



Our next Meeting takes place on

Thursday 8th January 2009

At the Civil Service Recreation Centre,
1 Chadwick Street, London SW1P 2EP.

Meeting Starts at 7.15 p.m.

Bar Open - 6.00 p.m.

Dinner/food served - 6.00–7.00 p.m.

GUEST SPEAKER

HOWARD WEBB

FA Premiership and FIFA Referee

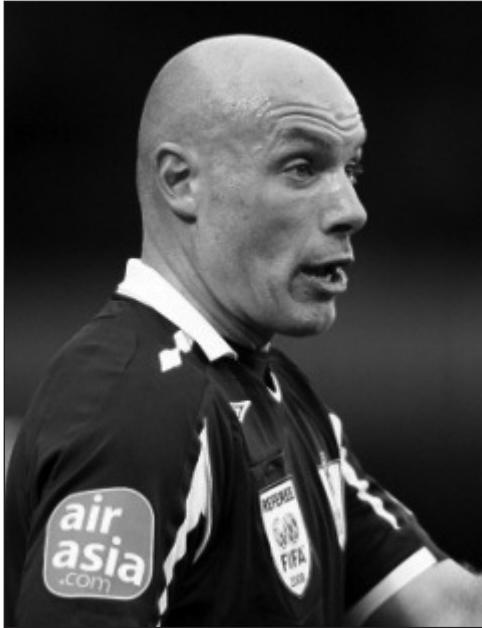
Speaking on:

Refereeing at the Highest Level

AGENDA 8th January

- 6.00 Bar and restaurant open – first floor
- 7.15 Meeting begins – third floor
- 7.30 Match incidents – AFA RDO and Society Training Officer John Cooke
- 8.00 Guest Speaker – Howard Webb
- 9.20 Awards, 100 Club Draw & Raffle
- 9.30 Meeting closes; Bar re-opens





Howard Webb

An Outstanding Referee

Written by

Subhankar Mondal
of the BBC

He is 6'3", weighs more than 15 stones, is just 37 years of age and is a skinhead. No, he is not a common gang leader in town but a truly sincere referee whose love and respect for the game is not inferior to any of the players that he controls during the course of a football match. English Premier League referee Howard Webb

might not still be one of those stand-up-and-be-counted referees in Europe but there's every reason in the world to believe that he will soon reach that zenith.

Like every normal schoolboy growing up in England, Howard had also dreamt of making it big as a footballer. But like several other normal kids, he failed to make the grades but instead of losing faith in the game and the love for it, the son of a former referee Webb shifted his attention to refereeing in football matches.

Howard passed the refereeing course when he was just 19 and started officiating matches immediately. He began to take charge of games dressed in black and inundated with confidence and optimism way back in 1989 in Rotherham. His strength of character and ability to control the players and their ever-bubbling emotions saw him through difficult times. So much so that the English Premier League awarded his contribution to the standard of refereeing when they made him one of the officials in the Premiership. That was in 2003 when Webb was just over 30 years old.

Yet the trajectory of Howard Webb wasn't without its low arcs. There were times when he was showered disrespect from people who didn't have a clue what refereeing was about and Webb feels that such things ought to be changed. True, mentality and attitude towards referees must be altered not only in England



but throughout the football world. The men-in-black do commit mistakes at times but nevertheless they should be shown more respect and we all need to understand that they are an integral and indispensable fraction of the sport of football.

Personal information

Date of birth: July 14, 1971 (age 37)

Place of birth: Rotherham, South Yorkshire, England

Other occupation: Police

Domestic

<i>Years</i>	<i>League</i>	<i>Role</i>
1993–1995	Northern Counties East	Asst. referee
1995–1998	Northern Counties East	Referee
1996–1998	Football League	Asst. Referee
1998–2000	Premier League	Asst. Referee
1998–2000	Football Conference	Referee
2000–2003	Football League	Referee
2003–	Premier League	Referee

International

2005–	FIFA listed	Referee
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Old members of the Society contacted . . .

It has been reported to me by Max Lea, MBE that one of our old members has been contacted. Tommy Moore was on a outing in Cornwall when he spotted the name of Maurice Nicholls at a local venue. He took a chance and contacted him and it turned out to be one of our old members. Tommy visited Maurice, who now lives in Burham-on-Sea, and says he is very well. Maurice was treasurer of the Society for many years in the early days and helped the Society to progress with others to its present status. Both Maurice and Tommy send they regards to all, especially to those that remember them, from their their respective homes.

Max Lea, MBE

[Editor: It is so good to hear about old members and what they are up to. Just let me have any information and I will published it].



Dates For Your Diary

8 January

7.15 p.m. Society meeting – Westminster

Guest Speaker: Howard Webb, Premiership Referee

5 February

7.15 p.m. Society meeting – North London

12 February

7.30 p.m. Society Meeting – West London (Old Isleworthians)

Guest Speaker: Jim de Rennes - FAGroup Instructor

12 March

7.15 p.m. Society meeting – Westminster

Guest Speaker: Keith Hackett, PGMO General Manager

9 April

7.15 p.m. Society meeting - Westminster

14 May

7.15 p.m. Annual General Meeting – Westminster

10-11 July Weekend

RAE Centenary Conference - Solihull - with David Elleray,

Premiership Referees, Workshops etc

OUR WEBSITE

Just a reminder to members
that our new website address
is www.afalonsar.co.uk

Michael Hayden is doing a
grand job keeping it up to
date. Please visit it!

NEWS OF MEMBERS

Do you have news of members - including
yourself?

Would it interest other members?

If so, please let the Editor know by post,
phone call or e-mail and it
will be published in the next Argus.

Anything in good taste is acceptable - e.g.
news of awards, promotion, appointments,
injuries or return after injury.

