

# **Sydney West Rugby Referees' Association Inc.**

## **Annual Report 2017**



**SYDNEY WEST  
RUGBY REFEREES**

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*This report was formally tabled at the Association's eleventh Annual General Meeting held on 18 March 2018 in The King's School Centre for Learning & Leadership auditorium.*

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## Background to Sydney West RRA

From the early 1960s, Rugby refereeing in the area we now service was carried out by members of the Eastwood District RURA and the Parramatta District RURA. Following a series of discussions, at the end of the 2006 season the members of those two associations agreed to form a new district referee association to be known as Sydney West Rugby Referees' Association Inc.

Sydney West Rugby Referees' Association is an incorporated "not for profit" association established and operated in accordance with the NSW Office of Fair Trading's "Model Constitution for Incorporated Associations". The association's registered incorporation number is INC.9886803.

## Office-Bearers and Management Committee Members

Under the Model Constitution, the Association's Management Committee is comprised of the six office-bearer positions mentioned below plus three ordinary members. The occupants of those positions in 2017 are as follows:-

<b>President:</b>	Gary Payne
<b>Vice Presidents:</b>	
• Recruitment & Retention	Grant Briggs
• Registration & Accreditation	Bob Watson
• Training & Development	Ian Mooney
<b>Secretary / Public Officer:</b>	Julius Ambat
<b>Treasurer:</b>	Duane Findley
<b>Ordinary Members of the Committee:</b>	Tony Hackett Ian Martin Peter Smith
<b>Honorary Patron:</b>	Stuart Dickinson
<b>Honorary Auditor:</b>	Neil Colquhoun
<b>Honorary Legal Officer:</b>	Peter Campton

## Life Members

At the inaugural meeting of Sydney West Rugby Referees' Association, members resolved unanimously that life members of the Eastwood District RURA and the Parramatta District RURA would from that date also be regarded as life members of Sydney West RRA. Since 2007 life membership has also been awarded to a distinguished group of Sydney West members. The names of those whose efforts have been recognized with life membership are listed below. We honour and thank them for their sustained periods of service to the association, to Rugby refereeing and to referee administration.

### Eastwood District RURA

Stan Chirgwin (dec'd); Ian Eldred (dec'd); Dick McGee (dec'd); Jim Millen (dec'd);  
Robin Timmins; Owen Gillard; Bob Watson;

### Parramatta District RURA

Ray Duffy; Jim Gleeson (dec'd); Peter Whyte; Brian Crutcher; George Bennett; Theo Whiting;  
Ken Lawler; Colin Lawler; Roger Rooms; Phillip Bell; David Fahey; Joe Lake; Allan Haidley;

### Sydney West Rugby Referees' Association

Tony Hackett; Chris Cunliffe-Jones (dec'd); Lindsay Spencer; Peter Smith; Paddy Watts;

## **President's Report**

My first year as association President has been extremely busy. Taking over that role from Ian Mooney was always going to be a hard act to follow. However, with the support of a committed and active Committee, it has been a relatively smooth transition.

It has been a very busy year with a full representative agenda, some significant law changes and technology developments for all referees.

The season kicked off with our traditional Super Sunday event again generously accommodated by The King's School. Our thanks to Jenny Pearce for her assistance in arranging use of the school's auditorium, Futter Hall, as our venue. We're hopeful that the school will make this wonderful venue available to us again in 2018.

This year the association provided members with a highly recognisable "Sydney West Rugby Referees" kit bag. The bags proved to be a most popular and useful accessory and could be seen regularly wherever Rugby was being played.

2017 proved to be a particularly successful year from a representative perspective. Towards the end of the season NSWRU announced a new award — State Junior Referee of the Year. The inaugural award was presented to Steven Martin. Congratulations to Steven on winning this award. Steven was also awarded the Grand Final for the Under 13 NSWJRU State Championships in June and was selected as an assistant referee for the annual NSWJRU City v Country day at Bathurst in July.

Our congratulations go to Steven Martin and Todd Cummings on being selected for Rugby Australia's Secondary Student Scholarship (SSS) Program in 2018. The SSS is a highly competitive program that involves intensive development and coaching and potentially opens the door to higher-level refereeing opportunities. We know that both of these young men will represent themselves and our association with distinction.

The 2017 NSWJRU State Championships saw a significant number of Sydney West members involved as referees, assistant referees and referee coaches. We thank all who took part in this year's representative program.

The performance of Sydney West members in the representative arena in 2017 was extremely gratifying. In particular, Ian Mooney's contribution can only be described as amazing. In addition to coordinating our weekly referee and referee coach appointments, Ian also found time to chair the representative referee selection panel. This massive job involved the grading of nominated referees from all Sydney-based district associations for representative and finals series selection. Thank you, Ian, for your terrific contribution in 2017.

