



ANNUAL
REPORT 2018
JAARVERSLAG

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



EXECUTIVE COMMITTEE

From left to right: Alan Becker, JC Fortuin, Shaun February (Guest), Eddie Douglas, Joey Klaaste-Salmans (Chairman), Ben Theron (Referee Manager), Nangamso Dudumashe (Guest), Ashley Mackay, Arthur Southgate, and Ronnie Bourbon-Leftley.

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MESSAGE FROM THE CHAIRMAN

JOEY KLAASTE-SALMANS



Ralph L. Pim the creator of The TLC (Talent, Leadership, Character) Framework for Greatness mentions that the following are pathways of the competitive greatness: Attitude and effort, Competitiveness, The mindset of a champion, Above-the-line behaviours, Excel on game day, Perform under pressure, Recover from setbacks and Sustaining success. As an organization we don't only strive to be the best but also look to develop great referees and individuals. WP referees is a well-known brand throughout the world. Not only do we have six of the top eight referees in the country, we consist of a diverse group of people, have one of the top female referees in the world; have strong SARRA academy squad representatives and have a healthy representation at World Rugby and SANZAR.

WP referees is a well-known brand throughout the world

Our members have mindsets of champions with positive attitudes, and it is because of them that the WP Union and WP Referees are able to host many important rugby tournaments throughout the year. This year was no different as a new tournament was added to the list: The World Schools Festival held at Brug Street in Paarl was hosted by Paarl Boys' HS in their 150th birthday year. The prestige of the tournament with international teams was such that it allowed us to put our best foot forward and an elite group of officials was appointed to this event. The management of the tournament, under the leadership of former Springbok coach Heyneke Meyer, was extremely pleased with the efforts of the officiating team.

Another tournament added to our calendar year was the Coca-Cola Craven and Academy Weeks. These tournaments, managed by SARU, were very well organised and the officiating was of a high standard. We were very pleased when we received compliments from Tappe Henning (Manager: High Performance Referees – Scotland) who was part of the Pro 14 Team who attended the elite provincial school boy tournament. Needless to say, the competitiveness among members to be part of these officiating teams in our society is rife.

As a society we are also very proud to be involved in the Marius Schoeman 7s. This is a tournament which not only identifies rough diamonds for our SA Sevens team, but also provides opportunities for younger referees to show their talents in refereeing this format of the game.

The annual visit of youth international teams from Europe to compete against the SA Under 18 team in the International U18 series continued in 2018. The support of our members to make these 'tests' a success was much appreciated. Once again, WPRRS was complimented by SARU for the outstanding service we provided over the three match days.

This year the executive wanted to sustain the successes of previous years. We continuously try new ventures to assist the development of our officials and to ensure that they are the best versions of themselves at all times. The ability of a referee to manage their emotions or EQ is an important part of refereeing, and was an important factor that we wanted to address. Some of the support we introduced was a session with behavior psychologist Raqs Gheewala; who challenged us on our purpose of being a referee, dealing with conflict and being true to ourselves.

A conscious decision to have a representative for any referee who has to attend a Union DC was made. This is to ensure that our members feel comfortable in what sometimes can be a hostile environment. The regional coaches have also supported the call for an increase in EQ in coaching to make better referees and also better individuals. It was pleasing to see that many of referees implemented a "softer" approach in their engagement with players and each other.

We are fortunate that members of our Society represented us on various levels in local competitions and throughout the world.

World Rugby Tests: Marius van der Westhuizen (Aus vs Ire); Aimee Barret-Theron (NZ women vs USA women, ENG women vs IRE women); Rasta Rashivenge (RUS vs NAM)
World Rugby Junior Championships: Egon Seconds (Eng U20 vs Fra U 20 – Final)
World Rugby HSBC Sevens: Rasta Rashivenge
Commonwealth Games: Rasta Rashivenge (NZ vs Fiji – Final), Aimee Barrett-Theron
World Rugby 7s World Cup: Rasta Rashivenge (Semi-final)

Super Rugby: Marius van der Westhuizen, Egon Seconds, Rasta Rashivenge
Pro 14 Sereies: Quinton Immelman, Cwengile Jadezweni
Africa Gold Cup Tests: Quinton Immelman (Zim vs Mor; Nam vs Tun; Ken vs Uga), Cwengile Jadezweni (Nam vs Uga; Uga vs Tun); Egon Seconds (Zim vs Nam; Uga vs Zim); Rasta Rashivenge (Uga vs Mor; Nam vs Ken)
Currie Cup (Premier): Marius van der Westhuizen (Semi-final); Egon Seconds (Semi-final); Rasta Rashivenge; Cwengile Jadezweni (AR – Final)
Currie Cup (First Division): Aimee Barrett-Theron (debut); Cwengile Jadezweni (SWD vs Valke – FINAL), Rasta Rashivenge; Egon Seconds; Marius van der Westhuizen
Women’s Inter-provincial Final - Bulela Qwane AR 1
U21 & U19: Divan Uys
Varsity Cup: Divan Uys
Supersport Challenge: Cwengile Jadezweni; Egon Seconds; Rasta Rashivenge
Coca Cola Craven Week: Aimee Barrett-Theron; Cwengile Jadezweni
Coca Cola Academy Week: Kwezi Mqomboti; Nathan Barry
USSA Week: Nathan Swartz; Sinethemba Mrulwa
U13 Craven Week: Dylen November; Lloyd Hagglund
U13 Provincial 7s: Dylen November; Lloyd Hagglund
Special Schools’ Craven Week: Clearance Khumalo
Grey High (PE) Festival: Dyllan Francke, Waleed Moerat

