



# QRRA

# 1999

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THE QUEENSLAND RUGBY REFEREES ASSOCIATION INCORPORATED

## & **annual report** *financial statement*





# QRRA Annual Report

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# 1999 QRRRA **Executive**



<i>PRESIDENT</i>	<b>Richard Bendeich</b>
<i>VICE PRESIDENT</i>	<b>Paul O'Brien</b>
<i>SECRETARY</i>	<b>Chris Donovan</b> ( <i>Retired May</i> ) <b>Sean Cuffe</b>
<i>TREASURER</i>	<b>Michael Backstrom</b> ( <i>Retired March</i> ) <i>Committee Apointment</i> <b>Jonathan Cichero / Mark Logan</b> ( <i>Joint</i> )
<i>COMMITTEE MEMBERS</i>	<i>CountryRep</i> <b>Mike Hurley</b> <i>CountryRep</i> <b>Paul Martinez</b> <i>Country Rep</i>  <i>Brisbane Reps</i> <b>Tim Barker</b> ( <i>Retired May</i> ) <b>Jonathan Cichero</b> ( <i>Appointed Joint Treas – May</i> ) <b>Keith Jennings</b> <b>Mark Logan</b> ( <i>Appointed Joint Treas – May</i> ) <b>Peter Smith</b> <b>Pat Rae</b> ( <i>Appointed – MayGen Mtg</i> ) <b>Neil Fawcett</b> ( <i>Appointed – MayGen Mtg</i> ) ( <i>Retired July</i> )

## Committee **Attendances**

BENDEICH	(15)	DONOVAN	(7)	MARTINEZ	(2 TEL)
BACHSTROM	(5)	FAWCETT	(3)	O'BRIEN	(11)
BARKER	(5)	HURLEY	(11)	RAE	(8)
CICHERO	(10)	JENNINGS	(14)	SMITH	(9)
CUFFE	(9)	LOGAN	(11)		

## 1999 QRRRA **Sub-Committees**

QRU President's Committee	-	<b>R Bendeich</b>
QRU Technical & Advisory Board	-	<b>B Leask</b>
QJRU & Brisbane Competition	-	<b>C Donovan / T Barker</b>
Hon AUDITOR	-	<b>Mr Leon Barrett</b>
Hon SOLICITOR	-	<b>Mr Stuart Bale</b>
LAW Clarification	-	<b>A Cole / G Hinton</b>

# QRRR **Sub-Committees** ( Cont )

## APPOINTMENTS

Appointment QUERIES - **M Logan**

Appointments / Pool Officers

<b>B Leask</b> <i>Pool 1</i>	<b>P Smith</b> <i>Pool 2</i>	<b>P Gofton</b> <i>Pool 3</i>	<b>M Logan</b> <i>Committee Rep</i>
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Appointments Board / Pool Allocation

<b>B Leask</b> <i>Pool 1</i>	<b>P Smith</b> <i>Pool 2</i>	<b>P Gofton</b> <i>Pool 3</i>	<b>M Logan</b> <i>Committee Rep</i>	<b>P Jones</b> <i>Coaching Coordinator</i>	<b>I Scotney</b> <i>Refs Committee Rep</i>
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QRU Referees Appointments Committee (QRU Article 11.28)

<b>B Leask</b> <i>Pool 1</i>	<b>M Logan</b> <i>Committee Appts Rep</i>	<b>M Hurley</b> <i>Committee Branch Rep</i>	<b>P O'Brien</b> <i>Country Rep</i>	<b>I Scotney</b> <i>ARU or QRRQ Highest Qualified Selector</i>	<b>J Breen</b> <i>Chairman QRU Board Member</i>
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## COACHING+DEVELOPMENT

COACHING CO-ORDINATOR - **P Jones**

LECTURES Committee - **R Davies / R Ajax / R Masters**  
**P Jones / N Johnson**

DEVELOPMENT COMMITTEE - **I Scottney / R Bendeich / P Smith**  
**C Barrett / T.Mellick**

Coaching DEVELOPMENT PLAN - **C Barrett / R Bendeich / T Barker**

<i>Level 1</i>	Co-ordinator	-	<b>P Smith</b>
	<i>Mentors</i>	-	<b>Mickeljohn / Monahagn / Pegg</b>
<i>Level 2</i>	Co-ordinator	-	<b>TBA</b>
	<i>Mentors</i>	-	<b>TBA</b>
<i>Level 3</i>	Co-ordinator	-	<b>G Cree / R Zingleman</b>
	<i>Mentors</i>	-	<b>C Donovan / B Kennedy / R Hoskins</b>
			<b>P Gofton / T Barker / F Meek / J Quinn</b>

NEWSLETTER - Internet, Social - **P Rae / L Kusher / J Cichero**

APPAREL / Uniform Manager - **N Fawcett**

ROOMS Committee - **F Mickeljohn / A Connor / I Smith**

## QRU

JUDICIARY	<i>Senior</i>	-	<b>T Harland / G Gardiner</b>
	<i>Junior</i>	-	<b>G Gardner / R Zingleman</b>
	<i>Appeals</i>	-	<b>G Sheehan / J Forbes</b>

QRU COUNCIL - **R Bendeich / S Cuffe**

GRIEVANCE Committee - **Life Member**



<b>A</b>		<b>H</b>		<b>P</b>	
ABELL	Michael W	HANLEY	Michael J	PEGG	Geoffrey R
ACTON	Geoff B	HARDING	Paul B	PERRIMAN	Rodney J
ADDISON	Darren	HARLAND	Timothy F	PERRY	Christopher F
AGNEW	Michael J	HIGGINSON	Bruce	PETRIE	Michael A
AJAX	Ross A	HINCH	John	PRASSER	Alexander B
ALLEN	Nicholas	HINDMARSH	Anthony J	PRASSER	Alexander N
<b>ARMSTRONG</b>	<i>Phillip G</i>	HINTON	Greg	PROFKE	Luke A
<b>B</b>		HIPWELL	John N B	PULLEN	Craig L
BACKSTROM	Michael J	HODDA	Paul	<b>Q</b>	
BACKSTROM	Peter D	HODDA	Luke P	QUINN	Phillip
BARKER	<i>Christopher W</i>	HOGAN	Mark T	QUINN	John L
BARKER	Timothy D G	HOGARTH	Lucas C S	<b>R</b>	
BARRETT	Cole	HOPPER	Roy	RABAGLINO	Enrico J
BENDEICH	Richard M	HOPPER	Roy W	RAE	R T P R Pat
BENNETTS	Roger	HOSKINS	Roy	RAUKETTE	John
BLACKET	James N	HUNT	Peter	REA	Paul D
BONAR	Robert J	HUTCHINGS	Doug	REDWIN	Peter R
BOWLER	David B	<b>J</b>		REES	Colin
BRADEN	Glen	JACOBS	<i>Duncan</i>	REES	Darren
BROCKETT	B A Rodd	JENNINGS	Keith Sl	REID	Ralph J
BURNETT	Paul F	JENNINGS	Michael S	RETCHFORD	Andrew P
BURR	Jonathan	JOHNSON	Neil Rt	RICHARDS	John A
<b>C</b>		JONES	Kenneth J	ROBBIE	Timothy S
CAMERON	<i>James S</i>	JONES	<b>Phillip A</b>	ROBERTS	Peter J
CARSE	Michael	<b>K</b>		ROBERTSON	Ian D
CARTER	Danny M	KELLY	Wayne T	ROUSH	Peter
CHALMERS	<i>Marty J</i>	KENNEDY	Brian	ROWE	Stephen J
CHRISTENSEN	Barry A	KERSNOVSKE	Robert J	RYAN	Thomas K
CHRISTENSEN	<i>Ben L</i>	<b>KIERNAN</b>	<b>Brendan F</b>	<b>S</b>	
CHRISTOPERSON	J	KLEINHANS	Allan J	SCOBLE	Simon
CICHERO	Jonathan D	KUSHER	Lachlan D	<b>SHEEHAN</b> (OAM)	<b>Graham J</b>
CICHERO	Trevor C	<b>L</b>		SIEMON	<i>Benjamin R</i>
CLARK	Bruce D	LAMONT	Colin	SMEETON	Mark
CLARK	<i>Mathew D</i>	LEASK	Barry J	SMITH	Ian A
CLARKE	Scott C	LEE	Gregory S	SMITH	Peter A
COLE	Andrew J	LEE	<i>Shannon</i>	SPEECHLY	Mark A
<b>COLE</b>	<b>Graham M</b>	LEESON	Christopher J	SPENCE	Luke
CONNOR	Andrew	LESZYNSKI	<i>Steve J</i>	SULLIVAN	Shane P
COSGROVE	Michael P	LEWIS	Simon R	SWANWICK	Ron A
COUTTS	Wayne T	LIDDY	Christopher P	<b>T</b>	
CRAIG	Gary P	LOGAN	Mark J	TAITO	Antonio
<b>CRAWFORD</b>	<b>Fred</b>	LUBOWICZ	<i>Matthew D</i>	TALBOT	Michael
CREE	Gregory R	<b>M</b>		TALBOT	Oliver
CROUCH	Roderick HW	MATEER	Brian	TALBOT	Peter M
<b>CROWE</b>	<b>Kevin J</b>	MATTHEWS	Timothy	TASKER	Stuart N
CUFFE	Sean A	McCANN	Neill E	TOWNLEY	<i>Adrian G</i>
CUSACK	David	McCARTHY	John M	TRESIDDER	Terry N
CUTHBERT	Gregory M	McFERRAN	Peter G	TUILOMA	Tu
<b>D</b>		MACDONALD	<i>Tim S</i>	TUTTY	Michael P
DAVIES	Russell J	MAGUIRE	Scott P	<i>John A</i>	<i>John A</i>
DEARLOVE	Grant J	MALLON	Fraser	TWOMEY	Kevin A
DEE	John	MANSON	Mark	TWOMEY	Kevin J
DEMPSEY	Paul	MARCONI	Edward W	<b>U</b>	
DEVLIN	Timothy J	MARKS	Paul A	USCINSKI	Stephen G
DILK	Joseph A	MASTERS	Roger	<b>V</b>	
DONOVAN	Christopher D	McINTOSH	Thomas W	<b>WALDRON</b>	<b>Colin A</b>
<b>DUFFELL</b>	<b>Donald L</b>	McKAY	Johnny P	WALKER	Rob
<i>DUFFY</i>	<i>Gavin P</i>	McLEAN	Greg	WALLACE	Michael
DUFFY	Peter B	McMAHON	Daniel J	WALLS	<i>Gregory B</i>
DUNNE	Tony	<b>MEEHAN</b>	<b>John</b>	WALSH	Michael P
<b>E</b>		<b>MEEK</b>	<b>Frank</b>	WARD	Rex
EVANS	Paul	MEIKLEJOHN	<i>David</i>	WARREN	Carolyn
EZZY	Jack	MEIKLEJOHN	John M	WEBB	Jarrod
<b>F</b>		MOFFAT	Laurie	WIGGINS	Martin D
FAWCETT	Neil R	MONAGHAN	Peter	WILKES	Paul
FLEISCHFRESSER	Quentin	MORRIS	Phillip A	WILLIAMS	Shane P
FLEMING	Brian J	MOULDS	Dean	<b>Y</b>	
<b>FORBES</b>	<b>John R</b>	MURRAY		YOUNG	Scott
FORRESTER	Christopher J	<b>N</b>		<b>Z</b>	
<i>FREEMAN</i>	<i>Craig S</i>	NEWTON	Christopher	ZINGELMANN	Ray
<b>G</b>		NORITHER	Franz		
GAFFNEY	Michael J F	<b>O</b>			
GAITER	Ward K	O'CALLAGHAN	Barry J		
GARDINER	Geoff	O'CONNELL	Barry M		
GARRARD	John R	O'CONNOR	Terry		
GEARING	Michael J	O'KEEFE	John		
GEORGE	Patrick C	O'NEILL	Paul		
GOFTON	Peter				
GOOCH	Mark				
GROGAN	David				

Membership	
FULL	177
Student	20
Associate	2
LIFE	8
TOTAL	208

# QRRRA President Report

The 1999 rugby season has been an eventful year in all respects, especially in our off-field and administrative areas. I am pleased to report that the association is in a much stronger position to deal with all aspects of its involvement in the sport as we enter the 21st century.

On the field, feedback suggests that there has been a pleasing improvement in the standard of refereeing in all areas. The coordinated coaching and development program implemented in conjunction with the Incitec Intrastate Rugby Competition was a significant improvement in our relationship with the Branch Associations.

Organisationally, the activities of the QRRRA management committee this year primarily centered on trying to increase its relevance to our members and our stakeholders through critical analysis of past activities and a determination to acquire feedback. In this sense, everyone's opinion was invited and respected. Our commitment to an open-book style management resulted in many significant advances and enabled us to address the following issues in a professional and competent manner -

- ◆ improving existing programs
- ◆ identifying needs of members and stakeholders
- ◆ review of existing activities and practices
- ◆ redefining the cultural needs of the Association
- ◆ setting in place a Management Committee Code of Conduct
- ◆ formulating a Strategic Plan.

## THE YEAR IN REVIEW

### Member

- Benefits**
- Eligibility for the QRU Referee Passes were extended and Issued by the Association. A criteria set for future years which will ensure that those who contribute will be recognised
  - Extension of the QRU Rugby Rewards program to incorporate Referees
  - Development of a "Web Site" and a comprehensive members Data Base
  - Sportsco statewide store discounts
  - A new uniform was designed and distributed throughout Brisbane The movement towards the possibility of providing more gear inclusive of your annual membership fee is in the process
  - 22 Sets of Jerseys were provided to the Branch Associations that do not have an 'Official Strip' or Sponsor
  - A physiotherapist has also been made available to all members of the association. Ms Liza Devlin's expertise enabled our members to return to duty well recovered and with preventative solutions. Thank you Lisa
  - A Hon.Solicitor and Hon.Auditor were appointed at the beginning of the year. As it turned out their services were required a number of times, enabling the committee to be well briefed as well as saving valuable funds. Our sincere thanks to Mr Stuart Bale and Mr Leon Barrett



## **Coaching**

### **Development**

- The theme 'The Laws v The Game' was launched at the Pre-season Camp in February. This provided a good focus for all the Association activities throughout the year
- The Management Committee approached the QRU and the Dept of Tourism, Sport and Racing, in order to attract development funds. The proposal was drafted by Mr Cole Barrett QRU Coaching Director-Referees. The Grants will be announced in December
- In consultation with Mr Cole Barrett QRU Coaching Director-Referees, the Association, through Mr Phil Jones and a committed core of coaches have formalised a coaching structure
- The production of a positioning paper entitled - " FOUNDATIONS FOR THE GOOD POSITIONING OF REFEREES "
- A dress shirt has been provided for Referee Coaches which adds to our visibility and continued commitment to referee proficiency. It also portrays a more professional approach to the game
- Further rationalisation of the interchange program was addressed, with the production of an Interchange Policy Document. It is important that we can measure the benefits to rugby through such activities

## **The**

### **Game**

- A number of Branch Associations developed innovative methods of three-way electronic communication. The Gold Coast Branch is to be particularly congratulated on their achievements in this area
- In Brisbane, the Club Presidents were presented with 22 sets of Touchjudge Uniforms in order that they can provide accredited touchjudges to all their games. This was a large financial commitment to our joint responsibilities and duty of care
- Management Committee meetings were held in Brisbane Suburban Clubs as well as on the Gold and Sunshine Coasts
- After some time in Cairns in December, I am pleased to report that the Cairns and District Association have developed their relationship and are coordinating their efforts to improve the game in that area. Congratulations to Mr Gordon Johnstone and Mr Graham Cann
- The QJRA Branch was formally closed and their funds transferred to the QRRR. The Past Presidents and Life Members at the 'Final Meeting' recognised that the body of work still existed and earmarked their funds to be utilised in the purchase of a video camera and undertaking to use those funds for the development of Referees of Junior Games
- The QRU Club were approached for funds in the hope that they would consider a 'rugby-minded' body favorably. Through the efforts of our QJRU Delegate Mr Chris Donovan, they provided funds for the purchase of a Video Camera a large screen television and a quantity of apparel
- Two members of the Association have submitted Law changes to the IRB through the ARU

- Membership** - The number of financial members for the QRRR has increased from 176 in 1998 to 217 in 1999, this is an increase of 24%
- The attendance of fortnightly meetings have also increased from an average of 35 members attending 1998 to an average of 48 members attending in 1999, a 35% increase
  - Although still a long way to go, inroads were made to better communicate with Branch Associations. Although the electronic media has overcome many of the difficulties. By not being able to meet formally, the tyranny of distance means that communication is not as meaningful as it might otherwise be

- Awards** - Congratulations to all referees throughout the state who officiated the Incitec Cup Matches as well as their local Grand Finals
- To the winners of our contribution and achievement Awards, many thanks for the selfless hours and tireless work, congratulations
  - After 50 years with the Association, friend and mentor to many, Life Member and Past President, Don Duffie has decided to wind down his involvement. Many thanks Don for your insightful comments and pleasing sense of humor
  - We will also miss the enigmatic Phil Jones, a Life Member and possibly full-time coach, well known in the club rugby circles as 'the man with the white hair'. Even if Phil's 70 years of rugby experience from around the world is replaceable, his charm and honesty will be nigh on impossible. Congratulations on your achievements in rugby 'Jonesy'
  - A By-Law change has resulted in a process for the elevation of any Referee in Queensland to become a Life Membership of the QRRR
  - Andrew Cole has been nominated by the Association for the Queensland Sportsman of the year awards – Sports Officiator category. Good Luck !

