New South Wales Rugby Referees Association Inc.
Established 1892
C/- NSW Rugby Locked Bag 1222 Paddington NSW 2021

ANNUAL REPORT

2026

134th Annual Report and Financial Statements

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OFFICE BEARERS

Patron
Peter Marshall

President
Stuart Dickinson

Secretary
Alex Richards

Treasurer
Paul Worsley

General Members
Ian Mooney
Caitlin Winslade

LIFE MEMBERS

Phil Baird
Richard Byres OAM
Daniel Cheever
Cliff Dodds OAM (deceased)
Robert Fordham AM ASM
Ian Fraser
Anthony Garling (deceased)
John Goh
Brian Kinsey
Sandy MacNeill
David Marshall
Peter Marshall
John McCarthy
Kevin Meyer OAM (deceased)
John Miner OAM
Jim O'Donnell (deceased)
Thomas Sheen
Norm Stevens (deceased)
Robin Timmins OAM (deceased)
Russel Trotter

PRESIDENT'S REPORT

Introduction

It is a privilege to present my President's Report for 2026, a year of significant progress and achievement for the New South Wales Rugby Referees Association.

Building on the foundations established in 2025, we commenced the year with the introduction of our **2026–2028 Strategic Plan**, providing a clear direction for the Association across governance, member development, education, appointments, welfare, engagement and long-term sustainability.

The scale of our contribution to rugby throughout 2026 has again been considerable. Across the competitions we support, the Association made **2,381 appointments across 2,435 games**, together with **1,025 Assistant Referee appointments and 932 Match Official Developer (MOD) appointments**. Our junior referee membership increased by 27 (up 46%), while senior referee membership increased by 10 (up 6%).

These figures reflect the extraordinary commitment of our Match Officials (MOs) and MODs, who contribute week after week across school, club and representative rugby. They also demonstrate the importance of the Association's role in supporting the game and the considerable effort required behind the scenes to deliver these outcomes.

One of the outstanding achievements of 2026 has been securing agreement to renew our Principal Partnership with Patties Foods for a further three years. This represents a significant vote of confidence in the Association, our members and the direction we are taking. What began as a sponsorship arrangement has developed into a genuine partnership, reflecting a shared commitment to supporting MOs and strengthening community rugby.

We are extremely grateful to Patties Foods for its continued confidence and commitment. Together with the invaluable support of **The Rugby Club Foundation and our other partners**, these relationships provide an important foundation for the Association's continued development and sustainability.

Throughout the year, we have continued strengthening our structures, supporting members and building productive relationships across the wider rugby community. While there is more to achieve, I believe the Association is well positioned for the future.

Above all, our strength continues to rest with our people and their commitment to the Association and the game.

Executive and Leadership

I sincerely thank my fellow Executive members, **Paul Worsley (Treasurer), Alex Richards (Secretary), and General Members Caitlin Winslade and Ian Mooney**, for their outstanding contribution throughout 2026.

Each has taken responsibility for leading and supporting important areas of the Association's activities while contributing collectively to our governance, strategic priorities and operations. Their dedication, sound judgement and willingness to give so generously of their time have been invaluable.

It was particularly pleasing to see **Paul Worsley recognised with the Dick Webb Memorial Trophy – Club Member of the Year**, a thoroughly deserved acknowledgement of his outstanding contribution to the Association over many years. Paul's ongoing stewardship of our financial affairs has been invaluable, and his **financial and commercial acumen played a crucial role in securing the renewed three-year Principal Partnership with Patties Foods**. His contribution to strengthening the Association's financial position and long-term sustainability is greatly appreciated.

Alex Richards has continued to make an outstanding contribution as Secretary, providing leadership across our secretariat, governance and administrative responsibilities. His diligence, attention to detail and commitment to ensuring the Association operates effectively and professionally are greatly appreciated.

I also acknowledge **Caitlin Winslade** for her leadership on behalf of the Executive in supporting increased female participation in match officiating, together with her contribution to member engagement, events and our successful Presentation Night. These initiatives have benefited enormously from the collaborative efforts of our committees, volunteers and rugby stakeholders.

Ian Mooney brings a wealth of experience, knowledge and sound judgement to the Executive, contributing valuable perspectives across all aspects of our work. His particular expertise in technology, together with his willingness to support the Association through filming meetings and events, has been greatly appreciated. Ian's thoughtful contributions and practical support continue to be an important asset to the Executive.

I am grateful to the entire Executive for their support, collaboration and commitment to ensuring the Association continues to operate with integrity, accountability and a clear focus on our members.

Strategic Progress and Member Engagement

The implementation of our Strategic Plan has been an important focus throughout 2026.

We have worked to strengthen the connections between the Executive, the Development and Appointments Committee (DAC), our MOs, MODs, and the various committees and volunteers supporting the Association.

Improving communication, clarifying responsibilities and encouraging greater collaboration have been important steps in strengthening how we operate and support our members.

Our **2026 End-of-Season Member Survey** provided encouraging feedback, with overall satisfaction reaching **4.33 out of 5** and improvement recorded in 10 of the 13 measures directly comparable with 2025.

Members responded positively to coaching and development, communication, inclusion and the Association's strategic direction. The survey also highlighted areas requiring continued attention, particularly welfare follow-up, transparency around grading and appointments, and consistency in development opportunities.

These results are encouraging and provide a valuable measure of our progress. Importantly, they also reinforce the need to continue listening to members and responding to their experiences and expectations.

Maintaining sufficient numbers of consistently available adult MOs remains a challenge, particularly during periods of high competition demand. I acknowledge the many members who accepted additional appointments, travelled considerable distances and made themselves available when needed.

Their commitment is greatly appreciated, and addressing recruitment, retention and availability remains an important priority for the Association and the wider game.

Development, Appointments and Education

The Development and Appointments Committee remains central to supporting the development, progression and performance of our members.

I sincerely thank **Julius Ambat and the entire DAC** for their tireless work throughout 2026. The responsibilities associated with appointments, grading, coaching and member development are considerable, with much of this work taking place behind the scenes.

I particularly acknowledge **John Goh** for his substantial contribution to appointments and the countless phone calls and texts he sent through the season to ensure games were covered and referees understood their assignments.

I also acknowledge **Divan Uys** for his outstanding contribution to match official pathways, performance and development throughout 2026. His professional expertise, commitment and collaborative approach have been instrumental in strengthening the support available to our MOs and MODs, particularly those progressing through our development and performance pathways. His work alongside the Association, our coaches, developers and NSW Rugby has made a significant difference, and we are extremely grateful for his dedication and contribution to our MO community.

Our broader activities have also benefited from the dedication of those leading key areas of the Association.

I thank **David Davies**, our Lead MOD, for his outstanding leadership and commitment to developing our MOD community; **Richard Chen** for his contribution to education; **Peter Grattan** for his leadership of Referee Operations (Ref Ops); and **Max Hearn-Sarchfield** for his leadership of member welfare.

I also acknowledge the many committee members, coaches, educators and volunteers who support these important areas.

Throughout the year, the Association continued to strengthen education, coaching, mentoring and development opportunities, supporting members at different stages of their officiating journey.

Our focus remains on providing a fair, consistent and supportive environment where members can develop their capabilities, build confidence and progress according to their aspirations.

Representative Appointments and Member Achievements

Association members again represented the game with distinction at state, national and international levels.

Angus Gardner continued his outstanding international career, while **Ella Goldsmith** further strengthened her impressive progression through significant international and professional appointments.

A number of other members continued to represent the Association across professional, representative and national age-grade rugby, reflecting the strength of our development pathways and the contribution of those supporting them.

We congratulate all members who achieved representative appointments and acknowledge the coaches, developers and mentors who supported their journeys.

Throughout the year, we also celebrated significant appointment milestones achieved by our MOs and MODs, recognising their considerable contribution across many matches and seasons.

While representative appointments are important, we must equally recognise the many members who contribute week after week to community rugby. Every appointment, whether at school, suburban, club or representative level, makes a meaningful contribution.

Exchanges and Development Opportunities

Our domestic and international exchange programmes continued to provide valuable experiences for members throughout 2026.

Relationships with referee associations and rugby organisations in Australia and overseas have provided opportunities to experience different competitions, coaching environments and rugby cultures.

These programmes contribute to member development, engagement and retention while strengthening relationships across the wider MO community.

I thank everyone involved in coordinating these opportunities and the organisations that welcomed our members.

Member Welfare, Female Participation and Engagement

The welfare, safety and wellbeing of our members remain fundamental responsibilities of the Association.

During the season, incidents involving inappropriate behaviour towards MOs required attention from the Association, competition administrators and NSW Rugby. I acknowledge the constructive response from NSW Suburban Rugby and other stakeholders in addressing these matters and reinforcing appropriate standards of behaviour.

Abuse of MOs is unacceptable, and we will continue working with the wider game to promote respect and ensure members are appropriately supported.

Our Welfare Committee, led by Max Hearn-Sarchfield, has continued to provide important support, recognising that member welfare extends beyond responding to incidents and includes maintaining connection, understanding individual experiences and ensuring members feel valued.

Creating a welcoming and inclusive environment remains a priority, including increasing participation and representation among women, Pasifika communities and other groups across the rugby community.

Women's Round at Woollahra Oval was a milestone occasion for the Association, reflecting our commitment to supporting the growth of female participation in match officiating alongside the continued development of women's rugby.

Caitlin Winslade, on behalf of the Executive, worked closely with Sydney Rugby Union, particularly Kerry Brady, NSW Rugby and Rugby Australia, with valuable support from Julius Ambat and the Development and Appointments Committee, to help create opportunities for female MOs and MODs from across Australia to participate in the event.

The occasion demonstrated what can be achieved through collaboration across the rugby community and our commitment to supporting opportunities for women beyond our own membership. As women's rugby continues to grow, we have an important role to play in ensuring female MOs and MODs have opportunities to participate, develop and progress at all levels of the game.

Beyond match appointments, our social media, marketing and events activities continued to strengthen member engagement and celebrate the contribution of our MO community. I particularly thank **Tom Jordan for his**

contribution as part of the team, and acknowledge the enthusiasm, creativity and considerable efforts of everyone involved throughout the year.

Our Presentation Night was again a highlight, bringing together members, Life Members, partners and representatives from across rugby to celebrate the Association's achievements and recognise the people who contribute so much to our game.

A particularly special moment at Presentation Night was the formal presentation of **Australian Women's International Test Referee Cap No. 2 to James Dickson**, recognising his appointment to referee Australia v England on 2 June 2001. It was wonderful to see this significant achievement formally acknowledged 25 years later, and I thank Rugby Australia, particularly Brendan McKibbin, for helping make this recognition possible.

The occasion also highlighted the Association's proud connection with women's international rugby officiating. **Ella Goldsmith holds Cap No. 10**, while we were delighted to welcome **Rachel Horton, Cap No. 6**, as a new member of the Association in 2026. Rachel brings considerable international experience and continues to contribute at both community and representative levels. We warmly welcome her to the Association.

Partnerships and the Wider Rugby Community

Our partnerships continue to play an important role in supporting the Association's activities and future development.

I sincerely thank the **Patties Foods team** for its continued confidence in the Association and commitment to supporting our members. I also acknowledge **Luke McCormack and Tim Richards from NSW Suburban Rugby, together with Peter Murphy and NSW Rugby Union (NSWRU)**, for their collaboration and support throughout the partnership renewal discussions. Their collective involvement has been greatly appreciated and reflects the value of working together to strengthen the support available to our MO community.

Our relationship with **The Rugby Club Foundation** remains equally important. Under the leadership of Chair **Angus Bruxner**, together with the Foundation's Board and team, the Foundation continues to provide invaluable support for match official development.

Its financial commitment to the professional development role currently undertaken by Divan Uys has made a meaningful difference to the Association's capability and the support available to members.

I also sincerely thank **Peter Whittington, Lisa Kane and the remaining members of The Rugby Club Foundation Board** for their continued involvement, commitment and support of the Association and our MO community.

We extend our appreciation to our other supporting organisations for their contributions throughout the year.

The Association has continued to work closely with NSW Rugby Union, Rugby Australia, competition organisers and fellow referee associations.

I particularly acknowledge **Matt Tink**, who departed NSW Rugby during the latter part of the year. Matt made a positive contribution through his collaborative approach, commitment to relationships and willingness to work constructively across the MO community. We thank him and wish him every success.

I also thank **Jack Jones** for his ongoing efforts and contribution to supporting the Association and our members.

Our engagement with NSW Rugby CEO **Peter Murphy** and his team has continued as discussions progress around the future operating structure for match officiating across the state.

A sustainable system requires clearer responsibilities for recruitment, education, appointments, development and ongoing member support, together with appropriate accountability and funding.

Recruitment must be recognised as a whole-of-game responsibility, with clubs, competitions and unions playing an important role alongside the specialist education, development and support provided by referee associations.

We remain committed to working constructively with NSW Rugby, Rugby Australia and our fellow associations, including Sydney North, Sydney West and NSW Country, to achieve better outcomes for the MO community and wider rugby community.

Rugby World Cup 2027 and Looking Ahead

The Rugby World Cup coming to Australia in 2027 presents a significant opportunity for the Association and the wider rugby community.

I thank former President **David Marshall**, who has agreed to lead the Association's Rugby World Cup committee.

Initial discussions have considered volunteer opportunities, community involvement, MO and MOD development, and ways to create a lasting legacy beyond the tournament.

Our objective is to complement the work being undertaken by Rugby Australia and other stakeholders while identifying meaningful opportunities for our members.

Looking towards 2027, our priorities remain consistent with the Strategic Plan established at the beginning of this year.

We will continue strengthening education and development, improving transparency and consistency in appointments, supporting member welfare, expanding participation and addressing the ongoing challenges associated with recruitment, retention and availability.

An important focus will be working with NSW Rugby and other stakeholders to establish clearer responsibilities and a sustainable professional support structure for match officiating.

Acknowledgements and Conclusion

The progress made throughout 2026 would not have been possible without the contribution of many individuals and organisations.

I extend my sincere appreciation to our Executive, committees, MODs, squad coaches, appointments personnel, educators and volunteers who give so generously of their time.

I thank our Life Members and former office bearers, whose continued involvement helps preserve the history, values and traditions of the Association.

To our partners, competition organisers, clubs, schools and rugby authorities, thank you for your continued confidence, collaboration and commitment.

Most importantly, I thank every member of the Association.

Whether you are beginning your officiating journey, progressing through representative pathways, supporting colleagues as a MOD or continuing to contribute after many years of service, your involvement is valued and appreciated.

2026 has been a year of achievement and progress for the Association. We have established a clear strategic direction, strengthened our development

and operational structures, celebrated outstanding individual achievements and secured important partnerships for the future.

There are challenges ahead, but I am encouraged by the capability, commitment and goodwill that exist across our membership and among our partners.

The Association's greatest strength has always been its people, and that remains as true today as at any point in our history.

I am proud of what we have achieved together and grateful for the opportunity to continue serving as your President.

I look forward to continuing our work together in 2027 and beyond.

Stuart Dickinson
President
New South Wales Rugby Referees Association



MEMBERSHIP SNAPSHOT

NSWRRA MEMBERSHIP SNAPSHOT OCTOBER 2026					
DIVERSITY					
	2026	**2025**	**2024**	**2023**	**2022**
Financial Members	308	331	327	287	281
Female	5.5%	4.5%	3.1%	2.8%	1.8%
Identify as Aboriginal or Torres Strait Islander	0.6%	0.6%	1.5%	1.0%	0.7%
COUNTRY OF ORIGIN					
	2026	**2025**	**2024**	**2023**	**2022**
Australia	82.6%	83.7%	82.6%	84.7%	85.8%
United Kingdom	3.9%	3.9%	6.4%	4.5%	5.3%
New Zealand	2.6%	3.6%	2.4%	2.4%	3.2%
South Africa	2.9%	2.4%	2.8%	1.7%	1.8%
Pacific Islands	0.3%	0.3%			
Others	7.7%	6.0%	5.8%	6.6%	3.9%
AGE DISTRIBUTION					
	2026	**2025**	**2024**	**2023**	**2022**
Age =< 18	25.3%	31.4%	29.1%	15.7%	13.9%
Age 19, 20	4.9%	2.7%	2.8%	3.5%	3.9%
Age 21 < 30	14.6%	12.7%	13.1%	17.4%	20.6%
Age 30 < 40	13.3%	10.9%	11.6%	14.3%	13.2%
Age 40 < 50	11.0%	10.3%	11.3%	15.3%	13.2%
Age 50 < 60	14.0%	15.4%	16.2%	17.1%	18.5%
Age 60 < 70	12.7%	12.1%	11.0%	12.5%	14.2%
Age 70+	4.2%	4.5%	4.9%	4.2%	2.5%
NB 2025 figures re-calculated to only include financial members. 2022-24 may still include non-financial members					

TREASURER'S REPORT

Highlights

- Underlying deficit for 2026 of $39,389 being 16% of Accumulated Funds at the start of the year.
- Continue to invest in development and evolution of MODO role
- Base referee match reimbursement increased 11% in 2026

NSWRRA Financial Activities

The audited financial statements for NSWRRA, are set out at page 55 of this Annual Report. They show that NSWRRA remains in a strong financial position;

- Net **deficit** for the 2026 financial period of $60,085
- Accumulated funds as at 30 September 2026 of $187,854

Whilst the financial statements indicate a significant deficit, attention is drawn to note 3. The nature of some of the income received in the current financial period is such that the required accounting entries distort the recurring and on-going activities of NSWRRA in both the Income and Expenditure Statement and Accumulated Funds. Further detail is provided below on MODO Funding.

After adjusting for these items, the underlying performance of NSWRRA for the 2026 financial period is a **deficit of $39,389** (2025- $37,858) and removing funds being held for expenses to be incurred in future periods, our Accumulated Funds are $93,409.

Key expenditures in the 2026 financial year are as follows:

- Member Reimbursements - $175,214 (9% decrease over 2025 – in 2026, SJRU fixtures reimbursed directly)
- Member Engagement - $28,611
- Member Development - $34,823 (expense to members after offset of grant income)
- Capital Equipment – in particular, Caps, MOD Padded Jackets and Comms - $10,970
- Physical training - Performance and Community - $9,710

NSWRRA currently holds a significant cash balance. We continue to maintain a rolling term deposit program to maximise the return from this cash. NSWRRA benefited from $6,550 of interest in the current financial year.

Member Reimbursements

In 2026, we have maintained all the increases in reimbursements from prior years. In addition, in the 2026 year the base reimbursement for referees for our fixtures was increased to $50. With some support from our competitions at the end of the season the deficit for the current year (the amount of member funds used to top up reimbursements) was reduced to $1,674.

We continue to work in the background to continue progress on improving reimbursements to our members for appointments and working with the competitions where the competition charge is lower than the reimbursement.

NSWRRA Member Development

Following on from prior years, a significant component of the development cost is in the funding of our Match Official Development Officer (with Divan's job title changed to Match Official Pathways and Performance Manager in recognition of his changed role). This role has continued to be a critical function for alignment and organisation of our pathways and structures, providing real support to our volunteers that serve on the DAC.

Commercial Arrangements

NSWRRA is very thankful for the support of our key sponsors and partners in 2026 who contribute financially and in-kind which allows us to support and invest in our members.

Patties Foods and the iconic Four'n'Twenty logo that adorns our onfield and off-field kit is an amazing supporter of our match officials. As announced at the end of season presentation, Patties are recommitting to another three years supporting match officials in Sydney.

niss.au continues to provide guidance and support for the association's IT infrastructure which we are seeking to continue to improve.

Member Donations

Once again, we thank the generosity of the members that choose to forgo all or part of their reimbursements back to the association via a tax-deductible donation through the NSW Positive Rugby Foundation.

Following the reimbursement process for 2026, I can advise that members of the Association have donated just over $9,000 for use in projects in future seasons.

Paul Worsley
NSWRRA Treasurer





DEVELOPMENT AND APPOINTMENTS COMMITTEE (DAC) REPORT

The 2026 season was one of sustained demand on our members, practical learning and continued refinement of the way we appoint and develop match officials. The Development and Appointments Committee (DAC) focused on clearer gradings, support for new referees, education across the Association and more consistent assessment of performance. These priorities supported NSWRRA's work across Premiership, Women's, NSW Suburban and Schools rugby, alongside junior and representative development opportunities.

The strongest progress came through the revised grading framework, practical education schools and the Shute Shield Panel's structured match review process. At the same time, shortages of match officials and uneven engagement in some development activities reinforced the need to improve how we use our coaching and assessment resources. These experiences have shaped our priorities for the coming season, particularly more consistent assessment and meaningful development opportunities for members at every level.

Appointments

The allocation of active members to tiers consistent with Rugby Australia's Performance, Community and Game Facilitator framework gave us a clearer basis for appointments. The DAC reinforced that grading would drive appointments, while squads would serve as a development and social resource. A presentation explaining gradings and weekly appointments was shared through the Game Management Guidelines launch and YouTube, helping members understand how the framework applied to them.

The DAC approved a revised Regrading Policy and responded to member feedback by refining the grading terminology, with Community C replacing Game Facilitator A and the remaining Game Facilitator category simplified. These changes clarified the framework and helped match games with the most appropriate match officials, particularly during the finals series.

Resourcing remained a major challenge, with more than 15 match officials doubling-up each week during periods of high demand. Schools' rugby and school holiday unavailability added to the pressure. Double-up appointments were monitored with concern for fitness, injury, and the effects of overworking members.

Across the season to the completion of the main competitions, 2,381 appointments were made from 2,435 games, involving 161 members and 17 visitors. Visiting match officials undertook 29 appointments.

- 788 Sydney Rugby Union Games
  - 409 Senior Grade Games (100% Covered)
  - 281 Colts Games (95.9% covered)
  - 98 Sydney Women's Premiership Games (100% Covered)
- 1021 NSW Suburban Rugby Union Games
  - 97.3% of all games covered by NSWRRA Members
  - 99.2% of Joy Johnson Cup (Women's Games) Covered
  - 26 CTA Appointments from Registered MOs from NSWSRU Clubs
- 242 Schools Games
- 1025 Assistant Referee Appointments
- 932 Match Official Developer Appointments
- 29 Appointments from Visting Match Officials

New referees were supported through appointments where a match official developer (MOD) could observe them, including Colts and Senior Suburban fixtures. Changes to Suburban competition coverage meant that the Association's entry point for appointments became third grade, with clubs expected to cover their lowest grades in Divisions 1 and 2.

The unavailability and appointments policy circulated during the season improved members' use of Rugby Xplorer and communication about availability. The DAC also addressed geographic restrictions and performance concerns, using observation and available match footage to inform support and appointment decisions. Serious disciplinary incidents involving Merrylands and Canterbury were addressed through Suburban Rugby Union sanctions and visits by John Goh. Subsequent feedback about the experience of our appointed members was positive.

I would like to thank the members who accepted additional games and assistant referee duties and John Goh for his work managing appointments under sustained pressure.

Education and Development

Match official education emphasised participation, practical application and the sharing of experience across levels of the Association. Richard Chen coordinated the programme, with Performance referees supporting small group discussions and presentations. Members responded positively to the more interactive approach. Attendance varied, however, highlighting the need to review venue choices and encourage stronger participation by Performance referees.

Topics across the programme included setting games up for success, trend identification and escalation, issues identified through MOD feedback, lineout work and assistant refereeing in preparation for finals. The Lineout School at Rawson Park was a particular success. David Conway led the session, Rob McKay coordinated the involvement of Mosman Colts, and Chris Mulcahy supplied video clips. The Scrum School was also popular across all levels, demonstrating the value of practical learning and supporting the case for further schools in 2027.

The final education session focused on assistant refereeing and team of three work. Todd Cummings contributed to the session and prepared an assistant refereeing checklist, with clips supplied by Todd and Chris Mulcahy. The DAC also explored combining fitness training with short practical education sessions to provide more frequent opportunities to work on positioning, scrum and lineout understanding, and team of three skills.

Squads

Squads remained an important part of our development framework in 2026, providing coaching, peer support and social connection. The DAC emphasised that squad membership did not determine appointments: grading would guide appointments, while squads would support members in preparing for and learning from their opportunities.

The Game Ready Improvement Program (GRIP) continued into the preseason, with the work of Max Hearn-Sarchfield and Phil Baird acknowledged. Engagement varied, and attention was directed towards members who remained involved and tracking their progress through the season.

A suitable development structure for longer-term Community members remains an area for improvement. Engagement and responses to coaching varied, although squads continued to offer a valued social connection for some members. The DAC will continue to consider alternatives that better reflect members' goals and make effective use of available MOD support.
Match Official Developer Development

David Davies led the MOD portfolio during 2026. Developer training was well attended, and the Level 1 MOD course attracted eight participants, with some receiving appointments immediately afterwards. Work also continued expanding the MOD database and collecting ground preferences to support proactive appointments.
MOD education followed related themes to referee education. Sessions included the GROW coaching model and neurodiversity, note taking, and the distinction between assessment and coaching ahead of finals. The DAC

endorsed finals protocols to support a consistent approach. I would also like to thank Brendan McKibbin for co-hosting the session on finals and selections.

Exchanges and Representative Opportunities

The Association continued to pursue exchanges that offered development and broader rugby experience, while balancing their value against local appointment demands. Hong Kong opportunities included the selection of Dru Tonks for the Hong Kong 10s, and the nomination of Marco Levy to assistant referee at the HSBC World Sevens. These opportunities recognised members' progress and supported their exposure to different levels of rugby.

QRRA exchange saw the selection of Finn Comber, Aaron Crofts, Josh Freedman and Tim Heaney to represent NSWRRA across 2nd Grade and Colts and acting as Assistant Referee for Hospital Cup Matches, with this being reciprocated for QRRA members to Referee 2nd Grade and Colts 1 and act as Assistant Referee for Shute Shield Games.

The North Harbour exchange saw 2 MOs and a MOD selected in Rob McKay, Wayne Cusack and Richard Chen who were exposed to Schools fixtures during their time. At the same time, we welcomed 4 members of North Harbour – 3 MOs and 1 MOD. We look forward to continuing this exchange next year as well as give more opportunity for members to go on Exchange.

In July, to support the inaugural Super Round for Chikarovski Cup, 2 female MOs from interstate were invited to Referee in a Round where all Sydney Women's Premiership Games were officiated by all-female Team-of-three officials, with the addition of female members from the Junior District Associations

Looking Ahead to 2027

Our challenge remains to provide meaningful development opportunities at every level while meeting the weekly demands of the competitions we serve. The work planned for the offseason is directed towards a more consistent assessment process, stronger support for members and a sustainable use of the Association's people and resources in 2027.

I would like to thank the members of the DAC for their work throughout the season: Andy Bernard as Secretary, John Goh in Appointments, Chris Mulcahy in Match Official Pathways, Richard Chen in Education and Juniors, David Davies in Match Official Developer Development, and Divan Uys as Match Official Pathways and Performance Manager at NSWRU. I also acknowledge the squad leads, coaches, developers, education presenters and members whose flexibility made the season possible. A special thanks also to Kim Taufa

– Competitions Administrator and Referees Appointments Assistant at NSWRU for her assistant and work in being the conduit between the Referees and the Competitions, as well as the Competition Managers – Kerry Brady (Sydney Rugby Union/Sydney Women's Rugby Union) and Tim Richards (NSW Suburban Rugby Union) for their continued assistance and support of Match Officials.

Julius Ambat
Chair, Development & Appointment Committee (DAC)



MATCH OFFICIAL PATHWAYS AND PERFORMANCE MANAGER (MOPPM) REPORT

2026 was a year of growth for junior members of NSWRRA, while senior referee and MOD numbers remained static or decreased slightly. Our members continued to officiate at the highest level, including the Men's and Women's Six Nations, Rugby's Greatest Rivalry Series, and the Super Rugby Pacific and Super W Finals.

The MOPPM role continues to be jointly funded by The Rugby Club Foundation and NSWRRA, with the current funding model running until December 2027. In my second year in the role, my responsibilities expanded as forecast in the 2025 Annual Report. They now include leading the Shute Shield Panel, allocating members to the Premier and Pathway Performance Squads, and appointing match officials to the Sydney Rugby Union (SRU) Premiership, including the Finals Series.

Since Matt Tink's departure on 24 August 2026, I have also been acting NSW Rugby Referee Manager at the request of NSW Rugby CEO Peter Murphy. I continue to work closely with NSW Rugby, NSWRRA and other stakeholders to manage the transition and to plan for 2027.





2026 at a glance

Measure	2025	2026
Financial members of NSWRRA	330	308
Active participants (MOs, ARs and MODs)	321	306
Smart Rugby accreditation compliance	Not reported	96%
Performance squad members (SSP / SSDS)	15/11	15/11
Sydney Youth Referee Academy (SYRA) members	38	35
Members who completed the Bronco fitness test	63	58
MOD survey responses (pool of available MODs)	Not reported	58

Delivery against the 2026 priorities

2026 priority (from the 2025 Annual Report)	What was delivered
Lead the Shute Shield Panel (SSP)	Served as SSP Squad Coach for 15 referees, coaching/assessing at least 2 referees per week over 22 weeks
Allocate MOs and MODs to the Premier and Pathway Performance Squads	SSP and Shute Shield Development Squad (SSDS) confirmed in February; 5 Development Squads confirmed by the DAC in March
Compile and lead the Shute Shield Panel Management Group	Restructured from six to three Sydney-based members: John McCarthy (Snr), Mick Tanzer and myself
Appoint MOs and MODs to SRU Premiership games, including finals	All rounds and the Finals Series appointed, concluding with the Grand Finals on 5 and 6 September
Oversee educational content across the development ecosystem	Courses, performance workshops and the SYRA program delivered (see below)

2026 priority (from the 2025 Annual Report)	What was delivered
Coordinate with and support the Development Squad Leads	5 Development Squads established and published on the Association's website
Primary contact for MO feedback for coaches and clubs in the SRU Premiership, NSW Suburban Rugby, NSW Junior Rugby Union and women's rugby	Feedback and clarifications provided promptly
Align the MO and MOD ecosystem with the strategic plan	Monthly engagement with the DAC and Executive; 2027 recommendations set out below

Membership, onboarding and accreditation

New members were again taken through registration, accreditation and enrolment in the appropriate courses. In 2026:

- **308 financial members registered** with NSWRRA, down from 330 in 2025. This was primarily due to not promoting school referee registrations this year. Excluding them, the number of financial members increased from 262 to 305.
- **Participant retention was 66%** with 32% of participants newly recruited.
    - For senior referees this was 85% retained with 17% recruitment for a net increase of 2.
    - For junior referees this was 71% retained with 54% recruitment for a net increase of 27.
    - For referees who did both seniors and juniors there was 91% retention and 35% recruitment for a net increase of 6.
    - For senior MODs this was 82% retention and 5% recruitment for a net decrease of 5.
    - There are no dedicated junior MODs. There were 4 MODs who did both seniors and juniors. This was the same number as 2025.
- **Smart Rugby compliance reached 96%**, up from 91% in April, after an extensive drive before the season commenced. Member frustrations with Rugby Xplorer, the Learning Centre and EtrainU were reported to Rugby Australia.

Courses

Course	2026 delivery across NSW
Referee Ready (Statewide)	34 courses, from Sydney schools and clubs to Armidale, Dubbo, Young and Warren

Course	2026 delivery across NSW
Game Management Guidelines (Statewide)	14 sessions, plus an online module
Match Official Level 2	2 courses (NSWRU HQ and Kinross Wolaroi)
Match Official Developer Level 1	11 members attended on 21 April

A Referee Ready course needs at least 10 participants, so late-season recruits were held over until numbers allowed.

Fitness testing

Bronco test	2025	2026
Members who completed the test	63	58
Average time, all members	5:30	5:35
Average time, performance referees	4:59	4:52
% of performance referees <5:00	72.4%	83.3%

Performance referees got faster, with 83.3% running under 5:00, up from 72.4%. Fewer members were tested overall, and the average time across all members slowed slightly, from 5:30 to 5:35. Members had four opportunities to test in 2026, compared with six in 2025.

Performance squads and the Shute Shield

In 2026 the performance stream was split into a Premier Performance Squad, the Shute Shield Panel (SSP), and a Pathway Performance Squad, the Shute Shield Development Squad (SSDS). Each member chose their own Season Coach. I coached the SSP, and Kath Little again coached the SSDS.

SSP referee	Season Coach	SSDS referee	Season Coach
Angus Gardner	John McCarthy	Aaron Crofts	Andrew Winslade
Colm McCaughan	Peter Marshall	Charles Abel	Andy Bernard
Dan Andrews	John McCarthy	Finn Comber	Rob D'Elboux
Dru Tonks	Angus Gardner	Hamish Biddle	James Dickson
Ella Goldsmith	John McCarthy	Hugh Sterndale-Smith	David Marshall
Hamish Quigley	Rob D'Elboux	Jack Jones	Dave Conway
Harry Fenton	Stu Dickinson	Josh Freedman	Matt Kellehan
Jack Larkin	Greg Hinton	Marco Levy	Caitlin Winslade

SSP referee	Season Coach	SSDS referee	Season Coach
John McCarthy Jnr	James Dickson	Toby Brandon-Cooper	Dave Conway
Louis Trisley	Mick Tanzer	Tom Jordan	Richard Manchee
Matt Kellehan	Mick Tanzer	Will Taylor	Annie Dickeson
Michael Oliver	Ian Smith		
Todd Cummings	Stu Dickinson		
Tom Chadwick	James Quinn		
Tom McLean	Greg Hinton		

The Shute Shield Selection and Management Panel was cut from six members to three, all Sydney-based, to give referees relevant and timely feedback, directly or through their Season Coaches.

Performance referees also received targeted education:

- **Mental Performance Workshop** (10 March): a session facilitated by David King.
- **Team of 3 Role Clarity** (31 March): an online session, supported by a role clarity document and AR clips, to set expectations for Shute Shield assistant referees.
- **Scrum school** (19 May): Matt Tink took the SSP and SSDS through scrum theory and clip review, followed by an on-field session with the scrum machine.

Debuts and Milestones

The SRU Premiership kicked off on 11 April. Tom McLean made his Shute Shield debut in Round 1 (Two Blues v Gordon) and Hamish Quigley in Round 2 (Southern Districts v Sydney University). Both were recognised as 2026 1st Grade debutants at the SRU Awards on 19 August, where Harry Fenton won the Dick Byers Medal as Shute Shield referee of the year (as voted by the 1st Grade coaches). Both Angus Gardner and Dru Tonks achieved 100 Shute Shield games in 2026.

It was a privilege to watch referees, assistant referees and MODs act as true ambassadors for the Association all season.

Sydney Youth Referee Academy

The Sydney Youth Referee Academy (SYRA) had 35 members in 2026 across Years 10, 11 and 12. My thanks to this year's Squad Coaches: Tom Jordan (Year 10), Toby Brandon-Cooper (Year 11) and Caitlin Winslade (Year 12), and to all the presenters who kindly gave their time. Highlights of the year included:

- **January:** members attended the NSW Youth Academy Games in Bathurst (16 to 18 January), where Jack Jones and I took them through the Rugby Australia Level 1 Assistant Referee course. Many used comms for the first time, and we received very good feedback from stakeholders.
- **February:** SYRA members acted as dedicated ARs for the Kiama 7s.
- **March:** A goal-setting night at NSWRU HQ on 16 March introduced members to their individual coaches. Most Academy members refereed at the SJRU Grading Gala on 29 March.
- **April:** Online education sessions covered Setting up for Success (Year 10), Context and Relevance (Year 11), and Decision Making, Communication and Set Piece (Year 12).
- **May:** Online education sessions for all three year groups covered assistant refereeing.
- **June:** All three year groups attended an in-person session at Daceyville to prepare for the State Championships. The Year 12s also attended a scrum school presented by Matt Tink.
- **July:** The Year 11 group ran as ARs in the 2nd Grade Premiership. Ella Goldsmith presented a session on Dealing with Pressure and High Impact Decisions to the Year 12 group, and the Year 10 group attended an online session on tackle and breakdown accuracy.
- **August:** The Year 12 group attended an online session on pathway options after leaving school.

State Championships and junior representative rugby

The NSW State Championships were held across six venues from 6 to 8 June, from the Under 12s in Forster Tuncurry to the Under 18s at Concord. The 2026 State Championships Selection Panel had equal representation from the referee associations across NSW:

- Divan Uys (NSW Rugby)
- Julius Ambat (NSWRRA)
- Kath Little (NSWCRURA)
- Evan Webster (SNRR)
- Dave Ogier (SWRRA)

The panel received more than 140 nominations. Selection weighed games per venue, limited beds, each association's nominations and rankings, and fair representation across NSW. Not every deserving referee could be accommodated, so reserve lists were kept for the U12s and U13s and used as the 10 withdrawals came in.

After the State Championships, NSWRRA members and MODs were appointed to the NSW Regionals in Camden, the NSW U16 Invitationals at Woollahra Oval and the City v Country Championships in Newcastle.

What members told us

61 of 331 active members (18.4%) responded to the 2026 End-of-Season Survey, up from 51 in 2025. Members rated coaching and MOD support as the Association's strongest area, and feedback, education and appointments all improved on 2025.

Measure	2026 (out of 5)	Change on 2025
Coaching / MOD effectiveness	4.65	No change
Feedback usefulness	4.30	+0.38
Education night relevance	4.39	+0.37
Appointments process	4.22	+0.32
Squad coach effectiveness	4.06	Flat (−0.06)

86% of members said grading is fair. Many want clearer reasons, though: what it takes to move up a level, and why they are appointed to the games they get.

Challenges

The season also brought challenges that will shape our priorities for 2027.

- **Referee safety.** Abuse of match officials remains a concern: 22% of survey respondents issued a red card for abuse or dissent, or filed a concern, in 2026. Incidents were reported to the relevant Competition Managers, and the referees affected received welfare support. Competition Managers and judiciaries have been exceptional in ensuring appropriate sanctions were imposed.
- **Retention.** Recruitment outweighed participant churn in 2026, producing a net gain in members, but retention remains a priority for 2027.
- **Fitness testing.** Participation fell from 63 to 58 members despite four testing opportunities. More members need to attend.
- **Accreditation systems.** Members found Rugby Xplorer, the Learning Centre and EtrainU frustrating to use. While these systems are largely

outside our control, we continue to raise every reported issue with Rugby Australia.

2027

My experience this year, supported by the survey results, points to five areas to review before 2027:

1. **Redefine the Season Coach role.** Squad coach effectiveness was the only development measure that did not improve on 2025.
2. **Consider a centralised coaching model** for performance referees.
3. **Give referees exposure to a level** before they are officially promoted to it.
4. **Back every downgrading with clear evidence**, and explain the reasons, so that grading is seen to be transparent as well as fair.
5. **Review the philosophy and make-up of the SSDS.** Ensure the Squad and its members remain fit for purpose.

I look forward to supporting NSWRRA members again in 2027, the year of the Men's Rugby World Cup in Australia.

Thank you

Thank you to The Rugby Club Foundation for its continued investment in this role. My thanks also go to:

- Stuart Dickinson (NSWRRA President) and Julius Ambat (DAC Chair) for their continued support.
- John McCarthy (Snr) and Mick Tanzer on the Shute Shield Selection and Management Panel, and Kath Little as SSDS Squad Lead.
- Every Season Coach and MOD who gave their time to our referees.
- Matt Tink, Jack Jones, Kim Taufa, Stu Formston and all course presenters for their work across NSW.

Divan Uys

REFEREE OPERATIONS REPORT

The role of Referee Operations ("RefOps") is to assist members in best utilising the assets and technology available for development.

Specifically, during 2026 RefOps has supported members with:

- Education session on tips, settings and expectations for managing and maintaining comms equipment and accessing/ using NSWRugby TV.
- Pre-season restock and maintenance of Team of TV Comms Kits.
- Season maintenance and support to MODs 12 Coach kits.
- The operational logistics of our extensive fleet of Team of 3 comms kits, including:
    - Managing the distribution of 20 comms kits (and 2 TV kits) over 24 weekends to over 380 games with Teams of 3.
    - Supporting NSWRU's State Junior Championships by extending NSWRRA kits for use by match officials.
    - Support with SidelineTV for members for access, operational issues and lost equipment.

The availability of quality communication across as many grades as possible continues to be the focus to enabled development and engagement of members all the way down the rankings.

A mid-season re-platform of NSWRugbyTV had generally had good feedback once fully implements. A number of performance related issues with the platform were identified at points in the season. RefOps (with the help of the NSWRRA Executive) continues to work with Sideline TV to improve quality of communication feeds, availability of games and inclusion of Team of 3 comms.

As we turn to 2027, we will continue to evaluate investment options to maintain, upgrade and/or provide new communications equipment to support the coverage and performance across as many games and levels as possible.

Peter Grattan

SOCIAL COMMITTEE REPORT

The Social Media and Events portfolio had another positive year, continuing to focus on member engagement, communication and creating opportunities for members to connect away from the sideline.

Our social calendar included a range of events throughout the season, with attendance varying across the year. Highlights included the Social Training Session and July Wallabies Test Match function, both of which attracted strong attendance. Presentation Night was again a standout of the social calendar and received positive feedback regarding the venue, catering and overall event experience.

Continued effort was invested into our social media presence throughout 2026, particularly through expanded video content, continued member profiles and recognition of milestone appointments and representative achievements. We also introduced a monthly digital newsletter to improve communication with members and provide another platform for recognising achievements across the Association. Social media continued to grow strongly this year, generating over 481,000 content views, a 119.5% increase on the previous period.

One of our key objectives this year was improving the Association's photography library. To support this, we introduced a season-long photography competition, which generated 80 photo submissions across five months and significantly increased the number of quality photographs available for social media, presentations and promotional material.

I would like to thank Tom Jordan for his support throughout the year and for the substantial contribution he made across the Association's events, social media and member engagement initiatives. Thank you also to all members who attended events, submitted photographs and contributed content throughout the season.

Caitlin Winslade

Photo Comp winner (submitted by Sam Kable)



FEMALE ENGAGEMENT REPORT

2026 saw continued progress in women's engagement within the Association, with a focus on increasing visibility, creating development opportunities and strengthening connections with female match officials both within NSW and across Australia.



The highlight of the year was undoubtedly the Women's Round held in conjunction with the Chikarovski Cup. The event brought together female referees, assistant referees, coaches and mentors from NSW, ACT and South Australia, creating a unique development and networking opportunity while showcasing the depth of female officiating talent within Australian rugby. Feedback from participants, stakeholders and competition representatives was overwhelmingly positive, with discussions already taking place regarding how the concept may expand in future years.

Throughout the year, we also continued to promote and recognise the achievements of female members through Association communications and social media. The Association supported Rugby Australia's Women and Girls in Rugby initiatives and explored opportunities to increase female involvement in referee education, mentoring and representative experiences.

While progress has been made, there remains further work to be done in attracting, supporting and retaining women within the refereeing community. Building an environment where women feel welcomed, valued and supported must remain a priority if we are to continue growing female participation across all levels of the game.

I would like to thank everyone who supported women's engagement initiatives throughout the season, particularly those who contributed their time and expertise to the Women's Round and other development opportunities during the year.

Caitlin Winslade

2026 Women's Round




FOUR N TWENTY

WELFARE COMMITTEE REPORT

The Welfare team stayed busy throughout the season. In response to a pattern of mistreatment of match officials, including physical and verbal abuse, more than 30 referees received direct, individual support for incidents on and off the field. The support provided ranged from a short conversation to a referral to external services, depending on what was needed.

On the education side, the Game Ready Improvement Program (GRIP) and Mental Health Round presentations, including Neurodiversity awareness, were delivered. They were presented at the monthly NSWRRA education night and the Match Official Developer meeting. They received positive feedback, and there's real interest in building on them into next season. A mental health-focused version of "Know Your Athlete" was also presented at the MOD meeting and was well received.

Thanks are due to everyone who helped put together the mental health video shown at the Waratahs home game: a genuinely collaborative effort that reached a wide audience of players, officials and supporters.

Mental Health First Aid accreditation work is underway. Twelve members have registered for the course scheduled for the end of this season. The referee welfare committee's goal is for all 15 members of the referee welfare group to hold MHFA accreditation by the end of 2027, providing the group with a consistent baseline of skills to support referees during incidents throughout the season.

GRIP 2025/26 wrapped up after a 12-week program pairing mental fitness education with physical conditioning, delivered between November and February through two face-to-face workshops, ten weekly mental fitness sessions, and weekly fitness integration alongside Sunday conditioning sessions. Twenty-two referees started, drawn from an Expression of Interest process spanning experience levels from newer referees to Shute Shield panel members. Numbers dropped after the new year, and the group settled at 14 active participants, a smaller cohort that, in practice, led to better discussion and more individual attention. Of those who completed the program, 80% rated it 8 or higher out of 10, and close to 85% said it improved their overall wellbeing, with a clear lift in confidence in managing pressure during games.

Warm regards,

Max Hearn-Sarchfield

MILESTONE APPOINTMENTS

REFEREES



100 SHUTE SHIELD GAMES

Angus Gardner
Dru Tonks

100 GAMES

Dan Andrews
Toby Brandon-Coooper
Wayne Cusack
Josh Freedman
Jack Jones
Jack Larkin
Charles Mulcahy
Hamish Quigley

200 GAMES

Julius Ambat
Chris Brereton
John McCarthy



300 GAMES

Tony Fisher

400 GAMES

Ken Gusse
Paul Worsley

500 GAMES

David Davies
Peter Redwin



600 GAMES

Phil Hogan





MATCH OFFICIAL DEVELOPERS



100 GAMES

David Davies
Mervyn Iles
Chris Mulcahy
Gerard Rigby
Andrew Winslade
Caitlin Winslade

400 GAMES

John McCarthy Snr

500 GAMES

Andrew Halmarick
Michael Tanzer



AWARDS

Dick Byres Medal – Shute Shield Referee of the Year

Harry Fenton

Arthur Tierney Award – Shute Shield Grand Final Referee

Dru Tonks

John Dedrick Award – Match Official Developer of the Year

Chris Mulcahy

Garth Sweeney Award – Most Improved Representative Referee

Louis Trisley

Col Roy Memorial Trophy – Referee Showing Most Potential in the first five years

Tane Dolan

John Chard Memorial Trophy – Most Improved Referee

Wayne Cusack

Meyer & Miner Award – Most Consistent Referee

Max Fulton

Dick Webb Memorial Trophy – Club Member of the Year

Paul Worsley

The Rugby Club Foundation Assistant Referee of the Year

Alex Buckland

REPRESENTATIVE APPOINTMENTS

WORLD RUGBY, SANZAAR, OCEANIA AND RUGBY AUSTRALIA APPOINTMENTS

FOR THE YEAR ENDING 30th SEPTEMBER 2026

WORLD RUGBY APPOINTMENTS

TEST MATCH APPOINTMENTS

Angus Gardner

France v South Africa	08-Nov-25	
Scotland v France	07-Mar-26	Six Nations
Argentina v England	18-Jul-26	Nations Champ.
Lions v New Zealand	25-Aug-26	
South Africa v New Zealand	29-Aug-26	

Ella Goldsmith

Wales v Scotland	11-Apr-26	Women's Six Nations
Ireland v Italy	18-Apr-26	Women's Six Nations
England v Wales	26-Apr-26	Women's Six Nations
Argentina U20s v NZ U20s	03-May-26	U20s TRC
South Africa U20s v NZ U20s	09-May-26	U20s TRC
Japan v Fiji	04-Sep-26	Women
Wales v South Africa	18-Sep-26	WXV
Ireland v Japan	27-Sep-26	WXV

Rachel Horton (TMO)

Australia v Fiji	27-Mar-26	Women
Australia v New Zealand	25-Apr-26	Pacific Four
Fiji v South Africa	15-Aug-26	Women

WORLD SVNS SERIES 2026

Ella Goldsmith

Singapore (Referee)	31-Jan to 02-Feb-26
Perth (Referee)	07 to 08-Feb-26
Valladolid (Referee)	29 to 31-May-26
Bordeaux (Referee)	05 to 07-Jun-26

OTHER

Angus Gardner

Munster v Argentina XV	01-Nov-25

SUPER RUGBY PACIFIC APPOINTMENTS

Angus Gardner

Highlanders v Crusaders	13-Feb-26	
Hurricanes v Moana Pasifika	20-Feb-26	
Brumbies v Blues	28-Feb-26	
Highlanders v Hurricanes	20-Mar-26	
Brumbies v Wararahs	27-Mar-26	
Reds v Crusaders	11-Apr-26	
Waratahs v Force	01-May-26	
Crusaders v Blues	08-May-26	
Hurricanes v Highlanders	23-May-26	
Chiefs v Blues	30-May-26	
Chiefs v Crusaders	12-Jun-26	Semi-Final

Matt Kellahan

Assistant Referee	11 matches

James Leckie

TMO	12 matches

Louis Trisley

Assistant Referee (including the Grand Final)	13 matches

RUGBY AUSTRALIA APPOINTMENTS

Charlie Abel

Darwin 7s (including Men's Semi-Final and Women's Final)	23 to 25-Jan-26

Dan Andrews

NSW Waratahs v Western Force	07-Feb-26	SR Next Gen

Charlotte Brunyee

HSBC World Svns (Assistant Referee)	07 to 08 Feb 26 Perth	
ACT Brumbies v QLD Reds	01-Mar-26	Next Gen 7s
Warringah v Bond University	21-Mar-26	Women's Australian Club Championship
NSW Waratahs v ACT Brumbies	12-Apr-26	Next Gen 7s

Rugby AU Junior Rugby Championships	7-8-Jul-26	Open Girls XVs
Rugby AU Junior Rugby Championships	09-Jul-26	U16 Boys XVs
Next Gen Green v Next Gen Gold	12-Sep-26	Next Gen U19

Todd Cummings

Waratahs v ACT Brumbies	22-Feb-26	SR Next Gen
Australia U20 v Fiji U20	08-Apr-26	
Australia U20 v Japan U23	11-Apr-26	

Ella Goldsmith

QLD Reds v NSW Waratahs	15-Feb-26	SR Next Gen
ACT Brumbies v NSW Waratahs	14-Jun-26	Super W
Fijian Drua v ACT Brumbies	20-Jun-26	Super W
ACT Brumbies v Western Force	05-Jul-26	Super W
Fijian Drua v NSW Waratahs	25-Jul-26	Super W Final
NSW Waratahs v Blues	01-Aug-26	Super Rugby Women's Champions Final

Tom Jordan

QLD 2 v NSW 1	07-Jul-26	Australian Schools Open Boys XVs
SA v NSWJRU Barbarians	08-Jul-26	RA Junior Championship Open Boys XVs
VIC v ACT	10-Jul-26	Australian Schools Open Boys XVs
VIC v QLD Reds	29-Sep-26	Super Rugby U16

Jack Larkin

Fiji U20 v Japan U23	04-Apr-26	
Western Force v ACT Brumbies	20-Sep-26	Super Rugby Aus.
NSW Waratahs v Western Force	27-Sep-26	Super Rugby Aus.

Marco Levy

HSBC World SVNS (Assistant Referee)	07 to 08-Feb-26 Perth	
QLD Reds v NSW Waratahs	01-Mar-26	Next Gen 7s
ACT Brumbies v QLD Reds	22-Mar-26	Next Gen 7s
QLD Reds v NSW Waratahs	22-Mar-26	Next Gen 7s
NSW Waratahs v ACT Brumbies	22-Mar-26	Next Gen 7s
QLD Reds v ACT Brumbies	12-Apr-26	Next Gen 7s
QLD Reds v NSW Waratahs	12-Apr-26	Next Gen 7s
ACT v NSWJRU	07-Jul-26	Australian Schools Open Boys XVs
NT v VIC	08-Jul-26	Australian Schools Open Boys XVs

NSW Country v Rugby WA	08-Jul-26	Australian Schools Open Girls XVs
QLD2 v NSWJRU	10-Jul-26	Australian Schools Open Boys XVs

Hamish Quigley

HSBC World SVNS (Assistant Referee)	07 to 08-Feb-26 Perth
NSW Waratahs v NSW Waratahs B	22-Feb-26 RA U18 Academy
NSW Waratahs v ACT Brumbies	01-Mar-26 Next Gen 7s
NSW Waratahs v QLD Reds	12-Apr-26 Next Gen 7s
NSW Waratahs v ACT Brumbies	12-Apr-26 Next Gen 7s
SANIX World Rugby Youth Tournament (including Referee for the Boys Final)	28-Apr to 05-May-26
Australian U18 v Australian Schoolboys	25-Sep-26

Louis Trisley

HSBC World SVNS (Assistant Referee)	07 to 08-Feb-26 Perth
NSW Waratahs A v ACT Brumbies A	22-Feb-26 Super Rugby A
Warringah v Bond University	21-Mar-26 Men's Australian Club Championship

Bethany Withnall

Rugby AU Junior Rugby Championships	7-8-Jul-26 Open Girls XVs





DEBUTS

PREMIERSHIP (SHUTE SHIELD)

Tom McLean
Hamish Quigley



SUBURBAN (KENTWELL CUP)

Hamish Biddle
Riley Byrne
Finn Comber
Tane Dolan
Tom Jordan
Harry Pepper



GRAND FINAL APPOINTMENTS

PREMIERSHIP

Shute Shield	Dru Tonks
Colin Caird Shield	Todd Cummings
Henderson Shield	Tom Chadwick
Henderson Cup	Josh Freedman

PREMIERSHIP COLTS

W McMahon Memorial Shield	Hamish Quigley
Shell Trophy	Finn Comber
Bill Simpson Shield	Callum McKenzie

PREMIERSHIP WOMEN

Chikarovski Cup	Anthony Moyes
SWRU Division 2	Candace Barritt

SUBURBAN

DIVISION 1

Kentwell Cup	Max Fulton
Burke Cup	Tim Heaney
Barbour Cup (Colts)	Patrick Thomson
Whiddon Cup	David Marshall
Judd Cup	Scot Hayman
Sutherland Cup	Rob McKay

DIVISION 2

Barraclough Cup	Angus Cameron
Stockdale Cup	Hamish McKay
Robertson Cup (Colts)	Theodore Florentzos
Blunt Cup	Michael Wyer
Richardson Cup	Tony Fisher

DIVISION 3

Clark Cup	Charlie Abel
Farrant Cup	Emmett Karstrom
Nicholson Cup (Colts)	Samuel Davis

DIVISION 4

Jeffrey Cup	Harry Pepper
Radford Cup (Colts)	Tim Sanderson

DIVISION 5

McLean Cup	Jackson Brislan
Grose Cup	Mark Keepkie

DIVISION 6

Meldrum Cup	Alex Kennedy

WOMEN

Joy Johnson Cup Blue	James Carmichael
Joy Johnson Cup Green	Philip Rogers
Joy Johnson Cup Yellow	John Feeney

OTHER

Halligan Cup	Andrew Morrell

SCHOOLS

ISA 1st XV Final	Richard Rogers
ISA 2nd XV Final	Wayne Cusack

SYDNEY JUNIOR RUGBY UNION
(not including dual-registered members)

Under 16A	Alex Richards
Under 14C	Nick Rowley
Under 14A Girls	James Tourle
Under 13C	Blake Stanley
Under 12 Friday Comp.	Tom Burke
Under 11 Friday Comp.	George McMenamin-Phillips
Under 10 Friday Comp.	Oliver Burke
Under 10 Friday Comp.	Valentin Muti

FIRST GRADE APPOINTMENTS

REFEREE	2026	TOTAL
Matthew Kellahan	15	136
Dru Tonks	15	108
Angus Gardner	6	101
Harry Fenton	12	34
Colm McCaughan	5	33
Todd Cummings	11	22
Louis Trisley	11	22
John McCarthy	7	18
Michael Oliver	4	15
Jack Larkin	7	15
Tom Chadwick	6	14
Dan Andrews	5	8
Ella Goldsmith	1	4
Tom McLean	3	3
Hamish Quigley	2	2



ALL APPOINTMENTS

Member	Refereeing		Coaching	
	2026	Total	2026	Total
Abel Charlie	18	86	2	2
Adam-Smith Scott	1	26		0
Adamson Clare	3	70		0
Alahakoon Deshan	14	34		0
Allen John	19	69		0
Ambat Julius	17	201	20	252
Andrews Dan	13	103		0
Armour Tom	7	28		0
Ashby Myles	13	13		0
Baird Philip	17	621	32	497
Barrington Adam	4	15		0
Barritt Candace	9	16	4	7
Bearne Daniel	3	3		0
Bernard Andy		487	11	469
Biddle Hamish	9	13		0
Blacker Daniel	20	20		0
Bradshaw Chris	2	158	3	64
Brakell Hugh	14	15	2	2
Brandon-Cooper Toby	23	101	1	1
Brereton Christopher	8	200		0
Brislan Jackson	12	132	3	6
Brunyee Charlotte	2	2		0
Buckland Alex	18	129		2
Buckley Matthew	10	129		0
Bush Sam	1	1		0
Buttress-Grove Garron	6	735	2	146
Byrne Daniel	15	15		0
Byrne Riley	4	4		0
Cameron Angus	20	97	3	7
Carmichael James	24	31		0
Carter Ollie	10	10		0
Chadwick Tom	18	149		1
Chen Richard	10	45	21	61
Coleman John		78	7	23

Member	Refereeing		Coaching	
	2026	Total	2026	Total
Comber Finn	20	62		0
Connor Michael	2	16		0
Conway David		121	27	27
Coorey Andrew	19	198		2
Crofts Aaron	20	43	1	1
Cummings Todd	20	157		0
Cusack Wayne	22	106		0
D'elboux Robert		0	22	78
Dagger Colin	4	247		51
Davies David	26	500	36	180
Davis Samuel	15	16		0
De Lorenzo Mitch	5	173	5	29
Dehlsen Arron		225	7	39
Dickeson Anne		0	18	30
Dickinson Stuart		369	3	104
Dickson James	3	258	17	118
Dillon James	6	6		0
Dolan Tane	20	48		0
Donovan Blake	9	9		0
Edye Michael		15	6	133
English Luke	8	133		0
Feeney John	13	180		0
Fenton Harry	15	71		0
Fisher Tony	16	310		0
Florentzos Theodore	22	39		0
Ford Owen	5	15		0
Fraser Ian		651	9	822
Freedman Josh	18	101		0
Fulton Max	13	122		4
Gardner Angus	6	242		34
Garman Joseph	15	15		0
Goh John	18	447	39	680
Goldsmith Ella	1	49	1	1
Gorman Warren	13	316	14	55
Grattan Peter	16	137		2
Gray Andrew	8	8		0
Gusse Ken	18	416		0

Member	Refereeing		Coaching	
	2026	Total	2026	Total
Halmarick Andrew		387	14	501
Hayman Scot	25	47		0
Haywood Scott	4	4		0
Heaney Timothy	17	126		0
Heaton Nathan	16	16		0
Henaghan Paul	17	25		0
Heppel Aragon	3	242		0
Hinton Gregory		0	8	38
Hogan Phil	16	607		0
Hummel Michael	3	117		0
Iles Mervyn		0	29	101
Irissou Thibaut	19	98		6
Jones Jack	16	104	5	5
Jones Oscar	17	270	3	3
Jordan Tom	23	85		0
Kable Samuel	12	12		0
Karstrom Emmett	13	122		0
Keaney Richard	17	53		0
Keepkie Mark	10	178	7	19
Kellahan Matthew	15	362	6	25
Kennedy Alex	13	123		0
Koroi Vilikesa	8	10		0
Larkin Jack	18	102		0
Levy Marco	14	60		0
Little Kathy		0	6	28
Lysle Adam	1	73	1	75
Manchee Richard		276	10	29
Marshall David	17	278	19	81
Marshall Peter		336	19	648
Martin Zac	21	91		0
McCarthy John	20	214		0
McCarthy John Snr		494	42	407
Mccaughan Colm	16	294		0
McCormack Luke	2	4		0
McKay Hamish	11	94		0
McKay Robert	21	234	3	4
McKenzie Callum	15	79		1

