

Key Performance Objectives: Grade 3 Regional

KPO	Performance (Objectives required)	Condition (Development /experience parameters)	Standard (Qualifying requirements)
1 <i>Carry out pre-match preparation</i>	Carry out pre-match preparation in accordance with local league guidelines	<ul style="list-style-type: none"> • Competitive pre-match settings in local league. • As 1st referee only • <i>This does not prevent a Grade 4 referee from carrying out the duties of the 2nd referee if so requested in the NVL or elsewhere</i> 	<ul style="list-style-type: none"> • Satisfies the assessor that they are able to fulfil both local league and personal preparation requirements as appropriate. • The referee should be able to discuss any reason for deviations, especially where personal preparation has affected their own game plan.
2 <i>Communicate with match officials</i>	Communicate with all match officials, providing the necessary guidance within their control area	<ul style="list-style-type: none"> • Competitive match settings in local league. • As 1st referee 	<ul style="list-style-type: none"> • Satisfies the assessor that they have sufficient communication skills to contribute positively to the interplay between match officials. • The referee should be able to discuss any reason for particular decisions, if match officials fail to act as advised/briefed.
3 <i>Communicate with team officials</i>	Communicate with team officials/captains ensuring that they are aware of the governing body's requirements for the match, showing signs of conciliation during disputes	<ul style="list-style-type: none"> • Competitive match settings in local league. • As 1st referee or 2nd referee. 	<ul style="list-style-type: none"> • Satisfies the assessor that they have sufficient communication skills to reduce/contain excessive reaction from the team officials. • Evidence of communication without aggression, when approached by captains in dispute. • The referee should be able to discuss any reason for particular decisions, if captains over-reacted when communicating with the referee
4 <i>Control match as 1st referee</i>	Control a match within current FIVB International Rules	<ul style="list-style-type: none"> • Competitive match settings in local league. • As 1st referee. 	<ul style="list-style-type: none"> • Satisfies the assessor that they can generally apply the FIVB rules of volleyball from the 1st referee's perspective and that they are able to take control of situations as a match develops, so that their decision-making process does not seriously affect the outcome. • Evidence of consistency and impartiality. • The referee should be able to discuss any reason for particular decisions, if consistency or impartiality were not evident.
5 <i>Control match as 2nd referee</i>	Assist the 1st referee to control a match within current FIVB International Rules. <i>N.B. Although not a requirement for upgrading to 3R, the duties of a 2nd referee develop in a similar manner to those of a 1st referee</i>	<ul style="list-style-type: none"> • Competitive match settings in local league. • As 2nd referee. 	<ul style="list-style-type: none"> • Satisfies the observer that they can assist the 1st referee in the execution of their objectives. • Evidence of consistency and impartiality. • The referee should be able to discuss any reason for particular decisions, if consistency or impartiality were not evident.
6 <i>Establish an appropriate handling level</i>	Recognise handling faults and mostly apply the correct decision consistently	<ul style="list-style-type: none"> • Competitive match settings in local league. • As 1st referee. 	<ul style="list-style-type: none"> • Satisfies the assessor that they are generally applying handling decisions accurately, with only partial hesitancy. • Some evidence of consistency. • The referee should be able to discuss any reason for deviating from a particular level, If consistency was not evident.
7 <i>Apply appropriate misconduct sanctions</i>	Recognise the action leading to misconduct sanctions and apply the appropriate level	<ul style="list-style-type: none"> • Competitive match settings in local league. • As 1st referee. 	<ul style="list-style-type: none"> • Satisfies the assessor that they are mostly applying misconduct sanctions accurately. • Some evidence of consistency. • The referee should be able to discuss any reason for deviating, if consistency was not evident.
8 <i>Carry out post-match administration</i>	Carry out post-match local league administration in a timely manner	<ul style="list-style-type: none"> • Competitive post-match settings in local league. • As 1st referee. 	<ul style="list-style-type: none"> • Satisfies the assessor that they are able to fulfil local league requirements where appropriate. • The referee should be able to discuss any reason for particular deviations.