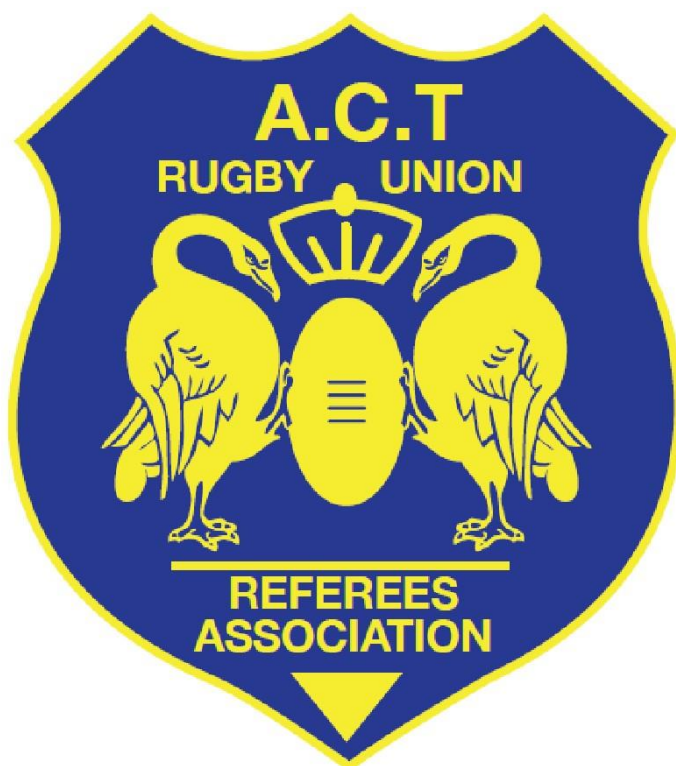




ACT RUGBY REFEREES ASSOCIATION

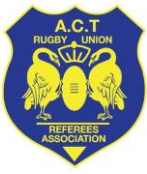


**ACT RUGBY REFEREES ASSOC INC.**

**2023**

**SENIOR MATCH OFFICIAL PAYMENT POLICY**

**BRUMBIES RUGBY (ACT&SNSWRU)**



## **Introduction**

The following is the agreed programme between the ACT Rugby Referees Association (**ACTRRA**) and the ACT & Southern NSW Rugby Union (**ACT&SNSWRU** or "The Union"). For the purposes of administration, the ACT&SNSWRU may also be represented by Brumbies Community Rugby, (**BCR**). The programme will be called the Senior Match Official Payment Policy (**SMOPP**).

This agreement will commence on the 1<sup>st</sup> of October 2022 and continue unless by agreement by both parties.

This agreement supersedes all earlier ACTRRA/ACT&SNSWRU SMOPP versions.

## **Changes to the SMOPP**

The parties will meet annually, at the end of each season, and before 31 October, such that an agreed position might be presented to, and endorsed by, each party's membership at their Annual General Meeting. The endorsed position will include any required adjustments to the existing SMOPP, and, where necessary, issue any agreed amended version of the SMOPP including the amendment date.

Except during the first two years of this SMOPP, namely for seasons 2023 and 2024, where the parties cannot reach agreement on proposed changes it is agreed an independent mediator will be engaged to facilitate an agreement between the parties.

## **SMOPP Schedule:**

Match payments under this SMOPP will apply to the following games:

- i. All ACT&SNSWRU senior sanctioned games, ie those entered in Rugby Xplorer as a Union sponsored fixture;
- ii. Pre-season and trial games not included in club sponsored carnivals;
- iii. Any representative game where the ACT&SNSWRU requests that ACTRRA appoint Referees/Assistant Referees; and
- iv. Any other ACT&SNSWRU games where a referee is officially appointed through the Referee Appointments database, (Rugby Xplorer).

Match Payments under this SMOPP will not apply to the following games:

- v. Games whilst on an ACTRRA sanctioned exchange programme;
- vi. Club sponsored trials and / or carnivals
- vii. 7's tournaments;
- viii. No 4 and No 5 officials' appointments;
- ix. Gala days.
- x. Super Rugby timekeeper, media or liaison appointments

Where SMOPP payments do not apply as above, Match Official remuneration might be considered by organising clubs based on those rates published at Schedule 1.



### **Eligibility to participate in the SMOPP**

To be eligible to receive a payment under the SMOPP, a referee must:

- a. Officiate at least 55% of the game to which they were appointed, [see Notes 1 & 2]; and
- b. Be a fully financial member of the ACTRRA; and
- c. Be properly registered with Rugby Australia (RA); and
- d. Where applicable in accordance with relevant Territory or State Law, have a current ACT Working With Vulnerable People (WWVP) accreditation or NSW Working with Children Check (WWCC); and
- e. Hold, at a minimum, a current Rugby Australia (RA) Smart Rugby (or equivalent) qualification; and
- f. Wear the official uniform of the ACTRRA as per the Operations Manual of the year in which the payment is to be paid.

It is the responsibility of ACTRRA to ensure that Referees who are appointed matches and are eligible for payment meet the criteria outline above in items b, c, d, e, and f.

