



**In February 2011 we have two Society meetings**

**Thursday 3 February 2011**

at

**Old Isleworthians FC, Memorial Ground**

**22A, Wood Lane, Middlesex, TW7 5EP**

**1915 for a 1930 start when our speaker will be**

**Tim Lawrence**

**Surrey County FA Referees' Development Officer**

**who will deliver an interactive presentation on**

**“Recognizing Foul Challenges”**

*[Please bring your brains and red and yellow cards]*

The evening's agenda is likely to be:	training presentation;
1925 Take your seats, Chairman opens meeting with general announcements and discussion;	2015 Tim Lawrence
1945 Peter Georgiou law queries, match incidents, short	2110 Q&A and vote of thanks;
	2120 Raffle and final announcements.
	2145 Meeting ends.





**Thursday February 10 2011**

at

**Civil Service Recreational Centre**

**Chadwick Street**

**at 1910 for 1915 when our guest speaker will be**

**Phil Crossley**

**Football League**

**Who will discuss**

**“Physical and mental demands**

**placed upon officials in the**

**Professional game.”**

The evening's agenda is likely to be:

1910 Take your seats, Chairman  
opens meeting with general  
announcements and  
discussion;

1930 John Cooke law queries,  
match incidents, short

training presentation;

2000 Phil Crossley

2110 Q&A and vote of thanks;

2125 Raffle, 100 Club Plus and  
final announcements.

2130 Meeting ends.



## ***About our speakers***



### **Tim Lawrence**

Married with 2 grown up children, began refereeing in 1972, Level 4 1982, then Level 3 1989 for 10 seasons; Sussex County FA – Referee 4 cup finals including Senior Cup and Floodlight Cup and also SCFA Championship match; Southern League Championship match as AR; Aldershot v Woking FA Cup 4th QR + replay; 4th official Premier League and games live on Sky; Brighton v Chester 1996 – ran the line for 60 minutes was fourth official on the match; Sussex County FL Div 2 Cup Final – Referee; Referee

Instructor 1982, Licensed Instructor 1983, FA Tutor 2005 Now Level 4 Tutor, Course Director Level 1 Course, Lead Tutor Level 2 Course, Lead GTT Tutor trainer, Safeguarding Tutor – 2006, Deliver BTEC Module 40 – Officiating in Sport to Premier League Clubs; Assessor and Assessor Trainer at Supply League Level, Mentor & Mentor Trainer, FA CRB Verifier Trainer. Some positions held: Horsham RA Sec & Training Officer, Sussex County RA Chairman 10 years, Chairman and Secretary of the Sussex County FL Match Officials, Sussex CFA CTO for 7 years. Current Employment: Surrey CFA Referee Development Office since June 2008, previous job – 20 years on the technical side of live stage shows. Hobbies include: City breaks abroad, National Trust, gardening, cinema and theatre.

