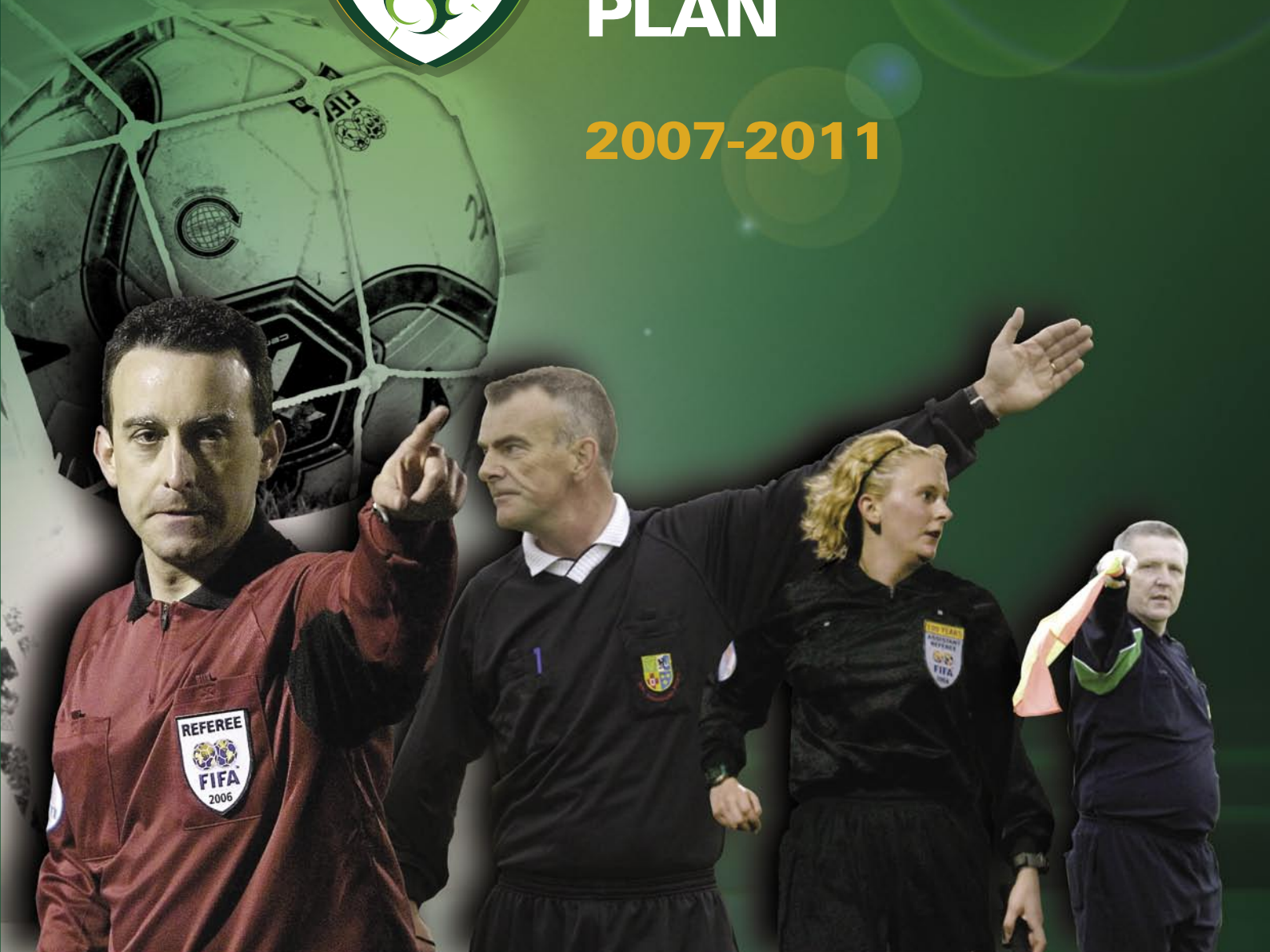




REFEREE DEVELOPMENT PLAN

2007-2011



the pathway to develop Irish Refereeing



Mission Statement

“To recruit, retain and continuously develop sufficient qualified referees to meet the current and future needs of the game”

The Referee Development Plan is the vehicle through which an agreed, effective and integrated Refereeing Recruitment, Training and Development framework will be achieved.

Under the leadership of the Football Association of Ireland, and in partnership with the Irish Soccer Referees Society and other Affiliates and Stakeholders, the provision of more enjoyable and fulfilling opportunities will be achieved through the delivery of high quality programmes, structures and facilities.

Contents

Section 1: Introduction	4
• Chief Executives Message	4
• Technical Directors Message	6
• Chair of Referees Committee Message	8
• Chief Referee Observers Message	9
Section 2: Overview	10
• Executive Summary	10
• Context for the Referee Development Plan	11
• Creating a Positive Environment	12
• Specific Objectives	14
• Outline Implementation Plan	26
Section 3: Management, Structure and Finance	28
Section 4: Appendices	32
• Consultation Process details	32
• Names of Attendees	33
• Main outcomes from Consultation Process	34
• Draft Referee Pathway and Educational Programmes	40
• Draft Referee Instructor Educational Programmes	47
• Referee Code of Ethics	51

01

Introduction

Message from John Delaney

Chief Executive Officer Football Association of Ireland

“ The publication of the Referee Development Plan marks an historic moment for the development of Refereeing in this country.

The Plan is both exciting and comprehensive. It has been formulated after detailed consultation with the various stakeholders in the football family. It also represents the outcome of many hours of discussions between the FAI Technical Department and our refereeing personnel. They have brought their many years of practical experience from Ireland and abroad together, and I thank them all for their efforts in formulating this Development Plan.

I am delighted to see how much their Plan coincides with the UEFA Referee Convention that was recently announced at the Congress in Budapest. It confirms that the Association is on the right path in its development of Referees from grassroots to the highest levels of UEFA and FIFA.

It is the aim of the Football Association of Ireland to make football accessible to anyone who wishes to participate in the game at whatever level and in whatever function. We work closely with our affiliates, leagues, clubs, local agencies and with the Irish Sports Council, the Department of Sport, UEFA and FIFA in order to achieve this goal.

The family of football has grown ever stronger in recent years, with the sport now recognised as the most participative and most popular team sport in Ireland. Football acts as a great instrument of social inclusion and community pride. The continued development of the game is a priority of the Association, and commitment to the development of the Refereeing sector in particular, is shown by the significant resources invested in the production and implementation of this Development Plan.

I wish everyone associated with Refereeing continue success and enjoyment in their contribution to the game and thank them for their hard work and dedication in representing the Association both here and abroad. ”



01

Introduction

Message from Packie Bonner

Technical Director Football Association of Ireland

“ I think it would be fair to say that I now know and understand more about refereeing than I did a year ago!

Just as the player is central to the ethos and implementation of the Technical Development Plan, so we have made the Referee the focal point of the Referee Development Plan.

From the initial meetings of this Development Group, to the national and regional Workshops held around the country, there is an obvious need for the recruitment, retention and continued Education and Development of all aspects of refereeing in order to facilitate the growth and enjoyment of football in this country.

The resources of the FAI Technical Department, together with the experience, knowledge and enthusiasm of the current and future body of refereeing will work together to enable all referees to attain the level that they wish according to their ability and effort. The development of other sectors of the game, such as FUTSAL, the Women’s game, Football for All, together with the traditional sectors from grassroots to International, will ensure that there is a growing need for appropriately trained and dedicated match officials.

I know the amount of hard work that went into the production of this Plan, and I know that it will receive a positive response and commitment from everyone who has the interests of the game at heart. It is in this spirit of partnership, communication and mutual benefit that will see both refereeing and the game in general improve and reach new levels of success on both the domestic and international levels. ”

01

INTRODUCTION



01

Introduction

Message from Willie Bradley

Chairman Referees Committee Football Association of Ireland

“ I am delighted to be involved in what is one of the most ambitious and positive initiatives undertaken by the Association.

For many years, the development of the game in general has not been accompanied by a complimentary development of Refereeing. The recruitment and retention of referees has long since passed crisis level, as a number of us have been saying for a long time.

John Delaney is the first Chief Executive who not only has taken note of this fact, but more importantly has recognised the urgent need to take action, for which I give him the fullest possible credit and appreciation.

As an integral part of the game, Refereeing needs the benefit of a structured and progressive development to face the challenges and opportunities of the future, as outlined in this Plan. Just as the overall FAI Technical Development Plan gives the blueprint for the game, with the Player as the centre of the decision making process, so the Referee Development Plan has the Referee as its focus point.

I want to sincerely thank my colleagues on the Development Group, who have given so freely of their time and energy in putting this document together. There was a vast degree of experience and expertise available, and together with our colleagues from the FAI Technical Department, the input of our fellow referees, of all levels, and stakeholders, I believe we have a blueprint that will radically change the development and management of refereeing in Ireland.

Finally, I want to thank and acknowledge all the work of all Referees, Observers, Instructors and Appointments Officers through the years. They have given the Association and the Game magnificent service, and this Plan is dedicated to continuing their work. ”

01

INTRODUCTION

01

Introduction

Message from William A Attley

Chief Referee Observer Football Association of Ireland

“ This Development Plan is undoubtedly the most radical and ambitious plan ever undertaken by the Association in respect of its refereeing structure.

The successful implementation of this Plan will present a very great challenge to everyone involved, not only within the refereeing community, but also to the affiliates of the Association. It will require considerable resources to be allocated as the objectives contained in the plan are realised.

However, if our refereeing structures are to advance at the same pace as the rest of football, then we have to ensure we overcome any obstacles that confront us.

Our previous development which ended last year was fully implemented ensuring that we were able to pass two successive audits by UEFA. However, UEFA have recognised that there are serious difficulties ahead if refereeing is to meet the ever increasing demands of modern day football. Consequently, they will continue to raise the bar for national associations to improve and professionalize their refereeing structures.

The Plan itself comes about after extensive consultation with the various stakeholders, and is the product of the experiences of a number of committed people who worked voluntarily over many long hours to produce this document. I wish to personally thank the entire Working Group, and acknowledge their hard work and dedication in putting this Plan together.

It will herald great changes for Referees, League Secretaries, and Observers, in the way they currently operate. However, it will also offer great opportunities.

