



# ANNUAL REPORT JAARVERSLAG

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



**W.P. RUGBY  
REFEREES**



## EXECUTIVE COMMITTEE

Back: Eddie Douglas, Alan Becker, Johan Willemse, Ronnie Bourbon-Leftley  
Front: Mornay Colville, Ben Theron, Joey Klaaste-Salmans, Fatima Said, Ashley Mackey  
Absent: JC Fortuin

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# CHAIRMAN'S REPORT

## Joey Klaaste-Salmans

*The following quotes summarise my thoughts on the past year: (1) "The true test of character is not how much we know how to do, but how we behave when we don't know what to do." (2) "The final forming of a person's character lies in their own hands." and (3) "The harder the battle the sweeter the victory."*

2018 ended with the departure of Arthur Randall Southgate, our vice-chairman and our Society's Financial Manager for more than a decade. While it was a sad moment in our organisation it was also a time for new beginnings, not just for Arthur but also for the WP Referees' Executive.

We went through an election period without too much turbulence and the members pledged their faith in the existing executive and added two more names. With the constitution changing the chairman was freed from managing a portfolio and the members trusted Mornay Colville with the Education and Training portfolio. Mornay, who recently retired from active refereeing and an avid committed and dedicated World Rugby Educator was the best person to take over from yours truly.

The new portfolio of Marketing and Recruitment was entrusted to Johan Willemse who showed a keen interest in the challenging work that the portfolio presented. With the departure of Arthur the position of Vice-Chairman became vacant and the members showed their faith and challenged JC Fortuin with this important position on the executive.

We ended the 2018 year with the withdrawal of Protea Hotel by Marriott Stellenbosch as our main sponsor. They did however agree to stay on as a minor sponsor. It was thus the first challenge presented to Johan Willemse. Within a few months he, his sub-committee and Ben Theron secured Old Mutual and Dry Force as main sponsors of our Society. We welcomed these sponsors to our family in a cocktail function for all current and potential sponsors. The evening was such a great success that we had commitments from a few other sponsors and an increase in the sponsorship from Old Mutual. We are grateful to all our sponsors who have unselfishly given of themselves and their companies to ensure we keep the high standards we are so well known for.



As the season progressed we were able to conduct successful fitness tests and examination sessions where many of our young referees and new members showed some hunger and raised their hands for the executive and coaches to see. JC Fortuin and Edwin George, along with the regional coaches, conducted the sessions in conjunction with the University of Stellenbosch High Performance department. Ronnie Bourbon-Leftley, who not only sets the examination paper with Alan Becker, Allan O'Connell and Don Perry, conducted these exam sessions at Brackenfell Primary School. Sadly, a number of referees failed either the fitness tests or examinations and this led to some demotions early in the season.

The strategic meeting held by the executive allowed for some introspection of the last term of office. This included the weighing of the positives and the areas needing improvement. We admitted that there was a lot to be done and each portfolio holder presented a SWOT analysis and their plans for the year.

The sessions included deep reflection and honesty, with members not shying away from the hard and sometimes dirty work that needed to be done.

We were not able to fill the position left vacant by Arthur Southgate. Consequently we asked Eddie Douglas, who has experience in Financial Management in his current and previous jobs, to take on the challenge and ensure that our finances are managed competently. The change of banks, acquiring a new auditor, splitting the investment account for maximum investment and ensuring that the Society runs on a tight budget was some of the hard work that he instituted. We are forever grateful to him for the hours and hours of work that he initially put into moving accounts from one bank to another. Eddie Douglas is a real asset to our organisation and I hope that we will have his devoted service for many more years to come.

*We are grateful to all our sponsors who have unselfishly given of themselves and their companies to ensure we keep the high standards we are so well known for.*

## SA RUGBY PANELS as at December 2018

<p><b>PREMIER ELITE</b> Barrett-Theron, Aimee Immelman, Quinton Jadezweni, Cwengile Rashivenge, Rasta Seconds, Egon Van der Westhuizen, Marius</p> <p><b>NATIONAL PANEL</b> Uys, Divan</p> <p><b>WOMEN PANEL</b> Qwane, Bulela</p> <p><b>TMO PANEL</b> Klaaste-Salmans, Joey</p>	<p><b>NATIONAL PERFORMANCE REVIEWERS</b> Immelman, Dennis Mnqibisa, Thuso Roos, Willie Southgate, Arthur</p> <p><b>SA RUGBY 7s SQUAD</b> Rashivenge, Rasta</p> <p><b>WOMEN'S ACADEMY SQUAD</b> Mostert, Martie Fitzgerald, Teronique Gxekwa, Phumla Naude, Zoe</p>
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Nathan Barry (Young Guns) as referees of finals. Divan Uys and Aimee Barrett-Theron with Joey Klaaste-Salmans (TMO) assisted the referee, Paul Mente.

Our flagbearers, our provincial referees continued with their sterling performances in local and international tournaments. Marius, Rasta and Egon were regulars on the Super Rugby scene and Quinton and JD showcased their talent on the Pro 14 stage. Divan Uys had a very successful Varsity Cup and took that momentum into Craven Week and the International U18 series. He was rewarded for his sterling performances with a Currie Cup debut at Loftus Versveld and also represented us in Limerick, Ireland for an u18 tournament.