With a view to increasing attendance, our 2017 Annual Dinner & Awards Night was repositioned so that it was held prior to the end of the season rather than after the grand finals. As encouragement to attend, the association covered all meal costs for the evening. This year more than 50 members were on hand to celebrate the achievements of their fellow members and to congratulate our award winners:

EDJRU Most Improved Junior Referee Award: Luke Greenland

NSWRU Zone Junior Referee of the Year Medallion: Steven Martin

NSWRU Zone Referee of the Year Medallion: Paul Chambiras

Clubman of the Year Award: Ian Mooney

The Annual Dinner was also the forum for presentation of The Chris Cunliffe-Jones Spirit of Rugby Award. This unique award was initiated by the association in 2014 as a memorial and tribute to one of our life members — the late Chris Cunliffe-Jones. Nominations for the award are accepted from the four referee associations that service metropolitan Sydney.

In 2017 the award was presented to John Goh, a former Eastwood District and Sydney West referee who is now a referee and referee coach with NSWRRRA. The award recognised John's strong commitment and significant contributions to Rugby, to community service and to education. John's speech in accepting the award was most entertaining and humorous and, for those present on the night, highly memorable.

I'd like to take this opportunity to thank the NSWRU Referee Department for the help and support provided to us in 2017. In particular we thank Alex Richards for the education sessions he conducted and for his assistance with representative coaching and the changing match official accreditation process. Alex has been at the forefront of action to repair, improve and update the IT systems used by the NSWRU and Rugby AU.

Keep tuned for some important innovations for 2018. I am looking forward to accessing and using considerably smoother and hassle-free IT systems in 2018.

**Gary Payne**  
**President**

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## **Recruitment & Retention Report**

A series of tables summarising aspects of association membership at 30 September 2017 and across the 11 seasons 2007 to 2017, are provided in Annexure B.

In brief, we ended the 2016 season with 117 registered members. Despite 27 of those members deciding to not renew with us in 2017 (their reasons, where known, are summarised in Table 2 of Annexure B), the recruitment of 17 new members allowed us to end the 2017 season with a membership of 107 — a net decrease of 10 on the 2016 figure.

Although it saddens us to lose them, the 27 members from 2016 who decided to not renew in 2017 is on a par with the 11 season average of 28.5.

The names of those who joined us in 2017 are shown in Annexure C. We hope that all enjoyed their first year of refereeing and look forward to having them — and all other members — return to us in 2018.

Of some concern is the fact that 60 members (i.e. around 56% of our membership) are now 46 years of age or older. Indeed, with over 23% of members now being older than 56 years, the age profile of our membership continues to move in the wrong direction.

Ideally, the association needs to increase the recruitment of referees in the 19~45 years age bracket. As can be seen in Table 5 of Annexure B, in 2017 that group comprised around 17% of Sydney West members. As shown in Table 9, although we presently have 18 members in the 19~45 years age bracket, the 11 season 2007-2017 average membership for this group is 34.4. We clearly have some ground to make up if we're to get back on track.

A traditional source of referee recruits has been the parents of school age players. A number of these parents are also accredited assistant referees.

In recent seasons there has been a reduction in the number of teams and players in the under 13 to under 18 age groups of the Sydney JRU competitions. An unfortunate flow-on effect of this decrease in teams is a reduction in the number of people (primarily the parents of players) seeking to become accredited referees or assistant referees.

As mentioned elsewhere in this Annual Report, the Committee has identified the need to increase the number of accredited referees as a priority area for 2018. If you have a friend or acquaintance that you know would make a good referee, please encourage him or her to consider taking up the whistle in 2018.

Simply point them towards the "Recruitment" page of our website. There they will find everything they need to know about becoming a Rugby referee and Sydney West RRA member.

**Grant Briggs**  
**Vice President, Recruitment & Retention**

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## Registration & Accreditation Report

With a view to maximising the number of members registered, kitted out and available for appointment at the start of the new season, this year's "invitation to re-register" issued to members on 19 January 2017. A copy of our Registration Form accompanied the invitation.

It is appreciated that asking people to think Rugby in the middle of summer may seem illogical. However, given the many things that need to be done to get everything and everyone ready for the new season, the January start is essential.

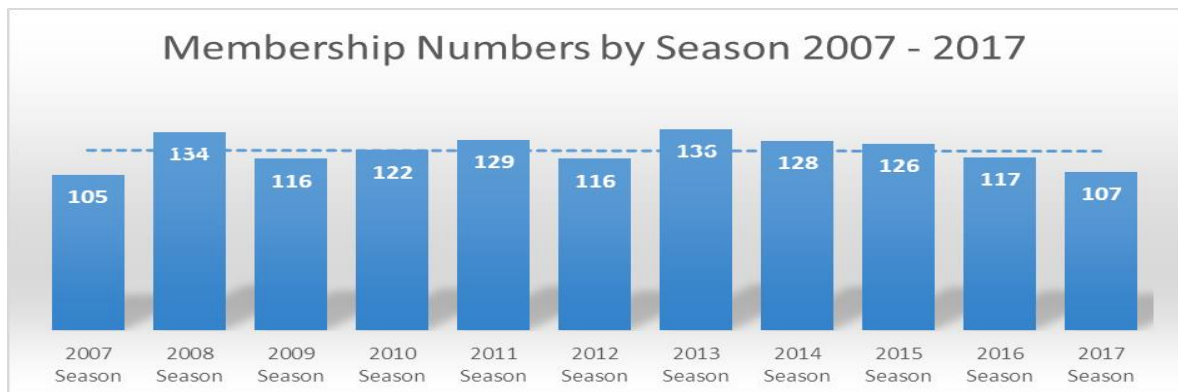
As has been the case in previous seasons, initial responses were slow. However, by 1 March 2017 about 67% of ongoing members had lodged their registration form and renewed for the new season. This percentage was identical to that achieved in 2016.

