



Referees and Table officials development program (2009-2012)

REFEREES AND TABLE OFFICIALS DEVELOPMENT PROGRAMS



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1 Referees

1.1 Introduction

To conduct successful basketball programs at any level nationally, National Federations need to have in place a Referee infrastructure that ensures the needs of the game are met at all levels of participation.

The infrastructure requires the development of policies, procedures and programs to be promulgated for domestic, regional, National and International activities of the Federation.

What is the role of the Referee?

1. To be independent & neutral
2. To be a good communicator
3. To have an excellent Rule knowledge but know how to interpret and adjust the rules
4. To be honest
5. To be fit, athletic and confident
6. To be courageous, fair and tolerant
7. To be professional
8. To be a good listener, polite and cool
9. To understand the game and be able to manage it
10. Make judgments that people understand
11. Guide teams along the right path
12. Remember that the game is for the players, coaches and spectators

Recruitment of Referees

Why do people take up the role of officiating and what keeps them involved:

1. Fun
2. Love of sport and in particular basketball
3. Source of income
4. Being involved with the players and coaches
5. Involvement is seen as a means of getting fit, exercise
6. Social aspect of reacting with people with common interests from all walks of life
7. Learning how to cope with stress situations, making judgments
8. Developing confidence
9. Being recognized
10. How to handle and deal with conflict management
11. How to deal with people, be nice and show respect
12. Promotes self assurance and how to accept criticism and evaluation
13. Improves decision making processes and develop individuals to become leaders

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14. Teaches people how to be flexible and how to think on their feet under pressure

1.2 Methods of recruitment

1. Schools/Universities/Colleges - young females/males to control games in their respective peer groups
2. Social Competitions - provide incentives to play and officiate
3. Players see a pathway in officiating because they have not been able to fulfill their playing ambitions for various reasons e.g. too small, injuries, etc
4. Experienced players/coaches who retire but still wish to be involved
5. Females - to control daytime domestic competitions while children are at school
6. Use of newspapers, advertising, websites, television
7. Flyers, posters
8. Direct mail to teams / clubs
9. Notice boards at Basketball Venues
10. Verbal / Word of mouth

Retention of Referees:

Research indicates that officials drop out for the following reasons:

1. Work or school commitments
2. Poorly treated by officials and/or the officiating group they were officiating with
3. Injury restrictions
4. Family reasons

What needs to happen:

- Team Officials and Administrators having a better understanding of the officials role
- Clearer pathways for progression
- Better protection and support for officials
- Improved and better coaching of officials, with more evaluation/coaching sessions
- Better recognition and camaraderie with fellow officials
- Improved pay and conditions

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1.2.1 How to retain more Officials

- Apply the codes of behavior for players, coaches, administrators, officials and spectators
- Educate and inform the masses of the plight of officiating in the sport
- Explain the career path structure to all officials, highlighting the steps available to those who want to progress through the system
- Provide quantity and quality evaluating/coaching at all levels of officiating
- Promote and utilize role models already in the system
- Provide stronger support and backup for inexperienced officials by being available to mentor, discuss and advise
- Stronger recognition of officials achievements (Awards, presentations, establish a recognition program)
- More rewards (non monetary) and involvement as a group, e.g. social functions, low key gatherings, guest speakers at meetings, regular group discussions and exchange for all officials
- Better support and back-up from officiating groups, use of mentoring
- Additional educational and training sessions, specifically to assist officials in their first twelve months of officiating

1.3 Pathways for officials

National Federations need to develop pathways for Officials if their respective programs are to succeed

Keys to officiating pathways:

- Nationally accredited Referee Education Programs which are competency based
- Referee education programs commencing with recreation/domestic basketball through to FIBA candidates
- Each program level requires formal National Basketball course presentation and competency based assessment to promote advancement through the system
- Under pinning all the courses, is a nationally produced and accredited Referee Coach / Evaluator Courses and Program
- Referee Coach / Evaluator educator programs with graded accreditation progression
- Educator programs with graded accreditation progression
- Officiating experience at various levels and standards, along with formal education and coaching enables officials to improve and progress
- Experience must firstly be gained at local recreational domestic level, progressing to Regional / Province Junior level, Regional Senior level and then onto the National level.