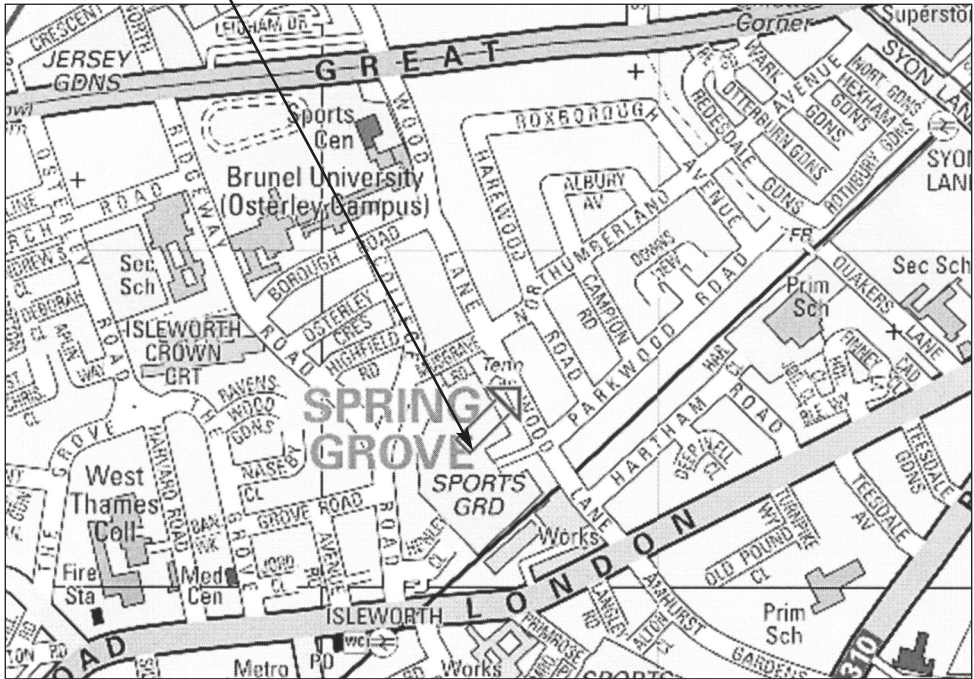


### **Phil Crossley**

Began refereeing aged 30 on local parks football; succession of promotions including all London County Cup Finals; career path via the Suburban and Isthmian Leagues; promoted aged 40 to the National List as an AR; promoted aged 42 to the National List as a Referee; refereed a couple of Premiership games in 2005; refereed F.A. Sunday Cup Final, F.A. Vase Final, F.A. Women's Cup Final, Football League Div 1 Playoff Final, Johnson Paint Trophy Final and 4th Official Carling Cup Final.]



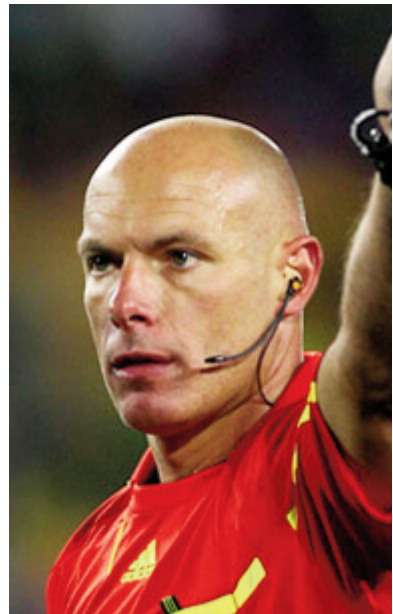
# OLD ISLEWORTHIAN FC, MEMORIAL GROUND



## FROM HOWARD WEBB, MBE

Hi Gordon,  
 Really good to hear from you. Many thanks for taking the time to send your congratulations in relation to the award of the MBE - I really appreciate it. As you can imagine I'm thrilled to have been honoured in this way and delighted that officiating has been recognised. Of course this was only made possible through the support and assistance of so many people, not least my 2 assistant referees at the World Cup, Darren Cann and Mike Mullarkey, who were so outstanding during the tournament and for many months before.

Please pass on my regards and best wishes to everybody at AFA & London Society, and thanks again for taking the time to get in touch.



*Howard*



## Dates For Your Diary 2011

**Meeting dates**      **Venue**  
**3 February**              Old Isleworthians FC

*Speaker: Tim Lawrence,  
RDO, Surrey FA*

**10 February**              CSRC[a]

*Speaker: Phil Crossley,  
The Football League*

**10 March**                      CSRC[a]

*Speaker: Keith Hill,  
RDO, Middlesex FA*

**14 April**                      Norsemen FC

*Speaker: Wes Linden,  
The Football League*

*Note: This meeting will be in conjunction with our  
colleagues at North Middlesex Referees' Association.*

**12 May [AGM]**              CSRC[b]

*Speaker: Brian Moore,  
Former England and British & Irish Lions  
rugby union player and Daily Telegraph  
Journalist*

**20 May**                      Society Annual  
Dinner and  
Presentation Evening

Notes:

- [i] CSRC= Civil Service Recreational Centre, Chadwick Street, London, SW1 P 2EP; [a] on the third floor in the Westminster Suite, and [b] in the Greycoat Suite, Second floor.
- [ii] Old Salesians FC, Salesian College Playing Fields, Old School Lane, Ewell West, Ewell, Surrey, KT17 1TJ
- [iii] Alexandra Park FC, The Racecourse Ground, Wood Green, London N22 7ST
- [iv] Old Isleworthians FC, Memorial Ground, 22a Wood Lane, Isleworth, Middlesex, TW7 5EP
- [v] Norsemen FC, Edmonton Sports & Social Club, Church Street, Edmonton, London, N9 9HL

## OUR WEBSITE

Just a reminder to members  
that our website address is  
**[www.afalonsar.co.uk](http://www.afalonsar.co.uk)**  
Michael Hayden is doing a  
grand job keeping it up to date.  
Please visit it!

