

Guidelines for the Grading of International Officials

Effective from 1 June 2018

1. Definitions and General Requirements

1.1 This grading document covers all official's categories:

- (a) Technical Officials (Technical Delegate, Technical Officer and Judge);
- (b) Umpire Manager;
- (c) Umpire and Video Umpire

1.2 All candidates must:

- 1. Be active as an official at the top level of an FIH affiliated National Association, not necessarily their own and active at their Continental Federation
- 2. Have a complete knowledge of the latest issue of The Rules of Hockey and relevant tournament regulations;
- 3. Be able to understand and communicate in English.

1.3 If an official is not active in their own country or continental federation, or has not been appointed in 3 consecutive years, the official will be become inactive until their activity has been restored. The official may then be reinstated as an international official and their panel designation will be based on performance.

1.4 For the purposes of these Grading Guidelines, it should be noted that the final decision regarding all upgrades rests with the Officials Committee.

2. Additional role-specific requirements for entering the FIH Officials Pathways

2.1

Tournament Officials	Umpire Managers	Umpire
<ul style="list-style-type: none"> 1. Have a complete knowledge of the current Regulations; 2. Have IT skills and a working understanding of the TMS 	<ul style="list-style-type: none"> 1. Have been an FIH International Umpire or 2. Is active as a national umpire coach, selector or umpire manager at national top level 	<ul style="list-style-type: none"> 1. Be physically mobile and fit and be able to reach the minimum fitness standards. Progress towards higher levels of fitness also required for higher level panels

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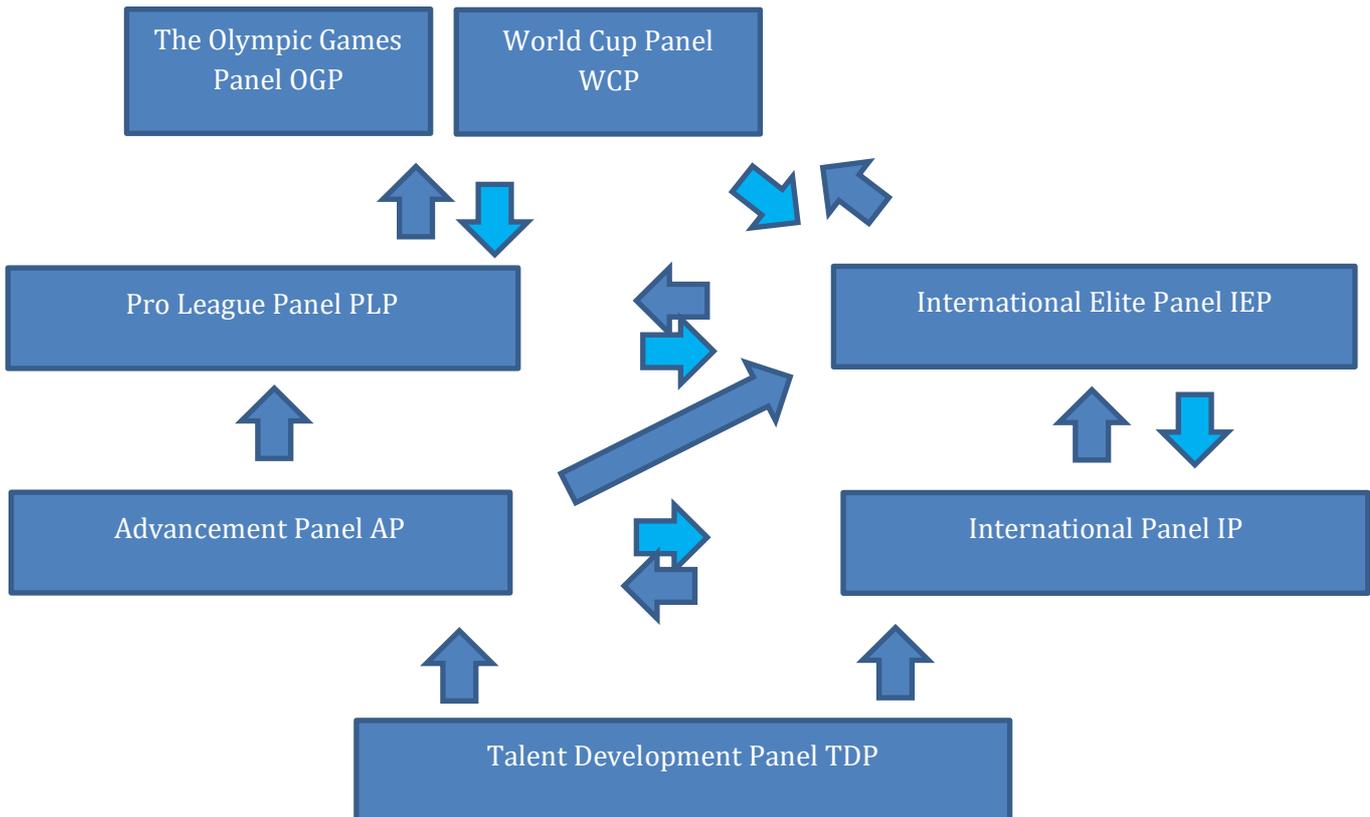


