

# GREATER TORONTO HOCKEY LEAGUE

## OFFICIATING PROGRAM



## OFFICIATING PERFORMANCE STANDARDS

15<sup>TH</sup> EDITION



Mission Statement of Hockey Canada

*Lead, Develop, and Promote Positive Hockey Experiences.*



Mission Statement of the Ontario Hockey Federation

*As trustees of the game, we dedicate ourselves to ensuring safe and enjoyable experiences for all amateur hockey participants by providing unified and progressive leadership.*



Mission Statement of the Greater Toronto Hockey League

*The purpose of the Greater Toronto Hockey League is to:*

- *Promote and govern organized competitive and recreational minor hockey for youth within the territory under its jurisdiction;*
- *To foster the development of hockey skills and knowledge of those players, coaches, managers and officials who participate in the League;*
- *To promote an environment that is welcoming and inclusive for all participants in the League;*
- *To cultivate participation in and good character, citizenship and sportsmanship through minor hockey;*
- *To operate a competitive minor hockey league within its territory for children and youth at the A, AA and AAA categories.*



Fifteenth edition issued November 5, 2022. First published in September 2001 by the Greater Toronto Hockey League (GTHL), 57 Carl Hall Road, Toronto, Ontario, Canada, M3K 2B6. Tel: (416) 636-6845. Fax: (416) 636-2035. Website: [www.gthlcanada.com](http://www.gthlcanada.com).

Suggestions for improvement are encouraged. Send email to [refereedevelopment@gthlcanada.com](mailto:refereedevelopment@gthlcanada.com).

Created by Steve Wallace, former GTHL Technical Director of Officiating.

Contributors: Norm Belyea, David Berger, David Black, Jeffrey Crawford, Carl Friday, Don Haag, Mac Hickox, Peter Kourtis, Tim McGhie, Patrick Myers, Matt Thompson, Jonathan Wallace, Dean Warren.

Cover photo courtesy of HockeyRefs.com.

Copyright 2001-2022. All rights reserved. No part of this publication may be reproduced, stored in any retrieval system, or transmitted in any form or by any means, electronic, mechanical or otherwise without prior permission of the copyright owner.



TABLE OF CONTENTS

<u>TOPIC</u>	<u>PAGE</u>
Table of Contents .....	1
Introduction .....	2
Attitude - Off the Ice .....	3
Attitude - On the Ice .....	4
Awareness .....	5
Communication .....	6
Duties and Procedures.....	7
Face-off Procedure .....	9
Game Control.....	10
Judgement .....	11
Feel for the Game .....	11
Penalty Selection .....	12
Judgement “On-the-Lines” .....	14
Knowledge of the Rules .....	15
Penalty Calling Procedure .....	16
Physical Appearance .....	17
Physical Fitness .....	18
Positioning.....	19
Reaction to Pressure.....	20
Safety and Risk Management.....	21
Signals .....	22
Skating Ability.....	23
Teamwork .....	24

*“I will be a coach, not a critic.”*

*Steve Wallace  
Former Technical Director of Officiating,  
Greater Toronto Hockey League*



## INTRODUCTION

Officiating is a fine art that requires many years of active study and practice to master. Regular evaluation of one's officiating ability is an important element in the pursuit of officiating excellence. The most effective evaluations are those that are conducted objectively, where performance is measured using well defined criteria or standards.

This *Officiating Performance Standards* document is published as a reference for all Greater Toronto Hockey League Officiating Program officials, supervisors and administrators. It identifies the specific conditions of satisfactory and superior work performance for on-ice officials which, in turn, provides a way to objectively measure the quality of their officiating skills, knowledge and values. This performance based evaluation system is a significant departure from other systems where an official's performance is judged subjectively, oftentimes in relation to the performance of other officials.

In the Greater Toronto Hockey League officiating program the qualities of an official are condensed into 18 distinct categories and *performance standards* for up to three *performance ratings* ("Superior", "Satisfactory" and "Needs Improvement") are presented for each category.

Performance that meets the minimum standard is rated as *Satisfactory*. Performance that greatly exceeds the minimum standard is rated as *Superior*. Performance that does not meet the minimum standard is rated as *Needs Improvement*. Assignment of the *Needs Improvement* rating implies that an adjustment, more training and/or more effort is required in order to meet the minimum standard.

Ideally, officials would never err and would always perform flawlessly. However, such is the exception rather than the rule. Therefore, each performance standard allows a certain number of deviations from the ideal to occur during a single game.

*Benchmarks* are established in most of the performance standards. These benchmarks allow a different standard to be applied during various stages of an official's development. In practical terms benchmarking allows one to differentiate acceptable performance expected of, for example, an HCOP level 3 official with the performance expected of officials of other HCOP levels.

Most categories are accompanied by *Key Terms*. These terms are defined to ensure that the implied meaning of the associated performance standard is well understood. *Notes* are also included in many instances to clarify or supplement the information contained in the performance standards.

As performance expectations change, so must performance standards. Therefore, it is reasonable to expect that this document will be modified from time to time. Questions about and suggestions for change are welcome, and should be directed to the Greater Toronto Hockey League's Officiating Development Committee.

ATTITUDE – OFF THE ICE

The *Attitude Off-The-Ice* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 1.1 below. Points are assessed for each deviation from the ideal that occurs (see Table 1.2 below).

TABLE 1.1 – ATTITUDE OFF-THE-ICE PERFORMANCE RATING		
HCOP LEVEL	ACCEPTABLE	NEEDS IMPROVEMENT
1	0 - 3 points	> 3 points
2 & 3	0 - 2 points	> 2 points
4, 5 & 6	0 - 1 points	> 1 points

KEY TERMS

1. Attitude: Settled mode of thinking or behaviour.
2. Defence Mechanism: Unconscious reaction to avoid conflict or anxiety.
3. Rationalization: Act of finding reasons for irrational or unworthy behaviour.
4. Respect: Regard with deference, esteem or honour.
5. The *Attitude Off-The-Ice* performance rating shall be automatically assessed as “Needs Improvement” if this event or situation occurs.