## 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.

**COPY FOR  
MARCH ARGUS  
MUST  
BE WITH THE EDITOR BY  
FRIDAY  
25th FEBRUARY 2011  
OR SOONER IF POSSIBLE.**



# Chairman's Comment

- With the mini-ice age of the past 6 weeks seemingly over I am looking forward to getting back to refereeing on grass. These modern artificial surfaces are marvellous compared with the stuff we used in the 1970s but are hardly the real thing. The weather took a huge toll on our football and the number of games missed within AFA and London FA football must run into hundreds. The wonderful hardworking match secretaries of the various leagues and cup competitions will be putting in the hours to get the season back on course but inevitably double-headers will feature in the end of season run-in. But watch out, this winter may have a sting in its tail which could be upon us by the time you read this!
- I have said some unkind things about the FA's Respect Programme and rightly so. I have always maintained that examples of good behaviour and respect should be shown at the top of the game by players who are regarded as gods and influence others. Isn't it obvious that youngsters, the impressionable, the gullible, and the hard of thinking are more likely to follow their heroes' examples rather than taking notice of a programme advocating good behaviour no matter how good and innovative this may seem? In spite of my misgivings, I have noticed this season a distinct improvement in the behaviour of players and club officials and their attitudes to each other and the referee at my level of football. My markings of the teams, players, managers and supporters in the on-line respect survey have been excellent and I have had some delightful games. I hope this continues and that you are all taking part in this worthwhile initiative.
- But let's look at the photograph [elsewhere in this issue] featuring a recent premiership game in which Mike Dean dismissed Rafael da Silva, Manchester United for a second yellow offence. The player responded as the photograph shows for which he was subsequently fined £8,000 by an FA disciplinary commission and banned for [just] one game. Regardless of the merits of the referee's decision leading to the dismissal the behaviour of the players was disgraceful in that according to the live TV transmission of the game, they both used offensive, insulting and abusive language towards the match official. How many viewers witnessed this and what proportion of this figure



was impressionable youngsters? I believe that what viewers see during televised games will be re-enacted on the field of play shortly thereafter. At a recent discipline hearing a grass-roots level club manager used [unsuccessfully] the defence that his players had been unfairly dismissed during a game for swearing at referees and assistant referees in a manner which went unpunished by Premiership and Football League referees. Clearly, he contended, the grass roots referees either didn't know the laws of the game or were choosing to interpret them in a stricter manner to the detriment of his players. He didn't of course melt the stony hearts of the tribunal but his views were worthy of consideration. Ask yourself what you would have done if the player who was not involved in Rafael da Silva's dismissal had spoken to you in a similar manner during your game on Saturday afternoon or Sunday morning. He had nothing to do with the incident but just fancied challenging authority with foul-mouthed abuse and seemingly got away with it. Why, because he is the star of the show and the fans and TV audiences would have been disappointed at his departure?

- One of the beauties of the beautiful game is its simplicity and consistency [the latter being one of the reasons cited by FIFA last year for not introducing GLT after the England-Germany world cup game]. This consistency is enshrined in the laws of the game which [in theory] apply to games played at Wembley, White Hart Lane or Wormwood Scrubs. Offside is offside, handball is handball and a throw-in is a throw-in. What could be simpler? It is this consistency and simplicity that has made football so attractive and inspired its spread and appeal throughout the world. If we accept this then it would seem that if a player uses OFFINABUS to a referee at Wormwood Scrubs then his reaction and punishment of the offender should be in step with his heroes in the premiership, i.e. dismissal. But this is not the case. You may recall that at a Society meeting around three years ago a member of PGMOL in answer to a question on this very topic reminded us that “. . . *football at top level is not now just a game but show business and we should remember that spectators and TV viewers are paying large sums of money to watch their heroes perform and be dismissed from the FOP.*” I was shocked and disappointed to hear this and wondered whether it was just an off-the-cuff view or an unpublished amendment to the laws. Whatever the case such allowances by top-level referees, possibly at the behest of their employers, is against the spirit and the



laws of the game. Such pressure aimed at getting them to dodge their responsibilities will do refereeing and football much harm.

- These views are mine and mine alone and are not part of RA or AFA & London Referees' Society policy. But I make no apology for expressing them. And please, I don't want to hear from those who use the excuse that "one man's bad language is another's every-day language" or "well, define abuse and offence". It is not just the referee that is being abused and offended it is the game, it is the minds and behaviour patterns of thousands of children in the formative stages of their football development. So come on The FA, the Football League and PGMOL and FIFA and UEFA and get your acts together; the law is the law and when it is broken punish the transgressors and don't look for excuses not to!
- . . . and finally: I recently criticized a colleague going for promotion in an assessor's report for wearing a short-sleeved referee's shirt over a long-sleeved undershirt [of the same colour.] Having checked this now with PGMOL I learn [surprisingly] that this is permitted as long as the outer-shirt and the under-shirt are the same colour. So there!

*Gordon Kirby, Chairman*

## **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.**



Dear Mr Naylor

## PROPOSED CLOSURE OF CHADWICK STREET

I write to inform you of the recent announcement by CSSC of its intentions to close Chadwick Street Recreation Centre. The decision is based on the dramatic decline in room hire by Civil Service Departments following the Government cuts earlier in 2010 and a huge rise in rates in Westminster.

