

Level 1

A level 1 official is expected to understand the basic workings of the game and administer the correct penalty type for their calls.

- Shows respect for everyone involved in the game and performs their duties to the best of their abilities
- Is dressed in a striped shirt that is tucked in their black shorts/skirt/pants, and has a flag / warning cards and a whistle

Teamwork

- Attends pre-game talk
- Be present when required and help perform pre-game duties
- Walks out together with the team
- Assists on the coin toss

Rules Knowledge and Application

- Has a basic understanding of all fouls; and recognizes different categories of fouls (major/minor, technical/personal) and mostly applies them
- Able to
 - administer the game by using of their whistle (no tone difference)
 - consistently make goal calls
 - consistently whistles out of bounds and indicates direction
 - calls obviously dangerous fouls

Mechanics

- Able to
 - conduct a basic face off / draw
 - cover the side lines and the end lines
 - cover the goal
- Understands the basic difference between the positions on the field
- Often
 - keeps up with transitions
 - keeps score

Level 2

A level 2 official is expected to correctly identify the various fouls, administer penalties, and lead a crew of less experienced officials in local competition.

In addition to L1 competencies, following is expected:

- Shows confident and assertive field presence
- Keeps composure in most usual situations
- Mostly uses an appropriate tone of voice and communicates clearly and professionally with players and coaches

Teamwork

- Is able to conduct proper pre-game discussion and procedures
- Correctly communicates and relays all goal and penalty information
- Shows basic crew management and coaching capabilities
- Discusses game situations with the rest of the Officials Crew throughout the game

Game Management

- Always keeps score
- Mostly:
 - shows consistency in foul selection and application
 - understands and uses advantage/disadvantage in foul selection and discretion
 - recognizes rule misapplications and helps correct them
 - recognizes stalling situations
 - recognizes injury scenarios and ends play at the appropriate time
 - able to handle basic altercation situations and ensures the right team gets the ball
- Often:
 - attempts to handle unusual game situations
 - allows game to flow where possible

Rules knowledge and application

- Has:
 - a good understanding of all fouls and common circumstances
 - control of the game through the correct use of their whistle
- Able to:
 - understand penalty selection and discretion to maintain flow of the game
 - differentiate between time serving and non-time serving fouls
 - consistently communicates the correct penalty sequence
 - consistently conduct correct face offs or draws
 - explain penalties and game situations to players and coaching staff during dead ball situations
- Almost always recognizes the difference between technical and personal fouls and uses clear and correct foul signals
- Mostly:
 - applies the use of “Play On” and slow whistle techniques when appropriate
 - recognizes and administers simultaneous fouls correctly
 - recognizes scenarios and locations which a throw (women’s) or off-center face off (men’s/indoor) should take place

Mechanics:

- Applies most mechanics as per manual
- Has a basic understanding of play anticipation and gets to position quickly and effectively
- Almost always communicates clearly and effectively with the whistle to maintain control of game situations and restarts
- Mostly:
 - keeps up with the pace of the game
 - adapts positioning to the style of play
 - adopts proper on-ball and off-ball responsibilities
 - communicates effectively with other members of the Crew with visual signals, eye contact and speaking
 - recognizes time-out requests during live ball action and administers correct procedures

Level 3

A level 3 official is expected to be able to officiate at the highest level of competition in a country and / or region.

In addition to L2 competencies, the following is expected from a L3 official:

- Shows confident and assertive field presence
- Is only temporarily affected by stressful situations
- Keeps composure in almost all game situations

Teamwork

- Is capable of assisting fellow Crew members
- Anticipates and communicates possible difficult game scenarios
- Almost always
 - correctly communicates and relays all goal and penalty information to the players, crew as well as sideline staff
 - works efficiently with table crew to assure proper administration

Game Management

- Mostly:
 - applies advantage / disadvantage concept
 - uses preventative officiating
 - allows the game to flow
 - aware of game situations and uses effective penalty selection to keep the balance between calls and no-call
 - displays judgement based on current game situations
 - handles unusual situations in the correct and effective manner
 - is able to prevent / diffuse altercations through appropriate use of fouls and game management

Rules knowledge and application:

- Has:
 - a solid understanding of all fouls and unusual circumstances and is able to recognize and apply the correct penalties
 - complete control of the game through the correct use of their whistle
- Is able to:
 - explain penalties and game situations to players and coaching staff
 - handle altercation situations, identify the instigator, and administer all penalties correctly
 - administer multiple minute penalties / discretionary cards when necessary
- Almost always:
 - applies "Play On" and slow whistle techniques when appropriate
 - recognizes and administers simultaneous fouls correctly
 - recognizes rule misapplications and helps correct them
- Mostly:
 - ensures proper rules administration by the entire officials crew
 - knows additional rulings and handles unusual situations accordingly

Mechanics

- Applies all mechanics as per manual
- Anticipates game situations and gets to position quickly
- Uses an appropriate tone of voice and professionalism when communicating with players and coaching staff
- Almost always:
 - adapts proper positioning to the style of play
 - adopts proper On-Ball and Off-Ball responsibilities;
 - keeps up with the pace of the game
 - communicates effectively with other members of the Crew with visual signals, eye contact and speaking
 - recognizes time-out requests in any phase of the game and administers correct procedures

Level F1

A level F1 official is expected to be able to officiate any game at an FIL approved event.