A good early season response from members is essential. It allows us to place our clothing order with NSWRU and to finalise catering and other arrangements for our traditional "Super Sunday Season Starter". This year's successful Super Sunday event was held at The King's School on 12 March 2017. We greatly appreciate the school allowing us to use their auditorium, Futter Hall, for this exercise.

Following a number of reminders through March, by 1 April 2017 nearly 79% of ongoing members had returned a registration form and been registered in Rugby Link and the Referee Management System. Again, this figure was almost identical to 2016 at the same date.

### Registrations by Year 2007 to 2017

The 2007 season was the first for the then newly formed Sydney West RRA. The graph below shows the movement in end of season membership numbers across each of the 11 seasons of our existence. You will find a breakdown and detailed analysis of these figures in a series of tables provided as Annexure B.



The dotted line in the graph reflects an average membership of 121.5 over the period 2007 to 2017. When considered in the context of our full 11 season performance, the 2017 figure of 107 is somewhat disappointing.

The Committee has confirmed referee recruitment as one of its key objectives for 2018. Several strategies aimed at increasing the number of accredited referees have been identified and are being discussed with stakeholders.

### Membership by Postcode

The area the association services is large by metropolitan standards and quite diverse. It contains a mix of older, established suburbs and an increasing number of shiny new ones. We are keen to engage with and support those who are working to grow and advance Rugby across our region.

In Table 7 of Annexure B you'll find a breakup of membership numbers by the postcodes associated with the four Premiership Rugby districts that comprise our catchment area. In addition to identifying the residential spread of members, this table provides an indication as to where recruitment efforts may need to be directed in coming years.

The growth areas and new suburbs to Sydney's west, southwest and northwest are not just vital to the success of Rugby in NSW. They are also essential to the association's long term future and success.

### **New Members**

During the 2017 season we welcomed 17 new members and returning former members into the association. Of that number, five are new or returning accredited referee members, two are accredited assistant referee members and 10 are new Pathway referee members.

It is hoped that all enjoyed their first year of refereeing with us. We look forward to watching each of them develop and improve as referees in coming seasons.

A list of new members and members returning after a few years away, is provided as Annexure C.

### **Membership by Grading Tier**

The chart below shows the distribution of members at the end of the 2017 season by referee grading tier. As was the case at the end of 2016, about 63% of members are currently graded Tier 3 and above.



The grading process we follow and the six grading tiers into which members are classified are explained in a document available from the Resource Library Index page of our website. A copy of the grading list for September 2017, the last for this season, is provided for historical purposes at Annexure D.

### **Accreditation and Re-Accreditation**

Implementation of the Rugby Learning Centre in 2016 enabled Rugby Australia to automate parts of its accreditation and re-accreditation process. In theory, as soon as a person's RLC record indicates that all of the pre-requisites for accreditation or re-accreditation have been satisfied (e.g. their RLC record shows that they've attended the appropriate course; passed the relevant online law exam; hold current Smart Rugby certification; have successfully undertaken a competency assessment; etc.), the IT system should automatically grant accreditation in that discipline and update their RLC record.

Previously those checking and updating actions were carried out manually by association registrars and Rugby AU staff. Unfortunately, IT system problems



delayed the automatic updating of accreditation details at times during the 2017 season. Rugby AU is confident that these difficulties have now been overcome.

The Rugby Learning Centre is accessed via Rugby AU's Rugby Portal. It is expected that by 2018, the Rugby Portal will have been extended to allow authorised users to access other Rugby AU systems such as Rugby Link (for online registration and general administrative purposes), the Referee Management System (for matters related to the appointments process) and Sideline (for the preparation of referee competency assessments and coaching reports).

A document summarising re-accreditation requirements for referees, assistant referees and referee coaches, is available from the Resource Library Index page of our website. The ability to access the Rugby Learning Centre 24/7 allows members to take personal responsibility for updating and maintaining the accreditations and certifications each of us requires in order to remain an active match official.

### **Website and Social Media Presence**

Our website plays an important role in communicating with members and the wider Rugby community. The website contains a wealth of information, procedural instructions and links related to refereeing and referee administration that members and the general public are encouraged to draw on and use. You'll find a link to [our website home page here](#).

In October 2017 our new Facebook page went live. We plan to use Facebook to promote association activities, celebrate the achievements of members and network with clubs, players and others interested in Rugby. We want everyone to know about the fun and camaraderie that comes with being a Rugby referee and Sydney West RRA member.

