



Referee Development Pathway Grade Indicators

Key Performance Objectives: Grade 4

KPO	Performance (Objectives required)	Condition (Development /experience parameters)	Standard (Qualifying requirements)
1 Carry out pre-match preparation	Describe the rules/guidelines governing pre-match preparation, acknowledging the need for sensible personal preparation involving appearance, timeliness, travel arrangements and administration	<ul style="list-style-type: none"> Paper based scenario. Supervised by course instructor. Advice given by course instructor on pre-match preparation, including the effects of poor personal preparation and its impact on the match in general. 	<ul style="list-style-type: none"> The trainee referee should acknowledge the need for co-ordinated personal preparation. Satisfies the course instructor that they know how to carry out the necessary pre-match administrative requirements in accordance with FIVB/league/ association guidelines.
2 Communicate with match officials	Describe the rules/guidelines governing the interaction of the match officials, including: the 1st referee, 2nd referee, scorer, line judges, ball retrievers and tournament/commission representatives	<ul style="list-style-type: none"> Paper based scenario. Supervised by course instructor. Advice given by course instructor on the interaction between teams and match officials 	<ul style="list-style-type: none"> The trainee referee should acknowledge the need for an authoritative and respectful manner when dealing with members of his/her officiating team. Satisfies course instructor that they correctly describe the FIVB rules governing the match officials and their responsibilities.
3 Communicate with team officials	Describe the rules governing the interaction of both the competing teams and their supporting officials	<ul style="list-style-type: none"> Paper based scenario. Supervised by course instructor. Advice given by course instructor on the interaction between teams and match officials 	<ul style="list-style-type: none"> The trainee referee should acknowledge the need for consistency and impartiality when dealing with team officials. Satisfies course instructor that they correctly describe the FIVB rules governing the team participants and the limitations as their interaction with the officials.

<p>4 Control match as 1st referee</p>	<p>Describe the requirements of a 1st referee needed to control a match within current FIVB International Rules</p>	<ul style="list-style-type: none"> • Paper based scenario. • Supervised by course instructor. • Advice given by course instructor on the parameters of match control. 	<ul style="list-style-type: none"> • The trainee referee should acknowledge the need for consistency and impartiality. • Satisfies course instructor that they correctly describe the FIVB rules governing particular situations pertinent to a 1st referee to a satisfactory level
<p>5 Control match as 2nd referee</p>	<p>Describe the requirements of a 2nd referee needed to assist the 1st referee to control a match within current FIVB International Rules</p>	<ul style="list-style-type: none"> • Practical match setting or paper based scenario. • Supervised by course instructor. • Advice given by course instructor on the parameters of match control. 	<ul style="list-style-type: none"> • The trainee referee should acknowledge the need for consistency and impartiality. • Satisfies course instructor that they correctly describe the FIVB rules governing particular situations pertinent to a 2nd referee to a satisfactory level
<p>6 Establish an appropriate handling level</p>	<p>Identify handling faults and their associated signals</p>	<ul style="list-style-type: none"> • Practical match setting or paper-based scenario. • Supervised by course instructor. • Advice given by course instructor on type of handling faults. 	<ul style="list-style-type: none"> • The trainee referee should acknowledge the need for consistency. • Satisfies course instructor that they recognise the types of handling fault and correctly identifies the signals
<p>7 Apply appropriate misconduct sanctions</p>	<p>Identify the misconduct sanction scale</p>	<ul style="list-style-type: none"> • Paper based scenario. • Supervised by course instructor. • Advice given by course instructor on situations warranting misconduct sanctions 	<ul style="list-style-type: none"> • Satisfies the course instructor that they can identify the types of misconduct and the necessary sanction action. • The trainee referee should acknowledge the need for consistency.
<p>8 Carry out post-match administration</p>	<p>Describe the rules/guidelines governing the post-match administration requirements of a referee covering: the score sheet, registration cards and follow-up reports</p>	<ul style="list-style-type: none"> • Paper based scenario. • Supervised by course instructor. • Advice given by course instructor on the score sheet and other league/association administration. 	<ul style="list-style-type: none"> • The trainee referee should acknowledge the need for timely and accurate administration within the referee's code of conduct. • Satisfies the course instructor that they can accurately complete a score sheet and acknowledge the need for accuracy with other administration in line with league/association rules.

