
PERFORMANCE ENHANCEMENT
EDUCATION AND TRAINING
MATCH OFFICIALS



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1. INTRODUCTION

We aim to provide a consistent level of technical understanding across the game and this will be useful to referees looking to become more effective, seeing a deeper understanding of the game, as well as for match officials in understanding technical and tactical play.

The purpose of education in the rugby context:

- To provide education and training courses.
- Keep match officials updated with the latest law changes.
- To introduce new recruits to the Laws of the Game.
- To provide consistent messages throughout the match official and education pathways.
- To provide a reference point for referees' development and talent identification throughout the Referees' Pathway.

WP Referees' vision with regards to E&T

Providing education and training aligned to World Rugby best practices that seek to continuously improve the quality of our match officials.



2. EDUCATION AND TRAINING BLUE PRINT

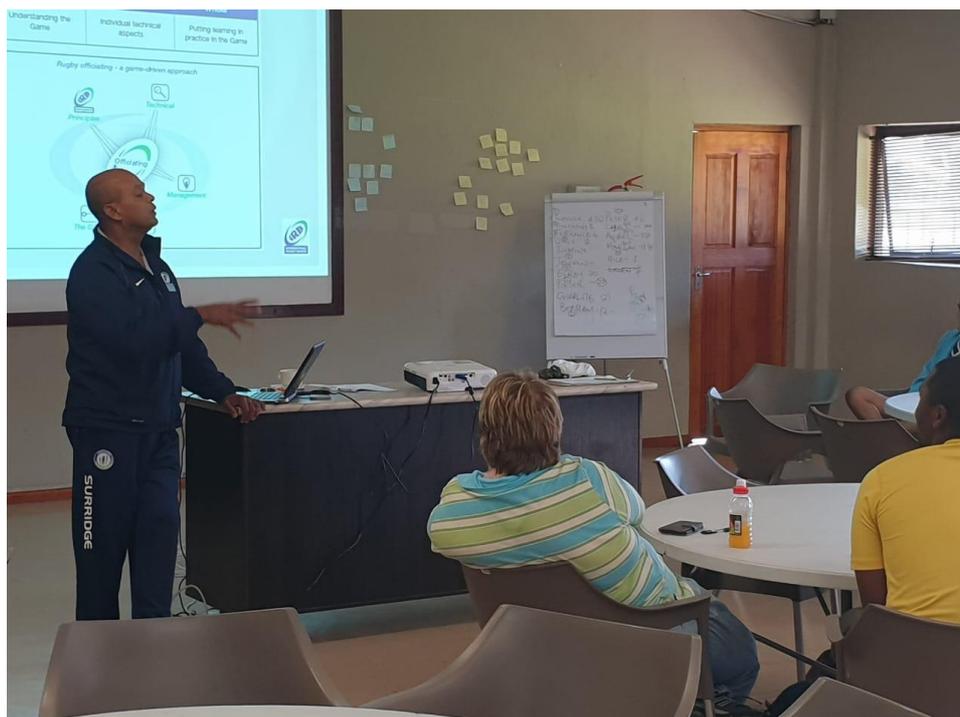
The process we follow in Western Province is as follows:

1. We do marketing for new recruits.
2. New Recruits inform the WP admin office (Referees' Manager and his PA) of their interest to become a referee.
3. They send the application form and course requirements to the office and the portfolio head is copied.
4. All Beginner Referees have to do the following before they can attend the World Rugby Level 1 course:
 - Complete application form and pay the registration fee.
 - Register onto the World Rugby website with their email address.
 - Complete the following online exams:
 - Rugby Ready
 - Introduction to match officiating,
 - Introduction to laws of the game.
 - Submit the certificates of these online exams to the office.
 - **Attend a Boksmart course (renewed annually)**

Once they have completed above and attended the World Rugby Level 1 course, their details will be send to the Coaching and Performance Review portfolios where they will be assessed on fitness and exams and be placed on the grading list to be appointed.

Once these referees are on the grading list as beginners we invite them to attend more courses to sharpen their knowledge. (See list of course below which they can attend.)

As the referee progress to get to division 4, they will become eligible to be invited to the World Rugby Level 2 course.



3. EDUCATION AND TRAINING OBJECTIVES

In the Western Province Referees' Society we see Education and Training as an integral part of referee development. We see the following as objectives.