COPY FOR FEBRUARY ARGUS

MUST

BE WITH THE EDITOR BY MONDAY

26th JANUARY 2009

OR SOONER IF POSSIBLE.



Chairman's Comment

THE FA'S RESECT PROGRAMME

Christmas is a time of good will to all men and this means respect to each other even on the football field of play. The FA continues to promote this campaign that in theory is an excellent concept. Critics must give this time to work; it is after all a marathon and not a sprint and years of neglect in this area will not be resolved overnight.

But many referees continue to wonder when it will dawn on The FA that their efforts should be better concentrated instead on the players at the top of the tree who set such bad examples to those at the bottom (players, spectators and parents) so that the programme's influence will work downwards. I am puzzled by the logic of trying to set examples of good behaviour for grass roots players when their heroes are seen regularly on television behaving as Ronaldo did towards Howard Webb in the recent Manchester derby game. If the grass roots players, spectators and parents were undecided as to Ronaldo's guilt, he was later in the game dismissed, their minds will have been made up by commentators' use of such phrases as "a bit harsh" and "a common-sense referee would have taken a different view" and "but what possible motive can he have had for handling the ball?" All of this undermines refereeing authority generally.

Additionally, following Ronaldo's dismissal the referee was confronted not just by the Manchester United's captain as recommended but also by 3 players in all. In the Chelsea-West game yesterday following the Hammers' goal, not one but three Chelsea players confronted the referee and argued with him. From such evidence the guidance that only the captain might speak to the referee is being observed more in breach than in observance. With these high-level and blatant examples of breaches of the Respect Programme's tenets what chance does this excellent initiative have of success in its present form?

BUT RESPECT IS A TWO-WAY STREET

Respect cuts both ways of course. How many referees show players and coaches a lack of respect by turning up at games late, or fail to carrying out the basic safety checks of footwear and jewellery, the field of play and the goal posts designed to protect players' safety (and ultimately, the referees from possible litigation)? The majority of my colleagues would do a sergeant major proud in their on-field and off-field dress being excellently turned out and ready for the game both physically and mentally. But some look as though they have just got out of bed: with tatty uniforms, county badges not properly fixed to their shirts and the most commonly, dirty boots and grey-topped stockings.

Once a game has begun how many of us fail to penalize the early serious foul and then when our patience is exhausted caution or dismiss a player for offences we have earlier let go? And



once we have made up our minds to speak to a player do we speak in a manner we ourselves would wish to be spoken to? Some colleagues adopt a sarcastic and aggressive tone. The players have broken a rule of a game designed for fun and are not guilty of a heinous crime. Perhaps we exacerbate the situation with shouts of "OK you, over here now" which contributes to turning a drama into a crisis.

I have noticed a worrying development in referees turning up late for games often in a hurry emerging from their vehicles already dressed, sweating and wearing muddy boots. Clearly they have just driven from a morning game and because of traffic are late for the kick off. Not only are they unprepared sartorially and physically but I wonder about their mental preparedness for the game that follows. It is not their fault perhaps as while seeking promotion they are keen to oblige and perhaps accept games which involves an unrealistic schedule. But what does this mean to the players and clubs involved; is their respect for the referee diminished?

If you are one of the many referees who have decided for one reason or another to stick at your current level consider whether you have fallen into bad refereeing habits which go uncorrected in the absence of assessment. Perhaps your techniques need sharpening, are you wrong in Law, and in the absence of assessment and county FA in-service training days you may wonder how this may be achieved. One way is to attend Society meetings and listen to guest speakers and particularly questions posed during John Cooke's excellent Match Incidents. Additionally, why not asks an assessor to watch one of your games on an informal basis, the results might be revealing? When re-registering with your county FA each year do you buy a new copy of LOAF (now LOTG) or download an electronic copy from The FA's site? We as referees owe it to each other, the players and the spectators to make sure we earn respect; but of course the respect should be there in the first place. But it is important not to leave us open to justified criticisms.

Whatever your footballing activities, I hope as many as possible of you will attend the Society meeting on 8 January 2009 when Howard Webb is our guest-speaker. We have thrown the net far and wide for this event and potentially guests could number over 1200! However if 5% of this number attends plus a good turn out from members we may have over 75 bums on seats. Among them I am hoping to see 8 young female colleagues courtesy of London County FA who attend the Arsenal FC Youth Academy. So on the night please try to get there in plenty of time and if you see strangers wandering around the place guide them to the third floor. We shall all be on parade and this is a good opportunity to create a good impression and perhaps attract new members. If you have any unwanted Christmas presents or would like to contribute a bottle of wine to the raffle please bring them along on the night.

Happy New Year to you all and lots of good ones for the remainder of the season!

Gordon Kirby



President's Viewpoint

The FA's New Referee Recruitment and Retention Pamphlet

The FA's newly released pamphlet makes interesting reading. It is headed '*Recruitment and Retention Task Force Findings – A Compilation of Ideas and Suggestions for County Football Associations*'. So The FA is speaking to the County FAs, their Referees' Committees, Referee Development Officers, Training Officers and Referees' Secretaries – all the professionals and volunteers in key positions of developing and supporting referees at County level.

This 29 page document is the product of a task force established in August 2007 and chaired by RAE President and Vice-Chairman of the FA Referees' Committee David Ellera. It had 9 other members including the Chairman of the FA Referees' Committee Ray Lewis, each of the two FA heads of refereeing development Neale Barry and Ian Blanchard, RAE General Secretary Arthur Smith, three County FA Chief Executive Officers and two other senior County FA officers.

It begins with a bold declaration by FA Chairman Lord Triesman of the aim to attract 8,000 new referees. There are many photographs of smart, good looking County-level match officials, about half of them under-18. It is divided into five sections on Recruitment, Marketing, Retention, Education and Incentives.