Key Performance Objectives: Grade 3 Regional

KPO	Performance (Objectives required)	Condition (Development /experience parameters)	Standard (Qualifying requirements)
1 Carry out pre-match preparation	Carry out pre-match preparation in accordance with local league guidelines	<ul style="list-style-type: none"> • Competitive pre-match settings in local league. • As 1st referee only • <i>This does not prevent a Grade 4 referee from carrying out the duties of the 2nd referee if so requested in the NVL or elsewhere</i> 	<ul style="list-style-type: none"> • Satisfies the observer that they are able to fulfil both local league and personal preparation requirements as appropriate. • The referee should be able to discuss any reason for deviations, especially where personal preparation has affected their own game plan.
2 Communicate with match officials	Communicate with all match officials, providing the necessary guidance within their control area	<ul style="list-style-type: none"> • Competitive match settings in local league. • As 1st referee 	<ul style="list-style-type: none"> • Satisfies the observer that they have sufficient communication skills to contribute positively to the interplay between match officials. • The referee should be able to discuss any reason for particular decisions, if match officials fail to act as advised/briefed.
3 Communicate with team officials	Communicate with team officials/captains ensuring that they are aware of the governing body's requirements for the match, showing signs of conciliation during disputes	<ul style="list-style-type: none"> • Competitive match settings in local league. • As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> • Satisfies the observer that they have sufficient communication skills to reduce/contain excessive reaction from the team officials. • Evidence of communication without aggression, when approached by captains in dispute. • The referee should be able to discuss any reason for particular decisions, if captains over-reacted when communicating with the referee
4 Control match as 1st referee	Control a match within current FIVB International Rules	<ul style="list-style-type: none"> • Competitive match settings in local league. • As 1st referee. 	<ul style="list-style-type: none"> • Satisfies the observer that they can generally apply the FIVB rules of volleyball from the 1st referee's perspective and that they are able to take control of situations as a match develops, so that their decision-making process does not seriously affect the outcome. • Evidence of consistency and impartiality.

			<ul style="list-style-type: none"> The referee should be able to discuss any reason for particular decisions, if consistency or impartiality were not evident.
5 Control match as 2nd referee	Assist the 1st referee to control a match within current FIVB International Rules. <i>N.B. Although not a requirement for upgrading to 3R, the duties of a 2nd referee develop in a similar manner to those of a 1st referee</i>	<ul style="list-style-type: none"> Competitive match settings in local league. As 2nd referee. 	<ul style="list-style-type: none"> Satisfies the observer that they can assist the 1st referee in the execution of their objectives. Evidence of consistency and impartiality. The referee should be able to discuss any reason for particular decisions, if consistency or impartiality were not evident.
6 Establish an appropriate handling level	Recognise handling faults and mostly apply the correct decision consistently	<ul style="list-style-type: none"> Competitive match settings in local league. As 1st referee. 	<ul style="list-style-type: none"> Satisfies the observer that they are generally applying handling decisions accurately, with only partial hesitancy. Some evidence of consistency. The referee should be able to discuss any reason for deviating from a particular level, if consistency was not evident.
7 Apply appropriate misconduct sanctions	Recognise the action leading to misconduct sanctions and apply the appropriate level	<ul style="list-style-type: none"> Competitive match settings in local league. As 1st referee. 	<ul style="list-style-type: none"> Satisfies the observer that they are mostly applying misconduct sanctions accurately. Some evidence of consistency. The referee should be able to discuss any reason for deviating, if consistency was not evident.
8 Carry out post-match administration	Carry out post-match local league administration in a timely manner	<ul style="list-style-type: none"> Competitive post-match settings in local league. As 1st referee. 	<ul style="list-style-type: none"> Satisfies the observer that they are able to fulfil local league requirements where appropriate. The referee should be able to discuss any reason for particular deviations.

