



# ACTRRA Pre-Season Seminar

17 March 2024





# Game Management Guidelines Document

Graham Cooper  
Rugby Australia





# ACTRRA Season Welcome

Nick Stoker  
President ACTRRA

[ACT RUGBY REFEREES ASSOCIATION \(ACTRRA\) - ACTRRA - ACT Rugby Referees Association](#)





# Agenda



- 11:00 ACTRRA Organisation Overview - Know your Association
- 11:10 Match Official Pathway - Things have changed
- 11:30 Referee Review
- 11:40 Season Coach and Mentoring
- 11:50 Appointing and Coaching Methodology and Process
- 11:55 Uniforms
- 12:00 Education and Training
- 12:10 MO Abuse Policy and Resilience
- 12:20 Red Card
- 12:25 Payments and General Information
- 12:30 Photo and Lunch - Join us and meet new members



# Introduction

- Warm welcome to our new and returning members
- Enjoyable and challenging pre-season and 2024 season
- Positive culture through sense of 'team / club' – junior and senior
- Pride and a 'sense of contribution'
- Recruiting, Development and Retention - **communicate** and own your aspirations
- Seminar – An overview. Business Rule “Respect everyone’s perspective”
- Have fun



# ACTRRA Executive & Key Positions

**Patron**  
Brendan McCormack

**President**  
Nick Stoker

**Secretary**  
Ivan Gavazov

**Assistant Secretary**  
Damien McGarth

**Treasurer**  
Peter Langford

**Chair Coaching, Grading and Appointments**  
Sarah Corrigan

**Vice President**  
Nathan Mass  
(Member Protection Officer)

**Senior Appointments**  
Karl Hamlyn

**Welfare Officer**  
Brian Heaney

[actra.welfare@gmail.com](mailto:actra.welfare@gmail.com)

**Referee Development Coordinator**  
Vacant \*

**Junior Appointments**  
Jim Phillips

**Junior Coaching Coordinator**  
James Willemsen

**Senior Coaching Coordinator**  
Damien McLachlan





# ACTRRA Sub-Committees



**Education and Training**  
Annie Dickeson & Mitch Eagan

**Communications (kit)**  
Damian McLachlan & Ethan Gumbrell

**Fitness Trainer**  
Steve Koh

**Welfare**  
VP, Brain Heaney & Chris Cousin

**Social**  
Ben Nelson, Jo Brinkley & Ethan Gumbrell



# RUGBY AU COMMUNITY MATCH OFFICIAL FRAMEWORK







# Purpose

Rugby Australia has embarked on a new strategic plan, and Match Officiating is featured for the first time. This is deliberate, as Rugby AU sees it as a critical area in the game's growth in the coming years. This will be done in three specific pillars.

- 1. RIGHT TRAINING** - Providing access to targeted education and training opportunities at their desired level.
- 2. RIGHT ENVIRONMENT** - Providing safe learning environments to encourage MO participation and development.
- 3. RIGHT SUPPORT** - Support MOs to encourage continued growth within their specific pathway.

With the overall goal to be:

**ALL RUGBY PARTICIPANTS HAVE ACCESS TO AN ENJOYABLE RUGBY EXPERIENCE.**



# NATIONAL COMMUNITY MATCH OFFICIAL STRATEGY 2023-2027

**RA AMBITION**

**THRIVING RUGBY COMMUNITY**

**INITIATIVE**

Facilitate a stronger connection between match officials and key stakeholders within the game and invest in their (MO) capability and capacity

**GOAL**

All Rugby participants have access to an enjoyable rugby experience

**STRATEGIC PILLARS**

**RIGHT TRAINING**

Providing access to targeted education and training opportunities at their desired level

**RIGHT ENVIRONMENT**

Providing safe learning environments to encourage MO participation and development

**RIGHT SUPPORT**

Providing MOs with support to encourage continued growth within their specific pathway

**DELIVERABLES**

- 1.1 Provide and develop an on-boarding process that is attractive and easy to understand.
- 1.2 Build an education and training framework that places referees at the forefront of their development.
- 1.3 Design, develop and provide national learning opportunities through accessible delivery.
- 1.4: Assist Associations to design and implement continued development through targeted and regular events.
- 1.5 Design and integrate the role of MO in whole of game education.

- 2.1 Design and implement a repeatable National Recruitment Campaign that showcases the role.
- 2.2 Working with whole of game to provide appropriate, enjoyable and safe environments aligned to the values of our game.
- 2.3 Instigate and support association collaboration to enhance association and referee development
- 2.4 Appropriately develop Community MOs through targeted programming and championship appointments
- 2.5 Drive initiatives to build relationships between all stakeholders

- 3.1 Develop and grow the MO educator program to enable quality delivery of association education.
- 3.2 Develop a targeted program that increases the number and quality of referee coaches / mentors within the game.
- 3.3 Develop and implement programs within refereeing to drive diversity within the role.
- 3.4 Design a reimbursement framework that truly values the official's contribution to the game.

**TARGET (2027)**

**1 MO : 30 PLAYERS**

**RETENTION OF 85% OF REGISTERED MEMBERS YOY**

**80% SATISFACTION RATING**

**1 COACH / MENTOR : 8 REFEREES**

**1 TRAINER : ASSOCIATION**

**OUTCOME**

**APPROPRIATELY TRAINED AND SUPPORTED MATCH OFFICIALS TO FACILITATE THE GAME**



# RUGBY AUSTRALIA MATCH OFFICIAL FRAMEWORK



The Rugby AU Match Official Framework provides structure and understanding to the officiating community.

The framework allows individuals to understand clearly:

1. Their role(s) within the community game and the profile of a match official at different levels.
2. The expectation of the level of education and the continuous learning opportunities they have available to them.
3. The obligation of their association, Rugby Australia, or provider.

This Framework is designed for the Rugby Australia Referee Associations to facilitate the development of Rugby Union Match Officials and Match Official Developers.

The content is referee-centered and specifies the areas and characteristics the referees need to **deMONstrate** in order to perform effectively at different levels of the game. Rugby Australia define these levels in the community game as.



