

**Referee Committee Meeting, Hotel Cumulus Airport, Vantaa, Finland,
February 7th -8th , 2009**

Participants: Hans Botman, Chairman
Thomas Thim, Vice Chair
Lukas Gyger
Klaus Koskela
Jan Nordli
Petr Seda

John Liljelund, Secretary General
Katriina Sahala, Office Coordinator

**Report on
present issues**

1 Opening of the meeting

Hans Botman greeted all welcome and opened the meeting at 14.00. Floorball is developing rapidly and there are more and more events also outside Europe. We need to have good qualified referees and this demands good qualified observers. The most important task for this RC meeting is to develop a task description and a working plan.

2 New Nomination System

The current procedure of nominating referees and observers is time consuming. We need to change the nomination procedure to a more efficient one, where the IFF office can handle every nomination. In this procedure a ranking system of referees needs to be used and needs to be adjusted continuously with the referee observers' views. The new nomination procedure will be used during one year from now on and then the system is to be evaluated.

It was noticed that the federations and organisers are sending their referee nomination form too late to the office. The form should be sent to the IFF office 60 days prior to the international match or a tournament. This timeline is not respected and therefore we should be stricter with the timeline.

The RC proposes that in accordance with the IFF juridical regulations, the federation shall receive a warning if the nomination form comes 60 - 45days in advance and is sanctioned by a fine if the information arrives later than 45 days prior to the competition and then to give a sanction fee if they keep on sending the nomination form too late.

It was also noticed that the earlier the referee nominations are done, easier it will be to nominate referees and the more money the organiser can save on referee travelling costs.

3 Referee, Observer and tournament ranking

The previous RC had already developed a first version of a referee ranking system. Mr Koskela gave a short explanation of how this ranking system was created. One of the objectives is to create some competition amongst referees and challenge them to try and reach the highest level. The ranking system makes the nominations easier and makes a clear system of evaluating referees. For this first version the RC will rank all referees. In the future the ranking will be based on the referee folder, which contains all experiences and observation.

To adjust the ranking system there needs to be a good link between the RC and the observers and clear guidelines and criteria.

The system is to set for three levels: Gold, Silver and Bronze. Silver referees that are close to reaching a gold level will be given a silver/gold level. New referees are

automatically on the level Bronze. There is no maximum number of Gold referees from the same country

In order to nominate the referees to the tournament there needs to be a ranking of competitions.

The ranking of the tournaments:

1. WFC, EFC Final Round -> referees: Gold
2. MU19 WFC, WU19 WFC, EFC Top 4 Nations, MEFT, WEFT -> Gold, Silver
3. WUC, MWFCQ, WWFCQ, APAC -> Silver
4. EFC Q West and East, MU19WFC Q and WU19 WFC Q -> Bronze

Friendly internationals: A-level teams -> Gold

Friendly internationals: B-level-teams -> Silver, Bronze

Observer level according to the tournament ranking: (There will always be one observer of the highest level.)

1. level 1
2. level 1 and 2
3. level 1, 2 and NEW
4. level 1, 2 and NEW

The RC has ranked all current international referees and observers according to this new ranking system. Since this is the first draft version, the ranking will not be published. If the new system is evaluated in a positive way the ranking will be published. The RC decided that the ranking will be evaluated after the EFC Qualifications in September and after the WFC in December

The IFF RC will produce a start-up kit for the new referee pairs as they get nominated internationally, with the task and expectations for the international referees, to help them prepare and get started.

Currently referees and observers are nominated in August. This does not match with the new international calendar. The RC proposes that the current two year nomination period should be until the WFC Men, which are held in December 2010. From December 2010 we could then again have a normal two year nomination.

The RC decided to investigate the possibility of a ranking and nomination system where a referee pair can specialise to become a referee on female matches or on male matches. If the RC thinks this system would improve the general level of refereeing and would contribute to the IFF goals to increase the number of referees in general and the number of female referees in particular this new system could be implemented starting 2010.

All referee observation should be sent to the IFF RC and to the national federations of the respective referee, thus giving valuable feedback to all parties involved.

4 Financial Issues

Mr. Liljelund presented the new proposal which is been worked on of the referee allowances and which the IFF CB will decide upon on it during the CB meeting in May. The RC discussed the proposal and feels that it contains a good balance between rewarding the referees and keeping the costs bearable for the organizers.

The Referee Committee noted the budget for 2009.

