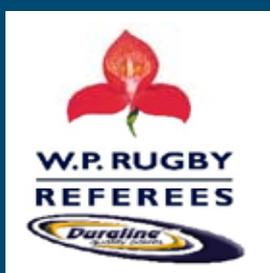


ANNUAL REPORT / JAARVERSLAG 2011



WESTERN PROVINCE RUGBY FOOTBALL REFEREES' SOCIETY
RUGBYVOETBALSKEIDSREGTERSVERENIGING VAN DIE
WESTELIKE PROVINSIE





WESTERN PROVINCE RUGBY REFEREES' SOCIETY EXECUTIVE COMMITTEE 2011

Back row: Johan Pieterse, Ashley MacKay, Alan Becker, Ronnie Bourbon-Leftley, Ben Theron

Front row: Lindsay Booyesen, Dan de Villiers (Chairman), Arthur Southgate (Vice Chairman), Marianne van Wyngaardt

Absent: Roddrick Barry



Official sponsor of the WP Rugby Referees' Society

CHAIRPERSON'S REPORT 2011



Dan de Villiers

The tenure of the current executive comes to an end at the Annual General Meeting and I look back with pride on what has been achieved over the past two years.

Generally, I think that the Society is a better organised, more financially secure and transparent organisation, with accountability increasing among the executive and members alike. And that's not a function purely of the chairperson but one that has been taken up by every member. I commend everyone for taking a more participatory role in the Society.

Before we get carried away in self-congratulations, it's important to remember that much remains to be done and the incoming executive will need to keep the Society focused on its goals. The operating system and procedure manuals for each portfolio – which are about 70% complete – will assist new executive members in quickly getting to grips with their duties.

One of the areas in which we'd still like to see improvement is within our coaching structures. While the regional coaches have done a sterling job in most instances, the executive feels that we can do more to make these sessions really

work for our members. A subcommittee has been established to investigate how this may be achieved and will be reporting back with recommendations before the start of the new season.

Our recruitment efforts have been so successful – 38 new adult referees this year – that we now have a new problem: too many referees in the lower divisions and inadequate resources to evaluate them and help them move up through the various grades. However, this is a challenge that we're determined to fix as soon as possible, and the recruitment of additional assessors from the ranks of our senior referees will be a high priority of the new executive. We see a reduction in the administration duties as a big step in this effort, to reduce the paperwork and make the position more directly helpful to the up-and-coming referee.

The Lotto-sponsored club referee programme got off to a reasonable start and I'm hopeful that we'll be able to recruit additional members from the club ranks in the year ahead.



Still on the recruitment front, it's hats off to Ben Theron and his team for their highly successful scholars programme. A ground-breaking programme when first initiated last year, it's become admired around South Africa. To date there are over 80 scholars, both male and female, active in the programme. I won't be

surprised to see some of our future IRB Test referees come out of this initiative. A special thankyou to sponsors Albarit for their support.

In that vein I'd like to congratulate the members who are on the various SARRA panels – there are 14 in total, including the highest-ranked woman



referee, Eugenia Daniels. This is more than any other single province and a clear indication that we as a Society must be doing something right. Special mention must be made of Jason Jafftha for his appointment to officiate in the IRB Sevens Series over the next few months, and of Jonathan Kaplan for his selection to the Rugby World Cup.

One important activity this year was the session conducted with club coaches. The opportunity to sit down in a congenial and relaxed manner to discuss issues of law, administration and appointments has been valuable to both sides. I'm hopeful this will be a programme that's extended to include all clubs and undertaken more frequently in the future.

I'd also like to encourage referees to become more active in their local club training sessions. That is not to say they should be seen to be aligned to a particular club; rather, they should offer to referee at practices and conduct mini-workshops on aspects of the laws. This

will not only help clubs better understand the finer aspects of the game but also help players to understand that referees are also just people who're passionate about the game and can be approached like everybody else.



While Western Province didn't host a Test match this year – and we subsequently didn't stage our traditional Black-tie Dinner – our fundraising activities still bore fruit. The annual Golf Day, again kindly supported by the Abante Group, raised in excess of R32 000 for our referee development fund. The Society's finances are in good shape and we have healthy reserves, which is a good place to be in light of the continuing tough economic times in the country.



In life it is always sad to lose colleagues and friends, and this year the Society lost two valued members. Both James and Jowellen contributed meaningfully to the

Society and for that we are grateful. We extend our condolences to the Apollis and Jimmies families on their losses.

