



FOOTBALL  
FEDERATION  
AUSTRALIA

**“To have Australian referees regarded as world class officials”**

# Refereeing Strategic Plan Overview

2012-2015

# Background



## Why do we need a strategic plan?

- Perception of lack of direction in refereeing in Australia
- Progression in development of referees to the elite level has slowed
- Appetite from the FFA to:
  - increase the standard of refereeing
  - create a more unified structure
  - lift refereeing standards in line with the games increase in professionalism

# Strategic Plan Framework: 2011-2015



**Vision:** To have Australian referees regarded as world class officials

**Mission:** From the Australian football community recruit, develop and deliver elite referees capable of refereeing the World Cup Final

Strategic Pillar >

	1	2	3	4
	Development Pathways	Nationally Co-ordinated Approach	Talent Pool of Officials	International Experience
<b>Key objectives</b>	Create a unified organisational structure and talent identification program in each of the Member Federations that creates a clear achievable pathway for developing officials	Establish a nationally coordinated approach in <ul style="list-style-type: none"> <li>•Education</li> <li>•Communication</li> <li>•Coaching</li> </ul> via a nationally implemented curriculum.	Create a Talent Pool of identified referees, assistant referees, referee coaches and assessors that have the capability to supply the elite competitions (HAL, WWL) both nationally and internationally.	Enhance the quality and regularity of our international experience for more of our top officials both in <ul style="list-style-type: none"> <li>• AFC</li> <li>• FIFA</li> </ul>
<b>Target Completion</b>	Mid 2013	2012-13	Mid 2012	ongoing
<b>Key Drivers</b>	1. More referees 2. Consistent messages 3. Develop talent 4. Remove roadblocks 5. Provide greater level of experience			

# Strategic Plan: Referees



## Target 2015 KPIs *“Where we will get to”*

1. Have the maximum number of FIFA officials allowable.
2. Have Australian referees qualify for international AFC and FIFA tournaments.
3. Increase Referee Numbers
 

Total	From	To	
Level 1	200	2%	5%
Level 2240	3%	10%	
Level 32000	20%	30%	
Level 46400	75%	55%	
4. Double the number of referees capable of refereeing elite competitions.
5. Increase retention of referees by 5%

## Key drivers / projects *“How we will get there”*

1. Create a program to identify talented officials that are currently in the state member federations competitions.
2. Work with the member federations to review current structure.
3. Create a national curriculum to enhance the consistency of the product we are delivering.
4. Review communication strategies to community referees.
5. Ensure that talented officials are gaining appropriate experience so that they are capable of refereeing at the elite level.
6. Engage a reporting mechanism with the state member federations to report on the development of officials.
7. Simplify, unify and enhance organisational support for referees.

## FY 2012 Priorities *“Where will we start”*

1. Create a FFA talent pool program to supply the elite competitions.
2. Have the National Referees Technical Committee draft the National Curriculum by the end of 2012.
3. Review the state member federations referee structure and implement in line with FFA strategic plan.
4. Engage AFC and FIFA to ensure more international exposure for our international officials.
5. Co-ordinate with the member federations more regular development courses.
6. Communicate regularly and consistently to all referees via website and other methods.
7. Upgrade more referees from Level 4 – 3 – 2 – 1.



# Refereeing Strategic Outcomes



Create foster and continue to maintain a group of high performing referees at HAL and FIFA levels

A reservoir and steady supply of referees with the potential to progress to the HAL and FIFA

A system of quality control, coaching and development of referees which accords with AFC/FIFA requirements

A better understanding of refereeing by the media and general public

Close working relationships on refereeing matters with the FFA, AFC and FIFA

Close working relationship with Professional Footballers Association

# What we have achieved so far



- Establishment of the National Referees Committee
- Review of the existing accreditation guideline
  - Laws of the game test only every 4 years (encouraged to do as often as possible)
  - review the pass marks for examinations
  - ensure that Level 1 referees incorporate the assessors course
  - extended referees and assessors accreditation for a further 12 months to ensure that the process does not exclude any referees
- Re engaged AFC and FIFA in line with their requirements to further develop the relationship
- Developed a national 3 year strategic plan
- Worked towards a more uniform, unified approach to referee management and development
- Developed a closer working relationship with the PFA