The RC noted that the education of nominated referees before the start of the tournament should not be paid by the organiser, but from the RC budget. The referees should get the food and lodging during these days, but not the daily allowance.

5 A high change rate of referees

With the continuous growth of floorball it is vital that there are enough international referees available, both in quantity and in quality. Unfortunately, too many referees quit their career too soon. In order to hold on the IFF referees and to attract new referees at the international level, we need to ensure that the referees have the best possible conditions.

1. The RC shall develop guidelines for all international referees to help them prepare for international matches.
2. The RC shall develop guidelines for all organisers to set a clear standard of what they need to take care of as they receive IFF referees.
3. The RC will have a close cooperation with the organizers, especially of Friendly Internationals, to ensure that all arrangements are according to the RC standards and that the referee travel arrangements will be efficient.
4. The RC will increase the communication with the referees, to give the referees a better insight in the RC's activities and to get a better understanding of the opinion of the referees.
5. The RC will try to plan ahead much more, thus making it easier for the referees to plan their international matches and holidays
6. The RC will try to nominate all nominated referees and observers to at least one tournament where they will be observed by and IFF observer.
7. To attract new referees, IFF will urge the member federations to nominate international referees and to invite new referees to participate at referee seminars which could be held during the international matches and tournaments.

As the task of the RC is to manage, to develop and to secure the referee needs, the RC shall increase the level of the existing international referees. This shall be done by educating both the referees and the observers.

6 Upcoming nominations

The nominations were done for the MU19 WFC 2009. Katriina Sahala shall make a proposition to the RC of the referee nominations for the EFT played in Sweden on 24th-26th of April 2009 during the week 7.

7 Education

RC agreed to work on three types of materials: a manual for basic referee education, aimed at referees that are starting up their national referee career, a checklist and information letter for the new international referees and an education folder for all international referees.

1. A basic education for referees who are starting up their referee career in different countries. This is basic course material, which is to help federations to organise an education focusing on how to referee, how to react, how to position in the rink. It will be published as a PDF version on the IFF web-page. Klaus Koskela and Thomas Thim are to create the material from the basis of the Finnish and Swedish basic referee material.
2. Guidelines for international referees, about the expectations and where the referee can find a checklist, what the IFF expects that the referee shall have with him during the international matches. This is to be a welcome package for the new international referees.
3. Education folder: this is further discussed under topic 8.

The RC shall build up a common line for the referees and the observers, where there is a clear view what we want to reach.

The RC shall study the possibility to organise an education during the Men WFC in 2010.

8 Observation / Evaluation

The RC shall develop an observer education. The first step is to create a new observation sheet, which is easy to fill in. In the future the sheet can be online and the RC will study this possibility.

The observer guidelines are to be defined, so that there will be a common line what the IFF expects from the referees and what the observers will tell the referees. This way we can develop one common standard for floorball referees.

A referee folder was introduced during the Men WFC 2008 in Czech Republic. This was a good system and needs to be continued. For the upcoming tournaments, the nominated

referees will be given a paper version of the folder and an education on how to use this folder. All the international referees shall receive the folder and the education in a long term. The RC will define the persons among the observers who can give out this referee education. We now start working with a paper folder. The RC will investigate the possibility to develop online folder, which is easily accessible by the referees, observers and national referee committees.

There shall be a physical test for an international referee. A common test would give a common knowledge both to the IFF member federations and to the referees, what is expected from the international referees. The test limits shall be different regarding of the different level of the referees, Gold, Silver and Bronze. There shall be also different limits for the female referees.

A new physical test for the referees was introduced during the Men WFC 2008 in Czech Republic. The RC concluded that this new test is a good test, but that it is not a good idea to take the test prior to bigger competitions, as there is a big risk of injuries. The test should be done in federations, prior to the nomination.

The new physical test used in WFC 2008 in Czech Republic for the international referees:

1. Endurance test, run of 1500m
2. 15m rest
3. Speed agility test 1, 4x10m back and forward
4. 10min rest
5. Track run
6. 10 min rest
7. Speed and agility test 2, (10m forward, 10m backward, 20m forward, 20 m sideways, 10 m backward, 30 m forward)
8. 10 min rest
9. Track run

The RC feels that the physical test is important to implement as the referees in better physical condition are more likely to handle the situations well until the end of the matches and there has to be a proof that the referees are keeping up or improving their physical condition.

The requirements for an international referee are to be under 45years at the moment of nomination, to pass the rule test and to pass the physical test.

