



HARBOUR **REFEREE PATHWAY**

2026



Referees

PATHWAY

Introductory level in which a trainee participates in HBA officials training.

The age of a trainee needs to be 13+ years old. HBA runs beginner courses throughout the year. It's a 10-week minimum training period that has a theory component and an on-court component where the trainee is supported by a Referee educator.

Being a trainee consists of

Theory of basic basketball rules & knowledge

Understanding basic game operations

Applying correct knowledge and operations in a live game situation with confidence

Being reliable, willing to learn and showing effort

General Enquiry

Referee Clinic

Referee Training

Trainee / Junior Level I Referee Competencies

Referees are to be assessed for the following competencies on low-level junior competitions (up to under 14's) and are to be partnered by a Level C referee or above. This level may be granted by the local association Educators or by a Grade A referee coach (or above grade) who is appointed by the local association Match Officials Manager.

Beginners School

- Attend Beginners HBA theory sessions (covers basic mechanics, rules, signals, tribunal system etc.)

Measurement: Must attend when available or arrange make-up sessions if sick/away and satisfactorily participate in group discussions and practical demonstrations

Administration

- Demonstrate the basic signals and be able to communicate calls to the bench as per HBA/FIBA mechanics or Abbreviated Rule Book
 - Be able to correctly add and sign off a score sheet (or electronic equivalent)

Measurement: The Scoretable needs to be able to adequately understand the calls being made by the referee through voice and visuals; sign-off of score sheet or electronic equivalent correctly as demonstrated

Fouls and Violations

- Make a call on the majority of heavy contact situations
 - Call the majority of fouls in his/her area
 - Call all out-of-bounds correctly
 - Call all blatant travels and double dribbles

Measurement:

- Referee needs to show they can make a decision on the majority of heavy contact situations (doesn't have to be the correct call but must show confidence)
 - Call the majority of fouls closer to him/her
 - Call all out-of-bounds correctly using correct signals
 - Call and signal all blatant travels and double dribbles

Mechanics

- Make correct basic positioning on the court in trail and lead by “boxing in” the play
- Know the basic responsibilities for trail and lead positions

Measurement: Need to show where to move on the court in trail and lead, and “box in the play” (keep the players between the referees). Demonstrate basic knowledge of responsibilities in lead and trail (where to stand on shots, in-bound balance, who signals to the bench, switching, etc.)

Rule Knowledge

- Have good basic knowledge of the rules of the game (fouls, travels, double dribbles, etc.)

Measurement: Through on-court performance and by having the majority of calls correct, the referee coach can determine that the referee has good basic knowledge of the rules.



Grade C

PATHWAY

Grey shirt – Primary School, Intermediate & Selected High School Games

Once a referee is successful in their trainee course, they are considered a Grade C referee. Most C referees remain at this level for 1-2 years depending on their confidence and execution. They will primarily referee junior HBA level competitions

Primary School & Intermediate

Jr Sec School & U12/14 Super City

HBA Tournaments

Grade C Referee Competencies

Referees to be assessed for the following competencies on low level Senior or Junior Games.

This level may be granted by the local association advisor or by a Grade A referee coach (or above grade) who is appointed by the local association advisor.

Personal Qualities

- Be 14 years or older
- Wear correct Level C uniform and be punctual to games

Measurement: Be over the age, wears uniform and consistently arrives early for games

Beginners School

- Have satisfactorily completed the beginners school theory sessions

Measurement: Must attend every session or arrange make-up sessions if sick/away and satisfactorily participate in group discussions and practical demonstrations

Administration

- Demonstrate the basic signals and be able to communicate calls to the bench as per FIBA mechanics or Abbreviated Rule Book
- Be able to correctly add and sign off a score sheet (or electronic equivalent)

Measurement: The score table needs to be able to adequately understand the calls being made by the referee through voice and visuals. Sign off a score sheet or electronic equivalent correctly as demonstrated

Mechanics

- Make correct basic positioning on the court in trail and lead by “boxing in” the play
- Know areas of responsibility for trail and lead

Measurement:

- Need to show they know where to move on the court when in trail and lead, and “box in the play” (keep the players between the referees)
- Demonstrate basic knowledge in areas of responsibilities in lead and trail—i.e. where to stand on shots, in-bound balance, who signals to the bench, switching etc.

Fouls and Violations

- Make a call on all heavy contact situations
 - Call the majority of fouls in his/her area
 - Call all out of bounds correctly
- Call all blatant travels and double dribbles

Measurement:

- Referee needs to show they can make a decision on the majority of heavy contact situations—doesn't have to be the correct call but needs to at least make a call to control the game with confidence
 - Call the majority of fouls closer to him/her
 - Call all out of bounds correctly, using correct signals
- Call and signal all blatant travels and double dribbles

Rule Knowledge

- Have good basic knowledge of the rules of the game (fouls, travels, double dribbles etc.)

