

Referee Competency Framework

HUMAN ABILITY

CONCEPTUAL ABILITY

TECHNICAL ABILITY

Refereeing Techniques and Mechanics				
	Foundation	Talent Development	Elite	Mastering
1 Organisation: Game preparation, playing protocol, punctuality, score sheet	<ul style="list-style-type: none"> Game preparation as expected for the competition 	<ul style="list-style-type: none"> Game preparation as expected for the competition 	<ul style="list-style-type: none"> Game preparation is very good and appropriate for the competition 	<ul style="list-style-type: none"> Game preparation is excellent and appropriate for the competition
	<ul style="list-style-type: none"> Playing protocol as expected for the competition 	<ul style="list-style-type: none"> Playing protocol as expected for the competition 	<ul style="list-style-type: none"> Pre-match duties are understood 	<ul style="list-style-type: none"> Pre-match duties are well understood
	<ul style="list-style-type: none"> Should arrive in adequate time to perform all duties required for the match 	<ul style="list-style-type: none"> Should arrive in adequate time to perform all duties required for the match 	<ul style="list-style-type: none"> Playing protocol is known and understood for the competition and is generally one of the international protocols 	<ul style="list-style-type: none"> Playing protocol is known and understood for the competition and is generally one of the international protocols
	<ul style="list-style-type: none"> Game completion as expected for the competition. Should check the scoresheet 	<ul style="list-style-type: none"> Should perform all duties required for after game protocols e.g. captains to sign, check scoresheet, etc. Should check and correct any errors on scoresheet as 1st referee 	<ul style="list-style-type: none"> Is present in adequate time to perform all duties required for the match Performs all duties required with after game protocols e.g. captains to sign, check scoresheet etc. 	<ul style="list-style-type: none"> Is present at least 45 minutes prior to perform all duties required for the match Performs all duties required with after game protocols e.g. captains to sign, check scoresheet etc.

Refereeing Techniques and Mechanics				
	Foundation	Talent Development	Elite	Mastering
			<ul style="list-style-type: none"> Manages scoresheet 	<ul style="list-style-type: none"> Takes complete responsibility for the scoresheet
<p>2 Decision making as 1st referee: Whistle – collect information - timing</p>	<ul style="list-style-type: none"> May sometimes call late. May often blow the whistle late. May not show separate signal/whistle/fault. 	<ul style="list-style-type: none"> Should blow the whistle as soon as a fault is committed most of the time. Determines and applies a rule Signals should follow in a confident manner. 	<ul style="list-style-type: none"> Must blow the whistle as soon as a fault is committed. Determines and applies correct rule Signals should follow in a confident manner Should check other officials when needed most of the time 	<ul style="list-style-type: none"> Must blow the whistle as soon as a fault is committed. Always determines and applies correct rule. Signals follow in a confident manner. Checks other officials when needed Must have very good player relationships to support game management

Refereeing Techniques and Mechanics				
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2. Attention to Net and Centreline as 2nd referee: Optical position to judge	<ul style="list-style-type: none"> Sometimes able to get a good optical position for net touches 	<ul style="list-style-type: none"> Will generally move to get best optical position for net touches and sometimes for centreline violations. Will sometimes watch the net from the correct side as second referee 	<ul style="list-style-type: none"> Will almost always move to the best optical position for net, crossing space and centreline violations. Will always watch the net from the correct side as second referee 	<ul style="list-style-type: none"> Will always move to the best optical position for net, crossing space and centreline violations. Will always watch the net from the correct side as second referee
3 Team work with 2nd referee	<ul style="list-style-type: none"> Sometimes looks to second referee for assistance in making a call 	<ul style="list-style-type: none"> Works well with second referee for about half the time 	<ul style="list-style-type: none"> Works well with second referee on most occasions 	<ul style="list-style-type: none"> Consistently works well with second referee
3. Team work with 1st referee	<ul style="list-style-type: none"> Sometimes looks to first referee for assistance 	<ul style="list-style-type: none"> Works well with first referee for about half the time 	<ul style="list-style-type: none"> Works well with first referee on most occasions 	<ul style="list-style-type: none"> Consistently works well with first referee
4 Team work with line judges	<ul style="list-style-type: none"> Sometimes looks to line judges for assistance in making a call. 	<ul style="list-style-type: none"> Works well with line judges for about half the time. 	<ul style="list-style-type: none"> Works well with line judges on most occasions 	<ul style="list-style-type: none"> Consistently works well with line judges
5 Hand signals and use of whistle	<ul style="list-style-type: none"> May often blow whistle late. Should always blow whistle at the end of a rally 	<ul style="list-style-type: none"> May blow whistle late Use of whistle is generally correct 	<ul style="list-style-type: none"> Use of whistle is always correct Signals must always be correct 	<ul style="list-style-type: none"> Use of whistle is always correct Signals must always be correct

