



**QUEENSLAND
RUGBY
REFEREES
ASSOCIATION
INC.**

Annual Report
October 1994

THE PRESIDENT AND MEMBERS OF
THE QUEENSLAND RUGBY REFEREES ASSOC.
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QUEENSLAND RUGBY REFEREES ASSOCIATION INC.

ANNUAL REPORT 1994

OFFICE BEARERS - 1994

PRESIDENT	TONY MELICK
VICE-PRESIDENT	GEOFF GARDINER
SECRETARY	MIKE WARREN
TREASURER	ROGER MASTERS
COMMITTEE	PAUL HARDING
	GREG HINTON
	KEITH JENNINGS
	PAUL MARTINEZ
	ROSS MITCHELL
	PAUL O'BRIEN
	REX WARD

QRRR PRESIDENTS REPORT 1994

Ladies and Gentlemen

1994 has been a year of highs and lows. The events leading to the grand finals I am sure are unprecedented in rugby. It was most pleasing to me and to the rugby world that our thoughts addressed the big picture unlike the other parties involved. This issue is not over yet and I will further update the members at our AGM. The year was one of change. Next year we need to consolidate our operations to provide our members and the rugby community the services they deserve. To all grand final and semi final referee's my congratulations on their appointments. It was extremely gratifying that over 60 referee's were appointed to these games in the senior ranks alone. The executive had a number of unique issues to confront this year and their wise counsel has enabled me to confront these issues and deal with them in the manner we have.

To everybody who has contributed this year from appointments to lectures etc, my sincere thanks.

Finally in closing, we all need to look to the future, we need to provide for the future of referees to the next century. A task that will take a lot of time and effort, but one we can't ignore. So if you are called to contribute please think before you say no.

Kind regards

TONY MELLICK

ONE STATE REPORT

"One State" is now 12 months of age. There is no doubt in my mind that in the first 12 months we achieved very little of what my objectives were.

There are many reasons as to why, however the major factor being time.

I give this undertaking to the country members that I, next year will try to communicate with you on a regular basis.

This I am sure will enable us to develop "one state" further as the year goes on.

Your representatives on the executive should be congratulated by you for their efforts.

I look forward to seeing your representatives at the A.G.M. and receiving their input for QRRR in 1995.

Kind Regards

TONY MELLICK

COACHING DIRECTOR'S REPORT -1994

The 1994 season, my second in this position was a period of change, growth, development, learning and just a little bit of frustration.

The year started last October with the first Referee Coaches Weekend. Seventy people from throughout Queensland and including visitors from Fiji, NSW, ACT, Western Australia and Victoria attended a very enjoyable weekend where we introduced the concept of coaching referees rather than assessing them. No doubt the highlights of the weekend were Andrew Slack's very entertaining talk at the Saturday night Dinner and the forty (odd) who played touch football in the rain on Sunday morning. On a disappointing note we failed to publish the weekend papers and discussion results, although this has now been rectified.

Referee Coaching is now being extended throughout Australia under the name of CAB's (Coaching Advisory Board). In Brisbane, Coaching Panels were introduced by the end of May where eight panels of 6 coaches (approximately) each with a Chairman/Co-Ordinator took on the job of Coaching 93 Referees. Between them they generated 307 Coaching Reports, an extremely good effort considering a couple of Panels failed to function. In that case it was the Referees to be coached who were the losers, although the coaches also lost the benefit of the exercise.

Special note should be made of Phil Jones effort with his panel of six who generated 40 reports and managed between his Coaches and Referees to collar 25 of the Semi-Final, Final and Grand Final Appointments, proving the value of the exercise. Well done Phill and the "Jones Boys".

1994 saw the continuation of a program to hold Level I and Level II Referee's Courses based on individual schools as well as major centres. School based courses were conducted at Brisbane Grammar, Brisbane Boys College, Marist Brothers Ashgrove, The Southport School and Nudgee Junior. Other courses were held at Nambour, Gold Coast, Ballymore and the Australian Army with update courses held at Cairns and Ballymore. A total of 135 Level One and 39 Level II Referees were accredited during the year. While the referees from the school based courses return mainly to the schools to referee, many are now finding their way into the Association's ranks. I am sure this trend will continue as graduates seek a greater challenge. Through the course at the Enoggera Army base, we again recruited a number of high calibre referees. This spirit of co-operation between Queensland Rugby, The Referees and the Australian Army is indeed beneficial to both sides and I look forward to maintaining the momentum.

At the end of 1993 each Country Refereeing area was asked to nominate a Referee Development Officer with whom I could work to further the growth and development of refereeing throughout the state. All attended the October Coaches Conference and again came to the Moogerah Dam pre-season camp where various strategies were discussed. Despite having received only limited assistance from me and considering the demands on their time, they have all produced excellent results. Refereeing numbers are up in nearly every area of Queensland, along with fitness levels, knowledge of the law and a general interest in refereeing.

My thanks and congratulations to the following:-

LEIGH MARTIN	CAIRNS
BOB SPILLANE	TOWNSVILLE
KEV O'HALLORAN	MACKAY
JOHN FLOOD	ROCKHAMPTON
DAN DOYLE	CENTRAL HIGHLANDS
ANDREW KING	WEST QUEENSLAND
TIM GILBERT	MT ISA
GARY CRAIG	WIDE BAY
KEN FULLOON	SUNSHINE COAST
IAN ANDERSEN	DARLING DOWNS
MICK EASTWOOD	GOLD COAST

Your efforts have been well worthwhile and greatly appreciated.

The commitment of the country areas to the concept of "One State" has greatly helped to reduce the barriers of distance. While much still needs to be done to complete the "One State" concept the foundations are now well underway.

The development of refereeing at the top level was also helped by the efforts of the Queensland Representative Appointments Board who embraced an expanded and more demanding role in 1994. Appointing to an expanded number of games, it was planned to always appoint a "neutral" or "outside" referee to games such as the Winfield Challenge and have each appointee watched and reported on. In the first year of operation, this wasn't always possible and some referees were disappointed in their appointments and more so when they did not receive reports. On the other hand, some referees got opportunities to perform at a higher level than they might otherwise have had. All areas have been asked to forward suggestions for improving this system, I would like to thank each member of the Board for their efforts. the Board for 1994 was:-

NORBERT BYRNE – Chairman

GREG CORE

IAN SCOTNEY

TONY MELLICK

PAUL O'BRIEN

KEITH JENNINGS

Another group who contributed substantially to referee development in 1994 were the Brisbane based Panel Referees. Kev O'Halloran from Mackay was unable to participate in some of the activities because of his location. The Panel Referees provided a solid sounding board for me and made themselves available formally and informally to discuss concepts, directions, issues of law and general refereeing concerns. They also took responsibility in the second half of the season for appointing referees to the top 28 games in Brisbane each weekend. While many from outside town and interstate expected disaster, the system worked extremely well with appointments each week receiving intelligent informed discussion. This was not an easy task for the panel as they had to also appoint each other to games, but I believe they acquitted themselves extremely well.

Additionally, the panel ran a development squad which met fortnightly at Ballymore for 8 training sessions plus a wind up BBQ at Scott Young's house (Thanks for the "rumbos" Mark). The criteria for selection unfortunately had to include an ability to attend the sessions at Ballymore, thus excluding many country Referees from consideration. Whilst a similar panel will be run in 1995, some form of development program for country referees, probably by correspondence needs to be developed. This matter will be discussed with Development Officers at Moogerah Camp. Overall the Development squad was successful with 10 of the selected 12 Referees participating throughout the program. The first night was affected by the news that John Murdoch had been seriously injured in a motor vehicle accident whilst travelling from Toowoomba to Ballymore for the squad. As we know John's injuries were extremely serious and it is with great joy that John is now leading a normal life and expects to return to teaching in 1995. Well done John, you have our best wishes with you always.

The 1994 Development Squad:-

MIKEL MELLICK

PETER SMITH

GREG HINTON

ROD BROCKET

PAUL MARKS

MICHAEL JENNINGS

TIM WEIR

ANDREW CONNOR

LUKE SPENCE

GRAHAM HARRIS

Nick Prasser was unable to accept his invitation due to study commitments and John Murdoch through his injuries.

Appointments in the Brisbane area took a considerable effort, particularly early in the season. With the attempted merger of two Associations, Referees and games were divided into three groups with three Appointment's Officers, each controlling a group but communicating regularly to ensure referee movement and game coverage. With two of the three Appointments Officers new to the position, it took some time to get the system operating effectively. Regrettably there were a number of no shows in the first half of the season and some damage was done to the Association's reputation.

The efforts of the "new boys", Col Barrett and David Stokes should not go unrecognised because of these early problems. Both battled with a lack of information and feedback but by the second half of the season were well on top of their tasks, Nor should we fail to acknowledge the efforts of Jack Ezzy who operated a very efficient ship for his pool during the first half of the season.

Appointing to over 210 games on a weekend with all the inherent difficulties that included an extremely complicated T.A.S. draw (a veritable nightmare) the individual Referee's requirements and availability and short notice of game time and ground changes was not an easy task and the people who carried out this job for the members should be well recognised and rewarded. In addition to all the weekend games, the Association provided Referees for 340 mid-week games during the Season.

In Brisbane alone, referees were provided for more than 3200 games during the season, with many more handling games for local Clubs and Schools on an unofficial basis.