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- Education courses, camps, clinics to be provided to the officials as an integral part of the pathway
- Throughout this progression officials must receive quality coaching from Referee Coaches \ Evaluators, senior officials and their peers
- Young talented officials are identified in Regional programs for additional coaching
- In addition to local based coaching, young talented officials who are identified by their respective bodies, be included in a National Referee's Development Program (NRDP)
- The NRDP Program provides additional coaching, education and experiences above and beyond what they would normally receive in their Regional programs
- National panels are formed to officiate at the highest National competition levels. E.g.:
 - National Men's League
 - National Women's League
 - National Division One Men's and Women's Leagues
- Structured progression throughout education whilst gaining experience by being exposed to various levels of basketball, commencing with Regional levels and progressing to National and finally International Competitions
- Fast tracking policies and procedures for former high quality players and coaches

1.4 Pathways for potentially elite referees

1. **Beginners Level 0 Referees course accreditation - Minimum 12 Years of age**
 - Officiates domestic/junior and senior basketball
 - Progression depending on standards and ability
2. **Level One Referees course accreditation - Minimum 16 Years of age**
 - Officiates domestic/junior and senior basketball, possibly at a higher level
 - Performance progression determines length of period in level and subsequent pay scales
 - Included onto Regional Junior Development Program
3. **Level Two Referees course accreditation - Minimum 18 Years of age**
 - Officiates domestic/junior and senior basketball at a higher level
 - Performance progression determines length of period in level and subsequent pay scales
 - Included into Junior representative competitions
 - Included into the first year of the National Referees Development Program
 - Included onto the bottom rung of senior Regional representative panel
 - Attend Junior National Championships, usually Under 14 and Under 16's
 - Attend National Development Camp as a Regional representative

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4. Level Three Referees course accreditation
 - Officiates on Regional Championships Panel
 - Included onto the Nationals Panel (Level C) as a NRDP member officiating National Division One women's games
 - Second or third year on NRDP
 - Attend National Junior Championships, usually Under 16, Under 18
 - Attend National Development Camp as NRDP representative
5. National Panel Member officiating National Men's Division One and National Women's League (WNBL) - Over 21 Years of age
 - Officiate finals of Regional League
 - Officiate pre-season National Men's Basketball League (NBL)
6. National Panel Member officiating Men's Division One, WNBL and limited NBL games (rookie - Panel 3) of NBL
7. National Panel Member regularly officiating Men's Division One, WNBL and NBL games (Panel 2 and 1) NBL. Appointed to non FIBA sanctioned international games within country (friendly games)
8. Attend FIBA candidates clinic to receive FIBA license. - Prior to 35 Years of age
 - Officiate international games in home country and overseas touring teams
9. Officiate at FIBA international events. (World Championships / Olympic Games)



1.5 Pathways for referees

INSERT GRAPHIC HERE



1.6 National referees panel

Why:

- To provide quality officials and Referee Coaches / Evaluators that meet development needs of both officials, National Leagues and underpinning Leagues
- To provide opportunities for referees to develop to their full potential
- To improve the quantity and quality of input from Regional / Province and National Officiating bodies
- To initiate good working relationships with all relevant basketball bodies

How:

- National Panel Committee
- Formulation of National Panel
- Rostering and appointments policy for each level within a league
- Monitoring and recording of performances
- Review of panel and levels within a league
- Procedures for dealing with officials
 - returning after injury/unavailability
 - poor performance
- Finals appointment procedures
- Fitness and Theory assessment and procedures
- National Action days
- Points of emphasis
- Role of Referee Coach / Evaluator
- Role of State / Provinces
- Communications



1.7 National Referees Development Program (NRDP)

The Program should be based on:

1. Program Philosophy
2. Selection Criteria
3. Selection Process
4. Strategic Areas
5. Personal Tuition - one on one coaching
6. Team Tuition - group coaching
7. Skill creation for members
8. Requirements and Procedures
9. Regional / Province Supervision
10. National Integration

An example of a special pathway program:

MISSION STATEMENT

To identify, educate and provide additional coaching and training through a planned development program, for those officials who have displayed the interest and potential to progress to an elite level

OBJECTIVE

- To identify talented officials, develop and assist them towards their full potential through coaching and training
- To develop social, physical and personal communication skills

SELECTION CRITERIA

Members should:

1. Display the necessary officiating ability at Regional/Province and/or equivalent National Basketball levels
2. Demonstrate a willingness to be totally committed to the National Referees Development Program and to all levels of officiating
3. Have completed secondary school or have left secondary school
4. Have commenced the Level 3 Referees Program
5. Have displayed the necessary theory and physical abilities to meet the objectives of the program
6. Be in the 18-28 years age bracket to commence the program

PROGRAM PHILOSOPHY

The NRDP consists of scholarships being offered to officials who demonstrate special skills recognized as requirements to progress to the elite officiating level. The specialized coaching and training will follow the current philosophies, aims and direction of the National Basketball program.

