
PERFORMANCE EVALUATION REVIEWING MATCH OFFICIALS



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1. INTRODUCTION

Refereeing at most levels is a voluntary service. The emphasis is on service, as the moment a person decides that he or she wants to serve the game by becoming a referee, they are actually in service. Like most services out there you find that there is an evaluation of how the person/s did in the delivery of the service. The same concept is being applied when it comes to refereeing. Referees go through an Education and Training regime coupled with coaching that they receive in regional/divisional and high-performance groups. The Performance Reviewer's duty is to evaluate the referee on his or her performance during a particular match.

The Performance Reviewers work on a RIGHT vs WRONG approach. It seems very black and white but it is needed to assist in the progression of our referees. The referee's application of the laws as per the World Rugby Law book is assessed. This is quite important as a referee's single most important job on the field is to facilitate a match between two teams by applying the laws of the game and acknowledging the principles set by World Rugby.

We acknowledge that beginners and top referees cannot be assessed in the same way hence the various approaches that Performance Reviewers follow:
Beginners - Division 4 referees are assessed on a time line highlighting their errors, non-decisions and critical incidents, Reviewers provide a summary of their impressions. A calculated mark which stems from the incidents (errors/non-decisions/critical incidents etc.) is given to the match official which then determines a promotion to a higher division or not.

Division 3 - 1 referees are assessed or reviewed the same as provincial referees are reviewed at National Level. The same instruments and forms as used by the national body with one or two adjustments are used to assess performances of our top referees.

Trends picked up in assessments are shared with the coaches so that they can address the gap in law knowledge or application with referees. The annual exam is also set from these trends and issues that are picked up throughout the year by the Performance Reviewers.

As a performance reviewing team we strive to have about 5 - 8 reviewers out on duty weekly. We also look for complete at least 300 - 500 reports annually in an uninterrupted season.



2. COACHING vs PERFORMANCE REVIEWING

Coaching is about the learning process of improving the referee's techniques, knowledge, skills, attitude and tactics. Coaching should be centered on the needs and goals of the individual and be guided by the knowledge and experience of the coach to facilitate:

- Gaining of knowledge (what the individual needs to know)
- Learning of skills, techniques & tactics (what the individual needs to be able to do)
- Changing of attitudes (what the individual believes and values).

Coaching is not about evaluating the performance outcomes, which is the Performance Reviewer's task. It is about addressing the Performance Reviewer's assessment in providing guidance on solving and initiating a process for the referee to improve upon, thus addressing his shortcomings and individual needs.

Performance Reviewing will support the referee with evidence-based analysis regarding their performance during a given match. The Performance Reviewer creates an environment where the referee becomes self-aware of their performance. The Performance Reviewer analysis should be at such a degree of detail that it opens the way for the referee to further develop and improve their future performance.

Performance Reviewers responsibilities are to:

- Provide an accurate and detailed review of the referee's performance on the match.
- Support the identification of training needs and be able to guide referees to appropriate resources.
- To submit timely documentation through agreed reporting channels.
- To continually develop their own performance reviewing skills to enhance the development of referees that they work with.



3. PERFORMANCE REVIEWING STRUCTURE

EXECUTIVE COMMITTEE

***EXECUTIVE MEMBER : PORTFOLIO – PERFORMANCE REVIEWING
CHAIRMAN – RONNIE BOURBON-LEFTLEY
PERFORMANCE REVIEWING SUB-COMMITTEE***

ELECTED PERFORMANCE REVIEWING MEMBERS

- ALLAN O 'CONNELL
- RICHARD NASH
- ALAN BECKER
- MORNAY COLVILLE
- DON PERRY
- OWEN KIEWIETZ

ADDITIONAL MEMBERS

- ERIC BERNARDO
- PIETER JANSE VAN RENSBURG
- JOHAN WILLEMSE
- ALAN GOULD

4. REQUIREMENTS TO BECOME A PERFORMANCE REVIEWER IN WESTERN PROVINCE

A candidate that wants to join the Performance Reviewing Sub-Committee will need to have done certain criteria and requirements before becoming a Performance Reviewer.

Criteria:

- The candidate must have been an ex-referee, that refereed in a province senior divisions or higher (Provincial), for a minimum of two years.
- Cannot be an active referee anymore.
- Cannot be a member of any club in Western Province.

Requirements:

- The candidate needs to have a valid Boksmart certification
- The candidate must have done the World Rugby Level 1 and 2 courses
- The candidate will need to have completed the CMO (Coaching of Match Offices) course.

Practical / Mentorship :

The candidate, after completing all their necessary course, will then follow a Mentorship programme for six weeks, where the candidate will go out to matches with a senior Performance Reviewer and will have to do 18 match reports under the guidance of the senior Performance Reviewers. The candidate will be rotated between senior Performance Reviewers to learn everyone's way of completing the reports.

