

REFEREE ACCREDITATION SYSTEM

This policy defines referee, coach, presenter and assessor expectations and requirements at each level within the system



POLICY 4 (2018)

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INTRODUCTION

The Touch Europe Referee accreditation system has five levels of grading – badge Levels 1 to 5. Criteria for each level are set by the European Referee Commission, which include both technical/theory courses and on-field assessments of competency.

This policy sets out the expectations we have for referees looking to upgrade into the 5 different levels and alongside that, sets standards for coaches, assessors and presenters. It is the standard expected of a referee that dictates the required standards for coach, presenter and assessor.

This policy starts by describing who we would expect the participant to be, for example, who do we expect someone presenting themselves for a Level 1 referee upgrade to be, what skills are they likely to already possess and what is required to gain the upgrade. This process is repeated for each level of referee, coach and presenter in the system.

European Referee Commission

Version 3.0 (July 2018)

WHO AM I?

The Referee

Level 1 is a learning referee. They can referee in easy conditions and in simple situations, but otherwise require support to perform. They are neither skilled nor experienced. They are capable at park and local level. Refereeing is not necessarily their primary nor preferred participation.

A Level 1 referee can watch over a game. They count touches and award touchdowns. They tell players what happened. They can start and finish the game and report the outcome to administration. They make basic decisions. They may miss many things. They make incorrect decisions, which for this level of referee is wholly justified. They are interested, but not professional.

Prerequisites – You must be a member of a European National Touch Association.

Level 2 is a skilled referee. They can perform across the nominal expectation of conditions and situations at non-elite level. They have a focus on refereeing when required. They may have other forms of participation, and refereeing may only be dominant from time to time.

A Level 2 referee can apply basic standards to a game. They improve game outcome by their presence. They help players avoid penalties. They bring order to a disorganised game. They make decisions first and state their ruling. They appear credible. They are not always right. They seek a higher standard.

Prerequisites - You must hold a recognised Touch Europe Level 1 referee or equivalent to attend a course. You need to have held a level 1 badge for 3 months to obtain an upgrade to Level 2.

Levels 1 and 2 are awarded by National Referee Directors on behalf of the European Referee Commission, upon recommendation from an accredited Level 1 or Level 2 Referee Coach respectively (or higher). This ensures that consistent refereeing assessment standards for these badge levels can be maintained throughout Europe.

Level 3 is a professional referee. They are skilled and experienced for all normal fixtures in Europe, and at elite level in a peer team. They undertake self-directed development towards a higher level or other associated qualifications. Refereeing is their dominant participation.

A Level 3 referee is professional and skilled across the refereeing craft. They create a positive environment to play. They work with players throughout a game using a good and consistent process. They are timely in their actions and anticipate what happens next. They keep players informed. They make tough decisions and maintain player respect. They self-improve and can reflect on their own performance. They can discuss and learn from their mistakes. They can recognise a Level 1 referee.

Prerequisites - You must hold a recognised Touch Europe Level 2 referee or equivalent to attend a course. You need to have held a Level 2 badge for one year to obtain an upgrade to level 3.

Levels 1 to 3 require a referee to successfully complete a course (contains both theory and practical skills components) and written exam, then to be subsequently assessed as competent on-field during a competitive game situation.

Level 4 is an advanced referee. They possess more than one pathway to achieve all expected outcomes and can vary between pathways according to specific circumstance dependant on player objectives. They will change behaviour during a game according to situational influences. They can lead a referee team on- and off-field.

A Level 4 referee is an expert referee. They bring play to a higher level. They deal with unexpected and challenging situations clearly and quickly. They keep the play moving and maintain game coherence. They do not lose control. They seldom make errors. They are always credible. They are a valued asset in their team. They can recognise a Level 2 referee.