To get our Facebook social media presence underway, photos from our 2017 End of Season Dinner & Awards Night and the NSW Under 13 and Under 15 Sevens State Championships that were held in Coffs Harbour in early October, have already been added. You'll find a link to [our Facebook page here](#).

If there are items of information, links or photos that you think we might consider publishing, please don't hesitate to let Julius or myself know. All suggestions aimed at improving our website and Facebook page will be greatly appreciated.

I thank all members for the assistance and co-operation provided to me in 2017. All things considered, it has been a reasonably good year from a Registration & Accreditation perspective. If things go according to plan, hopefully we can do it all again next season.

**Bob Watson**  
**Vice President, Registration & Accreditation**

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## **Training & Development Report**

For many members the 2017 season commenced with Chris Cottee putting us through our paces at pre-season fitness training. It was a great way to throw off the excess KGs gained over the festive season and to re-focus on the season ahead.

In April I had the pleasure of taking a squad of five young Sydney-based referees to The Armidale School's Under 12 Rugby Carnival. Taylor Miller represented Sydney West and performed well among his peers. This tournament provides a great opportunity for young, aspiring referees to gain exposure to tournament conditions and obtain feedback from experienced referee coaches from around the State.

The June long weekend saw the annual NSWJRU State Championships with Sydney West well represented across the age groups. The torrential rain leading into the long weekend resulted in a number of last minute changes and I thank all the referees and coaches involved for the way in which they responded to the often challenging circumstances. A special thank-you to those involved at the Under 12s who moved from Camden on the Saturday to Bowral on the Sunday and back to Killara on the Monday. A special mention also to Stu Dickinson for his cameo role in the middle at the Under 17s!

Under 11: Lachlan Pethybridge, Gary Pethybridge

Under 12: Tim Mortimer

Under 13: Todd Cummings, Steven Martin

Under 15: Grant Briggs, Julius Ambat (Coach)

Under 16: Ryan McCarthy, Dan Taylor (Coach)

Under 17: Paul Chambiras, Stu Dickinson (Referee & Coach), Gary Payne (Coach)

July saw the NSWJRU Regional and Invitational Championships where the higher ranked referees from the Under 15, 16 and 17 State Championships competed against each other for selection to the annual City v Country carnival, held this year in Bathurst. Ryan McCarthy led the way for Sydney West, refereeing the inaugural Under 17 Girls City v Country match.

Special mention to Steven Martin who answered a late call-up to assist at the NSW Country Under 14 Championship in Nowra. Steven performed very well alongside the older SSS (Year 12) referees selected for that event.

This year Sydney JRU reduced their finals series to a simple two week affair. Finals matches were played between teams 1 v 4 and 2 v 3 with the winners of both games moving to the following weekend's Grand Final. SJRU also reduced the number of "Plate Finals" this year, which resulted in a considerably smaller number of "finals series fixtures" being available for sharing among members.

Congratulations to those appointed to finals and grand-final matches. A big thank-you to others who helped out by running touch. Having an experienced referee on the sideline helping out in these important fixtures is always a welcome relief for the guy in the middle.

Finally, a big thank-you to our referee coaches who worked so hard through the season. Despite a difficult match schedule, we came very close to meeting our performance objectives for the frequency of referee sightings through the year.

Enjoy your off-season. Keep fit and see you on the park in 2018.

**Ian Mooney**  
**Vice President, Training & Development**

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## Secretary's Report

The 2017 season was my first as a member of the Management Committee and association Secretary. I'd like to acknowledge my fellow Committee members — and in particular Gary Payne and Bob Watson — for assisting me to settle in and adapt to the sometimes mysterious ways of the Management Committee.

The association is fortunate in having such an enthusiastic and professional Committee. Our Committee members bring with them a wealth of Rugby and management experience. The environment they work so hard to create plays a big part in making Sydney West RRA the highly respected association it has become.

We also acknowledge and appreciate the support provided to us over the years by the Parramatta Leagues Club in allowing use of the Scandia Room at Vikings Sports Club for our monthly Education Nights and Referee Coach Group meetings.

### Meetings

The Management Committee met formally on 11 occasions during 2017. We thank Tony Hackett for making his company's Conference Room available to us for our Committee meetings.

The six education nights we conducted in 2017 were well supported by members. Our final education night in August doubled as our End of Season Function & Awards Night and attracted 50 members – a very good turnout for a Sydney metropolitan association of our size.

Education nights were supported by NSWRU with Alex Richards from the Referee's Department presenting talks on a variety of topics aimed at improving the skills and knowledge of members. Better trained match officials, better game!

The Referee Coach Group (RCG) met at Vikings Sports Club on six occasions throughout the year. The RCG is an important part of our training and development program and was led by our VP Training & Development, Ian Mooney (aka Moons).

Moons is another Committee member I would like to acknowledge. Over the years Ian has put in outstanding performances in a number of areas of critical importance to the association and to refereeing and referee administration generally.