Recruitment

Positive ideas are presented for increased recruitment, with short explanations of the reasons for each:

- ask existing referees to invite new recruits, reminding them of the FAMOA incentive scheme offering 100 points for each new recruit
- clubs to have (at least) one registered referee in their ranks
- target suitable sources for recruitment: trainee teachers, ex-players, 14-16 year olds, women, ethnic minorities and mini-soccer referees
- finding appointments for newly qualified referees – to help ensure appropriate games are available immediately after qualification.

Marketing

Strategies are offered for publicising training courses and appointments via:

- The FA and County FA websites
- online message boards – to help referees find appointments, especially where games are called off at short notice
- local newspapers
- local businesses sponsorship of basic training courses
- stands at fetes, fairs, shopping centres, markets, sports centres, universities freshers' fairs etc
- tannoy systems and perimeter boards at football grounds advertising courses
- links with professional clubs – including space in programmes advertising courses,



use of meeting rooms for training purposes and presentation of certificates upon qualification and free tickets to a midweek match upon re-registration.

Retention

Practical suggestions are offered to promote retention:

- mentoring – County FAs to establish mentoring schemes for referees in the first 18 months after qualification, and to recognise and acknowledge Mentor’s work
- protection of new referees as they grow in confidence –e.g. placing younger referees in academies and centres of excellence
- certificates by CFAs to referees after 1, 5, 10, 15 and 20 years service and by The FA after 25, 40 and 50 years
- promote referee milestones on websites and in newsletters
- confer appointments to key games based on performance
- congratulate referees on completing their first season or on good performances
- photographs of match officials at key games such as cup finals
- *support for referees on disciplinary issues, including: -*
 1. mandatory league and club codes of conduct for clubs, parents and club officials
 2. increase fines and suspensions for dissent and offensive, insulting or abusive language directed towards match officials
 3. speed up hearings to ensure swift and severe disposals where appropriate
 4. reward clubs with good disciplinary records – e.g. with additional points or new kits and/or special badges at the end of the season
 5. deduct points for repeat offenders
 6. roped off pitches
 7. highlight The FA respect programme
- promote RAE/Society membership – recognising the value of having local points of contact with meetings offering training and mentoring bonds. *“County FAs are strongly advised to work alongside local Societies and the County RA, especially with new officials who will benefit significantly from the support RAE members can give them”*
- exit interviews and questionnaires – to understand referees’ grievances and sometimes to solve referees’ problems rather than lose them
- create specialist assistant referees for those who prefer to act in that capacity
- research into spare capacity for referees – using available advanced IT systems.

Education

Recommendations are made to utilise educational systems to promote refereeing through:

- schools and colleges – for example on young leader and Duke of Edinburgh courses
- educating clubs, managers, players and coaches to build better relationship with the refereeing community – e.g. inviting them to Society meetings, allowing clubs to express their grievances over refereeing concerns
- enhancing links between referees and clubs



- creating a development plan for each referee level
- organised training, fitness events etc, through the CFA or Societies
- arranging for trainees to observe a 'good' referee officiating in a game
- shadowing a new referee in a game, advising on positioning, recognition of fouls etc
- assessment of all referees at least once a season
- displaying some of the laws of the game in stadiums
- improved referee changing facilities at clubs.

Incentives

Finally the pamphlet recommends incentives to improve recruitment and retention

- recruit a friend
- prizes to best and most regularly performing referees – medals, trophies, certificates, tickets to games, RA gift vouchers
- FAMOA incentive scheme

The AFA & Lonsar is playing an important role supporting referees mostly in the London area, although we have a separate, related task in increasing our own recruitment of London FA and AFA match officials into the Society. The role of Societies is to offer support and friendship to referees at all levels of their careers, but our funding and human resources are simply insufficient to take on the substantial proposals in this pamphlet, and that is not being suggested. It is fascinating to observe which of the recommendations are already in place at County FA level and some, often discussed in Argus regularly in recent years, which are not yet in place and remain undeveloped and untapped.

The pamphlet lays responsibility squarely in the hands of County Referees' Committees, Referee Development Officers, Training Officers and Referees' Secretaries – to develop and support referees at County level. The AFA and London FA will no doubt be examining the pamphlet closely, revisiting and reviewing existing local policies and asking themselves 'What more can we do in support of this worthy cause?

Bart O'Toole, Hon President

100 CLUB WINNERS

£25	No. 77	Douglas Morris
£15	No. 56	Peter Kosciolk
£10	No. 100	Errol Walker

Congratulations to the winners, your cheques should be with you in time for Christmas.



Christmas is over . . .

Christmas is over and I trust you all had a good one. Mine was a disaster from the start. We had the whole family round so the wife went and bought a huge turkey. "That must have cost a fortune" I said. "Actually I got it for a poultry amount" was her reply. (She too thinks she's a comedienne).

Talking of Christmas dinner do you know what's the most common wine at Christmas? . . . Do I have to eat brussel sprouts!

My grandson asked his mum if he could have a dog for Christmas. "No you have turkey like everyone else".

Presents are always a problem. What do I buy for my 6 year old granddaughter? "Get her a jigsaw" said my son. "She likes a jigsaw". Waste of money that turned out to be, by 2:00pm Christmas day all she'd managed to do was cut half her fingers off.

Now my neighbour has twin 8 year old sons whose only likeness to each other is their looks. If one feels too hot, the other thinks it's too cold. If one said the TV was too loud the other claimed the volume needed to be turned up. Opposites in every way, one was an eternal optimist, the other a doom and gloom pessimist. Just to see what would happen, their father loaded the pessimist's room with every imaginable toy and game for his Christmas presents. The optimist's room he loaded with horse manure. Christmas morning the father passed by the pessimist's room and found him sitting amid his new gifts crying bitterly. "Why are you crying?" the father asked. "Because my friends will be jealous, I'll have to read all the instructions before I do anything with this stuff, I'll constantly need batteries and my toys will eventually get broken" answered the pessimist twin. Passing the optimist's room, the father found him dancing with joy in the pile of manure. "What are you so happy about?" he asked. To which the optimist twin replied, "There's got to be a pony in here somewhere!"

