



PAHF Competitions Committee OPERATIONAL PROCEDURE FOR DEVELOPMENT OF TOURNAMENT OFFICIALS

Both the FIH and PAHF recognize that all member countries should have trained and competent Technical Officials (Judges, Technical Officers and Tournament Directors).

It is the mission of the PAHF Competitions Committee to identify, develop and promote such individuals to perform competently at

- Domestic (National),
- Continental (PAHF) and
- World (FIH World Level Competition).

The PAHF Competitions Committee believes that to assist in this mission it must continue to provide a framework encompassing the above to encourage development of technical officials amongst its membership.

Development of Technical Officials for these three categories is very different and in this regard the procedure is segmented.

Our website (and that of the FIH) has developed and posted documents identifying the Role and Responsibilities of Judges, Tournament Officers and Tournament Directors, the Rules and Regulations for the Game of Hockey (Outdoor, Indoor, Hockey5's and Beach Hockey) and the Appointment Process for Officials.

These are very comprehensive documents and the PAHF Competitions Committee does not seek to develop their own, but will utilize such literature in the development program.

Our procedure deals with Technical Officials for all variations of the sport with the exception of Ice Hockey.

The procedure must be read in conjunction with the PAHF Operational Procedure for Registration & Ranking of Technical Officials.

Development at this level is twofold:

1. To maintain and improve upon the standard the PAHF's **Continental Elite and Continental Elite Development** Technical Officials (including FIH Category 1&2) (refer to *PAHF Operating Procedure for Registration & Ranking of Technical Officials*), and
2. Develop PAHF's **Continental Level, Continental Promising** and **Continental Trainee** Levels (including those FIH Category 3, 4&5) to manage events at any level and for upgrading their status.

Development of Technical Officials to Perform at PAHF Elite and FIH World Level Events:

For those at **Continental Elite and Continental Elite Promising** the emphasis is in ensuring that they are:

1. Appointed regularly to tournaments under the auspices of the PAHF and the FIH,
2. Kept abreast of current developments from tournament to tournament. This includes a system of sharing such info,
3. Coached in leading, managing and supporting the Tournament Panel (TD's, TO's, Judges, UM's and Umpires) at this level – different styles and continental cultures,
4. Equipped to work with Event-Coordinator(s),
5. Developed as facilitators/mentors for the other levels under this program,
6. Fully prepared to handle Disciplinary/Code of Conduct Matters.
7. Prepared to conduct Umpire and UM Assessments with the full knowledge of these roles using the FIH Umpires and UM Grading System,
8. Fully prepared and up to date in assessing Technical Staff (Judges, TO's, Medical and Media if necessary).



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Development of Technical Officials to Perform at Continental Events:

At this level the development process also involves:

1. Introduction to officiating at World Level Tournaments
2. Introduction to Tournament Management,
3. Managing Code of Conduct Matters,
4. Reporting at the End of the tournament,
5. Introduction to the FIH Umpire & UM Grading Process, and
6. Knowing Your Environment/customer

Scheduling of Workshops/Seminars:

The PAHF CC is committed to, where possible, engage in a program of regular workshops/seminars for the continuous development of our technical officials.

We are open to working with other stakeholders in hockey, including the FIH, the FIH Academy and other third-parties in order to achieve this goal.

Such working relationships and/or partnerships with other third-parties must be mutually beneficial to the PAHF and not the sole interest of other parties who may seek our support, sanction or endorsement.

Our program entails the hosting of:

- a. At least One (1) TD/TO Seminar/Workshop every two (2) years, specifically for FIH Category 1 and 2, and those Continental Elite & Development officials and Continental Level officials who have displayed progress and likely to advance to the next level.
- b. Two (2) or Three (3) Continental Level Technical Officials Seminars/Workshops every two years, specifically for Continental Level, Continental Promising and Continental Trainee Levels.

With the increase in PAHF (and FIH) competitions in the region it is recommended where possible to host a few of these seminar/workshops alongside such events.

For the Continental Trainees these workshops/seminars will serve as an initial certification towards their appointment at PAHF events.

It will enable the PAHF Competitions and Appointments Committees to support their nomination and appointment to FIH Events where their NA is entitled to nominate a technical official for possible appointment.

- c. Country Specific (or Groups of countries) Seminars/Workshops (e.g. CADP) targeted at those countries which do not have national technical officials, or who has new/inexperienced domestic officials who need to be developed before they may venture in the international circuit.

The PAHF Competitions Committee will work with the PAHF Development Panel to identify the needs of countries and work with the NA's to develop their officials.



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Course Facilitators (TCF's)/ Mentors (TCM's):

Currently, the PAHF is fortunate to have current or retired Tournament Directors who officiated at Outdoor and Indoor World Event Level tournaments on a regular basis.

In this regard, they may be used to facilitate/mentor the World Level TD/TO Seminar/Workshop every two (2) years.

The PAHF CC is encouraging amongst the Continental Elite and Continental Elite Promising Technical officials their development as mentors (TCM's) and course facilitators (TCF's) who can be used to conduct our Regional and Country/Group specific Seminar/Workshops.

It is essential that they are included and mentored in this regard. This model is somewhat similar to what has been implemented in Umpire Manager/Trainer development by the FIH.

Conclusion:

It is important that a proper development structure be implemented and maintained at all times to ensure that our top performing Technical Officials continue to flow through to World Level Events; not allowing this legacy to be impacted or discontinued.

It is even more important that the necessary funding be available for this development program to be effective for many years to come.

Today, technical officiating is more about managing people and processes in an event than it is about recording and timekeeping.

We need more effective managers to ensure that the game of hockey will not only survive but continue to flourish.

In this regard, it is no longer our sole aim to promote our officials to global events, but to ensure that they are effective managers of the game for the benefit of our continent and the sport.

**Willard P. Harris,
Chair
PAHF Competitions Committee**

1st December 2016

*Approved by the PAHF Board
December 23, 2016*