Top marks must surely go to Ray Zingelmann who refereed 75 games during the season. Dedication to Junior Rugby also is shown by the 48 – 49 games controlled by Jay Dilk and Ian McPhee respectively, and for durability, Mick Abell now has a combined Junior/Senior games total since he started in 1979 of 636 games. Congratulations to all of you and to the other tireless Referees who never refused an extra game and who often stayed on to run the line or fill in for some-one who didn't turn up, long after the legs had cried "enough".

And so to 1995. As mentioned at the start of this report, my job is very much a learning experience, identifying the needs, identifying the solutions, developing the resources, implementing the programs and making it all work. The issues I see as important for 1995 are summarised as follows:-

COMMUNICATION

More, better and statewide. Covering Law Changes, implementation and interpretation: building a strong refereeing community, Statewide.

INTERCHANGES

The creation of regular visits to Brisbane by Country Referees for Coaching and Development. The implementation of weekly interchanges between Brisbane and the Sunshine Coast, Gold Coast and Darling Downs. Visits to each Country area by a Panel Referee to conduct coaching clinics etc.

DEVELOPMENT SQUAD

Continue with the Brisbane based Squad but develop a correspondence program for Country referees.

COACHING PANELS

Continue with the scheme in Brisbane but increase the numbers and effectiveness.

RECRUITMENT

Continue with Level I Courses but have available a complete resource kit so similar courses can be run anywhere in the State. In Brisbane, mobilise a team to follow up Level I Schools graduates from 1993 and 1994 and introduce them to the wider arena of refereeing. Introduce Level O Referee's Course which will train accredit and uniform referees for Walla and Mini Rugby. Expand the training and accreditation of Touch Judges.

DEVELOPMENT

Provide ongoing training packages for use throughout the State that will increase referee's skills and enjoyment. Have all Queensland referees participate in National Referee fitness test and generally raise fitness levels of all referees. Continue to develop the use of video and statistics as training and coaching tools. Procure funding for

greater travel by referee coaches. Continue to provide resources to the country Referee Development Officers. – and the list goes on and on and will continue to do so with the goodwill and efforts of our Queensland Referees who now number 380 with out counting school based referees.

Finally a word of thanks to my employers, The Qld Rugby Union, Terry Doyle, Geoff Shaw and Duncan Hall who have provided the resources and support necessary to carry out this job. To Carol McGowan and Gabrielle Davidson who have worked many unpaid hours on behalf of Referees. To the Committee of the QRRRA who have been most supportive and finally to our president Tony Mellick. Tony has had to face many difficult issues this year as President and has never backed away nor let his Team down. He was responsible for bringing a new level of financial sponsorship to the Association through initially Ansett Air Freight and now our great sponsors TNT Air Couriers. He has presided over the “one state” concept, was instrumental in getting the annual Moogerah Camp underway and has led the association into a new era of growth. Along the way he has had to deal with the Greg Howard issue, an extremely frustrating year with the attempted merger of the QRRRA and the QJRRA as well as the usual range of referees grumbles and gripes. He has also been instrumental in creating substantial change in the structure and purposes of the Australian Society of Referees. Without the goodwill of the Association and in particular Tony's personal support, my position would be a difficult one and the effectiveness of the position limited.

Well done Tony and my personal thanks.

DAVID TRUE
BALLYMORE – OCTOBER 1994

QUEENSLAND RUGBY REFEREE'S ASSOCIATION INC.

Statement of Receipts and Expenditure for the period ended September 30,1994

INCOME	1993	1994
Sponsorship & Donations	20,630.00	13,700.00
Subscriptions	3,665.00	5,880.00
Crosby Cup	666.00	—
Interest	343.24	114.86
Golf Day	1,790.00	—
Other/Fund Raising	6,275.00	4,580.00
Other	450.00	—
Room's Committee Donation	570.25	—
Merchandise	1,053.00	4,021.00
Insurance	0.00	—
	<u>\$35,442.49</u>	<u>\$28,296.26</u>
EXPENDITURE		
Audit Fee	—	250.00
Affiliation Fees	110.00	400.00
Annual Dinner (1993)	0.00	4,652.89
Secretarial Expenses	314.34	—
Bank Charges	274.07	56.40
Printing and Stationery	1,170.50	1,936.05
Fees	0.00	207.00
Training Expenses	1,410.00	568.00
Courier	0.00	300.20
Equipment	0.00	3,400.00
Postage Expenses	110.00	269.15
Telephone Expenses	387.05	1,254.20
Rothmans Coaching Clinic	690.00	—
Entertainment Expenses	308.4	826.80
Visiting Referees	125.00	—
Travelling Expenses	0.00	142.95
Interchange & Development Expenses	3,581.20	5,363.25
Insurance	1,602.00	1,680.98
Badges	90.00	—
Merchandise	4,854.00	14,560.00
Honour Board	165.00	—
Floral Tributes	52.00	392.00
Ansett Air Tickets - Match Tickets	0.00	431.00
Golf Day Expenses	3,306.45	—
Function Expenses	6,120.90	—
Trophies & Gifts	0.00	298.75
Pre Season Camp	2,913.54	2,640.00
Sponsors - Expenses	4,000.00	—
Sundry	0.00	252.15
	<u>\$31,584.45</u>	<u>\$39,881.77</u>
Surplus (Deficiency)	3,858.04	(\$11,585.51)

SUMMARY OF RECEIPTS AND PAYMENTS

	1993	1994
Receipts	35,442.49	47,114.01
Payments	31,584.45	58,699.52
Surplus (Deficiency)	3,858.04	(11,585.51)
Opening Balance	\$14,695.54	18,553.58
Closing Balance	\$18,553.58	6,968.07
Represented by:		
Cash at Westpac	92.03	63.77
Cash at Commonwealth Bank	18,486.05	14,670.20
Add outstanding deposits	0.00	1660.00
Less unrepresented cheques	24.50	9,425.90
	\$18,553.58	\$6,968.07

NOTE 1 : STATEMENT OF ACCOUNTING POLICIES

Due to the size and nature of this association, it adopts the cash basis method of accounting whereby items are brought to account as money is received or paid.

NOTE 2 : Related Parties

The following have served on the management committee during the period:

Paul Harding	Paul Martinez
Tony Mellick	Ross Mitchell
Keith Jennings	Paul O'Brien
Roger Masters	
Geoff Gardiner	
Greg Hinton	
Rex Ward	
David True	

None of the above has received or is due income from the Association for the period ended 30 September 1994.

NOTE 3: INCOME

Sponsorship & Donations is shown net of expenses of \$9,000.00.

'Fund Raising' is shown net of expenses of \$10,824.60

NOTE 4: EXPENDITURE

Expenditure in the amount of \$6,034.44 relates to 1993.

— Annual Dinner	\$4,652.89
— Fees	\$207.00
— Telephone	\$1,174.55

During the year the Association purchased electronic touch flags (\$3,400) and merchandise (\$14,560). A stocktake reveals \$5,485 of merchandise on hand at 30 September 1994.

NOTE 5: SUBSEQUENT EVENTS

An amount of \$600 is due from TNT for the fundraising lunch and it is anticipated \$6,000 will be received from TNT as part of their 1994 sponsorship commitments.

BRISBANE GRAND FINAL APPOINTMENTS 1994

GRADE	REFEREE	TOUCH JUDGES	
1st	B Leask	A Cole	S. Young
2nd	M .Mellick/P .Smith	I. Robertson	G .Pegg
3rd	R. Brockett	C. Barrett	G. Palmer
4th	T. O'Connor	R. Zingelmann	N. Fawcett
Under 21	M. Kiley	A. Connor	N. Fawcett
Colts 1	B. Feinberg	G.Pegg	R. Bendeich
Colts 2	M. Agnew	P. Marks	L. Spence
Colts 3	F. Meiklejohn	G. Gardiner	N. Johnson
Women	J. Lawrence	C. Elliott	G. Pegg
Suburban A	G. Hinton	I. Andersen	G. Palmer
Suburban 2	R. Davies	A. Cooper	R. Milne
Suburban 3	R. Mewett	P. Knibb	P. Harding
Barber Cup	E. Marconi	R. Milne	M. Talbot
Edinburgh Cup	J. Raukette	M. Warren	M. Abell
Scotney Cup	D. Stokes	T. Taito	M. Yeates
Suburban Colts	P. Quinn	G. Acton	E. Grant
Normandy Cup	J. Dee	M. Black	W. Coutts
Metway Cup Final	G. Pegg		
Metway Plate Final	R. Mitchell		
Under 17	I. Monaghan	R. Mewett	R. Zingelmann
Under 16	C. Donovan	B. Kennedy	R. Hoskins
Under 15 Division			
1	N. Prasser	R. Hoskins	B. Prasser
2	N. Christensen	L. Spence	F. Meek
14 Division			
1	C. Newton	L. McConville	I. McPhee
2	D. Williams	M. Pye	S. Sharman
13 Division			
1	S. Osborne	L. McConville	T. Tressider
2	S. Sharman	R. Melloy	D. Seipel
3	D. Viles	I. McPhee	G. Stotlz
12 Division			
1	B. Christensen	D. Murray	S. Scoble
2	D. Elphick	A. Dinnen	D. Williams
3	R. Ajax	P. Gofton	T. Ryan
4	D. Bayliss	J. Kidd	T. Tressider
11 Division			
1	S. Scoble	R. Mewett	J. Scoble
2	A. Dinnen	D. Neagle	D. Viles
3	D. Murray	R. Young	G. Stotlz
4	T. Tressider	P. Locke	P. Armstrong
10 Division			
1	P. Gofton	P. Armstrong	R. Melloy
2	T. Ryan	R. Ajax	D. Williams
3	J. Dilk	N. Mclay	K. Murphy

MILESTONES ACHIEVED IN 1994

600 GAMES

MICK ABELL

450

FRANK MEEK

400

JACK EZZY
BERNIE FIENBERG

300

DAVID TRUE
RAY ZINGLEMAN

200

LOCKIE McCONVILLE
IAN McPHEE
TONY MELLICK
GEOFF PEGG

POOL 1 APPOINTMENTS REPORT

I believe we need to recruit at least 30 new fulltime referees each season to cover natural retirements and injuries sustained in the current referee ranks.

