

**Parramatta District Rugby League Referees
Association Inc**



2009 Policy Document

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GENERAL ADMINISTRATION & EXECUTIVE POLICY

The 2009 Executive is committed to providing referees with the support they need to perform their best and reach their goals.

For the association to perform at its best, the executive have committed to improving the functionality of the association. This is reflected through the various committee reports and projects for 2009.

ADMINISTRATION GENERALLY

Contact Details

The association's contact details are:

Executive		
President	Alan Shortall	president@parramattarefs.com
Secretary	Anthony Ellard	secretary@parramattarefs.com
Treasurer	Stephen Ellison	treasurer@parramattarefs.com
Assistant Secretary	Mark Bej	info@parramattarefs.com
Director of Refereeing & Accreditation	Ken McNaught	refereeing@parramattarefs.com
Director of Recruitment & Retention	Kasey Campbell	recruitment@parramattarefs.com
Director of Events & Functions	Lewis South	social@parramattarefs.com
Non Executive Contacts		
Training & Skills Co-Ordinator	Bernard Biala	training@parramattarefs.com
Postal Address		
PO Box 2524 North Parramatta NSW 1750		
Contact Numbers		
Secretary Phone: 0435 135 040 Fax: 02 8078 4199		
Director of Refereeing & Accreditation Phone: 0409 977 272		

Referees are required to contact the appropriate person regarding whatever matter they have.

Referee's Information

On January 12th, the Members Information Sheets were forwarded to all members.

Most members received an e-mail containing the various forms, and a web link for an online form. Where the online form was not submitted by February 4th, a paper form was sent by post.

Members not on e-mail, or members whose e-mails bounced, were sent their paperwork by post.

Members who are clearly "Non-Active" were sent an abbreviated form that did not contain information required by the active referees. This was done to save these members time and convenience.

Before being considered for appointment, members must:

- Supply a completed Member Information form, where they have indicated they are active, (either online or paper version), and
- Provide their signed Physical Activity Readiness Questionnaire, and
- Provide their signed Child Protection forms.

Any member on the Coaching or Appointments panels are also required to complete the Child Protection Forms, as well as anyone who is seconded by the Director of Refereeing & Accreditation.

Changing of Personal Details

Members must advise the secretary in writing of any change of details. This may be submitted by e-mail. This must be done within 14 days of change of date. A member who has not changed their details, and has missed an appointment as a result will have no course to complain. Referees are being encouraged to supply an alternate e-mail address. This e-mail will be used when the initial e-mail bounces. The appointments will be sent to both addresses.

Appointments

Appointments shall be issued by the Director of Refereeing (or their nominee) of the evening of Tuesday Night. If there is an unforeseen delay, members will be advised.

Appointments will be sent to all members where an e-mail address exists. They will be sent to the main e-mail and the alternate e-mail (where supplied)

Appointments will be posted to all active referees and coaches who have not supplied an e-mail address and to any life member if they request it.

If a member has some clear conflicts of interest, the Director may decide only to send them their personal appointments.

Administrating the association

The executive have taken a number of steps to streamline the administration process:

- We have secured a PO Box address in North Parramatta, providing a consistent address for correspondence. The Secretary and the Assistant Secretary both have a key. The secretary will primarily be responsible for collecting mail.
- The association will use an "E-Fax" solution in 2009. Any faxes will be delivered electronically to the Secretary who can then e-mail them as required. This will mean that faxed reports will be dealt as efficiently as e-mail reports, and will save money on fax consumables.
- The association will secure an account with Australia Post to provide all postal and stationary needs. This will save the treasurer time by streamlining the payment process. It will also save inconveniencing members who collect stationary for the association.
- The executive will resume the practise of set meeting dates for General Members and the Executive. General meetings will be held on the first Thursday of the month. Executive meetings will be held on the third Thursday of the month.

DISMISSALS & REPLACEMENTS POLICY

General

Reports must be submitted within 24 hours of any incident occurring. They should be e-mailed to the secretary at secretary@parramattarefs.com or faxed to 8078 4199.

The reports must be submitted on the proscribed form.

The deadline for Judiciary Reports is 3pm on the Monday immediately following the incident. If referees do not supply these reports in time, or provide an explanation, they will be automatically referred to the executive.

There must be a separate report for each player replaced. If more than one official is involved in the incident, all officials must submit a report.

When completing reports, they must be factual and be to the point. It is essential that referees do not speculate. Referees need to ensure they have the correct player name, number and details, and these are listed on the report.

