

# Referee Program Development Officer (PDO) Report

## Upskilling staff

By the end of 2024, our PDO will have completed an Association Program Development Officer course. This program designed to prepare and train prospective and existing individuals for roles within an Association's Technical Officials Program. The program entailed attending 7 modules from March to October online. Each module to be delivered in isolation, with a written assessment component followed after. Satisfactory demonstration of all learning objectives was required to be successful in this course.

“Associations require more than simply the recruitment, development, accrediting, and retention of referees.

The role of the program leader is expanding and requires a wide skillset and understanding of operational, managerial, and governance aspects of business.”

## Program Structure

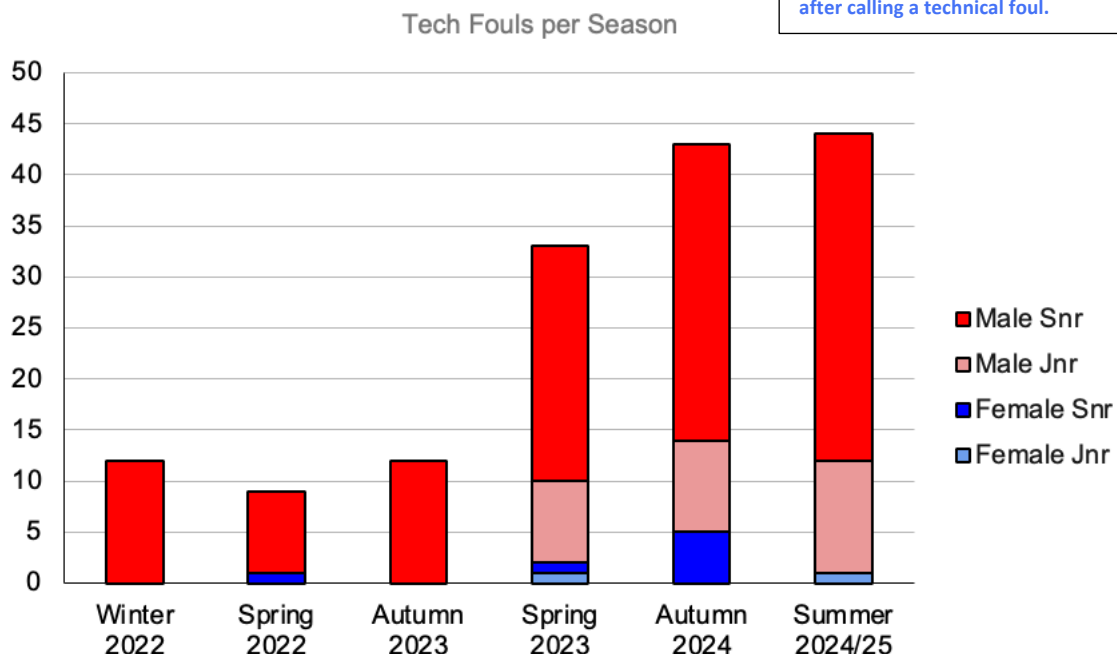
We have increased our referee supervisor numbers to provide support. There is a ‘Nightly Supervisor’ rostered to every night/timeslot at each venue and are visible by wearing a yellow vest.