The Centre is heavily reliant on daytime Conference room hire, at commercial rates, from these departments and with no sign of uplift in the near future the unfortunate decision to close was made.

The Centre will close at the end of May this year and all bookings up to this date will take place as normal.

I would like to thank you for your custom over the years and hope you are able to find a suitable alternate to your room hire requirements without too much of a problem.

Yours sincerely,  
Ray Collins  
Centre Manager  
Chadwick Street Recreation Centre

### 100 CLUB PLUS: JANUARY 2011

Three lucky investors win bonuses!

For the first time since the introduction of the 100 Club Plus in September 2010 the three winners were all present at the meeting at Chadwick Street on Thursday 13 January 2011 and collected the bonus prize of £15 each. Their details are:

<i>Number</i>	<i>Name</i>	<i>Prize</i>	<i>Bonus</i>	<i>Total</i>
23	Peter King	£25	£15	£40
34	William Taylor	£15	£15	£30
60	Peter Kosciolek	£10	£15	£25

Not only do you have to be in it to win it but if you are there on the night you pick up a bonus.

*Gordon*



# Whistleblower's Opinion

## RA offers physio treatment for injuries

There are few things more frustrating than picking up an injury while refereeing or training. A serious calf, achilles or hamstring strain can bring you to a total stop, and unless the injury receives rapid treatment, you could miss a number of games. So the new offer from the RA of up to 16 sessions of Physiotherapy treatment per year for £5 increase in Annual Subscription seems at first sight to be an excellent offer, and a much needed boost to full RA membership recruitment.

## FIFA study on referee injuries

A recent Swiss study for FIFA of referee injuries showed that top level referees suffered almost two-thirds of their injuries during training and 39% of their injuries during matches. In contrast, amateur referees incurred 80% of their injuries during matches.

The vast majority of injured referees were not able to officiate or train the day after the reported injury. Absence from matches was up to 1 week in 15% of cases, from 8 to 14 days in 25% of cases, from 15 to 30 days in 23% of cases, and over 30 days in 27% of cases.

In addition to specific injuries during games, referees also carried longer term "complaints" - such as knee, lower back, and ankle injuries, which were less likely to stop them refereeing matches but did interfere with training.

The frequency of injuries doubled in referees over 40 years of age compared to younger referees.

## What is the RA now offering?

A scheme which provides RA members with (immediate) access to physiotherapy and rehabilitation if they suffer a musculoskeletal disorder (MSD), which prevents them from being able to perform their duties as a referee.

The incident/Injury which results in the MSD must be incurred whilst the member is travelling directly to and from a game, during a game, training or whilst on recognised referee's society business.

**To qualify for the service the MSD must prevent the member from being able to perform their duties as a referee for at least five consecutive days.**

An injury website will be available during the intervening period, so that the initial care which should be administered by the patient immediately following the injury can be treated, e.g. Icing, elevation etc

A Personal Care Advisor will contact the member by phone **within 2 working days**, to carry out a triage call to assess the extent of the member's injuries and whether intervention is appropriate.



If intervention is appropriate, the Insurer will arrange a physical assessment and up to a maximum of four treatment sessions, as clinically appropriate.

**Each member can claim for up to 4 separate, non-related MSD's during the annual Agreement Period.**

**Cost - £5 per annum Start Date - April 2011.**

## Is this a worthwhile benefit?

Unless you are already have insurance cover, a visit to a physiotherapist is going to cost you at least £30-40. So 4 visits for each of up to 4 separate injuries - a theoretical benefit of up to £500 for £5, appears to be remarkably good value. So is there a catch?

One serious problem is the 5 day qualifying or waiting period, and a critical delay in receiving specialist treatment. If the referee has to wait 5 days after an injury before contacting the Insurer, and they take 2 days to respond (and inevitably it will then take several more days to fix a convenient appointment) the first specialist treatment for the injury may not take place for 10-14 days after the injury occurred.

For most injuries sustained during a game, the medical advice is that treatment starts immediately. For instance, here is the typical advice for a pulled hamstring - *RICE (Rest, Ice, Compress, Elevate), and early mobilisation with stretching and strengthening exercises within the pain free range. And a Sports Injury Specialist can help through sports massage, ultrasound, and a rehabilitation programme.*

The data from the FIFA study would suggest that 40% of injuries prevented referees from officiating and training for up to 14 days. So the RA Insurers waiting period could effectively exclude 40% of injuries from receiving physiotherapist treatment.

## Conclusions

First of all we should welcome the RA's effort to provide more attractive benefits for members.

It is understandable that the RA wanted to minimise the insurance premium. And there is clearly a trade-off between the number of members taking up the offer (minimum required 4000, I understand), the waiting period, and the amount of the premium. But I think I would have preferred a lesser waiting period (2-3 days) and a reduction from 4 to 2 in the number of separate injuries treated during the year for the same £5 premium.

