



# 2016

## ANNUAL REPORT JAARVERSLAG

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

  
**PROTEA HOTEL**  
MARRIOTT  
Stellenbosch



## Western Province Rugby Football Referees' Society Executive Committee 2016

From left back: Ronnie Bourbon-Leftley, Alan Becker, Eddie Douglas, Ben Theron (Referees' Manager), JC Fortuin and Shaun Abrahams (WP Club Rugby).

Front row from left: Nangamso Dudumashe (Referee Manager Assistant), Arthur Southgate (Vice Chairman), Joey Klaaste-Salmans (Chairman) and Ronald Bantom (WPRU Executive).



Official sponsor of the WP Rugby Referees' Society



Our term started in October 22, 2015 where members voted for CHANGE. George Bernard Shaw is quoted as saying: "Progress is impossible without change, and those who cannot change their minds cannot change anything." The new executive was thus tasked to bring change but also be mindful that not all would be enthusiastic about change. We challenged members to let go of the familiar and to embrace the new. We were, and still are, quite aware that the WP Referees Society is an important society in South African refereeing. We needed to keep what was allowing us to thrive and let go of what was keeping us back.

The member's inputs from the outset were an important starting point for us and we therefore planned for a strategic planning session where we adopted the Bruce Tuckman philosophy of stages in group development. We FORMed, then STORMed to get to the NORM and then we challenged all to PERFORM.

As soon as we had ideas and a new thinking about refereeing, the executive spent a day deliberating on the members

thoughts. It was from there where some strategic decisions were made for the improvement of our Society.

We have been very lucky to have supportive sponsors to partner with us. Our main sponsor – Protea Hotel by Marriott Stellenbosch – has been by our side for a while now and we look forward to having them with us for a long time to come. To the directors of the board, the management of the hotel and all the employees who make every visit to the hotel special, thank you very much! Nederburg and KWV have been very good thirst quenchers this last year. We have been able to provide some good quality wine to our guest referees and some good quality brandy for our loyal supporters who came to the referees' clubhouse. Other sponsors include Coca-Cola, TATA, Discovery, Ivan and Kelly of Thirsty Scarecrow, Distell, Coke, Gene Productions, Imbongi, Tri-trade and Alliance Photos. You have all contributed to the success of our society. Thank you for your support.

SARU supported us with the development of our referees and provided opportunities for officials. To show their interest SA Referees management met with the Society executive to address common concerns. We have a good relationship with them and have received support from them with regards to education and training, coaching and performance reviewing. We have received a lot of positive feedback from SARRA and SARU referees with regards to our referees. So much so that Rasta Rasivhenge was awarded SARU Referee of the Year. An accolade that both Rasta and the WP Referees' Society is very proud of.

Our referees, when asked to step up didn't disappoint. The following WP flag bearers went out and ensured that people took notice of and talked about us.

LSEN WEEK	U/ 13 CRAVEN WEEK
Sinethemba Mrulwa (Final)	Hennie Heydenrych Khwezi Mqomboti
U/18 ACADEMY WEEK	U/18 CRAVEN WEEK
Nathan Swartz Nathan Barry Divan Uys	Egon Seconds
U/16 & 18 GIRLS	U/19 PUKKE WEEK
Aimee Barrett-Theron Bulela Qwane	Elias Jacobs Jaco Smith Vernon Hartnick
U/19 OUTENIQUA WEEK	MEDIUM SCHOOLS TOURNAMENT
Sinethemba Mrulwa Nathan Swartz Dyllan Francke	Zandre Herselman Dyllan Francke
SA RUGBY VARIOUS 7's TOURNAMENTS	HERITAGE TOURNAMENT
Sinethemba Mrulwa (Plate Final – IPT) Aimee Barrett-Theron (Women's Final IPT) Bulela Qwane (Plate final – USSA week)	Sipho Evans Nathan Barry
SA RUGBY GOLD CUP	CURRIE CUP
Sinethemba Mrulwa Divan Uys Nathan Swartz Nathan Barry Rasta Rasivhenge (semi-final)	Sinethemba Mrulwa (Women's divisions) Nathan Barry (Women's division) Francois Pretorius (Under 19 & 20) Aimee Barrett-Theron (Women's Final) Bulela Qwane (Women's division) Egon Seconds (U20 semi-final) Made Currie Cup debut earlier this year Cwengile Jadezweni Quinton Immelman Marius van der Westhuizen (semi-final) Rasta Rasivhenge (semi-final)

**INTERNATIONAL OFFICIATING:**

Egon Seconds	<ul style="list-style-type: none"> <li>• U19 International Series</li> </ul>
Quinton Immelman	<ul style="list-style-type: none"> <li>• U19 International Series</li> </ul>
Cwengile Jadezweni	<ul style="list-style-type: none"> <li>• U20 World Championships</li> <li>• Super Rugby Debut</li> <li>• Test debut – 27 August 2016 (Kenya vs Hong Kong)</li> </ul>
Aimee Barrett-Theron	<ul style="list-style-type: none"> <li>• World 7s Series</li> <li>• Rio Olympics 2016</li> <li>• Test Debut – 13 December 2016 (Japan vs Oceania)</li> </ul>
Rasta Rasivhenge	<ul style="list-style-type: none"> <li>• World 7s Series – Men &amp; Women</li> <li>• Rio Olympics 2016 – Men’s Final</li> <li>• Super Rugby debut</li> <li>• Test debut – 2 July 2016 (Uganda vs Namibia)</li> </ul>
Marius van der Westhuizen	<ul style="list-style-type: none"> <li>• Rio Olympics 2016</li> <li>• Super Rugby</li> <li>• Tests:                             <ul style="list-style-type: none"> <li>- 18 June 2016 – USA vs Italy</li> <li>- 9 July 2016 – Kenya vs Zimbabwe</li> <li>- 12 November 2016 – Ireland vs Canada</li> <li>- 17 November 2016 – Wales vs Japan</li> </ul> </li> </ul>

