

GUIDELINES for PGMOL REFEREE ASSESSORS for the 2009/10 Season

Referee assessors must follow the instructions and apply the evaluation criteria detailed below.

The purpose of observing referees, [assistant referees](#) and [4th Officials](#) in Select / National / Panel list matches is:

- To assess and measure performance
- To ensure a correct and consistent interpretation of the Laws of the Game
- To give advice where necessary on how [match officials may develop](#) / [improve their performances](#)
- To provide management information for the referee coaches and managers to assist in identifying [strengths and areas of development](#) / [improvement](#) for all officials
- To identify key decisions and incidents that may require further [DVD](#) / video investigation

The Assessor's Report Form

A standardised report form will apply for all matches on Select, National and Panel League appointments. Its primary purpose is to achieve uniform marking for all officials **and, following Football League and Panel League games must be emailed to: assessors@football-league.co.uk within 36 hours of the matches.**

Marking the Referee and Assistant Referee

The assessor primarily evaluates the overall performance but must also take into account key match incidents and decisions. Each section on the report form will be assessed on the basis of the incidents that occurred during the match and summarised accurately.

A competent, experienced and conscientious assessor should:

- **Vary marks** according to the level of the performance and the challenge presented to each official
- Use a **wide spectrum** of the marking scale
- **Note** that a referee / assistant referee will start a game at **the expected performance level** (and PGMOL expects, too, that the match officials should attain at least this level of performance in each Competition)
- **Mention** in any report containing a mark **below 69, at least three areas for development / improvement** in the relevant narrative section unless the 69 was arrived at as the result of a deduction of three marks for a caution, offside etc. judged incorrectly

An "Expected Performance" is the norm set by PGMOL separately for Premier League, Football League and Panel League competitions. It is vital that all assessors bear this in mind and do not change their marking tolerance after the first few matches or at any stage of the season in each competition. The marks awarded will be recorded on the individual match official's reports and they will be entitled to see the actual marks.

Marking Scale

The following scale must be used to apply the appropriate mark:

90 - 100	An outstanding performance in a " <u>very challenging</u> " match
80 - 89	An outstanding performance in a " <u>challenging</u> " match
74 - 79	A commendable performance at this level
70 - 73	A performance expected at this level
55 - 69	A performance below the standard expected at this level
40 - 54	A disappointing performance
30 - 39	A poor and unacceptable performance

Key match incident marking

In reaching a mark as above, the assessor must consider overall performance and the accuracy and credibility of key match decisions. If a **key error** is detected, the assessor **must** assume that it has been seen or should have been seen by at least one (but maybe more than one) match official. If, through **an incorrect** judgement and / or lack of control, the mark given to the match official must reflect this **having viewed the incident on DVD / Video** and the following deductions made:

Deduct 10 marks

When a serious and / or obvious error occurs the following **criteria** will operate:

A Mark of 10 (ten) is to be deducted from the overall mark awarded. However, when a Key Incident is dealt with incorrectly, the **maximum mark** that the Match Official may be awarded is 59.

A Serious and / or Obvious error, therefore a Key Incident should be one of the following:-

- **DENIAL OF AN *OBVIOUS* GOAL SCORING OPPORTUNITY (DOGSO) DEALT WITH INCORRECTLY.**
- **PENALTY KICK INCORRECTLY AWARDED, or a PENALTY KICK NOT AWARDED.**
- **VIOLENT CONDUCT NOT DEALT WITH CORRECTLY IN LAW.**
- **MASS CONFRONTATION NOT DEALT WITH CORRECTLY IN LAW.**
- **GOAL AWARDED OR DISALLOWED INCORRECTLY.**
- **ANY OTHER INCIDENT THAT MAY REQUIRE FURTHER INVESTIGATION.**

Examples: 1. Mark Awarded66
Less serious / obvious error.....10
Final Mark.....56

2. Mark Awarded.....69
Less serious / obvious error.....10
Less second serious / obvious error.....10
Final Mark.....49

Assistant Referees' Key Incidents

These will include **serious / obvious** incorrect offside indications **which** may not necessarily mean that a goal is awarded or disallowed, the very fact that the offside decision was incorrect may have denied the attacking side the opportunity to shoot for goal or set up a colleague to do **so**. It is the decision that is incorrect and therefore the outcome should not be a consideration. Ball over the boundary lines or not, **including goal awarded or not**, penalty kick awarded incorrectly or not awarded.