- Stakeholders** - A number of Visitors attended our Committee and General Meetings. They included, the QRU Board and Operations Staff, the Qld Sports Federation, the Dept of Tourism, Sport and Racing, the QJRU to mention a few
- Endeavors were made to structure the close operational ties that exist between the QRRR and the QRU, with much success. The results of the work done by the Strategic Planning Group will further quantify these details. Disappointingly, the ARU relationship was not able to be maximised

## CHALLENGES FACED

The challenges have been multi faceted and came in many forms. The central challenge has been in harnessing members' contributions and ideas together with the perception of the executive committee, it's role and more generally that of the whole own association.

## THE ROAD AHEAD

The main issues at hand is organisational. The structure of the association, the implementation of fair, transparent and objective criteria for all areas of operation are vital to our growth and long term development. It won't happen overnight. However, with the support and patience of the entire association, the results will happen. The encouragement and retention of all of members is the key.



## 2000

In the last few weeks the some Committee members, together with interested members of QRRRA and the QRU in conjunction with Pauline de Ruitz of the Australian Centre for Organisational Development have been holding forums in which a re-structure of the QRRRA has been the main focus.

Thus far the results are positive and will only allow the QRRRA grow into an professionally administered and managed association. A full report will be provided to all members on the outcome of these forums in the weeks to come. We must acknowledge the foresight of the QRU for funding the initial stage of this process.

With the impact of technology, the committee saw as a priority, the need to have an internet presence. This exposure will enable us to expose our organisation and activities as well as provide vital level of service to members. Although the presence is largely 'static' at present, the plans are to have appointments and other up to date information posted weekly. Now we have the presence, we need to optimise it.

Through eMail and this site, postage may well disappear as an information delivery means for us, in the not too distant future. Again this project could not have been acheieved without the help of the QRU, and it's CEO Mr Steve Thornton.

## REFEREES ADMINISTRATOR

After fervent representations throughout the year, the QRU Executive Director has indicated that our proposal to fund a full-time Administrator for Referees is likely to be accepted in the near future. Planning is currently underway in the hope that the position will be in place prior to commencement of the 2000 season.

## SPONSORSHIP

After three years, we have to say good bye to the Myer Centre as our Major Sponsor. The rugby community has much to thank them for. Their proven commitment to the advancement of the game through refereeing was greatly appreciated. I would like to thank Mr David Clare for his positive comments on how the association represented the sponsorship this year.

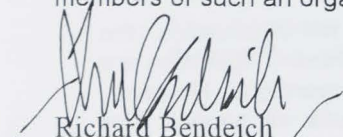
The committee has drafted a sponsorship proposal which has been submitted to the QRU. We are currently in negotiations with potential sponsors, which will provide the additional funds necessary to maximise the potential of a volunteer based organisation.

To our new product suppliers, Rixon, Sportsco and Konica, we trust that our association continues. A special thanks to other financial supporters – Southern Skies Rugby Tournament, the Gold Coast Schoolboy Carnival, the GPS / TAS and AIC Sportsmasters Associations.

## CONCLUSION

All in all it has been a challenging season both on the field and as president. I have enjoyed immensely the personal relationships that have developed as a result.

For those people whose confidence was placed with me, I hope that your expectations were met. I trust that commitments made by me last year have been fulfilled or at least, they are on their way. It was indeed a pleasure to represent the members of such an organisation.



Richard Bendeich  
QRRRA President 1999



**QUEENSLAND RUGBY REFEREES ASSOCIATION INC**  
**STATEMENT OF INCOME AND EXPENDITURE**  
**YEAR ENDED 30 SEPTEMBER 1999**

<b>INCOME</b>	<b>Note</b>	<b>1999</b>	<b>1998</b>
		<b>\$</b>	<b>\$</b>
Sponsorship & Donations	2	14,174.01	56,700.00
Sales – Uniforms		6,388.00	5,285.00
Wine Club		880.00	-
Subscriptions (Membership)		5,775.00	4,540.00
Interest		225.43	66.80
Merchandise (Ties)		400.00	-
Annual Dinner (End of Year)		2,385.00	2,710.00
Official Dinner (Mid-Year Function)		725.00	750.00
Bar Takings		5,183.65	3,636.00
Annual Camp (Sunfair)		6,150.00	4,805.00
Reduction in Creditors		892.62	-
		<hr/>	<hr/>
		43,178.71	78,492.80
 <b>EXPENDITURE</b>			
Accountancy Fees		350.00	325.00
Affiliation Fees		295.00	-
Annual Dinner		5,317.30	5,525.00
Bank Charges		135.65	204.70
Uniforms & Gear		14,816.44	9,067.90
Write off of old stock		838.00	-
Non current assets		2,765.00	-
Entertainment Expenses		230.98	388.66
Equipment (Mobile Phones/Tables/Chairs)		-	349.00
Fees & Permits		275.50	282.20
Insurance		151.90	-
Merchandise		240.00	269.00
Official Dinners (Mid-Year & Committee Diner)		1,953.15	2,000.00
Postage		470.98	693.45
Printing & Stationary		797.22	281.65
Pre-Season Camp		8,080.37	7,235.74
Alcohol/Referees Room		4,391.53	2,085.75
Repairs & Maintenance		176.95	675.00
Bad Debts written off		767.95	-
Reduction in debtors		62.05	-
Training & Fitness		3,000.00	2,900.00
Telephone		4,257.61	2,847.44
Travelling Expenses		4,326.65	8,691.80
Trophies & Gifts		2,709.25	3,260.45
		<hr/>	<hr/>
<b>TOTAL EXPENDITURE</b>		56,409.48	47,195.33
		<hr/>	<hr/>
<b>NET INCOME(LOSS)</b>		<b>(\$13,230.77)</b>	<b>\$31,297.47</b>

**QUEENSLAND RUGBY REFEREES ASSOCIATION INC**  
**STATEMENT OF INCOME AND EXPENDITURE**  
**YEAR ENDED 30 SEPTEMBER 1999**

	NOTE	30-Sep-99 \$	30-Sep-98 \$
<b>MEMBER'S FUNDS</b>			
Accumulated Assets – 1 Oct 1998		44,653.56	13,356.09
Net Income/Loss		<u>(13,230.77)</u>	<u>31,297.47</u>
Total Members Funds		<u>\$31,422.78</u>	<u>\$44,653.56</u>
Represented by:			
<b>ASSETS</b>			
Cash at Bank		9,267.11	41,011.18
Cash Management Account (Investment)		15,101.14	-
Trade Debtors	3	-	830.00
Stock on Hand (Cost)	4	<u>7054.54</u>	<u>3,705.00</u>
<b>TOTAL</b>		<u>31,422.79</u>	<u>45,546.18</u>
<b>LIABILITIES</b>			
Trade Creditors	6	<u>-</u>	<u>892.62</u>
<b>TOTAL</b>		<u>-</u>	<u>892.62</u>
<b>NET ASSETS</b>		<u>\$31,422.79</u>	<u>\$44,653.56</u>

**QUEENSLAND RUGBY REFEREES ASSOCIATION INC**  
**YEAR ENDED 30 SEPTEMBER 1999**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

These financial statements are a special purpose financial report prepared in order to provide accounts which satisfy the requirements of the Associations Incorporation Act (Qld) 1981. The management committee has determined that the Association is a non-reporting entity and therefore there is no requirement to apply Accounting Standards and other mandatory professional reporting requirements in the preparation and presentation of these statements.

The statements have been prepared in accordance with the requirements of the Associations Incorporation Act (Qld) 1981. The statements are prepared on a cash basis, whereby items are brought to account as money is paid or received, from the records of the Association. They are based on historical costs and do not take into account changing money values or, except where specifically stated, current valuation of non-current assets.

The accounting policies have been consistently applied, unless otherwise stated. The following is a summary of significant accounting policies adopted by the Queensland Rugby Referees Association Inc in the preparation of Financial Statements.

**2. SPONSORSHIP AND DONATIONS**

The sponsorship for this year includes one-off payments from interested parties, and services to schools & tournaments. Included in this amount are the proceeds following the winding-up of the former QJRRRA, a cash deposit of \$6,224.01. These funds were ear-marked for training and advancement of referees involved primarily in the control of junior games, and the money used toward this directive. A small quantity of gear was included in the roll over, comprising of three sports bags. Sponsorships in 1998 include Myer sponsorships for the years:

1997	\$16000
1998	\$17000
1999	\$16000

Excluding the above amounts sponsorships and donations are comparable to 1998.

1999	1998
\$	\$
7,950.00	7600.00

**3. TRADE DEBTORS**

The executive committee has recommended the write off of a number of bad debts. These include:

96/97 Gear Sales - \$507.00

97/98 Gear Sales - \$118.00

99 Annual Camp Sundries - \$142.95

Every effort has been made to reclaim these monies, however for the length of time outstanding, and the amounts involved, the committee's recommendation is to write these amounts off.

Total	767.95
Reduction in Debtors	62.05
	<u>\$830.00</u>

**QUEENSLAND RUGBY REFEREES ASSOCIATION INC**  
**YEAR ENDED 30 SEPTEMBER 1999**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**

**4. STOCK ON HAND**

Comprises unsold uniforms etc at cost value, and residual alcohol/soft drinks at estimated cost value. Obsolete stocks to the value of \$838.00 have been written off.

**5. NON CURRENT ASSETS - EQUIPMENT**

All equipment is expensed as purchased when incurred and not depreciated over an estimated useful life due to immateriality. During the year ended 30 September 1999, material non current assets purchased by the association were NEC colour TV, Hitachi VCR and remote, video cameras. For control purposes, such items have been listed on the record of non current assets/chattels.

**6. TRADE CREDITORS**

While the current committee has planned for further expenditure, such as the Annual Report and next year's Annual Camp, there are no current outstanding creditors at the time of this report

**7. INCOME TAX**

No provision has been made for Income Tax as the association is exempt from Income Tax under the provisions of the Income Tax assessment Act. The management committee has determined that the association is a not for Profit organisation under the act and no surplus funds are available for distribution to members.

QUEENSLAND RUGBY REFEREES ASSOCIATION INC  
YEAR ENDED 30 SEPTEMBER 1999

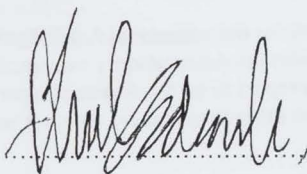
STATEMENT BY MEMBERS OF THE COMMITTEE  
FOR THE YEAR ENDED 30 SEPTEMBER 1999

In the opinion of the Management committee, the accompanying Financial Statements:

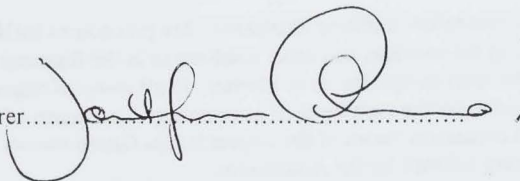
1. present fairly the financial position of the Queensland Rugby Referees Association Inc as at 30 September 1999 and the results of the Association for the year ended on that date.
2. At the date of this statement there are reasonable grounds to believe that Queensland Rugby Referees Association Inc will be able to pay its debts as and when they fall due.

This statement is made in accordance with the resolution of the committee and is signed for and on behalf of the committee by:

President.....

 30 OCT 99

Treasurer.....

  
29 OCT 1999

Dated this



# INDEPENDENT AUDIT REPORT

## QUEENSLAND RUGBY REFEREES ASSOCIATION

### Scope

I have audited the foregoing special purpose financial report comprising the Statement of Assets and Liabilities and the Statement of Income and Expenditure for the year ended 30 September 1999. The statement comprises pages 1 to 4. The Association's Committee of Management is responsible for the preparation and presentation of the financial report and the information contained therein, and have determined that the accounting policies used are consistent with the financial reporting requirements of the entity's constitution and are appropriate to meet the needs of the members. I have conducted an independent audit of the financial report in order to express an opinion to the members of Queensland Rugby Referees Association Inc. on its preparation and presentation. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

The financial report has been prepared for distribution to members for the purpose of fulfilling the Committee of Management's financial reporting requirements under the Association's constitution. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with the cash basis of accounting. Statements of Accounting Concepts, Accounting Standards and consensus views of the Urgent Issues Group are not applicable to this special purpose financial reporting adopted by the Association.

The audit opinion expressed in this report has been formed on the above basis.

### QUALIFICATION

#### Revenue

As the association had not issued receipts for income received my audit in relation to income was limited to amounts recorded in the financial records.

## Saleable Stocks

Similarly no records were maintained of gifts and donations made during the year. This has been estimated at approximately \$8000 for the year, after taking into consideration opening stocks, purchases, sales and stock on hand at 30 September, 1999.

## AUDIT OPINION

In my opinion, subject to the effects of such adjustments, if any, as might have been determined to be necessary had the limitation discussed in the qualification paragraphs not existed, the financial report presents fairly the expenditure and income of the Queensland Rugby Referees Association Inc. for the year ended 30 September 1999, and its Assets and Liabilities as at 30 September 1999.

*L.F. Barrett*

L.F. Barrett ASPCA  
Certified Practicing Accountant  
28/10/99

# QRRRA - Strategic Planning

## Meeting Attendances

Name	MTG 1	MTG 2	MTG 3	MTG 4	MTG 5	MTG 6
James Anderson		X	X	X	X	
Cole Barrett	X	X		X	X	
Richard Bendeich	X	X	X	X	X	
Sean Cuffe	X	X		X		
Kevin Crowe		X	X		X	
Chris Donovan	X					
Peter Gofton	X	X	X			
Mike Hurley	X	X	X	X	X	
Keith Jennings	X	X	X	X	X	
Frank Meiklejohn	X	X		X	X	
Terry O'Connor	X	X			X	
Enrico Rabaglino	X	X	X	X		
Geoff Shaw <small>QRU</small>	X	X				
Peter Smith	1/2	1/2	1/2			
Pauline du Rietz	X	X	X	X	X	
David O'Leary	X					
<i>Dep Tourism, Sport+Racing</i>						
	13	12	8	9	9	

documentation sign-off

As you are aware, the Committee undertook to investigate a process of Organisational and Strategic Planning by asking for members to nominate as delegates to an initial Planning Workshop. As a result, Ms Pauline de Reitz from the Australian Centre for Organisational Development was appointed as the facilitator and a direction was conceived by this 'Working Party', made up from representatives of the Management Committee and other interested members, together with a few invited representatives.

The Working Party have now worked together to identify many issues and concerns. They have explored possibilities and options, and established the need for a more effective Management Committee Culture and recognised the importance of their role in creating a positive and harmonious Association with an infectious 'esprit de corps'.

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## Achievements

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**Management Committee Code of Conduct**  
**Statement of Purpose for the QRRRA**  
**Key Strategic Goals for 1999 - 2003**  
**Key Operational Objectives and Accountabilities**  
**Key Performance Indicators**

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**Pauline du Rietz**

(Chairperson & Moderator)

Australian Centre for Organisational Development.

# 1999 Achievements

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## QRRRA Annual Awards

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**The John Minter Award**

*Ultimate long service award  
for holistic and selfless contribution*

**Keith Jennings**

**The Clubman Award**

*Exceptional Service to the Association*

**Michael Petrie**

**The Murray McNae Award**

*Most Improved Referee*

**Steve Leszczynski**

**The Richard Andrews Memorial**

*Most Improved First year Referee*

**Mark Gooch**

**The Cec Menzies Shield**

*Most Improved Referee of Junior Rugby  
( excluding first year Referees )*

**Ian Smith**

**The RM Bendeich Trophy**

*For Achievement and Potential in Refereeing  
( Highest Junior Competition GrandFinal Referee )*

**Marty Chalmers**

**The Trevor Henry Memorial Trophy**

*Services rendered by a member beyond  
the normal call and expectations*

**Not Awarded**

**The Kerry Fitzgerald Medal**

*Best A Grade Referee as voted by the  
Club Coaching Staff*

**Pat Rae**

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## Incitec Final

UNER 19

**Ian Forbes**

OPEN

**Barry Walker**

## QJRU Brisbane Competition Grand Finals

U13 Div 2

**Duncan Jacobs**

U13 Div 1

**Paul Burnett**

U14 Div 2

**Craig Freeman**

U14 Div F

**Tim Matthews**

U14 Div 1

**Mark Gooch**

U15 Div F

**Terry Tressider**

U15 Div P

**Ian Smith**

U17 Div F

**Jim McKay**

U16 Div S

**Marty Chalmers**

U18 Div 1

**Peter Gofton**

## QLD Suburban Grand Finals

1st Grade

**Terry O'Connor**

Scotney Cup

**Tim Barker**

2nd Grade

**Michael Agnew**

Edinburgh Cup

**Greg Cuthbert**

Barber Cup

**Peter Redwin**

Normanby Cup

**Geoff Pegg**

## XXXX Premiership Grand Finals

1st Grade

**Andrew Cole**

Women

**Mark Hogan**

2nd Grade

**Andrew Connor**

U20 Grade 1

**Paul Marks**

3rd Grade

**Marty Wiggins**

U20 Grade 2

**Michael Jennings**

4th Grade

**Steve Rowe**

U20 Grade 3

**Chris Donovan**



# 1999 Interchange Program

The Management Committee adopted a revised policy on Interchanges in March 1999 with the basic aim of improving the development of the selected referees and referee coaches.