Prerequisites - You must hold a recognised Touch Europe Level 3 referee or equivalent for one year to obtain an upgrade to level 4. Contribution to development of the sport is a prerequisite to upgrade, which must be confirmed and endorsed by the referee's National Referee Director prior to nomination. See Annex A for a non-exhaustive list of suggested off-field contributions.

Level 5 is an expert referee. They are familiar with many approaches to refereeing a game, and actively choose according to situation, varying as conditions change. They identify their own strengths and weaknesses to improve their own game, and they are able to support referee buddies in a subtle, yet effective manner.

A Level 5 referee strives for continuous improvement as a referee. They select one approach or style from many options based on the current circumstances to reach an outcome. They enable continuous play and maintain control throughout. Penalties are always the last resort. They influence and are influenced by their referee team and can lead peers and lower levels. They are aware of the next options and set up for more than one event. They are appreciated and respected by both teams. They can try and comment on new things. They can assess their own performance in depth.

Prerequisites - You must hold a recognised Touch Europe Level 4 referee or equivalent for one year to obtain an upgrade to level 5. Contribution to development of the sport is a prerequisite to upgrade, which must be confirmed and endorsed by the referee's National Referee Director prior to nomination. See Annex A for a non-exhaustive list of suggested off-field contributions.

Levels 3 to 5 are awarded by the European Referee Commission upon recommendation from a Panel of appropriate level Referee Coaches (or higher).

Upgrade Assessments are made on a collective basis by a Panel of qualified Referee Coaches of the appropriate level (or higher) over multiple days of performance at designated events.

This ensures that consistent refereeing assessment standards for these badge levels can be maintained throughout Europe and seeks to provide an objective means of testing and setting that level over time.

Senior Badges

Senior badges are available to referees aged 40+ (irrespective of gender) for levels 3,4 and 5. The requirements to achieve these badges are the same as if they were taken at Open level except that an allowance is made for leg speed (meaning how often a referee can keep ideal position in faster games).

Once a referee has been awarded a Senior badge, they may revert but are required to be reassessed for an Open badge of their current level first. Time-in-grade requirements will apply after the award of an Open badge as normal.

Possession of a Senior badge has no impact on that referee's ability for a ranking or final appointment. These are solely reliant on merit within that competition.

This policy will be introduced gradually – see below for details.

Interim Adjustment

As of 2017, the senior age break-point for women was 35. The change to 40 in 2018 will be brought in gradually so as not to disadvantage female referees as follows:

- 2018 season – female referees aged 35+ may nominate for Senior;
- 2019 season – female referees aged 36+ may nominate for Senior;
- 2020 season – female referees aged 37+ may nominate for Senior;
- 2021 season – female referees aged 38+ may nominate for Senior;
- 2022 season – female referees aged 39+ may nominate for Senior; and
- 2023 season and later – female referees aged 40+ may nominate for Senior.

As of 2023, this interim adjustment will no longer be in effect.

Age, as for players, is determined at 1st January of the relevant year.

Equating badges from other systems

Referees who have badges from other systems may be equated to the European system by meeting the pre-requisite criteria for that level, including the completion of relevant coursework. Until equated into the European system, a referee cannot be considered for a final or ranking at any EFT event.

A referee must be temporarily resident for at least 3 months in Europe and must be a member of a relevant EFT National Touch Association to become eligible.

The European system has its origins in the New Zealand system so badge levels are broadly equivalent. Referees who hold a New Zealand badge would be equated to the equivalent European badge as below.

TER System	New Zealand System
1	0
2	1
3	2
4	3
5	4

The Australian system has 6 levels and its levels are inconsistent with the European system. For instance, an Australian level 3 sits somewhere between a European 2 and a 3. This means that any equation will often be to a badge level slightly lower or higher than the Australian badge. If the referee is offered a lower European badge they may refuse that badge and retain their Australian badge. The table below shows what an Australian badge would equate to.

TER System	Australian System
1 or 2	1
2	2
2 or 3	3
3 or 4	4
4 or 5	5
5	6

Other nations will be considered in the above tables according to their badge structure.