In addition to L3 competencies, the following expectations are to be met:

- Conducts an appropriate pre-game
- Able to deal with coaches
- Consistently displays confidence without arrogance
- Treats crew mates with respect at all times
- Almost always demonstrates poise and control
- Is able to handle the pressure of almost any situation, and does not let pressure affect his or her performance
- Conduct themselves in accordance to the FIL Code of Conduct on and off the field

Teamwork:

- Is capable of leading other crew members
- Is able to work thru language barriers to administer penalties and address coaches concerns
- Signals are sharp, clear and concise
- Works efficiently with table crew to assure proper administration

Game Management:

- Often adapts adequately to style of play
- Consistently applies advantage / disadvantage concept
- Handles balance between calls and non-calls
- Almost always
 - uses the appropriate level of preventative officiating
 - displays great judgement based on contextualization
 - allows the game to flow where possible
 - handles unusual situations in the correct manner
 - shows consistency

Rules knowledge and application:

- Has:
 - a profound understanding of all fouls and unusual circumstances
 - complete control of the game through appropriate use of game management techniques
- Able to:
 - diffuse altercations before they happen through anticipation and appropriate use of fouls early
 - adapt technical foul recognition based on overall game situation
- Almost always:
 - ensures proper rules administration by the entire officials crew
 - applies the correct of personal fouls and multiple minute administration

Mechanics:

- Applies all mechanics as per manual
- Often adapts adequately to style of play
- Always keep ups with the pace of the game
- Conditioning – complete FIL Fitness Testing to help eliminate physical and mental strain during game

Level F2

A level F2 official is expected to be able to act as head official at almost any level of international competition.

In addition to F1 competencies, the following expectations are to be met:

- Conducts a thorough pre-game
- Able to deal with difficult coaches, and is able to diffuse most situations
- Has very good communication skills
- Conditioning is outstanding, and keeps up with the pace of play
- Has poise and control in most situations regardless of pressure
- Conduct themselves in accordance to the FIL Code of Conduct at all times on and off the field

Team work

- Consistently coaches other crew members
- Shows complete respect for table crew

Game management

- Routinely applies advantage / disadvantage concept
- Understands game flow and looks to improve
- Avoids unnecessary stoppages at all times
- Able to manage new unusual circumstances
- Outstanding time awareness- penalty release, etc.
- Uses presence to control the game
- Never misses a timeout request
- “Catalogs” non-calls throughout the game

Rules knowledge and application:

- Has a complete understanding of all fouls and unusual circumstances and is able to recognize & penalize them in the correct manner
- Always
 - adapts adequately to style of play
 - applies the use of play on situations and slow whistles when appropriate
 - recognizes a stalling situation and reacts accordingly
 - ensures proper rules administration by the entire official’s crew
 - aware of the field situation and knows to keep the balance between calls and non-calls.
 - uses the appropriate level of preventative officiating
 - displays appropriate judgement based on contextualization
 - allows the game to flow where possible

Level F3

A level F3 official is expected to be able to act as head official at all levels of international competition.

In addition to F2 competencies, the following expectations are to be met:

- Flawlessly administers all complex / unusual penalty scenarios
- Understands and applies the “black and white”, but manages the “grey” within the rules
- Fully understands the “spirit” of the rules and manages game in that fashion
- Demonstrates poise and control in all situations regardless of pressure
- Admits mistakes and learns from them
- Willing to accept blame for others’ mistake
- Develops and presents a pregame full of unusual circumstances
- Has excellent communication skills - Everyone on the field and sidelines understands what is happening and why
- Carries themselves professionally at all times on and off the field in accordance to the FIL Code of Conduct

Team work

- Acts as an equal partner and teacher to less experienced officials on and off the field
- Able to act as a coach for the crew as well as hold back when needed
- Builds crew consistency throughout the game by on-field discussions
- Able to critique and debrief crew in an honest postgame
- Shows complete respect for table crew and considers them part of the officiating crew.

Game management

- Understands and applies advantage/disadvantage concept to its full extent
- Understands team's characteristics/traits prior to and during game. Is able to use these to the crew's advantage.
- Redirects focus of attention to matters at hand multiple times throughout the game.
- Feels the intensity to the game and will control/change with penalty calls if needed.
- Understands game flow and looks to improve / change with consistency of calls
- Manages game for consistency, knows what is called on one end and applies to other
- Uses presence to control the game, able to de-escalate intense events
- Never misses a timeout request, and alerts crew to potential timeout scenarios before they happen