### Award Winners

Our award winners in 2017 were as follows:-

NSWRU Zone Referee of the Year:	Paul Chambiras
NSWRU Zone Junior Referee of the Year :	Steven Martin
Eastwood District JRU Most Improved Junior Referee:	Luke Greenland
Clubman of the Year:	Ian Mooney

The Chris Cunliffe-Jones Spirit of Rugby Award was presented this year to John Goh. We were honoured to have Chris' widow, Jane, with us again to make the presentation. All four Sydney-based referee associations are invited to nominate members for this most prestigious award.

A Sydney West member at one stage of his career, John was nominated for the award by NSWRRRA. John is a well-deserved winner of what is arguably our most important award. His acceptance speech will live long in the memory of those of us fortunate enough to have heard it.

You'll find background to The Chris Cunliffe-Jones Spirit of Rugby Award — together with details of the winners of all awards over the years — on the Honour Board page of our website.

## **Schools**

This year we continued our long association with The King's School, Oakhill College, Redfield College, Blue Mountains Grammar School and SCECGS Redlands. In particular, I'd like to acknowledge and thank Jenny Pearce and The King's School for allowing us to use the school's auditorium, Futter Hall, in March for our Special General Meeting and 2017 Super Sunday event.

We greatly appreciate the hospitality and support that these schools provide to members on Saturdays throughout the season. In addition, a number of our younger members referee school games on Saturday as well as matches in the SJRU Sunday Competition.

Some of our school-based members also participate in midweek development tournaments such as the NSW PSSA Championships, which requires taking time off from school to officiate.

## **Clubs**

Sydney West RRA is proud to service clubs in the Eastwood, Parramatta, Penrith and West Harbour Districts. We acknowledge and appreciate the positive feedback and hospitality these clubs provided to members throughout the season.

It is important that we continue to develop and improve our relationship with the clubs. In addition to providing access to an important source of potential referee recruits, working closer with the clubs enables coaches and players to develop a better understanding of the laws of the game and how they are applied in practice.

## **Pre-season Fitness Program**

Under the guidance of professional trainer Chris Cottee, in late January our annual Saturday morning Pre-Season Fitness Program got underway at Muirfield High School. We thank Muirfield High School for allowing us to use their facilities.

These training sessions were again subsidised by the association and cater for all fitness types. This program will be run again for eight weeks from February 2018.

While 15-a-side Rugby will always be our mainstay, the game of Rugby 7s continues to grow. This is demonstrated by the growth of the SJRU Sizzling 7s competition as well as the introduction of a Friday Night Schoolgirls 7s competition.

A downside is that servicing these new competitions places strains on refereeing resources that are already stretched. A primary aim for the association in 2018 is to recruit a number of new referees (both male and female). As mentioned elsewhere in this Annual Report, if you're aware of someone you know would make a good referee, please point them towards the "Recruitment" page of our website.

Finally, I'd like to thank members for your support and guidance throughout the year. Next season is already shaping up as being interesting and exciting. I look forward to working with you all again in 2018.

**Julius Ambat**  
**Secretary & Public Officer**

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## **Treasurer's Report**

When the association was established in 2006, a 1 October to 30 September financial year was considered appropriate. Although this accounting arrangement proved satisfactory in our less complicated early years when only students were reimbursed, in recent times it has resulted in income and expenditure being spread across two separate calendar years and two Rugby seasons.

With a view to simplifying accounting processes and enhancing financial reporting, at the Special General Meeting of the association held on 12 March 2017 members resolved to adopt a 1 January to 31 December financial year. Having a financial year that is the same as the calendar year makes it more likely that income and expenditure relevant to a particular Rugby season will be accounted for and reported in the same year.

To give effect to this accounting change, the association's 2017 financial year will run from 1 October 2016 to 31 December 2017 (i.e. a one-off period of 15 months). The 2018 and subsequent financial years will run from 1 January to 31 December for the year in question.

As might be expected, the financial statements the Management Committee is required to provide to members at the 2017 Annual General Meeting cannot be finalised or audited prior to the close of our financial year (i.e. 31 December 2017).

The association's 2017 AGM has been tentatively scheduled for Sunday, 18 March 2018 in The King's School auditorium, Futter Hall.

It is envisaged that the Treasurer's Report and the financial statements for the 15 month period 1 October 2016 to 31 December 2017 will be circulated to members and incorporated in this 2017 Annual Report prior to the AGM.

The 2017 Annual Report and financial statements for the 2017 financial year will both be formally tabled at the AGM.

The figures provided at Annexure A have yet to be audited and are provided for information only.

**Duane Findley**  
**Treasurer**

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**Sydney West Rugby Referees' Association Inc.**  
**Profit and Loss Statement**  
**For the period 1 October 2016 to 31 December 2017**

Audited financial statements for the period 1 October 2016 to 31 December 2017 will be inserted on this page when they become available.

**NOTE:** Unaudited and un-accrued financial statements have been used to produce the report below which is attached for member information.