The more successful these ladies and gentlemen become the more pressure there is on our Society to ensure that we produce more referees like them! We use them to assist us in achieving that goal. I am reminded of the quote: “Success seems to be connected to action. Successful

people keep moving. They make mistakes but don’t quit.”

I would fail in my duty if I don’t celebrate and appreciate all those unsung heroes who made a success of each and every tournament hosted in our province: Varsity 7s – Referees, assistant referees, in-goal judges and admin officials All the schools tournaments that we participated in during the season – Referees, assistant referees and admin officials, coaches and PRs All the club fixtures and extra tournaments that we appoint you to, you are the heroes that make this game we love so much prosper. I thank you from the bottom of my heart.

Some of our challenges in 2016 were the lack of referees attending regional sessions, those who chose not to complete the required fitness tests and exams, those who choose to ignore the office when it made several requests on what needs to transpire at matches – such as when matches are not supposed to take place – those who are undesirable adverts for our Society. The executive has no choice in 2017 but to make tough decisions to rid us of negativity for the sake of the brand that is WP Rugby Referees.

The disrespect shown to referees this year by many players and clubs was a thorn in all our sides and the fact that referees wanted to down tools meant that they are worried, concerned and anxious about club rugby. We need to take accountability for our referees’ safety and the clubs need to be made aware that they also have a role to play. In actual fact it is a responsibility for all role players in club rugby.

To kick start action we will embark on an education journey starting early in 2017. We have reached out to the Union who will partner with us to go and educate our rugby public. I want to take this opportunity to thank Mr Jones and the Club Rugby Department for all that they have done to ensure that culprits were punished. We are also looking at using technology and social media to educate our

rugby watching public. Our relationships with players and coaches will also get an overhaul in 2017. Going out to regions to facilitate law discussions, which will hopefully ensure uniformity with the interpretation of the laws.

This year has been one of many accolades. I am reminded of a comment that Banks Yantolo, SARU’s Referee Manager made when he said: “This province has some real talent. Other provinces are taking note of what is happening in Cape Town.” Those words are so true. Many enquiries about the WP junior referees programme have been made from other provinces. This is a definite feather in our cap as the initiative turned six years old in June 2016. I want to thank Ben Theron and all those who assist with the junior courses for all their hard work. In 2017 we will look at a bridging programme for matriculants so that they take their place with ease in the senior Society.

I am reminded of a fantastic time we all had at the Varsity 7s when we put such a great spectacle on for the rugby public on national television. I am also reminded of our first three TV games where Divan, Nathan and Nathan set such a high standard for all those who followed. I’m actually of the opinion that all our TV school games were of high quality and showcased our refereeing potential in WP. I was informed of how well our guys conducted themselves at the Under 13 and 16 weeks, everybody jumping in when something needed to be done. The WP Score 7s tournament was a great success because of the outstanding standard of refereeing. A special thank you to the coaches and performance reviewers who assisted the referees. These various tournaments showcased our camaraderie as a society and proved that we can work together.

All is not perfect yet, so in 2017 awaits hard work. 2017 is the year of accountability, authenticity and re-culturing (AAR). As a group we are accountable to the BRAND of refereeing. We need to interrogate what it is that we perceive that BRAND to be.

What our culture for our brand will be. Having said that, we have to be authentic to ourselves, our organisation, our province and our country. As we are all leaders on the field of play we are challenged to do some introspection.

- Do we:
1. Know who we are?
  2. Have one face: Private vs Public
  3. Consistently consistent
  4. Hide mistakes?
  5. Unafraid to look weak?

The coaching portfolio is not where we want it to be and this will be addressed in 2017. Allow me to thank the coaches, including regional coaches for all your hard work in 2016. Mr Fortuin has big plans that he would like to implement in 2017. Our biggest challenges are the preparation of our referees, maturity levels and dealing with conflict, the transport issues for our referees who don’t have vehicles. The traveling influences your preparation whether with or without your own vehicle. The function of the Transformation Committee under leadership of Mr Fortuin is also being defined. We look forward to their interactions in 2017.

Appointments is such a hectic portfolio and it seems all Eddie and Shaun receive is criticism from all sides. I can assure you that they work hard on satisfying all requests. We are investigating providing the clients with a more refined group of referees in the Super league structure. This is an ongoing investigation; which will hopefully be completed at the Executive Strategic meeting in January. Our appointments committee will be doing a reflection on the last year and give feedback to the Executive on their areas of growth and areas needing to be developed. I want to thank Shaun, Eddie and Ben for the diligence in completing the appointments. I applaud you gentlemen.

Mr Bourbon-Leftley and his team are continually in the firing line from coaches and referees but they persevere. We are thankful for their openness to listen and to change with the ever-changing times within rugby. A challenge for them would be to



address the lack of assessments in our lower leagues and this will be an important point to tackle in our strategic meeting. Thank you Ronnie for your leadership in the PR department.