These talented referees have set high standards for the rest of the members. We are thus focused on using the expertise available to us to develop another crop of outstanding referees. The provincial panel referees have been instrumental in the development of the educational resources that we provided to regions and that we used at monthly meetings to support our referees with their understanding of the game. We look forward to extending this even further and use our provincial referees to assist with the coaching of our up-and-coming referees. The panel referees are the closest to the action when it comes to the requirements not only of SARU but also

SANZAR and World Rugby. We therefore need them to plough back into the Society and provide invaluable support to their juniors.

With regards to the training and coaching of referees, we initiated a coaching session for all WR accredited coaches at the start of the year and we invited Deon van Blommenstein (SARU Manager of Amateur Referees) to address the group on how coaching transpires at the National Level. This initiative sparked healthy debates and discussions, and it is definitely something worth doing on an annual basis. With the shorter season our regions did not function as well as they could have. As an Executive we are humbled by the time that these regional coaches offer of themselves to be part of the growth of our referees, most of it on their own time. We would fail as a successful organisation if we do not review and reflect on the past season and address the shortcomings identified during 2018.

In my last report I committed that, as an organisation and an affiliate of the Union, we would strive to remedy broken relationships with our clubs. As part of the Club Liaison portfolio we set on a journey to break barriers and sit around the table with the clubs we serve. Sessions organised to address law challenges, relationship concerns, and player and referee behavior did not get the attendance that we initially aspired to have. I urge the new executive not give up on this effort and to persevere as all new initiatives take time to take off the ground. Our relationship with clubs is crucial – we can’t just abandon it.

As this is the third and final year of this Executive’s tenure, we are not sure how members will react to our leadership. Portfolio holders have been informed from the initial mandate, given to us in November 2015, that they will be measured on their performance over the three years. Accountability is what most successful organisations strive on and, in our case, we need to carry that cross as members required certain things to change over the three-year term. Having said that, I am pleased with the positivity that I have witnessed in our Society. Transparency has become an action and not just a word. Some members are aggrieved by how transparent we can be because with transparency comes honesty. The Society of 2018 has made many strides forward from the one of 2015. It is our hope that with the new executive taking office in November we can set new trends and maintain our high standards.

So, to be the best that we can be we will have to adopt a positive hard-working attitude, be competitive but respectful, have the mindset of a champion, behave according to the standards that were set by those who walked this path before us, and show our best side when under pressure so that we can quickly recover from setbacks.

We look forward to the many school tournaments that we will once again officiate in 2019. These opportunities are not only for the referees to grow but must be used to grow our PRs and coaches. We must make the relationship between clubs and referees a priority and allow our referees to enjoy their matches at ALL venues. I, at this juncture must thank the Manager of Amateur Rugby and the DC Chairpersons at the Union who in their rulings this year showed that they will not stand for any referee abuse. We must build on this in 2019. Our lower division referees must be made a priority for match reviewers and coaches. There are too many rough diamonds left behind due to our lack of commitment.

The saying “success breeds success” puts an Executive like ours under enormous pressure because we want to be a step ahead of the rest at all times. We therefore tend to spend many extra hours doing work for this organisation. I am nothing without the support of the six members beside me. They have gone through ups and downs this past year, and have still kept their heads up and struggled forward to make WPRRS great. I am indebted to them, especially my second in command Randall Southgate. He, of all of us, had the toughest 18 months and we are grateful that he is able to do the things that he loves doing again. He has indicated that his time as part of the leadership has come to an end. While, very sad we appreciate the years he put into the Society and growing leaders alongside him. We look forward to seeing him play a different role in the future.

With all the loss and sadness that we have experienced as a collective we know one thing: cherishing the time you have with friends and loved ones is crucial. You are appreciated as friends, family, supporters and stakeholders of our Society. May 2019 bring with it more success!

Joey Klaaste Salmans
Chairman
November 2018

ADMINISTRATION

CONVENER - ALAN BECKER

The members comprising this sub-committee were: Nangamso (Dudu) Dudumashe, Ben Theron, Shaun February 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 web site was constantly updated throughout the year by Liam Hamer-Nel. Via the web site, 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, Allan O'Connell, and Alan Becker. This examination took many 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 directly affected members was placed on the WP Rugby Referees' website.

On behalf of the members of this committee, I wish all referees and members an enjoyable

off season, but remember it will be back to the grind stone at the beginning of 2019. A special word of thanks is extended to Matt Kemp for his time and help in Western Province Rugby Constitutional and Bye-Law matters.

