

1 NSWRA Referee Grading Policy and Process – May 2023

1.1 Goal

To ensure a rigorous, transparent grading process that meets the needs of the Referee, the NSWRA and ultimately the games to which our referees are appointed.

1.2 Key Factors in NSWRA Referee grading

- NSWRA has been charged with appointing qualified referees to various competitions (Premier Rugby, Subbies, Schools, etc) and other ad-hoc tournaments. ‘Game Groups’ are ‘ranked’ in terms of level of difficulty, importance and various other factors such as a ‘top of the table clash’ or ‘relegation battle’. Game Group ranking are reviewed annually by the Development and Appointments Committee [DAC] and adjusted accordingly.
- Referees are graded A to L based on their capability and performances as defined in the Referee Development Framework and as assessed by qualified Referee Coaches. Referees can be promoted or relegated between gradings as performance warrants.
- The DAC balances grading group numbers to ensure that there are enough referees for the number of games in a particular game grouping.
- Referee grading for finals is handled as a separate process as defined in the NSWRA Finals Policy.

1.3 Referee Grading List

The DAC will publish the Grading List no fewer than three times per year at the following approximate intervals:

1. At the commencement of the various competitions;
2. After the DAC meeting July; and
3. After the end of all competitions Finals series.

The DAC will publish the Game Groupings as close to the start of the season as possible noting the variations in competition structure within Suburban Rugby can delay the release of this list.

1.4 Referee Regrading Process

For the purposes of this section, **independent sighting coach** is defined as a Referee Coach who is not the Season or Squad coach of the Referee. Independent sighting coach may be a member of the DAC, or any suitably experienced coach.

In the event of an appeal, the definition of **independent sighting coach** is further expanded to exclude any Referee Coach who saw the Referee during the re-grading process.

1.4.1 Pathway one: Referee self-nominated

For 2023 we are trialling a process that allows referees to self-nominate for a re-grading. This process requires the referee to submit evidence to support this request, including season and match goal setting and evidence-based reviews and progress towards a higher level as defined in the Referee Development Framework.



1.4.1.1 Evidence Checklist

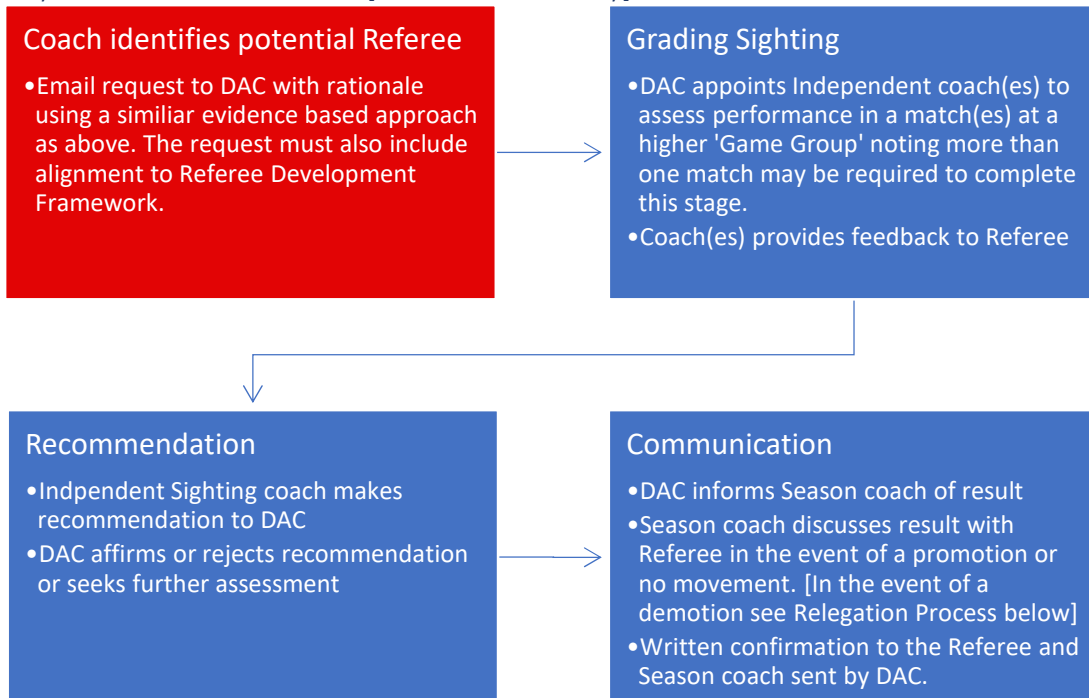
As part of their application for regrading, referees are to work towards and then submit to DAC Appointments and Grading Convenor (DACAppointments@nswrugbyreferees.com.au) evidence to support their application in each of the following three key areas:

1. Referee goal setting. **Possible** evidence options: ISPs, Match plans, minutes of season coach goal setting conversations.
2. Referee self-review. **Possible** evidence options: match reviews including links to Hudl analysis, referee written responses to Saturday coach feedback. Self-review must link back to goal setting.
3. Outline of meeting higher level performance. **Possible** evidence options: links to Hudl or other video, coaching reports, fitness benchmarks.