And it is unfortunate that this (optional) £5 increase in Annual Membership Fee coincides with the £5 increase in Annual Registration Fee imposed by the Counties.

But I think we should all give it a try for a year and see how it works out - particularly all you injury-prone over 40's.

**Patrick Morrissey**



# The AFA and LONSAR Referees Society Annual Dinner

The Annual Dinner and Presentation Evening will be held on Friday the 20th May 2011 in the ST. Giles function rooms at Balls Brothers, Minster Court, Mincing Lane, London, EC3 7PP starting with drinks at the bar from 6.30pm and dinner at 7.30pm. The evening should end at about 10.30pm so there will be plenty of time to catch the last train or bus home. If you have never been before it is an event not to be missed especially with our very illustrious Guest Speaker in attendance.

You can finish off the season with good company, excellent food and an opportunity to see fellow colleagues honoured

The evening is mixed company so if you wish to bring your long suffering partner or guest as a thank you for putting up with your many hours away from home on refereeing duties this is the time show your appreciation.

We are honoured to have as our guest speaker Mike Riley who was appointed as Referee Supremo in June 2009 as The General Manager of The Professional Game Match Officials Limited (PGMOL) after a very distinguished domestic and International refereeing career and who I am sure will entertain you with his exploits on the FA and International circuit.

With such an illustrious Guest Speaker it is advisable that you book your seats as early as possible to avoid disappointment.

The seating arrangements consists of 4 tables of 8, 2 tables of 7 and 1 table of 6, so if you wish to book as a party we will endeavour to seat you all at the same table. If you are booking individually and you wish to be seated at the same table as someone else all you have to do is indicate your wishes on the booking form and we will try and accommodate you.

Each table will be hosted by a committee member who, I am sure, will endeavour to make your evening as enjoyable as possible.

The evening will be overseen by our MC who will try and co ordinate the events but may end up a bit disjointed if he is plied with too much alcoholic beverage!



The full programme will be published in the next issue of the Argus along with the booking form.

If you would like any further information on the evening or wish to book early to avoid disappointment then contact Dave Cunningham Tel. 07961151427 or email: davecunningham@tiscali.co.uk

*Carrot & Coriander Soup*  
*Prawn Cocktail with Roasted Red Pepper Dressing*  
*Seasonal Melon*  
---000---  
*Roast Scottish Sirloin of Beef & Yorkshire Pudding*  
*Cod Fillet with Herb Crust*  
*Roasted Beef Tomato Stuffed with Braised Spring Vegetables*  
---000---  
*Bread & Butter Pudding Pudding*  
*Deep Filled Bramley Apple Pie*  
*Orange Crème Brûlée*  
---000---  
*Filter Coffee & Chocolates*

**£35 including wine & water on your table**



## RDO EVENTS CORNER

London FA's Course Calendar is shown below. Anyone requiring more information should contact its Referee Development Officers, Adrian Shorter (adrian.shorter@londonfa.com or 020 7610 8375) or Andy Porter (andy.porter@londonfa.com or 020 7610 8362).

### Futsal Conversion Course

Evenings of Monday 7th February 2011 and Tuesday 8th February 2011 (targeted at qualified referees at all Levels who would like also to become Futsal referees).



### **Promotion Induction Meeting**

Evening of Wednesday 9th February 2011 (targeted at all members of the London FA Promotion Scheme 2011/12 who are not members of the London FA Promotion Scheme 2010/11).

### **Young Referees Support Group Meeting**

Evening of Thursday 10th February 2011 (targeted at referees up to 25 years of age).

### **FA Tutor Development Day**

Morning and afternoon of Sunday 13th February 2011 (targeted at all FA Licensed Referee Tutors).

### **County Cup Final Match Officials Evening**

Friday 11th March 2011 (targeted at officials appointed to London FA adult County Cup Finals to be played in 2011).

### **Referee Mastermind Group**

Evening of Monday 14th March 2011 (targeted at officials who wish to develop their refereeing skills to the best of their potential).

### **Promotion Candidates In-Service Training**

Evening of Thursday 31st March 2011 (targeted at all members of the London FA Promotion Scheme 2011/12).

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# **CHRIS EVANS' PLUM APPOINTMENT AT CRAVEN COTTAGE**

Congratulations to Chris Evans on his appointment as fourth official on the FA Youth Cup third round game between Fulham FC and Norwich City FC at Craven Cottage on Friday 14 January 2011.

I attended as Chris' guest and was treated like royalty sitting in the Chairman's Box and being fed and watered in the Directors' Lounge before, during and after the game.

Chris had a fine game and I endeavoured to get some action shots of him,





however all I managed was photographs of the back of his head but he handled the electronic board beautifully.