Match officials will be able to:

- Attend courses set by WR, SA Rugby and WP Rugby Referees' Education and Training departments.
- Experience through the outcomes-based methodology peer and self-learning.
- Learn about the game, the laws and how they are applied to create a safe competitive environment.
- Increase Efficiencies. The main purpose of training is to ensure that all referees have the technical skills needed to referee a game efficiently and smoothly.
- Increase motivation and engagement.
- Reduce referee turnover.
- Upskill referees.
- Risk management.



4. WORLD RUGBY COURSES

- Officials Level 1 - Introducing officiating.
 - The purpose of this introductory course is to enable officials to acquire basic skills to officiate safe, enjoyable competition.
- Officials Level 2 - Developing officiating skills.
 - The purpose of this course is to enable officials to develop skills to officiate safe, enjoyable competition.
- Officials Level 3 - Analysis & preparation.
 - The purpose of this course is to enable officials to analyse performance and prepare effectively to officiate safe, enjoyable competition.

Above courses are applicable to both 15s & 7s rugby.

5. SA RUGBY COURSES

- Role of the Assistant Referee.
- Sideline Management Course.

6. WP RUGBY REFEREES COURSES

- Junior Rugby Programme.
- Introduction to Referees Course



7. EDUCATORS AND TRAINERS PROFILES

Photograph	
Name and Surname	Mornay Andrew Colville
Date of birth	13 April 1971
Telephone number	083 973 3030 / 021 905 2047
Email Address	Mornayandrewcolville@gmail.com
Spouse name and surname	Avril Colville
Work details	Edcon (Jet)
Occupation	Regional Operations Manager
Work contact details	
Hobbies other than rugby	Camping, socialising,
Rugby back ground (everything that you did over the years within the rugby fraternity) (add years as well)	Member of the WP Rugby Referees' Society since 1998 Division 1 – 2007 WR Educator - 2017
Rugby player back ground	Kleinvei High U19A, Lock Eersterivier RFC 1 st team, Lock
Referee background	Started playing while at school in Matric in 1989, played for Bellville Teaching College in 1990 and joined Eersterivier RFC in 1994. Became an exco member for Eersterivier RFC whilst still playing rugby and was the Club Secretary
Coaching background	None
Educators background	Always been interested in Education hence the reason why I became a teacher. Completed the educators course in 2017 as I knew I wanted to stay involve in refereeing after retirement. Have been an educator with unbroken service for the

	last four years as we moved from IRB to WR.
Rugby qualifications	IRB Level 1, WR Level 2 WR Coaching of Match Officials WR 7s Level 1 and 2
All courses you did over the years	I presented all WR courses excluding level 3. I've presented courses with fellow educators.
Please to add anything else that can be helpful or interesting to help me build your profile.	I was fortunate to be able to referee, coach referees and be an educator at the same time. I am bound to the principles and values of World Rugby and thrive in the methodology of outcomes-based education. I am also a member of the WP Society Exco holding the Education and Training Portfolio.

Photograph	
Name and Surname	Joey Klaaste-Salmans
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Work details	Cape Winelands Education District
Occupation	Senior Education Specialist
Work contact details	023 348 4600
Hobbies other than rugby	Dancing, socialising, training

Rugby back ground (everything that you did over the years within the rugby fraternity) (add years as well)	Member of the WP Rugby Referees society since 2000 National Contenders Referees Panel – 2005 SA Provincial Panel – 2007 SA National Panel – 2008 WR Educator - 2010
Rugby player back ground	Spine Road U19A, Flanker, Lock
Referees back ground	Started refereeing while at school in Matric in 1993, took a break in 1994 as I went to UCT to further my studies in Education.
Coaching background	Coached at school boy level. Coached U9A, U10C, U11A and U13C over my 17 years of teaching.
Educators background	Always been interested in education hence the reason why I became a teacher. When asked to do the educators course in 2010 I jumped at the opportunity to also develop and grow others in the game of rugby. Have been an educator with unbroken service for the last 10 years as we moved from IRB to WR.
Rugby qualifications	IRB Level 1, WR Level 2 and 3 WR Coaching of Match Officials WR 7s Level 1 and 2
All courses you did over the years	I presented all WR courses excluding level 3. I've presented courses with fellow educators as well as with trainers.
Please to add anything else that can be helpful or interesting to help me build your profile.	I was fortunate to be able to referee, coach referees and be an educator at the same time. I am bound to the principles and values of World Rugby and thrive in the methodology of outcomes-based education. My approaches are mostly learner centred and I thrive in seeing officials develop in the area they wish to thrive in within the game.

8. CONTACT DETAILS

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