A new Association – Wellington RRA, NZ – was added to the program this year, along with Taranaki, to cater for referees who mainly referee junior and school games. We also welcomed 2 referees from Hong Kong at the request of Bernie Fineberg (previously our Referee Coaching Director & now working for the HKRU in the same capacity).

Initially, selections were made by the Brisbane Appointments Panel from the pool of referees who had been appointed to the 'Finals Panel' for the 1998 season. Given the unavailability of several first selections, the members listed below represented the Association. Unfortunately, due to a lack of mid week games, the interchanges to Taranaki and North Harbour fell through, whilst the referee selected to come to Brisbane from Taranaki was unable to do so at the last minute and a replacement could not be organised at short notice.

## OUTWARD

Pat Rae  
Jonathan Cichero  
Michael Jennings  
Geoff Pegg (RC) & Rob Walker  
Ian Smith & Terry Tresidder  
*NOT COMPLETED*  
*NOT COMPLETED*

## ASSOCIATION

NSW, Sydney  
ACT, Canberra  
Hamilton, Hamilton, NZ  
Canterbury, Christchurch, NZ  
Wellington, Wellington, NZ  
North Harbour, Auckland, NZ  
Taranaki, New Plymouth, NZ

## INWARD

Peter Meagher  
Steve Schou  
Brian Heeney & Peter Flanagan (RC)  
Brian Alcock & Don Matson (RC)  
Kevin Rowe  
Sean Newland & Greg Milne  
Phil Fraser & Anthony Dowe  
*NOT COMPLETED*  
Peter Tann & Martin Dewick

NSW, Sydney  
Victoria, Melbourne  
ACT, Canberra  
Hamilton, Hamilton, NZ  
Canterbury, Christchurch, NZ  
Wellington, Wellington, NZ  
North Harbour, Auckland, NZ  
Taranaki, New Plymouth, NZ  
Hong Kong, Hong Kong

The inward interchange referees also attended the Gold Coast Schools Carnival from 27 June to 4 July with other QRRA referees. Apart from the weather, this was another success. All the interchange referees replied positively as to the benefits of their stay in Brisbane and the program arranged for them. The outgoing interchange referees also attended a coaches evening on their return to discuss their games, coaching received and suggestions for consideration for our coaching program.

There were also useful exchanges between the Gold Coast, Darling Downs and Sunshine Coast Associations, plus interstate and overseas referees for the Queensland and Australian matches. The following Association referees attended National Championship carnivals –

Carnival	Location	Referee
Under 21	Canberra/Argentina	Greg Hinton
Schoolboys	Melbourne	Scott Young, Andrew Connor + Michael Jennings
Under 16	Ballina	Geoff Acton + Marty Wiggins
Women's	Perth	Ian Forbes

As is usual, the committee asked each interchange referee if they would write a report detailing what their experience meant to them. This year we specifically asked that they relate their experience to aspects of their individual development as well as from their perspective, the benefits to the Association and Queensland rugby that may result. The reports follow -



# SydneyPat Rae

The annual interchange to Sydney took place over the weekend of the 4-5 July 1999. I arrived in Sydney on Thursday night after having attended the Gold Coast Schools Carnival the previous four days. On Friday morning after tending to some business commitments, I met my host for the weekend, Robert Tossell of the New South Wales Rugby Referees Association

Saturday I was appointed to referee Eastwood versus Manly first grade at TG Milner field, in Eastwood. I arrived at my match in good time, and upon reading the program soon realised that I was in for a close battle. Matthew Burke was making his first grade debut returning from injury for Eastwood. Daniel Manu was fronting up opposite Willie Ofaengue for Manly. Nathan Grey was in the centres for Manly and Scott Gouley was packing on the side of the scrum, also for Manly.

For the record, Eastwood won the match 34 – 7. The score line did not reflect the closeness of the game. I enjoyed the match immensely including the vocal N.S.W. crowd, who seemed so eager to let me know what side of the border I came from and where I should go. At the conclusion of the match, the crowd cheered, the two teams shook hands, and everyone slowly made their way to the changing sheds. The after match function and subsequent referees function all went off without a hitch and then we all retired off into the Sydney nightlife.

I learned in Sydney that all grade matches are video taped. Copies are supplied to each team, as well as the referee. In first grade, the appointed referee coach also gets a copy of the tape. I received a tape of my game as well as a coaching report and an assessment and have since found the tape to be an invaluable training tool, which has been dissected and broken down.

I thoroughly enjoyed my opportunity to referee in Sydney, especially a fixture of such a high calibre as the one I was appointed. I would like to thank all those involved in the selection process and hope that the QRRA continue to use the interchange process as a means for developing its members.

## Canberra Jonathan Cichero

My first game on the Saturday after my arrival was an unexpected one, being an under 12 B-grade club game, due to the “no-show” of a Referee whom my billet was supposed to be coaching. It was however a good way to warm up for the week ahead, and I certainly learnt that when refereeing under 12's, always stand a good distance from the kicker at commencement of play. Doubled over and gasping for breath while removing a football from your crotch is no way to develop confidence in your hosts.

The main game for the day was St Edmunds v Canberra Grammar 2nd XV. A spiteful encounter with a great deal of school history to contend with -- something like Nudgee v Terrace. The ACTRRA pool 1 appointments officer Brendan McKormack did a coaching report, which was my first report for the season, and gave me some important direction for the week ahead. I also ran touch for two 1st XV matches that weekend, introducing me to some of the Associations better referees, and giving insight to styles in the ACT.

The mid-week game was a very low grade game of football, the grade 7/8 final of a schools competition, where most of the boys were unsure if they were playing League or Union. I highly recommend games such as these to anyone who thinks they have good control of their scrums!

Fortunately the Australian under 21 tournament was being played in Canberra during the week, so an opportunity to see three Australian Panel referees do some high level games was excellent. In addition, James Dixon, Greg Hinton and Stewart Dickenson came along to one of the two training sessions, and went through some practical work on positioning at lineouts. This practical, workshop type session is a MUST to be re-implemented in our association's training program.

My final game was a Monaro 1 game, similar to our Sub-district A-grade. It was a tough game with Cooma (Snowy Mountains) v Royals (Canberra “Blue-Blood”), in Canberra. Three yellow

cards, and one red card meant that the association felt my presence even after I had returned to Brisbane, but the all-in-brawl and gaping head wounds seemed to justify the means.

Ex-super 12 referee Mick Keogh did my final report, an extremely comprehensive 2 and a half page discussion including some stats and ideas. This being my second report for the year, it very much set the tone for the rest of the season.

I would like to thank the QRRA for sending me on this exchange. The opportunity to live, eat and breathe Rugby for a week under the watchful eyes of senior referees provided me with a timely boost to my refereeing career. And to any person fortunate enough to be selected for an exchange to the ACT, you couldn't ask for a more hospitable association to look after you.

## **Wellington** Ian Smith+Terry Tresidder

Terry Tresidder and myself travelled to Wellington from 11-20 June 1999 as interchange referees. We arrived on Friday and both refereed on the following Saturday. Terry refereed a Senior 3 fixture. I refereed a Colts 3 fixture, which appeared to be between teams near the bottom end of the competition. Later that afternoon we both enjoyed the hospitality of our hosts as we viewed the telecast of the All Blacks victory over South Africa in the opening Tri-Nations match. The experience lasted into the evening.

Monday night is the Wellington Association's meeting night. We attended along with at least sixty of their members. The weekend appointments are announced at this meeting which attracts the attendance of approximately sixty percent of members. The appointments are later confirmed/updated in the newspaper on Thursday, as well as being available on the Internet. A proportion of the forty-five new recruits for 1999 also attended this meeting.

At the meeting, both of us met with the referee coach who watched our game on Saturday. We received written feedback and discussed the report with the coach. I found the coaching to be helpful and informative.

I had a junior game mid-week, and Terry had a 1st XV fixture. On the following Saturday I had a Premier 5 schoolboy match and Terry had a Senior 3 fixture. On the Saturday evening the Wellington Association held an interchange dinner for the billets and their hosts throughout the week. Again, the hospitality was outstanding. After dinner, we all enjoyed the telecast of the Wallabies victory over South Africa. Our interchange concluded on Sunday.

Throughout the duration of the interchange, the hospitality shown to us was impeccable and the experience was very valuable and thoroughly enjoyed. On behalf of Terry and myself, I would like to thank the QRRA for the opportunity.

## **Hamilton** Michael Jennings

I was fortunate enough to be selected to visit Hamilton from 18 June to 5 July. I left Friday lunchtime bound for Hamilton, with just a short detour to Albany Stadium, North Harbour to watch the All Blacks take on Western Samoa.

My first game was on the Saturday in a round robin school 1<sup>st</sup> XV tournament featuring teams from neighbouring provinces (coinciding with a visit from ACTRA). The grounds were muddy due to rain the previous week but a good contest ensued. Sunday brought a 2<sup>nd</sup> XV game, which was somewhat better than the 1<sup>st</sup> XV one the day before. The French team was in town for the game against New Zealand A that was played at Rugby Park. The cowbells could be heard for miles as the ABs won convincingly.



Monday was the Under 15 match between the same two schools as Sunday! This game was one of the highlights of the trip. The festivities started with the **whole school** performing a haka, some players even making contact with the opposition! The quality of rugby was very

high and a free flowing game saw many tries scored. Although only Under 15, the players were much bigger than our schoolboys.

Some sightseeing midweek plus a game involving Marist Rosalie! The locals complained that Marist had brought their own referee and there was some good-natured ribbing after the game that Marist won comfortably.

My last game was Senior B and although not close, it was very enjoyable. I received coaching reports on all but one of my games. Dick Hewison, a visitor to Brisbane in recent years and President of the Waikato RRA, watched my first three games and gave some useful advice. The coaching is very similar to that here in Queensland although some differences in refereeing style were pointed out.

I headed up to North Harbour for a week and was kindly given an Under 21 game at Navy. I also attended their referees' meeting and met both Steve Walsh's. It was back down to Hamilton for the last 3 days to catch up with a referee friend from Japan who was on interchange to Wellington. We stayed with former top referee Alan Riley who, like previous hosts, provided excellent hospitality.

I wish to sincerely thank the QRRA for the opportunity to further my refereeing.

## **Christchurch Geoff Pegg+Rob Walker**

Rob and I met up at the airport for our 9.00am departure to Christchurch on the Wednesday morning. We both decided to forgo the 6.30pm Friday flight (arrival Christchurch 12.30am Saturday) and fly in early and do some sight seeing as it was Rob's first trip to NZ. Arriving on a lovely sunny afternoon we were met by Mike Moore who was acting President of the CRRA. We had decided to hire a car and Mike dropped us off at the hire car company not far from the airport. No sooner had we booked into our motel for the first night, down came the rain -welcome to NZ!

Taking the advice of previous interchange refs we headed for Hamner Springs to soak in the thermal pools. Quite eerie sitting in these springs while the temperature is close to zero and snow is falling. We dragged ourselves from this marvellous delight to head across to Kaikoura, well known for its whale and dolphin watching cruises. Friday dawned a perfect Qld day, not a cloud in the sky and picture perfect with now covered mountains surrounding this small coastal town. We headed back to Christchurch via the inland route that had us travelling above the snow line and experiencing the wonderful scenery of a NZ winter.

We were met at the hire car depot by Pam Adams, our first billet. After dropping our gear at their house, Pam dropped us off at the local pub where husband John, who is the CRRA appointments officer, was selling raffles to raise money for their golden oldies tour to Adelaide and enjoying a few jugs of the Canterbury brew. We abstained of course as we were refereeing the next day.

Saturday morning an experience to behold - minus 6 degrees - with a heavy frost still visible at 11.00 am. With NZ playing South Africa in Dunedin in a test match, only a few games were to be played on Saturday with all the Senior games being played on Sunday. Rob and I had been appointed to Saturday games. Rob had a Colts 2 - Christchurch v Burnside at Christchurch Club (a referee coach was appointed to watch Rob in this game) and I, a Colts 3 - Aranui High School v Marist Albion at South Hagley Park (an experience in its own - the field, a set of goal posts - no pads - no corner flags

and with touch lines hardly visible). An enjoyable game for me but Mike Moore, who was my chauffeur that day, fairly froze his butt off on the sideline - 5 degrees with a lazy southerly blowing across the park.

Grounds in NZ are normally wet, muddy and not the ideal place to wear your special white jersey as Rob found out - me, I stuck to the Maroon and White hoops - no problems with washing. After our games, we all headed back to the Adam's residence where we watched the All Blacks dismantle South Africa in the Test in Dunedin, followed by Australia A dismantle New Zealand B in the Melbourne Game.

My first duty as a referee coach was to check out Warren Lidstone (one of the top three Division 1 refs) referee the game between Sydneham v Linwood at Rugby Park. It was an excellent game of running rugby and would have been more enjoyable if it was not freezing cold in the concrete stand. A quick feedback session in the change room before Warren headed off to get treatment on a dicky hamstring - he certainly had to do some running in that game. A report was compiled and passed onto Tom Hannan, who is the head of the referee coaching panel in Christchurch. Monday was passed being the tourists and completing a hydrotherapy session at the city indoor pool complex before heading to the referee's meeting at Lancaster Park. Rob and I were welcomed by the President of the CRRA and presented with a polo shirt and bottle of the Canterbury's Refs wine. I spoke on behalf of the QRRA and presented the President with the QRRA Association tie. A trivia night had been organised with a light supper provided after so there was no opportunity to carry out the Bundy tradition. Rob met up with his referee coach and had a feedback session with him after the meeting.

On Tuesday, we moved to new billets, Brian and Michelle Noonan. Michelle gave us her car to drive around and Rob was in his element, driving this convertible Rover around Christchurch - lucky he had a good navigator - we only got lost once going to training on Tuesday night which they reckon was on purpose. We got there a little late and joined the other 8 guys on a cold and miserable night and completed the session at Rugby Park.

Wednesday was to be a busy day - we had appointments at St Bede's College who were playing St Edmund's College from Canberra who were on tour. Rob had the Firsts and myself the Seconds. At Rugby Park that afternoon, a representative match between the Cantabrians and Sassenachs (really a NPC trial between Canterbury and Otago) was happening. On completion of my game at St Bede's, Alan Bateman, a NZ Super 12 assessor, whisked me across to Rugby Park to watch Alan Stead referee this reps match that had 7 All Blacks taking part. This was a great learning experience for me working with Alan who was assessing the referee in this game. I believe that both of us, more me than him, learnt from the experience. After the game, I was dropped back to St Bede's where the Rev. Father Brian Cummings again displayed the legendary hospitality of NZ rugby. Wednesday night - a great night on the town, with Rob Tasker as host. Quite amusing though, ended up at the same establishment as the Aussie Under 21 team who turned out to be the touring St Eddie's boys - a late but enjoyable night - no further correspondence will be entered into.

Our touring continued on Thursday with Alan Bateman and his wife taking us down to Akaroa, a small harbour town that was originally settled by the French. It was a brilliant sunny day and most enjoyable to relax in this quaint town. Friday we moved to our next billet who was Alan Stead and the rain came pouring down. Being with Alan gave me a chance to have a feedback session with him from his game on Wednesday. Saturday morning and it was still raining but the games were still on. Rob was appointed to Linwood v Merlins at Linwood Club, a 1<sup>st</sup> Division game, while I was appointed to a Senior Reserve at Malvern, High School Old Boys v Sumner, next to Rugby Park. Atrocious conditions to referee in - around 5 degrees pouring rain and quagmire grounds - not advisable wearing the white strip Rob. My second appointment that day was to do a coaching report on Derrick Creighton who was refereeing the major semi final between Sydneham and High School Old Boys at Rugby Park. After a brief feedback session with



Derrick, it was off to Lancaster Park and the Refs Room for a few cheers before heading out to dinner with the Canterbury referees.

Before leaving the Refs Room, the tradition continued with the presentation of the Bundy Rum to warm everybody up after a cold miserable day on the paddock.

Sunday morning and the weather had not improved. So it was time to pack and head to the airport. Rob was off on his extended touring holiday with his family who had flown in the previous night and I was on my way home, Business Class - thanks to Qantas recognising my need for R&R.

I would like to take this opportunity (on behalf of Rob and myself) to thank the Committee of the QRRA for extending to us the invitation to partake in this interchange which has been of immense value and experience to both of us.

## **Gold Coast Schools Carnival**

The seventh GCSC was supported by a referee team comprising of volunteers from our Association, together with the visiting Interchange personnel, who both refereed and referee coached. The international make-up of the Open and under 16 teams was reflected in our own contribution to the organisers. The mix of rugby refereeing experience and skill level meant that the tournament was a truly challenging as well as also having an international flavour.