A Society like ours doesn't run on love alone, and there are many who play important roles in ensuring we're able to offer members and the rugby community the range of services we do. Tracey Dunbar left during the year but I believe we have a more-than-able replacement in Lindsay Booyesen, who comes from a rugby family and will do our organisation proud. Ben Theron remains our loyal and committed referee manager. He's been in the position for 16 years and continues to show enthusiasm for the wide variety of tasks that land on his desk.

Marianne van Wyngaard continues to do fantastic work with the weekly appointments. Her task isn't an easy one and it's often made harder by frequent and late withdrawals by referees unable to meet their commitments. Our website is growing in popularity and thanks to Liam Hamer-Nel for his continued assistance in keeping this service going.

To the executive, thank you for your commitment. As I said from the outset, I believe we've achieved a lot. Unfortunately, an organisation like ours will always be 'a work in progress' where new needs crop up just when we think we have them all sorted out!

To the members; thanks for the opportunity to be of service. It's been a whirlwind tenure with many activities on the go, but I believe the Society is well prepared to serve your needs even better in the years ahead. Any organisation is not just about the executive, though. It's up to each and every person to play their part, whether a newbie just starting out or a long-serving member who can move into a coaching, assessing or mentoring role. This organisation will be as strong as you make it, so don't sit back: get

involved and become an integral part of its success.

A special thankyou must also go to all the spouses, life partners and significant others. Referees need to put in a huge commitment in time and effort, and without your support their task would be even harder.



To Duraline, our main sponsor for the past three years, an extra-special thank you. The economy is tough but you've stood by your commitment to support us and for that we're extremely grateful. Your support of our Society ensures that Western Province continues to produce some of the finest referees in the country.

I'd like to extend our congratulations to Western Province and the Stormers' structures on their successes this year. There may have been no trophies, but the Stormers made it to the Super Rugby semi-final, and the senior as well as age-group teams all made it to the respective semi-finals of the Currie Cup competition.

I wish all our referees a peaceful and restful break over the festive season. I urge you to return next year, bringing a new recruit and fired up for a great 2012.

Yours in refereeing

Dan de Villiers - Chairperson
17 November 2011

VOORSITTER SE VERSLAG 2011

Die termyn van die huidige uitvoerende bestuur eindig by die algemene jaarvergadering en ek kyk met trots terug op wat in die afgelope twee jaar bereik is.

Oor die algemeen, dink ek, is die Vereniging 'n beter georganiseerde, meer finansiële geborge en deursigtige organisasie, waarvan sowel die uitvoerende bestuur as die lede 'n groter mate van aanspreeklikheid aanvaar. En dit is nie net 'n funksie van die voorsitter nie, maar 'n funksie wat elke lid aangeneem het. Ek loof elkeen dat hulle 'n meer deelnemende rol in die Vereniging aangeneem het.

Voordat ons deur selfvoldaanheid meegevoer word, is dit belangrik om te onthou dat baie nog gedoen moet word en die nuwe uitvoerende bestuur sal die Vereniging op sy doelwitte gefokus moet hou. Die bedryfstelsel- en prosedurehandleidings vir elke portefeulje – wat omtrent 70% voltooi is – sal elke nuwe bestuurslid help om gou met hul pligte vertrouwd te raak.

Een van die areas waar ons steeds graag verbetering sal wil sien, is ons afrigtingstrukture. Terwyl die streekafrigters in die meeste gevalle uitstekende werk gedoen het, voel die uitvoerende bestuur dat ons meer kan doen om hierdie sessies regtig iets vir ons lede te laat beteken. 'n Subkomitee is aangestel om te ondersoek hoe dit bereik kan word en hulle sal terugvoering gee met aanbevelings voor die begin van die nuwe seisoen.

Ons werwingspogings was so suksesvol – 38 nuwe volwasse skeidsregters vanjaar – dat ons nou met 'n nuwe probleem sit: te veel skeidsregters in die laer afdelings en onvoldoende hulpbronne om hulle te evalueer en hulle te help met



hulle spoedige vordering. Dit is egter 'n uitdaging wat ons vasbeslote is om so gou moontlik op te los, en die werwing van addisionele assessore, uit die geledere van ons senior skeidsregters, sal 'n hoë prioriteit van die nuwe uitvoerende bestuur wees. Ons beskou 'n vermindering in die administratiewe pligte as 'n groot stap in hierdie poging, dit sal die papierwerk verminder en die posisie direk toeganklik maak vir die belowende skeidsregter.

Die Lotto-geborgde klubskeidsregterprogram het 'n redelike afskop gehad en ek is hoopvol dat ons in staat sal wees om addisionele lede uit die klubgeledere te werf in die jaar wat voorlê.

