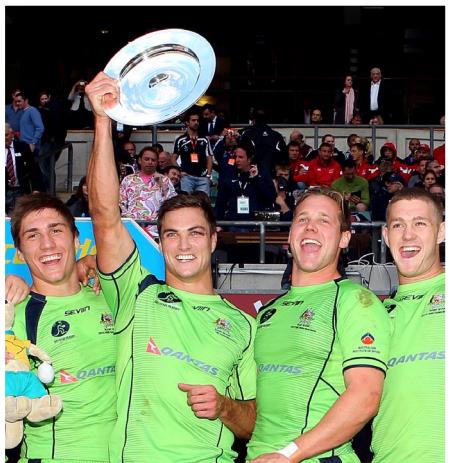
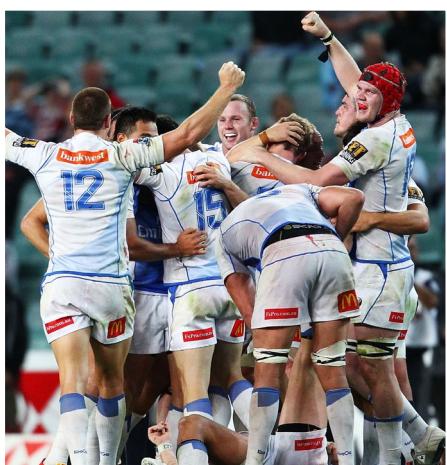




2012 ANNUAL REPORT

RUPA





REPORT CONTENTS

Chairman's Report	2
President's Report	5
RUPA Board & Staff	6
CEO's Report	8
Player Services Report	12
2012 Player Survey	13
Agent Accreditation	15
Insurance	16
OH&S	17
Expanding our Membership	18
IRPA	20
AAA	21
Personal & Career Development Report	22
Mental Health First Aid	23
Workshops & Seminars	25
2012 Induction Camp	27
Cultural Breakdown	28
Wallaby Partners Morning Tea	29
In the Community	30
2012 RUPA Awards	32
Milestones & Achievements	34
2012 Super Rugby Members	35
Thanking our Sponsors	36



CHAIRMAN'S REPORT

In 2012, RUPA took giant strides forward in being recognised as a significant and collaborative contributor to the evolution and repositioning of Australian Rugby.

A challenging year on the field for both the Wallabies and the Australian Super Rugby teams, 2012 was equally as demanding a year off it. It has been an intense year of transition for the ARU, who despite increases in revenue on 2011 returned a net deficit of \$8.3M. However, to its credit, the ARU will look back on 2012 as a watershed year, where it instigated a fresh corporate governance model, made key leadership changes and commenced several long-term strategic initiatives.

RUPA welcomed Michael Hawker AM to the role of ARU Chairman. Soon after Michael's appointment, it became clear that modernising and reuniting the game were high on his agenda. The announcement of the ARU's Corporate Governance Review, which was conducted by Mark Arbib, saw the processes get underway. RUPA was very pleased to contribute to this process in a constructive way.

The Arbib Review delivered several significant changes for rugby's corporate governance – all of which are detailed in the RUPA CEO's report – and importantly began steering the game towards an independent, non-federated leadership model.

RUPA too spent time in 2012 adjusting its corporate governance, with elections taking place for the majority of Board members. The retirement of RUPA President Adam Freier, Directors Nathan Sharpe, Stirling Mortlock and overseas departures of Daniel Halangahu and Rocky Elsom made vacant five critical current player positions on the Board. All of those who have left the Board have made an outstanding contribution to RUPA and the administration of Rugby in Australia.

The 2012 nomination and election process saw Adam Wallace-Harrison elected as RUPA President. Adam's credibility and experience in rugby have equipped him well for this position which he has occupied since the end of the year. Matt Hodgson, James O'Connor and Benn Robinson were also welcomed to the Board, joining James Horwill, Stephen Moore, Pat Howard and Jason Little, who all retained their positions.

The Board has appointed Cheryl McAfee as its first female member. Cheryl has represented Australia in the 15 a side game where she has earned 21 caps. Cheryl was also the first captain of the Australian Women's sevens team taking them to a Sevens World Cup victory in 2009. Cheryl is an outstanding appointment and we are looking forward to her input and experience in developing women's rugby in Australia.

It would be remiss of me to if I missed this opportunity to acknowledge not only the career, but the incredibly influential and valuable role in the life of RUPA, played by Adam Freier. 104 Super Rugby caps,

25 Wallaby appearances, a member of the RUPA Board since 2006 and President since 2010. Adam has been instrumental in re-establishing RUPA as a significant voice in the interest of the players and the shape of the game itself his mark on Australian Rugby will remain for some time.

Whilst bidding farewells, 2012 saw the curtains (finally) drawn on the illustrious career of Nathan Sharpe. His final year was one of his finest on the field, taking out the games two highest honours – the John Eales Medal and the RUPA Medal for Excellence for the fourth time. Having played a record 162 Super Rugby matches, and 116 Wallaby tests, Nathan was also a Board Director of RUPA from 2003 to 2012. The game and RUPA lose a wealth of experience in his retirement.

I also wish to mention Stirling Mortlock whose career spans 146 Super Rugby and 80 Wallaby matches. The third most capped Super Rugby player of all time and Board Director since 2010, the 29-time Wallaby captain will be missed by RUPA and the game.

Congratulations to Adam, Nathan and Stirling and thank you sincerely for your legacies. We wish you every success in the future.

RUPA would like to acknowledge John O'Neill AO, for his efforts in building the game during his two periods as CEO of the ARU, and wishes him all the best in his future endeavours.

RUPA has an enthusiastic, talented staff, who in 2012 continued to deliver

outstanding service to all members. My thanks to RUPA's head office staff - Greg Harris, Ross Xenos, Toby Duncan and Glenys Smith. This report is filled with the results of their energy and endeavour. The contribution made by Greg as RUPA CEO has ensured that the interest of all professional rugby players in Australia have been skilfully looked after. Ross as his 2IC has once again done an outstanding job.

The joint RUPA-ARU Personal & Career Development Program (PACD) continues to provide industry leading support and welfare services to our members. Rosemary Towner and her staff at each of the Australian Super 15 teams, continue to ensure that all players are actively participating or reviewing their educational requirements and career aims. It is essential that players look beyond their next game or contract to their second career - a life after rugby.

There is no doubt that the future of the game faces significant challenges. The 2013 Lions Tour will, hopefully, go some way towards stabilising Rugby's economic position, but it is critical that the ARU, with involvement from RUPA, effectively and dynamically manages the game.

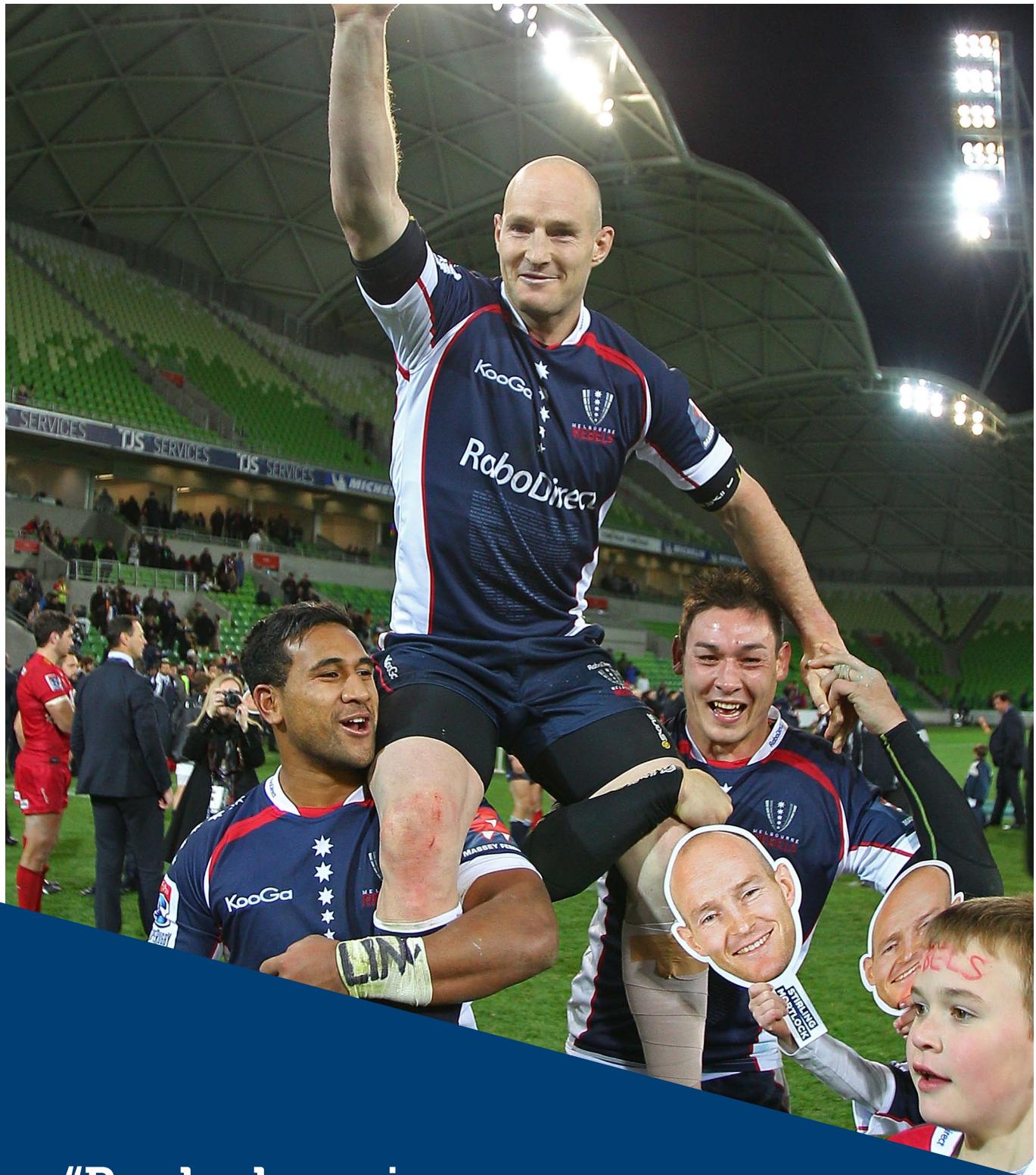
To that end, RUPA welcomes the new ARU CEO, Bill Pulver. The next few years will be critical to the long-term health of Australian Rugby, and RUPA looks forward to working with Bill and the ARU not only to implement strategies and structures for the game, but also continuing to represent our membership by improving the standards and conditions for all professional players through the CBA.