In closing I would like to thank the WPRFU staff for their contributions. A special thanks to Shaun: Without you Referees would not have received their individual notifications. A big thank you is extended to you on behalf of all members!

	13-Jan	10-Apr	17-May	14-Jun	2-Aug	12-Sep	18-Oct
	STRT PL	EXEC MTG					
Joey Klaaste-Salmans	P	P	p	P	P	P	P
Arthur Southgate	P	A	A	P	P	A	P
Ronnie Bourbon-Leftley	P	A	P	P	A	P	P
Alan Becker	A	A	P	P	A	P	P
Jerome Fortuin	P	P	A	P	P	P	A
Eddie Douglas	P	P	P	P	P	P	P
Ashley Mackay	P	p	P	P	P	P	A
Ruben Riffel	A	A	P	A	P	A	A
Ben Theron	P	P	P	P	P	P	P
Nangamso Dudumashe	P	P					
Shaun February	P	P	P	P	A	P	P

Key P= Present

A=Apologies

Thank you

On behalf of the members of this committee, I wish all referees and members an enjoyable off season, but remember it will be back to the grind stone at the beginning of 2019.



APPOINTMENTS

CONVENER: EDDIE DOUGLAS

Appointment of referees to fixtures in club rugby has been an extremely challenging one this year, with the season starting on 1 June rather than the beginning of April due to the drought situation in the Western Cape. Clubs used their imagination and scheduled a number of friendlies at various other fields to keep rugby going. This kept the Appointments Committee quite busy in appointing referees to these games.

For the 2018 season it was decided that Super League clubs would only have a 1st, 2nd and U20 team. In the Regions and Simonsberg Leagues there would only be a 1st and 2nd team contesting the competition. There would also be promotion/relegation games at the end of the league games.

Due to the low numbers of available referees in Division One through to Four, it was sometimes necessary for the committee to appoint referees to higher games than what their Division specified. This provided referees the means to show off their skills in these games and in a number of cases they have been rewarded with a promotion to a higher grade. With the number of new referees joining the Society I would like them to make use of these opportunities, referee to the best of their ability and then reap the rewards.

The reduced number of games made it easier to appoint referees but a number of challenges arose due to the shortened season – for example:

- Games were scheduled when the Springboks vs England test match was played at Newlands
- Games were scheduled during school holidays.

Referees were therefore unable to use their allocated tickets to attend the test. A number of referees went away during the school holidays so the number of referees available for appointments was reduced.

However, we were also very fortunate to



have the 2018 Craven and Academy weeks being contested in Paarl this year. This gave a number of refs the opportunity to assist with AR duties and to be part of a great rugby spectacle.

In 2018 we proposed a system to hold referees accountable when they withdrew from games. This proposal was accepted by the referees and will now become a by-law and will be implemented during the 2019 season. Through this process we are hoping that referees will plan their availability and let the Appointments Committee know at least two weeks in advance when they are not available. Since the proposal was accepted we have seen a dramatic improvement in the availability of referees. This makes everyone's job on the Appointments Committee a lot easier and I would like to thank the referees for adopting this change.

I would also like to thank the referees that accepted appointments at very short notice due to rescheduling, changes and cancellations of matches. A large number of referees were always available for games – I would like to thank them for this.

As most of you know we have had some changes within the referee's office at WP

Rugby. I would like to thank Dudu for picking up the reigns at the beginning of the season and for all her efforts in ensuring that the appointments component ran smoothly. Dudu then decided to pursue her interests elsewhere and resigned. Luckily we had a person waiting in the wings to take over. Shaun February, you have been a great asset in being part of the appointments process and I valued your commitment and efforts very much. All your help and assistance was greatly appreciated. Unfortunately Shaun has also decided to pursue his interests outside of WP Rugby. I would like to thank both Dudu and Shaun for everything they have done in assisting with appointments during the year. You are both going to be missed very much and the void that you have left will be difficult to fill.

To Ronnie, Joey and Ben – thank you very much for all your inputs and help with assisting me with appointments. I appreciate it very much.

I look forward to the challenges that the new season will bring and will strive to ensure that we give each and every referee the opportunity to excel and exceed their goals within the calibre of games to which they are appointed.

CLUBHOUSE

CONVENER: ASHLEY MACKAY

WP Referees have one of the finest club houses at the stadium. The referees of the day are invited to socialise with our own referees in the clubhouse after their

games. A special thanks to all our sponsors who willing supported us during the past season. The referees were very grateful for the gifts they received. Once again, I need

to thank Ben Theron for making sure that the clubhouse was stocked up. Thank you to Christo Engelbrecht and Johan Willemse for their assistance on match day.



DISCIPLINARY

CONVENER: ASHLEY MACKAY

This year we once again worked closely with the Union to rule out misconduct on the field of play. The Disciplinary Committee members dealt firmly with players who were found guilty of misconduct on and off the field of play.

In the new year we will address the content of the referee's report to make it easier for the DC to deal with these reports. All the outcomes of the DC meetings are available from the Union's office.