The secretary may return reports to referees if there is any problem.

The secretary is required to take action where the referee has not adhered to reports and/or judicial procedures correctly. This may include an informal warning, referral of matter to executive or advising Appointments Panel.

A referee may ask the secretary to review the report prior to formally submitting it.

All reports are to be forwarded to the Secretary by email or fax.

Email: secretary@parramattarefs.com

Fax: 02 8078 4199

For Dismissal Reports also forward to Jason French, Chair of the Judiciary.

Email: pdjrljudiciary@optusnet.com.au

Phone: 0402 885 354

Referees without email may fax reports to the secretary.

Mini & Mod Reports

It is a requirement that when a player is replaced for the period or for the game, that the Mini/Mod Replacement report be sent to the Secretary.

Each report must be accurately completed. It must contain the details of the incident and must be factual.

Referees should refrain from speculation.

The secretary must be notified of any replacement within on the day of the game. A text message will be sufficient.

Dismissal Reports

It is a requirement that when a player has been formally dismissed from a game, that a dismissal report be provided to the secretary.

Referees are also required to complete the Charge Sheet at the ground.

Each report must be accurately completed. It must contain the details of the incident and must be factual.

Referees should refrain from speculation.

The secretary must be notified of any dismissal within on the day of the game. A text message will be sufficient.

The judiciary chair will also need to be notified.

Code of Conduct & Incident Reports

Referees must forward these reports to the secretary if:

- A person other than a player has been removed from the playing area at the referee's request, or
- The referee has prematurely terminated for any reason involving the code of conduct, or
- The member witnesses an incident that could be a breach of the code of conduct.

Each report must be accurately completed. It must contain the details of the incident and must be factual. Reasonable effort must be made to identify any person in breach of the code. If this cannot be confirmed, the report should say this.

Reports should not rely on hearsay when identifying a person. An identification that is done this way should name the person who identified them.

If a game is terminated early by someone other than a match official, for any reason other than mercy rule, the referee should send a letter explaining:

- The reason for termination, and
- The person authorising the termination of the game

Hearings

All dismissals from International Games will be dealt with by Judiciary. This occurs on Tuesday nights at the training venue. Any official who reported on the incident is required to be in attendance.

All people required to attend other hearings will be notified by the secretary.

Any official not able to attend a hearing must forward an apology to the secretary, which will be forwarded to the chair. If an official has dismissed a player and is aware they won't be able to attend should advise the Judiciary Chair when they contact them

A member of the Executive or a senior referee will accompany all junior members of the Association attending a hearing. Any member may request someone to accompany them.

MEETINGS

General Meetings

The General Meetings for 2009 will be:

Thursday 5th February
Thursday 5th March
Thursday 2nd April
Thursday 7th May
Thursday 4th June
Thursday 2nd July
Thursday 6th August
Thursday 3rd September

The Annual General Meeting will be on Thursday 22nd October.

Executive Meetings

During the season, the executive will meet on:

Thursday 19th February
Thursday 19th March
Thursday 16th April
Thursday 21st May
Thursday 18th June
Thursday 16th July
Thursday 13th August
Thursday 17th September

The executive may also meet at any other time.

UNIFORMS

Supply of Uniforms

Uniforms and official association attire is determined by the sponsorship committee. Please note that gear and equipment may only be provided at training.

Gear and Uniforms may be ordered from the sponsorship committee at gear@parramattarefs.com.

Assessors and coaches are required to comply with this policy.

On-Field Attire

When refereeing a game, members must wear the appropriate attire. This is:

- Official Association Jersey: Must be clean and presentable. Shirt must be tucked in.
- Official Association Shorts: Must be clean and presentable.
- Official Association Socks: Black football socks with no stripe or logo. Must be at below the knee and kept in place by a garter or tape.
- Football boots.

Referees are to use the appropriate whistle on field (ACME Thunderer).

Touch Judges must use the association flags.

Referees may wear undershirts and/or bike shorts (eg Skins). However the shirt must be black in colour and short sleeves. Shorts must also be black and no lower than above the knee.

Referees are encouraged to wear sun protection. This includes the association hat, sunscreen and sunglasses. When wearing sun protection, it should be modest and not draw attention to the referee. Sunglasses should be practical and not draw attention.

In cold conditions, touch judges are permitted to wear the association jacket on the sideline.

