



— NSW RUGBY —
REFEREES

Education Night

3 April 2025



The Rugby Club
Foundation

AGENDA



- Welcome & house keeping
- DAC Overview
- Match Official Pathways
 - Whistle tone
 - Pre-match Prep
 - Squads
- Wrap up

Rob McKay

Ian Smith

Chris M & Phil B

Rob McKay

DAC Update – 3 April 2025



Level 2 Match Official Developer (MOD) Course

- Sunday 4 May 9am – 4pm @ Daceyville HQ
- Complete for the 1st time or as refresher for current Level 2 MODs
- Prerequisite is Smart Rugby – L1 course is not required
- Register via the RX Learning Centre – select “Training Event”
- ALTERNATE DATE – Sun 18 May in Canberra

Waratahs v Reds (Fri 9 May) – Half-time activation

- NSWRU is seeking 6 x referees to get involved in a half-time activity
- In 2024 it was SYRA members, and the carrot is a bundle of tickets for you and your family! Email Kim Taufu to sign up

Unavailability into RX

- Get it in and keep it up to date at least 2 months in advance!

DAC Update – 3 April 2025



Exchanges

- NZ North Harbour (NHRR) outbound exchange – 23rd to 25th May. Nominations to be sent directly to Chris Mulcahy
- Hosting Hong Kong referee Sunny Lee from 10th – 20th April. Colm McCaughan experienced a reciprocal exchange. Thanks in advance to Colm and Gus Cameron for hosting Sunny!
- QRRA is about to kick off 1st of 4 monthly exchanges – reduced to 1 MO due to QRRA shortages

Sunday Fixtures

- Call out for MOs looking for experience – sign up with Jack Jones for Sunday games
- Plenty of quality matches on offer - U16s & Opens and many A Grade competitions provide a challenge
- Same for MODs – excellent experience for anyone new to MOD'ing



MO Pathways

Education Session 1 of 5



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Match Official (MO) Framework



CONNECTION

Laws, Principals, Guidelines, Role of the Referee

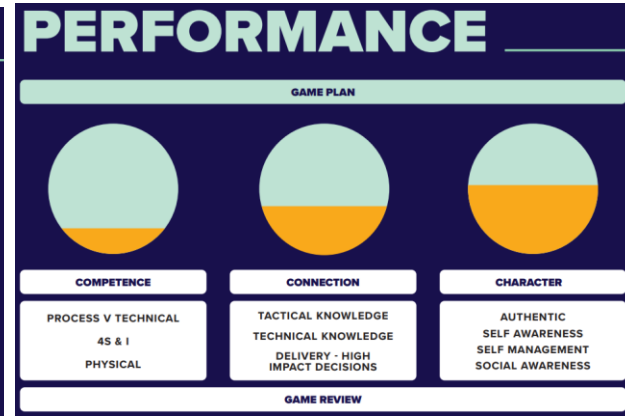
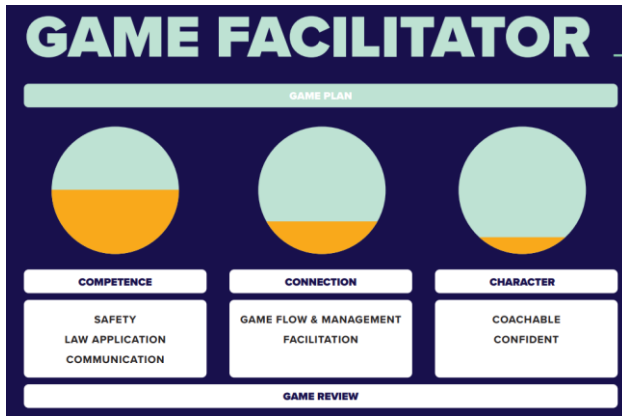
COMPETENCE

Player Welfare, Decision Making, Communication, Positioning and Frameworks.

CHARACTER

Personal Attributes and Cultural Fit.