While I recognise that change can also bring fears and concerns, we need to ensure that the implementation is handled sensitively and with understanding.

Indeed, recalling our long held slogan “We care about Irish Refereeing”, I am confident that we will get the support of everyone to ensure that this plan is fully implemented. ”

02 Overview

Executive Summary

The Football Association of Ireland's Technical Development Plan has been compiled following a period of extensive study and stakeholder consultation. The Plan sets out the framework for the future development of the game.

The same methodology has been used for the formation of the Referee Development Plan, and is described in more detail later in this document.

The Association wishes to put on record its appreciation to all of its referees, assessors, instructors and appointments officers for all their efforts and achievements over many years. This Plan is dedicated to continuing their work.

The Key Objectives of the Referees Development Plan are:

- To define a clear philosophy and realistic pathway for the development of all Irish Referees
- To increase the quality and quantity of Referees, and their Instructors, through an extensive programme of education, support and resources at local, regional and national levels
- To establish a dedicated Referees Education, Training and Development Programme under the auspices of the FAI Technical Department, which can provide access to modern education, training and development facilities and methodology
- To establish the position of full-time Referee Development Officer on a specific timed renewable contract, with Regional assistance as required
- To set annual targets for Referee recruitment and retention and monitor progress.
- To achieve and sustain international success for our existing and future FIFA panel, as well as developing specific development programmes for the eircom league referee panel.
- To build on the success of the FAI Referee School of Excellence as the Referee Emerging Talents programme.
- To establish the necessary administrative support systems to ensure provision of appropriate central coordination and monitoring methods.
- To establish stronger communication and coordinating roles with the Irish Soccer Referee Society and all other stakeholders in our joint responsibilities for the development of refereeing and the game in general
- To review and, where applicable, recommend amendment of rules and regulations that may act as inhibitors to the progress of the Referee Development Plan.

This Plan sets out the goals and actions which will drive the achievement of the above objectives. The resources required to implement the plan will be sought from within the game, commercial and corporate revenue, sponsorship and Government.

The implementation of the Plan will be monitored by quarterly progress reports produced for the Board of Management and the Football Association of Ireland Referee's Committee, and in accordance with Technical Department protocols. These reports will provide the basis for the continuous evaluation and adaptation of the plan against the objectives that have been outlined.

02 Overview

Why is there a need for a Referee's Development Plan?

Sport continues to be a very important aspect of Irish culture and enriches those who are touched by it and in particular those who organise, play, follow or officiate. The essence of any sporting event is the notion of a contest between individuals or groups of individuals (teams) where others witness the display of athletic, technical and tactical skills within predefined parameters. The atmosphere and sporting environment in which the skills are displayed is just as important as the display of skill. Sportsmanship makes the contest acceptable and worthwhile and appeals to the intrinsic sense of fair play in both participant and spectator.

While sporting events and games have a very long history, and various types of games have disappeared over the centuries and new ones, such as Association Football have emerged in the modern era (mid 1800s), the role of independent judges and referees remains central to the success of any contest or game. Impartiality and fairness were and still remain the hallmarks of the 'good' referee. It is this impartiality, the ability to be present and part of contest yet clearly detached from it, which sets the referee apart from both players and spectators.

It is this independent, yet involved role that establishes the uniqueness of the context for and informs the FAI policy and practice on, referee education, training and development.

In the last five years, the FAI Refereeing structure has been the subject of two independent audits by UEFA, and on each occasion, we have been commended on the work done to professionalize the refereeing structures. However, concern has been expressed as to the large volume of work undertaken by volunteers and have questioned the long-term sustainability of this methodology.

In addition, a whole new range of challenges confront the Association, such as:

- The failure to recruit and retain sufficient numbers of Referees to meet the ever increasing demands of the developing game. A simple comparison emphasises this point

UEFA Average: 1 registered referee for every 2 registered teams

FAI Average: 1 registered referee for every 8.3 registered teams

(Source: FIFA "Big Survey" 2000)

- The age profile of our existing cohorts of Referees needs to be addressed, as 43% of our referees are over 50 years of age.
- The need for a complete overhaul of our Education and Training Structures, and the need to get certification for the training undertaken
- To compile up to date training materials for each Referee and Instructor
- To put in place a clear Referee Pathway of progression for all referees.
- To set up a method of communication to maintain contact with and update our existing cohort of referees
- To develop an Advanced Programme for our elite referees
- To Retrain existing Observers, Instructors and Mentors, and put in place a process of continuing development and education
- To put in place a system whereby all activities undertaken within the FAI Refereeing structure is clearly benchmarked to the highest international standards.

02 Overview

Creating a Positive Environment – Core Values of the Plan

Core Values are the guiding principles that are considered valuable and important to referees, to those who educate and train referees and those who administer referee business. They set out the way referees themselves and other stakeholders can expect referee business to be conducted at all times, both on and off the field. They also set the standards of behaviour that referees and stakeholders aspire to at all times.

Core Values also serve two other important functions. Firstly, they are essential building blocks in creating a positive environment where referees, players and other stakeholders can enjoy sport. Secondly, they signpost the standards expected of new and experienced referees and as such can help to create a constructive, collaborative and uniform approach to the development of refereeing.

It is therefore important to note that equal importance is placed on all of the following eight Core Values and taken as a whole they signify hallmarks of excellence in the education, training and development of referees and in the implementation of this Referee Development Plan.

- **Referee-centred Education and Training and Development**

This Core Value places the needs of each referee at the centre of all education, training and development programmes, taking due account of the different refereeing experience and competencies typical of any group of referees within affiliated leagues.

This Core Value will be demonstrated by consulting with referees and/or their representatives and then developing and providing the appropriate education, training and development programmes and providing the necessary supports to enable each referee to optimise their potential and competence. Referees and their representatives, for their part, will support the development of, and when requested, proactively engage in the design and delivery of these programmes.

- **Creating a Positive Environment**

This Core Value highlights the importance of facilitating referees and other interested stakeholders to engage with one another in a constructive and positive way to advance refereeing and the development of the game. This Core Value will be demonstrated by having and supporting a suitable structure to enable this constructive dialogue to take place where referees and stakeholders have a supportive forum where they can discuss the on-going development of refereeing in an atmosphere of mutual respect.

- **Performance Excellence and Quality**

This Core Value acknowledges that in all aspects of modern life, higher standards of performance and quality are being demanded. Sport and Association Football is no exception and this impacts on everybody associated with the game including clubs, players, coaches, administrators, spectators and referees.

This Core Value will be demonstrated by putting in place a world class programme of referee development to achieve sustainable refereeing excellence with a commitment to best practice on and off the field of play. It will also be demonstrated by the FAI, the Leagues and the clubs supporting referees to achieve excellence through for example the provision of mentoring programmes, qualified match assessments, the allocation of matches to assist the referee to develop and the provision of club liaison officers for referees.

Referees for their part will strive continuously to achieve excellence by consistently providing the highest level of performance. Supported by the various stakeholders they will keep themselves up to date on all Law changes and directives and conduct referee business with all stakeholders in an impartial, professional and courteous manner.

02 Overview

- **Make Refereeing an Attractive Option**

In addition to a commitment to improving referee quality and performance, there is a need to increase the quantity of available and licensed referees to support the current and future development of the game. This Core Value will be demonstrated by all the relevant stakeholders developing and actively supporting and contributing to a sustainable programme of referee recruitment and retention to attract, develop, support, retain, and reward referees.

It will also be demonstrated by existing referees continuing to adopt more progressive approaches to conducting referee business on and off the field and thereby improving the stature of refereeing and heighten its appeal to potential referees within the game.

- **Service Focused**

This Core Value highlights the importance of improving the services provided to referees and other stakeholders in support of the achievement of higher performance and quality both on and off the field of play. This Core Value will be demonstrated by providing a quick response to queries, easy and fast access to relevant and timely information, communicating this information using a mix of the most appropriate channels and providing a up-to-date referee database. An agreed up-graded grievance procedure will be available where both referees and other stakeholders can resolve matters in a constructive way.

- **Management Excellence**

The success of any Development Plan is not only about achieving its Mission Statement and Benchmarks, but doing so in a transparent, cost effect and efficient way. Key elements are putting in place a sound structure that drives the plan and delivers accountability together with streamlined management functions and high quality administrative support.

This Core Value is demonstrated by having a structure that provides the necessary resources to deliver the plan, provides continuous monitoring and measurement of the plan against targets, reports to all relevant stakeholders on implementation progress at regular intervals, takes account of feedback received and then implements the agreed necessary corrective action as required.

- **Equity and Diversity**

Refereeing needs to reflect a multicultural society and build on existing levels of social inclusion within the refereeing community. This Core Value is demonstrated by referees and other stakeholders embracing diversity and equality, proactively encouraging all groups within Irish society to become referees and by providing supports where practicable, for those individuals/ groups, who wish to take up refereeing, to enable them fully participate as licensed referees.

- **Integrity**

Integrity in sport is a core value underpinning the notion of 'Fair Play.' In association football it is also a fundamental value underpinning the task of refereeing. If referees, trainers of referees and administrators of refereeing fail to uphold this value the principles of objectivity, honesty and independence will break down.

This Core Value will be demonstrated by the adherence to a 'code of ethics' by which all referees and those directly associated with refereeing shall have to adhere (See Appendix).

02 Overview

Specific Objectives

It is intended to put in place specific actions under the following sections:

- 1 Recruitment
- 2 Retention
- 3 Development / Education
- 4 Pathway
- 5 Administration
- 6 Resources/Structure
 - a. Human
 - b. Financial
- 7 Communication
- 8 Rules and Regulations



02 Overview

1 Recruitment

To increase the numbers of referees to meet the expanding demands of the modern game

It is the aim of the Football Association of Ireland to ensure that all games are officiated by a qualified licensed referee. There are approximately 300 referees recruited each year nationwide. However, not all those candidates go on to be active referees. It is therefore imperative that the FAI produce an education and training programme to meet the different needs of candidates to ensure that the largest possible number become active referees.

It is the responsibility of all stakeholders to encourage, support and promote refereeing as a vital component in the participation and development of the game.