Mr. Koskela introduced the online observer sheet used in Finland. The observer connects to the internet after a match to Webropol-website and makes the report online.

The RC decided that Hans Botman and Lukas Gyger shall investigate the possibility to build a database, where all the observations of the referees are collected. The referees and their federations should get this information. In the future, the whole observation system could be translated into an online system such as Mr. Koskela presented.

The observers should send out the observation notes to the RC after the matches they observed. The referees need to get this observer sheet in writing. The RC will make a new observer sheet, which shall be used in the EFC Final Round 2009.

9 RC Tasks and responsibilities

During the meeting many points have been discussed which should together form the tasks and responsibilities of the RC. Based on this, Hans Botman will present the tasks and responsibilities in writing to the RC by the end of February and to the CB in April 2009.

10 Other issues

The material (sticks) should be more carefully checked during matches in the IFF member federations. The RC shall give out a message to the member federations that the referees shall check especially the mixed shafts and blades. According to the material regulations both the shaft and the blade should be from the same brand, i.e. no Exel, Unihoc combinations are allowed. Mixing shafts and blades could lead to unapproved

sticks which may cause complicated liability problems. As we have seen in Icehockey, this may lead to claims for the national federations. It is in the interest of all involved that we avoid such complicated and costly juridical problems.

The RC had decided to develop guidelines for the RC management and other material to educate international observers.

The RC feels that it is important to continue the international referee exchange between different countries and the RC shall stimulate this international exchange. The step that the RC can take for this is that the IFF office will add the referee contacts from different IFF member countries on the IFF web-page.

Mr. Thim acts ex officio as an RC member.

11 working plan 2009-2010 and division of tasks

Hans Botman will write a working plan 2009-2010 along with the task description. The working plan will be based on the list of actions which is attached to these minutes. The RC decided that a long term plan 2010-2015 is needed. This will be prepared by RC during the year 2010.

Division of tasks:

- Referee education Folder – Thomas Thim and Lukas Gyger as responsible
- Nominations – Katriina Sahala to propose the nominations and Klaus Koskela and Jan Nordli to check up the nominations.

12 Closing of the Meeting

Hans Botman stressed out that the RC has lots of tasks ahead but that not all plans can be completed immediately. All tasks shall be done step by step. The chairman thanked all the participants and closed the meeting at 16.20.

Upcoming meetings and issues

The possibilities to have a next meeting in Sweden Women WFC during one day – Thursday or Friday by Hans Botman.
Next RC meeting in February or March 2010 to start working on the 2010-2015 plan.

Issues that need to be discussed or decided upon or taken action upon

Jan Nordli and Thomas Thim to develop the ranking system of 2010 to have the best possible referees for the female and male matches. The first proposal will be given at latest on 30th September 2009, ready for the December 2009.

Lukas Gyger and Katriina Sahala to prepare the guidelines for the referees and for the organisers. 31st March 2009, finished by the 18th of April.

Katriina Sahala to create a new page on the IFF web-page of the nominations and to inform the federations, referees and observers about the site. To add the travel, accommodation as it is done on the sheet. The page shall be published during the next two weeks.

Katriina Sahala to do the nominations for Men EFT in Sweden played on 24th-26th of April 2009 and to send these out to the referee committee to check during the upcoming week.

Thomas Thim and Klaus Koskela to build up a basic referee education material as a PDF. The first draft on 15th of March.

A welcome package to the referees: what the IFF expects and a checklist for the referees, what do the referees need to have in their referee folder. Klaus Koskela and Jan Nordli to prepare the package and to circulate among the RC. End of May the first draft and the final version by the end of June.

Klaus Koskela to define the limit levels of the physical tests and guidelines of the tests. Timeline at the end of March.

Petr Seda, Lukas Gyger and Klaus Koskela to develop an observer form, this is easy to use and is accessible. The first version to be ready already in March and at latest on 1st of July.

The observer online sheet by Lukas Gyger and Hans Botman the first proposal by the end of March.

To send out a letter by the RC that the material are checked strictly starting from this moment. It is not allowed to play with a stick with a different blade and a different shaft.

Katriina Sahala to add the referee responsible persons to the national federations by the end of February.

Hans Botman to write a draft of tasks description and working plan 2009-2010 and to send it to check for everyone by the end of February.

To build up a referee education and material during the Men WFC 2010 prepared by Lukas Gyger and Petr Seda.

Jan Nordli to develop the education program for new referees.

New ideas, etc...

The RC shall have regular telephone conferences by Skype.