



New South Wales Rugby Referees Association Inc.
Established 1892

Annual Report 2018

126th Annual Report and Financial Statement

NSW Rugby Referees Association
c/- NSW Rugby Union
Locked Bag 1222
Paddington NSW 2021

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OFFICE BEARERS

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John Stormon

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Nick Brown

Honorary Legal Advisor

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Anthony Garling

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Brian Kinsey

Sandy MacNeill

Peter Marshall

John McCarthy

Kevin Meyer OAM

John Miner OAM

Jim O'Donnell

Thomas Sheen

Norm Stevens

Robin Timmins OAM

PRESIDENT'S REPORT

2018 was yet another busy and successful year for the Association both on and off the field. On the field we seemed to have highlights at every turn with the most competitive Shute Shield season in recent history (including a number of referee debutants), and the suburban rugby competition going from strength to strength. The womens game continues to grow in both popularity and participation and as always the schools competition remains extremely competitive. Without doubt from a community perspective 2018 was another very successful year.

Off Field

Off the field the hard work continued, as we look to develop a culture of inclusiveness and family that is the NSWRRRA way. As the largest association in Sydney, I believe it is integral that we lead by example and provide an inclusive environment where everyone is welcomed and valued, as we strive for the betterment of refereeing across the city. This ethos was continued this year by including all referees within NSW on the invite list for any and all social functions held, as well as by leading the movement to create three separate training sessions at various locations across Sydney each week.

The Rugby Championship created another opportunity for our wider membership to get up close and personal with some of the world's best referees, as we hosted the incoming referees for the Bledisloe Cup. Once again, Easts Rugby Club were kind enough to host and the night was well attended. Thank you to Scott Young of RugbyAU for his assistance in arranging access to the world's best referees.

The final event on the social calendar came with the Annual Presentation and Awards evening, held at the magnificent Four Seasons Hotel. I think all will agree that the change in venue was warranted with the amazing food, wine and company making for a very special night for all in attendance. We were lucky to be joined by a number of our life members, as well as the wider membership, to celebrate another successful year of refereeing within Sydney. Furthermore, it was so pleasing to see so many partners in attendance at this year's function, the support and understanding of our endeavours from our better halves is important to recognise, and without it we wouldn't be the Association we are. Thank you to all who came to celebrate the season that was and congratulations to all award winners.

NSWRU

2018 saw the NSWRU implement the new structures agreed to in 2017. Once again I was fortunate enough to be able to represent referees across the state within this new structure. Following the removal of Penrith from the Shute Shield, a working committee including representatives from all the rugby affiliates was put together to discuss the future direction of rugby in NSW. This collaborative 'whole of game' approach was well received by all parties and has already produced one initiative, which will assist in the long-term success of our game. 2019 will see the introduction of a Premiership under 18s competition as an extension to the current colts offering. Teams will accrue Premier Rugby Club Championship points and as such form a vital part of the Premier Rugby competition serviced by the NSWRRRA.

National Conference

I was fortunate enough to attend the second National Referees Conference held in Melbourne during the Irish test series. This fantastic initiative from the ARU allows the Presidents from around the country to get together in a room and share knowledge, whilst also working to assist the ARU with the key issues each association is experiencing. Hearing from the other associations, it made me so proud to be representing you all, and for the special things we have within our team. I thank the ARU for their kind hospitality and commitment to refereeing across the country.

Match Payments

2019 saw referee payments increase for the first time in a significant period, whilst also seeing the introduction of payments to all referees appointed to assistant referee. I understand that some of the Association membership believes these rates have not moved far enough, but in light of the current financial climate of our governing body I feel it is both reckless and irresponsible for us to push further at this time. It is vital that we form a strong part of the solution to ensuring the long-term success and viability of our great game.

Sponsorship and Training Shirts

Following on from the new shirts arranged for the 2018 season I am pleased to advise the Craig & Rhodes have very kindly agreed to fund the production of new training tops for the coming 2019 season.

We continue to look for jersey sponsorship for the available spaces and front of jersey from the expiry of our current agreement.

Training

2018 saw the first change to training in a number of years. With the geographical split of referees across Sydney and the falling attendance numbers at referee training it was thought by the four associations that change was required. As such the four referee associations within Sydney made the decision to fund an additional two training sessions across Sydney a week. This will make training more accessible to the wider referee community, whilst also working to bring the broader referee community together. I am pleased to advise that this initiative will continue into 2019.

Referee Abuse

Pleasingly 2018 saw the introduction of the inclusion of myself in the distribution of all respect rugby reports submitted by our membership. This allows me to carry out my role in ensuring all incidents are handled appropriately and in a timely matter, whilst also allowing me to ensure that the people experiencing these incidents are ok. I applaud NSWRU for this initiative and look forward to continuing to work with them moving forward to further reduce the level of abuse and incidents within the rugby environment.

On Field

As seems to be the case every year the seasons seem to be getting longer and longer. As a body made up entirely of volunteers, you should all be very proud of the efforts you've all gone to this season. The number of games and tournaments which have gone ahead thanks to our referees continues to grow each year, and our membership continues to service the needs of our game in a professional manner and to a high standard. I am incredibly proud of each and every one of you for the way you carry yourselves and represent our Association.

As an association we are lucky enough to have representation at the highest levels, and I would like to highlight a few of these, and congratulate all these referees on an incredible personal achievement, but also thank them for representing us all on the global stage with so much class.