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3. The Panel Structure

3.1 The purpose of the Panels for Officials is to have a current and transparent panel systems which can support the FIH and CF event portfolio with excellent officials. The panel structure comprises all categories of FIH Officials. It is performance-based in nature and illustrates the officials' current performance levels.

3.2 The panel structure is:



3.3 The arrows indicate how the career path can develop based on performances. The panel structure is fluid which means officials can move around panels based on performance.

3.4 The World Cup Panel is populated when appointments for the World Cup are made. Similarly, the Olympic Panel is populated when appointments for the Olympic Games are made. Both Panels will be populated from officials from the Pro League Panel and the International Elite Panel. Officials will return to the original panel once the World Cup or Olympic Games are completed.

3.5 The Olympic Panel and the World Cup Panel, the Pro League Panel, the International Elite Panel and the Advancement Panel is operationally handled by the FIH. The International Panel and the Talent Development Panel is operationally handled by the CF under the FIH regulations from this document.

3.6 All panels contain specific performance criteria which determines the direction and progress of the official's development. This is supplemented by an educational/development program linked to each panel. Part of the performance criteria is to participate successfully in these development activities.

3.7 The position of active FIH Official will cease on 31 December following reaching the age of 65 years. This will have effect from 31st December 2019 allowing CF's to plan over the course of 2019 for a smooth transition into the new set-up.

4. Definitions

4.1 In the following paragraphs the various criteria for the panels are defined. For clarity, the following definitions are specified below

Category	Qualification Criteria	Qualifying tournaments	Can be appointed to (but not limited to)	Exit criteria
Type of category within the officials' group	What qualifies for being moved into this panel?	Which tournaments are qualifying events for this panel?	After entering the panel, what are the range of tournaments this official can be appointed to?	What are the circumstances that constitutes an official being moved to a lower level panel?

5. Talent Development Panel TDP

In order to identify and promote talented officials globally earlier, the TDP is established on a continental basis but in line with an FIH developed training program. The overall aim is to produce officials, who within 5-6 years can reach Pro League Panel level.

Category	Qualification Criteria	Qualifying tournaments	Can be appointed to (but not limited to)	Exit criteria
Technical Officials	<p>Maximum 30 years of age.</p> <p>High potential talent compared to peers and colleagues</p> <p>Active nationally at the top level.</p>	Any	<p>Youth Olympic Games</p> <p>Continental events</p>	<p>Not meeting program criteria</p> <p>Confirmed reports about unacceptable behavior</p> <p>3 years without progress to higher panels</p>
Umpire Managers	<p>Maximum 35 years of age.</p> <p>High potential talent compared to peers and colleagues</p> <p>Active nationally on top level.</p>	Any	<p>Youth Olympic Games</p> <p>Continental events</p>	<p>Not meeting program criteria</p> <p>Confirmed reports about unacceptable behavior</p>

				3 years without progress to higher panels
Umpires	<p>Maximum 25 years of age.</p> <p>High potential talent compared to peers and colleagues</p> <p>Active nationally on top level.</p> <p>Fitness level of minimum (m/w) 17.0 /16.0 on the Yo-yo test on a yearly basis.</p>	Any	<p>Youth Olympic Games</p> <p>Continental events</p>	<p>Not meeting program criteria</p> <p>Confirmed reports about unacceptable behavior</p> <p>3 years without progress to higher panels</p>

5. International Panel IP

The purpose of the International Panel IP is to provide CF with qualified officials and to bring onboard talented national officials into the international hockey event environment.

The IP is the first international grading. Upon being appointed to this panel, the official will receive the insignia/badge from the FIH through a recommendation from the CF.