During the 15-month 2017 FY, the major source of income was refereeing fees at \$26,660 (2016 – \$23,525). The NSW Rugby Union has provided a grant of \$8,000 for referee administration and development. SWRRA major expenditures included:

- Preseason referee training;
- Super Sunday;
- Referee education program;
- Annual Dinner ;
- Communications and Associated equipment for referee coaches;
- Referee equipment beyond the jersey, shorts and socks provided by NSWRU (such as referee bags, caps, jackets, etc.), and,
- Support for junior referee development.

In the 15-month 2016-2017 Financial Period, referees were reimbursed a total of \$23,025 in fees (2016 - \$15,050), less unpaid fees. Unpaid fees are claimed before payments are issued to referees. Referee coaches received \$1,860 (2016 - \$1,365) for coaching reports prepared and submitted by them.

The Association closed the 15-month 2017 Financial Period with Cash on Hand of \$32,044.95, Term Deposit of \$12,325.46, Sundry Debtors (for Refereeing Fees, SJRU & schools, and Grant payment) of \$1,065, and Sundry Creditors of \$3,980 (Referee & Coach Payments). The resulting Accumulated Funds for the Association to commence 2018 is \$44,370.41 (September 2016 - \$43,995.31).

## Analysis of Sydney West RRA Membership at 30 September 2017

<b>Table 1: Summary of Registration Renewals at 30 September 2017</b>	<b>No.</b>	<b>%</b>
Members registered at 31 December 2016 (excluding 7 x inactive life members)	117	100.00
Less: Members who responded they will not be renewing in 2017 (see Table 2 for reasons)	16	13.68
Subtotal	101	
Less: Members from 2016 who renewed for 2017 (for new members in 2017 see Table 3)	90	76.92
Members from 2016 who failed to re-register or respond for 2017 (membership expired)	11	9.40

<b>Table 2: Reasons for Not Renewing in 2017</b>	<b>No.</b>	<b>%</b>
(a) Former high school student, completed HSC, left school	4	14.81
(b) Player or player coach only in 2017	4	14.81
(c) Changed business or family commitments	2	7.41
(d) Moved to regional area of NSW, interstate or overseas	2	7.41
(e) Disappointed, disillusioned, lost interest	1	3.70
(f) Responded "not renewing" but no reason given	3	11.11
(g) Ignored multiple requests to re-register or respond (see "membership expired" from Table 1)	11	40.75
Members from 2016 either not renewing in 2017 or failing to re-register or respond	27	100.00

<b>Table 3: Summary of Members at 30 September 2017</b>	<b>No.</b>	<b>%</b>
Ongoing members as shown in Table 1 above	90	84.11
Add: New accredited referee members in 2017	5	4.67
Add: New Pathway referee members in 2017	10	9.35
Add: New associate members in 2017 (hold Assistant Referee accreditation only)	2	1.87
Total Registered Members at 30 September 2017	107	100.00

<b>Table 4: Distribution of Members by Match Official Type</b>	<b>No.</b>	<b>%</b>
Accredited Referees (19 years of age and older x 68; 15-18 years of age x 12)	80	74.77
Pathway Referees (19 years of age and older x 6; 15-18 years of age x 8; 13-14 years of age x 9)	23	21.50
Non-Referee Members (Assistant Referee x 2; Referee Coach x 2)	4	3.73
Total Registered Members at 30 September 2017	107	100.00

<b>Table 5: Distribution of Members by Their Age in 2017</b>	<b>No.</b>	<b>%</b>
(a) Members 66 years of age and older (i.e. born 1951 and earlier)	8	7.48
(b) Members 56 to 65 years of age (i.e. born 1952 - 1961)	17	15.89
(c) Members 46 to 55 years of age (i.e. born 1962 - 1971)	35	32.71
(d) Members 36 to 45 years of age (i.e. born 1972 - 1981)	10	9.35
(e) Members 26 to 35 years of age (i.e. born 1982 - 1991)	4	3.74
(f) Members 19 to 25 years of age (i.e. born 1992 - 1998)	4	3.74
(g) Members 15 to 18 years of age (i.e. born 1999 - 2002)	20	18.69
(h) Members 13 to 14 years of age (i.e. born 2003 - 2004)	9	8.41
Total Registered Members at 30 September 2017	107	100.00

<b>Table 6: Members who identify as Students</b>	<b>No.</b>	<b>%</b>
(a) TAFE and University students 19 years of age and older (i.e. born 1998 or earlier)	5	
(b) High School students 18 years of age and younger (i.e. born 1999 and later)	29	
(c) Members who when registering indicated they are students	34	31.78
(d) Members who are not students	73	68.22
Total Registered Members at 30 September 2017	107	100.00

**Table 7: Distribution of Members by Residential Postcode Region**

Indicative Sub-Region	Number	Percentage	Premiership Rugby District
Inner Western Suburbs	18	16.82%	West Harbour District Postcodes
Middle Western Suburbs	21	19.63%	Parramatta District Postcodes
Outer Western Suburbs	12	11.21%	Penrith District Postcodes
North Western Suburbs	44	41.12%	Eastwood District Postcodes
Eastern Suburbs	1	0.93%	SJRU Metro Southern Zone Postcodes
North Shore & Northern Suburbs	6	5.61%	SJRU Metro Northern Zone Postcodes
Regional & Country NSW	5	4.68%	Non Sydney Postcodes
<b>Total Members at 30 September 2017</b>	<b>107</b>	<b>100.00%</b>	