Messrs Southgate, Becker and I continually try to make the best financial decisions to take our Society into the next year. We want to make sure that this Society, which finds itself in a High Performance Province, is financially in a similar situation. I want to thank Mr Southgate for all his efforts and time (sometimes way after business hours) to ensure our finance portfolio is run with credibility.

Our window to the outside world is our office. I mentioned Tuckman’s stages of group development earlier. We tend to have various stages of that development in our office depending on the time of the year and activities that lay ahead of us. Having said that I must applaud Nangamso, who seems to have become calmer and calmer the longer she works as the referees’ manager PA. Sometimes it seems like you are the referees PA. Dudu you are such a sport but also very strict at times. Just what the referees need. I want to, on behalf of the referees, thank you very much or all that you have done for us and for what you will be doing in future. Enkosi kakhulu. Siyakusoloko sinombulelo ngako konke osenzela kona. Usisithunywa wena.

The office of Mr Danny Jones and Faizel Felton has been open to us this whole season and will be during the off-season as

we have lots to do to ensure that 2017 runs flawlessly. We are tasked with developing an operational manual which will enhance the way we do things from the Union and the Society side. Thank you to Mr Jones and Mr Felton for your assistance and guidance during this last year. Thank you also, for allowing us to OWN our space in the rugby world in the Province.

The leader of an organisation is only as good as his advisers, those around him who keep him accountable for his actions. I have five of those around me. Sometimes I have to include Ben, Dudu and Shaun as well. Messrs Southgate, Becker, Douglas, Bourbon-Leftley and Fortuin, I want to thank you for allowing me to be radical sometimes and for guiding me when I go off on a tangent. It has been a long season but I am already energized and looking forward to 2017. It’s going to be awesome.

Congratulations to all the referees who received awards in 2016. Go on to higher places and make us proud. Reflect and set new goals for 2017.

Our journey for 2016 doesn’t stop, we are just going slower to plan for 2017. We’ll halt in December and be back with all eagerness in January. May you all have a peaceful holiday, stay safe and come back with a lot of energy.

Joey Klaaste-Salmans | Chairperson Western Province Rugby Referees Society November 2016



# ADMINISTRATION



The members comprising this sub-committee were: Nangamso (Dudu) Dudumashe, Ben Theron, and Liam Hamer-Nel.

During the year, no formal committee meetings were convened. The necessary administrative work was completed via e-mail.

A big thank you is extended to all committee members for their personal contributions.

The Society's website was constantly updated throughout the year by Liam Hamer-Nel. Via the website, members were informed of all: notes/minutes of monthly referees' meetings, match appointments, updating of the grading list, and any regulatory changes.

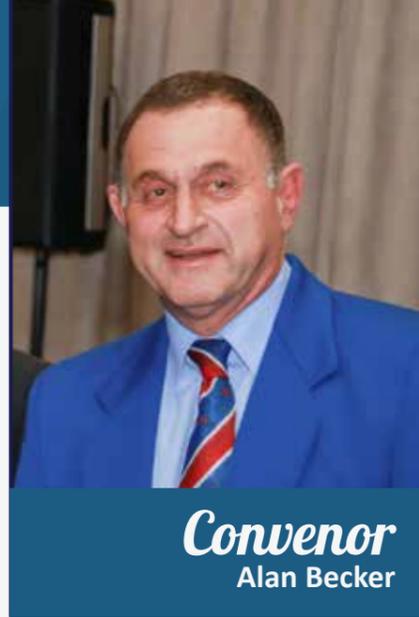
The Annual Western Province Referees' Examination was compiled by Ronnie Bourbon-Leftley, Don Perry and Alan Becker. This examination took countless weekends and hours to compile. A special word of thanks is extended to these gentlemen for their contributions in compiling this examination. The actual aim of this examination is to draw on questions of Law that actually occur in the local games in Western Province each and every Saturday. This local version affords members the opportunity to write a recognised examination at any time of the year in their designated region.

Agendas and minutes pertaining to the various Executive Committee meetings and sub-Committee meetings together with monthly meetings was completed and distributed on a regular basis to the various personnel. Documentation that

	23-Jan	1-Mar	14-Aprl	19-May	21-Jul	8-Sep	20-Oct
	STRT	EXEC	EXEC	EXEC	EXEC	EXEC	EXEC
Joey Klaaste-Salmans	P	P	P	P	P	P	P
Arthur Southgate	P	A	P	P	P	P	P
Ronnie Bourbon-Leftley	P	A	P	P	P	P	P
Alan Becker	P	P	A	P	P	P	P
Jerome Fortuin	P	P	P	P	P	P	P
Eddie Douglas	P	P	P	P	P	P	P
Ronald Bantom	P	P	P	P	P		A
Ben Theron	P	P	P	P	P	P	A
Nangamso Dudumashe	P						
Shaun February	P	P	A	P	P	P	P

Key P= Present A=Apologies

# APPOINTMENTS



**Convenor**  
Alan Becker



**Convenor**  
Eddie Douglas



This has been a busy year with many appointments that had to be made. These included friendlies, league games, 7s tournaments and tournaments organised by clubs. Appointments ran from the middle of January until the middle of November. The appointments team were called on to provide referees for all of these games.