Sadly for Chris referee Mr P Harris didn't go down and he was well supported by his assistants Mr Roberts and Mr Hailstone.

Although we were around 150-200 watching Fulham outplay the visitors to the tune of 3-0 it is sad to report that the stewards had to evict two louts for using OFFINABUS from the grandstand!

A wonderful evening for which thanks.

**Gordon**



# "MATCH PREPARATION FROM PARK LEVEL TO THE PROFESSIONAL GAME"

by  
**FRED GRAHAM, FOOTBALL LEAGUE**

Thursday 13 January 2011

Fred said his objective was to demonstrate the differences and similarities in match preparation between the professional game and at parks level. Although entirely different worlds with very different pressures and disciplines the preparation required at the top-level was applicable at the grass roots level. He began by showing a home-made video of a game in a local park which aptly demonstrated what can go wrong despite the best intentions of the three officials involved. The competition and venue shall remain anonymous but the referee in question with two uniformed ARs dropped every clanger know to man during the game. Examples included allowing the game to restart when a player for the losing team having retrieved an out-of-play ball in an attempt to speed up the game saw the referee restart the game with him 20 yards from the FOP! Also, one of the ARs, showing signs of boredom, signalling for a throw-in by holding his flag over his shoulder while facing the wrong way. To enhance these lessons Fred set out the important steps essential for good refereeing at:

## GRASS ROOTS LEVEL

- Correspondence [deal with it promptly and efficiently];
- Match confirmations [always timely];
- Training, necessary and regularly;
- Diet [watch your weight and your intakes];
- Sleep [are you getting enough particularly within 48 hours of the game];
- Homework about teams, competition rules, local knowledge [essential];
- Always arrive early [be ready for mishaps en route to the venue, never fail to undertake pre-match checks];
- Deal with post-match correspondence the same night if possible;

**Summary:** Failure to be good at any of these will result in a referee failing to meet a high standard.

## PROFESSIONAL GAME LEVEL

- All correspondence via e-mail for speed;
- Train at least twice a week using heart rate monitor;
- Keep check of your weight;
- Early to bed the night before the game, or travel to the ground the night before;
- Essential internet profiling of teams, players, ground and competition;
- Contact colleagues [including the assessor as soon as fixture is confirmed];
- Arrive at ground at least 3 hours before kickoff;
- Participate in and appreciate the assessor's post-match briefing;



- Deal with all paperwork ASAP after the game;
- All cautions and dismissals are telephoned into a central point immediately after the game;
- Assessors report will arrive via web portal within 48 hours of the game;
- Be honest and candid when writing your self-assessment and submit it within 48 hours of game.

Fred then showed another video taken by him in the referees' dressing immediately prior to a Millwall V Bournemouth game. Fred was the fourth official and he showed the vast amount of kit and paper-work the fourth official is required to handle. He also showed video footage of his journey by car to The Den. Scenes also showed the referees' dressing-room before and immediately after the game and finally on arrival home when he completed and submitted his paperwork to the FA before going to bed. Fred said it was rare [just 4 times in 10 years] that he and colleagues had been invited into the players' hospitality suite; clubs just wanted to see the back of officials once the game was over. He doubted that there was any malice in this. By contrast he looked back with warmth his games in the SAL particularly his visits to Winchmore Hill FC. In answer to a question from the floor he said he never speaks to the written press and will only speak to TV or radio after hearing first what the questions will relate to.

Fred then set out standards required personally by referees:

### CONDUCTING YOURSELF PROPERLY

- Smartly attired;
- Clean shaven;
- Clean kit;
- Clean boots;
- Authoritative and confident but not officious;
- Polite;
- Strong and positive in all that you do;
- Manage the players if they will let you;
- Allow the game to flow;
- Read the game and make allowances where necessary;
- Be in position for major incidents;
- Get the big decisions right;

Fred highlighted the essential differences for referees between the amateur and professional games:

- The pressure [far, far more with the media, assessors, benches, players, crowds and more at stake;]
- Speed of the game [fantastic at the very top];
- Rapport with players and managers;
- Essential to have a good relationship with your coach and with the assessor;
- Dealing with the media;
- Being bad-mouthed publically;
- Clubs and player levels are much higher;



- It's a cut-throat business.

And finally, Fred showed another video of a parks game where again things went very wrong for the three officials concerned. Fred's performance was excellent, amusing and inspiring. Peter Kosciolk's vote of thanks was appropriate. Gordon presented Fred with a treasured Society mug and colleagues give him a loud round of applause.