This recruitment drive needs to be done early in the season, so that field testing can be done during trial games, before the commencement of the season proper.

New referees are normally gained from the following areas -

1. Upgrade of Walla to Mini to Junior;
2. From parents, old boys and friends within clubs;
3. From teachers, parents, old boys and coaches from schools.
4. By word of mouth, from referees.

1. Upgrade: This appears to be a logical source, considering the reason most of these referees are parents with children in the U7/U8/U9 age groups. Suggest these referees be contacted immediately, because I imagine they would be more eager than most to move into the next phase.

2. Clubs: It is most important to have ticketed referees in areas such as Beenleigh/Logan City, and Pine Rivers/Caboolture. Expressions of interest have already come from the Caboolture Club; this should be followed up.

3. Schools: This is an area which concerns me, as most of the referees who come from this area, tend to only want to handle their own school games, and give no commitment to advancing into the Club area. Although I was fairly successful in gaining referees From BBC and State High handling club games, the majority had problems when CIC, GPS and TAS seasons commenced. This source is certainly good for the schools in covering their B-E games, and maybe in the future they will take up refereeing more seriously, but short term they have limited assistance appeal. Suggest when we appoint school referees, the actual field test be given at a club game: this way we will be able to cover games which we would not normally been able to cover.

4. Referees: Here we have the perfect salesman, he can explain to anyone even slightly interested the GOOD points of becoming a QRU referee.

With a few exceptions, newly appointed referees are more meniable than the current one's, who tend to restrict their availability to such a degree that sometimes it is difficult to place them.

New referees tend to be more eager and willing to receive coaching, whereas some of the older referees find it hard to adjust the way they have been refereeing for years.

Even though the averages shown on the attached results show the current referees are doing more games per man over the season, when one bears in mind when most of the new referees commenced, in fact new referees have done more games per weekend than the majority of the current ones. Dilk, MsPhee, McConville, etc are the exceptions.

I would like to take this opportunity to thank Ray Zingelman for his help at the beginning of the season. Also Cole Barrett and David True for their guidance over my initial year.

It was also pleasing to hear at the recent Junior Meeting that the Committee plan to become more involved next season in the recruitment, testing and coaching of new referees. This was one of the major problems this year, I did not have access to the 120, of which 30 stayed, which was provided to Ray Zingelman last year. Thirty new referees into the Junior Ranks would have overcome the problems we had in covering U9, and sometimes U10-U11 games.

DAVID STOKES

REPRESENTATIVE APPOINTMENTS

Five Queenslanders were again accepted for the Australia Panel this year:-

- Andrew Cole
- Bernie Fienberg
- Barry Leask
- Kevin O'Halloran
- Scott Young

Between them, they received 16 of 38 Australian Referee Appointments (1993 10 of 26). In addition the Queensland Representative Appointment Board appointed 31 Queensland Referees to a further 65 games (1993 – 52). Highlights of the appointments included:-

N.S.W vs AUCKLAND	Andrew Cole
W.A. vs IRELAND	Andrew Cole
N.T. vs ITALY	Bernie Fienberg
Qld. U21 vs N.S.W. U21	Bernie Fienberg
NTH. TRANSVAAL vs QLD	Barry Leask
PORTUGAL vs WALES	Barry Leask
N.S.W. vs IRELAND	Barry Leask
WEST SAMOA vs N.S.W.	Barry Leask
FRANCE vs CANADA	Barry Leask
N.S.W. COUNTRY vs IRELAND	Kev O'Halloran
SYDNEY vs ITALY	Scott Young
QLD. COUNTRY vs ITALY	Scott Young
A.C.T. vs WEST SAMOA	Scott Young
AUST. U21 vs WEST SAMOA	Scott Young
AUST. SCHOOLS vs WELSH SCHOOLS	Scott Young

The Qld. Representative Appointments Board expanded its' role during 1994 and will continue in this vein through 1995. Whilst maintaining the task of appointing the best and most appropriate Referee to the Senior games, the Board will continue to identify developing referees from all parts of the State and give them exposure and experience wherever appropriate.

SOME THOUGHTS ON REFEREE COACHING

by Paddy O'Brien

Member, QRU Representative Appointments Board
Coaching Advisory Board Member

For as long as there have been referees, there has probably been the group of sharp pencillers who sit in the last row of the stand watching your every move through a pair of x100 binoculars. After the game (won by the visitors 58-Nil) whilst you're waiting for your heart rate to drop back to normal and wondering if your decision to send-off the home captain for constant backchat was avoidable and whether or not you should show your face in the clubhouse for the after match function, the senior of the sharp pencillers eases into the changeroom, armed with notebook and a sombre expression "Ah! John, some comments on your game; that knock-on you missed in the 16th minute of the first half totally changed to whole concept of the game! And the forward pass in the 12th minute of the second half that you missed has really got the Club President spitting chips – and I have to agree with him. And as for sending-off the captain for having a go at you – well, perhaps you need a bit more experience in 4th Grade before you do another 1st Grade game! And you are always talking to the players – let them play their own game! I couldn't understand why you were making such a big deal about calling for the ball from the maul, either; every time the forwards in the maul stopped for a bit of a breather, you started this calling for the ball. Anyway, see you in the Club."

Sound familiar? And even if it hasn't happened to you, put yourself in John's place; at what point would you have switched off? For me, it would have happened just after the line about the supposed forward pass. And that's pretty normal. Whenever we perceive that we are under attack (whether justified or not) we erect barriers to protect ourselves, and the whole process of communication comes to a stop. Regrettably, many of these assessors that are out and about don't have much of an understanding about the art of communicating. If we add to that the idea that the assessor hasn't kept up with the modern game, any comment that he makes will be quickly discarded.

This season under the direction of the QRU, the role of the referee coach has been under development. The emphasis has changed from telling a referee what he did wrong to asking him if, in a given situation, he could have been in a better position to see what was happening. Rather than criticise a referee for failing to keep players on-side, the question is asked if the referee was happy with his attempts to allow the attacking side sufficient space to move the ball. Rather than say that the referee's playing of advantage was too long (or short), the question is asked if he is satisfied that the options of the non-offending team were not reduced. Rather than penalise a player for an infringement, could the referee have provided continuity to the game by talking to the offending player before the infringement required a penalty. The aim of this type of approach is to remove from discussion any suggestion of animosity or attack, to ensure that the barriers to effective communication are removed.

Again with the assistance of the QRU and branches of the QRRRA, I have been using this approach throughout the season with referees from Mackay, Rockhampton, the Darling Downs and Brisbane – from relatively new referees to those who are on the Australian Panel. In all cases, the feedback that I have had has been very positive. Next year it is hoped that we can include all the other QRRRA branches throughout the State, as well as continuing to use the techniques in those areas already visited. If you have a weekend where the majority of your referees are going to be at the same ground and you would like some external coaching, why not give David True a call and discuss it with him?

Again, the method of presentation of feedback to the referee (and remember that feedback is the culmination of the communication process) has changed, Referee coaches are asked to provide written feedback, which the referee can read at his leisure with a view to trying some or all of the points raised when next he referees. The immediate post-game remarks should be brief and complimentary (there will always be something that the referee has got right!) and the advice written feedback will be passed on in a few days. Whenever possible, the use of a video of the game (especially one which concentrates on the referee) is an excellent method of providing feedback.

But you don't have to be an ARFU Level 3 CAB to provide feedback to a referee (many players, coaches and spectators give it all the time!); why not get to the ground a bit early and have a look at the game of the referee of the game who's on before you? As you look at his game, think in terms of his POSITION, how he offers/plays

ADVANTAGE and whether he ensures that OFF-SIDE players do not interfere with the game. And when you have a point to make, rather than make statements about what you saw, why not ask the referee a question ... "I noticed that in a number of lineouts you were standing on the line-of-touch some 20-25 metres in-field. What were you looking for from that position?" The fact that you have taken the time to have a look at his game and offer some constructive comment is, by itself, a big boost to the referee – "someone actually cares about me" is likely to be the first thought. What you are doing is affirming the referee, you are fulfilling one of the most basic needs – to be acknowledged, and it's a nice feeling.

These are some of the approaches we have been developing and implementing throughout the 1994 season, especially at carnivals/championships, where it is possible to put a team of referees together and trial different techniques. Hopefully, the outdated concept of the sharp penciller will soon be a thing of the past and in its place will be a system which actively promotes the positive side of learning and communicating. It is these same principals and techniques that will be discussed in much greater detail during the Referee Coaches' Seminar at Ballymore in late October.