Despite the appalling weather and ground conditions throughout the week, the QRRA and Interchange referees provided the participating teams the opportunity to play and enjoy their rugby under the guidance of an empathetic, enthusiastic and competent referee. Well done to all involved.

Twenty-three referee/referee coaches were accommodated at the Gold Coast, which provided the organising committee, the flexibility to rapidly adjust referee appointments to meet the changing circumstances. In addition group and individual coaching sessions were conducted on the non-playing days, principally for the 'live-in group'; feedback has indicated that these sessions were of great value for both referees and referee coaches.

The coordinating work performed by both Keith Jennings and Paddy O'Brien, was of the highest standard. All referees involved are richer for the experiences and knowledge that these two provided. The personal time and sacrifices that they made for the benefit of others is greatly appreciated.

Thanks must go to all QRRA members who also gave of their services in one way or another over this week long event.

## **Interchange Acknowledgements**

I would like to thank the following members for their help in billeting our visiting referees – Geoff Acton, Richard Bendeich, Trevor Cichero, Jonathan Cichero, Andrew Connor, Paul Evans, Keith Jennings, Steve Leszczynski, Mark Logan, Frank Meiklejohn, Rod Perriman, John Quinn, Tom Ryan, Peter Smith, Michael Tutty and Carolyn Warren. The Committee has provided a double theatre pass to each of the above for their assistance. Also, thanks to Jonathan Cichero for organising the successful social evening at the Sportsman Hotel.

**Keith Jennings**  
Interchange Coordinator



# QRRRA Brisbane

The QRRRA was able to **supply the QRU and QJRU with a record number of referees** for record number of games. With a significant increase during the year in active referees, we may well be able to **expand our level of service** next year. **Meeting and Training** numbers were the **healthiest they have been for years**.

The **major development** for our future is the formulation of an **interpersonal Code of Conduct**, development of a **strategic plan and vision statement**, the compilation of a **comprehensive membership data base**.

These achievements should **underpin the existing programs** that we have in place and **introduce aspects of accountability, certainty, loyalty and the concept of professionalism and best practice**. The respect for a **members commitment** by being **honest, progressive, inclusive and always communicating in a timely manner**, should be the outcomes.

A **Self-sufficient, forward thinking, dynamic and relevant Association** will be the resulting legacy to **members, stakeholders and the game**.

**There is no doubt** that the Association is **well placed for the challenges that lie ahead**, whether they be **on or off the field**. All they require is a **determined membership** and a willingness to **put in some extra effort**. The reward is being part of a **highly successful team** and an organisation second to none. **It's up to us all** to do justice to our rich history and lay **new foundations for our growth and development**. Don't wait for it to happen, **be a part of it**.

## ACHIEVEMENTS

1999 saw **Andrew Cole, Scot Young and Greg Hinton** represent their country. Besides the 'normal spread of **7, 10 and 15-a-side competitions, the Super 12 and domestic visiting teams**, **Andrew and Scott** were appointed as **referee and touchjudge to the Rugby World Cup**. **Greg** travelled to **Argentina for the International U/21 competition**. Congratulations gentlemen.

The most notable event of the year was **Andrew, Scott and Barry Leask's** involvement in the world's first rugby union '**video umpire**' in the match between **Qld v NSW**.

Also congratulations to those referees who were selected to attend National Carnivals – **Geoff Acton, Barry Walker, Cole Barrett, Paul Marks, Greg Hinton, Andrew Cole, Andrew Connor and Ian Forbes**.

**At the Mid-season function the following persons were awarded plaques. The awards acknowledged for such things as 100% meeting attendance, willingness to referee at short notice or anywhere any time, and their continued assistance to host interchange referees; they were** Mick Abel, Tim Harland, Fraser Mallon, Darren Rees, Trevor Cichero, Paul Evans, Keith Jennings, Geoff Acton and Doug Hutchings.

## MEMBERSHIP

The **success of any executive committee** is measured from the **feedback from its members**. **Thank you to all the members** who have **expressed their opinions throughout the year** to the committee or myself. Feedback is **necessary in order to gauge the level of success** any management committee, sub-committee, or specific program that is undertaken within their term. A **conscious effort** was made to plan hold a **wide variety of activities for members**, ensuring that all involved will **greatly enjoy the Rugby season**. These were designed for members to meet and demystify all aspects of refereeing.

Attempts were made to increase the committees accountability. These changes will ensure that personal agendas and subjective decisions will be eliminated.

The side effects of these issues are just starting to emerge, with **greater inclination for individuals to nominate for 'office' and sub-committees roles, higher attendance levels at meetings and training sessions and more of a 'club' feel to the association.**

Although this season has seen the return of some past presidents and life members, there has been the continuance of a disappointing trend. Other than the usual injuries and job transfers and the odd retirement, 12 of our long standing members have decided not to renew their membership. These gentlemen have had experiences many of us would envy and it is the responsibility of all members to ensure that these members like these, are again actively involved.

Some people continue to be involved who are not financial. All these issues need to be addressed urgently.

## **Refereeing in 1999 and Beyond**

In order to maintain a stronger refereeing community, we will have to

- **Active Sub-committees** whose decisions are respected and implemented
- **Develop a staged education program** and **"new member" assistance/support system**
- Foster an environment **where individual goals for all members are met**
- **Recognise and reward all members achievements**
- Interactive **Club liaison and coaches program** – Multi-tiered
- **Create an Information Resource facility, Referee Library and Video Room** for member access

As President this year, I had an obligation to achieve many of the stated goals outlined at the 1998 AGM. This undertaking was to achieve some new directions and improve the level of communication and information to all members. On a personal note, there were some successes and some disappointments in not being able to achieve readily and easily certain objectives. But then again much was achieved.

What is most pleasing is that the association has been able to achieve many of the published goal set out prior to the commencement of the year; namely -

- **Compensation for Travelling Expenses** (Junior Matches - \$10.00 a game)
- **Introduce Accountability and Transparency** in many areas of operation
- **Increased Involvement of Members in the Decision Making Process**
- **Subsidise Referee and Referee Coaching Courses** *via* complimentary membership in the ensuing year
- **The provision of Free Jerseys and extended member benefits** and apparel
- **Provide club or school Touchjudges to all games** that our members referee
- **Instigate a Cultural Revolution** and develop a recognisable demeanor ,and
- **Develop closer ties with our stake holders**

Largely, this was achieved in a **positive, harmonious and enthusiastic** manner. One of the most clear messages from the members was that we should eliminate all personal agendas and **concentrate on capture, development and retention**. In many respects they all go hand in hand.

An attempt was made to use the **following activities as key elements of member retention.**

**Meetings** - The fortnightly meetings were well attended, despite many very wet nights and three 'competing State of Origin Games'. **The record attendance figures speak for themselves.** Meetings are important for **proficiency, currency** and addressing an individuals duty of care.

**Information** - The monthly news updates were an attempt to keep **every member fully informed** of the associations activities as well as a means of communicating various **law issues and interpretations.**



**Coaching** - The adoption of the theme 'The Laws v The Game' was embraced well by the coaching group, which met regularly once a month. Before the end of May, Cole Barrett had received more coaching reports than he had for the entire previous year. Although up 50%, trying to coordinate and achieve an even the spread of referees remains a problem. The figures suggest that we need to spend more time with novice referees and those members with less than 4 years experience.

**Appointments** – An attempt was made to rationalise the Appointments Process ENSURING GREATER EQUALITY for all levels was attempted. It was intended that a formal documented appointments policy was to be used as a means of member satisfaction and retention. The appointments board was asked to consider the following -

- ♦ To define the relationship between Proficiency/Uniformity, Ranking and Retention
- ♦ Separate Appointments/Selection from Coaching as well as Administration
- ♦ To create and implement an objective selection criteria for all pools and inform all referees prior to commencement of the season
- ♦ To review regularly all referees within each pool and revise the level of ranking or area of operation and advise all members concerned accordingly
- ♦ Senior and experienced referees were to referee at least four junior games.
- ♦ Replacement Procedure – 'bunt-up' and replace from the bottom
- ♦ Inter-branch Coordination – 'Shunting' so that an outside branch referee could experience a more competitive game and a 2nd or 3rd Grade Brisbane referee may referee an A Grade or Colts 1 match. Each referee would have their skills challenged and tested.
- ♦ Respect elder members and their years of service and to find on-field activities where they can interact and influence and sometimes balance the younger referees coming through.
- ♦ Avoid patterns and cycles of appointments at all costs
- ♦ To select appropriate referees and touch judges for the final series, and no referee was to be involved in more than one pool. The criteria was to be in advance and such things as meeting attendance, being financial and feedback was to be given to every referee and touchjudge involved via either a verbal or written coaching report.

If there is a need to address any of these points, then there is quite a deal of work in this area still to done. I would like to acknowledge Mr John Breen for his commitment to tabling many of these points in his capacity as Chairman of the QRU Appointments Committee for representative games.

However there are still some very important issues that need to be discussed and resolved prior to the next season in order for a transparent and objective system to be implemented for the benefit of all referees. The quieter achievers and long standing members should be encouraged to equip themselves with the courage to speak out and be heard on this issue, without getting shot down.

## TRAINING + DEVELOPMENT

Many thanks to Nathan Stewart (Trainer) and Liza Devlin (Physio) for their time on Mondays and Wednesday evenings. The quality of their work prevailed when the exceptional number of wet weekends came round. As the injury rate went up they seemed the only ones to relish the conditions.

To Ian Scotney, Frank Mielkejohn and Tony Mellick for doing the lions share of the work for the ICU Program, many thanks. The 14 referees are indebted to you for your knowledge, experience, dedication and sense of balance. The program is so successful that it should be replicated at possibly three other levels – introducing a '4 phase' development program.

Mick Petire spent many hours videoing games for both referees and coaches. A job well done.

## THE ROOMS

Ian Smith, Michael Petrie and Frank Micklejohn this year undertook to 'run the show'. It was pleasing to see the return of the post match raffle or gold coin donations. These activities **generated additional funds**, that were used directly for members who attended association activities. Unfortunately, the room is not set up for the growing educational, meeting and developmental needs.

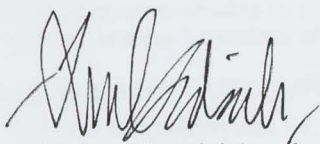
Little did the members, who built the room some 12 years ago think that it would be too small for most general meetings by the turn of the century. The dichotomy that exists between the Rooms as a financial resource, a cost centre and a meeting room will have to be addressed sooner than later.

## SUMMARY

Much of the work this year was achieved by a the following, and in no particular order, **Chris Donovan, Phil Jones, Sean Cuffe, Lachlan Kusher, Mike Petrie, Pat Rae, Michael Tutty, Caroline Warren, Geoff Shaw, Steve Thornton, George Pippas, Bill Barrett, Dick Marks, Don Perry, Kevin Crowe, Don Duffle, Chric Newton, Stuart Bale, Ian Scotney, Paul Hoolihan, Bob Spillane, Keith Jennings, Cole Barrett, Simon Dobson, Gabrielle Davidson, Carol McGowan, and Pauline du Reitz**

To these people, together with those members who supported the Association by making themselves available to referee or coach, who turned up regularly to games and who attended a number of association activities, thank you as well.

I also thank the membership for the honor of representing the association as president in 1999.



Richard Bendeich  
QRRR President

## Presidents **Diary** Formal Meeting Schedule

QRU COUNCIL MEETINGS	3	QRU PRESIDENTS MEETINGS	14
QRU STAFF MEETINGS	11	QJRU MEETINGS	1
COMMITTEE MEETINGS	15	QRRR GENERAL MEETINGS	15
COACHING MEETINGS	4	ICU MEETINGS	3
BRANCH MEETINGS	8	QRU REFEREE COURSES	4
INC. GRAND FINALS (INTRASTATE)			
CLUB COACHES MEETINGS	2	STRATEGIC PLANNING GROUP	5
QRU BOARD MEMBERS	4		



# QRRRA CAIRNS

Cairns as usual proved a attractive destination for national and international teams to drop in for matches as part of their rugby experience. We hosted some 7 international teams from the British Police through to the Thailand national team. Schools teams came from South Africa, United Kingdom as well as the usual compliment from New Zealand. Our association appointed to some 28 school international matches with most schools bringing two teams. We also hosted a Welsh referee for two matches.

The local competition began in February with the Hogs Breath 10's, during which we coped 8 inches over rain over the two days of the tournament. The final was controlled by our visiting Malaysian referee who took to our Cairns hospitality like a "duck to water". The usual round of Incitec Cup matches saw a disappointing representation of local appointees made way for the main club competition with 7 senior teams and 6 senior reserve combinations.

The finals were controlled by RUSSELL WAGHORN (reserve grade) and GORDON JOHNSTONE (A grade) with Cities wining the main event and Teachers the early game. Brothers were minor premiers in both grades but came up empty on finals day.

Our numbers remain solid with a level one course run late in the year in an attempt to kick start us for next season. We in Cairns wish every one a happy break and if anyone is up here over the festive season please join us for one of our training sessions as we in the north train all year round.

"Cairns probably suffers more than most in that any outside support appears to be fairly thin by the time it gets to the north. We are looking at a number of opportunities to increase the level of initiatives and infrastructure in order to ensure rugby grows over the next 1 - 5 years. For this we are looking to the QRU as well as the local association."

*Gordon Johnstone*

CDRRA President.

# QRRR Darling Downs

I am greatly indebted to the Committee who kept the organisation running, refereed more than their fair share of matches, and also managed to keep their private and business lives at bay for 8 months!

The 1999 executive was made up of:

PRESIDENT:	James Anderson
VICE PRESIDENT:	Kevin Flanagan
SECRETARY/TREASURER:	Stephen Connolly
DEVELOPMENT OFFICER:	Michael Darcy
SPONSORSHIP OFFICER:	Ian Morgan

## MEMBERSHIP

At the commencement of the 1999 season, the number of referees intending to participate was well in excess of 20, and there was every indication that there would be few problems providing referees for all games conducted on the Downs. However, this proved not to be the case, due to various factors including work commitments, relocations, and injuries. Any suggestion that old age played any part is strenuously denied!

In order to ensure that qualified referees were appointed to higher-level games, all matches were prioritised according to appropriate criteria, and we ensured that the higher-level matches were controlled by the best available referees. In addition, our members often volunteered to control more than one match per weekend, eg lower-grade school games.

At the mid-point of the season, an approach was made to the Darling Downs Rugby Union requesting that they seek the cooperation of all affiliated clubs with the recruitment of new members, and a Level 1 course was conducted for in excess of 20 club and DDJRJ nominees. A significant amount of work remains to be done to ensure that this translates into greatly higher numbers next season, and the Committee will be working very hard to make this happen.

## CLUB & SCHOOLS COMPETITION

The club competition was run over 2 rounds from late April to late August, with the Grand Final on 28 August. Ten clubs fielded teams in up to 4 grades, and with locations from near (Toowoomba and Gatton) and far (Roma and St George), the travel and time requirement was again significant. The following referees controlled the various Grand Finals:

A-Grade – IAN FORBES	B-Grade – DAVID DOHERTY
C-Grade – JAMES ANDERSON	U/19 – DAN FOX

As well, the Darling Downs Association maintained its tradition of providing referees for most "A" matches for our major local Rugby schools (Toowoomba Grammar School and Downlands College), including over 10 First XV matches (including trials).

Finally, we were again happy to provide referees for a term 4 competition involving non-Rugby-playing schools, as a way to introduce a real game into "League" schools.

## FINANCIAL/SPONSORSHIP

We were again supported magnificently by our "sole rights" sponsor Queensland Cotton, who provided a combination of equipment (bags etc) and cash funds. We utilise the latter both for assistance with our travel costs, and (more importantly) with some of the costs of recruitment and development of our referees, eg travel for referee coaches etc. ]

Assistance with our travel costs is also received from the DDRU, and we are again most grateful for this. As a result, the Association has finished the season with a modest surplus which will enable us to continue the good work in the 2000 season.

## DEVELOPMENT

The lack of numbers during the season meant that many of the development initiatives planned earlier (eg training and extensive coaching) could not be carried out, despite the efforts of our Development Officer, Michael Darcy. We certainly intend to put these into effect in 2000 so that our members can benefit.

## REPRESENTATIVE APPOINTMENTS

We are extremely proud of our four Darling Downs referees who were appointed to various representative matches during the season:

- IAN FORBES – Open Incitec Cup (including the U/19 Final); Queensland nominee to the national Women's Rugby championship in Perth (where he refereed the Final); and appointment as a Touch Judge to the curtain-raiser to the Australia-v-South Africa Tri-Nations match at Suncorp Stadium.
- DAVID DOHERTY – Open Incitec Cup (including T/J for the U/19 Final).
- DAN FOX – U/19 Incitec Cup.
- MICHAEL DARCY – U/19 Incitec Cup. Michael was also appointed to the Austar 7's finals but was unfortunately unavailable due to a family illness.

## SOCIAL

Despite good intentions at the beginning of the year, only a small number of social functions were held, including a family BBQ and our annual dinner (held again on the night of the Grand Final). This is definitely something we must improve on in future.

