



HAMPSHIRE RUGBY UNION REFEREES' SOCIETY

Chairman's AGM Report Season 2010-11

Ladies & Gentlemen

This is my last Chairman's AGM Report to you. It has been an honour and privilege to be your Chairman, but after seven years in this seat, it is overdue for some new blood, new ideas, and a new momentum. We must retain and grow Hampshire's Referees' place in our county's rugby scene, plus act as a national role model and a leading contributor to the RFU's match officiating services.

I have learnt an enormous amount about this Society, Hampshire Rugby and the RFU Referees Department. I can assure you that I will continue to contribute to both the Society and Hampshire RFU in the future, and if invited onto your Committee again. But next season I will concentrate on my Group, Federation and Society assessing / coaching, and if fit enough, some refereeing on Sundays too.

What I have learnt most over the last seven years is about you the members – so many different aspirations and expectations, so many different motivations, lots of frustrations, but lots of satisfaction, enjoyment and fulfilment. Different characters, friends & colleagues, some of you emotional (some very emotional), some cold and precise, some extroverts and others quieter & reserved – a real mixed bag, just how it should be.

For referees there is no Robo-Ref, no standard profile and that is what makes us what we are – individual referees. We take our skills and abilities, we develop them and we look to be consistent following the IRB & RFU guidelines and clarifications of course. But we make the decisions on the day, we make the judgement calls on the pitch and we enable those thirty players to enjoy their rugby match safely, fairly and according to the good book – but we do have a hell of a lot of choice in how we interpret & apply the Laws, often reflecting with each other on what is the right way to do it at our training meetings and online in rugby forums !

It has been a pleasure along with the Committee watching you challenge yourselves and develop as referees, in some cases going well beyond your (and our) initial expectations, for others getting

frustrated for a while until something clicks and you make those improvements. But most of all it is seeing 80 or so of you each week enabling Hampshire's rugby matches to take place safely, fairly and according to the Laws.

But we get frustrated as a Committee when some of you don't give us any availability information, call off matches late in the week and so forth. My main disappointment over the seven years is that we are seeing each of you doing fewer matches on average each season – but tempered with some guys who give so much time whatever the level of the match may be – Martyn Holloway, Mike Gill, John Holden, James Gregory, Peter Cunningham, Ian Britton, Jeff Highcock, Peter Lewis, Tim O'Kelly, Steve Jones, and Si Aldridge all did 30 matches or more this season. A retiring request is for you all to get more proactive & communicate more, and most of all be available more often and do more matches.

Above all else what has given me massive satisfaction is seeing us as a Society build a Rugby Club like attitude of belonging, of pride and of ambition. And of achievements, your achievements – and those are all important, whether it be recognition by your peer group, a promotion to the next level, or knowing personally that you have reached a personal target.

Those achievements may be along the RFU Referee Pathway – like Paul Burton and Roger Bailieff as Premiership ARs, Keith Lewis and Paul Kimber as Panel Referees, Keith Page as a Panel Match Observer, Tim Bailey and Mike Priestley as Panel ARs, Doug Neagle on SW Group and James Gregory on Federation.

But perhaps more important is that promotion from post ELRA to your first grade level, or maybe your first appointment to a L9 or L10 1st XV League match, or even just that handshake & smile after the match with a "Thanks Sir, I really enjoyed that game today". In the main we are appreciated by most players, coaches and spectators – yes we sometimes come across someone with anger management issues on the pitch, or fuelled by a beer or two off it, we do have a few cheats and thugs – but over the years working with Hampshire RFU we have retained the core ethos of our Game and are in pretty good shape.

Each year we have new ELRA graduates, we some incoming referees from other Societies moving into the area - we hope you felt welcomed and part of the Hampshire Society immediately. And sadly some Society 'characters' have moved away or retired:

Jane Pizii went back to Cornwall, Stuart Scott has jumped across to Dorset & Wilts, Vas Chirita took the brown envelope to play for

Brixham in Devon, Matt Kiernan has moved back to Richmond in Yorkshire, and Mark Harvey & Paul Double have retired from refereeing. We wish them all well.