# Match Official Framework

EDUCATION LEVELS

**HIGH PERFORMANCE**

SR & WR

**PERFORMANCE**

Season Ready  
Community L2  
Pathway CPD  
Pathway Programs

Community – L2  
Developer Mentor  
Association Program  
World Rugby Educator

World Rugby Trainer  
Pathway Developer  
National Tournaments

World Rugby Master Trainer

**COMMUNITY**

Season Ready  
Community – L2  
Community CPD

Season Ready  
MO Developer – L1  
Association RC Program

Association Developer lead  
World Rugby Trainer

World Rugby Trainer

**GAME FACILITATOR**

Season Ready  
Referee Ready  
Level 1 Referee  
Novice CPD

Season Ready  
MO Mentor Program

World Rugby Educator  
Community - L2

World Rugby Educator

**ROLES**

The roles focus on supporting Match Officials to facilitate games. While the education program, allows robust development at the appropriate level

**MATCH OFFICIAL**

The Match Official's role is to facilitate a fair and safe environment on match day. The Match Official is responsible for working with other officials, referee coaches and attending appropriate education offerings. All to provide the best experience for participants.

**DEVELOPER**

The Developer role is to foster a positive learning environment for all match officials. They are to focus on the holistic delivery of the Match Official role and provide support and methods of development.

**LEAD DEVELOPER**

The Lead Developer role is to support the physical delivery of Developer within the association. They will lead the role development through a formalised program and mentoring.

**EDUCATORS**

An Educator plays an important part in the education and development process. Bring informed by latest research and best practice, the Educator provides all roles with knowledge and skills to best support all participants in the game.



# Referee Profile

- Clearly outline a three-tiered approach to the Rugby Australia Match Official journey.
- Identify the main attributes and skills a Match Official will need to possess in each tier and articulate them through a simplified process.

## PERFORMANCE

Performing the role within a pathway or premier environment. Delivering sound game understanding and management through **eMOtional** intelligence and authenticity.

## COMMUNITY

Match officials who are regularly refereeing community participation rugby. These MOs are facilitating the laws, safety and frameworks with relevance in game.

## GAME FACILITATOR

Match Officials who are starting their MO journey. The focus is on safety. Laws and how these are applied within the spirit and level of the game.



# Match Official

## FORMAL ACCREDITATION

## CONTINUED PROFESSIONAL DEVELOPMENT

## ASSOCIATION

**EDUCATION LEVELS**

**PERFORMANCE**

**COMMUNITY**

**GAME FACILITATOR**

Smart Rugby  
Season Ready

National Pathway Webinars  
On-Field Development  
Individual Season Plan  
MO Developer Interaction  
Physical Training

Development Group Involvement  
Association Education Delivery  
Association Mentoring  
Game Ready – Game Review  
**WVVP**

Season Ready  
Community – L2  
Community CPD

National Webinars  
On-Field Development

Association Education  
MO Developer Interaction  
Game Review  
**WVVP**

Smart Rugby  
Season Ready  
Referee Ready

On Field Development

Association Education Interaction  
MO Mentor Interaction  
**WVVP**

## MATCH OFFICIAL





# Match Official Developer

## FORMAL ACCREDITATION

## CONTINUED PROFESSIONAL DEVELOPMENT

## ASSOCIATION

**EDUCATION LEVELS**

**PERFORMANCE**

**COMMUNITY**

**GAME FACILITATOR**

Practical Development  
Peer Review and Support  
Pathway Involvement  
ISP Development

Development Group Involvement  
Association Education Delivery  
Association Mentoring  
Athlete Ready – Self Review  
**WVVP**

Season Ready  
MO Developer – L2

National Webinars  
Match Day Development  
Peer Support / Mentoring

Association Education  
MO Developer Interaction  
Game Review – Self Review  
**WVVP**

Season Ready  
MO Mentor Program  
MO Developer – L1

Match Day Development  
Peer Support / Mentoring

Association Education  
MO Mentor Interaction  
**WVVP**

## MATCH OFFICIAL DEVELOPER





# Referee Profile Assessment

- Provide a visual on the 'objective' and 'subjective' components within the 'referee profile'.
- Create fluency in definition throughout the 'three C's' that grows with the level of game and the development of the referee.