*Gordon Kirby*

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## THE WISDOM OF WATTS

Adam Watts, one of the ten Specialist Assistant Referees currently operating on the Select Group of Assistants, was a welcome visitor to a recent meeting of Kingston RS. His workshop was entitled "One for All and All for One: the Art of Assisting" and the focus was on the ways in which successful teamwork can be achieved. The following are some of the development points that emerged.

Never think or say "I'm only on the line today". Such an attitude is potentially dangerous because it suggests that the assistant is not as fully committed as he would be if he'd been in the middle. The assistant's job is as vital as the referee's. All three match officials play a key role in the success of the team.

The AR's role is to add value to the decisions of the team of which he is an essential member. To assist, not insist.

Eye contact with the referee is essential for successful teamwork.

Posture and facial expressions convey an impression of confidence.

The flag is the equivalent of the whistle for the AR. All signalling must be strong, clear and confident.

Variations in the vigour of flagging can convey the degree of seriousness in a foul.

Unlike the referee, the AR must always be in exactly the right place to make offside judgements. There's no room for error in positioning.

"Walking the Dog": holding the flag with a straight arm angled towards the ground as you run down the line shows clearly that no offence has been committed in tight offside situations; this should be channelled to appropriate situations as overuse dilutes impact.

It is not the AR's job to play advantage: flag on the move for the foul and let the referee make the decision.

The AR must prioritise his focus. For example, by keeping an eye on two players on the ground after a tackle rather than following the ball.

Always the AR should ask himself "Do I need to get involved?" Only contribute to assist or support the referee.

***Jim de Rennes (Kingston RS)***



## 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, Ian Kerr  
Tony Hemmings,  
John Cooke, John Faithfull,

### **NORTH**

Old Finchleians  
Southover  
Woodside Park  
Finchley  
London N12

Tel: 020 8445 7406

#### *Referees:*

Robert Hanison  
Society Friend:  
Danny McConnell

### **SOUTH WEST**

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, Clive Last, 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.

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**AFA & London Society of Association Referees**  
**Monthly Meeting, Thursday 13 January 2011**  
**Civil Service Recreational Centre,**  
**Chadwick Street, London, SW 1 P 2 EP**  
**MINUTES**

- 1 Gordon Kirby, Chairman opened the meeting by welcoming a decent crowd and reminding them to sign-in and to buy raffle tickets on sale from Pat MacGowan. Apologies had been received from Bill Evans, Lou Pantelli, Chris Evans, Robert Hanison and Baresh Kebar. Gordon presented new member Nayir Alpen with his New Member Certificate and welcomed Kevin Carpenter who sadly had broken a leg while refereeing! He wished him a speedy recovery and return to refereeing and he looked forward to receiving the articles he had offered to write about refereeing overseas.
- 2 GK delivered the news that the building and the CSRC will close at the end of May 2011. Formal confirmation was awaited [*since received, see elsewhere in this issue*]. We shall have to look for new venues for our meetings from September 2011. He undertook to keep members informed. He asked them to let him know if a club with which they enjoyed close connections might be willing to host meetings next season.
- 3 Our December meeting had been well attended with Jeff Pettitt as guest speaker. GK said that tonight we were fortunate to have Fred Graham, Football League referee who will discuss "*Match Preparation from Park to the Professional Game.*" John Cooke would follow with match incidents and law queries, then our guest speaker, the vote of thanks, the 100 Club Plus draw for January and the raffle. The majority of those present confirmed receipt of the e-mail trigger message and ARGUS; he had spare copies just in case.
- 4 Along with their copy of ARGUS members should have received a book of RA conference raffle tickets [ExCom members two books]. As explained on page 9 of ARGUS he hoped members would do their best to sell these [there are just 5] and return the money and ticket stubs to either **him or Mike Naylor by the March society meeting**. Fifty percent of the proceeds of ticket sales is returned to the Society by the RA and members might just win a car or worthy cash prizes. Several members had already sold their quota. Mike has extra books.
- 5 As usual ARGUS had been a good read with some excellent pieces: there was



an excellent and thought-provoking article by Pat Morrissey about the increase in referee registration fees, and Stanley Glover wrote about the referees' strike in Scotland and how we had a near miss in England in 1967. There was a sprinkling of politically correct jokes. GK asked whether members would have read the issue as thoroughly and as often if it had been received in an electronic version instead of printed form. "No" was the cry! Gordon asked members to submit accounts of anything interesting or unusual experienced during a game or of refereeing at odd grounds or perhaps overseas or just funny events and incident.

