

**ACT RUGBY REFEREES ASSOCIATION
2023-2025 BUSINESS PLAN**



Foreword

President ACT Rugby Referee Association

This Business **Plan** describes **how** the ACTRRA **will deliver** and measure performance during 2023-2024. The **ACTRRA Executive will** manage the implementation of this plan which complements the vision and objectives of Rugby Australia (**RA**) to build sustainable elite **success**, make **rugby a** game for all, ignite Australia's passion for the game, and create **excellence** in how the game **is** run.

The **ACTRRA is aligned** with Rugby Australia's **corporate** and business plans as far **as** they **relate** to the administration of **rugby** union refereeing **in** the ACT and surrounding region.


The **ACTRRA is affiliated with** the ACT Junior Rugby Union, ACT Schools **Rugby** Union, Southern **Inland Rugby** Union, South Coast Rugby Union, and ACT Veteran's **Rugby**.

The ACTRRA **Executive** have a responsibility to all members **as** outlined in our Objects and Rules to:

- a. **Foster and develop** match **officials and** officiating in the game **of** Rugby Union within the **jurisdiction of** the Union, and;
- b. **Support and assist** the **Union** in the achievement of its **aspirations** and goals.

This **Business** Plan is purposely a living document and will continue to evolve **throughout** its period of intent and beyond and **is** written in **two** parts:

- a. Part One **identifies the** context for ACTRRA orientation within the Business plan.
- b. **Part Two identifies ACTRRA** activities, measures, and the members responsible for direct contribution to the achievement of Association's goals.



Sam Whittle

President, ACTRRA

23rd October 2023

Part One

ACTRRA VISION:

ACTRRA's Vision is to:

- a. To develop, administer and promote Rugby Union refereeing in the ACT Region while ensuring it is a role for all.
- b. To provide a clear and progressive pathway for men and women in all forms of the game to become candidates for selection in the National Panel with a view to playing an active role in the 2027 World Cup.
- c. Finally, ensure the pursuit of best practice governance and processes are attained and shared with all relevant stakeholders.

ACTRRA MISSION:

ACTRRA'S Mission is to:

Provide quality participation experiences for all people officiating, playing, coaching, volunteering and / or spectating the sport of Rugby Union in the ACT Region.

WHO ARE WE:

From the inception of the Federal Capital territory Rugby Union (FCTRU) in 1937, a group of men put their names forward willing to take on the role as referees. Because of this, it is claimed that the Local Referees Association is as old as the local Union. The Association was first named as the Federal Capital Territory Rugby Union referees Association (FCTRURA) and its president and guiding light was Leslie Ramsay.

How this group of energetic and dedicated people obtained their knowledge of the Laws of the Game of Rugby in those days is unknown. Whether they received tuition from the NSW Rugby Referees Association, or similar body is unknown and whether they were actually qualified to perform the demanding role of referee is anybody's guess.

In 1939 the Union changed its name to the ACT Rugby Union (ACTRU) and the Association followed suit and became the ACTRRA.

Prior to 1952 referees did not give hand signals to indicate the reason for stoppages in play and to help spectators understand what was going on signals for; knock on, forward pass, penalties at the scrum due to the half back and penalties due to wrong feet in the front row were introduced late in the season.

During this time the following attributes to be a good referee were also printed in the publication "Fitness and Health" Vol 2, No 10 Aug 1952 as a guide to aspiring and developing referees.

1. Have a commanding personality and an ability to win respect and confidence and maintain them.
2. Be suitably dressed.
3. Carry first-class equipment, watch, and whistle.
4. Know his duties in all circumstances.
5. Have complete mastery of the rules, their fine points and application.
6. Be quick of eye and decision, firm in applying laws.
7. Be a strong disciplinarian, with complete control and always safeguarding the main rules.
8. Have a decided gift of tact; never lose temper or humour.

9. Have the right outlook on the game and apply the spirit of the laws through wise and exact interpretation of the rules.
10. Have self-evident calm and an impersonal attitude.
11. Be able to concentrate and anticipate.
12. Guide both sides to a thorough enjoyment of the game.
13. Avoid all bossiness, fads, debates, arguments. He points but touches NOT.
14. Ignore and/or control the crowd.

Things have not changed concerning our expectations of referees although we now are called upon to officiate at games in ranging from Goulburn in the north, Batemans Bay in the East, Jindabyne in the South and Yass to the West, with the possibility of games in Penrith currently under discussion.

ACTRRA Resources

ACTRRA provides the opportunity for all those who wish to be involved as match officials in the game of rugby union to develop their skills to enhance their abilities and enjoyment of the game.

ACTRRA funding is generated principally via sponsorship. Currently we are fortunate to have the following list of sponsors

- a. Canberra Consulting
- b. Omni Executive
- c. WAIDT Service Australia
- d. The RUC
- e. The Brumbies ACT

ACTRRA Finances are currently in a healthy state of affairs thanks, in no small part, to the generous sponsorship of those listed above. The financial position may be viewed in the Association's Annual Report published Annually in accordance with the ACT Associations Incorporation ACT 1991.

ACTRRA has engaged the services of Interact Collaborations to provide a report with a view to indicating ways to improve the recruitment and retention of rugby referees in the ACT and surrounding region. This report has identified several key focus areas and potential initiatives for the Association to pursue.

