



**W.P. RUGBY**  
**REFEREES**

# 2020

## ANNUAL REPORT JAARVERSLAG

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



# EXECUTIVE COMMITTEE



Ashley Mackay



Ben Theron



Eddie Douglas



Fatima Said



Joey Klaaste-Salmans



JC Fortuin



Johan Willemse



Mornay Colville



Ronnie Bourbon-Leftley

# 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



# REFEREES CHARITY RIDE



# CHAIRMAN'S REPORT

## Joey Klaaste-Salmans

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The year kicked off with the annual strategic planning session with the executive and members of the Western Province Rugby Football Union's operational side laying the path for the 2020 season. All executive members presented their vision and mission statements and respective action plans to ensure that we remain an organisation of excellent standards. Vigorous debate followed and brave conversations were had to ensure that all referees were getting the best from the leadership. A decision to add to our footprint throughout the world was embraced and overseas trips to Namibia, Portugal and New Zealand (North Harbor) was approved.

All fitness testing was conducted with the assistance and support of Dr Wilbur Kraak and his team at the University of Stellenbosch HPC. The annual referees' exam was also completed and referees were engaged in a SARU presentation facilitated by Quinton Immelmann and referees' coaches. With the commencement of the Varsity Cup and friendly matches by the Stormers, plus the hosting of tournaments by clubs our members had to hit the road sprinting.

With the final curtain being drawn on Newlands Stadium and an imminent move to Cape Town Stadium, we were honoured to be part of the last Newlands Schools' Rugby Day. A select group of referees earmarked for higher honours were identified and contributed to a fantastic day and evening of rugby at the traditional home of rugby in Western Province.

With the Covid-19 pandemic hitting the world and bringing all sports activities to a halt our leadership was challenged to think out of the box in managing the organisation. Initiatives and new vocabulary such as online quizzes, webinars and MS Teams, Zoom and Google Meet, educational and meeting platforms have become part and parcel of the management of our Society. As an organisation we have embraced the use of our social media platforms as we started communicating more and more with our followers and other stakeholders via Facebook, Instagram and Twitter. In Covid times this would be the only way to remain relevant as a sporting organisation as we were engulfed with sad news.

As an organisation we were not immune from the tragedy



that the pandemic brought to the world. Several of our members lost family members to this virus and our honorary Life President, Paul Dobson, was among them. This loss of family and friends is always sad. We express our condolences to our members as they may still be making sense of this loss.

With regards to our online platforms a concerted effort was made to enhance the look and feel of our website. Under the leadership of Eddie Douglas and Cullum Johnston we were able to within a three months' period revamp it to a friendlier and easier site to navigate. I am extremely grateful to these gentlemen and the executive members who all contributed to the official documentation which showcases our structures and processes.

With the country in lockdown and members stuck in their homes, it was pleasing to note how the referees were doing their bit to stay fit even within the constraints. With the easing of the lockdown restrictions our members were again allowed to run, walk and cycle to keep themselves fit. It was one of these activities that led to the founding of the Referees Charity Ride and Run; a group of referees who are cycling to make a difference in the lives of community members and specifically members of the Society. The RCRR, with the support of NGOs like the Chester Williams Foundation and The Kolisi Foundation, is making a difference in the lives of many people.

Our executive was able to continue their meetings online and the management of the Society and its affairs were able to carry on as normal. As a leadership team we were able, with the guidance of the Performance Review Subcommittee, promote more than 60 referees under either the special Covid-19 dispensation or on the criteria that they needed one or two reports to be promoted. As we are a group confident that the members will embrace this positive decision and that those who were promoted will take this

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opportunity to show their worth as soon as the 2021 season starts. Congratulations to those referees who, through this executive decision, were promoted to higher ranks.

Covid-19 has tested our resolve as a country. As referees we have proven in the past that we are resolute in our stance against that which threatens our existence. I am very proud in the manner in which referees have adhered to the protocols set by National Government and the National and Provincial Sports bodies. There is no doubt that we are as a rugby community very sad that we had no opportunity to showcase our talents but we understand the bigger picture of saving lives. We are excited about the 2021 season and the challenges that it may bring. As a leadership group we

are looking to do things slightly different as the Covid-19 pandemic forced us to embrace new skillsets.

Congratulations go out to all our members, especially the Provincial Panel referees who have been able to represent our Society with distinction this year. Your efforts are not going unnoticed and you can be assured of our ongoing support and pride in what you have achieved on and off the rugby field.

My sincere thanks to the executive members who continually gave their time and spent hours in online meetings to ensure we were still able to fulfill our mandate to lead this organisation throughout this year.