After the 6 weeks (18 reports), the candidate will then go out to a match with the Chairman of the Match Reviewing Sub-Committee for his final assessment before becoming a fully-fledged Performance Reviewer. On completing the final reports, the Chairman will review the reports and compare it with his. He will then determine if the candidate requires more training or qualifies as a Reviewer.

If the candidate is ready, the Chairman will put his name forward to the Executive Committee to approve their appointment as a Performance Reviewer. When approved, they will join the Performance Reviewing Sub-Committee as an Additional member, with no voting rights.

The Performance Reviewing Sub-Committee is the only sub-committee that gets voted in by the members of the Society. These seven members (Chairman plus six members) are the only members that can vote on a decision if needed. Additional members can provide their opinion but are not allowed to vote.

5. PERFORMANCE REVIEWING OBJECTIVES

The objectives of Performance Reviewing are:

- To assess the quality of the performance of the referee by
 - ❖ determining the accuracy of the decisions
 - ❖ determining the accuracy, interpretation and approach to : law and the consistency in the application thereof
 - ❖ to be able to read the game and to be able to judge accordingly
 - ❖ to be able to communicate effectively and at the same time the economical use of language in communication
 - ❖ the ability to judge advantage
- To establish the materiality of the non-compliances
- To verify the referee's contribution to the game
- To assist the referee in improving their performance and ability
- To gather data for selection purposes
- To determine the level of competency.

6. WHAT THE PERFORMANCE REVIEWER NEEDS TO ATTAIN THE REQUIRED STANDARD

- Extensive knowledge of the laws
- Knowledge of and insight into the game
- Knowledge and an understanding of the art of refereeing
- Careful observation
- Honesty
- Consistency

7. HOW TO REACH OUR OBJECTIVES AS A PERFORMANCE REVIEWER

- There must be careful observation during a match / recording match
- Have to make detailed notes
- Have statistics as supporting documentation
- Recognising strong / weak points of the referee
- Observe the referee's influence on the match.
- Observe the law application and law errors
- Determine whether communication and control changes the player behavior
- Write factual and detailed report on the referee's performance of the match
- Ensure the supplementary documentation supports the report

8. PERFORMANCE REVIEWING PROCESS

The Chairman of the Performance Reviewing Sub-Committee will receive the weekend's appointments from the Appointments Committee on a Tuesday of the week.

The Performance Reviewers will indicate who is available that weekend for assessing of referees. (Normally done two weeks in advance).



The Chairman will then allocate a Performance Reviewer to referees that need to be evaluated at a venue. He will also try to ensure that a Reviewer do not see a referee more than once in that division. Sometimes it can happen that a Reviewer will see a referee more than once due to circumstances out of our control.

On the Friday morning, the Chairman will receive the updated (Final) appointments for that weekend. He will then make changes to the appointment of Performance Reviewers if necessary.

After match day, the Performance Reviewer has one (1) week to finish his reports and to send it to the Chairman.

The Chairman will log all reports received against that referee and the mark obtained for the match.

The reports are then sent off to the Referees Society office, that will send the report on to the referee.

The referee's summary will then be used at each Performance Review Sub-Committee meeting. This summary, in conjunction with the Grading Criteria is then used to grade the referee.

When a referee gets promoted or demoted, their records are then cleaned to zero, as those reports were used for his promotion or demotion. The referee will then start again in the new division with a clean record, regarding reports.

9. NEW REFEREE PROCEDURE AND PLACEMENT

Introduction:

Apart from playing the game, being a referee is one of the most satisfying contributions you can make to rugby. In any sport, success requires commitment, and it's no different in refereeing.

What previous experience do you need to become a referee?

People with previous playing experience have an advantage over someone who has never played, but this is not a limiting factor. If you're prepared to put in the effort, watch games (school & club matches) and diligently follow the training programmes, there's no doubt you can become a competent referee in the Western Province Rugby Referee Society.

Procedure and Placement:

All candidates that want to become a referee in Western Province will need to join the Society by completing an application form and paying their membership fees.

The candidate then will have to do his Boksmart course to get a valid Boksmart number. This number will expire after two years. A refresher course every two years is mandatory.

The next course the candidate needs to do is the World Rugby Level 1 Officiating 15-a-side course.

Before the candidate is placed on the course, they need to do the following three tasks that need to be completed on the World Rugby website, and to submit their certificates to the Head of Education & Referees office:

- Introduction to Match Officiating (pre-L 1)
- Rugby Ready
- Laws of the Game of Rugby Union

Upon completion of the Level 1 Officiating 15-a-side course, the referee is now put on the grading list under the heading Beginner / Division 8. The referee will now be ready to be appointed to various school and club matches in the Western Province.



For the referee to get promoted they need to comply with the grading criteria. That requires the referee to do their fitness test (Yoyo -14) and to write at least the Western Province examination. He will also have to get the required mark for his assessments.