In total the following number of games were appointed:

- Friendlies – 580
- League matches – 3185
- Sevens and games organised by clubs – 580

Appointments were hampered by a number of issues including:

- SA Rugby appointments using WP referees
- Academy weeks using referees during the season
- Referees withdrawing very late
- Non arrival of referees at matches

We hope to resolve these issues during the off season to prevent similar occurrences in future.

In the beginning of the year appointments were done on Scrumit but we found

that there were too many errors and functionality missing within the Scrumit system. We resorted to using the old system and this resulted in keeping two systems updated during the season.

Fixtures were received late from WP at the beginning of the season and, also due to the format of competitions in WP club rugby, fixtures were only known very close to the Saturday matches. Fixtures were also changed late in the week which resulted in several alterations to the appointments. These all had to be communicated to referees and match reviewers/assessors.

To rectify these issues in the new year, we will be embarking on an exercise in the off season to ensure that:

- Fixtures will be received at least three weeks before the season starts
- Scrumit will be modified to ensure
  - o Appointments of referees happens in the three weeks prior to the game
  - o Changes of fixtures and appointments are properly managed and updated
  - o Changes to referee details such email addresses and telephone numbers are captured
  - o Friendlies and club tournament details are provided earlier, captured on the system and referees appointed



**Convenor**  
Eddie Douglas

- o Boksmart details will be updated monthly.

and all of these changes, if they affect appointments, to be properly communicated to referees in a timeous and formal manner.

It is imperative that we get Scrumit to be a state-of-the-art system for doing referee appointments and that we only operate on one system in the new season.

*I would like to thank Ronnie for his assistance in verifying appointments, Ben for his assistance in allocating referees to both club and school games, and a special word of thanks to Shaun for his untiring efforts to ensure that referees were appointed, communications sent to them and support during the season.*

## CLUBHOUSE



**The Clubhouse has been functioning very well this year with good attendance by referees, both local and visiting. It is always good to see the visiting referees in the clubhouse to chat and socialise with our members after their games.**

I would like to thank Ben for always ensuring that the stock is kept at an optimal level and for the reconciliation and banking of cash.

Johan Willemse and Ashley Mackay – thank you for always being behind the counter and providing the efficient service to referees that we have become accustomed to.



**Convenor**  
Eddie Douglas

## DISCIPLINE



**Convenor**  
Eddie Douglas

**Discipline is always a very contentious subject and being a Society with a constitution, requires that all members adhere and act according to it.**

the circle goes around again so that the next referee will encounter the same issues at a game. It is also required that referees whose cases are being presented at the DC make themselves available to present their side of the incident. On numerous occasions referees did not arrive at the DC or make themselves available on their phone. The DC case in these instances was not heard and the culprits got off without any consequences. It is imperative that referees attend the DC when called upon to do so.

when appropriate. I would like to thank Ashley McKay for attending the DC hearings and supporting our referees. Ashley also presented a report on a weekly basis detailing each case. All your efforts are very much appreciated. I would also like to thank the DC for their sterling work done during the season. This is not an easy task but a very essential one.

The same is applied on the field – referees and players are guided by the rules of the game, WPRU by laws and regulations regarding the various competitions played in Western Province.

**During the season the following cards were issued**

- Red cards – 168
- Yellow cards – 1049

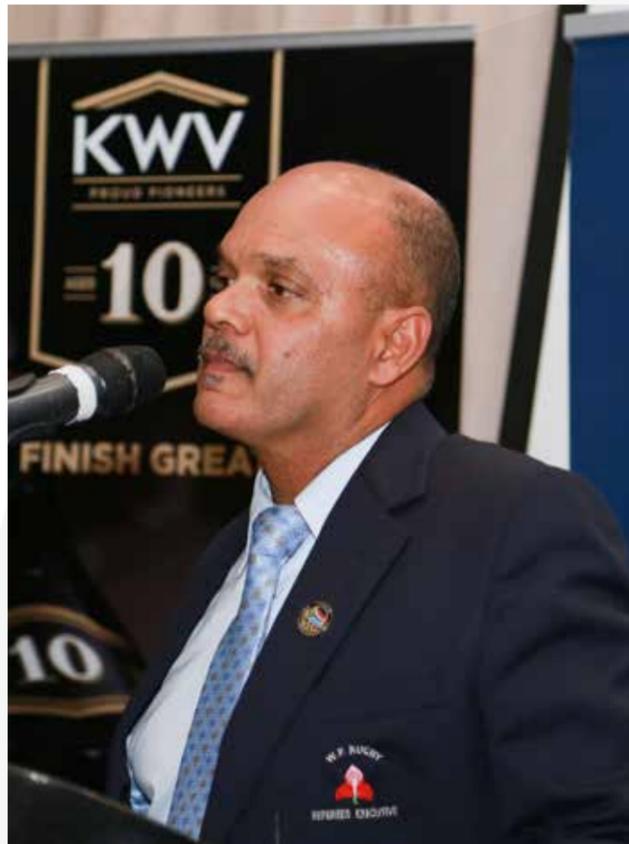
To assist referees in the new season, a Referees Guideline Manual will be compiled which will be available to all referees. This will include the protocols to be managed at each field, roles of referees and club officials at matches and general aspects of refereeing at matches. This will be compiled in conjunction with WP club rugby and the Referees Society and should be a major contribution to the success of club rugby in the future.