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The program will be based on three strategic areas where these philosophies should be promoted.

1. Personal Tuition (one on one coaching)
 - Officials will be assisted by members of the coaching team, to achieve targets in their individual programs.
 - The program will concentrate on development of personal skills as areas that need improvement for that individual
 - Officials will be assessed on "personal best" indicators
2. Team Tuition (group coaching)
 - Throughout the year officials will attend group sessions and participate in selected tournaments
 - Group meetings will enable dissemination of uniform information and philosophies
 - Promote group discussions and educational learning
 - Create a sense of purpose and importance through team spirit
3. Skill Creation for Basketball Overall:
 - Officials will be involved in learning skills other than those directly associated with on floor officiating
 - Officials will be encouraged to develop general skills such as:
 - Assisting education of new officials
 - Promotion of officiating
 - Administration
 - Recruitment
 - Post officiating basketball careers
 - Fitness development
 - Health issues
 - Current game knowledge, trends and tactics
 - Lifestyle issues
 - Conflict resolution

SELECTION PROCESS

- Nominations to the program will be made by the Regional / Province referee bodies based on the availability of the candidates and their qualifications to fulfill the above criteria
- National Association makes final selection process based on:
 - information from contributing bodies
 - resources
 - consultation with respective National Referees body

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REQUIREMENTS AND PROCEDURES

- Suggested length of time for officials to remain in the program would preferably be for a maximum of three years.
- Officials will remain in the program while they are seen to be benefiting and progressing
- Officials who have stayed at the one level, with little prospect of reaching the elite level or graduation stage may be deleted from the program
- Officials will be placed under the guidance of a Regional / Province supervisor, who will be responsible for organizing and conducting the program
- Officials will attend the National Action Days at the commencement of each year and must successfully pass the theory and fitness assessments
- Officials must be available to attend rostered league games, to observe and attend pre and post game discussions
- Officials will officiate with senior League officials to help gain additional experience and training
- Members will attend National Development Camps, Junior Tournaments and programs as required

AREAS OF THE PROGRAM

Regional / Province Supervision

- Education and Training programs facilitated by the Regional / Province coordinators
- Regular meetings with guest speakers
- Regular fitness and work out sessions
- Regular evaluation and coaching
- Attending and observing elite games in a monitored program
- Participating in coaching / evaluation courses
- Presentation functions and social gatherings



1.8 National Education Program

- To provide a pathway for officials
- The National Referees education requires a matrix that sets out the steps in each section so that participants are provided with goals, outcomes and measures of success as they progress.

1.8.1 The Matrix can be set out as follows:

1.8.1.1 GENERAL

1. **Course Name**
2. **Course Sections**
3. **Course Award**
4. **Course Attendance Requirements**
5. **Course Design**
6. **Course Development**
7. **Course Provider**
8. **Course Presenters**
9. **Course Administration**
10. **Course Venue**
11. **Reference Material**
12. **Course Content**

The Matrix is set out over Levels
0, 1, 2 & 3 and above (FIBA)

1.8.1.2 COURSE

1. **Time**
2. **Components**
3. **Records**
4. **Course Entry Requirements**
5. **Feedback**
6. **Appeals**

1.8.1.3 TECHNICAL KNOWLEDGE

1. **Requirements**
2. **Frequency**
3. **Assessment**
4. **Wheelchairs (optional)**

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1.8.1.4 OFFICIATING MECHANICS

1. Requirement
2. Frequency
3. Fitness
4. Assessment

1.8.1.5 ON COURT ASSESSMENT

- | | |
|--------------------------|---------------------------|
| 1. Frequency | 4. Competencies Are |
| 2. Evaluator Requirement | 5. Competency Description |
| 3. Game Requirement | 6. Assessment |

1.8.2 Referee education

All courses are competency based.

All courses consist of modules. Each module may consist of several units.
Practical assessment is additional

1.8.2.1 Level O

Orientation Course
4 hours: - 1 hour theory, 3 hours on court
Open book exam paper
Simple introduction
Mentoring and practical assessment

1.8.2.2 Level One

15 hour theory course
Practical assessment - 2-3 games at senior domestic standard

Modules cover:

- game administration
- contact situations
- violations
- referee mechanics
- technical infractions
- physical fitness

Theory examination 65% pass mark - Open book

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1.8.2.3 Level Two

Candidate has one year to complete the course.

