



**RUGBY
AU**

**COMMUNITY
MATCH OFFICIAL
FRAMEWORK**



OUR INITIATIVE

Facilitate a stronger connection between match officials and key stakeholders with in the game and invest in their capability and capacity.

PURPOSE

Rugby Australia has embarked on a new strategic plan, and Match Officiating is featured for the first time. This is deliberate, as Rugby AU sees it as a critical area in the game's growth in the coming years. This will be done in three specific pillars.

- 1. RIGHT TRAINING** - Providing access to targeted education and training opportunities at their desired level.
- 2. RIGHT ENVIRONMENT** - Providing safe learning environments to encourage MO participation and development.
- 3. RIGHT SUPPORT** - Support MOs to encourage continued growth within their specific pathway.

With the overall goal to be:

ALL RUGBY PARTICIPANTS HAVE ACCESS TO AN ENJOYABLE RUGBY EXPERIENCE.

NATIONAL COMMUNITY MATCH OFFICIAL STRATEGY 2023-2027

RA AMBITION	THRIVING RUGBY COMMUNITY		
INITIATIVE	Facilitate a stronger connection between match officials and key stakeholders within the game and invest in their capability and capacity		
GOAL	All Rugby participants have access to an enjoyable rugby experience		
STRATEGIC PILLARS	RIGHT TRAINING Providing access to targeted education and training opportunities at their desired level.	RIGHT ENVIRONMENT Providing safe learning environments to encourage MO participation and development	RIGHT SUPPORT Provide MOs with support to encourage continued growth within their specific pathway
DELIVERABLES	1.1: Provide and develop an onboarding process that is attractive and easy to understand. 1.2: Build an education and training framework that places the referee at the forefront of their development. 1.3 Design, develop and provide national learning opportunities through accessible delivery. 1.4 Assist Associations to design and implement continued development through targeted and regular events. 1.5 Design and integrate the role of the MO in whole of game education.	2.1 Design and implement a repeatable National Recruitment Campaign that showcases the role. 2.2 Working with whole of game to provide appropriate, enjoyable, and safe environments aligned to the values of our game. 2.3 Instigate and support association collaboration to enhance association and referee development 2.4 Appropriately develop Community MOs through targeted programming and championship appointments 2.5 Drive initiatives to build relationships between all stakeholders.	3.1 Develop and grow the MO educator program to enable quality delivery of association education. 3.2 Develop a targeted program that increases the number and quality of referee coaches/mentors within the game. 3.3 Develop and implement programs within refereeing to drive diversity within the role. 3.4 Design a reimbursement framework that truly values the official's contribution to the game.
TARGET (2027)	1 MO: 30 PLAYERS	RETENTION OF 85% OF REGISTERED MEMBERS YOY 80% SATISFACTION RATING	1 COACH/MENTOR: 8 REFEREES 1 TRAINER: ASSOCIATION
OUTCOME	APPROPRIATELY TRAINED AND SUPPORTED MATCH OFFICIALS TO FACILITATE THE GAME		

RUGBY AUSTRALIA MATCH OFFICIAL FRAMEWORK

The Rugby Australia Match Official Framework provides structure and understanding to the officiating community.

The framework allows individuals to understand clearly:

1. Their role(s) within the community game and the profile of a match official at different levels.
2. The expectation of the level of education and the continuous learning opportunities they have available to them.
3. The obligation of their association, Rugby Australia, or provider.

This Framework is designed for the Rugby Australia Referee Associations to facilitate the development of Rugby Union Match Officials and Match Official Developers.

The content is referee-centered and specifies the areas and characteristics the referees need to deMONstrate in order to perform effectively at different levels of the game. Rugby Australia define these levels in the community game as.

PERFORMANCE

Performing the role within a pathway or premier environment. Delivering sound game understanding and management through eMOtional intelligence and authenticity.