## CONCLUSION

The Darling Downs Association is looking forward to the 2000 season with renewed vigour. Significant effort is again being planned with regard to recruitment and development of referees, and we have a goal of providing Association referees to all matches played, as well as Touch Judges for as many as possible (and certainly all A-Grade games).

*James Anderson*

DDRRA President



# QRRRA GOLD COAST

This season presented our Branch with another challenging year with healthy numbers of referees for the majority of the season. A recruitment drive during the previous two seasons has seen a number of new referees gain their Level 1 accreditation. Their involvement during 1999 has released the pressures on our current members.

The committee consisted of

President	Royd Wallace
Vice President	Ed Marconi
Minute Secretary	Barry Walker
Treasurer	Bob Clark

We were fortunate this season to have the sponsorship of Rugby Adventurers, who have indicated their desire to continue the partnership in 2000. The Gold Coast and District Rugby Union also came to the party with financial assistance. The Clubs on the Coast also assisted through match payments. The support of these three was greatly appreciated. With these finances, the association was able to afford to purchase a number of communication devices to assist our referees on the field. The devices have proved very successful and assisted our members greatly in improving the standard of refereeing.

Grand final appointees were:

Colts	Bob Clark
Thirds	Mick Eastwood
Seconds	John Ferris
Firsts	Barry Walker

Our finals appointments committee consisted of Ross Mitchell, Brian Cahill and GC&DRU President, Peter Moore. Ross Mitchell worked tirelessly also as the weekly appointments officer, spending many hours on the phone. Last minute changes made his job even more difficult.

Barry Walker and Andy Date shared representative honours this year. Barry Walker was also appointed to the final of the Incitec Country Championship at Ballymore.

Our annual dinner was well patronised, not only by our own members and their spouses, but also Gold Coast and District Rugby Union officials and club representatives. A feature of the night was not only the Grand Final appointments but also the awarding of the Phil and Margaret Casey "Spirit of Rugby" trophy to Bob Clark.

Our thanks must go to our President Royd Wallace for his efforts this season.

In conclusion, my thanks go to the most important people - the members of our branch who, week in and week out, refereed games and/or backed up to "run touch". Their efforts were outstanding. Appreciation is also extended to their spouses who supported them in their efforts for rugby on the Gold Coast.

*Ed Marconi*

GCRRA Vice President



# QRRRA **Mount Isa**

This season has been a rewarding one for the Mount Isa Rugby Referees' Association (MIRRA).

We started the year with the usual retiring of referees but those who came on board in 1998 remained committed and gave us a solid base to work from.

The support from our Golden Oldies was again thankful with a happy band of six rotating throughout the season to assist with the running of lines in A Grade matches. That was until the visit early in the season of Cole Barrett and Gaven Head. Barrett's visit put an end to a somewhat relaxing day at Rugby Park for some of the Golden Oldies as they sat for their Level 1 refereeing badges.

That was the turning point of our season. Three new faces attended the riveting Barrett coaching season and came out looking for someone to penalise. The unfortunate thing about it all was that I was unable to give those new to the ranks the required five games needed to qualify for their badges.

That will be a priority next season. After that, the season progressed with new-found vigour and interest. Just as everything appeared smooth, along came Cameron Schubert, from Darwin, to put his hand up to referee. Schubert had been refereeing for the past four years in the Darwin competition, working out of McArthur River for Mount Isa Mines. His face and zest lifted the standard of a somewhat drawn-out A Grade competition. Unfortunately, Schubert was unavailable grand final weekend due to work commitments.

Quentin Iwikau was appointed the A Grade grand final between Euros and Warrigals and Glenn Faulkner the Reserve Grade grand final between Keas and Euros. Both matches went without incident. There were only two judiciary appearances during the season with limited suspensions.

Referees who controlled matches this season included Dan Toia, Steve Nuku, Mick O'Connor, Les Bunn, Keith Hardie, Wayne Simonsen, Brett Cribb and Mark Levine. As previously stated, it was a rewarding season in Mount Isa boosted by the visit by QRU members Barrett and Head.

Their input to Mount Isa Rugby as a whole was appreciated and I hope we can continue into next season.

Thank You,

*Glenn Faulkner*

President MIRRA

# QRRR **Rockhampton**

The 1999 season could well be described as most satisfactory. Our main criterion must be the successful supply of competent referees for all competition fixtures ,and by this standard we have fulfilled all our commitments throughout the season.

For this I express my appreciation to all active referees who have accepted all their appointments ,to Rockhampton based referees who have met all their obligations in travelling to outside venues ,and to the Gladstone based referees who have frequently travelled to Rockhampton to help fill a program. I would also in this regard thank R.D.R.U. and Simon Taylor for their cooperation in a much improved level of prior advice of venue and time changes and cancellations.

During the season meetings based about discussion of laws and interpretations have been held monthly. These have been well attended ,and have played a major part in providing the opportunity for referees to discuss law concerns with their peers as an aid to improved consistency .Those who attended regularly will appreciate the benefits of the discussions.

Several issues are ahead of us needing to be pursued to a satisfactory conclusion:

- Selection and provision of a new strip, associated with this are the issues of bringing sponsorship and areas of financial management such as strip supply ,payment of travel costs, Q.R.R.A. subscriptions and insurance under the management of R.D.R.U. We are appreciative of the goodwill of R.D.R.U. in these matters.
- Recruitment and training of new referees, there is a great need to have new members being brought in to maintain future numbers ,the support of clubs in recruitment is important.
- Recruitment and training of competent touch judges. Modern refereeing requires teamwork between referees and touch judges, this can only be achieved by having competent, qualified touch judges certainly for A grade and preferably for all grades. With a few notable exceptions there has been a deterioration in this area in 1999. Again club attitudes are important but there is also a need for Q.R.U. to recognise our competence to provide training to an appropriate standard from our own membership.
- Definition of our status in terms of being a recognisable Rockhampton branch of Q.R.R.A., or such other system as members may see fit, and this includes the need for Q.R.U. and Q.R.R.A. to improve their service to this area.

Trevor Hulme (open) and Wayne Carolan (under 19) gained representative appointments during the season ( I believe we could have been more expansively treated in this regard ) and grand finals were refereed by Trevor Hulme ( A gr.), Wayne Carolan Carolan (Res.gr.) and Gil Ker ( under-19).

Wayne Carolan has indicated his intention to retire from active refereeing ,I would like to leave the door open for his reconsideration in the off season, but should he not have a change of mind, I acknowledge and thank him for his willing and high quality contribution over many years. He may consider supplementing our referee coaching panel.

I thank those members who were available during the year for advice as committee members , the appointments panel, and especially secretary / treasurer Paul Hoolihan whose duties can be quite demanding of time and effort.

I believe it has been a good year, and that our refereeing standards are quite commensurate with playing standards. At the same time we are aware of areas where with application and the continuing support of R.D.R.U. we can make 2000 an even better and more rewarding season.

**Terry Moore**

President RDRRA

# QRRRA **Sunshine Coast**

Season 1999 was for many of our referees one of the longest on record and an overall increase in the number of games refereed at all levels and was, in fact, a season that saw the full gamut of opportunities, disappointments and growth.

A number of new referees took to the field in 1999 however on an overall basis our numbers have remained at approximately the same at 38 active referees and with a forecasted increase in players and teams for season 2000 we will need to recruit additional referees.

The rainy season on the Sunshine Coast was the wettest for many years and played havoc with grounds and schedules and continues as this report is written.

The Sunshine Coast Rugby Competition is now broken up into three distinct groups, Senior, Junior and Schools.

Thank you to our appointments officers, Noel Stockall – Seniors, Rob Hall – Schools and Peter Dews – Juniors for their tireless efforts made doubly difficult by the wet weather also many thanks to our Treasurer Dan Kalle for keeping us on track in the finance department. Thanks to our Referee Coaches, Cole Barrett QRU Referee Coaching Director for coaching and running various courses and input.

To all those other referees who have participated, helped and assisted during the year – many thanks and our long suffering spouses, partners and families – our thanks to you for putting up with little or no work around the house and gardens during the season.

## **Schools**

The school season has been split between first XV/U15 and U14 and below. This arrangement has contributed to a smoother running of the competition and has generally assisted in ensuring that appointments were filled in an orderly manner.

Overall the season proceeded smoothly and the school grand finals at Matthew Flinders college, saw record crowds attend.

We anticipate a further expansion of the competition next year.

The Austar Tens and the Qld U15 School Championships took place at Kawana this year with outstanding success and our referees benefited from the coaching from visiting Referees Coaches.

## **Juniors**

The Sunshine Coast Junior Rugby Union grew significantly in 1999 and on an average weekend Referees were appointed to 25 games and over 400 games during the season were run.

Of particular interest is the fact that a number of schoolboys completed their Level 1 Referee Course and have performed admirably.

To the Referee coaches who have spent many weekends working with the junior referees – many thanks.

A number of junior referees moved up the ranks during the season to the U16/U17 and seniors.

Additionally referees were appointed as touch judges where possible and this along with the coaching has seen a lift in the standard all round.

As with the Schools there is a general expectation that the Junior rugby union will continue to expand and again the need to recruit referees will need attention between now and March 2000.



## Seniors

The senior competition expanded during the season and a total of 124 regular season games were refereed plus officiating at various touring sides and tournaments.

Our ranks in this segment of the competition was thinned due to injury and retirement however overall we have managed to maintain our senior numbers just!

Congratulations to the referees who participated during the year, sometimes under what can only be described as appalling weather conditions.

The competition was keenly fought and for the first time the finals were fought out by teams from Noosa, Caboolture, Nambour and University.

The grand finals being fought out between Caboolture and Noosa in the Reserve grade and Nambour and Noosa in A Grade.

Congratulations to Noosa for winning both grand finals and to the finals referee teams.

Reserve grade Noel Stockall and Touch Judges Peter Hunt and Steve Ryan. A grade Dave Shing and Touch Judges Dan Kalle and Sid Shilling with Kevin Lynch as No. 4 for both matches.

## Representative Teams

Congratulations to Dave Shing who controlled a number of Incitec games and acted as Touch Judge in the Incitec, Qld Country championships at Ballymore and to those Coast referees who also acted as Touch Judges well done.

Similarly in the Junior and Schools representative season to those referees who represented the Sunshine Coast at various Schoolboy and Junior championships well done.

We look forward to the 2000 season and the opportunities that it presents for our referees to improve their refereeing and overall standards.

## General

Overall the season whilst successful, proved to be too long with a three round competition that coupled with weather, the ongoing need to recruit referees contributed to a higher level of injuries then previously experienced.

Each referee on average controlled three games or more per week.

Sadly there remains the ongoing problem of a minority of spectators who continue to abuse referees and touch judges and solutions are now being sought. The need for accredited touch judges also need to be addressed prior to the season 2000 by the SC & DRU and Clubs.

On a positive side there has and continues to be an improvement in player and spectator behaviour and communication between each part of the game of Rugby continues to improve.

Our thanks also to those referees from other Qld branches who interchanged with us and our Kiwi interchange referee from Waikato, also to the QRRA and QRU for the timely flow of information technical and administration.

We look forward to Season 2000.

*Michael J. Hurley*

SCRRA President



# QRRRA **Townsville**

## **The Season**

The final formal season for the 1900s' has come to an end. The season was one where we lost a number of referees on postings and retirements at the end of last season fifteen in all. We also mourned the loss of one of the stalwarts of the organisation Alan (Salty) Eckel, may he be sharing the touch line duties with Saint Peter.

We were only lucky enough to have one qualified referee posted in so all fell upon our February course to qualify some new talent. Out of the course we gained five referees to join our ranks. With only six referees replacing fifteen we knew we had a bit of extra work.

The season began with the traditional Burdekin Sevens an excellent time for referees and the bonding of the new comers. The formal season presented its usual pressures of absences through Defence exercises, forfeits and Incitec games but every game was covered and the reports from the TDRU, Referee Coaches and teams were positive which means we achieved our outcomes.

## **Finals**

I thank you all for the support throughout the finals, everyone put in their all and all active referees had the opportunity to visit the centre throughout the series. Our congratulations got out to Bob Spillane who took the A grade centre. The choice made by the committee was based on a number of factors with support to the association being one but as always the ability to control the game was the most important.

## **Sponsorship**

We truly thank ENDEZ for their generous sponsorship allowing us to ensure all of our referees officiated either in the center or on the touchline in the same shirt, shorts and socks. This added a degree of professionalism to our organisation which was not lost on the supporters of the code.

## **Incitec**

We congratulate all of those who had the opportunity to officiate in Incitec games. This competition helps with the development of our referees and also gives us and the team management the opportunity to measure our standard against that of the visiting referees. We have been pleasantly surprised with the feed back. We congratulate Stef Mussap for his efforts in this arena.

## **CORAD (Committee Organising the Referees Annual Dinner)**

My sincere thanks to the ladies of CORAD who not only organised the dinner to perfection as usual but also to their efforts in fund raising for this event, thanks Gabe, Michelle and Emily. To Emily our most sincere thanks for your efforts yet again this year despite giving birth to a Prop Forward during the season. Thanks.

## **Development**

This year has seen the qualification of three new referees who have already shown excellent potential. Two of these Andrew Bourke and Craig Hills were appointed to A grade games in their first season and did nothing to blemish their record. Keiren Keyes has also shown great potential in his first year. Our existing referees all showed they are improving their skills and hopefully with a more structured program next year we can improve that bit more. We have embarked on the process of becoming incorporated so that we can tap into funding for development and training. We have submitted an application in this years round with Brothers doing the auspicing.

### Conclusion

It has been another year of rugby in Townsville and District. We have officiated in all of the comp games with success. We have also assisted the Secondary Schools in their competitions, Charters Towers in their tens, the University in their intra college comp and the ladies in their comp. Thanks for your support.

*Ian Kuhl*

President TDRRA

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## QRRRA Mackay

1999 saw the association start the season with fewer active referees than last year, a problem not confined to this area. Our aim next year is to actively recruit more referees for the start of the 2000 season.

Referee coaching and development is to be a high priority next year as the Schools competition is growing rapidly and this year a Junior Rugby Union competition started with over 150 kids. This will stretch our ranks even further.

Referees to gain representative honours this year were: Damian Eales - 3 INCITEC CUP open games Ty Iwikau - 1 INCITEC CUP under 19 game.

The Grand Final referees were, 1st Grade - Damian Eales and Allan Hayes 2nd Grade.

**Dave Strutynski**

Secretary MMDRRA

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## QRRRA Wide Bay

This year Wide Bay operated successfully, with the usual compliment of games and most of our seasoned members 'backing up'. The challenge ahead is to keep pace with the growing compliment of junior matches.

The new year will provide additional the challenges in the areas of recruitment and development. Thankfully the Wide Bay members have considerable experience and abilities in being able to meet these new requirements.

Some members were able to referee games in Brisbane this year and appreciated the opportunity. It is hoped that the 'Intra Branch Shunting' idea can be further developed to include a wide number of associations and referees who are looking for varied experiences.

