

## Policy R2013 – 01.3 Demerit/Reward Point Scheme

**Purpose:**

To provide an avenue for the Technical Officials Committee to both reward and discipline its referees.

**Justification:**

Kilsyth Basketball needs to have an appropriate policy to follow in regard to the discipline and rewarding of Kilsyth Referees. This policy is designed to provide transparent guidance to both referees and any other relevant party that may require the use of this policy.

**Persons Responsible:**

Kilsyth Referees  
 Technical Official's Committee  
 Kilsyth Basketball Staff  
 Referee Administrators  
 Director of Referees (DOR)  
 Technical Advisor

**Policy:****Demerit Point/s:**

Any referee found to be in breach of an approved policy as agreed upon by Kilsyth Basketball and the Technical Officials Committee will be subject to a specific demerit point allocation. All demerit points will exist for twelve (12) months before being rescinded.

Points will be suggested for consideration by the Technical Officials Committee or nominated representatives as well as Referee Supervisors.

This policy is intended for all matters not requiring a VBRA Report.

A data base is to be kept by the Referee Administrators or the nominated representative, including the number of points allocated, who allocated the points and what they were for.

Depending on the number of points accrued, the referee will receive specific disciplinary action as follows:

<b>Points</b>	<b>Outcome</b>
1 Point	Verbal Warning
2 Points	Verbal Warning
3 Points	Written warning from DOR or representative via email
4 Points	Removed from all Rosters Not rostered to referee for 1 week
5 Points	Removed from all Rosters Not rostered to referee for 2 weeks
6 Points	Removed from all Rosters Not rostered to referee for 2 weeks + down grade(C grade) for two weeks directly following the non-rostered period + written warning of further point consequences
7 Points	Removed from all Rosters Not rostered to referee for 4 weeks
8 Points	Removed from all Rosters Not rostered to referee for 4 weeks + down grade(C grade) for 4 weeks directly following the non-rostered period.
9 Points	Removed from all Rosters Not rostered to referee for 4 weeks + down grade(C grade) for 4 weeks directly following the non-rostered period + a meeting with the TOC
10 Points	De-registration from Kilsyth with a notification letter sent to the VBRA.

**Point Loss Guidelines:****Before the Rostered Session:**

Points	Cause
1 Point	Arriving less than 10 minutes before tip off time
2 Points	Missing tip off time. Loss of first rostered game
3 Points	Missing tip off time without any notification or missing all of rostered session without notification or fill in.

**During the Rostered Session:**

Points	Cause
1 Point	Referee shooting a basketball
1 Point	Incorrect referee uniform. See Kilsyth Referee page for details of correct uniform.
2 Points	Failing to follow directions from Supervisor
3 Points	Moving from rostered game without Supervisors permission
3 Points	Using a mobile phone on court. (Tip off till final siren). Mobile phone not to be taken court side.
One Week Off	Refusal to referee a rostered game without a fill in or a valid reason.

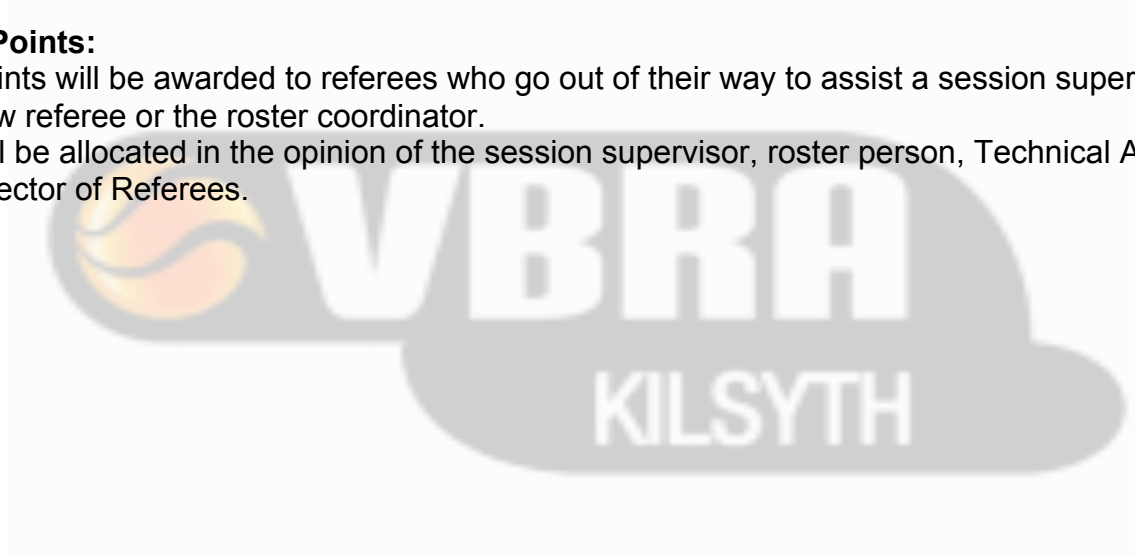
**Supervisors Point Loss System**

Points	Cause
1 Point	Failing to give demerit points to referees when necessary
1 Point	Not wearing correct Supervisor Uniform
2 Points	Moving yourself onto a game that is known or a suspected walkover
3 Points	Failure to complete weekly session report within 36 hours of session, including late, non attendance or on court issues.

**Reward Points:**

These points will be awarded to referees who go out of their way to assist a session supervisor, their fellow referee or the roster coordinator.

Points will be allocated in the opinion of the session supervisor, roster person, Technical Advisor or the Director of Referees.



Referees can trade reward points for a reduction in their demerit points on a point for point basis. As with the demerit points, reward points will last for twelve (12) months and cannot be accrued longer than this.

Some examples-

Points	Situation
1 Point	Being called in early to their rostered session
1 Point	Fill in on the last game of a session when they are not rostered on, due to illness or injury of a fellow referee. Must have supervisor permission.
2 Points	Being called in to fill in at very late notice (ie 30 min), where they are not normally rostered on.

**Quality Assurance**

Policy Prepared by: Officiating Solutions

Reviewed:

Kilsyth Basketball:

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Technical Officials Committee:

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

**DATE ACCEPTED AND IMPLEMENTED:** July 15<sup>th</sup>, 2013