15 hour theory course

Practical assessment 4-5 games at Senior Regional level

Modules cover:

- duties of a referee
- risk management
- advanced contact situations
- violations involving the ball
- advanced areas of responsibility Referee mechanics
- infractions and penalties
 - o fouls in special situations
 - o free throw infractions and penalties
 - o correctable errors
 - o intervals of play
 - o act of shooting
 - o technical fouls
 - o timing regulations
 - o game clock
 - o time-outs, substitutions, injury
 - o 3,5,8,24 second calls
- physical fitness testing
- nutrition
- philosophy of officiating
- preventative officiating and people management, communication, dealing with conflict

Theory examination 80% pass mark.

1.8.2.4 Level Three

Candidate has two years to complete the course.

Practical assessment over 6-8 high level minimum senior men's State games by a panel of at least 3 different referee coaches approved by National Federation.

Candidates must be Level 2 and must have displayed potential to attain criteria set for program.

Candidates are interviewed every 6 months during the life of the program.

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Modules cover:

- on court officiating performance
- game knowledge and understanding
- rules and mechanics
- personal development, goal setting, planning
- basketball officiating
- conflict resolution
- psychology
- physical fitness

Several theory tests including National Action Day examination.

1.9 Course instructors

Regions/Provinces are provided with Manuals which detail course materials, resources, requirements, modules, units and reporting mechanics.

1.9.1 Level One

Level One instructors are accredited Grade 2 or 3 Referee Coaches/Evaluators. They are approved by the respective State/Province.

1.9.2 Level Two

Level Two instructors are approved Grade 3 Referee Coaches/Instructors who are accredited to deliver the course or nominated modules of the course. Instructors are approved by the National body but appointed by Region/Province.

1.9.3 Level Three

Level Three Instructors are appointed by the National Referee's Committee. They are accredited to provide specific basketball modules. Non basketball modules are provided by qualified personnel. Region is responsible for keeping records of candidate's progression.

1.10 Referees/Coach Evaluators

To guide and promote officials through the various parts of the officiating pathway, there needs to be an underpinning National Referee Coach / Evaluation Program.

- This Program fits into the National Education matrix
- Provision of Pathways for Referee / Coach Education through levels of accreditation involving skills and competencies that cater for the various levels of Basketball competitions and referees



Evaluation - the art of gathering refereeing statistics during a game and the formal process of presenting the information to the officials after the game

Referee Coaching - the process of analyzing the evaluation data and coaching the official why and how errors were made, e.g.:

- was it rule knowledge?
- was it positioning, mechanics?
- Lack of feel for where the game was at?
- Game turning situations

Evaluation processes must be learnt and understood before the coaching procedures are commenced in the training pathway.

1.11 Role of the referee's coach/evaluator:

- They are the coaches of the referees. They are there to teach and help the referee to a better performance level, and to help referees reach their full potential.
- They should attend the referees pre-game discussion and can be an active participant in the discussions
- Referee Coaches / Evaluators must be consistent with their teaching following the accepted philosophies of the Leagues and National Body
- Coaches / Evaluators must be honest and direct
- Senior National Referees Coaches to contribute to annual National points of emphasis material
- Offer positive criticism, with ways and means of improving performances
- During an evaluation, limit the number of areas to be discussed, highlighting the most significant, and the obvious trends which may be appearing
- Referee Coaches / Evaluators should use the Evaluation Sheet or its equivalent to record referee performances and refer to trends that may appear from this record
- Significant mistakes or missed calls should be highlighted, with Referee Coach / Evaluators expressing their opinions, therefore promoting discussion.
- Evaluation reports to be sent to by the relevant League Commissioners

To assist the referee achieve potential, referee coaches when evaluating need to attend the following areas:

- Coaching strategies
- How to collect data and analyze it
- Feedback principles to the referee
- Continuous positive reinforcement in assessments
- Co-operative questioning techniques
- Game reports - written
- Use of the game video



1.12 Pathways for referee coaches

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1.13 Referee coaching / evaluation

1.13.1 Grade One

Courses are competency based.

Courses are conducted in conjunction with games so that exercises can be conducted.

Candidates also complete assignment evaluations that are assessed for quality by a senior Referee Coach.