Some of these include:

- **Angus Gardner** – Super Rugby, Super Rugby Final, England v Ireland, New Zealand v France, England v South Africa, Kenya v Germany, **World Rugby Referee of the Year**
- **George Ayoub** – TMO Super Rugby, TMO Six Nations, TMO New Zealand v France Series
- **Ian Smith** – TMO Super Rugby
- **William Houston** – Super Rugby,
- **James Leckie** – Super Rugby AR, TMO Japan v All Blacks
- **James Quinn** – NRC and Super W

The Association provides a sense of unity to its members in what is largely a solo pursuit. Therefore, it is imperative that we support each other in good times and bad, and make a fuss when we have some success

Of course, not all achievements are as high profile as those mentioned above. This year we were also lucky enough to celebrate some fantastic milestones for some of our longest serving volunteers:

300 Games

Mike Hobson

Dennis Smith

Greg Whiteley

200 Games

Paul Chambiras

Anthony Gill

Aragon Heppel

Edward Martin

Robert Nehme

Philip Tout

100 Games

Aitor Banuelos

Nicholas Brown

Brenton Mooney

Gerard Rigby

Huge congratulations to you all and on behalf of the rugby community many thanks for your years of service to our game!

Coaching

A huge amount of work from our band of referee coaches goes on behind the scenes each week of the season. Many thanks to all those coaches who took the time to help our fellow membership develop both their games and themselves this year. Your efforts to travel far and wide are certainly appreciated by all who are lucky enough to have access to your guidance. It was pleasing that the Association was able to purchase some lovely match jackets for all our coaches, to keep them warm and looking smart on the sidelines. I look forward to seeing you all in your jackets next year! Furthermore, with the assistance of a generous grant from the Rugby Club, we were able to purchase an additional 18 sets of communications gear, to ensure all our coaches have access to what is a vital piece of equipment for the task at hand.

A number of coaches also achieved significant coaching milestones in 2018:

600 Games

Roger Higgins

Ian Fraser

200 Games

Scott Rogan

Russell Trotter

Congratulations to you all and on behalf of the whole Association thank you for your years of commitment and support.

Appointments

To Tom Chadwick, Daniel Cheever and Ian Fraser, many thanks for your tireless efforts in appointing and filling gaps across Sydney, not an easy task by any stretch of the imagination, and greatly appreciated by all and sundry.

I would also like to thank Daniel Cheever, Phil Baird, Anthony Moyes and Ian Smith for their efforts serving on the management committee this season.

NSWRU Staff

A special thanks to the NSWRU staff for your assistance this year. Alex, Michael and Tom, we thank you.

Executive

To the Executive team of John Stormon, Phil Baird and Nick Brown, thank you. Another successful year for the Association as we move towards ingraining the inclusive culture we so desire, whilst also maintaining the high level of on field performance from all members. Your support and work through a challenging year was greatly appreciated by myself and I'm sure the wider membership.

Members

Last and certainly not least I would like thank each and everyone of you for your efforts in making our Association what it is. Your professionalism and commitment are a credit to yourselves, and I am proud to call you all members of our Association.

Timothy Wills

President

NSWRU REFEREE DEPARTMENT REPORT

In 2018 the Referee Department maintained the focus on increasing the number of referee coaches we have and using them more effectively. The aim being to see every referee twice per year at a minimum. We welcomed three new referee coaches this year – Col Dagger, John Peacocke and Phil Tout. According to the Rugby AU annual referee survey 76% of you were coached at least twice, although Sideline reports/GPRs say it was only 58%. Both of these figures are higher than the state average but there is more work to be done in 2019. One of the things that makes it difficult to achieve this aim is referees dropping out after a coach is appointed to see them. Please ensure that you keep your unavailability up to date in RAS and if you know you need to be coached be proactive in offering solutions to the appointments officer so that we can make that happen.

Many referees opted into membership of a coaching group, with 126 referees having an assigned referee coach. The number of Individual Season Plans submitted increased from 2017, although 44% of referees with an assigned coach still didn't complete an ISP. Feedback from the Referee Coach 360 survey was generally positive. Our coaches are generally seen as very approachable, but still have work to do on their development orientation. The Referee Coach Panel met for 3.5 hours in October to discuss how we could improve our activities in 2019 and plans were developed in the areas of culture, valuing everyone and coaching group organisation in order to make what we do even better.

The proportion of NSWRRRA members who disagree the development pathway is fair and transparent continued to fall, from 45% in 2016 to 36% in 2017 and now 23% in 2018. This is just above the state average of 20% but shows that we are heading in the right direction. This was further improved when Rugby AU released their new Development programs in December, with 18 NSWRRRA members included. These development programs widen the scope of Rugby AU involvement from just talent ID of future Super Rugby referees to also recognising referees around Australia with the ability to referee 1st Grade and with potential to further develop their refereeing. It was very pleasing that Mike Hobson (Referee Coach) and Tom Nicholl (Referee) were selected for the Rugby AU U16 Championships, and even better that both performed very well (Tom refereeing the grand final).

NSWRU continues to operate the School Student Scholarship (SSS) program, Sydney Transition Group (mainly school leavers) and Sydney Development Program (mainly 2nd/3rd year referees with NSWRRRA with potential to referee at Barraclough Cup level – i.e. Group D). Members of these groups refereed with distinction at the NSWJRU State Championships, SJRU Regional Championships, NSWJRU Sydney v Country, CHS Championships, NSW Schools U18 Trials, NSW Schools U16 Championships, Scots 7s and Rugby AU Junior Gold Cup (U15). We also had a dedicated group of 7s referees who officiated at the Kiama 7s, NSWRU State Age 7s Championships, Western Sydney 7s and Blue Mountains 7s. Thank you to the Referee Coaches who made these tournaments such great development opportunities – Ron Mancell, Richard Manchee, Matt Kellahan, Jamie McGregor, Ian Mooney, James Marshall, David Chapman and Russell Trotter.