- 6 We collectively honoured Howard Webb on his MBE in ARGUS and GK had written to him on the Society's behalf. *[Howard's reply is featured elsewhere in this issue.]*
- 7 Speakers for the remainder of the season are: Tim Lawrence, Surrey RDO on 3 February at Old Isleworthians FC; Phil Crossley, Football League on 10 February at CSRC; Keith Hill, RDO Middlesex FA on 10 March, CSRC, Wes Linden, Football League on 14 April at Norsemen FC; Brian Moore, ex-England and British and Irish Lions rugby union international on 12 May here; and finally, Mike Riley, General Manager, PGMOL for our annual dinner on 20 May who has been in touch confirming his attendance. These dates are on our website and will be published in the ARGUS but please note them in your diary; let's show Mike Riley a good turn-out for the dinner in May. David Cunningham is master-minding the dinner this year so look out for details of menus, tickets etc in a future ARGUS and please book early.
- 8 GK said he had seen Neal Warnock, Manager, Queens Park Rangers FC on Tuesday at a QPR Res V Charlton Res game [excellently refereed by Steve Tate] who commented that since he had shaken hands with him in December the club had had its worst run of results since he became manager! In spite of this he asked for society meeting dates for next season and would consider speaking however he may be too busy managing a premiership side.
- 9 There were no ExCom officer reports.
- 10 Our new kit officer Steve Tate was present with his bag of goods at reduced prices only available to Society members.
- 11 John Cooke then took over from Gordon and spoke about referee recruitment and training in general. The AFA was very active and had trained a hundred new referees in 2010. The current programme of referee basic training courses included one starting at Winchmore Hill on 20 January which was over-subscribed. This was very promising and the number of active referees



registered with the AFA had increased from 205 to 257 having reversed the constant downward trend over many years; we were on course to meet our targets. However he was disappointed at the low return on efforts to recruit female referees. It was surprising given the amount of money, effort and publicity invested and the general level of interest in the women's game. On-field-performances generally, and in the professional game particularly, skill and fitness had reached remarkable levels in relatively short time.

- 12 He was concerned at the shortage within AFA football of young promising referees [17-24]. Significant numbers are stepping forward for training in their early to mid-teens but they rarely blossom into their early twenties. Perhaps we need to consider for what type of football we are training new referees. For example the Society's age profile is of concern and looking around the room he wondered how many of us would still be refereeing in say 5 years let alone at the end of the new decade. Clearly, the nature of the football played within the AFA fostered this situation with clubs often based on public-schools, grammar schools, colleges and universities. Although these institutions generally fostered a Corinthian code of sportsmanship it also restricted an influx of raw talent as players and referees.
- 13 Pat Morrissey then said he felt that ambitious teenage referees, who during training were promised a prospect of refereeing at the top level, were unlikely to stay within AFA football. Trainees were told that fast progression to Level 4 should be their immediate target and then games at Wembley the ultimate ambition. However, if the AFA concentrated more resources on AFA club players coming towards the end of their playing career they were more likely to achieve a better return for their investment. Older players are likely to be more mature, know the clubs and players, enjoy AFA spirit, and give consistent service as referees. The AFA should financially reward clubs that put forward candidates for referee qualification, and penalise clubs that do not, through adjustments to their Annual Affiliation Fee. The Chairman added that perhaps under the new RA-FA banner of closer cooperation the AFA might consider cooperating with the Society which has such an initiative on the stocks.
- 14 As time marched on the Chairman interrupted leaving John just another 10 minutes to deliver a truncated training presentation on positing at corner kicks. John facilitated a discussion on what the main areas were which needed to be monitored by the referee, what the priorities were, starting positions, the need to read play and adjust accordingly, the importance of varying their position to avoid



being predictable to thwart indiscriminate players who might otherwise take advantage. Especially without assistant referees the requirement to adopt a far post position close to the goal line for credibility on the major decisions became more important. A starting position in and around the penalty arc, as adopted by most top level officials was more appropriate to matches where neutral assistant referees were appointed who could cover goal line duties. Movement during the flight of the ball and the ability to recover swiftly in the event of a counter attack were both additional important considerations.

- 15 The Chairman then introduced Fred Graham our guest speaker and an account of his presentation is published elsewhere in this. Peter Kosciolk delivered the vote of thanks and Fred answered several interesting questions.
- 16 The raffle and 100 Club Plus followed [details of the 100 Club winners are published elsewhere.
- 17 Next Meetings: on 3 February at Old Isleworthians FC at 1915 for 1930 when our guest speaker will be Tim Lawrence, RDO, Surrey FA and on 10 February back here to hear Phil Crossley, Football League.
- 18 The meeting ended at 2130.

*Gordon Kirby, Chairman*

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## **Respect . . . What F . . . . . Respect**



# RAFFLE TICKETS

If you haven't already returned the stubs please do your best to sell the tickets and return the stubs by the March meeting.

The stubs and either cash or a cheque should be returned to Mike Naylor, address on back cover. If you send a cheque it should be made out to the RA and NOT to the AFA Referees' Society.

Remember we get 50% of the proceeds handed back to our Society.