Enjoy your Rugby.

COACHING A REFEREE

1. Identify his strong points
2. Identify areas requiring attention
3. Identify the cause
4. Identify the solution.

GRADE

COLTS

Name	Joined Assoc.	Rep.	Other	1	2	3	4	U21	Women	1	2	3	Suburb.	School	Jnr	1994 Total	Total Games
Mick Abell	1979		2				3		1		3	1	11	3	24	48	636
Geoff Acton	1994												6		25	31	31
Christopher Agnew	1994												2		5	7	7
Mike Agnew	1994		9		4					3	3		2	4	2	27	27
Ross Ajax	1994														18	18	18
Nicholas Allen	1994														24	24	24
Ian Andersen	1994	2	2	3	7			1	1	2			3	1		22	22
Phillip Armstrong	1994														14	14	14
Neil Armstrong											1	1	1			3	3
Wayne Banks	1994		1												5	6	6
Cole Barrett	1986		9		6	7	1	3	1	1	2		8	7	3	48	212
Peter Bechtel	1976															-	355
Richard Bendeich	1976		3	4	5					6			1	3	2	24	425
Wade Biggs	1994														3	3	3
Max Black	1990					1	6	3	1		2	3	9			25	115
Kevin Brennan	1994											1			9	10	10
Rod Brockett	1988		4		4	4	1	3		2	1		1	2	3	25	170
Tim Browning												3	3			6	6

GRADE

COLTS

Name	Joined Assoc.	Rep.	Other	1	2	3	4	U21	Women	1	2	3	Suburb.	School	Jnr	1994 Total	Total Games
Jonathon Burr	1993		1										3			4	17
Mick Carmody	1986		1	3	1					2			1	1		9	245
Barry Christensen	1991															-	58
Ben Christensen	1994														39	39	39
Nick Christensen	1993												1		31	32	51
Trevor Cichero	1990																60
Andrew Cole	1984	5	3	9	1					3	1			4		26	284
Richard Collins	1990											3	2	1		6	78
Andrew Connor	1989		16		2	2	1	2	1	1	1	2	7	1	1	37	162
Ashton Cooper	1994		3			1	2	1	1			3	10	2		23	23
Wayne Coutts	1993						3			1	2		13		2	22	48
Phil Cranich									1				2			3	3
Russell Davies	1984		3		6	5		1	2	5	3		2	1		28	256
Ron de Cleene	1994														2	2	2
John Dee	1985		4		1	5	2	6			1	2	15			36	230
Paul Dempsey	1986					1	1						1	1		4	126
Joseph Dilk			1												54	55	175
Adrian Dinnen															20	20	124

GRADE

COLTS

Name	Joined Assoc.	Rep.	Other	1	2	3	4	U21	Women	1	2	3	Suburb.	School	Jnr	1994 Total	Total Games
Chris Donovan			2										2		30	34	122
Tony Dunne	1986	2	2	8						6			2	4	1	25	242
Anthony Dusting															20	20	26
Craig Elliott	1990								1				8			9	135
Wayne Ellis	1994		1												13	14	14
David Elphick	1993														25	25	37
Jack Ezzy	1981	1						5					2			8	407
Neil Fawcett	1994		1			1	4	2			1	1	12		1	23	23
Bernie Fienberg	1975	4	6	9						5				3		27	415
Dan Fox	1993		2									1			1	4	11
Mike Gahan	1983		9											1		10	276
Geoff Gardiner	1985		2		3	4		2	1		5	1	3			21	196
Peter Gofton															41	41	41
Eric Grant	1992										1	1	9	1	18	30	62
David Grogan															1	1	1
Lyle Hadwell	1994														3	3	3
Greg Hansen	1994												14			14	14

GRADE

COLTS

Name	Joined Assoc.	Rep.	Other	1	2	3	4	U21	Women	1	2	3	Suburb.	School	Jnr	1994 Total	Total Games
Jeffrey Hansen	1994		2										11		20	33	33
Paul Harding	1991				3	5	3	2	2		2		3	1	1	22	87
Tim Harland	1981																212
Bob Hartley	1993		1				2		1			1	14		1	20	37
Rob Heperi	1994											1	5			6	6
Geoff Hill	1993										1	1	6		1	9	22
Greg Hinton	1989	6	12	3	3		1	1	2	3			4	5	3	43	167
Roy Hoskins												1	1		29	31	391
Jock Hossack	1993					1	6	1				1	8	2		19	45
George Houghton																	270
Terrence Hunt	1989								1			1	2		1	5	88
Doug Hutchings	1993		1			1	4		1			3	12		1	23	46
Keith Jennings	1988		3		1	6	1	3	1		1		3	2		21	155
Michael Jennings	1991	1	12		3	4	1			2	2			2	2	29	104
Mark Johnson			1										1	1	10	13	49
Neil Johnson	1993		1				1		2		1	1	15		1	22	39
Peter Keech															3	3	8

GRADE

COLTS

Name	Joined Assoc.	Rep.	Other	1	2	3	4	U21	Women	1	2	3	Suburb.	School	Jnr	1994 Total	Total Games
Brian Kennedy			7										1		36	44	198
Robert Kersnovske															19	19	184
James Kidd	1994		1												18	19	19
Mervyn Kiley	1986		3		1		2	3			1		9	3	1	23	87
Peter Knibb	1993		3			3	4	2	2		3	4	9	1		31	58
Brad Lauder	1990								3				8			11	82
Jeff Lawrence	1990		1				2	1	5			2	15	2	3	31	103
Barry Leask	1977	7	2	1 2					1	1				1	2	26	435
Derek Leslie	1994														4	4	4
Richard Leslie	1993		2							1			6	2		11	20
Simon Lewis			2			2	2	1	2			1	8	2		20	91
Phillip Locke															2	2	40
David Mann	1994		1												4	5	5
Ed Marconi	1989				1	5	1	1			2		4	3	7	24	139
Paul Marks	1993		3		1	1		1	1		3	2		2	2	16	38
Roger Masters	1992		3				4		1			2	13			23	57
John McCarthy												1		1	18	20	93

GRADE

COLTS

Name	Joined Assoc.	Rep.	Other	1	2	3	4	U21	Women	1	2	3	Suburb.	School	Jnr	1994 Total	Total Games
Norm McClay	1993														11	11	14
Lockie McConville															37	37	216
Gregory McLean	1994														8	8	8
Ian McPhee			10												39	49	215
Andrew McTaggart	1993																3
Frank Meek															29	29	467
Frank Meiklejohn	1994		7		2	3					5	1	4	6	1	29	29
Mikel Mellick	1990	1	13	1	5			2	1	3	2					28	171
Tony Mellick	1986		1													1	200
Rob Melloy	1992														19	19	55
David Metrikas	1994														11	11	11
Ross Mewett			4			3	1					2	7	2	15	34	388
Russell Milne	1989		3			7	2		1		5		2		1	21	88
John Moffatt	1993		2										1		4	7	7
Laurie Monaghan			3				1						14	2	14	34	40
John Murdoch	1990		1					1	1		1			1		5	118
Damien Murphy															15	15	185

GRADE

COLTS

Name	Joined Assoc.	Rep.	Other	1	2	3	4	U21	Women	1	2	3	Suburb.	School	Jnr	1994 Total	Total Games
Kevin Murphy	1991						1		2			2	11			16	50
Dean Murray															20	20	56
Des Neagle															19	19	44
Nev Newbold															16	16	280
Chris Newton			2												36	38	107
Barry O'Connell	1989												1			1	35
Terry O'Connor	1989	1	7		4	7	1	1	1	4			3	2	1	32	183
Greg O'Rourke	1993												1			1	8
Scott Osborne															29	29	39
Greg Palmer	1994		1		1	2	1	1		1	3		5	4		18	18
Geoff Pegg	1987	4	12	5	1					5			3	4		34	223
Neville Pocock	1993														12	12	17
Bruce Prasser															6	6	47
Nick Prasser								1					2		19	22	88
Michael Pye	1994														5	5	5
Phillip Quinn	1992					3			1		3	2	14	1		24	67
Rodney Quinn	1994		2										1			3	3

GRADE

COLTS

Name	Joined Assoc.	Rep.	Other	1	2	3	4	U21	Women	1	2	3	Suburb.	School	Jnr	1994 Total	Total Games
Enrico Rabaglino															11	11	40
John Raukete	1987		7				4	3	2	1	2	2	15	2		38	199
Ralph Reid	1989						1		1			1	13			16	99
Shane Richards	1994												1			1	1
Br. Ian Robertson	1989		10	1	8					4			1	3	2	29	172
Gil Robinson															25	25	214
Tom Ryan	1994														29	29	29
David Sanders	1989						1	1	1			1	19			23	134
Mark Sayers	1992												8			8	32
John Scoble															2	2	7
Simon Scoble															35	35	39
Don Seipel															13	13	33
Robin Sen	1994								2			1	19			27	27
Steve Sharman	1994														6	6	6
Mark Smeaton			1				1	3	1			1	8		19	34	193
Peter Smith	1986	3	7	4	5			1		6	1			5	1	33	176
Luke Spence								3				1	1	3	10	18	81