## CONNECTION

Laws, Principles, Guidelines, Role of Referee

## COMPETENCE

Player Welfare, Decision Making, Communication, Positioning and Frameworks

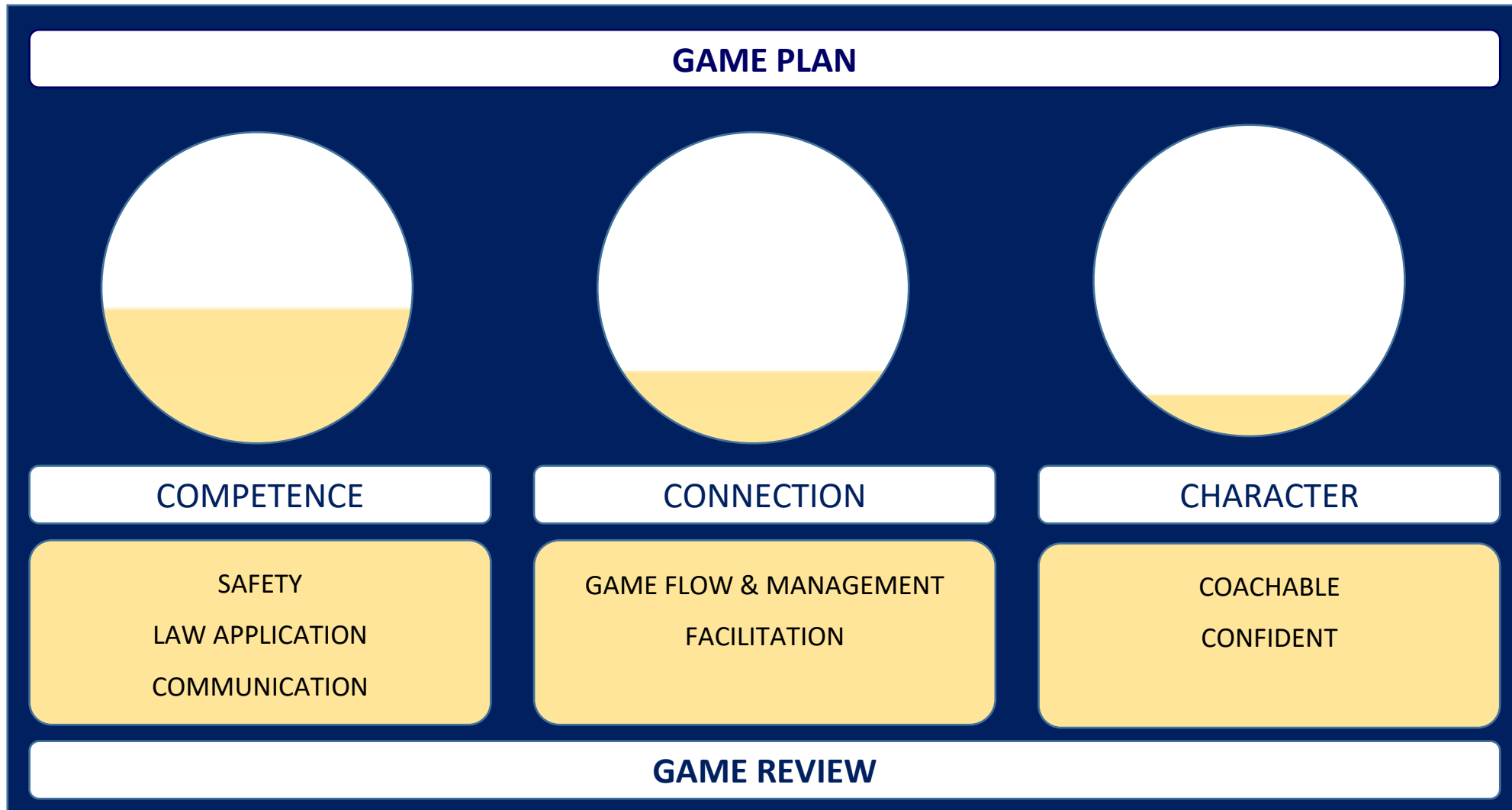
## CHARACTER

Personal Attributes and Cultural Fit.





# Game Facilitator





# Game Facilitator Definitions

## COMPETENCE

### SAFETY

Safety manages at tackle/breakdown, set piece and foul play

### LAW APPLICATION

Applies relevant laws to game situations

### COMMUNICATION

Demonstrates basic use of whistle, signal, talk concepts.

## CONNECTION

### GAME FLOW & MANAGEMENT

Sound application of game management process, developing understanding of advantage and relevance

### FACILITATE

Demonstrate the referee's responsibility to apply the law in line with the spirit of the game. Fun, enjoyable and participation.

## GAME PLAN

### GAME

Deliberate thought about the game. Age, level, teams and what they want from the game.

### PERSONAL

Addressing any work-ons you may have from previous games

## CHARACTER

### COACHABLE

Willingness to learn through feedback and discussion

### CONFIDENT

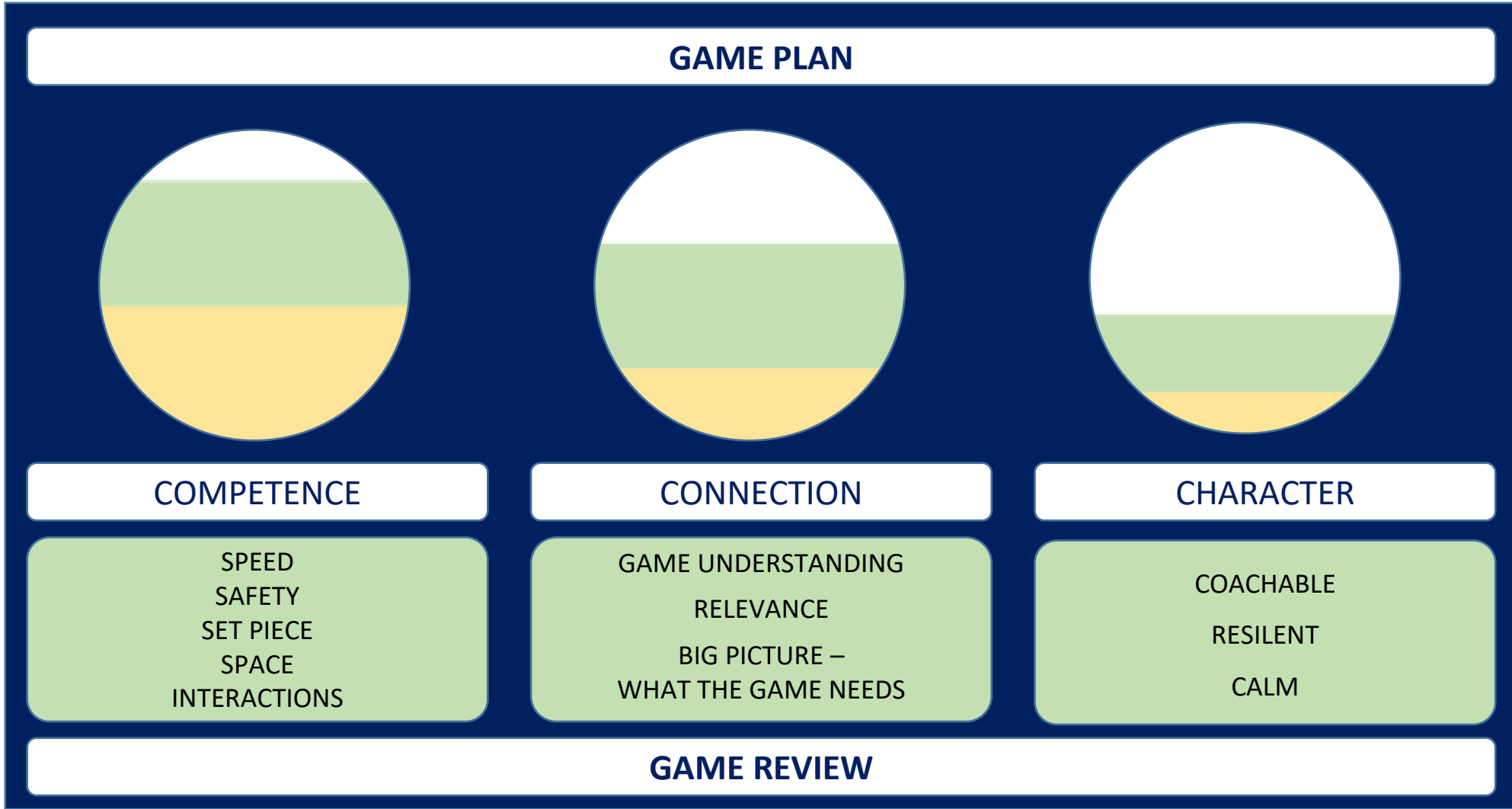
Emerging signs of certainty in decision making.

