

WELCOME

It is my pleasure to welcome you to another exciting rugby season.

Your dedication and expertise are crucial to the success and integrity of our game, and I want to express my deepest gratitude for the important role you play. Rugby is a sport built on respect, fairness, and discipline.

As match officials, you embody these values, ensuring that players can compete safely and within the laws of the game. Your decisions are made under pressure and often with little recognition, but your contribution is essential to maintaining the spirit and standards of rugby.

Know that your efforts are appreciated not just by NSWRRA but by the entire rugby community. You are role models on the field, promoting the core values that make rugby unique.

Thank you for your unwavering commitment and passion. Wishing you a rewarding and successful season filled with memorable moments.

Stuart Dickinson President

TABLE OF CONTENTS

- Welcome & About NSWRRA
- Getting Started
- Appointments and Availability
- Gear Policy and Distribution
- Referee Operations
- Member Engagement
- Contacts

ABOUT NSWRRA

NSWRRA was established in 1892 and is one of the oldest referee associations in the world. We are the peak body for rugby union match officials servicing all competitions within the metropolitan Sydney area.

We provide match officials to over 3000 fixtures during the season from U10s all the way up to Sydney Premiership (Shute Shield).

Our members include many current and former international and professional match officials and we are extremely fortunate to be able to tap into their expertise for the betterment of our members.



The first conference of NSW Rugby Referees 1894 Back Row: JF McManamey (President), HA Langley (Vice President).

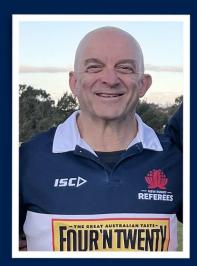
Front Row: L Stockham (Hon Secretary), WS Cook, EC Graham (Newcastle)

NSWRRA EXECUTIVE

The Executive are all volunteer roles that are appointed at the annual AGM by the membership for the subsequent 12 months.



STUART DICKINSON PRESIDENT



ROB MCKAY
SECRETARY



PAUL WORSLEY
TREASURER



IAN MOONEY
GENERAL MEMBER



CLARE ADAMSON
GENERAL MEMBER

STRUCTURE

NSWRRA EXECUTIVE

Development & Appointments Committee - "DAC"

> Chair IAN SMITH

Development & Pathways

Referees CHRIS MULCAHY

> Developers MIKE EDYE

Juniors RICHARD CHEN

Women **ALEX MARSH**

Referee Operations PETER GRATTAN

Social CAITLIN WINSLADE

Events

ALEX BUCKLAND

Gradings and Appointments JULIUS AMBAT, JOHN GOH

Secretary

ANDY BERNARD

Development Officer - NSWRRA **DIVAN UYS**

Development Officer - Juniors JACK JONES

Sub-Committees NSWRU Referee Department

Referee Manager **ALEX RICHARDS**

> Appointments - Seniors KIM TAUFA

> > Appointments - Juniors JACK JONES/HAMISH MCKAY

Welfare MAX HEARN-SARCHFIELD

> Commercial & Gear PAUL WORSLEY



ADMINISTRATION

Rugby Xplorer is the central management platform from which almost all our rugby related activities operate.

For NSWRRA this includes:

- Member Details
- Registration
- Accreditation
- Appointments management notification, MO accept/reject
- Availability enter unavailability for appointments
- Related Teams management of officiating conflicts
- Send Offs compile and submit reports
- Ref Review submit and review match feedback and coaching reports
- Learning Centre access to accreditation, course and education resources



Rugby Xplorer operates on desktop via the internet at www.xplorer.rugby

Or via Apple and Android applications





ACCREDITATION

Individuals that wish to be appointed to fixtures as a match officials for NSWRRA need to have appropriate accreditation. The relevant accreditations and progression are as follows:

Referee

- Referee Ready* (entry level accreditation)
- Smart Rugby* (bi-annual requirement)
- Season Ready* (annual requirement)
- Level 1 Match Official
- Level 2 Match Official
- * Minimum required to officiate for NSWRRA