10. Grading criteria for Beginner referees:

10.1 DIVISION 8... BEGINNERS

- Level 1
- Assistant Referees Course
- Examination: Western Province Exam – just needs to write it
- Fitness Test – Yo-Yo -14
- Schools Matches: Any high school match... will count towards the referee's assessment
- Requires... a MINIMUM... of x1 Report... for Promotion... from... Performance Reviewer... Executive Member... Provincial Referee... Division 1 ACTIVE Referee... Division 2 ACTIVE Referee that completed the CMO Course... Coach
- The **MAJORITY... of the Reports...** must be a **score of 5...** to be considered for Promotion up and to Division 6
- The **MAJORITY... of the Reports...** must be a **score of 7 or higher.....** to be considered for Promotion ... **to any other Division... higher than Division 6**

10.2 Referees joining the Western Province Rugby Referees' Society from other provinces, countries or from the Junior project

All referees that want to join the Western Province Rugby Referees' Society will need to complete an application form and pay their membership fees.

The referee will need to ask their previous referee society to send us a transfer letter, which will state in which division the referee has refereed in that province / country and all the courses they have completed during their career in that province / country.

All referees joining the Society will have to have done a Boksmart course (to obtain a valid Boksmart number) and to have completed the Level 1 Officiating 15-a-side course, to get placed on the grading list under the heading: Unclassified.

Junior referees joining the Senior body will also be put on the grading list after completing the Boksmart (to obtain a valid Boksmart number) and the Level 1 Officiating 15-a-side courses, to get placed on the grading list under the heading: Unclassified.

All Unclassified referees will have to do their grading requirement:

- Fitness Test -Yoyo 15
- Write the Western Province Examination - Pass is 55 %

Referees will then get appointed to school and club matches in Western Province.

After the requirements are met, and the necessary assessing reports have been done on the referee, they will be placed into a Division on the grading list as determined by the Performance Reviewing Sub-Committee (keeping in mind the grading requirements for each Division and the referee's results achieved during their testing).

Grading Criteria for Unclassified Referees:

10.3. UNCLASSIFIED

- **Definition: Is NOT a Beginner Referee**
- It is a referee who joined the Province from another referee society or country with refereeing credentials or qualifications, or a referee from the Junior project.

- Level 1
- Assistant Referees Course
- Examination: Western Province Exam mark -55%
- Fitness Test – Yo-Yo 15
- Schools Matches: UNDER 19A ; 19 B ; 16A and 15A... will count towards the Referees Assessment
- Requires... a MINIMUM... of x2 Reports... from... x2 DIFFERENT MATCHES... for Classification / Placement... in a Division..... from different... Executive Members... OR... Performance Reviewers... Committee Members

The x2 Reports must come from X2 DIFFERENT persons

NOTES

- *In This Division... UNCLASSIFIED... The Referees Fitness Levels... in conjunction with his Performance Review Reports... will determine his Classification / Placement... within the Grading Structures... of the Referee Society*

All grading recommendations done by the Performance Reviewing Sub - Committee will be ratified by the Executive Committee before they are approved.

11. PROMOTION & DEMOTION REQUIREMENTS (Approved: 1 August 2019)

Notes:

For grading: The referee will have to comply with the higher Division. In other words, if a referee wants to move up to Division 3 from Division 4, they need to comply to Division 3's requirements, regarding Yoyo, reports received and report results.

No referee can jump Division 2 and move from Division 3 to Division 1 qualifying games. In other words, a referee in Division 3 or lower, must first be put into Division 2 and get 3 reports from 3 different Assessors, Coaches or Executive members and obtain his 9 average to qualify for Division 1 games.

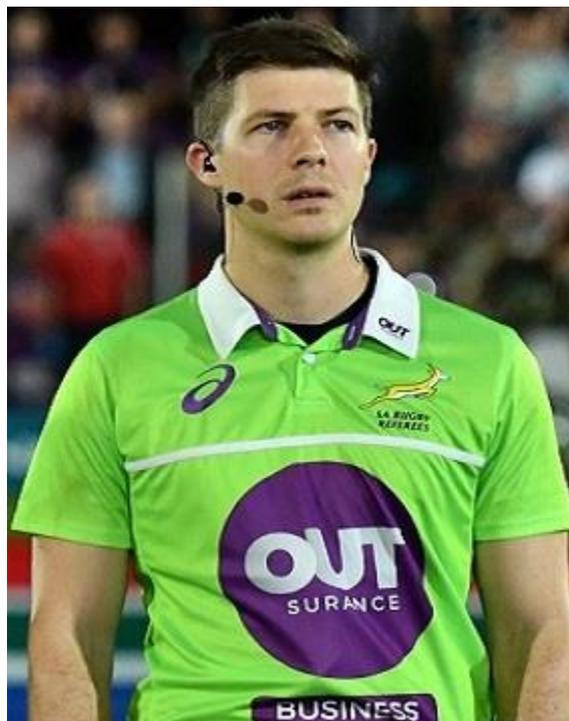
Division 2 referees must achieve their 9 average with one of the 3 methods of score calculation:

12. Calculate all the qualifying reports for Division 1 and get a 9 average.
13. Remove the highest and lowest marked qualifying reports and then calculate the average, must get 9 average.
14. Only use the 3 qualifying reports closest to the Match Reviewing meeting date, and get a 9 average.

