



INTERNATIONAL FLOORBALL FEDERATION (IFF)

Ordinary member of AGFIS/GAISF

APPENDIX 9

IFF RC Plan of Action 2011-2015

Our overall goal for 2015

“To reach a minimum of 16 gold level referee pairs from at least 8 different countries.”

Floorball is developing in all directions. More and more members join IFF, the overall level of floorball is increasing and we see a growing number of players in all member countries. The ultimate goal of all member countries is to go to the World Championships and win. The development of floorball refereeing should reflect this. The top teams deserve the best referees, which means that we need enough top level referee couples for all top level matches. We need 8 referee couples for each World Championship, for both men and women, so a total minimum of 16 gold level referee couples. To reach this goal and to ensure that we will have enough qualified referees for the years after 2015 we need to invest in the overall development of refereeing and create a high quality support system.

We have identified 15 steps which we think are necessary to reach this goal. Below we discuss these 15 steps, in random order.

15 Steps to reach our goal:

1. Fully functional career development and support system for referees and observers.
2. The international referee community reflects the international world of floorball, based on both geography and gender.
3. The average career of an international referee couple has been stretched with at least two years.
4. A worldwide referee education system, based on a worldwide common vision on refereeing.
5. A worldwide education system for referee observers.
6. International referee development group that consists of referees aiming for the international level that are available for exchanges and friendly club tournaments.
7. A new top class support system for gold level referees, including physical and mental support during Men and Women World Championships.
8. Electronic and/or camera support for referees.
9. An efficient cooperation network amongst national RC's and IFF RC focused on education, talent management, referee exchange and referee support.

Address:

Alakiventie 2
FI-00920 Helsinki,
Finland

Phone:

+358 9 454 214 25
Fax:
+358 9 454 214 50

E-mail:

office@floorball.org
Web-site
www.floorball.org

Office&referee Coordinator

Veli Halonen
halonen@floorball.org
+358 400 529 033

Veli Halonen



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10. Online support system for nominations, education, referee development and evaluation.
11. Online rule test system which can be used both on national and international level.
12. A public grading system for IFF referees and events.
13. A good working IFF RC with a clear division of tasks and responsibilities.
14. Tournament organizers provide good arrangements for referees so they can fully concentrate on their job.
15. An improved compensation system for referees and observers that covers all expenses.

Explanation per step:

1. Fully functional career development and support system for referees and observers.

This step is described in detail in the next chapter.

2. The international referee community reflects the international world of floorball, based on both geography and gender.

The majority of international referees is male and living in Europe. From these referees, the majority represents one of the leading floorball nations. With the worldwide spread of floorball, we should encourage female referees and stimulate referee development in all IFF member countries. We mainly want to reach this goal by:

- specialization in refereeing male and female matches
- special support projects to support female referees and observers
- developing high quality referee and observer education material (steps 4 and 5)
- using the new talent group (step 6)
- encouraging international referee exchanges

3. The average career of an international referee couple has been stretched with at least two years.

A new international referee will need 4-8 years of experience to reach top level. During these years both the referee couple, their national federation and the IFF RC invest a considerable amount of time and money in the development of this referee couple. To gain maximum benefit from all these efforts a couple should be active for a minimum of 8 years. We mainly want to reach this goal by:

- improved support from the IFF RC
- improved cooperation with the national RC's

Address:

Alakiventie 2
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Finland

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- improved education
- improved career and development support for referees
- improved compensation system (goal 15)

4. A worldwide referee education system, based on a worldwide common vision on refereeing.

As a result of the discussions during the IFF General Assembly 2008 a joined project by the Federations of Czech Republic, Finland, Norway, Sweden and Switzerland, supported by IFF, will develop new referee education material. This material will be based on a common vision on refereeing. After completion, the material will be available for the whole floorball community. The material should be available in 2012. Based on this material, the IFF RC will develop new education material for both new and experienced international referees.

5. A worldwide education system for referee observers.

After completion of the new referee education material the IFF RC will start with the development of an education system for international observers. This material should be available end of 2014.

6. International referee development group that consists of referees aiming for the international level that are available for exchanges and friendly club tournaments.

The referee development group is a group of experienced referees on the national level that are interested in a career as international referee. All federations can propose referees for the development group, but the focus will be on federations that have none or only a few international referee couples. Only Federations can propose referees for the development group but all international observers can scout and propose potential participants.

All referee couples in the development group will be link to a coach. This coach is an international referee observer.

The IFF RC will create a working group that will help the referees in the development group with finding suitable educations and nominations.

7. A new top class support system for gold level referees, including physical and mental support during Men and Women World Championships.