Wat ons werwingspogings betref, baie geluk aan Ben Theron en sy span vir hul uiters suksesvolle leerderprogram. Dit was 'n baanbrekerprogram toe dit verlede jaar vir die eerste keer ingestel is, en nou word dit oor die hele Suid-Afrika bewonder. Tot dusver is daar meer as 80 leerders – sowel seuns as meisies – aktief by die program betrokke. Dit sal my nie verbaas as sommige van ons toekomstige IRR-toets skeidsregters uit hierdie inisiatief gaan kom nie. Besondere dank aan die borge, Albarit, vir hul ondersteuning van hierdie wonderlike program.

In hierdie verband wil ek ook graag die lede van die verskillende SARSV-panele gelukwens – daar is altesaam 14, insluitend die hoogste gekeurde vroueskeidsregter, Eugenia Daniels. Dit is meer as by enige ander provinsie en 'n duidelike aanduiding dat ons as Vereniging iets reg doen! Ons wil veral melding maak van Jason Jafftha, wat aangestel is om in die volgende paar maande in die IRR se Sewesreeks op te tree, asook Jonathan Kaplan, wat gekies was om in die Rugbywêreldbeker op te tree.

'n Belangrike aktiwiteit vanjaar was die werksessie met klubafrigters. Die geleentheid om byeen te kom op 'n gemoedelike en ontspanne manier om kwessies rakende die reëls, administrasie en aanstellings te bespreek, was vir albei partye waardevol. Ek is hoopvol dat dit 'n program gaan wees wat uitgebrei gaan word om alle klubs in te sluit en dat sulke byeenkomste voortaan gereeld sal plaasvind.

Ek wil ook graag die skeidsregters aanmoedig om meer betrokke te raak by die oefensessies van hul plaaslike klubs. Dit beteken nie dat hulle met 'n bepaalde klub geassosieer moet wees nie, maar

hulle moet aanbied om in oefeninge as skeidsregter op tree en moet werksessies oor aspekte van die reëls hou. Dit sal die klubs nie net help om die fyner aspekte van die spel te verstaan nie, maar dit sal die spelers ook laat verstaan dat skeidsregters ook maar net mense is wat passievol oor die spel is en soos enigiemand anders genader kan word. Terwyl die Westelike Provinsie nie vanjaar 'n toetswedstryd aangebied het nie – en ons gevolglik nie ons tradisionele formele ete aangebied het nie – het ons fondsinsamelingsaktiwiteite tog



vrugte afgewerp. Die jaarlikse Gholfdag, wat weereens deur die Abante Groep, geborg is, het meer as R32 000 vir ons skeidsregterontwikkelingsfonds ingebring. Die Vereniging se finansies staan sterk en ons het gesonde reserwes, wat 'n goeie toedrag van sake is in die lig van die volgehoue moeilike ekonomiese toestande in die land.

In die lewe is dit altyd hartseer as 'n mens kollegas en vriende verloor, en vanjaar het die Vereniging twee gewaardeerde lede verloor. Sowel James as Jowellen het 'n betekenisvolle bydrae tot die Vereniging gelewer en ons is dankbaar daarvoor. Ons betuig ons medelye met die Apollis- en Jimmies-families met hul verlies.

'n Vereniging soos ons s'n word nie net met liefde bedryf nie en daar is baie wat belangrike rolle vervul om te verseker dat ons in staat is om aan ons lede en die rugbygemeenskap 'n verskeidenheid van dienste te kan lewer. Tracey Dunbar het ons vroeër vanjaar verlaat, maar ek is oortuig daarvan dat Lindsay Booysen 'n ewe bekwame plaasvervanger is. Sy kom uit 'n trotse rugbyfamilie en sal ons

organisasie met onderskeiding dien. Ben Theron bly ons lojale en toegewyde skeidsregterbestuurder. Hy dien al 16 jaar in hierdie posisie en voer steeds met groot entoesiasme die groot verskeidenheid take uit wat aan hom opgedra word.

Marianne van Wyngaard doen steeds uitstekende werk met die weeklikse aanstellings. Dit is nie 'n maklike taak nie en dit word dikwels moeiliker gemaak deur gereelde en laat onttrekkings deur skeidsregters wat nie in staat is om hul onderneming te eerbiedig nie. Ons webwerf raak al hoe gewilder, en ons sê dankie aan Liam Hamer-Nel vir sy voortgesette bydrae om die diens te lewer.