JD had an amazing Currie Cup tournament which saw him refereeing the promotion/relegation match while Rasta took charge of the 1<sup>st</sup> Division final and Marius debuted in his first Currie Cup final. Well done to all these gents. The below grid shows the involvement of all the WP officials in finals in South African competitions.

Aimee Barret-Theron has had the most successful season of her short refereeing career. It was such an honour to see her handle the Varsity Shield final. We are proud of all the hard work that she does and for this to be recognised by the SARU Referees' department. The appointments below, made by World Rugby, indicates that she is a serious contender in the game of refereeing in and outside South Africa. There is no more reference to her as a female referee, but as a great REFEREE.

Towards the end of January all rugby started in full swing and our senior referees were tasked to officiate in the Gold Cup, Varsity Cup and later the Super Sport Challenge. We were honoured to host the Varsity Cup final at University of Stellenbosch and had Ryan Deacon (Koshuis Liga) and

### SARU APPOINTMENTS TO FINALS 2019

COMPETITION	REFEREE	AR 1	AR 2	TMO	ADMIN
VARSITY CUP SEMI		Divan Uys	Aimee Barrett-Theron	Joey Klaaste-Salmans	WP
VARSITY SHIELD FINAL	Aimee Barrett-Theron				
VARSITY CUP FINAL		Divan Uys	Aimee Barrett-Theron	Joey Klaaste-Salmans	WP
SS GOLD CUP SEMI		Nathan Barry			WP
VARSITY SHIELD SEMI		Nathan Barry		Joey Klaaste-Salmans	WP
SS RUGBY CHALLENGE SEMI	Quinton Immelman				
SS RUGBY CHALLENGE FINAL		Cwengile Jadezweni	Quinton Immelman	Joey Klaaste-Salmans	
CURRIE CUP FIRST DIVISION SEMI	Egon Seconds				
CURRIE CUP PREMIER SEMI 1	Cwengile Jadezweni	Rasta Rashivenge	Quinton Immelman		
CURRIE CUP PREMIER SEMI 2		Marius van der Westhuizen		Joey Klaaste-Salmans	
SA RUGBY U21 CHAMPIONSHIPS SEMI			Aimee Barrett-Theron		
CURRIE CUP FIRST DIVISION FINAL	Rasta Rashivenge	Quinton Immelman			
IPL WOMENS B-SECTION FINAL	Bulela Qwane	Dylan November			WP
IPL WOMENS A SECTION FINAL		Dylan November			WP
CURRIE CUP PROMOTION / RELEGATION	Cwengile Jadezweni				
CURRIE CUP FINAL	Marius van der Westhuizen		Egon Seconds		
SA U19 CHAMPIONSHIP FINAL	Quinton Immelman	Dylan November	Aimee Barrett-Theron		WP

AIMEE BARRETT-THERON			
DATE	COMPETITION	FIXTURE	OFFICIATING
1 Feb 2019	WOMEN'S 6 NATIONS	Ireland vs England	Referee
9 Feb 2019	WOMEN'S 6 NATIONS	Italy vs Wales	Referee
6 July 2019	WOMEN'S RUGBY SUPER SERIES TESTS	France vs New Zealand	AR 1
10 July 2019	WOMEN'S RUGBY SUPER SERIES TESTS	England vs France	Referee
14 July 2019	WOMEN'S RUGBY SUPER SERIES TESTS	France vs USA	Referee
17 Aug 2019	WOMEN'S TEST MATCH	New Zealand vs Australia	Referee
3 Nov 2019	WOMEN'S NOVEMBER TEST SERIES	USA vs New Zealand	Referee
24 Nov 2019	WOMEN'S NOVEMBER TEST SERIES	England vs Ireland	Referee

It was clear from all of these accomplishments and selections that Aimee was the stand-out referee for WP in 2019; she was awarded with the Referee of the Year award. The first for our organisation and we are sure not the last. Well done to her!

Locally, our stalwarts have been grinding and ensuring that club rugby continues. Sadly, we had some hiccups along the way with the increase of abuse towards our officials. It became very clear that we had a serious problem when two of our most senior referees were victims of physical, verbal, emotional and mental abuse. One of them had two experiences within eight days. This forced us as an organisation to reflect, and we realised that we were facing some dire and sad responses from clubs. Having said that, we also realised that there were culprits among us who were guilty of bringing the name of the Union and our Society into disrepute with their behaviour. We have to clean our house and discipline our members just as the Union's DC have been punishing clubs for their abuse of referees.

We will continue with the No Abuse against Referees campaign in 2020 as this is an ongoing problem in the country. Communication is key to avoid another day of no rugby as we experienced on 31st August 2019 when referees withdrew en masse from matches. With the support of the Union President, Mr Zelt Marais and his executive, I believe we can overcome this obstacle. We also need to embrace media, social media and other stakeholders to spread the message.

The bulk of our referee community have been very committed and dedicated to the service they provide to schools and clubs in WP. Some members have gone out on a limb and refereed up to five matches a weekend. This is totally beyond what we expect of them, but they have always been willing to assist where possible. My sincere thanks go out to all our referees who not only supported

their executive through some tough times this season but also made it possible for club rugby to continue even though we were at times not able to fulfill all fixtures with match officials.