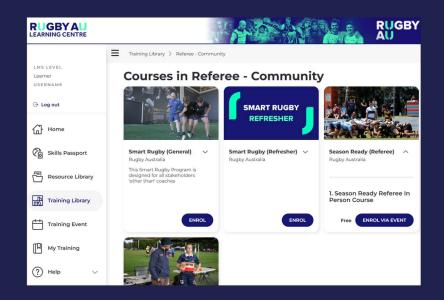
Assistant Referee

- Level 1 Assistant Referee
- Level 2 Assistant Referee

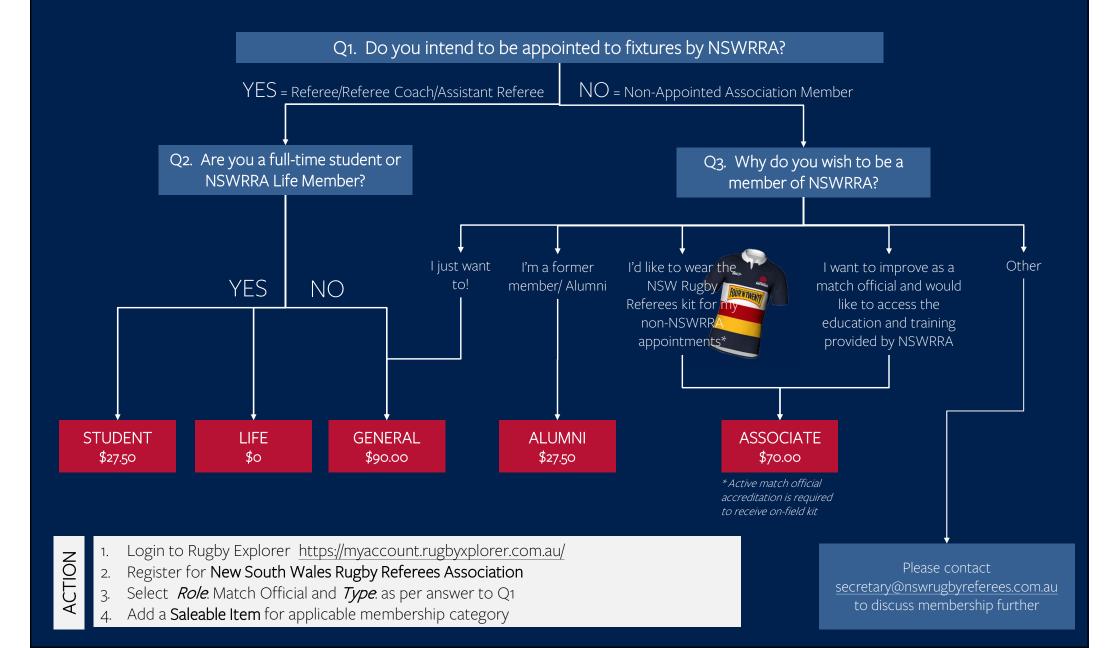
Match Official Developer

- Level 1 Match Official Developer
- Level 2 Match Official Developer

All courses relevant to match officials (and many others) are found in the RugbyAU Learning Centre. You will find the link to this platform on your menu bar in Rugby Xplorer



MEMBERSHIP CATEGORIES



MEMBERSHIP BENEFITS

Registration Table		Match Official						
		Referee/R	eferee Coach Referee	Non-Appointed Association Member				
Appointed	d to fixtures by NSWRRA?	YES	YES	YES/NO	NO	NO		
Member Type		GENERAL	STUDENT	LIFE	ASSOCIATE	ALUMNI		
NSWRRA	Membership Entitlements							
	NSWRRA Negotiated Reimbursements	✓	✓	✓				
+	On-Field Kit	✓	✓	✓	✓ active accreditation			
Gear/ Equipment	Off-Field Kit	✓	✓	✓				
Ge quip	Association Polo	✓	✓	✓		✓		
Ш	NSWRRA items	✓	✓	✓	Exec Approved	Exec Approved		
	Education Events	✓	✓	✓	✓	✓		
nent	Coaching/Mentoring	✓	✓	✓				
Development	Training Programs	✓	✓	✓				
Deve	Representative/Travel	✓	✓	✓				
	Training Program	✓	✓	✓	✓			
	Social Events	✓	✓	✓	✓	✓		

Prominime

NSW RUGBY REFEREES ASSOCIATION

APPOINTMENTS AND

AVAILABILITY

NSWRRA APPOINTMENTS

Almost all rugby appointments across NSW is managed and automated through the Rugby Explorer system and administered by the Appointments Officers within NSWRU.