# Pre season A-League Initiatives



Implementing KPI's	Tracking Error Rates Benchmarking KPI success
Revamping the match assessment procedure	<ul style="list-style-type: none"> <li>- Appointing an Elite Coach in Barry Such</li> <li>- Each HAL match gets full video review with major incidents highlighted</li> <li>- Weekly summary addressing any issues</li> <li>- Access to Barry and/or FFA refereeing Department for support</li> <li>- Reports funnelled through both EC and RD before being sent back to referee, to ensure consistency</li> </ul>
Refereeing Priorities	<p>Correctness of Decisions</p> <p>Positioning- Angle, Closeness, width when required, anticipation</p>

# Pre season A-League Initiatives



Breaking Down Barriers	Coaches, Clubs, Fans
Increased communication	Community, grassroots refereeing
Communication with coaches and clubs	More regular contact Face to face meetings
Assistant Referee Assessment	Pilot Project
Media	Perception of accountability



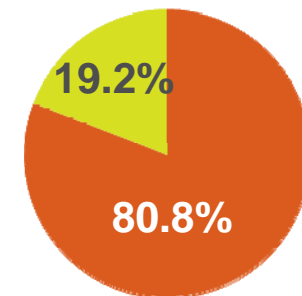
# Key Performance Indicators



## Protecting the Players Safety

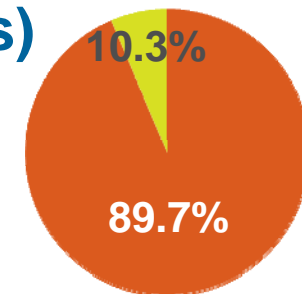
- elbowing
- tackles that endanger the safety of players

	KPI Met	KPI not Met
<b>Games</b>	63	15
<b>%</b>	80.8%	19.2%



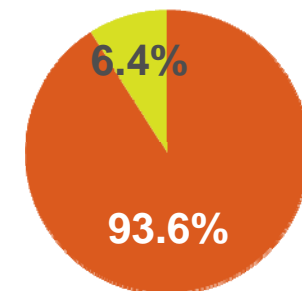
## Protecting the Games Image (dissent/melees)

