



NSWRRA Grading Matrix

	Competence	Connection	Character
Tier 1 - Shute Shield Panel	<p>Process v Technical Regularly displays preventative management to ensure game flow. Executing informal interactions to sustain this through 'off ball' interactions</p> <p>4S + 1 Continued high standards and delivery of the key areas of the game, including a sound philosophy in how these aspects of the game should be Refereed</p> <p>Physical Constantly meeting World Rugby performance targets (speed/endurance). Application of nutrition guidelines and recovery protocols are met</p> <p>Game Plan Physically, mentally, and emotionally prepared to perform in a specific match, with the ability to adapt to a change in game plan</p>	<p>Tactical Knowledge Identifies and adapts to in-game trends, demonstrating the ability and process to apply this, creating flow through a range of techniques</p> <p>Technical Knowledge Has a high-level ability to observe, analyse and decide on actions during phase play and set piece. Able to communicate technical aspects for immediate change in behaviour. Is able to communicate their interpretations clearly to other stakeholders of the game</p> <p>High Impact Decision Delivery Displays excellent verbal skills during interactions (use of tone, timely delivery, concise message, behavioral management)</p> <p>Game Review Critically analysing and reviewing performance Assessing key aspects of the game, both individually and as a team Aligned to personal development targets</p>	<p>Authentic Regularly presents a positive image for the game, through genuine interactions, active listening, being approachable and coachable</p> <p>Self Awareness Consistently shows awareness of personal on and off-field development areas and actively</p> <p>Self Management Ability to control impulsive feelings & behaviours, manages emotions in healthy ways, displays initiative, follows through on commitments, and adapts to changing circumstances</p> <p>Social Awareness The MO has empathy. They can understand the emotions, needs, and concerns of other people. You can identify emotional cues, you feel comfortable socially, and recognise the power dynamics in a group or organisation. The MO knows how to develop and maintain good relationships, communicate clearly, inspire and influence others, work well in a team and manage conflict</p>
Tier 2 - Performance A	<p>Process v Technical Regularly displays preventative management to ensure game flow. Ability to execute informal interactions to sustain this through 'off ball' interactions</p> <p>4S + 1 Continued high standards and delivery of the key areas of the game</p> <p>Physical Constantly meeting World Rugby performance targets (speed/endurance). Application of nutrition guidelines and recovery protocols are met</p> <p>Game Plan Physically and mentally prepared to perform in a specific match</p>	<p>Tactical Knowledge Identifies in-game trends, demonstrating the ability apply this, creating flow through a range of techniques</p> <p>Technical Knowledge Has an ability to observe, analyse and decide on actions during phase play and set piece. Able to communicate technical aspects for immediate change in behaviour</p> <p>High Impact Decision Delivery Displays excellent verbal skills during interactions (use of tone, timely delivery, concise message, behavioral management)</p> <p>Game Review Critically analysing and reviewing performance Assessing key aspects of the game, both individually and as a team Aligned to personal development targets</p>	<p>Authentic Regularly presents a positive image for the game, through genuine interactions, active listening, being approachable and coachable</p> <p>Self Awareness Consistently shows awareness of personal on and off-field development areas and actively</p> <p>Self Management Ability to control impulsive feelings & behaviours, manages emotions in healthy ways, displays initiative, follows through on commitments, and adapts to changing circumstances</p> <p>Social Awareness The MO has empathy. They can understand the emotions, needs, and concerns of other people. You can identify emotional cues, you feel comfortable socially, and recognise the power dynamics in a group or organisation. The MO knows how to develop and maintain good relationships, communicate clearly, inspire and influence others, work well in a team and manage conflict</p>
Tier 3 - Performance B	<p>Process v Technical Regularly displays preventative management to ensure game flow. Ability to Execute informal interactions to sustain this through 'off ball' interactions</p> <p>4S + 1 High standards and delivery of the key areas of the game</p> <p>Physical Ability to meet World Rugby performance targets (speed/endurance). Knowledge of nutrition guidelines and recovery protocols are met</p> <p>Game Plan Physically and mentally prepared to perform in a specific match</p>	<p>Tactical Knowledge Identifies in-game trends, demonstrating the ability apply this, creating flow through a range of techniques</p> <p>Technical Knowledge Has an ability to observe, analyse and decide on actions during phase play and set piece. Able to communicate technical aspects for change in behaviour</p> <p>High Impact Decision Delivery Displays sound verbal skills during interactions (use of tone, timely delivery, concise message, behavioral management)</p> <p>Game Review Able to self analyse and review performance Assessing key aspects of the game, both individually and as a team Aligned to personal development targets</p>	<p>Authentic Presents a positive image for the game, through genuine interactions, active listening, being approachable and coachable</p> <p>Self Awareness Consistently shows awareness of personal on and off-field development areas and actively</p> <p>Self Management Ability to control impulsive feelings & behaviours, manages emotions in healthy ways.</p> <p>Social Awareness The MO has empathy. They can understand the emotions, needs, and concerns of other people.</p>
