

Guidelines for the Grading of International Officials

Effective from 1 May 2020

1. Introduction

- 1.1 This Grading Guidelines document covers all categories of Officials:
 - (a) Technical Officials (Technical Delegates, Technical Officers and Judges);
 - (b) Umpires Managers; and
 - (c) Umpires.
- 1.2 The purpose of the FIH Panel Structure and Pathways for Officials described is to have a transparent, performance-based system which supports the FIH and CF event portfolios with high-quality Officials suitable for all types and levels of competition and provides Officials with a clear understanding of the requirements and pathways for their careers.
- 1.3 Unless otherwise specified, all provisions hereunder apply for all categories of Officials.

2. FIH International Officials

2.1 Candidature and Awarding of FIH International Official Status

Upon the qualification criteria for membership in the International Panel (IP) as specified hereunder having been met, the Official's NA may submit a fully completed International Official Application Form to the CF for verification and approval. Upon approval, the CF submits the application to the FIH Officials Committee for their final decision.

2.2 General Requirements

All FIH International Officials must:

- (a) Be regularly active in their respective role at the top level of an FIH-affiliated National Association, not necessarily their own, and active within a Continental Federation;
- (b) Have a complete and up-to-date knowledge and understanding of the relevant Rules of Hockey and Tournament Regulations and their application; and
- (c) Be able to understand and communicate in English.

2.3 Role-specific Requirements

In addition to the general requirements for all International Officials specified under item 2.2,

- (a) Technical Officials must have IT skills and a working understanding of the TMS.

- (b) Umpires Managers must have been an FIH International Umpire or be currently active as a national umpire coach/selector/assessor or Umpires Manager at national top level.
- (c) Umpires must be physically mobile and able to reach the minimum fitness standards as specified for their respective Panel.

2.4 Termination of International Official Status

The status of active International Official ceases:

- (a) Upon request or notification of retirement from the International Official;
- (b) Upon notification from the Official's NA or CF that the Official is ineligible or not supported by the NA or CF;
- (c) On 31 December following reaching the age of 47 years for Umpires and 65 years for Umpires Managers and Technical Officials;

Note: A one-time extension of the status of active FIH Official may be granted by the FIH Officials Committee by means of awarding an appointment to a specific event. In that case, the active status of the International Official ceases on the day following the completion of the event (or, in the case of cancellation or abandonment of the event, immediately upon announcement of the decision to cancel or abandon);

- (d) At the discretion of the FIH Officials Committee upon receipt of a report of inappropriate behavior, including, but not limited to, any breaches of the FIH Code of Ethics and FIH Code of Conduct.

Note: Depending on the nature and severity of the behavior / breach, the FIH Officials Committee may impose a permanent exclusion or temporary suspension from officiating or a re-grade (re-assignment to a lower level panel).

2.5 Inactivity

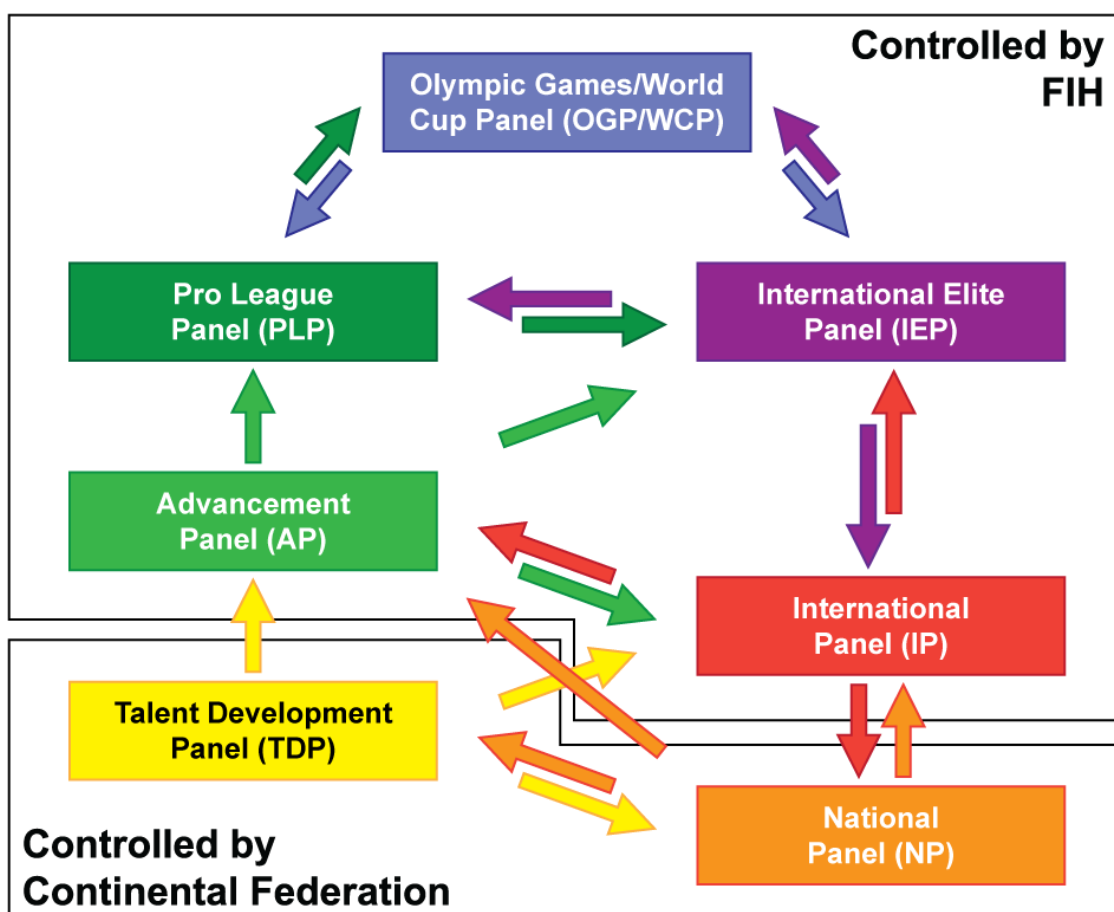
If an Official has not been active at the top level of an FIH-affiliated National Association or Continental Federation, or has not officiated internationally in 3 consecutive years, the Official will be considered inactive. Inactive Officials will not be appointed by the FIH or CF but may be nominated by their own NA for international matches or events. Having officiated in at least one International Match, the Official's active status will be reinstated, with the panel assignment based on performance.

