
PERFORMANCE ENHANCEMENT
COACHING
MATCH OFFICIALS



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1. DOCUMENT HISTORY

- ❖ **Coaching** is a process that aims to improve performance.
- ❖ **Coaching** is unlocking a potential to maximize own performance.
- ❖ **Coaching** is helping to learn rather than to teach.
- ❖ **Coaching** cannot be done by the individual self.
- ❖ **Coaching** has different styles:
 - Authoritarian
 - Personable
 - Casual
 - Visionary
 - Autocratic.
- ❖ **Coaching** is offering regular positive, reinforcing feedback.
- ❖ **Coaching** is holding positive expectations based on strengths.
- ❖ **Coaching** is specifying behaviour that needs to change.
- ❖ **Coaching** is a goal-focused approach.

2. DIFFERENCES BETWEEN COACHING AND MENTORING

- **Mentoring** is a long-term process based on mutual trust and respect.
- **Mentoring** is more an informal association between mentor and mentee.
- **Coaching** is for a short period of time.
- **Coaching** follows a more structured and formal approach.



3. DEFINITIONS

3.1 Head Coach

- Portfolio holder on the WPRRS Executive COMMITTEE responsible for all aspects of coaching in the Society.

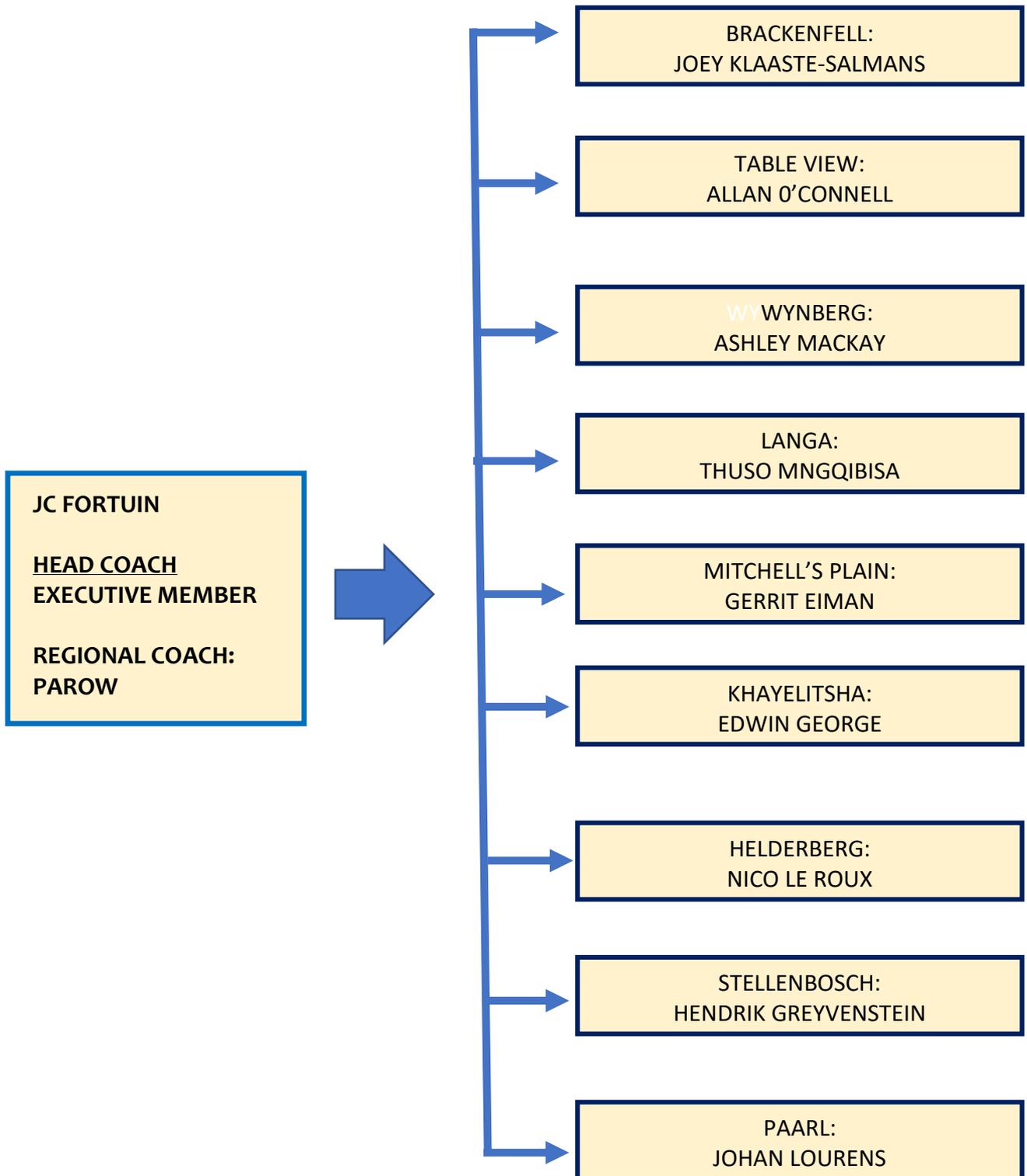
3.2 Regional Coach / Coach

- A person who has refereed the game.
- A person who has a good understanding of the laws of the game and can teach others.
- A person who has leadership/mentor abilities.
- A person who can direct and coach any level of referee.
- Coaches are members of the Society, who have completed a World Rugby CMO course and are therefore accredited as coaches.

3.3 Referee

- A person actively involved in enforcing the laws of the game.
- A person mentored/coached in exercising the laws of the game.

4. COACHING STRUCTURE