Referee reimbursements levels continue to be a concern to NSWRRRA members according to the annual survey, with 34% of you disagreeing they are appropriate. In conjunction with your President (Tim Wills) the department juggled with the reimbursement rates to increase them for the first time in some time (10 years?). The general reimbursement for referees was increased from \$25 to \$30 per game, with all AR appointments now reimbursed \$10 (instead of \$0). Referee coaches also saw their reimbursement per report increased from \$10 to \$15 (plus \$5

per appointment). Given the parlous financial state of NSWRU (and Rugby in general in Australia) this had to be kept budget neutral. This was achieved by reducing the reimbursement for Shute Shield appointments (now \$60 for referees and \$20 for ARs, instead of \$100 and \$40), and by charging schools more for their appointed referees and ARs. This had no impact on the survey satisfaction level. For a year or so a national working group has been reviewing referee reimbursement levels with the intent of recommending a minimum level of reimbursement for all referees. We look forward to the results of that working group, and to any other bright ideas people have on how to reimburse referees for their costs without increasing the financial burden on a struggling game.

With the introduction of our new jersey sponsor (Four and Twenty Pies) and gear provider (Canterbury), everyone received a new issue of jersey, shorts and socks. I believe the collar on this year's jersey was a big improvement on the last, although the shorts were not as good. We are ordering a different short variant for 2019. NSWRU also provided off-field kit (tracksuits, stadium jackets and kit bags) for the first time in 5 years, with interested people being able to purchase at the NSWRU prices (a significant discount from the rack rate). NSWRRRA also paid for all referee coaches to be issued a stadium jacket (it's been many years since they received any kit). Hopefully we all look smart, feel comfortable and present as one team!

Team of three communications gear was extended to Colts 1 and Kentwell Cup with NSWRU purchasing another 8 kits. Managing the distribution of 14 kits has become quite a logistic burden, but the benefits to the competition and the officials involved I believe are worth it. Comms gear makes the team of 3 a much better unit as the ARs are now much more aware of what is happening and better able to assist the referee. NSWRRRA purchased 18 sets of Sony Bluetooth comms gear (50% paid for by a grant from The Rugby Club Foundation) in order that all Referee Coaches had access to comms gear. Our existing Simultalk comms gear is reaching the end of its life with the number of functional kits remaining falling each year. Comms gear is vital to a Referee Coach performing their role effectively given how important communication is to a referee's performance.

Fitness training was expanded to three nights per week in May, with the intent of increasing accessibility to it. It was run at David Phillips Sports Complex, Forest Rugby Club and TG Millner with three different trainers. The feedback from attendees to all sessions was positive, but attendance was not particularly high. All four Sydney referee associations and NSWRU contributed to the cost of providing this training. We will better promote and refine the model for 2019 to get more of you attending. Please turn up! Not only will your refereeing and general health benefit from being fitter, it's also a great opportunity to socialise with your fellow referees.

Match Official abuse remains the number one issue for referees around Australia. While the definition of abuse was left open to your interpretation, 39% of NSWRRRA members reported that they were abused in 2018 (compared to 46% across the state). Only 37% of abused referees reported it (compared to 22% across the state). That suggests that either the abuse was minor, or too many referees are ignoring incidents that should be reported. Rugby AU introduced a national reporting form in 2018 (copying the form NSWRU has used since 2013) to improve access to it. The number of reports submitted was similar to 2017. I also created a Jotform to provide feedback on your match-day experience, with the intent that we could capture both positive and negative experiences, and get more reporting of minor incidents so they could be dealt with before they became a major incident. Take-up of this form was poor. Jamie McGregor and I are looking to trial a new referee satisfaction tracking tool in 2019 (probably not with NSWRRRA) with the intent of rolling out nationally in 2020. More work will be done by Rugby AU and NSWRU in 2019 around the education of everyone (particularly coaches and club officials) about the Respect Rugby culture and behavioural expectations.

It would be remiss of me to not to thank the NSW Referee Department staff. Michael Doyle (Senior Manager - Match Officials, Education and 7s Development) is always willing to listen and provide advice. Tom Chadwick came into the Referee Administration Officer role at the start of 2018 and has made a big impression. As a recent school leaver some people may have doubted his experience levels, but we were always confident in his maturity and commitment. Not only has his refereeing improved this year (refereeing the 'final' of the Southern Conference of the Junior Gold Cup amongst other first year NSWRRRA experiences), but he has made the role his own. He added two big responsibilities to the role this year – administering incident reports in the Rugby AU system, and appointments for SJRU 7s (and many other 7s tournaments). Our two part-time employees continue to provide excellent service - Stuart Wright managing appointments for the three Sydney district associations and Ron Mancell servicing (mainly) NSW Country referees in development, education and administration.