Once in the European system, referees must hold their badge a certain length of time (see Annex C) before they can attempt an upgrade, as follows:

- Those who accept a **lower** badge have this time measured from when they received their non-European badge; and
- Those who accept a **same or higher** badge have this time measured from when they received their European badge.

The Assessor

While assessing and coaching are different roles, the Touch Europe Referee Coaching qualification includes attaining competency as an Assessor. This allows a coach to perform these two separate roles. This section explains what we expect an assessor at their respective levels to be able to see.

Level 1 and Level 2 Assessor can determine a candidate's performance at a suitable fixture against a set of rigid criteria with pass/fail qualification. They will confirm pre-qualification requirements (coursework) and make award and notifications.

Level 3 Assessor can assess a candidate's performance across multiple fixtures/days with behavioural/quality qualifications. They can discuss performance with a peer and reach an agreed position on qualification.

Level 4 Assessor must recognise the broad range of methods to achieve desired outcomes and assess them simultaneously. They can interact daily with a peer group and contribute to an agreed position on qualification.

Level 5 Assessor must identify the skills not-seen and identify when different actions would have provided an improved outcome.

All upgrade Assessments must be made under appropriate game conditions (weather, field, etc.) that allow for a standard of play that is sufficiently challenging in order for the referee to demonstrate the required competencies for the badge level being assessed. Assessments for higher badge levels may require more than one day of performance.

Examples of suitable game standard are found in Annex C.

Appropriately qualified Referee Coaches are authorised to make an evaluation and determination on such conditions during the day of the event. Factors that may influence game conditions include but are not limited to:

- Game time and/or match schedules
- Field dimensions and/or conditions
- Weather conditions
- Experience and availability of referee buddies

The Presenter

A **Level 1** Presenter can deliver a scripted presentation to a beginner group. Interaction is limited and predictable, and deviation from the script is not expected or necessary. The delivery is solo over a limited time (a few hours at most).

To be considered for this level a National Director of Referees can nominate experienced referees (Level 2 or above) or talented individuals to follow this pathway. After identifying candidates to proceed they must fall within the criteria identified below and hit achievable targets to qualify.

To achieve this level a candidate must first meet one of the below criteria –

- Attend the presenters course recognised by EFT (RRRC or equivalent)
- Hold a certified recognised industry body trainers qualification (held within the past three years and currently practicing)
- Be a qualified and practising (within the previous three years) school teacher, University Lecturer or equivalent.

Secondly candidates must –

- Be an assistant on at least one Level 1 course - On this course you must conduct at least two classroom and two outdoor lessons.

A **Level 2** Presenter can deliver an interactive presentation to a skilled group. Interaction is necessary and contributes to the outcome. Deviation from the script is expected within a limited area for each topic. Subject matter is pre-defined but requires a broader understanding than as written to facilitate these interactions. They can engage a Level 1 presenter to deliver sub-sections and facilitate interactions during these sessions.

To be considered for this Level a National Director of Referees will identify from their Level 1 Presenters suitable candidates to proceed to become Level 2 Presenters.

To achieve this Level a candidate first must hold the Level 1 qualification as described above.

Secondly candidates must –

- Be assistant on at least one Level 2 course - On this course you must conduct at least two classroom and one outdoor lessons.
- Lead at least one Level 2 course – This course must be attended by a qualified Level 2 presenter (as a minimum) and assessed using the Presenters Upgrade Checklist. This should be forwarded to the ERC.

A **Level 3** Presenter can provide expert guidance to a professional group. Complex information from multiple perspectives will be explored in depth. They must deal with differing opinions and approaches and be comfortable with conflict and differing pathways/solutions to situations. They must be able to link interactions with the underlying narrative. They seek and integrate candidates input into the proceedings.