From the Society and WPRU's side, when a yellow or red card is issued, it is compulsory for a referee to fill in an incident report with sufficient detail to present to the Disciplinary Committee (DC). Without the correct detail and timeous submission of the report, no judgement can be made against a player or club. If not,

Several cases were heard against referees and these were concluded during the year. It is our aim to hear these cases immediately and take the required action







## MATCH REVIEWING



**The committee consisted of the following members: Ronnie Bourbon-Leftley (Chairman), Owen Kiewietz, Desmond Petersen, Don Perry, Phillip Muller, Allan O'Connell and Alan Becker, who in addition, fulfilled the role of Secretary. Additional members consisted of: Eric Bernado, Gielie Bester, Johan Willemse, Alan Gould and Richard Nash.**

During the year Gielie Bester retired from this sub-committee and we wish to thank him for his contribution over the many years he served on this sub-committee. Four Match Reviewing meetings were convened during the course of the 2016 season.

The Match Reviewers kept their Reports within the framework of the South African Rugby Referees' Association (SARRA) Levels. There were approximately 219 active referees. The committee submitted 629 Match Review Reports for the 2016 season.

DVD Match Reviewing: Referees were lethargic in requesting to be filmed during

the year. Only 18 (eighteen) DVDs were completed in 2016. Referees are to take note that from 2017 this system is to be reviewed in its entirety.

Match Reviewers were allocated, weekly, to different venues.

At each Match Reviewing Committee meeting, the entire Grading List was analysed and evaluated. This with the objective of promoting or demoting referees according to the new Grading Structure in conjunction with the new Grading Criteria set out on 19 May 2016. The Match Reviewing Committee wants to emphasise that referees must comply with the Grading Criteria and the New Structure, in order to be promoted. This information is freely available on the referees' website.

Many referees still do not undertake an annual Fitness Test, the annual National Rugby Referees Examination (SARRA) and, or, the Western Province Rugby Referees' Annual Examination. This is mandatory in terms of the Grading Criteria. As a result many referees find themselves demoted during June and or



**Convenor**  
Ronnie Bourbon-Leftley

could not be promoted to higher Divisions because of their non-compliance with the respective Mandatory Grading Criteria. The Committee encourages all referees to comply with these criteria in the coming year.

Referees that have SARRA aspirations must keep in mind that they have to write the Annual SARRA Examination. The Western Province Referees Examination can be written in the designated Regions at any time throughout the Year. This makes it easy for newcomers who join after the March exam date to still comply with the Grading Requirements. In conclusion: There are NO excuses for not undertaking a fitness test or attempting to write the examination.

Congratulations to all referees who were promoted during the 2016 Rugby Season. To those aspiring to higher honours: we encourage you to persevere in order that your own personal goals can be attained. A special word of thanks is extended to the additional members, first league referees, coaches, and executive members who assisted. Your efforts and contributions are greatly appreciated. On behalf of my Committee, I extend my heartfelt thanks to all those who contributed to our activities this of this Year. Also, a special word of thanks to Alan Becker who acted as secretary.

## EDUCATION AND TRAINING



**Education and Training is in integral part of each referee's development. It is essential for a society to have an above average to excellent E & T Department so as to assist the referees to excel. In 2016 we strived to provide a tremendous service to our "clients", the referees. Our education corps consisted of the following gentlemen: Wayne Kearns, Ivan Solomons, Arthur Southgate, Mornay Colville, Charles Wyngaard and Joey Klaaste-Salmans. Ben Theron, who heads up the WP Boksmart Department with his team of educators, completed several Boksmart courses in 2016. Ben also conducted courses for teachers and he coordinated a very successful Junior Referees' programme.**

The courses that we were able to conduct in 2016, which started in the third week of

January and continued sporadically until October 2016 were the following:

- Local AR 4 & 5 course
- Local Assistant Referee course
- Local Course: Primary and high school teachers
- SARRA Course
- World Rugby Introductory and Level 1 course (10 courses)
- World Rugby Coaching Match Officials Level 1 course
- World Rugby 7's Level 2 course

We were privileged to have four more gentlemen attend an Educator's Course, which was presented by SARU Trainers and hosted by South Western Districts. We welcome JC Fortuin, Allan Bronkhorst, Cullum Johnston and Bennie Bothma to our group of World Rugby Educators.

There is a definite need for more coaches in our structure and we therefore identified a few referees and facilitated the CMO course. These referees who have completed all their course theory work will be doing their practicals in the new season. Once they receive accreditation, they will be assimilated in the coaching structure as peer coaches.

In 2016 we also incorporated the use of



**Convenor**  
Joey Klaaste-Salmans

clips and mini-tests (using clips) for the coaching/education of our referees. This new venture was a definite hit with the referees. It created a platform for debates with regards to interpretation of laws and the issue of relevance was another topic that was stimulated by the clips. This is definitely the way we would like to continue in 2017. With the every changing world of technology right here at our fingertips we would be naïve not to incorporate that into the education of our referees. There is a famous quote that says: "Technology is not an event It's just part of everyday learning." We are moving towards making technology an everyday learning.

We look forward to enhancing our education methodologies and give our referees the best in 2017.

A huge thank you to all the educators who gave up so much of their family time to conduct the courses.

# PAYMENTS AND AWARDS



**This committee like all others forms an integral part of the Western Province Rugby Referees' Society, the work of which culminates in a glamorous event known as the Annual Prize Giving.**

It meets annually to discuss, among other things, the Referees' Society Constitution and Bye Laws, referee prize winners and recommends an amount for referees' to be reimbursed the following year for their services.