We would like to acknowledge the efforts of all referees and referee coaches who officiated during 2018. A special thankyou to Daniel Cheever (Premier Appointments), Ian Fraser (Subbies Appointments), the Referee Management Committee (Phil Baird, Daniel Cheever, Anthony Moyes and Ian Smith), Russell Trotter and Cliff Dodds (Coach the Coach), Grading Coordinators (Ian Mooney and Joh Goh), Development Squad coaches (David Chapman, John Goh, Ian Mooney and Greg Whiteley), Finals Group Coordinators (Daniel Cheever, Roger Higgins, Phil Baird, John Goh, myself ☺, Ian Mooney and Ian Fraser), and the NSWRRRA executive.

Best wishes for 2019.

Alex Richards

Referee Education Coordinator

NSW Rugby Union

NSWRU REFEREE MANAGEMENT COMMITTEE REPORT

In 2018, we enjoyed a high standard of rugby across grade, colts, subbies and schools rugby which enabled our referees to grow and develop their skills.

For our elite referees, there were a number of significant highlights:

- Angus Gardner was once again selected for Six Nations & Rugby Championship appointments and has now cemented his place as one of the top referees in the world. We were all thrilled to see Angus win "World Rugby Referee of the Year".
- Will Houston represented us as a Super Rugby referee.
- James Leckie and Ian Smith continued to be appointed as an Assistant Referee and TMO respectively by SANZAR and/or World Rugby.
- Anthony Moyes continued as a referee coach and selector on the World Rugby Sevens Series circuit.

We experienced another great Shute Shield season due to the evenness of the First Grade teams. Our referees facilitated some fantastic contests and the Shute Shield Grand Final pulled a huge crowd at North Sydney Oval for the third year in a row. Congratulations to Sydney Uni on winning another First Grade premiership. Will Houston was appointed to the First Grade Grand Final and made a valuable contribution to the occasion.

Michael Hogan was recognised as the Shute Shield Referee of the Year by winning the Dick Byres Medal. 6 referees – Dru Tonks, Andrew Cox, Brad Smith, Richard Manchee, Ben Wawn and Andrew Coorey made their First Grade debuts in 2018. This has grown our depth of experience at this level and will result in strong competition in 2019.

The Association put on another enjoyable Annual Dinner in what is the highlight of the referee social calendar. Congratulations to the 2018 Award Winners & those referees who celebrated significant milestones.

A number of our developing referees showed a lot of potential with strong performances in the lower grades and Subbies Rugby. I would particularly like to highlight the strong performances of the Group B referees who performed very strongly in Reserve Grade after recent promotions into this Grade.

Subbies Rugby continues to be a vital component of the rugby landscape in Sydney. Many of the game's biggest fans are those that play and referee in this competition. The rugby is largely incident free due to the spirit of the clubs and the fantastic job that our referees do each and every weekend.

I would like to thank all our referee coaches for the amount of time and effort they put in year in and year out in assisting referees to improve their refereeing performances. I continue to appreciate the feedback from the referee coaches on referee performance, their knowledge of rugby in "Greater" Sydney and the diversity of opinion that they bring to our meetings. Congratulations to Gerard Rigby on being selected as the Association's Referee Coach of the year. I encourage our more experienced referees to join our coaching group at the right time as it is a very rewarding experience.

I would like to thank Alex Richards, Tom Chadwick and Michael Doyle from NSW Rugby for their support this year. Tom has done an amazing job in his first season. Ian Fraser provides significant

support to the Management Committee with the weekly appointments process and I am extremely pleased that he has agreed to continue again in 2019. His knowledge and skills enable a very efficient process to appoint over 150 referees each weekend. Russell Trotter and Cliff Dodds are valued mentors to our referee coaches and the role they perform is highly valued by the Management Committee.

Finally I would like to thank the members of the Referees Management Committee – Ian Smith, Phil Baird and Anthony Moyes for the time and effort that they put in throughout the year.

I am looking forward to 2019!

Daniel Cheever

Chairman

NSWRU Referees Management Committee

AWARDS

Dick Byres Medal – Referee of the Year

Michael Hogan

Dick Webb Memorial Trophy – Club Member of the Year

Matthew Kellahan

Meyer & Miner Award – Most Consistent Referee

Aragon Heppel

John Chard Memorial Trophy – Most Improved Referee

David Fungalei

Col Roy Memorial Trophy – Referee in First 5 Years Showing Most Potential

Rory Amon

Arthur Tierney Award – 1st Grade Grand Final

Will Houston

John Dedrick Award – Referee Coach of the Year

Gerard Rigby

Milestone Appointments

The following referees reached milestones during the season for the number of games they have refereed:

100 Games

Aitor Banuelos
Nicholas Brown
Brenton Mooney
Gerard Rigby

200 Games

Paul Chambiras
Anthony Gill
Aragon Heppel
Edward Martin
Robert Nehme
Philip Tout

300 Games

Mike Hobson
Dennis Smith
Greg Whiteley

The following referee coaches reached milestones during the season for the number of games they have coached:

200 Games

Scott Rogan
Russell Trotter

600 Games

Ian Fraser
Roger Higgins

GRAND FINAL REFEREES

Premiership	Shute Shield Colin Caird Shield Henderson Shield Henderson Cup	Will Houston Dru Tonks Aragon Heppel Thomas Nicholl
Premiership Colts	Colts I Colts II Colts III	Bradley Smith Rory Amon James Boyer
Division 1	Kentwell Cup Burke Cup Whiddon Cup Judd Cup Sutherland Cup Barbour Colts	Colm Mccaughan Peter Grattan Greg Boyer Daniel Reid Peter Zieth Alex Kennedy
Division 2	Barraclough Cup Stockdale Cup Blunt Cup Richardson Cup Robertson Colts	Nathan Shute Max Hearn-Sarchfield Lindsay Spencer Timothy Heaney Alex Carmichael
Division 3	Clark Cup Farrant Cup Campbell Cup Nicholson Colts	James Penman Andrew Hahn John Coleman Matthew Coleman
Division 4	McLean Cup Grose Cup Walker Cup	Alistair Wilson John Peacocke Daniel Southwell-Keely
Division 5	Jeffrey Cup Noice Cup	David Fungalei John Feeney
Division 6	Meldrum Cup	Arron Dehlsen
Women's Division 1		Warwick Negus
Sydney Colts	Radford Cup	James Redwin

