



Basketball Australia FTEM-O and 3DOD

Referee Pathway ~ Feb 2026

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Unpacking the BA Officiating FTEM-O Pathways Framework

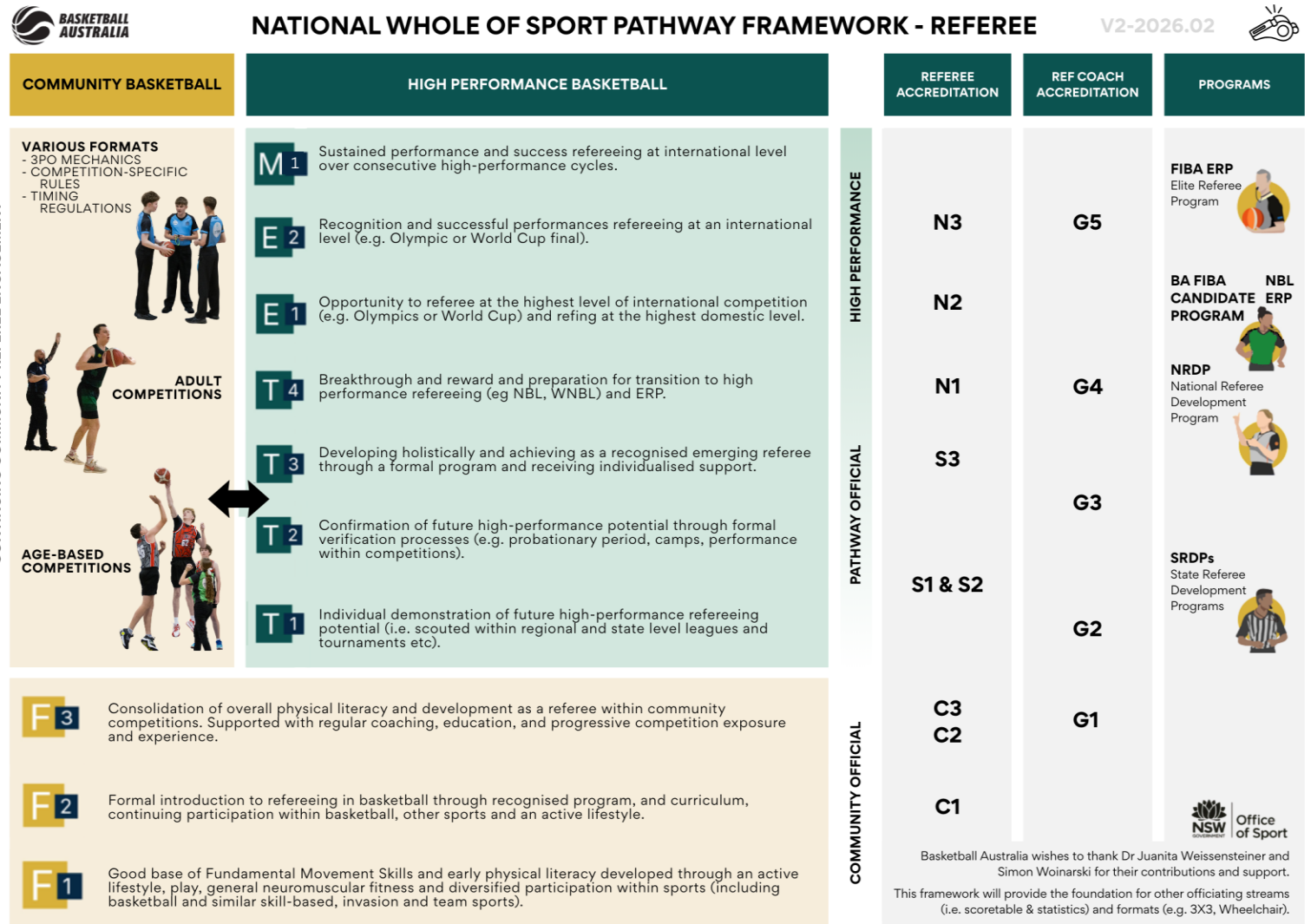
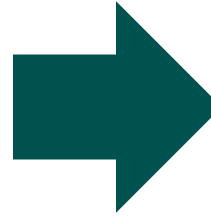
1. What does a best-practice and aligned 'whole of sport' operational pathway look like to support the development and progression of **Community, Emerging and High-Performance** referees?