The ERC will identify individuals from the pool of Level 2 presenters to proceed to become Level 3 presenters. After a candidate has been identified they must –

- Be an assistant on at least one Level 3 course – on this course they must conduct at least two classroom and two outdoor exercises.
- Lead at least one Level 3 or Level 2 course which they assess a Level 2 presenter – This must be attended by a qualified Level 3 presenter (or a suitable individual identified by the ERC*). This must be assessed using the Presenters Upgrade Checklist.

A **Level 4** Presenter can co-deliver the Referee Retention and Recruitment Course (RRRC) to candidates seeking initial award of presentation and coaching skills. These Presenters must have experience and knowledge to provide subjects with the tools to be able to stand and present or coach lesser experienced referees.

The sitting ERC will identify candidates from the pool of Level 3 presenters (or a suitable individual identified by the ERC) to proceed to this qualification. After identifying this candidate, they must achieve a similar pathway to recognition as in all other courses.

- Be an assistant on at least one RRRC, delivering four lessons over the two-day course
- Lead at least one RRRC or Level 3 – attended by a qualified RRRC (or a suitable individual identified by the ERC). This must be assessed using the Presenters Upgrade Checklist.

The Coach

A **Level 1** Coach can teach a defined set of skills. They are focussed on educating a candidate from zero-experience to knowledge of the basic skills. These fundamental skills require no pre-requisite knowledge or capability and are one-step achievements with a pass/fail grade. Each skill can be demonstrated visually or in direct written or oral language with little room for confusion or misinterpretation. Each has a defined thinking, pathway, or pattern which can be taught using a straight-forward exercise that is typically learned by rote (e.g. grid, step-by-step process, input->output). A Level 1 Coach is able to focus the candidate on timing and mechanics of the referee as well as well-defined step by step objectives for the referee.

The Coach does not need to demonstrate an in-depth understanding of how the skills combine, or where the limitations of the skills lie. They can follow pre-defined lesson plans and deliver scripted sessions. They can confirm or reiterate performance objectives established pre-game during game breaks.

Written Review

This Coach can assess performance and reiterate performance objectives and the basic means of reaching that objective.

A **Level 2** Coach can build on fundamental skills toward greater capability. They can:

- Prepare and provide inclusive, concise and collective feedback to candidates;
- combine two skillsets together and have the candidate learn and demonstrate this capacity in a seamless fashion;
- link together two different ways in which you can coach a referee on a particular skill (for example, discussion and physical demonstration);
- correct where a skill is being performed less than optimally establish improved performance and outcomes;
- integrate a skill being learned with simple situational scenarios to provide a more meaningful learning environment;
- identify and demonstrate the benefits of improvement in the referee's game;
- create a basic lesson plan and deliver an ad hoc session on any of the basic materials from the Referee Level 2 (or Level 1) Course;
- deliver concise assessment of performance at game breaks and offer one or more items as a focus for next improvement to a Level 1-2 candidate referee;

- provide structured feedback using PCROD: Problem-Cause-Remedy-Game Outcome-Referee-Development; provide the candidate with reassurance and motivation; and create a positive learning environment which reinforces a trustful relationship.

Written Review

This coach can assess performance and offer constructive and positive advice for improvement towards reaching objectives that are relevant to the candidate's current journey.

A Level 3 Coach can:

- identify the gaps between actual and objective performance and provide guidance to the candidate accordingly;
- create complex scenarios so that the candidate can learn multiple options to achieve the desired outcome, creating opportunities for learning both by instruction from the coach and through self-reflection by the candidate;
- trace performance errors to the immediately prior phase as a beginning in root-cause analysis;
- appreciate the importance in variation in terms of quantity of coaching and understand the impact of that feedback;
- provide remedies for immediate game impact;
- provide a meaningful assessment over a series of activities or over a short duration which highlights positive elements and areas of improvement of the overall performance of a candidate;
- use a candidate's example to craft an ad hoc learning session that explores the desired outcomes, fosters the candidate's ability to self-learn within that session and explore both positive and negative outcomes and means of reaching the outcome;
- deliver a positive impact on the game-at-hand through short instruction on the sideline or during breaks to the entire referee team regardless of level¹;
- consider the psychological aspects of performance in their instruction and can recognise different candidate's personality to address them appropriately;
- display mental toughness and maintains the ability to provide meaningful and up to date feedback for extended periods;
- appreciates the candidates' reaction to coaching in terms of emotion and supports positive mental health;
- manage their own emotions as well as provide support to effectively deal with the emotions and disappointments of others;
- understands the candidate's body language and non-verbal cues;