TABLE 1.2 – ATTITUDE OFF-THE-ICE PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Employed rationalization, denial or other defence mechanism to deflect feedback about <i>Below the Standard</i> performance	1
Arrived at the arena later than required by the League	1
Equipment bag is significantly and noticeably soiled or in major disrepair	1
Displayed a negative attitude	Note 5
Demonstrated disrespect for, or publicly criticized or complained about the Game, the League or it's administrators, supervisors, peers, team officials, or players	Note 5
Resolved disputes or announced dissatisfaction in an inappropriate (i.e., public) forum	Note 5
Inattentive or argumentative when receiving constructive feedback from supervisors or peers	Note 5
Did not accept responsibility for <i>Below the Standard</i> performance	Note 5
Consciously contravened League policies, directives or administrative procedures without just cause	Note 5
Dressed inappropriately or slovenly off the ice. Wore one or any of the following (unless permitted by the League): Shorts, athletic wear (such as track pants or sweat shirt), t-shirt, ball cap, coveralls, workshop clothing, sandals, work boots, or tattered or worn-out or faded pants	Note 5



ATTITUDE – ON THE ICE

The *Attitude On-The-Ice* performance rating for all HCOP officials is dependant on the number of points accumulated in a game as indicated in Table 2.1 below. Points are assessed for each deviation from the ideal that occurs (see Table 2.2 below).

TABLE 2.1 – ATTITUDE ON-THE-ICE PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1 thru 6	0 points	1 – 2 points	> 2 points

KEY TERMS AND NOTES

1. Attitude: Settled mode of thinking or behaviour.
2. Commitment: Situation of being pledged to the service of a cause.
3. Demeanour: Bearing, outward behaviour.
4. Effort: Vigorous attempt.
5. Enthusiasm: Great eagerness.
6. Pride: Feeling of elation and pleasure due to action.
7. Rapport: Harmonious relationship.
8. Unnecessary or frequent instances of horseplay, leaning on the boards, coasting or slow skating, gazing into the stands, and standing or skating with hands in pockets while play is in progress are examples of body language or actions that project a distinct lack of enthusiasm, commitment or pride.
9. The *Attitude On-The-Ice* performance rating shall be automatically assessed as “Needs Improvement” if this event or situation occurs.
10. Physically abusive behaviour and use of more than minimal force (when force is required) are never appropriate. Such behaviour, however, results in a downgrade under *Reaction to Pressure*.
11. Foul or abusive language is never appropriate. Such incidents, however, result in a downgrade under *Communication*.

TABLE 2.2 – ATTITUDE ON-THE-ICE PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Body language, effort or actions projected a distinct lack of enthusiasm, commitment or pride (see Note 8)	1
Actions or conduct on the ice, while not clearly inappropriate, hindered efforts to develop and maintain an appropriate rapport with, and gain the respect of, participants and partners	1
Conduct on the ice was clearly and obviously inappropriate	Note 9

### AWARENESS

The *Awareness* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 3.1 below. Points are assessed for each deviation from the ideal that occurs (see Table 3.2 below).

TABLE 3.1 – AWARENESS PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1	< 5 points	5 - 8 points	> 8 points
2	< 4 points	4 - 6 points	> 6 points
3	< 3 points	3 - 4 points	> 4 points
4, 5 & 6	<2 points	2 - 3 points	> 3 points

#### KEY TERMS AND NOTES

1. Anticipation: An ability to predict and act before the due or natural time.
2. Awareness: Conscious, well-informed understanding of events.
3. Vigilance: Watchfulness, cautious, attentive.
4. Visual Coverage of the Rink: The act of simultaneously watching the actions of all participants.
5. Infractions or situations missed due to an official's view being "blocked" do not count for the purposes of measuring *Awareness*. Such incidents are considered for downgrade purposes in the *Positioning* category.
6. An untimely lapse in awareness occurs when an official does not maintain visual coverage of the rink when players from both teams are in close proximity or when players are moving towards opposing players (such as occurs during a line change)

TABLE 3.2 – AWARENESS PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Insufficient degree of vigilance during play or during a routine stoppage of play	1
Unnecessary or untimely lapse in vigilance occurred while enroute to, at or returning from the Timekeeper's box or a Player's bench	1
Interfered with the play due to a lack of awareness	1
Did not notice a flagrant foul or event that occurred and ought to have been detected	2
Not aware that the risk of a flagrant foul or incident was significantly elevated	2
Did not react immediately due to inattention or lack of anticipation during a situation (e.g., gatherings, altercations and unsafe rink conditions) where intervention by an official was required	5



COMMUNICATION

The *Communication* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 4.1 below. Points are assessed for each deviation from the ideal that occurs (see Table 4.2 below).

TABLE 4.1 – COMMUNICATION PERFORMANCE RATING		
HCOP LEVEL	ACCEPTABLE	NEEDS IMPROVEMENT
1	< 5 points	5 or more points
2	< 4 points	4 or more points
3	< 3 points	3 or more points
4, 5 & 6	< 2 points	2 or more points

KEY TERMS AND NOTES

1. Communication: A process where information is sent and received.
2. Standing with hands on hips or with arms crossed, spitting, shaking one's head repeatedly as if to say "no!" or "you're wrong!", and pointing or shaking a finger at someone are examples of inappropriate body language while communicating.
3. It is not appropriate to use unnecessary words and gestures in an intimidating and/or condescending manner during the penalty calling procedure. Examples: "Lets go", "Get in the box!", "You've got ...", Jerking of the hand with thumb extended ("You're outta here!") are not acceptable words or gestures.
4. The *Communication* performance rating shall be automatically assessed as "Needs Improvement" if an official uses profane or foul language, ridicules a participant or verbally threatens a participant or spectator, or otherwise communicates in an obviously disrespectful, adversarial or inappropriate manner.

TABLE 4.2 – COMMUNICATION PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Used inappropriate volume, tempo or tone of voice while conversing	1
Used body language that was inappropriate for the situation (see Note 2)	1
Used inappropriate word choice (see Note 3)	1
Did not listen attentively	1
Engaged in debate	1
Repeated instructions or explanations unnecessarily	1
Did not manage the direction in which conversations proceeded	1
Instruction or explanation was not sufficiently comprehensive or was too lengthy	1
Did not praise cooperation when it was appropriate to do so	1
Used non-standard or confusing verbal call or cue	1
Used profane or foul language	Note 4
Ridiculed a participant	Note 4
Verbally threatened a participant or spectator	Note 4
Communicated in an obviously disrespectful, adversarial or inappropriate manner	Note 4



### DUTIES AND PROCEDURES

The *Duties and Procedures* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 5.1 below. Points are assessed for each duty or procedure that is not performed when required or which is completed in a manner significantly different than that described in the *HCOP Officiating Procedures* or as presented in a Branch or League directive (see Table 5.2 below).