2. What are the processes and goals for each level?

3. At what level(s)* is the referee currently at and what are the opportunities?

**Recognises concurrent engagement across levels*

4. What is the fit of programs, support, accreditation and coaching for the referee?

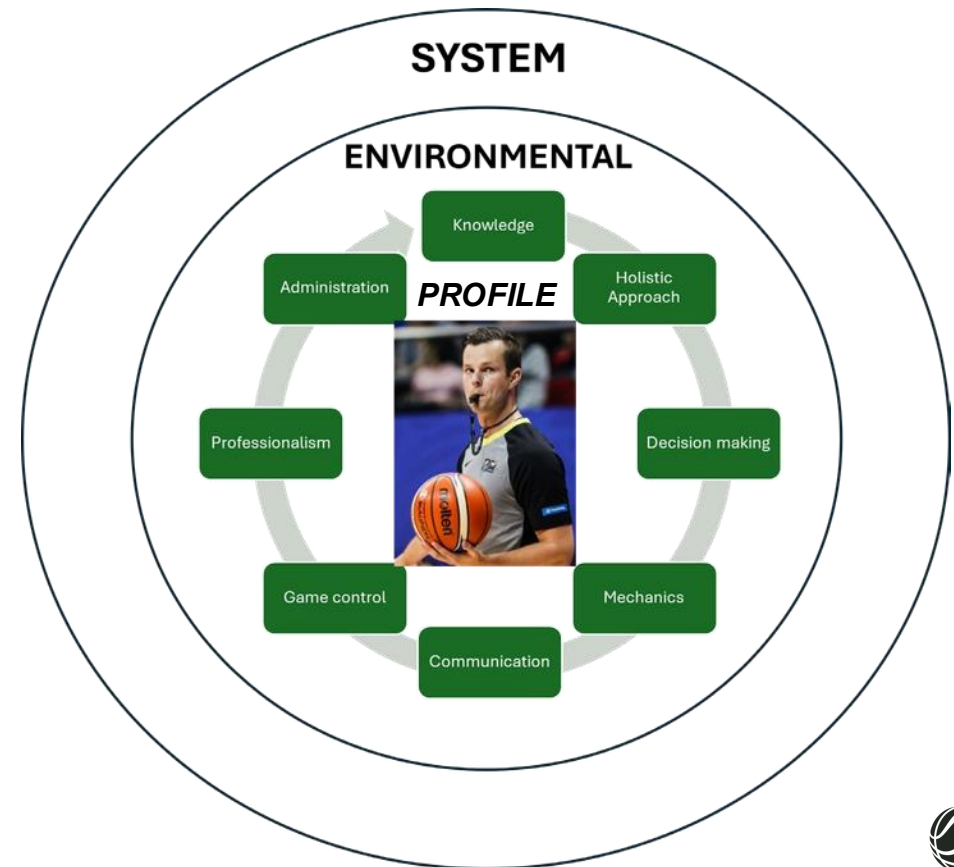


Operationalising the BA FTEM-O using the 3DOD ecological approach

5. What are the key attributes and competencies required to support a referee's holistic development, performance and wellbeing?



6 & 7. What is the required and aligned Environmental and System support to nurture the official and ensure their progression, retention and longevity?