Now we come to the two annual Society awards:

I claim unashamedly to those that ask that we are one the best managed Society's in the country, and we 'punch well above our weight' in RFU-Land. That is due to you the members. Each season the Chairman makes an award to his Top Man – someone who has made in the Chairman's view a significant consistent contribution to the Society throughout the season.

My shortlist included a number of previous winners of this award – John and Martyn for example, and the evergreen Mike Gill who did 60 matches (many Colts & L9s).

For me one member this season has shown the right attitude, a commitment to improve and better his own performance levels, plus shown a massive commitment to the Society and all that it stands for.

This year's TopMan is Si Aldridge

Moving to the second annual award, we present this trophy in memory of Cavin Parker, a long term Society Committee man who was taken from us in a sad accident eleven years ago travelling home after running touch for Hampshire v West Indies at US Portsmouth. This award goes to the Most Improved Referee over each season, based on their Grade promotions, club cards and assessment reports. This season Jim Firth and I are pleased to announce that the award goes to a referee who after joining the Society in September his first season refereeing has made very rapid progress, quickly learning at each stage and even coming back from out of county exchanges with Good reports – including at Level 7 from Kent. This speed of progress is rare indeed, not just in Hampshire by anywhere in England,

and so we congratulate this year's stand-out winner : Ben Wiles.

The RFU is by far largest refereeing body in the world, and it is well supported & resourced with a massive historical legacy & ethos. We have welcomed Clare Daniels, now an IRB Panel Referee and RFU Panel AR, as our RFU Development Manager and she has achieved a lot already and will continue to work with us, and our neighbouring Societies to deliver top quality refereeing and advising. But what we do internally as Hampshire Society is just as impressive, and I

thank this year's Executive Committee (**Paul as Secretary, Richard as Treasurer, Jim for Assessment & Grading, Paul for Appointments, Keith for Training plus Peter Topham for Exchanges and Federation / RFRU liaison**), for their careful stewardship of their areas of responsibility. We have one of the highest qualified Society Committees in the country that I am aware of, and it is made up of mostly active busy referees/ARs. Please thank them for their time, knowledge and wisdom.

Plus our thanks must go to the wider general Committee and portfolio holders such as :

Doug Neagle with the development squad,
Eric Smith for liaising with Hampshire's Community Rugby Committee and the Hampshire Schools Union, and
Tony Scott for his management of mid week appointments to Schools, Colleges and Universities – work that was formally acknowledged with thanks by their own Committees,
Martyn Holloway for his tireless work with our kit,
Nigel Spencer asked a few seasons ago for help with mentoring high potential Young Officials, but still has carried on and again this season we have two outstanding prospects in James Kirby and Tom James.

Volunteers to take on new roles or assist the current portfolio holders are always welcome so please make your self known !

Gary Self has diligently overseen the crucial Discipline area of dismissal / abuse report writing standards and our internal Society discipline.

Unfortunately we have to report that this season we have had to discipline three members from the Society for bringing the Society into disrepute – one involving his refereeing standards and comments to players during a match, one for a HRFU proven referee abuse incident whilst playing, and a third for allegedly selling on international tickets on E-Bay which was reported to us by the RFU – we await the decision by the RFU as to sanctions against the Society; hopefully a suspended sentence or slightly reduced ticket allocations.

Back to more positive things, another unsung hero is **Dave Hayward** who works with Clare and the RFU to run the county's ELRA courses; many of you will have come through that route, or its NFC predecessor. Dave is acknowledged across the South West RFU region as one of the most successful RFU trainers and we must all keep encouraging and feeding candidates through to his ELRA courses.

As I am one of the clipboard brethren, a special mention to our match observers – they are there to help you improve and develop at all levels of grades. Turning out in all weathers, often changing matches at the last moment due to the referee or fixture changes, we owe to **Jim Firth** and the Society's match observers a big round of applause – thank you gentlemen.

To all the membership I ask that you consider taking up advising / coaching at any stage of your Society career – even when still refereeing. Next season I will be assisting Jim in his SADO role and we are looking for new advisers, coaches and assessors. Clare Daniels is chairing a working group at the moment to bring in new thinking and focus on you the referees and how advisers can help your development so it is an exciting time to be starting out on a match observers pathway.