*Our catchment area includes the four Premiership Rugby districts highlighted above. While the junior clubs that comprise each of these four districts operate independently, together they form SJRU's Metropolitan Western Zone.*

**Table 8: Distribution of Members by Grading Tier**

Referee Grading Tier or Other Discipline	Number	Percentage
Tier 1	17	15.89%
Tier 2	18	16.82%
Tier 3	33	30.84%
Tier 4	7	6.54%
Tier 5	9	8.41%
Tier 6	18	16.82%
Assistant Referee Only	2	1.87%
Referee Coach Only	3	2.80%
<b>Total Members at 30 September 2017</b>	<b>107</b>	<b>100.00%</b>

**NOTE:** The details provided in Tables 1 to 8 above relate to the 2017 season only. The information in Table 9 summarises similar data over the full 11 seasons in which the association has been in existence (i.e. the period 2007 to 2017 inclusive).

To facilitate comparison with other organisations, the membership distributions by age provided in Table 5 and Table 9 are the same as those used by the NSWRU Referees' Department for the various State-wide analyses of the refereeing population it carries out from time to time.



**Table 9: End of Season Membership Summary 2007 – 2017**

**Sydney West RRA End of Season Membership Analysis 2007 - 2017**

<b>Membership Ons and Offs by Season</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Average 2007-2017</b>
Start of Season Membership (see Note 1)	108	105	134	116	122	129	116	136	128	126	117	121.5
less: Failed to Renew (see Note 3 & Note 6)	18	21	35	26	20	43	24	40	27	32	27	28.5
Members Renewing for Season	90	84	99	90	102	86	92	96	101	94	90	93.1
add: New Accredited Referee Members	15	36	14	25	18	21	30	21	10	13	7	19.1
add: New Pathway Referee Members (see Note 2)	(see Note 2)	14	3	7	9	9	14	11	15	10	10	10.2
End of Season Membership	105	134	116	122	129	116	136	128	126	117	107	121.5
Net Gain or Loss on Previous Season	-3	29	-18	6	7	-13	20	-8	-2	-9	-10	

**Note 1:** The 2007 season was the first for the then newly created Sydney West RRA. Our foundation membership of 108 was comprised of 91 former EDRURA members and 17 former PDRURA members.

**Note 2:** The Pathway referee category did not exist in 2007. Immediately prior to the introduction of the Pathway category in 2008, the minimum age to become a referee was 15 years.

**Note 3:** Many in the "failed to renew" category are school-based referees and school aged "one season only" Pathway referees who decide that refereeing is not for them.

<b>Members by Referee Type</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Average 2007-2017</b>
Accredited Referees (see Note 4)	105	120	103	108	108	99	113	106	103	95	84	104.0
Pathway Referees (see Note 2)	(see Note 2)	14	13	14	21	17	23	22	23	22	23	19.2
End of Season Membership	105	134	116	122	129	116	136	128	126	117	107	121.5

**Note 4:** In some seasons, the "accredited referees" figure includes a small number of members who are referee coaches only or assistant referees only.

**Note 5:** Although a precise calculation is almost impossible to make, it is estimated that around 70% of registered and active members are available for appointment at any point in time.

<b>Members by Age</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Average 2007-2017</b>
Members 66 years of age and older	5	7	2	2	1	1	2	3	5	5	8	3.7
Members 56 to 65 years of age	11	18	16	15	16	18	16	18	17	18	17	16.4
Members 46 to 55 years of age	24	33	24	27	34	31	30	30	36	33	35	30.6
Members 36 to 45 years of age	22	21	22	24	21	18	21	23	16	12	10	19.1
Members 26 to 35 years of age	10	12	11	10	10	10	8	2	4	4	4	7.7
Members 19 to 25 years of age	14	8	9	5	6	4	10	7	7	10	4	7.6
Members 15 to 18 years of age	19	26	27	35	31	27	44	40	30	25	20	29.5
Members 13 to 14 years of age (see Note 2)	(see Note 2)	9	5	4	10	7	5	5	11	10	9	7.5
End of Season Membership	105	134	116	122	129	116	136	128	126	117	107	121.5

**Table 9: End of Season Membership Summary 2007 – 2017 (cont.)**

<b>Members by Student or Non-Student</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Average 2007-2017</b>
TAFE & University Students	4	5	5	5	4	1	5	2	6	8	5	4.5
High School Students	19	35	32	39	41	36	52	46	41	35	29	36.8
Members who are students	23	40	37	44	45	37	57	48	47	43	34	41.4
Members who are not students	82	94	79	78	84	79	79	80	79	74	73	80.1
End of Season Membership	105	134	116	122	129	116	136	128	126	117	107	121.5