It is the responsibility of the ACT&SNSWRU, through club appointed Ground Managers, to ensure that any post-match records are signed off by the Referees appointed. This record may be a physical hard copy or electronic score card type document and include information relevant to the match including the score, the number of yellow, red, and blue cards and will be the only means through which this information is collected. The completion of this post match record is not a mandatory requirement for the Referee to be paid his/her fee for service.

### **Period/Frequency of Payment**

Payments will be made twice per calendar year. The first payment will be made mid-season, within one calendar month of the King's Birthday long weekend. The second payment will be paid within one month of the conclusion of the senior finals series.

#### Method of Payment

Payments will be made by electronic funds transfer, (EFT). Referees are required as part of the annual registration process to advise the details of their nominated bank account for EFT purposes.

### **Scheduled increases to Payment**

The SMOPP "Schedule of Payments" for seasons 2023-2024 is included at Schedule 1.

#### Notes:

1. To complete 55% of a game the referee must blow "Time on" in the second half. Where due to illness or injury the appointed referee cannot complete at least 55% of the appointed game and another referee conducts or completes the game, the name of the subsequent referee is to be advised to Brumbies Administration as soon as practicable for the correct appointment and payment processes to be completed.
2. Where a Referee is replaced at half time, the appointed Referee will receive the payment and the appointed Referee and the substitute referee will make arrangements themselves about the payment.



**Referee Expectations**

The ACTRRA acknowledges that it is to provide the ACT&SNSWRU with referees of at least a certain quality and standard. With this as an objective, the following matrix is an understanding of the minimum performance expectations of the ACTRRA for its referees:

Expectation	A Panel	B Panel	C Panel	Other Panels
Complete and Pass the Level 2 Referee Law Exam	In accordance with Rugby Australia (RA) requirements			
Complete and Pass the Level 2 AR Law Exam	In accordance with RA requirements			
Complete and Pass the Level 1 Referee Law Exam				In accordance with RA requirements
Complete and Pass the Level 1 AR Law Exam				In accordance with RA requirements
Fitness requirements	Capable of achieving fitness requirements utilised by RA for Talent ID/Development Squad Referees	Aiming to achieve fitness requirements utilised by RA for Talent ID/Development Squad Referees		n/a
Conduct Self-Review from game DVD (per year)	4	3	n/a	n/a
Conduct Review with Referee Coach (per year) – where appointed	3	2	1	n/a
Conduct EOY Review	Annually	Annually	n/a	n/a
Attend # of Development Nights	3	3	2	1
Attend Pre-Season Seminar	Yes	Yes	Yes	n/a
Submission of Best and Fairest votes	Where required, based on matches to which appointed			



## **Travel Allowance**

Travel Allowance, [TA], for all ACT&SNSWRU fixtures will apply to all games held in locations other than the Australian Capital Territory or Queanbeyan, New South Wales.

Where a referee's residential address is not within the ACT or Queanbeyan area postcodes of 2619 or 2620, Travel Allowance will apply for any game played more than 35km from their place of residence.

TA will be calculated as being from the nearest GPO/PO at the point of origin to the playing field of appointment.

The TA rate paid will be in accordance with that published by the Department of Veteran's Affairs, (DVA), from time to time recognising the DVA rate is calculated in an untaxed environment and is independently reviewed each financial year.

The guidelines in place at the commencement of each season will be in accordance with the DVA rate as published on 01 July of the preceding season. The amount payable from 01 July 2021 is 37.2 cents per kilometre and will apply for the 2022 season. The amount payable from 01 July 2022 is 39.1 cents per kilometre and will apply for the 2023 season. The applicable rate may vary from year to year based on the annual DVA determination and the agreement of both ACT&SNSWRU and ACTRRA.

See: <https://www.dva.gov.au/newsroom/latest-news-veterans/annual-increase-travel-allowances>

TA will NOT be paid where the referee is involved in playing or team management for a team who are scheduled to play in any match at the same venue on the date of the appointed match.

For the avoidance of doubt, TA will be paid irrespective of whether an alternative transport arrangement is in place, with the exception of where evidence shows the referee took alternative transport offered to them (e.g. a mini-bus arranged by a club).

Where there is an apparent error or anomaly in the information provided, the ACT&SNSWRU officer administering the review of payments is to seek advice from ACTRRA within a reasonable timeframe from receipt of the information. The overarching principle to apply is that TA will be paid unless there is clear evidence that it should not be paid.

## **Payment Schedule for Travel Allowance**

TA payments to referees will be made once per calendar year. The payment will be made within one month after the finals series has concluded. TA payable to individuals will be processed by the Brumbies 'Rugby Administrative Services Officer' who has access to each referee's bank account details.

## **Method of Payment for Travel Allowance**

TA payments will be made via EFT only. Referees are required, as part of the registration process, to provide their up-to-date banking details.

## **GST & Taxation:**

There are no taxation issues for the ACT&SNSWRU, ACTRRA or individual referees with the SMOPP.

For the referee receiving the match payments, this activity is considered to be a "hobby" (i.e. not a business activity) for taxation purposes. Any such payments the individual receives would generally be exempt from being considered as income, and therefore be exempt from income tax or GST considerations as ACTRRA or the referee is not providing a "taxable supply" for the purposes of the GST legislation.