A special mention too and thanks to **Mike Priestley** who took over our CRB Disclosure work and has in a short time got the admin fixed and our membership correctly registered. He is also the Hampshire RFU Club Referee Development Manager, working with Clare to deliver more training and co-ordination at Club levels. This role is crucial in bringing Society and Club referees even closer together, with Hampshire already a leading county/Society in this goal.

Geoff Paice is standing down as Web Master. Thanks to Geoff for his patience and hard work in keeping the site up to date during the last few seasons. Geoff will continue as International Tickets Secretary. Between Rob West, Andrew Cooper, myself and any other volunteers we will maintain the current one and look to develop a new offering next season.

My final person to highlight is **Dave Davies**, who has a massive job with re-appointments (and checking travel expenses). We plan next season that some changes in place with an online system will help him reduce the workload in both areas. Watch this space. But each year I say the same thing about Dave – no one really knows all that he (and Sylvia) do, but I think after seven years I have a fair idea now and it is massive task every week. Dave from us all – many thanks yet again.

Some Committee members like Richard Showan, Jim Firth, and Dave Davies have worked with me during my whole seven years in their single role. Others have moved roles such as Eric Smith, and Geoff Paice, while yet others have taken on roles for one or two seasons such as Mike Gill, Paul Hobby (I cannot name you all this

evening) – I thank all of them for putting up with a sometimes autocratic and often idiosyncratic Chairman.

So it remains to thank you all in the Society for your trust and confidence over the last seven seasons, it has been a pleasure to serve as your Chairman, working with you all in building one of the country's leading Societies. I have immense pride in what you and this Society achieves and look forward to working with the new Chairman and Committee to make it even more successful in the future.

Finally on behalf of rugby in Hampshire, many thanks go to you all for the time and commitment you give.

Yours in rugby,

Simon



HAMPSHIRE RUGBY UNION REFEREES' SOCIETY

Hon Secretary's AGM Report Season 2010-11

Well here we are again, the end of another busy season. Once again attendances at the Training Meetings have shown good support with an average attendance of 43 members each month down to the wide and varied subjects our Training Officer has brought to the meetings, so let's carry this on next season and try to encourage those members who don't attend to change the habit of a lifetime and take the time to come along and maybe learn a few things. Remember we, as a Society, have a duty of care to provide suitable qualified and able referees to officiate rugby within our County, it is also a responsibility of each and every member to attend at least 2 Training Meetings a season to ensure that he, or she, fulfils the criteria of receiving 'Training' from the Society to keep them current in their officiating.

As far as membership goes, we currently have 179 referees listed on the database and Rugby First, of which approximately 85 referees are 'Active', this is approx 48% of our membership regularly turning out at the weekends to support rugby in Hampshire. This number is down on last season when we had 60% of membership turning out to support rugby in Hampshire. We regularly have to turn games down because we don't have enough referees to support the fixtures, so if you are one of the 52% who don't turn out then please come on support your County and more importantly, support your Society.

The database shows that we have 17 Match Observers who are active.

As far as discipline goes for this season the following is a month by month breakdown of the number of reports you have submitted:

Sept 2010 – 8 sending off reports
Oct 2010 – 6 sending off reports & 2 Referee Abuse Reports
Nov 2010 – 4 sending off reports
Dec 2010 - 1 sending off report

Jan 2011 – 4 sending off reports
Feb 2011 – 2 sending off reports
Mar 2011 – 4 sending off reports & 1 Referee abuse report
Apr 2011 – 2 sending off reports & 1 Referee abuse report

Total:

31 sending off reports (7 up on last season)
4 Referee abuse reports (2 down on last season)

This shows a drop in the number of referee abuse reports and a rise in the number of sending off reports, although I am not sure I am getting all the reports from the members. Make sure that you get ALL abuse and sending off reports into the Secretary as soon as possible.

This season has seen 25 new members joining the Society with most of those joining from the ELRA courses that Dave Hayward has been taking so successfully throughout the season.

Have a good and relaxing summer and I'll see you all at September's meeting ready for another challenging season.

Paul Burton MBE
Hon Sec HRURS



HAMPSHIRE RUGBY UNION REFEREES' SOCIETY

Hon Treasurer's AGM Report Season 2010-11

1. OVERVIEW

Accounts for our 10th year are to be prepared for the full year to 30 June 2011, by which time all the expenses relating to the 2010/2011 season will hopefully be known and thus included in the accounts. However, the final accounts for the year to 30 June 2010 are attached to this report. I have not yet prepared any interim accounts for 2010-11. The accounts show that, as anticipated, a small deficit arose in 2009/10.