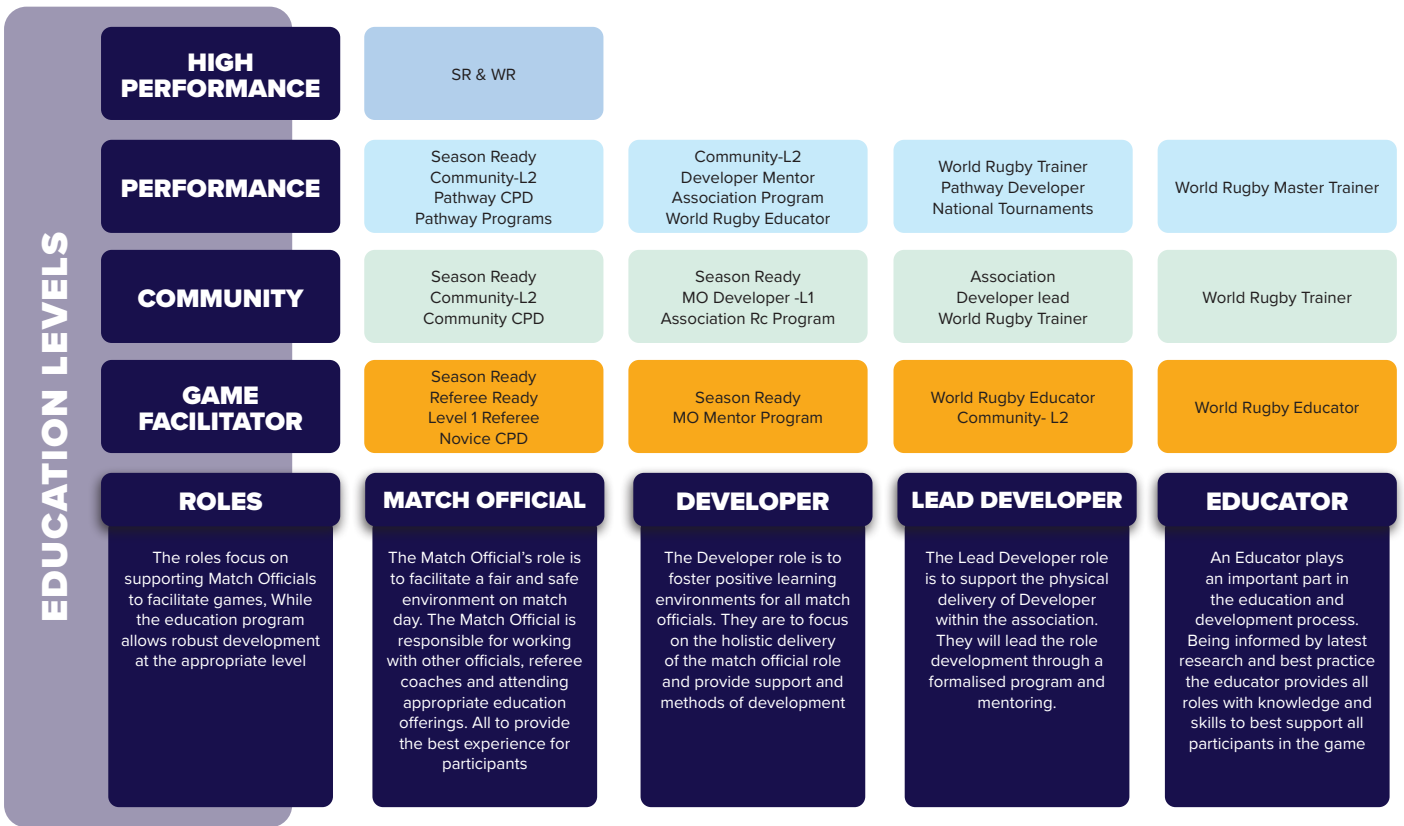
COMMUNITY

Match officials who are regularly refereeing community participation rugby. These MOs are facilitating the laws, safety and frameworks with relevance in game.