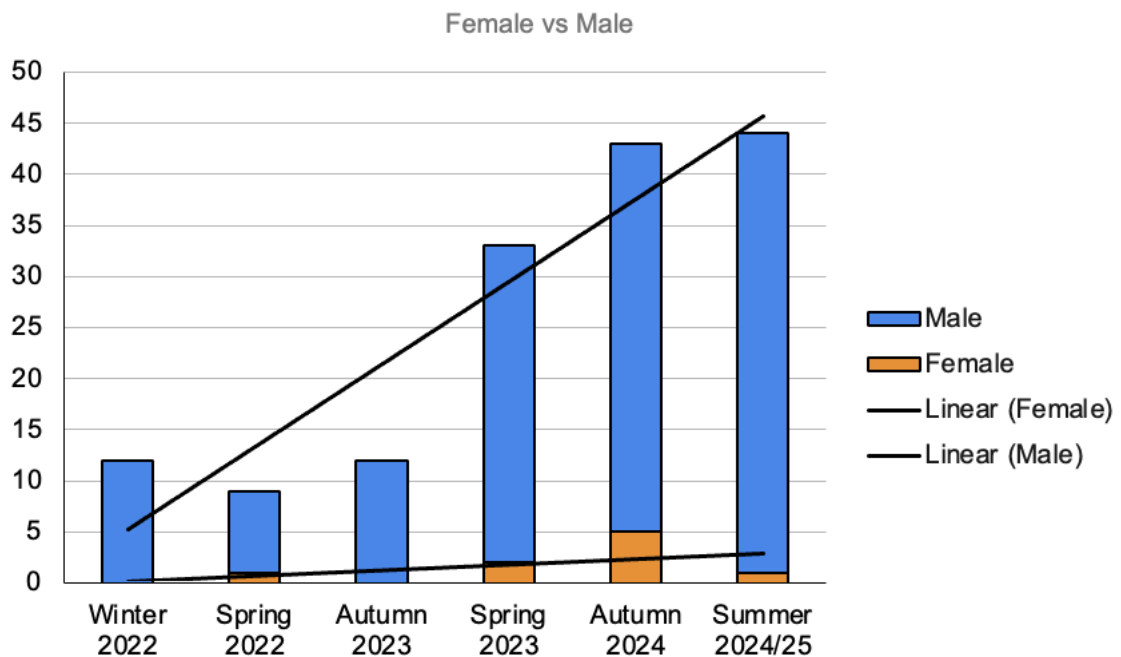
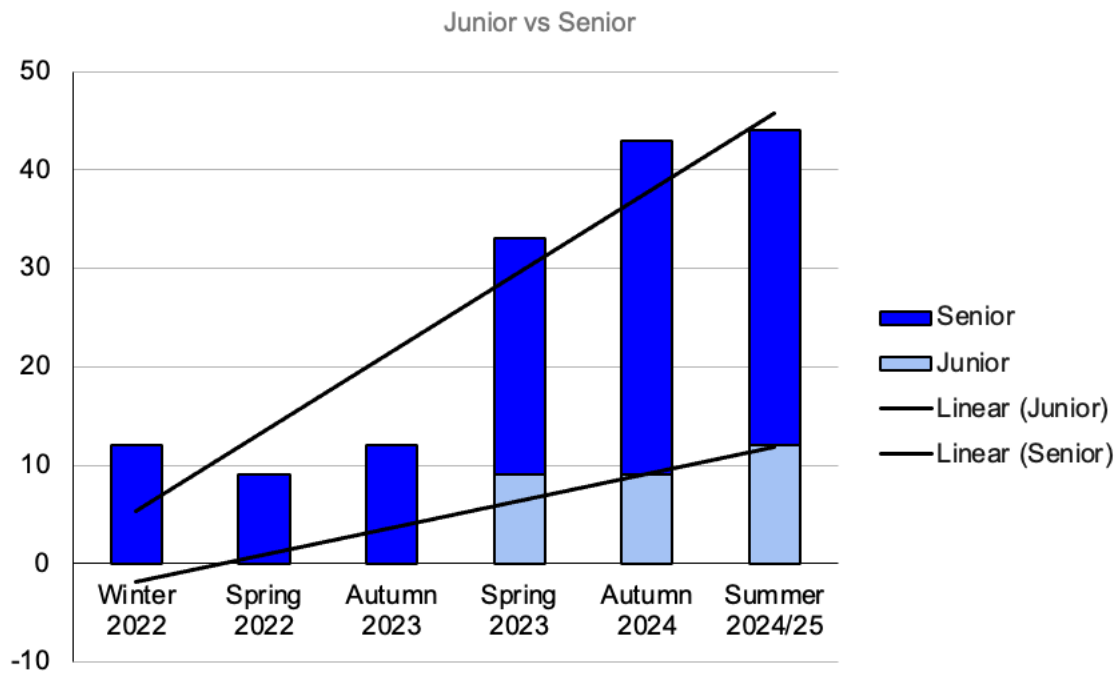
## Zero Tolerance

- Technical Fouls

Please note: Data for Summer 24/25 is not complete due to season still in progress. Data is relevant to the time this report was written.

Additionally, this is an approximate as it relies on referees completing the relevant documentation after calling a technical foul.