We had two DC enquiries involving our members. One member resigned before the outcome of his hearing was tabled and the other referee received a suspended sentence.

CLUB LIAISON

CONVENER: ASHLEY MACKAY

The purpose of this portfolio was to improve the relationship between referees and clubs. It is my opinion this relationship can improve and reach new heights in the future.

Club officials were once again invited to discuss matters involving referees. All concerns were addressed in writing to the office. Ben would acknowledge receipt thereof and forward it to me for further discussion. The referee/s would then be contacted, and the matter would be addressed with him or her. Their view on the matter would be requested. I would meet with the respective club

management to resolve the issue/s being tabled. Where necessary I would ask the referee to accompany me to the respective clubs. One thing was made cleared from the start of the meeting, "the referee was not there to be crucified". At the end of the evening we would leave with the differences or queries resolved.

Safety of referees and officials is given high priority by the Society and verbal attacks on referees at after match functions were seriously dealt with.

At the start of the season, clubs were

invited to attend Law sessions in the different regions. The event was presented by senior referees of the Society. Unfortunately, these sessions were not well attended. A month later another attempt to discuss Laws with club coaches were held. These sessions once again failed. In the new year we will once again reach out to the clubs to discuss Laws and the interpretation thereof.

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



COACHING

CONVENER: JC FORTUIN

The 2018 season is ending with a well scrutinised policy for coaching in place. A heartfelt thanks to the Executive for accepting this document that will be used to guide this portfolio in the future. A special word of thanks to Alan Becker and Eddie Douglas for their contribution, as well as all Western Province coaches who gave their input to fine-tune this document.

New challenges to the coaching portfolio came to the fore during the season, but it was once again proven that the structures of the Society remain strong due to our ongoing activities in the different regions. Referees not attending these group sessions have found themselves in the dark many times, refereeing Laws that have changed during the season, which they were not aware of.

Strategies for the new season are being looked at and valuable input has been provided by members of the Society. The new Executive Committee will be able to look at the input and discuss it at the first available opportunity. Some members have availed themselves to play a bigger role at helping lower division referees to

understand the principles of refereeing, while coaching them to become better with whistle in hand.

Tournaments were plentiful inside the boundaries of Western Province, while the yearly tournament at North West University (PUKKE) will be sorely missed. This was a flagship tournament where coaches and referees really moved to higher levels in refereeing and coaching respectively. The Western Province referees were always exceptional in performing their refereeing duties at this tournament.

Regional meetings remain the cornerstone of Coaching and Training in the Society, although it is under threat from inflation and the petrol price. With the new challenges, new solutions have been forwarded for discussion by all. Referees and coaches will feel these challenges if the economic climate in our country does not change for the positive.

The onus remains on referees first to want to be coached, and on coaches to want to share their experiences with referees anytime, anywhere.

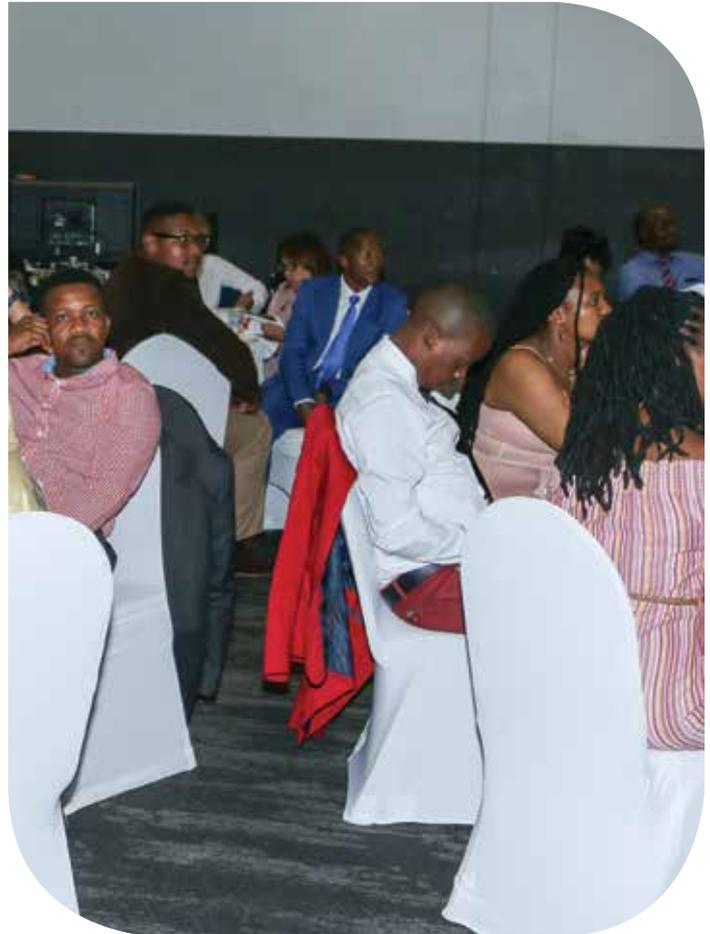
With the season and my time in the coaching portfolio for the past three years, a big word of appreciation to all coaches and regional coaches for their input in the lives of the numerous referees they worked with. To all referees, there will always be more that must be done, keep on working to become better.