TABLE 5.1 – DUTIES AND PROCEDURES PERFORMANCE RATING			
HCOP Level	Superior	Acceptable	Needs Improvement
1	< 7 points	7 – 10 points	> 10 points
2	< 4 points	4 – 8 points	> 8 points
3	< 3 points	3 – 5 points	> 5 points
4, 5 & 6	0 points	1 – 3 points	> 3 points

#### KEY TERMS AND NOTES

1. Duties: Tasks or activities that one ought to do given one's assigned function or role in the game.
2. Procedure: Prescribed method of performing a task or activity.
3. *Face-off Procedure* and the *Penalty Calling Procedure* are evaluated under separate categories.
4. Awareness while at, and while proceeding to and from the timekeeper's box is assessed under the *Awareness* category.
5. Reaction to pressure, effectiveness and style of communication, and signals (correctness and presentation) during the penalty calling procedure are assessed under the applicable category.
6. An escort is considered ineffective if another incident involving the penalized player could occur or actually occurs due to improper positioning, inattention or carelessness on the part of the escorting official.

TABLE 5.2 – DUTIES AND PROCEDURES PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Altercations & Fights: Did not escort an offending player when required	2
Altercations & Fights: Ineffective escort of penalized player (see Note 6)	2
Altercations & Fights: Linesperson did not get numbers of offending players	2
Altercations & Fights: Did not provide numbers of players eligible to serve penalties to Coach	2
Altercations & Fights: Referee did not control and monitor equipment pick up	2
Altercations & Fights: Referee did not confer with both linespersons (or partner) at official's crease	2
Altercations & Fights: Did not direct non-involved players to the players' bench or neutral area	5
Altercations & Fights: Improper, uncoordinated or ill-timed entry into a fight or altercation	5
Altercations & Fights: Restrained a player from behind during an altercation or fight	5
Altercations & Fights: Did not effectively tie up a combatant's arms	5
Altercations & Fights: Did not remain with partner during a multiple fight situation	5
Altercations & Fights: Sent ejected players off the ice without direct supervision or escort	5

Table 5.2 continues on the next page...



GREATER TORONTO HOCKEY LEAGUE OFFICIATING PROGRAM  
OFFICIATING PERFORMANCE STANDARDS



TABLE 5.2 - DUTIES AND PROCEDURES PERFORMANCE DEVIATIONS & POINT AWARDS (CONTINUED)	
EVENT/SITUATION	POINTS
Disputes: Linesperson did not provide support to Referee through (silent) presence	2
Disputes: Referee did not confer with both linespersons (or partner in two-official system)	2
End of Game: Referee did not review and sign gamesheet	2
End of Game: Referee left ice before the players - Unobserved player activity on the ice resulted	5
End of Period: Back official did not blow whistle when buzzer sounded or premature whistle	1
Equipment: Did not send player off the ice when problem with protective equipment detected	1
Equipment: Did not show penalized team the reason for Minor penalty for illegal equipment	1
Equipment: Measurement conducted in wrong place in rink or confiscated illegal equipment	1
Goal: Did not signal or did not blow whistle to stop play when goal occurred	1
Goal: Not properly positioned while team celebrated [Evaluated under <i>Positioning</i> category]	n/a
Handling the Puck (hand pass): Referee did not signal immediately when an infraction occurred	1
Handling the Puck (hand pass): Linesperson signalled when an infraction occurred	1
Handling the Puck (hand pass): Referee did not give washout signal when appropriate	1
Icing: Improper timing, action or sequence of events	1
Icing: Used non-standard signal or signalled "tipped" before signalling "washout"	1
Icing: Did not "check back" to confirm icing still in effect before puck finally crossed goal line	1
Icing: Significantly late whistle	1
Injured Player: Did not confer with other on-ice officials to confirm if penalty warranted	2
Injured Player: Unnecessary delay in signalling trainer or safety person onto the ice	5
Injured Player: Did not remain available in support of trainer or safety person	5
Line Change: Improper timing, action, signal or sequence of events	2
Off-side: Improper timing or sequence of events	2
Off-side: Used wrong signal, used non-standard signal or used incorrect verbal cue	2
Off-side: Did not "work the line" properly [Evaluated under <i>Positioning</i> category]	n/a
Penalty Shot: Did not brief both the shooter and the defending goaltender	1
Penalty Shot: Did not send all players onto their bench or behind centre red line	2
Penalty Shot: Did not stop the clock	5
Premature Substitution of the Goaltender: Foul called by other than the back officials/linesperson	1
Puck out of Bounds: Did not stop play when puck was observed out of bounds	1
Puck struck by High Stick: Referee did not signal immediately when an infraction occurred	1
Puck struck by High Stick: Referee did not give washout signal when appropriate	1
Puck struck by High Stick: Linesperson made a signal when an infraction occurred	1
Start of Game: Gamesheet not checked or player totals not cross-checked	2
Start of Game: Fair Play Initiative: Incomplete or incorrectly performed / Not performed	2 / 5
Start of Period: Incomplete or ineffective net inspection / Net inspection not done	2 / 5
Start of Period: Not on the ice before the players - Unobserved player activity on the ice resulted	5
Time Out: Improper timing, action or sequence of events	1

FACE-OFF PROCEDURE

The *Face-off Procedure* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 6.1 below. Points are assessed for each deviation from the ideal procedure as described in the *HCOP Officiating Procedures* (see Table 6.2 below).

TABLE 6.1 – FACE-OFF PROCEDURE PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1	< 6 points	6 - 10 points	> 10 points
2	< 4 points	4 - 6 points	> 6 points
3	< 2 points	2 - 3 points	> 3 points
4, 5 & 6	0 points	1 - 2 points	> 2 points

KEY TERMS AND NOTES

1. The face-off procedure consists of six elements. They are: Puck retrieval, Player set up, Ejections, Official's stance, Puck drop and Official's exit.
2. Supervisors must determine the reason why an official failed to enforce the face-off violation or encroachment rules before grading. If the reason was due to deficient rule knowledge then a downgrade under *Knowledge of the Rules*. If the reason was due to apathy, downgrade under *Attitude-On-The-Ice*. If the oversight was due to inattention, downgrade under *Awareness*.