GRADE

COLTS

Name	Joined Assoc.	Rep.	Other	1	2	3	4	U21	Women	1	2	3	Suburb.	School	Jnr	1994 Total	Total Games
Richard Steel	1994												8			8	8
Rod Stevens	1994		1										7			8	8
David Stokes			24				3	1	1				9	1	19	58	115
George Stoltz															39	39	67
Ron Swanwick	1994														15	15	15
Tony Taito	1992						3		1			1	34			42	91
Michael Talbot	1993						3	2	1			1	11	1		19	37
Terry Tressider	1994														25	25	25
David True	1988	6	36	1 0						2			1	2	5	62	346
Tu Tuiloma	1993								1			3	12			16	25
Derek Unicomb	1994														3	3	3
Daniel Viles	1994		5						2			3	8		7	25	25
Col Waldron	1978		1										7			8	446
Rex Ward	1991						1		1			3	15		1	21	81
Michael Warren	1990						2		1		3	3	19	1		41	145
Tim Weir	1994		1		1	3		4		2	5	1	2	1	1	21	21
Royce White	1994														6	6	9

GRADE

COLTS

Name	Joined Assoc.	Rep.	Other	1	2	3	4	U21	Women	1	2	3	Suburb.	School	Jnr	1994 Total	Total Games
Dan Williams	1994												2		14	16	16
David Williams	1988						1				1	1	4			7	121
Mark Wilson	1994		1										2			3	3
Laurie Wine	1994														2	2	2
Michael Yeates	1986		6				1	1	1		1	2	13			25	179
Robert Young	1994														14	14	14
Scott Young	1985	8	3	9						2			1	5	1	29	273
Ray Zingelman			27			4	2					2	2	6	32	75	317
Visitors				9	7	2		1		6			3	2		29	

THE CAIRNS AND DISTRICT RUGBY UNION REFEREES ASSN.

1994 REPORT

Once again Cairns referees have had a very busy year. Our numbers were bolstered by the arrival in town of Paul Creevey and Gordon Johnston a couple of Brisbane old boys, and with our new recruits we have managed to battle through the season.

Cairns referees controlled 11 games each weekend, which we supply Ref's and Touch judges for, also 5 mid week School Boy games. Every year we have a massive number of touring sides about 14 International School Boy teams, and about 7 Senior Rugby teams visited Cairns in 1994.

The 1994 season also allowed us to host and shower our guests referees with Cairns hospitality. They came from England, New Zealand, Hong Kong, Papua New Guinea, Townsville, Mackay and Mt Isa 12 in total.

Cairns Associations also had a number of Ref's lucky enough to receive appointments in other centres this year. Caroline Warren refereed at the Australian Women's Tournament in Newcastle, where she was appointed to the final. Caroline was also appointed to run touch, (reserve Ref.) in the Australia V New Zealand Women's Test in Sydney, well done Wassa.

Paul Creevey was appointed to Townsville V Mt Isa in Townsville and Leigh Martin received appointments to Brisbane Brothers V Townsville in Townsville, he also was invited to referee at the Hong Kong 10's in Hong Kong, the final of Papua New Guinea national championships in Papua New Guinea, the Port Moresby Grand Final in Papua New Guinea and has been chosen to tour Nth Qld interchange to Hong Kong at the end of September.

The 1994 season will be remembered for it was the year that Weipa joined the Cairns Rugby Union. This allowed Referees L Martin, A Dorahy (aunty) and G Johnston to travel to Weipa and to abuse their hospitality, (unequalled in the North). With the sponsorship of Sun State Airlines a number of our Ref's were able to travel to Townsville and Mackay to gain valuable experience crucial to our associations development program.

Our association would like to thank our sponsors Equity Business Services, Sun State Airlines and Cathay Pacific Airways, for their unlimited help and support in the 1994 season.

L. Martin R.D.O.

WIDE BAY RUGBY UNION REFEREES' ASSOCIATION

Branch of QUEENSLAND RUGBY REFEREES' ASSOCIATION

The Office Bearers for 1994

President: Mick Brennan

Secretary/Treasurer: Gary Craig

PRESIDENT'S REPORT

1994 has been a successful year recruitment wise in Wide Bay Rugby Refereeing. Initially the picture looked pretty grim and we went to the media looking for prospective talent. We were overwhelmed by the response with 14 people indicating an interest in taking on refereeing. In the end 9 men nominated for duties in the district.

Gary Craig	Mick Brennan	Kevin Ryan	Alan Courtney	
Mike Hochen	Rodger Rooms	Brendan Eagan	Greg Myers	Peter Menzies

Unfortunately we were not able to give our referees enough local games due to the club structure and had to seek games in other districts. For the support that Sunshine Coast and Darling Downs were able to give we are very grateful.

Wide Bay referees Gary Craig, Mick Brennan, Rodger Rooms, Kevin Ryan and Greg Myers were appointed to A grade and Reserve grade matches in Sunshine Coast. All acquitted themselves well at these matches.

Two international schoolboys matches were staged in Hervey Bay both against an Argentinian combination. Rodger Rooms controlled the first clash with a Wide Bay Schools XV while Kevin Ryan officiated between the visitors and an Invitation Wide Bay U19.

Gary Craig and Mick Brennan travelled to Toowoomba in June to control school boy matches at TGS and Downlands.

Gary Craig and Mick Brennan also travelled to Brisbane, Gary doing an A grade clash between Easts and Wests, colts 1 between Uni and Easts and a number of school boy matches including XV BGS v IGS. Mick controlled a TAS XV between Villanova and St Edmunds.

Gary also officiated a Winfield State Challenge matches between Rockhampton and Sunnybank and University and Cairns as well as the inaugural Reef and Beef clash between Rocky and Mackay.

In local competition Turtles, Hervey Bay, Maryborough, South Burnett and Brothers all fielded A grade teams. This left nine referees with 30 A grade matches for the year, not nearly enough as only South Burnett and Turtles regularly fielded an U19 or reserve grade side.

The final was played in Hervey Bay between the Bay and Bundaberg Brothers. Gary Craig was appointed to the match with Rodger Rooms and Mick Brennan touch judges. The match was a good grand final with plenty of ball movement, vigorous forward exchanges and a see sawing score line with Brothers emerging victorious. Gary and touch judges carried out their tasks well and the rugby public were rewarded with a fine display of advantage refereeing in the day. Our thanks to Hervey Bay for the facilities offered to Referees, our own separate dressing shed. Wouldn't you know it, the one among the three of us to have a cake of soap on the day was Rodger, the pom!

My thanks to all the referees this year. We all had to grin and bear the difficulties and I hope that we can work with our neighbouring Unions and with Ballymore to solve our problems. I especially hope that we can develop our young and aspiring referees so that they can see a future in the game for many years to come. Our isolation in the bush and the smallness of our competitions should not be seen as a barrier to further refereeing opportunity we must set our sights achieving the best possible outcome for our game through cooperation and vision.

In 1995 I would like to:

- See members of our association travel to other competitions.

- Determine a talent program.

- Develop a commitment to touch judging as a real important part of our refereeing combination.

- Secure a sponsor for our association.

- Engage in pre-season training (not all running but some rule and positioning discussions).

SUNSHINE COAST

by KEN FULLOON – REFEREE DEVELOPMENT OFFICER

Refereeing numbers were static in the senior ranks with twelve (12) active Referees officiating every Saturday in Colts1 and Colts 2 plus Reserve Grade and A grade. The most active recruiting and the majority of coaching was concentrated within Junior ranks and resulted in over twenty (20) active referees each Saturday and Sunday refereeing matches from U9 to U16 with the Walla U7 & U8's having their own specialist referees. Recruitment over the past two years has seen seven (7) players from U14 and U15 age groups come forward and do the Level I Course and with only one of these falling by the wayside. Four of these younger Referees will progress to the senior ranks with ease if they stick to it, and they will be taking the Level II exam this year. Of the older Junior referees two will graduate to the Senior Ranks in the 1995 Season.

Our Grand Finals this year were:-

GRADE	GAME	REFEREE
"A"	Noosa vs Maroochydore	Ray Lewis
Reserves	Nambour vs Noosa	Noel Stockall
Colts 1	Nambour vs Gympie	John Cummings
Colts 2	Nambour vs Noosa	Dan Marks

All the Referees had good Grand Finals with no controversy and no complaints from the losing teams. The Junior Grand Finals were also well controlled and non controversial. With more referees expected to swell the numbers next year by recruitment and natural movement into the area, it will put pressure on our Senior referees to perform to maintain their rating.

There were not too many difficulties experienced during the Season with the Association having a sound report and with both the Senior and Junior Management Committees, The only area needing improvement is communication. With this improvement the outlook for 1995 is very promising with an expanded competition is also expected to increase in 1995 and this will also give our members more exposure to fixtures and with the interchanges that will take place, our members will be getting a variety of Competition Matches to officiate at.

SUNSHINE COAST PRESIDENTS REPORT 1994

1994 COMMITTEE -

PRESIDENT:	ROB HALL	074 455044	(W) 018 989184
SECRETARY:	MIKE HURLEY	07 8915222	(W)074 451639
TREASURER:	DAN KALLE	018 181094	(W) 074 451639
DEVELOPMENT:	KEN FULLOON	074 7600100	(W) 074 412517

APPOINTMENTS :-

SENIOR GRADES :	MIKE GAHAN	074 443388	(W) 074 918112
SCHOOLS:	ROB HALL	as above	
JUNIORS:	DAVE SHING	074 497083	(W)074 472612
SCRU REFEREE LIAISON :	MIKE HURLEY	as above	

The 1994 Rugby year is now behind us and we look forward to 1995 confident we can appoint qualified referees to all games. This season has seen our numbers of Senior Referees grow to twelve with the balance of 21 involved at the junior level. All senior referees have completed their level II and a number have level I and II coaching certificates. all except 4 of our 21 junior referees have successfully completed their level I certificates. Four of our junior referees are in the 14 – 16 age group.