There will also be occasions when there may be collective responsibility by match officials and two or more could be culpable.

Recording Key Match and other Incidents

Assessors are asked to record **all** key match incidents **on page 2 of The Assessor Summary Report Form**. These will be both correct and / or incorrect decisions and the assessor **must** request a **DVD / video** in order to view such incidents prior to completing the report. If there is a delay in obtaining the match **DVD / video**, it will be necessary to defer submission of all the match reports until **the DVD / video** has been viewed. If a club is unable to provide a DVD / video, the PGMOL must be immediately informed.

The assessor is asked to give brief details, including time of incident and whether the assessor has deemed the decision or handling of the action to be correct or incorrect.

On all Premier League, Football League and National Conference matches, a DVD / video recording of the match will be available to assessors before making these judgements. On all Football League matches, an assessor must review the following incidents and complete the form on page 3 of the Assessor Summary Report:

- Cautions issued / not issued including showing dissent
- Sendings Off judged correctly / judged incorrectly including DOGSOS
- Goals awarded / disallowed
- Penalty kicks awarded / not awarded
- Simulation judged and punished correctly / incorrectly
- Offside judged correctly / incorrectly

Where the assessor feels that he has been unable (from his position) to judge the accuracy of decision-making and where he believes there is considerable reason for doubt, the assessor must make his decision as to whether he agrees or not with the match official's interpretation of events and record the mark according to that opinion. In the event of further evidence at a later stage, the assessor will be given an opportunity to amend his opinion and mark. In Panel League games, except National Conference matches, there will be no referral of incidents for review. The assessor must decide on the correctness or otherwise of all key decisions and state his opinions on the recording sheet, marking in accordance with guidelines.

The assessor's opinion of an incident or decision will be final where there is no significant evidence to prove otherwise.

Match officials have to be accountable for key match errors. It is of no consolation to the team that is on the end of a wrong decision that the referee has demonstrated good man-management skills throughout the game. Key errors not reflected in the marks weaken the credibility of the assessment scheme.

There should be **no double counting** by assessors, i.e. if a Law 12 error is a key incident and the ten marks are deducted there should be no further deductions for this error in the overall report. However if the assessor is of the opinion that a Match Official makes a Law 12 error of judgement(s) that is not a key incident, this should be reflected in the final mark and reference made in the report narrative (e.g. missed cautions).

Assessors should understand that one of the perceived weaknesses of previous schemes is the failure to reflect key decision-making accuracy in the marks. This can be the result of assessors giving the benefit of doubt or, more usually, the assessor not being in a suitable position to make such judgements categorically. Use of technology or referral will be available under this system in some competitions (please see 'Key Match Incidents' Section of the Assessor Summary Report).

For every goal scored or disallowed, the assessor **must** view the DVD / Video to ascertain the validity of the decision in all Premier League, Football League, National Conference and in FA Challenge Cup games from First Round Proper onwards.

For every caution issued and for every sending off, correctly or incorrectly, the assessor **must** view the DVD / Video to ascertain the validity of the caution / sending off in all Premier League, Football League, National Conference and in FA Challenge Cup games from First Round Proper onwards. Three marks will be deducted if the match official's action is deemed incorrect having cautioned a player or if a caution is not issued when it was necessary to do so. Failure to send a player off for not issuing a second caution, or issuing a caution when the same player should have been cautioned previously will incur a deduction of 5 marks.

Useful guidelines / reference points for Referees

These points are not exhaustive but should help the assessor identify a referee's qualities and aspects for development / improvement:

Technical Performance (including Application of Laws and Match Control)

- Control of the match at every stage
- Recognition of the nature and temperature of the match from the start
- Immediate and appropriate reaction to a change in the nature of the game
- Clear recognition and consistent punishment of fouls and misconduct
- Clear distinction between deliberate and unintentional handball
- Clear distinction between direct and indirect free-kicks
- Immediate intervention to protect players who are victims of serious foul play or violent conduct