The Whole of Sport Blueprint

The Operational System

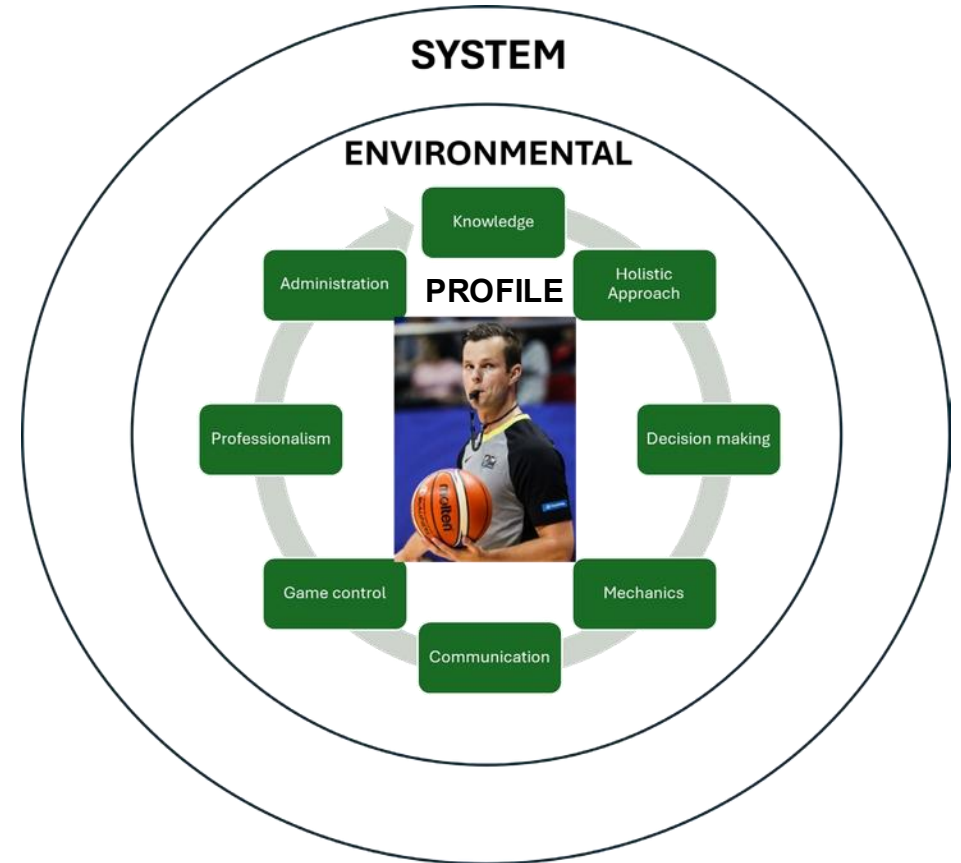
BASKETBALL AUSTRALIA

NATIONAL WHOLE OF SPORT PATHWAY FRAMEWORK - REFEREE V2-2026.02



| COMMUNITY BASKETBALL | HIGH PERFORMANCE BASKETBALL | REFEREE ACCREDITATION | REF COACH ACCREDITATION | PROGRAMS | |
|---|---|---|--|--|---|
| <p>CONTINUING COMMUNITY REFEREE ENGAGEMENT</p> <p>VARIOUS FORMATS - 3PO MECHANICS - COMPETITION-SPECIFIC RULES - TIMING REGULATIONS</p> <p>ADULT COMPETITIONS</p> <p>AGE-BASED COMPETITIONS</p> | <p>M1 Sustained performance and success refereeing at international level over consecutive high-performance cycles.</p> <p>E2 Recognition and successful performances refereeing at an international level (e.g. Olympic or World Cup final).</p> <p>E1 Opportunity to referee at the highest level of international competition (e.g. Olympics or World Cup) and refing at the highest domestic level.</p> <p>T4 Breakthrough and reward and preparation for transition to high performance refereeing (eg NBL, WNBL) and ERP.</p> <p>T3 Developing holistically and achieving as a recognised emerging referee through a formal program and receiving individualised support.</p> <p>T2 Confirmation of future high-performance potential through formal verification processes (e.g. probationary period, camps, performance within competitions).</p> <p>T1 Individual demonstration of future high-performance refereeing potential (i.e. scouted within regional and state level leagues and tournaments etc).</p> | <p>HIGH PERFORMANCE</p> <p>N3</p> <p>N2</p> <p>N1</p> <p>PATHWAY OFFICIAL</p> <p>S3</p> <p>S1 & S2</p> <p>COMMUNITY OFFICIAL</p> <p>C3</p> <p>C2</p> <p>C1</p> | <p>G5</p> <p>G4</p> <p>G3</p> <p>G2</p> <p>G1</p> | <p>F3 Consolidation of overall physical literacy and development as a referee within community competitions. Supported with regular coaching, education, and progressive competition exposure and experience.</p> <p>F2 Formal introduction to refereeing in basketball through recognised program, and curriculum, continuing participation within basketball, other sports and an active lifestyle.</p> <p>F1 Good base of Fundamental Movement Skills and early physical literacy developed through an active lifestyle, play, general neuromuscular fitness and diversified participation within sports (including basketball and similar skill-based, invasion and team sports).</p> | <p>FIBA ERP Elite Referee Program</p> <p>BA FIBA CANDIDATE ERP PROGRAM</p> <p>NBL ERP PROGRAM</p> <p>NRDP National Referee Development Program</p> <p>SRDPs State Referee Development Programs</p> |

Basketball Australia wishes to thank Dr Juanita Weissensteiner and Simon Woinarski for their contributions and support. This framework will provide the foundation for other officiating streams (i.e. scoretable & statistics) and formats (e.g. 3X3, Wheelchair).



3DOD stands for Three-Dimensional Officiating Development

1. Profile
2. Environment (Delivery & Support)
3. System Overlay

Developing &
supporting the
Community
Referee (C1-3)



Layer 1: Profile of Community Official (C1-3)

Learning and applying:

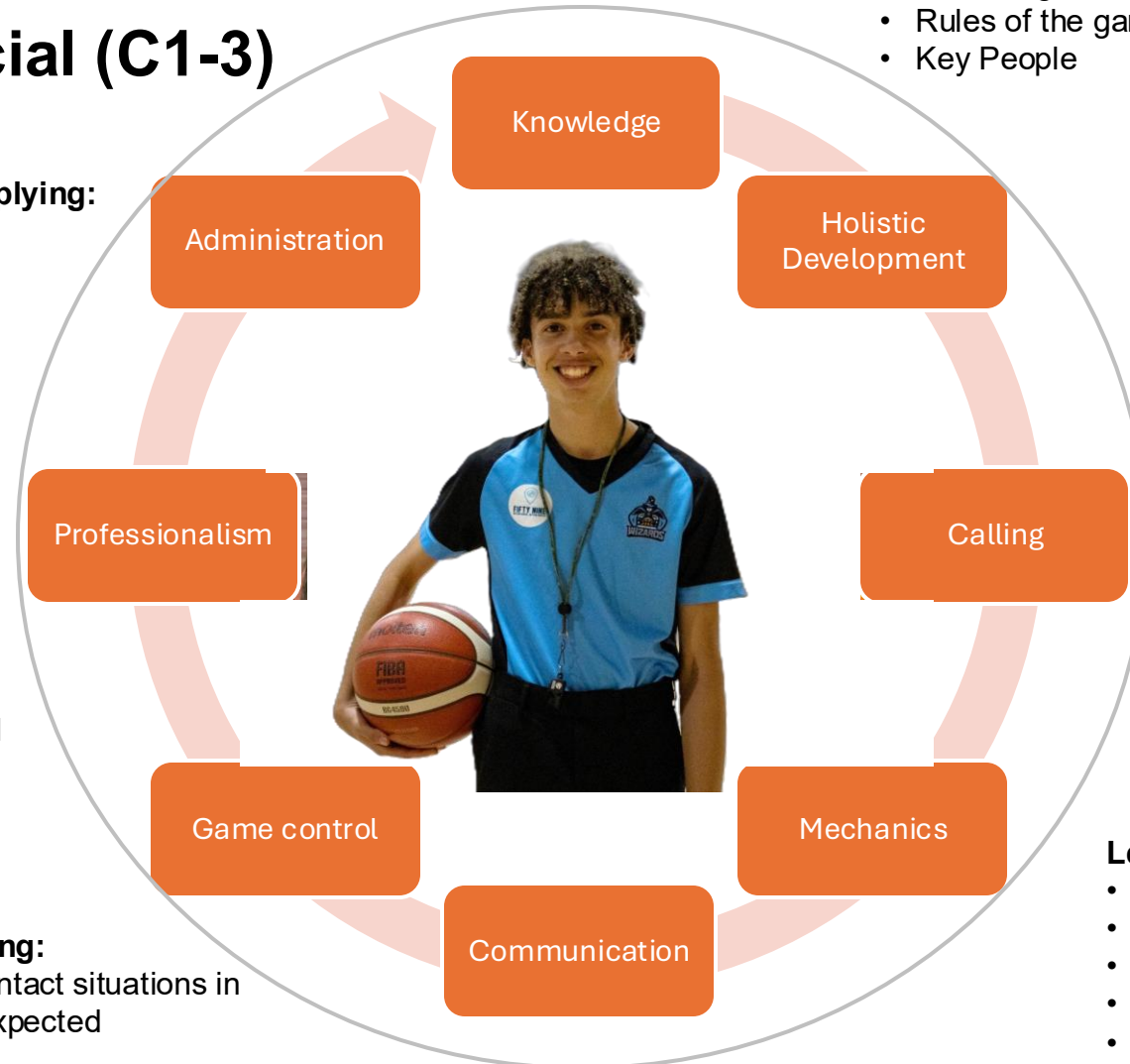
- Protocols
- Pre-game
- Post-game
- Reporting