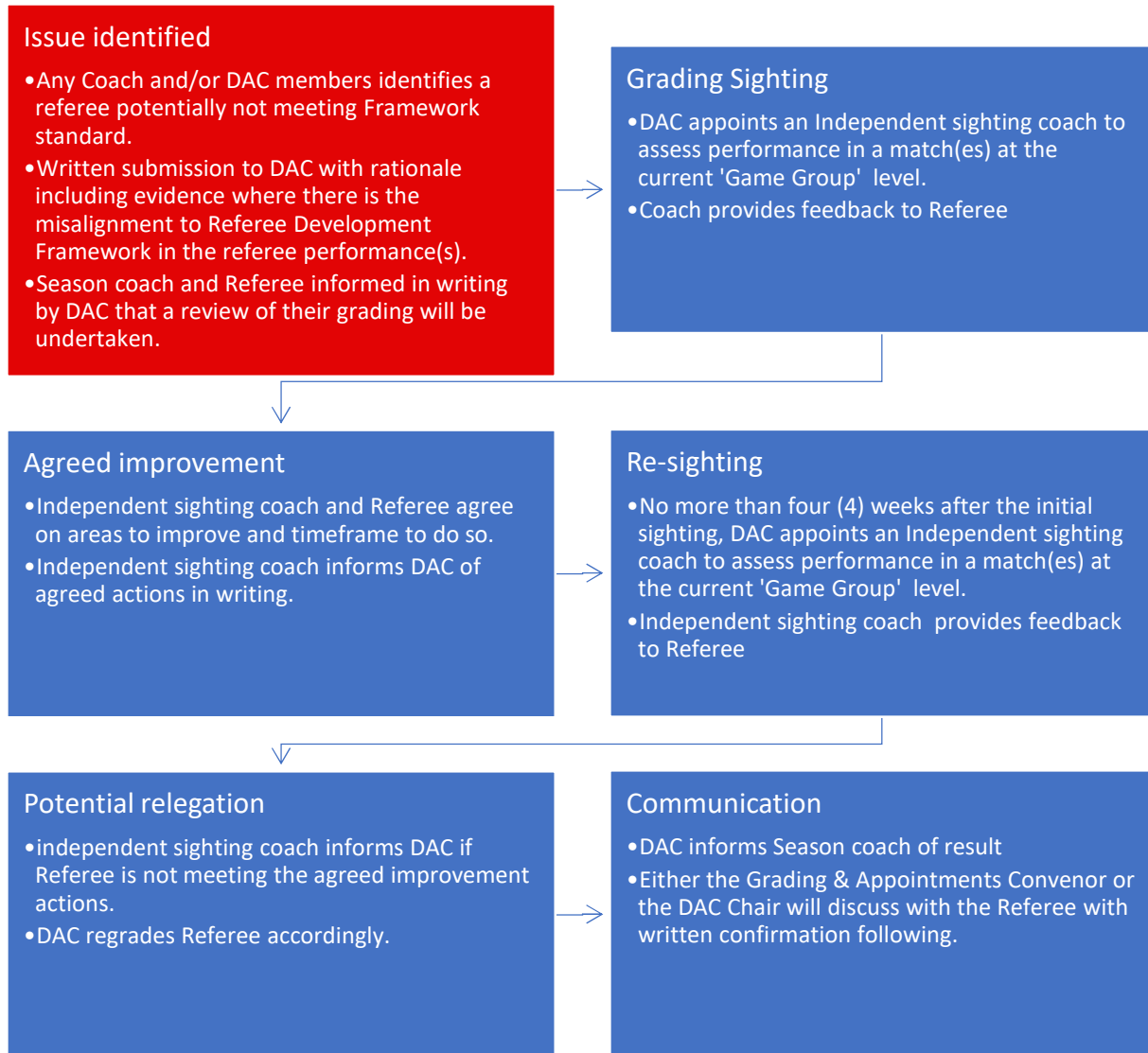
*Note: Referees do not need to include all possible evidence options as listed, and are encouraged to identify their own, but there does need to be some evidence in **each** of the three key areas. Applications without supporting evidence or evidence that is too narrow will be rejected.*

Note: Referees are not to submit an application that compares themselves to other referees. We are looking for how you are meeting the benchmarks as defined in the Referee Development Framework. Applications that discuss another referee's performance will be rejected.