Bruce Hodgkinson SC



"Congratulations to Adam, Nathan and Stirling and thank you sincerely for your legacies. We wish you every success in the future."



"Rugby has given me more than I ever could have dreamt of and I leave knowing that RUPA is in its strongest position in recent memory."



PRESIDENT'S REPORT

After almost a decade of involvement in RUPA, it is with a medley of sadness and satisfaction that I write this, my last President's Report.

Rugby has given me more than I ever could have dreamt of and I leave knowing that RUPA is in its strongest position in recent memory.

2012 was a difficult year for Australian Rugby. Be it Super Rugby or the Wallabies, the game was criticised thick and fast, by many of its very loyal and passionate supporters. After the glow and the enthusiasm of the Reds title win, and Rugby World Cup in 2011, 2012 saw rugby realise that keeping pace with our New Zealand and South African rivals on the field, and with the NRL and AFL in the commercial marketplace is going to be an enormous challenge.

Congratulations must go to the Queensland Reds for topping the Australian Super Rugby Conference for a second year running, narrowly edging out the Brumbies at the final hurdle to take the honour. Super Rugby is one of the toughest competitions on the planet, and their consistency illustrates the character and culture that underpin their program under great leadership.

Despite very strong performances against Wales in the June Internationals, it was a turbulent year for the Wallabies. The Bledisloe Cup remains stored across the Tasman, and the team was unable to

perform at their best during the inaugural Rugby Championship to retain their 2011 Tri-Nations Trophy.

The inclusion of Argentina into the Championship was however, a notably exciting new venture for rugby, and one that looks like it will flourish in years to come. The involvement of the Pumas, and the travel to Argentina certainly enhances one of the key differentiators that rugby can lay claim to – being a truly international sport.

The saying in footy clubs often goes that what happens on the park reflects what's happening in the back office – the changes to ARU leadership and corporate governance structures made 2012 a difficult year for RUPA to engage in discussions around a CBA, but hopefully begin to lay the foundations for a stable and prosperous game.

The players' contribution to the governance review should not go without mention. RUPA agreed late in the year to withdraw the players' entitlement to directly nominate a director to the ARU Board – a role most recently held by George Gregan, and Mark Connors before him. It was a move that cleared the path for the governance reform to take place and one that RUPA was prepared to resolve in good faith, and with trust.

Following on from protracted discussions on the CBA in 2011, the ARU and RUPA were engaged in extremely meaningful dialogue early in 2012. In fact, in April, the parties were not all that far from brokering a fourth CBA. However, the RUPA Board maintained solidarity on several issues critical to all players.

Without any compromise from the ARU on this, discussions broke down. All players continue to be protected by the current CBA, in place until 2016.

My sincere thanks to CEO Greg Harris and the entire RUPA staff. In particular Glenys Smith, who has contributed to the cause for over five years, and who leaves the RUPA family on a new journey.

To the RUPA Board, past, present and future, in particular Bruce Hodgkinson and former President Rod Kafer, your contribution to the game and the players has been a huge factor in RUPA's voice being heard.

To all those currently playing, and those I have been lucky enough to play with or against in the past 14 years, I thank you for the memories and the body that I depart the game with. This sport is made up of many characters and inspirational people, who I am fortunate enough to now call my friends.

And to my family, in particular my wife Tamie, you now have your husband back.

God speed RUPA, and long live Australian Rugby.



Adam Freier



Bruce Hodgkinson SC
Chairman



Adam Wallace-Harrison
President



Pat Howard
Independent Director



Jason Little
Independent Director



Stephen Moore
Brumbies Player Director



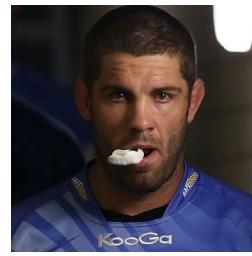
Benn Robinson
Waratahs Player Director



James Horwill
Reds Player Director



James O'Connor
Rebels Player Director

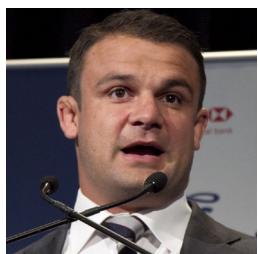


Matt Hodgson
Force Player Director



Greg Harris
Chief Executive Officer

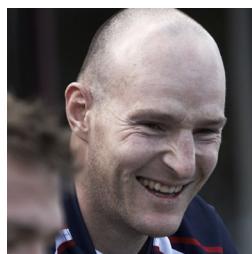
In October 2012, a process of nomination and election for the majority of positions on the Board was conducted, signifying the end of the respective terms of the retiring or departing members of the RUPA Board who were elected at the end of 2010. The RUPA Board above is accurate as of 1 December 2012, when all new Board Members were declared elected. RUPA thanks those Board Members, who held positions throughout the year, who are acknowledged below.



Adam Freier
President



Rocky Elsom
Co-opted Director



Stirling Mortlock
Rebels Player Director



Nathan Sharpe
Force Player Director



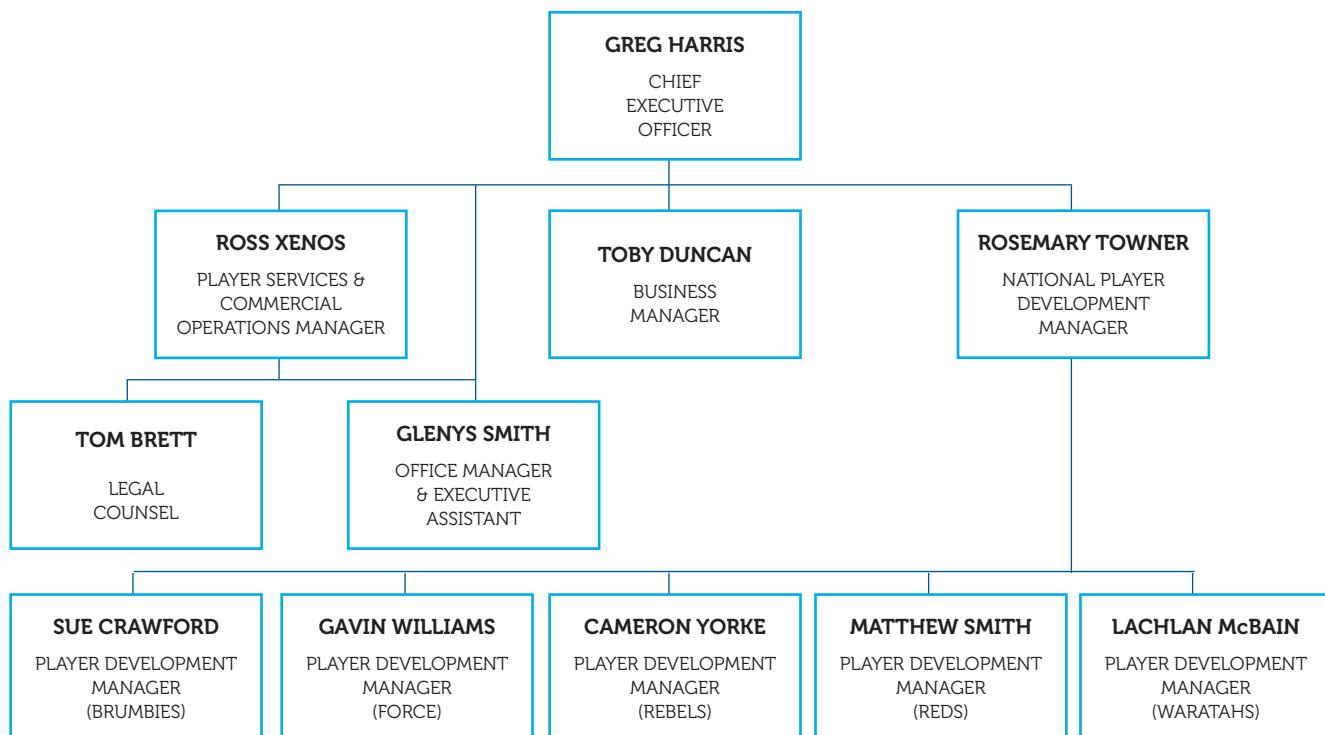
Daniel Halangahu
Waratahs Player Director



RUPA BOARD & STAFF

Our mission:

To collectively develop and promote the best possible professional standards and conditions for our members and for the growth of rugby.





CHIEF EXECUTIVE'S REPORT

After reinventing itself throughout 2011, in 2012 RUPA has repositioned itself as a valuable contributor to game's strategic and economic future.

On 28 August, 2012 the Rugby Union Players' Association (RUPA) published an article on the RUPA website titled, "Is it the Jockey, the Horse or the Trainer?"