Recruitment – Requirements

- 1.1 Provide a central organization to promote and develop appropriate Introductory Refereeing Courses in line with the Referee Development Plan.
- 1.2 Actively promote refereeing as an option in conjunction with other developing sectors of the game particularly Women's Football, FUTSAL, Football for All and other development programmes under the auspices of the Association.
- 1.3 Develop appropriate and specific courses for schools, coaching modules and other appropriate groups
- 1.4 Ensure a suitably qualified group of Tutors are available to run Introductory Referee Courses
- 1.5 Advertise such courses in all available media outlets, with emphasis on Soccer specific publications
- 1.6 Ensure all Tutors have appropriate coaching and promotional materials
- 1.7 Maintain appropriate records and details for further personal development and assessment
- 1.8 Work in close co-ordination with local leagues, existing FAI bodies and any other persons to assist in the promotion of Refereeing as an attractive option for individuals who wish to participate in the game.
- 1.9 Ensure all Beginner Referees can be identified as such, and that there is a specific and appropriate programme of training set out for them to follow.

02 Overview

2 Retention

To retain and further develop the existing cohort of qualified officials.

Two out of three successful candidates in the current FAI Referees Beginners Courses do not take up active refereeing or give up after a short while. The FAI also recognises the need to be proactive with support mechanisms especially in the early stages of the new referee's career. Experience from around UEFA, and initial pilot schemes in this country, have shown that a Mentoring system has proven to be the most successful methodology of retaining referees

The Football Association of Ireland recognises, acknowledges and appreciates the service given by the existing cohort of referees especially at the Grassroots levels of the game.

Retention – Requirements

- 2.1 Ascertain the reasons why referees leave the game, and develop appropriate counter measures to combat same.
- 2.2 Develop continuous in-service training, in conjunction with other affiliates, to further individual development.
- 2.3 Devise in conjunction with the Irish Soccer Referees Society a wider implementation of Mentoring Programmes as laid out in the Referee Pathway
- 2.4 Develop methods of recognition of service for referees at all levels of the game.
- 2.5 Develop an on-going campaign emphasising the importance of refereeing to the development of the game



02 Overview

3 Development and Education

To improve the quality of Referees through an extensive programme of education, training and resources at local, regional and national level.

For the purposes of this Plan, Training is giving people skills, Education is defined as giving them knowledge and everything that educates a referee comes under Development. This continuous in-service training will encompass a comprehensive programme dedicated to the improvement of standards for all referees and at all levels.

Development and Education – Requirements

Referees

- 3.1 To develop a clear pathway of progression for the development for all Referees
- 3.2 To further enhance the development structure for emerging talent / FAI School of Excellence.
- 3.3 To provide an appropriate programme of development for elite referees.
- 3.4 To establish Irish Referees at the highest levels of FIFA and UEFA classifications.
- 3.5 To develop a “Code of Ethics” programme for all Referees
- 3.6 To identify and develop the skills required to officiate at the different levels of the game, and by the age profile of the participants.
- 3.7 To establish a Referee methodology to respond to the needs and approach of modern Irish Society.

Tutors / Instructors, Mentors and Observers

- 3.8 To ensure all current Observers, Instructors and Mentors are current in Law interpretation and coaching methodology.
- 3.9 To ensure a consistent and uniform instruction programme is established nationally at all levels of the game.
- 3.10 To establish a monitoring structure for evaluation of written and verbal match assessments, with particular emphasis on the identification of potential School of Excellence/Emerging Talent officials
- 3.11 To establish and maintain a suitable grading system for Tutors, Mentors and Observers.
- 3.12 To ensure that there are appropriate numbers of trained NCTC Accredited Tutors available around the country for the implementation of such development
- 3.13 To establish a library of all Coaching materials and to establish production of same if required

General

- 3.14 To explore the possibility of refereeing qualifications to be validated and transferable to the work place.


02 Overview

4 Refereeing Pathway

To put in place a pathway for Referee Development to ensure each official has the opportunity to progress to the appropriate level of their ability and aspirations

Not every Referee can, or indeed wishes to, attain Eircom or FIFA status. However it is incumbent on the Football Association of Ireland to give each of its match officials the opportunity to develop their skills and abilities to the highest possible level. In this Pathway, the Referee has a corresponding personal commitment and responsibility to avail of the opportunities open to them.

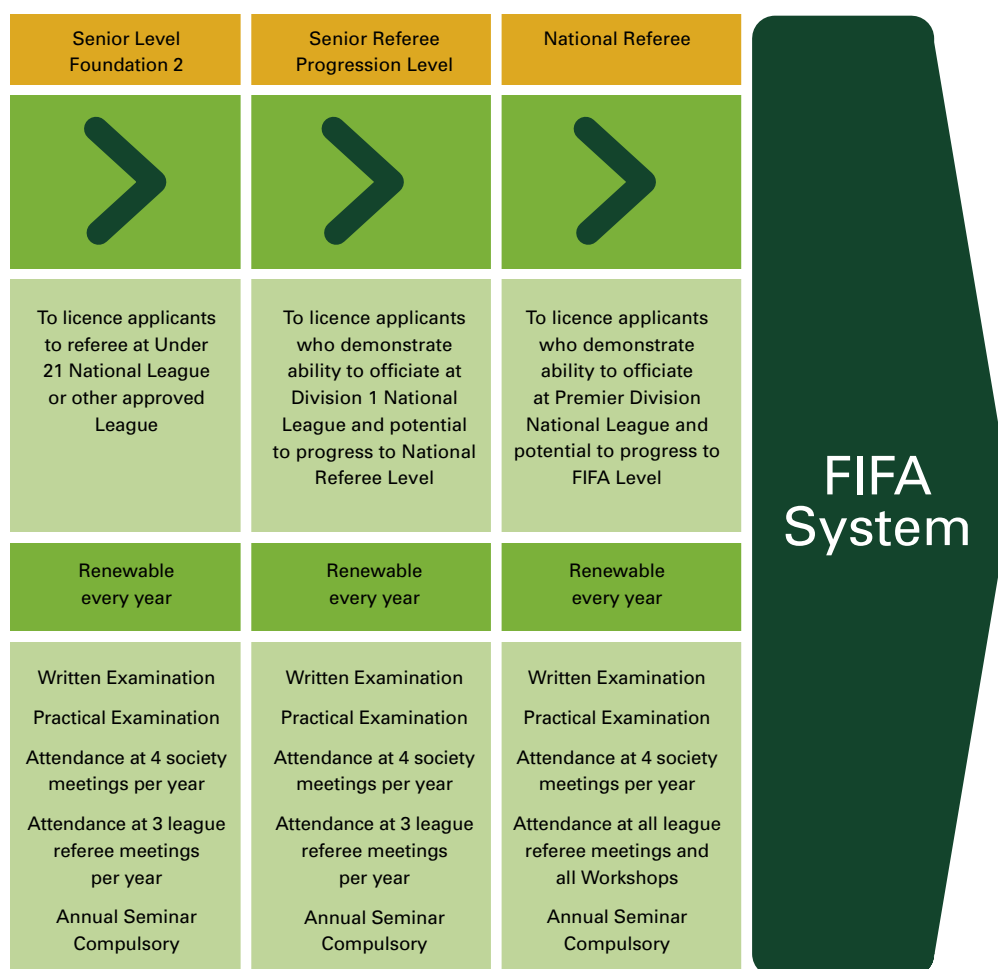
The establishment of a Licensing process enables a personal sense of accomplishment in conjunction with a benchmark of the highest quality standards.

Introductory Level 1	Introductory Level 2	Foundation Level	Progression Level
			
To licence applicants who wish to referee small sided game	To licence applicants who wish to referee in Schoolboy, Junior, Intermediate Leagues Foundation Level 1 +2 required	To licence applicants who wish to referee at a higher level in their assigned League	To licence applicants who wish to referee at highest level in their assigned league Also for those who wish to progress to Senior Foundation Level
Renewable every 5 years	Renewable every 3 years	Renewable every 3 years	Renewable every 3 years
Written Examination Attendance at 2 society meetings per year Attendance at 2 league meeting per year No Seminar	Written Examination Practical Examination Attendance at 4 society meetings per year Attendance at 2 league referee meetings per year Seminar Compulsory Year of licence renewal	Written Examination Practical Examination Attendance at 4 society meetings per year Attendance at 2 league referee meetings per year Annual Seminar Compulsory	Written Examination Practical Examination Attendance at 4 society meetings per year Attendance at 2 league referee meetings per year Annual Seminar Compulsory

02 Overview

Referee Pathway – Requirements

- 4.1 To define a clear philosophy and realistic pathway for the development of all Irish Referees leading to a recognised qualification.
- 4.2 To increase the quality and quantity of Referees, and their Instructors, through an extensive programme of education, support and resources at local regional and national levels.
- 4.3 To centrally coordinate the provision of resources for those who organise regional/local referee meetings, workshops and seminars for referee education and development.
- 4.4 To provide on-going in-service training and development for referees and referee instructors.





02 Overview

5 Administration

To provide administrative support for all Refereeing roles in the implementation of the Development Plan

The successful implementation of the Plan will be decided by on going monitoring and administrative back up. Previous Education and Development programmes have not had the continuous success that their efforts warranted due to a lack of necessary and standard administration systems and methods.

It is therefore vital that the appropriate protocols are established from the beginning in order to monitor the progress of this Development Plan.

Administration – Requirements

- 5.1 To set up agreed/approved administrative support structures to action the implementation of the Development Plan
- 5.2 To establish and maintain an appropriate Referee database with the facility to record individual accomplishments and development requirements.
- 5.3 To avail of this database in a corresponding analysis ratio of numbers of games covered to number of licensed officials.
- 5.4 To maintain appropriate records and support in respect of Appointments, Assessments, match reports, Mentoring programmes, internal and external memoranda and any other items as required.
- 5.5 To support in venue set-up for relevant meetings and courses
- 5.6 To have suitable office equipment to accomplish these tasks.
- 5.7 To establish a system that enables referees have access to all relevant forms for the performance of their duties

02 Overview

6 Resources

To ensure appropriate resources, both Human and Financial, are in place for the implementation of the Development Plan.

It is prudent practice to factor in all relevant resources and commitments required for the successful implementation of this Development Plan. The FAI Referee Department has a current staff of two. The UEFA audit while praising the commitment and success of the Refereeing Programmes to date has noted that the over reliance on voluntary personnel is unsustainable in the modern world.