**GARY CRAIG**

MDRRA

## General Meetings Brisbane

1999			1998			1997			1996		
17-Feb-99	69	1	18-Feb-98	41	1	05-Feb-97	40	1	19-Feb-96	37	1
03-Mar-99	39	2	04-Mar-98	44	2	28-Feb-97	35	2	04-Mar-96	33	2
17-Mar-99	46	3	14-Mar-98	29	3	05-Mar-97	41	3	18-Mar-96	29	3
31-Mar-99	42	4	01-Apr-98	35	4	19-Mar-97	36	4	01-Apr-96	40	4
14-Apr-99	58	5	15-Apr-98	33	5	02-Apr-97	34	5	15-Apr-96	36	5
28-Apr-99	93	6	29-Apr-98	39	6	17-Apr-97	18	6	29-Apr-96	36	6
12-May-99	62	7	13-May-98	52	7	30-Apr-97	38	7	13-May-96	32	7
26-May-99	45	8	27-May-98	41	8	14-May-97	40	8	03-Jun-96	33	8
09-Jun-99	38	9	10-Jun-98	39	9	28-May-97	40	9	24-Jun-96	23	9
23-Jun-99	32	10	24-Jun-98	31	10	25-Jun-97	34	10	08-Jul-96	22	10
07-Jul-99	33	11	08-Jul-98	34	11	09-Jul-97	31	11	22-Jul-96	33	11
21-Jul-99	41	12	22-Jul-98	32	12	23-Jul-97	27	12	05-Aug-96	28	12
04-Aug-99	42	13	05-Aug-98	33	13	06-Aug-97	26	13	19-Aug-96	28	13
18-Aug-99	30	14	19-Aug-98	42	14	20-Aug-97	32	14	02-Sep-96	34	14
01-Sep-99	45	15	02-Sep-98	36	15	03-Sep-97	26	15			
715 51.1 av			561 37.4 av			498 33.2 av			444 31.7		

ie 37.00 % Increase

TOTAL 1995/96	32	TOTAL 1997/98	37
TOTAL 1996/97	33	TOTAL 1998/99	51



# Brisbane Member Profile

## 1999 Active New Members

ANDERSON, I	1999	HIGGINSON, B	1999	O'KEEFFE, J	1999
ARMSTRONG, P	1999	HODDA, L	1999	PROFKE, L	1999
BARLOW, D	1999	HODDA, P	1999	RETCHFORD, A	1999
CLARKE, S	1999	JACOBS, D	1999	ROBBIE, T	1999
DATE, A	1999	KOHL, L	1999	ROBERTS, P	1999
DEVLIN, T	1999	LEE, G	1999	TASKER, S	1999
DUFFY, P	1999	LEE, S	1999	TWOMEY, J A	1999
FLEISCHFRESSER, Q	1999	LUAFUTUTA, P	1999	VERNER, N	1999
FORRESTER, C	1999	MACDONALD, T	1999	WALLACE, M	1999
FREEMAN, C	1999	MANSON, M	1999	WARREN, C	1999
GAITER, W	1999	MCCANN, N	1999	WILLIAMS, S	1999
GEORGE, P	1999	MEIKLEJOHN, D	1999		
GOOCH, M	1999	MOULDS, P	1999		

## Retired in 1998 *or*

Not Refereeing	Games		Games		Games
BAYNES, D	142	HOLMES, G	8	RUDLIN, S	14
CARTER, D	10	LAUDER, B	116	SAINT, D	10
CICHERO, T	136	LEASK, B	652	SMEATON, M	224
COLLINS, R	137	LYNCH, S	34	SMITH, P	258
DALY, M	44	MADDRELL, S	21	SPENCE, L	145
DINNEN, A	205	MCINTOSH, I	83	STOKES, D	193
ELPHICK, D	147	McPHEE, I	400	TRUE, D	422
FIENBERG, B	623	McSAVENAY, A	15	WAGNER, L	12
FOX, D	37	MELLOY, R	96	WESTON, M	7
HARTLEY, B	83	MICAILLIF, P	6	WEBB, J	23
HEESON, W	28	MURDOCH, J	259	WILKES, P	12
HEYCOTT, W	7	PENGELLY, M	10		
HOPPER, R	69	RIDDLE, C	29		

# Brisbane Milestones

Games	Name	Games	Name	Games	Name	Games	Name
<b>800</b>	MEEK, F	<b>300</b>	KENNEDY, B RAUKETTE, J O'CONNOR, T	<b>150</b>	COSGROVE, M MEIKLEJOHN, F TRESIDDER, T MONAGHAN, L QUINN, P	<b>50</b>	MALLON, F GARRARD, J LESZCZYNSKI, S REES, D REA, P McLEAN, G GROGAN, D
<b>450</b>	COLE, A ZINGELMANN, R BROCKETT, R	<b>250</b>	DONOVAN, C				
<b>400</b>	GOFTON, P	<b>200</b>	NEWTON, C BARKER, T McCARTHY, J	<b>100</b>	BURNETT, P RABAGLINO, E HINDMARSH, T TALBOT, M TALBOT, P GAFFNEY, M		
<b>350</b>	PEGG, G						

# Brisbane Member Games

1999	1999	1999	1999	1999	1999
Surname	Games	Surname	Games	Surname	Games
GOFTON, P	60	McKAY, J	24	BARKER, T	18
FREEMAN, C	44	FLEMING, B	23	HARDING, P	18
PETRIE, M	42	MARKS, P	23	KERSNOVSKE, R	18
LOGAN, M	39	TAITO, A	23	McCANN, N	18
EVANS, P	37	TWOMEY, K J	23	TUILOMA, T	18
SMITH, I	37	BROCKETT, R	22	WALKER, R	18
CHALMERS, M	36	CLARK, B	22	ACTON, G	17
RYAN, T	35	JACOBS, D	22	CLARK, M	17
INTERCHANGE REFS	35	KUSHER, L	22	CONNOR, A	17
BENDEICH, R	34	MONAGHAN, L	22	FLEISCHFRESSER, Q	17
ZINGELMANN, R	32	MURRAY, D	22	GOOCH, M	17
CREE, G	31	PEGG, G	22	JOHNSON, N	17
MALLON, F	31	RABAGLINO, E	22	MEIKLEJOHN, D	17
BURNETT, P	30	RAUKETTE, J	22	REDWIN, P	17
DONOVAN, C	30	REES, D	22	McCARTHY, J	16
DUFFY, G	30	DUFFY, P	21	SPEECHLY, M	16
ABELL, M	29	HIGGINSON, B	21	TWOMEY, K A	16
MEEK, F	29	LEESON, C	21	ARMSTRONG, P	15
COSGROVE, M	28	MATTHEWS, T	21	DAVIES, R	15
JENNINGS, M	28	NEWTON, C	21	BONAR, R	14
TUTTY, M	28	NORITHER, F	21	CUFFE, S	14
CICHERO, J	27	PULLEN, C	21	HINTON, G	14
HINDMARSH, T	27	TALBOT, P	21	LEE, G	14
O'CONNOR, T	27	DILK, J	20	LEWIS, S	14
ROBBIE, T	27	HUTCHINGS, D	20	MARCONI, E	14
TRESIDDER, T	27	MEIKLEJOHN, F	20	McINTOSH, T	14
BARRETT, C	26	O'KEEFFE, J	20	ROWE, S	14
HOGAN, M	26	TWOMEY, J A	20	BACKSTROM, P	13
WIGGINS, M	26	AGNEW, M	19	COUTTS, W	13
CUTHBERT, G	25	GARDINER, G	19	CUSACK, D	12
GAFFNEY, M	25	JONES, K	19	HODDA, L	12
RAE, 'P'	25	KENNEDY, B	19	TALBOT, M	12
COLE, A	24	QUINN, P	19	GROGAN, D	11
HANLEY, M	24	VERNER, N	19	YOUNG, S	11
LESZCYNski, S	24	WARD, R	19	CHRISTENSEN, Ben	10
				DEVLIN, T	10
				LEE, S	10
				O'NEILL, P	10
				REA, P	10
				WARREN, C	10
				GARRARD, J	9
				LUBOWICZ, M	9
				PRASSER, N	9
				FAWCETT, N	8
				HUNT, P	8
				MACDONALD, T	8
				McFERRAN, P	8
				McLEAN, G	8
				RETCHFORD, A	8
				ROBERTS, P	8
				BACKSTROM, M	7
				HARLAND, T	7
				HODDA, P	7
				MOFFAT, J	7
				O'CONNELL, B	7
				WALLS, G	7
				AJAX, R	6
				ANDERSON, I	6
				FORRESTER, C	6
				GEORGE, P	6
				LUAFUTUTA, P	6
				MORPHETT, J	6
				PROFKE, L	6
				ROBERTSON, I	6
				TASKER, S	6
				WILLIAMS, S	6
				BARLOW, D	5
				BURR, J	5
				CHRISTENSEN, B	5
				CLARKE, S	5
				DEE, J	5
				KOHL, L	5
				MATEER, B	5
				REES, C	5
				BARKER, C	4
				GAITER, W	4
				MELLICK, M	4
				MOULDS, P	4
				SCOBLE, S	4
				USCINSKI, S	4
				ALLEN, N	3
				HOSKINS, R	3
				JENNINGS, K	3
				LAMONT, C	3
				MANSON, M	3
				O'CALLAGHAN, B	3
				QUINN, J	3
				CRAIG, G	2
				DATE, A	2
				KLEINHANS, A	2
				MASTERS, R	2
				REID, R	2
				WALLACE, M	2

1999  
Av GAME per MEMBER  
  
12 GAMES



# QRRRA Appointments Board

This year the QRRRA Management Committee put in place an "Appointments Policy" guidelines the final draft of this document followed the input of many senior and experienced members of our association. Whilst the final draft many not have pleased everyone, I feel that a workable and fair format for referee appointments was achieved.

The Appointments Committee this year consisted of the following personnel:

- |                                     |   |              |
|-------------------------------------|---|--------------|
| 1) Chairman                         | - | Mark Logan   |
| 2) Pool One Appointments Officer    | - | Barry Leask  |
| 3) Pool Two Appointments Officer    | - | Peter Smith  |
| 4) Pool Three Appointments Officer  | - | Peter Gofton |
| 5) Referees Coaches' Representative | - | Phil Jones   |

The committee met on 7 occasions during the season. Lengthy discussion and evaluations of referees' performances and development took place. Pool Two appointments always provided the committee with their toughest challenges throughout the season.

The reasons for this included retirements and persistent injuries forcing some members to be unavailable for week son end. Phil Jones and this fellow coaches are owed an enormous amount of gratitude for their constant influx of reports. There reports provided the Appointments' Officers with a great deal of very helpful information. As chairman of the committee , I can assure members that the appointments in the main, were very much merit and performance based.

On behalf of the committee, I would like to thank all active referees for their efforts throughout the year. Each year, the number of games to be refereed increases, whilst our numbers remain static, thus increasing the burden on each active member.

On top of this, the number of last game changes at all levels of rugby, places an enormous workload on the Appointments Officers to ensure that referees are present at all games. The efforts here of Peter Gofton and Peter Smith are extremely note worthy.

It would be remiss of not only the Appointments Committee, but the QRRRA members not to thank Ms Gabrielle Davidson. Without Gabrielle's tireless efforts at the QRU Headquarters, no referee would ever receive notification of their appointments. Thank you Gabrielle.

The development of the a QRRRA Database by Pat Rae may prove to be an invaluable tool for future Appointments' Committee. The notification of refereeing appointments via the internet may well help to minimize the number of "late pull-outs". Also it may prove to be a real cost-saving measure with respect to printing and postage costs for the QRU, as well as for our association's mobile phone bills. Only time will tell.

Finally, on behalf of my fellow committee members, I would again like to thank all our referees this season for their fine efforts. We hope to see you all back in 2000, fit, healthy and raring to go.

Yours in refereeing

Mark Logan

Chairman  
QRRRA Appointments Committee



# 1999Theme **The Laws v The Game**

A successful pre-season 'Camp' was conducted within the district of a Branch Association at Discovery Beach Resort, Sunshine Coast, to launch the season and to communicate to as many members as possible the thrust of the 1999 Coaching and Development Program – The Laws versus the Game.

The 78 referees who attended represented a wide range of abilities and experiences. All Queensland Associations were represented in some way. Most noticeable was the number of new members to refereeing, who had just either just completed the recent Level I Course in November or who had not yet 'been let loose' on the paddock.

The Sessions provide a great deal of information, relevant to all experience and involvement in the game. The content of the weekend remains instructive, entertaining and challenging. It is largely a matter of how you interpret and discuss your philosophies and ideas with others.

The weekend was very informative, with particular emphasis placed on 'The Game Document'. A paper on Law interpretations and intended rulings. Besides a very interesting and entertaining debate on refereeing The Laws v The Game, by Affirmative: Tom Ryan, Mark Hogan & Rod Brockett versus Negative: Steven Leszczynski, Greg Cree & Andrew Cole

The committee wanted a vehicle that would recognise that different levels of the game should also be approached differently by referees. The topics included -

- *Safety First – Juniors and competitive level*
- *Refereeing Subbies & lower grades*
- *Refereeing the highly competitive and A Grade*
- *Minimise bad habits - you could be damaging yourself physically*
- *Using your Captains*
- *Refereeing is Position, Position, and Position*
- *The Game we want – the style, the phases, the compromises*
- *Juniors as a rugby breeding ground – Recognise our impact*

As usual, the presenters were a range of international referees, coaches or administrators as well as beginner and even non rugby personnel. We were however privileged to enlist the support of a number of key personnel within the game.

Andrew Cole	INTERNATIONAL REFEREE
Steve Nance	WALLABIES TRAINER
Gary Nucifora	L 3 + 1stXV COACH & AUST SCHOOLBOYS MANAGER
Tom Barker	L3 + ASUT SCHOOLBOY COACH
Russell Trotter	AUSTRALIAN REFEREE MANAGER

This pre-season activity is seen as an important vehicle to attract and retain members, as well as address the areas of proficiency, consistency, indemnity, education and development. It also provides a means to determine our organisational relevance to referee branches and other stakeholders throughout the state.

1999 PreSeason Camp  
Organising Committee

# QRRR Referee Coaches

A total of 19 Referees Coaches met monthly from March to September under the chairmanship of Geoff Pegg. The agenda was varied and included –

- ♦ Discussion on coaching techniques
- ♦ Discussions on reporting
- ♦ Discussions with individual referees on their games which had been video taped
- ♦ Discussions on reports received by individual referees who has been away on exchange duties
- ♦ Review of the achievements of 1999 and an appraisal of what improvement should be made for 2000

In addition to attending meetings, referee coaches completed over 200 reports on 91 referees (plus 20 visitors) which does not include those reports which were not sent to referees via the normal system – maybe over 300 in total. This is a significant increase on previous years.

Coaches also assisted at the Gold Coast School Carnival in June / July 1999 and were involved with many referees and coaches on interchange from Australia and overseas..

The acquisition of the video camera presented by the QRU Club has already proved to be of great value.

The Referee Coaches have prepared a paper entitled "FOUNDATIONS FOR THE GOOD POSITIONING OF REFS" which should be available for coaches in due course.

The appointments board was also co-opted to represent coaches.

*Phil Jones*

QRRR Coaching Coordinator

## Coaching Reports

NAMES	REPORTS	NAMES	REPORTS
Cole Barrett	22	Michael Backstrom	1
Keith Jennings	20	Tom Ryan	10
Trevor Cichero	15	Rex Ward	7
Phil Jones	56	Jack Ezzy	13
John Raukete	10	Ed Marconi	11
Terry O'Connor	5	Chris Newton	12
Michael Carse	8	Tony Mellick	4
Don Duffell	14	Bodie Bassinwatie	5
Peter Gofton	19	Ian Morgan	4
Mick Gahan	6	Frank Micklejohn	2
Rod Perrimen	8	Richard Bendeich	3
Peter Smith	14	Michael Hurley	10
Mark Hogan	2	Paddy O'Brien	10
Peter Hunt	13	Chris Donovan	1
TOTAL =		212	

## Assessment Reports

NAMES	REPORTS	
Ian Scotney	13	
Peter Smith	7	
Tony Mellick	4	
Paddy O'Brien	5	
Cole Barrett	4	
Peter Gofton	6	
TOTAL =		39

# 1999 Coaching Reports

Name	Reports	Name	Reports	Name	Reports
o1 Abell M	2	o56 Grogan D		o111 Prasser B	
o2 Action G	3	o57 Hanley M		o112 Prasser N	1
o3 Agnew M	3	o58 Harding P	4	o113 Pullan C	5
o4 Ajax R		o59 Harland T		o114 Quinn J	
o5 Allen N	1	o60 Higginson B		o115 Quinn P	3
o6 Backstrom M	3	o61 Hinch J		o116 Rabagliano E	
o7 Backstrom P	1	o62 Hindmarch A	1	o117 Rae P	5
o8 Barker C		o63 Hinton G	2	o118 Raukete J	1
o9 Barker T	1	o64 Hogan M	1	o119 Monaghan L	1
o10 Barrett C	2	o65 Hogarth L		o120 Moulds P	
o11 Bendeich R	5	o66 Hopper R		o121 Moulds P	1
o12 Blacket J		o67 Hutchings D		o122 Murray D	
o13 Bonar R	1	o68 Jacobs D	2	o123 Newton C	2
o14 Brockett R	4	o69 Jennings M	5	o124 O'Callaghan B	1
o15 Burnett P		o70 Johnson N	3	o125 Roberts P	1
o16 Burr J	1	o71 Jones K		o126 Robertson I	
o17 Cahill B		o72 Jones P		o127 Roush P	
o18 Cameron C		o73 Kennedy B		o128 Rowe S	2
o19 Carter D		o74 Kersnovske R	2	o129 Ryan T	2
o20 Chalmers M	7	o75 Kleinhaus A		o130 Scoble S	1
o21 Christensen B	1	o76 Kusher L	1	o131 Siemon B	
o22 Cichero J	8	o77 Lee G		o132 Smith I	4
o23 Cichero T		o78 Leeson C	3	o133 Speechly M	
o24 Clark B		o79 Leszczynski S	5	o134 Sullivan S	
o25 Clark M		o80 Lewis S		o135 Taito T	1
o26 Cole A		o81 Logan M	6	o136 Talbot M	
o27 Connor A	7	o82 Lubowicz M	2	o137 Talbot P	1
o28 Cosgrove M		o83 M'Carthy J	1	o138 Talbot T	
o29 Coutts W	2	o84 Mallon F	4	o139 Tasker S	1
o30 Craig G	4	o85 Manson M		o140 Townley A	
o31 Cree G	3	o86 Marconi E		o141 Tresidder T	2
o32 Cuffe S		o87 Marks P	7	o142 Tuiloma T	
o33 Cuthbert G	3	o88 Master R		o143 Tutty M	7
o34 Davis R	2	o89 Mateer B		o144 Twomey J	1
o35 Dearlove G	4	o90 Matthews T		o145 Twomey K A	3
o36 Dee J		o91 McFerran P		o146 Twomey K J	1
o37 Devlin T	1	o92 McIntosh T	1	o147 Uscinski S	
o38 Dilk J		o93 McKay J		o148 Walker R	4
o39 Donovan C	1	o94 McLean G	1	o149 Wallace M	
o40 Duffy G	3	o95 McMahon D		o150 Walls G	1
o41 Duffy P	1	o96 Meek F	1	o151 Ward R	
o42 Dunne T		o97 Meiklejohn D	2	o152 Warren C	8
o43 Evans p		o98 Meiklejohn F	7	o153 Wiggins M	6
o44 Fawcett N		o99 Moffat J	1	o154 Young S	1
o45 Fleischesser Q	3	o100 Monaghan L	2	o155 Zingelmann R	2
o46 Fleming B	2	o101 Moulds P	1		
o47 Forrester C		o102 Moulds P	1	Total Referees	155
o48 Freeman C	7	o103 Murray D	1		
o49 G Duffy		o104 Newton C		OTHERS	36
o50 Gaffney M		o105 O'Callaghan B			
o51 Gaiter W		o106 O'Connor T	4	<b>Total Reports</b>	<b>356</b>
o52 Gardiner G		o107 O'Keefe J	3	As at OCTOBER 2, 1999.	
o53 Garrard J	1	o108 Pegg G	3		
o54 Gofton P	3	o109 Perry C			
o55 Gooch M	4	o110 Petrie M	1		

91 REFEREES COACHED  
= 58% OF MEMBERS

44



# QRRA Lecture Program

The 1999 Lecture Program spanned fourteen of the fifteen meetings this year. The aim was to provide an interesting program of topics that appealed to a broad range of experienced and less experienced referees and helped them to improve their performance. As in previous years, issues such as relevance, currency, expertise, appropriate modes of delivery and continuity were carefully considered in developing the lecture program.