Rugby Australian MO Framework - Character



DEFINITIONS

COMPETENCE	CONNECTION	CHARACTER
SAFETY Safety manages tackle breakdown, set piece and foul play	GAME FLOW & MANAGEMENT Sound application of game management process, developing understanding of advantage and relevance.	COACHABLE Willingness to learn through feedback and discussion
LAW APPLICATION Applies relevant laws to game situations	FACILITATE Demonstrating the referee's responsibility to apply the law in line with the spirit of the game. Fun, enjoyment and participation	CONFIDENT Emerging signs of certainty indecision making.
COMMUNICATION Demonstrates basic use of whistle, signal, talk concepts.	GAME PLAN	GAME REVIEW
	GAME Deliberate thought about the game. Age, level, teams and what they want from the game.	PERSONAL Addressing any work on you may have from previous games

DEFINITIONS

COMPETENCE	CONNECTION	CHARACTER
SAFETY Consistently applies foul play frameworks. Identifies & manages safety elements with scrum.	GAME UNDERSTANDING Established process of game situation and context. Providing equal opportunities for both teams with in the laws of the game.	COACHABLE Being able to lead / connect in conversation regarding the game. Being able to articulate aspects of game to your coach, receive feedback and action a plan.
SPEED Quality ball v quality contest. Demonstrates a sound understanding the tactical aspects of the collision zone.	RELEVANCE Delivering the balance between decision making and game flow.	RESILIENT Discovering and presenting coping strategies within a range of game context.
SPACE Creates space in game through appropriate management and decisions.	BIG PICTURE - WHAT THE GAME NEEDS Understanding how to connect game understanding and relevance to create the best experience for the game	CALM Remaining composed and focused consistently during the course of the game. Demonstrating the ability to reset and refocus during errors & high impact decisions.
SET PIECE Sound scrum and line-out process - set up, contest and management of line-out to Maul	GAME PLAN	GAME REVIEW
INTERACTIONS Displays a high level of leadership qualities. Connecting to the game through a range of timely and effective communication strategies.	GAME PLAN Established plan that supports the games needs and personal development	GAME REVIEW MO lead game review in line with key areas of the game and documented on referee. Proactive interactions with developers to improve performance

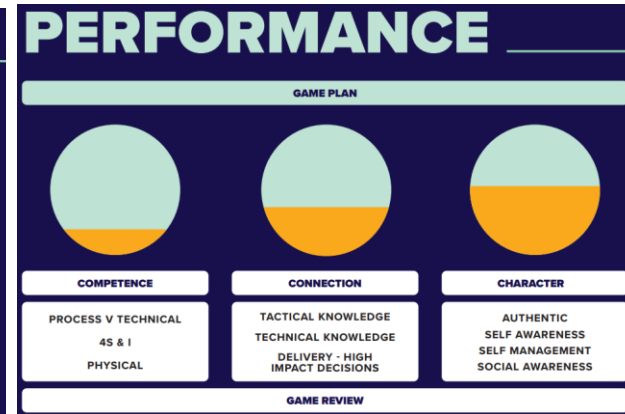
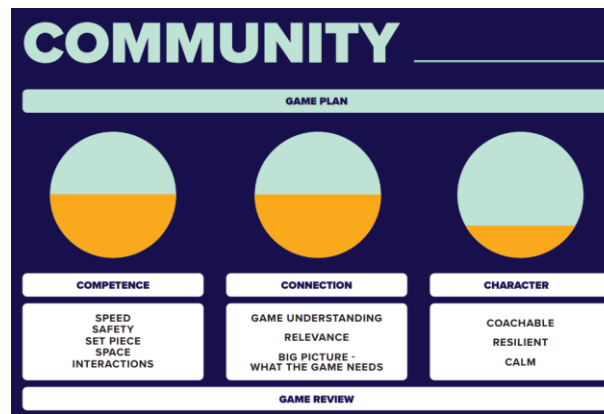
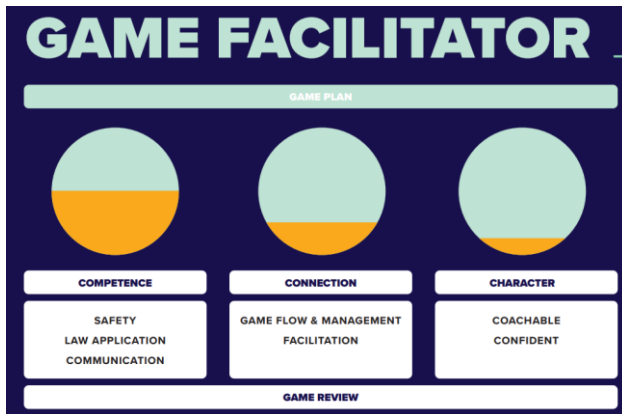
DEFINITIONS