<b>Failure to Renew Registration</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Average 2007-2017</b>
Failed to renew registration (see Note 6)	18	21	35	26	20							
TKS student, completed HSC, left school						15	1	7	8	3	4	
Retired due illness, injury, use-by date expiry						3	3	4	1			
Refereeing for NSWRRRA only						3	1			1		
Player or player coach only						1	5	3		2	4	
Moved to regional NSW, interstate, overseas						1	1	2	1	2	2	
Responded not renewing but no reason given						1	1	3		5	3	
Changed business or family commitments						1	1	2			2	
Heavy study workload or school commitments							2	1	4	2		
Disappointed, disillusioned, lost interest							1	4	1		1	
Not invited to renew due to de-registration										1		
Ignored all requests to re-register or respond						18	8	14	12	16	11	
Last season's members who failed to renew	18	21	35	26	20	43	24	40	27	32	27	28.5

**Note 6:** For seasons 2007 to 2011, the "failed to renew" category was accounted for as a consolidated figure only. Since 2012 a breakdown of reasons members provided for not renewing has been maintained.

## **New Sydney West RRA Members in 2017**

The following new members or returning former members were welcomed into the association during the 2017 season.

<b>Accredited Referee and Assistant Referee Members</b>	<b>RKR Pathway Referee Members</b>
David Baer	Hiresh De Silva
Robin Burr	Macaire Denby
Alan Denby	Thomas English
Cameron Findley	Daniel Gilbert
Chris Hicks	Max Goldring
Henry Hicks	David Ingham
Darren Hyde	Jess Johnston
	Max O'Keefe
	Will Roberts
	Josh Winchester

## Sydney West RRA Grading List :: September 2017

Surname	First Name	Grading Tier
Ambat	Julius	2
Baer	David	Assistant Referee
Briggs	Grant	1
Brinnand	Craig	2
Burke	Brian	6
Burr	Robin	2
Butler	Gregory	6
Cameron	Bruce	2
Campbell	Paul	Referee Coach
Campton	Peter	3
Chambiras	Paul	1
Chapman	Arthur	3
Clark	Lachlan	6
Clemson	William	6
Colquhoun	Neil	Referee Coach
Conolly	Alexander	5
Cook	Phillip	3
Cullen	Pat	1
Cummings	Todd	3
Dale	Stuart	2
Daly	Troy	5
De Silva	Hiresh	6
Deane	Ian	2
Deller	Alexander	4
Denby	Alan	Assistant Referee
Denby	Macaire	6
Dickinson	Stuart	2
Dixon	Max	3

<b>Surname</b>	<b>First Name</b>	<b>Grading Tier</b>
Doyle	Anthony	3
Doyle	Matthew	3
Dunlop	Alexander	3
English	Thomas	6
Findley	Cameron	3
Findley	Duane	2
Fisher	Tony	1
Fitzgerald	Paul	3
Gauci	Tim	3
Gilbert	Daniel	6
Goldring	Max	6
Goldring	Michael	3
Gracie	Michael	3
Green	Tom	6
Greenland	Daniel	3
Greenland	Luke	3
Hackett	Tony	3
Hicks	Christopher	6
Hicks	Dougal	3
Hicks	Henry	1
Hummel	Michael	2
Hyde	Darren	3
Ingham	David	6
Johnston	Jess	6
Joseph	Trevor	1
Kellett	Simon	3
Lawless	Kieran	6
Loh	Cha	3
Lynch	Mark	1
MacNamara	Paul	2
Malouf	Aaron	3

<b>Surname</b>	<b>First Name</b>	<b>Grading Tier</b>
Manz	David	2
Martin	Ian	6
Martin	Steven	3
McCarthy	Glenn	2
McCarthy	Ryan	1
McCrea	Matthew	4
McCrea	Philip	2
Meaker	Seamus	5
Melz	William	1
Middleton	Nathan	6
Millen	Angus	1
Miller	Taylor	4
Mooney	Ian	1
Mortimer	Tim	3
O'Connor	Matthew	1
O'Connor	Michael	6
O'Keefe	Max	5
Payne	Gary	2
Pearce	Jenny	Referee Coach
Pethybridge	Gary	3
Pethybridge	Lachlan	4
Phillips	Liz	3
Philp	Roger	3
Piggott-Wright	Banjo	6
Price	Riley	5
Price	Warren	5
Roberts	William	6
Rogerson	Michael	4
Scully	Graeme	2
Smith	Peter	3
Smith	Thomas	4

<b>Surname</b>	<b>First Name</b>	<b>Grading Tier</b>
Spencer	Lindsay	1
Taweel	Matthew	5
Taylor	Daniel	1
Taylor	David	1
Taylor	Paul	2
Taylor	Stephen	1
Taylor	William	3
Tregoning	Matthew	3
Van Eyl	Jason	3
Warren	Robert	3
Watson	Bob	4
Watts	Paddy	1
Winchester	Callum	3
Winchester	Joshua	5
Winters	Tom	5
Zieth	Peter	2

**NOTE:**

The referee grading process and the six grading tiers referred to above are explained in a document available from the [Resource Library Index](#) page of the Sydney West RRA website.