TABLE 6.2 – FACE-OFF PROCEDURE PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Puck Retrieval: Did not retrieve the puck when required by HCOP procedures	1
Set Up: Delayed drop to coach players back into position	1
Set Up: Late blowing the whistle at the end of the line change procedure	1
Set Up: Stick of player facing-off not properly positioned, not in contact with the ice, or in motion	1
Set Up: Allowed player facing-off to time the arrival of their stick with the drop of the puck	1
Ejections: Face-off violation or encroachment rule not enforced (see Note 2)	1
Ejections: Back official blew whistle late (after "point of no return")	1
Ejections: Did not blow whistle immediately when player ejected from the face-off	1
Stance: Did not assume the correct stance to drop the puck or bent over while dropping the puck	1
Stance: Puck held away from body/over the face-off spot	1
Stance: Free arm placed behind the back	1
Puck Drop: "Cued" players to the drop	1
Puck Drop: Did not use out then down motion to drop the puck	1
Puck Drop: Puck bounced or slide out of the face-off spot	1
Exit: Did not "freeze" immediately after puck was dropped	1
Exit: Did not look for a safe, unobtrusive exit route after dropping the puck	1
Exit: Did not maintain an awareness of the puck's location while repositioning after the face-off	1
Exit: Unsafe, inappropriate route, obtrusive or poorly timed	1
Total of 6 or more false starts, face-off restraining line violations or encroachment fouls occurred during the game in which the official did not take appropriate action to prevent the infraction	5

GAME CONTROL

The *Game Control* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 7.1 below. Points are assessed for each deviation from the ideal procedure as described in the *HCOP Officiating Duties and Officiating Procedures* (see Table 7.2 below).

TABLE 7.1 – GAME CONTROL PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1	< 5 points	5 – 8 points	> 8 points
2	< 3 points	3 – 6 points	> 6 points
3	< 2 point	2 – 4 points	> 4 points
4	0 points	1 or 2 points	> 2 points
5 & 6	0 points	1 point	> 1 points

KEY TERMS AND NOTES

1. Behaviour: The way of conducting oneself. A reflection of one's attitudes, values and beliefs.
2. Emotion: One's mental state.
3. Focus: To concentrate on.
4. Game Control: The act of influencing participants' emotions, focus, behaviour and actions to attain the desired standard of play while avoiding unnecessary injuries and serious altercations.
5. Intensity: The degree of a feeling or action.
6. Tempo: Rate of motion of the game.
7. Intervention can take many forms. Officials can intervene by stopping play quickly, by directing certain actions (i.e., directing players to remain at the bench or to go to a specific area during an altercation), by penalizing those who violate the rules, with physical presence, with verbal presence (voice or whistle) or through a one-on-one conversation with a participant.
8. An official has "effectively influenced" participants' emotions, focus, behaviour and actions when the participants are content to play the game within the rules and GTHL standard of play expectations. This implies that, except when provoked during an extreme circumstance, the participants do not retaliate or engage in physical or verbal misconduct and demonstrate, generally, good sportsmanship.

TABLE 7.2 – GAME CONTROL PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Did not intervene when required to maintain an appropriate tempo or intensity level during the game (see Note 7)	1
Did not intervene when required to effectively influence the participants' emotions, focus, behaviour and actions (see Notes 7 & 8)	1
Did not direct player activity or movement when required to prevent an altercation or to prevent more players getting involved in an altercation	2



### JUDGEMENT

The *Judgement* category has three distinct sub-categories: *Feel for the Game*, *Penalty Selection* and *Judgement On-the-Lines*. Performance standards have been developed for each of these sub-categories.

All three sub-categories are rated when the two official system is used. When the three official system is used the Referee receives ratings for *Feel for the Game* and *Penalty Selection* only, and the Linespersons receive ratings for *Feel for the Game* and *Judgement On-the-Lines* only.

The overall *Judgement* performance rating shall be equivalent to the lowest rating received in the applicable sub-categories. For example, if *Feel for the Game* is rated *Superior* and *Penalty Selection* and *Judgement On-the-Lines* are rated *Acceptable*, then the overall *Judgement* performance rating shall be *Acceptable*. If any sub-category is rated as *Needs Improvement*, then the overall *Judgement* performance rating shall be *Needs Improvement*, notwithstanding the rating of any other sub-category.

When assessing judgement, supervisors must know for certain that the official's judgement was incorrect. Borderline / marginal / debatable calls (or non-calls) shall not count towards a downgrade under *Judgement*.

Only fouls that are seen by the official are considered under the Judgement category. Fouls that are not seen by the official are considered when rating performance under either *Awareness* or *Positioning*.

### FEEL FOR THE GAME

The *Feel for the Game* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 8.1 below. Points are assessed for each deviation from the ideal procedure as described in the *HCOP Officiating Duties and Officiating Procedures* (see Table 8.2 below).

HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1	< 4 points	4 - 6 points	> 6 points
2	< 3 points	3 - 5 points	> 5 points
3	< 2 point	2 - 3 points	> 3 points
4 - 6	0 points	1 - 2 points	> 2 points

#### KEY TERMS AND NOTES

1. Discretion: The liberty of deciding as one thinks fit.
2. Flow: The rate of progression of play.
3. Feel for the Game: The concept of using discretion to promote interesting play.
4. Use of discretion is only acceptable when safety, fairness, consistency and published penalty standards are not compromised.

EVENT / SITUATION	POINTS
A penalty was called when the official had the option (in consideration of "flow", participants' expectations and other factors (see Note 4)) of making no penalty call	1
Play was stopped when the official had the option (in consideration of "flow", participants' expectations and other factors (see Note 4)) to allow play to continue.	1

JUDGEMENT - PENALTY SELECTION

The *Penalty Selection* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 8.3 below. Points are assessed:

- a. For each foul seen but not called (see Table 8.4 below),
- b. For each occasion where a foul is seen but the appropriate penalty is inappropriately substituted with a less severe penalty (see Table 8.4 below), and
- c. In every instance when a penalty is assessed but undeserved (see Table 8.5 on next page).