A number of successful interchanges took place between the SCRRA and Brisbane, Wide Bay and Te Amutu in the Waikato district of New Zealand.

Additionally we hosted visits from Hong Kong, Darling Downs, New Zealand and other Queensland and New South Wales districts.

During the season, the SCRRA officiated at over 90 games plus our involvement in State Championships and School Boy Carnivals.

It is obvious from these figures that while our numbers are sufficient at the moment, much needs to be done in the recruitment and development area in 1995 to lift numbers and standards.

Rugby on the Sunshine Coast is growing at an incredible rate. With the assistance of our Development Officer and QRRA Coaching Director, we hope to have 20 senior referees within the next 2 years.

CENTRAL HIGHLANDS RUGBY REFEREES

Referee Development Officer

Active Referees: Danny Doyle (RDO) Emerald

Paul Tyndall	Emerald
Mike Haynes	Moranbah
Lloyd Jensen	Blackwater
Gordon Lane	Emerald
Mick McKenna	Emerald
Kurt Andrews	Clermont
Greg O'Brien	Capella

As you can see from the towns in the above list, the Central Highlands is a large area to cover in meeting the refereeing needs of the game. Fortunately, we have ample referees to be able to cope with the three games each Saturday with four referees in Emerald filling in the other towns as needed.

A number of referees had coaching observation feedback this year and there appeared to be immediate benefits. Coaches and players commented on the increased focus and application of local referees being observed and given feedback, sometimes for the first time in their careers. Distance between towns (Emerald to Moranbah is three hours) has meant it was extremely hard to see everybody, but it is something that has to be done and more will occur in 1995.

Twenty people were put in touch through the Touch Judges' Course this year with Danny Doyle conducting a course in Emerald and Dean Patterson a course in Capella.

Paul Tyndall from Emerald officiated at the Central Highlands v Mount Isa game played in Emerald, his first representative game, and performed very well. Paul also travelled to Longreach to referee the Western Queensland v Mount Isa game.

We secured sponsorship for the referees for the first time in the Central Highlands. Uvex Australia supplied all referees with all their uniforms. This gave a tremendous boost to their referees' image and will lead to better things in future sponsorships.

Danny Doyle officiated at the highlands Grand Final with Paul Tyndall and Kurt Andrews as touch judges.

In 1995 it is planned to have opportunity to conduct more refereeing coaching observations; consolidate and re-focus our sponsorship into referee travel and development benefits and provide a means whereby we can fund external assessments. This focus is deliberately aimed at lifting the standard and profile of all Central Highlands Referees.

MOUNT ISA RUGBY UNION REFEREES ASSOCIATION

Office bearers 1994:

Coordinator Tim Gilbert

Treasurer Dick Potts

The 1994 season proved to be a difficult year for the referees in Mt Isa. We started the year with 6 active referees. Unfortunately work commitments caused 2 of our referees, Charlie Sullivan and Paul Shepard and our Treasurer, Dick Potts to leave Mt Isa for cooler areas of Australia. The loss of these people therefore required greater commitment from the remaining referees to maintain coverage of all games. On that note I must thank all the referees in Mt Isa for their commitment during the year and thank the coaches of the clubs in Mt Isa for helping out on a couple of occasions when we were very short of numbers.

The Mt Isa referees appeared to suffer from not having exposure to outside rugby. Comments made by Mt Isa teams playing on the coast indicated that we as a group of referees, need to travel to gain experience. This will be one of our major objectives for next year as well as hopefully bringing a top referee to Mt Isa.

The competition in Mt Isa was closely contested throughout the season with Keas being the team to beat. Unfortunately Keas were not able to continue their winning run into the Grand Final where they were beaten by Warrigals. In reserve grade Euros defeated Keas.

The major highlight of the year in Mt Isa was the visit of the touring Irish party and their subsequent match against the Australian XV. This match was preceded by a Mt Isa vs Sydney Irish game which we hope will become an annual fixture. After the success of this game we can hope that Mt Isa has the opportunity to welcome other touring teams to the North West in the future.

The 1995 season hopefully will be easier for us. John Peachey, a current player, took up refereeing towards the end of last season and several other people have expressed their interest in refereeing next year. We shall look forward to 1995.

Games

Tim Gilbert	18
John Herring	14
Tai Iwakau	17
Dennis O'Hara	14
John Peachey	4
Charlie Sullivan	10
Paul Shepard	10

Highlights

Tai Iwakau	Burdekin 7's, Mt Isa v Sydney Irish
John Herring	Mt Isa v Cairns (U19), A grade Grand Final
Tim Gilbert	Cairns v Teachers Norths, Res grade Grand Final, Australian XV v Ireland (TJ)

GOLD COAST

QUEENSLAND RUGBY REFEREES ASSOCIATION

President: Mick Eastwood Phone 075 923655

SECRETARY: Phil Casey Phone 015 141561

1994 REPORT

If any two words could be applied to the 1994 season they would be growth and consolidation.

A recruitment drive at the beginning of the year, together with the usual immigration of referees from other associations to sunnier climes, saw our members increase from 19 in 1993 to 30 active referees in 1994. This can in no small measure be attributed to the great assistance provided by David True, the QRU's Director of Coaching for referees. He ran a level 1 course here in March and was always able to provide Law Clarifications and Examination assistance whenever required.

The plan for next season should be to further pursue a recruitment drive and a more comprehensive Coaching and Grading system. In this way new referees can be better assisted in developing the Art of Referring in our fine Queensland style. Having accepted to appoint to all Junior and school games it is important that a strong, finely tuned administration be improved upon to give support to our members. Gone are the days of laissez-faire traditional country refereeing in our area.

Our branch extends its thanks to Mr Ross Mitchell, our Grand Appointments Officer for his time and thought – also to Mr David Lindsay, Mr Brian Cahill and Mr Bob Sinclair (GC&DRU representative) of our Finals and Representative Appointments Board. Their knowledge and experience was invaluable.

Congratulations on the following Grand Final Appointments:-

Colts	Mark Johnston
Thirids	Phil Casey
Seconds	Ross Mitchell
Firsts	Mick Eastwood

Our executive felt that the One-State Association concept worked well in its inaugural year and we look forward to a challenging World Cup Season in 1995.

MICK EASTWOOD

President

Gold Coast

29.9.94

ROCKHAMPTON DISTRICT RUGBY REFEREES

PRESIDENTS REPORT 1994

The end of another busy season for all involved. The 1994 season saw our numbers increase by fourteen (14). Of these four (4) came directly into the senior side of refereeing and the rest chose to start at the junior and mini's level. A number have indicated they do intend on following on to the senior level.

Hopefully in 1995, we will have another increase in numbers. Even with the increased numbers bringing the

number of active senior referees to around thirty (30), it still created problems at certain stages of the season due to outside commitments, injuries or representative appointments. Another course will be held prior to the commencement of the 1995 season.

We were fortunate this season to have the sponsorship of "The Morning Bulletin" and also to have the support of the R.D.R.U. by way of firstly supplying ball persons to each "A" Grade game at Rugby Park and also making funds available to reimburse referees for their fuel costs for those who travelled outside their hometown. "The Morning Bulletin" sponsorship helped enormously to alleviate costs involved with clothing and also to promote the image of referees. The weekly column "Down The Blindside" by "the Silver Streak" proved to be a real winner and was appreciated by players, coaches and the general public. It was truly surprising to hear how many people were aware of the column and how many people appreciated it. A vote of thanks must go to "the Silver Streak" for the time and effort that was put into the column. It was greatly appreciated. Another part of the sponsorship deal was the awarding of points each week for the best and fairest "A" Grade player. This was co-ordinated and organised by Andrew Palmer. This was no easy task as there was something like 70 plus players who received points throughout the season.

The final counting of votes created a lot of interest at the R.D.R.U. presentation dinner with the winner being Rohan Burrows of the Biloela Club. A huge vote of thanks goes to Andrew for his efforts. Due to the efforts put in by all involved, we do have a commitment from "The Morning Bulletin" for the 1995 season. This will be greatly appreciated by the Association.

On the representative side of things, four of our referees were appointed to either Winfield Challenge games or Reef and Beef games during the season. Unfortunately, assessments were not able to be done, but reports from teams and coaches involved were encouraging and hopefully this will filter back to people concerned in those areas of appointments.

Visitors to the area this year included referees from Townsville, Darling Downs and Wide Bay. A special thanks goes to Gary Craig for this help in refereeing in Gladstone when our numbers were . Thanks also goes to Paddy O'Brien for his assessments done over a weekend during the season. His advice and comments were appreciated by all.

Thanks also goes to those referees who were "sponsors" to individual clubs and gave up their time when asked to explain the finer points of law to the players. Also, to Dean Patterson for conducting touch judge courses which allowed all "A" Grade games to have accredited touch judges appointed. We now have around seventy (70) accredited touch judges in this area and this must give us a good base to work for future referees.

For the 1995 season, I can see continuing and growing support from our sponsors, the R.D.R.U., clubs and players. Hopefully, we will have increased numbers and increased visits from assessors to support to our ranks.

