

Performance Criteria Skill	Additional description of each performance criteria skill area
Application of Law Section 1 Qty 10	Toolbox suggestion
Appropriate disciplinary sanctions.	<p>Minor- procedural advice - having no adverse impact</p> <ul style="list-style-type: none"> As discussed, your procedure to issue the yellow card in the 45 min was too hurried and you flashed the yellow card without slowing down the procedure to isolate the player and calmly show the card. This spoiled the perception of your performance. You must follow the correct procedure & ensure the expected standard performance is achieved. As this was only one instance consider this minor development. <p>Major Is it a correct sanction Is it clear who has been cautioned</p>
Correctness, consistency and predictability in issuing cards; clear line from the beginning (not issuing cards too early for minor offences). Issuing of disciplinary action to be in line with approved procedure: name, reason for caution / dismissal then card, unless the early issuing of a red card is able to prevent a situation escalating.	<p>Minor procedure / actions – tidiness of actions by the referee, clear and efficient</p> <p>Major continuous use of incorrect procedure</p>
Correct judgement and interpretation for denying obvious goal-scoring opportunities Red Card/Yellow Card	<p>Minor proximity to the offence – pressing play to increase credibility</p> <p>Major correct (positive) or incorrect dismissal</p>
Correct judgement and interpretation for stopping a promising attack. Yellow Card Offence	<p>Minor this may be opinion and needs discussion / agreement –consider viewing angle</p> <p>Major not cautioned</p>
Correct management of the goal keeper behaviour.	<p>Minor more proactive from early in the game aware of the tactic, and, not proactive at corner kicks. Aware of effect of No Action</p> <p>Major missed caution for delaying</p>
Disciplinary punishment (yellow card) for unsporting behaviour as outlined in the Laws of the Game (LOTG)	<p>Minor early recognition more proactive, early, in response to offences – no surprises</p> <p>Major recognising and acting upon unsporting behaviour</p>
Red card for tackles which endanger the safety of an opponent and for denying an obvious goal-scoring opportunity	<p>Minor quick use of the card – successful in deflecting any follow up player reaction</p> <p>Major recognition is vital and follow up action is expected</p>
Appropriate management of the Technical Areas personnel and action against derogatory gestures, dismissive waves and ironic clapping from coaches.	<p>Minor early intervention from a close proximity – present what is expected in pre match, need to be consistent to both</p> <p>Major failure to deal with continuing misconduct</p>

Persistent offenders dealt with appropriately – Effective use of the stepped approach	<p>Minor advise upon stepped approach and when to utilise it – possible earlier intervention</p> <ul style="list-style-type: none"> There were infringements in the 13th & 17th when I felt you needed to speak to these players, so that you could be seen as using the staircase approach leading up to a caution, you were not seen to speak to players until the 30th. I spoke to you about this in my post match brief, you said that you had a quiet word in passing or during play, I did say, that from my position as observer I could not hear or see that was happening. You must make it obvious to everyone that you have exercised control. <p>Major failure to complete the step approach a missed caution for example</p> <ul style="list-style-type: none"> In the 17th min A10 made a careless tackle and we agreed in the brief it would have been harsh to caution at this stage, you chose to rebuke. In the 44th min the same player carelessly tripped his opponent. In the 47th min A10 then pushed his opponent this I felt was the time to get the captain in using the stepped approach. In the 52nd min the same player again pushed an opponent this was the time then to caution him for persistent infringement. You agreed in the brief that you intended to caution but the FK was taken quickly. It is important to identify persistent offenders and the decision to caution would have been easy to 'sell'
Correct judgement and interpretation of all other Laws that have a significant impact on the game	<p>Minor</p> <p>Major key word is significant and recognising such action must be taken</p>
Decision Making Accuracy Section 2 Qty 9	Toolbox advice -Taking Action after the recognition is Application of Law, Decision Making Accuracy is the accurate recognition of an offence
Quick, clear and reliable decisions, including recognition and action in dealing with offside offences.	<p>Minor correct outcome but possible too long delay in acting, or no acknowledgement</p> <p>Major incorrect outcome / missed flag causing issues within the game.</p>
Correct and consistent recognition of fouls	<p>Minor the odd 2 or 3 may be down to opinion and requires discussion</p> <p>Major if recognition is causing player control issues look for deeper reasons position / angle / proximity</p>
Clear distinction between tackles for the ball or tackles on an opponent including dangerous play.	<p>Minor no verbal comment, if no foul is awarded to sell a "no decision" that causes increased tension</p> <p>Major recognition or seriousness could lead to missed caution or dismissal look deeper as to why as above</p>