NSWRRA is responsible for appointing to the following competitions:

- Sydney Rugby Union Premiership
- Sydney Women's Rugby Union Premiership
- Suburban Rugby Union
- Sydney Junior Rugby Union
- AAGPS, CAS, ISA Opens (1XV, 2XV) and AAGPS 3XV

From time to time, NSWRRA is also invited to provide match officials for various other competitions and fixtures (e.g. age group representative, State Championships, midweek competitions, 7s, schools)

All appointments made by the Development and Appointments Committee consider multiple factors in determining. These include referee gradings, match gradings, game circumstances, referee coach feedback, availability, logistics, and other factors.

Appointments will usually be sent to members on the Tuesday (Seniors) or Thursday (Juniors) before the weekend's matches, however for planning purposes, the DAC generally operates on draft appointments at least two weeks in advance.

With the breadth of fixtures ranging from u10s through to the semi-professional Shute Shield, NSWRRA can support match officials at any level with a suitable and challenging fixtures.

REFEREE AND MATCH GRADINGS

REFEREE GRADINGS

One of the most impactful roles the DAC has, is in the grading of our match officials. The DAC takes this very seriously and there are significant processes in the background to, as best we can, appropriately position our members on a relative scale.

All gradings and coaching of NSWRRA MOs is within a national framework. Primarily for MOs, there are three profiles in which all MOs across Australia fit:

- Game Facilitator First steps and learning to officiate
- Community the vast majority of NSWRRA members
- Performance within NSWRRA this is our Shute Shield Panel MOs

Refer to the Rugby Australia Match Official Framework for more detail.

MATCH GRADINGS

Like match officials, all matches that we appoint to are also considered on a scale. Primarily with a base grading and an indicative experience level required that is appropriate for that grade.

However, when appointments are made, the DAC also reviews many other factors and context for the game in appointing referees with match gradings (e.g. development opportunity, local derby, result importance, respective team quality, external attention, prior incidents)

Within NSWRRA, the DAC controls all selections, appointments and gradings independent of the Executive and operates with defined policies and processes. The key policies, with respect to grading (and regrading), appointments and finals selection can be found here under **Processes** on our website.

WHAT GAMES CAN I OFFICIATE?

NSWRRA can provide members with opportunity for fixtures at all experience levels, formats and timing.

co	MPETITION	JUNIORS		SRU	SWRU	SUBBIES	SCHO	ools	MIDWEEK/ OTHER
		MINIS RUGUSY	JUN TOR RUGBY		WOMEN'S RUGBY	SUBURBAN/ FOUR NTWENTY		SAT RECEIVED	
AG GR	E OUPS	U6-U9	U10 - U18	Seniors, Colts	Womens	Seniors, Womens, Colts,	OPENS (u18)	U12-u16	All
FO	RMAT	Pathway	Pathway	XVs	XVs, 10s, 7s	XVs, 10s, 7s	XV	Pathway	XVs, 10s, 7s
WI	IO POINTS?	Home Clubs	NSWRRA, SNRR, SWRRA	NSWRRA	NSWRRA	NSWRRA	NSWRRA	Home School	NSWRU, NSWRRA
	NIMUM MO QUIREMENT	Smart Rugby Referee Ready	Assoc Member Smart Rugby Referee Ready	Asso Member Smart Rugby Lvl 1 MO Season Ready	AssocMember Smart Rugby Referee Ready Season Ready	Assoc Member Smart Rugby Referee Ready Season Ready	Assoc'Member Smart Rugby Lvl 1 MO Season Ready	Smart Rugby Referee Ready	Smart Rugby Referee Ready
	FRI EVE		✓						✓
	SAT AM	✓	✓	✓	✓	✓		✓	✓
WHEN	SAT PM			✓	✓	✓	✓		✓
M	SUN AM	✓	✓						✓
	SUN PM								✓
	MIDWK								✓

AVAILABILITY AND GAME DAY ADMIN

AVAILABILITY

The planning for appointments has a two week lead time and It is expected that all members will notify NSWRRA of their availability to fulfill fixtures.

This can be easily managed for each member through the Rugby Xplorer portal. As soon as you are aware of any unavailability up to two weeks prior, please update within the system. Should there be short notice (less than 2 weeks) of the expected unavailability, you will be required to notify the respective Appointments Officer as you may already have been allocated a draft fixture.

REPORTS

Send-offs (red cards) and blue cards need to be reported to the respective senior and junior appointments officer.