- Recognition and consistent punishment of simulation, dissent, time-wasting
- Correct judgement and interpretation of: denying obvious goal-scoring opportunities v stopping a promising attack
- Prescribed 9.15m measurement of the defensive 'walls' for free-kicks near the penalty area
- Correct supervision of restart of play at all stoppages
- Correct procedures for substitutions and treatment of injured players
- Correct judgement of the amount of additional time
- Sensible and appropriate use of the advantage clause
- Quick, clear and reliable decisions
- Allowing play to resume quickly when appropriate
- Effective signals (restrained but clear) plus appropriate use of the whistle
- Excellent physical shape, running well from start to finish
- Able to sprint over short and longer distances
- Close to play but not interfering or getting hit unnecessarily by the ball
- Flexible line of patrol
- Thoughtful viewing angles to enhance recognition of foul play
- Good positions for set play situations
- Anticipation of play and reading of the game
- Ball and play between the referee and assistant referee whenever possible
- Good teamwork to get the key decisions correct
- Recognises all assistants' signals and reacts promptly and appropriately
- Good eye contact technique with the assistant referees
- Good sharing of authority within the team (fouls in the assistants' vicinity)
- Correct acknowledgement of signals without stopping play in advantageous situations
- No contradictory decisions
- Immediate support for colleagues under pressure from players or team officials
- Reacts appropriately to misdemeanours in the technical area brought to attention by the 4th official

Management of Players (including disciplinary control)

- Appropriate disciplinary sanctions
- Consistency and predictability in issuing cards; clear line from the beginning (not issuing cards too early unless mandatory i.e. if possible to manage)
- Disciplinary punishment (yellow card) for unsporting behaviour (including deliberately delaying a restart e.g. kicking the ball away after stoppages and repeated demands that an opponent be shown a yellow card etc.)
- Red card for tackles that endanger the safety of an opponent
- Red card for denying an obvious goal-scoring opportunity: - courage when red card plus penalty award
- Cards shown calmly and clearly and punished player clearly identifiable
- Decisive management and correct action at mass confrontation situations, including identification of instigator(s) and key participants.
- Limited discussions with players and restricted gestures towards the players after a decision
- No tolerance of players who assault any match official
- Action against derogatory or inflammatory behaviour from within the technical area
- Natural authority shown and respected by players
- Assertive and self-assured, resolute and courageous, not afraid to make unpopular decisions
- Consistent and not influenced by other players, team officials or spectators – always objective
- Always in control of emotions, calm and predictable, discreet and inconspicuous when appropriate

Areas for Development / Improvement and Strengths

In summarising the narrative, the assessor should set priorities and highlight the key areas of performance in **each** match, concentrating and, if necessary, prioritising **three strengths and up to a maximum of three areas for development / improvement** in each report.

Where appropriate, the assessor should offer possible solutions and alternatives for the referee and give concrete advice based on actual incidents from the match. These will usually have been discussed at the post match debrief between the referee and the assessor but subject to video review or referral for key match incidents by assessors on the Premier League, Football League, **National Conference and in FA Challenge Cup games from First Round Proper onwards.**

Useful guidelines / reference points for Assistant Referees

These are not exhaustive but should help the assessor identify an assistant referee's qualities and aspects for development / improvement and should be read in conjunction with PGMOL Directives:

- Correct offside decisions
- Clear distinction between active and passive offside (wait and see technique)
- Accuracy of throw-in, goal-kick, corner-kick indications
- Appropriate and clear signals
- Correct interpretation and indication of foul play when best placed to judge
- Brings to the attention of the referee offences committed behind the referee's back with appropriate disciplinary advice where necessary
- Correct guidance for the location of a foul close to / inside the penalty area
- Does not exceed powers, does not intervene on too many occasions
- Assistance on goals in tight situations when the ball has just crossed the goal line
- Help with substitution signal
- Positioning and movement – level with the second last defender - smooth movement along the touchline
- Demonstrates sprinting ability for fast breaks and when regaining position
- Monitoring goal kicks and other restarts in his vicinity
- Concentration and awareness generally
- Enters the field of play to assist with mass confrontation situations (optimum positioning)
- Eye contact with the referee
- Assists the 4th official with substitutions if required

The reports on assistant referees will concentrate solely on **areas for development / improvement and strengths**. Within these categories, the assessor should set priorities and highlight the key areas of performance, **concentrating on three strengths and a maximum of three areas for development / improvement in each report**. Where appropriate, the assessor should offer possible solutions and alternatives and give concrete advice based on actual incidents from the match. Key errors should have been discussed post match **in games involving National Group and Panel officials** but subject to DVD / video review or referral by the assessor **where appropriate**.

Fourth Official

It is only necessary to submit a written report on the work of the 4th official when there has been a display of best practice or when the performance requires operational advice and therefore a mark will not be given. However, the assessor will offer verbal feedback on the performance of the 4th official in the post match de-brief.

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