## GAME REVIEW

Self analysis of the game. Discussion with a developer where applicable.



# Community Match Officials





# Community Match Official Definitions

## COMPETENCE

### SAFETY

Consistently applies foul play frameworks. Identifies & manages safety elements with scrum.

### SPEED

Quality ball v quality contest. Demonstrates a sound understanding the tactical aspects of the collision zone.

### SPACE

Creates space in game through appropriate management and decisions.

### SET PIECE

Sound scrum and line-out process – setup, contest and management of line-out to maul.

### INTERACTIONS

Displays a high level of leadership qualities. Connecting to the game through a range of timely and effective communication strategies.

## CONNECTION

### GAME UNDERSTANDING

Established process of game situation and context. Providing equal opportunities for both teams within the laws of the game.

### RELEVANCE

Delivering the balance between decision making and game flow.

### BIG PICTURE – WHAT THE GAME NEEDS

Understanding how to connect game understanding and relevance to create the best experience for the game.

## GAME PLAN

Established plan that supports the games needs and personal development.

## CHARACTER

### COACHABLE

Being able to lead / connect in conversation regarding the game. Being able to articulate aspects of game to your coach, receive feedback and action a plan.

### RESILIENT

Discovering and presenting coping strategies within a range of game context.

### CALM

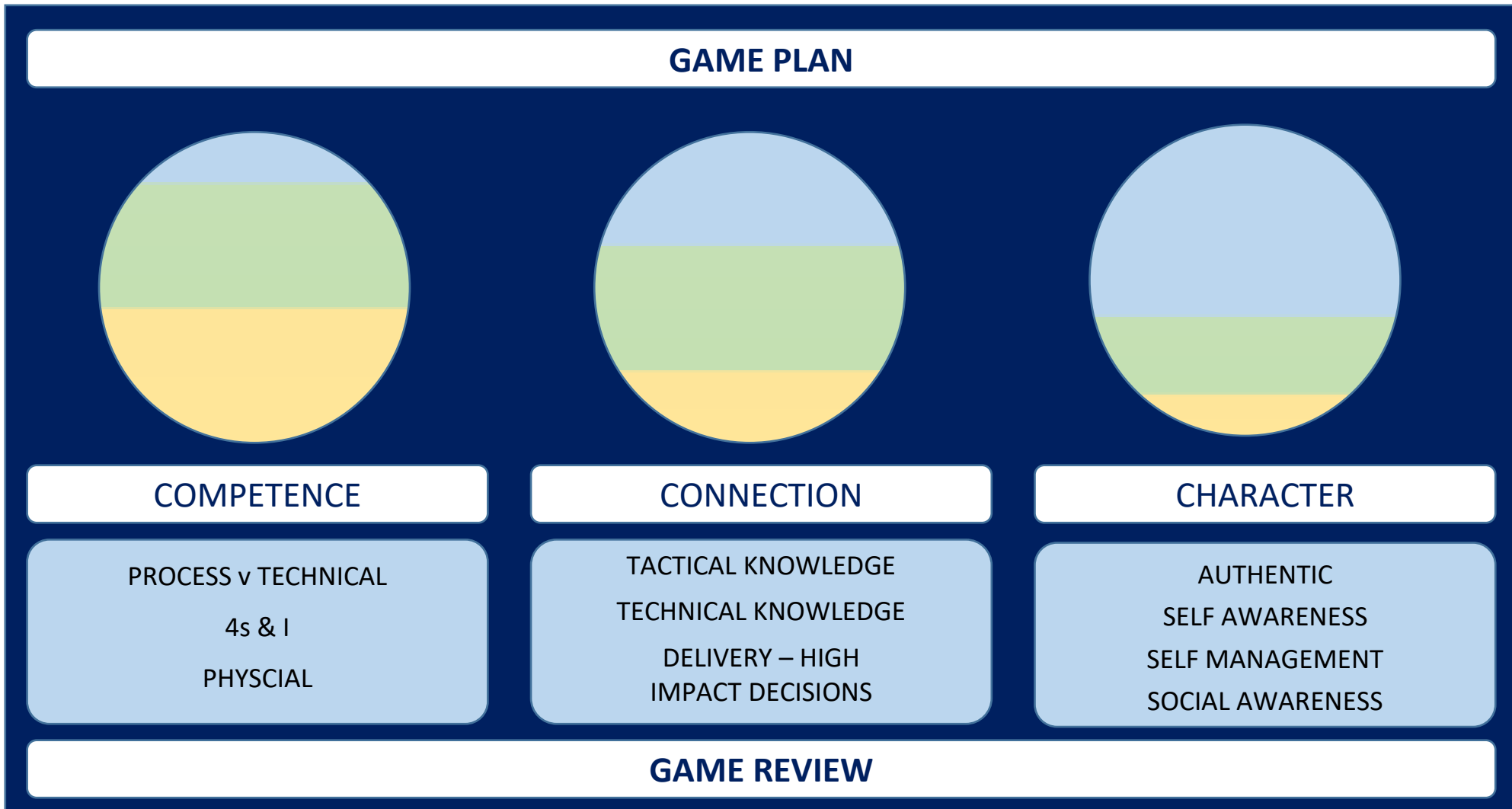
Remaining composed and focused consistently during the course of the game. Demonstrating the ability to reset and refocus during errors & high impact decisions.

## GAME REVIEW

MO lead game review in line with key areas of the game and documented on Ref Review.  
Proactive interactions with Developers to improve performance.



# Performance Match Official





# Performance Match Official Definitions

## COMPETENCE

### PROCESS v TECHNICAL

Regularly displays preventive management to ensure game flow. Executing informal interactions to sustain this through 'off ball' interactions.

### 4S + I

Continued high standards and delivery of the key areas of the game.

### PHYSICAL

Constantly meeting WR performance targets (speed / endurance). Application of nutrition guidelines and recovery protocols are met.

## GAME PLAN

You are physically, mentally and emotionally prepared to perform in specific match.

## CONNECTION

### TACTICAL KNOWLEDGE

Identifies and adapts to in game trends. Demonstrating the ability and process to apply this, creating flow through a range of techniques.

### TECHNICAL KNOWLEDGE

Has a high ability to observe, analyse & decide on actions during phase play and set piece. Able to communicate technical aspects for immediate change in behaviour.