In closing I would like to thanks all referees for their efforts during the 1994 season and hope to see the same commitment for the coming season.

OFFICE BEARERS 1994

PRESIDENT: PETER TALBOT
SECRETARY/TREASURER: JOHN FLOOD
ASSESSORS: JOHN FLOOD/TERRY MOORE

GRAND FINAL APPOINTMENTS:

A ANDREW PALMER
TJ'S TONY KING
BARRY VAINS
RESERVE PETER TALBOT
TJ'S TONY KAYE
WAYNE CAROLYN
U-19 ROY KENNEDY
TJ'S PAUL HOOLIHAN,
GEOFF BLOOMFIELD

RDO REPORT FOR MACKAY RUGBY UNION REFEREES' ASSOCIATION

FROM: KEV O'HALLORAN – 8/10/94

This seasons highlights included:

(a) The establishment of a combined training programme with the local rugby league refs – we supplied the lights/ground and they provided a qualified sports trainer. The programme was most successful, but the turnout of union refs was sometimes a little “ordinary”. We have had some discussion with the league boys about the ‘95 season – hoping to run 2 nights next year. Referee fitness was a “noted improver” for many this season!!

(b) Regular Inservice sessions were provided at our fortnightly meetings – with a different presenter whenever possible. General observations from coaches, players, officials, etc, indicate that the “consistency” aspect of local refereeing was a lot better during the 1994 season – this, I believe, was a direct result of these inservice sessions, plus the great improvement in numbers attending our fortnightly gatherings this season.

(c) The visits of Don Duffell and Phil Jones (2 trips), and Paddy O'Brien were of enormous benefit to all our members. Again we have Ray from Qantas and Ross from the Ocean International to thank for making these assessing/coaching weekends possible. A similar sponsorship programme is planned for next season. Great to see so many of our refs taking on “goal-setting” this year – and what's more, achieving same!!

(d) This year was the first time we have had our own assessor “on board” – congratulations to Grant on a most productive first season. We hope to get Grant assessing in other North Queensland centres (and hopefully Brisbane) next season.

(e) Local interchange worked reasonably well in ‘94, with Mackay refs officiating in Cairns, Townsville, Bowen, Ayr, Rockhampton and Brisbane during the season – while we hosted a couple of refs from Nth Qld centres. It was sometimes difficult assessing convenient flight times, but special thanks to Rae and Bourkie for their patience (and PERSERVERENCE) with interchange arrangements – through Bourkie, our friends at Sunstate came to the party again this year (the importance of sponsorship generally, is something that goes unnoticed by some – guys, we'd be severely restricted in what the Association could offer its members without it!)

(f) Congratulations to Dave and Damian on your appointments to the Country weekend – with both guys enhancing their representative prospects for coming seasons.

Finally to all our members, congratulations on the way you have all carried out your respective roles this season – and a special word of thanks from myself on the support you provided me in my RDO role this year.

Good luck with your “off season” training programmes!!!!

In rugby
Kev O'Halloran
8/10/94

MACKAY

1994 presented our association with another challenging year with referees required in A, reserve and under 19 grades on Saturday as well as an expanded schoolboy competition on Friday nights.

After some initial hic-cups early in the season, the appointments of referees to games became a smooth process. Our thanks for their time and effort must go to our appointments officers Grant Liddell and Richard Inceldon.

Our ranks currently stand at ten, the same as 1993. We endeavoured to have two qualified TJ's for each A grade game. This was partially successful and must be a prime objective in 1995.

In February an induction course was conducted for referees. Six prospective referees attended the course but none went as far as being field tested. Recruitment of referees and TJ's must be continued next year.

Our senior referee, Kev O'Halloran, continued as a member of the Australian panel with a personal highlight being the Ireland v NSW Country game. We wish Kev the best for 1995.

My role as president was made much easier through the diligent work of secretary James Anderson and Treasurer/fund raiser Rod Leach. With the additional input of the development officer, Kev O'Halloran, our meetings had a professional development bias in an attempt to make them more interesting and relevant. I believe this was appreciated by all.

To further enhance our professionalism and fitness levels, a training program was instituted one afternoon a week with the rugby league referees. As a first time effort this worked very well and can only be improved upon in 1995.

Sponsors: Once again our major sponsor has been Coca-Cola and I would like to thank Coke and Neil Harris for their support over this past year.

Ray Waters and Qantas were also of great assistance, as was the Ocean International Hotel. Without their assistance our campaign to bring up experienced assessors would have been doomed.

Once again Ron Bourke and Sunstate have been of great help with our regular interchanges to Townsville and Cairns.

Assessors: This year saw an unprecented influx of assessors come to Mackay and give our referees the benefit of their vast experience. To Don Duffel, Phil Jones and Paddy O'Brien our association owes a gratitude for the time and effort they put into travelling into Mackay and doing these assessments.

At schoolboy level, Neil Sharpe handled both the co-ordination of games and referee appointments. Thanks to Neil for a job well done.

The ANZAC weekend saw the Country Carnival being played in Mackay with Damien Eales and Dave Doherty being selected as two of the referees to participate. We congratulate them on this appointment and I know the three days of concentrated representative rugby was beneficial to them.

To Jeff and the MDRU, I would like to express my appreciation for their assistance throughout the year. Our relationship has been harmonious and I trust this will continue in the future.

1994 has probably seen more players sent off than any previous year. This trend is a concern to this association and I hope can be addressed next year. As a result of the large number of sendoffs, the judiciary worked overtime. Thanks must go to its chairman, Geoff Stenson, and those members who sat on the judiciary – by definition a task conducted at short notice.

Finally, my thanks go to the most important – the members of our association who week in and week out, attended meetings, went to training, refereed games and then ran the line. I wish them all the best for 1995.

Steve Ryan
President

REPORT FROM TOWNSVILLE & DISTRICT RUGBY UNION REFEREES' ASSOCIATION

Patrons

Ron Barnes	(Life Member)
Peter Lowth	(Life Member)
President	Col Bamblett
V/President	Paul Martinez
Sec Tres	Dave Peirce
RDO	Bob Spillane
Appointments	Mike Skead

Numbers of Active Referees

16 Badged + 1 trainee

Appointment Highlights

Col Bamblett	Mt Isa v Cairns
	Cent Highlands v Rockhampton
Paul Martinez	Sunnybank v Cairns
Dave Peirce	GPS v Cairns
Townsville v Army	(Jim Healy Memorial)

Grand Final Appointments

A Grade	Bob Spillane
Res Grade	Col Bamblett
U/19	Dave Peirce

Significant Events

- 1 Dave Peirce's complete and monumental faux pas at the Mingela Pub (a graphic description of which can be told at the dinner)
- 2 Life Membership being bestowed upon Paul Martinez.

Problem Area in 1994

Despite an enthusiastic start the Association lapsed into general apathy. The reasons were numerous but mainly a lack of a suitable meeting place and time.

Availability was also a concern. On many occasions a Referee officiating away from Hugh St had to double up. This can be rectified by a more timely appointments system.

Outlook for 1995

The association has elected a Committee which is a mixture of youth (and therefore enthusiasm) and experience (not necessarily complete with cynicism) which is determined to bond the Association both on the paddock and socially.

A think tank has been convened in early October which we are sure will be productive.

TDRURA PRESIDENTS REPORT 1994

The first meeting of the year with 26 active/non active referees in attendance promised a good year for the association. Unfortunately, as the season progressed, the attendance at meetings declined and we were soon back to our old habits.

On a much brighter note, 1994 welcomed the association the following badged members;

Steve McRohan, Dave Peirce and Alan Wallace.

The association also welcomed in the new members after successful completion of the referees course conducted early this year;

Stef Mussap, Mal Gerber and Carl Hamlyn.

Not to forget the gender equity element of the team, Libby and Naomi, well done throughout the year (don't stop asking those questions).

As in 1993 Ref Link did not evaluate as per se, however several members did make the effort to visit teams on a number of occasions. An open invitation was extended to all coaches to law discussion, unfortunately we picked

a bad night as all the coaches were busy, We must maintain our approachability and we should never hesitate to give advise on law when asked.

Representative honours this year were shared this year between Paul Martinez, Dave Peirce and your truly. Interchanges between centres is a goer and should continue for years to come.

Fundraising throughout the year has been excellent as evidenced by the Treasurers Report and my thanks to all those who assisted. At this rate, in 3 or 4 years the association should be extremely healthy, the opportunities enormous. Keep up the good work.

My congratulations to the Finals Appointments. All well deserved.

I have had a good two years in the chair and I would like to ask that the president elect receives the same support that I have. I would like to personally thank each and every one of you for your efforts over this period. 1995, with the World Cup, promises to be a very good year for rugby.

Yours in Rugby
Col Bamblett

REPORT DARLING DOWNS DIVISION QUEENSLAND RUGBY REFEREES ASSOCIATION 1994 SEASON

The 1994 season saw a major change in refereeing with the adoption of the single State-wide Association. Darling Downs welcomed the move with enthusiasm and the understanding that there were no half measures if it was to work.

Members universally adopted the QRRA strip and keenly followed progress in other areas, while welcoming the influx of information that followed from David True and from the RDO.