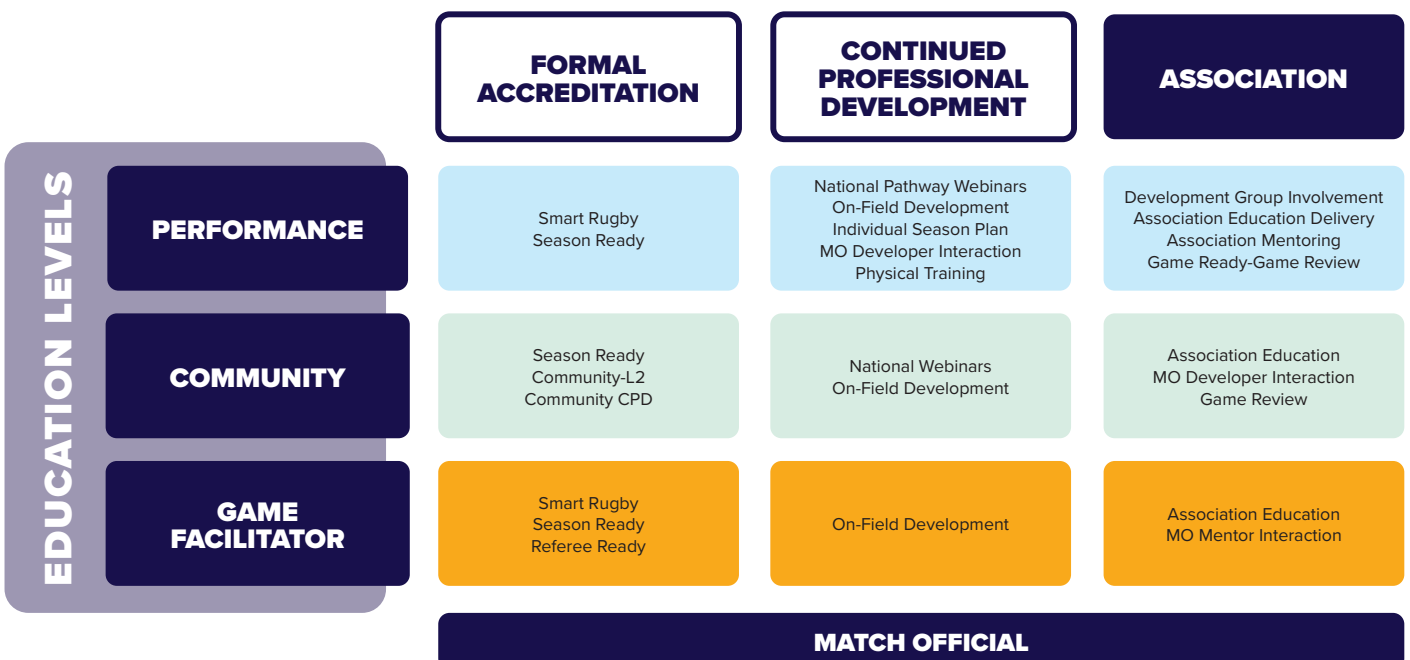
GAME FACILITATOR

Match Officials who are starting their MO journey. The focus is on safety, laws and how these are applied within the spirit and level of the game.

FRAMEWORK



MO DEVELOPMENT



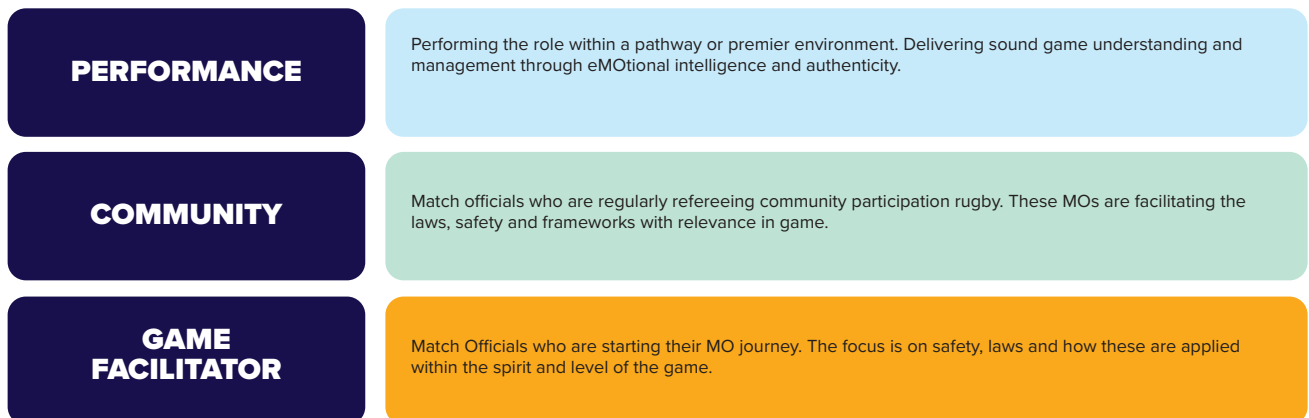
MO DEVELOPER

		FORMAL ACCREDITATION	CONTINUED PROFESSIONAL DEVELOPMENT	ASSOCIATION
EDUCATION LEVELS	PERFORMANCE		Practical Development Peer Review And Support Pathway Involvement ISP Development	Development Group Involvement Association Education Delivery Association Mentoring Athlete Ready-Self Review
	COMMUNITY	Season Ready MO Developer-L2	National Webinars Match Day Development Peer Support/Mentoring	Association Education MO Developer Interaction Game Review- Self Review
	GAME FACILITATOR	Season Ready MO Mentor Program MO Developer - L1	Match Day Development Peer Support/ Mentoring	Association Education MO Mentor Interaction
MATCH OFFICIAL DEVELOPER				

RUGBY AUSTRALIA REFEREE PROFILE

Clearly outline a three-tiered approach to the Rugby Australia Match Official journey.