### DELIVERY HIGH IMPACT DECISIONS

Displays excellent verbal skills during interactions (use of tone, timely delivery, concise messaging, behavioural management).

## GAME REVIEW

Critically analysing and reviewing performance. Assessing key aspects of the game, both individually and as a team. Aligned to personal development targets.

## CHARACTER

### AUTHENTIC

Regularly presents a positive image for the game through genuine interactions, active listening, being approachable, and coachable.

### SELF AWARENESS

Consistently shows awareness of personal on and off field development areas and actively pursues.

### SELF MANAGEMENT

Ability to control impulsive feelings & behaviours, manages emotions in health ways, displays initiative, follows through on commitments & adapts to changing circumstances.

### SOCIAL AWARENESS

You have empathy. You Understand the emotions, needs & concerns of other people. You can identify emotional cues, you feel comfortable socially & recognise the power dynamics in a group or organisation. You know how to develop and maintain good relationships, communicate clearly, inspire & influence others, work well in a team and manage conflicts.



# Referee Review



- Ref Review is integrated into RX Introduced by RA to replaced RefLive
- Enable Season Plan and pre-load for game plan (Pending)
- Match Officials can pre-load game plan into Ref Review
- Facilitate MOD game review
- Aligned to Referee Profile

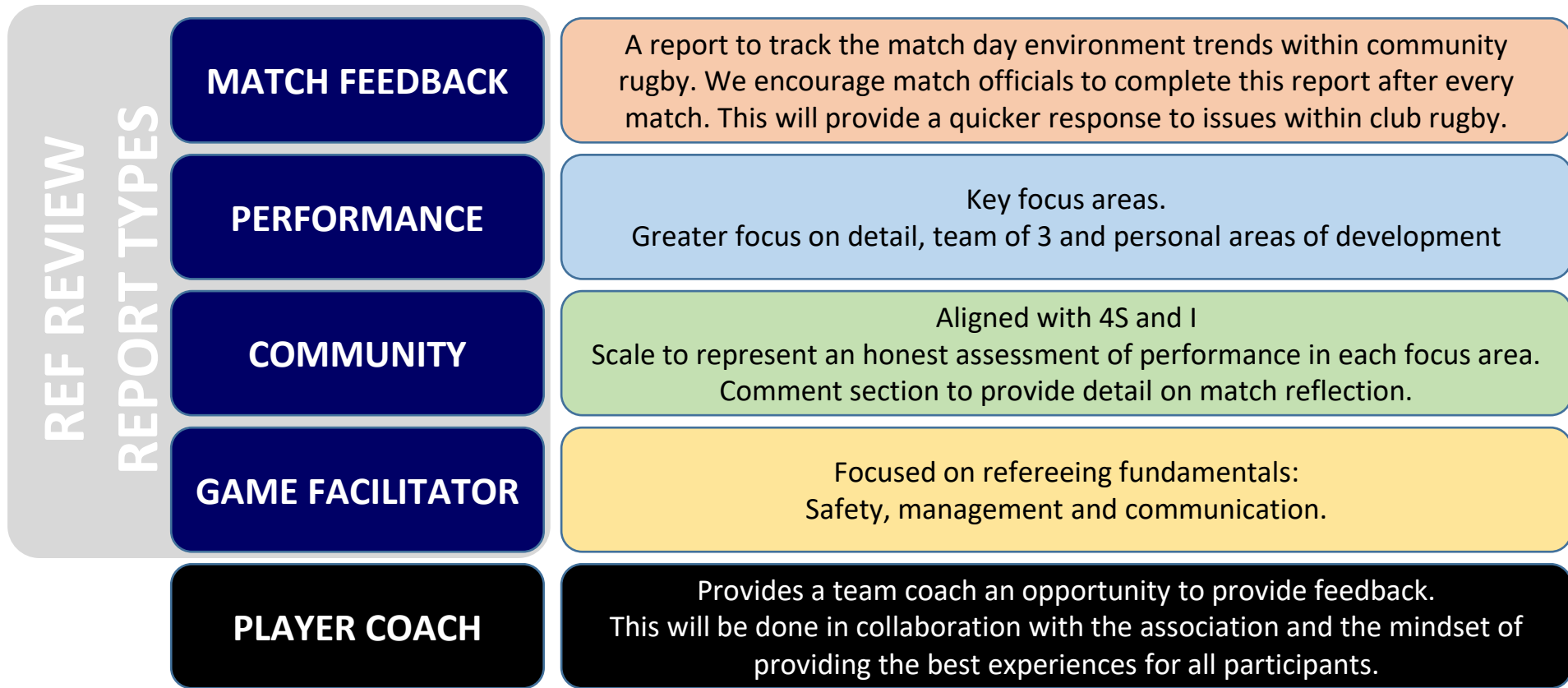


# Referee Review

- Five report types
- 3 on Match Officials by MOD
- 1 on Match Official by Team (Player) Coach
- 1 by Match on Match

Reports are designed to align with:

- Key areas of the game
- Match Official Framework - 3 streams
- Match Official Profile
- Feedback model for continued development







# Referee Review – Referee View

1 Access your RX Account - select Ref Review

RUGBY XPLOER

- Register
- My Profile**
- My Credits
- Learning Centre
- Coaching Hub
- Admin Portal
- Consent Forms

REFEREE

- Ref Review**
- Availability
- Appointments

**Biography**

Add a short bio to tell pe

[Edit Bio](#)

2 Select "New Report"

Register

My Profile

My Credits

Learning Centre

Coaching Hub

Admin Portal

Consent Forms

REFEREE

**New Report**

Match Feedback Report

Communit

24/02/2024

3 Select appropriate report

RUGBY XPLOER

Register

My Profile

My Credits

Learning Centre

Coaching Hub

Admin Portal

Consent Forms

REFEREE

**Graham Cooper as a Referee**

34 years old

Switch Accounts

New Report

-- select report type --

- Match Feedback Report
- Performance Report

4 Select the appropriate appointment

**Graham Cooper as a Referee**

Appointments

-- Select Appointment --

-- select appointment --

-- Select Appointment --

**Referee Palmerston Crocs A Grade Seniors - Casuarina Cougars A Grade Seniors, 24/02/2024**

5 Ref Review - all of your reports will be housed here.

REFEREE

**New Report**

**Ref Review**

Availability

Appointments

Match Feedback Report

Community Report

24/02/2024

24/02/2024

Each referee will be allocated their appropriate level of report. Every referee will have access to Match Feedback Report.





