

REF-A-READ



Volume 1

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FROM THE CEO'S DESK

BY STEVE BETTS (CEO - ARLRA)

Welcome to this edition of the ARLRA's official newsletter, Ref-A-Read, our first for 2004.



The Board of the Association has met twice since our last edition went to press. The meetings were held in Sydney in November, 2003 and at Wollongong on 6 February, 2004. This meeting was held in conjunction with the AGM of the ARLRA.

The November meeting evaluated a number of submissions from Associations, located throughout Australia, for funding to assist with the recruiting & development of Referees. The Board had earlier agreed to provide limited funding to assist Associations who could demonstrate a need for this type of financial aid. We were please then to provide grant averaging \$500 to six Associations located in NSW, NSW Country, WA and NT. The grants will be utilized on expenditure for equipment purchases, seminars and similar items. We are hopeful of making similar grants available in the future.

Following this meeting our newest Life Members, Tony Young and his wife Mitze, Bruce & Linda Chapman and Kevin & Betty Jeffes, were recognized at a small dinner hosted by the Board. The dinner was also attended by our inaugural Life Members Ian McCall and Eric Cox, who was accompanied by his wife Colleen. Bob Styles, our former CEO and his wife Jan were invited in recognition of Bob's service over a number of years.

February's meeting saw the Board discuss a number of initiatives for Season 2004 which have been incorporated into our 2004 Business Plan. These initiatives include the development of an interactive questionnaire on the Laws of the Game, the establishment of a referees' Hall of Fame and the drafting of a uniform Code of Conduct for referees throughout Australia. At the meeting, the Board re-elected Mr Nick Euclid as Chairman & Mr Nick Best as Deputy Chairman. Mr Steve Brown was also re-elected as an Independent Director of the ARLRA.

The AGM, which was held during an adjournment of the Ordinary Board Meeting, was attended by all Board members and 23 Delegates from Associations in five states. The meeting endorsed the Fifth Annual Report and

Balance Sheet as presented by the Board. It also ratified the Board's plans for 2004. During the meeting, the Board recommended to the members present that Mr Doug Wintin (Cronulla-Sutherland DRLRA) and Mr Noel Bissett (Canberra DRLRA) be accepted as Life Members of the ARLRA. The meeting voted in favour of both Doug and Noel receiving this high honour in recognition of their many years of fine service to refereeing.

The new season is fast approaching. The Board of the ARLRA wishes all referees the best for the season and we trust that the games go the way you want them to. To all Associations, let's hope your year runs smoothly and without incident.

Regards
Steve Betts
(Hon CEO)

Please address all correspondence directed to the ARLRA to:

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ARLRA DEVELOPMENT ASSISTANCE TO ASSOCIATIONS

In response to the invitation issued by the ARLRA Board in the last edition of Ref-A-Read for Associations to submit requests for financial assistance to go towards refereeing development in their area, the Board received eight submissions by the nominated closing date. At its November 2003 meeting the Board approved five of the submissions as meeting the guidelines with a further one being granted provisional approval. In all, \$3016 was provided to the successful associations. Those associations and the purposes to which the funds are being put are as follows:-

- Northern Territory RA (Purchase of communication equipment);
- Central Coast RLRA (Referees' Camp Feb 2004);
- South Coast Group 7 RA (Purchase coaching aids);
- Western Australia RA (Coaching seminar travel assistance);
- NSW Group 10 RA (Coaching seminar expenses);
- North Sydney RA (Purchase of video equipment)

A Step Forward

A Report on the Level 1 Referees' Coaching Course By Graeme White of NSW Group 9 Referees

The course held on 13th, 14th and 15th February 2004 at Wollongong's Surf & Leisure Resort was well attended by a lot of different Country Groups with a mixture of ages.

The course was conducted by two well-known former top grade Referees **David Jay** and **Barrie Keenahan** with a guest speaker **Mark Crampton** from Illawarra DRLRA as well.

The course started Friday evening with a welcome and an overview of the weekend's agenda. This also included the fine system, which brought out the best in David Jay and his jovial wit and charisma, with the Red Cross being the nominated Charity. A raffle was also started with a signed football the winner's prize. David also explained how the course had changed and improved from the first pilot course, which was run many moons ago.

First up came an explanation on the advantages and importance of networking followed by a sit back and a review of the first half of a game between South's and Cronulla refereed by Matt Chechen with everyone being asked to record a few notes and important aspects of his performance. The beer and pizza I think was a great idea during this but I won't elaborate on that. The night ended with the friendly security guard and David Jay having a quiet conversation on lock up time. The majority of the fellows headed for a quiet drink at the pub over the road you know the male bonding bit and talk *^#p.

Saturday morning saw us all on the beach for the Olympics as per the fitness guru David Jay with a few not so well fellows. This was a great way to get the blood flowing and clear the mind with that bit of competitive spirit and teamwork thrown in.