Identify the main attributes and skills a Match Official will need to possess in each tier and articulate them through a simplified process.



Provide a visual on the 'objective' and 'subjective' components within the 'referee profile'.

Create fluency in definition throughout the 'three C's' that grows with the level of game and the development of the referee.



WHAT MIGHT PROGRESSION LOOK LIKE?

World Rugby suggests that there are 86 penalty or free kick offenses in the Law book that the Match Officials could potentially blow the whistle during a match. However, there is only one Advantage Law.

RA Example: Knowing the Laws, applying those within the spirit of the game and managing safety are all Game Facilitator essential requirements. Once the match official has the confidence and consistent ability to facilitate at this level, they progress to the next level. WR states that this is now where the application of the Laws of the game is far more important than the knowledge of the laws. When to blow the whistle and when not.

The advantage Law (Law 7) begins, and with that does the referee development (through self-review and that of the MO Developer). We start to witness a shift in the pie chart on how Character, Competence and Connection evolve during the journey. Superior soft skills are needed to be applied to gain consistency in these areas. These areas of criteria can be defined as subjective (character) and objective (competence, connection).



Subjective questions on three Cs and the profile could be as follows:

Relationships / Authentic: How much do you trust them? Are they trusted by teammates, players, coaches and selectors?

Process v Technical: How much can you rely on them under pressure? How aligned and prepared are they?

Self-Awareness & Delivery: How open are they to make the team better? And are they open-minded during the review process?

In summary, the new profile will hopefully provide all roles in the game with a clear understanding of the referee's needs at different stages of the referee journey. The referee Journey is one developed through target matches, tournaments, and developer involvement.

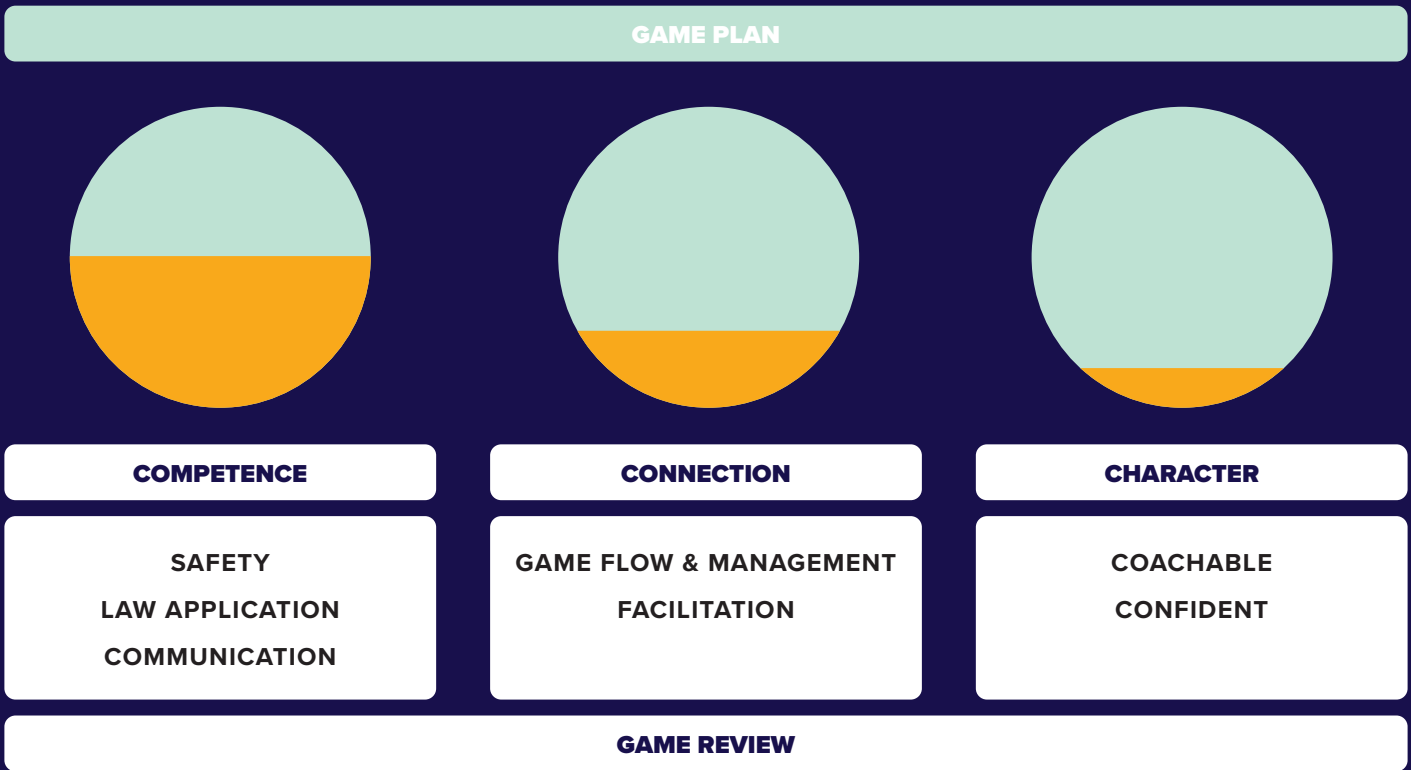
Other things to consider when reading the profile.