The Match Reviewing Sub-Committee will recommend all Division 2 referees that get a 9 average to the Executive Committee for their Division 1 qualifying SL B and SL C games. All Division 2 referees, that get an average of 8.5 or higher, but not 9 with one of the 3 methods of score calculation, their names will also be sent forward to the Executive Committee to decide if they are going to get Division 1 games or not.

To get promoted more than one position on the grading list, the referee will first have to comply with the higher Division's grading criteria (Yoyo, Number of reports requirements). His reports will have to have a mark of 8 or higher to come into consideration for promotion of more than one division.

All recommendations of the Match Reviewing Sub-Committee for upgrading or demotions are to be ratified and approved by the Executive Committee of the Western Province Rugby Referees' Society.



Divisions 1 to Division 4 have Reserve Divisions –The Reserve Division’s grading criteria is exactly the same as the normal Division 1 to Division 4 requirements. If a referee turns 40 years old in that year, he will be moved to the Reserve Division. The referee’s opportunities and appointments are exactly the same as the other Division 1 to Division 4 referees

11.1 DIVISION 1 AND DIVISION 1 RESERVE

- Level and Level 2
- Assistant Referees Course
- Examination: with SARRA Aspirations... National Examination

with NO SARRA Aspirations... Western Province... and /

or... SARRA

Exam mark -70%

- Fitness Test -18 Yo-Yo
- Only UNDER 19A & 19B SCHOOL MATCHES... will count towards the Referees Assessments
- The Referee must maintain an **average score of a 7 or higher** in order to remain in this Division

DEMOTIONS

- If Referee does not obtain the prescribed criteria levels
- A LOW SCORE ... from the Executive... and... or... Match Reviewer

11. 2 DIVISION 2 AND DIVISION 2 RESERVE

- Level 1 and Level 2
- Assistant Referees Course
- Examination: with SARRA Aspirations... National Examination
with NO SARRA Aspirations... Western Province... and / or... SARRA
Exam mark -65%
- Fitness Test – 17 Yo-Yo
- Only UNDER 19A & 19B SCHOOL MATCHES... will count towards the Referees Assessments
- Minimum of 3 Reports for promotion from Executive... Performance Reviewer... Coaches...from 3 different Matches...AND...3 different persons
- Moving from Division 2 to Division 1: Average of the reports must be of a score 9 or higher... to be considered for promotion
- **After achieving the 9 average with the 3 methods of score calculation, the referee will be appointed to a Super League C and Super League B game two weekends in a row. A senior Coach and Match Reviewer will be at**

each game to assess the referee. For the referee to get promoted to Division 1 he needs to get an average of a 7 for the four reports.

- If the referee does not get a 7 average for the four reports, he stays in Division 2 and all reports that got him to qualifying games plus the 4 qualifying reports gets removed and the referee then starts again with a clean record.

NOTES

- In this Division... Referees must maintain the prescribed fitness test levels for Division 2
- In order to be considered for promotion to Division 1... the Referee must ALREADY be running the DIVISION 1 prescribed minimum fitness test levels in this current Division 2
- Methods of Score Calculation... in order to be promoted to Division 1... (1) Calculate the average score of the referee's reports... remember the referee requires 3 reports... (2)... Remove the highest mark and remove the lowest mark. Then... obtain an average score of all the remaining reports... remember the referee requires 3 reports... (3) Take the last 3 reports closest to the date of the Match Reviewing Meeting... and... calculate the average score of these x3 reports... and... the average score of these x3 reports must be of a score 5 or higher in order to qualify for promotion

DEMOTIONS

- If Referee does not obtain the prescribed criteria levels
- A LOW SCORE ... from the Executive... and... or... Match Reviewers



11.3 DIVISION 3 AND DIVISION 3 RESERVE

- Level 1
- Assistant Referees Course
- Examination: Western Province Exam - Exam mark -60%
- Fitness Test –Yo-Yo 16
- Schools Matches: UNDER 19 A ; 19 B and 16A... will count towards the Referees Assessment
- Requires... a MINIMUM... of x2 Reports... from... x2 DIFFERENT MATCHES... for promotion... of which at least... x1 must be from a Performance Reviewer... Executive Committee Member... and... the other from a... Provincial Referee... or... Division 1 Referee... or... Coach

