

# SA Rugby Union Referees Association

## Appointments Framework

### Season 2020

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## 1. Purpose and Scope

This document sets out the policy, and other associated relevant information associated with this policy, that will apply to referee appointments, for those grades to which the Selection Committee is responsible. This policy will have application to all appointments made for Senior, Schools and Junior rugby played under the auspices of the Rugby Union of SA (RUSA).

## 2. Mission Statement

The Selection Committee mission statement is to appoint the most suitable referees, ARs, other referee officials and referee coaches (as defined within this Framework) to officiate in the RUSA competitions and other matches, as sanctioned by RUSA.

## 3. Selection Committee

The Selection Committee will:

- Grade individual referees and formulate appointments.
- Appoint referees, ARs, referee coaches, No-4s and No-5s where required using RAS.
- Inform referees by Tuesday of each week (for Saturday comp) of the following weeks' appointments and where possible to appoint games further ahead for pathway processes.
- Agree referee panel gradings each month in the competition season and notify the Executive Committee of those gradings for dissemination to members of the Association by the Secretary.
- To facilitate the appointment of developing referees to appropriate games in line with their development program.
- Engage with the Executive Committee and the Referee Development & Coaching Committee to determine which referees are most suited to participate in exchange programs with other referee organisations.
- Support the wider development of referees and referee coaches.

## 4. Selection Committee Members

The Selection Committee shall consist of the number of members described in the SARURA Constitution.

In addition to the responsibilities listed in the constitution, the Selection Committee shall appoint one (1) member as a Chairperson who shall liaise with the Executive Committee and the Referee Development & Coaching Committee with a view to assisting referee coaching and development.

## 5. Grading

The grading system that is used by the Selection Committee to rank referees will be (4) four panels.

**A Panel** will be referees who are most capable of refereeing RUSA Men's Premier Grade regularly.

**B Panel** will be referees who are capable of refereeing RUSA Men's Premier Reserve, RUSA Women's Grade and RUSA U18's games regularly. They will also be referees who are driving their own development by attending trainings, education sessions, and engaging with coaches

**Development Panel** will be new referees over the age of 17 with less than 2 years refereeing experience and all junior referees (under 18). These referees will predominantly referee junior matches.

**Non-Competitive Panel** will be all other referees over the age of 17, who have been refereeing for more than 2 years and are not competing for positions in the A or B Panels.

The Selection Committee may use all information made available to them, including referee coach feedback and reports regarding a referee's recent performance to rank referees into Panels. These rankings will be reviewed monthly and adjusted accordingly, to reflect a referee's current capability rather than previous capabilities.

## **6. Appointments for the Regular Season**

- (1) Appointments will be made by the Selection Committee at their regular meetings and will adopt the broad and underlying philosophy of appointing the referees on a round by round match "ranking" basis. As a general rule, this will mean that the highest ranked referees will be appointed to the highest ranked games. In applying this philosophy, the Selection Committee shall take into consideration a number of factors, including:
  - (a) The development requirements of identified referees.
  - (b) The frequency that referees have officiated certain teams and clubs.
  - (c) The suitability of a referee to officiate at any particular match.
  - (d) The completion of Coaching Reports, Assessments and GPR reports.
  - (e) Liaison and guidance from referee coaches.
  - (f) The distance a referee must travel to officiate a game.
- (2) Appointments will be communicated as follows:
  - (a) Recommended appointments will be advised by the Chairman to RUSA (either via RAS or email) at least 4 days prior to matches.
  - (b) RUSA to ensure all appointments loaded into RAS and communicated to referees at least 3 days prior to matches.
  - (c) Referees to respond to appointments using RAS at least 2 days prior to matches.
  - (d) Late changes, forfeits and unavailability to be notified to RUSA who will use all reasonable endeavours to reappoint referees to games and notify referees of reappointments via RAS.
  - (e) Final Appointments will be emailed to all members 1 day prior to matches.
- (3) Following the publication of the appointments, it is the responsibility of the referee/referee coach to contact RUSA to advise of withdrawal from the appointed game. RAS notification of withdrawal is acceptable up to 2 days prior to the match; thereafter, a telephone call to RUSA is required to advise of withdrawal.
- (4) Referees will be appointed to referee only one game per day, as far as is practicable. Additionally, referees will be expected to officiate as a referee coach, AR or No4 for other matches on the same day, as far as is practicable.

- (5) All referees are expected to be the reserve referee for the game following their match, unless otherwise advised, and are expected to standby to replace the next referee in the event of injury or a 'no show'.
- (6) The referees of the two games immediately preceding Premier Grade will be appointed to be ARs for the Premier Grade match, unless others have been specifically appointed on the appointments schedule.
- (7) All AR appointments are deemed to be formal appointments, and thus, referees are expected to treat them in the same manner as they would a central referee appointment. Any referee appointed to be an AR for a match, who then has to withdraw, is required to follow the same notification process as if it were a central referee appointment. No Premier Grade match should be without two qualified ARs
- (8) Failure to fulfil an appointment, whether as a referee, AR or referee coach, without a sound reason and appropriate notification to RUSA, may affect a referee's or referee coach's future appointments and grading.
- (9) To be appointed to games played under the jurisdiction of RUSA, it is a requirement that all referees meet the basic accreditation requirements that are advised by Rugby Australia (RA) and /or RUSA from time to time. This is currently Registration on RAS; Smart Rugby accreditation and a valid Working-With-Children check.

## **7. Appointments for Finals**

- (1) After round 14 of the regular 18 round season, the Selection Committee will prepare a list of referees and ARs suitable for Final's appointments (the Initial List) The list will be based on the respective performances of referees and ARs to date and input from the referee coaches.
- (2) During the last 4 games of the regular season, Selection Committee members and referee coaches will be appointed to matches involving referees and ARs on the Initial List.

Each individual referee performance shall be measured against the elements of the Referee Profile relating to the grade of games they referee.

- (3) At the completion of the regular season, the Selection Committee will determine teams of 3 and these teams will remain in-place through to Grand Finals.

In this team selection process, the Selection Committee will seek considered opinions, guidance and input from:

- The referee coaches appointed in accordance with 7(1) above;
- Any performance reports provided; and
- Any other sources the Selection Committee deems suitable.

During this process, the Selection Committee may identify and include other referees not on the Initial List that have performed sufficiently well to be considered for Finals appointments. Through this process, the Selection Committee will prepare a Final List of teams of 3 for the Finals series at all grades.

- (4) This Final List will form the basis of appointments for the Finals Series. Each team will stay together for the whole series unless someone drops out. If a referee is injured or unavailable for a game, they may be dropped in ranking within the team of 3.
- (5) After the completion of the Preliminary-Final matches, the Selection Committee shall re-rank each referee and make their Grand Final recommended appointments on the basis of the teams of 3 already approved.
- (6) In this process of ranking and appointing for the Finals, the Selection Committee will, at all times, ensure that the most appropriate referee available is appointed to each match.  
  
However, should specific circumstances occur that require the Final's appointment process to be amended, then the Chair of the Selection Committee will consult with the President of the SARURA for the approval of any such changes to the Finals appointment process.  
  
Such adjustments may also be required where SARURA is requested to provide referees for representative or interstate fixtures.
- (7) The Executive Committee and RUSA will be notified of the Selection Committee's appointments to the Grand Finals.

## **8. Inter-State and Overseas Appointments**

From time to time, opportunities for interstate and overseas referee/referee coach appointments may become available (including as part of exchange programs) with other referee organisations.

The Selection Committee will:

- (1) Consult with the RDO regarding suitable candidates. Subject to availability of candidates for the appointment dates, the Chairman and RDO shall identify at least three (3) potential candidates and provide:
  - a. Availability of the candidates to fulfill the appointment.
  - b. Possible benefits for the appointment for the candidates.
  - c. The ability of the candidate to fund costs.
- (2) The Selection Committee will decide on the most suitable appointment and make a recommendation to the Executive Committee. For interstate opportunities, when identifying and making any recommendations, a clear distinction shall be made between inter-state appointments that:
  - a. primarily benefit officials and the Association from a Community Rugby perspective, and
  - b. those that are made to assist the development of officials at a National level. In the latter cases, these recommendations will be in close consultation with Rugby Australia.  
Overseas and inter-state opportunities must be part of a referee/referee coach ongoing development given the significant benefit it has shown to have on the standard of officiation in SA.
- (3) The Executive Committee will be required to review and consider all nominations made by the Selection Committee under item (2). The Executive Committee will only reject a

Selection Committee nomination after consultation with the Chairperson, but may only do so in circumstances where the Executive Committee gives written reason to the Selection Committee as to why the nomination was rejected.

- (4) Any funding related to these appointments will be at the Executive Committee's sole discretion.
- (5) Prior to confirmation of any Inter-state or overseas appointment, the nominated candidate (in conjunction with the Executive Committee) will complete the travel nomination form as required by RUSA.
- (6) Every candidate that completes an inter-state or overseas appointment will produce a report for the RDO to review within 4 weeks from the date of their return. This report should include the benefits gained by the candidate aligned to their development program. These reports are to be included for the Executive Committee with the next Selection Committee report.

This Section shall not apply for officials that are appointed under an RA panel or committee.

## **9. Rugby Australia Appointments**

Notwithstanding the Policy stated in Section 8 [*Inter-State and Overseas Appointments*], where RA requests nominations for officials to attend National Championships, RA managed 7s Tournaments, national education courses and conferences, the same Association processes and procedures shall be followed regardless of any Association funding arrangements.

Where the RA requests the local appointment of sideline officials (No-4s and No-5s) to National Rugby Competition (NRC) and National Championships matches based in SA, the Chairperson shall convey these appointments through RUSA and the SARURA Secretary for onward transmission to RA.

These appointments shall satisfy both the need to maintain the integrity of the role and to provide development opportunities.

## **10. Dispute Procedures**

In circumstances where a referee or referee coach disagrees with their appointment, grading or ranking, the following process will be followed:

- (1) An aggrieved referee or referee coach should consult with the RDO or an Executive Committee member.
- (2) That RDO or Executive Committee member, will then review and discuss with the referee or referee coach their claim against the criteria outlined in this Appointments Framework.
- (3) If the matter is not resolved, then a following meeting will be held for further discussion with both the Chairperson and President or Vice-President of the Association.

## 11. Referee Profile

**Note: The ranking process below will be introduced in season 2020 for A Panel referees only on a trial basis to enable referee coaches and selectors to become accustomed to the process. The rankings will not be used definitively for any appointments to matches.**

The Rugby Australia (RA) Referee Profile may be used to inform gradings and ranking referees into panels. In summary, this system grades each component (Decision Making, Empathy, Change Behaviour and Personal Attributes) of the profile, using the scale below:

5 - Always demonstrates a very high level of knowledge and understanding of the full range of skills and attributes.

4 - Consistently demonstrates a high level of knowledge and understanding of a range of skills and attributes.

3 - Mostly demonstrates a sound level of knowledge and understanding of the basic skills and attributes.

2 - Occasionally demonstrates a limited knowledge and understanding of the basic attributes and skills.

1 - Rarely demonstrates a very limited knowledge and understanding of the basic attributes and skills.

These scores will assist coaches to give feedback on areas that require improvement. It is the responsibility of each referee to drive their own development and discuss their progress against the referee profile score with coaches and mentors.