Refereeing Techniques and Mechanics				
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	<ul style="list-style-type: none"> • May sometimes try to do all signals at the same time. • May sometimes signal the wrong way around. • May sometimes give incorrect signal e.g. ball down instead of four hits with the ball out of the net 	<ul style="list-style-type: none"> • Signals should always be correct 		<ul style="list-style-type: none"> • Movements are fluid and timing is consistent
5. Position, Activity, Coordination of Movement as 2nd referee	<ul style="list-style-type: none"> • Stands to one side of the pole • Sometimes calls timeouts and substitutions but may not be in the correct position 	<ul style="list-style-type: none"> • Stands to one side of the pole • May sometimes move during rally • Starts on the correct side for service most of the time • Calls timeouts and substitutions most of 	<ul style="list-style-type: none"> • Must start on the correct side for service • Will almost always be in the correct position during other actions • Calls timeouts and substitutions as required and is generally in the correct position • Fluid in movement most of the time 	<ul style="list-style-type: none"> • Always in the correct position for all actions and has fluidity of movement • High awareness of position in relation to the ball and players in play

Refereeing Techniques and Mechanics				
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		the time but may not be in the correct position	<ul style="list-style-type: none"> Some awareness of position in relation to the ball and players in play 	

Knowledge, Interpretation, Application of the Rules				
	Foundation	Talent Development	Elite	Mastering
6 Ball Contact Control as 1st referee: Adequate level, Conformity and consistency, first hit, second hit	<ul style="list-style-type: none"> Should call obvious catch, throws and two hits on first hit of team 	<ul style="list-style-type: none"> Should call obvious catch, throws and two hits on first hit of team 	<ul style="list-style-type: none"> Must differentiate clearly between catch, throws and hard driven ball most of the time 	<ul style="list-style-type: none"> Must differentiate clearly between catch, throws and hard driven ball
	<ul style="list-style-type: none"> Should call obvious two hits and catches on second and third hit of team 	<ul style="list-style-type: none"> Should call technical breaches on second and third hit correctly especially at higher level games. 	<ul style="list-style-type: none"> Must call technical breaches on second and third hit correctly and exhibit a good level of consistency with calls 	<ul style="list-style-type: none"> Must call technical breaches on second and third hit correctly and exhibit a high level of consistency with calls
		<p>Should be consistent with calls</p>		
	<ul style="list-style-type: none"> Should call obvious double contacts 	<ul style="list-style-type: none"> Should call most double contacts 	<ul style="list-style-type: none"> Must call outcome correctly in most cases of double contact, simultaneous contact, assisted hits, touches by players and ball contact with the floor or outside objects 	<ul style="list-style-type: none"> Must call outcome correctly in all cases of double contact, simultaneous contact, assisted hits, touches by players and ball contact with the floor or outside objects
<ul style="list-style-type: none"> May not realise that an assisted hit has occurred. Sometimes makes correct decision 		<ul style="list-style-type: none"> Should understand and call simultaneous contact correctly 	<ul style="list-style-type: none"> Should mostly be correct for a hard driven ball 	<ul style="list-style-type: none"> Correctly calls a hard driven ball

Knowledge, Interpretation, Application of the Rules				
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	<ul style="list-style-type: none"> Should call obvious cases where the ball is touched or hit by the block or other players Should call obvious cases of the ball contacting the floor/sand, outside object 	<ul style="list-style-type: none"> Should call obvious assisted hits Should be correct almost all the time where the ball is touched or hit by the block or other players. Should be correct almost all the time where the ball contacts the floor/sand, outside object. Should understand and call a hard driven ball 		
7 Play at the Net as 1st referee: Crossing space, Reaching, Penetration under the net, Net touch, Attack-hit & Block	<ul style="list-style-type: none"> Should call obvious cases of the ball not passing correctly through the crossing space Should call obvious net touches. 	<ul style="list-style-type: none"> Should be correct almost all the time when the ball does not pass correctly through the crossing space Should call most obvious cases of reaching beyond the net correctly 	<ul style="list-style-type: none"> Must be correct almost all the time when the ball does not pass correctly through the crossing space Should be correct in almost all cases of reaching the net 	<ul style="list-style-type: none"> Must be correct all the time when the ball does not pass through the crossing space Must be correct in all cases of reaching beyond the net