Theory course - 15 hours includes practical theory examination

Course includes:

- Course objectives and planned outcomes
- Evaluation process
 - o Pre-game
 - o Game evaluation
 - o Interview preparation
 - o Post game interview
 - o Post game report
 - o Post game follow-up
- Interview techniques
- Public speaking
- Technical basketball knowledge
- FIBA mechanics principles
- Data gathering by recording referee calls by various techniques

Accreditation Pathway - Regional / Province Event

1.13.2 Grade Two

- 15 hour course
- Involves exercises on high level senior men's games at Regional level
- Practical assessment by Grade 3 Senior Coach Evaluator on 5 senior men's Regional level games

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Course Modules:

- Advanced data gathering techniques
- Building referee coaching strategies
- Feedback techniques
- Questioning techniques
- Completing game report forms
- Post game interviews
- Rules examination
- Game assignments - (4)
- Member interviews
- Continuous positive reinforcement

Accreditation Pathway - National Junior Championship

1.13.3 Grade Three

Candidates are selected by the National Federation.

- Two Year course.
- Practical work on NBL, International games.
- Assignments
- 6 monthly interviews during the life of the program.
- Accreditation awarded by National Federation.

Course involves:

- Interview skills
- Rule knowledge and points of emphasis
- Philosophy
- Post game coaching strategies
- Post game reporting
- National Federation Championships, National and Internal appointments and policies
- Principles of rostering
- National Federation Technical Commissioner roles and responsibilities
- Rule knowledge, 2 person, 3 person mechanics
- Trends in the modern game
- Level 1 and 2 course procedures and principles
- Score table theory and operations

Accreditation Pathway -_National Leagues



1.14 Women in officiating

- Statistics have consistently shown that significantly fewer women participate in sport than men, particularly as coaches, administrators and officials
- It should be the mission of Basketball bodies to ensure that all females are given a fair and equal opportunity in all aspects of basketball officiating

National Bodies should set objectives that will encourage female officials. These objectives could include the following:

1. To recruit more women officials
2. To retain women in officiating
3. To improve women's access to officiating accreditation
4. To improve the status of women officials

How to achieve these objectives:

- Encourage officials to actively "head hunt" former or retiring female players and coaches to become referees
- Ensure that recruitment procedures enable equal opportunity for females to be involved e.g. timing of accreditation courses and advertising which is gender neutral
- Promote the positive rewards of officiating (i.e. improves self esteem and confidence, organizational and communication skills, and provides great satisfaction)
- Promote the structures, career pathways and opportunities available in officiating for women
- Promote female role models vigorously. Acknowledge individual achievements and the contributions of women officials (e.g. Publications, media releases, recognition certificates, speakers at seminars)
- Survey female officials who have become inactive to identify any barriers they may have faced which impacted on their decision to give up officiating. Implement measures to overcome these barriers
- Provide an inclusive and safe working environment implementing an education and awareness program to highlight the lack of physical facilities for women at basketball venues
- Include education material in referee evaluator courses addressing the need to be aware of comments which may be construed as discriminatory
- Consider the appropriateness and safety of a venue for courses and for ongoing officiating. (e.g. clean, change facilities, easily accessible to transport, well lit and safe)
- Consider course materials and resources in terms of suitability for women (i.e. is gender neutral terminology used, etc.)



1.15 International appointments policy

This policy aims to give specific guidelines for appointments procedures.

The policy provides a framework to assist in making international appointments.

Elements that the policy should include:

- Only FIBA licensed officials are eligible for FIBA events
- In nominating officials for FIBA International events, the following criteria should be considered:
 - The nominated FIBA official must be available for the entire event
 - The FIBA official should be appropriate in experience and current form for the level of the event
 - The FIBA official must be an excellent ambassador for his/her country and FIBA
 - The FIBA official must meet the required levels of fitness, physical appearance and performance levels required by the event
 - Selections of the FIBA official should be impartial and irrespective of race, color, creed, religion
 - A selection system should be in place that is impartial and transparent
 - FIBA officials should be at least ranked annually
 - Rankings should be based on performances throughout the year in the various National Leagues, competitions and International events
 - Previous experience, international appointments and performances can be taken into consideration when making nominations

1.15.1 Growth and Development

To develop a program that delivers quality, ongoing high performing officials, the National selectors should develop FIBA officials to replace those who retire or who are injured.

This can be achieved by grouping FIBA officials into 2-3 groups to service National needs.

- Senior / major - FIBA events Officials - experienced talented officials
- Junior- FIBA event Officials - less experienced officials. Developing.
- Non-FIBA events. Touring National Senior / Junior teams - relatively new FIBA officials. - little or no experience

Officials progress through each group as they develop and become exposed and aware of the needs of International competition.