The next day the content of the article was the subject of the headline story in the national newspaper, The Australian. The article was basically an analysis of what factors contribute to success in sport and used the performances of the champion thoroughbred Black Caviar as an example.

What makes a champion, a champion team and champion performances? In the case of Black Caviar, was it the horse herself, was it the jockey Luke Nolen, or was it the trainer Peter Moody? In Australian rugby, is it the administrators of the game (the trainer), is it the players (the horse), or is it the coach Robbie Deans (the jockey)?

The answer is that it is a partnership of all of the parties involved in the performance doing their job well. The crux of the article

though was a challenge to the ARU to undertake a comprehensive assessment of the game, in particular the high performance program.

This was sought by RUPA because RUPA's core responsibility is the wellbeing and development of the players who are the resource which drives the game's revenues.

Under the Collective Bargaining Agreement (CBA), the players are 26% stakeholder in the game via their entitled distribution of revenues. Inherently the players are dependent upon the health and well-being of the game, which means six competitive and commercially viable Australian rugby teams (the five super rugby clubs and the Wallabies).

It is the responsibility of the high performance program to ensure that these six Australian rugby teams are competitive on the field and that the respective rugby administrations effectively conduct their business operations to ensure the commercial viability of the game.

The capacity of the players to earn an appropriate income from the game is inextricably linked to these two factors.

It is RUPA's responsibility through the CBA negotiations which have been conducted in 2011 and in 2012 to ensure that the CBA is more than an industrial instrument and that the players have input into the game's broader issues, such as how the game can

best produce future talent to succeed on the field.

The negotiation of an appropriate CBA which recognises and respects the contribution which the players make to the game remains the number one priority for RUPA.

On 11 December, 2012 in a rather historic occasion RUPA presented the "RUPA Blueprint for the Future" to the ARU Board. The Blueprint was developed in order to stimulate discussion and debate on improved talented athlete pathways for rugby players in Australia.

Its objectives were to:

- broaden the elite athlete talent base for rugby;
- create in hand and unique pathways for Australian rugby players and coaches;
- develop programs and competitions in order to provide a significantly increased player talent pool; and
- establish strategic partnerships to provide new resources to support the above programs

The presentation was well received by the ARU Board and in fact has been a catalyst for a major review by the ARU of the elite athlete pathways in Australian rugby.

One area in 2012 where the ARU and RUPA shared a very common position was the need for a major review of the structure of

corporate governance in Australian rugby. The review was conducted by former Federal Assistant Treasurer and Sports Minister, The Honourable Mark Arbib.

The ARU Corporate Governance Review resulted in several key recommendations:

- Establish an Independent Board of Directors;
- Promote greater accountability and transparency;
- Reform the Membership of ARU to better reflect the contribution of the Super Rugby teams and RUPA and rebalance the voting entitlements of Members;
- Promote greater understanding and coordination of the roles and responsibilities of organisations throughout the Rugby community; and
- Protecting and enhancing the game's future.

Following lengthy discussions with ARU Chairman, Michael Hawker, the RUPA Board agreed to amend the CBA such that the right for RUPA to appoint a Player Director to the ARU Board was withdrawn in exchange for a number of other entitlements.

These were:

- That the ARU Board would have as a minimum two directors who were former Wallabies post in 1995 and that one of these directors would be responsive for the relationship with RUPA;
- That the RUPA Chairman and Chief Executive Officer are invited to attend a minimum of 50% of Super Rugby Commission Meetings annually and for the RUPA Chief Executive Officer to attend a minimum of two Super Rugby CEO's meetings annually; and
- That RUPA would be included as a Voting Member of the ARU.

Whilst the structure of the new corporate governance model for the ARU is important, of even higher significance is the appointment of the best possible people onto the board. No doubt this will be a key objective of the ARU Chairman, Michael Hawker, who RUPA welcomes to the position.

Whilst 2012 heralded changes with the ARU's corporate governance structure it was also a year in which there were significant movements with respect to key ARU personnel who had made substantial contributions to the game over a long period of time.

Mr Peter McGrath, who was first elected to the ARU Board as a Director in 2005, and who had served as Chairman since

2007, stood down from both roles in April. Mr John O'Neill, ARU CEO and Managing Director since 2007 and previously the CEO of the ARU between 1995 and 2003 also stood down in October 2012.

On the behalf of RUPA I would like to thank both of these gentlemen for the substantial contributions which both of them have made to the game over an extensive period of time.

Since my appointment at RUPA the organisation has been very fortunate that the RUPA player directors have been senior, experienced players who have effectively engaged with their respective constituencies and provided them with sound leadership and representation.

President, Adam Freier and player directors Stephen Moore (Brumbies), Nathan Sharpe (Force), Stirling Mortlock (Rebels), James Horwill (Reds), Daniel Halangahu (Waratahs) and Rocky Elsom (board appointee) delivered these qualities in 2012 with their contributions.

Unfortunately all good things must come to an end and a new era of player representation on the RUPA Board will occur in 2013 with the retirement of Adam Freier, Nathan Sharpe and Stirling Mortlock and with Daniel Halangahu and Rocky Elsom taking up overseas contracts.

I would particularly like to thank retiring President, Adam Freier, for the passionate manner in which he has devoted his energies to representing the best

interests of the players and the game. He is a champion bloke. The organisation definitely owes him a debt of gratitude.

Whilst on the subject of the RUPA Board I would also like to thank the Chairman, Mr Bruce Hodgkinson SC, and the independent directors, former Wallabies Patrick Howard and Jason Little, who continue to ensure the board is provided with a complimentary mixture of experience, knowledge and skill sets.

RUPA continued to negotiate with the ARU in 2012 in order to agree upon a new CBA. Both parties agree that the current CBA, which was drawn up in 2004, fails to adequately address the issues which the game now confronts in 2012.

Common ground was found in the majority of issues which were negotiated. It was particularly disappointing that agreement could not be reached on a small number of key issues.

With respect to our workplace employment issues RUPA benefited substantially in 2012 from the expert advice and support received from our workplace law consultants, the FCB group, in particular Managing Partner and Solicitor Director, Campbell Fisher and Solicitor Tom Brett.

They are both consummate professionals and are very supportive of our players, and have great empathy with our issues.

RUPA is also a fortunate recipient of the





"The negotiation of an appropriate CBA which recognises and respects the contribution which the players make to the game remains the number one priority for RUPA.

unique insights and guidance provided by our industrial relations and sports law consultant and academic, Braham Dabscheck. I would like to thank Braham on a personal and professional level for his invaluable contribution this year.

Probably the major initiative in player welfare and benefits in 2012 was the introduction of the RUPA Income Protection Insurance policy and the unqualified support which the players provided to the scheme. This policy, underwritten by SLE for Australian Reliance Insurance Brokers, remains a unique initiative throughout professional sports due to the financial contributions which players make to the premiums for the scheme to operate.

It would be remiss if I did not make mention of the drive and effort which RUPA Board Director, Rocky Elsom, displayed in getting the support of the players for the program.

The educational and welfare services provided to the Australian professional rugby players are the second pillar of services, after the workplace entitlements, provided by RUPA to the constituency.

The standard of these services and the commitment of the players to their ongoing non football education, have for some time now, been widely recognised as industry leading. A comprehensive narrative of these services provided to RUPA members in 2012 is chronicled in the report of the National Player Development Manager, Rosemary Towner.

On the field, 2012 was a year of mixed results. For a second year in a row, the Queensland Reds were the winners of the Australian Conference of Super Rugby, with the result only sealed after the revitalised 2012 ACT Brumbies failed to gain a point from their final fixture of the year. Credit must go to the Brumbies' coach, Jake White, who in his first season in charge had the Brumbies on the verge of the playoffs for the first time since 2004.

The Wallabies endured a tough season with serious injuries to several key players ensuring there was a record amount of debutants for an international season. In all 13 players were awarded their first test cap. The Wallabies enjoyed a clean sweep series win against the visiting Welsh side in the June window, with two of the victories coming in very tense fashion.

This was then backed up with a second place finish to the All Blacks in the Rugby Championship. For the first time, the tournament included fellow Southern Hemisphere nation Argentina who, despite failing to record a victory, proved tough opposition and a worthy and welcome opponent to the series.

The highlight of the international season was the form of long serving and inspirational leader, Nathan Sharpe. 'Sharpey' staved off retirement following the Rugby Championship series to captain the Wallabies on their Spring tour where they won all but one game.

This was a fitting finale to a fantastic servant of Australian rugby. Nathan leaves the game as the most capped Wallaby forward in history alongside his record of the most capped Super Rugby player of all time. We thank Nathan for his contribution to the game and to RUPA. Another great bloke who RUPA wishes all the best to in his future endeavours.

Since 2001 RUPA has awarded the RUPA Medal for Excellence annually to the player who has excelled in on-field achievements and by making an outstanding contribution to charitable work, pursuing vocational skills and a commitment to the development of the game.

The other historic annual RUPA award has been the RUPA Newcomer of the Year Award, again for excellence in both on-field and off-field endeavours for a first year player. Congratulations to the winner of this award, Joe Tomane, and to the winners of the Community Service Award, Eddie Aholelei, the Sevens Excellence Award, Jesse Parahi, and the Academic Achievement Award, Pat McCabe.

The John Eales Medal, a joint initiative between RUPA and the ARU went for the second time to Nathan Sharpe. With so many accolades, it begs the question - why retire?

Thanks largely in part to its status as an Olympic sport for the 2016 Games in Rio de Janeiro, Rugby men's and women's Sevens, enjoyed increased participation and exposure across the country.

In 2012, we welcomed for the first time the Men's Sevens contracted players as RUPA members. With the unique circumstances of the game and amount of travel required as part of the IRB Sevens circuit, this is challenging but exciting territory for RUPA to be involved with.