Learning and applying:

- Schedule
- Presentation (e.g. uniform etc.)
- Teamwork
- Verbal and non-verbal behaviour
- Integrity: remain fair & impartial
- Coachability

Learning & applying:

- Whistle on all contact situations in which a foul is expected
- Coaches
- Conflict Management (C2/C3)



Learning and applying:

- Knowledge of the court/game
- Rules of the game for each format
- Key People

Learning and applying:

- Warm-up and cool down
- Self-awareness/regulation (C2/3)
- Resilience/ resetting, selections, dealing with disappointments etc.
- Nutrition, hydration
- Load management
- Sport-life balance

Learning and applying:

- Whistle
- Calling (fouls, violation, judgement)
- Communication

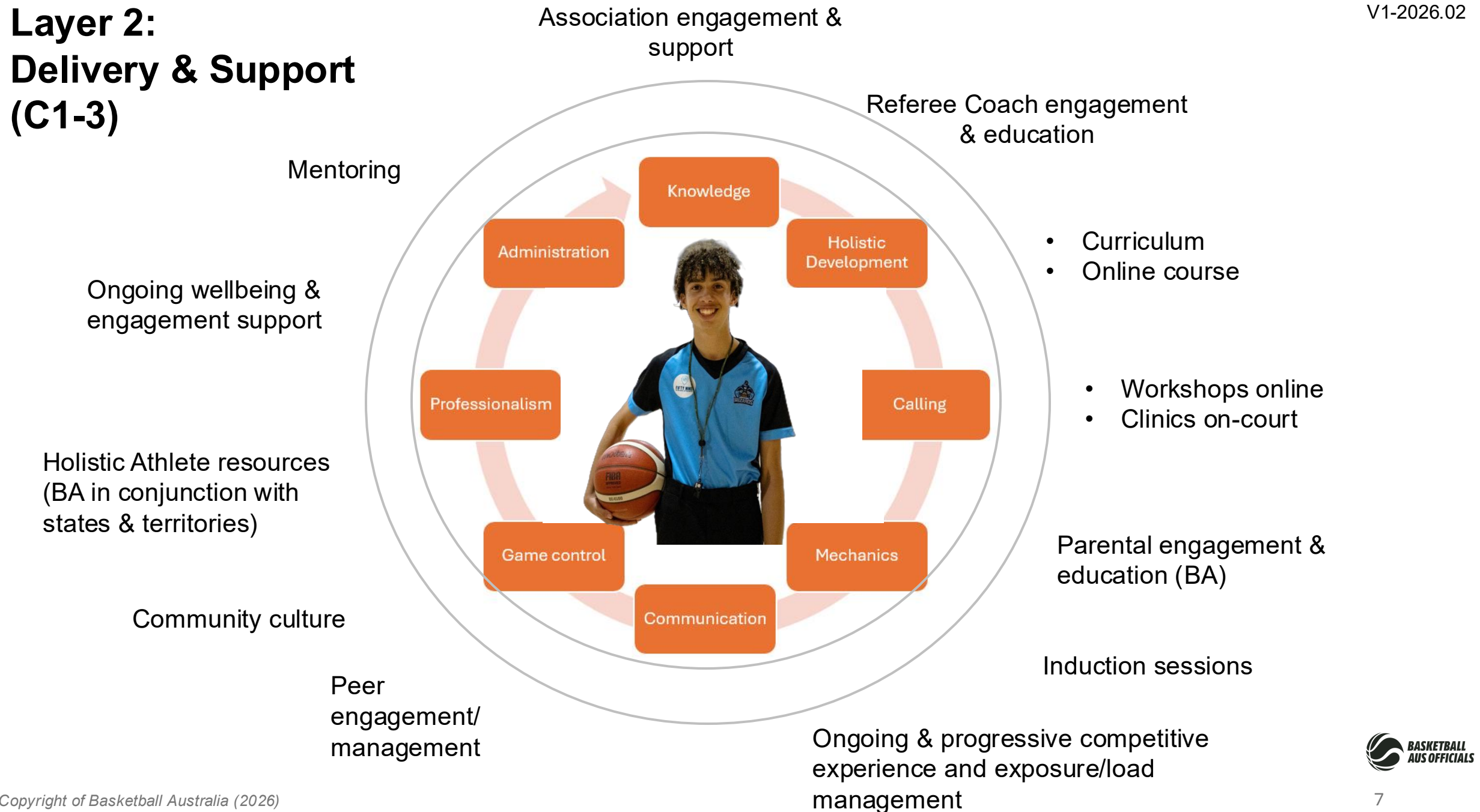
Learning and applying:

- Jump Ball
- Transition
- 2PO – Lead, Trail
- Throw in
- Free throws
- Coverage

Learning and applying:

- Verbal
- Non-verbal – signals
- De-escalation (C2/3)
- Warnings (C2/3)

Layer 2: Delivery & Support (C1-3)



Layer 3: System Overlay

Effective and enduring strategy & policy (inc. succession planning etc.)