The x2 Reports must come from X2 DIFFERENT persons

- The **MAJORITY... of the Reports...** must be a **score of 7 or higher...** to be considered for Promotion

NOTES

- *In this Division... Referees must maintain the prescribed fitness test levels for Division 3*
- *In order to be considered for promotion to Division 2... OR... Higher... the Referee must ALREADY be running the DIVISION 2 or higher... prescribed minimum fitness test levels in this current Division*

DEMOTIONS

- If Referee does not obtain the prescribed criteria levels
A LOW SCORE ... from the Executive... and... or... Match Reviewers



11. 4 DIVISION 4 AND DIVISION 4 RESERVE

- Level 1
- Assistant Referees Course
- Examination: Western Province Exam -Exam mark -55%
- Fitness Test –Yo-Yo 15
- Schools Matches: UNDER 19 A ; 19B and 16A... will count towards the Referees Assessment
- Requires... a MINIMUM... of x2 Reports... from... x2 DIFFERENT MATCHES... for promotion... of which at least... x1 must be from a Performance Reviewer... Executive Committee Member... and... the other from a... Provincial Referee... or... Division 1 Referee... or... Coach

The x2 Reports must come from X2 DIFFERENT persons

- The **MAJORITY... of the Reports...** must be a **score of 7 or higher...** to be considered for Promotion

NOTES

- *In this Division... Referees must maintain the prescribed fitness test levels for Division 4*
- *In order to be considered for promotion to Division 3... OR... Higher... the Referee must ALREADY be running the DIVISION 3 or higher... prescribed minimum fitness test levels in this current Division 4*

DEMOTIONS

- If Referee does not obtain the prescribed criteria levels
- A LOW SCORE ... from the Executive... and... or... Match Reviewers



11.5 DIVISION 5

- Level 1
- Assistant Referees Course
- Examination: Western Province Exam - Exam mark -55%
- Fitness Test – Yo-Yo 15
- Schools Matches: UNDER 19A ; 19B ; 16A and 15A... will count towards the Referees Assessment
- Requires... a MINIMUM... of x2 Reports... from... x2 DIFFERENT MATCHES... for promotion... of which at least... x1 must be from a Performance Reviewer... Executive Committee Member... and... the other from a... Provincial Referee... or... Division 1 Referee... or... Coach

The x2 Reports must come from X2 DIFFERENT persons

- The **MAJORITY... of the Reports...** must be a **score of 7 or higher...** to be considered for Promotion

NOTES

- *In this Division... Referees must maintain the prescribed fitness test levels for Division 5*
- *In order to be considered for promotion to Division 4... OR... Higher... the Referee must ALREADY be running the DIVISION 4 or higher... prescribed minimum fitness test levels in this current Division 5*

DEMOTIONS

- If Referee does not obtain the prescribed criteria levels
- A LOW SCORE ... from the Executive... and... or... Match Reviewers



11. 6 UNCLASSIFIED

- **Definition: Is NOT a Beginner Referee**
- It is a referee who joined the Province from another referee society or country with refereeing credentials or qualifications or a referee from the Junior project.
- Level 1
- Assistant Referees Course
- Examination: Western Province Exam -Exam mark -55%
- Fitness Test – Yo-Yo 15
- Schools Matches: UNDER 19A ; 19 B ; 16A and 15A... will count towards the Referees Assessment
- Requires... a MINIMUM... of x2 Reports... from... x2 DIFFERENT MATCHES... for Classification / Placement... in a Division..... from different... Executive Members... OR... Performance Reviewers... Committee Members

The x2 Reports must come from X2 DIFFERENT persons

NOTES

- *In This Division... UNCLASSIFIED... The Referees Fitness Levels... in conjunction with his Performance Review Reports... will determine his Classification / Placement... within the Grading Structures... of the Referee Society*



11.7 DIVISION 6

- Level 1
- Assistant Referees Course
- Examination: Western Province Exam -Exam Mark -50%
- Fitness Test – Yo-Yo 14
- Schools Matches: UNDER 19A; 19B; 16 A; 15A and 14 A... will count towards the Referees Assessment
- Requires... a MINIMUM... of x1 Report... for Promotion... from... Performance Reviewer... Executive Member... Provincial Referee... Division 1 ACTIVE Referee... Division 2 ACTIVE Referee that completed the CMO Course... Coach
- The **MAJORITY... of the Reports...** must be a **score of 7 or higher...** to be considered for Promotion

NOTES

- *In this Division... Referees must maintain the prescribed fitness test levels for Division 6*
- *In order to be considered for promotion to Division 5... OR... Higher... the Referee must ALREADY be running the DIVISION 5 or higher... prescribed minimum fitness test levels in this current Division 6*