National selectors should be put in place consisting of:

- Senior Referee coaches
- Selection Panel Secretary
- National Appointment Officers
- No more than five members



1.16 Prospective FIBA license selection criteria

- Potentially outstanding officials who would realistically come under consideration to be appointed to represent their nation in International Games
- Officials who show outstanding mental strength, commitment, leadership qualities, and other necessary attributes commensurate with a FIBA Licensed holder
- Officials who show consistent and outstanding officiating qualities in the highest National competition and domestic International games
- Officials who show outstanding potential to reach and maintain the elite FIBA License level if given the opportunity
- Officials with an ability to remain at a FIBA License level, having consistently and successfully officiated for at least two years at the highest National level
- Officials who show a consistently professional approach to officiating and have the availability to act as an outstanding ambassador for their country both on and off the court
- Officials who successfully complete the physical aptitude and theoretical tests, and who maintain the physical appearance in line with the professionalism required by FIBA
- Selections carried out by the National Federation Referees Selection Committee
- Number of FIBA badge holders, limited to the needs of the National Federation i.e. new candidates are selected to attend FIBA school on a needs basis or as current FIBA officials retire or not re-qualified.



1.17 Two/three person officiating

When and Where to use either system:

- There is a growing belief that the three person officiating system is the best but there are many arguments for either system.
- In many cases, circumstances of the National Federation, State / Province or Leagues will determine which system is used.
- It should be noted that two major factors will be:
 - Cost to the competition
 - Depth of quality and quantity of officials to cover the competition

1.17.1 Two Person Officiating

Advantages

1. Lower cost
2. Smaller pool of quality officials required
3. Achieving consistency in officiating is easier
4. Reduced chances of rule or interpretation variations
5. Performance monitoring, education, training is enhanced with a small pool of officials
6. Many international competitions still use 2 person officiating

Disadvantages

1. Physical / Mental fatigue higher during a game
2. More calls made on the run
3. Areas of where coverage can cause 'blind spots'
4. Difficulty of 'surrounding' 10 players with 2 officials
5. Experienced officials lost to the game earlier than 3 person system
6. Three point line coverage can sometimes be vague
7. Reduced opportunities to expose inexperienced officials to higher level competitions



1.17.2 Three Person Officiating

Advantages:

1. 10 Players are surrounded by three officials
2. Stronger on and off ball coverage
3. More accuracy in calling because of positioning
4. If done correctly, no incident will go unobserved
5. Better 3 point line coverage
6. A better view and more angles covered
7. Mechanics are easier to learn
8. Better coverage of trapping and pressing situations
9. Earlier introduction of 'rookie' officials with mentors to help experience and exposure at higher competition levels
10. Third officiating adds a better communication factor especially to score table and team benches
11. Reduced foul counts
12. Experienced officials stay in the game longer
13. Less calls made on the run
14. Physical and mental fatigue levels reduced
15. Players are aware of the increased coverage thus representing a deterrent factor
16. Better team bench control
17. Increased height and athleticism of players is better coped with

Disadvantages:

1. Cost - 3 officials
2. Requires a greater depth in quality and quantity of available officials
3. Consistency in rules and interpretations can vary more widely
4. Poorly applied, will cause increased foul counts



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Where to use the two systems:

The above factors will play a major role in which system is used in the various types of competitions

In general:

1. Domestic Competitions - 2 persons
2. Junior Regional, Senior Regional Championships - 2 person
3. Junior National Championships - 2 person
4. National Senior Division One Leagues, WNBL - 3 person if possible
5. National Men's League - 3 person

As programs develop and more finance becomes available, the move to three person officiating will grow and is to be encouraged but not to the detriment of the game.

1.18 National website

National Federations should develop their own websites that will provide multi uses especially for officiating.

In respect of officiating the website should exhibit:

- Policies and procedures
- Courses and information for refereeing, score table and statistics
- Links to FIBA.com
- Rule interpretations
- General information on camps, clinics, seminars etc
- Points of emphasis

Internet facilities:

- Distribution of rosters
- Individual communication

Data Base:

- National Data Base for all officials
 - FIBA
 - National Leagues
 - National Championships
 - Level 2 or 3 at least
- History of individual officials progress from at least National Championships level



1.19 National Referees Development Officer

It should be the aim of National Federations to have at least one National Referees Development Officer based in the Federation office with adequate clerical and administrative back up.

Role of NRDO:

- Administration of National Officiating affairs
- Establishment of National Data Base
- Organization of National clinics, camps, seminars, visiting international personnel
- Development, maintenance, upgrade of courses - Course supervision
- Production of education resources, e.g. CD-Rom, videos, DVD's, course programs, website material
- Administration and management of appointments to National Championships
- Liaison with various National Leagues
- Liaison with FIBA
- Publications
- Rule interpretations
- Dealing with the media
- Sponsorship negotiations
- Servicing of National panels
- Formulation of policies and procedures

To service this position the National Federation requires a budget to cover at least the following areas:

- Salary and benefits
- Officiating development
- Education and training
- Score table
- Referee coaching / evaluation
- General administration
- Appointments
- National champions and leagues
- States / Province servicing

REFEREES DEVELOPMENT PROGRAM





1.20 National Referees Commission

To create the infrastructure discussed in the proceeding pages, it is essential to have in place a National Referees Commission.