REGION	COACH
Brackenfell	Joey Klaaste-Salmans
Khayelitsha	Lewis Nomdatya
Langa	Thuso Mngqibisa
Mitchells Plain	Gerrit Eiman
Paarl	Johan Lourens
Parow	JC Fortuin
Stellenbosch	Hendrik Greyvenstein
Strand / Helderberg	Nico le Roux
Table View	Alan O'Connell
Wynberg	Ashley Mackay

Thank you

Well wishes to all in Western Province refereeing as we approach the festive season.





EDUCATION AND TRAINING

CONVENER: JOEY KLAASTE-SALMANS

We had planned for quite a number of courses for the new year. The drought in the Western Cape forced the Union into suspending the start of season until June and we therefore struggled to conduct these courses when the officials had no game to go and practice in.

The normal processes occurred towards the beginning of the year such as fitness testing, examination and the delivery of the SARU presentation. The executive requested a few opportunities to be provided for the members and we had behavior psychologist Raqs Gheewala deliver a session on Emotional Intelligence. SARU referee's department was also approached to do a development session with our coaches. These sessions were well

attended and allowed for open and honest discussions.

Throughout the year we conducted several WR Level 1 courses. With the content of the Level 1 having been changed by World Rugby, we had to sit in on each other's presentations to ensure delivery of a good product as per WR standards. The 2017 officials who completed their WR 7s course were also accredited after they completed the six-week practical at the Score 7s in Goodwood.

There is a need for more in-house courses to take place and this will be given some attention. We need to thank Eugene De Villiers (SARU Referees Department) who developed important courses

on Assistant Refereeing and Side Line Management. With the number of high-profile tournaments that we host in WP it is crucial that our members know the laws, rules and protocols within the local union as well as national standards.

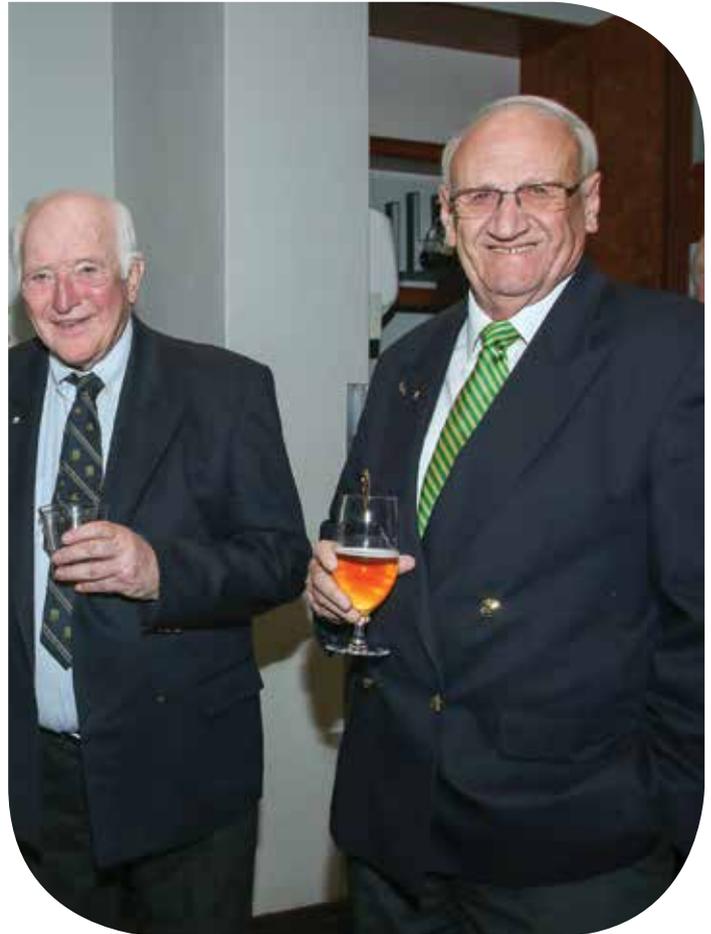
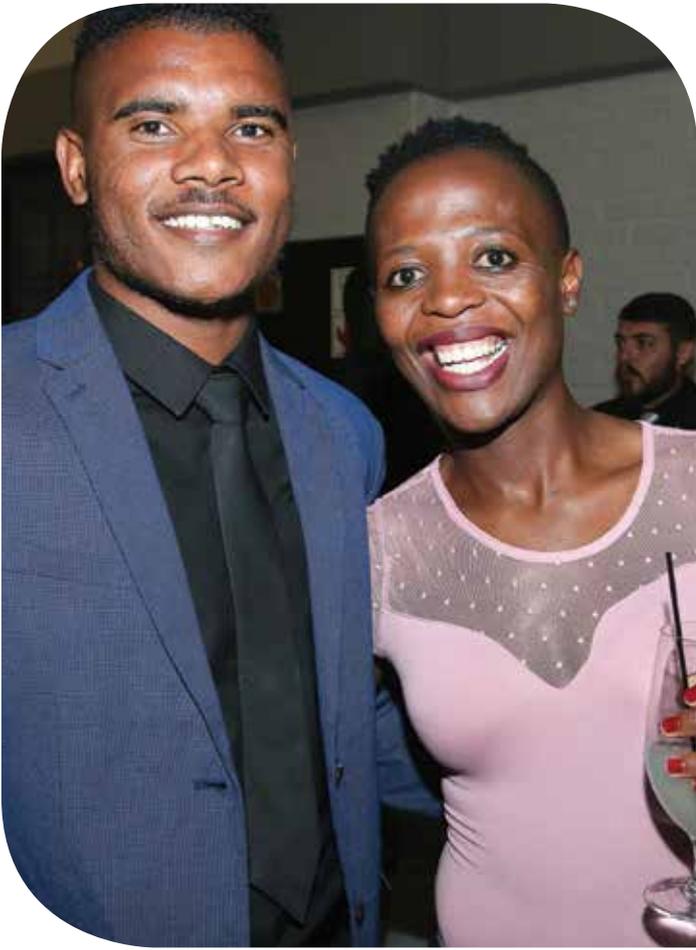
A sincere thanks to Ben Theron and his group of Boksmart educators who once again had the mammoth task of doing almost two to three courses a month. They are an important cog in the rugby educators' wheel as no person in SA can go on or near a field without BokSmart accreditation.