- By text, asap after the game has concluded -Grade, Team, Number
- Rugby Xplorer Send Off Report completed within 24 hours of the fixture

RESPECT RUGBY

Fortunately, rugby has a good culture and crowds are generally well behaved. However, that is not always the case and everyone in the rugby world wants to stamp out negative behaviours.

The first step in doing so is to report it and Rugby Australia has a https://australia.rugby/about/codes-and-policies/reporting-a-concern

NSWRRA will support all members making a report in this regard.

If you are not sure whether to report an incident, speak with a colleague, your referee coach, or anyone from our executive, and they will help you through the process.

Most Sydney competitions use the Fusesport app for gameday scoring and player management - helpful for information if not collected on ground fusesport

MATCH REIMBURSEMENTS 2025

REIMBURSEMENT AMOUNTS

NSWRRA has negotiated flat rates for the match official services that we provide across all our competitions. All income collected for the provision of referee services from regular and ad hoc fixtures is distributed to members.

The negotiations with each competition differ with respect to their requirements, but the intent is that, with just a few exceptions for Performance match officials all are members are equitably reimbursed for their effort and cost.

NSWRRA underwrites the base amount in the table opposite as the minimum for the upcoming season. During July/August the income collected across the season is reviewed and, if available, top up reimbursements are approved to the items with a *.

At this stage, we do not reimburse match officials for trials. The Executive is working to amend this for future seasons.

FIXTURE	ROLE	BASE REIMBURSEMENT
SRU - Shute Shield	Referee	\$130
SNO - Shale Shield	Assistant Referee	\$30
CDII Calia	Referee	\$60*
SRU - 2s, Colts 1	Assistant Referee	\$20
	Referee	\$45*
All other NSWRRA Fixtures	Assistant Referee	\$20
113 WINTO CT INCUITES	Senior Finals - Ref/AR	\$25
SJRU - Junior Fixtures	Referee	\$40

MATCH REIMBURSEMENTS 2025

REIMBURSEMENT PAYMENTS

NSWRRA reimbursements are calculated on a quarterly cycle (Jan-Mar, Apr-Jun etc) and can be paid in the month following the end of each quarter.

Members have the option for payments to be made quarterly, at end of the main XVs season (Sept) or, should they wish, make a tax-deductible donation back to NSWRRA.

If you are new to NSWRRA, then please email the Treasurer with your option and also provide appropriate banking details (Account name, BSB, Number).

If your chosen option or bank details change, please notify the Treasurer by calling directly or email.

DONATIONS

NSWRRA works with the NSW Positive Rugby Foundation and the Australian Sports Foundation (ASF) to facilitate tax-deductible donations to our Association.

Members receive a tax receipt from ASF for full donation to claim on their tax return. 95% of the funds donated are then held by NSW Positive Rugby Foundation for the sole use and drawdown by NSWRRA.

We are very grateful to our members who have donated over \$65,000 in the last 4 years which has supported multiple projects for the benefit of members.





NSWRRA GEAR POLICY

We will support our members with appropriate attire to fulfill activities on behalf of NSWRRA. We are proud of the reputation that is associated with match officials wearing our kit and delivering on expectations that external stakeholders have on those that wear our kit



There is no cost to our members for the gear entitlement, however members should be aware it represents one of the largest expenditures.

Expectations of Members:

Members will wear the current active kit when representing NSWRRA and any older versions should only be worn in an emergency.

The gear is provided to fulfill activities on behalf of NSWRRA. In return for the free entitlement, Members will support NSWRRA in fulfilling a reasonable level of activities

Members should endeavour to take what they need to fulfill their level of NSWRRA activities. All excessive allocations are a waste of Association funds.

Use of the gear for non-Association activities should be considered with respect to the replacement policies E.g. free replacement likely to be denied if "worn out" when a low level of Association appointments are observed

NSWRRA GEAR DISTRIBUTION

NSWRRA manages the ordering and replacement of gear through our online shop. The following pages set out our gear policy and entitlements.

The shop indicates a cost for items, but if they fall within an entitlement then coupon codes can be issued to members for the appropriate discounts (email the Treasurer).

Collection of any orders is available by appointment at NSWRU HQ (Daceyville) or at NSWRRA Education events.

Should you be unable to attend in person, a flat rate shipping option is also available at member 's expense.