Locally, total numbers were down on last year at the commencement of the season and there was some short term difficulty meeting all commitments. However, we were fortunate to have a wealth of experienced referees. The Sub-union fielded 10 A grade, 8 B grade, 8 Under 19 and 7 C Grade teams in the beginning of the season which combined with the usual early season injuries to stretch resources. With the commencement of the schools competition and the move to allow Darling Downs to appoint to all the local GPS games, we were really stretched. As a result we were able to invite referees from Brisbane, Gold Coast and Wide Bay to interchange for both fixtures and School matches. This reinforced our view that interchanges must become an integral part of the State-wide philosophy.

As the season progressed, the RDO conducted a course for new referees which saw 8 graduate. In addition referees temporarily unavailable returned by mid-season, the Association was in good shape and able to meet all fixture and Schools commitments with some 40 referees available.

The season saw considerable movement at the top of the ratings table. Ian Andersen, the number one for six years commenced refereeing in Brisbane. This opened up opportunities for other referees to gain match experience and those with commitment made the most of it. The table shuffled throughout the year with all in the A Panel putting in consistently high performances and showing marked improvement.

Representative appointments went to Ian Andersen who controlled two Winfield Challenge matches and to Peter Goodwin who completed his first.

Paddy O'Brien, Jim Blaikis and Geoff McIntyre were able to provide coaching support regularly, contributing to the improving standards, By season's end however, the Grand Final appointments reflected new standings:

A Grade	Grahame Harris
B Grade	Ian Morgan
Under 19	Peter Goodwin
C Grade	Tom Fahy

Women's Rugby kicked off in Toowoomba towards the end of the season with the same enthusiasm shown in Brisbane. Here too, referees soon learnt that complacency or patronization receives short shift from the players.

In reviewing the season, several moves could be made to improve the performance of the Association:

Conduct a course for new referees before the commencement of the season.

Hold a pre-season seminar to inform all referees of Law, coaching and training moves during the off season and to get members into "Rugby mode".

Implement and enforce a fitness standard for all A Panel and B Panel referees.

Encourage more members to attend the annual QRRR retreat.

Conduct a local course for local referee coaches to upgrade the frequency and standard of coaching. This would involve both current and retired referees.

Implement a local "fast track" development programme.

Develop a strong interchange programme between Brisbane, Gold Coast, Sunshine Coast and Wide Bay Associations.

Ian Andersen
Regional Development Officer
Darling Downs

1994 INTERCHANGES

The QRRA wishes to acknowledge the sponsorship of our 1994 interchange programme by John McGuire and



who most generously donated famous DRIZA-BONE coats to all our incoming and outgoing interchanges.

Thanks John

CHRISTCHURCH INTERCHANGE

Referees: Peter Smith and Paul Marks

Christchurch is a city with only 100,000, but it is the centre for an area steeped in rugby tradition and history. The Canterbury rugby side this year won the Ranfurly Shield, and inflicted defeat on Super Ten champions, Queensland, and most interstate champions, NSW. The Christchurch club competition is at least the standard of Brisbane club competition, but with more clubs and players of A grade standard.

The Canterbury Referees Association celebrated its centenary this year, and of the 18 QLD referees sent to Christchurch since 1979, 17 have refereed 1st Grade, 6 chosen for the Australian panel, and 2 selected to referee tests. To be selected for this premier interchange was certainly an honour for Paul and myself.

We were fortunate in that the weather was generally fine, but very mild. The Canterbury Association appointed us to 4 games each, all of high standard rugby. We weren't prepared, however, for the earthquake during the first Saturday, 5.9 on the richter scale. Nor were we prepared for the 300 or so aftershocks, one, 4.9 at 2.30 am on Monday lasted 30 seconds (which seems a long time as you lie in bed with the building shaking around you). Paul slept through it!

We were impressed by the standard of rugby. The players are very disciplined, and there is little backchat. They like to play a strong forward game, with the backs providing any attacking flair after a number of phases of play.

There is a great deal of media coverage of all sport in Christchurch. When too much sport is barely enough, the Christchurch media has it covered. The city is sport mad. Hadley Park, in the centre of town, hosts hockey, cricket, soccer, rugby and about 10,000 netballers on a Saturday afternoon. A virtual sea of jerseys, short skirts and white legs.

The hospitality extended to us by the Canterbury referees could not have been warmer. When we weren't refereeing, they showed us the local sights, took us to dinner, made sure we always had a drink in hand and provided visiting Welsh test referee Derek Bevan to entertain us. Our ten days in Christchurch was not only a valuable learning experience for rugby refereeing, but a holiday we'll never forget. Paul and I thank the executive for selecting us for the interchange, and the Canterbury Association for showing us such a good time.

HAMILTON INTERCHANGE

After a hastily prepared trip, I flew to Hamilton, NEW ZEALAND, on Friday 15 July 1994. Upon arrival, I was introduced to Brian Alcock, a member of Hamilton's Referee's Association. He drove me to my billets house – Terry and Anita Irwin, who has been on exchange to Brisbane in the past.

Saturday – 16 July My first game: Hillcrest High 1st XV Vs Cambridge 1st XV. Won by hillcrest 17 to 3. A physical forwards type game but enjoyable. The afternoon was taken up with Waikato Vs Springbok at Rugby Park.

Sunday – 17 July Really heavy rain all day but the game was still on. Hamilton Old Boys defeating Varsity 22 to 3. This was an under 21 years game. Good skill in such terrible conditions.

Monday – 18 July Clear and cold day. Game between St Johns Vs Hastings Boys School – 50kg weight division. Won by Hastings Boys School 17-15. I actually used the sin bin rule during this game. It works well.

Tuesday – 19 July Went on a sight seeing trip around the Thames Valley and Hamilton, Waikato districts. Returned to Referee's Room to view Manuwatu Vs Springbok game.

Wednesday – 20 July Fine and mild day. Game between St Pauls 1st XV Vs Tarunga Boys. St Pauls won 24 to 8. Changed billets in the afternoon. Introduced to Tom Wightman and Isabel, who own a dairy farm about 20 km out of Hamilton.

Thursday – 21 July Day off. Did what all good farm boys do (played with the animals). Actually helped out with calving. Attended Waikato Referee's Association Meeting at Rugby Park.

Friday – 22 July Went to cattle sales at Morninvilles. helped out around farm. Spent the evening at Waigarnio Hot Springs (beautiful).

Saturday – 23 July Fine, cold day. This game was between Hamilton Old Boys Senior B Vs Marist. Won by Marist 27 to 16. Good game. There were a number of older rep players on both sides. I used the sin bin on a couple of occasions. Watched the second test between N.Z. and Springbok. Took a number of Hamilton Refs and Billets and wives to dinner.

Sunday – 24 July Did all the goodbyes. Arrived in Brisbane 5.45 pm. What beautiful weather.

At this point, I would like to thank the association for giving me this opportunity to gain more experience and skills in the art of Rugby refereeing.

Wayne Coutts.

QRRRA/NORTH HARBOUR INTER-CHANGE PROGRAMME – 7/94 VISIT

QRRRA'S NOMINEE – NEIL JOHNSON

REPORT

This year's interchange covered a one week period in late July, during which time I was appointed to a total of three games comprising two First XV Schoolboy Matches and one U21. The Schoolboy matches were played on the first weekend and mid-week, the U21 on the following Saturday. The local season was all but finished, apart from a couple of rounds before semi's and finals. Given that situation it was understandable that appointments were not made to games involving sides "precariously positioned on the ladder".

The standard of football was a high calibre, particularly that for the initial schoolboy match and the final U21 game. In these two games the speed and skill levels were markedly upbeat. Weather conditions mid-week and the meeting of two lower placed teams underpinned and "average" game standard for the second of the schoolboy matches.

From a referee's perspective the standout feature from all three matches was the players' apparent profound knowledge of Law and a willingness to accept a decision and get on with the game. Both the teams and individual's level of discipline was first class (or was it the presence of a visiting Qld/Aussie referee?). My experience at home is that decisions are frequently challenged, often by captains and players whose knowledge of Law is disappointing. I can only conclude that in NZ the game is a more intrinsic component of sporting culture than it is here and that the game's "education" begins at a very early level.

North Harbour Association appointed two experienced referees to provide Match Reports on my first and last games. Reports were favourable and comments were constructive. NZ interpretation of "a reasonable time for the ball to emerge from rucks and mauls" appears to be (arguably) "shorter" than that generally applied at home. Apart from that, Law interpretations seemed to be on a par.

The host Association is particularly keen to maintain the Inter-change programme, despite the fact that it did not send one of its own to Brisbane this season. Reasons stated were financial (some loss of sponsorship), plus demands/obligations to participate in local inter-change programmes. It was suspected by the writer that there has been some temporary reluctance to continue the inter-change with QRRA due to past "glitches" experienced by North Harbour personnel. Talking to Senior members of the association it is apparent that common sense subsequently prevailed.

My principle Host commented that it would have been preferable that my visit had occurred earlier in the season so as appointments could have been made to more senior games and to avoid the so-called "crunch" games going to local appointments. That being the case the QRRA may wish to keep this point in mind for Season '95's inter-change nominee/s.

The standard of Hosts and their hospitality was appreciated. Ample time was available to attend matters both football and social.

I consider the inter-change programme beneficial and encourage its continuance. I thank the QRRA for nominating me as its '94 representative. The experience was valuable and will, hopefully, stand me in good stead to progress my refereeing goals here at home.

Neil R Johnson

NOTES