Prioritise Holistic Official Development & Support

Funding/resources & Key personnel at all levels

Metrics re engagement, testimonials, evaluation & review



Formal selection criteria and procedures

Organisational activation, alignment and collaboration at all levels (e.g., Assoc, State/Territory/BA)

Effective Communication strategy

- Voice of the Official
- Assoc/state/territory relevant
- Website etc
- Launch

Identifying,
developing &
transitioning the
Emerging
Referee (S1-3)



Layer 1: Profile of the Emerging Official (S1- S3)

Developing & extending:

- Pre-game & post-game (elite environment)
- Clock management
- Utilisation of technology (e.g. feedback through earpiece)

Developing & extending:

- Leadership skills
- FIBA concepts
- Basketball IQ
- Faking
- Goal tend/BI

Developing & extending:

- Fitness & conditioning
- Pre-game preparation
- Post game recovery
- Active mindset
- Nutrition/hydration
- Injury prevention/rehabilitation

Developing & extending:

- Elite environment
- Adapts to varying environments (venue, crew)
- Self-reflection – review of clips (vs next level of creating clips S2)
- FIBA concepts
- Adaptable to feedback and directives
- Ethics & integrity



Developing & extending:

- Whistle, calling, communication consistent and accurate under pressure

Developing & extending:

- Whistle on all contact situations in which a foul is expected
- Coaches
- Conflict Management

Developing & extending:

- IOTS
- Introduction to 3PO

Developing & extending:

- Proactive
- Prevent loss control

Layer 2: Delivery & Support (S1-S3)

Referee Coach
engagement & education

State engagement & support

Mentoring

State culture

- Curriculum
- E-train U courses

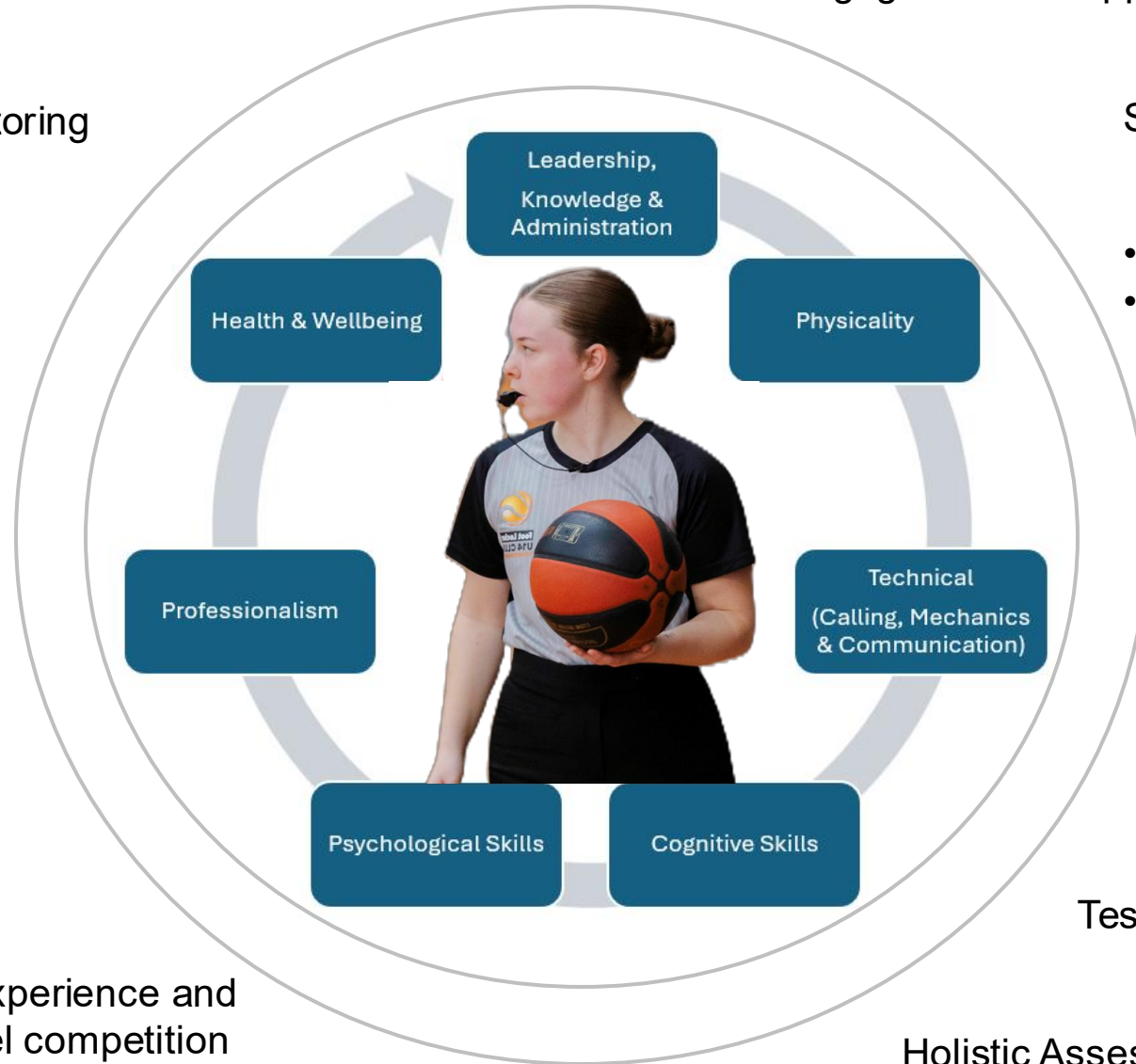
Ongoing wellbeing & engagement support

Holistic and individualised service support

Introducing Self Reflection

Peer engagement/ management

Ongoing competitive experience and exposure to higher level competition environments



- League Action Days
- Workshops online
- Clinics on-court

Pre-championship education on holistic development

Testing and screening

Holistic Assessments & Benchmarks and tracking

Layer 3: System Overlay (S1-S3)

Effective and enduring strategy & policy (inc. succession planning etc.)