¹ Instruction to higher badged referees should be done under supervision of a Level 4 or 5 coach.

- understand and identify conflict within a team and is able to manage team underperformance;
- appreciate fully the impact of their coaching;
- mentor Level 1 coaches in areas identified above;
- participate in national level tournament panels.

Written Review

Their written advice provides context for performance objective and defines the candidate's performance in respect of these objectives with strengths and areas for improvement, and one or more means by which the candidate can improve in each area.

They can provide critical appraisal of developing referee coaches, both in terms of their performance with a candidate, and in their means of delivery and approach.

A **Level 4** Coach can

- critically examine a sequence which may not be immediately obvious to identify root cause;
- examine over a number of sequences the behaviours which are inconsistent or which create longer-term root-cause performance issues;
- demonstrate at multiple methods of reaching any desired outcome of that root cause, and where necessary alter the message to attain that impact;
- focus on maximising performance, rather than reaching a pre-defined level of acceptable performance;
- devise a plan for any perceived shortfall in performance which the referee can use to identify occurrence, create a solution, and self-assess change in effectiveness during gameplay;
- inspire performance improvement through sideline and game break instruction and have a corrective and positive impact in the following gameplay; and
- is familiar with different psychological profiles and can influence the candidate accordingly using variation in techniques to drive behaviour.
- ask the candidate high quality open questions to explore and challenge current practices and has developed skills to reach the desired outcome;
- utilise a variation in coaching methodologies (including strength-based coaching) to achieve positive outcomes;
- provide meaningful one-to-one positive mental health sessions;
- work as an integral part of a coaching panel over an extended period;
- deliver to a referee in a one-to-one setting (which may include cause for the candidate's disappointment), a meaningful, supportive, positive and future oriented message geared towards improvement, retention and positive mental health;

- participate in international tournament panels and provide meaningful assessments under intense pressure;
- mentor Level 2 Coaches

Written Review

Their written review addresses desired outcomes in general and are relevant to the overall picture rather than an isolated event review. The content is suitable for a candidate to explore and propose alternatives that would enhance their performance. Their written review is not limited to candidates within their remit.

A Level 5 Coach can:

- assist a candidate to explore alternatives on-the-fly, including prototyping of behaviour and performance methods and assess their impact on the desired outcomes;
- discuss the desirability of outcomes and contrast between conflicting objectives to prioritise importance and determine the breakpoints that decide which behaviour type is more optimal at each point in gameplay;
- assimilate the desires of the players and player coaches, using that to deliver direction that disagrees with the current basis of learning that would provide, for the circumstances at hand, a greater attainment of outcomes for the participants;
- contribute to discussion with coaching and elite players in setting referee performance objectives and the means by which those objectives are met by on-field behaviour; and
- craft corrective or adjusting guidelines, practices and drills to move the objectives within the community;
- work highly effectively as an integral part of a coaching panel over an extended period with an intense set of requirements;
- fully appreciate their own limitations and personality. Is able to recognise and manage their emotions fully;
- develop and deliver pre-game expectations (when appropriate) to the referee team and creates consistency in a message, which can be based on input from coaching colleagues. Is able to utilise differing methodologies to achieve the desired results of the single message;
- be eligible for the FIT Referee Panel;
- mentor Level 3 and 4 Coaches

Award of Coaching Qualifications

Level 1 Coaching qualifications are awarded through the completion of the RRRC and on field learning and assessment during a full one-day event.