Consistent recognition of unsporting behaviour that prevents a promising attack building / developing	Minor could be opinion need to discuss - allow more / less thinking time Major could be missed poor recognition look deeper as to why
Correct and consistent recognition of pushing, pulling(holding) and holding (concealed fouls)	Minor if minor and no impact a passing word is sufficient- proactive approach at set plays Consider match situation, state of play Major if an impact upon the game is missed then advise look deeper positioning etc....
Correct and consistent recognition of the illegal use of arms.	Minor proactive in warning prior to challenge Major if not recognised correctly must reported as major
Correct and consistent recognition of the offence of simulation, dissent, time-wasting, etc.	Minor if there is a doubt or no impact upon the game or unclear – be seen to offer warnings, preventative Major given the normal viewing positions there is a need to be 100% certain before going down the route of major advice
Clear distinction between deliberate and unintentional handball.	Minor position on the FOP has a bearing upon judgement, impact of the offence as well as all contributing factors to consider, need to provide clear communication of outcome Major subjective situation which needs discussion and only if blatantly incorrect should be reported as major
Clear distinction between direct and indirect free kicks.	Minor this would probably be about the indication, possibly not holding for the appropriate time Major if the above resulted in an issue goal claim etc....
Match Control Section 3 Qty 10	Toolbox suggestion
Control of the match at every stage.	Minor perhaps an odd situation which had little or no impact overall <ul style="list-style-type: none"> At the restart in play after the 3rd goal, you noticed an attacking player was not positioned wholly in his own half. You delayed the restart with a lengthy rebuke which caused frustration to players on both sides. A short sharp word was all that was required to show you were in control. Major mostly allowing small things to lead to large outcomes
Recognition of the nature of the match from the start, correct attitude adopted from the beginning.	Minor perhaps playing too many advantage situations when there is a need to tighten control - Being aware right from the start of play Major if the above leads to control being compromised
Immediate and appropriate reaction to a change in the nature of the match, by raising profile to avoid escalation.	Minor tempo manage – slow game down – amend tolerance to free kick award Major failure to recognise

Mutual Respect, acceptance and recognition from participants (players, team officials) - recognise the referee as the man in charge of the match - required personality on the field of play - natural authority.	<p>Minor one off situations, keeping calm, appropriate eye contact that provides an advantage</p> <p>Major if aggression is displayed or the official seeks the centre of attention</p>
Assertive and makes an excellent outward impression.	<p>Major displaying arrogance by being over assertive</p> <ul style="list-style-type: none"> The level of assertiveness you communicated in the 12, 25 & 37 min did not convey calmness. A level of disagreement was caused by your over assertive style. A calmer more approachable style to your decision making would improve the level of respect you receive for all decisions. (A single timed match example only would be Minor Development Advice & not influence the Mark) <p>Minor bordering arrogance – dont be afraid to smile</p>
Consistent and not influenced by others (players, team officials, supporters, etc.) - always takes objective decisions, even when criticism is inevitable	<p>Minor being calm and not reacting when players demand an opponent is disciplined</p> <p>Major when deliberately not taking action as not wanting to give in</p> <ul style="list-style-type: none"> In the 48min you correctly awarded a free kick when the Away 10 was pulled back by the Home 6 but no further action was taken. Ten minutes later the same situation occurred when th Home 8 was pulled back by the Away 4 and you correctly awarded a free kick and cautioned the Away 4. This Away players protested that you were not being inconsistent. This inconsistency susequently resulted in players showing a lack of respect for your decisions and posed a threat to your match control.
Firm, decisive, self-confident and self-assured; resolute, courageous, not afraid to make unpopular decisions	<p>Minor positive body language when carrying out major decisions</p> <ul style="list-style-type: none"> In the 91st you awarded a free kick to the H/T when the A3 kept coming over to complain. I feel you should have taken him to one side using positive body language and warned him he was risking a caution for delaying the taking of the free kick. (A single timed match example only would be Minor Development Advice & not influence the Mark) <p>Major afraid to take action because of the outcome - repercussions</p>
Immediate intervention to protect players who are victims of serious foul play and or violent conduct.	<p>Minor do not over react, retain calmness, display more urgency</p> <p>Major not displaying the flexibility in approach to react quickly</p>
Always in control, calm and refereeing with an appropriate profile	<p>Minor recognition of the change in tempo need to display positive body language</p>