TABLE 8.3 – PENALTY SELECTION PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR (see NOTE 1)	ACCEPTABLE (see NOTE 1)	NEEDS IMPROVEMENT
1	< 5 points	5 – 10 points	> 10 points
2	< 4 points	4 – 8 points	> 8 points
3	< 3 points	3 – 6 points	> 6 points
4	< 2 points	2 – 4 points	> 4 points
5 & 6	0 points	1 – 2 points	> 2 points

NOTES

1. Officials must make at least three correct penalty/no penalty decisions before a “Superior” *Penalty Selection* rating can be assigned. When fewer than five situations that require the officials to make a penalty/no-penalty decision occur in a game, officials must make the correct call/non-call in at least half of those situations before an “Acceptable” *Penalty Selection* rating can be assigned.
2. The *Penalty Selection* performance rating shall be assessed as “Needs Improvement” if **any** of the following fouls are seen but not called or seen but substituted with a less severe penalty:
  - a. Attempt to Injure or Deliberate Injury
  - b. Checking from Behind
  - c. Intentional Head Contact
  - d. Slew Footing.
3. The *Penalty Selection* performance rating shall be assessed as “Needs Improvement” if a Match, Game Misconduct or Gross Misconduct penalty is assessed undeservedly.

TABLE 8.4 – PENALTY SELECTION PERFORMANCE DEVIATIONS & POINT AWARDS FOUL SEEN BUT NOT CALLED OR PENALTY SUBSTITUTED WITH LESS SEVERE PENALTY	
FOUL / SITUATION	POINTS
Abuse of Official: Minor or Bench Minor	2
Abuse of Official: Game Misconduct	5
Abuse of Official: Match Penalty	Note 2
Aggressor	2
Attempt To Injure / Deliberate Injury / Any Slew Foot: Match Penalty	Note 2
Boarding: Minor / Major + Game Misconduct	2 / 5
Body Checking: Minor / Major + Game Misconduct	2 / 5
Charging: Minor / Major + Game Misconduct	2 / 5
Checking From Behind: Minor + Game Misconduct or Major + Game Misconduct	Note 2

Table 8.4 continues on the next page



JUDGEMENT – PENALTY SELECTION (continued)

TABLE 8.4 (CONTINUED) - PENALTY SELECTION PERFORMANCE DEVIATIONS & POINT AWARDS FOUL SEEN BUT NOT CALLED OR PENALTY SUBSTITUTED WITH LESS SEVERE PENALTY	
FOUL / SITUATION	POINTS
End of Period: Player leaves players' or penalty bench without permission at end of period	2
Equipment: Player participating in the play with both facial protector straps undone	2
Equipment: Player on the ice with > 1" of slack in chinstrap	2
Equipment: Helmet deliberately removed/chinstrap deliberately undone before or during a fight	2
Equipment: Helmet or facial protector worn in off-set position	2
Fighting: Player does not retire to players' bench or designated area during a fight	2
Fighting: Major penalty	5
Flagrant Foul	2
Head Contact: Double Minor or Major + GM	Note 2
Inciting an opponent or Verbal Abuse of an opponent	5
Interference: Minor / Major + Game Misconduct	2 / 5
Interference with the Goaltender: Penalty differential NOT assessed	2
Interference with the Goaltender: Minor / Major + Game Misconduct	2 / 5
Instigator	2
Intimidation: Foul intended to intimidate an opponent: Minor / Major + Game Misconduct	2 / 5
Kneeing: Double Minor / Major + Game Misconduct	2 / 5
Penalty Shot: Event that should result in a Penalty Shot	5
Restraining (Hooking & Holding) or Tripping Foul: Minor / Major + Game Misconduct	2 / 5
Roughing or Roughing after the Whistle: Penalty differential NOT assessed	2
Roughing or Roughing after the Whistle: Minor / Major + Game Misconduct	2 / 5
Scoring opportunity illegally denied or illegally gained	2
Start of Game: Team not ready at end of warm-up (GTHL league play only)	2
Start of Period: More than 6 players loitering on the ice at start of 2 <sup>nd</sup> or 3 <sup>rd</sup> period	2
Stick-work: Minor or double Minors (Cross-check, Slash, Butt-End, Spear)	2
Stick-work: Major + Game Misconduct (Cross-check, Slash)	5
Violent foul: Minor / Major + Game Misconduct	2 / 5

TABLE 8.5 – PENALTY SELECTION PERFORMANCE DEVIATIONS & POINT AWARDS "UNDESERVED" PENALTY ASSESSED	
PENALTY	POINTS
Match, Game Misconduct, or Gross Misconduct	Note 3
Inappropriate stoppage of play or erroneous call (puck contacted with a high-stick, hand pass, net dislodged, puck out of bounds or unplayable, puck held against the boards, etc.)	1
Minor, Bench Minor or double Minors	2
Game Ejection, Misconduct, Major or Penalty Shot	5



JUDGEMENT “ON-THE-LINES”

Judgement “On-the-lines” performance rating is dependent on the official’s HCOP level and the number of points accumulated in a game as indicated in Table 8.6 below. Points are assessed each time an event listed in Table 8.7 occurs.

NOTES

1. Officials must make at least 2 correct calls on-the-lines before an “Acceptable” *Judgement On-the-Lines* rating can be assigned.
2. Instances where force is used unnecessarily, where more than minimum force is used when force is required and other instances of physically abusive behaviour results in a downgrade under *Reaction to Pressure*.
3. Supervisors must determine the cause of incorrect icing or off-side calls before grading. If the error was due to deficient rule knowledge then a downgrade under the *Application of the Rules* category. If the error was due to being blocked or a poor sightline then downgrade under the *Positioning* category. If the error was due to poor judgement then downgrade under the *Judgment “On-the-Lines”* sub-category.
4. Supervisors must determine the reason why an official failed to enforce the face-off violation or encroachment rules before grading. If the reason was due to deficient rule knowledge then a downgrade should occur under the *Application of the Rules* category. If the reason was due to apathy then downgrade under the *Attitude On-the-Ice* category. If the reason was due to inattention or the perception that the official had the discretion to overlook face-off violations or encroachment fouls then downgrade under the *Judgment “On-the-Lines”* sub-category.