Off-Field Attire

Ordinary Competition Games & Trials

When arriving or departing from an appointment (except when transferring between grounds), referees should wear appropriate off-field attire including:

- Association Track suit
- Association Polo Shirt

- Association Warm-Up Shirt (before or after games)

When transferring between grounds, members are encouraged to change out of their jersey.

Where a member does not have appropriate off-field gear, they should wear similar clothing. Under no circumstances should a referee arrive for a match in the gear of a club or association. Members should order and collect the gear at the first available opportunity.

Finals Series Games & Formal Events

In any of the above games, referees must wear:

- Association Business Shirt
- Association Tie
- Dress Pants
- Appropriate footwear

If a referee is transferring between grounds, they are permitted to use on-field attire or attire for Junior Competition Games mentioned above.

Where a member does not have appropriate off-field gear, they should wear similar clothing. Under no circumstances should a referee arrive for a match in the gear of a club or association. Members should order and collect the gear at the first available opportunity.

Training

Referees are required to wear the association training uniform to training. They are expected to bring along whistle and flags for drills.

Referees are encouraged to wear football boots. Referees should also bring running shoes in case training is indoors.

Under no circumstances should a referee participate at training in the gear of a club.

Referees attending judiciary at training are permitted to wear their training gear.

Wearing Club Attire

Referees are required to be (and be seen as) impartial. As a result, referees are not allowed to wear club attire for appointments, training or judiciary. This includes socks, shorts or jackets. Referees, who are involved with clubs, are not to wear refereeing attire when acting in that capacity. Action will be taken against any member who is in breach of this policy.

MAJOR PROJECT

Constitutional Reform

The executive have identified that there is a need for general reform to the constitution. The current constitution does not meet the needs of a modern sporting entity.

The executive have agreed that a Constitutional Reform Committee will be formed to facilitate the provision of a new constitution before the 2009 Annual General Meeting.

The committee will report at all general meetings, and engage in appropriate discussions and feedback to best facilitate the wishes and desires of the association now and in the future. The committee will be Chaired by the Secretary, and have two executive nominees (Alan Shortall & Lewis South) and two non-executive nominees.

REFEREEING & ACCREDITATION POLICY

REFEREEING

Preamble

1. Active referees should provide a completed Physical Activity Readiness Questionnaire (PAR-Q) indicating their awareness of vigorous physical activity required whilst officiating in games of Rugby League and physical training sessions.
2. Active referees and coaches are required to provide a Child Protection form before they may be appointed to refereeing fixtures.

Trial Matches

1. Referees will be appointed to trial fixtures to a maximum of three hours of game time per day.
2. Where appropriate, trial matches will be utilised to assess referees' potential grading.
3. Referees will only be appointed on completion and return of the availability status form, PAR-Q form and the child protection forms.
4. Referees must be dressed in Parramatta Association attire, for both on-field and off-field. Attire must not represent that of a club or any other referees' association. Referees must not arrive or leave a ground in their on-field attire unless coming from another appointment.
5. Referees must not officiate in any match of Rugby League unless appointed by the Director of Refereeing and Accreditation.

Competition Matches

1. Referees will only be appointed on completion and return of the 2009 availability status form, PAR-Q form and the child protection form.
2. Referees will be appointed to fixtures on the basis of the most suitable referee for the fixture as determined by the relevant panel.
3. Referees will not be appointed to games where they have a potential conflict of interest. If a referee has mistakenly been appointed to such a game, they must notify the Director of Refereeing and Accreditation immediately.
4. As appropriate, referees' attitudes; commitment, attendance & participation at training and general demeanor will be taken into consideration when determining appointments.

This includes:

- Reporting to the Ground Manager (or appropriate official) at the ground, no later than 40 minutes prior to the referee's first appointment of the day and by half-time of the previous match if coming from another ground as well as reporting to the prior match referee no later than at the half time break of the previous game.
- Remaining at the ground until the next appointed referee has arrived, unless notified by the Director of Refereeing and Accreditation. If the next referee has

not arrived by half time of the last appointment, members must alert the Director of Refereeing & Accreditation by phone (either personally or with the assistance of the Ground Manager or Junior League Official).