Being a referee during World Championships is a challenging and demanding job. To ensure optimal performance we would like to provide optimal conditions. As a first step, we will investigate the possibility to offer the services of a physiotherapist. On the longer term we will investigate the possibility to provide mental support for referees.

Address:

Alakiventie 2
FI-00920 Helsinki,
Finland

Phone:

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8. Electronic and/or camera support for referees

We have seen both in floorball and other sports a growing demand for electronic support. In the upcoming years we would like to investigate the pro's and con's of camera support for goal situations. A possible solution could be the placement of camera's in or above the goalcage. In a goalsituation an independent observer can watch the recordings and inform the referees whether the ball has passed the lines. The technical implementation of such a system is fairly easy, but there are still many questions regarding rules, regulations, implementation and effect on the game which need to be answered.

In line with this we would also like to investigate the pro's and con's of repeating offences and referee decision on the jumbotron in the stadium.

9. An efficient cooperation network amongst national RC's and IFF RC focused on education, talent management, referee exchange and referee support.

Currently there is only limited contact between the IFF RC and the national RC's. In the upcoming years, we want to build a good cooperation, mainly to improve the flow of information, to stimulate education and development, to stimulate international exchanges and to manage the talent pool.

The IFF RC will organize a meeting with the national RC's at the start of each nomination period to exchange information, discuss cooperation and divide tasks.

10. Online support system for nominations, education, referee development and evaluation.

The IFF RC is planning to develop an online support system that contains information about all international referees, all tournaments and all matches. The support system will be an administrative tool and information database for referees, observers, national RC's and the IFF RC.

- For referees: give their availability for nominations, check nominations, update their referee folder and check observation feedback
- For the IFF office: nominate referees for tournaments and matches, ask for feedback, monitor usage of the system, upload and manage observation feedback
- For the IFF RC members and observers: ask for feedback, give feedback, check nominations, keep track of development, check observation feedback
- For National RC members and observers: give feedback, follow their referees
- For National team coaches: give observation feedback after a match

All feedback will be given via a standard feedback form, with different versions for observers and coaches. All feedback will be collected and shown in writing, numbers and graphs based on individual matches, tournaments and overall performance/development. This system will be used both for all international referees and the referees in the talent pool.

Timeline:

Address:

Alakiventie 2
FI-00920 Helsinki,
Finland

Phone:

+358 9 454 214 25
Fax:
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December 2012: First version of the system which will focus on the possibility to give feedback by the observers and coaches

December 2013: The system can be used for both nominations and feedback and can now also be used by national RC's and for the talent pool

December 2014: Complete reporting function including statistics and graphs

11. Online rule test system which can be used both on national and international level.

An online system with a lot of questions on different levels. Based on this the administrator can automatically create a rule test on different levels. This rule test can then be presented to referees, they fill it in online or on paper. All results are put into the system and it automatically calculates the results. The IFF RC gets all the answers and statistical info and can thus grade referees and also grade questions and tests. The system should be operational at the next nomination period, being in spring 2012. The system is currently being developed and tested by the Swedish Floorball Federation. After completion, all IFF member countries will be invited to participate in the system.

12. A public grading system for IFF referees and events.

The IFF RC is currently working with an internal grading system. All referees and tournaments are graded according to this system. In the upcoming years we will adapt this system to the new specialization in male/female matches. As soon as all the referees have been graded, we will publish all gradings. Usage of the gradings will also be part of the new education and development system.

13. A good working IFF RC with a clear division of tasks and responsibilities.

The IFF RC currently consists of 5 members and a CB member as chairman. We propose to keep these numbers in the upcoming years. We do aim at an RC which represents the world of floorball based on both geography and gender.

To be able to handle the increasing workload we will start with working groups that will be given specific tasks such as the development of observer education, management of the talent pool, handling of rule questions, support projects for female referees and observers, development of the rule test system, development of the nomination and feedback system. The newly nominated RC will decide in 2011 which working groups will be needed.

Currently, all RC members are also available as international observers. We will continue this requirement for the upcoming 2 years. In 2012 we will evaluate if the tasks and duties of the RC require other experiences and competences to be included in the RC.

14. Tournament organizers provide good arrangements for referees so they can fully concentrate on their job.

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We expect to reach this goal easily, based on our experience that all organizers are already trying their best to provide good arrangements. The new IFF handbook for organizers will further support this. And naturally an improved feedback system and closer cooperation with national RC's will help us reach this goal. Main task for the IFF RC will be to provide information to organizers and ask feedback from referees, observers, jurymembers and organizers.

15. An improved compensation system for referees and observers that covers all expenses.

Being an international referee or observer is a very demanding voluntary job. Often referees have to take leave from their jobs and spend their holiday for floorball. We highly appreciate all the time and effort that so many people invest in floorball. Specially since development of referees and observers is largely based on experience and on-the-job training.