Resources – Requirements

- 6.1 To appoint a Referee Development Co-ordinator to oversee the implementation of the Development Plan
- 6.2 To appoint a Referee Recruitment Officer with responsibility for all matters of recruitment of new referees
- 6.3 To appoint appropriate personnel on a regional basis to assist in the implementation of the Plan
- 6.4 To ensure all courses are appropriately priced and cost effective
- 6.5 To implement structures and systems in order to maximise efficiency, focus and outputs.
- 6.6 To examine all potential community funding, grant applications and sponsorship opportunities that will generate income or resources for refereeing requirements.



02 Overview

7

Communication

To establish an effective communication within the refereeing body, all other stakeholders and other bodies as required.

There is an expressed need to improve two-way communication between the Refereeing and other Stakeholders in the Football Community, as well as between the various sections of the Refereeing family. Regular meetings within Leagues and Divisional Associations are vital for the development of Refereeing and the game. Improved use of modern media communications should be utilised as well as structured round table discussions on matters of mutual interest and benefit.

Communication – Requirements

- 7.1 To examine better lines of communication with Leagues, Clubs and Players through the establishment of Club Referee Liaison Officers
- 7.2 Present an Annual Report to Referees Committee, FAI Board and the Irish Soccer Referees Society
- 7.3 Establish a yearly calendar of events
- 7.4 Establish a consistent Brand or logo to identify refereeing on all referee document materials.
- 7.5 Ensure the inclusion of Referee content in all FAI Publications
- 7.6 Enhance the use of a Referees page on the FAI website to include current articles, directives and other points of interest.
- 7.7 Actively promote FIFA appointments and high profile appointments and achievements.
- 7.8 Investigate the potential of use of the extranet, with the provision of an e-mail address supplied for each referee by the FAI on registration.
- 7.9 Examine the feasibility of a media spokesperson who has the skills and knowledge to handle all media issues in relation to refereeing
- 7.10 Quantify and observe an annual percentage decrease in the issue of red cards for verbal and physical threatening behaviour against match officials.

02 Overview

8

Rules and Regulations

To provide a point of reference on all matters relating to refereeing and accessible by all referees

It is the policy of the Football Association of Ireland to ensure that only licensed referees are authorised to officiate at their fixtures. Leagues in breach of this policy leave themselves open to both legal and FAI sanctions.

It is imperative that there is open and transparent access to the structures under which the game is governed, both on and off the field of play. This should be easily accessible to all stakeholders, for information, guidance and convenience.

It is also good practice to consider regular reviews and updates if necessary of the Rules relating to Referees.

Rules and Regulations – Requirements

- 8.1 To have a master copy of all Rules, Regulations and Memoranda that governs Refereeing.
- 8.2 To have current copies of the Laws of the Game, with a record of amendments, available to all stakeholders.
- 8.3 Establish practice and procedure, under advisement to the relevant FAI Committees, to update rules and regulations if needed to implement the Development Plan.



02

OVERVIEW

02 Overview

		Outline Implementation Plan				2011	
		2008		2009		2010	
Impact	2007	Local Impact	National Impact	National Impact	National and International Impact	Implementation	Actions
Referee Development Goals	Structure Development & Awareness / Implementation	Awareness & Implementation	Implement	Implement	Implement	Implement	Implement
Referee Development Plan Objective	Actions	Actions	Actions	Actions	Actions	Actions	Actions
Referee Recruitment	Develop appropriate Introductory Referee Course Initiate Pilot Courses on Regional Basis	Expand Introductory Referee Course Increase in licensed referees Increase in ISRS Branch membership	Roll out Nationwide Introductory Referee Courses Increase in licensed referees Increase in ISRS Branch membership	Nationwide Introductory Referee Courses Increase in licensed referees Increase in ISRS Branch membership	Increase of 1000 licensed referees in total operating at local, regional and national level from 2006 levels Increase in ISRS Branch membership		
Referee Retention	Initiate updated Mentoring Programme Obtain baseline figures for current Referee Cohort	Ascertain definitive reasons for referees leaving the game and develop appropriate counter measures Further Develop and expand Mentoring Programme	Develop appropriate method of recognition of service for match officials at all levels Monitor and evaluate Retention levels of new licensed referees	Evaluate and monitor Mentoring Programme in conjunction with ISRS	Ascertain numbers of Referees from 2006 Introductory Referee Courses evaluating their progress on Referee Pathway		
Referee Development & Education	Initiate Tutor Update for Introductory Referee Course Establish Fourth School of Excellence Develop "Code of Ethics" for Referees in conjunction with existing FAI protocols Establish NCTC and FETAC co-operation in development and recognition of Licensing Courses Incorporate current Assessor and Instructor Cohort into Licensing Programme Coordinate Law amendments distribution	Initiate Foundation Level Licence Initiate Referee Instructor Foundation Licence Develop Elite Referee Programme Establish NCTC and FETAC co-operation in development and recognition of Licensing Courses Coordinate Law amendments distribution Establish Coaching material library Monitor and evaluate current FIFAYUEFA appointments for Irish officials	Initiate Progression Level Licence Initiate Referee Instructor Progression Licence 1 & 2 Establish NCTC and FETAC co-operation in development and recognition of Licensing Courses Fourth School of Excellence completes. Coordinate Law amendments distribution Monitor and evaluate current FIFAYUEFA appointments for Irish officials	Initiate Senior Referee Foundation & Progression Level Licence Establish NCTC and FETAC co-operation in development and recognition of Licensing Courses Coordinate Law amendments distribution Monitor and evaluate current FIFAYUEFA appointments for Irish officials Evaluate and review School of Excellence programme	Higher Graded FIFA Match Officials by 2010 Structural Review and evaluation of Referee Education Systems in line with UEFA/FIFA protocols		
Refereeing Pathway	Referee Pathway defined Referee Pathway published Incorporate current Referee cohort into Referee Pathway Structure Develop and distribute Referee Pathway Manual	Ascertain appropriate numbers of Licensed Referee Instructors Develop Regional resources for Pathway development	New Referee Licensing System fully operational Develop Local Resources for Pathway development Develop Workshop Programme to evaluate Referee and Stakeholders experience of the Referee Pathway	Review Referee Pathway in line with current international best practice Continuous Development and Implementation of Referee Pathway	Continuous Development and Implementation of Referee Pathway		

02 Overview

Outline Implementation Plan		2007	2008	2009	2010	2011
Referee Administration	Obtain definitive register of Referees in conjunction with ISRS, Divisional Associations and Individual Leagues Set up Administration support structures for Referee Pathway	Development and operation of IT Referee Registration Database operational by end of 2008 Examine use of modern communication technology to facilitate access to all relevant Referee data	New Referee/ Management structure fully operational Database updated Review and update Administration support systems	Database updated Review and update Administration support systems	Database Updated Review and update Administration support systems	
Resources	Employ Referee National Co-ordinator and Referee RRDO's Continuous Development of Referee Education Material Investigate Sponsorship opportunities for Referee Development Programmes in conjunction with appropriate FAI Departmental support	Monitor progress and review targets Continuous Development of Referee Education Material Investigate Sponsorship opportunities for Referee Development Programmes in conjunction with appropriate FAI Departmental support	Monitor progress and review targets Continuous Development of Referee Education Material Investigate Sponsorship opportunities for Referee Development Programmes in conjunction with appropriate FAI Departmental support	Monitor progress and review targets Continuous Development of Referee Education Material Investigate Sponsorship opportunities for Referee Development Programmes in conjunction with appropriate FAI Departmental support	Monitor progress and review targets Continuous Development of Referee Education Material Investigate Sponsorship opportunities for Referee Development Programmes in conjunction with appropriate FAI Departmental support	Monitor progress and review targets Continuous Development of Referee Education Material Investigate Sponsorship opportunities for Referee Development Programmes in conjunction with appropriate FAI Departmental support
Communication	Promote Referee Licensing Programmes in FAI publications and other media outlets Initiate better lines of communication with Divisional Associations Produce regular Progress report to FAI	Establish feasibility of enhanced Website potential Expand and enhance lines of communication to Divisional Associations and Leagues Produce regular Progress report to FAI Collate number of red cards issued for abuse of match officials 2006	Referee Liaison Officers in each of top three divisions by 2009 Initiate Referee Awareness survey in the Football Family and General Public Produce regular Progress report to FAI	Monitor and evaluate lines of communication between Leagues and Referees Monitor and evaluate number of red cards issued for abuse of match officials Produce regular Progress report to FAI	Monitor and evaluate lines of communication between Leagues and Referees Collate number of red cards issued for abuse of match officials 2009 Produce regular Progress report to FAI	Monitor and evaluate lines of communication between Leagues and Referees Collate number of red cards issued for abuse of match officials 2009 Produce regular Progress report to FAI
Rules and Regulations	Only Licensed officials officiating at all Leagues under auspices of FAI Ensure ease of access to current Laws of the Game	Only Licensed officials officiating at all Leagues under auspices of FAI Ensure ease of access to current Laws of the Game Review of Rules and Regulations for Referees in conjunction with relevant FAI stakeholders	Only Licensed officials officiating at all Leagues under auspices of FAI Ensure ease of access to current Laws of the Game Ensure ease of access to all Rules and Regulations for Referees	Only Licensed officials officiating at all Leagues under auspices of FAI Ensure ease of access to current Laws of the Game Ensure ease of access to all Rules and Regulations for Referees	Only Licensed officials officiating at all Leagues under auspices of FAI Ensure ease of access to current Laws of the Game Ensure ease of access to all Rules and Regulations for Referees	Only Licensed officials officiating at all Leagues under auspices of FAI Ensure ease of access to current Laws of the Game Ensure ease of access to all Rules and Regulations for Referees

03 Management, Structure and Finance

Conditions for success

There are a number of essential preconditions for the success of this plan, specifically:

- The availability and targeting of resources
- The strength of the support systems to ensure delivery of the plan
- The vital co-operation between all stakeholders involved at local, regional and national level.

With the support of these components, the following measurements of success will be outlined below.

Critical Success Indicators

The Football Association of Ireland recognises the importance of tangible measurements of the impact of this plan. This is vital as a guide to assess the effectiveness of its actions and as a basis for evaluating value for money against allocated resources.