Knowledge, Interpretation, Application of the Rules				
	Foundation	Talent Development	Elite	Mastering
	<ul style="list-style-type: none"> Should call obvious attack-hit control breaches. Should call obvious block control breaches Should call obvious illegal back court blocks 	<ul style="list-style-type: none"> Almost all net touch calls should be correct. Should recognise most illegal attack hits, blocking breaches and illegal back court attacks 	<ul style="list-style-type: none"> Almost all net touch calls should be correct Must call technical breaches – illegal attack hits, blocking breaches & illegal back court attacks 	<ul style="list-style-type: none"> All net touch calls are correct Must call technical breaches – illegal attack hits, blocking breaches & illegal back court attacks
7 Net Actions as 2nd referee: Crossing space, Centreline, Net touch, Attack-hit & block control	<ul style="list-style-type: none"> Should call obvious cases of penetration under the net correctly. Positioning may require support and direction Should call obvious net touches 	<ul style="list-style-type: none"> Should call most cases of penetration under the net Almost all net touch calls should be correct May recognise obvious crossing space breaches Should recognise most illegal attack hits, blocking breaches and illegal back court attacks 	<ul style="list-style-type: none"> Should have a very good interpretation and call most cases of crossing space, centreline, net touch, illegal attack hit, blocking breach and illegal back court block breaches 	<ul style="list-style-type: none"> Must be able to call all crossing space, centreline, net touch, illegal attack hit, blocking breach and illegal back court block cases and have a very good understanding and interpretation of the rules

Knowledge, Interpretation, Application of the Rules				
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8 Other Actions and situations: Service, rotation, screen, 4 hits, position faults (also libero), ball contact with outside object	<ul style="list-style-type: none"> Should pick up obvious foot on/under line for service execution. Should call delay in service if over 5 seconds for beach and 8 seconds for indoor Should call rotational faults as directed by the scorer 	<ul style="list-style-type: none"> Should call all service execution faults Should call delay in service if over 5 seconds for beach or 8 seconds for indoor Should pick up obvious positional fault cases 	<ul style="list-style-type: none"> Must call all service execution faults Must call if over 5 seconds for beach or 8 seconds for indoor Must call screens that block the server and flight of the ball in service 	<ul style="list-style-type: none"> Must call all service execution faults Must call if over 5 seconds for beach or 8 seconds for indoor. Must be able to demonstrate strong game management skills to ensure that delays are minimised
			<ul style="list-style-type: none"> Must monitor players appropriately to pre-empt any issues 	<ul style="list-style-type: none"> Must call screens that block the server and flight of the ball in service
			<ul style="list-style-type: none"> Must pick up all non-complicated positional fault cases and should pick most where a complicated pattern is employed 	<ul style="list-style-type: none"> Must monitor players continuously to pre-empt any issues and minimise delays
			<ul style="list-style-type: none"> Must demonstrate a good ability to monitor potential rotational faults and call as directed by the scorer 	<ul style="list-style-type: none"> Must pick up all positional fault cases

Knowledge, Interpretation, Application of the Rules				
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	<ul style="list-style-type: none"> Should call obvious cases of 4 hits 	<ul style="list-style-type: none"> Should call rotational faults as directed by scorer Should call 4 hits in almost all cases especially near the net Should be generally in control of libero play if one libero. May need guidance if two liberos 	<ul style="list-style-type: none"> Must be correct in almost all cases especially near the net Should make few errors concerning the libero playing actions 	<ul style="list-style-type: none"> Must demonstrate a strong ability to manage the potential rotational faults and call as directed by the scorer to minimise delays Must be correct in almost all cases especially near the net Correctly makes all calls concerning the libero playing actions. As second referee should be aware of and sanction appropriately, illegal libero exchanges. Must work well with the assistant scorer
9 Handling of unusual situations as 1st referee	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Should not call minor technical breaches in extraordinary situations 	<ul style="list-style-type: none"> Must not call minor technical breaches and exhibit a good level of consistency with calls 	<ul style="list-style-type: none"> Must not call minor technical breaches and exhibits a high level of consistency with calls