Higher level Coaching qualifications are awarded directly by the European Referee Commission based on the candidate's demonstrated performance of the requisite skills and capabilities identified at each Coaching badge level, under guidance and assessment of mentoring Coaches.

It is expected that each Coaching level will take some time to navigate in a progressive fashion.

ANNEX A – TECHNICAL SUMMARY OF BADGE LEVEL COMPETENCIES

	Level 1	Level 2	Level 3	Level 4	Level 5
Pre-/Post-Game	Start & Finish Scorecard	Team Check Field Check Card, Pen, Time	Resolve disputed score Prep, Recovery	Tournament Control & Referrals (appeals, medical)	Ensures team preparation
Organisation		Timing Buddy Chat	Referee Team Coach/Player interaction	Team Leadership Setting the scene Closing the curtain	Liaison with organiser Can adjust organisation without prompting
Signals	Arm, Whistle, Verbal Off-Field Assistance	Penalty Signals	Getting Advantage Play Whistle technique Off-field in run of play	Mixes active, verbal and passive signals Scoreline objection handling	
Control	Know 5m	Set 5m Roll-ball area Credible	Sacrificing early touches Methods of Setting (verbal, indicated player, linework)	Multiple Methods	Mixes Method
Communications	Touch Count Post-fact Penalty Agreement with buddies	Number nominated Position nominated Confirmation no then yes Decision 2x2x2	Pre-Load Decision rationale Conflict Resolution Timing	Warn prior to impact Decision prior to objection	Anticipates and fixes team issues during game Corrects play styles as they happen
Movement	Mechanical	Field width Scoreline sight line and sprint	Urgency 5 to 5 Scoreline proximity Reads play & playmakers	Anticipate play Pace selection	Setting up for the options
Teamwork	(Solo skills only) (Swap at break in play)	Interchange	Workload Teaming	Leadership	Team-Reflection Adjustment during game
Process	Setting 5 basic	Movement at 5 Penalty sequence Serpentine	Penalty transition Interchange Off-field interaction during play	Impact to off-field personnel	Influences team through consistency and accuracy of process
Rules & Knowledge	Offside, Forward Pass, Late Pass, Over the Mark, Touchdown	Stand-off Drop-off Discipline Advantage	Escalation Getting Advantage Influence (not over-officious)	Odd situations Error recovery	
Behaviour		Confidence	Approachable Tough decisions	Varying Style	Get the game the players want

ANNEX B – EXAMPLES OF OFF-FIELD CONTRIBUTIONS TO SATISFY FOR LEVEL 4 AND 5 UPGRADES

Referees who are to be upgraded to Levels 4 or 5 must provide a commitment towards an off-field contribution that supports the sport of Touch in some way. While this is likely to be within the referee community, it does not need to be so. Below is a list of example contributions that may be considered – there will be others.

It is no longer a requirement to enter into coaching or presenting. It is recognised that people's skills lie in different areas and referees are encouraged to do what they are good at, enjoy and will bring benefit to the Touch community.

Those referees seeking upgrade to Level 3 are expected, but not mandated to commit to a similar off-field contribution.

- Coaching referees
- Presenting referee courses
- Acting as a mentor to junior referees
- Working for the European Referee Commission
- Acting as National or Local Referee Director or supporting the work of these individuals in some way
- Developing policy to support the sport of Touch at local, national or international level
- Working with clubs to develop improved understanding of the sport
- Any work in promoting the sport (e.g. through social media)
- Delivering training programmes (e.g. through schools, workplaces etc.)
- Fundraising for the sport of Touch
- Organising social events within Touch communities
- Holding an administrative position on a local or national board
- Supporting regional, junior and/or national squads at their training sessions
- Being referee manager at a tournament
- Organising Touch tournaments.