RUPA's ability to service its membership is dependent upon the support which it receives from a range of external organisations. I would like to acknowledge the following corporate partners which supported RUPA and the players in 2012:

BDO,
Allianz Stadium,
The Wine Society,
Standard Chartered Bank,
Link Market Services, and
FCB Group.

I would also like to acknowledge RUPA's

educational partners including:
Open Universities Australia,
Australian Institute of Fitness and the
Australian Vocational Training Academy,
who are all referred to in more detail in the
National Player Development Manager's
Report.

After 5 and-a-half years with the organisation, RUPA Administration Coordinator Glenys Smith finished up in December 2012. Glenys was a popular and capable member of the business. We are grateful for her long and committed service and wish her well in her future endeavours. Following Glenys' departure a review of the organisational structure was undertaken. The outcome of this review was the restructure of the Relationships Manager role and the creation of two new positions.

With the ever growing nature of the RUPA business portfolio, Toby Duncan was appointed into the newly created role of Business Manager and the position of Marketing and Communications Co-ordinator role was filled by Max Bryden.

It is important that I acknowledge the great work of the RUPA staff who have provided me with wonderful assistance and support in 2012. Ross Xenos, Rosemary Towner, Toby Duncan, and Glenys Smith who were always willing to go the extra yard for the organisation.

Also the staff at the coalface with the Super Rugby clubs, the RUPA personal and career development staff, Sue Crawford, Lachlan McBain, Sam Coen, Matthew Smith, Cameron Yorke and Gavin Williams. These RUPA staff members have also provided excellent service to the players this year.

While Australian Rugby can look forward to the Lions tour of 2013 to help increase the games profile and financial positioning, it is imperative that the right structures and people are in place to ensure the potential benefits carry through across all levels of the game for years to come. It is important that RUPA, in representing the players, continues to play a constructive role in addressing the challenges and capitalising on the opportunities which are to confront the game.



Greg Harris



PLAYER SERVICES REPORT

Whilst unable to reach agreement on a new CBA with the Rugby Bodies, RUPA strongly advocated the claims of its members in order to ensure that the standards and conditions of their employment were maintained.

Discussions on a new CBA commenced formally early on in the year, with several high-level negotiations leading to an almost agreement in April. However, both the RUPA and the ARU Boards were unwilling to concede on several key issues, and the CBA continued to roll over - as it has the provision to do until January 2016.

Without a new CBA, ensuring that the current CBA was appropriately being applied became our focus. This would require, improving our relationship with the ARU whilst strengthening our advocacy of key player entitlements, which were two major objectives of 2012.

With the slight reformatting of this report, many of the major player service arms of RUPA will be discussed in more detail in the pages to come. Aside from these core responsibilities - for Agents, Insurance, OH&S and others - RUPA has been very active in 2012, as briefly explained below:

Long Service Leave

The uniqueness of being employed as a professional rugby union player does not end with matches and medicals, but flows on to statutory entitlements like long service leave. RUPA, through Solicitor, Tom Brett, was actively involved in half a dozen long service leave claims for players on a case by case basis, given that an agreed scheme with the ARU has yet to be finalised.

On that note, my wholehearted thanks to Tom for his efforts in 2012, our representation of players is stronger, better and faster as a direct result.

Early Release

Players who have been long-term servants of Australian rugby, or whose local professional opportunities are limited often look to overseas competitions to continue their careers. The current contract period, ending 31 December, is prohibitive to players being able to take up such overseas contracts. RUPA assisted several players in 2012 in seeking and obtaining their early releases.

Major Injury and Settlement

Long-term injuries create friction between teams with an obligation to continue to fulfil the terms of the contract, and players who are keen to move on in their lives. Assisting players and their agents assuredly navigate the complicated nature of contract settlements and the associated tax implications, was also a major achievement of RUPA in 2012.

Thank you to all of RUPA's sponsors and partners, who add benefit to our member services in many ways. To Grant and Jonathan at BDO, Jason and Sally at Allianz Stadium, Campbell and Sarah at FCB, Kate and Maria at The Wine Society, James and Raki at Link Market Services, thank you all for your passion and support of RUPA.

Thank you to the RUPA HQ Staff for your engagement and collaboration. Thank you to the PACD staff for being the front of house of RUPA, and the invaluable time you invest in developing our members.

Thank you to the Board for their direction and solidarity. Players are incredibly time poor, and to have players actively investing and engaging in the function and strategy of their Association through the Board is important and motivating.

Finally, my thanks to Greg for his strength of leadership, empathy and constant desire to do what is best, for the players and the game.



Ross Xenos

2012

PLAYER SURVEY

In February 2012, RUPA conducted a hard-copy, anonymous survey of 157 currently contracted Super Rugby players across all five Australian teams, having last conducted a comprehensive survey of this nature in 2009.

Of the responses 127 were fully contracted CPS players, 23 EPS, and 7 on short-term contracts. 68% of all players surveyed were born in Australia. These valuable, direct insights from the membership are the clearest indication of the current concerns facing today's playing group. The comparison to 2009 data also provides a unique snapshot of those conditions and entitlements that have either eroded or improved in the last three years.

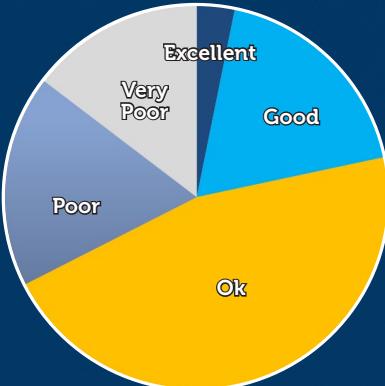
Whilst a few of the key outcomes are identified in the graphs to the left, several other important outcomes from the survey were:

- The majority of players indicated that they were 'unsure' about whether the current judicial system resulted in fair and reasonable outcomes;
- More than 70% of players were aware the services of, and have been actively involved with the PACD program in furthering their education and careers;
- Over 90% of players feel they receive enough education with respect to drugs, alcohol and gambling; and
- Almost two-thirds of players indicated that being a professional player has a detrimental impact on the quality of their relationships and adds significant personal stress.

TRAINING GROUNDS & FACILITIES



CONTRACTING MODEL



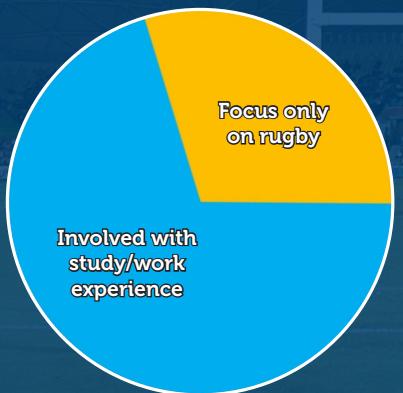
AGENT SERVICES



INJURED IN 2011



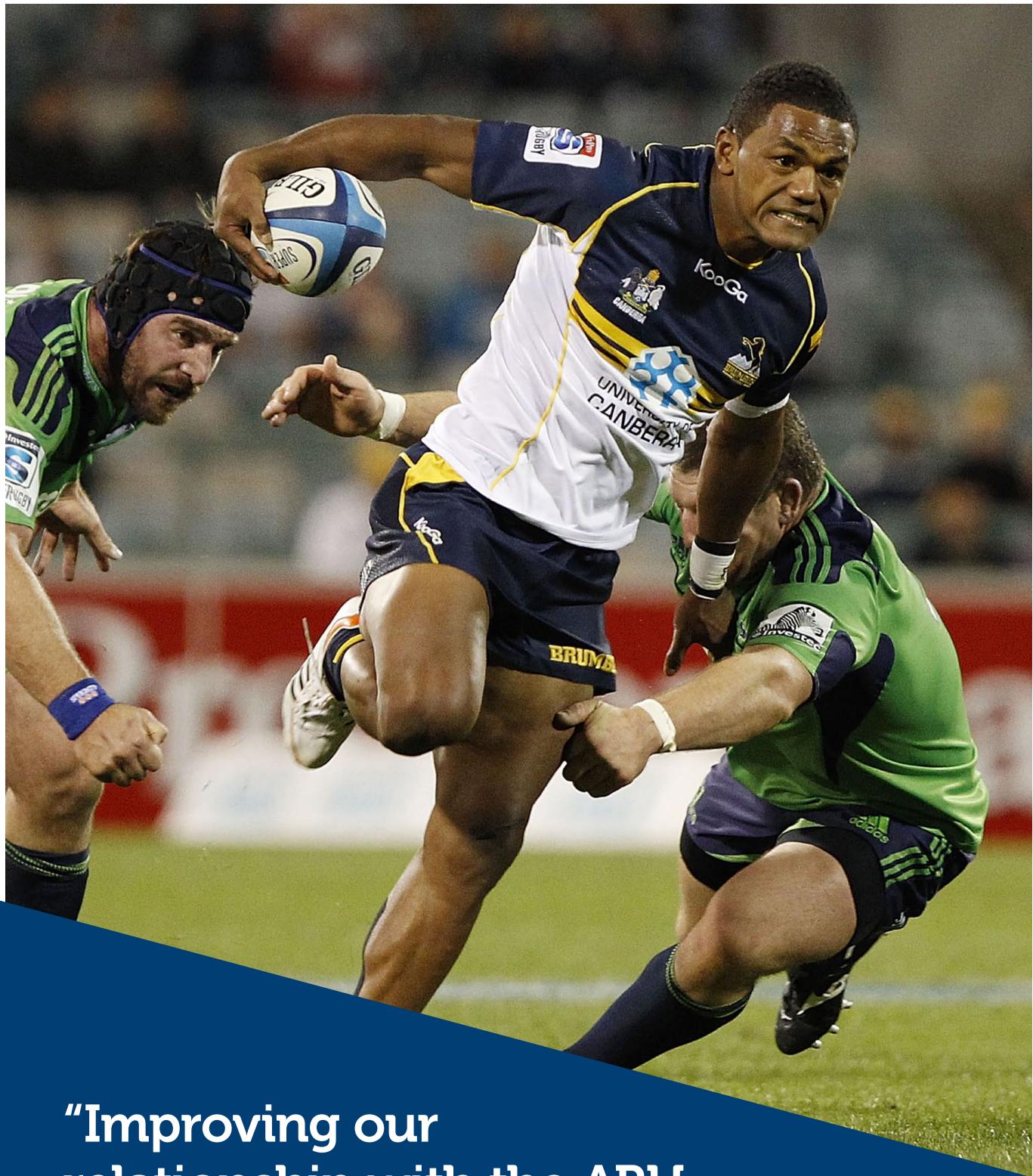
I PERFORM BEST WHEN...