# EDUCATION AND TRAINING

Convener: Mornay Colville

After a successful 2019 we were motivated and ready for an event filled 2020. We had a detailed programme for the year where we planned to focus on the improvement of every division within our Society, with most of the focus going into the recruitment of new referees and the upskilling of our beginners and divisions 7 to 5 Referees.

We started the year off with our annual Sideline/ Technical Management course in January, facilitated by Eugene de Villiers, followed with a World Rugby Level 1 course in February and had another one in March 2020. World Rugby Level 1 courses are the foundation for all new referees, and we had one planned monthly until the end of October 2020.

We also had excellent attendance in our Assistant Referee courses, and I want to extend my gratitude to all referees for their eagerness to attend and learn.

Due to Varsity Cup clashes, we were forced to move our planned World Rugby Level 2 course to later in the year and had to postpone it again due to Covid-19 lockdown restrictions. We do however have it in our plans for early in 2021 should the restrictions ease up.

A big thank you to World Rugby trainers Neville Heilbron and Roslyn Fortuin for making themselves

available at all times. Thank you to Eugene de Villiers for his willingness to assist every year with the Sideline/Technical Zone Management course.

A word of thanks to Fatima Said and Ben Theron for their assistance with the behind-the-scene preparations for all courses. A word of appreciation to our caterer Nathan Mali for the good food he normally prepares.

A word of thanks to our World Rugby educators, Joey Klaaste-Salmans, Hendrik Greyvensteyn and Arthur Southgate for their availability to facilitate courses when called upon.

**I am looking forward to 2021 and hope to see more referees attending more courses in their drive to improve themselves. We need to build the team-of-three to become a stronger and more educated brotherhood.**

Thank you to everyone for their support in 2020 and I am looking forward to your help and guidance in 2021. Stay safe and wear your masks. Have a happy and blessed festive season with your families, here's wishing you well for 2021.

## MATCH REVIEWING

Convener: Ronnie Bourbon-Leftley

The committee consisted of the following members: Ronnie Bourbon-Leftley (Chairman), Owen Kiewietz, Don Perry, Mornay Colville, Richard Nash and Alan Becker, who in addition, fulfilled the role of Secretary. Additional Members consisted of: Eric Bernardo, Johan Willemse, Alan Gould and Pieter Janse van Rensburg. We had a great loss with Allan O'Connell moving to SWD, but we wish him and his family well. Desmond Petersen also resigned due to medical reasons.

Due to the COVID-19 pandemic, no amateur rugby was played in South Africa during 2020. We did however have our first lot of fitness tests and exams in March 2020. We could not complete the testing due to COVID-19 restrictions.

In July 2020 we had our first Skype meeting after the Executive felt the need to grade the referees that had met their requirements in March 2020. A new set of COVID-19 criteria were set up for this special one-off grading.

The entire grading list was analysed and evaluated, with the object of promoting referees according to

the new grading structure in conjunction with the new grading criteria as set out on 1 August 2019 and special COVID-19 requirements.

The Match Reviewing sub-committee wants to emphasise that referees must comply with the Grading Criteria to be promoted. This information is freely available on the Society's website. The Committee encourages all referees to comply with these criteria during the Year 2021.

**Congratulations to all Referees who were promoted in July 2020.**

To those aspiring to higher honours, we encourage you to persevere in order that your own personal goals can be attained.

**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.**

# FINANCE

Convener: Eddie Douglas

The Finance portfolio has been remarkably busy during the year ensuring that financial statements were produced, that all referees were paid for duties before Covid-19 struck and various suppliers were paid. The finances of the Society are in a healthy state and we are reaping the benefits of the new investment accounts being managed by Old Mutual Wealth.

I would like to thank Old Mutual Wealth and C2M (the Society's auditors) for offering of their services to the Society. It is very much appreciated.



## CLUB HOUSE

Convener: Ashley Mackay

There were very few games played at Newlands this year due to the pandemic. In spite of this the visiting referees and our sponsors were well received and looked after. We even receive a letter of thanks from one of the visiting referees. No further matches were played other than the Green vs Gold but the Club house was not opened.



## DC MATTERS

Convener: Ashley Mackay

We had a telephonic meeting with three of referees regarding not pitching for the friendly match. This was confirmed to be more of a miscommunication between the office and the referees. No other matters were dealt with.



## CLUB RELATIONS

Convener: Ashley Mackay

No meetings were held with clubs this year. In the 2021 season we will, depending on the pandemic and what it allows us to do, conduct the necessary meetings.