This panel is governed by the CF. NAs will forward applications to the CF when qualification criteria for an official is met. The FIH finally approves the upgrade based on the recommendation from the CF.

Category	Qualification Criteria	Qualifying tournaments	Can be appointed to (but not limited to)	Exit criteria
Technical Officials	<p>Minimum of two tournaments with a consistent performance level evaluated by an FIH listed TD</p> <p>Candidates from TDP or national</p>	Any event found suitable by the CF	<p>TO:</p> <p>Continental Events</p> <p>Hockey Series Open</p> <p>FIH/CF sanctioned inter-nations</p> <p>Invitational events</p>	<p>Performance below expected level</p> <p>Confirmed reports about unacceptable behavior</p>
Umpire Managers	Minimum two tournaments with a consistent	Any event found suitable by the CF	Continental Events	Performance below expected level.

	<p>performance level evaluated by an FIH listed TD or UM</p> <p>Candidates only from TDP or national</p>		<p>Hockey Series Open</p> <p>FIH/CF sanctioned inter-nations</p> <p>Invitational events</p>	<p>Confirmed reports about unacceptable behavior</p>
Umpires	<p>Minimum two tournaments with a consistent performance level evaluated by an FIH listed UM. Test matches may count as one of the tournaments. In this case at least 3 official test matches are required.</p> <p>Fitness level of minimum (m/w) 17.0 /16.0 on the Yo-yo test on a yearly basis.</p> <p>Candidates only from the TDP or national.</p>	Any event found suitable by the CF	<p>Continental Events</p> <p>Hockey Series Open</p> <p>FIH/CF sanctioned inter-nations</p> <p>Invitational events</p>	<p>Performance below expected level.</p> <p>Not meeting fitness criteria</p> <p>Confirmed reports about unacceptable behavior</p>

6. Advancement Panel AP

The purpose of the Advancement Panel is to develop and fast track high potential officials into the Pro League Panel or the International Elite Panel.

Category	Qualification Criteria	Qualifying tournaments	Can be appointed to (but not limited to)	Exit criteria
Technical Officials	<p>Minimum 1 tournament but with a track record of consistent performance level</p> <p>Candidates from the TDP or IP. However, high potential officials may be found suitable for the AP</p>	<p>Youth Olympic Games</p> <p>CF events</p> <p>Hockey Series Open</p> <p>FIH/CF sanctioned inter-nations</p> <p>Invitational events</p>	<p>TO: Hockey Series Final</p> <p>CF Olympic/WC qualifier</p> <p>Commonwealth Games</p> <p>Junior World Cup</p> <p>TD: CF Events</p>	<p>3 years without progression to PLP or IEP</p> <p>Performance below expected level</p> <p>Confirmed reports about unacceptable behavior</p>

Umpire Managers	<p>Minimum 1 tournament but with a track record of consistent performance level</p> <p>Candidates from the TDP or IP. However, high potential officials may be found suitable for the AP</p>	<p>Youth Olympic Games</p> <p>CF events</p> <p>Hockey Series Open</p> <p>FIH/CF sanctioned inter-nations</p> <p>Invitational events</p>	<p>Hockey Series Final</p> <p>CF Olympic/WC qualifier</p> <p>Commonwealth Games</p>	<p>3 years without progression to PLP or IEP</p> <p>Performance below expected level</p> <p>Confirmed reports about unacceptable behavior</p>
Umpires	<p>Minimum one tournament showing consistent performance level</p> <p>Fitness level of minimum (m/w) 19.6/18.4 on the Yo-yo test three times a year</p> <p>Candidates only from TDP or IP</p>	<p>Youth Olympic Games</p> <p>CF events</p> <p>Hockey Series Open</p> <p>FIH/CF sanctioned inter-nations</p> <p>Invitational events</p>	<p>Hockey Series Final</p> <p>CF Olympic/WC qualifier</p> <p>Commonwealth Games</p> <p>Junior World Cup</p>	<p>3 years without progression to PLP or IEP</p> <p>Performance below expected level</p> <p>Not meeting fitness criteria</p> <p>Confirmed reports about unacceptable behavior</p>

7. International Elite Panel IEP

The purpose of the International Elite Panel IEP is to nurture the very experienced official that services events to a high standard. The IEP may contain top class officials that for family/work reasons cannot accommodate the high dedication requirements (travel & time) of the Hockey Pro League.