- Notifying the Director of Refereeing by telephone if you will be late to a fixture.
 - Being dressed in on-field uniform and ready to check players 15 minutes before the advertised starting time of the fixture.
 - Referees must be dressed in Parramatta Association attire for both on-field and off-field. Attire must not represent that of a club, or another Referees' Association.
 - Referees must not arrive or leave a ground in their on-field attire unless coming from or going to another ground which they are appointed to.
5. Touch judges may be appointed to any Saturday fixture (Under 9s to Under 15s)
 6. Eligibility for FINALS appointments will depend on referees' completing appointments in at least 70% of games (includes both trial and competition, rounds). The director will have discretion where special circumstances exist.
 7. Consideration will be given to referees who miss games due to injuries sustained through refereeing and training.
 8. Referees wishing to vary their availability from that advised on the availability status form must advise in writing, email or fax to the Director of Refereeing and Accreditation at least seven days before the proposed variation.

Director of Refereeing & Accreditation

Ken McNaught

Email – refereeing@parramattarefs.com

Fax: 8078 4199

9. Experienced and senior referees may be co-opted by the appropriate panel to report on referees' on-field performances. Such co-opted members shall not vote on referees' appointment.
10. Level One panel members as well as Accreditation panel members may assist in on-field activities with the buddy system.
11. Active members of the Junior Appointments will not be present for deliberation or voting on appointments to fixtures in the pool of referees' they may be placed in.
12. Written reports will be given to referees on the day that is observed by a panel member or co-opted member. Referees' (including touch judges) must not leave the ground, until a written report is discussed with the assessor.
13. Referees with a grievance concerning appointments may in the first instance arrange a consultation with the Director of Refereeing and Accreditation together with a member of the appropriate panel chosen by the panel.

An appeal from that consultation may be made within 48 hours to the Executive Committee by writing to the Secretary of the Association.

14. Referees who withdraw for reasons of injury from refereeing or training during ordinary round-robin competition games for a period of two weeks will retain their grading as determined by the panel prior to withdrawing subject to providing a

medical certificate and completing a fitness assessment at training the week before appointments.

For appointments during the finals series, the appointments panel shall make an appropriate decision regarding grade.

15. Referees must not officiate in any match of rugby league unless appointed by the Director of Refereeing and Accreditation. Any referee asked to officiate in any game outside the district must first seek the approval of the Director.
16. An accredited First Aid Officer will be in attendance at each training session.

SCHEDULE OF ACTIVITIES

1. Preliminary Course (new candidates) Parramatta Marist High School, Saturday 31 January & Sunday 1 February
2. Preliminary Course (new candidates) Parramatta Marist High School, Saturday 28 & Sunday 29 March
3. Level 1 and Level 2 course, Parramatta Marist High School, Mondays 4, 11, 18, 25 May 2009.
4. New referees will be assigned to an Accreditation Panel member or experienced referee who will mentor, buddy on field, train and be there for guidance throughout their first year of refereeing.
5. Each member of the Accreditation Panel will receive appropriate resources to fulfill their duties as well as an outline of the course to be taught to new candidates.
6. Additional courses will be organised as the season progresses if the need arises.

Events & Functions Policy

- (1) We are recommending a three (3) tier system for the social levy for 2009. This has been proposed to address concerns amongst junior members over what is seen as inequities in the old system as well as to reduce the burden of the social levy for new members whilst still encouraging participation in social events.
- (2) The proposed target for the social levy shall be as follows:
 - New members - \$25. This does not include any ticket to the Life Members dinner which will be charged to new members on an attendance basis at cost.
 - Junior members (under 18) - \$100 (includes 1 ticket to life members dinner. Other tickets can be purchased at cost)
 - Senior members - \$150 – includes usual 2 tickets to the life members dinner.
- (3) It is envisaged that the following events will be covered by the social levy: Annual Life Members dinner (subject to specific details as identified above), training (including the Parramatta leg of the Penrith challenge) and grand final day BBQs, and a lawn bowls day to be held the Sunday before the first weekend of official trials
- (4) It is the objective of the Events & Functions Committee (EFC) to ensure the final cost of the social levy be as close to the proposed figure as possible, if not below. In the advent that surplus funds be available, the committee intends to approach the members with a view to using these funds to subsidise for an end of season event, such as a visit to Jamberoo Action Park or Go Karting. Alternatively the social levy could be lowered if the Members prefer.
- (5) The EFC shall run a Lucky Lotto system, various lucky door draws at General meetings where possible and other events to help subsidise the cost of social events covered by the social levy or to help subsidise an end of year event subject to the approval of Members.
- (6) Other social events planned but not included in the social levy are as follows:
 - Bowling night – planned for the Friday evening of the first competition wash out round
 - Trivia night – planned for the Friday evening of the second competition wash out round in July. Will involve fundraising for a charity close to the hearts of one of our members.
 - NRL tipping competition: \$10 entry
 - Grand Final dinner

It is proposed that these events will be either paid for by cash or other suitable payment or out of a member's refereeing earnings on a progressive basis should the member prefer.