The current compensation system is valid until 2012. In 2011 we want to evaluate the system and look at the steps we need to take. In 2012 we will develop a new proposal for 2013-2016. We will have to look at all aspects: travelcosts, boarding and lodging, daily allowance and loss of income. At the same time, the new system should be affordable for all organizers and all IFF member countries.

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Fully functional career development and support system for referees and observers: Ten steps towards a World Class referee community.

With this plan the IFF RC wants to raise the level of the International referees and prolongue the average career. The IFF RC is well aware of the financial situation in floorball. Therefor we focus on learning on the job, online support and peer review and thus we can take huge steps with a very limited budget.

The IFF RC aims to build an open and enthousiastic international referee community. Within this community referees work together on their development. They share experiences, help each other and stimulate each other to further develop their knowledge, skills and experience. Together, we improve the overall quality and quantity of the worldwide floorball referee community so we can provide the players, coaches and audience with the referees they deserve. To reach this goal, the IFF RC will start in december 2010 with implementing the following 10 stage plan. We will use 2011 and 2012 to further implement and develop the 10 stages, so it can be fully functional during the nomination period 2013-2014.

1. Common understanding about floorball refereeing

There should be one worldwide vision on floorball refereeing. This vision will be developed and maintained by IFF RC in close co operation with the national RC's. The vision will be translated in educations and observation methods and standards that will be shared by the worldwide floorball community. A joined project by the Federations of Czech Republic, Finland, Norway, Sweden and Switzerland will develop new referee education material, supported by IFF. IFF will make this material available for the whole worldwide floorball community. As a next step, the IFF Referee Committee will develop education material for international referees and observers.

2. Good co-operation between national RC's and the IFF RC

IFF RC and national RC work in close co-operation. They share information and observation results, they provide observers at all levels and they arrange exchanges and educations.

3. Talentscouting and support

Together with the national RC's potential international referees will be identified and given the chance to develop by international exchanges, participating in international educations and visiting international events. These promising referees will be added to the IFF RC Referee development group. The IFF RC will link these referees to the organizers of friendly clubtournaments and stimulate their respective national RC to further stimulate and educate them.

4. A Personal Development Plan for all international referees

At the start of each two year nomination period a Personal Development Plan (PDP) will be made

Address:

Alakiventie 2
FI-00920 Helsinki,
Finland

Phone:

+358 9 454 214 25
Fax:
+358 9 454 214 50

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together with each referee couple. This plan will contain the long term goals for each couple and the steps to take to reach these goals.

5. **An online referee folder and feedback system for all involved**

All International referees will be given a referee folder. This folder contains all education material, the PDP, all observation feedbacks and all self evaluations. The folder will be used during all nominations and will be updated after every nomination, both by the referees, the observers and the national RC's. The complete referee folder will be available online so all involved can have easy access and upload their input.

The referee folder will be part of an online feedback system, which will contain all observation feedback from all international nominations.

6. **Career long education**

All international referees will be educated throughout their career. This education will be combined with nominations and thus be a combination of on-the-job education during a tournament and formal education prior to a tournament. To enable this education referees should arrive early on the day prior to the start of a tournament.

7. **Building and supporting an international referee community**

The IFF RC will stimulate a good atmosphere and good personal relations between all involved. All referees and observers should feel they are part of the world wide floorball community and should feel the urge to 'stay on the team'. To help develop this community a joined meeting will be organized for all referees and observers at the start of each nomination period. We will also use social media such as Facebook to support and maintain an international referee community.

8. **Internal support within the referee group**

Like we have done in the past, the IFF RC will stimulate all international referees to help and support each other. During tournaments, the IFF RC will organize meetings and activities to build a good relationship among the referees. We will also encourage the referees to go and see each others matches, give feedback and share experiences.

9. **Two-tier nomination path: Education/development and Top class**

At present day IFF events are our main opportunity to observe and educate referees. As a consequence, we have too few occasions to observe and educate new and bronze level referees and we have too many bronze and silver referees being nominated for higher level tournaments. If we can separate education from nomination, we can find more suitable 'educational nominations' for new and bronze referees and at the same time give our silver and gold referees the nominations and attention they deserve.

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10. Yearly evaluation

The development of each referee couple will be evaluated on a yearly basis. Based on this evaluation the PDP can be adjusted and specific agreements can be made regarding nominations and education.

If a referee couple ends their international career the IFF RC will contact this couple to evaluate their career and to discuss the possibilities to continue their involvement in floorball as referees, observers, educators, or IFF official.

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