<table>
<thead>
<tr>
<th>KPO</th>
<th>Performance (Objectives required)</th>
<th>Condition (Development /experience parameters)</th>
<th>Standard (Qualifying requirements)</th>
</tr>
</thead>
</table>
| 1   | Carry out pre-match preparation in accordance with local league guidelines | • Competitive pre-match settings in local league.  
• As 1st referee only  
• 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 | • Satisfies the assessor 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, providing the necessary guidance within their control area | • Competitive match settings in local league.  
• As 1st referee | • Satisfies the assessor 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/captains ensuring that they are aware of the governing body’s requirements for the match, showing signs of conciliation during disputes | • Competitive match settings in local league.  
• As 1st referee or 2nd referee. | • Satisfies the assessor 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  
• Competitive match settings in local league.  
• As 1st referee. | • Satisfies the assessor 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.  
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.  
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  
• Competitive match settings in local league.  
• As 2nd referee. | • 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  
• Competitive match settings in local league.  
• As 1st referee. | • Satisfies the assessor 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  
• Competitive match settings in local league.  
• As 1st referee. | • Satisfies the assessor 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 local league administration in a timely manner | Carry out post-match local league administration in a timely manner  
• Competitive post-match settings in local league.  
• As 1st referee. | • Satisfies the assessor that they are able to fulfil local league requirements where appropriate.  
The referee should be able to discuss any reason for particular deviations. |