5. FUNCTIONAL RESPONSIBILITIES – HEAD COACH

- Oversee all duties of regional coaches and coaches.
- Set up meetings with all regional coaches/coaches.
- Report to EXCO and members matters relating to coaching.
- Sets up the policy and procedures for the coaching portfolio and ensures that coaches adhere to these policy and procedures.
- Oversees the compilation of coaching and training material to be used by all coaches in the Society so to ensure consistency in coaching and training of referees in the WPRRS.
- Setup the yearly coaching programme to be used by Regional Coaches at the beginning of each season and present this to the Executive and Regional coaches.
- Ensure that the correct training equipment and materials are available to coaches.
- Compile and present the required budget for the coaching function.
- Stay abreast of the latest coaching courses that become available and transfer this knowledge to coaches.
- Initiate follow-up training for coaches.
- Stay abreast of latest training techniques and methods.

6. ADMINISTRATIVE DUTIES – REGIONAL COACHES

- Set up / direct / coordinate weekly regional meetings.
- Adhere to set weekly schedule for regional meetings.
- Communicating information received from the Referees Office.
- Attend meetings with Executive / Head Coach as requested.
- Keep attendance register of referees attending regional meetings – these to be forwarded to the Referees Office at the WPRU after the meeting.
- Keep minutes of the regional meeting and forward these to the Referees Office at WPRU.
- Attend matches of referees in their regions and provide coaching reports to the referee.



7. ROLES of all COACHES

The primary role of the coach is to coach referees in all aspects of the art of refereeing.

Coaching to include:

- Support referees in handling conflict, management of games, appearance on field and confidence levels (emotional intelligence).
- Laws of the game – ensure referees understand the laws and know how to apply them, correctly and appropriately.
- Ensuring referees are informed of the latest laws and law changes and how to apply them in match situations.
- Fitness programmes – give direction regarding fitness programmes required for the game of rugby. If possible monitor referee fitness levels – bleep test and yo-yo.
- Use of the whistle – give necessary input regarding whistle tone at various breakdowns of the game. All referees to use the same tone when blowing for a scrum, penalty, etc.
- Positioning – point out to referees the best positions at scrums, line-outs, mauls, rucks, lineouts, etc.
- Demonstration of match situations through video clips and practical examples.
- Understanding and exercising a peripheral view of the field.
- Method of communication on and off the field – pointing out the importance of communicating calmly and precise to players/officials/spectators.
- Addressing the Match Reviewers report on the referee in providing guidance on solving and initiating a process for the referee to improve upon.
- Administrative duties – Ensure referees stay up to date with the skills in report writing:
 - Match results on Scrumit.
 - Red/Yellow card reports.
- Referees attendance at Disciplinary hearings – know the etiquette of reporting (verbal and written) and making one-self clear in explanation of the offence.
- Ambassadorial requirements – the conduct of the referee on and off the field as a representative of WPRRS.
- On field personality – Referees need to be made aware how they display themselves while refereeing a rugby match. This includes:
 - Being sober
 - Properly attired
 - Positive body language
 - Neat and tidy
 - Being at the game 45 minutes before the start of the game

- Monitoring and reporting on the performance of other referees.

8. WESTERN PROVINCE REFEREES' SOCIETY COACHES' BLUE PRINT

REFEREES ARE COACHED TO THE FOLLOWING **DNA**. THESE ARE DEEMED TO BE THE **MOST IMPORTANT FACTORS** TO BECOMING A SUCCESSFUL REFEREE IN WESTERN PROVINCE:

1. **APPEARANCE / THE CORRECT REFEREEING KIT**
2. **FITNESS i.e. Speed to the breakpoint (tackle, etc.)**
3. **LAW KNOWLEDGE / ACCURACY OF THE REFEREE'S CALL**
4. **GAME UNDERSTANDING**
5. **WHISTLE TONE**
6. **SIGNALS**

COACHES ARE ENCOURAGED TO MANAGE THE PRIMARY ASPECTS ABOVE FIRST BEFORE MOVING ON TO THE SECONDARY ASPECTS.

- COACHES MUST BE AWARE OF REFEREES' PROGRESS AND MOVE THEM ALONG QUICKLY IF THEY HAVE SHOWN TO MASTER THE PRIMARY ASPECTS



ADDITIONAL COACHING ASPECTS

- ON-FIELD REFEREE COMMUNICATION
- PHASE SETUP (LO, SCRUMS)
- REFEREE'S EMOTIONAL INTELLIGENCE
- CONSISTENCY IN SIGNALS/SANCTIONS

ACCURACY BUILDS TRUST!!

9. RUGBY TOURNAMENTS / RUGBY WEEKS

Coaches that are appointed to attend rugby tournaments or weeks to accompany a referee(s) of the WPRRS shall have as a minimum prescribed requirement the following

- World Rugby Level 1.
- World Rugby Level 2.
- Qualified on a CMO Course.
- Be actively involved in the Coaching, Training and/or Assessing/Match Reviewer capacity in the WPRRS.
- Have the necessary skills to compile written reports on the referees they accompany.



10. PROFILE



NAME: JC FORTUIN (Jerome Christopher)

HIGHEST REFEREEING PANEL ACHIEVEMENTS:

RSA Elite Panel
Test Referee
Super 14 Referee
TMO

MOST MEMORABLE RUGBY REFEREEING EXPERIENCE:

Super 14 match between Sharks and Blue Bulls at Loftus Versveld with captains John Smith and Victor Matfield.

YEARS SERVING ON EXECUTIVE:

2017 – 2020

My refereeing career started way back when different people groups were forced to play their sports in different camps. The Tygerberg Union, where I started my playing career, obligated clubs to supply referees for the number of teams they enrolled. My home club was never able to comply therefore I was instructed by the then club President to make myself available for refereeing duties, to which I obliged.

I joined the WPRRS in 1994, two years after unification, due to the fact that I did not fit into my clothes anymore. I became a SARRA Panel Referee in 1987 and excelled to the top in the years to follow. The journey as a Referee came with lots of challenges, but also allowed me to experience the world on a different level.

As a Regional Coach it is a privilege to help others become better referees to serve the game of rugby.

11. CONTACT DETAILS

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