RUPA SERVICES



More precise survey results are available by request to RUPA



"Improving our relationship with the ARU whilst strengthening our advocacy of key player entitlements were two major objectives of 2012"



At the end of 2012, over 90 agents were accredited under the RUPA Player Agent Accreditation Scheme.

The Scheme aims to ensure that all Agents representing players demonstrate an appropriate level of knowledge and understanding of rugby contracting and are aware of the expectations of their players, and of RUPA in their implementation of agreements and the services that they provide.

To be Accredited, all agents must have:

- Attended the full-day RUPA Agent Accreditation Professional Development Workshop;
- Completed and passed a multiple choice exam based on the key employment contracts, scheme regulations, and standard agreements;
- Have in place Professional Indemnity Insurance up to a value of \$1 million; and
- Made payment of the annual Agent Accreditation Fee.

The Agent Accreditation Board in 2012 was comprised of:

- Richard Breden, Independent Chairman
- Braham Dabschek, RUPA Representative
- John Langford, ARU Representative

One of the most significant changes to the scheme in 2012, was the addition of two new roles on the Board - that of a current Accredited Agent and a current or past player. These changes were a direct result of consultation with the Agent group through the workshops and reflect the Board's interest to have direct involvement from its key stakeholders. These changes also reflect the composition of the AFLPA Agent Accreditation Board, who revised their structure for the same reasons.

Late in 2012, Cameron Day was appointed as the inaugural Agent Representative to the Board, with the Player Representative position yet to be filled.

The Sydney and Brisbane Agent Workshops were well attended in 2012, with a significant amount of positive feedback about a change of focus on the content presented. Rather than focusing wholly on scheme regulations and administration, the workshops introduced new, advanced content to stimulate better discussion and thought amongst the agent group.

RUPA regards all Accredited Agents as key stakeholders in the game, and listening to discussion and presentations on athlete development pathways and the competitiveness of rugby as an athlete's preferred choice was particularly valuable. Insights provided by representatives from the NRL and AFL - Paul Heptonstall, Mark Browning and Dennis Carroll - who were kind enough to attend the workshops was also greatly appreciated.

Acknowledgement also must go to Matt Carroll and Richard Hawkins from the ARU who took time from their schedules to present to Agents at both workshops in relation to the current state of the game, and contracting protocols.

Thank you to Richard Breden for his continued guidance and leadership of the Board. The Scheme has certainly become far more robust and accountable in its relationship and expectations from Agents, largely as a result of his direction.

My sincere thanks also to Braham and John for their continued involvement as the respective RUPA and ARU Representatives on the Board, maintaining their commitment and conscientious contributions which the Scheme has benefitted from since its inception.

On behalf of RUPA and the Board, I would like to thank all Accredited Agents in 2012 for their support of the Scheme and ongoing services to players.



PLAYER INSURANCE

In 2012, professional players had a level of coverage for catastrophic injuries that was uniquely and historically, better than ever before due to their unified contributions to funding the cost of the policy.

Having invested considerable time and resource into analysis of local and international insurance products and other professional sporting policies throughout the course of 2011, a restructured mix of policies was launched on 1 February 2012 to cover all professional players during 2012.

The new group insurance policy mix for 2012 delivered players with a level of coverage for catastrophic injuries which is more beneficial than ever before - and is illustrated to the right.

However, in increasing the benefits of the policy, there was a relative increase in the cost, which required a substantially higher investment to fund the policy. The ARU was supportive of RUPA increasing the benefits offered under the professional player policy, but was unable to offer any additional funding to the policy on 2011.

In an Australian first, the RUPA membership unanimously agreed to endorse and contribute to the 2012 Group Insurance Policy – with each contracted player committing to the deduction of 2% of their total annual base salary to fund the policies' income protection component.

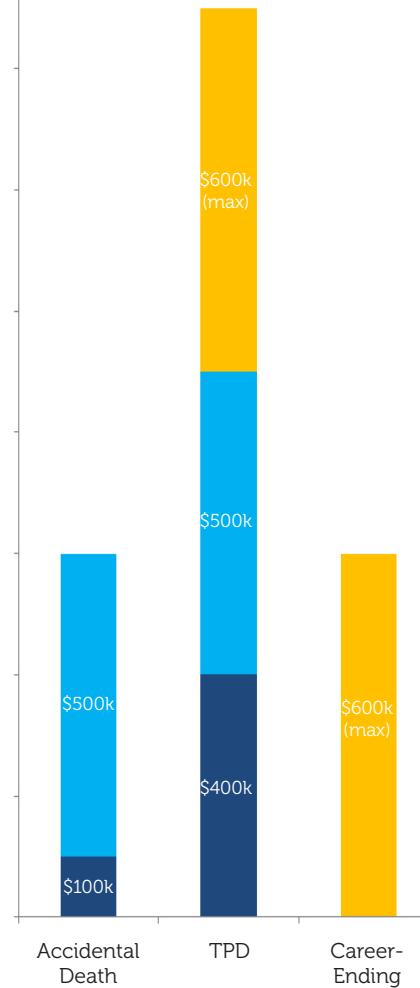
This move is proof of the value and importance the membership places in protecting their livelihoods, and testament to their cohesion and maturity as a group.

Under the new policy mix, players are presently covered by three policies:

- ARU Community Sports Injury Policy - offering training and playing coverage for accidental death and spinal injuries (dark blue);
- Professional Player Capital Benefits - offering additional 24/7 coverage for accidental death and severe spinal injuries (light blue); and
- Professional Player Income Protection - offering 24/7 coverage for players who suffer a single, accidental career ending injury (gold).

With these three policies in place, RUPA continues to ensure our members welfare and wellbeing is looked after to ensure the players can focus on the task at hand and enjoy peace of mind. Our thanks to Australian Reliance and SLE in particular for their assistance in the creation and placement of the income protection policy for career ending injuries.

CUMULATIVE BENEFITS





The Player Occupational Health & Safety Committee met on a bi-monthly basis in 2012 with a clear charter of responsibility for all aspects of Players' Health and Safety.

In 2012, the members of the OH&S Committee were:

- Gerard Phillips, Chairman
- David Nucifora, ARU
- Scott Bowen, ARU
- Dr Warren McDonald, ARU
- Dr Seamus Dalton, RUPA
- Benn Robinson, RUPA; and
- Ross Xenos, RUPA

The Committee discussed a variety of relevant OH&S issues in 2012, which included:

Heat Guidelines

Ensuring that each Super Rugby team, particularly over the pre-season period was aware of, and operating within the scope of the guidelines.

Lasers

RUPA, and the Committee, raised concerns with SANZAR after the incidents which occurred when the Wallabies played Argentina in Rosario.

Travel & Logistics

The Committee discussed the impacts on players of being part of the most travelled competition in the world and the practices that are in place - and need to be in place - with regard to recovery and rehab.

Cardiac Screening

The significance of cardiac screening and the ECG results was also a standing topic for the Committee, with Dr McDonald in particular being very close to the issue via the IRB. There has been an increase in the provision of facilities at an IRB level to conduct these examinations, but their conclusiveness in identifying and addressing cardiac issues remains a topic of debate.

Pitch Side Concussion Assessment

The introduction of the PSCA at various IRB tournaments throughout the year was arguably the most significant development of 2012 - particularly given it was touted to, and has been introduced into Super Rugby in 2013.

The value of the PSCA was clearly identifiable from the results of its trials, and the shift in thought from treating those diagnosed with concussion to removing those suspected from having concussion from the field of play is a significant step for player welfare.

The challenge for the game, and for the Committee moving forward is to try to proactively and systematically attempt to

address and improve any potential OH&S issues for players before they occur.

The feedback that the Committee received from the IRB, through Dr McDonald, and through the recent appointment of former ARU Chief Medical Officer, Dr Martin Raftery as the IRB's Chief Medical Officer, is particularly valuable in keeping Australian Rugby up to speed with global trends.

Following the IRB Medical Conference in November, where there was a considerable amount of reporting and data presented, the Committee was able to engage in some substantial dialogue around world's best practice - and we look forward to the prospective implementation of some of these components in 2013.

My thanks to Gerard, Benn, Seamus and the other members of the Committee for their time and contributions. Thank you also to Simone Paprnik and more recently, Alice Bowen for their administration assistance to the Committee.



EXPANDING OUR MEMBERSHIP

In exciting times for RUPA, members voted in 2012 to expand the categories of membership to now allow for both men's and women's sevens and fifteens members.

RUPA's Constitution up until the 2011 AGM, only allowed membership for the men's Super Rugby, Sevens and Academy players.

Now players from the Australian women's national Sevens and Fifteens programs will have access to RUPA's services.

The proposal to extend RUPA's membership was raised by current Wallaby Captain, David Pocock, at the RUPA AGM.