COMPETENCE	CONNECTION	CHARACTER
PROCESS V TECHNICAL Regularly displays preventive management to ensure game flow. Executing informal interactions to sustain this through 'off ball' interactions.	TACTICAL KNOWLEDGE Identifies and adapts to in game trends. Demonstrating the ability and process to apply this, creating flow through a range of techniques.	AUTHENTIC Regularly presents a positive image for the game, through genuine interactions, active listening, being approachable, coachable.
4S + I Continued high standards and delivery of the key areas of the game.	TECHNICAL KNOWLEDGE Has a high-level ability to observe, analyse and decide on action's during phase play and set piece. Able to communicate technical aspects for immediate change in behavior.	SELF AWARENESS Consistently shows awareness of personal on and off field development areas and actively
PHYSICAL Constantly meeting or performance targets (speed/endurance). Application of nutrition guidelines and recovery protocols are met.	DELIVERY HIGH IMPACT DECISIONS Displays excellent verbal skills during interactions (use of tone, timely delivery, concise messaging, behavioral management).	SELF MANAGEMENT Ability to control impulsive feelings & behaviors, manages emotions in healthy ways, displays initiative, follows through on commitments, and adapts to changing circumstances.
GAME PLAN	GAME REVIEW	SOCIAL AWARENESS
GAME PLAN You are physically, mentally, and emotionally prepared to perform in specific match	GAME REVIEW Critically analysing and reviewing performance. Assessing key aspects of the game, both individually and as a team. Aligned to personal development targets	SOCIAL AWARENESS You have empathy. You can understand the emotions, needs, and concerns of other people. You can identify emotional cues, you feel comfortable socially, and recognize the power dynamics in a group or organization. You know how to develop and maintain good relationships, communicate clearly, inspire and influence others, work well in a team, and manage conflict.



The Rugby Club Foundation

Rugby Australian MO Framework - Character



CHARACTER

COACHABLE
Willingness to learn through
Feedback and discussion

CONFIDENT
Emerging signs of certainty
indecision making.

GAME REVIEW

Self analysis of the game.
Discussion with a developer where
applicable

CHARACTER

COACHABLE
Being able to lead / connect in conversation
regarding the game. Being able to articulate
aspects of game to your coach, receive
feedback and action a plan.

RESILIENT
Discovering and presenting coping strategies
withing a range of game context.

CALM
Remaining composed and focused consistently
during the course of the game. Demonstrating the
ability to reset and refocus during errors & high
impact decisions.

GAME REVIEW

MO lead game review in line with key areas
of the game and documented on reflive.

Proactive interactions with developers to
improve performance

CHARACTER

AUTHENTIC
Regularly presents a positive image for the
game, through genuine interactions, active
listening, being approachable, coachable.

SELF AWARENESS
Consistently shows awareness of personal on
and off field development areas and actively

SELF MANAGEMENT
Ability to control impulsive feelings & behaviors,
manages emotions in healthy ways, displays
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SOCIAL AWARENESS
You have empathy. You can understand the
emotions, needs, and concerns of other
people. You can identify emotional cues, you
feel comfortable socially, and recognize the
power dynamics in a group or organization.
You know how to develop and maintain good
relationships, communicate clearly, inspire
and influence others, work well in a team, and
manage conflict.



- **Agenda**
 - Whistle: SSP
 - Louis Trisley, Michael Oliver & Todd Cummings
 - Pre-match Prep
 - Phil Baird
 - Squads

- Whistle: SSP
 - Louis Trisley, Michael Oliver & Todd Cummings
 - **Work-ons**
 - 2 clips
 - James Scholtens: Your Whistle Is Your Weapon
 - https://drive.google.com/file/d/1xPM2XvPtP7vBQTRq6TRBHvEp0ZORnWEO/view?usp=drive_link
 - Dennis Beissner: ACT Rugby Referees
 - https://drive.google.com/file/d/1OeX61GS-JqAlfJD1HcqU-Pl_FskVD9aW/view?usp=drive_link

- **Pre-Match Prep**
 - Phil Baird
 - NSWRRRA Life Member
 - Wednesday night fitness guru
 - MO = 580 + MOD = 439
 - Squad MOD SSG 2025