The Critical success indicators to this Plan are:

- The number of licensed referees operating at local, regional and national level, as well as their age, gender, geographic location, ethnic and diversity levels with refereeing. Specifically, this is targeted at 1000 additional licensed referees in operation by 2011. The implementation of a standard referee registration database, regularly updated, is vital for this function.
- A reduction in the numbers of verbal and physical assaults on referees.
- The achievements of Irish Referees at International and European club competition levels, measured in comparison to FIFA and UEFA standards
- Progress in relation to the development of structures and performance indicators at local, regional and national levels with the refereeing body.
- Increased awareness and appreciation of the benefits of participation in refereeing by the football community
- The establishment and strengthening of key relationships with all stakeholders, in particular, coaches, players and administrators, through which this plan will be developed. The development of this rapport is crucial to the effectiveness of the implementation of this plan.
- Yearly increase in licensed referees attached to each branch in the period 2007 - 2011
- Referee liaison officer to be in place in each of the top three divisions in affiliated leagues by 2009
- Positive feedback received on refereeing through awareness surveys in the football community and in the general public
- The development and operation of a modern IT based referee registration database by the end of 2008
- A new Referee/Management structure operational by 2009
- The provision of regular reports to the relevant FAI Supervisory Committees and Boards on progress on the implementation of this plan and any adjustments considered necessary.
- The new Licensing system to be fully operational by 2007/8

03 Management, Structure and Finance

Review Process

A strong and timely review process will be vital to the success of the plan. As noted previously, the implementation process will be continually reviewed over its term using a variety of mechanisms at Board, Committee and Management level.

The specific targets or milestones relating to implementation of the above Critical Indicators and the timelines will need to be agreed and approved by the Association.

Significantly, the FAI will produce a progress report to the Board and all relevant FAI Committees on the implementation of the plan and any adjustments which have been considered necessary due to the environment in which the plan operates.

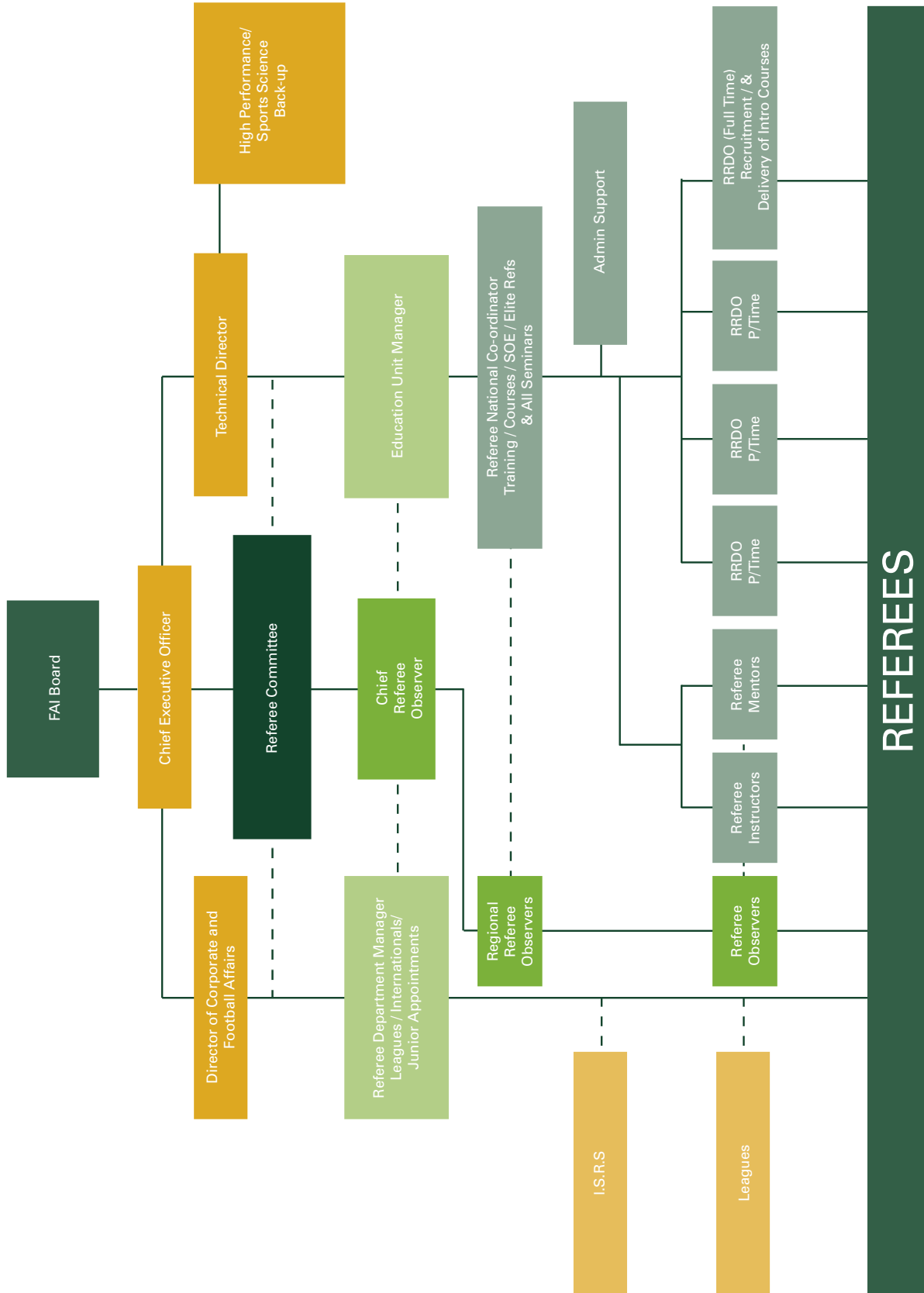


03

Management, Structure and Finance

03

MANAGEMENT, STRUCTURE AND FINANCE





03

MANAGEMENT STRUCTURE AND FINANCE

Appendices

Consultation Workshop

The development of this plan has taken place under the guidance of a Referee Technical Development Plan Working Group. This Group was made up by

Packie Bonner	FAI Technical Director	(Co-Chair)
Richard Fahy	FAI Assistant Technical Director	(Co-Chair)
William A Attley	FAI Chief Referee Observer	
Willie Bradley	Chairman FAI Referee Committee	
John Byrne	FAI Special Projects Manager	
Darren Coombes	FAI Recruitment Officer	
Dr Bryan Fields	FAI Referee Law Interpretation Officer	
James Finnegan	FAI Referee Education Officer	
Paul Hamill	FAI Education Manager	
Pat Kelly	Manager FAI Referee Department	
Joe O'Brien	Chairman Irish Soccer Referee Society	
Gerard Perry	FAI Referee Observer	
John Ward	FAI Referee Observer	

In order to ensure the Plan addressed the needs of the wider football community, and in line with the Consultation Process in the development of the FAI Technical Development Plan, a Consultation Workshop was held at the Red Cow Hotel Dublin on Saturday 25th June 2005 in a process facilitated by Packie Bonner, FAI Technical Director

Representation was requested nationally from all sectors of the Refereeing Community, Provincial Governing Bodies, Legislators and Administrators. Those who were unable to attend were invited to send their observations and comments in writing.

All comments received have been collated elsewhere in this document as is a list of those who attended, or made written submissions.

Further consultations took place with the Executive Council of the Irish Soccer Referees Society (4 March 2006) and the FAI Referees Committee (29 March 2006). Both groups gave support for the initiatives proposed.

This plan was also presented to the FAI Technical Development Committee on Thursday 27 April 2006. A further series of Feedback Regional Workshops to which all Stakeholders were invited were held in Dublin (30 May 2006), Cork (31 May 2006) and Sligo (12 June 2006). Updates and Presentations were given to the Board of the Football Association on 2 May 2006 and 13 June 2006.

N.B. Please note that Referee Observers were previously titled Assessors

Appendices

Attendees at Red Cow Consultation Workshop 25 June 2005

Willie Ashmore
William A Attley
Noel Bennett
Joe Boland
Packie Bonner
Greg Boyd
Willie Bradley
Patrick Brady
Sean Brady
Hubert Byrne
Patrick Byrne
Glynn Campbell
Frank Casey
John Cassidy
Bernard Clarke
Paraic Clarke
Tom Connolly
Darren Coombes
Eddie Cummins
Paddy Daly
John Duffy
Brendan Fahy
James Faulkner
Ben Finlay
James Finnegan
Tony Fitzgerald
Leonard Fraser
Tony Geaseley
TJ Grant

Tom Hand
Declan Hanney
Peter Harrington
Dessie Kelly
Patrick Kelly
Tony Kelly
Dermot Kennedy
Patrick Keogh
Terry Leyden
Eamon Lynch
Robert Lynch
Ronnie Marsh
Ignatius Martin
Denis McArdle
Tom McAree
Hugh McCann
Hilda McDermott
Eddie McGeough
Edward McGregor
Patrick McMahan
Michael Murphy
Joe O'Brien
Brian O'Regan
Mick O'Regan
Brian O'Reilly
Pauline O'Shaughnessy
Dominic Quigley
Breffni Rowan
Keith Sponley

John Stacey
Fran Swan
Jimmy Traynor
Peter Wallace
Albert Walsh
Michael Walsh
John Ward
Hugo Whoriskey

Written Submissions

Tom Connolly
Eugene Deering
Declan Hanney
Gerard Perry
J J Walsh

Appendices

A. A lot has been achieved in Irish refereeing at local, national and international level in recent years. How has this been achieved?