required by the changing tempo of the match	do not aggravate players - monitor confrontation from a distance, be safe Major inaction leading to escalation
Effective management of a mass confrontation which produces the correct outcomes	Minor prioritising actions to gain best view and follow up discipline Major If any matter is missed all officials must be held accountable
Management of Stoppages & Technical Offences Section 4 Qty 5	Toolbox suggestion
Allowing play to restart quickly.	Minor if opposing players are within 9.15mts but the kick is completed satisfactorily – take care – avoid being pedantic over position of midfield free kick restarts Major as above if it goes wrong who is to blame, the referee
Effective management of the attacking free kick and players at the required distance e.g. free kicks near the penalty area.	Minor if a one off concern - Seen to be in control, stand on ball for example Major regularly mismanaged
Correct supervision of restarts of play (goal kick, corner kick, throw-ins, kick-off).	Minor awareness - tips to make it look smarter – use voice to identify position - Retains eye contact with situation whilst moving to next event Major incorrect in law
Correct procedures for substitution and treatment of injured players	Minor consider the tempo of the game if need to slow down take time over sub - Seen to control the situation Major inaccurate place of entry by a significant margin
Maintaining awareness whilst controlling the stoppage to ensure a player injured by a Red Card or Yellow Card offence who receives assessment / treatment quickly may remain on the field of play. All other injured player offences must leave apart from the exceptions outlined in the Laws of the Game	Minor time management, if it is possible to keep the offended play on then work it; if not then so be it don't manufacture a situation <ul style="list-style-type: none"> In the 26min you were focused entirely on the treatment of the injured Home 6 player. You were bent over the injured player, which restricted any viewing angle of all other players. You should monitor the treatment and adopt a position to keep the majority of the players in view to avoid missing confrontation by players resulting caused by the injury. Major if clearly tensions rise due to the procedure being prolonged falsely to fit in with keeping the injured player on
Advantage Section 5 Qty 5	Toolbox suggestion
Effective use of time to decide if advantage accrues.	Minor one off situation when blew too soon or let play on too long Major consistently blowing too quickly not allowing play to develop or seeing the bigger