Commission Structure:

- National Referees Development Officer
- Representative National Leagues Men and Women
- Representative National Referee Coaches evaluators
- National Education program

Role of the Commission is to be responsible for policies and procedures in the following areas:

- Education and training
- Publication
- National Panel
- National Referees development program
- National Championships
- International appointments and selections
- Referee Coach Evaluation
- Camps, clinics, seminars
- Score table

Sub Committees can be formed by the Commission to report to it.

The coordinator of the Commissions activities is the Chairman or the National Referees Development Officer.



2 Table Officials

2.1 Introduction

The role of the Table Official in any basketball game is an important one. Often the skills, knowledge and professionalism are overlooked, as is it all too often that the Table Officials are always the last to be appointed. Table Official with very little experience may have an adverse effect upon the game and some games have been lost by Table Officials mistakes. It is often said a Floor Official can walk away from their calls, a Table Official cannot.

Undervaluing this role may bring the game into difficulties if:

- A Shot Clock Operator is not knowledgeable of the rules of the game and where an Offence ends.
- A Time Keeper who do not concentrate on the game, or is not sure when he/she should start the clock after a free throw situation, or allow the clock to run on.
- A Scorekeeper who does not know what to circle in a three point shot when entering it on the score sheet, or puts the score on the wrong side and it is not discovered until after the sheet is signed.
- An Assistant Scorer does not indicate team fouls or signal quickly enough for a time-out with vital seconds to go.

The above do lead to serious consequences, coaches come screaming to the table, the floor official steps in and a team who were winning the game by one points have lost it by one because of the errors of the Table Officials.

2.2 Recruitment

Each Federation should look to establish a pool of people, who will have undertaken training to officiate games at any local, national or international level, and have the ability to tutor new officials.

So, how do we recruit them? Often the Table Officials are followers of the team, mums, wives, girlfriends, junior players and players who feel that although they no longer want to run up and down the court they still want to be a part of the game. Referees who want to still be active within the game when their "Whistle Blowing ends".

We need to use the training modules to train them into competent and confident Table Officials. By doing so a Federation gains experienced people, who will be able to represent the Federation in all games at any level.

TABLE OFFICIALS DEVELOPMENT PROGRAM



It is very important that the candidates have a good knowledge of the game, the rules and above all a feel for the game of basketball. Their goals should be to be invited to officiate at the highest standard of game and to be proud of the job they have been elected to do.

It is essential that Table Officials have experience and a good degree of competence and sound knowledge of the game and rules. Inexperience can create many problems during the game and ultimately cost the team the game or tournament they are playing in.

In order to produce good and competent officials, the following guidelines should be followed:

Age: From 16 upwards

Qualifications: A clear knowledge of the rules and the game, all possible candidates should be encouraged to observe and learn the fundamentals before taking any of the set courses for qualification

2.3 Training Courses for Table Officials

Four persons per game consisting of Scorekeeper, Assistant Scorekeeper, Timekeeper and 24 second Operator.

Objectives:

- Provide training courses to enable qualification for Table Officiating.
- Provide set qualifications.
- Educate Tutors to provide the courses.
- Officiating Manual.
- Create a pool of Table Officials for local, national and international nominations.

Courses:

Level One, Level Two and Level Three/Tutor courses.

All course materials should be distributed from the Federation. All examination and assessment should be monitored and records kept within the officiating department of the Federation.

TABLE OFFICIALS DEVELOPMENT PROGRAM



2.4 Level One Award

Applicants will be required to have working basketball knowledge before attending this course.

Aim:

To provide local leagues with competent officials.

Objectives:

- Working knowledge of the rules and interpretation of basketball.
- The ability to correctly apply the mechanics of table officiating.
- Good knowledge of signals used by both floor and table officials.
- Basic knowledge of shot clock mechanics.

Syllabus

Course should have a three hour duration, which will include a 45 minute multi choice theory examination paper. Where possible a practical session should also be included.