Aan die uitvoerende bestuur, baie dankie vir jul toewyding. Soos ek aan die begin gesê het, glo ek dat ons baie bereik het. Ongelukkig sal 'n organisasie soos ons s'n altyd 'werk aan die gang' wees, waar nuwe behoeftes te voorskyn kom net wanneer ons dink dat ons al ons behoeftes uitgesorteer het!

Aan die lede: baie dankie vir die geleentheid om te dien. Dit was 'n warrelwind termyn met baie aktiwiteite aan die gang, maar ek is oortuig daarvan dat die Vereniging goed voorbereid is om selfs beter in jul behoeftes te voorsien in die jare wat voorlê. Enige organisasie gaan egter nie oor die uitvoerende bestuur nie. Elkeen moet sy/haar deel doen – of jy nou 'n nuweling is wat pas begin het of 'n langs dienende lid is wat 'n rol in afrigting, assessering of mentorskap kan aanvaar. Hierdie organisasie sal so sterk wees as wat julle dit maak, moenie agteroor sit nie: raak betrokke en word deel van die sukses daarvan. Besondere dank ook aan al die eggenote, lewensmaats en ander geliefdes; skeidsregterskap vereis baie toewyding wat tyd en inspanning betref, sonder jul ondersteuning sou hul taak soveel moeiliker gewees het.

Aan Duraline, ons hoofborg vir die



afgelope drie jaar, 'n heel besondere dankie. Die ekonomie is swak, maar julle het jul verbintenis om ons te ondersteun, nagekom. En daarvoor is ons besonder dankbaar. Skeidsregters speel 'n waardevolle rol in alle rugby en jul ondersteuning van ons Vereniging verseker dat die Westelike Provinsie sal voortgaan om sommige van die beste skeidsregters in die land op te lewer.

Ten slotte wil ek graag die Westelike Provinsie en daarby die Stormers geluk wens met hul suksesse van die jaar. Geen trofeeë nie, maar die Stormers het die halfeindstryd van die Super 15 gehaal en die senior sowel as die ouderdomsgroepspanne het almal



die onderskeie halfeindstryde van die Curriebeker-kompetisie gehaal. Ek wens al ons skeidsregters 'n vredevolle ruskans oor die feesseisoen toe, en spoor hulle aan om volgende jaar terug te kom, tesame met 'n nuwe ingeskrewe lid, vuur en vlam vir 'n wonderlike 2012.

Met vriendelike skeidsregtergroete

Dan de Villiers - Voorsitter
17 November 2011

2011 PRIZE WINNERS



Terrence Adonis Regional award Paarl



Charles Wyngaard Regional award Langa



Zandre Herselman Regional award Bellville



Craig Green Regional award Wynberg



Hennie Heydenrych Regional award Stellenbosch



Tiekie Theart Regional award Table View



Billy Hamer-Nel Regional award Helderberg



Armand Nel Highest Examination Mark Award



Johandre Visser
Most Improved Junior Referee



Dyllan Francke
Most Promising Junior Referee



Pieter Le Roux
Junior Referee of the Year



Stefan du Toit
Most Promising



Joey Salmans Referee of the year



Quinton Immelman SARRA Most Improved Referee



Wihan Swart
Most Improved



Beres Andrews
Referees Merit Award

TOURNAMENT APPOINTMENTS



U/16 Grant Khomo	
Sinethemba Mrulwa	Referee
Daniel Fortuin	Referee
U/18 Academy Week	
Francois Pretorius	Referee
Petri Bosch	Referee
U/18 Coca Cola Craven Week	
Francois Groenewald	Referee
Andrew Slater	Referee
Dennis Immelman	Selector
Thuso Mngqibisa	Match reviewer
Inter – Provincial Sevens	
Quinton Immelman	Referee
Matt Kemp	Referee
Marius van der Westhuizen	Referee
National Club Champs	
Joey Salmans	Referee
Eugene Daniels	Coach
Marius Franken	Coach
Dougie Holwill	SARRA Representative
Quinton Immelman	Referee
Dennis Immelman	Selector
APC North Tournament	
Hein Gericke	Referee
Andrew Slater	Referee
Marius Franken	Coach
APC Central Tournament	
Francois Pretorius	Referee
APC South Tournament	
Francois Pretorius	Referee
Pukke Skouspel	
Francois Pretorius	Referee
Safaricom Sevens	
Dennis Immelman	Match Reviewer



ADMINISTRATION

Convenor: Alan Becker



This was the second year in succession of this portfolio. The members of the subcommittee were Lindsay Booysen (replacing Tracey Dunbar after her resignation), Ben Theron, Marianne van Wyngaard and Liam Hamer-Nel.

