

# TERMS OF REFERENCE



## **EHRC Terms of Reference European Judging**

European Judging encompasses several elements, which need to be clearly set out in Terms of Reference. This document provides these Terms of Reference.

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### **European Holstein Judges Workshop**

#### **Purpose**

To organise, at least when feasible once every 2 years, a European Holstein Judges Workshop at which Judges receive Harmonisation training and are assessed as to their ability to professionally judge Holstein's.

1. Composition of the Judging Workshop
  - i. Number of classes and cows per class is set up by the European Judges Panel Working Group together with the host country.
  - ii. The Guidelines for the Organization of the European Judging Workshop state
    1. Heifer class
      - a. Participants rank the classes the same as the other classes using paper, but there is no reason giving class.
      - b. Only the Master Judges will give reasons (the class therefore takes less time than other classes).
    2. 2 classes - first calvers
    3. Lunch
    4. 4<sup>th</sup> class - second calvers and if possible, 5<sup>th</sup> class - older cows (three calves and above), if not, this class should also be filled with second calvers.
    5. Grand Champion, Reserve and Honourable Mention by one judge from the three Master Judges
2. Organisation of the European Holstein Judges Workshop
  - i. The Workshop should be advertised on the EHRC website, with a link to all relevant information.
  - ii. All Breed Associations should be emailed all relevant information.
3. Master Judges
  - i. Master Judges in the ring support each other in the discussion of giving reasons and placing the cows.
  - ii. Master Judges to score the reasons independently.

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- iii. Master Judges shouldn't talk or discuss with participants while cows are being placed.
  - iv. Master Judges are chosen by the European Judges Panel Working Group.
  - v. Master Judges can come back two or four years, but not six years after qualification.
  - vi. Master Judges should preferably be on the European Judges Panel.
4. Disqualification of participants
- i. A yellow card will be used to indicate a first warning. If the participant re-offends, they will be given a red card.
  - ii. Any participant at the Workshop, who after being warned once, is still found to be talking in the ring during the qualification classes, will be disqualified from that class by the European Judging Working Group.
  - iii. Master Judges are responsible to report participants who talk in the ring when the cows are being placed.
5. What qualifications do participants need?
- i. Participants should have attended a National Harmonisation in their own country.
  - ii. If there isn't a National Harmonisation Workshop in their own country, or a similar workshop in another EHRC country, participants should attend the European Holstein Judges School.
  - iii. Experienced Judges can go straight to the next qualifying European Holstein Judges Workshop.
  - iv. Participants must have some 'cow' English.
6. Who decides which participants attend from each country.
- i. Each Breed Association sends in the names of participants from those that are attending their National Harmonisation Workshop.
7. How many people go to European Holstein Judges Workshop from each Breed Association
- i. Each Breed Association can put forward a maximum of three participants.
  - ii. The European Judging Panel Working Group may recommend that additional participants must attend; these participants do not count in the country's allotment.
  - iii. In addition, observers may attend with the agreement of the organizing country.
8. Scoring
- i. The Swiss Computer Program is currently used at the Workshop.
  - ii. The working group will decide the pass level of at the workshop for stock judging, reason giving and combined total score.
  - iii. Individual reason giving scores will be from 1 to 10, 1 being bad and 10 being excellent.

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- iv. Participants who decide not to give reasons are given 0 for reason giving.
  - v. Scoring reason giving is based on: Accuracy: 50%, terminology 30%, and style 20%.
  - vi. The total combined score of 60% stock judging and 40% reason giving is calculated for each participant. This is their total score.
  - vii. A full explanation of scoring using the Swiss Computer Program can be found in the "Guidelines for the European Judging Workshop 2025 v1".
  - viii. For borderline participants in one or other of the two rankings, the Working Group will make the final decision as to their result.
  - ix. The pass level will be declared to all participants at the European Holstein Judges Workshop.
  - x. Under exceptional circumstance as decided by the European Judges Panel Working Group, these criteria may be changed.
9. Donation to the Workshop
- i. EHRC will donate €3000.00 to the hosts of the Judging Workshop to help with financing the event.
  - ii. The Event hosts must report the financial accounts to the EHRC Committee prior to EHRC Committee approval for the donation.

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## European Holstein Judges School

### Purpose

To organise, at least once every two years a European Holstein Judges School for those participants who require training in judging the Holstein breed, ring procedure, judging procedures, reason giving and show ethics.

1. Composition of the European Holstein Judges School
  - i. The number of classes, rings and composition of the Judges / Instructors is the prerogative of the hosting country and European Judges Panel Working Group.
2. Organisation of the European Holstein Judges School
  - i. The School should be advertised on the EHRC website, with a link to all relevant information.
  - ii. All Breed Associations should be emailed all relevant information.
3. Judges / Instructors
  - i. The Judges / Instructors should support each other in the discussion of giving reasons and placing the cows.
  - ii. The Judges explain and discuss their reasons, with the participants.
  - iii. Judges shouldn't talk in the ring or discuss with participants while cows are being placed.
4. What qualifications do participants need?
  - i. Participants must have an appreciation of the Holstein Cow.
  - ii. It is recommended that participants should have some 'cow' English.
5. Who decides which participants attend from each country.
  - iii. Each Breed Association sends in the names of participants.
6. How many people go to European Holstein Judges School from each Breed Association
  - i. A maximum of five participants may be put forward in total by each Breed Association.
  - ii. In addition, observers may attend with the agreement of the organizing country.
7. Scoring

If the school incorporates scoring, this should be based on the same TOR as for the European Holstein Judges Workshop.
8. Donation
  - i. EHRC will donate €3000.00 to the hosts of the Judging School to help with financing the event.