Candidates will need to know the following:

- Organization of Table: Seating, Team benches, Substitute chairs.
- Teams: Players, Substitutes, Captains, Coaches and Assistant coaches.
- Duties and powers of Floor Officials: referee/umpire/s, floor violations, referee signals
- Duties of Timekeeper: game clock operation, playing time, time-outs, extra periods
- Duties of Scorekeeper: working partnership of clock to score sheet, recording of time-outs, team fouls, coach and bench technical fouls, tied scores, extra periods, team control, arrow possession, substitutions.
- Score sheet: preparation, completion of sheet, field goals, free throws and finishing sheet
- Communication: table official's mechanics, signals to floor officials, end of game.
- Shot clock mechanics, team control and arrow possession.

Officiating manual

All candidates must be in possession of the Table Official's Manual before the course.

TABLE OFFICIALS DEVELOPMENT PROGRAM



Assessment

- Theory and Practical tests.
- Theory examination paper will include questions to test the candidate's knowledge of officiating.

Pass mark: 75%

Time allowed: 45 minutes

Practical:

All candidates must officiate six games at local level, three scorekeeping and three timekeeping. Candidates will be given a form to present to the Floor Officials prior to the match commencement and the Floor Officials will sign the form should the candidate give a satisfactory performance. The games must be timed within the FIBA rules.



2.5 Level Two Award

Applicants must have completed the Level One award and officiated for a minimum of two years.

Aim

To develop existing Level One officials to a high level of competence to officiate at national level.

Objectives

- Sound knowledge of the rules and their interpretation.
- Apply the mechanics of table officiating.
- Complete knowledge of signals used by floor and table officials.
- Complete knowledge of shot clock mechanics both theory and practical.
- Confident in man management to deal with game and personal situations.

Syllabus

As per Level Two with the addition of: the 24 second Operator duties and duties of Assistant Scorekeeper.

Course organization

Theory course to be of five hours duration. Candidates **MUST** pass the theory examination before undertaking the practical assessment. Failure of the theory examination will preclude the candidate from taking the practical assessment and the candidate must wait a minimum three months before retaking the theory examination.

Assessment/examination

- Two part examination theory paper: Pass Mark 75%
- Practical Assessment: three games; one scorekeeping, one timekeeping, one 24 second operation.
- Officials must be notified prior to the commencement of the game that the table official is to be assessed. Only qualified floor officials may assess the candidate and the assessment game must be to FIBA rules.
- To obtain the Level Two award the candidate must pass both the theory exam and the practical assessments.



2.6 Level Three/Tutor Award

Candidates must have obtained the Level Two and officiated at national level for minimum of two years.

Aim

To enable the official to officiate at all levels up to and including international level, and to Tutor/Assess new and established Level Two officials in assessment and course work.

Objectives

- To be involved in officiating at local and national levels.
- To be able to run or have assisted in the running of table officials courses.
- To perform all duties of table officiating on a regular and consistent basis.
- To provide a consistent method of assessing Table Official candidates.

Requirements

- To be recommended to the Federation to undertake this award.
- To have minimum of two years at Level Two and have been appointed an Assistant Scorekeeper for an international game at least three times in the season leading to the nomination.

Evaluation/assessment

The evaluation/assessment of the candidate to be spread out over a season. Candidates to attend minimum three national competition games during that season. The games will include both a theory and practical assessment. A separate theory examination paper to be completed during the season: 75% pass mark.

Candidates Assessed on:

- All duties of a Table Official.
- Man Management.
- Dealing with game incidents.
- Working with Commissioners and Statisticians.
- Communication skills for providing courses for new or established Table Officials.

TABLE OFFICIALS DEVELOPMENT PROGRAM



2.7 Tutors/Assessors

Equipment

- Full set of table equipment, both technical and personal.
- Hand outs for candidates on all subjects covered.
- Table Officials Manual.
- Rule Book.
- Performance sheets (for assessment).
- Overhead projector or Power point presentation regarding the course fundamentals.

Qualifications for tutoring course:

<u>Level of Course</u>	<u>Minimum qualifications</u>
Level One	Tutor and Level 3 active in senior games
Level Two	Tutor and Level 3 active at international
Level Three	Tutor and Level 3 active at international

Recruitment:

Initially candidates will be from Local League Level, former players, coaches. Referees. Candidates for Level Three and above to be nominated from the Local Area Technical Committees.

Qualifications: Must be obtained from Federation.

Courses

Must be run by qualified officials and sanctioned by the Federation.
Exam papers should be based on referee rule papers

e.g. Grade One lower referee exam paper
Grade Two middle referee exam paper
Grade Three/Tutor top referee exam paper

Practical Exams should be assessed by qualified referees/Tutors in "Live" game situations.