



Referee Assessments

Key Performance Indicators (KPI's)

Key Performance Indicators



Key Performance Indicators (KPI's) were initially implemented in the 2011-12 national competition seasons (i.e. Hyundai A-League, Westfield W-League and Foxtel National Youth League competitions).

KPI's for referees were introduced into Football West assessments during the 2014 NPL & State League seasons, and during the 2017 season they will also be introduced for assistant referees, in conjunction with a new assessment report.

KPI's – Referees



The Key Performance Indicators for Referees are centred on four key areas:

- **KPI 1** – Protecting player safety
- **KPI 2** – Technical areas
- **KPI 3** – Melees
- **KPI 4** – Dissent

KPI 1 – Protecting player safety



Did the referee protect player safety by correctly interpreting and applying the Laws?

Incidents leading to this KPI not being met include:

- Serious foul play not sanctioned with a red card (e.g. tackles that endanger the safety of an opponent, elbowing with excessive force)
- Multiple incidents of reckless challenges not sanctioned with a yellow card

KPI 2 – Technical areas



Was the image of the game protected (technical area)?

Incidents leading to this KPI not being met include:

- Referee not applying “Ask Tell Remove” policy for continued poor behaviour within the technical area
- Referee failing to remove a technical area occupant for a clear and obvious act of unacceptable behaviour

KPI 3 – Melees



Was the image of the game protected (melees)?

Incidents leading to this KPI not being met include:

- Players surrounding the referee to protest a decision with no disciplinary sanctions issued
- Failure to correctly sanction players for melees – not necessarily to caution, but must be dealt with

KPI 4 – Dissent



Did the referee deal with dissent appropriately?

Incidents leading to this KPI not being met include:

- Obvious or ongoing dissent not sanctioned with a yellow card
- Failure to correctly sanction abusive, offensive or insulting language directed towards match officials

KPI Failures – Maximum Mark



Each KPI relates to a component in the assessment report. If a referee fails a KPI, then they cannot receive more than 5/10 for the corresponding component.

This is a “one-way” rule, and does not apply in the opposite direction. For example, a referee who does not sanction serious foul play can only get 5 for *Interpretation & Application*, but an incorrect penalty decision – which may see them marked down in *Interpretation & Application* will not see them fail the KPI.

KPI's – Assistant referees



The Key Performance Indicators for assistant referees are purely related to offside decisions.

Did the assistant referee make any incorrect decisions?

- In the event of doubt, giving the benefit to the attacking side
- Did the assistant referee correctly apply “wait and see” with regards to multiple attacking players
- Example: An early flag on a lone offside player where the ball goes to the goalkeeper (or similar) would not be a “fail”.

KPI's – Assistant referees



KPI: If “yes”, did any incorrect offside decisions influence or potentially influence the outcome of the match?

Incidents leading to the KPI not being met include:

- A goal incorrectly disallowed for an incorrect offside
- A goal incorrectly awarded following a missed offside
- A penalty awarded following a missed offside
- A red card given to a defender from the attacking play following a missed offside

KPI Failures – Maximum Mark



Each KPI relates to a component in the assessment report. If an assistant referee fails the KPI, then they cannot receive more than 2/5 for the *Judgements* component of the assessment.

This is a “one-way” rule, and does not apply in the opposite direction. For example, an AR who incorrectly disallows a goal for offside can only get 2 for *Judgements*, but getting non-critical offsides wrong may see them marked down in *Judgements*, but not see them fail the KPI (other than “any incorrect decisions”).