The shop can be found here: www.nswrugbyreferees.com.au/shop



NSWRRA - ONFIELD KIT



Principal Par	tner of NSV	V Duchy	Deferoes

ON FIELD KI	T – 2024-26	MEMBER ENTITLEMENT	EXTRAS	REPLACEMENT EXCEPTIONS
Match Polo 2XS-4XL, F8-F22	Match Jersey 2XS-4XL, F8-F22	1x (ONE) Match Polo OR Match Jersey per sponsor cycle (i.e. one for 2024 to 2026)	if consistently: • Multiple appointments in a day • Multiple appointments in a weekend	 damage fair, wear and tear from NSWRRA activities (considered unlikely before 50 fixtures) junior members outgrowing
Match Short 2XS-4XL, F8-F22		1x (ONE) per sponsor cycle (i.e. one for 2024 to 2026)	Case by case approval by Executive	 damage fair, wear and tear from NSWRRA activities (considered unlikely before 50 fixtures) junior members outgrowing
Match Socks 2-7, 8-11, 12-14		1x (ONE) annually	Case by case approval by Executive	 damage fair, wear and tear from NSWRRA activities junior members outgrowing

NSWRRA - OFF FIELD KIT



				Principal Partner of NSW Rugby Referee	
OFF FIELD KIT - 2024-26		MEMBER ENTITLEMENT	EXTRAS	REPLACEMENT EXCEPTIONS	
Association Polo		1x (ONE) Until redesign or replacement exception met	Case by case approval by Executive	damagefair, wear and tear from Association activitiesjunior members outgrowing	
2XS-4XL, F8-F22					
ai.		1x (ONE) EITHER Sport Jacket + Track Pants			
Sport Jacket	Track Pants	Sport sacket i frack i ants	Case by case approval	damagefair, wear and tear from Association activities	
2XS-4XL, F8-F22	2XS-4XL, F8-F22	OR			
Nate of the second seco		Rain Jacket Until redesign or replacement exception met	by Executive	• junior members outgrowing	
Rain Jacket 2-7, 8-11, 12-14		Associations may apply a minimum game thresholds prior to distribution			

NSWRRA - NEW MEMBER REFEREE TOURNTWENTY



	Principal Partner
NEW REFEREE KIT – 2024-26	MEMBER ENTITLEMENT
TOUR NTWENTY SED SED	As per On-Field Kit Entitlement
ON-FIELD KIT	
ariena 18C)	As per Off-Field Kit Entitlement
OFF-FIELD KIT	
RIJGBY	1x (ONE) Acme Thunderer 58.5 1x(ONE) Referee Card Set
ACCESSORIES	

NSWRRA - OTHER



OTHER KIT - 2025	MEMBER ENTITLEMENT
IS CO. SECTION AND ASSESSMENT OF THE PARTY O	1x provided for attendance at NSWRRA training
TRAINING KIT	
1867	1x for "Active" Match Official Developers
MOD PUFFER VEST	



COMMUNICATIONS TECHNOLOGY

COMMUNICATIONS EQUIPMENT

The use of communications equipment for our match officials has transformed the speed at which development can occur. NSWRRA has invested heavily in this and we now have a fleet of over 20 sets of Team of 3 (To3) equipment and all Match Official Developers have a coaching kit to listen in to the Referee.

All Shute Shield, Prem Colts 1, Kentwell and Barraclough Cup games are covered with by NSWRRA Team's of 3 (To3) all miked up together for live communications.

The logistics and locations of the equipment is managed and tracked through the following document.

[Find the 2025 link here closer to season start]

Any questions or issues please contact refops@nswrugbyreferees.com.au.

EXPECTATIONS OF MEMBERS

- Appointed Referee is primarily responsible for sourcing and obtaining communications gear for their To3
- If NSWRRA ARs are appointed, your comms kits should always utilised if available (Shute, Prem Colts 1, Kentwell, Barraclough)
- Referee is responsible for the care of each kit
 replacement cost is either \$6,000 (Shute Shield) or \$2,000
- Holders of the kit will update the logistics management sheet – you are wasting other members' time if you do not do this
- Holders of the kit will advise RefOps of any problems, damage, maintenance issues asap on discovery

Failure by a member to take these expectations seriously will cause the use of comms kits by that member to be reconsidered by the Executive

GAME REVIEW TECHNOLOGY

A significant part of our culture for the betterment of NSWRRA match officials is a self-led approach and ownership of their development.

NSWRRA seeks to strongly support this with the provision and access to tools and technology for a match official to review their performance.

This is provided in addition to the people based coaching and squad structures that are in place.