I must express appreciation to the clubs for their understanding of the challenges we experience with only 140 active referees. I am also grateful to the hard work of Ben Theron and Johan Willemse in recruiting new members, and to Mornay Collville who puts them through their paces in Education and Training and then facilitates them to be released to regional coaches for support as they were appointed to some tough matches.

Our Performance Review committee was running a bit thin this year with many of its members not able to commit due to health issues, but we made the best of the situation and we were still able to see the promotion of many of the young and new referees. It was also fantastic that we were able to get six referees out of the amazing talent of Division Two to be promoted to Division One. We know that the promotion matches were not easy, and they were really challenged to show case their management and worth before being promoted. We look forward to seeing their contributions to the top division.

There are still so many talented referees in the lower divisions we would like to see reaching success in 2020. We also want to welcome all the junior referees who will be joining us this year. They have been part of us for a while now, joining us at many tournaments. I look forward to having them in the Society and challenging for higher honours.

The members' faith in us to lead for a second term does not ease the pressure. It actually adds more. Term one allowed us to make the necessary changes to move this organisation towards excellence. None of that came without challenges as not everyone was on the same

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page when it came to the definition of excellence and we lost some members. Ultimately one must make tough decisions. Do we carry on being a mediocre organisation with many members or are we happy to lift the standards and surround ourselves with athletes who understand the vision and mission of the organisation and work towards being the best that each one of them can be.

We have been given the mandate to lead this organisation to the best of our ability and the next three years is about sustainability. Ensuring that we remain the leading society in the country. Embrace the things that will add us to the list of best societies in the world. In our executive I know I have the best individuals, diverse in thoughts but one

in mission. To serve this great organisation to the best of their ability.

In our members I know I have loyal, committed and dedicated servants of this wonderful game. People who know their role and try to fulfill it best as they can. The Zulu saying: "Umuntu Ngumuntu Ngabantu" (a person is a person through other people) is relevant here or as I like to remind myself, I am because of you.

It is an absolute privilege to lead this organisation and I look forward to serving all the members of the Western Province Referees' Society.

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# ADMINISTRATION

## Convener: Alan Becker



The members comprising this sub-committee were Fatima Said, 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 - whether big or small. They were all greatly appreciated.

The Society's website was constantly updated throughout the year by Liam Hamer-Nel. Via the web site, members were informed of all notes, minutes of monthly 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 occur in the local games in the Province and, where applicable, international matches every weekend. This local version affords members the opportunity to write a recognised examination at anytime of the year in their designated region.

Agendas and minutes pertaining to the various Executive Committee and sub-Committee meetings, together with monthly meetings were 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 this committee, I wish all referees and members an enjoyable off season.

A special word of thanks is extended to Matt Kemp, Nico le Roux and Divan Uys for their time and help with Western Province Rugby Constitutional and Bye-Law matters.

In closing, I would like to thank all the WPRFU staff for their important contributions throughout the 2019 season.

A special thanks to Fatima: Without you referees would not have received their personal communications. A big thank you is extended to you on behalf of all members.

	12-Jan	21-Feb	28-Mar	9-May	18-Jun	1-Aug	12-Sep	8/29/2019
	STRT PL	EXEC MTG	Special Exec					
Joey Klaaste-Salmans	P	P	P		P	P	P	P
Mornay Coville	P	A	P		A	P	P	P
Ronnie Bourbon-Leftley	P	P	P	A	P	P	P	P
Alan Becker	P	A	P	A	P	P	P	P
Jerome Fortuin	P	P	P		P	P	A	P
Eddie Douglas	P	P	P		P	P	P	P
Ashley Mackay	P	P	P		P	P	P	P
Ruben Riffel	A	A	A		A	P	A	P
Johan Willemse	P	P	P		P	P	P	P
Ben Theron	P	P	P		P	P	P	P
Fatima Said	P	A	A		P	P	P	A

Key P= Present A=Apologies

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# APPOINTMENTS

## Convener: Eddie Douglas



After a very successful 2018, several resignations of those who serviced the appointments portfolio in Western Province necessitated a new coordinator. In stepped Fatima Said, someone with no previous experience in doing referee appointments. However, after a shaky start Fatima has become an integral part of the appointments portfolio and has settled in well. I am extremely grateful for her enthusiasm and devotion to the task and Fatima will become a huge asset to the portfolio in the future.

As reported previously, appointments of referees to games is always a challenge. This year was no exception. Referees were allocated to just under 3 000 club games, close to 250 friendly matches, 140 school games, and to several tournaments held in Western Province during the year. It became challenging when there were close to 160 games on most weekends during the club rugby season and we only had 120 referees available. This took a lot of effort from the appointments committee to provide referees to most of these games. In some cases, referees were asked to do two games on a Saturday afternoon. I take my hat off to these referees who volunteered their time and completed the appointments with enthusiasm.

What aggravated the situation was that we still have too many withdrawals at a late stage in the week and this caused a lot of additional work to move and replace referees. One positive aspect was that referees were appointed games to higher leagues than their grading and also provided the new referees that joined this year with good quality game time to hone and improve their skills.