No formal subcommittee meetings were convened during the year. The necessary administrative work was completed via email. A big thank you is extended to all committee members for their personal contributions.

The Western Province Rugby Football Referees' Society website was constantly updated throughout the year by Liam Hamer-Nel. Members were informed of all notes/minutes of monthly referees' meetings, match appointments, updating of the grading list and regulatory changes.

As reported last year, a weekly club rugby match summary report was instituted and this year it was to have been taken further by the Referees' Society. This did not happen and the Western Province Rugby Football Union took over this exercise themselves.

This year the Western Province Rugby Football Referees' Society embarked on compiling a system and procedures operating manual, which is about 70% completed. It entails compiling

a job description for each portfolio within the Western Province Rugby Football Referees' Society, with the aim of professionalising the various portfolios. The knock-on effect of this is that the days of being nominated to the executive committee solely for the sake of seeking election are at an end, and future members wishing to put their names forward for any position on the executive will have to stand for a particular portfolio and its applicable job description.

Although the match reviewing portfolio does not fall directly under Administration, better coordination and effective communication will be required going forward in order to ensure a smooth distribution of reports. In addition, the Society is in dire need of further personnel within the match reviewing portfolio so that its desired objective of seeing each referee at least once within a calendar year is achieved.

Agendas and minutes pertaining to the various executive committee meetings and subcommittee meetings, together with monthly referees' meetings, were completed and distributed on a regular basis to the various personnel. Documentation that directly affected referees was placed on the Rugby Referee website.

I wish all referees and members an enjoyable off season.



APPOINTMENTS

Convenor: Ashley MacKay



This year was no different from previous years. I took over the reins from the late James Apollis. There were many hitches but it was not all doom and gloom. We were always positive and will endeavour to improve the system of appointments in the future.

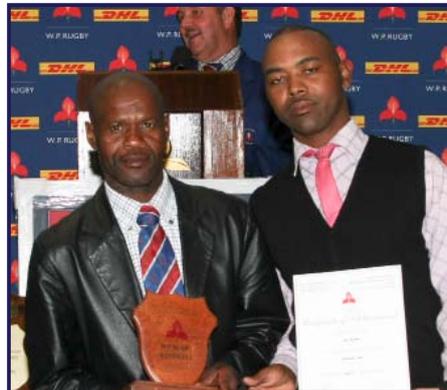
The Appointments were convened by Ashley MacKay and assisted by Dan de Villiers, Ben Theron, Marianne van Wyngaard (our pillar) and Eddie Douglas, who administered our computer program.



Appointments were done by the computer. However, the top 15 games were appointed manually after these games were prioritised by the Union's fixture department. All appointments done by the computer were rechecked before being published on the WP Referees' website.

There were 2 923 games in all WP leagues that required referees. However, we were only able to supply 2 580 refs. The difference of 343 was due to no

teams, games cancelled or a shortage of referees. Where referees were not appointed, clubs had to supply a referee for the game.



Clubs with floodlights were requested to play on a Friday evening when the Stormers or WP played at home on the Saturday. This enabled us to appoint referees to the lower leagues that played on the Saturday.

The following guidelines were taken into account when doing appointments:

- To provide notices of appointments timeously, allocations were made two weeks in advance but had to change due to circumstances.
- No referee was given a fixture that involved the same team within a four-week period.
- We avoided appointing a referee to the same teams in the first and second rounds.
- Within the parameters set by members' grading, the type of game to which a referee was appointed varied as far as possible.
- Withdrawals on Fridays/Saturdays are sometimes inevitable.



Some impacts on Appointments were:

- Receiving SARRA appointments late.
- Withdrawal of referees due to work and family commitments, injuries, and rescheduling because of a referee shortage in a particular grading.

School appointments were made by Marianne Van Wyngaard and Ben Theron. Thanks for their input.

Certain changes had to be made outside the boundaries of the guidelines but they carried the approval of the committee.

There were referees who rightfully queried their appointments but generally most referees accepted their appointments gracefully.

The Society wishes to thank all the members who carried out their duties so willingly and were committed week after week, often in trying conditions. Thanks to those members who were prepared to handle games at short notice. A special thanks to the families of the referees for allowing them to participate on Friday evenings and Saturdays afternoons.



CLUB LIAISON

Convenor: Ashley MacKay

The purpose of this component was to improve the relationship between referees and clubs. Our relationship with clubs in general has improved.

Clubs officials felt free to discuss club matters involving referees. At the end of our discussions, the officials and referee had a better understanding of the issue/s. Concerns for the referees were also conveyed to clubs about spectator and player behaviour. Referees are encouraged to be proactive in exercising crowd control. Safety of referees/officials is given high priority by the Society and verbal attacks on referees at and after match functions were seriously dealt with.