# ADMINISTRATION

Convener: to be confirmed

This sub-committee comprised Fatima Said, Ben Theron and Zaahid Appoles (photography). Alan Becker resigned from the Executive Committee, he was then replaced in the interim by Nico Le Roux (legal matters) and Fatima Said (minutes of meetings).

Due to the pandemic, the rugby season ended in March 2020 which resulted in executive and referee monthly meetings being held virtually. All necessary administrative work was completed from home during the lockdown. A big thank you to all committee members involved in attending meetings and being part of setting up the online structures. The Society launched their new website. The website will inform all members of appointments in 2021. They will be

able to accept and reject appointments and various other functions which are directly linked to ScrumIT. New member applications will flow directly to the office which will make the administration process easier and more efficient.

A word of thanks to the entire committee for the professionally coordinated meetings held and all the hard work. Constitutional and Bye-Law changes were prepared for the Annual General Meeting where members will be afforded the opportunity to exercise their voting rights.

Meeting notices, communication and minutes were distributed to all members of the Executive Committee meeting. All other communication was placed on the Society website.

	9-Jan	20-Feb	5-May	11-Jun	16-Jul	13-Aug	10-Sep	22-Oct
	STRT PL	EXEC MTG						
Joey Klaaste-Salmans	P	P	P	P	P	P	P	P
Jerome Fortuin	P	P	P	P	P	P	P	P
Mornay Colville	P	P	P	P	P	P	P	P
Ronnie Bourbon- Leftley	P	P	P	P	P	P	P	P
Eddie Douglas	P	P	P	P	P	P	P	P
Johan Willemse	P	P	P	P	P	P	P	P
Ashley Mackay	P	P	P	P	P	P	P	P
Nico Le Roux	N/A	P	P	P	P	P	P	P
Reuben Riffel	N/A	P	P	A	A	P	P	P
Francois Roux	N/A	N/A	P	P	P	P	P	P
Ben Theron	P	P	P	P	P	P	P	P
Fatima Said	P	P	P	P	P	P	P	P

Key P= Present A=Apologies

# WP REFEREES HELPED BY THE KOLISI FOUNDATION



What started out as a way to keep fit during the pandemic morphed into a support group for referees who have been negatively affected by Covid-19.

Started by referees Cornelius Peterson and Elias Jacobs during lockdown, the group, together with the Kolisi Foundation, handed over food parcels to 15 worthy recipients at two ceremonies held at City Park Rugby Stadium.

‘Refereeing is a form of community service,’ said WP Rugby Referees’ Chairperson Joey Klaaste-Salmans. ‘Looking after your fellow colleagues who have hit hard times is taking that commitment to community service to another level. Well done to the guys.’

WP Rugby Referees’ management reached out to the Kolisi Foundation and their #Each1Feed1 campaign for assistance. The initiative intends on supporting families with a food parcel for a minimum of three months to combat food insecurity during this uncertain time.

‘Referees play such a critical role in the game and are often undervalued,’ said Stormers and Springbok captain Siya Kolisi. ‘Like players, they are under much pressure on the field. They rarely get the acknowledgement they deserve for the hard work

and good calls they make. At the end of the day, they deserve much more praise for their dedication to the game. I am so pleased that we were able to support this initiative and help match officials during this stressful period.’

Referees on the international stage are highly-paid professionals. Yet rugby at grassroots needs the services of thousands of match officials every weekend to ensure the games are played. Without a qualified referee, the game can’t happen.

‘Our cycling group is made up of referees from all the divisions,’ says Cornelius. ‘We are so excited at the difference we have made in the lives of our colleagues. Hopefully this programme will grow and we can spread the benefits to others in our communities.’

The group also recently toured areas of the Northern Cape dispensing much-needed food parcels along the way.

If you are able to provide financial assistance to increase the coverage of this support campaign, please contact the Kolisi Foundation by email [info@kolisifoundation.org](mailto:info@kolisifoundation.org) or visit their website [www.kolisifoundation.org](http://www.kolisifoundation.org) for more information. It takes only R600 to support a family of six people for a month.



# COACHING

Convener: JC Fortuin

What started as a normal year soon turned around completely as Covid-19 brought both rugby and the world to a total stop.

The Society had the opportunity to put referees through exams and fitness tests in preparation for the 2020 season. Some referees had the opportunity to referee friendly matches before club matches started and until lock down occurred.

I once again want to thank all coaches and regional coaches as well as Executive members for their tireless input and support for our referees.

This year brought challenges but also changed our way of thinking around coaching. Coaches and referees faced challenges and were forced to think outside the

box: how to keep fit during lockdown. Some regions embarked on different strategies to keep in touch and stay on top with law knowledge having virtual meetings and exams.