We still experienced several club games that were played during school holidays, over long weekends, when games were played at Newlands (referees could not use their season tickets to the stadium) and also when South Africa played test matches at other stadiums. I was pleased to hear that all sevens games were cancelled for the Rugby World Cup Final. Fixtures were also late in being provided by the Union resulting in a lot of extra work very close to Saturday's games. This aspect did improve during the season, but still more work is required. I feel we are now starting to make headway and our

message to improve on these challenges is being heard.

We have accomplished much in getting Scrumit up to date with all active referees details. We still need to make sure this is done in a timeous matter. Scrumit was also updated so that appointments of referees could be electronically uploaded. This removed errors and the time taken to capture these appointments manually.

I know that the Executive and WP Club Rugby is very busy with a drive to recruit more referees. We have seen the fruits of this over the last few months where several new referees have joined the Society. This will surely make the appointments process a lot easier in the future. This will also ensure more referees get into the correct grade on the grading list - a job that the Assessment Portfolio is making good progress in fulfilling.

On a negative point we still have a number of referees that do not arrive for their allocated game, leave the venue after they have refereed the 2nd or 3rd team game and do not stay for assistant referee duties for the 1st team. We need to eradicate this type of behaviour and to this end we will be bringing in a very stringent fine and disciplinary process into being for the 2020 season.

I would like to take this opportunity of thanking the Appointments Committee - Joey Klaaste-Salmans, Ronnie Bourbon-Leftley and JC Fortuin for all their assistance in approving the appointments made on a weekly basis. Appointments also had to be changed so that Match Reviewers were able to attend games to assess referees. To Ben Theron and Fatima Said, many thanks to both of you. You have been fantastic to work with and no job requested by me was too small or too big for you to handle. Your support during the season was much appreciated and I look forward to working with you in the new year.

Finally, a huge word of thanks to each and every referee that went the extra mile to ensure we had a successful 2019 season. I am sure we are going to have an even better 2020.

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## CLUB HOUSE

### Convener: Ashley Mackay

On match day at Newlands, the visiting referees are invited to one of the finest referee club houses in world rugby. The referees really enjoyed socialising after the games. Thank you to the visiting referee for always being willing to interact with our sponsors and friends. This is always unbelievable feeling for people when they hear the interaction of the referees of the day. To quote one of our sponsors "now I understand what happens between the team of three on the field".

A special thanks to all our sponsors who willingly supported us during the past season. The referees were very grateful for the gifts they received.

A big thank you to Ben Theron ensuring that the club house is always well stocked. Thank you to Christo Engelbrecht and Andre Campher for their assistance on match days.



## DISCIPLINE

### Convener: Ashley Mackay

We once again worked closely with the Union to rule out misconduct on the field. Players who were guilty of misconduct on and off the field of play were firmly dealt with by the Disciplinary Committee members.

We will have to educate our referees in the new season on completion of reports going to the Disciplinary Committee. All the outcomes of the Disciplinary Committee meetings are available from the Union's office. This year we experienced an increase in the amount of referee abuse cases and, at times, we were let down by the inadequate reports of our referees. Consequently, in many instances, clubs and club members walked free. I will ensure that these reports are water tight in the future.



*Players who were guilty of misconduct on and off the field of play were firmly dealt with by the Disciplinary Committee members.*



## CLUB LIAISON

### Convener: Ashley Mackay

The purpose of this portfolio was to improve the relationship between referees and clubs. There is room for this to improve and reach new heights in the future. All concerns were addressed in writing to the office. Ben would acknowledge receipt thereof and forward it to me for further discussion. The matter was then addressed with the referee and feedback was given by me to the clubs. Club officials were once again reminded of this open-door policy to discuss matters involving referees. Due to the increase in referee abuse cases received, it was necessary to meet with all the clubs to discuss the way forward. A decision was taken by the referees to not officiate until this matter was resolved. Our Chairman addressed club officials on the matter and Chairpersons of the clubs committed to ensure the safety of our referees. I am happy to report that there has been a remarkable improvement in the way referees are being treated at the clubs.

Safety of referees and officials is given high priority by the Society and the WP Union.

At the start of the new season, clubs will once again be invited to attend Law sessions in the different regions. Unfortunately, in the past these sessions were not well attended by club officials/coaches but we will continue to strive to improve the attendance at these sessions.



*Safety of referees and officials is given high priority by the Society and the WP Union.*

# COACHING

## Convener: JC Fortuin



The end of the 2019 season came with more good that will be remembered instead of the low parts we found ourselves in occasionally. My greatest appreciation to the regional coaches and their efforts for meeting after meeting to get and keep our referees at high standards throughout the season. Thank you and welcome to Edwin George, joining the ranks of the regional coaches, and in getting Khayelitsha going as a region again.

The immense support of the Western Province Executive Committee can never be taken lightly and a word of thanks to all. Some regional coaches exposed referees to new strategies in trainings methods that could become a reality in the future if accepted by Sarra and World Rugby – referring to the Bronco test as an example.

Some challenges remain ongoing for years now – in particular referees not attending regional meetings as needed. Synchronising the regional meetings regarding law discussions has its own unique challenges: What is really needed is a discussion versus what is prescribed as discussion points, and referees who prefer to just officiate without doing fitness tests or even write formal law examinations.