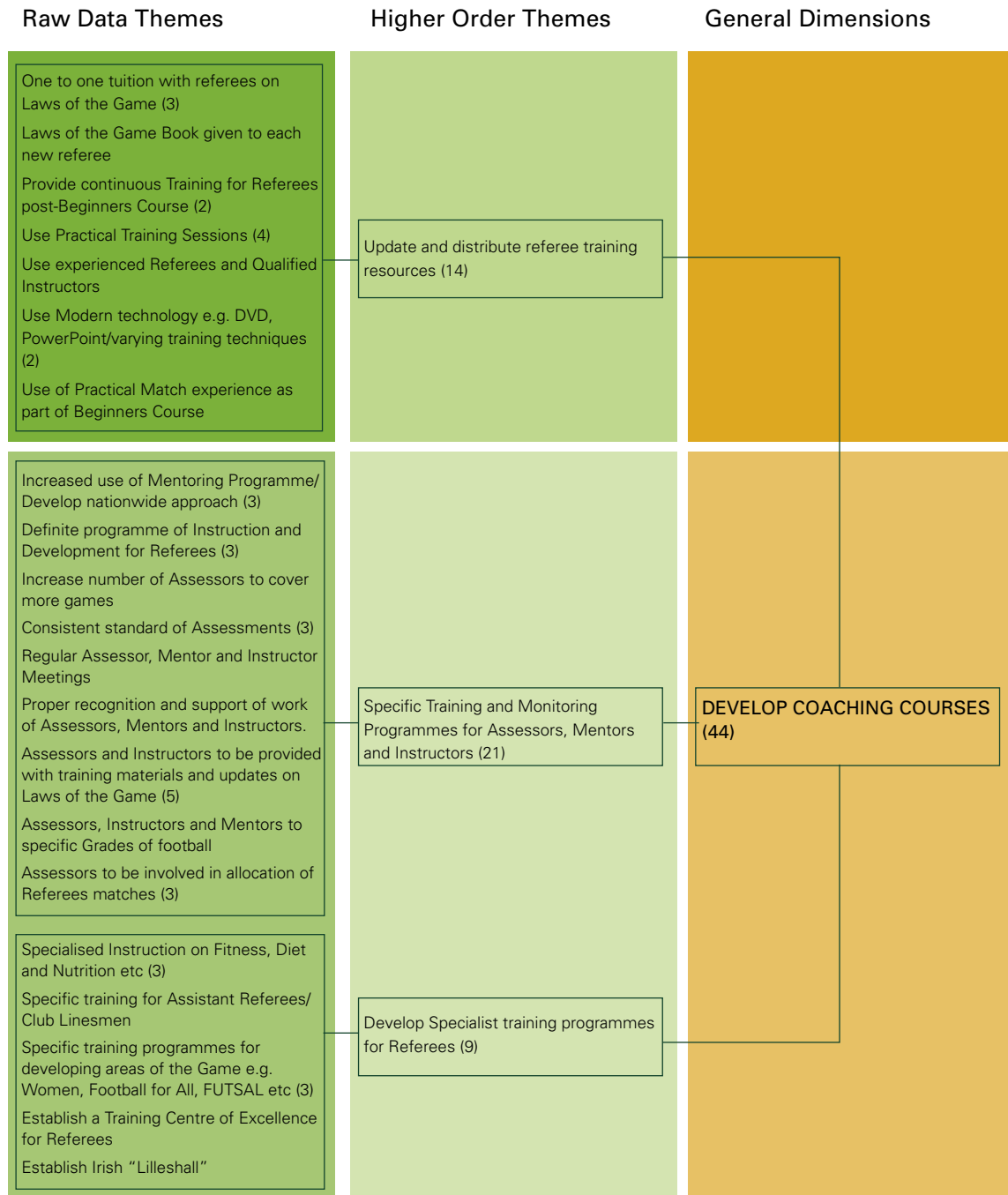
Appendices

B. How can the number of Referees be increased to meet the growing needs of the game?

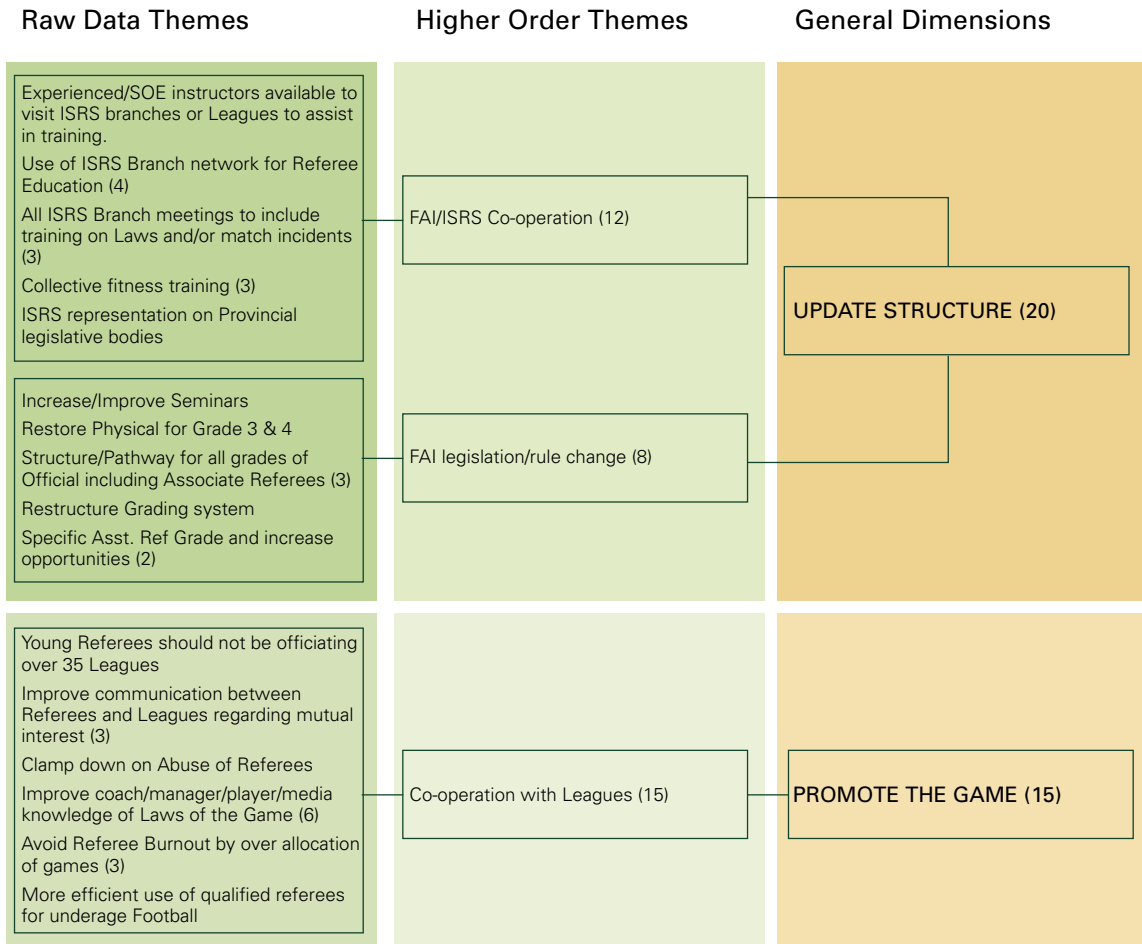


Appendices

C. How can referees be supported to develop their full potential?



Appendices



Appendices

D. What can be done to encourage retention of referees within the game?

Raw Data Themes

100 % support from Leagues and FAI
 Avoid overuse of referees / burnout
 Identify factors for leaving refereeing (5)
 Increased use of Mentoring programme
 More Assessors or Branch Assessors
 Continued In-service Training and Development

Recognition by FAI and/or League for Referee services to the game (3)

Specific Home Club official delegated to liaises with referee
 Specific League Officer to Liaise with Referees
 Match Appointments appropriate to experience and ability of referee

Higher Order Themes

Develop and augment Support Systems (10)

Promote the game and refereeing (3)

Ensure best practice (3)

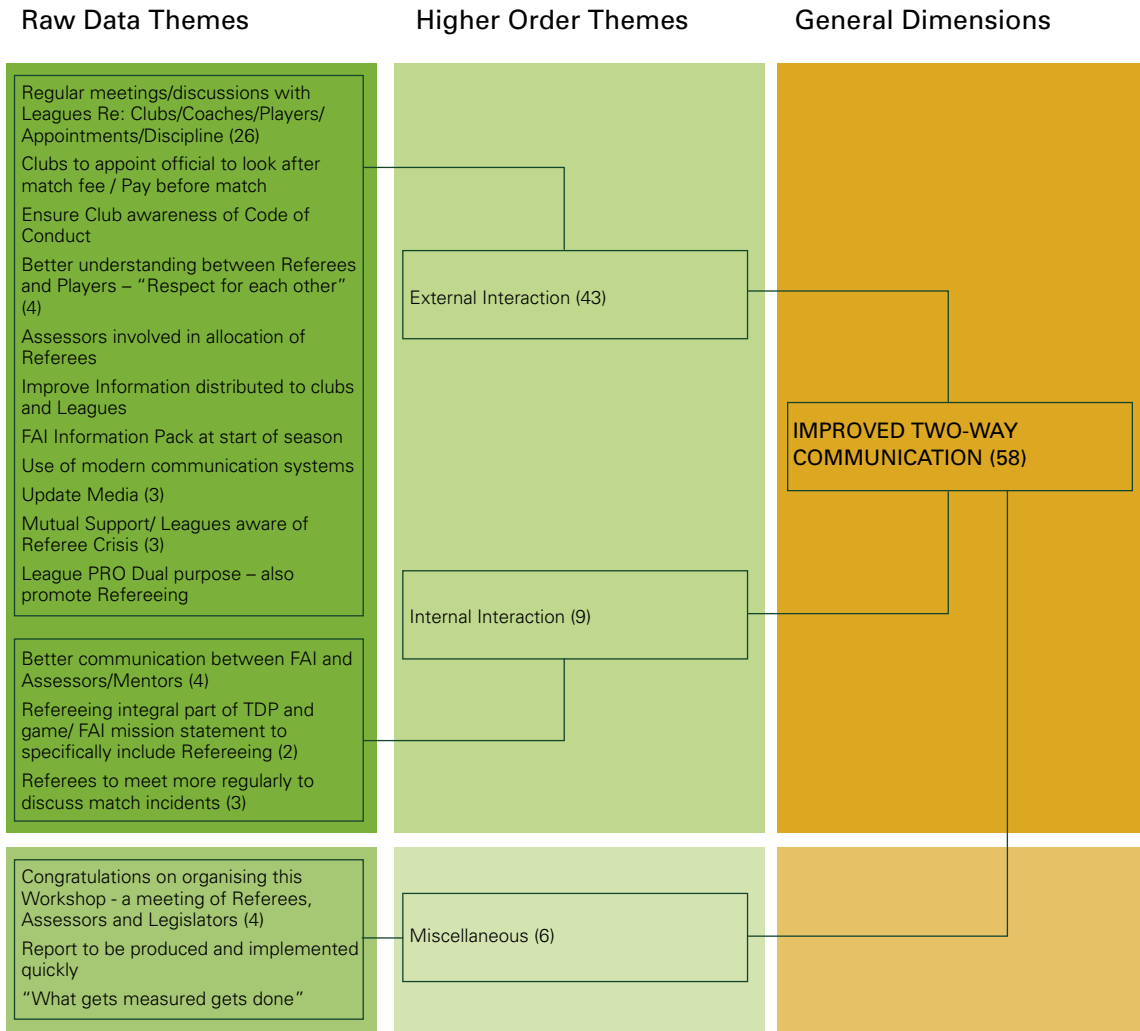
General Dimensions

PROMOTE AND ENSURE REFEREE AVAILABILITY (16)