This year I am also presenting the forecast accounts for next season in order to allow members to assess my proposals for the charges to clubs and mileage rates paid to referees. See below.

2. SPONSORSHIP

We are obviously concerned that, at the present time, we have no sponsorship deal. The current economic climate is obviously making it more difficult to find sponsorship, and the help of all members is needed to talk to any potential sponsors, as this funding is very important to our ability to develop referees to achieve their full potential.

3. CLUB CHARGES

The charges we make to the Clubs form the main source of income to the Society. These charges were kept at £27 for senior games and increased to £27 for junior games for season 2010/2011. There are still a few members who do not claim travelling expenses, and it is true that, as a consequence of this, the Society has had a surplus of funds from the Clubs in the past. HOWEVER, we are all aware of how much the price of petrol has increased, and it remains my belief that The Society should not rely on the goodwill of some members for the stability of its finances. This means that the charges to Clubs should be sufficient to cover the travelling expenses of all referees. I have prepared a budget for next season which includes an increase in the match charges to the Clubs to £30 for senior and junior games alike.

4. MILEAGE RATE AND TRAVEL EXPENSES

The current rate is 35p per mile and as I have said earlier, if all referees claimed all their expenses there would be a need for a bigger increase in the charge to Clubs. We were forced to reduce the rate in February 2009 from 40p to 35p to reduce the anticipated deficit for 2008/09. We are all aware of the huge increase in petrol charges in the last 12 months, and I now feel that we should move back to 40p per mile, and the budget for next year has been prepared on that basis. And so my recommendation is that the Club Charges increase to £30 per game and the mileage rate moves to 40p.

5. SUBSCRIPTIONS

Subscriptions for Season 2011/2012 will remain at £20 (senior) and £5 (Associates) with Life membership available for £100.

HAMPSHIRE RUGBY UNION REFEREES SOCIETY

PROFIT & LOSS ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2010

	£	£	2008/09 £
INCOME			
Subscriptions		2,935.00	2,895.00
Club Charges		29,999.23	29,339.10
Club Fines etc		178.60	221.60
Sponsorship			
Interest received (net)		85.20	145.20
Sale of goods		2,286.34	2,042.40
		<u>35,484.37</u>	<u>34,643.30</u>
EXPENDITURE			
Referee and Advisor Travel etc	31,606.38		32,545.62
Meetings/venue	550.00		425.00
Telephone	769.30		794.14
Postage (cards)	300.00		225.00
Kit/Equipment purchases	1,023.65		6,122.61
Committee Travel and postage etc	656.50		648.50
Federation Subscription	400.00		400.00
Radio Licences	338.62		
Stationery/leaflets	206.00		
Web-Site	75.00		75.00
		35,925.45	<u>41,235.87</u>
Deficit for Year		<u><u>-£441.08</u></u>	<u><u>-£6,592.57</u></u>
Balances brought forward:			
Funds from 2008/2009		42,795.23	49,387.80
Add: Current surplus/deficit, as above		-441.08	-6,592.57
Funds available 30th June 2010		<u><u>£42,354.15</u></u>	<u><u>£42,795.23</u></u>

HAMPSHIRE RUGBY UNION REFEREES SOCIETY

BUDGETED PROFIT & LOSS ACCOUNT

FOR THE YEAR ENDING 30 JUNE 2012

	£	£
INCOME		
Subscriptions		2,200.00
Club Charges (£30 per game)		43,500.00
Club Fines etc		0.00
Sponsorship		0.00
Interest received (net)		100.00
Sale of goods		2,000.00
		0.00
		0.00
		<hr/>
		47,800.00
EXPENDITURE		
Referee and Advisor Travel (40p)	40,050.00	
Meetings/venue	600.00	
Telephone	800.00	
Postage (cards)	300.00	
Kit/Equipment purchases	3,000.00	
Committee Travel and postage etc	800.00	
Federation Subscription	400.00	
Sundries/contingency	1,000.00	
Web-Site	75.00	
	<hr/>	
	0.00	
		47,025.00
Surplus for Year		<hr/> <hr/>
		£775.00



HAMPSHIRE RUGBY UNION REFEREES' SOCIETY

SADOs AGM Report Season 2010-11

My apologies for not being able to deliver these notes myself this evening.

