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## NSWRRRA Appointments Policy 2026

### Purpose

Appointments are made at the discretion of the NSW Rugby Referees Association (NSWRRRA), having regard to the needs of the competition, referee capability, development needs, availability and operational considerations.

Appointment Officers are volunteers who devote significant time each week to allocating appointments fairly and equitably. Members seeking appointment by the NSWRRRA are expected to respect that commitment by meeting the standards set out in this policy.

### Member Expectations

Members seeking appointment are expected to:

1. Maintain their availability and unavailability in Rugby Xplorer (RX), preferably by updating it at least two weeks in advance.
2. Notify the Appointment Officers immediately if their availability changes and they are unable to update RX themselves (for example, because appointments have already been published or the fixture is imminent).
3. Accept that availability restrictions (time or distance) may result in fewer appointments.
4. Recognise that Appointment Officers are volunteers. Members should avoid repeatedly seeking special appointment arrangements to suit their own personal preference or convenience, acknowledging that appointments are made to meet the needs of the competition and the Association as a whole.
5. Accept or decline appointments in RX as soon as reasonably practicable and, ordinarily, within 24 hours of receiving the appointment.
6. Not swap appointments with other members.
7. Attend all appointments unless prevented by circumstances beyond their reasonable control, and referee to the best of their ability.
8. Disclose any actual or perceived conflict of interest that may affect an appointment, including (but not limited to):
  - o family members participating for a club or school;
  - o current or recent involvement with a club or school; or
  - o employment or other relationships that could reasonably be perceived as affecting impartiality.
9. Conduct themselves professionally at all times and act as positive ambassadors for the Association and rugby refereeing.

Failure to meet these expectations may result in action under this policy or, for serious breaches, referral to the Association Executive for consideration under the Association's disciplinary processes.



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## **Managing Breaches of this Policy**

The DAC adopts a progressive approach to managing breaches of this policy.

### *First Strike*

The member will receive a written reminder outlining the relevant expectation and will be invited to provide any explanation or mitigating circumstances.

### *Second Strike*

The member will be suspended from appointments for one week.

The member will also be given the opportunity to provide a reasonable explanation or apology before any further action is considered.

### *Third Strike*

The member will be suspended from appointments for two weeks and will be ineligible for finals for that competition season.

The member will again be given the opportunity to provide a reasonable explanation or apology before any further action is considered.

### *Fourth Strike*

The member will not receive any further appointments for the remainder of the relevant competition season.

## **DAC Discretion**

The DAC reserves the right to remove a strike where a member provides a reasonable explanation for the breach, or a sincere apology and commitment to rectify the issue. Members are encouraged to notify the Appointment Officer as soon as an issue arises, rather than allowing it to become a breach of this policy.