During the year Ronnie Bourbon-Leftley and Shaun February, kept meticulous records of each individual referee's contribution, whether big or small. These records are of critical importance at the completion of the club rugby season when it comes to awarding honours.

Within three days after the completion of the season these records are submitted to the Payments and Awards sub-Committee to determine the various awards for the year.

The Match Review sub-Committee recommends: The Most Improved Referee and The Most Promising Referee. At the Payments and Awards sub-Committee meeting, honorariums and allowances are recommended to the Executive Committee.

Other Awards include: Long Service Awards (10 years/20 years) Divisional Merit Awards, Overall Merit Award, Referee of the Year, Highest Examination Mark, Regional Awards, Merit Ties, Merit Blazers, Life Members, and the Executive Award – the latter at the sole discretion of the Executive Committee. The names of the referees nominated to receive the various awards are submitted to the full



**Convenor**  
Arthur Southgate



Executive for ratification.

There are no words to describe the tireless contribution of Ronnie Bourbon-Leftley. Without his relentless pursuit for perfection in the compilation of the various referee statistics, this Committee could not function at all. Ronnie, there is no individual who can actually comprehend the tireless and relentless pursuit for perfection you undertook to achieve excellence in the compilation of these records and statistics.

In addition, as Convenor of this Committee, a word needs to be extended to: Alan Becker for his un-wavering passionate interest in refereeing administration in the Western Province. The Referee Society is in indebted to both of them.

May everyone enjoy the offseason break and, come back refreshed with great enthusiasm for Year 2017!

# COACHING



**New to the executive and new to the coaching portfolio, the challenges in this portfolio required a do or die attitude. The 2016 season started with challenges regarding guidelines for the portfolio itself. In retrospect of the year it was hands-on learning as the season progressed.**

The year started off with the referees' camps on the following dates: 30 January for Divisions 1, 2 and 3; 13 February for Divisions 4 and 5; and 20 February for Divisions 6,7 and beginners.

These camps were facilitated and overseen by Joey Klaaste-Salmans, Nangamso Dudumashe, Arthur Southgate, Ben Theron, Neville Heilbron, JC Fortuin, Eddie Douglas, Alan Becker and Ronnie Bourbon-Leftly. The regional coaches assisted. Regional meetings started mid-February. There are 10 active regions at present. Mitchells Plain has been added while the Bellville Region closed down to the opening of two regions – Brackenfell and Parow. Regional meetings are still perceived as one of the pillars of progressing in refereeing and members will always be encouraged to attend. With the challenges of Varsity Cup and Shield matches on Mondays, regional meetings moved to Tuesdays. With the conclusion of this tournament it was

left upon regions to continue meeting on Tuesdays or revert back to Mondays. I want to thank and commend each regional coach for their diligence and their input in the lives of the numerous referees they worked with over the year.

REGION	COACH
Brackenfell	Joey Klaaste-Salmans
Khayelitsha	Lewis Nomdatya
Langa	Thuso Mngibisa
Mitchells Plain	Gerrit Eiman
Paarl	Johan Lourens
Parow	JC Fortuin
Stellenbosch	Daniel Fortuin
Strand/Helderberg	Nico le Roux
Table View	Arthur Southgate
Wynberg	Ashley McKay

The following coaches also assisted in Mamre and Mitchells Plain: Arthur Southgate, Wayne Kearns (nominated as the latest coach) and Edwin George. The presence of Don Perry in Brackenfell is noted and our 1st Division Referees that were regularly called upon to present sessions.

Great appreciation to referees from the Sarra Elite and National Panels who assisted during the season with law discussion and video sessions, this was highly appreciated by all. Throughout the season referees were given the opportunity to referee at



**Convenor**  
JC Fortuin

various tournaments inside and outside the boundaries of Western Province. Tournaments were held at Tygerberg HS, Boland Landbou, Paarl Boys HS, Paarl Gymnasium, Porterville HS, Swartland HS and the Pukke Week. Sarra and WP coaches and PRs were in attendance to furnish referees with reports on their performances.

The regional sessions as well as the monthly meetings, with selected coaching and information sessions, were under scrutiny to determine if we as a Society were on the right track regarding coaching. Although this was affirmed, there are still a lot of challenges ahead.

Some of the challenges are on-field management as well as the motivation of referees to attend the regional sessions weekly and to keep their fitness levels up. There is a constant need for more coaches to help younger referees to obtain their goals.

While I am taking the opportunity to wish everyone well as we approach the festive season, I hope and believe that the new season will be better for everyone and that my meagre contribution will help all of us moving forward.



*Convenor*  
Arthur Southgate

development. They, as you can imagine, put very stringent criteria in place to ensure that these funds are used for their intended purpose.

One of the reduced income sources was from the Clubhouse this year. The suite at the stadium is a popular place for referees to get together, but perhaps it's another indication of the economic times we're in. We are always on the lookout for new sponsors, I believe that we can offer an attractive package. So, if any of our members know of an organisation that may be interested in supporting our work please let me know and the Executive will follow up with them.

At times it seems as though funds trickle in and go out like a torrential river! One of the biggest expense items is the subsidisation of the referee payments. At R30 per game this adds up to a significant amount of money, but we feel it's important to continue with this as long as we can. The staging of courses also cost money but, again, we know it's important to provide opportunities for our referees to develop and grow their skills. We proudly hosted blazer ceremonies for our two new Test referees this year – Cwengile Jabezweni and Rasta Rasivhenge. Well done to them.