Happy New Year

Trevor Weaver

REFEREEING ACADEMY AT SOCIETY MEETINGS

Training Officer and AFA Referee Development Officer John Cooke will be pleased to receive any problems of members at monthly meetings, and also to analyse and debate recent incidents recorded from the professional game on video. Members with video recorded incidents are always welcome to bring them to meetings and they will be examined, time permitting. If possible, please telephone John in advance.





*The Referees' Association of England
is very proud to present:*



EVE-OF-FINAL RALLY
Friday, 29th May 2009, 6.15pm for 6.45pm.

The Hotel Russell, Russell Square, London, WC1B 5BE

Following the return of the FA Cup Final to its spiritual home of Wembley Stadium, the RAE is once again proud to be hosting the 2009 Eve-of -Final Rally.

For the first time in many years the Rally is to return to the Hotel Russell, where it was successfully staged by LONSAR.

The Rally is held to honour the FA Cup Final Referee and his team and gives their fellow referees and peers the opportunity to pay tribute to them on being appointed to the "match of their lives". Those attending will be able to mingle with the FA Cup final officials less than 24 hours before the final itself, as well as having the opportunity to meet other top referees and former FA Cup final officials. The highlight of the evening is when the Cup Final referee, after he and his team have received tributes and mementoes from the Chairman of the FA Referees' Committee and our President David Elleray, addresses all those attending.

Tickets for the Rally are now available, priced at **£10.00** each for adult members and **£5.00** for members 18 and under, and you will receive a souvenir programme autographed by the officials. We ask all ABSs to bring the Rally to the attention of their Membership, and applications can either be made individually or on behalf of your ABS – just complete and return the slip below with a cheque payable to "The RA" for the appropriate amount or a debit authorisation. Demand is expected to be high, so we recommend early application, which will be on a "first come/first served" basis, to avoid disappointment.

David Elleray and RAE Board members would particularly like to thank the PGMO Ltd for their most generous contribution towards the staging of this event.

Tear off and submit as your postal application

I/We..... (Association/Branch/Society) apply for tickets for the Eve-Of-Final Rally on 29TH May 2009. Enclosed is my/our cheque for £..... made payable to The Referees' Association or please charge my credit/debit card as below:

Please circle your choice		MasterCard / Visa / Maestro / Solo		£	
For credit and debit card payments				Please debit my account as below	
Card number				For all cards	For Maestro and Solo cards only
				Expiry date	Valid from Issue No

Please send my/our ticket/s to:

.....

..... *Post code*

Telephone or email address for any queries:

**Please Return To:
The Referees' Association, 1 Westhill Road, Coundon, Coventry, CV6 2AD**



Whistleblower's Opinion

REFEREEING IN A RECESSION

Come the first Saturday in January and half way through a season, we will have a fair idea how our season is going - from our own self-analysis after each game, from comments from assessors, and feedback from the players, managers, and colleagues who might have watched our games. It is all part of the important process of personal development. But the focus is very much on the big "ME".

But some of us are going to be refereeing in their first recession. "What difference should that make?" - I hear you say "I just referee each game according to the Laws, as I always do."

The difference of the coming recession is that it is going to hit us in London far harder than most of the country. London's prosperity is very much dependent upon the City and a thriving financial services industry - banks, insurance, stock market and property investing, and foreign exchange. And these drive jobs in many related service areas - especially entertaining, legal services and the media.

And the particular significance for the AFA is that many of our players and clubs rely to a greater or lesser degree on the financial and related service areas.

Losing a job

For those who keep their jobs through a recession, life, with a little belt tightening, goes on much as before. But for those who lose their jobs the impact is cataclysmic, affecting not just their own (and family's) lifestyle, but also their perception of their 'self worth'. Meeting with the boys on Saturday for the game of football becomes even more necessary for all sorts of reasons - an opportunity to lose oneself in the playing, winning and losing of the game, and the dressing room banter and social atmosphere afterwards.

For many affected by unemployment, or the fear of losing their job, the game provides the escape, and team spirit gives them the psychological support they need. But referees should be ready for more players who are going to 'lose it' in a game - when a trivial incident provokes a 'red-mist' response, and when all that built up frustration is vented on an opponent, or the nearest authority figure - the referee.

How should we prepare for these red-mist outbursts?

If we add this understanding of player stress to the best pre-match preparation and match control techniques, there are no great changes required. If we already research the teams, give a pre-match briefing to team captains and managers, and use the boot and jewellery check as an opportunity to talk to both teams about the Respect campaign, then we are already establishing some rapport with the players before the game starts.

But if we are not seizing this opportunity - and I hear back from the players that



most referees, even at 1st XI level, are not - then, firstly in the current economic climate we risk more red-mist events, and secondly we are letting the game down.

Whatever you may think of the Respect campaign in the professional game, the FA media campaign has got through to grassroots players. But what it now needs is the referee to remind the players, and explain how Respect relates to the game they are just about to play. If the referee does not provide this vital last link in the chain of communication, the Respect campaign fades away and managing our games will just get more difficult. In my experience, players appreciate the referees who give a pre-match talk and use Respect to explain how the game should be played. So why not make the effort before your next game ?

A Recession affects Club finances

And referees might also think about the impact of the recession on club finances. I believe referees should always accept their match fee. But if a club looks after you properly on and off the field, and you know the club is dependent upon player 'subs' and bar profits for its survival, they might appreciate some of that match fee coming back across the bar, or in buying raffle tickets, before you leave.