- 2.6 For the purposes of these Grading Guidelines, it should be noted that the final decision regarding all panel assignments, upgrades, and re-grades rests with the FIH Officials Committee.

3. Overall Panel Structure and Pathways

- 3.1 The panel structure as depicted below lays out the different panels in relation to each other, with the color-coded arrows indicating the path an Official's career may take from each panel based on performance.
- 3.2 The Olympic Panel and the World Cup Panel, the Pro League Panel, the International Elite Panel, the Advancement Panel and the International Panel are controlled by the FIH. The Talent Development Panel and the National Panel are controlled by the CF in accordance with this document.

3.3 The World Cup Panel and Olympic Games Panel, as also described under item 4.7, are temporary panels. They exist only in the period between the appointments for a World Cup or an Olympic Games being confirmed and the completion of the relevant event.



4. Panels

In the following paragraphs, each panel is described, including the following criteria:

Qualification Criteria	How does an Official qualify to be promoted into this panel?
Qualifying Events	At which events can an Official qualify for promotion into this panel?
May be appointed to (but not limited to)	Which events will an Official on this panel mainly be appointed to?
Exit criteria	Which circumstances will lead to an Official being re-graded to a lower level panel?

4.1 National Panel (NP)

Any Official who is not yet a member of any of the other panels described in this document is considered a member of the National Panel, or a National Official.

This includes Officials who are officiating, or have previously officiated, in international matches or events, but have not yet obtained International Official status.

4.2 Talent Development Panel (TDP)

The TDP is controlled by the CFs in line with FIH pathways and training programs. Each CF may nominate any candidates who fulfil the qualification criteria.

The purpose of this panel is to identify talented young Officials who have the potential to reach Pro League Panel level within 5-6 years and support and fast-track their development with bespoke programs and services such as educational programs and resources, mentorship programs etc.

Qualification Criteria	<ul style="list-style-type: none"> • High potential talent compared to peers and colleagues • Active nationally at the top level. • For Umpires Managers: Maximum 35 years of age. • For Technical Officials: Maximum 30 years of age. • For Umpires: Maximum 25 years of age. Fitness level of minimum (m/w) 17.0/16.0 on the Yo-yo test on a yearly basis.
Qualifying Events	Any
May be appointed to (but not limited to)	<ul style="list-style-type: none"> • Youth Olympic Games • Continental and regional events • FIH/CF-sanctioned inter-nations invitational matches or events
Exit criteria	<ul style="list-style-type: none"> • 3 years without progress to higher panels • Reaching the defined maximum age • Inappropriate behavior, including, but not limited to, breaches of the FIH Code of Ethics and FIH Code of Conduct • For Umpires: not meeting fitness requirements

4.3 International Panel (IP)

The IP recognizes and highlights the effort and investment of Officials by conferring International Official status, identifies a broad base of suitable, reliable Officials for continental and invitational events and introduces Officials to international officiating.

The IP is the first FIH international grading: upon being appointed to this panel, the Official will receive a formal letter and insignia from the FIH.

Qualification Criteria	<ul style="list-style-type: none"> • Minimum of two events with qualifying performances, evaluated by an FIH-listed TD or UM, and consistent performance levels • Candidates from TDP or NP • For Umpires: Fitness level of minimum (m/w) 17.0/16.0 on the Yo-yo test on a yearly basis.
Qualifying Events	Any event found suitable by the CF
May be appointed to (but not limited to)	<ul style="list-style-type: none"> • Continental and regional events • FIH/CF-sanctioned inter-nations invitational matches or events

Exit criteria	<ul style="list-style-type: none"> • Performance below expected level • Inappropriate behavior, including, but not limited to, breaches of the FIH Code of Ethics and FIH Code of Conduct • For Umpires: not meeting fitness requirements
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4.4 Advancement Panel (AP)

The purpose of the Advancement Panel is to develop and fast-track Officials, who have acquired some international officiating experience and have demonstrated high potential, into the Pro League Panel or International Elite Panel.

Qualification Criteria	<ul style="list-style-type: none"> • Minimum one event with qualifying performance, evaluated by an FIH-listed TD or UM, and track record of consistent performance levels • Candidates generally from TDP or IP. High potential NP Officials may be found suitable for the AP as well. • Umpires: Fitness level of minimum (m/w) 19.6/18.4 on the Yo-yo test three times a year.
Qualifying Events	<ul style="list-style-type: none"> • Youth Olympic Games • Continental and regional events • FIH/CF-sanctioned inter-nations invitational matches or events
May be appointed to (but not limited to)	<ul style="list-style-type: none"> • Junior World Cup • CF Olympic/WC qualifier • Commonwealth Games
Exit criteria	<ul style="list-style-type: none"> • 3 years without progression to PLP or IEP • Performance below expected level • Inappropriate behavior, including, but not limited to, breaches of the FIH Code of Ethics and FIH Code of Conduct • For Umpires: not meeting fitness requirements

4.5 International Elite Panel (IEP)

The purpose of the International Elite Panel is to nurture experienced and competent Officials that service events to a high standard.

The IEP may contain top-class Officials that for family, work or other reasons cannot, or choose not to, take on the commitment (travel, time etc.) required for participation in the FIH Pro League.

Qualification Criteria	<ul style="list-style-type: none"> • Minimum one event with qualifying performance, evaluated by an FIH-listed TD or UM, and track record of consistent performance levels • Candidates only from the AP or IP. • Umpires: Fitness level of minimum (m/w) 18.0/17.0 on the Yo-yo test on a yearly basis
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Qualifying Events	<ul style="list-style-type: none"> • Junior World Cup • CF Olympic/WC qualifier • Commonwealth Games
May be appointed to (but not limited to)	<ul style="list-style-type: none"> • Junior World Cup • CF Olympic/WC qualifier • Commonwealth Games
Exit criteria	<ul style="list-style-type: none"> • Performance below expected level • Inappropriate behavior, including, but not limited to, breaches of the FIH Code of Ethics and FIH Code of Conduct • For Umpires: not meeting fitness requirements

4.6 Pro League Panel (PLP)

The purpose of the Pro League Panel is to service the FIH Pro League and other top level events. Being listed on this panel requires the highest levels of performance but also the willingness and ability to make the commitments the FIH Pro League requires in terms of travel, time etc.

The Pro League Panels consist of a maximum of:

- 40 Technical Officials
- 20 Umpires Managers
- 30 Umpires (female)
- 30 Umpires (male)

Qualification Criteria	<ul style="list-style-type: none"> • Minimum one event with qualifying performance, evaluated by an FIH-listed TD or UM, and track record of consistent performance levels • Candidates only from the AP or IEP. • Umpires: Fitness level of minimum (m/w) 19.6/18.4 on the Yo-yo test
Qualifying Events	<ul style="list-style-type: none"> • Junior World Cup • CF Olympic/WC qualifier • Commonwealth Games
May be appointed to (but not limited to)	<ul style="list-style-type: none"> • FIH Pro League • World Cup • Olympic Games • All other events
Exit criteria	<ul style="list-style-type: none"> • Performance below expected level • Inability or unwillingness to make the required commitments in terms of travel, time etc. • Inappropriate behavior, including, but not limited to, breaches of the FIH Code of Ethics and FIH Code of Conduct • For Umpires: not meeting fitness requirements

4.7 World Cup Panel (WCP) and Olympic Games Panel (OGP)

The purpose of the World Cup Panel and the Olympic Games Panel is to celebrate the pinnacle of international officiating, with the panels populated based on appointments made to the Olympic Games or the World Cup.

The World Cup Panel and Olympic Games Panel are temporary panels and exist only in the period between the appointments for a World Cup or an Olympic Games being confirmed and the completion of the relevant event (or cancellation or abandonment, if applicable).

After the completion of the relevant edition of the World Cup or Olympic Games, Officials will generally return to their original panels, with the possibility of re-assignment based on performance.

Appointments for the World Cup Panel and the Olympic Games are generally made from the PLP and IEP.