The circles are there as a visual representation of the focus needing to be displayed by the referee. For example.

- Game facilitator = competence circle is heavy weighted (orange), as this is where the individual needs to become proficient. The focus on game plan, in game and review should revolve around these types of aspects. Whereas,
- Performance – the focus should be around character (greater representation of orange). Due to the progression and understanding of a performance referee. Their competency and connection should be solid due to the progression and focus at previous levels.

The next three documents are the 3 stage Match Official Profile.

GAME FACILITATOR

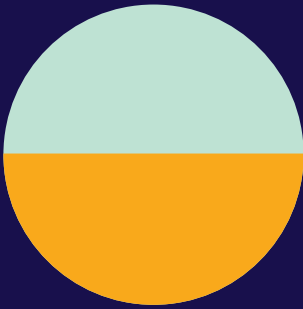


DEFINITIONS

<div style="background-color: #1a2b4d; color: white; padding: 10px; text-align: center; border-radius: 10px;">COMPETENCE</div> <div style="background-color: #d9e1f2; padding: 10px; margin-top: 10px;"> <p style="text-align: center;">SAFETY</p> <p>Safely manages tackle/breakdown, set piece and foul play</p> </div> <div style="background-color: #d9e1f2; padding: 10px; margin-top: 10px;"> <p style="text-align: center;">LAW APPLICATION</p> <p>Applies relevant laws to game situations</p> </div> <div style="background-color: #d9e1f2; padding: 10px; margin-top: 10px;"> <p style="text-align: center;">COMMUNICATION</p> <p>Demonstrates basic use of whistle, signal, talk concepts.</p> </div>	<div style="background-color: #1a2b4d; color: white; padding: 10px; text-align: center; border-radius: 10px;">CONNECTION</div> <div style="background-color: #d9e1f2; padding: 10px; margin-top: 10px;"> <p style="text-align: center;">GAME FLOW & MANAGEMENT</p> <p>Sound application of game management process, developing understanding of advantage and relevance.</p> </div> <div style="background-color: #d9e1f2; padding: 10px; margin-top: 10px;"> <p style="text-align: center;">FACILITATE</p> <p>Demonstrating the referee's responsibility to apply the law in line with the spirit of the game. Fun, enjoyment and participation</p> </div> <div style="background-color: #90c9a0; padding: 10px; margin-top: 10px; text-align: center;"> <p style="text-align: center;">GAME PLAN</p> </div> <div style="background-color: #d9e1f2; padding: 10px; margin-top: 10px;"> <p style="text-align: center;">GAME</p> <p>Deliberate thought about the game. Age, level, teams and what they want from the game.</p> <p style="text-align: center;">PERSONAL</p> <p>Addressing any work ons you may have form previous games</p> </div>	<div style="background-color: #1a2b4d; color: white; padding: 10px; text-align: center; border-radius: 10px;">CHARACTER</div> <div style="background-color: #d9e1f2; padding: 10px; margin-top: 10px;"> <p style="text-align: center;">COACHABLE</p> <p>Willingness to learn through Feedback and discussion</p> </div> <div style="background-color: #d9e1f2; padding: 10px; margin-top: 10px;"> <p style="text-align: center;">CONFIDENT</p> <p>Emerging signs of certainty indecision making.</p> </div> <div style="background-color: #90c9a0; padding: 10px; margin-top: 10px; text-align: center;"> <p style="text-align: center;">GAME REVIEW</p> </div> <div style="background-color: #d9e1f2; padding: 10px; margin-top: 10px;"> <p style="text-align: center;">Self analysis of the game. Discussion with a developer where applicable</p> </div>
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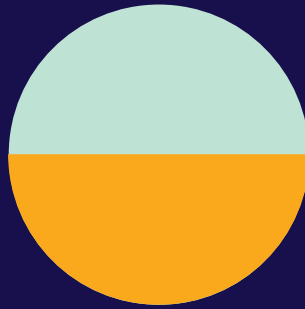
COMMUNITY