I'd like to congratulate and welcome Hendrik Greyvenstein who was accredited with the WR Educators license earlier this year. We look forward to working with him.

Thank you

My sincere thanks to all the educators who sometimes worked under enormous pressure but their passion and commitment to rugby and education of WR courses pulled them through and time after time they delivered excellent courses.





FINANCE

CONVENER: ARTHUR SOUTHGATE

This year could possibly go down as one of the most difficult years in trying to manage the finances of the Western Province Rugby Referees' Society. This is due to a number of factors, such as very little or no sponsorship, no fundraising, no budget until late in the year, spending money on things that were not planned for, to mention but a few. The aforementioned resulted in us not being able to assist or subsidise referees and assessors' allowances. As it stands, we are not even guaranteed that the Union will be paying assessors at all.

Despite the fact that we received little or no sponsorship the Executive still approved the buying of clothing to the tune of R100 000 and making it available to referees at subsidised prices. The result of this is that any excess money has been absorbed immediately, the same could be said for the year-end function where referees

were also subsidised. The point is, that in these trying times we need to be thinking differently about the finances of the Society until such time we secure a major sponsorship or do some major fundraising, we certainly cannot carry on in the same fashion as this year.

Our major expenses this year were as follows; clothing, year-end function, catering, engraving, and gazebos for tournaments. Very little has been spent on referee development, tournaments or education and training, perhaps this has been a blessing in disguise.

Compared to previous years, this will be the first year that the Society will have to dive into its savings – we are not in a financial position to pay coaches, among other items. The Executive must guard against expenses without having budgeted for them.

Prudent financial mismanagement has been one of my strong points. For 11 years I have been the gatekeeper and, I think, done a competent job. When people shouted "we have the money why don't we spend it", I stuck my heels in the ground and said we need to save it for a rainy day. Well, the rainy days are here. The Executive must please heed the call to be frugal when dealing with trust funds, otherwise financial mismanagement is the order of the day.

This year saw the Union office lose two of the staff who have helped me tremendously over the years in trying to execute the financial administration correctly; Dudu and Shaun thank you so much for all of your assistance. Thank you to Eddie for all your help this year, when things were tough on my side, you put up your hand and provided your assistance and support.

Thank you

After serving on the Executive for a period of 11 years I leave the position of Vice Chair and the portfolio of finance with the knowledge that I served the Society to the best of my ability and want to make use of the opportunity to wish whoever the incoming person might be, all the best going forward.





MATCH REVIEWING

CONVENER: RONNIE BOURBON-LEFTLEY

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 Bernardo, Johan Willemse, Alan Gould, and Richard Nash.

Three Match Reviewing meetings were convened during the course of the 2018 season. There were approximately 142 Active Referees. The committee submitted 373 Match Review Reports. Match Reviewers were allocated, weekly, to different venues.

At each Match Reviewing Committee meeting, the entire Grading List of Referees was analysed and evaluated. The objective being to promote or demote referees according to the new grading structure

criteria as set out on 14 June 2018.

The Match Reviewing committee wants to emphasise that referees must comply with the published grading criteria in order to be promoted. This information is freely available on the referees' website. This year referees were left off the grading list and thus were not appointed to any fixtures until they fulfilled their obligations, being the examination and or fitness test.

Many referees still do not undertake the annual fitness test, the Western Province Rugby Referees' annual examination and, or the annual SARRA Rugby Referees' examination. This is mandatory in terms of the Grading Criteria. As a result, many referees stagnate because of non-compliance. The Committee encourages all referees to comply with the criteria during 2019.