	picture
Sensible use of the advantage clause (back to the original offence when of no benefit).	Minor one situation not applied correctly when many others are well applied Major never recognising that the advantage has failed quickly and failing to return to the original offence
Improvement of the quality of the match by skilful application of the advantage clause; both possession and position, not just possession.	Minor be aware of the position on the FOP Major applying advantage which is to the detriment of match control
Clear communication of intention to play advantage or to award a free kick.	Minor need to display you have seen the offence by using signal gesture / verbal Major as above but on a more regular basis
Appropriate follow up management after the application; be seen to speak to offender and the offended.	Minor dont forget the offended player may seek retribution if you dont deal with him Major lack of communication or action if the offence is serious resulting in player reaction
Teamwork Section 6 Qty 10	Toolbox suggestion
Carries out effective pre-match instructions to assistant referees.	Minor gain and retain everyones attention - Take into account weather conditions when deciding location of pre-match Major unstructured, too long and or delivered in the wrong location
Recognises all assistant referee signals and reacts promptly.	Minor slow to acknowledge/respond to a signal as a one off Major never recognised any signal, missed flags
Good eye contact technique with the assistant referees even when using the electronic flag system.	Minor do not rely on technology Major being too reliant upon the buzzer and not going back to basic principles
Good sharing of authority within the referees' team (fouls in the assistant referees' vicinity).	Minor do not compress play too much into AR area Major always compressed play and took all decisions from AR
Correct acknowledgement of the assistant referees' signals without stopping play (advantage, overly prompt offside signal, etc.) and signalling that he has seen the raised flag.	Minor one off missed or late acknowledgement Major continuous lack of acknowledgement
No contradictory decisions with the assistant referees (corner kick/goal kick, different direction on throw-ins, etc).	Minor wait and see Major a number of crossed signals resulting in a lack of credibility
Supports the assistant referees with a correct discreet signal when the ball deflects prior to leaving the FOP.	Minor lead the assistant ensure wait and see is mentioned pre match Major fails to work as a team leader
Correct action and good communication for offences brought to his/her attention by the assistant referee.	Minor face to face discussion is a must in these situations – confident interaction Major fail to accept guidance / leadership from the better placed official

Correct action and good communication for errors of judgement brought to his/her attention by the assistant referee.	Minor sell the decision by face to face discussion Major ignoring the outcome of the discussion – needs to be clarified post match
Immediate recognition when assistant referees are criticised by players or team officials and taking appropriate action at the earliest opportunity.	Minor do not ignore the situation – return to player (s) be seen to act Major failure to take any action
Alertness & Awareness Section 7 Qty 5	Toolbox suggestion
Able to anticipate what is going to happen next (reads the game), avoids running unnecessarily.	Minor do not follow the ball – look around at what players are doing Major goes too wide and too deep consistently
Early recognition of a potential threat that leads to prevention.	Minor need to recognise when to break up play and apply safe refereeing Major unable to recognise when to slow play down and take charge of escalating situations
Awareness of player relationships; between opponents and teammates.	Minor recognise the first situation which created a flashpoint Major a failure to deal with player interactions resulting in control issues
Early recognition of the player who challenges authority.	Minor deal with questions and the questioner before it becomes dissent Major failing to caution dissent
Skilful use of the 'trailing eye' technique.	Minor don't follow the ball increase awareness of tensions within the game Major failure to recognise situations which have a build up from other events
Communication Section 8 Qty 5	Toolbox suggestion
Effective signals (restrained but clear signals).	Minor need for more positive body language. – Need to inform all of decision / non decision Major limp and ineffective indications
Effective use of the whistle.	Minor be selective in using the whistle, try telling players to take a goal kick, arm gesture a corner etc... Major blowing for every restart makes the whistle ineffective.
Effective discussions with players.	Minor correct distance apart- have the last word – players space Major being dominated by the player / players not having the last word
Develops and maintains positive relationships	Minor find a friend Major being aloof / afraid and non communicative with players
Displays positive body language at all times.	Minor use positive posture stand your height and beyond Major displays a poor impression and displays a lack of confidence
Positioning Section 9 Qty 6	Toolbox suggestion