ANNEX C – OVERVIEW OF REQUIREMENTS FOR REFEREE UPGRADES

Badge Level	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Course	Level 1 course of 3 hours	Level 2 course of 1 day	Level 3 course of 2 days	N/A	N/A
Coach/ Assessor Level	One Level 1 coach	One Level 2 coach	Two or more Level 3 coaches, at least two must pass the referee ²	Three or more Level 4 coaches, at least three must pass the referee ²	Four or more Level 5 coaches, at least four must pass the referee ²
Exam	Pass a Level 1 test	Pass a Level 2 test	Pass a Level 3 test	N/A	N/A
Off-field Contribution	Optional	Optional	Expected	Mandatory	Mandatory
Practical Assessment	3+ competitive matches at park level	1-day tournament at club level	2-day tournament at national level (only those nations below) or equivalent ³	3-day tournament at international level or equivalent	4 days tournament at international level or equivalent
Examples of required game standard <i>(NB this is a guide only for 2018 and will differ from season to season– final arbiter on game standard is the attending assessor)</i>	Any regular social Touch competition comprising teams able to field 6 players	NTS (England) Spring Chick (England) STS (Scotland) Gif Sur Yvette (France) Elegance (France) Touch n Tulips (Netherlands) Inter-insular (Channel Islands) Dublin One Day (Ireland) National Championships ¹	England Nationals Scottish Nationals Welsh Nationals French Nationals Capital Cup (Germany) EFT Championship Permits JTC European Senior Touch Championships	EFT Premiership Permits	European Touch championships Touch World Cup
Awarded by	Local Director	National Director	EFT	EFT	EFT
Database held by	NDR	NDR	NDR & ERC	NDR & ERC	NDR & ERC

1. National championships of any mid-ranking EFT nation
2. A majority of coaches must pass the referee if he/she is to be successful. So for a Level 4, there is a panel of 6 then at least 4 need to pass the referee.
3. Referees may attend three distinct one-day events of the required standard but must have a pass from all events to attain a Level 3 badge.

ANNEX D – OVERVIEW OF REQUIREMENTS FOR COACH UPGRADES

Coaching Level	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Course Requirements	RRRC	Intermediate Course ²	Advanced Course ²	None	None
Exam Requirements	None	Minimum pass of 80%		None	None
On field Assessment (minimum)	One full day at club tournament.	Four full days at separate club tournaments.	Three full days at separate club tournaments and at least one EFT Permit event.	European Championships or World Cup, and at least one EFT Permit event	European Championships or World Cup, and at least one EFT Permit event or equivalent
Tear off Feedback Sheet	None	Same day	Immediate	Immediate	Immediate
Coaching Feedback Form³	None	None	Within 2 weeks	Within 24 hours	Overnight
Participation in a Tournament Panel	Not required	One full day at club tournament	Multi day tournament, Euros, Championship, JTC or similar	European Championships, EFT Permit Events	European Championships or World Cup
Referee Game Appointments	Not required	Not required	Single day in advance including feedback session.	At least a single day overnight	At least a single day overnight
Coach/ Assessor Level	Level 2 Coach	Level 3 Coach	Level 4 Coach	Level 5 Coach	FIT Director of Referees
Minimum Number of Assessors	One Level 2 Coach	One Level 3 Coach	Three Level 4 Coaches	Three Level 5 Coaches	FIT Director of Referees Only
Awarded by	NDR	European Director of Referees	European Director of Referees	European Director of Referees	European Director of Referees
Database held by	ERC	ERC	ERC	ERC	ERC

1. Dependent on assessment, competence and previous experience, coaches may bypass less experienced levels. All coaches must however attend the RRRC.
2. While the Practical Course remains in development, existing workbooks can be completed to obtain these levels.
3. Where this is logistically possible. An allowance may need to be made by the supervising coach in certain circumstances beyond the coach's control.