Measurement: Through their performance on court and by having the majority of their calls correct, the referee educator can determine that the referee has good basic knowledge of the basic rules

Link to BBNZ L1 Online Module

O<https://membership.mygameday.app/regoform.cgi?formID=115908&programID=68776>online Link



Grade B

PATHWAY

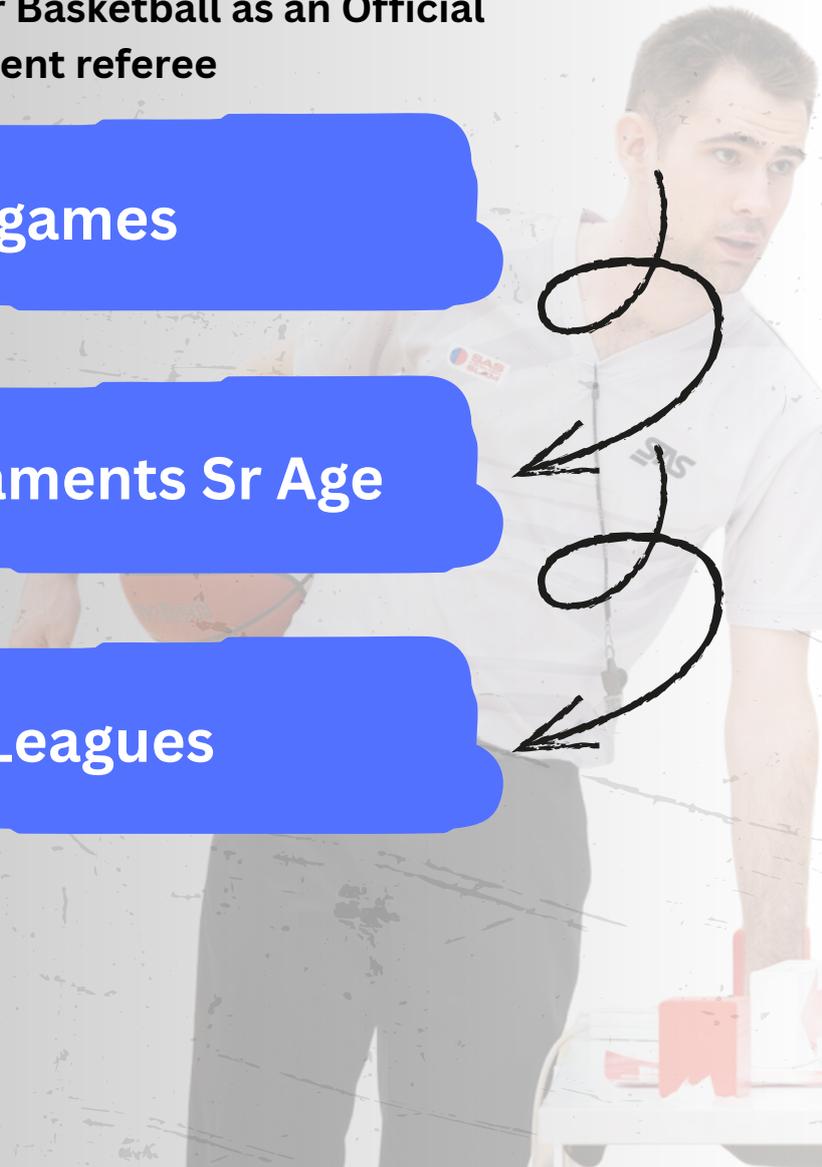
High School Games, HBA Adults Leagues & Tournaments (SAS SLAM, Easter Tournament, Rep Age Group Qualifiers)

Once they move on to a Grade B referee, they are more likely to officiate higher age group level games of Basketball. During the next year or two and if they show an aptitude for officiating, they will be identified to be selected for certain tournaments in which they will represent Harbour Basketball as an Official tournament referee

Sec School games

HBA Tournaments Sr Age

HBA Adult Leagues



Grade B Referee Competencies

Personal Qualities

- Be 15 years of age at time of the assessment
- Wear correct uniform (as outlined in the Referees Code of Conduct) and be punctual to games
- Have held Grade "C" for a minimum of 6 months

Measurement: Be at least 15 years of age or older; wears uniform and consistently arrives early for games; have held Grade "C" for a minimum of 6 months

Administration

- Show clear and correct signals to the bench as per FIBA mechanics or Abbreviated Rule Book
- Show good communication to players, coaches and the bench where necessary and start using preventative voice
- Show skills of being able to deal with conflict (control the game)

Measurement: Be able to succinctly deliver calls, answer simple questions and manage conflict including calling technical fouls when necessary. Referee needs to show they are starting to use a preventative voice to prevent contact in the post and on the dribbler