Always close to the play, follows the play at all times but does not interfere with play (not hit by the ball).	Minor dont get too close stay some minimum 10mts to @ 20mts from play - Hit by the ball once Major being continuously struck by the ball or blocking players
Flexible patrol path, credible viewing angle to see concealed offences (holding, pushing).	Minor be guided by play and tactics <ul style="list-style-type: none"> As discussed in the post match debrief your positioning was too central on two occasions. In the 60 minute you missed the holding offence by the Away 11 on the Home 2, and in the 85min the Away 8 holding the Home 6. On both occasions you did not achieve a credible viewing angle. You must anticipate a contact challenge and adjust your position to try and secure a credible viewing angle to avoid missing these offences. As there were only two incidents in 90 min consider this minor development. Major never recognising that there was a need to vary patrol
Flexible patrol path: always attempt to maintain the ball and play between the referee and the assistant referee.	Minor dont compress too much – corner of the penalty area is a benchmark Major continuous closing of space between AR and referee leaving viewing of drop zone abandoned
Moves into the penalty area when necessary.	Minor penalty area is a danger zone and must only be entered when serious decisions are to be made Major struck by ball / blocking player when in the penalty area
Adopts optimum position for restarts of play.	Minor keep out of the centre circle at goal kicks Major taking players space / being struck by the ball / having to take evasive action <ul style="list-style-type: none"> As discussed in the post match debrief in the 5, 12 & 18 min your position for the goal kicks resulted in you missing repeated pushing fouls by the Home 5 on the Away 9. The Away players & technical areas were protesting when no free kicks were awarded. You must take up the optimum position and obtain a clear unobstructed view of the dropping zone to avoid missing these offences.
Using dead ball time to regain optimum position and takes up angled views for challenges.	Minor slow to recover position occasionally Major consistently slow to recover position
Fitness & Workrate Section10 Qty 6	Toolbox suggestion
Good general physical condition, running well until final whistle	Minor there is a need to pace yourself Major unable to recognise physical limitations going off too quickly at the start of play

Good stamina, able to meet the demands of the game	Minor understand your capabilities and pace accordingly Major unable to maintain standard till games conclusion
Able to sprint even at the end of the match (Fast counter-attacks).	Minor being left behind occasionally which impacted upon position Major consistently being left behind and out of position irrespective of the outcome
Moves to the place of the offence to avoid any risk of retaliation or protest	Minor anticipate player reaction and move into prevent Major staying out of the proximity to offences with a negative outcome
Effective movement in order to retain a good overview of players.	Minor anticipate the next pass the next run / Not keeping an eye on restarts, goal-kicks for example Major following play / losing angles / behind with a straight view / in the way
Effective movement keeping restarts in view.	Minor find a movement which allows viewing of all action Major running with back to play on every occasion

The above “Additional description of each performance criterion skill” is aimed at providing a clearer understanding of that particular **crit**erion and preventing a repeat of the same skill being used in one or more than one Section of the report.

There are 3 levels of comment:

- **Strength**. This will impact the mark positively as specified in the handbook and must include timed match examples of the performance criteria and the impact this had upon game management
- **Minor development advice**. Will have no impact upon the mark and must include timed match examples and a suggested solution.
- **Significant (Major) development**. This will impact the mark negatively as specified in the handbook and will limit the mark for that section to a maximum of 7. This must include timed match examples and a suggested solution
- Note!
The Observer will use their personal skill to determine the above 3 levels of comment, but as an example, a missed caution must result in a ‘Significant Development’ and a maximum mark of 7.

Please note:

One match incident can cover more than one element of a performance criterion. Example- Mass confrontation, Reckless Challenge, DOGSO. Therefore repeating the same match incident is allowed, but only if the Observer clearly distinguishes between different elements of the same match incident and links each element to a different performance criterion in one or more than one Section of the report.

- Individual & Collective Timed Match Examples

- Individual Timed Match Examples

- Missed caution - obvious green
- Missed DOGSO yellow card not red - obvious green
- Incorrectly taken penalty kick - obvious green
- Not acting on a clear example of delaying the restart (kicking ball away) - obvious green
- Clearly wrong offside decision - obvious green
- Clearly wrong handball decision - obvious green
- Injured player treated quickly after cautioning opponent forced to leave FOP when he should be allowed to stay on - obvious green
- Mismanagement of a mass confrontation - obvious green

- Collective Timed Match Examples

- Wrong awarding of free-kick which should be indirect not direct or vice versa. - One incident minor - more than one incident major
- Allowing side taking foul throw to retake. - Once incident minor, - more than one incident major
- Over 90 minutes, a couple of instances of missed fouls or free-kicks awarded where fouls not committed - is minor, - over 4 or 5 incidents is major
- Not speaking to offender or offended when advantage played, - once is minor, - 3 or 4 times is major
- Failing to signal hand and voice for advantage, - once is minor - more than once is major
- Poor use of whistle or hand signals, isolated incidents - is minor - habitual repeat incidents is major