After breakfast the President of the CRLRA Nick Best welcomed us and wished us well.

The course began and key points were outlined with Barrie and David sharing the floor.

The structure or the game: with career paths for Referees interesting and the overall outline well presented.

The role of the Referees Coach: helping referees to achieve and reach their potential.

The day was full of topics but I won't mention them all. There was great response from everyone there and I am sure that everyone will remember the "y" and communication side of a Referees' Coach. David also instilled some of his vast knowledge about the Japanese language with a noodle dish called "sar chee" served with a fish called "nik arc".

The Guest speaker Mark Crampton spoke on the Illawarra Referees Coaching System. He explained its purpose, its formation and how it is structured from the senior level down through to the juniors. He outlined the Illawarra buddy system for new young Referees in their first 12 months of refereeing (which I think is a great idea), the way their Referees are recruited with the shared responsibility between the League, Referees' Association and NRAS Coordinator, assessment sheets, communication and training.

The fine system was travelling along well, but Brett and Shaun seemed to have a private rivalry between them costing both a pretty sum. The day finally ended with everyone feeling like a saturated sponge, and a cold drink on everyone's minds and not looking forward to Sunday morning Olympics on the beach. Some people went out and some stayed home and watched Penrith get whooped by the poms on the Fox Sport replay of the world club challenge.

Sunday morning Olympics saw a disappointed group lose with Brett making the most of a winning situation with his table service at breakfast, just ask Shaun who took it with great sportsmanship.

The morning started well with the bl*^# y Japanese food coming into play. The importance of skill drill practice was covered with everyone remembering **Perfect practice makes perfect** sticking in our minds and which goes on to the fitness side of things. Groups were formed and given a problem scenario with a Referee and each group was required to formulate a skill drill to help improve the Referee in that area. Groups were congratulated on their efforts in this area.

Goal setting was explained and how it will improve a Referee's self confidence, pride, performance and so on. Again too many to mention. We moved on to the toughest part of coaching which covered the counselling of the Referee. We learnt about negotiation between two parties and the phrase thrown around was "**for every action there is an equal yet opposite reaction**" so the feed back given must be the quality type to help the Referee.

The morning became lunchtime and the recap of the seminar was over and the raffle was won by myself - "yes" - and we made nearly the \$500.00 for the Red Cross. A big thank you goes to all those associated in making the seminar possible, ARLRA, NSWRLRA, NSWCLRA. To David and Barrie well done on the manner in which you presented the lectures and information. Your sense of humour and fun antics made the weekend enjoyable for all present.

Graeme White
NSW Group 9 Referees' Association

The next Board Meeting of the ARLRA will be held on 29 May 2004. Any issues or correspondence in relation to that meeting should be in the hands of the CEO no later than 15 May 2004.

FROM THE CHAIRMAN

BY NICK EUCLID OAM (Chairman ARLRA)

What a milestone we've just achieved! We now have in excess of 250 registered referees' coaches across the nation (actual number is 255), 72 of whom are Level 2 coaches. All of these people have been coached to coach referees in a consistent and objective manner so that we now have a process that is more seamless across the various associations throughout Australia. Congratulations to all of these people and thank you for the magnificent contribution that you are making to the level of officialdom involved in our great game.

All of this would not have been possible without the untiring efforts of our consultants and course developers/presenters. The ARL Foundation's NRAS process and the work of **Peter Corcoran OAM** has done a tremendous job in getting our new referees on the field and setting the structure by which they will develop through the levels. Subsequently the work of **Mick Stone, Richard Johnston, David Jay** and **Barrie Keenahan** has given us the tools and the confidence to support these referees through their development paths.

As we embark on a new year it is time for all of us to formulate our plans and our goals for the year and the ARLRA is no different. To this end I advise that 2004 see the following element in our Business Plan:-

"Coaching Match Officials" Course

- Preparation of a Level 2 Manual
- Complete Review of the Level 1 Program
- Development of a Coaching Video Library
- Maintenance of the Registration Database
- Accreditation with the Australian Sports Commission in conjunction with the ARL Foundation.

Referees "Hall of Fame"

Establishment of a Referees' "Hall of Fame" along similar lines to the Players' "Hall of Fame" within the ARL

Establishment of an on-line Rules Questionnaire

Development of an interactive Multiple Choice Quiz on the practical aspects of the Laws of the Game

Communications

- Maintaining the Association's Web site
- Continue the production and distribution of Association newsletter "Ref-A-Read"

National Code of Conduct

The creation of a national Referees' Code of Conduct

To all referees and Associations throughout Australia I wish you a very successful 2004.