DEMOTIONS

- If Referee does not obtain the prescribed criteria levels
- A LOW SCORE ... from the Executive... and... or... Match Reviewers



11. 8 DIVISION 7

- Level 1
- Assistant Referees Course
- Examination: Western Province Exam - Exam Mark -50%
- Fitness Test –Yo-Yo 14
- Schools Matches: Any High School match... will count towards the Referees Assessment
- Requires... a MINIMUM... of x1 Report... for Promotion... from... Performance Reviewer... Executive Member... Provincial Referee... Division 1 ACTIVE Referee... Division 2 ACTIVE Referee that completed the CMO Course... Coach
- The **MAJORITY... of the Reports...** must be a **score of 5...** to be considered for Promotion to Division 6
- The **MAJORITY... of the Reports...** must be a **score of 7 or higher.....** to be considered for Promotion ... **to any other Division... higher than Division 6**

NOTES

- *In this Division... Referees must maintain the prescribed fitness test levels for Division 7*
- *In order to be considered for promotion to Division 6... OR... Higher... the Referee must ALREADY be running the DIVISION 6 or higher... prescribed minimum fitness test levels in this current Division 7*

DEMOTIONS

- If Referee does not obtain the prescribed criteria levels
- A LOW SCORE ... from the Executive... and... or... Match Reviewers



11. 9 DIVISION 8... BEGINNERS

- Level 1
- Assistant Referees Course
- Examination: Western Province Exam - Just needs to write it
- Fitness Test – Yo-Yo -14
- Schools Matches: Any High School match... will count towards the Referees Assessment
- Requires... a MINIMUM... of x1 Report... for Promotion... from... Performance Reviewer... Executive Member... Provincial Referee... Division 1 ACTIVE Referee... Division 2 ACTIVE Referee that completed the CMO Course... Coach
- The **MAJORITY... of the Reports...** must be a **score of 5...** to be considered for Promotion un and to Division 6
- The **MAJORITY... of the Reports...** must be a **score of 7 or higher.....** to be considered for Promotion ... **to any other Division... higher than Division 6**

NOTES

- *In this Division... Referees must maintain the prescribed fitness test levels for Division 8*
- *In order to be considered for promotion to Division 7... OR... Higher... the Referee must ALREADY be running the DIVISION 7 or higher... prescribed minimum fitness test levels in this current Division 8*

DEMOTIONS (Stay as beginner)

- If Referee does not obtain the prescribed criteria levels
- A LOW SCORE ... from the Executive... and... or... Match Reviewers

12. PROFILES

Chairman –Performance Reviewing Sub- Committee:



PREFERRED NAME: Ronnie Bourbon-Leftley

HIGHEST REFEREEING PANEL:

WP – 1A (Division 1 currently)

RUGBY STATUS:

Executive Member of Western Province Referee Society (Portfolio -Performance Review)

Most Memorable Rugby Refereeing Experience:

Paul Roos vs. Grey Bloemfontein Interschool's 2001
Maties vs. Ikeys Interschool 2005

YEARS SERVING ON EXECUTIVE:

2010 -2020 (currently)

I joined Stellenbosch referees, then under the leadership of Prof Justus Potgieter and in 1993 joined WP Referees Society. During my career in refereeing, I was fortunate to have refereed some amazing matches in the Western Province club and school scenes .In 2001 I was nominated to do the Paul Roos vs. Grey Bloemfontein interschool's, in that same year I also was privileged to travel with Maties to PUKKE and to Shimlas to referee the second teams, an experience in itself. In 2005 I was appointed to the varsity game between Maties vs. Ikeys, one of the big club games back then in WP. During my referee career I met some great legends of the game that got me interested in given back to the game of rugby. I always like to arrive early at club games to see my 3rd team and 2nd team referees and to do reports on them and help my junior referees. My performance reviewing career started at the end of 2009, when I was asked to stand for the WP Executive, with the portfolio of Performance Reviewing, after retiring my active refereeing career. I am privilege to still hold this position in the Western Province Referees Society and enjoy given back to the game, by helping develop our referees in the Western Province. I was awarded Life Membership of the Western Province Rugby Referees' Society in 2019.

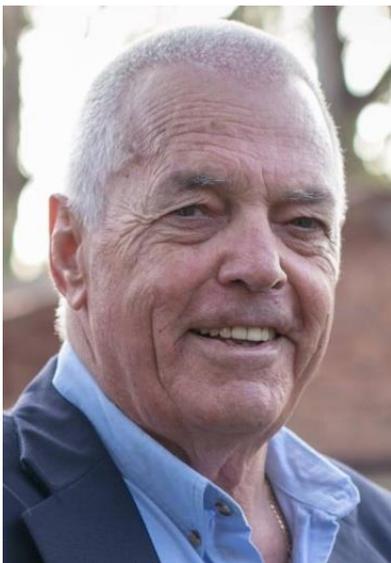
Performance Reviewing Sub-Committee members:

Allan O'Connell



After actively refereeing for 28 years in both Cape Town and Durban I retired at 49 years old and immediately went into administration serving on the Durban rugby referees sub society committee and ultimately as Chairman for 5 years. During that time I also served as a vice president of the KwaZulu Natal Rugby Referees' Society and due to the president quitting mid-term did duty as an acting president for a short period. As well as the admin work I took an interest in performance reviewing of referees in Durban and after a few years' experience began travelling to the other 4 sub societies to watch referees. Through Paul Ackerman and Fransie Muller I learnt the finer aspects of performance reviewing and rose to the national level and did this work for 8 years. In the early part I fine-tuned my skills with Richard Nash's guidance. I am currently leading the Table View region in the Western Province Rugby Referees' Society and continue to provide written assessment reports on a weekly basis.

Richard Nash



Age 76 yrs
DOB, 12 December 1943.

1974 – 1976: Started refereeing in WP Referees Soc.
(Reserve League to III League)

1976 - 1978: Transferred to Springbok, Namaqualand / North-West Cape Rugby Union.
(All leagues)

1978 – 1988: Transferred to Transvaal Rugby Referees Soc.
(III League to Pirates GC + Provincial U19, U20, CC B

Teams)

1989 - 2010: GLRU Referee, Coach, Mentor, Assessor and Committee Member.
Awarded Life Membership.

1998 - 2010: SARRA Assessor, Coach and TMO (Incl. Committee time spent on Assessment Methods and form design with the Referee Manager). Assessor at U18 CAR Tournament in Botswana. Assessor at 2002 IRB U21 WORLD cup. I was also appointed to various U18 Craven Weeks during this period.

2011 - 2015: Coach, Assessor, BokSmart Educator, Committee at Border RFU. Assessor/Coach at SARU National 7's Tournament in 2011

2016 - Present: WP Referees Soc. Assessor, Coach, Grading Committee.



PREFERRED NAME: Mornay Colville

HIGHEST REFEREEING PANEL:

Division 1I (2008 – 2018)

SA RUGBY STATUS:

N/A

WORLD RUGBY STATUS:

Educator (currently)

Most Memorable Rugby Refereeing Experience:

Paarl Gim vs Paarl Boys Interschools U19B
2018

YEARS SERVING ON EXECUTIVE:

2nd – First term in office (2020)

I grew up in the small community called Kleinvlei. After I matriculated at Kleinvlei High School in 1989, I was privileged to join the University of the Western Cape and obtain a Bachelor of Arts degree in 1993 and my Higher Diploma in Education in 1994. I joined the Edcon group, working as a casual in 1994 and became a permanent employee in Jet Somerset Mall. I was soon promoted to a Trainee Manager where I had the privilege of working in various stores within the Western Cape before I was appointed as a Store Manager. After proving myself as a Store Manager in both Jet and Edgars stores within Cape Town, I was appointed as a Regional Manager in 2011. I live for rugby and my biggest passion is developing people – big or small I was blessed to have refereed some amazing battles in the Western Province Schools and Club scenes. Top of the schools list will be Paarl Gim vs Paarl Boys U19B (2018). My top club game used to be the Sir Lowrians vs Macassar derby some years back with the match ending in a draw. Incidentally I was honored to referee a Tygerberg vs Maties game after my retirement in 2019.

Performance Reviewing Sub-Committee Additional members:

Eric Terblanché Bernardo



RUGBY INVOLVEMENT

As a **PLAYER** at school, U/20 club and Stellenbosch University Hostel levels.

As a High School **COACH** of U/14 up to U/19A sides starting in 1976 and then from 1998 until 2009.

As an **ADMINISTRATOR** performed tasks as a selector, committee member, chairperson of internal SAPS competitions in Johannesburg, Boland-Area and the Western Cape. Also served as a member of the SAPS Rugby Referees' Committee, Boland Rugby Referees Association Executive and the Western Province Rugby Referees Performance Reviewing Sub-Committee.

As a **REFEREE** from 1981 as a member of the Maties Rugby Referees Association, Western Province

Referees Association, Transvaal Referees Association, Witwatersrand Police Station/Unit-Rugby Competition, Boland SAPS Area-rugby Competition and, lastly, the Boland Rugby referees Association till 1998. I rejoined the Maties Referees in 1994. I finished refereeing on club level in 1998, but carried on with refereeing at school level until 2007.

As an **ASSESSOR/PERFORMANCE REVIEWER** I started assessing junior league referees as a senior referee in the Transvaal Referees Association in 1993. During 1998 I underwent my first Assessor's Course presented by Mr Steve Strydom and was appointed to assess SARFU-appointed referees, initially under the guidance of Mr James Appollis of the WP Referees Association and National Assessor. I served as a provincial assessor representing the Boland Association until 2005. I was involved as an assessor at the SAPS National Rugby Week from 2005 until 2013.