The above data highlights a concern regarding the behaviour of player/coaches. The reports coming from referees are related to referees being sworn at, calls continuously being disputed, violence towards property, and intimidation. With a significant number of these incidents a minor referee or beginner referee have been present.

#### Prevention

- Get to Know Your Referee

- Commenced Summer 24/25 season to promote the relationship between players/coaches/spectators and humanising the referee by posting a brief post about a referee.
- Promoting positive and safe environment
  - Visual Triangular banners located on courts with Basketball Victoria's No Ref, No Play
  - A Frame located in the stadium foyers with GSBA's Zero Tolerance Policy
- Zero Tolerance Policy
  - Has been amended this year to promote a positive and safe environments.

### **Uniforms**

Some referees will appear to have different "stripe" referee uniforms. These are part of a roll out from Basketball Victoria and in the future will support associations/referees in communication with players/coaches.

Referees wearing a grey armband – B Grade and above

Referees wearing a green armband – C Grade

Additionally, we have enforced Basketball Victoria's initiative of the green whistle. Green = under 18.



### **Basketball Victoria's Leagues (VJBL, CBL, Big V) and Basketball Australia**

Australian Junior Country Basketball Cup

- 2 referees were invited and attended
- 1 referee received Boys Gold Medal Grandfinal

Country Jamboree

- 3 referees nominated
- 1 attended

U12 Junior Country Championships

- 6 referees nominated
- 4 referees attended

#### U14 Junior Country Championships

- 10 referees nominated
- 4 referees attended
- 2 referee coaches attended

#### U16/18 Div 3/4 Junior Country Championships

- 10 referees nominated
- 2 referees attended

#### U16/18 Div 1/2 Junior Country Championships

- 4 referees nominated
- 4 referees attended
- 2 referees received U18 Boys Gold Medal grand final

#### CBL

- 1 referee appointed Men's grand final (2023/4 season)
- 3 referees appointed grand finals (2024 season)

#### Big V

- 1 referee appointed Championship Women's grand final

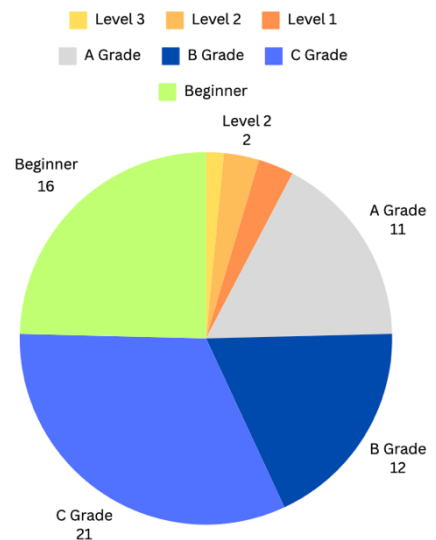
#### National Events

- 1 referee attended U20 Australia National Championships

### **Referee development and grading**

- Beginner Course
  - Held in September over two nights (theory and practical)
  - 18 registered, 15 attended (largest/group enquiries we've had)
- Action Day/Night
  - We've held 2 'Action Day's' to focus on the development of our referees. Team building, rule knowledge, consistency and program expectations were among the topics discussed. Referees who did not attend were expected to complete an exam.
  - NBL1 referee Nathan Williams attended and provided education and support to our referees
- Referee Coaching
  - 2 referees received their Grade 1 Referee Coach accreditation

- 30 referee observations completed
- Referee Grading
  - 7 referees obtained their C Grade accreditation
  - 11 referees obtained their B Grade accreditation
  - 5 referees obtained their A Grade accreditation
  - 1 referee received their Level 1



### **Social**

Referee of the Month has returned. Two referees have received this so far for their fantastic contribution and dedication as a referee.

A referee end of season break up was held in July. This will become an annual break up where referees can compete to win our unnamed trophy.

The program aims to hold a formal Christmas/End of Year break up, where Referee of the Year and Most Improved Referee will be awarded.

### **Goals**

- Zero Tolerance Policy continue to be implemented and posters/banners that support this.
- A reduction in technical fouls and a safer working environment for referees
- Increased observations and evaluations of referees by referee coaches
- Safe, secure and warm environment for referees to learn and keep their belongings.