Effective communication strategy & implementation

Metrics, longitudinal tracking of pathway officials (progression, churn, etc), evaluation & review

Effective and consistent selection (T1) & confirmation (T2), development(T3) and transitional (T4) processes

Support mechanisms for Referee coaches

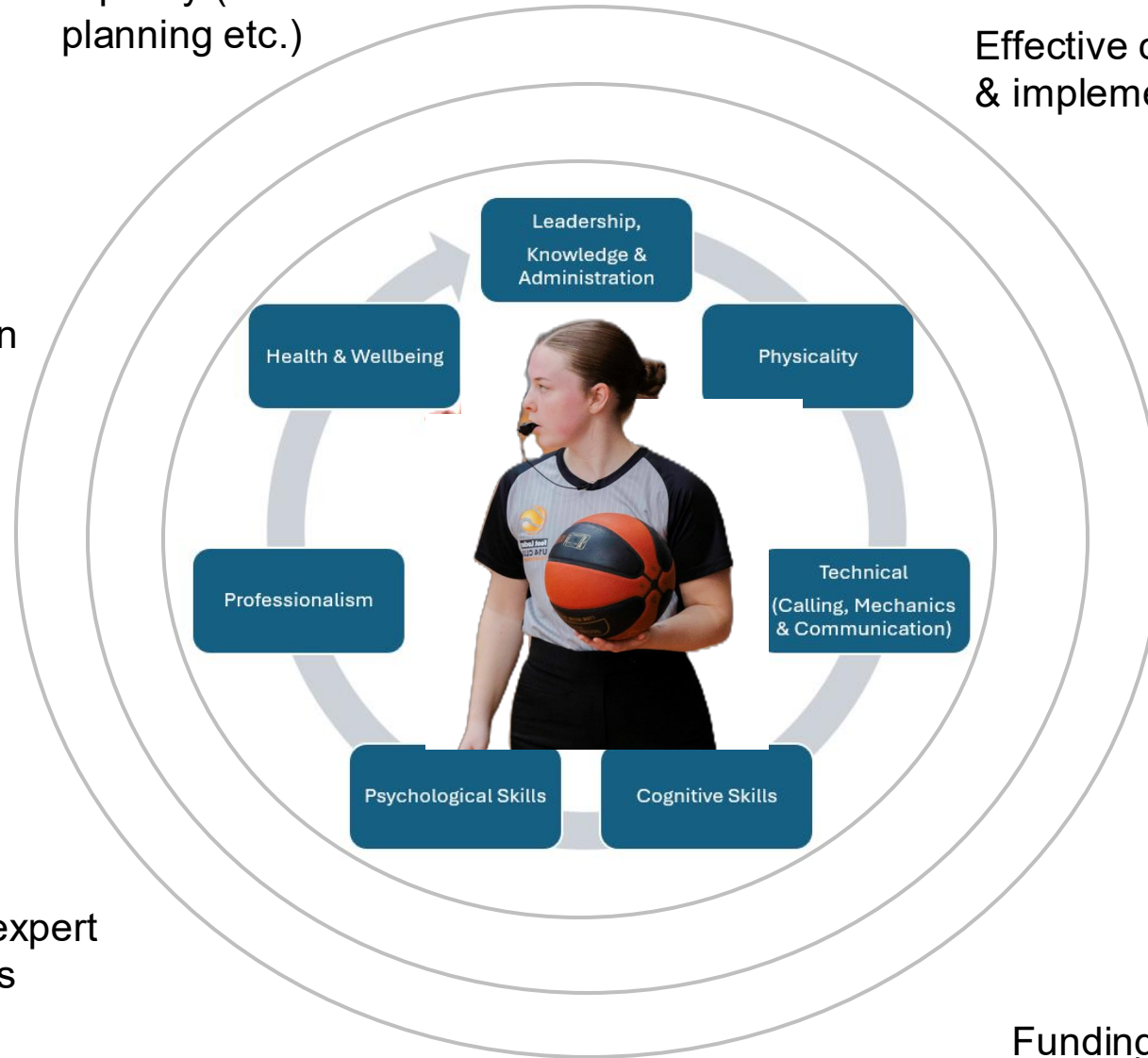
Formal selection criteria and procedure

Accessibility to expert Referee coaches

State/territory engagement & support

Funding & resource provision

Access to service support personnel



Supporting the
performance and
longevity of the
**High Performance
Referee (N1-3)**



Layer 1: Profile of the HP Official (N1-3)

Superior:

- Pre-game & post-game (elite environment)
- Clock management
- Reporting & feedback
- Displays effective time management with family and work commitments.
- Personal Brand
- Managing social media

Superior:

- Basketball IQ
- Rules & application
- Knowledge of protocols & procedures
- Understanding of major League/International concepts
- Knowledge of environment (e.g., country) & source resources available

Superior:

- Implements leadership characteristics
- Resilience
- Prepares well (self, context, travel etc)
- Consistently displays HP behaviours (confidence, in control, good communicator, demeanour)
- Consistently displays coachable behaviours
- Attention to detail (e.g., lodging reports, respectful & reliable, punctual, responsible)
- Effectively works in team environments
- Maintains a high level of integrity and professionalism.
- Positively commits to the values and culture of the game
- Strives for excellence
- Contributes back into supporting the development of emerging officials
- Utilises a medical and support team to sustain optimal performance



Superior:

- Implements robust and honest self-reflection processes.
- Mental preparation and strong self-regulation
- Performs at optimal physical levels to meet the demands of competition.
- Displays positive psychological wellbeing.
- Implements appropriate recovery strategies.
- Implements appropriate injury rehabilitation and strategies.
- Efficient travel routines
- Utilises a mentor to assist with strategies to develop the holistic person.