WORLD RUGBY AND SUPER RUGBY REFEREE APPOINTMENTS

Test Match appointments for Calendar Year 2018

Angus Gardner

England v Ireland
New Zealand v France
Argentina v South Africa
South Africa v New Zealand
England v South Africa
Kenya v Germany

Super Rugby appointments for Season 2018

Angus Gardner

NSW Waratahs v Stormers
Queensland Reds v Brumbies
Melbourne Rebels v Hurricanes
Sunwolves v NSW Waratahs
NSW Waratahs v Queensland Reds
Brumbies v Jaguares
Queensland Reds v Lions
Highlanders v Lions
Crusaders v Hurricanes
Queensland Reds v NSW Waratahs
Jaguares v Stormes
NSW Waratahs v Brumbies
NSW Waratahs v Highlanders
Crusaders v Lions (FINAL)

Will Houston

Melbourne Rebels v Brumbies
Sunwolves v Chiefs

FIRST GRADE APPOINTMENTS

First Grade appointments for Season 2018

	<u>2018</u>	<u>Total</u>
Coorey Andrew	1	1
Cox Andrew	5	5
Hogan Michael	13	73
Houston William	5	66
Johnstone Greg	6	7
Kellahan Matthew	5	36
Leckie James	9	132
Manchee Richard	6	6
Martin Edward	12	78
Quinn James	14	22
Smith Bradley	6	6
Stollery Lincoln	4	8
Tonks Dru	8	8
Wawn Ben	1	1

ALL APPOINTMENTS

All appointments for Season 2018

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Abadee Alister	3	13			
Abraham Matthew	16	139			
Adam-Smith Matt		1			
Adam-Smith Scott	12	12			
Afeaki Tevita		17			
Allomes Craig		3			
Ambat Julius	15	116	1		1
Amler Michael		2			
Amon Rory	19	77			
Aquilina Caitlin	1	1			
Ardern James		57			
Armstrong Phillip	3	24			
Arrowsmith John		304			25
Avvenevole Ben	16	127			
Ayoub George	1	418			40
Badcock Ashley (Vic)		1			
Baird Philip	13	540	32		249
Baldwin Chris		86			
Banuelos Aitor	15	114			
Barnett Roberta		31			
Barr Liam	9	9			
Bauer Steven		29			
Beran Danny		1			
Bernard Andy					172
Birt Hamish	17	65			
Blair Michael		283			2
Bloom Lionel	3	13			
Bolabui (Fiji) James		4			
Bolan Murray		241			
Bos Mark		14	2		21
Boyd-Jones Oscar	14	180			
Boyer Greg	7	34			
Boyer James	17	75			
Bradley Darren		186			
Bradshaw Christopher	9	129			61
Brandenburg Digby		1			
Bray Lyndon					2
Brereton Christopher	6	130			
Bridges Jarryd		60			

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Briggs Grant		3			
Briggs Robert		189			
Brinnand Craig		1			
Brislan Jackson		33	2		2
Brooks Ben		2			
Brown (WA) Joshua		6			
Brown Charlie	1	1			
Brown Nicholas	18	116			
Brown Philip	10	310			
Brown Simon		208			164
Buckland Alexander	1	1			
Buckley Matthew	17	45			
Burg Nathan		3			
Burr Robin	12	19			
Butler Greg		1			
Buttress-Grove Garron	14	647	28		56
Cairns Andrew		2			
Campbell Grant		622			365
Campbell Paul		5			128
Carmichael Alex	19	40			
Carson Stuart		3			
Carver Alexander		1			
Chadwick Tom	18	18			
Chambiras Paul	14	212			2
Chapman Arthur		4			
Chapman David			22		156
Cheever Daniel		402	22		182
Chegwyn Alex		46			
Chen Richard		4			
Chesterton Scott					1
Christian James		113			
Clayton James		23			
Clayton Matthew		150			
Cobcroft David	14	83			
Cockburn Guy		90			107
Coelho Daniel		1			
Cole Andrew (Qld)					3
Coleman John	10	10			
Coleman Matthew	16	149			
Coles Matthew		31			
Collins David		29			
Collins James		39			
Collins Matthew		5			
Colquhoun Neil					84