Category	Qualification Criteria	Qualifying tournaments	Can be appointed to (but not limited to)	Exit criteria
Technical Officials	<p>Minimum 1 tournament but with a track record of consistent performance level</p> <p>Candidates only from the AP or IP.</p>	<p>Hockey Series Open</p> <p>CF Olympic/WC qualifier</p>	<p>TO:</p> <p>Hockey Series Finals</p> <p>CF Olympic/WC qualifier</p>	<p>Performance below expected level</p> <p>Confirmed reports about unacceptable behavior</p>

		Commonwealth Games Junior World Cup	Commonwealth Games Junior World Cup TD: Youth Olympic Games	
Umpire Managers	Minimum 1 tournament but with a track record of consistent performance level Candidates only from the AP or IP.	Hockey Series Final Hockey Series Open Junior World Cup CF Olympic/WC qualifier Commonwealth Games	Hockey Series Final CF Olympic/WC qualifier Commonwealth Games Junior World Cup	Performance below expected level Confirmed reports about unacceptable behavior
Umpires	Minimum 1 tournament but with a track record of consistent performance level Fitness level of minimum (m/w) 18.0/17.0 on the Yo-yo test on a yearly basis Candidates only from the AP or IP.	Hockey Series Final Hockey Series Open CF Olympic/WC qualifier Junior World Cup Commonwealth Games	Hockey Series Final CF Olympic/WC qualifier Commonwealth Games Junior World Cup	Performance below expected level Not meeting fitness criteria Confirmed reports about unacceptable behavior

8. Pro League Panel PLP

The purpose of the Pro League Panel is to service the Hockey Pro League and other high profile league-based entertainment types of events. Being listed on this panel means a high level of performance but also a high level of commitment to the substantially more demanding pro set-up.

The Hockey Pro League officials will be appointed mainly from the PLP and officials from the World Cup Panel and the Olympic Panel if these are established.

The Pro League Panels consist of maximum:

- 40 Technical Officials
- 20 Umpire Managers
- 30 umpires (female)
- 30 umpires (male)

The list is evaluated at various stages through the year.

Category	Qualification Criteria	Qualifying tournaments	Can be appointed to (but not limited to)	Exit criteria
Technical Officials	<p>Minimum 1 tournament but with a track record of consistent performance level</p> <p>Candidates only from the AP or IEP.</p>	<p>Hockey Series Final</p> <p>CF Olympic/WC qualifier</p> <p>Commonwealth Games</p> <p>Junior World Cup</p>	<p>TO:</p> <p>World Cup</p> <p>Olympic Games</p> <p>Hockey Pro League</p> <p>TD:</p> <p>CF Olympic/WC Qualifier</p> <p>Hockey Series finals</p> <p>Commonwealth Games</p> <p>Junior World Cup</p>	<p>Performance below expected level</p> <p>Confirmed reports about unacceptable behavior</p>
Umpire Managers	<p>Minimum 1 tournament but with a track record of consistent performance level</p> <p>Candidates only from the AP or IEP.</p>	<p>Hockey Series Final</p> <p>CF Olympic/WC qualifier</p> <p>Commonwealth Games</p> <p>Junior World Cup</p>	<p>Hockey Pro League</p> <p>World Cup</p> <p>Olympic Games</p>	<p>Performance below expected level</p> <p>Confirmed reports about unacceptable behavior</p>
Umpires	<p>Minimum 1 tournament but with a track record of consistent performance level</p> <p>Candidates only from the AP or IEP.</p>	<p>Hockey Series Final</p> <p>CF Olympic/WC qualifier</p> <p>Commonwealth Games</p>	<p>Hockey Pro League</p> <p>World Cup</p> <p>Olympic Games</p>	<p>Performance below expected level</p> <p>Not meeting fitness criteria</p>

	Fitness level of minimum (m/w) 19.6/18.4 on the Yo-yo test	Junior World Cup		Confirmed reports about unacceptable behavior
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9. The World Cup Panel WCP & The Olympic Games Panel OGP

The purpose of the The World Cup Panel and the Olympic Games Panel is the to celebrate and maintain the pinnacle of international hockey officiating. To increase quality and competition amongst the candidates, there is a limited number of places available on these panels. The panels will be populated based on appointments made to the Olympic Games or the World Cup. Appointments are primarily made from but not limited to the PLP and the IEP.

After the completion of the World Cup or Olympic Games, the officials will return to the panels based on performance and HPL availability.