Should you have any questions or issues with respect to accessing the available tools, please reach out to refops@nswrugbyreferees.com.au



A significant number of Seniors fixtures are streamed via NSW Rugby TV and available to review.

If no coach is on ground, some Ref only Comms kits are available to enable comms to be heard with vision.



Where match footage is stored on the Hudl platform (primarily SRU 1s,2s Colts 1s) members will be provided with access to review their games.



The coaching and reporting tool is evolving and presently is designed to capture the end result of the interactions between a match official and the match official developer. This is found on your RX menu bar



MEMBER ENGAGEMENT

When fulfilling our roles as match officials we are often spread far and wide across Sydney and thus catching up with your fellow members and peers can be challenging.

Despite this NSWRRA seeks to foster a "club" environment through regular opportunities to connect with fellow members.

- Education and development
- Opt-in match official squads
- Training
- Social events

Attendance at these events is open to all from the 1st year members to our International representative members and all in between.



EDUCATION

EDUCATION

NSWRRA is committed to the continuing development and education of its members. Education nights are run regularly throughout the season covering a variety of topics for both referees and match official developers at all levels.

The locations are varied with our "home" venue at NSWRU Headquarters in Daceyville and "away" venues rotating round differing clubs around Sydney.

Monthly education meetings are on the first Thursday of each month and have a similar format each month:

- Association update and messages
- Technical/development content led by the DAC
- Social engagement

Active members and those with aspirations towards the higher referee gradings should be attending the majority of these meetings.

2025 CALENDAR

ТҮРЕ	DATE	TIME	LOCATION
EDUCATION			
April Ed Night	3 Apr	7pm	TBC
May Ed Night	1 May	7pm	NSWRU HQ
June Ed Night	29 May	7pm	TBC
July Ed Night	3 Jul	7pm	TBC
August Ed Night	7 Aug	7pm	NSWRU HQ
RA NATIONAL WEBI	NARS		Register in Learning Centre
Game Setup/Interactions	11 Mar	7.30pm	Damon Murphy, Jess Ling
ARing/To3	8 Apr	7.30pm	Reuben Keane, Tyler Miller
Contextual Refereeing	13 May	7.30pm	Angus Gardner, Amber McLachlan
Refereeing the Set Piece	10 Jun	7.30pm	Jordan Way, Sarah Porter
Dealing with Pressure/HIDs	8 Jul	7.30pm	Nic Berry, Ella Goldsmith
EVENTS			
GMGs	2 Mar	9.30am	NSWRU HQ
Test – Lions/Wallaroos	31 Jul	[TBC]	[TBC]
Test – TRC, Argentina	11 Sep	[TBC]	[TBC]

NSWRRA TRAINING

An important part of the Referee Profile is the ability to be where you need to be relative to the grade of fixture. NSWRRA supports this with services provided by professional personal trainers and training programs targeted in support of the Referee Profile.

These sessions are specifically designed irrespective of age or fitness level and there is often in excess of a 40 year age gap between the youngest and oldest attendee!

The Community session is held at 6:30pm on a Wednesday evening and is located at Shore Playing Fields in Northbridge during daylight saving months and then at Boronia Park, Hunters Hill.

Additional training is also available on a Monday evening. This session is targeted at the requirements of our Performance MOs, but all are welcome to attend.

During the off-season additional training sessions are offered on Sundays and they rotate though locations north, south and inner west.

Live information on times, locations, weather, etc there is a training WhatsApp group.

Contact Phil Baird (0408 431 415) to be added to the group.



NSWRRA – 2025 TRAINING PROGRAM

LOCATION	TIME	DATES	OBJECTIVE	ACCOUNTABILITY
MONDAY SESSIONS				
ALAN DAVIDSON OVAL, SYDNEY PARK, ERSKINVILLE	6.30pm	25 Nov - 16 Dec 13 Jan onwards	Performance MOs	Performance MO benchmarks
WEDNESDAY SESSIONS				
		13 Nov - 18 Dec	Endurance	2.4km TT - 18 Dec
SHORE SPORTS GROUNDS,	620nm	8 Jan - 12 Feb	Speed	40m TT Speed Gates - 12 Feb
NORTHBRIDGE	6.30pm	19 Feb - 19 Mar	Agility, Speed, Endurance	Bronco 1 - 19 Mar
		26 Mar	All round + strength	
		2 Apr - 14 May	All round + strength	Team Challenge - 14 May
BORONIA PARK #2, HUNTERS HILL	6:30pm	21 May - 16 July	Agility, Speed, Endurance	Bronco 2 - 9 Jul
TIONTENS THEE		23 July - 3 Sept	Maintenance, Taper	Touch Footy - 3 Sep
SUNDAY SESSIONS				
QUEENS PARK				
BAY RUN, ROZELLE	8am	Sundays up	General, Fun	
NARRABEEN SAND HILLS	Odili	to 23 Feb	General, Fun	
OTHER				
MANLY DAM (Trail Run)	7:30am	16 Feb	General, Fun	Sydney Trail Series, Short Course
DACEYVILLE	8am	GMGs – 2 Mar	General	