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 regions at any time throughout the year. This makes it easy for new comers who join after the March exam date to still comply with the grading requirements.

Congratulations to all referees who were promoted during the 2018 season. To those aspiring to higher honours, we encourage you to persevere in order that your own personal goals can be attained. There are NO excuses for not undertaking a fitness test or attempting to write the Examination.

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.

Thank you

**On behalf of my Committee,
I extend my heartfelt thanks
to all those who contributed
to our activities this Year.**

**Also, a special word of
thanks to Alan Becker who
acted as secretary.**



PAYMENTS AND AWARDS SUB-COMMITTEE

CONVENER: ARTHUR SOUTHGATE

This committee like all others forms an integral part of the Western Province Rugby Referees' Society, and its work 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 Most Improved Referee, Most Promising Referee, and Referee of the Year Awards are determined by a new Sub-Committee comprising the Chairman, Vice-Chairman, convener of the Match Review sub-Committee, convener of the Coaching Portfolio and the Referees' Manager.

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 Award(s), 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 nominated referees are submitted to the full 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.

In addition, a word of thanks needs to be extended to Alan Becker for his un-wavering passionate interest in refereeing administration in Western Province. The Society is indebted to both of them.

May everyone enjoy the offseason break and come back refreshed with great enthusiasm for 2019!



FINANCIAL STATEMENTS

CONVENER: ARTHUR SOUTHGATE



Downing & Partners
Professional Accountants
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13 April 2018

**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 2017**

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 2017.

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 2017 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

BALANCE SHEET AS AT 31ST DECEMBER

	<u>31 Dec 2017</u>	<u>31 Dec 2016</u>
<u>ACCUMULATED FUNDS</u>	2 095 829	2 014 389
Balance 1 January 2017	2 014 389	1 913 259
Net surplus	81 440	101 130
TOTAL FUNDS	2 095 829	2 014 389
<u>REPRESENTED BY : FIXED ASSETS</u>	66 748	82 598
CLUBHOUSE PREMISES	11 376	13 384
COACHING AND DEVELOPMENT EQUIPMENT	55 371	69 214
CURRENT ASSETS	2 079 931	1 952 107
INVESTMENTS	1 930 949	1 792 369
DEBTORS	0	79 276
INVENTORIES	69 715	49 690
CASH AND CASH EQUIVALENTS	79 266	30 772
CURRENT LIABILITIES	50 849	20 316
ACCRUALS	50 849	20 316
	2 095 829	2 014 389

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

CAPE TOWN
13 April 2018

FINANCIAL STATEMENTS

CONVENER: ARTHUR SOUTHGATE

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

	<u>12 Months</u> <u>ended</u> <u>31 Dec 2017</u>	<u>12 Months</u> <u>ended</u> <u>31 Dec 2016</u>
<u>INCOME</u>	1 354 485	1 565 159
Entertainment & Clubhouse Surplus	9 294	24 860
Fund Raising	0	79 276
Garment Income	36 025	44 180
Distribution on Investments	135 580	125 224
Western Province Rugby Union	900 180	997 515
Sponsorship	249 996	273 329
Subscriptions	21 410	20 775
Sundry Income	2 000	0
<u>EXPENDITURE</u>	1 276 045	1 464 029
Auditor's Remuneration	5 216	4 968
Bank Charges and Interest	9 272	10 081
Coaching and Development	76 165	81 548
Depreciation	15 850	19 666
Honorarium	65 000	45 000
Insurance	0	4 429
Legal Cost	0	0
Printing, Postage and Stationery	42 400	936
Purchases - Garments	122 072	258 875
Referee duty payments	874 900	977 003
Repairs and Maintenance	570	969
Sundries and Gifts	64 599	55 495
Travel and Accommodation	0	5 060
<u>NET SURPLUS TRANSFERRED TO ACCUMULATED FUNDS</u>	<u>78 440</u>	<u>101 130</u>