1.4.2 Pathway two: Coach nomination [Season or Saturday]

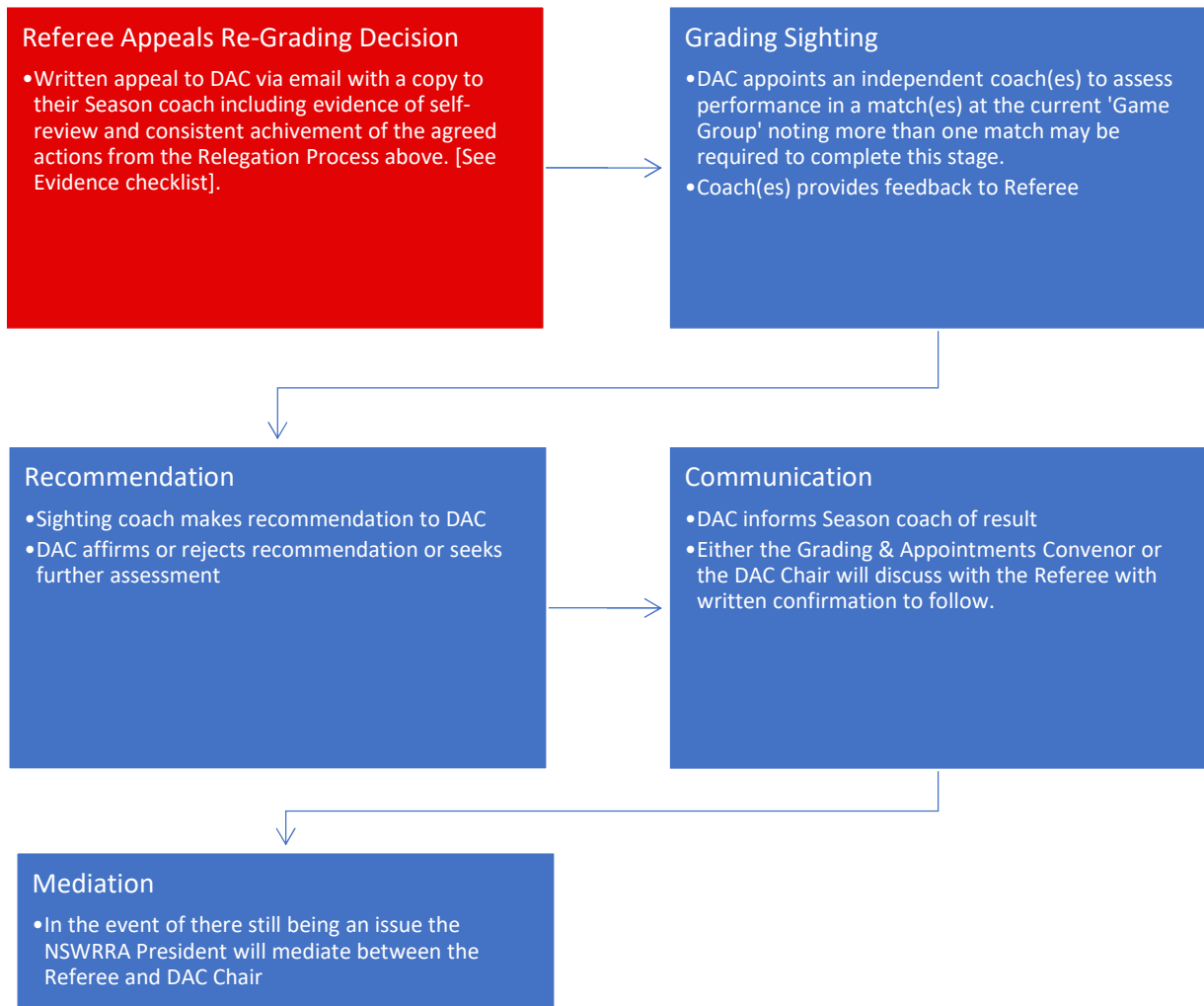


1.4.3 Relegation process



1.4.4 Appeals process

A Referee can appeal any grading relegation decision by the DAC (excluding Finals Series appointments).



1.5 Effective Date

This policy is effective from 01 May 2023.