GAME PLAN



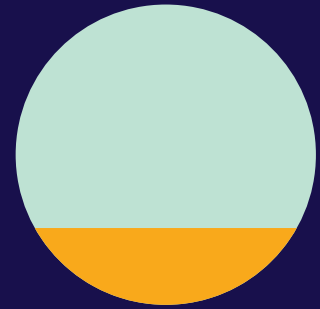
COMPETENCE

SPEED
SAFETY
SET PIECE
SPACE
INTERACTIONS



CONNECTION

GAME UNDERSTANDING
RELEVANCE
BIG PICTURE -
WHAT THE GAME NEEDS



CHARACTER

COACHABLE
RESILIENT
CALM

GAME REVIEW

DEFINITIONS

COMPETENCE

SAFETY

Consistently applies foul play frameworks. Identifies & manages safety elements with scrum.

SPEED

Quality ball v quality contest. Demonstrates a sound understanding the tactical aspects of the collision zone.

SPACE

Creates space in game through appropriate management and decisions.

SET PIECE

Sound scrum and line-out process – setup, contest and management of line-out to maul

INTERACTIONS

Displays a high level of leadership qualities. Connecting to the game through a range of timely and effective communication strategies.

CONNECTION

GAME UNDERSTANDING

Established process of game situation and context. Providing equal opportunities for both teams with in the laws of the game.

RELEVANCE

Delivering the balance between decision making and game flow.

BIG PICTURE - WHAT THE GAME NEEDS

Understanding how to connect game understanding and relevance to create the best experience for the game

GAME PLAN

Established plan that supports the games needs and personal development

CHARACTER

COACHABLE

Being able to lead / connect in conversation regarding the game. Being able to articulate aspects of game to your coach, receive feedback and action a plan.

RESILIENT

Discovering and presenting coping strategies withing a range of game context.

CALM

Remaining composed and focused consistently during the course of the game. Demonstrating the ability to reset and refocus during errors & high impact decisions.

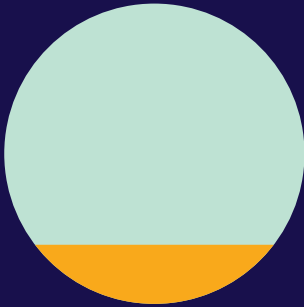
GAME REVIEW

MO lead game review in line with key areas of the game and documented on reflive.

Proactive interactions with developers to improve performance

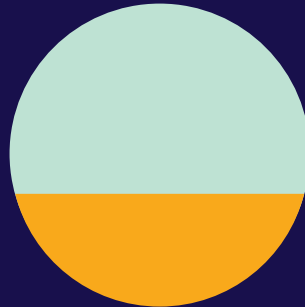
PERFORMANCE

GAME PLAN



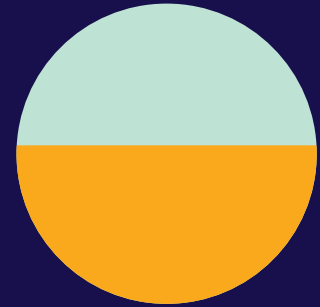
COMPETENCE

PROCESS V TECHNICAL
4S & I
PHYSICAL



CONNECTION

TACTICAL KNOWLEDGE
TECHNICAL KNOWLEDGE
DELIVERY - HIGH
IMPACT DECISIONS



CHARACTER

AUTHENTIC
SELF AWARENESS
SELF MANAGEMENT
SOCIAL AWARENESS

GAME REVIEW

DEFINITIONS

COMPETENCE

PROCESS V TECHNICAL

Regularly displays preventive management to ensure game flow. Executing informal interactions to sustain this through 'off ball' interactions

4S + I

Continued high standards and delivery of the key areas of the game.