Patrick Morrissey

Income Tax on Match Officials' Fees and Expenses and income from other refereeing related activities

Background

Income tax is payable on all forms of earned income which exceeds the tax free allowances which are set by the Government each year and is usually deducted at source by employers.

Referees, Assessors, Instructors, Mentors and others receiving an income from Refereeing related activities are classified as self employed. They are responsible for maintaining their own tax affairs and for declaring their income to Her Majesty's Revenue & Customs (HMRC). Tax is not deducted at source and the payment of any tax liabilities arising from the fees received for undertaking their duties is the responsibility of the individual.

Tax payers are required to submit a tax return (either paper based or on-line) to HMRC by certain deadlines and HMRC have the authority to apply fines to those who fail to comply with submission deadlines, who submit inaccurate or incomplete information. HMRC do not issue a tax return to everyone but it is the responsibility of each individual to inform HMRC of their status and to submit a tax return if tax is due.

Income from Refereeing related activities must be reported when claiming state



benefits. Failure to do so may affect future benefits and may lead to a fraud investigation.

The necessity to maintain records

To be able to calculate whether tax is due or not, everyone receiving an Income from refereeing related activities should maintain a record of income and expenditure:

Income includes:

- fees
- expenses
- subsistence allowance (where paid)
- ex gratia payments

Expenditure includes:

- Affiliation and subscription fees to ABS & County FA
- Match day and training kit
- Laundry expenses
- Training publications and other expenses
- Accountancy fees (if appropriate)
- Insurance
- Mileage expenses at approved mileage rates including travel for:
 - Refereeing
 - Training, including fitness tests
 - Personal hearings
 - Society meetings
 - County FA training seminars
- Telephone, postage and stationery costs
- Computer expenses and capital allowances for on line filing of reports
- Anything else that is considered appropriate and necessary in the course of the activity in which the individual is involved

HMRC approved allowances for the use of your own private transport are currently as follows:-

Cars and vans	40 pence per mile up to 10,000 business miles per tax year
	25 pence per mile over 10,000 business miles per tax year
Motorcycles	24 pence per mile
Bicycles	20 pence per mile

If a football league or County FA pays you 25 pence per mile travelling expenses, you can claim 40 pence per mile on your expenditure record for the use of a private car against your refereeing income.



This concession only applies to a personally owned vehicle; if you drive an expensed company car or van, the full amount is not claimable and would have to be calculated based on what you actually have to contribute yourself to the car's running costs.

Conclusion

Referees, Assessors, Instructors, Mentors and others receiving an income from Refereeing related activities should maintain a record of income and expenditure to identify whether taxation is due or not and should submit a tax return annually to avoid the possibility of a tax investigation by HMRC.

Individuals who submit a tax return should include income from Refereeing related activities on it, even if they record that their expenditure exceeds income.

Individuals who do not submit a tax return must decide whether their income exceeds expenditure and therefore whether there is any tax due. If tax is due it is their responsibility to submit a tax return and pay the appropriate amount of tax to HMRC.

Most referees operating at lower levels of the game are unlikely to receive sufficient income from refereeing to cover their allowed expenditure and record a self-employed trading profit that could potentially give rise to a tax payment.

Those operating at higher levels are more likely to find themselves in a situation where tax would be due.

ASSESSMENTS

The FA's five-yearly registration programme for assessors has been scrapped and replaced by an annual re-registration programme. Prior to each season, workshops are arranged for assessors so that up-to-date information is provided about their roles and so that skills can be developed.

The front page of this newsletter mentioned the introduction for assessors of a marking scheme out of 100 rather than out of 10. The report that the referee will receive has been re-titled and re-designed. It is now called a "Referee Assessment and Development Form": the new name highlights a subtle change of emphasis in the role of the assessor, who in future will be tasked not merely with commenting on what s/he has observed but also with identifying strengths which should be built upon and with suggesting ways of developing in areas where there is still room for improvement. The sections of the new form are headed:-

- Application of Law;
- Positioning, Fitness & Work Rate;
- Alertness & Awareness;
- Communication;
- Teamwork;
- Advantage;
- Match Control.



Assessors have been trained to give a mark in each section of the form. A different weighting is then given to the mark in each section which results in a mark out of 100 being reached. Further information as to how this works in practice will be given in the next edition of "Capital Referee".

The candidate will still not see the marks awarded but will be provided with an aide memoire commenting briefly on the three greatest strengths and on up to three areas in which development work should be focused. Interestingly, the first section of the old form ("Appearance") is not reproduced anywhere in the new form. This emphasises the change of approach being required from the assessor. Previously, s/he just stated on every occasion what had been observed, e.g. "You looked very smart". In future, appearance will only be mentioned if it is relevant. If someone has a brilliant, perfect game but looks a bit sloppily dressed, the appearance could well be completely irrelevant. If, on the other hand, the players had no respect from the outset for a scruffy looking official, the "Match Control" section might include a comment along the lines of "You should consider whether you might have encountered fewer challenges to your authority at the start of the game by creating an excellent first impression, entering the field of play in a confident manner dressed neatly and tidily in clean kit".

For the benefit of assessors, the FA has described the skills which should be demonstrated by referees at each of Levels 7, 6 and 5. There has been a move to "competency based assessments". More details of these will be given in future editions of this newsletter but this time round the guidance given under the "Teamwork" section can be used to illustrate the approach.

A Level 7 referee is able to:-

- make effective use of club assistants as per competition rules;
- encourage the provision of assistants;
- provide instructions to obtain support to aid match control, giving adequate pre-match instructions to club assistants;
- generally acknowledge signals from club assistants; and
- be seen to communicate, respecting their support, achieving some communication.