Appendices

E. How can better relations between referees and other sectors of the game be developed?



Appendices

New Referees (Introductory Level - Part 1)

Duration: 1 day

Course Coordinator: Regional Referee Development Officer

Monitoring: FAI Referees Education Training and Development Department

Purpose: Compulsory Licensing of Referees for those who wish to referee small-sided games only

Modules - Knowledge

- Introduction to the Laws
- Role of the Referee and Code of Referee Conduct
- Purpose of Small-sided game
- Managing Spectators
- Basic Report Writing
- Introduction to Referee Society and other Supports

Skills

Referee 3 games and complete record of experience on FAI approved forms for evaluation by Mentor

Written Test: Laws of the Game (50%) pass

Practical test: Not applicable

Support

Referee Society

League Meeting

Comments

Annual Seminar not compulsory

License to be renewed every 5 years

Conditions for Renewing License:

Attendance at 2 society meetings per year

Attendance at 2 league referee meetings per year

Accreditation

Further Education and Training Awards Council (FETAC) Part module of Special Purposes Award: Level 3 on National Qualifications Framework

Title of FETAC Special Purposes Award: FAI Soccer Referee – Introductory 1

Appendices

(Introductory Level - Part 2)

Duration: 1 day

Course Coordinator: Regional Referee Development Officer

Monitoring: FAI Referees Education Training and Development Department

Purpose: Compulsory Licensing of Referees for those who wish to referee in Schoolboy/Junior/Intermediate Leagues

Pre-requisites: Successfully completed Introductory Level - Part 1

Interview: To establish level of commitment and suitability to referee

Modules - Knowledge

- Laws of the game and their Application
- Positioning and Fitness
- Awareness of tactical play by teams
- Managing Players/Coaches/Spectators including abuse
- Report Writing, Serious Foul Play incidents
- Safety Awareness
- Supports available for new referees

Skills

Referee 3 games and complete record of experience on FAI approved forms for evaluation by Mentor

Written Test: Laws of the Game (50%) pass

Practical test

Satisfactorily officiate a competitive match at the lower divisions in the league and be assessed by qualified Assessor (achieving a minimum of 6 from 10)

Support

Qualified Mentor assigned for 1st 10 matches (compulsory)

Access to Qualified and coordinated Instruction at society and League Meetings

Appropriate matches allocated by League to enable referee to develop in a 'protected' environment

Comments

Annual Seminar compulsory on Year of Licence Renewal

License to be renewed every 3 years

Conditions for Renewing License

Attendance at 4 society meetings per year

Attendance at 2 league referee meetings per year

Written Test

Practical Test (Assessed by FAI match assessor)

Accreditation

Further Education and Training Awards Council (FETAC)

Special Purposes Award: Level 3 on National Qualifications Framework

Title of FETAC Special Purposes Award: FAI Soccer Referee

Appendices

Foundation Level

Duration: 2 days

Course Coordinator: Regional Referee Development Officer

Monitoring: FAI Referees Education Training and Development Department

Pre-requisites

Applicant must hold current FAI referee license - Introductory Level, Part 1 and 2.

Must have refereed 30 competitive matches holding Introductory Level license - Part 2.

Purpose: Prepare licensed referees who wish to officiate at a higher level within their league (below top division)

Modules - Knowledge

- Law interpretation, Phasing of play, Flow
- Integrating team tactics with referee positional play
- Player Management/Conflict Management
- Higher level communicating skills
- Introduction to Lifestyle Management

Skills

Referee 5 games and complete record of experience and identify strengths and weaknesses and future learning needs.

Provide examples of match reports and misconduct reports for evaluation

Written Test: Laws of the Game (pass 75%)

Practical test

Satisfactorily officiate a competitive match immediately below the top division in the league and be assessed by qualified Assessor (achieving a minimum 7 from 10)

Support:

Qualified Mentor available on request

Access to Qualified and coordinated Instruction at Society and League Meetings commensurate with experience

Comments:

Annual Seminar compulsory

License must be renewed every 3 years

Conditions for Renewing License:

Attendance at 4 society meetings per year

Attendance at 2 league referee meetings per year

Written Test

Practical Test (Assessed by FAI match assessor)

Accreditation:

Further Education and Training Awards Council (FETAC) Special Purposes Award: Level 4 on National Qualifications Framework.

Title of FETAC Special Purposes Award: FAI Soccer Referee - Foundation Level

Appendices

Progression Level

Duration: 3 days

Course Coordinator: Regional Referee Development Officer

Monitoring: FAI Referees Education Training and Development Department

Pre-requisites

Applicant must hold current FAI Referee Foundation level license

Must have refereed 30 competitive matches at Foundation level.

Available to attend School of Excellence programme if requested

Purpose: Prepare licensed referees who wish to officiate at the highest level within their league (top division)

Modules - Knowledge

- Advanced Knowledge of Laws and Directives
- Assistant Referee Skills and Team-working
- Player Management/Conflict Management
- Report Writing
- Lifestyle and Fitness Management

Skills

Referee 10 games and complete record of experience and identify strengths and weaknesses and future learning needs.

Provide examples of match reports and misconduct reports for evaluation

Written Test: Laws of the Game (pass 90%)

Practical test

Satisfactorily officiate a competitive match in the top division of league and be assessed by qualified Assessor (achieving a minimum of 8 from 10)

Support:

Qualified Mentor available on request

Access to Qualified and coordinated Instruction at Society and League Meetings commensurate with experience

2 Practical Workshops available each year organized by Regional Development Officer

Comments:

Annual Seminar compulsory

License must be renewed every 3 years

Conditions for Renewing License:

Attendance at 4 society meetings per year

Attendance at 2 league referee meetings per year

Written Test (every 3 years)

Practical Test (Assessed by FAI match assessor – every 3 years)

Accreditation by:

Further Education and Training Awards Council (FETAC) Special Purposes Award: Level 5 on National Qualifications Framework

Title of FETAC Special Purposes Award: FAI Soccer Referee Advanced Level

Appendices

Senior Referee (Foundation Level 2)

Duration: 5 days

Course Coordinator: FAI Referees Education Training and Development Department

Monitoring: FAI Referees Education Training and Development Department

Pre-requisites

Applicant must hold current FAI Advanced license

Must have refereed 30 competitive matches at Advanced level.

Available to attend School of Excellence programme if requested

Purpose: Prepare progression level licensed referees who demonstrate exceptional ability or potential ability to act as assistant referees/referee at lower national league level

Modules - Knowledge

- Advanced Knowledge of Laws and Directives as applied to National League
- Lifestyle and Fitness Management
- Team working
- Leadership
- Player Management/Conflict Management
- Ground Safety
- Communications/Media

Skills

Act as Referee/Assistant Referee for 20 games under in approved league below Division 1 National league and complete record of experience and identify strengths and weaknesses and future learning needs.

Written Test: Laws of the Game (pass 90%)

Practical test

Satisfactorily act as assistant referee in a competitive match in division 1 of National League and be assessed by qualified Assessor

Appendices

Senior Referee - Progression Level

Duration: 3 days

Course Coordinator: FAI Referees Education Training and Development Department

Monitoring: FAI Referees Education Training and Development Department

Pre-requisites

Applicant must hold current Senior Referee Foundation 2

Available to attend School of Excellence programme if requested

Purpose: Prepare Senior Foundation 2 Referees who wish to and demonstrate ability or potential to referee/assistant referee in Division 1 of National League

Modules - Knowledge

- Advanced Knowledge of Laws and Directives as applied to Professional League
- Lifestyle and Fitness Management
- Player Management/Conflict Management
- Ground Safety
- Communications/Media
- Coordination with Assistant referees and Fourth Official

Skills

Referee or Assist referee 15 games in National Division 1 and complete record of experience and identify strengths and weaknesses and future learning needs.

Written Test: Laws of the Game (pass 90%)

Practical test: Satisfactorily act as assistant referee or referee in a competitive match in Division 1 of national league and be assessed by qualified Assessor

Support:

Qualified Mentor available on request

Access to Qualified and coordinated Instruction at Society and League Meetings commensurate with experience

2 Practical Workshops available each year organized by FAI Education and Training and Development Department.

Comments:

Annual Seminar compulsory

License must be renewed every year

Conditions for Renewing License:

Attendance at 4 society meetings per year

Attendance at 3 league referee meetings per year

Written Test (every year)

Practical Test (Assessed by FAI match assessor – every year)

Accreditation by:

Further Education and Training Awards Council (FETAC) Special Purposes Award: Level 6 on National Qualifications Framework

Title of FETAC Special Purposes Award: FAI Senior Referee Progression Level (on completion of Part 1 and Part 2)

Appendices

National Referee License

Duration: 3 days

Course Coordinator: FAI Referees Education Training and Development Department

Monitoring: FAI Referees Education Training and Development Department

Pre-requisites

Applicant must hold current Senior Referee Progression Level License

Purpose: Prepare Licensed Senior Referees at Progression Level who wish to officiate, and demonstrate ability or potential to officiate, in Premier Division of National League and, where appropriate, for progression to FIFA Assistant Referee and Referee Panel

Modules - Knowledge

- Advanced Knowledge of Laws and Directives as applied to Professional League
- Lifestyle and Fitness Management
- Player Management/Conflict Management
- Risk Assessment
- Media
- Coordination with Assistant referees and Fourth Official

Skills

Referee 15 games in Premier Division and complete record of experience and identify strengths and weaknesses and future learning needs.