# Developer View

**1** Access your RX Account - select "Admin Portal"

The screenshot shows a navigation menu with the following items: Register, My Profile (highlighted), My Credits, Learning Centre, Coaching Hub, Admin Portal (highlighted with a red circle), Consent Forms, REFEREE, Ref Review, Availability, Appointments, Related Teams, and Account Details.

**2** Select "Ref Review" and then "Ref Review" Again

The screenshot shows a dashboard with the following sections: Appointments, Referee Management, Referee Availability, Referee Related Teams, Notifications, Ref Review (highlighted with a red circle), and Dashboard. Below the dashboard, there is another 'Ref Review' button highlighted with a red circle.

**3** Selected the referee you are developing. or the referee you want to view

The screenshot shows a dropdown menu for 'Referee' with the following options: -- Select Referee --, Lahiru Referee (highlighted with a red bar), Andrew Crozier, Hayden McGregor, Harry Fenton, and Thomas Onions.

**4** a) Select the report you need to comment on - first preference

The screenshot shows a dropdown menu for 'Referee' with the following options: Andrew Crozier, and Admin. Below the dropdown, there is a 'New Report' button and a list of report types: Match Feedback Report, Team Coach Report, Community Report, Game Facilitator Report, and Performance Report. The '23/02/2024' report is highlighted with a red circle.

b) If the referee has not completed one - select new report to create one



# Facilitator

- Tick standard for basics
- Optional comments
- Consistent with previous Level 1 report

Match Official Name

### Report Type

Game Facilitator Report

### Appointments

-- Select Appointment --

### Pre Match

#### Boot check \*

N/A

No

Yes

Optional

#### Front row chat \*

N/A

No

Yes

Optional

#### Captain discussion \*

N/A

No

Yes

Optional

#### Coin toss \*

N/A

No

Yes

Optional

### During Match

#### Tackle/Ruck - positioning, management \*

1

Needs attention

2

All Level

3

Excellent

Optional

#### Set piece - Set up, management \*

1

Needs attention

2

All Level

3

Excellent

Optional

#### Safety, Foul play and Game Management \*

1

Needs attention

2

All Level

3

Excellent

Optional

#### Referee impact \*

1

Needs attention

2

All Level

3

Excellent

Optional

#### Fun, safe, fair \*

No

Yes

Optional

Save

Close



# Community

- 4S+I Tick standard
- Optional Comments
- Good Comments
- 2 x Work-ons
  
- Pre-Game – Referee to include development work-ons
- Will only save once all have been changed

## Match Official Name

### Report Type

Community Report

### Appointments

-- Select Appointment --

### Speed - tackle, ruck, maul \*

1 Not Shown	2 Needs Attention	3 Competent	4 Good	5 Excelling
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Optional

### Safety - foul play \*

1 Not Shown	2 Needs Attention	3 Competent	4 Good	5 Excelling
----------------	----------------------	----------------	-----------	----------------

Optional

### Space - offside, IFOK \*

1 Not Shown	2 Needs Attention	3 Competent	4 Good	5 Excelling
----------------	----------------------	----------------	-----------	----------------

Optional

### Set piece - Scrum, Lineout \*

1 Not Shown	2 Needs Attention	3 Competent	4 Good	5 Excelling
----------------	----------------------	----------------	-----------	----------------



### Key interactions \*

1 Not Shown	2 Needs Attention	3 Competent	4 Good	5 Excelling
----------------	----------------------	----------------	-----------	----------------

Optional

### Good aspects \*

Comments

### Works Ons 1 \*

Comments

### Works Ons 2 \*

Comments



# Performance

Match Official Name ✕

**Report Type**

Performance Report ▾

**Appointments**

– Select Appointment – ▾

**Tackle/Ruck \***

**Space \***

**Safety/Interactions \***

**Scrum \***

**Lineout/Maul \***

**Halftime Message \***

**My AC (Aussie Class Moment) \***

**My NC (No Class Moment, If Any) \***

## Key Learnings

**Key Learning 1 \***

**Key Learning 2 \***

## Times for Discussion (hudl)

**First Half \***

**Second Half \***





# Match Feedback

- Post game feedback from referee
- Ratings with optional comments
- Provides trends on club behaviours

## Match Official Name

Match Feedback Report

### Appointments

-- Select Appointment --

### How was your overall match experience? \*

1 Extremely Poor    2 Poor    3 Satisfactory    4 Good    5 Excellent

Optional

### How was the home team PLAYERS behaviour towards referees? \*

1 Extremely Poor    2 Poor    3 Satisfactory    4 Good    5 Excellent

Optional

### How was the home team COACHES and SPECTATORS behaviour towards referees? \*

1 Extremely Poor    2 Poor    3 Satisfactory    4 Good    5 Excellent

Optional

### How was the away team PLAYERS behaviour towards referees? \*

1 Extremely Poor    2 Poor    3 Satisfactory    4 Good    5 Excellent



### How was the home team PLAYERS behaviour towards referees? \*

1 Extremely Poor    2 Poor    3 Satisfactory    4 Good    5 Excellent

Optional

### How was the home team COACHES and SPECTATORS behaviour towards referees? \*

1 Extremely Poor    2 Poor    3 Satisfactory    4 Good    5 Excellent

Optional

### How was the away team PLAYERS behaviour towards referees? \*

1 Extremely Poor    2 Poor    3 Satisfactory    4 Good    5 Excellent

Optional

### How was the away team COACHES and SPECTATORS behaviour towards referees? \*

1 Extremely Poor    2 Poor    3 Satisfactory    4 Good    5 Excellent

Optional

Save

Close



# Mentoring

- An opt-out scheme for Referees to be assigned to a Season Coach
  - Max 8 Referees per Coach (prefer a mix of panels)
  - Season Plan, mid season, end of season review
  - Referee to develop game plan (pre-fill report) and conduct Game review
  - Season coach to provide mentoring and guidance
- 
- Senior Match Officials to email Coach Coord with 1<sup>st</sup> and 2<sup>nd</sup> choice
  - Junior Match Officials to be allocated a Season Coach



# Match Official Developers

Sarah Corrigan (Chair Coaching and Grading)

Karl Hamlyn (Senior Appointments)

Jim Phillips (Junior Appointments)

Amy Kilmister	Jim Phillips
Anne Dickeson	Kevin Cullen
Brendon McCormick	Matt Hogan
Bryce Gorrell	Michael Dowsett
Damien McLachlan	Nathan Mass
Dennis Beissner	Nye Konig
Geoff Palmer	Peter Langford
Greg Saphin	Steve Peak
Jack Cunningham	
James Williamson	





# Appointments

- Ideally
  - Draft appointments on Monday
  - Appointments Tuesday
  - Finalised Thursday
  - NO ACCEPTANCE, you will be removed.
- Unavailability – Put it on the system – preference 2 weeks before
- Communicate with us if there are issues or you want to be put up or down.