	KPI Met	KPI not Met
<b>Games</b>	70	8
<b>%</b>	89.7%	10.3%

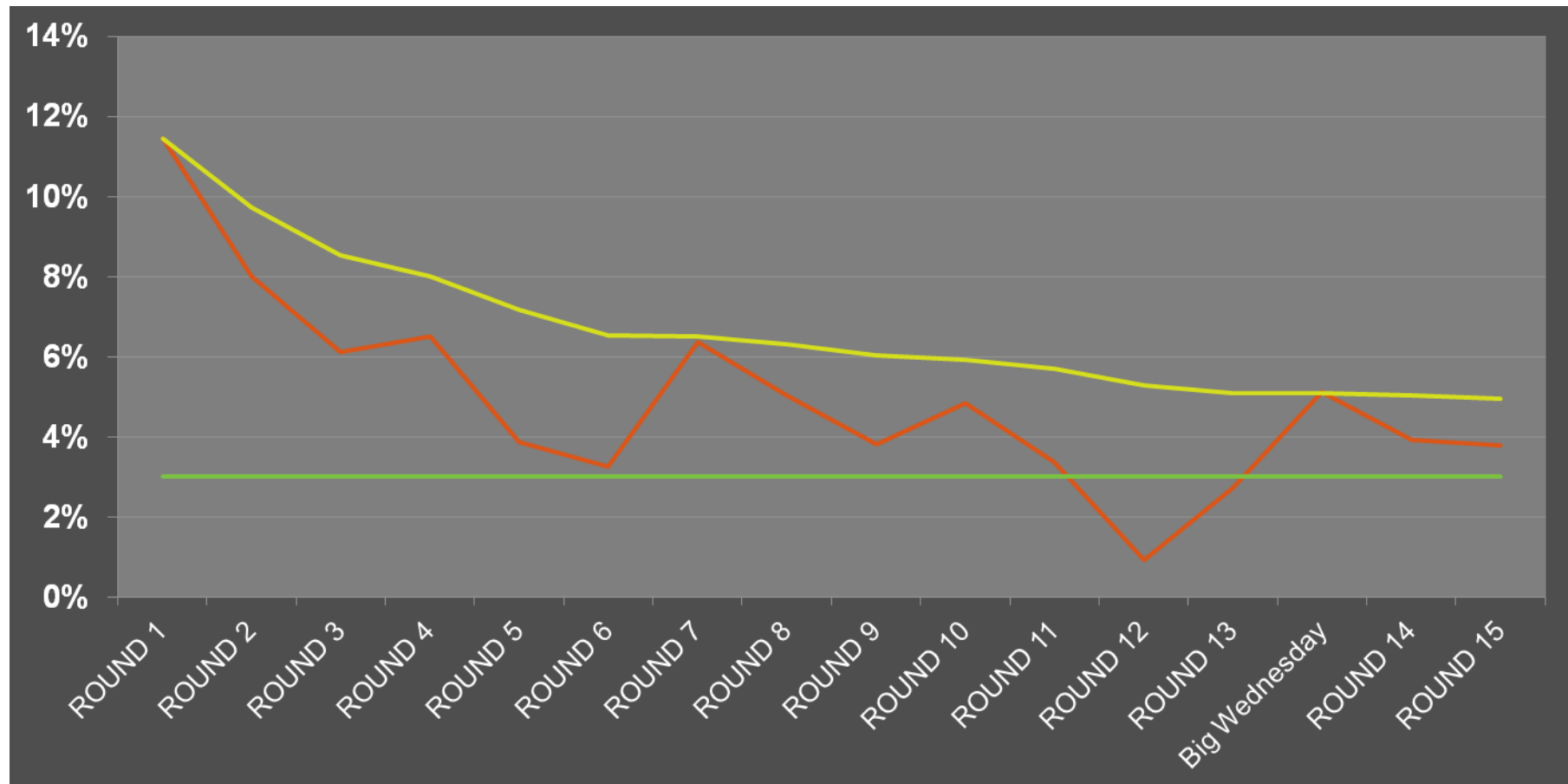


## Better Offside Interpretation

	KPI Met	KPI not Met
<b>Games</b>	73	5
<b>%</b>	93.6%	6.4%



# Wrong Decisions



— wrong decisions (pre round) — wrong decisions (average) — target

# 2012



1. Establish a national talent pool program to supply the elite competitions
2. Have the National Referees Technical Committee draft the National Curriculum by the end of 2012
3. Review the Member Federations referee structure and implement in line with FFA strategic plan
4. Engage AFC and FIFA to ensure more international exposure for our international officials,
5. Co-ordinate with the Member Federations more regular development courses.
6. Upgrade more referees from Level 4-3-2-1.
7. Communicate regularly and consistently to all referees via website and [myfootballclub.com.au](http://myfootballclub.com.au)

# National Talent Pool



## Overview

**Aim:** *To create a pool of identified talented officials including assessors that:*

1. Have the potential, ability and personal attributes to officiate at the highest level in Australia and internationally.
2. The FFA can take an active role in conjunction with MF to develop, train, educate into world class officials through assessment, education and training.
3. Create an environment whereby match assessors and referee coaches can gain the experience required to deliver consistent, top quality advice and training that can be replicated in the Member Federations.





# National Talent Pool



## Outcomes

- Supply officials and assessors to the elite competitions HAL, WWL and FFA Cup.
- Supply officials to:
  - National Youth / School tournaments
  - Institute Challenge
  - ASC scholarships
- FFA will be responsible for upgrading accreditation levels.
- Each of the referees on the talent pool must have experience in state leagues before being appointed to HAL.
- FFA will work with Member Federations to ensure talent pool referees are appointed to appropriate level of matches to ensure referees are obtaining the right experience (i.e. State leagues).
- A Talent Pool Coaching Panel will also be appointed. The TPCP will be responsible for providing the Talent Pool referees with training, coaching in line with FFA policy.
- This initiative is fully supported and funded by the FFA.

# National Talent Pool



## Nomination Process

- Nominations must be received no later than 1st March 2012 by way of application form that will be distributed
- Any Member Federation, RTC, referee organisation, or FFA can nominate a referee to the talent pool.
- FFA has final decision on all candidates after reviewing nomination. This may include viewing performance on matches.
- Nominations will be on a annual basis.