RUPA CEO, Greg Harris, applauded the member's decision. Shortly after the meeting he said, "This is a very significant day in the history of RUPA, and for women's rugby in Australia."

"There is no doubt that the profile of women's rugby is constantly growing. With the ever increasing professionalism of the Sevens world tour and now with the inclusion of the Sevens in the 2016 Olympics, it is important that our national

players have access to the support and representation that RUPA can provide."

The news of the motion passing was welcomed by two greats of Australian women's rugby, Cheryl McAfee (nee Soon) and Alex Hargreaves.

Since the AGM, RUPA has worked closely with Cheryl, and early in 2013, Cheryl was confirmed as the Co-opted Director of the RUPA Board... more on that in next year's Annual Report.

Cheryl, the Captain of the Australian team that took out the inaugural Women's Rugby World Cup Sevens title in 2009 and a recent appointment to the Rugby Committee of the International Rugby Board (IRB) said after the 2011 AGM: "That the players are now able to be supported as aspiring professionals by RUPA is fantastic news for all current and future female Australian Rugby representatives'.

"For RUPA to recognise Australia's female rugby representatives and to have the matter advocated by the Wallaby Captain, David Pocock, is very inspirational for the players."

Hargreaves, a veteran of over ten years as a 'Wallaroo' and Sevens representative, which included four World Cups – including the successful 2009 campaign – was equally excited by the decision.

"Pursuing a playing career as a woman in rugby is extremely difficult, particularly trying to juggle a job with training commitments and travel. Having a better framework for the players' to receive appropriate entitlements and support is a significant step forward."

"It's fantastic news that the RUPA membership is aware of the struggle that the girls go through. They really put their lives on hold to play for Australia and this decision is a positive step in promoting equality for men and women in Rugby.'

"The women's playing group is aware of the great work that RUPA has done for many years for the men's Rugby players, and we are really excited now that we are entitled to be members of RUPA" she said.

RUPA spent time in 2012 also liaising with the men's sevens squad, holding a number of meetings with senior players including captain Ed Jenkins.

In conjunction with IRPA, RUPA has also been a part of planning and amendments to the 2012-2013 HSBC Sevens World Series, to provide better standards of travel and medical support for all players and teams.

Formalising a CBA for both men's and women's sevens programs is high on RUPA's agenda for 2013.



"That women are now able to be supported as aspiring professionals by RUPA is fantastic news for all current and future female Australian Rugby representatives."



IRPA REPORT

The International Rugby Players' Association (IRPA) was founded in 2001 to promote, advance and protect international interests of professional rugby players.

IRPA is the professional player's representative body on international issues of importance to the players and the game of rugby.

The members of the IRPA are the respective player associations from:

- Argentina;
- Australia;
- England;
- France;
- Ireland;
- Italy
- New Zealand;
- South Africa; and
- Wales.

The formal document which details the relationship between the International Rugby Board (IRB) and IRPA is the Memorandum of Understanding (MOU) signed between the two bodies on October 15, 2007.

In 2012, the IRPA Board conducted regular conference calls to update each other on the progress of each National Player Associations respective operations.

IRPA Conferences were held in South Africa in February and in Ireland in November.

IRPA initiatives and achievements in 2012 included:

- The appointment of a Northern Hemisphere IRPA employee whose core responsibility is to advance IRPA representation in Northern Hemisphere six nations, tier 2 nations, and assist in the delivery of IRPA Plan.
- To investigate the feasibility of the implementation of a global solution to player insurance
- The establishment of an IRPA Athletes Commission, which involving the top echelon of male and female player representatives from each country (Australian representatives, Benn Robinson and Shannon Parry)
- Negotiations with IRB, SANZAR and the Northern Hemisphere clubs on a revised international rugby calendar
- Player health and safety issues, including anti-doping, mental health, player burnout, pitch side concussion assessment
- Establishment of minimum standards

for athletes competing in both men's and women's 7's international competition

- Representation to the IRB on wagering and corruption.

The conference provides opportunities for the games key stake holders to obtain and share knowledge relating to the health of the professional player, all for the greater benefit of the game. We look forward to the continued support and opportunities to share knowledge afforded to us through our membership with IRPA.

It is appropriate to acknowledge the substantial time and effort which the IRPA Chairman, Damian Hopley, and the Executive Director, Rob Nichol, have expended in representing the interests of the international rugby players and express RUPA's gratitude for this.





The Australian Athletes' Alliance Inc. (AAA), was established in 2007 and is the peak body of associations representing Australian athletes.

In 2012, the AAA members were:

- Australian Cricketers' Association;
- AFL Players' Association;
- Australian Netballer Players' Association;
- Australian Swimmers' Association;
- National Basketball League Players' Association
- Professional Footballers' Australia;
- Rugby League Players' Association; &
- Rugby Union Players' Association.

The activities of the AAA span across a variety of player related issues, some of which include: taxation policy; player insurance; agent accreditation; gambling; illicit drugs; & anti-doping.

The RUPA and its membership have benefited extensively from the collective representation which the AAA provides on issues affecting the interests of athletes.

In 2009 a significant achievement was recorded in the High Court decision to permit professional athletes to claim their agent's fees as legitimate income tax deductions.

In 2012, following a consultation process with its membership, the AAA made a decision to focus its resources into 5 key areas of activity.

These were:

- (1) player relations ;
- (2) government /stakeholder relations and policy ;
- (3) athlete education and well-being ;
- (4) brand and commercialisation ; and
- (5) organising.

The AAA in 2012 continued to represent its membership to the federal government on major issues affecting professional athletes in Australia. In particular this representation was significant in the submission to the Federal Minister Sport which the AAA made on the review of the WADA Code.

AAA Welfare Committee

The Australian Athletes Alliance formed a Welfare Committee in 2012 to discuss areas specific to the needs of athletes off field endeavours. Chaired by Daniel Kowalski from the Australian Swimmers Association, members include representatives from Rugby Union, Rugby League, Netball, Cricket, Football, AFL and Jockeys.



AUSTRALIAN ATHLETES' ALLIANCE



PERSONAL & CAREER DEVELOPMENT REPORT

"To provide nationally consistent services which will assist Rugby Union Players to undertake education, vocation and personal development opportunities whilst pursuing and achieving excellence in professional Rugby Union."

The Personal and Career Development program (PACD) is a joint initiative of the ARU and RUPA. The program aims to provide consistent support and services to Players in their off field endeavours.

Staffing

- Rosemary Towner – National Player Development Manager
- Lachlan McBain – Player Development Manager, NSW Waratahs & National Academy
- Gary Speckman – Chaplain, NSW Waratahs
- Sue Crawford – Player Development Manager, Brumbies
- David McDonald – Chaplain, Brumbies
- Sam Coen/Matthew Smith* – Player Development Manager, Qld Reds & National Academy
- Andy Gourlay – Chaplain, Qld Reds

- Gavin Williams – Player Development Manager, Western Force
- Cameron Yorke – Player Development manager, Melbourne Rebels

*Sam finished in February 2012

PACD Committee

The PACD Committee, chaired by David Giffin, met twice in 2012. Major issues pursued by the Committee related primarily to ongoing funding for the program and the taxation (FBT) around the Training and Education program. The Committee members are thanked for their time and consideration in relation to the PACD.

*Member Chris Webb resigned from the Committee upon relocating to Perth and was replaced as an ARU representative in 2013 by Tony Thorpe.

IRPA Player Development Manager Conference – Cape Town

Rosemary Towner chaired the meeting of the National Player Development Managers during the IRPA hosted conference held in Cape Town, South Africa in February. Representatives from the Players' Unions of England, Ireland, Wales, New Zealand, and South Africa were in attendance, as were representatives of South African Cricket.

Topics discussed included Mental Health,

Staffing Structures, Working with Team Management, Measuring Effectiveness, Social Media and Career Transition.

The meeting brought to light the similarities between each players' association and the needs of members, regardless of which country they were from. It also provided the opportunity for joint initiatives to be identified and actioned. Following on from the conference, regular phone conferences have been held throughout the year to ensure the on-going momentum of the topics discussed.

Elite Athlete Friendly Universities (EAFU)

The PACD continued to represent all professional sports on the EAFU Committee. This committee discusses University policy and service delivery models and how they impact upon the professional player.

The EAFU network provides support to players and allows such things as extensions on assignments to suit playing schedules and the sitting of exams at convenient locations.

In 2012, 93 players from contracted Super Rugby clubs and National Academies were enrolled at University studying a variety of courses.

All member universities of the network are thanked and congratulated for their input into the careers of professional sportsmen and women.





...these are readily accessible for all players and offer a great opportunity for them gain an education whilst fulfilling their rugby responsibilities as full-time athletes.



Through-out the year, the PACD staff are responsible for organising and assisting the delivery of various workshops and seminars. These are readily accessible for all players and offer a great opportunity for them gain an education whilst fulfilling their rugby responsibilities as full-time athletes.

A list of courses delivered to Super 15 and National Academy players coordinated and delivered through the PACD in 2012 is listed below:

- Diploma in Business Management
- Anti-Vilification sessions
- Financial planning – budgeting
- Financial planning – investments/ stock market
- Financial planning – property investment
- Financial planning – Wealth Creation strategies
- Cert III & Cert IV (Fitness)
- Responsible Gambling – code of conduct

- Responsible Alcohol & Behaviour
- Illicit drug education
- Level 1 Coaching
- Senior First Aid
- Career options in Real Estate
- Public Speaking
- Presentation Skills – small group
- Intensive 1:1 presentation skills
- Media awareness and skills
- Personal Branding
- Brand Building
- Leadership Development
- Study Skills
- Goal setting
- Local issues and safety
- Men's Health and wellbeing
- Building your network
- Embracing professionalism
- Road Awareness Program (SA Fire Brigade)

Cybersecurity

The PACD continued to deliver guidelines in relation to Facebook security and Twitter usage to ensure players are aware of potential issues and protected from inappropriate use of technology.