TABLE 8.6 – JUDGEMENT “ON-THE-LINES” PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE (see NOTE 1)	NEEDS IMPROVEMENT
1	< 6 points	6 – 8 points	> 8 points
2	< 4 points	4 – 6 points	> 6 points
3	< 2 points	2 – 4 points	> 4 points
4, 5 & 6	0 points	1 – 2 points	> 2 points

TABLE 8.7 – JUDGEMENT “ON-THE-LINES” PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Face-off foul (e.g., face-off restraining line violation, encroachment, false start, stick improperly positioned, late set-up) not penalized by ejecting offending team player from the face-off (Note 4)	1
Inappropriate or erroneous stoppage of play (such as when the following occur or were thought to have occurred: Puck struck with a high-stick; Hand pass; Net dislodged; Puck out of bounds or unplayable)	1
Incorrect off-side or non-offside call (see Note 3)	2
Incorrect icing call or icing non-call (i.e., inappropriate washout) (see Note 3)	2
Intentional offside not enforced (see Note 3)	2

### KNOWLEDGE OF THE RULES

The *Knowledge of the Rules* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 9.1 below. Points are assessed for each deviation from the ideal that occurs (see Table 9.2 below).

TABLE 9.1 – KNOWLEDGE OF THE RULES PERFORMANCE RATING		
HCOP Level	Acceptable	Needs Improvement
1	0 - 5 points	> 5 points
2	0 - 4 points	> 4 points
3	0 - 2 points	> 2 points
4, 5 & 6	0 - 1 points	> 1 points

#### KEY TERMS AND NOTES

1. *Knowledge of the Rules*: The state of ones knowledge of the content, meaning, interpretation and intended application of Hockey Canada, Branch and League playing rules.
2. *Knowledge of the Rules* category applies when an official misapplies a Hockey Canada, Branch or League playing rule or rule interpretation due to lack of rule knowledge or misunderstanding of how the rule is to be applied. Any decision about whether or not to apply a particular rule is considered under *Attitude - On The Ice* (if apathy is a factor) or *Judgement* (when a poor decision about when to apply a particular rule occurs).

TABLE 9.2 – KNOWLEDGE OF THE RULES PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Name of an infraction reported incorrectly (e.g. illegal equipment versus ineligible player, handling the puck versus falling on the puck, etc.)	1
Premature stoppage of play due to misapplication of a rule or rule interpretation	1
Premature stoppage of play due to misapplication of a rule or rule interpretation and a team is denied a reasonable and imminent scoring opportunity	2
Play allowed to continue due to misapplication of a rule (and no goal scored on the play)	2
Incorrect face-off location due to misapplication of a rule or rule interpretation (and no goal scored by advantaged team on the play)	2
Rule or rule interpretation not otherwise listed in this table not applied or was applied erroneously	2
Team has fewer players on the ice than that to which they are entitled due to misapplication of a rule or rule interpretation	5
Goal scored by a team that is (incorrectly) provided with a territorial advantage due to an incorrect face-off location resulting from a misapplication of a rule	5
Goal that should never have occurred was scored because the play was (incorrectly) allowed to continue due to a misapplication of a rule	5
"Automatic" penalty associated with a particular foul (e.g., Game Misconduct not assessed along with one's second Misconduct penalty) not assessed due to deficient rule knowledge	5
Incorrect length of penalty for an infraction (i.e., 5 minutes assessed when 2 or 10 are the only options available to the Referee) assessed due to deficient rule knowledge	5

PENALTY CALLING PROCEDURE

The *Penalty Calling Procedure* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 10.1 below. Points are assessed for each deviation from the ideal procedure as described in the *HCOP Officiating Procedures* (see Table 10.2 below).

TABLE 10.1 – PENALTY CALLING PROCEDURE PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1	< 6 points	6 – 10 points	> 10 points
2	< 4 points	4 – 6 points	> 6 points
3	< 2 points	2 – 3 points	> 3 points
4, 5 & 6	0 points	1 – 2 points	> 2 points

NOTES

1. This category does NOT apply to linespersons. Linespersons actions while the Referee is performing this procedure are rated under the *Duties and Procedures* category.
2. If play is stopped at a time other than that prescribed by the rules downgrade performance under *Application of the Rules*.
3. Awareness while enroute to, at or returning from the timekeeper's box or a player's bench is evaluated under the *Awareness* category. Reaction to pressure (demeanour), (interpersonal) communication, and signals (correctness, presentation and visibility) that occur during the penalty calling procedure are assessed under the applicable category.
4. It is considered inappropriate to point at an offending player if the player is less than 3 metres away.
5. Examples of unnecessary words and gestures: "Lets go", "Get in the box", "You've got ...", Jerking of the hand with thumb extended (as if to imply, "You're outta here!").
6. "Well clear" is defined as 3 metres or greater (generally equivalent to an extended arm plus stick length).

TABLE 10.2 – PENALTY CALLING PROCEDURE PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Did not raise non-whistle arm to signal a delayed penalty when required	1
Did not come to a complete stop then pause slightly before assessing a penalty	1
Did not point at the offending player with non-whistle hand when required (see Note 4)	1
Did not use a clear, assertive voice and an emotionally neutral tone while assessing a penalty	1
Did not make the appropriate type and number of penalty signal(s) while assessing and reporting penalty(s)	1
Included unnecessary words or gestures while assessing or reporting a penalty (see Note 5)	1
Pace, timing or route taken to and from the penalty box was flawed	1
Did not remain well clear of penalized players (Note 6)	1
Unnecessary delay in game or a return trip to Timekeeper required due to ineffective initial penalty report	1
Initiated or become engaged in a one-on-one conversation with a penalized player during the procedure	1
Awareness while enroute to, at or returning from the timekeeper's box or a player's bench	Note 3
Official seemed harried or indecisive, or acted in a belligerent manner	Note 3

### PHYSICAL APPEARANCE

The *Physical Appearance* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 11.1 below. Points are assessed for each event or situation described in Table 11.2 below.