We managed to watch 75 different Active Hampshire referees (96.2%), quiet a large number of you more than once. My apologies to the five members we did not watch, we did our best to catch-up with you, but the snow in the December period caused a lot of problems with our targeting intensions.

We also watched 70 incoming exchange referees from other counties.

I also point out to you that Paul Bridgman and Keith Page attended RFU matches nearly every weekend as Match Observers. Simon Thomas also watched approx 30 Level 5 South West Group.

We also are lucky in Hampshire to have excellent Referee Coaches who double-up with their Coaching and Advising to provide support and guidance to the members of the Development Squad

If any of you are considering stopping running about, I shall be running Adviser Training Courses late in the summer break or in September. Please contact me if you are interested in taking the course, with a view to Advising, now or in the future. Experience of advising is a pre-requisite to doing the training as a referee coach.

Can I ask all of you that have completed the ELRA course this season to let me have copies of the pages at the back of your ELRA document so I can sign you off with the RFU.

Can I also thank the small dedicated team of Advisers that Hampshire is lucky to possess, ask members of other Societies how fortunate we in Hampshire are.

I would also like to thank you all for your services to Rugby in Hampshire and hope we as a Society Executive team can continue our services to you next season.

Jim Firth.

Society Advisor Development & Gradings Officer



HAMPSHIRE RUGBY UNION REFEREES' SOCIETY

Appointment Secretary's AGM Report Season 2010-11

This season was my first "full" season as appointments secretary and I would like to thank all of our active members for spending their time on the pitches of Hampshire and beyond.

I would like to make special thanks to Tony Scott (midweek re-apps), Peter Topham (exchanges) and of course to Dai, who, as I am sure you are all aware has one of the most difficult jobs in the society.

For the statto's amongst you, I have included a brief breakdown of the appointments information from the past season.

Original fixtures provided and appointed to	2234
Additional Games for appointment	414
Games Cancelled	500
Games Reappointed	747
Games not Covered	37
Games Covered Inhouse (clubs)	7
Incoming Referees (Exchange)	89
Outgoing Referees (Exchange)	44
Referees who became Unavailable for Games	475
Referees who became Available for Games	264

Referees who have officiated at 30 or more games

Si Aldridge	30	Peter Cunningham	38
Steve Jones	31	James Gregory	43
Tim O'Kelly	32	John Holden	47
Peter Lewis	34	Mike Gill	60
Jeff Highcock	35	Martyn Holloway	64
Ian Britton	37		

P. Kimber
Appointments Secretary 2010 / 2011



HAMPSHIRE RUGBY UNION REFEREES' SOCIETY

STO's AGM Report Season 2010-11

It's been another great season for training meetings and development through the HRURS Development Squad and I want to thank all of you for your contributions at each session.

We've had attendances ranging from 40-60 with an average of 43 through the season – a great result and a sign of the commitment Members put in to developing themselves, and supporting the Society.

Guest of the season was the September meeting when Brian Moore gave us the undoubted pleasure of his company to run through his thoughts on Refereeing and the front row.

Other subjects we've covered:

- Managing difficult people and situations
- Assistant Refereeing
- Foul play
- Communication
- Game awareness
- 7s

And we've also had a new focus on group therapy – learning from our peers is always a benefit and from the feedback I've had, an opportunity I believe you have enjoyed. Do let me know if this isn't the case!

It's also been good to be invited to speak at other Societies, with Sussex & Berkshire being subjected to a session with me.

Id like to thank Douglas Neagle for his stewardship of the Development Squad who themselves, have had a host of guest speakers including FTR and Premiership referee, Rob Debney. Doug also attended an RFU STO in 30 October – I'm grateful for his commitment and enthusiasm, and I hope the new Development Squad have a good season with Doug from September.

As ever, if you have any thoughts on our training meetings and what you want to gain from them, please do let me know.

Summer well, stay/get fit, and we'll see you next season.

Keith Lewis
HRURS Training Officer
May 2011