Tier 4 - Community A	<p>Safety Consistently applies foul play frameworks. Identifies & manages safety elements of scrum</p> <p>Speed Quality ball v quality contest. Demonstrates a sound understanding of the tactical aspects of the collision zone</p> <p>Space Create space in game through appropriate management and decisions</p> <p>Set Piece Sound scrum and line-out process - setup, contest and management of line-out to maul</p> <p>Interactions Displays a high level of leadership qualities. Connection to the game through a range of timely and effective communication strategies</p>	<p>Game Understanding Established process of game situation and context. Providing equal opportunities for both teams within the laws of the game</p> <p>Relevance Delivering the balance between decision making and game flow</p> <p>Big Picture - What the Game Needs Understanding how to connect game understanding and relevance to create the best experience for the game</p> <p>Game Plan Established plan that supports the game's needs and the MO's personal development</p>	<p>Coachable Being able to lead/connect in conversation regarding the game. Being able to articulate aspects of the game you your coach, receive feedback and action a plan</p> <p>Resilient Discovering and presenting coping strategies within a range of game context</p> <p>Calm Remaining composed and focused consistently during the course of the game. Demonstrating the ability to reset and refocus during errors & high-impact decisions</p> <p>Game Review MO-lead game review in line with key areas of the game Proactive interactions with developers to improve performance</p>
Tier 5 - Community B	<p>Safety Shows ability to apply foul-play frameworks. Identifies & manages safety elements of scrum</p> <p>Speed Quality ball v quality contest. Demonstrates an understanding of the tactical aspects of the collision zone</p> <p>Space Able to manage teams to allow the game to be played with enough space</p> <p>Set Piece Developing scrum and line-out process - setup, contest and management of line-out to maul</p> <p>Interactions Ability to lead a team-of-3 Connection to the game through a range of effective communication strategies</p>	<p>Game Understanding Developing process of game situation and context. Providing equal opportunities for both teams within the laws of the game</p> <p>Relevance Delivering the balance between decision making and game flow</p> <p>Big Picture - What the Game Needs Understanding how to connect game understanding and relevance to create the best experience for the game</p> <p>Game Plan Developing a plan that supports the game's needs and the MO's personal development</p>	<p>Coachable Being able to connect in conversation regarding the game, and ability to formulate an action plan with the MOD.</p> <p>Resilient Discovering and presenting coping strategies within a range of game context</p> <p>Calm Remaining composed and focused consistently during the course of the game</p> <p>Game Review Proactive interactions with developers to improve performance</p>
Tier 6 - Community C	<p>Safety Safely manages tackle/breakdown, set piece and foul play</p> <p>Law Application Apply relevant laws to game situations</p> <p>Communication Demonstrates basic use of whistle, signal, talk concepts</p>	<p>Game Flow & Management Applies Game Management Process, developing an understanding of advantage and relevance</p> <p>Facilitate Demonstration of the ability to apply the law in line with the spirit of the game</p> <p>Game Plan Deliberate thought about the game - age, level, teams and what they want from the game Able to address work ons from previous games</p>	<p>Coachable Willingness to learn through feedback and discussion</p> <p>Confident Shows signs of certainty in decision making</p> <p>Game Review Can conduct a basis self analysis of a game Able to discuss with a developer where applicable</p>
T7 - Game Facilitator	<p>Safety Safely manages tackle/breakdown, set piece and foul play</p> <p>Law Application Apply laws to game situations</p> <p>Communication Demonstrates basic use of whistle, signal, talk concepts</p>	<p>Game Flow & Management Applies Game Management Process, developing an understanding of advantage and relevance</p> <p>Facilitate Demonstration of the ability to apply the laws of the game where appropriate</p>	<p>Confident Shows signs of certainty in decision making</p> <p>Game Review Able to discuss with a developer where applicable</p>

Gradings for the 2026 Season were made at the conclusion of the 2025 Finals series based on performances of MOs during these series as well as during the 2025 season.