Members challenged each other to embark on different ways to stay fit. Leading to the birth of a cycling group. This enhanced relationships among referees.

As we conclude 2020, we hope that we will never again see a total lockdown of the sport we love so much. However, all of this made us appreciate what we have in rugby refereeing.

I want to extend well wishes to everyone in the Referee's Society as we approach the end of the year and the festive season.

## PAYMENTS AND AWARDS

Convener: Ronnie Bourbon-Leftley

This committee like all others forms an integral part of the Society, the work of which normally culminates in a glamorous event known as the Annual Prize Giving.

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

At the Payments and Awards Sub-Committee Meeting, Honorariums and Allowances are recommended to the Executive Committee. Other Awards include: Long Service Awards (10/20 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. Due to the COVID-19 pandemic in 2020, and that all rugby in Western Province was cancelled, this

committee did not consider any trophy awards. For 2020 we only did the Long Service awards (10/20 Years, Merit Ties, Merit Blazers and Life Member awards.

The Executive Award will be replaced by the Paul Dobson Award. Paul Dobson was a unique individual, simple but his integrity and ethics were beyond reproach. As such it is these attributes one needs to bring out when making an award such as this to an appropriate individual. This award is therefore going to take a special individual to do something special and out of the ordinary. This award will be of such high esteem that it may not be awarded every year.

The names of those nominated for awards were submitted to the Executive and will be announced at the annual general meeting.

May everyone stay safe in these troubled times and come back with great enthusiasm in 2021.

## APPOINTMENTS

Convener: Eddie Douglas

The appointments of referees this year was extremely quiet compared to previous years. Appointments were made for all Western Province club friendlies and Varsity Cup.

With the new website up and running we are in the process of configuring Scrumit to make life easier for referees when confirming their scores, loading red and yellow card infringements and also indicating the dates they are not available to officiate.

A new process of sending out appointments by email, SMS and on the website is being worked on and this should be in operation when club rugby commences in 2021.

This will ensure referees are aware of their appointments and also if any last-minute changes have been made.

I trust that 2021 is going to be a great year for our members, and each and every referee reaches their full potential in the sport they love.



## MARKETING

Convener: Johan Willemse

The arrival of lockdown effectively stopped all marketing activities. These will be resurrected in 2021.

**Detailed Income Statement**

<b>Figures in Rand</b>	<b>Notes</b>	<b>2019</b>	<b>2018</b>
<b>Revenue</b>			
Club house income		6 776	-
Garment income		41 912	22 870
Referee duty income		786 990	720 570
Sponsorships		320 000	301 143
Subscriptions		27 400	4 070
	7	<b>1 183 078</b>	<b>1 048 653</b>
<b>Cost of sales</b>			
Opening stock		(75 341)	(69 715)
Purchases		(131 227)	(121 118)
Closing stock		76 362	75 341
	8	<b>(130 206)</b>	<b>(115 492)</b>
<b>Gross profit</b>		<b>1 052 872</b>	<b>933 161</b>
<b>Other income</b>			
Distribution on investment		354	-
Sundry income		-	15 100
		<b>354</b>	<b>15 100</b>
<b>Operating expenses</b>			
Auditors remuneration	11	-	5 216
Bank charges		5 416	2 768
Catering		36 954	-
Coaching and development		18 323	6 895
Depreciation, amortisation and impairments		10 240	12 780
Honorarium		115 440	-
Insurance		3 020	-
Legal cost		-	350
Printing, postage and stationery		16 100	35 480
Referee duty payments		972 728	602 256
Repairs and maintenance		6 038	-
Sundries and gifts		-	24 276
TV License		795	-
Travel and accommodation		6 400	77 507
Year-end Function		59 625	-
		<b>1 251 079</b>	<b>767 528</b>
<b>(Loss) profit for the year</b>		<b>(197 853)</b>	<b>180 733</b>

# FINANCIAL STATEMENTS

## Statement of Financial Position as at 31 December 2019

Figures in Rand	Notes	2019	2018
<b>Assets</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	2	74 935	53 965
<b>Current Assets</b>			
Inventories	3	76 362	75 341
Other financial assets	4	1 710 336	1 724 466
Cash and cash equivalents	5	420 024	475 736
		<b>2 206 722</b>	<b>2 275 543</b>
<b>Total Assets</b>		<b>2 281 657</b>	<b>2 329 508</b>
<b>Equity and Liabilities</b>			
<b>The Committee's interest and reserves</b>			
Retained income		2 078 708	2 276 561
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and other payables	6	202 949	52 947
<b>Total Equity and Liabilities</b>		<b>2 281 657</b>	<b>2 329 508</b>

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**SPEND**  
At any of our partners



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