Knowledge, Interpretation, Application of the Rules				
	Foundation	Talent Development	Elite	Mastering
			<ul style="list-style-type: none"> Takes into account necessary information before making a decision 	<ul style="list-style-type: none"> Takes into account necessary information before making a decision and does so in a timely fashion
			<ul style="list-style-type: none"> Able to explain decision making process to teams on most occasions 	<ul style="list-style-type: none"> Able to explain decision making process to teams
9 Handling of Game Interruptions as 2nd referee: TO, TTO, substitutions	<ul style="list-style-type: none"> Calls timeouts and substitutions Generally time timeout correctly May not always be in correct position for substitution 	<ul style="list-style-type: none"> Calls timeouts and substitutions correctly most of the time 	<ul style="list-style-type: none"> Always calls timeouts, TTOs and substitutions correctly 	<ul style="list-style-type: none"> Always calls timeouts, TTOs and substitutions correctly
		<ul style="list-style-type: none"> Always times timeout correctly 	<ul style="list-style-type: none"> Always times timeout and TTO correctly 	<ul style="list-style-type: none"> Always times timeout and TTO correctly
		<ul style="list-style-type: none"> Should always be in the correct position for substitution 	<ul style="list-style-type: none"> Works well with scorer and first referee most of the time 	<ul style="list-style-type: none"> Works well with scorer and first referee all the time
		<ul style="list-style-type: none"> Works well with scorer some of the time 	<ul style="list-style-type: none"> Must always be in the correct position. 	<ul style="list-style-type: none"> Must always be in the correct position.
		<ul style="list-style-type: none"> Always times the time between sets correctly. 	<ul style="list-style-type: none"> Must work well with scorer. Should control multiple substitutions. 	<ul style="list-style-type: none"> Must work well with scorer. Should control multiple substitutions.

Knowledge, Interpretation, Application of the Rules				
	Foundation	Talent Development	Elite	Mastering
		<ul style="list-style-type: none"> May need guidance on injury and external interference 	<ul style="list-style-type: none"> Should anticipate most substitutions through regular checking Almost always applies injury and external interference correctly 	<ul style="list-style-type: none"> Should anticipate most substitutions through regular checking Always applies injury and external interference correctly
10 Handling of Unusual situations as 2nd referee	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Supports decision of the first referee 	<ul style="list-style-type: none"> Mostly able to work well with teams to minimise escalations 	<ul style="list-style-type: none"> Able to work well with teams to minimise escalations
			<ul style="list-style-type: none"> Supports the decisions of the first referee that may not be covered by rules and guidelines 	<ul style="list-style-type: none"> Proactively supports the decisions of the first referee that may not be covered by rules and guidelines
10 Attention to details	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> May miss a few details in relation to the game May not always be aware of the environment 	<ul style="list-style-type: none"> Must have a considerable degree of focus on all detailed aspects of the game and environments 	<ul style="list-style-type: none"> Must have a high degree of focus on all detailed aspects of the game and environments

Interaction with Teams				
	Foundation	Talent Development	Elite	Mastering
11 Discipline as 1st referee: Minor misconducts, prevention, sanctions	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Simple game management skills are applied 	<ul style="list-style-type: none"> Should exhibit good game management skills to reduce opportunity for sanctions 	<ul style="list-style-type: none"> Exhibits excellent game management skills by proactively acting to reduce the opportunity for sanctions
		<ul style="list-style-type: none"> Warnings and sanctions are generally applied appropriately 	<ul style="list-style-type: none"> Warnings and sanctions are applied appropriately. 	<ul style="list-style-type: none"> Warnings and sanctions are applied appropriately
12 Improper requests and delays as 1st referee	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Should reject most improper requests. 	<ul style="list-style-type: none"> Should reject all improper requests. 	<ul style="list-style-type: none"> Must reject improper requests.
		<ul style="list-style-type: none"> Should apply delay sanctions where appropriate 	<ul style="list-style-type: none"> Should use delay sanctions where appropriate 	<ul style="list-style-type: none"> Must use delay sanctions where appropriate.
				<ul style="list-style-type: none"> Must exhibit excellent game management skills to reduce opportunity for delay
12 Control of Team Benches and Warming Up Areas as 2nd referee	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Should understand the rules and control the team bench and warmup area some of the time 	<ul style="list-style-type: none"> Should understand the rules and check the team bench and warmup areas and 	<ul style="list-style-type: none"> Should understand the intent of the rules and consistently check the team bench and warmup areas and