Written Test: Laws of the Game (pass 90%)

Practical test: Satisfactorily act as assistant referee or referee in a competitive match in Division 1 of national league and be assessed by qualified Assessor

Support:

Qualified Mentor available on request

Access to Qualified and coordinated Instruction at Society and League Meetings commensurate with experience

2 Practical Workshops available each year organized by FAI Education and Training and Development Department.

Comments:

Annual Seminar compulsory

License must be renewed every year

Conditions for Renewing License:

Attendance at 4 society meetings per year

Attendance at 3 league referee meetings per year

Written Test (every year)

Practical Test (Assessed by FAI match assessor – every year)

Accreditation by:

Further Education and Training Awards Council (FETAC) Special Purposes Award: Level 6 on National Qualifications Framework

Title of FETAC Special Purposes Award: FAI National Referee /National Assistant Referee

Appendices

Licensed Referee Instructor Development Programme – Foundation 1

Pre-requisites:

Experience of Refereeing (10 years)

Completed Upper Second Level Education

Literate and Numerate

Have passed the Written examination equivalent to Progression Level referee (see pathway above)

Duration: 5 days

Purpose: To provide participants with the foundation skills and knowledge to operate effectively as a referee instructor

Course Content:

Theory of Adult Learning

Structuring a Presentation

Structuring a Demonstration

New Technology

Assessment Techniques

Laws of the Game

Licensing: Written Test

Requirements

Demonstration of Laws to Group - Assessed

Talk to Group on Laws of the Game - Assessed

Assessed lecturing/demonstrating at league and/or society meetings.

(License Renewable every 5 years)

Conditions for Attendance at Annual Workshop

Renewing License

Accreditation by:

Higher Education and Training Awards Council (HETAC) Special Purposes Award:

Level 6 on National Qualifications Framework

Title of HETAC Special Purposes Award: Referee Instructor – Foundation Level 1

Appendices

Licensed Referee Instructor Development Programme –Progression Level 2

Pre-requisites: Licensed at Foundation Level

Duration: 5 days

Purpose: To provide participants with the skills, knowledge and competence to apply a range of one to one training and development techniques to improve referee performance

Course Content:

Mentoring principles

Psychological principles underlying coaching theory and practice

High performing teams and critical self-reflection

High Performance Coaching Models

Constructive feedback techniques

Observation as a method of assessment

Licensing Requirements:

Ability to undertake a structured appraisal of a referee performance against specified criteria (assessed in the field)
(License Renewable every 5 years)

Conditions for Attendance at Annual Workshop:

Renewing License

Accreditation by:

Higher Education and Training Awards Council (HETAC) Special Purposes Award:
Level 6 on National Qualifications Framework

Title of HETAC Special Purposes Award: Referee Instructor – Progression Level

Appendices

Licensed Referee Instructor Development Programme – Progression Level

Pre-requisites: Licensed at Progression Level

Duration: 5 days

Purpose: To provide participants with the skills, knowledge and competence to manage the systematic initial and further training of new and experienced referees

Course Content:

Individual and Group Training Plans

Maximizing Meetings

Identifying Training Needs

Licensing Requirements: Ability to undertake a structured appraisal of a participant's ability to devise an appropriate agenda and chair a meeting against specified criteria (Assessed in the field)
(License Renewable every 5 years)

Conditions for Attendance at Bi-Annual Workshop

Renewing License

Accreditation by:

Higher Education and Training Awards Council (HETAC) Special Purposes Award:
Level 6 on National Qualifications Framework

Title of HETAC Special Purposes Award: Referee Instructor –Advanced Level

Appendices

Licensed Referee Instructor Development Programme – Advanced Level

Pre-requisites: Licensed at Progression level

Duration: 2 day

Purpose: To provide participants with the skills, knowledge and competence to provide systematic mentoring support for referees

Course Content:

Mentoring principles and best practice

Mentoring Code of Conduct

Managing the relationship

Mentoring Model

Licensing Requirements:

Ability to apply the mentoring model

Feedback from referee on mentors performance

(License Renewable every 5 years)#

Conditions for Attendance at Bi-Annual Workshop

Renewing License

Accreditation by:

Higher Education and Training Awards Council (HETAC) Special Purposes Award:

Level 6 on National Qualifications Framework

Title of HETAC Special Purposes Award: Referee Instructor – Advanced Level

Appendices

Code of Ethics & Professional Conduct for Referees of the Football Association of Ireland

The Code of Ethics and Professional Conduct for Referees should guide all registered referees¹, assessors², association officials³ and members⁴ of the Football Association of Ireland with regard to ethical behaviour and professional conduct. The Code should be read in conjunction with the FAI Rules.

Preamble

Integrity in sport is a core value underpinning the notion of 'Fair Play.' Integrity is also a fundamental and core value underpinning the task of refereeing. Failure to uphold this value can result in the principles of objectivity, honesty and independence breaking down. Consequently everyone associated with the sport has a duty and responsibility to ensure that the core values associated with fair play are upheld.

It is not alone the practice and art of refereeing a football game that these values apply but also to all administrative, training and development functions.

The code equally applies and should be adhered to by all personnel immediately associated with these functions and also to all participants in the sport both actively and administratively⁵.

¹ Referee refers to a registered match official regardless of duties assigned in a particular game.

² Assessor refers to all personnel involved in instruction, training and development of referees.

³ Association Official refers to all administrative personnel including appointments officers, disciplinary committee members, league officials and employees of the FAI.

⁴ Members of the FAI refers to registered players, technical staff, managers, directors and administrators of teams and clubs.

⁵ For ease of writing the term 'referee' is used throughout the code but all of the values principles and standards of behaviour referred to apply equally to the personnel mentioned in footnotes 1, 2, 3 &4.

Appendices

Code of Ethics & Professional Conduct for Referees

This Code consists of four overall ethical principles, which subsume a number of specific ethical standards.

1 Integrity

Principle: Referees are obliged to be honest, impartial, objective and professional in carrying out their duties as outlined in the Laws of the Game and in terms of representing the Football Association and the League to which they are assigned.

Specifically, referees shall: -

- 1.1 Conduct themselves in a professional manner at all times and carry out their duties to the best of their ability
- 1.2 Seek support/ guidance advice from peers, colleagues, mentors and / or assessors with regard to issues that may hamper their performance as a referee.
- 1.3 Avoid situations or engage in activities or behaviour, which might oblige them or lead to them contravening the provisions of this Code of Ethics and Professional Conduct.
- 1.4 Ensure that they and others accurately represent and reflect the body of knowledge and training of their profession.
- 1.5 Not accept or attempt to secure fees or benefits over and above those agreed with the Football Association of Ireland and their representatives.
- 1.6 Honour all refereeing commitments except in the case of serious illness or unexpected circumstances whereby their ability to perform their duties would be impaired and in such circumstances to notify, in a timely manner, the appropriate personnel or where appropriate to make alternative arrangements.
- 1.7 Not exploit any relationship to further their own or others personal or professional interests including the soliciting of appointments.
- 1.8 Be aware of the nature of dual relationships and where possible avoid such positions that could lead to the undermining of the Integrity of Refereeing or the good name of the Football Association of Ireland.
- 1.9 Act to stop or limit the activities of a colleague, assessor or official that is clearly harmful or unethical and bring such actions to the attention of the association.

Appendices

2 Competence

Referees shall strive to ensure and maintain high standards in the application of their duties. They shall adhere to the professional standards and attain the relevant competencies required appropriate to the level of football at which they are qualified to officiate. They must maintain and update their professional knowledge and skills in accordance with the licensing system. They shall recognize the limits of their competence in the context of the licensing system and take care not to exceed these limits by officiating at games outside the parameters of their particular license.

Specifically referees shall: -

- 2.1 Comply with the rules of the licensing system and develop the skills and knowledge required appropriate to the level they wish to officiate at.
- 2.2 Engage in continuing professional development in terms of all aspects of refereeing, e.g. physical fitness; knowledge, application and interpretation of the Laws of the Game.
- 2.3 Accept the obligation to know, understand and to operate the provisions of this Code of Ethics and Professional Conduct.
- 2.4 Recognize the limits of their competence and take care not to exceed these limits by officiating at games outside the parameters of their particular license.
- 2.5 Participate in and contribute to the continuing development of refereeing.
- 2.6 Refrain from officiating when their ability to carry out their duties in a professional and competent manner is impaired by physical, medical or other reason.
- 2.7 Seek relevant, competent and professional assistance to ameliorate and remedy any difficulty that prevents or inhibits their ability to carry out their duties in a professional and competent manner.

3 Respect

Referees shall honour, respect and uphold the fundamental rights, dignity and worth of all participants, officials and spectators of the sport. They shall be mindful and respect difference based on age, gender, ethnicity, race, culture, religious belief or other difference.

Specifically, referees shall: -

- 3.1 Treat all players, coaches and officials as persons of intrinsic worth and respect any difference based on age, gender, ethnicity, race, culture, religious belief or other difference.
- 3.2 In the course of their duties safeguard the respect of players and coaches based on age, gender, ethnicity, race, culture, religious belief or other difference and deal with any infringements of these rights in the context of the Laws of the game or the rules of the Football Association of Ireland.
- 3.3 When involved with children adhere to Child Care Legislation, 'codes of conduct' and the policy and procedures of the Football Association of Ireland.
- 3.4 Take the necessary preventative actions so as not to allow themselves to be compromised by events or situations where individuals respect or dignity could be undermined in the context of age, gender, disability etc.

Appendices

4 Responsibility

The 'Laws of the Game' and the Football Association of Ireland bestows authority and power on Referees. Thus this privileged position must be taken seriously and managed with dignity, respect, responsibility and professionalism. Referees carry responsibility to themselves, their profession, the Football Association and the League in which they operate.

Specifically, referees shall: -

- 4.1 Be aware of their professional responsibilities to the players and teams in the game at which they are officiating and to the League to which they are assigned and to the Football Association of Ireland.
- 4.2 Shall be responsible for their actions, and assure themselves, as far as possible, that they carry out their duties to the best of their ability.
- 4.3 Shall carry out their duties in a responsible, professional and respectful manner.
- 4.4 Behave in professional activities in such a way as not to undermine public confidence in their profession.
- 4.5 Protect the reputation of the profession and the Football Association of Ireland by ensuring that all professional activities carried out conforms to the provisions of this Code of Ethics & Conduct.



80 Merrion Square, Dublin 2
T: +353 1 703 7500 F: +353 1 661 0931
info@fai.ie www.fai.ie