Youth tournaments early in the year were once again utilised to coach referees in preparation for the long season ahead. Thanks to the organisers of the Tony Stoops tournament, U15 tournament presented by Paarl Gymnasium just to name a few. More of these tournaments will be a great benefit to referees.

Referees made it clear that Regional Meetings remain an important part of preparation and should not be scaled down to once a month even if is under threat from inflation and the petrol price. More coaches will be needed to help more referees in need of becoming the best they can be.

Becoming world champions again it is time to congratulate our national team and celebrate the achievement. This achievement has made us world leaders in the sport we all love so dearly, putting the eyes of the world on us again and challenging us to become world leaders in refereeing again. We can achieve this by coaching all our referees to higher levels.

Best wishes to everybody in Western Province refereeing as we approach the festive season.

Region	Coach
Brackenfell	Joey Klaaste-Salmans
Khayelitsha	Edwin George
Langa	Thuso Mgibisa
Mitchells Plain	Gerrit Eiman
Paarl	Johan Lourens
Parow	JC Fortuin
Stellenbosch	Hendrick Greyvenstein
Strand / Helderberg	Nico le Roux
Table View	Alan O'Connell
Wynberg	Ashley Mackay



*The immense support of the Western Province Executive Committee can never be taken lightly and a word of thanks to all.*

# EDUCATION AND TRAINING

## Convener: Mornay Colville



When I was elected in this portfolio, I knew I had a lot to learn and that a lot of hard was needed to ensure Education and Training became a platform of strength in the Western Referees' Society again.

We started the year with a strategic session where I had the opportunity to present what we have planned for the year. I can proudly say that we achieved 95% of the courses planned and added one or two more as the year moved along.

Thank you to Eugene de Villiers who started the year off late in January presenting the Technical Zone course at Brackenfell. Your assistance and willingness to help is highly appreciated.

That was followed with six Assistant Referee courses of which one was held in Paarl, one in Langa and the other four in Brackenfell. These courses were attended by an average of 20 referees per course.

We also presented two Introduction to Refereeing courses at Brackenfell and Newlands. The course at Newlands had 40 club delegates attending, it was also attended by Cape TV.

Our first World Rugby Level 1 course was held in February and the last in October. In total we had five World Rugby Level 1 courses, averaging 20 potential new referees per course. Out of these attendees I am proud to say that about 50 became active beginner referees and I am looking forward to seeing them grow within the Society.

We were also fortunate to have an average of 15 referees to each of our three World Rugby Level 1 Sevens courses which were held in the month of September.

We had to cancel the MRO course and World Rugby Level 2 course due to club rugby obligations. These will be prioritised for early in 2020.

Thank you to Ben Theron and Fatima Said for their assistance with the preparation of these courses, a word of appreciation to Nathan Mali our caterer who was always available at short notice and last but not

the least, the Educators; Joey Klaaste-Salmans, Arthur Southgate and Hendrik Greyvensteyn whom I could depend on throughout the year.

A special word of thanks to World Rugby Master Trainer Neville Heilbron for his guidance and assistance and always being available when needed.

My first year was indeed a year of learning and laying a foundation which I will use to build on to ensure we recruit, train and develop new referees and to help our existing referees to become better.

I am looking forward to seeing more referees getting involved in regional sessions, monthly meetings and taking every opportunity to talk refereeing. We learn and educate ourselves into becoming better referees by sharing our knowledge. We need to build the team of three to become a stronger brotherhood.

Thank you to everyone for your support in 2019 and I am looking forward to building stronger bridges in Education and training in 2020.



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# FINANCE

## Convener: Eddie Douglas



The Finance portfolio got off to a shaky start in the beginning of the year but after a few trying months we were well on our way to bringing the portfolio into line.

I would like to express my thanks to Arthur for the sterling work that he did over the last number of years. His attention to detail and the way he kept the books and finances in order, made it so much easier for me to take over. His exceptional gatekeeping of the two bank accounts ensured that the Society had enough funds to fulfil its financial commitments. Arthur, we do miss your wise words and your professionalism in everything that you did to ensure the efficient management of the finance portfolio.

At the beginning of the year we had to change signatories of the FNB current account and of the Old Mutual Investment account. This resulted in a delay in paying referees but once sorted all referees were paid. I thank each referee for their understanding in this matter. It was also agreed by all referees that payments would take place four times a year – April, June, August and November. In exceptional cases referees were paid for tournaments outside of these dates.

At the beginning of the year each portfolio was asked to compile a budget, and this was strictly adhered to when determining various expenditures during the year. Portfolio owners had to motivate their spend. With the budget in place it ensured that the cashflow position was kept in order to pay the various commitments. The Finance portfolio ensured transparency of the bank accounts and payments – to this end the Executive was presented with the budget and actuals against the budget. The Executive was also provided with all the details of expenditure and income incurred on both the current and investment accounts.

We have also brought in a new method to pay referees during the year. This has ensured referees were made aware of their games that they had refereed and been paid for. This is still a work in progress, and I know that we will improve this in the new year. One small problem we have is that referees do not inform us of bank account changes and banking details. This often delays the process in paying referees.