# Senior Appointments Guidance

Performance	Community			Facilitator
<b>A Panel</b>	<b>B Panel</b>	<b>C Panel</b>	<b>D Panel</b>	<b>Presidents Panel</b>
Prem 1 <sup>st</sup>	Prem 2 <sup>nd</sup>	Prem WXV	1 <sup>st</sup> Div 2 <sup>nd</sup> Grade	At discretion
Prem 2 <sup>nd</sup>	Prem Colts	1 <sup>st</sup> Div / 1 <sup>st</sup> Grade	Suburban	
U18 Div 1	Prem WXV	2 <sup>nd</sup> Div	U18 Div 3	
	1 <sup>st</sup> Div / 1 <sup>st</sup> Grade	U18 Div 2	Women 10s	
	2 <sup>nd</sup> Div			
	SIRU 1 <sup>st</sup> Grade	SIRU 2 <sup>nd</sup> Grade	SIRU 3 <sup>rd</sup> Grade	
		SIRU Women		

All referees Panels can be appointed to lower panel games.





# Competition Overview - Seniors

Division	Teams	Kick-off Time*	Match Duration	Break	Injury Time
Premier 1st Grade	6	3:05pm	2 x 40mins halves	5mins	Yes
Premier 2nd Grade	6	1:40 pm	2 x 35mins halves	5mins	No
Premier Colts	6	12:15pm	2 x 35mins halves	5mins	No
Premier Womens (XVs)	6	TBA	2 x 35mins halves	5mins	No
1st Division 1st Grade	7	12:15pm, or 3:00pm	2 x 35mins halves	5mins	No
1st Division 2nd Grade	7	10:55am or 1:30pm	2 x 35mins halves	5mins	No
2nd Division	10	2:30pm	2 x 40mins halves	5mins	Yes (5min max/ half)
Suburban Cup	5	TBA	2 x 35 mins halves	5 mins	No
Women's 10s	TBA	TBA	4 x 15min quarters	5mins half/ 2min qtr	No

Match Day - ACT RUGBY REFEREES ASSOCIATION (ACTRRA)





# Junior Appointments Guidance

Community	Facilitator			
	A Panel	B Panel	C Panel	D Panel
BU18 DIV 2	U15	BU14 Div 2	U12	U10
BU18 Div 3	BU14 Div 1	BU14 Div 3	U11	U9
GU18	GU14	U13	U10	U8
BU16				
GU16				

Age restrictions apply to Junior Referees.

To Referee:

To AR:





# Competition Overview - Juniors

- ACTRRA have requested clarification on competition rules
- These need to be sanctioned by RA
- If no sanctioned competition rules are provided – apply WR.

Division	Kick-off Time*	Match Duration	Break	Injury Time
Under 18's Div 1	3:00pm	2 x 35mins halves	5mins	No
Under 18's Div 2	1:45 pm	2 x 35mins halves	5mins	No
Under 18's Div 3	12:30pm	2 x 35mins halves	5mins	No
Under 18s (Girls - 10s)	11:30am	2 x 30mins halves	5mins	No
Under 16s (Boys)	1:00pm	2 x 30mins halves	5mins	No
Under 16s (Girls - 10s)	10:30am	2 x 25mins halves	5mins	No
Under 15's	11:30am	2 x 30mins halves	5mins	No
Under 14's	10:30am	2 x 25mins halves	5mins	No
Under 14's (Girls - 10s)	9:30am	2 x 20mins halves	5mins	No
Under 13s Under 12s	10:30am	2 x 25mins halves	5mins	No
Under 11s Under 10s	9:30am	2 x 20mins halves	5mins	No
Under 9s	8:45am	2 x 20mins halves	5mins	No
Under 8s Under 7s	8:45am	2 x 15mins halves	5mins	No



# Final Appointments

- WILL BE APPOINTED TO GAMES LOWER THAN YOU NORMALLY DO.
- Based on the best Ref for the game. It's about the teams NOT US.
- Being an AR is an honour (To3) not a task, and important for development
- Prem, Div 1, U18 Div 1 ranked games
- Div 2, CSC, W10s – appointments based who has refereed during the year.



# Match Officials On-field Uniform

- Games within your panel or grade (including as an AR)
  - Must wear current kit (Pri: Yellow, Alt: Indigenous, Alt2: Pink – See Ivan)
  - You have full backing of ACTRRA
- Games higher/above your grade/panel
  - You are discouraged doing games higher than your panel. You may not yet be capable/ready for this level, so it is for your own protection and safety as well as the players.
  - Difficult for ACTRRA to support you if things go wrong
  - Do not wear any ACTRRA kit (teams and spectators expect those refereeing in kit are proficient for that level of game)
- If asked by club for “Club to appoint” or “unsanctioned matches:
  - Not to referee in ACTRRA on-field uniform – ideally club provides shirt
  - Ensure both teams accept you as the MO
  - If unsanctioned – no legal protection from Rugby Australia



# ACTRRA Education







# Education Courses

- Match Official Developer (will be seeking feedback on options)
  - Full weekend course (traditional style)
  - Modularised (2 hours a week, the weekend session will only be focused on the game and no content)
- Referee Ready (Thank you to everyone who has helped)
  - 7 April (F2F)
  - 23 April (Online)
- Support to Brumbies 2 x Level 1 Coach Courses, 1 x Level 2 Coach Course



# Continuous Professional Education

## March - GMGs

### 1st Dev Night

- Ref Review (season plans)
- How to develop Red Card reports for ACTRRA and Brumbies
- MAYDAY calls

### 2nd Dev Night

- Scrums (Working on a Brumbies presenter)

### 3a Dev Night - MOD (External presenter)

- What high level referee coaches are doing.
- How to prep our referees to get higher.