- Show good presentation on court (shirt tucked in, neat uniform, appropriate body language)

Measurement: Show good presentation on court including appropriate body language

Fouls and Violations

- Make the correct call on all heavy contact situations

Measurement: Should be making the correct call on all heavy contact situations

- Call the majority of fouls correctly in his/her area, in particular show that they protect the shooter

Measurement: Call the majority of fouls correctly closest to them, in particular show that they protect the shooter

- Call all out of bounds correctly

Measurement: Deliver all out of bounds calls and signals correctly

- Call the majority of travels, double dribbles and other basic violations

Measurement: Call the travels, double dribbles and other basic violations closest to them

Mechanics

- Make correct positioning on the court in trail and lead and show they understand the principles of finding “the gap” between offensive and defensive players

Measurement: Need to show they know the basic positions of lead and trail and that they are starting to move in these positions to get the gap between offense and defense and that they are not standing still in lead and trail

- Show they are starting to referee off the ball (no ball watching) and they start looking for contact on off ball screens, post play

Measurement: Need to work on not “ball watching” and that they recognize the importance of watching screens and post play off the ball

- Show they are calling in their areas of responsibility

Measurement: Referee needs to start to know the areas and understand when they are on ball and when they are off ball and only call in their areas of responsibility (unless a big foul is missed by their partner)

Rule Knowledge

- Show a sound knowledge of the majority of rules

Measurement: Through their performance on court and by the type of calls they make the referee coach can determine that the referee has good basic knowledge of the majority of rules

Grade A

PATHWAY

BBNZ Age Group Tournaments (TUPU League, U18, U20 & Sec School Nationals)

To become a Grade A referee, HBA will nominate their most talented referees who are committed to becoming an elite referee. Part of this commitment is to be assessed by BBNZ, complete a theory & fitness test and attend BBNZ Tournaments. If you complete all the necessary requirements successfully, then you will be able to gain your HBA Grade A status

U16 & U18 Nationals

Sec School/U20 Nationals

TUPU League/NBL Rapid League



Grade A Referee Competencies

Personal Qualities

- Be 16 years of age at time of the assessment Be at least 16 years of age or over
- Wear correct uniform (as outlined in the Referees Code of Conduct) and be punctual to games Wears uniform and consistently arrive early for games
- Have held Grade B for a minimum of 6 months Have held Grade B for minimum of 12 months

Administration

- Show correct, clear and professional signals to the bench as per FIBA mechanics or Abbreviated Rule Book
- Communication with Oscoretable is clear and Oconcise and is in line with that described in the FIBA rule and mechanics books
- Show good communication to players, coaches and the bench where necessary and show sound use of o preventative voice
- skills to deal with conflict (control the game) and start looking to manage the game Be able to succinctly deliver calls, answer questions and manage conflict including calling technical fouls when necessary. Referee needs to display preventative voice techniques to prevent contact in the post and on the dribbler. The referee should also be looking to manage the game in terms of call selection (What is good for the game)
- Show excellent presentation on court (shirt tucked in, neat uniform, appropriate body language) Show good presentation on court including appropriate body language

Grade A School (Premier)

- Attend Grade A theory sessions (covers topics including advanced mechanics, rules, advanced violations, fouls, advantage/disadvantage of incidental contact etc as approved by the BBNZ)
- Can attempt and achieve a satisfactory level on the Fitness test Attend every session or arrange make up sessions if sick/ away and satisfactorily participate in group discussions and practical demonstrations for familiarization purposes), needs to attempt for future goals.

Fouls and Violations

- Call on average 80% of fouls/violations in his/her area correctly Call on average 80% of fouls/violations in his/her area correctly
- Call block/charge correctly by applying “FFF” principals Call block/charge correctly by applying “FFF” principal (Feet, Facing and First) and should display a level of consistency in the application of verticality and refereeing the defence
 - Apply basic advantage/disadvantage principals where appropriate Apply basic advantage/disadvantage principals where appropriate (note that at domestic level, applying advantage/disadvantage principals may not be appropriate)
 - Understand and where necessary call advanced violations such as goal tending Understand and where necessary call advanced violations such as goal tending & 24sec (if used)
- Show they have the leadership skills to be able to control any domestic game, with any partner Show they have the leadership skills to be able to control any domestic game, with a less experienced partner