The Society and its members agreed that the investment account be split into three different accounts. Old Mutual Wealth took over the investments and it was split into a low, medium and a medium high-risk portfolio. This has reaped benefits in that a higher interest was obtained from each portfolio than previously received. I would like to thank Old Mutual Wealth and especially Morne Potgieter and Ronel le Roux for donating their services and skills to the Society in ensuring we reap the benefits of this investment, with greater rewards in the 2020 financial year.

During the year we also appointed new financial auditors for the Society. They are C2M Chartered Accounts. C2M have also donated their services and skills to the Society. I would like to thank Carel Steenkamp, Christiaan Binneman, Simone de Wit and Esthian Bester for all their efforts in assisting with creating the financial statements and helping me ensure the books were correct.

I would like to thank each and every referee for their patience when they did not receive their payments on time. We are definitely trying to improve the process in the 2020 financial year.

I would also like to thank the Executive Committee for putting their trust in me when they asked me to run this portfolio. It was a challenge and I know we are well on our way to ensuring the finances of the Society are as strong as they have been in the past.



*Arthur, we do miss your wise words and your professionalism in everything that you did to ensure the efficient management of the finance portfolio.*

# MARKETING AND RECRUITMENT

## Convener: Johan Willemse



The Marketing and Recruitment portfolio was newly created and introduced to the Society at the 2018 WPRS Annual General Meeting. The sub-committee was established shortly thereafter in February 2019 and currently has six members; Johan Willemse, Wihan Swart, Don Perry, Eugene Gordon and Ben Theron. Johan Willemse was nominated as convener. Our purpose is to create and drive sponsorship opportunities through hospitality, marketing activations and targeted approaches to

warrant sponsorship success and to promote the Society as a valued marketing brand.

We use the SMART approach to create leads [potential and new sponsors], increase awareness through marketing sponsorships, and engage and build relations with sponsors to drive meaningful results.

### S

**Specific** – sponsorships assist in attaining our goals, therefore, the objective is to increase commitments from new sponsors, accumulate sponsorship from current main sponsors and secure new sponsorships on an ongoing basis.

### M

**Measurable** – sponsorships contribute towards the recruitment, training, coaching, grading and appointment of referees. Is also measurable through successful hospitality events held and the sponsorship secured.

### A

**Attainable** - the success of the Society is illustrated through the successes of our prominent current and past rugby officials in South Africa. We have held, and will continue to hold, successful fundraising events.

### R

**Realistic** – the Society is highly regarded in South Africa and has representation by members on various levels of domestic and international competitions. This helps in the drive to obtain sponsors.

### T

**Timely** – all sponsorships are accrued during the period set by the Society.

**Tangible** – when potential and current sponsors are entertained and relaxed at hospitality events we tend to receive increased sponsorships.

## Goals

- Obtain more sponsors and increase sponsorship from main contributors during the 2019/2020 period.
- Use some funds towards the training and development of all referees.
- Procure digital equipment for training purposes.
- Society to fully fund referee kit.



*We use the SMART approach to create leads [potential and new sponsors], increase awareness through marketing sponsorships, and engage and build relations with sponsors to drive meaningful results.*

## Marketing and Hospitality

Building relations with our sponsors is imperative to activating and creating more opportunities for increased sponsorships. We encourage our sponsors to take full advantage of hospitality benefits available. These opportunities include the Society's Referee Suite and the Members Clubhouse at Newlands where members, guests, visiting referees and sponsors socialise and network. Other events include the golf day, the annual Black-Tie dinner and occasions to mingle with international guests and officials.

Within just a few months of establishment the sub-committee secured Old Mutual and Dry Force as main sponsors with a total sponsorship value of R150 000. The Chairman hosted a sponsors' evening on 9 October at the referee suite for current and potential sponsors. Commitments were received from new sponsors and sponsorship from our main sponsors, Old Mutual and Dry Force, were increased. An additional R20 000 was raised by hiring out the referee suite.



We continue to build relations with sponsors and potential sponsors on match days, as well as hold raffles, which are a good marketing activation to raise additional funds.  
Recruitment

Recruitment is essential in maintaining a pool of referees. It is a process to attract referee candidates and to identify and select them. The Society has a reputation to uphold and the impact of not conducting this process correctly will affect the calibre of referees available for appointments.

In support of the recruitment programme various posters were displayed at clubs requesting referees to join the Society. This was a successful campaign. To date approximately 20 new officials were recruited. Clubs were requested to make available two candidates to the Society due to a shortage of referees.

I would like to thank the Executive Committee for entrusting me with this challenging but rewarding portfolio. I thank my fellow sub-committee members for dedication and inputs towards achieving our goals.



*Building relations with our sponsors is imperative to activating and creating more opportunities for increased sponsorships.*

# MATCH REVIEWING

## Convener: Ronnie Bourbon-Leftley



The committee consisted of the following members: Ronnie Bourbon-Leftley (Chairman), Owen Kiewietz, Don Perry, Allan O'Connell, Mornay Colville, Richard Nash and Alan Becker. Alan also fulfilled the role of Secretary. Additional members consisted of: Eric Bernardo, Johan Willemse, Alan Gould, Desmond Petersen. Pieter Janse van Rensburg joined us in 2019 after finishing his training.

Due to medical and personal reasons Owen Kiewietz, Desmond Petersen, Don Perry, Johan Willemse and Alan Gould, did non or little reports during the season. We hope to have them back in 2020.