Since starting in 1998 I had undergone Assessor/Performance Reviewers Courses, Referee-Coaching and several other relevant courses at a yearly basis presented by international and national presenters up to 2019.

Pieter Janse van Rensburg



Career

- General Manager at Pinewood Retirement Village: 2017 – currently
- Education: 1984 – 2017
Last position: Principal at Gardens Commercial High School: 2011 – 2017

Manager of WP Rugby Teams

- Manager WP U/18 Academy Week: 2013 - 2016
- Manager WP U/18 Sevens Team: 2012
- Manager WP U/18 Craven Week: 2004-2005
- Manager WP U/16 Grant Xhomo Week: 2003

Member of WP Rugby Committees

- Member of LOC/Craven Week: 2007 / 2015 / 2016
- Member of WP High School Rugby Executive: 1998 – 2017
- Member of WP Rugby Referee Association: 1994 – currently
(active referee until 2016)

WP Referee Performance Reviewing

- Started in 2019

SARRA Performance Reviewers and Selector –Additional members



Name : Dennis Immelman
Date of birth : 25/06/1957
Place of Residence : Strand, South Africa

Rugby Related Background Information

- WP Rugby Referees 1989 -2001
- SARU National Panel Referee 1998 - 2001
- Executive Member WP Rugby Referees 2002 - 2009
- Chairman of Western Province Referees Society 2007 – 2009
- SARRA Referees Council Member 2007 – 2009
- SARRA Referees National Selector 2009 – Present
- SARRA Referees National Performance Reviewer 2002 – Present
- Pro 14 – Performance Reviewer 2018 - Present
- IRB Performance Reviewer 2005 - Present

Performance Reviewing background & related experience

Commenced PR at club level in 1999 > Provincial level in 2001 > National level in 2002 and first IRB International Appointment in 2005 and First Pro14 in 2018

CLUB/SCHOOLS

- WP Club Rugby
- National Club & Community Cup Tournaments
- Schools - Craven week Tournaments u18 (9)
 - - Academy Weeks 5
 - Wildeklawer Schools Tournaments (4)

NATIONAL

- Super 15, Currie Cup, Vodacom, U21, U19 and Varsity Cup

INTERNATIONAL

- 10 x International IRB Tier 1 Test appointments

- Junior Rugby World Cup – 2005
- 7's Rugby World Cup Dubai – 2009
- Junior Rugby World Trophy Chile - 2013
- Safaricom 7's Tournament Kenya x 3

My Thought Philosophy and aim as a PR

To observe, judge and record a referees' performance accurately, honestly and to the best of my ability and knowledge, in order to aide him/her, in conjunction with the necessary coaching support structures, to reach their envisaged goals and become the best that they can be.

Thuso Mngqibisa



Experience:

- National Match Reviewer - South African Referees Association (2013 – Current)
- National Selector – South African Referees Association (7 April 2006 – 2013)
- Regional Referee Coach at Langa – Western Province Rugby Football Referees Society (May 2006 – Current)
- Match Reviewer – Western Province Referees Society (2005 – Current)
- Executive Member in charge of Transformation – Western Province Referees Society (2005 – 2009)
- Secretary of LAGUNYA RFC (1997 – 2000)
- Represented LAGUNYA as their delegate to Western Province Rugby Union (1997 – 2000)
- Also served in various committees in the Western Province Rugby Union
- As Match Reviewers we assess the performance of the Match Officials locally and nationally.
- Referee from 2000 – 2005.
- In 2004 I was invited to a SARRA Academy Week in Worcester as a Match Official.

General:

- Completed World Rugby 7's Coaching Level 1.
- Completed both World Rugby Level 1 and 2 in 15's coaching. But requires to complete practical assessments.
- Accredited on the 08 February 2020 as a **World Rugby Citing Commissioner.**

Highlights – Rugby Moments:

- Nominated as a Life Member at an AGM of the Western Province Rugby Football Referee Society that was held on the 21 November 2019.
- Translated the World Rugby Laws into ISIXHOSA 2007

Provincial Colours:

- Played for Western Province Rugby Board (1984 – 1991)
- Played for the Kwazakhele Rugby Union (KWARU) Colts (1982 1983)
- This was before unity in 1992

Club:

- Played for Spring Rose RFC in Port Elizabeth from U/15 – 1st Team.
- Played for Orientals RFC in Port Elizabeth.
- Played for Villagers RFC in Gugulethu under Western Province Rugby Board (1984 – 1991)
- Played and captained LAGUNYA RFC (1992 – 1996)
- Played for Winter Rose in East London (1997 – 2000)

School:

- Played rugby and captained Newell High School 1st XV in Port Elizabeth (1980 – 1983)

13. CONTACT DETAILS

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