Member	Refereeing		Coaching	
	2026	Total	2026	Total
McLean Tom	19	179		3
McLeod Alan	3	3		0
McPhee Harvey	4	4		0
Meiklejohn David	11	30		0
Miller Michael	3	19		0
Mohay Peter	9	397		0
Mooney Ian	16	332	20	257
Morrell Andrew	13	129		0
Mortimer Tim	21	33		0
Moyes Anthony	15	245	2	135
Mulcahy Charles	29	108		0
Mulcahy Chris		110	53	119
Munnoch David		301	10	195
Naughton Stephen	25	160	6	6
Negus Warwick	9	111		0
Nicholl Thomas	14	197	3	3
Njwelige Jaylawi	7	87		0
Oliver Michael	18	151		0
Paterson Glen	6	132	4	14
Pearl Christopher		113	2	108
Pepper Harry	21	93	2	2
Pethybridge Gary	13	54		0
Pfitzner Nicholas	2	9		0
Pike Dave	1	1		0
Pilgrim Jason	21	85	1	1
Post Rylee	9	9		0
Powell David	12	227	22	125
Purchas Andrew	5	8		0
Pyke Brett	1	1		0
Quigley Hamish	16	107		0
Quinn James		174	10	16
Quoyle Leo	8	547		0
Rabuad Ben	3	3		0
Ravau Sitiveni	5	24		0
Ray Mark	7	20		0
Redwin Peter	12	505		0
Richards Alexander	14	332	24	190

Member	Refereeing		Coaching	
	2026	Total	2026	Total
Riding Jack	14	17		0
Rigby Gerard	3	207	20	108
Roberts Sandy	6	62		0
Rogers Philip	15	50		0
Rogers Richard	14	39		0
Rubin Wayne	25	299	3	3
Rugers Sean	26	177		0
Russo Luca	16	16		0
Salisbury John	26	842		23
Sanderson Timothy	17	24		0
Sandwell William	12	222		0
Scanlon Cameron	4	14		0
Short-Henare Deveraux	3	3		0
Shortall Michael	15	50		0
Singh Kridaya	2	2		0
Slabbert Xander	1	14		0
Southwell-Keely Daniel	18	440		0
Stenson Adam		63	4	12
Sterndale-Smith Hugh	16	62	3	3
Stoita James	4	4		0
Tanzer Michael		100	36	524
Taufa Vakalahi (Sr.)	9	61		0
Taylor William	22	141		0
Thomson Patrick	9	10		0
Thurbon Scott	13	19		0
Todd Chris	1	92		2
Tonks Dru	16	116		0
Trisley Louis	12	65		1
Tucker Craig	5	212		44
Uys Divan		10	36	52
Van Der Westhuizen Flip		670	15	182
Ward Andrew	19	33		0
Whild Peter	8	77		0
Whiteley Greg		314	17	386
Whitnall Bethany	10	10		0
Williams Scott	10	49		0
Williamson Ross	7	172	2	15

Member	Refereeing		Coaching	
	2026	Total	2026	Total
Winslade Andrew	17	77	36	126
Winslade Caitlin		0	26	114
Worsley Paul	15	407	1	2
Wyer Michael	17	150		0

"All Appointments" counts the following competition matches appointed via the NSWRRA Appointments Board:

- CAS 1st & 2nd XV
- GPS 1st, 2nd & 3rd XV
- ISA 1st XV (both Divs)
- ISA 2nd XV
- Sydney School Trials 1st & 2nd XV
- NSW Suburban Rugby
- Schools Cross Competition Trials
- Sydney Rugby Union Premiership
- Sydney University Rawson Cup
- Sydney Women Premier Div 1 & 2
- Sydney Women Joy Johnson Cup
- NSW Pasifika

Notes:

- (1) Current records do not cover the service of all members during their membership. Remedying this is an ongoing work in progress.
- (2) Referee Coach and Coach the Coach have been combined into the Match Official Developer total.
- (3) Record keeping is imperfect. As anomalies are discovered, corroborated and corrected, match counts have been adjusted accordingly. This may result in discrepancies between consecutive Annual Reports.

FINANCIAL STATEMENTS

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NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
ABN 21 253 119 762

STATEMENT BY THE EXECUTIVE COMMITTEE

As stated in Note 1 to the financial statements, the Association is not a reporting entity because in the opinion of the Executive Committee, there is unlikely to exist users who are unable to command the preparation of reports tailored so as to satisfy all of their information needs. This is therefore a special purpose report that has been prepared to meet the requirements of the Associations Incorporated Act 2009.

In the opinion of the Executive Committee the accompanying financial statements are drawn up so as to give a true and fair view of the financial position of the Association as at the 30th of September 2026 and of its surplus for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements. At the date of this statement there are reasonable grounds to believe that the Association can pay its debts as said when they fall due.

This statement is made in accordance with a resolution of the Executive Committee.

Stuart Dickinson
President

Paul Worsley
Treasurer

NEW SOUTH WALES RUGBY REFEREES ASSOCIATION INCORPORATED ABN 21 253 119 762

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30th SEPTEMBER 2026

	Notes	2026 $	2025 $
INCOME			
Subscriptions		20,409	21,798
Referee Services		168,315	187,530
Development Programs		-	19,917
Grant and Donation Income	2	59,063	82,776
Sponsorship Income		43,590	42,278
Other Income	2	4,907	4,132
Sale of goods		10,461	12,603
Interest Income		6,550	8,540
		313,295	379,574
LESS			
EXPENDITURE			
Cost of Goods		15,392	12,144
Administration		6,822	7,158
Member Reimbursements		171,014	191,940
Member Training		9,710	12,491
Member Education and Development		111,959	81,086
Member Engagement		27,475	41,184
Member Mobility		13,026	15,162
Asset Purchases		10,970	17,047
Depreciation		6,688	7,068
		373,056	385,280
NET SURPLUS - (DEFICIT)	3	**(59,761)**	**(5,706)**
ADD			
Accumulated Funds as at 1st October 2025		247,939	253,645
Accumulated Funds as at 30th September 2026		188,178	247,939

BALANCE SHEET AS AT 30th SEPTEMBER 2026

ASSETS		
Cash at Bank - General Account	83,301	47,969
Term Deposit Feb 26	-	64,539
Term Deposit May 27	68,280	65,214
Term Deposit Aug 27	67,757	65,844
Accounts Receivable	73,728	126,481
Sundry Debtors	21,500	9,264
Total Current Assets	314,566	379,311
Fixed Assets - Referee Comms Kits	51,043	51,043
Accumulated Depreciation	(46,884)	(40,197)
Fixed Assets - Other	1,088	1,088
Accumulated Depreciation	(1,088)	(1,088)
Total Non-current Assets	4,159	10,846
Total Assets	318,725	390,157
CURRENT LIABILITIES		
Accounts Payable	18,252	3,323
Accruals	2,000	6,060
Member Reimbursements Payable	88,532	108,648
Member Reimbursements Payable - Held for donation	7,145	7,865
GST Payable	14,618	16,322
Total Current Liabilities	130,547	142,218
NET ASSETS	**188,178**	**247,939**
REPRESENTED BY:		
Accumulated Funds as at 30th September 2026	188,178	247,939

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30th SEPTEMBER 2026

1. STATEMENT OF ACCOUNTING POLICIES

The Association is not a reporting entity as defined in Statement of Accounting Concepts SAC 1, Definition of the Reporting Entity, and therefore is not required to prepare financial statements in accordance with Statements of Accounting Concepts and Accounting Standards.

This is a special purpose financial report prepared solely to meet the requirements of the Association Incorporations Act 2009.

Applicable Accounting Standards have been applied with the exception of the following:

- AAS 22 Related Party Disclosures
- AAS 28 Statement of Cash Flows

The financial statements are based on historical costs and do not take into account changing money values or, except, where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period, have been adopted in the preparation of these financial statements.

Income Tax

The Association is exempt from tax under S.23(g)(iii) of the Income Tax Act 1936, as amended.

2. INCOME

	2026 $	2025 $
Grant and Donation Income		
NSWRU Juniors Development Grant	-	8,000
The Rugby Club Foundation	50,000	60,000
NSW Positive Rugby Foundation (Member donations)	9,063	14,776
	59,063	82,776
Other Income		
Event income	4,907	4,132
	4,907	4,132

3. UNDERLYING SURPLUS/DEFICIT

The following note is to provide members with a better understanding of the deficit and surplus for the financial years of this report. NSWRRA has received some income which is one-off in nature and/or received in advance of expenditure that will be incurred in a future period.

	Notes	2026 $	2025 $
(Deficit) / Surplus for the 2026 Financial Year		(59,761)	(5,706)
TRCF Grant received in prior periods used in current period		77,136	51,424
TRCF Grant carried forward to future period			
2024		-	(23,576)
2025		(6,440)	(60,000)
2026		(50,000)	
Underlying Deficit for 2026 Financial Year		**(39,065)**	**(37,858)**

1. In 2023, NSWRRA entered into a joint funding arrangement with The Rugby Club Foundation (TRCF) for a Match Official Development Officer (MODO) over 2023 and 2024.

   In 2025, NSWRRA entered into a further funding arrangement with TRCF to support the MODO role through till December 2027. Funds have been approved are were received in 2025 - $60,000 and will be received in 2026 - $50,000 and 2027 - $40,000

   Under both agreements the grant income is received in advance of the applicable expense. Accordingly the table above adjusts the timing of this income in the accounts and presents the resultant underlying deficit for the year.

INDEPENDENT AUDIT REPORT (PENDING)