ALL APPOINTMENTS

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Compton Mark		165			
Conway David	16	25			
Cook Graham (FNC)		1			
Cooper Graham (WA)		6			
Coorey Andrew	17	85			2
Corias John		88			
Cox Andrew	17	56			
Cullen Patrick		6			
Cumberlege Jonathan		7			
Dagger Colin	14	192	11		11
Dale Stuart	8	42			
Daly Braden	7	7			
Davidson Paul	7	129			
Davies David		30			
Davies Neil	10	21			
Davis Patrick		34			
De Lorenzo Mitchell	22	76			
Dehlsen Arron	11	61			
Dein (CW) Timothy		1			
Denehy Peter (UAE)		1			
Dickerson David		6			
Dickinson Stuart					52
Dickson James	7	10			
Dixon Peter	1	1			
Dobbie Trevor	2	15			
Dobes Warren		138			
Dodds Clifford			9	21	236
Doran John	11	235			
Douglas Ian		50			
Douwes Tristan		1			
Dowden Greg		14			
Drinkwater Rob		1			
Duncan Shaun		20			
Eden-Whaitiri (NZ) Sheldon		2			
Edmonds Giles		116			
Egan (CW) Peter		1			
Eggins Scott		4			
Elder Roy		11			
Elder Simon		17			
Eldridge Jackson		23			
English Luke	14	80			
Erickson Wayne		322			224
Evans Christian		17			
Farrar Brendon		64			1

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Favager Neil		219			
Feeney John	15	76			
Findley Duane		3			
Fisher Lachlan	4	4			
Fisher Tony	16	191			
Fitzsimmons Jake		12			
Flude Michael		1			
Forrow Tony		89			
Fraser Ian		651	26		604
Fujitsuka Mitsuhiro (Japan)		5			
Fulton Max		62			
Fungalei David	16	45			
Gallagher Matthew	13	144			
Gardner Angus	1	212			
Gelsthorpe Alan		72			
Gill Anthony	14	201			
Godbold Edward		86			
Goddard Matt					6
Goh John	11	346	28		457
Gohl Jack		1			
Goodacre Anthony		2			
Goodacre Hayley		5			
Gorman Warren	10	281			41
Goswell Richard	2	290			3
Grando Samuel	19	19			
Grattan Peter	15	15			
Gravells Henry		8			
Greenwood Philip	2	116			
Grinham Guy		142			
Gusse Kenneth	13	326			
Guyatt Charles		112			
Guyatt Nicholas			17		166
Hackett Andrew		87			
Hackett Simon		16			
Hackett Tony		194			
Hagan James (SA)		2			
Hagley Paul		1			
Hahn Andrew	9	58			
Hall Matthew		29			
Halmarick Andrew		387	20		432
Hamley Nicholas		31			
Hannon Nick	1	170			
Harding Dale		74			
Hardy Steve		178			

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Harper Anthony	15	35			
Harriman Steven	2	2			
Harrison Lewis		1			
Hartson Charles		166			
Hastie Antony	12	430	15		34
Haynes Peter		1			
Healey Michael	16	94			
Heaney Timothy	13	13			
Hearn-Sarchfield Max	19	187			
Henrico Salydor		25			
Heppel Aragon	19	210			
Herbert Oliver	18	36			
Herringe Michael	1	9			
Heyworth Ashley		7			
Higgins Peter		200			53
Higgins Roger			37		615
Hingston Andrew	18	18			
Hitchcock Paul		1			
Hobson Mike	13	312	10		16
Hocken Mathew		22			
Hoffman (Qld.) Rohan		8			
Hogan Keith		1			
Hogan Michael	16	186	1		1
Hogan Phil	12	513			
Hooper Ian		1			
Houston William	5	171			3
Howard Thomas	4	9			
Hughes Craig	14	40			
Hughes David	2	2			
Hummel Michael	8	75			
Hunt Ben		213			
Irons Gordon		40			
Jackson Stephen		2			
James Garry		7			
Jamin Jeremy		17			
Jeavons-Fellows Tom		12			
Jimenez Oscar	10	184			
Johnson Jason		74			
Johnstone Greg	14	115			1
Jones Jeremy		5			
Jones-Prichard David	10	226			
Jordan David		1			
Kaluzniak Robin		4			
Kaminski Jordan	8	8			

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Kavanagh David		6			
Keepkie Mark	16	86			
Kellahan Matthew	5	260	12		13
Kellam Rob (W.A.)		2			
Kelleff Oliver		1			
Kelly Lauren		5			
Kennedy Alex	16	42			
Kennedy Barrie		5			
Kidd Michael		108			
Kiy Iain		1			
Knight Gerold		79			
Knight Oliver	13	22			
Komiti (Samoa) Tui		3			
Kreymborg Brandon		24			
Kusajda Benjamin		112			
Kyle Buddy		128			
Lattimore Jack	9	18			
Lawless Kieran		45			
Le Lievre Oliver		23			
Lechowski Lisa		1			
Leckie James	9	365			1
Lee David	10	171			
Lees Andrew		211			1
Leonard Brian		226			
Lewis Martyn (Wales)		1			
Lewis Paul		94			
Little Kathy		1			
Little Peter		13			
Lloyd Dale		15			
Lloyd Warwick	4	337			
Lockyer Kevyn		73			
Locoloco Naps (Fiji)		1			
Logan Jarryd		5			
Long Christopher	2	18			
Lopez Jack		4			
Lysle Adam	8	25			
Mackay Bill	10	31			
Mackenzie Colin	12	56	2		2
Mackertich Martin		626			
Macpherson Ewen		35			
Macvean Stephen		109			
Madden Brian		1			
Madden Richard		77			
Makaua Ashley		2			