Key Performance Objectives: Grade 3 National

KPO	Performance <i>(Objectives required)</i>	Condition <i>(Development /experience parameters)</i>	Standard <i>(Qualifying requirements)</i>
1 <i>Carry out pre-match preparation</i>	Carry out pre-match preparation in accordance with NVL/EVA/local league guidelines	<ul style="list-style-type: none"> • Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). • As 1st referee, 2nd referee as appropriate. 	<ul style="list-style-type: none"> • Satisfies observer(s) that they can effectively complete all necessary pre-match preparation requirements. • Referee readily discusses variations with the observer and through assisted self-analysis and advice identifies own shortcomings, if apparent.
2 Communicate with match officials	Communicate with all match officials, providing the necessary guidance within their control area, offering them every opportunity to make decisions in their own right, as the need arises	<ul style="list-style-type: none"> • Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). • As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> • Satisfies observer(s) that they can effectively communicate with other match officials, showing some evidence of taking their advice into account before finalising his/her own decision. • Referee readily discusses variations with the observer and through assisted self-reflection and advice identifies own shortcomings, if apparent.
3 Communicate with team officials	Communicate with team officials/captains in an authoritative and conciliatory manner, ensuring that they are aware of the requirements of the relevant match governing body	<ul style="list-style-type: none"> • Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). • As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> • Satisfies observer(s) that they can effectively communicate with team officials in an authoritative and conciliatory manner. • Referee readily discusses variations with the observer and through assisted self-reflection and advice identifies own shortcomings, if apparent.
4 Control match as 1st referee	Effectively control a match within current EVA guidelines and FIVB International Rules using assistance from his/her team members	<ul style="list-style-type: none"> • Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • Satisfies observer(s) that they can generally effectively control a match and not influence the outcome. • Referee readily discusses variations with the observer and through assisted self-reflection and advice identifies own shortcomings, if apparent.

<p>5 Control match as 2nd referee</p>	<p>Assist the 1st referee to control a match within current EVA guidelines and FIVB International Rules, ensuring that their area of responsibility is effectively controlled</p>	<ul style="list-style-type: none"> • Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). • As 2nd referee. 	<ul style="list-style-type: none"> • Satisfies observer(s) that they can effectively assist the 1st referee and maintain control within their area of responsibility. • Referee readily discusses variations with the observer and through assisted self-reflection and advice identifies own shortcomings, if apparent.
<p>6 Establish an appropriate handling level</p>	<p>Apply the correct level of handling to achieve a reasonable degree of consistency</p>	<ul style="list-style-type: none"> • Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • Satisfies observer(s) that they apply the correct level with reasonable consistency. • Referee readily discusses handling variations with the observer and through assisted self-reflection and advice identifies own shortcomings, if apparent.
<p>7 Apply appropriate misconduct sanctions</p>	<p>Apply misconduct sanctions accurately and in an assured manner</p>	<ul style="list-style-type: none"> • Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • Satisfies observer(s) that they apply the correct level with consistency appropriate to lower NVL, throughout the match. • Referee readily discusses the decision-making process with the observer and through assisted self-reflection and advice identifies own shortcomings, if apparent.
<p>8 Carry out post-match administration</p>	<p>Complete post-match checks on NVL score sheets with a reasonable degree of accuracy, ensuring all associated registration cards and post-match reports are completed and where necessary sent to the appropriate authority</p>	<ul style="list-style-type: none"> • Competitive match settings in a mix of local league and/or Div M3 and/or Div W3 and/or sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • Satisfies observer(s)/Referee Commission that they can effectively complete all necessary post-match administration. (NB. Evidence from report addressees may be necessary here.) • Referee readily discusses variations with the observer and through assisted self-reflection and advice identifies own shortcomings, if apparent.

Key Performance Objectives: Grade 2

KPO	Performance <i>(Objectives required)</i>	Condition <i>(Development /experience parameters)</i>	Standard <i>(Qualifying requirements)</i>
1 <i>Carry out pre-match preparation</i>	Carry out pre-match preparation in accordance with all governing rules and guidelines to a high standard	<ul style="list-style-type: none"> • Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). • As 1st referee, 2nd referee as appropriate. 	<ul style="list-style-type: none"> • Satisfies observer(s) that they can accurately in all respects complete all necessary pre-match preparation. (N.B. Evidence from report addressees may be necessary here.) • Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
2 Communicate with match officials	Communicate with all match officials, providing the necessary guidance within their control area both before, during and after the match, ensuring that they have every opportunity to make decisions in their own right	<ul style="list-style-type: none"> • Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). • As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> • Satisfies observers(s) that they can communicate with match officials, taking the appropriate action after considering their input. • Referee readily discusses variations and through self-reflection and advice offers solutions to their own shortcomings.
3 Communicate with team officials	Communicate with team officials/captains in an authoritative, conciliatory and informed manner, ensuring that they are aware of the requirements of the match governing bodies	<ul style="list-style-type: none"> • Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). • As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> • Satisfies observers(s) that they can communicate with team officials, taking appropriate and authoritative impartial action throughout. • Referee readily discusses variations and through self-reflection and advice offers solutions to their own shortcomings.
4 Control match as 1st referee	Manage a match within current EVA guidelines and FIVB International Rules, taking into account team tactics, advice from members of his/her team and impacting environmental conditions	<ul style="list-style-type: none"> • Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • Satisfies observers(s) that they can manage a match, taking appropriate impartial action throughout. • Referee readily discusses variations and through self-reflection and advice offers solutions to their own shortcomings.
5 Control match as 2nd referee	Assist the 1st referee to control a match within current EVA guidelines and FIVB International Rules, ensuring that their area of responsibility is effectively managed, taking into account team tactics, advice from	<ul style="list-style-type: none"> • Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). • As 2nd referee. 	<ul style="list-style-type: none"> • Satisfies observers(s) that they can assist the 1st referee in all respects and can effectively manage their own area of responsibility.