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

CAPE TOWN
13 April 2018



REFEREES AWARDS 2018

REFEREE OF THE YEAR - RASTA RASHIVENGE



WILLEM BRITS REFEREE'S REFEREE AWARD - EGON SECONDS

REGIONAL AWARDS



Brackenfell
Nathan Swartz



Tyberberg – Parow
Bennie Bothma



Table View/Mamre
Samuel Passens



Wynberg-City Park
Clint Jacobs



Helderberg
Dylen November



Mitchell's Plain
Henry Gardiner



Langa
Daryn van Heerden



Khayelitsha
Sakhe Gwexe



Stellenbosch
Andre Bester



Paarl
Ashiley Jacobs



MOST IMPROVED REFEREE - PETRUS VAN DER MERWE

DIVISIONAL MERIT AWARDS



Division 7
Clarence Santi



Division 6
David Mentoor



Division 5
Lonwabo Diyo



Division 4
Lloyd Hagglund



Division 3
Jerome Josua Pienaar



Division 2
Johan Lourens on behalf of Henk Hagen

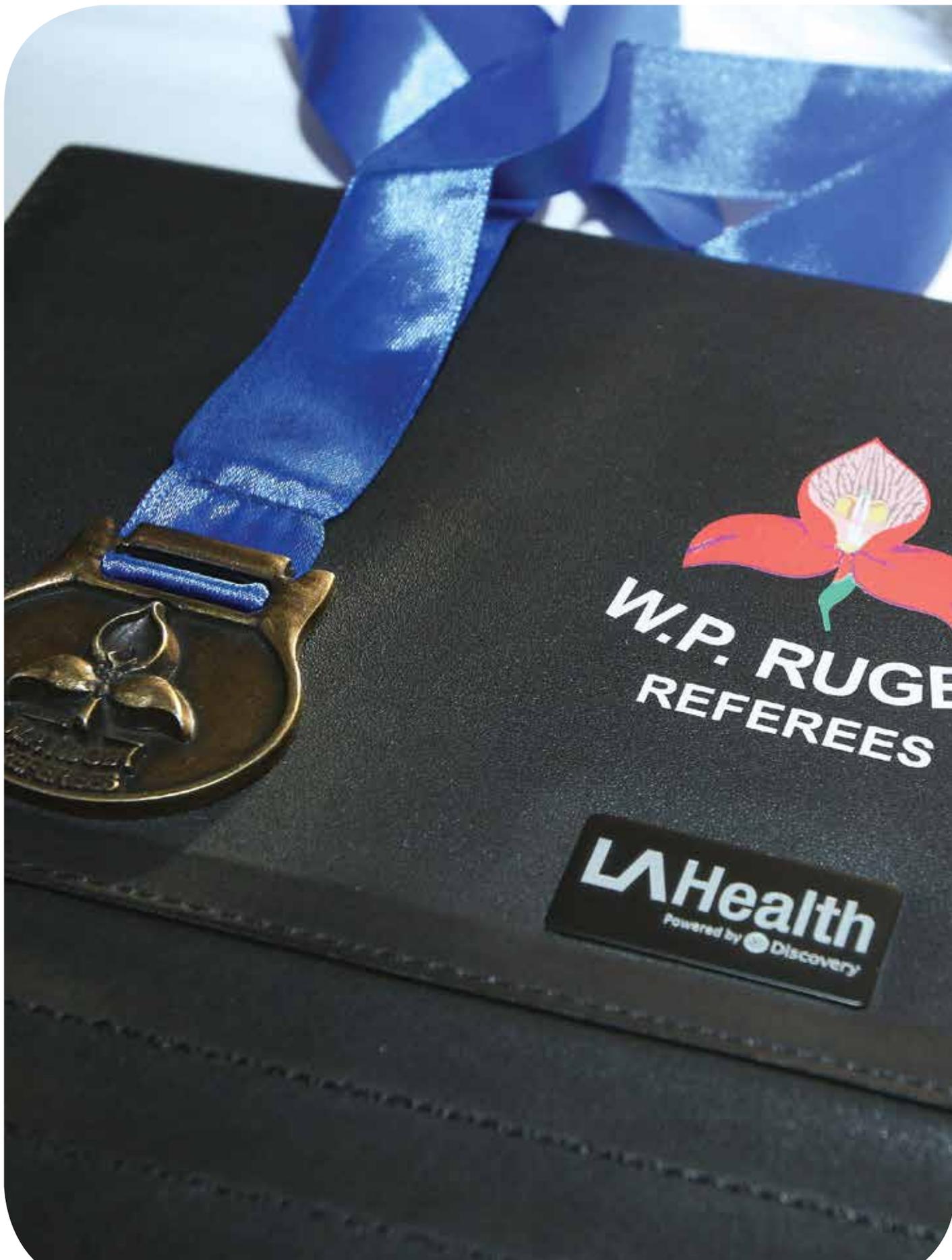


Division 1
Jaco Smith



**HIGHEST EXAM AND OVERALL MERIT AWARD
JOHAN LOURENS ON BEHALF OF HENK HAGEN**







W.P. RUGBY

WARWICK BRIGHTROCK DHL

WESTERN PROVINCE RUGBY
FOOTBALL REFEREES
MOST PROMISING
REFEREE

A SLATER
2010

STEPHEN
DU TOIT
2011

CHRISTOPHER
2012

NATHAN
BARRY
2013

DYLEN
NOVEMBER
2018

ROBERTO
KOSCHITZKI
2017

JEAN
DE WET
2016

DYLLAN
FRANCKX
2015

LEONARDO
PONSATI
2014

MOST PROMISING REFEREE - DYLEN NOVEMBER

JUNIOR AWARDS



Ambassador: Junior Referees
Jade Lawson



Most improved referee
Reece Groenewald



Most promising referee
De Wet Du Plessis



Referee of the year
Chris Simayi



EXECUTIVE AWARD - EGON SECONDS

THANK YOU FOR YOUR CONTINUOUS SUPPORT



WESTERN PROVINCE RUGBY FOOTBALL REFEREES' SOCIETY
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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.