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Mancell Ronald		55			320
Manchee Richard	20	184			1
Mangan Corey	2	2			
Marsh Alexander		44			
Marshall David	14	183			
Marshall James		130	12		12
Marshall Peter		336	40		370
Marshall Peter 2	13	177			
Martin Edward	14	213			1
Martin Steven	1	1			
Mattin Aaron		36			
McBain Lachlan		23			
McBride Kane (NZ)		2			
McCarthy Dominic		73			2
McCarthy Glenn		3			
McCarthy John	18	82			
Mccarthy John Snr	1	494	2		317
McCarthy Ryan		35			
McCaskie Christopher		22			
McCaughan Colm	20	172			
McDonald Paul	9	223			
McFadden Glen		7			
McGregor Jamie		339	24		63
McKay Robert	14	77			
McKew James		7			
McLean Tom	13	52			
McMurdo Andrew		45			
McNicol Connor		33			
Meagher Louis		71			
Meiklejohn Frank			34		393
Melz William	11	115			
Mey Robert		94			
Millen Angus		16			
Miller Andrew (Bristol)		2			
Milligan Craig		6			
Minogue Lachlan		8			
Mitchelmore Damien (Qld)		194			
Mitsuhiro (Japan) Fujitsuka		5			
Moeke Denzil		8			
Monckton Timothy		3			
Montgomery Mark		5			
Mooney Brenton	22	107			
Mooney Ian	11	215	23		190
Moore (Qld) Simon		11			

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Moran Craig		57			
Morgan Nigel	9	244			
Morgan Piers	7	373	8		8
Morrell Andrew	14	57			
Morris James		1			
Moura Joao		21			
Moyes Anthony	1	205	26		28
Mudge David		125			
Mulherin Geoffrey		70	12		12
Mundul Rohahn		46			
Munnoch David	11	288	2		159
Murphy Tim		60			
Naughton Stephen	15	39			
Navaphol Tharathon		55			
Negus Warwick	9	36			
Nehme Robert	7	205			
Nelson Benjamin		4			
New Andrew		94			
Newbury Mark		39			
Nicholl Thomas	18	84			
Ninkov Alexander (WA)		1			
Njwelige Jaylawi		23			
Nottfidge Lewis		186			1
Nuttall John		185			
O'Shea Liam (WA)		1			
O'Brien (Qld) Matt		9			
O'Connor Red		4			
O'Donnell Mitchell	7	16			
Oliver Michael	8	20			
O'Neill Callan		176			
Orland Paul		21			
Otsuki (Japan) Taku		20			
Owens Nigel (WRU)		1			
Ozols Eddie		177			
Pacetta Michael		1			
Padd Paul		230			
Pascoe Ian		25	10		231
Pastrana Francisco (ARG)		5			
Paterson Glen	6	47			
Patroni Nathan		4			
Payne Gary	5	23	1		1
Peacocke John	15	78	7		7
Pearce Nathan		214			2
Pearl Christopher	5	113	19		32

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Penman James	18	36			
Perrett Amy		122			
Petelo (Samoa)Kolio		2			
Phelps Jono		2			
Poloni (ACT) Rob		1			
Popperwell Sean		1			
Porter Ian		163			
Powell David	3	171			
Power Conor	12	12			
Pravaz Andre		125			
Priest James	1	1			
Pritchard Julian		109			47
Pullen Craig	6	6			
Quinn James	15	88	1		1
Quoye Leo	14	479			
Rahilly Michael		45			
Read Cameron	10	36			
Redwin James	15	15			
Redwin Peter	20	397			
Reid Daniel	17	52			
Richards Alexander	14	272	12	1	26
Rigby Gerard	17	113	18		31
Rippon Paul		39			393
Rist James		1			
Robertson Ian		1			
Rogan Luke		145			1
Rogan Scott			21		208
Rogers Richard	12	14			
Rolleston Michael		309			34
Rowan David		106			
Rugers Sean	17	44			
Ryan Liam	11	24			
Rydon Anthony		139			86
Saar Andrew		6			
Sainsbury Guy		124			
Sale Steven		17			
Salisbury John	9	711			23
Sandwell William	17	120			
Saxby Brock	14	25			
Scholtens James	5	328			1
Scully Graeme		64			
Sega Sera		2			
Sheahan Richard		132			
Shearman Patrick		32			

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Shute Nathan	18	247			
Sigg Dylan	2	2			
Simpson Hugh		1			
Smith Anri		128			
Smith Bradley	17	141			
Smith Dennis	17	312			
Smith Ian		166	27		67
Snook Shane	13	27			
Southcombe Allan		169			
Southwell-Keely Daniel	14	327			
Spencer Lindsay	15	115	14		20
Spratt Harrison	10	22			
Steinle Rory		1			
Stenson Adam	14	42			
Sterndale-Smith Hugh	14	56			
Stevens Norm					274
Stewart Gary		1			
Stewart Geoffrey		42			
Stillman Murray		87			
Stollery Lincoln	8	135			
Stone Nathan		1			
Stormon John	17	142			
Sutherland Duncan		199			
Szabo Andrew		48			
Tait Spencer (NZ)		1			
Talemaivalagi (Fiji) Kaveni		4			
Tales Ilkka		1			
Tanzer Michael		100	1		441
Tarazy Raphael		56			
Tasker Perrin		10			
Tatsuya Matsuoka (Japan)		1			
Taylor Brendan		157			410
Taylor Daniel	12	139			
Taylor Paul	3	18			
Taylor Steve		22			
Teiotu Paul		257			
Thew Philip		241			
Thomas (CW) Peter		1			
Thomson Kate		44			
Todd Chris	1	1			
Tonks Dru	10	10			
Tout Philip	7	200	15		15
Towers Brett	3	53			
Townsend Laurie					3