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- ii. The Event hosts must report the financial accounts to the EHRC Committee prior to EHRC Committee approval for the donation.

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## Members of the European Judges Panel

### Purpose

To produce a European Judges Panel list of Judges who are competent to Judge in European Shows to the standards of EHRC.

1. How to Qualify for the European Judges Panel
  - i. To initially qualify participants must attend and qualify twice at the European Holstein Judges Workshop - hereafter may be referred to as 'Workshop'.
  - ii. Usually, participants must qualify for both reasons and for scoring, however the final decision rests with the European Judges Panel Working Group.
  
2. How to remain on the European Judges Panel
  - i. If a participant subsequently attends a European Holstein Judges Workshop as a Master Judge, this will mean they qualify at that Workshop.
  - ii. To remain on the panel participants must attend at least one Workshop in the last three consecutive workshops.
  - iii. If qualification lapses, the participant must attend two Workshops to qualify for the European Judges Panel.
  - iv. If a participant who is already on the European Judges Panel doesn't qualify for the Judges Panel at a European Holstein Judges Workshop, they stay on the European Judges Panel, but must attend and pass at the next Workshop.
  - v. In exceptional and well documented circumstances, the European Judges Panel Working Group have the ability to keep a participant on the Judges Panel and inform their Breed Association the reason for the action.
  - vi. If a judge fails to qualify after six years they will be removed from the judging panel.
  
3. How do participants leave the European Judges Panel
  - i. If they don't qualify after two attempts at Workshops.
  - ii. If they haven't attended one of the last three Workshops.
  - iii. If their Breed Association ask for them to come off – for example if the country bans the participants.
  - iv. If they haven't judged at two shows abroad in the last six years
  - v. In exceptional circumstances the European Judges Panel Working Group have the ability to remove a participant from the Judges Panel and inform their Breed Association the reason for the action.
  - vi. A judge may ask to come off the Judges Panel, for personal reasons, notified through their Breed Association.

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4. How big should the European Judges Panel be?
  - i. The number of countries with participants qualifying will determine the size of the European Judges Panel.
  
5. Miscellaneous
  - i. Rules are not retrospective, ie this system starts from September 2015.
  - ii. Judges should have a reasonable daily allowance fee plus paid travel and accommodation for all shows.
    - a. It is recommended that Judges should be paid €250 (Red and White Championship) and €500 (Black and White Championship) for judging at the European Championship Show.
    - b. It is recommended that national shows should pay €150 to Judges.
  - iii. CVs should contain international, national, and local shows. This information will be asked for every two years after the Workshop.

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## **WORKING GROUP: European Judges Panel & Chairman**

### **Purpose**

To produce a European Judges Panel consisting of a list of Judges who are competent to Judge in European Shows to the standards of EHRC.

To produce a European Showmanship Judges Panel consisting of a list of Showmanship Judges who are competent to Judge Showmanship to the standards of EHRC.

To ensure the European Judges Panel and European Judges guidelines are kept up to date and relevant to the needs of the Holstein breed and dairy industry.

To organise, at least once every 2 years, a European Holstein Judges Workshop at which Judges receive training on Harmonisation and are assessed as to their ability to professionally judge the Holstein breed. The object is for the participants to qualify at the Workshop and can lead to qualification onto the European Judges Panel.

To organise, at least once every two years, a European Holstein Judges School at which participants receive training on judging the Holstein breed, ring procedure, judging procedures, reason giving and show ethics.

### **1. Working Group Focus**

The group will concentrate its activities on the following issues:-

- i. Monitor and update the European Judging Terms of Reference.
- ii. To facilitate schools and workshops on judging procedures and reason giving techniques.
- iii. Define the requirements for delegates to attend European Holstein Judges Workshop and Judges Panel.
- iv. Define the selection criteria for Judges to qualify onto the panel.
- v. Organise a biennial European Holstein Judges Workshop and a European Holstein Judges School in the intervening year
- vi. Monitor requirements of the Holstein breed and keep the perspective of the showing relevant to the needs of profitable milk production and high standards of animal welfare.
- vii. Assist in the training of aspiring Judges.

### **2. Composition of the Working Group**

The working group should consist of around 5 people in total

- i. Members are nominated by Herd Book organisations
- ii. The chairman to be an EHRC committee member and act as a administrator, not a master judge.



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- iii. The working group member structure to be operated on a rotational basis with new members being elected, replacing retiring members.
  - iv. The term of office is four years with re-election.
  - v. The EHRC committee approve members for the Working Group
3. Chairman of Working Group
- i. The chairman must be an EHRC committee member.
  - ii. The chairman to be or has been involved in Holstein Judging.
  - iii. The chairman may have secretarial support from their Herd Book.
  - iv. The chairman will have a four-year term of office with re-election.
  - v. The EHRC committee approve the Chairman of the Working Group.
  - vi. If the chairman of the working group resigns before his term of office terminates, the EHRC Committee will appoint a new Chairman.

## **Procedure**

The chairman of the Working Group should arrange an annual meeting of the group. After the first meeting, it could be possible and is strongly recommended to communicate by email or skype.

1. Time Schedule
  - i. Annual Working Group meeting.
  - ii. Biennial European Holstein Judges Workshop
  - iii. Biennial European Holstein Judges School
2. Budget
  - i. If required a budget can be requested from the EHRC committee.
  - ii. Travel expenses of the WG-members are to be paid for by their individual employers.
3. Final Result
  - i. The Working Group report will include the European Judges Panel Lists names, which will be promoted and available on the EHRC website.