournament? From the simple mistakes that are happening, it seems not. It is not fair to the players, the sport or yourself. The number of mistakes broadcast on YouTube are increasing. Why do you want to be one of the umpires that the commentators talk about, saying “that is wrong, what is the umpire doing?”. I have heard TV commentators say this on more than one occasion.

**Teamwork**

I keep repeating that the umpire and service judge are a team, so why is the service judge not helping? I have seen many instances where an obvious mistake has occurred and yet the service judge does not try to help.

As a service judge, you should know what is happening on court at all times; you are not there just to give out shuttles and watch the serves.

In football, we often see the referee go to the linesman to clarify something that has happened. Why, in an awkward situation, does the umpire not look to the service judge for help? Is this down to the individuals’ composure in dealing with situations under pressure?

I look forward to seeing you all soon so we can discuss various umpiring situations.
INTEGRITY INVESTIGATIONS – YOUR ROLE

By Andy Hines-Randle
– BWF Integrity Unit Manager

As the Integrity Unit continues to combat the threats of sport corruption, all stakeholders are required to play an active part, and this includes you as technical officials.

In general, this is what your role is in relation to the integrity of badminton:

▸ Know the regulations and follow the codes of conduct;
▸ Support information sharing and awareness of the regulations;
▸ Officiate with integrity;
▸ Always be impartial and fair;
▸ Be a good role model and demonstrate good sports values;
▸ Assist in gathering basic facts if someone reports to you suspicion of match manipulation (what, when, how, why it is suspicious) and pass this onto the Integrity Unit.
▸ Keep any information you have reported to the Integrity Unit confidential.

As a technical official, you are covered under the BWF Code of Conduct in Relation to Betting, Wagering and Irregular Match Results. Within this Code of Conduct you are defined as ‘Tournament Support Personnel’, which in itself is included as part of the definition for a ‘Covered Person’.

Reporting Suspicious Behaviour

Reporting Suspicious Behaviour

Regarding investigations conducted by the Integrity Unit, there is no requirement for you to go beyond what you are currently required to do.

Obviously, should you see anything that looks suspicious or have something reported to you by a player, coach or entourage member, report it to the Integrity Unit at your earliest convenience. With some suspicious activity, time is of the essence, so reporting as a matter of urgency will be required to ensure the Integrity Unit can take the necessary action in a swift and timely manner. This can be done directly to the Integrity Unit Manager, Andy Hines-Randle a.hines-randle@bwfbadminton.org.

Alternatively, you could use the ‘Whistleblower’ reporting system and use the email address integrity@bwfbadminton.org. Both methods will reach the Integrity Unit Manager, but the important thing is to report.

Assisting with Investigations

If the Integrity Unit contacts you directly with a request, assist as required. An example could be asking your opinion on a specific match or part of a match. When contact is made, the Integrity Unit will provide you with a set of predetermined questions; these questions will be based on intelligence already received by the Integrity Unit. At this point, you just need to answer the questions truthfully.

Please note that, if the Integrity Unit contacts you in this manner, you are obliged under the statutes to cooperate and support as much as you can, and to keep those interactions confidential.

Your answers will be taken and could be put into a draft witness statement for a case. When this draft witness statement has been prepared by the Integrity Unit, it will be sent to you for consideration. You must make sure that this is accurate, as this statement is yours. You will need to sign the statement and confirm the factual accuracy of the details contained within the statement. The Integrity Unit will work with you and support you throughout the process and can answer any questions you may have.

Lastly, the witness statement may be included as part of an evidence pack in a disciplinary hearing. Should this happen, you may be requested to attend the hearing and give evidence as per your witness statement. Again, the Integrity Unit will provide the necessary support during this process.

Important Role

As an important stakeholder and a ‘Covered Person’ under the regulations, you have the potential to be a vital source of information for the Integrity Unit. As previously highlighted, you are not required to step beyond your usual technical official duties, but please remain vigilant at all times and report any potential suspicious activity to the Integrity Unit at a time convenient for you and relevant to the seriousness of the information that you have.

Your continued support in the fight against match manipulation in badminton is greatly appreciated.

i am clean, i am honest, i am badminton
# 2019 Calendar of Meetings, Workshops and Appraisals

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<th>Date</th>
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<th>Tournament</th>
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<td>RUS</td>
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<td>30 Sep - 13 Oct</td>
<td>Umpire Appraisals and Workshop</td>
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<td>Date</td>
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