Five Match Reviewing meetings were convened during the course of the 2019 season.

There were 157 active referees. The committee submitted 410 Match Review reports for the year. Match Reviewers were allocated, weekly, to different venues.

At each Match Reviewing committee meeting, the entire Grading List of Referees was analysed and evaluated with the object of promoting or demoting referees according to the New Grading Structure in conjunction with the New Grading Criteria as set out on 1 August 2019.

The Match Reviewing committee wants to emphasize that referees must comply with the Grading Criteria in order to be promoted. This information is freely available on the website. This year saw referees left off the grading list and not appointed to any fixtures until they fulfilled their obligations - examination and or fitness test.

Many referees still do not undertake an annual fitness test or the Western Province Rugby Referees' annual examination. This is mandatory in terms of the Grading Criteria. As a result, many referees stagnate because of non-compliance with the respective mandatory Grading Criteria. The committee encourages all referees to comply with these criteria during 2020.

The WP 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 summary, 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 2019 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 year. Also, a special word of thanks to Alan Becker who acted as secretary.



*The Match Reviewing committee wants to emphasize that referees must comply with the Grading Criteria in order to be promoted.*

# PAYMENTS AND AWARDS

## Convener: Ronnie Bourbon-Leftley



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 Referee Society Constitution and its Bye Laws, Referee Prize Winners and recommends an amount for Referees to be re-imbursed the following year for their services.

During the year myself and Fatima Said, 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 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 and The Most Promising Referee, and Referee of The Year Awards are determined by a new Sub-Committee comprising of the Chairman and Vice-Chairman of the Society, Convener of the Match Review Sub-Committee, Head 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) and the Overall Merit Award / Referee of the Year / Highest Examination Mark / Regional Awards / Merit Ties / Merit Blazers / Life Members / and Executive Award - the latter at the sole discretion of the Executive Committee.

The names of these referees...nominated to receive the various awards... are submitted to the full Executive for ratification.

There are no words to describe the tireless contribution of all. Without their relentless pursuit for perfection in

the compilation of the various referee's statistics, this Committee could not function at all. In addition, as convener of this Committee, a word of thanks needs to be extended to: Alan Becker for his un-wavering passionate interest in refereeing administration in Western Province and keeping our minutes and documents up-to-date in a professional way.

May everyone enjoy the break and, come back refreshed with great enthusiasm for 2020.



*There are no words to describe the tireless contribution of all. Without their relentless pursuit for perfection in the compilation of the various referee's statistics, this Committee could not function at all.*

# FINANCIAL STATEMENTS

## Statement of Financial Position as at 31 December 2018

Figures in Rand	Note(s)	2018	2017
<b>Assets</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	2	53,965	66,747
<b>Current Assets</b>			
Inventories	4	75,341	69,715
Other financial assets	3	1,724,466	1,930,949
Cash and cash equivalents	5	475,736	79,266
		<b>2,275,543</b>	<b>2,079,930</b>
<b>Total Assets</b>		<b>2,329,508</b>	<b>2,146,677</b>
<b>Equity and Liabilities</b>			
<b>The Committee's interest and reserves</b>			
Retained income		2,276,561	2,095,828
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and other payables	6	52,947	50,849
<b>Total Equity and Liabilities</b>		<b>2,329,508</b>	<b>2,146,677</b>

# FINANCIAL STATEMENTS

## Statement of Comprehensive Income

Figures in Rand	Note(s)	2018	2017
<b>Revenue</b>			
Entertainment & clubhouse surplus		-	9,294
Western Province Rugby Union		720,570	900,180
Subscriptions		4,070	21,410
Sponsorships		157,626	249,996
Garment income		22,870	36,025
	7	<b>905,136</b>	<b>1,216,905</b>
<b>Cost of sales</b>			
Opening stock		(69,715)	-
Purchases		(121,118)	(191,787)
Closing stock		75,341	69,715
	8	<b>(115,492)</b>	<b>(122,072)</b>
<b>Gross profit</b>			
		<b>789,644</b>	<b>1,094,833</b>
<b>Other income</b>			
Sundry income		15,100	2,000
Distribution on investment		143,517	135,580
		<b>158,617</b>	<b>137,580</b>
<b>Operating expenses</b>			
Auditors remuneration	11	5,216	5,216
Bank charges		2,768	9,272
Honorarium		-	65,000
Depreciation, amortisation and impairments		12,780	15,850
Referee duty payments		602,256	874,900
Sundries and gifts		24,276	64,599
Legal cost		350	-
Printing, Postage and stationery		35,480	42,400
Repairs and maintenance		-	570
Coaching and development		6,895	76,165
Travel and accommodation		77,507	-
		<b>767,528</b>	<b>1,153,972</b>
<b>Profit for the year</b>			
		<b>180,733</b>	<b>78,441</b>
Other comprehensive income		-	-
<b>Total comprehensive income for the year</b>		<b>180,733</b>	<b>78,441</b>