A Level 6 referee is able to:-

- do all of the above; and
- acknowledge and overrule as appropriate.

A Level 5 referee is able to:-

- do all of the above;
- show satisfactory support for neutral assistant referees (where appointed) or club assistants;
- provide encouragement actively to gain support;
- demonstrate some team leadership skills;
- promote communication through eye contact; and
- provide "unseen advice" on marginal decisions.

Early experience of the new procedures suggests that promotion candidates will find the feedback more helpful and that there will be greater consistency between assessors. This is very encouraging for all concerned.

Source : London FA



Further 10% discount on Personal Refereeing Supplies to all members



The AFA-Lonsar Society of Association Referees is pleased to confirm that
Society sponsors for season 2008/09 is

The Referees' Association

For all personal orders of RA supplies for members' over £5 The AFA & Lonsar now provides a 10% discount on:

- on pre-orders through the Supplies Officer (contact Martyn Cannon);
- at Society meetings;
- on purchases direct from the RA by phone, post or fax, quoting reference 'AFA & Lonsar.'

These can be claimed at the end of the current season.

To inquire or place an order from a full range of top quality Refereeing supplies at the lowest prices on the market simply call the supplies officer or the RA Head Office on 02476 660 1701 quoting reference 'AFA & LONSAR'

Included is the newly designed, top quality RA kit – also available through the FAMOA incentive scheme.

Remember to quote AFA & Lonsar on all orders. RA-sponsorship applies to all orders by post, telephone and fax – but is not available for purchases online.

RA Supplies are available at all Society meetings.

PRICE COMPARISONS

Product (selection - popular range)	SUPPLIER				
	RA	Ray Lewis	Refkit	A & H	Official Sports
	£	£	£	£	£
Long Sleeved Shirt	20	20.50	30	20	24
Long Sleeved Shirt with FAMOA Badge	26.50	26.50	37.50	29.25	N/A
Short Sleeved Shirt	20	20.50	29.50	20	25
Short Sleeved Shirt with FAMOA Badge	26.50	26.50	36.50	29.25	N/A
Shorts	13.50	15	25	17.25	19
Socks	3.50	3.75	5	5	5
Fox 40 Whistle	5	N/A	5	5	5
Acme Thundered whistle	1	N/A	3	1.50	1.50
Full Kit	39.50	50	50	N/A	53
Full Kit with Flags	50	N/A	75	N/A	74

(N/A – not available through that supplier)



REFEREES' TALKBACK

Ever wanted to talk through an incident with another referee after a game but found no other colleagues available? A number of highly-experienced referees within the Society invariably return to their club houses on Saturday evenings and will be pleased to meet and greet you. If you're in their area, just call in after about 6.00 p.m. This scheme provides a network of AFA club locations around London where referees can expect a warm reception and a friendly chat after receiving club hospitality. The following clubs are currently available:

NORTH

Latymer Old Boys
Botany Bay Cricket Club
East Lodge Lane
Enfield
Middlesex

Tel: 020 8363 4482

Referees:

Trevor Syms, Steve Bodell
Tony Hemmings, Mike Evans
John Cooke, John Faithfull,
John Crook, Ian Kerr,

NORTH

Old Finchleians
Southover
Woodside Park
Finchley
London N12

Tel: 020 8445 7406

Referees:

Robert Hanison
Society Friend:
Danny McConnell

SOUTH

Old Salesians FC
Salesian College Playing Fields
Old School Lane
Ewell West
Surrey

Tel: 020 8393 9820

Referees:

Pat Morrissey, Peter Kosciolk
Peter Georgiou, Brian Mallins
Phil Cook, Treavor Weaver
Stephen O'Sullivan, Chris Phillips
Bart O'Toole

NORTH EAST

Old Parkonians, Oakfield Playing Fields, Forest Road, Fairlop, Ilford, Essex IG6 3HD
Referees: Bill Taylor, Peter Robbins, John Dixon

West

Polytechnic FC, Chiswick Sports Centre, Cavendish Road, Chiswick, London W4 3UJ
Referees: John Keane, Terry Hillier, Gordon Kirby

Can you add your club's name to the list? If so call Gordon Kirby 020 8995 7529.

A. P. Clinic

of Physical Medicine

Naina Patel BSc (Hons) MCSP (State Registered Practitioner)

- physiotherapy
- sports injuries
- back/neck pain
- massage

020 8444 1920/2030

www.apclinic.co.uk

353 Muswell Hill Broadway London N10 1BX



TEAMWORK FOR MATCH OFFICIALS

*(Bart O'Toole, Society President and Level 4 Referee
was our guest speaker on 4 December 2008 and what follows
is my account of what he said. GK)*

1. Teamwork is based on the principles of a team of between 3 and 5 members, with the Referee taking the lead and the assistant and fourth official in support. Teamwork begins from the moment of the appointment and ends when the team leaves the venue after the game but may extend into completing disciplinary reports and attending disciplinary hearings.
2. When do we operate as a Team? This begins on appointment when the Referee calls the ARs to confirm their attendance and learns something of their background and experience and particularly their names, arrival time at the venue and mode of travel (it is helpful if the team can share transport and this can help team building.) On arrival at the venue the team meets formally, inspects FOP, discusses instructions, meets the clubs officials (the Referee introduces "his team" by name) – inspects match balls – takes refreshments, possibly meets team managers and captains and warms up together keeping in close contact and being seen doing so by players, club officials and spectators to be in close communication.

On leaving the changing room and having received the team-sheets immediately prior to the kick-off and in step with previously issued instructions, the team inspects kit and jewellery, enters the FOP, perhaps participates in Respect Programme team handshakes, checks the goals, tosses the coin, signals readiness to kick off. Once the game is underway the team communicates using whistle, flags and beeper, voice, arms and hands and (importantly) EYES and facial expressions. Assistants rarely need to speak to the Referee except to answer questions. It is vital they maintain eye contact with the Referee at all times particularly immediately prior to signalling.