Players at this year's Induction Camp also received a briefing on Cybersecurity across all areas including internet banking, website security and social media from the Australian Federal Police.

Anti-Vilification

This program, developed in conjunction with the Anti Discrimination Board, focuses around racial issues in sport and their affect on the game, the player and wider community. All staff are trained in the delivery of the program.

Financial Planning

Eligible players were provided with an initial financial planning briefing from financial specialists and valued RUPA sponsor, BDO. They were provided with budgeting, taxation and general planning information.

Training & Education Funding

Since its inception in 2001, the PACD has provided RUPA members with the opportunity to access funds through the Training & Education (T&E) Scheme. Players have used the funds to undertake a range of opportunities including tertiary and post graduate studies and TAFE Diplomas.

Seventy-five (75) RUPA members applied for funding distributed in 2012, for expenses incurred in 2011, totaling \$247,651.46 at an average of \$3,302.02 per player.



Welfare and Counseling

The personal welfare and well being of the Players and their partners continues to be supported by the club Chaplains. We would like to extend our thanks to Gary Speckman (Waratahs), David McDonald (Brumbies), and Andy Gourlay (Reds) for their continued dedicated service in this area. In addition, Brumbies team Chaplain David McDonald, received the Garry Quinlivan Award for Outstanding Community Service to Brumbies Rugby at the Brumbies Presentation Evening in August 2012. This award was given in recognition of his 10 excellent years of service provided to the organisation, in which David has demonstrated his continued value as a member of the PACD team in Canberra.

Relationships Australia also continued their long standing support of the ARU/RUPA PACD through their on-going role providing confidential counseling service to Players and their partners. Relationships Australia provides experts in areas such as gambling, alcohol, grief, dealing with separation and divorce. Individual support for players in need in relation to any aspect of their off-field life was also provided either in-house or via external experts in the field.

Program Development

In Melbourne, a new initiative for 2012 was the creation of a Rebels Business mentoring group. This group met formally

with the players for two breakfasts and an evening function during the year, and were also engaged through delivering presentations to the wider squad. From this program, twelve (12) players chose to do further one-on-one mentoring with a member from the group.

2012 was a significant re-building year for the University of Canberra Brumbies in all areas including the PACD. With eighteen (18) players leaving at the end of the 2010 Super Rugby Season, the PACD was faced with eleven (11) new, younger players, along with four (4) older players recruited from other State Unions and overseas. Through the ongoing support of management, the intent and delivery of the PACD continued to be fostered and contribute to an excellent environment at the Brumbies, encouraging the well-rounded development of all players

The majority of Waratahs players also remained positively engaged in some form of study or work experience throughout 2012. These studies range from surveying to teaching, to commerce. The biggest achievement for the program in 2012 however was the Diploma of Business Traineeship program that was run in conjunction with the ARU's National Academy (NSW). Run by Tim Van Dalen of the Australian Vocational Training Academy there were twenty-eight (28) participants. Of this group, twenty-five (25) were eligible for government funding which enabled the course to be put on at no cost to the boys.

Of the Queensland Reds, four (4) players also successfully completed the Diploma of Business program in line with the Waratahs. A further seven (7) were enrolled in undergraduate programs at various Universities. Degrees for the playing group included Law, Commerce and Business.

Final Note & Thank You's...

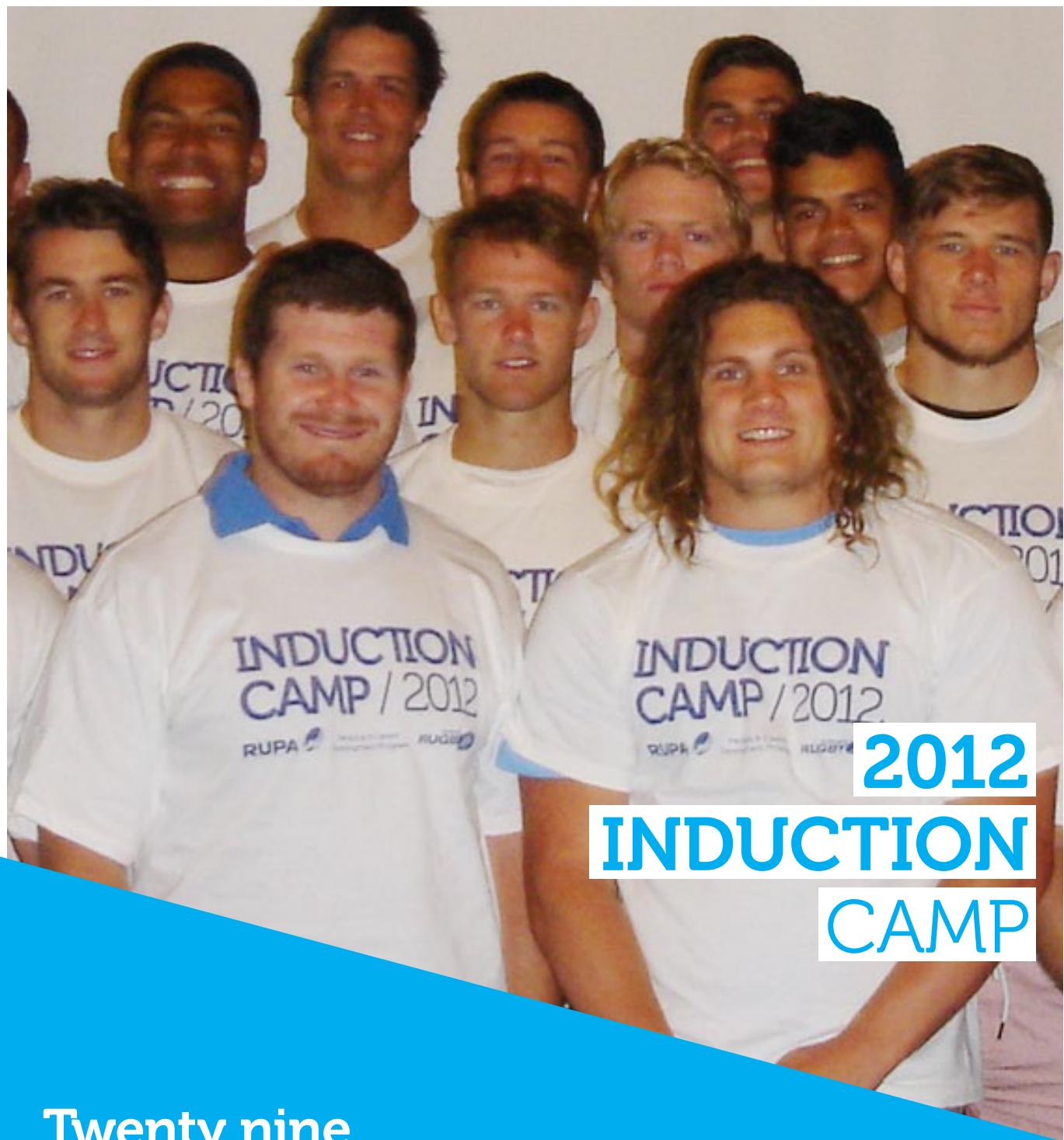
BDO, Australian Institute of Fitness, Relationships Australia, Open Universities Australia, Australian Vocational Training Academy.

All of the PACD Player Development Managers – for their continued dedication and support this year. Without these staff, Players would not be able to access expert, independent career and education advice from people passionate about Player needs.

Staff of RUPA and the ARU for their ongoing support of the PACD program.



Rosemary Towner



Twenty nine Players attended the 9th Annual Professional Rugby Players Induction Camp

Throughout the camp, various guests and specialists presented and worked with players to develop their off field skills and interests. Past players invited to participate at the camp in 2012 included former Queensland Reds and Wallaby player Steve Kefu. Steve provided valuable advice to players around the importance of preparing for life after finishing playing Rugby and advocated for the players to consider all the options available to them.

Players participated in various workshops including financial & tax management, responsible gambling, Cybersecurity and Illicit Drugs (presented by the Australian Federal Police), etiquette, RUPA member services and also a hard hitting presentation from the South Australian Fire Bridge Road Awareness Program.

CULTURAL BREAKDOWN

An analysis of the contracted playing group's cultural background was undertaken and showed approximately 30% of players come from a Polynesian, Melanesian or Indigenous background.

In recognition of the above, all PACD staff, Steve Kefu and representatives from the Parramatta District Rugby Union Club attended a professional development workshop in Sydney in December.

Delivered by Dr Jiorji Ravulu of the University of Western Sydney, the workshop covered various cultural and counseling/welfare needs of the various communities.

In addition to the above, Rosemary Towner sort input from various avenues including players, organisations and external sources. The following people have provided input that, alongside the information gathered from the workshop, will form the basis of a program to recognise, assist and develop the entire rugby community:-

- Nigel Vagana – Education & Welfare, National Rugby League
- Andrew Blowers – All Black, Director of Rugby/ Head Tutor VSA Sport Academy, Auckland
- Greg Mumm – Former Assistant Coach, Waratahs, Forwards Coach – Fiji Rugby, currently undertaking a Masters in Education at Sydney University
- Steve Kefu – Wallaby, charity worker and business owner. Steve holds a level 2 coaching certificate in Rugby, a High Performance Management course through the University of Queensland
- James Holbeck – Wallaby, psychologist, former Player Development Manager with RUPA
- Andy Gourlay – Head Chaplain with Red Frogs in Queensland who are keen to expand their specialist operations into the Islander community
- Andrew Fa'avale – player agent, Masters student
- Dr Jiorji Ravulo – B Social Work, M Education, UWS PATH program, NRL One Community

RUPA would like to thank these individuals again for their contribution.