One of the most common complaints is the timing of referee payments and other emoluments. I appreciate your patience in what can sometimes be a longer wait than desired. We need to ensure our paperwork is in order before making any payments.

We are looking at other ways to reduce our expenses. No decisions have been made at this point but it appears that the 50% subsidy on 'non-essential' kit will be removed in the new year. Historically the

Society has paid for referees to attend and participate in the various tournaments around the country such as Pukke Week. In the future we anticipate that participants will need to contribute to these activities.

We are fortunate that we have built up a tidy nest egg over the years. However, we need to exercise financial prudence to ensure that we don't use this capital to fund our ongoing operational expenses.



In closing I would like to thank the Executive for their help and cooperation during the year. I would also like to thank Dudu for the important role she plays in keeping track of receipts and the spreadsheets for referee payments. If we can keep our finances in order we will be able to implement the programmes that will make our Society even stronger in the future.

The audited financial statements for the year ending Dec 2015 follow.



**We are a very busy and active Society. Every portfolio within the Executive has a number of activities and programmes they want to implement during the year. And, for the most part, we are able to accommodate these wishes but it does take careful planning. I am pleased to report that we are becoming far more adept at the budgeting process, this is a discipline I intend to entrench even further in the year ahead.**

At the outset I would like to thank our principal sponsor, Protea Hotel by Marriott Stellenbosch. They have been a loyal partner for several years now and, in addition to the financial support,

they are always willing to assist us – and the Union – with special packages on functions and accommodation. Without their contributions we would be in a very difficult position.

I would also like to thank the various smaller sponsors we are fortunate to have. Again, without their support our refereeing lives would be much more difficult.

On the income side we were fortunate to partner with the WP Rugby Union in co-hosting a black-tie dinner to celebrate our provincial players that were heading off to the Olympics. Among that group we also had three referees – Rasta Rasivhenge, Marius van der Westhuizen and Aimee Barret-Theron – well done to them. This event netted us a tidy sum which was added to our coffers. We also received income from SARU for referee



**Downing & Partners**  
 Professional Accountants  
 Posbus 1635, Bellville, 7535  
 Tel: +27 (0)21 914 7679  
 Fax: +27 (0)21 914 8998  
 Unit 16, Imperial Bank Terraces  
 Tyger Waterfront, Bellville, 7530  
 ontvangs@downingpartners.co.za  
 www.downingpartners.co.za

7 March 2016

**REPORT OF THE INDEPENDENT PROFESSIONAL ACCOUNTANT TO THE COMMITTEE OF WESTERN PROVINCE RUGBY FOOTBALL REFEREE SOCIETY ON THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015**

We have performed the duties as accountant of the WESTERN PROVINCE RUGBY FOOTBALL REFEREES SOCIETY.

The financial statements as set out in pages 3 to 4 are the responsibility of the committee that must insure that these financial statements are a reasonable account of the society financial position at that date and a result of the transactions for the year ended 31 December 2015.

In accordance with similar organizations, it is not feasible for the society to institute accounting controls over the cash collections from fund raising and donations prior to the initial entry of the collections in the accounting records. Accordingly it was impracticable for us to extend our examination beyond the receipts actually recorded.

In our opinion, except for the effect on the financial statements of the matter referred to in the preceding paragraph, the financial statements fairly present, in all material aspects, the financial position of the Society as at 31 December 2014 and the results of its operations for the year ended in accordance with General Accepted Accounting Practice.

  
 Paisley Downing  
 Professional Accountant (SA)  
 Practice number: 5569

**WESTERN PROVINCE RUGBY FOOTBALL REFEREES SOCIETY**  
**INCOME STATEMENT FOR THE YEAR ENDED 31st DECEMBER**

**INCOME**

Donations and Grants  
 Entertainment & Clubhouse Surplus  
 Fund Raising  
 Garment Income  
 Distribution on Investments  
 Western Province Rugby Union  
 South African Rugby Union  
 Sponsorship  
 Subscriptions  
 Sundry Income

**12 Months ended**  
**31 Dec 2015**

**12 Months ended**  
**31 Dec 2014**

1,506,953      1,648,534

0	0
0	14,746
0	38,963
115,875	100,663
99,015	83,189
960,305	848,691
37,700	145,150
229,163	388,498
22,950	28,635
41,945	0

**EXPENDITURE**

Auditor's Remuneration  
 Bank Charges and Interest  
 Commission Paid  
 Coaching and Development  
 Depreciation  
 Donations  
 Honorarium  
 Insurance  
 Legal Cost  
 Printing, Postage and Stationery  
 Purchases - Garments  
 Free duty payments  
 Repairs and Maintenance  
 Sundries and Gifts  
 Travel and Accommodation

1,527,884      1,468,845

4,503	4,275
12,949	12,866
0	15,000
107,321	96,002
24,408	28,680
0	2,500
28,000	21,000
7,515	7,502
6,840	11,127
21,567	25,195
178,203	177,053
1,058,480	984,860
0	0
78,097	82,785
0	0