At half-time the team meets in the middle, leaves FOP together, has discussion with players and coaches (?), has discussion in changing room, take refreshments, re-enters FOP together for second half and again checks the goals. During the break the Referee needs to know whether he has got anything wrong or missed anything. If necessary he may need to offer some advice and or guidance to his Assistant(s).

On re-entering the FOP the team sticks together but once it is 10 yards into the FOP it breaks with the Assistants again checking the goals and nets.

After the game the team meets in the middle, leaves FOP together as a team, has discussions with players (?), handshakes with players, discussions in changing room, completes the paperwork. If a player or a manager refuses to shake hands with the Referee but offers a hand to an Assistant the Assistant must politely decline. If the players/managers try to discuss decisions taken during the game the Assistants must leave the Referee to take the lead.



On leaving the changing room the team visits the board room/bar/pub (?) and accepts with gratitude and thanks any refreshments on offer. During this period it is important to avoid being drawn into conversations with players, club officials or spectators about decisions taken during the game. It is sensible to remain together as a team.

After leaving the ground the team (may) attend any disciplinary hearings.

Five Key Principles on Match Day

- Be organised:
- Prepare kit at home
- Research route to ground
- Check weather forecasts
- Check whether hold ups en route likely

Have a back-up plan

- Arrive on time, or early
- Dress suitably
- Bring full kit including wet weather alternatives

Play your part in performing as a unit

- Referee takes the lead
- Referee gives roles to ARs
- ARs accept and support the Referees' decisions
- Stay together, except during the game
- Support one another
- Believe in one another

Communicate Before and During the Game

- Before the game – listen to instructions
- LOAF 2008 pp. 77-94 (13 different flag signals)
- Standard codes of competitions
- During the game communicate as a unit
- Let it be seamless
- Eye contact – all times
- AR flag signals:
 - Throw-in
 - Goal Kick
 - Corner Kick
 - Offside
 - Substitutions

Fouls – inside or outside penalty area

- AR – IFK Arm signal
- AR - negative signals (LOTG pp. 84 & 87)



- AR - voice
- AR - calling for the referee
- Referee acknowledging AR signals

Referee instructions – time signals; mass confrontations, controlling defenders, controlling 10 yards and wall distance

Have Post-Match Discussions

- Referee takes lead
- Encourage an open exchange on how the game went
- Discuss what went well and not well
- Be honest but remain friends!

Enjoy the Team

- If you don't, pretend!

Some Common Problems

[a] At half time AR tells referee of problem with a player in first half:

how should referee respond?

if Referees' response is wrong, how should ARs respond?

[This incident arose from match situation where a black assistant declined to flag for offside against a black player that resulted in an opposition player making a racist comment to the official. If the official had drawn the referee's attention to the incident at the time then the Referee might have dismissed the player. However, as the incident had passed the Referee declined to act but agreed to speak to the player.]

[b] Referee invites the Assistants to train with him. One declines. [The referee needs to use persuasion to get the Assistant to fall in with the other team members. He should stress the need for "togetherness" in the sight of the players (who are warming up), club officials and spectators is important and may help to win him over.]

[c] Referee tells ARs give to give him offsides, but for all other signals get eye contact, then point the flag in the direction I tell you. [Although this may seem high-handed and unreasonable the Referee is after all in charge (and will be marking the assistants) so it is better to confirm to his wishes.]

[d] Referee tells ARs not to monitor the goalkeeper off the line or ball over line at penalty kicks.

[As this is tantamount to the Referee instructing the Assistants to disregard the LOTG, an Assistant might politely ask the referee to repeat the instruction carefully as perhaps he hadn't heard it clearly the first time!]

Pat McGowan, Society Life President proposed the Vote of Thanks for an eloquent and well structured presentation which colleagues will find very useful when operating as a Referee with Assistants or as an Assistant. Colleagues showed their appreciation in customary enthusiastic manner.

Gordon Kirby



AFA & LONDON SOCIETY OF ASSOCIATION REFEREES

Society Meeting

**Thursday 4 December 2008
at Civil Service Recreation Centre**

1. Detail: GK apologized for the late submission of the Society accounts for 2007/08 and requested that the meeting accept them as a true record. He paid tribute to the hard work of Hon. Treasurer Clive Last [who was unfortunately absent due to illness] and to Robert Hanison who had helped with auditing the accounts along with Del Saunders. In Hon. Treasurer's absence he invited RH to explain the accounts and answer any questions arising.

[a] Shouldn't members' subscriptions be shown in more detail highlighting the number and type of members? RH agreed citing a mix up in the presentation of the associated information to the Treasurer. GK said steps would be taken to rectify this in future and particularly the number of types of membership [currently 12] should be looked at with a view to reducing these to a more manageable number.

[b] Given the amount of money deposited with HSBC, why had we been asked to pay bank charges of £30? RH said that due to an oversight the Society's current account had been temporarily overdrawn and the charges reflected this.

[c] Shouldn't the former Chairman be signing as approving the accounts as the income and expenditure arose on his watch and any problems would be laid as his door? GK said he had addressed this question from another quarter. Given that the Society could in theory be considering accounts from one, two or three years previously he was relaxed about signing them off as the current Chairman. Professional advice indicates that the current Chairman is the usual signatory.