	Total Players	Non Pacific Islander	Fijian	Tongan	Samoan	Maori	Indigenous	PNG	Total Pacific Islander Players
2012	174	120	8	20	15	8	1	2	
	%	68.97	4.6	11.49	8.62	4.6	0.57	1.15	31.03
2011	199	130	4	21	16	23	2	3	
	%	65.33	2.01	10.55	8.04	11.56	1.01	1.51	34.67
2010	185	125	4	15	16	20	3	2	
	%	67.57	2.16	8.11	8.65	10.81	1.62	1.08	32.43
2009	220	152	11	22	13	17	3	2	
	%	69.09	5	10	6	7.7	1.4	0.9	30.91



In recognition of the contribution made by the partners and/or mothers of Wallabies in supporting and encouraging players throughout the season, RUPA Chairman, Bruce Hodgkinson, hosted a morning tea for all Wallaby partners and mothers prior to the teams departure on the Spring tour.

As well as the players' guests, Penny Deans and Kerry Chikarovski (Chair, NSW Womens Rugby) also attended, while it was Rosemary Towner that put in the planning and administration for the tea.

Attendees received a briefing on services available through RUPA and were provided with an information pack at the conclusion of the day. Like they say, behind every good man, there's an even better... mother or partner.





**"In 2012, Rebels
players completed over
1600 hours of community
engagement across the key
areas of school, club, charity,
business and community."**



Throughout 2012, all teams and players were actively involved - through the Super Rugby teams and the PACD Program - in being positive influences in the community. It isn't RUPA's place to take the credit, it's the players and the teams. But RUPA would like to acknowledge their efforts and contributions.





The RUPA Awards Lunch was once more held in The Ivy Ballroom in Sydney, with over 300 people in attendance on Wednesday 12 December. Hosted by Alana Smith and Rhys Muldoon, the occasion was well balanced culmination of respect, recognition and all that is good about rugby.

Voted on by all Super Rugby Members, the RUPA Medal For Excellence is RUPA's highest honour. The criteria is based on the overall on and off-field contributions of players to the game, their team and the community.

Winning any award year-on-year, or four times in a career is something only the greatest players in the game would dream of - but then again, Nathan Sharpe is well and truly equal to anyone that has played the game. Sharpe took out the honour, accepted by James Horwill on the day, for the fourth time. Having won the John Eales Medal earlier in the year, and finishing his career as the Wallaby captain, it was the final icing of recognition - from all of his Super Rugby peers - on his incredible career cake.

The Awards Lunch was also the first time a new award was presented for Sevens Excellence. Mirrored off the MFE criteria, the Sevens Excellence award is open to both men and women's players as voted by their peers. The inaugural winner was popular and powerful men's Sevens player, Jesse Parahi.

A full list of winners is below:

Medal For Excellence

Presented by Australian Reliance
Nathan Sharpe

Newcomer of the Year

Presented by Allianz Stadium
Joe Tomane

Sevens Excellence

Presented by FCB
Jesse Parahi

Academic Excellence

Presented by Australian Institute of Fitness
Pat McCabe

Community Service

Presented by SLE Worldwide
Eddie Aholelei

The event was co-managed by Front Row Events who were once again, outstanding in assisting with the pre-event planning and ran the majority of logistics on the day. My sincere thanks to David, Chelsea, Sam, Kim and the entire FRE team for their efforts.

Most significantly, the day also provided the opportunity for RUPA to raise funds for Hearts In Union. With the passing of Evan Fraser earlier in the year, he was remembered as part of proceedings, and RUPA was pleased to be able to contribute approximately \$5,000 from the day's proceeds to Hearts in Union.





"Sharpe's contributions go far and beyond the playing field,"
Wallabies coach Robbie Deans told Fox Sports. **"He is the second most capped Wallaby of all time and he exhibits all the qualities of the game."**



MILESTONES & ACHIEVEMENTS

International Milestones

50 Caps

Berrick Barnes
Benn Robinson

Wallaby Debuts

David Dennis #854
Michael Harris #855
Luke Morahan #856
Daniel Palmer #857
Joseph Tomane #858
Michael Hooper #859
Cooper Vuna #860
Liam Gill #861
Dominic Shipperley #862
Kane Douglas #863
Nick Cummins #864
James Hanson #865
Paddy Ryan #866

Super Rugby Milestones

150 Super Rugby Caps

Nathan Sharpe

100 Super Rugby Caps

Adam Freier
Mark Gerrard
Nic Henderson
Drew Mitchell
Stephen Moore
Benn Robinson

50 Super Rugby Caps

Ben Alexander
Rodney Blake
Pek Cowan
Nick Cummins
Ben Daley
Scott Higginbotham
Peter Kimlin
Christian Lealiifano
Ben Lucas
Ben Mowen
Beau Robinson

2012 RUPA SUPER RUGBY MEMBERS

ACT Brumbies

Fotu Auelua
Ben Alexander
Sam Carter
Tom Cox
Robbie Coleman
Ben Hand
Cam Crawford
Ruaidhri Murphy
Michael Hooper
Peter Kimlin
Christian Lealiifano
Pat McCabe
Stephen Moore
Dan Palmer
Jono Owen
Siliva Siliva
Ben Mowen
Jesse Mogg
Andrew Smith
Henry Speight
Matt Toomua
Ita Vaea
Ian Prior
Joseph Tomane
Kimami Sitauti
Tevita Kuridrani
Anthony Hegarty
Leon Power
Dylan Sigg
Scott Sio
Zack Holmes
Scott Fardy
Colby Faingaa
Nic White
Jerry Yanuyanutawa

NSW Waratahs

Chris Alcock
Adam Ashley-Cooper
Berrick Barnes
Tom Carter
Dave Dennis
Kane Douglas
Rocky Elsom
Damien Fitzpatrick
Bernard Foley
Daniel Halangahu
Rob Horne
Brackin Karauria-Henry
Sekope Kepu
Tom Kingston
Pat McCutcheon
Brendan McKibbin
Drew Mitchell
Dean Mumm
Atieli Pakalani
Wycliff Palu
Greg Peterson
Tatafu Polota-Nau
Sarel Pretorius
Benn Robinson
Paddy Ryan
Jeremy Tilse
Sitaleki Timani
Lachie Turner
John Ulugia
Dan Vickerman
Grayson Hart
Tevita Metuisela
Lotu Taukeiaho
Lopeti Timani
Nathan Trist

Melbourne Rebels

Paul Alo-Emile
Kurtley Beale
Rodney Blake
Adam Byrnes
Alister Campbell
Danny Cipriani
Tom Chamberlain
Tim Davidson
Gareth Delve
Adam Freier
Mark Gerrard
Nic Henderson
James Hilgendorf
Julian Huxley
Mitch Inman
Lloyd Johansson
Luke Jones
James King
Richard Kingi
Michael Lipman
Lachlan Mitchell
Stirling Mortlock
James O'Connor
Nick Phipps
Hugh Pyle
Ged Robinson
Jarrod Saffy
Heath Tessmann
Cooper Vuna
Laurie Weeks
Eddie Aholelei
Luke Holmes
Isaiah Moseese
Cadeyrn Neville
Nick Stirzaker

Queensland Reds

Albert Anae
Quade Cooper
Ben Daley
Kevin Davis
Rod Davies
Anthony Faingaa
Saia Faingaa
Nick Frisby
Will Genia
Liam Gill
James Hanson
Michael Harris
Scott Higginbotham
Greg Holmes
James Horwill
Jono Lance
Van Humphries
Peter Hynes
Digby Ioane
Ben Lucas
Luke Morahan
Dallan Murphy
Eddie Quirk
Radike Samo
Jake Schatz
Guy Shepherdson
Dom Shipperley
Rob Simmons
Ulupano Seuteni
Aidan Toua
Beau Robinson
Chris Feauai-Sautia
James Slipper
Ben Tapuai
David McDuling
Adam Wallace-Harrison

Western Force

Phoenix Batty
Richard Brown
Nathan Charles
Angus Cottrell
Pekahou Cowan
Nick Cummins
Patrick Dellit
Gene Fairbanks
Tetera Faulkner
Kyle Godwin
Matt Hodgson
Kieran Longbottom
Toby Lynn
Salesi Ma'afu
Salesi Manu
Alfie Mafi
Lachlan McCaffrey
Ben McCalman
Napolioni Nalaga
David Pocock
Jordan Rapana
Ben Seymour
Nathan Sharpe
Brett Sheehan
Cameron Shepherd
Rory Sidey
Winston Stanley
James Stannard
Elvis Taione
Will Tupou
Justin Turner
Samu Wara
Ben Whittaker
Sam Wykes



THIS IMAGE: The Wallabies celebrate winning the Puma Trophy at Skilled Park, Gold Coast against Argentina.

This report is copyrighted by The Rugby Union Players' Association Incorporated 2013. All images courtesy of the: ARU, ACT Brumbies, Western Force, Melbourne



LINK
MARKET SERVICES

FCB

THANKING OUR SPONSORS

FRONT COVER IMAGE: Stephen Moore, Adam Ashley-Cooper and Michael Hooper contest for the ball against England at Twickenham. Rebels, Queensland Reds, NSW Waratahs and Getty Images. Additional copies of this report are available by request to and online at www.rupa.com.au.

FOR THE PLAYERS AND THE GAME .

FOR THE PLAYERS AND THE GAME.



THE RUGBY UNION PLAYERS' ASSOCIATION INC.

WWW.RUPA.COM.AU

 @RUPANEWS