Interaction with Teams				
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			control appropriately on most occasions	control both appropriately within keeping of the environment
13 General dealing with the teams as 1st referee	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Works well with the teams some of the time but not always aware of when and how to deal with the teams 	<ul style="list-style-type: none"> Works well with teams most of the time. Generally aware of when and how to deal with the teams 	<ul style="list-style-type: none"> Works well with teams all the time. Knows when and how to deal with the teams to maintain control and confidence
13 Contact to the Teams and Conflict Prevention as 2nd referee	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Works well with teams some of the time Some awareness as information that teams need to minimise the chance of emotional outbursts. Sometimes reactive 	<ul style="list-style-type: none"> Works well with teams most of the time Aware of, and provides information that teams need to minimise the chance of emotional outbursts. Rarely reactive 	<ul style="list-style-type: none"> Works well with teams all the time. Proactive in understanding and providing what teams need to minimise the chance of emotional outbursts.

Match Management and Personality				
	Foundation	Talent Development	Elite	Mastering
14 Presentation: Appearance, behaviour, concentration, body language	<ul style="list-style-type: none"> • Should present a positive image before, during, and after the game • Should present appropriately for the competition • May have lapses of concentration • No awareness of body language 	<ul style="list-style-type: none"> • Should present a positive image before, during, and after the game • Should present appropriately for the competition • Aware of appropriate behaviour as an official • Some lapses of concentration • Some awareness of body language 	<ul style="list-style-type: none"> • Presents a positive image before, during, and after the game • Should present as required for the competition • Behaviour as an official is professional on most occasions • Very good levels of concentration • Awareness of body language and maintains positive body language most of the time 	<ul style="list-style-type: none"> • Presents a positive image before, during, and after the game • Must present as required for the competition • Behaviour as an official is always professional • High levels of concentration and has techniques to maintain concentration • Able to maintain positive body language throughout
15 Leadership: Sovereignty, mental strength, consistency, fairness, acceptance	<ul style="list-style-type: none"> • n/a 	<ul style="list-style-type: none"> • Should be fair and consistent in actions 	<ul style="list-style-type: none"> • Fair and consistent in actions 	<ul style="list-style-type: none"> • Able to demonstrate natural leadership through consistency and fairness

Match Management and Personality				
	Foundation	Talent Development	Elite	Mastering
		<ul style="list-style-type: none"> • May need support with difficult situations 	<ul style="list-style-type: none"> • Able to maintain control in most circumstances 	<ul style="list-style-type: none"> • Able to maintain control and minimise escalation in difficult situations

Match Management and Personality				
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16 Emotional competence: Feeling for the match, communication, conflict management, credibility	<ul style="list-style-type: none"> May be indecisive particularly in more difficult situations 	<ul style="list-style-type: none"> Should generally be decisive. May be indecisive when something odd or unexpected happens 	<ul style="list-style-type: none"> Viewed as credible on most occasions by the team 	<ul style="list-style-type: none"> Strong credibility with the teams
			<ul style="list-style-type: none"> Must be decisive in almost all cases associated with their own duties 	<ul style="list-style-type: none"> Must be decisive in all cases associated with their own duties
	<ul style="list-style-type: none"> May be influenced by external pressure 	<ul style="list-style-type: none"> Should not be influenced by external pressure 	<ul style="list-style-type: none"> Has very good player management skills Must not be influenced by external pressure 	<ul style="list-style-type: none"> Has excellent player management skills Must not be influenced by external pressure and must be able to deal with player behaviour appropriately
		<ul style="list-style-type: none"> Communicates with teams and other officials some of the time 	<ul style="list-style-type: none"> Good communication with teams and other officials Uses the language of the rule book on most occasions to communicate efficiently most of the time 	<ul style="list-style-type: none"> Excellent communication with the teams and other officials. Able to use the language of the rule book and communicate efficiently with teams
		<ul style="list-style-type: none"> Communication usually efficient 	<ul style="list-style-type: none"> Able to work with teams to minimise conflict on most occasions. 	<ul style="list-style-type: none"> Able to work with the teams to minimise conflict

Match Management and Personality				
	Foundation	Talent Development	Elite	Mastering
			<ul style="list-style-type: none"> • Able to manage conflict when it arises on most occasions 	<ul style="list-style-type: none"> • Manages conflict when it arises appropriately
17 Overall Performance in Relation to Match Difficulty				