PHYSICAL

Constantly meeting wr performance targets (speed/endurance). Application of nutrition guidelines and recovery protocols are met.

GAME PLAN

You are physically, mentally, and emotionally prepared to perform in specific match

CONNECTION

TACTICAL KNOWLEDGE

Identifies and adapts to in game trends. Demonstrating the ability and process to apply this, creating flow through a range of techniques.

TECHNICAL KNOWLEDGE

Has a high-level ability to observe, analyse and decide on action's during phase play and set piece. Able to communicate technical aspects for immediate change in behavior.

DELIVERY HIGH IMPACT DECISIONS

Displays excellent verbal skills during interactions (use of tone,timely delivery, concise messaging, behavioral management).

GAME REVIEW

Critically analysing and reviewing performance.

Assessing key aspects of the game, both individually and as a team.

Aligned to personal development targets

CHARACTER

AUTHENTIC

Regularly presents a positive image for the game, through genuine interactions, active listening, being approachable, coachable.

SELF AWARENESS

Consistently shows awareness of personal on and off field development areas and actively

SELF MANAGEMENT

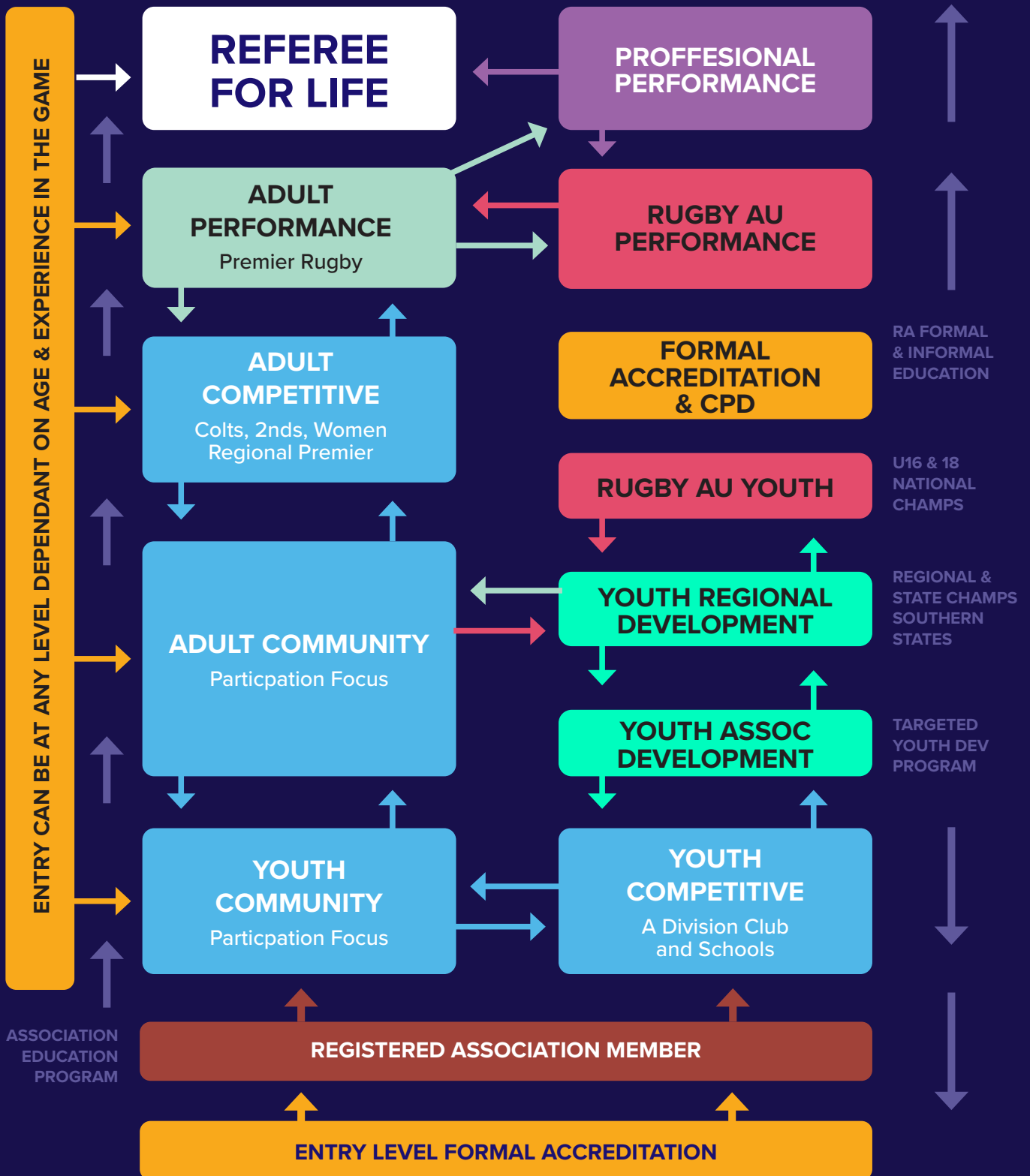
Ability to control impulsive feelings & behaviors, manages emotions in healthy ways, displays initiative, follows through on commitments,and adapts to changing circumstances.