[•]Up to date and live comms coordinated through WhatsApp Group - contact Phil Baird to join (0408 431 415)

[•]Sunday session locations will also be notified in WhatsApp

SOCIAL ENGAGMENT

SOCIAL ENGAGEMENT

NSWRRA looks to provide opportunity for members to engage with each other at periodic events throughout the season.

In prior seasons these include:

- Season Launch social event to reconnect and kick off the season
- "Pub of the Month" one Saturday evening each month come join your fellow match officials with a drink or two on NSWRRA
- Test Referee Function NSWRRA hosts the incoming international referees ahead of the Sydney Wallaby test match(s). All members are free to join for a casual night with a little Q&A and a catch up with some of the best
- Annual Presentation evening celebrating NSWRRA season and our award recipients

The Social Committee are always open to new ideas or suggestions, so please reach out and we will look to make it happen.





NSWRRA TIPS & TRICKS

Know your Comp Rules.

Each competition has its rules which deal with issues such as match duration, subs, time out for injury, and related issues.

Be Positive. If you think you should be refereeing the World Cup Final, but instead find yourself refereeing a 4th grade Subbies match, look for the positives (easier travel and you finish earlier in the day).

ALWAYS finish your match on time.

The trickle-down effect of matches running behind can be significant, especially with an increasing number of games being broadcast. Shorten up the halves, shorten halftime, and adjust. The match following yours MUST start on time

Know Your Grounds.
Some grounds have annoyingly similar names or multiple fields with different parking and access issues. Do not be caught out!

Unappointed Matches. If you step in to referee a match to which you are not appointed, notify Kim Taufa (senior matches) or Jack Jones (junior matches). This will cover you for insurance and ensure you are reimbursed. NEVER "no-show".

A "no-show" is where a referee is appointed but does not turn up and there is no advice to the contrary. If you cannot make it to your match, you MUST let Kim Taufa (Senior matches) or Jack Jones (junior matches) know.

Arrive Early

Absolutely no later than halftime of the match before yours, but ideally an hour before. Traffic and parking at some grounds can be bad!

Allow even more time if you are being coached, or in a team of three with communications equipment.

CONTACT DETAILS

NAME	Role	EMAIL	PHONE
Stuart Dickinson	Executive, President	president@nswrugbyreferees.com.au	0414 780 750
Rob McKay	Executive, Secretary	secretary@nswrugbyreferees.com.au	0417 408 440
Paul Worsley	Executive, Treasurer	treasurer@nswrugbyreferees.com.au	0415 508 336
lan Mooney	Executive, General Member	generalmember@nswrugbyreferees.com.au	0416 258 986
Clare Adamson	Executive, General Member	generalmember2@nswrugbyreferees.com.au	0411 312 433
lan Smith	DAC Chairman	viceprincipal@standrewscollege.edu.au	
Divan Uys	NSWRRA Match Official Development Officer	Divan.uys@nsw.rugby	0450 684 480
Jack Jones	Sydney Metro Junior Match Official Development Officer	Jack.jones@nsw.rugby	
Kim Taufa	Appointments Officer - Seniors	Kim.taufa@nsw.rugby	0477 088 008
Jack Jones/ Hamish McKay	Appointments Officer - Juniors	Hamish.mckay@nsw.rugby	
Max Hearn- Sarchfield	Match Official Welfare	refwelfare@nswrugbyreferees.com.au	
Alex Buckland	Events and Engagement	social@nswrugbyreferees.com.au	
Caitlin Winslade	Social and Communication	social@nswrugbyreferees.com.au	
Peter Grattan	Referee Operations	refops@nswrugbyreferees.com.au	0408 221 751