The range of topics was chosen deliberately to provide a solid foundation for referees – to confirm law interpretations and good practices, to explore and evaluate other perspectives, and to develop a greater understanding of their own style as a referee. The schedule of topics was arranged to address the demands on referees at particular times during the rugby season.

Thanks to all the presenters, from outside and inside the ranks of QRRA, for their time in preparing and delivering their 'lectures'. In fact a variety of modes of delivery were employed – lecture/discussions, group sessions, practical demonstrations, video/discussions, and handout/discussions. The credibility of the presenters was an important criterion for selection and their contribution to our development as referees was well received. This together with many formal Law questions and answer clarifications, provided a varied and informative vehicle to update, educate and involve referees of all levels of experience.

To maximise the benefits of both the Lecture Series and the formal Coaching Program a more integrated process needs to be developed.

Thanks also to those who helped with organising the structure of the lecture program this year – especially RICHARD BENDEICH, NEIL JOHNSON, ROGER MASTERS, PHIL JONES and COLE BARRETT the QRU Coaching Director – Referees.

We also wish to place on record our appreciation for the interest and commitment shown by those outside our association who gave freely of their time – particularly Toot Byron, Kevin Crowe, Alex Evans, Trent Forno, John Rowe, and Dick Marks. Thankyou Gentlemen.

A copy of the program follows -

*Russell Davies*

QRRA Lecture Co-ordinator

# 1999 QRRR Lecture Program

MEETING and METHOD	DATE	SUBJECT and CONTENT	PRESENTER	QUALIFICATIONS
<b>Meeting # 1</b> <b>Reports and</b> <b>Season Plan</b>	17-Feb-99	Committee OFF-SEASON REPORT and PLANS FOR 1999 SEASON Inc. Passes, Uniforms, Expenses & Coaching Thrust	QRRR EXECUTIVE	
<b>Meeting # 2</b> <b>Report and</b> <b>Questions</b>	03-Mar-99	The Road Ahead - QRU DIRECTION QRU Plans for RUGBY & Referee Expectations	GEORGE PIPPOS	QRU Board Chairman
<b>Meeting # 3</b> <b>Practical with</b> <b>Live Demos</b>	17-Mar-99	Contest v Continuity - ' The Game Document ' ARU Consolidated Rulings & Interpretations <i>Law - Question and Answers</i>	A COLE / S YOUNG	Australian Panel Refrees
<b>Meeting # 4</b> <b>Interactive</b> <b>Meeting Discussion</b>	31-Mar-99	First Impressions - ' Role of the Referee/ Adjudicator ' Standards & Impact at different levels	TOOT BYRON	RUGBY L3 Coach/QLD U/19 Selector / Culb Coach CRICKET - QLD COACHING DIRECTOR
<b>Meeting # 5</b> <b>Interactive</b> <b>Meeting Discussion</b>	14-Apr-99	The Modern Game - Coaching Perspective Different refereeing requirements for different levels New Coaching Techniques being trialled & Tested	ALEC EVANS	QLD REDS Assist Coach AUST RUGBY Assist Coach QRU Skills Development Coach
<b>Meeting # 6</b> <b>Instruction and</b> <b>QRRR Expectations</b> <b>Explained</b>	28-Apr-99	Law Interpretation - Junior Rugby / Safety The Major Phases in Review - Members Proficiency Hand Out of 1999 Referee Apparel, Passes with <i>Member Benefits &amp; Info Law - Question and Answers</i>	PHIL JONES	L 2 Coach QRRR Coaching Co-ordinator
<b>Meeting # 7</b> <b>Interactive</b> <b>Meeting Discussion</b>	12-May-99	Use of Captains From U/14 to First Grade Different Levels Varied problems and Different Answers	TRENT FORNO (GPS) JOHN ROWE (WESTS)	Current A Grade Club Captains who have Captained teams since Underage
<b>Meeting # 8</b> <b>Group Sessions with</b> <b>Meeting Discussion</b>	26-May-99	Positional play Coaching and Refereeing Perspectives Key Elements that give you the best Options & Angles	FRANK MICKLEJOHN	L2 Referee / L2 Coach QLD/ARU Instructor

# 1999 QRRR **Lecture Program**

<b>MEETING and METHOD</b>	<b>DATE</b>	<b>SUBJECT and CONTENT</b>	<b>PRESENTER</b>	<b>QUALIFICATIONS</b>
<b>Meeting # 9</b> <b>Presentation</b> <b>Meeting Discussion</b>	09-Jun-99	<b>Prevention v Interferannce</b> Allow Teams to play the style they want to - How a decision may effect a teams strategy and confidence	<b>GREG HINTON</b>	AUST Panel Referee
<b>Meeting # 10</b> <b>Group Sessions &amp; General Discussion</b>	23-Jun-99	<b>Advantage v Team Tactics</b> (All Levels) The impact of Law, Tactics, Communication and Good Game Structure <b>Law - Question and Answers</b>	<b>TERRY O'CONNOR</b>	L2 Referee / L2 Coach
<b>Meeting # 11</b> <b>Presentation and Questions</b>	07-Jul-99	<b>The Games Direction and Law Implications</b> The Challenges to maintain integral facets of the game Contestability, Physical Limits, Speed and Safety Know and understand your commitment & responsibilities	<b>DICK MARKS</b>	QRU BOARD Member ARU Laws Committee Advisor
<b>Meeting # 12</b> <b>Prepared Handout and Questions</b>	21-Jul-99	<b>Check Lists and ' Percentage Refereeing '</b> Maintain Standards with Changing Needs	<b>ANDREW COLE</b>	AUST Panel Referee
<b>Meeting # 13</b> <b>Concentrated &amp; Adapted Course Presentation</b>	04-Aug-99	<b>Touchjudge Course</b> Accredited Course and Written Examination	<b>COLE BARRETT</b>	QRU Rugby Coaching Director - Referees Level 2 Instructor and Course Facilitator Level 3 Referee
<b>Meeting # 14</b> <b>Group Sessions and Discussion</b>	18-Aug-99	<b>Communication and Timing</b> (Perception v Reality - Actions and Reactions )	<b>FRANK MICKLEJOHN</b>	L2 Referee / L2 Coach QLD/ARU Instructor
<b>Meeting # 15</b> <b>Informal BBQ</b> <b>Touch Footy Game</b>	01-Sep-99	<b>BBQ &amp; DRINKS SEASON-END</b> A. Cole / S. Young / R. Bendeich	<b>BBQ Cooked by World Cup Referees</b> <b>Grand Final Referees Announced</b> <b>General Presentations and Giveaways</b>	



# ICU Report Coaching+Devopment

1999 was another successful and pleasing year for the co-ordinators of the ICU Group highlighted by individual performances at State Titles and the elevation to First Grade of a number of the participants.

The season start of the ICU was delayed, however this did not dampen the enthusiasm of the Group, which saw excellent attendance at both meetings and training sessions. It must be said that the "beep test" followed by a law exam at Easts Rugby Union Ground on a hot and steamy day was a testing way to start any season.

Twelve individuals were invited to join the ICU this year and for the first time this included two country representatives, David Shing from the Sunshine Coast and Rob Walker from Northern New South Wales. It would be remiss of me not to note Rob Walker's efforts in attending both the Monday and Wednesday training and meetings; this was a 5½ hour round trip from his home.

From the start participants were challenged not only to improve their knowledge but also their fitness and were encouraged to attend both of the training sessions on a Monday and Wednesday night. We thank the QRRRA Management Committee for funding these sessions; these are open to every member. We also extend a vote of thanks to the Associations trainers, Jay and Nathan for their effort and resources.

On the alternate Monday night to the QRRRA Wednesday meeting the Group met to discuss their games, law, game-day strategies and various phases of the game. Each fortnight the Group was set a task or topic to research that they had to prepare and bring to the next meeting. This allowed for more time to be spent in the discussion groups. These sessions included:

- ◆ Tackle, Ruck and Maul;
- ◆ Scrum;
- ◆ Control of Foul Play;
- ◆ Line-out; and
- ◆ Touch Judging

A number of guests were invited to offer their insight into our game and our performances, these included administrators, coaches (both team and referee), QRU development officers and ARU panel referees.

We thank the co-ordinators, Ian Scotney, Tony Mellick, Barry Leask, Laurie Monaghan, Peter Smith and Frank Meiklejohn for their time and commitment. A testament to the success of the 1999 program was the level of attendance throughout the year that never waned. The organisation of the year 2000 program has already commenced. All members are encouraged to put their name forward for inclusion in the year 2000 ICU Group.

*Don't wait for someone to ask you, take the initiative nominate yourself.*

# QRRRA + Reds Rugby College Program

The Reds Rugby College (RRC), established in 1997, is a program designed by the QRU to specifically target the development of young rugby players between the ages of 15 and 23. The college offers scholarships to a wide range of players who have demonstrated the necessary skill/ potential to progress beyond club competition to State or National selection. The scholarship's provide the player with specific athletic coaching as well as vocational and career guidance and assistance. In some instances this can include a small bursary to cover the costs of books and study material.

After negotiations between the QRRRA and the QRU the RRC approached the Association in 1997 with the view of including referees in the RRC program. In 1998 the QRRRA was again approached. In this instance the Management Committee offered me the opportunity to participate. I was privileged to be given a chance to mix and train with this squad of talented young rugby players, some of whom have already represented Queensland, the ACT and Australia.

The College runs on a 12 month cycle, starting in October with intense pre-season training which runs through to March in the following year, after which time the players return to their respective clubs. During the season proper however participants are required to attend a compulsory gym session. The pre-season training consists of (5) training sessions per week. Three of these sessions are (3) two hour blocks including a strength/speed, anaerobic and aerobic session. The remaining (2) sessions are spent in the gym. The length and type of gym session depends on each individual's specified program.

Individual performance and development is closely monitored through regular testing. Tj's testing includes –

- Fitness – comprising a range of jumps, leaps and skips, ten and thirty metre sprints and the rugby specific beep test;
- Strength – three reps of maximum weight for chin ups, bench presses and squats; and
- Skinfold – a measure of body fat content

In addition to the commitment to training, scholarship holders are expected to actively participate in promotional and fundraising activities and from time to time are asked to become involved in research projects for Universities. I was fortunate enough to be asked to participate in a study by UQ in to knee injuries and why they are common place in contact sports such as rugby union.

The RRC also has a number of support staff who are there to assist the College participants. These include doctors, physiotherapists, a dietician and dentist, strength and performance coaches. The RRC has also incorporated a mentor program where the RRC Manager matches each participant with an ex-player who has played at a high level in the same position. In my case as a referee, I was mentored by Barry Leask, an Australian Panel and Test Referee.

The RRC has been a great opportunity and one which I have very much appreciated. It has given me the opportunity to interact with players and provide me with a better understanding of their roles and what they are trying to achieve.

I would like to thank Damien Hearne the RRC Manager, Damien Mendis the performance coordinator and the various support staff of the RRC for their assistance over the past twelve months. To the QRRRA Management Committee I would also like to say thanks for the opportunity

Steve Leszcynski  
QRRRA Member



# Brisbane **A**pointment Schedule 1999

No	Surname	Year Joined	Mtg Attend	Coach Reps	Rep Appts	Grade			Colts / XV's U/18 - U21	SubDist+ Women	Junior+ School	Other+ T'ments	1999 Total	1998 Records	Assoc Games
1	ABELL, M	1979	2	2		1	1	7	6	11	2	1	29	759	788
2	ACTON, G	1994	5	3		6			8	1	2		17	121	138
3	AGNEW, M	1994	2	3		3			8	8			19	105	124
4	AJAX, R	1991	2	0					1		5		6	61	67
5	ALLEN, N	1994	4	1							3		3	115	118
6	ANDERSON, I	1999	0	0		1		1		4			6	#	6
7	ARMSTRONG, P	1999	8	0						1	14		15	#	15
8	BACKSTROM, M	1997	3	3				1	4	1	1		7	35	42
9	BACKSTROM, P	1988	2	1					8	5			13	31	44
10	BARKER, C	1997	3	0					1		3		4	18	22
11	BARKER, T	1990	2	1			2	2	4	7	1	2	18	198	216
12	BARLOW, D	1999	0	0							5		5	#	5
13	BARRETT, C	1999	10	2		9	1		9	2	2	3	26	406	432
14	BENDEICH, R	1976	15	5		2	6	2	3	12	5	3	34	706	740
15	BONAR, R	1979	0	1							14		14	27	41
16	BROCKETT, R	1988	5	4		10	2	1	8			1	22	431	453
17	BURNETT, P	1990	2	0					1	5	24		30	93	123
18	BURR, J	1992	0	1					2		3		5	24	29
19	CHALMERS, M	1996	9	7					7	9	20		36	51	87
20	CHRISTENSEN, B	1994	1	1					2		3		5	71	76
21	CHRISTENSEN, Ben	1996	0	1					6	1	3		10	26	36
22	CICHERO, J	1997	3	8			4	3	12	5	2	1	27	57	84
23	CLARK, B	1997	3	0							22		22	16	38
24	CLARK, M	1999	2	0							17		17	13	30
25	CLARKE, S	1997	0	0							5		5	#	5
26	COLE, A	1984	5	0	14	8			2				24	431	455
27	CONNOR, A	1999	3	7	2	5	5		4			1	17	211	228
28	COSGROVE, M	1990	7	0					5	6	15	2	28	123	151
29	COUTTS, W	1997	4	2		1	1	1	7	3			13	128	141
30	CRAIG, G	1998	0	4		2							2	14	16
31	CREE, G	1996	6	3					3	5	21	2	31	105	136
32	CUFFE, S	1986	10	0						14			14	259	273
33	CUSACK, D	1995	2	0						2	10		12	22	34
34	CUTHBERT, G	1996	11	3				1	5	11	8		25	23	48
35	DATE, A	1999	0	0						2			2	#	2
36	DAVIES, R	1984	6	2			4	2	3	6			15	317	332



# Brisbane Apointment Schedule 1999

No	Surname	Year Joined	Mtg Attend	Coach Reps	Rep Appts	Grade				Colts / XV's U/18 - U21	SubDist+ Women	Junior+ School	Other+ T'ments	1999 Total	1998 Records	Assoc Games
37	DEARLOVE, G	1995	1	4				3	3	7	2			15	80	95
38	DEE, J	1984	3	0						3	2			5	237	242
39	DEVLIN, T	1999	1	1								10		10	#	10
40	DILK, J	1986	0	0								20		20	424	444
41	DONOVAN, C	1995	6	1				1	3	16	3	6	1	30	238	268
42	DUFFY, G	1998	0	3						2	1	27		30	4	34
43	DUFFY, P	1999	0	1								21		21	#	21
44	EVANS, P	1998	13	0							1	34	2	37	12	49
45	FAWCETT, N	1994	5	0						5	2	1		8	65	73
46	FLEISCHFRESSER, Q	1999	6	3								17		17	#	17
47	FLEMING, B	1998	13	2					1	3	9	10		23	11	34
48	FORRESTER, C	1999	1	0								6		6	#	6
49	FREEMAN, C	1999	9	7							3	39	2	44	#	44
50	GAFFNEY, M	1996	9	0							3	22		25	76	101
51	GAITER, W	1999	0	0						3	1			4	#	4
52	GARDINER, G	1984	2	0				2	1	7	9			19	257	276
53	GARRARD, J	1995	0	1					4	3			2	9	51	60
54	GEORGE, P	1999	2	0								6		6	#	6
55	GOFTON, P	1993	12	3			1	7		8	11	29	4	60	342	402
56	GOOCH, M	1999	2	4								17		17	#	17
57	GROGAN, D	1999	3	0					1	4		6		11	40	51
58	HANLEY, M	1980	7	0								24		24	361	385
59	HARDING, P	1991	1	4			5			9	4			18	150	168
60	HARLAND, T	1981	3	0						3	4			7	239	246
61	HIGGINSON, B	1999	7	0								21		21	#	21
62	HINDMARSH, T	1995	2	1						3	5	19		27	87	114
63	HINTON, G	1999	2	2	3	8				2	1			14	261	275
64	HODDA, L	1999	0	0								12		12	#	12
65	HODDA, P	1999	1	0								7		7	#	7
66	HOGAN, M	1993	9	1					1	9	12	4		26	142	168
67	HOSKINS, R	1972	0	0						1		2		3	622	625
68	HUNT, P	1997	0	0						2		6		8	8	16
69	HUTCHINGS, D	1993	11	0					1		14	5		20	128	148
70	JACOBS, D	1999	1	2								22		22	#	22
71	JENNINGS, K	1988	14	1					1	2				3	129	132
72	JENNINGS, M	1991	15	5			7		1	14	3	1	2	28	131	159