Nick Euclid OAM

Introducing the NSW Group 4 Referees' Association

Group 4 Referees' Association supplies referees for Group 4 Rugby League's First Division competition consisting of eight clubs. These are Werris Creek, Gunnedah, Coonabarabran, Wee Waa, Narrabri, Moree Boars and two Tamworth teams. Each club has four grades (Firsts, Reserves, Under 18's and Under 16's). There are also two Second Division competitions (one Grade). One is based around Tamworth and includes Bendemeer, Kootingal, Dungowan, Uralla, Bingara, Quirindi, Barraba and Boggabri. The other takes in the Moree district comprising Mungindi, Toomelah, Pallamallawa and four Moree teams.

There are usually around twenty-five centres to cover per week as well as junior leagues in Tamworth, Gunnedah and Narrabri. Group 4 Referees' Association has thirty-two senior members so the workload is very high and games are played on both Saturdays and Sundays to allow us to cope.

Our Association is probably unique as the local referees' appointments board has been controlled successfully by active referees for the past five years. The majority of the board are either Level 1 or Level 2 Referees' Coaches. One of our referees is also a member of the Group 4 Rugby League Management Committee. The relationship between the League and the Referees' Association is second to none.

Group 4 Referees' Association is fortunate in that several of our longstanding and respected referees have stayed with the Association as administrators giving guidance to our cause. Also the Sutton family's move to our Association in 1994 has added four excellent referees and administrators to our Association.

One important drawback to the Group 4 Referees is the widespread distribution of our group with towns being up to three hours apart and the highest concentration of our referees at the extremities. In the future we hope to attract more referees to the Gunnedah and Narrabri areas. The vast amount of travel makes it very difficult to hold well attended meetings, training and coaching sessions.

Group 4 Referees' Association is a strong, proud and successful association producing referees and people of quality in a friendly environment.

Barry Pratten
NSW Group 4 Referees

ARLRA REFEREE HALL OF FAME

After a suggestion from Michael Stone, The ARLRA has decided to create an Australian Rugby League Referees' Hall of Fame, based on similar lines to the Australian Rugby League Player Hall of Fame which was created last year.

It is envisaged that the ARLRA Hall of fame will be encompassing two eras, the pre-1940's and the post-1940's periods. Referees will also be eligible in two categories - those, who because of geographical fortune, were able to referee State and Test matches, in other words, Sydney based referees and the second category will be for referees who have reached the pinnacle of their careers whilst refereeing outside of the Sydney metropolitan area both inter-state and intra-state. It is also realised that it was possible to become either an interstate or Test referee whilst living in Queensland.

The criteria have not yet been put in place, but it would appear that potential inductees would be chosen along the following, or similar, lines: NSWRLRA referees - minimum requirements - State and Test Match referees; referees from Queensland, CRLRA or other states - minimum requirements City v Country and International referees (recognised Touring International team V NSW or Queensland Country). Nominations will be limited to centre referees only. In the first year, the number of inductees would be limited to possibly between two and four pre 1940 and post 1940 referees. Inductees probably would need to be retired from active refereeing for a period of between five to ten years.

A committee has been formed to establish the criteria for entry and also to decide on the form of application and voting strength. That committee comprises **Mick Stone**, **Terry Williams** who is the CEO of the Jim Beam Cup, **Chris Turner**, the former NSWRL general manager, respected author **Ian Heads**, stats guru **David Middleton**, and myself. Again, following the ARL voting system, it is possible that a voting college of about 50 people will be invited to participate. These people will be selected from the following: referees, R.L. administrators, coaches, sports journalists, sports historians and broadcasters.

Within the next few months, all Referee Associations will be asked to nominate persons for consideration for inclusion in the Hall of Fame. Nominations must include a full resume of the nominee's refereeing career. All nominations will then be examined by the committee before the College will be asked to vote. From the voting, a short list will be prepared before the College is asked to vote again, From this second vote, the successful candidates will be chosen.

If anyone has any suggestions regarding the establishment of the Hall of Fame, or a possible place to display the names of those who are chosen, I can be contacted by email: crlra1@hotmail.net.au or by phone on (02)42294808.

Kevin Riolo - Director - ARLRA Referee Hall of Fame

IN PURSUIT OF THE HIGHER DEGREE

A Report on the Level 2 Referees' Coaching Course By Mark Bowditch of NSW Group 21 Referees

I attended the Level 2 Coaches' Course conducted at Wollongong on 13,14 and 15 February 2004. I represented NSW Group 21 Referees from the Hunter Valley. In attendance there were 15 referees from all around country NSW for what was to be a massive learning experience for all in the way the game has changed and is coached.

The course began on Friday night with registration and a quick networking refresher course before heading to the rooms for a video presentation, running sheet and match report. After video coaching on Sean Hampstead then filling out his coaching report before our next session on the art of networking in which I needed no help whatsoever.