Table 11.1 – Physical Appearance Performance Rating			
HCOP Level	Superior	Acceptable	Needs Improvement
1	< 3 points	3 – 5 points	> 5 points
2	< 2 points	2 – 4 points	> 4 points
3	< 2 points	2 – 3 points	> 3 points
4, 5 & 6	0 points	1 – 2 points	> 2 points

#### KEY TERMS & NOTES

1. Physical Appearance: Physical form as perceived.
2. Physical appearance off the ice is not considered under this category – It is evaluated as a component of *Attitude Off-the-Ice*.
3. “From afar” implies that the observer is more than 3 metres from the official

TABLE 11.2 – PHYSICAL APPEARANCE PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
One aspect of physique is not quite ideal (e.g., poor posture, stout, gangly, etc.)	1
Some component of the uniform needs to be cleaned, repaired or replaced immediately	1
Jersey is noticeably dirty or “greyed” when observed from afar	1
One or more crests are missing, crooked, not properly affixed, incorrectly positioned or dirty	1
Name bar missing, crooked, not properly affixed, incorrectly positioned or dirty	1
Helmet is not black in colour	1
Unauthorized / unnecessary sticker(s) displayed on helmet	1
Chinstrap is taped, or noticeably dirty when observed from afar	1
Skate laces are not white in colour or are noticeably dirty when observed from afar	1
Pant legs too short	1
Pant legs tend to ride up because they are too tight at the knee	1
Pant leg tucked behind a skate calf-guard or tongue on more than 2 occasions	1
Some aspect of the official's physique results in adverse reaction (e.g., “cat calls” or taunting) by more than one participant, peer or spectator during the game	2
Some aspect of the fit, size or condition of the uniform results in noticeable and justifiable criticism from participants, peers or spectators	2

### PHYSICAL FITNESS

The *Physical Fitness* performance rating for all HCOP officials is dependant on the number of points accumulated in a game as indicated in Table 12.1 below. Points are assessed for each deviation from the ideal that occurs (see Table 12.2 below).

TABLE 12.1 – ATTITUDE ON-THE-ICE PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1 thru 6	0 points	1 – 4 points	> 4 points

#### KEY TERMS AND NOTES

1. Physical Fitness: The state of one's physical health.
2. Physical Fatigue: A state of physical weariness after exertion.
3. Rest normally occurs at every stoppage of play. Rest also occurs when little or no physical effort is required while play is in progress. During rest, little or no energy is expended and the body recovers from exertion.

TABLE 12.2 – PHYSICAL FITNESS PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Physical fatigue noticeable at the end of a 15-second rest period (see Note 3) following physical exertion	1
Unable to maintain ideal position during stretches of uninterrupted play that required a high degree of effort for 30 consecutive seconds or less	1
Physical fatigue resulted in a significant lapse in composure or judgement	5

### POSITIONING

The *Positioning* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 13.1 below. Points are assessed for each deviation from the ideal positioning system as described in the *HCOP Officiating Systems and Officiating Procedures* (see Table 13.2 below).

TABLE 13.1 – POSITIONING PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1	< 6 points	6 – 10 points	> 10 points
2	< 4 points	4 – 6 points	> 6 points
3	< 2 points	2 – 4 points	> 4 points
4, 5 & 6	0 points	1 – 3 points	> 3 points

#### KEY TERMS AND NOTES

1. Presence: Being represented with a view to influence.
2. When more than one entry in Table 13.2 is applicable to a single event, only a single point should be assessed for a positioning error.
3. Interference with the play due to lack of effort or carelessness should be evaluated under *Attitude On-the-Ice*. Interference with the play due to inattention should be evaluated under *Awareness*.

TABLE 13.2 – POSITIONING PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Altercation / Gathering: Incorrectly positioned during an altercation, gathering or goal celebration	1
Back Official: As the back official/linesperson, was incorrectly positioned during play in the partner's end zone	1
Blue Line: Did not "work" the blue line correctly when necessary	1
End Zone: Did not use the end zone cone correctly	1
End Zone: Did not use a pivot turn when required	1
End Zone: Did not "bump" when required or "bumped" beyond the <i>end zone cone</i> limits	1
End Zone: Out of position or incorrectly positioned when making a call around the net or when a goal occurs	1
Face-Off: Incorrectly positioned during a face-off	1
Goal: Incorrectly positioned during a goal celebration	1
Interference: Interfered with the play due to improper positioning	1
Interference: Caused or prevented a breakout, turnover or scoring opportunity because of incorrect positioning	1
On-the-Lines: Out of position when making a call at the blue line or centre red line	1
Out of position during a breakout out of the end zone	1
Out of position during a rush through the neutral zone and/or into the attacking zone	1
Penalty Shot: Incorrectly positioned during a Penalty Shot	1
Presence: Poorly positioned during an attempt to exert physical or vocal presence	1
Time out: Incorrectly positioned during a time-out	1

REACTION TO PRESSURE

The *Reaction to Pressure* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 14.1 below. Points are assessed for each deviation from the ideal that occurs (see Table 14.2 below).

TABLE 14.1 – REACTION TO PRESSURE PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1 & 2	0 points	1 – 4 points	> 4 points
3 & 4	0 points	1 – 2 points	> 2 points
5 & 6	0 points	1 point	> 1 points

KEY TERMS AND NOTES

1. Demeanour: Outward behaviour.
2. Emotional: Instinctive sensation or state of the mind.
3. Pressure: To bear heavily on.
4. Reaction: Response to a stimulus or question.
5. Stress: Demand upon physical or mental energy.
6. Normally, an official is expected to remain composed. However, in some situations it may be appropriate and acceptable for an official to display some emotion (e.g., during a gathering or altercation the Referee is expected/required to become somewhat animated during attempts to influence player behaviour and diffuse the situation).
7. When judgement is affected by physical fatigue (as opposed to emotional stress) performance is downgraded under the *Physical Fitness* category.
8. Foul, abusive or inappropriate language is considered under *Communication*.
9. Physically abusive behaviour or unnecessary use of force or use of more than minimal force when force is required is never appropriate.

TABLE 14.2 – REACTION TO PRESSURE PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Body language or demeanour was inappropriate when subjected to emotional stress (see Notes 6 and 7)	1
Took inappropriate action (did or said the wrong thing) when subjected to emotional stress (see Notes 6, 7 & 8)	1
Appeared flustered when subjected to emotional or physical stress (see Note 6)	1
Used force when force was <u>not</u> required (see Note 9)	5
Used more than minimal force when force was required (see Note 9)	5
Maintained physical contact with a participant when such contact was not required (see Note 9)	5



SAFETY AND RISK MANAGEMENT

The *Safety and Risk Management* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 15.1 below. Points are assessed for each deviation from the ideal that occurs (see Table 15.2 below).