PRE-MATCH PREP

- **Best Practice Preparation**
 - 1) Overview (5min)
 - 2) Breakout Groups: Preparation Categories (10min)
 - 3) Back to Full Group to list (5min)
 - 4) Breakout Groups: Deep dive into Preparation Categories (10min)
 - 5) Back to Full Group to finalise (5min)

PRE-MATCH PREP

- **Preparation Categories from Appointments to Friday Night
(after self review and reporting)**

PRE-MATCH PREP



■ PREPARATION CATEGORIES LIST



PRE-MATCH PREP



■ BREAKDOWN PREPARATION CATEGORIES

Mid Bucket Match Official

- **Mid Bucket Match Official (MBMO)**
 - EOI ahead of MBMO pilot
 - Walking the talk
 - 2025/26 off season program so hit 2026 fitter & faster



Squads

- 5 Squads: **SSP, SSDS, SSG, SRIP, SDP & STG**
- **KPIs matter:** fitness aka bronco, Season Plans etc
- **Peer to Peer:** 1 pair
- 1 other

Squads

Shute Shield Panel (SSP) 2025

Squad MOD: Will Houston

MO		Season MODs	Leadership Group
1 Dan	Andrews	John McCarthy (Snr)	1 David Conway
2 Tom	Chadwick	Richard Goswell	2 Dru Tonks
3 David	Conway	Ian Smith	3 Harry Fenton
4 Todd	Cummings	Frank Meiklejohn/Kath Little	4 James Quinn
5 Harry	Fenton	Stuart Dickinson	5 Matt Kellahan
6 Nik	Gaal	Kath Little	
7 Angus	Gardner	John McCarthy (Snr)	
8 Ella	Goldsmith	John McCarthy (Snr)	
9 Matt	Kellahan	Michael Tanzer	
10 Jack	Larkin	Will Houston	
11 Alex	Marsh	Greg Hinton	
12 John	McCarthy	James Dickson	
13 Colm	McCaughan	Peter Marshall	
14 Michael	Oliver	Ian Smith	
15 James	Quinn	Will Houston	
16 Dru	Tonks	Angus Gardner	
17 Louis	Trisley	Michael Tanzer	

Squads

Shute Shield Development Squad (SSDS) 2025

Squad MOD: Kath Little

MO	Comment	Season MOD 2025
1 Charlotte Brunyee	NSW Country	Rob Delboux
2 Clare Adamson		Mike Hobson/Annie Dickeson
3 Hamish Biddle	NSW Country	James Dickson
4 Hamish Quigley	Leadership Group	Rob Delboux
5 Jack Jones		Anthony Moyes
6 Jackson Brislan		Richard Goswell
7 Marco Levy		Caitlin Winslade/John McCarthy (Snr)
8 Tim Heaney	Leadership Group	Peter Marshall
9 Toby Brandon-Cooper		Julius Ambat
10 Tom McLean	Leadership Group	Greg Hinton
11 Will Taylor		Peter Marshall

Squads

Sydney Senior Group (SSG)

Squad MOD: Phil Baird + Assistant: David Marshall

- 1 Alex Buckland
- 2 Angus Cameron
- 3 Callum McKenzie
- 4 Divan Uys
- 5 Hugh Sterndale-Smith
- 6 Josh Freeman
- 7 Paul Worsley
- 8 Peter Grattan
- 9 William Sandwell

Squads

Senior Referee Improvement Program (SRIP)

Squad MOD: Adam Lysle + Assistant Mark Keepkie

MO

- 1 Mark Keepkie
- 2 Emmett Karstrom
- 3 Glen Paterson
- 4 Hamish McKay
- 5 Jason Pilgrim
- 6 Richard Keaney
- 7 Rob McKay
- 8 Sandy Roberts
- 9 Tony Fisher
- 10 Tom Armour
- 11 Wayne Cusak

Squads

Sydney Development Program (SDP) 2025

Joint Squad MODs: David Davies & Bill Mackay

MO

- 1 Aaron Crofts
- 2 Cameron Scanlon
- 3 Candace Barritt
- 4 Charles Abel
- 5 Charles Mulcahy
- 6 Harry Pepper
- 7 Kenta Hara
- 8 Zac Martin