### 3b Dev Night - Referees

- Refereeing with Relevance

### 4th Dev Night

- Road to Finals
- Team of three
- AR briefs

Subject to change as the coaching team identifies trends during the season.



# Junior Academy

- NSWCRRA Zoom Education Evenings (fortnightly, our referees are attending already)
- Face to Face training Tuesday 4pm-5pm (first week after Easter)
  - Seeking support from other members of the association
  - Looking to hand this program over to a team in the next 12-18 months



# Referee Fitness Training

- Fitness Training - Be fit to referee

**Tuesday and Thursday**

**18:00 – 19:00**

at Kapyong Oval, RMC \*

\* and aligned with Senior Club preseason engagement plan

- Parking is free



# Match Official and Resilience





# Match Official Abuse



- Brian Heaney
- Nathan Mass

- Phone for assistance
- Complete Match Official Abuse form

[Report a Concern Rugby Case | Rugby Australia](#)

- Please complete Match Feedback on RX



# MO Abuse Policy and Expectations

- **Zero tolerance** for any abuse from players, coaches, team officials or spectators particularly towards Match Officials (MO).
- Outlined in full by Rugby AU's policies including their Code of Conduct and Member Protection Policy  
<https://australia.rugby/about/codes-and-policies/all-codes-and-policies>
- World Rugby's playing charter "it is the responsibility of coaches, captains and players to respect the authority of the match officials".
- In 2023 all clubs, coaches and players have been "put on notice" in a joint statement from Brumbies Rugby, ACT & SNSW Rugby Union and ACT JRU.
- RA have introduced a 3 Strike policy, this can include instances of Match Official abuse



# How to Mitigate and Manage Abuse

- It all Starts **Pre-Game briefing and discussions**

Abuse on the field and from a player.

- Law 9.28 *Players must respect the authority of the referee. They must not dispute the referee's decisions. They must stop playing immediately when the referee blows the whistle to stop play.*
- Law 9.12 *A player must not physically or verbally abuse anyone...*
- Law 9.27 *A player must not do anything that is against the spirit of good sportsmanship.*
- Abuse comes from anyone else - Stop the game and call over the Home Ground Marshall
  - De-escalate and distance - never approach the abuser,
  - Ask the Ground Marshall to collect the abuser's details and eject them from the facility,
  - More than one abuser and/or the abuser cannot be identified, we escalate and eject the section of the sideline where the abuse came from.
  - Call the police.
- Home Ground Marshall cannot be found, get help from Away Ground Marshall, Field Marshall, Referee Coach, other Referees, team officials or coaches.
- Record before restarting the game, especially the exact words used.



Figure 1: The Yerkes-Dodson Human Performance and Stress Curve

### Human Performance Curve





# Achieving Optimal Performance

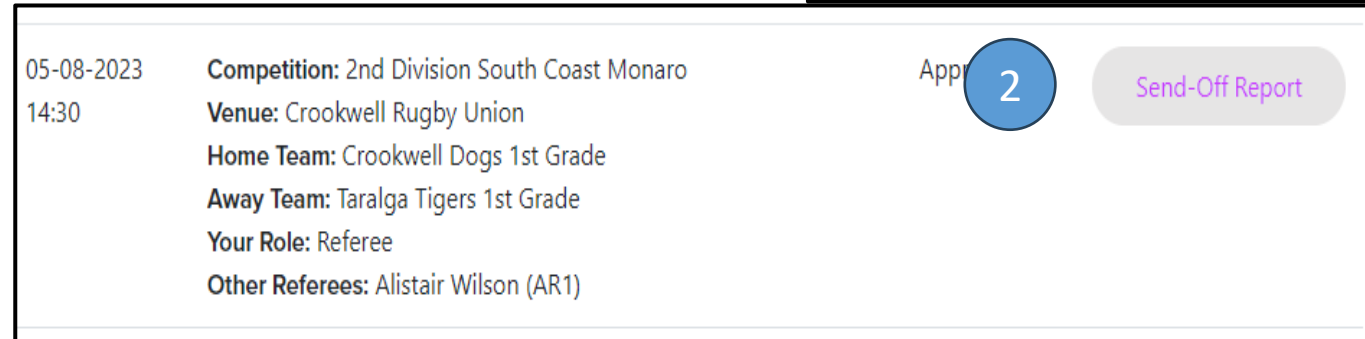
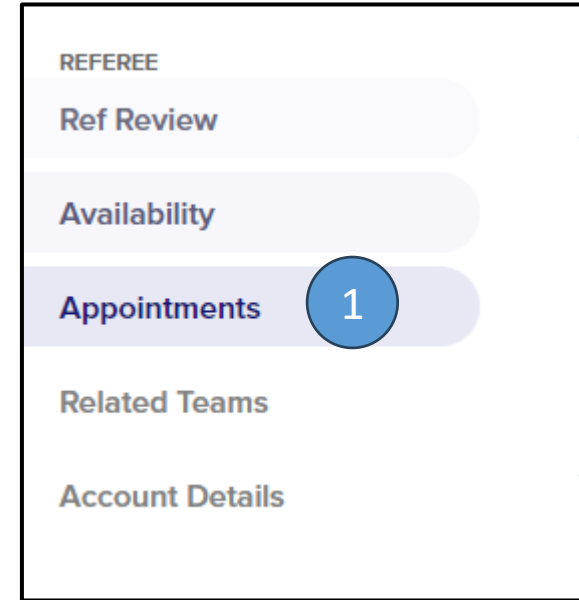
- Being Honest with Yourself
- Basic Self-Care:
  - Balanced Diet
  - Regular Quality Sleep
  - Regular Exercise
  - Good Social Support
- Seek Help, as Necessary



# Red Card Reporting Procedures

1. Player name, number and team
2. Time in the game the incident occurred
3. Field position the incident took place
4. Brief details of the incident

- Ensure recorded on Match Day App
- Draft for Review
- Submitted on RX.
- Seniors – 12:00 Noon Monday
- Junior – COB the following day
- Lessons learnt from 2023





# Referee Payments

- All payments to be made via RX
- Need to load payment details into RX

Select Payment option

Donate back to my Referee Association

Receive Payment

1

REFeree

Ref Review

Availability

Appointments

Related Teams

Account Details

2

Account Status

BSB

Account No

Account Name

Email

KYC Status

absent



# Have Fun!

Are you registered and have you completed your accreditations?

## Stay for Lunch - Brumbies Box Draw