The events and functions committee will ask the Director of Refereeing to seek the Junior Leagues assistance to ensure that any games subsequently held on the wash out weekends are NOT conducted on Friday night so as to allow all members the opportunity to attend the proposed social functions

- (7) Proposed venue for the annual presentation evening is the Mounties Club, subject to availability of suitable venue. We would project at this stage that the cost of the ladies night should be at most \$75 per person (including gift to partners). The proposed venue for the Grand Final dinner will be the Parramatta Leagues Club, subject to availability.

TRAINING POLICY

Introduction

My aim for every on field official is to be fit enough to be in position to make the correct decision. By attending training, the physical training will help with fitness and the skills & drills will help with decision making.

Policy

1. **TRAINING IS COMPULSORY** for all active District Referees.
2. Members of the Coaching Panel, Junior and Senior Appointments are encouraged to attend training.
3. An accredited first aid person will be at all training sessions.
4. Training will be held every Tuesday evening at Parramatta Marist Brothers High School, Darcy Road, Westmead. Training will commence at 7pm and conclude at approximately 9pm. It is advisable referees arrive 6.45pm (or earlier) for ample time to prepare and be 100% ready for training. The first hour of training will consist of physical fitness and the second hour with skills and drills. Both sessions will vary throughout the season.
5. All participants **MUST** bring the following to training:
 - Association supplied training gear
 - Flag
 - Whistle
 - Sneakers (if we have to train indoors)
 - Drink bottle
 - Positive attitude & Commitment to do YOUR best
6. Active referees **MUST** provide a completed Physical Activity Readiness Questionnaire (PAR-Q) indicating their awareness of vigorous physical activity required whilst officiating in games of Rugby League and physical training sessions.
7. **Attendances will be noted.** Latecomers to training must report to the training coordinator prior to joining the training session. **If you are injured stay at home** to rest and recuperate as training may aggravate the injury. **All trainers are required to participate during training.** Non-participation will be regarded as non-attendance.
8. Apologies for non-attendance is not compulsory although a list of names of attendees will be forwarded to the Director of Refereeing after each training session. Apologies are to be sent via email to secretary@parramattarefs.com
9. The training coordinator will select a “trainer of the month” and “trainer of the year” taking into account attendance, attitude, dedication, improvement and encouragement of fellow referees.
10. Any questions, requests, constructive, positive and negative comments etc can be made via email to training@parramattarefs.com

SPONSORSHIP POLICY

Preamble

1. **Parramatta Leagues Club** will be the PDRLRA major sponsor for this season. They will feature on the front of the official jersey. The sponsorship amount for 2009 is \$16,000.
2. **Clarke Equipment** will be our on field shorts sponsor for 2009. The sponsorship amount will be \$6,000.

Policy Recommendations

1. All on field gear (jersey, shorts and socks) as provided by the Association is to be worn at official trials and competition matches within the district.
2. All active referees are required to wear appropriate Association apparel when arriving at and leaving games.
3. Official training shorts and shirts are to be worn by active members' at all official training sessions.
4. **NEW members will receive:**
 - Training shirt
 - Training shorts
 - One pair of on field shorts
 - One pair of on field socks
 - One on field jersey
 - Tie
 - Business shirt

All other active members will receive:

- 2 pairs of on field shorts
- 1 pair of on field socks
- Tie
- Business shirt

All other gear may be purchased from the sponsorship committee at cost price.

5. All new active members to the Association will receive one full set of on field apparel (jersey, shorts, socks) at no cost to the member, provided such member completes at least 7 weeks of competition games, otherwise a fee of \$70.00 will be applicable.
6. Additional Gear will only be provided to members who complete a "Gear Request Form" which will be used for auditing purposes and for the deduction of any amounts payable during the season.
7. "TBA's will be supplied with one pair of shorts and a pair of socks to officiate during the season.

8. New Coaching staff will receive a training shirt, training shorts to wear when attending this season.
9. The sponsor committee will arrange referee exchanges during 2009 and also fund four referees selected to represent Parramatta at the Peel Knockout at Tamworth.
10. All members will be able to purchase their own ear pieces to use with the Association's comms gear. The cost of these will be discounted to the members by 50%.
11. Comms gear pouches will once again be purchased at cost price.
12. Purchase of additional training equipment.
13. Any communication gear carelessly damaged during the season, the cost of repair will be deducted from the referee responsible or if unknown, deducted from the appointments person in charge of it at the time
14. Each appointments panel member will receive an all weather jacket.