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Trotter Russell			15	27	210
Trusler Oliver		1			
Tucker Craig	13	172	11		37
Turnbull Andrew		27			
Turnbull Andrew		27			
Turner Gregory		172			
Turner Stephen	8	24			
Tyndall David		420			
Van Der Westhuizen Flip			29		49
Van Der Westhuizen Paul		78			
Vaughan David					81
Vuli Koini (Fiji)		1			
Wagner Jordan	17	17			
Waining Adam	15	31			
Wakeling Harrison		14			
Walker Colin		3			
Walker James		99			
Wallace (Vict) Josh		2			
Walsh Steve		33			5
Wanden Richard	13	56			
Warren Geoff (Bristol)		1			
Warren Robert	14	75			
Watson Bruce	8	283			
Watts Paddy		5			
Wawn Ben	19	257			2
Weathersten Leigh	14	242			1
West Bryan		631			
Whild Peter	4	43			
Whiteley Greg	7	303	21		291
Wiadrowski David		17			
Wilkinson Mark		447			
Williamson (Qld) Steve		1			
Williamson Ross	14	126			2
Wills Tim	11	166	5		36
Wilson Alistair	19	62			
Winchester Callum	12	39			
Wolstenholme Shaun		10			
Woodward Anthony		45			
Wookey Adam		1			
Wooldridge Terry					1
Worsley Paul	20	289			
Wright Stuart	1	1			
Wright William		9			
Wyer Michael	17	50			

ALL APPOINTMENTS

	Referee		Coach		
	<u>2018</u>	<u>Total</u>	<u>2018</u>	<u>C-T-C</u>	<u>Total</u>
Yeats Christopher	11	321			
York Blair		12			
Yuill James		12			
Zieth Peter	16	53			
TOTAL	2,063		707	49	

* Total coaching appointments is from start of season 2004

FINANCIAL STATEMENTS

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED

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Statement by the Executive Committee

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NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED**STATEMENT BY THE EXECUTIVE COMMITTEE**

As stated in Note 1 to the financial statements, the Association is not a reporting entity because in the opinion of the Executive Committee, there is unlikely to exist users who are unable to command the preparation of reports tailored so as to satisfy all of their information needs. This is therefore a special purpose report that has been prepared to meet the requirements of the Associations Incorporated Act 1984.

In the opinion of the Executive Committee the accompanying financial statements are drawn up so as to give a true and fair view of the financial position of the Association as at the 30th of September 2018 and of its deficit for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements. At the date of this statement there are reasonable grounds to believe that the Association can pay its debts as said when they fall due.

This statement is made in accordance with a resolution of the Executive Committee.

Tim Wills
President

T Wills

Phil Baird
Treasurer

P T Baird

21st January 2019

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED
30TH SEPTEMBER 2018

	2018	2017
INCOME		
Function Income	\$ 6,518	\$ 6,241
Interest Received	\$ 1,534	\$ 1,320
Sponsorship Income	\$ 19,500	
Subscriptions	\$ 13,725	\$ 14,845
	\$ 41,277	\$ 22,406
LESS		
EXPENDITURE		
Association Polos		\$ 6,863
Coaches Jackets	\$ 2,823	
Communications Gear	\$ 2,030	
Easts Function	\$ 1,944	\$ 975
Education Meeting Expenses	\$ 431	\$ 644
Filing Fees	\$ 140	\$ 140
Function Expenses	\$ 14,346	\$ 15,370
Gold Plated Whistles		\$ 478
Home Ground Bar	\$ 600	\$ 819
Interchange Expenses		\$ 500
Training Expenses	\$ 1,112	
Trophies and Presentations	\$ 649	\$ 863
	\$ 24,075	\$ 26,652
NET SURPLUS -DEFICIT	\$ 17,202	-\$ 4,246
ADD		
Accumulated Funds as at 1st October 2017	\$ 95,552	\$ 99,798
Accumulated Funds as at 30th September 2018	\$ 112,754	\$ 95,552

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
BALANCE SHEET AS AT
30TH SEPTEMBER 2018

	2018	2017
CURRENT ASSETS		
Cash at Bank - General Account	\$ 47,766	\$ 24,016
- Deposit at Call		\$ 7,603
- National Australia Bank Ltd - Term Deposit No 1	\$ 44,993	\$ 43,938
- National Australia Bank Ltd - Term Deposit No 2	\$ 19,995	\$ 19,995
Total Current Assets	<u>\$ 112,754</u>	<u>\$ 95,552</u>
TOTAL ASSETS	<u>\$ 112,754</u>	<u>\$ 95,552</u>
REPRESENTED BY:		
Accumulated Funds as at 30th September 2018	<u>\$ 112,754</u>	<u>\$ 95,552</u>

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 30TH SEPTEMBER 2018

1. STATEMENT OF ACCOUNTING POLICIES

The Association is not a reporting entity as defined in Statement of Accounting Concepts SAC 1, Definition of the Reporting Entity, and therefore is not required to prepare financial statements in accordance with Statements of Accounting Concepts and Accounting Standards.

This is a special purpose financial report prepared solely to meet the requirements of the Association Incorporations Act 1984.

Applicable Accounting Standards have been applied with the exception of the following:

AAS 22 Related Party Disclosures

AAS 28 Statement of Cash Flows

The financial statements are based on historical costs and do not take into account changing money values or, except, where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period, have been adopted in the preparation of these financial statements.

Income Tax

The Association is exempt from tax under S.23(g)(iii) of the Income Tax Act 1936, as amended.