



# Strategy Paper: The future of Gold Level Referees

**Instruction No.**

**Supersedes:**

**Issued by:**

**Date:**

**Valid until:**

**Aim:**

All previous versions

IFF Referee Committee (IFF RC): TT, LG

16.09.2011

30.5.2012

This documents describes the procedures for IFF member federations to propose international referees and specifies the qualification requirements of IFF referees.

## I Background

During its meeting in February 2011, the IFF Referee Committee (IFF RC) has identified various problems and raised its concerns regarding the future quality of refereeing during IFF Top Class Events, such as WFCs and the Champions Cup:

- The IFF RC goal is to have a minimum of 8 gold level pairs coming from at least 6 different countries
- The quality of support available for top-level referees varies with the appointed Head of Referees and the organizers. There is too much of improvisation during tournaments instead of having clear strategies.
- During high level tournaments, the crucial games ((Semi-)Finals etc.) put also experienced and qualified referees under pressure, since the public exposure of these performances (spectators, media etc.) is hardly comparable to what even top referees usually experience in their home leagues. In addition, the quality gap between the group phase with less challenging matches and the final phase makes it very difficult for the referees to be ready for the big games.

## 2 Increase the amount of gold level referees

There are two aspects of the problem of having too few IFF gold level referees:

- Developing new gold level referees
- Retaining current gold level referees within the IFF system

### 2.1 Developing new gold level referees

In the past, gold level referees mainly came from IFF core nations (CZE, FIN, SUI, SWE), which is in correlation to the ranking of the respective national teams. Additionally, some promising couples do come from „threshold countries“, namely DEN, LAT, NOR, POL, SIN. Those referees often show their potential and certain learning curves during IFF events, however they hardly develop outside the tournaments. This is due to lack of challenge in their own national competition system – but being constantly challenged on a high level is key to gain the practice required to perform within the gold group and being able to manage the few really big games there are.

Talented players of threshold countries often try to develop their skills in the league of one of the core countries, where training, support und atmosphere are usually better than in their home league and their individual progress is faster.

Therefore, silver and silver-plus referees from threshold countries who are determined to get to the gold level should be encouraged to transfer for a longer period of time (not less than a quarter of a year, full season preferred) to one of the core countries, where they should gain as much refereeing practice on a high level as possible.

*Points to be considered:*

<b>Problem</b>	<b>Possible solution</b>
Individual motivation (job, family situation)	Transfer option also available for single referees. Combine transfer with education/sabbatical opportunities
Loss of income	Part-time working options to be identified. Check with elite clubs and national top referees for job options
Housing situation	Check with (former) national top referees whether they are willing to serve as hosts.
Core nation RC commitment	The core nations referee organisation must create a development plan for the guest referees, which schedules them to a maximum amount of games.

*Alternatives and complimentary actions:*

- IFF RC should aim to establish an online tracking system (“electronic referee folder”), where all the referees log their career events (appointments, observation feedback etc.) in order to have a full overview of their development

## 2.2 Retaining current gold level referees

After the first „hype“ of being an IFF referee, top level referees of established countries are at risk to become „fatigued“ with their task. Only to state that it is an honour to be part of the top group is no longer enough. They start to slow down their development, knowing that they will be nominated to the big events anyway, and show-up unprepared and uncommitted. Eventually, they quit.

<b>Problem</b>	<b>Possible solution</b>
Lack of reward and compensation	Think of new ways to compensate gold level referees: <ul style="list-style-type: none"> <li>- Access to equipment</li> <li>- Goal might be that gold level referees are not losing any money or paid leave days during their assignments.</li> </ul>
Exhaustion: Too many assignments to IFF events.	<ul style="list-style-type: none"> <li>• Careful nominations respecting individual needs</li> <li>• Nominations to „lower“ events should be enriched with education/development tasks for local referees, but only if it fits the personality of the referee.</li> </ul>
Exhaustion: lack of professional treatment during IFF events	See chapter 3

## 3 Enhance the quality of treatment during events

During IFF top events, the task of the head of referees is primarily to ensure that the surrounding conditions allow the referees to perform to the best of their abilities. This is a challenge insofar as the level of the games varies.

Following points should be considered:

### 3.1 Observing or coaching? Or both?

Of course, evaluation is important, as appointments for final games are to be based on unambiguous facts. However, during the game, referee observers should have the skills to support the referees in a way that the game is being managed to the best possible outcome. This might include feedback during the intermissions. The referees are to choose what kind of support level they want and need.

### 3.2 Daily structure

In most of the tournaments, the only fixed point on the agenda is the referee meeting in the evening. The planning of the rest of the day is entirely up to the referees and mostly depending on their game schedule. However, we might consider to ask the referees for more structure in regard to:

- Nutrition
- Physical activities
- Video analysis
- Transportation and game preparation
- Match feedback
- Rest time

Etc.

### 3.3 Managing the group

The referee management has to ensure that the referees form a group during the tournament.

- Foster common activities
- Stick to the guidelines: Both referees and observers
- „Old“ members taking care of „new“ members
- Protection from any unwanted outside influence
- Meetings: Well prepared, sharp and short.
- Promoting the brand

### 3.4 Supporting staff

During top events, the referee support should be enlarged. Top events are often hosted in established floorball countries, where resources are available (e.g. retired former IFF referees). We need to bring in more volunteers into the group, to cope with tasks such as:

- Medical support and regeneration/fitness
- Cutting video materials for post-game analysis
- Group activities

Chairman of national RCs should be asked to form such a support group during top events and liaising between local organizers and the IFF RC.

## 4 Education

Past experiences have shown that it is difficult to educate referees appointed to a top level event during those events. The focus should be on performance, regeneration and health.

Therefore, it is recommended that an annual education event is planned for gold and silver-plus level referees beside a tournament. Possible topics are:

- Technical education
- Fitness and rules test
- Career management
- Promoting the brand