**NET SURPLUS TRANSFERRED TO ACCUMULATED FUNDS**

-20,931      179,689

PAGE 4

**DOWNING AND PARTNERS**  
**PROFESSIONAL ACCOUNTANTS (SA)**  
**REG NR: 5669**

**CAPE TOWN**  
**7 MARCH 2016**

## BALANCE SHEET AS AT 31ST DECEMBER

	<u>31 Dec 2015</u>	<u>31 Dec 2014</u>
<b>ACCUMULATED FUNDS</b>	1,913,259	1,934,190
Balance 1 January 2015	1,934,190	1,754,501
Net surplus	-20,931	179,689
<b>TOTAL FUNDS</b>	<b>1,913,259</b>	<b>1,934,190</b>
<b>REPRESENTED BY : FIXED ASSETS</b>	102,264	126,672
CLUBHOUSE PREMISES	15,746	18,525
COACHING AND DEVELOPMENT EQUIPMENT	86,518	108,147
<b>CURRENT ASSETS</b>	1,832,148	1,836,293
INVESTMENTS	1,667,145	1,568,130
INVENTORIES	82,125	107,622
CASH AND CASH EQUIVALENTS	82,878	160,540
<b>CURRENT LIABILITIES</b>	21,153	28,775
ACCRUALS	21,153	28,775
	<b>1,913,259</b>	<b>1,934,190</b>

PAGE 3

**DOWNING AND PARTNERS**  
**PROFESSIONAL ACCOUNTANTS (SA)**  
**REG NR : 5569**

**CAPE TOWN**  
**7 March 2016**





# REFEREES AWARDS 2016

# Referee of the Year: Marius van der Westhuizen



WESTERN PROVINCE RUGBY FOOTBALL REFEREES' SOCIETY

WES-PROVINSIE RUGBYVOETBAL SKEDOREGTERINGSVERENIGING VAN DIE WESTELIKE PROVINSIE

*Certificate of Achievement*

This is to certify that Marius van der Westhuizen has earned and achieve the award for Referee of the Year during the 2016 refereeing season.

Manager / Sekretaris: 28 October 2016 Chairman / Voorsetter: \_\_\_\_\_ Date / Datum: \_\_\_\_\_

WESTERN PROVINCE RUGBY FOOTBALL REFEREES' SOCIETY

## REGIONAL AWARDS



**ASHLEY JACOBS**  
Paarl



**NATHAN BARRY**  
Brackenfell



**ANDRE VAN DYK**  
Tygerberg



**EFRAIM MANUEL**  
Stellenbosch



**MORNE MULLER**  
Table View



**DIMITRI PETERSEN**  
Helderberg



**SINETHEMBA MRULWA**  
Langa



**CHARLES VISSER**  
City Park/Wynberg

## DIVISIONAL MERIT AWARDS



**DIVAN UYS** | Division 1



**ZANDRE HERSELMAN** | Division 2



**BULELA QWANE** | Division 3



**GERSHWIN KNOZER** | Division 4



**JANIZOL ADAMS** | Division 5



**CHARLES VISSER** | Division 6



**GERT BOOYSEN** | Division 7

## PERFORMANCE AWARDS



**DIVAN UYS**  
Overall Merit Award



**CHARLES VISSER 92 % / DIVAN UYS 92%**  
Highest Examination Mark Award -92.56%



**CLEARANCE KHUMALO**  
Most Improved Referee



**CHARLES VISSER**  
Willem Brits Award



**JEAN DE WET**  
Most Promising Referee



**RASTA RASIVHENG**  
Referees Executive Award



**EERSTERIVIER RFC**  
Club of the Year

## JUNIOR AWARDS



**DARYN VAN HEERDEN**  
Referee of the Year



**TRISTON MOORE**  
Most Improved Referee



**BEN THERON**  
SARRA Honorary Member



**RASTA RASIVHENG**  
SARU Referee of the Year



**DAN DE VILLIERS**  
SARRA Honorary Member



**SCHALK JOUBERT**  
Most Promising Referee



**MACNEIL FREDERICKS**  
Junior Ambassador



# THANK YOU FOR YOUR CONTINUOUS SUPPORT



FOR BOOKINGS  
0861 11 9000  
proteahotels.com

PROTEA HOTEL.  
MARRIOTT  
Stellenbosch

BE AT HOME WITH NATURE  
AND WINE

TAKE SOME TIME TO REMEMBER WHAT YOU ARE WORKING FOR.  
WORK HARD BUT REMEMBER TO PLAY HARDER.

WEEKEND PRICEBREAKERS  
BOOK NOW

\*TERMS AND CONDITIONS APPLY

WESTERN PROVINCE RUGBY FOOTBALL REFEREES' SOCIETY  
RUGBYVOETBALSKEIDREGTERSVERENIGING VAN DIE WESTELIKE PROVINSIE  
P.O. Box 66, Newlands 7725 • Posbus 66, Nuweland 7725 • Tel: 021 659 4500 • Fax: 021 686 2336  
Email: btheron@wprugby.co.za • Website: www.wprugbyrefs.co.za

FOR BOOKINGS

+27 (0) 21 880 9500  
info@phstellenbosch.com  
proteahotels.com/stellenbosch

  
PROTEA HOTEL.  
MARRIOTT  
Stellenbosch



# EAT. SLEEP. TRAIN.



## FEEL AT HOME WITH OUR TRAINING FACILITIES

Protea Hotel Stellenbosch is the perfect destination for all sports and training groups. GUESTS can make full use of the half Olympic size swimming pool as well as the Total Revolution Fitness training centre during their stay. For all sports groups, the hotel offers vouchers to be used for activities at the hotel and off site. To relax and unwind GUESTS can enjoy delicious meals at The Cultivar restaurant while overlooking the spectacular views of the vineyards nearby.