About Us

Total number of members	Male [] Females []
Committee Members	President: Sam Whittle Vice President: Nicholas Stoker Treasurer: Peter Langford Secretary: Mitchell Egan Assistant Secretary: Ivan Gavazov Welfare Officers: Chris Cousins Registrar: Karl Hamlyn Chair – Senior Coaching & Grading: Karl Hamlyn Chair- Junior Coaching & Grading: Jim Philips
Number of teams	Juniors [121] Boys [107] Girls [14] Senior [58] Men [43] Women [15] Veterans [] Social []
Number of games per week	Juniors [55] Women's 15s [3] Women's 10s [4] Seniors [23]
Club Website	actrra.org.au
Patron	Brendon McCormick
Association Newsletter	

Part Two

Priority Areas / Tasks....

The Priority Area for us to Focus on	What do we want to achieve?
<ol style="list-style-type: none">1. Recruiting2. Officiating more games2. Junior Development3. Senior Development4. Enjoying the experiences5. Be financially viable into the future6. Improve communication	<ol style="list-style-type: none">1. Recruit more members across the age groups2. Retention of members3. Improve attendance at training4. Advancing skills – possible member on National Panel5. Enhancing performance6. Encourage wider involvement in the Association's activities

What we want to achieve	What is currently in place	What opportunities exist	How we'll do it	The associated tasks	Who	Time Frame	Action/ Budgett
1. Retention of Existing members	Review coaching reports		1.1 Targeting/ identifying promising referees/coaches	1.1.1 Referees be seen at least two times per season	Referee coaches	annually	
	Coaching report program REFLIVE			1.1.2. Encourage self-reflection of your performance	CCGC	weekly	
				1.1.3. Video games	Coaches	Weekly	
				1.1.4. Increase access to communication equipment	Referee coaches		
	Will Boyle Fun Run, Development meetings, AGM	Regular newsletter	1.1 Social opportunities	1.2.1. Maintain Current calendar of events and circularise	President V President, Registrar, Executive	As required	
2. Recruitment	Taryn has been approached and has agreed to come on board		2.1. Engage professional assistance – Taryn	2.1.1. Invite Taryn to attend the meeting 21 January to discuss and plan way forward – interviews, surveys	V President		
	ACTRRA website		2.2. Advertise in clubs	2.2.1 Attend trainings	Annie Dickerson V President and		

					committee		
			2.3. Advertise in schools	2.3.1 Liaise with school rugby coordinators	Referees		
			2.4. Identify point of contact for anyone interested in becoming a referee	2.4.1. Publish this position on the Association website	Secretary	Ongoing	
			2.5. Develop "Welcome package" for new members	2.5.1. If somebody makes and enquiry direct them to the secretary and contact the secretary yourself with the person's details so that follow up contact can be made.	V President and I Gavazov	February	
3. Develop referees			3.1. Offer Junior Scholarships	Identify candidates by February Develop a scholarship program	Junior coordinator and coaches	Prior to season commencing	
	Register maintained of referees observed and coached	Build relationships, confidence and general refereeing ability	3.2. Appoint mentors		Coach coordinators in consultation with the specific referee	As required / identified	
	Some already attend junior fixtures	Encourage referees to stay in the Association as	3.3. Encourage senior referees to involve		Registrar, Junior coordinator	Ongoing	

		demonstrable interest evident	themselves in the development of junior referees				
			3.4 Invite referees to L1 and LII training		Trainer and Registrar	On going	
			3.5. Tailor training programs		Individual referees		
4. Develop Relationship with local and regional clubs			4.1. Encourage attendance at club trainings		Registrar, Coaching coordinator		
			4.2. Promote referee and referee coach exchange programs		Registrar		
5. Improve communications with the membership			5.1. Regularly Publish the referee gradings.	Develop user friendly Website. Update regularly.	Coordinators and coaches		
			5.2. Publish how to progress through the gradings				
			5.3. Identify candidates and invite them to Level I & II trainings		Coaches		
6. Financia viability		No subs levied as sponsorship generate	6.1. Annual subscriptions				

		sufficient funds					
	Budget for next three seasons prepared	Kit replacement only major expenditure covered by existing funds.	6.2. Budget		Treasurer		
			6.3. sponsorship		President		
7. Develop training programs	Tuesday and Thursday during daylight saving at Brumbies		7.1. Book venue with Brumbies including access to their gym		President		
8. Trusted communications	Good communication with their key areas		8.1. Develop relationship with the Brumbies		President, Appointing coordinators		
	Regular invitations to attend their training	Expert presentations at our development nights	8.2 Develop relationship with the clubs		Registrar, Referees		
	Provision of officials at their carnivals		8.3. Develop relationship with the regional clubs		Registrar, Referees		
9. ACTRRA Officials on National Panel			9.1 Talent ID program	9.1.1. Coaches to nominate			
			9.2. Advanced training program including both physical and mental aspects.	9.2.1. Develop individual training program			

Risks and Issues

- a. Shortage of available referees to appoint to the games played within our Region.
- b. Lack of suitable candidates to become referees and / or referee coaches into the future.
- c. Shortage of funds to develop and promote excellence in our both refereeing and referee coaches through exchanges with other Associations and suitable training opportunities.
- d. Abuse of match officials is not dealt with effectively.
- e. The popularity of our game diminishes.