Because of this healthy relationship between clubs and the referee, many referees visited clubs at their practices to assist with the interpretation and application of laws. Following on from



this initiative, law knowledge improved considerably at certain clubs. We will strive to attend practice sessions of more clubs in the 2012 season.

Meetings were also held with club coaches. Clubs viewed this as a step in the right direction and requested that we meet about three times per season.

BokSmart courses are on-going. Many referees and club officials will have to renew their accreditation as the certification is only valid for two years.

Check the expiry date on your BokSmart Identification card and, if necessary, please ensure that you attend the next available course. The office can be contacted for the dates of the upcoming course.

The annual award of the Referees Shield for Sportsmanship was made at the union's prize-giving function. This year's recipient was Villagers RFC.

Thank you to those referees and officials for their commitment to the Society.

DISCIPLINE

Convenor: Ashley MacKay

The purpose of this portfolio was to promote good discipline and team spirit within the Society.

No meetings were convened, but continuous performance profiles were captured and tabled at the monthly executive meetings. It was decided not to convene meetings for petty offences, but where a trend was identified, referees were contacted by phone and requested to improve their behaviour.

Average withdrawals per Saturday = 20 referees.

Referees who avail themselves for refereeing during the rugby season must make their unavailability known timeously. Marianne van Wyngaard is the only person to whom withdrawals can be made. We are also aware

that there are emergencies which make it absolutely unavoidable to withdraw timeously.

It is the responsibility of each referee who has not received an appointment for a Saturday to contact the match secretary by the preceding Thursday to ascertain his/her appointment. Unless you have officially withdrawn for the week, it is almost certain that you will have a game to referee. The non-arrival of an appointment does not necessarily mean that you have not been appointed for a game. The Western Province Rugby Union requires our loyal service.

An area in which we as a Society have to improve is our attendance at the monthly meetings. Average attendance per meeting was 45% of our total membership.

My sincere thanks to Marianne van Wyngaard for her support during the season.



COACHING

Convenor: R Barry



Another season of rugby refereeing coaching and Monday evening sessions has passed and we can now look back at what has been achieved.

Some referees committed themselves to attending the Monday evening sessions, which helped them to develop and improve their refereeing skills, but generally there was a drop in attendance numbers. Referees do miss out by not attending these sessions. The Society once again sends out a plea to members to attend these valuable Monday evening sessions, which are held and convened at:

- Wynberg – Ashley Mackay
- Langa – Thuso Mngibisa
- Table View – Arthur Southgate
- Bellville – Frikkie van Wyk
- Paarl – Gielie Bester
- Stellenbosch – Hendrick Greyvenstein
- Helderberg – Nico Le Roux

The Khayelitsha/Lagunya region under the supervision of Louis Mzomba and Sinethemba Mrulwa has also instituted training sessions and the Society needs to support them.

Coaching is one of the most important parts of referee development and it is important for our members to attend as

many of these gatherings as possible to share and to learn from each other. We urge our Provincial and senior referees to come forward and be part of this great opportunity to develop and train all our referees. We're open to ideas of how referees would like these sessions to be presented.

The coaches also had meetings to discuss the way forward in 2012 because we do need to implement and develop new coaching programmes.

With the help of the Union and the Lotto, some of our referees attended a fitness test session at the beginning of 2011 and were invited back to do fitness sessions at the end of the year. All the referees who attended these fitness sessions at the end of 2011 were given a DVD and manual programme on strength and conditioning.

At the end of November, Stephan du Toit (Stormers and WP Rugby HPC manager: strength and conditioning) will supply the society with a new referees training programme which will be available on the referees website and at our offices. We'd like to thank the Union for their support in ensuring that our referees are fitter and better conditioned.



For the first time, the Society, with the help of Eugene Daniels, held three referees camps towards the end of the season on weekends for young and upcoming referees at Jan Kriel and Bellville schools. They were a great success. The feedback from our members was very positive and it was



recommended that the Society present the camps again at the beginning of the 2012 season.

In 2011 the following numbers attend the senior referees courses:

- Introduction and rugby refereeing in practice: 134
- New SA Rugby assistant referees course: 24
- IRB Level 1: 56
- IRB Level 2: 21

Referees courses were also presented for students at North Link College and Stellenbosch Academy; a total of 55 students attended.

29 School teachers attended the referee's course in 2011, and 124 scholars attended the junior referees courses during 2011.