# Brisbane Apointment Schedule 1999

No	Surname	Year Joined	Mtg Attend	Coach Reps	Rep Appts	Grade				Colts / XV's U/18 - U21	SubDist+ Women	Junior+ School	Other+ T'ments	1999 Total	1998 Records	Assoc Games
73	JOHNSON, N	1993	2	3			1	3	2	5	4	1	1	17	80	97
74	JONES, K	1999	8	0							3	16		19	16	35
75	KENNEDY, B	1991	2	0						1		18		19	291	310
76	KERSNOVSKE, R	1996	1	2					1	7	5	5		18	251	269
77	KLEINHANS, A	1996	0	0								2		2	16	18
78	KOHL, L	1999	0	0								5		5	#	5
79	KUSHER, L	1996	1	1						2	2	17	1	22	54	76
80	LAMONT, C	1975	2	0								3		3	64	67
81	LEE, G	1999	6	0								14		14	#	14
82	LEE, S	1999	2	0						1		9		10	#	10
83	LEESON, C	1998	4	3				5	1	5	8	2		21	17	38
84	LESZCZYNSKI, S	1996	8	5			2	4	1	12	1	3	1	24	33	57
85	LEWIS, S	1995	2	0						3	8	3		14	217	231
86	LOGAN, M	1994	13	6				1	5	7	8	18		39	96	135
87	LUAUFUTUTA, P	1999	0	0								6		6	#	6
88	LUBOWICZ, M	1997	0	2								9		9	7	16
89	MACDONALD, T	1999	0	0								8		8	#	8
90	MALLON, F	1996	8	4							13	18		31	29	60
91	MANSON, M	1999	0	0								3		3	#	3
92	MARCONI, E	1975	3	0			3	1		7	3			14	222	236
93	MARKS, P	1993	2	7		3	7			11	1		1	23	142	165
94	MASTERS, R	1992	2	0								2		2	109	111
95	MATEER, B	1996	1	0							1	4		5	64	69
96	MATTHEWS, T	1998	5	0							7	14		21	8	29
97	McCANN, N	1999	1	0							1	17		18	#	18
98	McCARATHY, J	1980	3	1						8		8		16	185	201
99	McFERRAN, P	1996	1	0								8		8	37	45
100	McINTOSH, T	1995	3	1						3	1	10		14	25	39
101	McKAY, J	1996	3	0						1	3	20		24	42	66
102	McLEAN, G	1994	0	1						1		7		8	48	56
103	MEEK, F	1976	0	1								29		29	776	805
104	MELICK, M	1990	0	0			2			2				4	220	224
105	MEIKLEJOHN, D	1999	2	7						2		15		17	#	17
106	MEIKLEJOHN, F	1992	5	2	1	7	1			7	2	2		20	131	151
107	MOFFAT, J	1993	6	1						2		5		7	40	47
108	MONAGHAN, L	1997	2	3		1	2	1		13	4		1	22	128	150



# Brisbane Apointment Schedule 1999

No	Surname	Year Joined	Mtg Attend	Coach Reps	Rep Appts	Grade				Colts / XV's U/18 - U21	SubDist+ Women	Junior+ School	Other+ T'ments	1999 Total	1998 Records	Assoc Games
109	MORPHETT, J	1995	0	0								6		6	69	75
110	MOULDS, P	1999	0	2						1		3		4	#	4
111	MURRAY, D	1996	1	1				2	4	3	4	9		22	158	180
112	NEWTON, C	1994	2	2						6	1	14		21	198	219
113	NORITHER, F	1998	1	0						3		18		21	8	29
114	O'CALLAGHAN, B	1991	0	1								3		3	61	64
115	O'CONNELL, B	1989	0	0						5	2			7	87	94
116	O'CONNOR, T	1985	8	4	1	8	2			9	2	3	2	27	274	301
117	O'KEEFFE, J	1999	0	3								20		20	#	20
118	O'NEILL, P	1997	5	0						1	8	1		10	20	30
119	PEGG, G	1987	7	3		9				9	3		1	22	340	362
120	PETRIE, M	1995	11	1						2	3	37		42	98	140
121	PRASSER, N	1995	0	1						2		7		9	152	161
122	PROFKE, L	1999	0	0								6		6	#	6
123	PULLEN, C	1998	9	5					1	5	10	3	2	21	7	28
124	QUINN, J	1974	1	0								3		3	74	77
125	QUINN, P	1992	1	3					2	5	9	3		19	131	150
126	RABAGLINO, E	1992	0	0						4	9	9		22	98	120
127	RAE, 'P'	1998	11	5	1	7	3			9	5			25	17	42
128	RAUKETTE, J	1987	8	1				9		5	6	2		22	283	305
129	REA, P	1995	0	0					1	5	3	1		10	46	56
130	REDWIN, P	1994	4	0			1	4		3	8	1		17	7	24
131	REES, C	1993	1	0							1	3	1	5	18	23
132	REES, D	1996	1	0				4	5	10	3			22	34	56
133	REID, R	1998	0	0						2				2	154	156
134	RETCHFORD, A	1999	5	0								8		8	#	8
135	ROBBIE, T	1999	2	0						1		26		27	#	27
136	ROBERTS, P	1999	2	1								8		8	#	8
137	ROBERTSON, I	1989	4	0			2			3	1			6	237	243
138	ROWE, S	1998	6	2		1	4		2	2	4		1	14	16	30
139	RYAN, T	1994	11	2						1	4	28	2	35	143	178
140	SCOBLE, S	1993	1	1						1	1	2		4	142	146
141	SMITH, I	1996	14	4						1		36		37	42	79
142	SPEECHLY, M	1996	1	0								16		16	60	76
143	TAITO, A	1992	4	1				4	1	4	8	6		23	153	176
144	TALBOT, M	1993	1	0			1		1	10				12	100	112



# Brisbane Apointment Schedule 1999

No	Surname	Year Joined	Mtg Attend	Coach Reps	Rep Appts	Grade				Colts / XV's U/18 - U21	SubDist+ Women	Junior+ School	Other+ T'ments	1999 Total	1998 Records	Assoc Games
145	TALBOT, P	1996	1	1			4		1	10	5	1		21	89	110
146	TASKER, S	1999	2	1								6		6	#	6
147	TRESIDDER, T	1994	0	2						1	3	23		27	123	150
148	TUILOMA, T	1993	1	0						5	12	1		18	76	94
149	TUTTY, M	1998	10	7			2	7		11	5	1	2	28	2	30
150	TWOMEY, J A	1999	1	1								20		20	#	20
151	TWOMEY, K A	1998	1	1								16		16	14	30
152	TWOMEY, K J	1998	6	3								23		23	10	33
153	USCINSKI, S	1995	0	0								4		4	16	20
154	VERNER, N	1999	0	0								19		19	#	19
155	WALKER, R	1998	9	4	2	5	1			6	4			18	16	34
156	WALLACE, M	1999	7	0									2	2	#	2
157	WALLS, G	1998	2	1								7		7	8	15
158	WARD, R	1991	8	0					2	3	11	3		19	173	192
159	WARREN, C	1999	7	8				2		6	2			10	#	10
160	WIGGINS, M	1995	8	6			3	7	1	7	5	2	1	26	63	89
161	WILLIAMS, S	1999	8	0								3	3	6	#	6
162	YOUNG, S	1985	6	1	6	2				2			1	11	316	327
163	ZINGELMANN, R	1980	5	2						13		19		32	421	453

## INTERCHANGE REFS

***	12	22		4	8	5		15	2		1	35
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612	(41av)	264	30	93	98	98	86	525	419	1335	53	10693	TOTAL
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1998 TOTAL = 129 Active Members

1999 TOTAL = 163 Active Members ( 21% Increase )

- 5-7 QRRR Pre - Season Camp  
*THE LAWS v THE GAME*  
12 Qld v Auckland / NSW v Canterbury  
17 NSW v Auckland  
*Meeting #1 - The Year Ahead*  
Committee Report to Members  
Qld v Canterbury  
20&21 Level 2 Referee Course (*D/Downs*)  
24 QRRR Coaches Meeting  
27 Qld v Wellington / S12 Wk1  
28 Level 1 Referee Course (*Townsville*)

## March

- 3 *Meeting #2 - Contest v Continuity*  
1999 Law Interpretations  
6 Chiefs v Qld / S12 Wk2; Jnr U17/18  
7&8 Referee Courses (*Brisbane*)  
Levels 1 and 2  
Australian Grand Prix - Melbourne  
Qld v ACT / S12 Wk3  
13 Incitec 1/1  
14 Level 1 Referee Course  
(*Gold Coast and Sunshine Coast*)  
17 *Meeting #3 - Rugby Direction*  
QRU Plans & Referee Expectations

- 25 Australia v England - Centenary  
Test (Stadium Aust - Sydney)  
XXXX 2/2 (12) Sub 2/1 Jnr Comp  
26 Referee's Function - Interchange  
VENUE -

- 28-02 G/Coast Schools Carnival (*Carrara*)  
30-06 National U19 Champs (*Sydney*)

## July

- 3 XXXX 3/2 (13) Sub 2/2  
3-10 National U16 Champs (*Ballina*)  
4-11 Woman's National Champs (*Perth*)  
6 *Meeting #11 - Safety Role of Refereeing*  
Know & Understand your Commitment  
XXXX 4/2 (14); AIC & TAS 7/1 Sub 2/3  
10-15 British Open (Camoutie RGC)  
17 Australia v South Africa (Suncorp)  
XXXX 5/2 (15); G.P.S. 8/1 AIC & TAS 9/1  
Sub 2/4 Jnr Comp  
21 *Meeting #12 - Self Check, No Robots*  
Maintain Standards with Changing Needs  
21 QRRR Coaches Meeting  
24 New Zealand v Australia (Auckland)  
XXXX 6/2 (16); G.P.S. 9/1 Sub 2/5  
30 XXXX 7/2 (17) Sub 2/6  
Walla Day U7 & U8 (Ballymore)

## August

- 1 Midi Day (B'more), Jnr U16 Flag Final

## AUCKLAND v Qld / S12 Wk4

- Incitec 2/1; Jnr U17/18  
21 Level 1 Referee Course (*Wide Bay*)  
*England v France - 5 Nations*  
24 QRRR Coaches Meeting  
25-28 Players Championship (*TPC Sawgrass*)  
27 Canterbury v Qld / S12 Wk5  
XXXX - 1/1 Incitec 3/1  
28 Level 1 Referee Course (*Brisbane*)  
31 *Meeting #4 - First Impressions*  
Role of the Adjudicator

## April

- 4 Easter Weekend (*No Games-Brisbane*)  
Stormers v Qld / S12 Wk6  
Southern Skies Tournament (BBC)  
8-11 US Masters (Augusta)  
9 Bulls v Qld / S12 Wk7  
10 XXXX 2/1 Incitec 4/1 Jnr 1/1  
Level 1 Referee Course (*D/Downs*)  
11 Level 1 Referee Course (*Mackay*)  
12 *Meeting #5 - Developments in Rugby*  
The Game & New Coaching Techniques  
Qld v Otago S12 Wk8 U17 G/Final  
XXXX 3/1 Incitec 5/1 Jnr U7/15  
17 Level 1 Referee Course (*Cairns*)  
18 QRRR Coaches Meeting  
21 AUST v NZ (Rugby League)  
23

- 4 *Meeting #13 - Touchjudges (Course)*  
Announce GRAND FINAL POOLS  
7 Qld Reds v USA (Ballymore) TBA  
XXXX 8/2 (18); Mini Day U9 & U10  
Sub 2/7; Jnr U13 to U18 G/Finals

- 8 Midi Day U12  
11 RNA SHOW (Holiday)  
12-15 USPGA Championship (Mediah GC)  
14 Sth Africa v Australia (Cape Town)  
13-15 XXXX Competition Semi Finals

- 18 *Meeting #14 - Communication*  
Timing, Action, Perception & Reality  
20-22 XXXX Competition Prelim Finals  
28 Australia v New Zealand  
(Stadium Australia - Sydney)  
27-29 XXXX Competition Grand Finals

## September

- 1 *Meeting #15 - Qualities of an Ideal*  
2 QRRR Referee - Lift the Bar  
4-5 NSW v ACT (*SFS*)  
Suburban Grand Finals, Fathers Day  
Junior Competition G/Finals  
6-11 NOTICE - Nominations 2000 Committee  
DUE DATE - Annual Report Submissions  
Qld v NSW (Ballymore)

## 8

## Anzac Day Test

- 23 Qld v Bye / S12 Wk9  
XXXX 4/1 Incitec 6/1 Sub 1/1  
28 *Meeting #6 - The Phases in Review*  
1999 Law Interpretations - Junior Wars  
New Member & Information Night  
Season Kits & Member Benefits Presented

## May

- 1 NSW v Qld / S12 Wk10 (*SFS*)  
XXXX 5/1 GPS 1/1 Jnr Comp  
Level 1 Referee Course (*Rocky*)  
2 Incitec Cup Semi Finals  
8&9 Qld v Cats / S12 Wk11 (*Ballymore*)  
XXXX 6/1; GPS 2/1; AIC & TAS 1/1;  
Sub 1/2; Jnr Comp  
Incitec Cup Final / Mothers Day  
12 *Meeting #7 - Use of Captains*  
Different Levels, Varied Problems & Answers  
14 Cricket World Cup (*Begins*)  
15 Qld v Sharks / S12 Wk12 (*Ballymore*)  
XXXX 7/1; GPS 3/1; AIC & TAS 2/1  
Sub 1/3 Jnr Comp  
15&16 Level 2 Referee Course (*Townsville*)  
Level 1 Referee Course (*Brisbane*)  
19 QRRR Coaches Meeting  
21-23 Super 12 Semi Finals  
XXXX 8/1 GPS 4/1 AIC & TAS 3/1  
Sub 1/4 Jnr Comp

- 23-26 Ryder Cup (The Country Club, MAS)  
26 NRL Grand Final  
25 Nominations for 2000 Committee

## October

- 1 Rugby World Cup (Opening Ceremony)  
3 Australia v Romania (Belfast) RWC  
8-10 Honda Gold Coast Indy Carnival  
(*Surfers Paradise*)  
9 Ireland v Australia (Landsdowne) RWC  
14 Australia v USA (Limerick) RWC  
23 Quarter Final (Cardif) RWC  
28 Semi Final (Twickenham) RWC

## November

- 6 World Cup Final (Cardif) RWC  
13 RDO and Development Meeting  
QRRR Annual General Meeting  
and Annual Dinner (FULL DAY)

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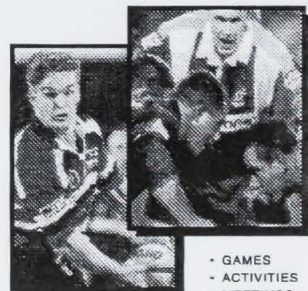


## 24 ENGLISH OPEN (begins)

- 26 *Meeting #8 - Positional Play*  
The Key Elements that make the Rest Easy  
State of Origin - No#1 (Suncorp)  
28-30 Super 12 Final  
29 XXXX 9/1 GPS 5/1 AIC & TAS 4/1 Sub 1/5  
June  
2-8 National Under 21 Champs (*ACT*)  
4 Corporate Sevens - Ballymore  
9 *Meeting #9 - Prevention v Interference*  
Joint Meeting/Training - QRLRRR (TBC)  
State of Origin - No#2 (Sydney)  
12 Australia v Ireland (Ballymore)  
XXXX 11/2 GPS 7/1 AIC & TAS 6/1  
Sub 1/6; Jnr Comp  
16 QRRR Coaches Meeting  
17-20 US Open (Pinehurst RCC)  
19 Australia v Ireland (Subiaco-Sydney)  
Qld Reds v England (Ballymore)  
XXXX 1/2 (11) Sub 1/7; Jnr Comp  
19-21 QJRU State Champs (*Gold Coast*)  
Jnr U13, U14 & U16's  
20 Cricket World Cup Final  
21 Wimbledon Begins  
23 *Meeting #10 - Advantage*  
Law, Tactics and Structure - All Levels  
State of Origin - No#3 (Suncorp)

# QRRR 1999

## & referee event information calendar



- GAMES
- ACTIVITIES
- MEETINGS
- COURSES



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