	other officials and impacting environmental conditions		<ul style="list-style-type: none"> Referee readily discusses variations and through self-reflection and advice offers solutions to their own shortcomings.
6 Establish an appropriate handling level	Analyse the match level to correctly apply balanced handling decisions in a consistent manner	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they apply correct level with high degree of consistency. Referee readily discusses handling variations and through self-reflection and advice offers solutions to their own shortcomings.
7 Apply appropriate misconduct sanctions	Analyse match development to correctly apply misconduct sanctions in a confident manner	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they apply correct level with high degree of consistency. Referee readily discusses the decision-making process and through self-reflection and advice offers solutions to their own shortcomings.
8 Carry out post-match administration	Complete post-match checks on NVL score sheets with a high degree of accuracy, ensuring all associated registration cards and post-match reports are completed and, where necessary, sent to the appropriate authority	<ul style="list-style-type: none"> Competitive match settings in a panel appointed mix of Div M2/3, Div W1/2 and sanctioned tournament(s). As 1st referee. 	<ul style="list-style-type: none"> Satisfies observer(s)/Referee Commission that they can accurately in all respects complete all necessary post-match administration. (N.B. Evidence from report addressees may be necessary here.) Referee readily discusses variations and through self-reflection and advice offers solutions to their own shortcomings.

Key Performance Objectives: Grade 1

KPO	Performance <i>(Objectives required)</i>	Condition <i>(Development /experience parameters)</i>	Standard <i>(Qualifying requirements)</i>
1 Carry out pre-match preparation	Carry out pre-match preparation in accordance with all governing rules and guidelines to an exacting standard	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 1st referee, 2nd referee as appropriate. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses variations and is able to contribute significantly to solutions to their own shortcomings.
2 Communicate with match officials	Communicate with all match officials, providing the necessary guidance within their control area both before, during and after the match, ensuring that they have every opportunity to make decisions in their own right; promoting the ethos of teamwork at every opportunity	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses variations and contributes significantly to solutions to their own shortcomings.
3 Communicate with team officials	Communicate with team officials/captains in an authoritative, conciliatory and informed manner, ensuring that they are aware of the requirements of the match governing bodies; anticipating any concerns they may have during the match	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses variations and contributes significantly to solutions to their own shortcomings.
4 Control match as 1st referee	Manage a match taking into account factors that may impact on the outcome, making decisions in an authoritative and respectful manner	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses variations and contributes significantly to solutions to their own shortcomings.
5 Control match as 2nd referee	Assist the 1st referee to control a match within current EVA guidelines and FIVB International Rules, ensuring that their area of responsibility is effectively managed taking into account factors that may influence the outcome, making decisions in an authoritative and respectful manner	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 2nd referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses variations and contributes significantly to solutions to their own shortcomings.

<p>6 Establish an appropriate handling level</p>	<p>Analyse the match level to accurately apply handling decisions in a highly consistent manner</p>	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses handling variations and contributes significantly to solutions to their own shortcomings.
<p>7 Apply appropriate misconduct sanctions</p>	<p>Analyse match development and team tactics to resolve misconduct situations in a calm and resolute manner</p>	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses decision-making process and contributes significantly to solutions to their own shortcomings.
<p>8 Carry out post-match administration</p>	<p>Complete post-match checks on NVL score sheets accurately, ensuring all associated registration cards and post-match reports are completed and, where necessary, sent to the appropriate authority.</p>	<ul style="list-style-type: none"> • Competitive match settings in panel appointed mix of Div M1, Div W1 and sanctioned tournament(s). • As 1st referee. 	<ul style="list-style-type: none"> • As for Grade 2 in a more probing environment. • Referee readily discusses variations and contributes significantly to solutions to their own shortcomings.