The Union, together with the Lotto, also arranged a referee's course for clubs at Jan Kriel school and a total of 83 club members attended this course.

We'd like to thank the following educators for their assistance in conducting these courses: Arthur Southgate, Joey Salmans, Wimpie Annandale, Eugene Daniels, Ivan Solomons, Wendy de Kock, Johan Pieterse, JC Fortuin, Samuel Mahlatsi, Ben Theron and Roderick Barry.

It's a pity that some educators will lose their IRB educators licences because they did not present any courses.

We'd like to thank the Union's office staff for arranging these courses.



FINANCIAL REPORT

Convenor: Arthur Southgate



Another year has gone and the financial position of the Society is sound. Financial statements will be available next year at the very first meeting after the audited statements have been received.

During the past year the Society has put quite a bit of money into development. Much if not all of this will possibly be financed by SA Rugby.

The executive has made a conscious decision to contribute to the development of

referees. At the same time, we're concerned about referees who do the minimum from their side, such as running bleeps, keeping fit and the writing of examinations.

We're also looking at the development of coaches and performance reviewers; and, of course, there's the junior referees programme which is in some cases being emulated by other provinces. Thanks to everyone involved in this exciting venture.

We're currently discussing providing regions with equipment for the playing or showing of clips as this will enhance the value of the Monday evening sessions.

Our unaudited Income Statement lists some major expenses, including coaching and development, youth clothing, commission, clothing senior referees and honorariums. On the income side there are sponsors, donations and grants, clothing, Golf Day, schools rugby, subscriptions and clubhouse. The monies received from SA Rugby, WP Rugby Union and schools rugby can be treated as suspense accounts.

We had only one fundraiser this year, due to there being no Test matches at Newlands. This was the Abante WP Rugby Referees Golf Day, and this year Abante provided sponsorship of R40 000 and also prizes to the value of approximately R14 000. Our sincere appreciation to Abante for his continued support of this fun day out.

Our main sponsor, Duraline, still has to come through with their contribution for this year. As difficult as it has been for the past few years, they've always managed to meet their obligations and we have the fullest confidence that they will do so again this year.



MATCH REVIEWING

Convenor: Ronnie Bourbon-Leftley



The committee consisted of Ronnie Bourbon-Leftley (chairman), Tony Basson, Thuso Mngqibisa, James Apollis, Johan Willemse, Owen Kiewietz and Alan Becker, who in addition fulfilled the role of secretary. Additional members were Desmond Petersen, Eric Bernardo and Phillip Muller.

On 13 December 2010 the Society was dealt a tremendous shock with the sudden passing of James Apollis. This was a setback for not only the Western Province Rugby Football Referees' Society as a whole, but particularly for the match reviewing subcommittee of which James was an integral member. James had tremendous insight into the inherent abilities of individual referees due to his past experience. This will be sorely missed.

The match reviewing subcommittee accepted two resignations during the year, from Thuso Mngqibisa and John Fretter. We gained an additional member, Phillip Petersen. This left the match reviewing subcommittee with eight members for 2011, as opposed to 10 members last year.

A special word of thanks is extended to Alan Becker, who acted as secretary, and to the additional members Desmond

Petersen, Eric Bernardo and Phillip Muller. Your input, effort and contributions were highly appreciated.

To the first team referees who assisted, thank you. Your effort and contributions are always appreciated.

Six match reviewing meetings were convened during the course of the 2011 rugby season.

The first objective was to see as many beginner referees and, in addition, to keep our performance within the framework of the South African Rugby Referee Association (SARRA) levels. With an exceptionally small active team, this committee managed to produce 425 match review reports for the 2011 rugby season. There were approximately 195 active referees.

The new grading structure that was implemented during 2010 is still a work in progress. Adjustments were made this year.

Due to the small complement of members comprising this subcommittee, and therefore the decrease in the number of match reviewing reports being submitted and, in addition, the increase in numbers of referees to be reviewed during the 2011 rugby season, it was decided to implement DVD match reviewing. It is in its infancy and is still experiencing teething problems.

Match reviewers were allocated weekly



to different venues. In addition, DVD cameras were allocated to other venues in order to address the shortage of numbers on the subcommittee. At each match reviewing committee meeting, the entire grading list of referees was analysed and evaluated, with the objective of promoting and demoting referees according to the new grading structure together with the grading criteria. The match reviewing committee wants to emphasise that referees must comply with the grading criteria and the new structure (which have been placed on the Referees website) in order to be promoted.

Congratulations to all referees who were promoted during the 2011 season. To those referees aspiring to higher honours, we encourage you to persevere in order to achieve your personal goals.