TABLE 15.1 – SAFETY AND RISK MANAGEMENT PERFORMANCE RATING		
HCOP LEVEL	ACCEPTABLE	NEEDS IMPROVEMENT
1	0 - 3 points	> 3 points
2 & 3	0 - 2 points	> 2 points
4, 5 & 6	0 - 1 points	> 1 points

NOTE: Officials are expected to “turn, face and brace” when a collision with a player is imminent or when faced with the prospect of being struck by the puck.

TABLE 15.2 – SAFETY AND RISK MANAGEMENT PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Hung on to the glass or climbed on top of the boards to avoid interfering with the play	1
Turned away from the play in reaction to a potential collision with a player or the possibility of being struck by the puck (see Note)	1
Official's chinstrap too loose or not properly fastened (as per Hockey Canada and League directives) without good cause while on the ice	5
Official's helmet or visor not CSA approved, or damaged or modified in a way that voids CSA certification, or CSA sticker is missing	5
Official's helmet ear-piece missing or visor retaining strap missing	5
Did not detect, due to apathy or inattention, one or more instances where a player's protective equipment was clearly worn or fastened incorrectly	5
Did not intervene to immediately report or correct the problem when it was observed that a player's protective equipment was clearly worn or fastened incorrectly	5
Demonstrated a significant lack of regard for the safety of participants or peers or self	5
Did not detect one or more safety hazards (that ought to have been detected) which presented a threat to the well being of participants or peers or self	5
Did not take action to eliminate or reduce the effect of one or more known safety hazards to the well being of participants or peers or self	5

### SIGNALS

The *Signals* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 16.1 below. Points are assessed for each deviation from the ideal as described in the *HCOP Officiating Procedures* (see Table 16.2 below).

TABLE 16.1 – SIGNALS PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1	< 6 points	6 – 10 points	> 10 points
2	< 4 points	4 – 6 points	> 6 points
3	< 2 points	2 – 3 points	> 3 points
4, 5 & 6	0 points	1 – 2 points	> 2 points

#### KEY TERMS & NOTES

1. Unconventional: Not bound by convention or custom; unusual.
2. Examples of unconventional signals or gestures: “Dive!” signal. Hitchhiker’s thumb – “Get out!” or “Get to the penalty box!” signal.
3. A signal is considered to be technically incorrect if the wrong arm is used, if it is unrecognizable or if the signal is significantly different that shown in the HCOP Officiating Procedures.
4. A signal is considered visible when it is presented in a manner that makes it likely to be seen by as many participants and spectators as can be reasonably expected.
5. A signal is well timed if it is executed at an appropriate moment and is of sufficient duration to be observed and understood by those watching.
6. Most signals should be presented in an “emotionally neutral” manner. However, an embellished signal is acceptable when it is desirable to "sell" a call.

TABLE 16.2 – SIGNALS PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Did not signal when required	1
Signalled or gestured in an intimidating or antagonistic manner	1
Performed an incorrect signal in a given situation	1
Used unconventional signals or gestures (see Notes 1 & 2)	1
Executed signals in a technically incorrect, unclear or poorly timed manner (see Notes 3, 4 & 5)	1
Signals were performed with an inappropriate degree of intensity (see Note 6)	1

SKATING ABILITY

The *Skating Ability* performance rating for all HCOP officials is dependant on the number of points accumulated in a game as indicated in Table 17.1 below. Points are assessed for each deviation from the ideal that occurs (see Table 17.2 below).

TABLE 17.1 – SKATING ABILITY PERFORMANCE RATING			
HCOP LEVEL	SUPERIOR	ACCEPTABLE	NEEDS IMPROVEMENT
1 thru 6	0 points	1 – 4 points	> 4 points

KEY TERMS & NOTES

1. Ability: Capacity to do something.
2. Grace: Pleasing quality, attractiveness or charm.
3. Posture: Relative position of body parts.
4. Style: Noticeably superior quality or manner.
5. The main aspects of skating are:
  - a. Balance
  - b. Acceleration (rate of speed increase)
  - c. Speed
  - d. Agility (ability to transition from forward to backward or sideways, backward to forward or sideways, and lateral to forward or backwards skating while facing the same direction)
  - e. Mobility (quickness in changing direction while skating forward or backward)
  - f. Slowing
  - g. Stopping

TABLE 17.2 – SKATING ABILITY PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Significant improvement in one or more of the main aspects of skating (see Note 5) or style could result if skating technique was changed	1
Fell or stumbled because of a deficiency in one or more of the main aspects of skating	1
Unable to maintain proper position, interfered with the play or exposed self to undue risk of injury because of a deficiency in one or more of the main aspects of skating	1

### TEAMWORK

The *Teamwork* performance rating is dependent on the official's HCOP level and the number of points accumulated in a game as indicated in Table 18.1 below. Points are assessed for each deviation from the ideal notion of teamwork that occurs (see Table 18.2 below).

TABLE 18.1 – TEAMWORK PERFORMANCE RATING		
HCOP LEVEL	ACCEPTABLE	NEEDS IMPROVEMENT
1	0 – 4 points	> 4 points
2	0 – 3 points	> 3 points
3	0 – 2 points	> 2 points
4, 5 & 6	0 – 1 points	> 1 point

#### KEY TERMS AND NOTES

1. Support: Lend assistance to; to back up.
2. Teamwork: Combined effort; Organized co-operation.
3. The *Teamwork* performance rating shall automatically be assessed as “Needs Improvement” if a significant display of poor teamwork occurs.

TABLE 18.2 – TEAMWORK PERFORMANCE DEVIATIONS & POINT AWARDS	
EVENT / SITUATION	POINTS
Did not lend assistance to partner(s) when it was possible and reasonable to do so	1
Did not “cover” for partner when required and reasonable to do so given the situation	1
Did not lend assistance to or back up partner(s) during a dispute	1
Did not intervene as expected to prevent or diffuse gatherings or altercations	1
Did not provide partner(s) with encouragement or moral support when it was reasonable to do so	1
As the Referee in the three officials system, did not provide direction or demonstrate sound leadership when required	1
Used inappropriate, confusing or poorly timed verbal and visual clues to coordinate partner(s) actions during abnormal situations	1
Did not initiate action or complement partner(s) actions when required to ensure fair play	Note 3
Flagrant lack of cooperation with partner(s) observed	Note 3
Did not follow rightful instructions given by the Referee	Note 3
Did not intervene when required to ensure the physical security of a player, team official, off-ice official or other on-ice official	Note 3