# FINANCIAL STATEMENTS

## Statement of Changes in Equity

Figures in Rand	Retained income	Total equity
<b>Balance at 01 January 2017</b>	<b>2,017,387</b>	<b>2,017,387</b>
Surplus for the year	78,441	78,441
Other comprehensive income	-	-
<b>Total comprehensive income for the year</b>	<b>78,441</b>	<b>78,441</b>
<b>Balance at 01 January 2018</b>	<b>2,095,828</b>	<b>2,095,828</b>
Surplus for the year	180,733	180,733
Other comprehensive income	-	-
<b>Total comprehensive income for the year</b>	<b>180,733</b>	<b>180,733</b>
<b>Balance at 31 December 2018</b>	<b>2,276,561</b>	<b>2,276,561</b>

# FINANCIAL STATEMENTS

## Statement of Cash Flows

Figures in Rand	Note(s)	2018	2017
<b>Cash flows from operating activities</b>			
Cash generated from operations	12	189,985	75,425
<b>Total cash movement for the year</b>		<b>396,468</b>	<b>(1,855,524)</b>
Cash at the beginning of the year		79,266	-
<b>Total cash at end of the year</b>	5	<b>475,734</b>	<b>(1,855,524)</b>



# AWARDS



Special Award: Shaun Veldsman  
Longest Serving TMO

# PRESTIGE AWARDS



Refs Referee (Willem Brits Award)  
**Divan Uys**



Executive Award  
**Marius van der Westhuizen**



Overall Merit Award  
**Petrus van der Merwe (86.6 – on first write)**



Most Improved  
**Cameron Africa**



Most Promising  
**Ettienne de Wee**



Referee of the Year  
**Aimee Barrett-Theron**




**REFEREES AWARDS 2019**  
**SPECIAL AWARD**  
**MOST SUCCESSFUL REFEREE ON THE**  
**HSBC 7S SERIES (2011 - 2018)**  
 Awarded to  
**Fhatuwani Rasta Rasivhenge**  
 Ben Theron  
 Referee's Manager  
 Joey Klesse-Galman  
 Chairman

W.P. RUGBY  
 REFEREES  
 Most successful HSBC Referee  
 264 matches refereed  
 9 HSBC Women's Tournaments  
 44 games as a Referee  
 42 HSBC men's Tournaments  
 2 World Cups (2013 & 2018)  
 2016 Olympic Final  
 Fhatuwani Rasta Rasivhenge  
 2011 - 2018  
 25 Oct

Special Award: Rasta Rasivhenge  
HSBC 7's award

# DIVISIONAL AWARDS



Division 7  
**Josia Fick**



Division 6  
**Clarence Santi**



Division 5  
**Clint Jacobs**



Division 4  
**Lonwabo Diyo**



Division 3  
**Lloyd Hagglund**



Division 2  
**Petrus van der Merwe**



Division 1  
**Waleed Moerat**



Highest exam mark active referee:  
Zandre Herselman

# REGIONAL AWARDS



Paarl  
**Waleed Moerat**



Brackenfell  
**Joubert Labuschagne**



Parow  
**Martie Mostert**



Stellenbosch  
**Schalk Joubert**



Table View/Mamre  
**Cameron Africa**



Helderberg  
**Josia Frick**



Langa  
**Lonwabo Diyo**



Wynberg  
**David Patterson**



Mitchells Plain  
**Henry Gardiner**



Khayelitsha  
**No Award**



Highest exam mark non-active:  
Johan Lourens

# JUNIOR AWARDS



Jnr Referee of the year  
**De Wet Du Plessis**



Junior Ambassador  
**Tiffany Gordon**



Most Up coming  
**Sergio Hughes**

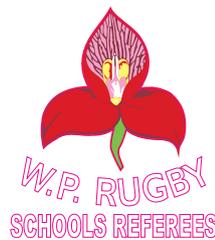


Most Promising  
**Wesley Holtmann**



Longest Serving Referee  
Manager: Ben Theron (since 1995)

# THANK YOU FOR YOUR CONTINUOUS SUPPORT



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

OLDMUTUAL



## LIVING EXCEPTIONALLY STARTS TODAY!

'True freedom is only possible when people have control of their financial lives.'

John Fairbairn – founder, Old Mutual, 1845

### OUR CUSTOMERS ARE AT THE HEART OF EVERYTHING WE DO

Although South Africa has undergone significant change, our quest to help our customers achieve true financial freedom always stayed the same for over 175 years.

### WHAT WE DO:

- We spend time with our customers
- We treat people with the respect and dignity they deserve.
- We remain committed to help our consumers escape debt often made up of multiple or payday loans with unaffordable repayments and high-interest rates.

### OUR SOLUTION

#### BANK WITH US



Old Mutual Money Account, a transactional bank account that helps you save EVERY TIME YOU SWIPE.



A set percentage you choose is automatically invested in an Old Mutual Money Market Unit Trust Fund.

#### FINANCIAL EDUCATION AND DEBT SOLUTIONS

We demonstrate the importance of understanding your financial situation and we give you tools to build your financial independence.

We spend time with you to ensure that you understand our process, and to create a plan with you so you can take control of your finances and face the future with confidence.

#### GREAT REWARDS

Sign up for Old Mutual Rewards. Engage, learn, empower yourself financially and earn points. You can invest your Old Mutual Rewards points into the Savings Account of your Money Account!



**JOIN NOW**  
for free



**EARN**  
By being money smart



**SPEND**  
At any of our partners



**CORPORATE**

DO GREAT THINGS EVERY DAY