# National Talent Pool



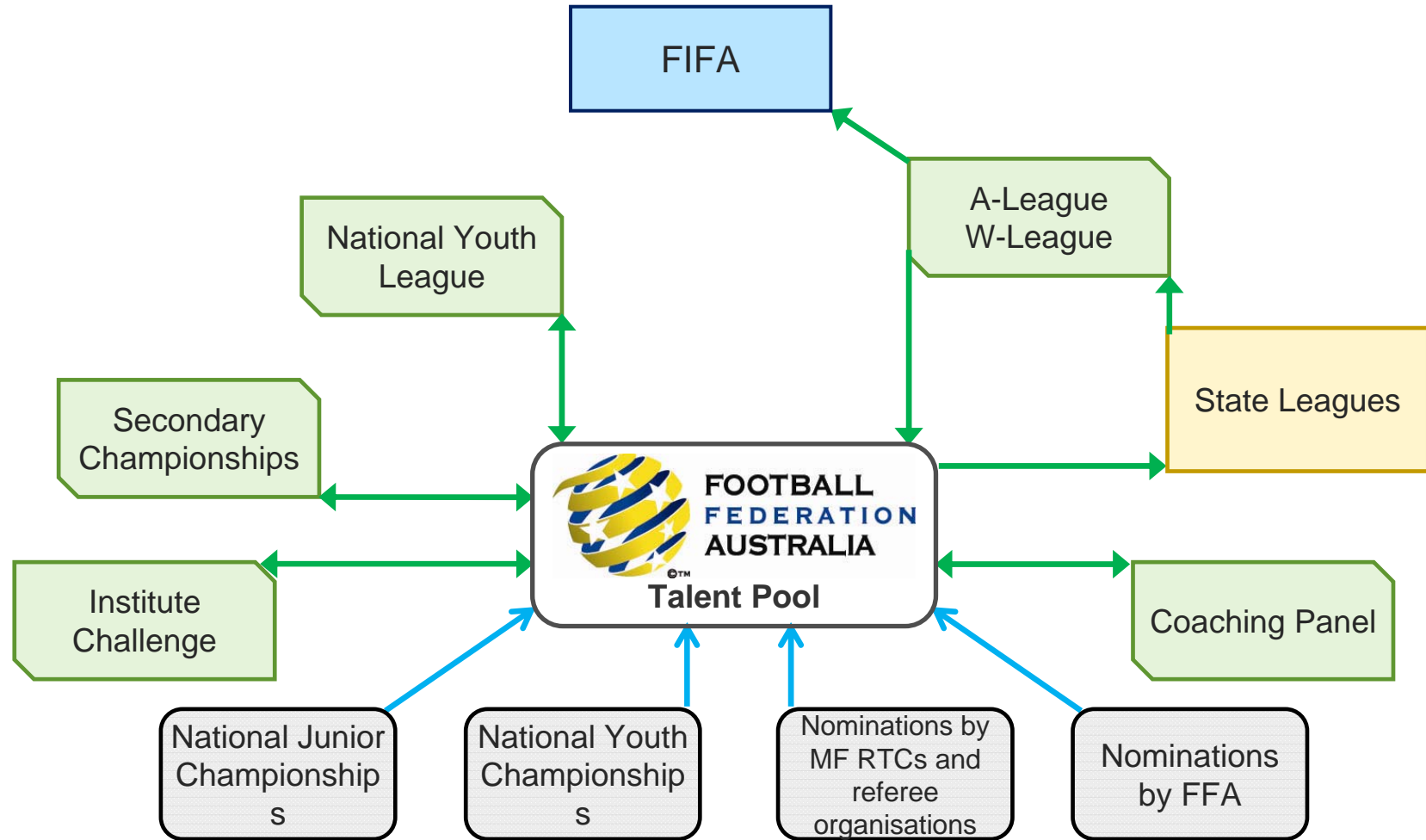
## Criteria for Referees and Assistant Referees

- Must be at least 18 years of age.
- Must be able to be nominated on the AFC elite list as a FIFA referee/Assistant referee by the AFC set age limit, which is 35.
- Minimum Level 3 accreditation qualifications.
- Not currently officiating or appointed on the HAL or WWL.
- Nominations for 2012 must be received by the 1<sup>st</sup> March 2012.
- Must be able to pass FFA fitness test.

## Criteria for Assessors and Coaches

- Minimum FFA level 3 Assessors accreditation.