Superior:

- Effectively reads and interprets game play consistently and make considered decisions
- Produces a high level of consistent and accurate decisions in high pressure environments
- Display strong leadership skills when faced with adversity
- Strong understanding of the relevant processes
- Adapts to varying game contexts

Superior:

- Adheres to procedural protocols (IOTs).
- Correct application of 3PO processes

Superior:

- Contact calls are made according to set guidelines
- Effective management of game (e.g., coaches, players etc.)
- Conflict Management

Superior:

- Composed & balanced (i.e., volume etc.)
- Strategically use communication to control flow of the game
- Clear, concise & proactive
- Positive body language
- Create time & space
- Developing strategies for international teamwork

Layer 2: Delivery & Support (HP)

Access & in game feedback from Referee Coaches

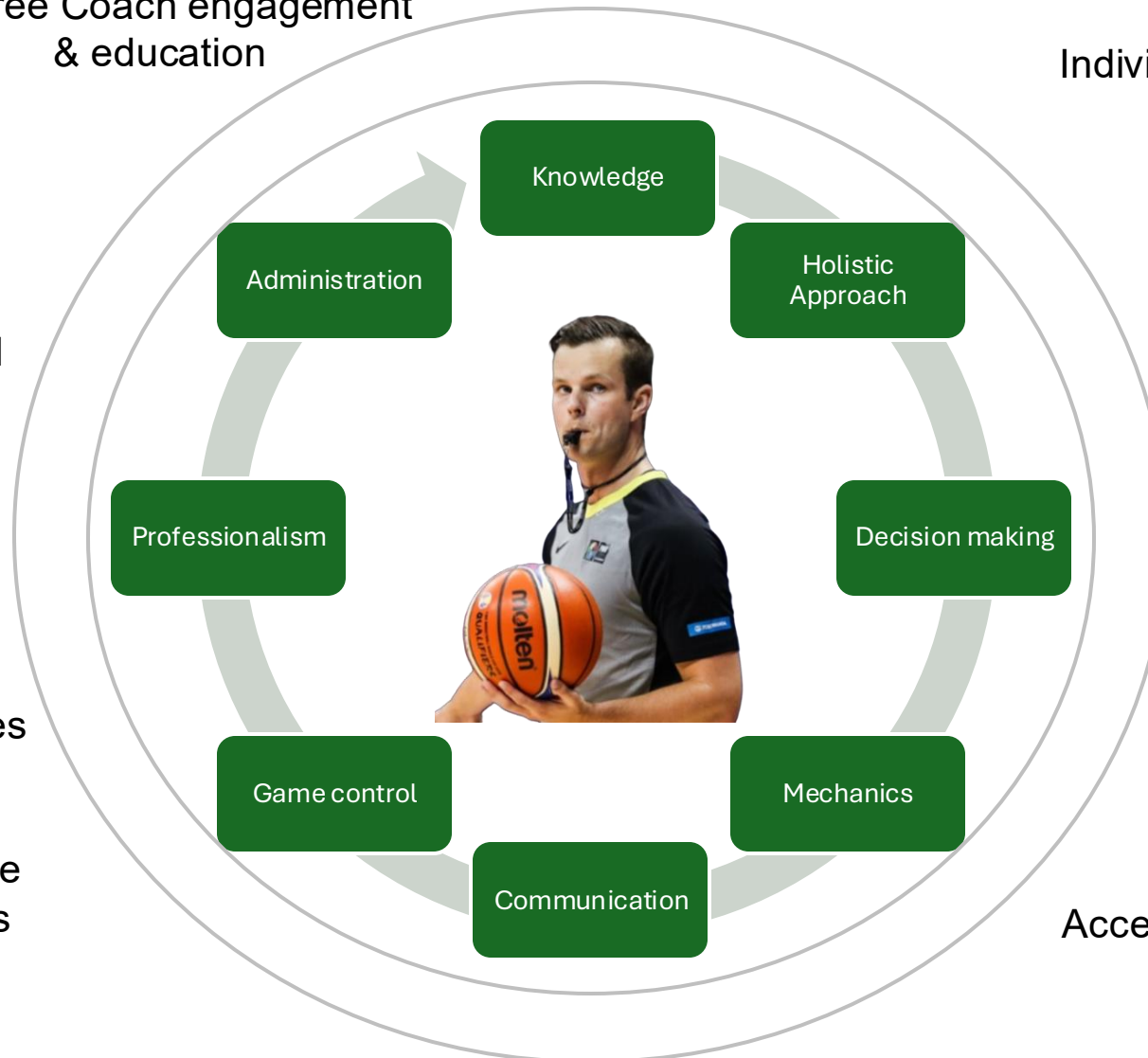
Referee Coach engagement & education

Individual Performance Plans

Provide opportunities for further engagement and development within performance programs and game environments.