A Level 1 Course was also being run by David Jay and Barrie Keenahan in the room next door which opened for a wild weekend with their coaching antics. Saturday morning began at breakfast with some showing the effects of a networking session from the night before, especially the first time participants. Following breakfast we were addressed on the objectives and Key Performance Indicators (KPI's). This was the start of how we would change our coaching style to suit the game today. It was then time to go on to our presentation on what we learned from our Level 1 course and how we have used it. It was interesting to listen to others put their presentations forward and the different aspects of the Level 1 course that the different coaches had taken away. In the end all coaches had the same outcome. It was then onto critiquing the critics and appraisal feedback where the passionate Mick Stone hammered us on the importance of the KPI's and focus, then to put it all into practice and then it was time to counsel the referees. The video of us trying to negotiate with Sean as his coach (turns at being the coach) Steve took a quick back flick pass when it was time for the grave digger's time after his stumping in the Level 1 course and when I took him on it was not any better. This session was a lot of fun with Mick Dupille handling it well - top of the class.

It was then on to Business Plans made easy. This was a session where all including myself were not too sure what to expect. After dabbling in the key issues we got on to the nitty gritty. Most found the concept hard to grasp. After explaining the MISSION, the VISION, and the OBJECTIVES then they could work out their strategies. The major point to remember is one has to work towards the other. It was then time to start the second networking session and coach Paul Simpkins in the Charity Shield match. Sunday morning again found the effects of networking on some faces but off to continue with presentations of our business plans. By the end of it all we were all on the same wavelength. We then continued on with handling difficult situations. In this we understood

the importance of time again. We then finished with evaluations and "What's Next?".

I extremely enjoyed the weekend. Mick Stone is very passionate about his coaching and he is a must for this Level 2 Course. The course was professionally run and presented. The information I received over the weekend will prove invaluable to me and the referees in my association. It has changed the way I view a match and my assessment process. I would like to thank Mick Stone for a professionally presented course, Kevin Riolo, CRLRA and David Jay for the antics next door.

Mark Bowditch
NSW Group 21 Referees

TWO NEW LIFE MEMBERS OF THE ARLRA

The Annual General Meeting of the ARLRA conducted at Wollongong in February saw two well credentialed gentlemen awarded with life membership of the Association in recognition of their contribution to refereeing over many years. In accordance with ARLRA rules, both have already held life membership of their own associations for twenty years or more. Thus to have been recognised as worthy of life membership of the national body at least twenty years after the same recognition by their own associations demonstrates a commitment beyond that of most people involved in our sport.

The first recipient for 2004 is **Doug Wintin** from the Cronulla-Sutherland District Rugby League Referees' Association of which he has been a member for 40 years and life member for 29 years. He also a life member of NSWRLRA, NSWRL and Cronulla-Sutherland Junior Rugby League. He was a recipient of the Australian Sports Medal in 2001. Doug's refereeing resume reads like a who's who with enormous involvement as an active referee, an administrator and a coach, all at both local and NSW level. Truly a worthy recipient.

The other recipient for 2004 is well known identity **Noel Bissett** of the Canberra District Rugby League Referees' Association of which he has been a life member for 24 years. He also is a life member of the NSWRLRA and the Canberra District Rugby League. Like Doug, Noel has also been very active both on and off the field in that he refereed at NSWRL and Winfield Cup level in the 1980's and has performed duties as a video referee with the NRL and has been involved on the Referees' Advisory Board.

These two gentlemen will be joining a very select group of people who have been recognised for their significant contributions to the development of rugby league refereeing in Australia. The other are current ARLRA life members **Ian McCall**, **Eric Cox AOM**, **Kevin Jeffes**, **Bruce Chapman** and **Tony Young**.

WANT TO GET INVOLVED?

One of the ARLRA's 2004 Business Plan objectives is the creation of an interactive quiz on the practical aspects of the Laws of the Game and **Nick Best** is the Director with the responsibility of pulling this together. It is envisaged that it will take the form of a bank of (say) 120 multiple choice questions stored on a CD-ROM that people can work through at their own pace and use as a learning and development tool. Even experienced referees may want to use it as a "rules refresher".

The project will be in two parts:-

Part 1 will be the drafting up of the questions on the rules along with the multiple choice answers.

Part 2 will be the creation of the CD-ROM using the output of Part 1.

The Board is seeking people who may want to be involved in one or both of these activities. Naturally any technically oriented people who wish to become involved in Part 2 will be most welcome as it is the area wherein the Board itself does not have the expertise.

So if you think that you may be able to help put together what we envisage will be a very powerful learning tool then please contact the CEO and put your name forward and we will be more than happy to welcome you aboard.

Nick Best - Deputy Chairman
Director - Laws

OUR LIFE MEMBERS

AWARDED 2002



Ian McCall



Eric Cox OAM

AWARDED 2003



Kevin Jeffes (R)



Bruce Chapman



Tony Young