Recruitment and Retention Policy

Introduction

The Recruitment & Retention Committee aims to make 2009 a year for supporting change, whilst still maintaining the Associations focus on developing referees to their full potential.

This season the committee will aim to improve its services to the members by providing them with an environment at training and on weekends which is supportive of their individual endeavours. This could mean the implementation of training “groups”, which will be set up with the help of the social committee. This is aimed at improving the contact between senior and junior member, as well as between experienced and inexperienced referees.

A recruiting campaign will focus on targeting groups already involved in rugby league, such as coaches, players and managers, through attempting to devise plans which make access to our coaching courses easier. Recruitment will also focus on involving high school students, so as the association has the opportunity to develop junior referees and lead them into becoming senior members.

The committee is also aiming to provide the Association members with regular surveys, in order to gain information about all aspects of the Association which will benefit everyone.

How we recruit

The committee will continue to use recruitment tools established from last season.

The recruitment web page will remain as the primary source of information for potential recruits. The web page has proved to be a major success in drawing in new prospective members.

Recruitment will also occur in high schools. Through aligning ourselves to already existing programs which put students through a “schools refereeing ticket”, we aim to target these students and get them to come along to our Associations training, and eventually complete the appropriate preliminary course.

Steps from enquiry to membership

Where possible, the committee director will respond to an enquiry within 24 hours. We aim to provide a quick response in order to keep the person interested in refereeing. Through quickly providing them with information in regards to upcoming courses, training, meeting, etc, it is hoped that their interest in refereeing will not drop off.

Working with Clubs and Other Bodies

The committee will endeavour to contact all clubs and aim to provide them with refereeing materials for use at registration days.

The Director will advise NSWRLRA, Western Sydney Academy, Parramatta District Club and ARLRA of upcoming courses and will continue to promote courses.

The Director will organise for representatives to promote refereeing to any group that is interested.

Membership Kit

To continue on with last year, when a person joins the association, we will now provide them with a membership kit which contains

- The current Annual Report
- The Association’s Constitution
- The Association Tie

- Current Policies of the Association
- Current Procedures Guide
- Contact Sheet and Events Calender
- Latest edition of "Ref's Call"
- A certificate acknowledging the completion of Preliminary course

Retention Programs

It is acknowledged that the retention of referees is of core importance to the Association. Hence, programs will run to support this retention. These include, but are not limited to:

Referee's Pre-Season Seminar – As in previous years, a seminar will be run. This season it will be at Valentine Park. The seminar will provide members with up to date information, policies and procedure, as well as providing an environment which will help to improve the individual abilities of all referees. The seminar will also strongly focus on team building exercises.

Training Groups – It is proposed that training groups be established with the assistance of the social committee and the training coordinator. This is aimed at providing a supportive and education structure at training, and eliminating barriers between members. Teams will have the opportunity to compete for "points" during the season.

Service Recognition Pin – If and when funding becomes available, it is proposed that a Service Recognition (Lapel Pin) be established. When a member completes level 1, the association will award them with the Membership Pin. After completing 5 years, 10 years etc of service, the member will be awarded a new pin that acknowledges that fact. It is proposed that this program become an association tradition.

Refs Call – The newsletter will make a comeback this season. It is aimed at providing information and recognition to members, both active and non active. A newsletter will be available at General Meetings during the season.

Exit Questionnaire – To continue on from last year, we will have an exit questionnaire and will maintain this practice in 2008. This will establish why we lose members and what we can do to retain members in the future.

Association Web Site – The website will be run by a nominated member, where all current information will be kept.

Grand Final Trophies – The committee proposes to maintain the tradition of the Grand Final Trophies. The committee will actively research the best prices and best trophies. The trophies will remain individualised and trophies will be awarded to touch judges who do not get a centre appointment.

We will also maintain existing perpetual awards including the two awards that were created in 2007 (Rookie of the year and Referee's Referee).

Referees Exchange Program – The committee proposes that Referees Exchanges continue and have actively sought to create exchange agreements with other associations.

Referees exchanges are the perfect opportunity to build closer relationships with other associations and reward referees with the opportunity of a different refereeing experience.