2.The future: GK said that overall the Society was in a good financial state thanks to the generosity of the late Dave McCarthy and good housekeeping. That said, as Chairman he accepted responsibility for protecting the McCarthy legacy and ensuring that it is used in the way it had been intended, namely for the training and development of referees in membership. Also, the day-to-day accounting of the Society needs tightening up considerably and he intended putting that right. The basis of this might be the adoption of a PC-based accounting system that would make the bookkeeping simpler for the hard-pressed Hon. Treasurer. Additionally, no ExCom member would be permitted to handle Society cash apart from Hon. Secretary, Hon. Treasurer and the Supplies Officer who in administering the raffle and supplies had to deal in cash. However, they must now deposit any sum of £30 or more and inform the Treasurer immediately by e-mail of the details of the payment. They must maintain proper written records of income and outcome and have these available for scrutiny. Further, wherever possible all Society payments must be made by cheque that requires two signatures. He would implement these measures as soon as possible and hoped that the accounts for the current financial year would be ready for examination by the membership at the AGM in May 2009 and that the electronic accounting system would be in place with effect from the first day of the new financial year.

3. Electronic ARGUS? It was noted that the largest expenditure was £3,741 on the production of ARGUS. GK asked those present to consider for the moment whether the Society might switch to an



electronic version of ARGUS password protected for members. Those who didn't have a PC and Internet might be asked to pay a small premium to continue receiving a paper copy. At least the photographs would look good. After some discussion members opined that they would be very reluctant to adopt this proposal. The A5 yellow magazine was a trademark of the Society.

4. Acceptance of the Account for 2007/08: GK asked for a proposer of a motion to accept the accounts. This was done. He asked for a seconder. This was also done. He asked for a show of hands; the accounts were accepted.

Society Meeting

5. ARGUS: GK complimented and thanked the usual ARGUS contributors and noted how The FA's Respect Campaign was coming in for more and more criticism. He asked colleagues to consider contributing to ARGUS in the form of comments, funny stories, queries on the Law etc. In fact, how about disagreeing with something one had read in the magazine? But the main thing is to *Contribute!*

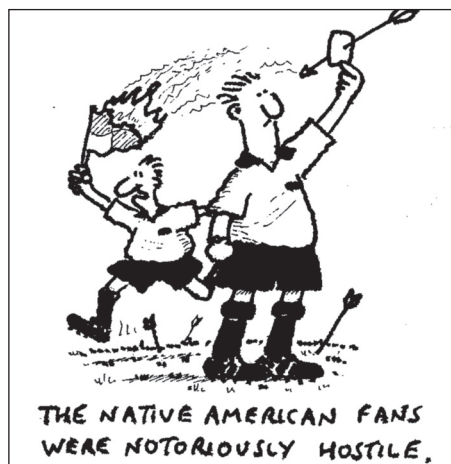
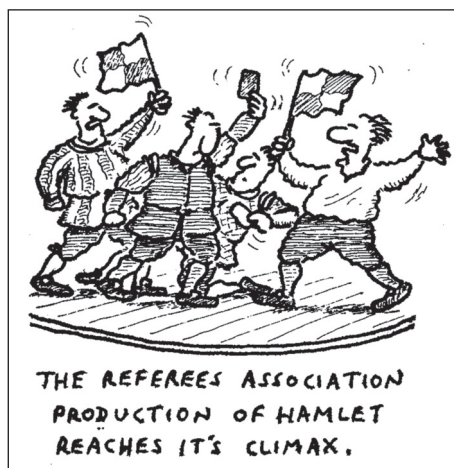
6. Notes for your diaries: On 8 January 2009 at the Civil Service Club at 1915 our guest speaker will be Howard Webb, Premiership and FIFA referee. We are again extending the invitation widely throughout the Home Counties and ask those who intend being there to be in their seats no later than 7.00pm. Thanks to the co-operation of various County FAs and brother RAs we have spread this invitation to over 1200 referees, mentors, assessors, instructors and officials in the Home Counties.

GK's recent circular had said that tonight's guest speaker Alan Robinson had to withdraw due to bereavement. He will however be with us in April when he will not only speak about the ultimate in refereeing (a Wembley FA Cup final) he will present the LMSA to our colleague and Society LVP Tony Gilbey.

7. Guest Speaker: "Bart O'Toole, Team work for Match Officials": a record of this appears elsewhere in this issue.

8. The raffle and the 100 Club draw were held; the results of the latter appear elsewhere in this issue.

Gordon Kirby



Kit and Accessories

I would suggest the following as **Essential Items:**

£ price range from – to

All prices shown are for guidance only

SHIRT	long sleeve	19.50 – 36.95
	short sleeve	19.50 – 34.95
COUNTY AFFILIATED SHIRT BADGE		COMPULSORY
SHORTS		14.50 – 25.00
SOCKS	white top or 3 ring style	4.00 – 5.00
WHISTLE		1.50 – 6.00
LAWS of ASSOCIATION FOOTBALL guide		2.50 – 4.00
MATCH RECORD PAD	DO NOT FORGET A PEN(CIL)	1.00 – 2.00
RED/YELLOW CARDS		1.50 – 3.00
SUITABLE FOOTWEAR ie BOOTS/TRAINERS		36.50
WATCH/TIME	DO NOT FORGET A COIN	14.95 – 27.50
HOLDALL		15.00 – 20.00

and the following as OPTIONAL/NON-ESSENTIAL

FLAGS		10.00 – 32.00
BOOT BAG		6.50 – 8.00
LANYARD		1.50 – 2.75
RECORD PAD WALLET		2.00
SWEATERS & POLO SHIRT	R.A. style	15.00
'T' SHIRT		5.00
ATHLETIC SUPPORTS		6.50 – 9.99
PUMP		9.50

ETIQUETTE

BLAZER		any good stores
R.A. BADGE for SHIRT/BLAZER		5.00
TIE	appropriate to League, Society or RA	6.00 – 12.50

FA GUIDANCE BOOKLETS etc usually free of charge

Contact Martyn Cannon for any of the above