To all members who contributed in any way to this subcommittee, I extend my heartfelt thanks. It is a tremendous feeling when one is part of a successful referee development programme and one is able to witness, particularly over the last two years, its positive achievements.



TRAINING

Convenor: Johan Pieterse



The season wasn't without some disappointment. Training and coaching had to move closer together, to start reading from the same page. The aim was to train what we coach, and coach what we train. This was unfortunately not achieved. The resistance from the coaching side to develop these structures put a huge damper on this development. This is surely an important feature that must be addressed to ensure that development of our referees is the best in the country.

My thanks and appreciation to all those who supported the training initiatives, including the educators, referees,

performance reviewers, the office (with Ben, Tracy Dunbar and Lindsay Booyesen), and the executive.



Training kicked off in 2011 with an Introduction to refereeing course at HTS Bellville. From that point it was a very busy year, delivering excellent results throughout the season. This can be attributed to a small group of dedicated educators who were willing to assist, at times on short notice and under trying circumstances. The willing few who went the extra mile include Joey Salman, Wimpie Annandale and Arthur Southgate who were pillars of strength during trying times. They weren't the only people who assisted, but do deserve a special word of appreciation.

The Level 2 course was again presented at Goudini. The educators presenting the course were tested by a very willing, able and inquisitive bunch of referees. The professional manner in which this course is presented and its setting contributed to its success. Ben Theron played a huge role, and I thank him for his arrangements and continued dedication to the referees of our society. The educators involved – and again I must single out Joey – also deserve a special word of appreciation for their unselfish contributions.



WESTERN PROVINCE RUGBY JUNIOR RUGBY REFEREES PROGRAMME

Facilitator: Joey Salmans

Two years ago we embarked on a new journey to assist SA Rugby Referees with their recruitment plan. Since the adults were not coming forth to sign up to this great career, we decided to go to the schools to spread the gospel about refereeing.

Referees manager Ben Theron went out to schools to advertise the programme, and approached active referees Joey Salmans, Wimpie Annandale, JC Fortuin, Jason Jaftha, Wendy De Kock and Wessel Pienaar to facilitate the training workshops while he managed the logistics. In 2010 we had our first course at Jan Kriel High School in Kuils River. Riaan Tolken assists as hostel master.

The programme consists of a theoretical, practical and fitness component. The learners are put through their paces in the 'bleep' test and then undergo a law knowledge assessment. The aspirant referees are presented with a theoretical session on touch judging, followed by signals, U19 variations and the Rugby Refereeing in Practice Manual. They are then taken onto the rugby field, where each phase of the game is discussed in-depth and demonstrated practically.



Young aspiring referees taking their law exam.

Once the learners are on our database, we inform them of all rugby tournaments that we are asked to provide referees for. Learners start with U7-9 refereeing to build their confidence. They are also encouraged to provide their certificates to the schools in their area and referee as many games as they can.

Those who show the most interest during the year are invited to a follow-

up workshop where they are appointed to referee at a tournament. Facilitators assess the abilities of the young referees, and use radios and the after-match reviewing processes to assist the referees.



Referees in pensive thought watching clips with Ben Theron looking on.

The young referees are provided with various opportunities to enhance their newly learned skills. We have been lucky enough to be asked to referee at the newly established Legends Cup, a tournament for U19 schoolchildren. These players are in regional teams and represent various schools in the greater Cape Town area. We incorporate shadow refereeing in this tournament, with a senior referee or trainer on the field to assist the young referee. The referees who improve the most over the tournament are given the opportunity to referee in the knock-out stages. The coaches and the organisers of the tournament have been very complimentary about our referees.

In addition to the Legends Cup, which takes place at City Park in the June school holidays, other tournaments



Wimpie Annandale (Senior Referee) and Andre van Dyk refereeing a match at the Legends Cup Tournament.

who have accepted the young referees as part of their officiating structure are the Paul Roos tournament (U13, U14, U15 and U19) and President High School (U14, U15 and U19), both in the April school holidays, and Swartland High School (U19) in the June school holidays. The young referees also officiate at various interschool matches.



Referees group at the Bredarsdorp 7's tournament in September 2011.

The programme has enrolled over 254 learners of which 84 has joined the junior referee society in the first two years, and will soon need a permanent person to manage it. I also suggest an award system at the end of the season, recognising the Referee of the Year and the Most Improved Referee.

I look forward to availing my services to this programme, and taking this rough diamond and making it a shiny, shimmering one. WP can be a leader in this area of developing young aspiring referees. There are many talented young referees out there; we must just find them!

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