Squads



Sydney Transition Group (STG) 2025

Squad MOD: Andrew Winslade + Assistant Squad MOD: Mitch De Lorenzo

- 1 Finn comber
- 2 Leilani Tafua
- 3 Noah Giacoppo
- 4 Matthew Neal
- 5 Mostyn Winchester
- 6 Riley Dean
- 7 Tane Dolan
- 8 Theodore Florentzos
- 9 Tom Jordan

NSWRRRA: 2025 MO - Own Your Game Deeper



- **Roadmap: 100% RA MO Framework aligned**
 - Next RA webinar: 2nd of 5 - 730pm 8 April
 - NSWRRRA Thursday 'in-person' Education Sessions – 'practicals/interactive': 2nd of 5 - 7pm Thursday 1 May: **To3**
- Assigned Rugby Australia Learning Centre courses + World Rugby Passport courses

Rugby Australia: Learning Centre - courses



■ Game Facilitator courses: COB 31 March 2025



Completed Courses



Advantage

Type: Course Bundle
Accessible Since: February 05, 2025
Status: COMPLETE
Author: Rugby Australia

Certifications ▾ [VIEW](#)



Communication - Whistle Signal Talk

Type: Course Bundle
Accessible Since: February 05, 2025
Status: COMPLETE
Author: Rugby Australia

Certifications ▾ [VIEW](#)



Dangerous Play

Type: Course Bundle
Accessible Since: February 05, 2025
Status: COMPLETE
Author: Rugby Australia

Certifications ▾ [VIEW](#)



Lineout

Type: Course Bundle
Accessible Since: February 05, 2025
Status: COMPLETE
Author: Rugby Australia

Certifications ▾ [VIEW](#)



Obstruction

Type: Course Bundle
Accessible Since: February 05, 2025
Status: COMPLETE
Author: Rugby Australia

Certifications ▾ [VIEW](#)



Scrum

Type: Course Bundle
Accessible Since: February 05, 2025
Status: COMPLETE
Author: Rugby Australia

Certifications ▾ [VIEW](#)



Smart Rugby (Refresher)

Type: Course Bundle
Accessible Since: February 05, 2025
Status: COMPLETE
Author: Rugby Australia

[VIEW](#)



Unfair Play

Type: Course Bundle
Accessible Since: February 05, 2025
Status: COMPLETE
Author: Rugby Australia

Certifications ▾ [VIEW](#)



Rugby Australia: Learning Centre - courses

- MO Facilitator courses to be re-released shortly: Dangerous Play, Obstruction & Unfair Play however below now available. Deadline 10 April

Courses in Referee - Game Facilitator CPD



Advantage
Rugby Australia

ENROL



**Communication - Whistle
Signal Talk**
Rugby Australia

ENROL



Lineout
Rugby Australia

ENROL



Scrum
Rugby Australia

ENROL

World Rugby Passport – courses COB 31 March 2025. Email certificate to Divan.Uys@nsw.rugby



This is to certify that

Chris Mulcahy

has successfully completed the online programme:

Technical Zone Programme (Online)

on this day

2025-02-04

This awareness certificate is valid for two years after which time you are encouraged to re-take the programme. This certificate recognises that the holder has completed an online self-check test. It does not accredit the holder as a qualified coach, match official or medic.

Mark Harrington

Chief Player Welfare and Rugby Services
Officer, World Rugby

Jock Peggie

Head of Education, Laws and
Compliance, World Rugby



This is to certify that

Chris Mulcahy

has successfully completed the online programme:

Match Observation Programme (Online)

on this day

2025-02-04

This awareness certificate is valid for two years after which time you are encouraged to re-take the programme. This certificate recognises that the holder has completed an online self-check test. It does not accredit the holder as a qualified coach, match official or medic.

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Proudly supporting
**Black Dog
Institute**



**The Rugby Club
Foundation**

NSWRRA Squad KPIs

- DAC expectations + Minimum Level Commitment Standards + 'hard data' eg. fitness (bronco, 40m TT) = MO 'picture' for
 1. Squad MODs
 2. MODs
 3. Season MODs
 4. DAC
- Speaks to 2025 focus: Character
- Useful for finals selection & potential exchanges

Additional Learning

- **Keep UNAVAILABILITY UP TO DATE**

AGENDA



■ Wrap up

Rob McKay

- Keep unavailability up to date
- 119 Appointment declines in 3 weeks (across Senior and Junior Appointment Boards)
- Gear
 - Those who ordered to collect now
- Feed
 - In the servery