# National Talent Pool

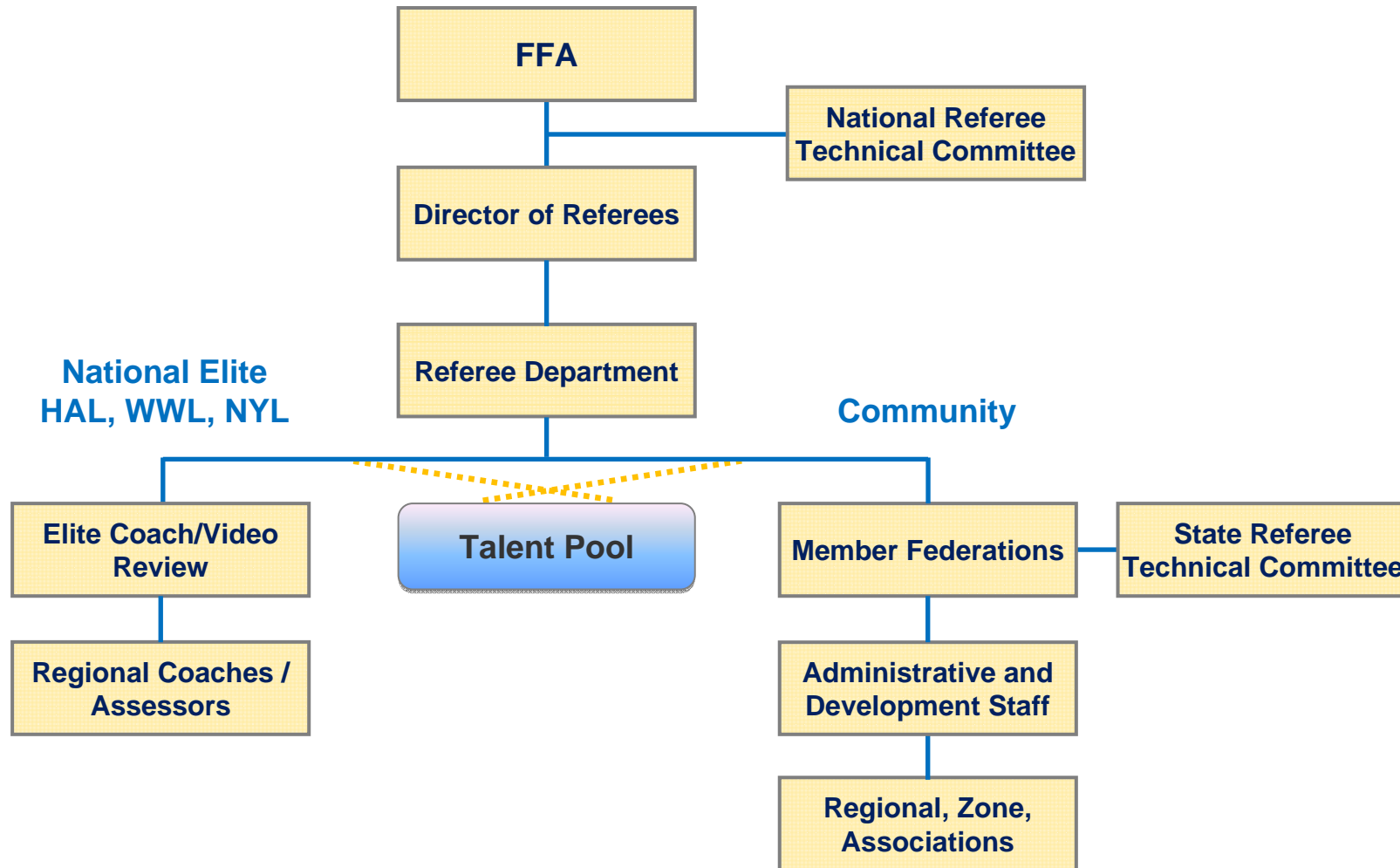


→ Nomination path

→ Progression path



# Referee Development Structure



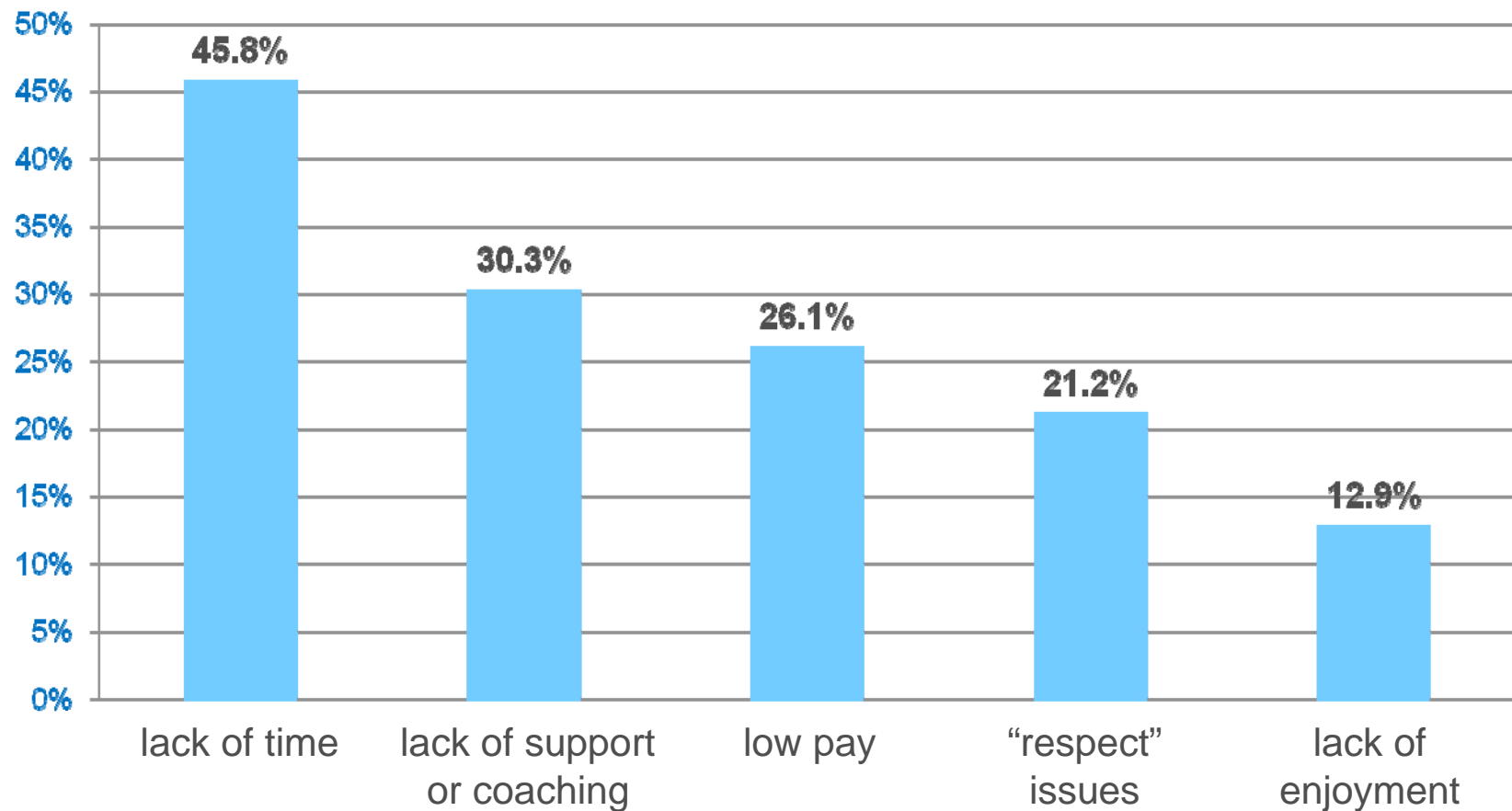
# Referee Survey



“Why do Referees cease officiating?”  
900+ Responses

4500+ Referees contacted

## Key Issues





# Duties of the NRTC



- Establish, together with FFA, the direction of officiating in Australia;
- Recommend appointments of Referees to international matches organised by FFA, or for any other tournaments, whenever requested to do so;
- Recommend candidates for the International List who are eligible to officiate at international matches according to FIFA Regulations governing the registration of international referees, assistant referees, Futsal referees and beach soccer referees on FIFA's lists;
- Provide advice to ensure uniform implementation of the Laws of the Game;
- Enhance *match* officials education through a standardised curriculum consistently implemented throughout Australia;
- Provide advice aimed at improving refereeing structures and development throughout Australia.