Access to performance enhancing technology & resources

- Self-reflection processes and implementation strategies
- Facilitated video footage and game assessments
- Informing analytics, feedback



- Access to service providers
- Exercise Science Physiologist
 - Strength and Conditioning
 - Speed and Agility
 - Performance Nutrition
 - Performance Psychology
 - Recovery
 - Performance Sleep
 - Injury Rehabilitation

Peer support

Positive & Supportive Culture

Access to Mentors

Layer 3: System Overlay (HP)

Identify Future Opportunities for Growth
(e.g., exchange program, accelerated learning and incentives such as vertical integration opportunities for referees etc.)

- National Performance Referee strategy
- National leadership (inc comms.)
 - Developed and implemented “national style” of officiating
 - Enable collaboration within the HP system
 - Willingness & capacity of key stakeholders to invest in the strategy
 - Periodic review of strategy

Established selection policies

Established protocols for performance referee well-being and engagement.

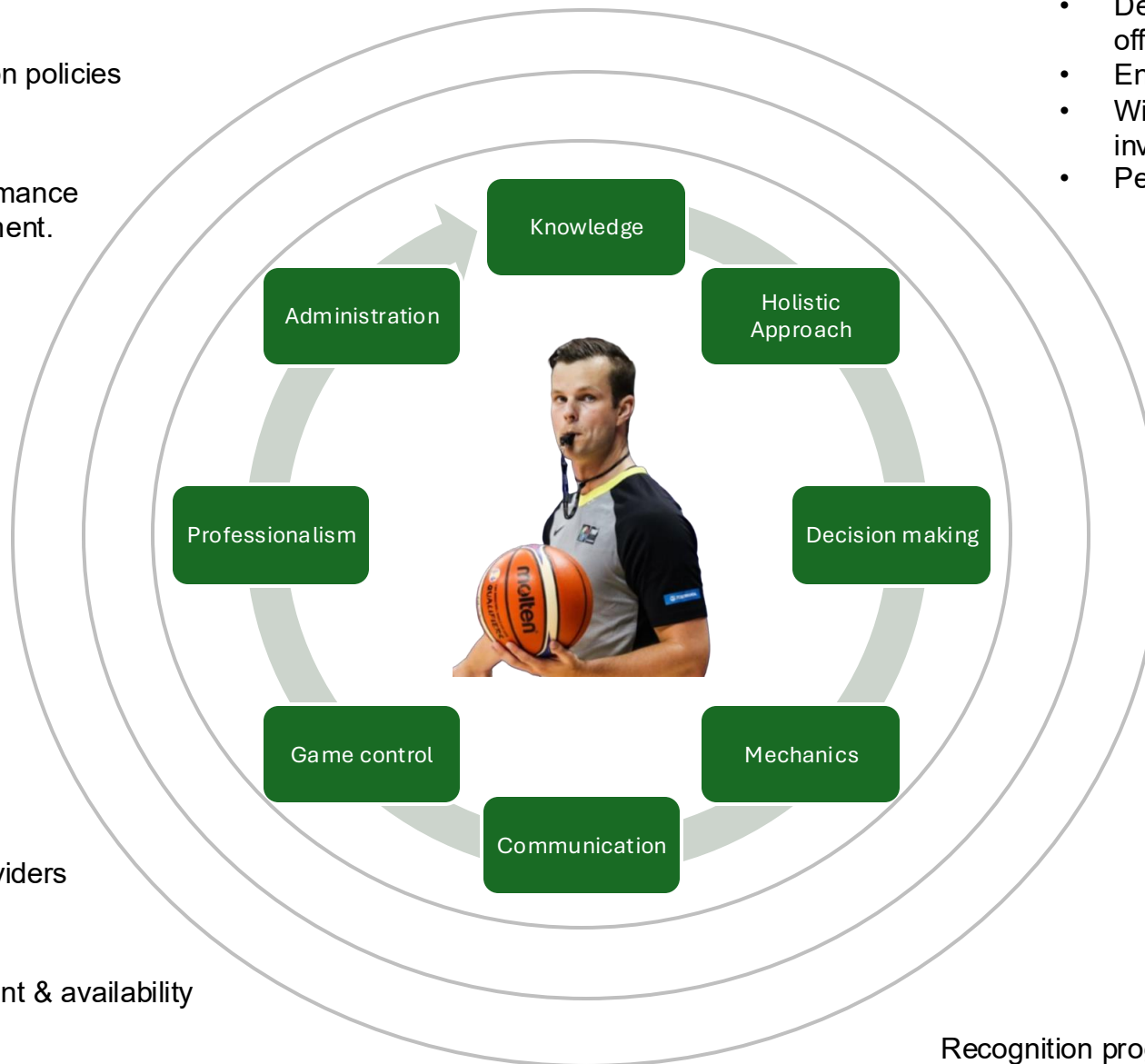
Network of recognised service providers

BA digital strategy, data insights, evaluation

Engage the ‘referee voice’ to inform strategy, delivery, continuous improvement etc.

Established education providers

Mentor development & availability



Adequate funding

Formalised HP Referee programs

Implement a robust engagement, education, and development strategies within the performance pathway

- HP referee coaches' recruitment, development, retention & availability
- Recruitment & retention strategies (recognition, remuneration, opportunities etc.)
 - Online education/ workshops/advice
 - Formalised feedback processes
 - Support

Recognition program

References

MacMahon, C., & Weissensteiner, J. (2025). Career Development of Officials. *Managing and Developing Sports Officials: Officiating Excellence*. Editors T. Webb, D.J Hancock, P. Phillips & J.K Tingle. Routledge, London and New York; pp. 69-82.



Thank you to the NSW Office of Sport for their collaboration on this project.



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