**Referee Coach Payments:**

Referee Coach payments do not form part of this SMOPP and will be recompensed by ACTRRA upon submission of a formal coaching report.

To receive each payment the Referee Coach must:

- a. Be appointed to the particular match;
- b. The RRIMS reports must be of a standard acceptable to the Referee Coach Coordinator;
- c. The Referee Coach must be a financial registered Member of the ACTRRA; and
- d. The Referee Coach must hold an ARU Referee Coach qualification.

**Period/Frequency of Payment to Referee Coaches**

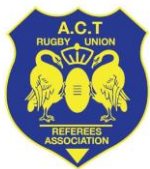
Payments to Referee Coaches will be made twice per calendar year. The first payment will be made midseason, and the second payment will be paid after the final series has concluded.

The following are expectations of the ACTRRA Referee Coaches:

<b>Expectation</b>	<b>Level 2</b>	<b>Level 1</b>
Attend # of Referee Development Nights	3	2
Attend Pre-Season Seminar	Yes	Yes
Senior RRIMS Reports	9	
Junior RRIMS Reports		7

Note:

- i. RC payment schedule may be adjusted during any season pending ACTRRA budget requirements.



**Schedule 1**

**Schedule of Payments – Season 2023**

Payment Grade	Grade	Trials [noncarnival]	Regular Season		Finals Series	
		Referee Payment	Referee Payment	AR1 & 2 Payment	Referee Payment	AR1 & 2 Payment
1	Premier 1	\$50.00	\$80.00	\$30.00	\$90.00	\$35.00
2	Prem 2 & Colts	\$30.00	\$60.00	\$25.00	\$70.00	\$30.00
3	1 <sup>st</sup> Div 1 <sup>st</sup> /2 <sup>nd</sup> Grade	\$20.00	\$45.00	n/a	\$60.00	\$25.00
3	Women's Premier	\$20.00	\$45.00	\$20.00	\$60.00	\$25.00
3	2 <sup>nd</sup> Div 1 <sup>st</sup> Grade	\$20.00	\$45.00	n/a	\$60.00	\$25.00
4	Women's Tens	\$20.00	\$35.00	n/a	\$50.00	\$20.00

Note:

- i. For Premier 1<sup>st</sup> Grade games, where a sideline official ['Number 4'] is appointed, payments will be met by ACTRRA. For the 2023 season this amount will be \$20.00 per appointment.
- ii. For all other senior grades, where sideline officials are appointed, there is no payment allocated.



**Schedule 2**

**Schedule of Travel Payments – Season 2023**

Club	Field Location	Distance from Civic ACT	Return Distance	Payment Rate <sup>1</sup>
Bungendore Mud Chooks	Mick Sherd Oval Gibraltar Street Bungendore, NSW, 2621	40 km	80 km	\$31.50
Yass Rams	Victoria Park Laidlaw Street Yass, NSW, 2582	59 km	118 km	\$46.00
Braidwood Redbacks	Braidwood Recreation Ground Araluen Street Braidwood, NSW, 2662	88 km	176 km	\$69.00
Goulburn Dirty Reds <sup>2</sup>	Rugby Park Addison Street Goulburn, NSW, 2580	90 km	180 km	\$70.50
Crookwell Dogs	Crookwell Memorial Oval Robertson Street Crookwell, NSW, 2583	112 km	224 km	\$87.50
Cooma Red Devils	Rotary Oval Murray Street Cooma, NSW, 2630	116 km	232 km	\$90.50
Taralga Tigers	Taralga Showground Walsh Street Taralga, NSW, 2580	135 km	270 km	\$105.50
Batemans Bay Boars	Hanging Rock Oval Hanging Rock Place Batemans Bay, NSW, 2536	150 km	300 km	\$117.50
Jindabyne Bush Pigs	JJ Connors Oval Park Road Jindabyne, NSW, 2627	178 km	356 km	\$139.00
Penrith Emus	Nepean Rugby Park Andrews Road Penrith, NSW, 2750	285 km	570 km	\$223.00
Hall Bushrangers <sup>3</sup>	Hall Showground Cnr Victoria & Gladstone Streets Hall, ACT, 2618	15 km	30 km	Not eligible

**Notes**

1. 2023 Payment calculated at 39.1c per kilometre, rounded to nearest 50 cents
2. Including Trinity Grammar School
3. Hall Bushrangers not eligible for Travel
4. 2023 MO travel to Penrith away fixtures will include a meal allowance at the DVA rate of \$32.60 for each individual appointed MO





**ACT RUGBY REFEREES ASSOCIATION**

**Signed as an agreement on ..... October, 2022, between:**

**ACT Rugby Referees Association:**

\_\_\_\_\_  
Signature of Witness

Name:

\_\_\_\_\_  
Signature of Authorised Person

Name:

Position:

**ACT&NSW Rugby Union:**

\_\_\_\_\_  
Signature of Witness

Name:

\_\_\_\_\_  
Signature of Authorised Person

Name:

Position: