

**Meeting: Referee Commission**

**Date: 28<sup>th</sup> February 2015**

**Location: NVC Kettering**

**Attendees:**

Steve Evans (SE), Deb Smart (DS), Nick Heckford (NH), Richard Morten (RM), Martin Shakespeare (MS), Glynn Archibald (GA), Louise Oreilly (LO) Steve Mathews (SM).

**Circulation:** As above, plus

Roman Neveykin (RN), Louise Oreilly (LO), Audrey Cooper (AC)

**Apologies:**

Diane Hollows (DH), Roman Neveykin, Audrey Cooper

**Minutes of last Meeting**

Read and agreed an accurate record.

**Matter's Arising**

- Handbooks - RM to get a view of the number of handbooks that have not issued - numbers to be collated
- New Grade 4 Tutors uniforms; list to collated and sent to NH – Cost to be £12 each for the polo and £18.75 for the drill top.
- Lisa Denham will pick up the grade 4 Referee course work and will be the first point of contact but copy in Roman Neveykin.
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RM

RM

(1) Referee Commission Structure

- SE went through the current Commission members and roles and emphasised the workload and time given to the running of referee commission.
- SE explained the requirement for succession in all roles and that we can increase the numbers of commission members to ease the current workload.
- Names of potential candidates to be addressed We should identify the candidates for the Referee Commission and see what roles they can help with

SE

ALL

(2) Who's the Ref.

- Was raised in terms of the issues around shortage of referees and changes to fixtures. MS raised the point about the communication of changes to fixtures after the Office has fixed the fixture.
- LO asked whether the Competitions team in the office could help with appointing the referees. This was felt not to be the best option as we try to get the right referee for the right match. If the changes made are only time but on the same day then the Comps team could make the necessary changes. If it is more then the appointers fulfill the referee requirement.

(3) Finance

- NH presented the outline budget
- There was a long discussion about the current year underspend, however this cannot be rectified at this stage in the year.

<ul style="list-style-type: none"> <li>Reviews should be held ahead of the Q2 and Q3 forecasts to ensure that we have planned on how to meet our expenditure targets 2014/15 = Net spend of £8.5k and based on 20 courses NH to send out the budget plan to Commissioners (£3k to Beach)</li> </ul>	<u>NH</u>
(4) Grade 4 Courses	
<ul style="list-style-type: none"> <li>RM gave a presentation on the current situation regarding referee courses.</li> <li>SE enquired as to whether we have a process in place for no shows or for failures RM to discuss with Lisa Denham.</li> <li>It was agreed to allow one re-sit at no additional cost. RM finding that a lot of the younger candidates are not preparing effectively for the courses and this has led to a large number of failures.</li> <li>We also agreed that due to success of the one day course we have to identify a procedure for following up on the new grade 4's, bearing in mind the difficulties in available staff/time and the cost implication.</li> <li>LO to follow up on the number of the 270 G4 that re-register or not in 2014/15</li> </ul>	<u>RM</u>
	<u>RM/LD</u>
	<u>LO</u>
(5) Observers	
<ul style="list-style-type: none"> <li>BS sent a report on the Observer training weekend. The report challenges how we look at observations and proposes a role that goes away from the linking to the RC7 It was considered that loss of the RC7 did not allow for a record to be kept. However, it was thought that eventually a separate observer corps would be the way forward. Ideally consisting of <u>non</u>-refereeing personnel. SE suggested the possibility of approaching some of our senior coaches to be involved. LO to provide list of Coaches to SE</li> <li>Re-introduction of a coaches report form issued via WTR would provide feedback of the referees performance, agrees <u>that</u> the losing team would not necessarily be constructive, SE stated it would be sent out midweek allowing for the coaches to be more focused on the reason and objectives of the report. SE to follow up with Mark Brown.</li> <li>A general discussion was made about a proposal of introducing Observer fees. <b>Decision</b>; from next season observers will have a fee of £20 for a single match, £35 for a tournament, £35 for a double header / triangular.</li> </ul>	<u>SE</u>
(6) Referee Badge Competition	
<ul style="list-style-type: none"> <li>The initial launch of the competition was suspended and was decided to continue, with the final design being decided by the members attending this year's conference.</li> </ul>	<u>SE</u>
(7) Beach	
<ul style="list-style-type: none"> <li>Referee Uniform ; DS to contact Kitlocker in order to get the Beach kit for the VEBT this year. NH to send Tom Ward an email to say that the RefCom are happy for Beach referees to have a separate badge.</li> <li>Greg Thompson has revamped the latest course content for the proposed course on the 18th April just need to finalise the scoresheet element, however the date may be changed to 25th April following confirmation with Andy Jones and the completion of the RC1 sent to RM and then onto VE for it to be advertised on the</li> </ul>	<u>DS</u>

website.

- Course to be advertised through Leaf, PBVA, Weymouth and normal route.
- There is a shortage of beach Rulebooks, a set is to be downloaded, edited (removal of FIVB Photo's, Logo's and colours) and bound in a loose leaf, 2 hole, binder, as the indoor rule books format. SM has offered to prepare the document. Once approved VE to seek printing company and LO to arrange to become VE stock.
- DS to review the beach website content and check the relevance of the documents - DS send to RN in the Office - can this be resent

SM

DS

#### (8) NVL Competitions

- MS gave an update and asks that any fixture changes that take place are sent to him.
- Player registration card are being removed next season and this will be replaced by a list held on the website and teams will have to present a print out at each match. Discussion took place about recording of sanctions, sanctions will still be required to be filled in on the score sheet. VE will control the sanctions and playing up
- Double headers - 30-minute warm-up will start once the net height is correct. Issue with the double headers has been updated Triangular's; if there is less than 2 hours remaining at the start of the third game then there will be no Technical Time-outs
- NVL Match fees will be increased by £2.00 next season.
- Following a discussion between SE and Sanjib we were asked to identify a fee for our NTO's at the NEVZA competition £10 per match per NTO was deemed a fair fee and that the referees should receive £35 per day including those that have taken on the reserve referee role.
- The new rules according to the latest FIVB rulebook will be implemented from 1st May for all Beach competitions and from 1<sup>st</sup> September 2015 for Indoor.

#### (9) Referee Development

- Firstly, apologies for not being at the meeting, but I could only offer my friends three weekends during this season to come and visit, (due to refereeing commitments).
- Referee Development for this year was hampered by not being informed that we had money for this. Even without the money, I think we have worked well with developing referees.

##### Grade IV Course – Sheffield 2014

- From the course I ran in Sheffield I have upgraded 3 referees at the Student Cup Qualifiers, worked with two referees who at the moment only feel comfortable refereeing as second referee, I have given them verbal feedback. I have worked with another referee from the course at NVL matches and I have upgraded him. So from my course of twenty I have upgraded four and worked with another two.

##### Student Cup Finals February 2015

- Steve Walton was an Observer at this event, and gave feedback to the newer referees, Debra also gave feedback, as did I. Debra and I were refereeing due to a shortage of

referees which was very disappointing for an event held in London. From this event we upgraded three referees who came along to the event for experience. I was also very impressed with William MacDonald, young very keen referee.

- We have had Observers at other events and I am sure this has gone well.
- I would like to use the tournaments as training weekends, as this I feel is much more beneficial to a referee than one off match debriefs. If nothing else it gives them an opportunity to work on what has been discussed at the debrief. I know there may be issues here with coaches wanting higher level referees but if we have a mix of grades this will help, and also choose the matches we put the newer referees on, and try to ensure support for them. This again is down to finance, how many referees the event can afford etc.
- I also feel that for referee development to work we need either a buddy system or a mentor they could contact. We also need to know who actually wants to be an active referee and who only took the qualification to help out at club level. Once we know who wants to progress we can start working with them. I sent an email around to female referees in 2010, we started working with those who wanted to progress, but then 2012 got in the way and the momentum was lost. Although at Cup Finals a couple of years ago, there were more female referees than any previous year, and most (if not all) had been referees I had worked with on the programme, so not a complete failure.
- I would like the office to send out a questionnaire to all registered referees Grade 3N and below in the first instance (or just 3R and below) to ask them what they want from refereeing and what are their goals.
- Those who want to progress we can try and work with these in the regions and invite them to events, or if they want to officiate in the NVL we can pair them up with a more experienced referee for their first couple of matches (which will probably be a triangular)
- We used to communicate on a regular basis with referees (Whistler etc), this has now stopped and I now feel that referees don't always know where to go for advice who to contact for progression, I think it is time we showed we care, by contacting them and they trying to move forward with those who want to progress. It may fall flat on its face, it may be the wrong approach, but we need to do something. We have a lot of referees leaving the sport, and we do not have the referees to replace them. We have plenty of registered referees, but not plenty of active NVL Referees wanting to progress to take over.
- I still love this sport, I love to referee, and I love to work with new referees to help them progress. We need to enthuse referees and we need to get out there and find out who wants to progress to we can start the ball rolling before it is too late.

**ALL**

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- (10) Referee Commission Strategy
  - LO and SE presented the first draft of the [Referee Strategy](#) and LO explained her take on the document, a fair bit of time was taken discussing the document and good progress was made. Commission members were asked to look at the document and give their input toward a final document. Emphasis was made that it was a joint document between RefCom and the office and their input was crucial to an achievable strategy.

Meeting closed at 1630.

Next Meeting.  
TBA