PATHWAY SUMMARY

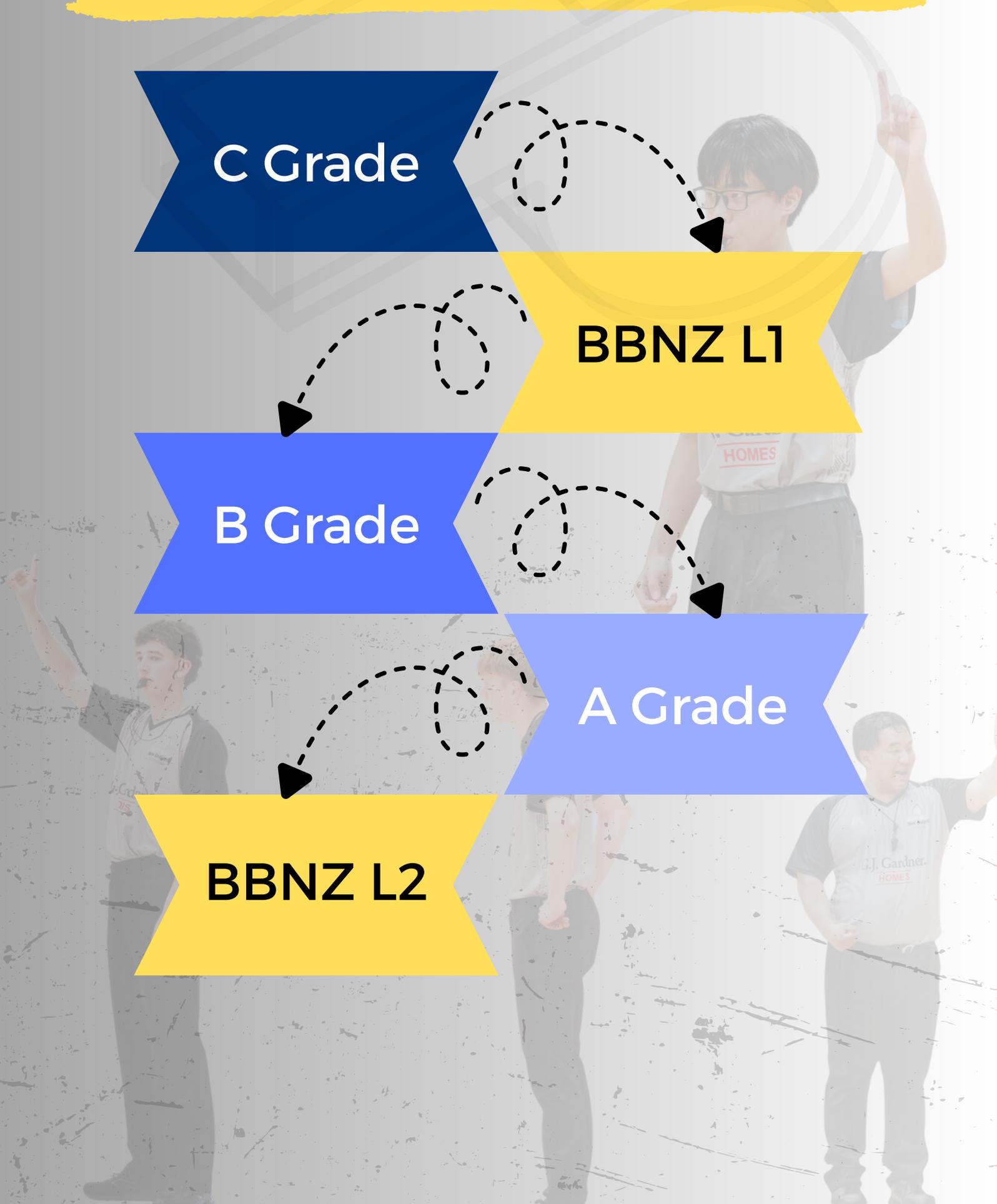
C Grade

BBNZ L1

B Grade

A Grade

BBNZ L2



Good Luck

Your future career as a referee can be as enjoyable and as long as you want it to be. You will make many good friends and learn skills that will be valuable for your working and future life. You will learn decision making skills, how to handle people of all ages, how to deal with conflict, how to be a coach and helper for young players in teaching them the rules during a game and how to be a leader and role model.

Referee Pay Structure 2026

C Grade Referee
\$14 – \$16 per hour

Competitions

Primary & Intermediate School Competitions

Junior and Social Secondary School Competitions

✦ Usually for beginners of a younger age new to the refereeing and Basketball space

B Grade Referee
\$18 – \$24 per hour

Competitions

Super City U14 & U16

Junior Prems & Open Grade Secondary School Games

BBNZ Age Group (U16/U18)

Adults A–D Grade Competitions

✦ More experienced Referees that have showed they are capable of taking that next step

A Grade Referee
\$25 – \$30 per hour

Competitions

Premier & Senior A Secondary School Comps

Premier Adults Grade

U20 Nationals / Tertiary Nationals

✦ Harbours premier Referees who have shown dedication, reliability and skill



 **HARBOUR**