SOCIAL AWARENESS

You have empathy. You can understand the emotions, needs, and concerns of other people. You can identify emotional cues, you feel comfortable socially, and recognize the power dynamics in a group or organization.

You know how to develop and maintain good relationships,communicate clearly, inspire and influence others, work well in a team,and manage conflict.

MATCH OFFICIAL JOURNEY



FAQS

Right Training - Who's responsibility is to deliver the training?

The training delivery is a joint method between RA, MU and Association.

Formal accreditation will be organised and arranged between all parties. The association educator workforce will be approached to help deliver the ongoing education of referees is the responsibility of the association. RA will support through curriculum and content development.

Online resources will be developed for the referee to consume in their own time. These can be found through the RA website or the Coaching Hub on Rugby Xplorer.

Right Support – Who is our main point of contact?

The direct contact for a referee to be introduced to the educator or developer programs will be the coaching or education lead within the association. The lead will consistently contact RA to educate and support these individuals.

Where can I locate content on specific areas of the game?

Please head to Rugby Xplorer to find the links to all content.

- Learning Centre - all accreditation courses.
- Coaching hub- extra resources, videos and webinars.
- Referee Review – referee review platform, match day experience and referee coach platform.

What is the difference between a Ref Coach and a Ref Developer?

A referee coach has typically been an individual through a formal accreditation that allows them to “coach” a referee. Rugby Australia has seen this as a barrier for some to enter the referee coach or mentoring space. The developer reference allows an appropriate individual to “develop” a referee, formally accredited or not.

Why is there no formal accreditation for a Performance Developer?

For those who are active in the performance space, there is no formal accreditation at this level. The reason for this decision is the ongoing learning and development of the individual through matches, the game plan and review process, and the formation of individual development plans tailored to the individual.

Who decides who is a Performance Developer if there is no accreditation?

A performance developer has experience in coaching or mentoring. The engagement and delivery are the most important aspect. The individual will show a superior understanding of the referee and their work. This understanding will underpin the development process of self-discovery through questioning and challenging the referee.

What is the selection mechanism for National Champs?

Rugby Australia has a very collaborative approach to National Championships. RA MO Development Manager will engage regularly with the state's major associations. For those in regional or country areas, the engagement will be with the Country pathway, i.e. NSWCR or QRRAC.

The referees the association has identified from these interactions will be elevated to the National Selection Panel (NSP). This Panel will then be tasked to watch these individuals over time to make an informed selection. The NSP will then recommend those who should be selected to referee at National or International tournaments (SANIX, Dubai Invitational).

If you have any queries about the process, please engage your association to provide you details of the selection process.

What incentives exist for someone in the 'Referee for Life' profile?

Rugby Australia has included the MO Journey's "Referee for Life" aspect. The reason for this is that the ultimate goal for all associations and referees is to enjoy the MO role and their journey, and their end goal will be to engage with the sport for a long time. This is referred to as "MO for life".

What is the expected timeline for the MO Journey? (How quickly will it happen?)

The expected timeline for the MO Journey is individually dependent. This will depend on the skill acquisition and development of the skills in the MO Profile. As well as the opportunities available to the individual through available appointments, competitions and the competitive nature of the role.

What is the age limit for selection on a National Pathway?

There is no limit. The selection will be based on referee performance and profile alignment.

Can a Referee be talent ID and go straight into RugbyAU Performance if they haven't been included in RugbyAU Youth?

Yes! While direct involvement at the Rugby AU Performance level may not be a strict prerequisite, we prioritize talent and adherence to the established criteria. We encourage all capable referees to contribute to the sport, and promotion is based on merit and meeting the necessary standards consistently, however, we would welcome those who demonstrate and have the required skill set to showcase ability via local associations.