TDRURA Referees Handbook

Amendment List

Amendment No	Amendment	Date Approved by Management Committee or AGM	Approved by Management Committee or AGM
1	Initial Document – extracted from By-Laws		Management Committee

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Introduction

The Referee Handbook is written so that all members of the TDRURA have a resource reference to quickly get any information that is required when conducting any of the duties of a referee. The Handbook is a live document and can change regularly.

TDRURA Inc

The TDRURA is a non-profit incorporated Association governed by the Office of Fair Trading. A copy of the certification of incorporation is found on the webpage. The original is held by Chris Mills (Life Member).

Minimum Referee Age Limitations for Referees

To be able to officiate you must be turning 13 in the year you commence. If a volunteer wants to referee, they must be supervised by a senior referee.

Induction Brief

An Induction Brief is to be given to all new members. A hard copy of the Brief is in the Property Room. The Secretary is to ensure that the Brief remains current and there are sufficient hard copies held. The Brief is to be reviewed annually and endorsed by the Management Committee. A copy of the Induction Brief can be found in Annex A.

Dealing with Unruly Spectators or Team Coaching Staff (Code of Conduct) Match Official Abuse

The TDRU, TDRURA and Clubs fully support Rugby AU's Code of Conduct Policy. Where possible, TDRU staff and TDRURA senior members will be watching the game for support if required. Match Officials are to utilise the Game Day Manager/Ground Marshall/Club Official to deal with any incidences of match official abuse from Coaching Staff, bench players or spectators. If an incident occurs during a match, the Match Referee should stop the match until the issue is dealt with appropriately.any incidences of Match Official Abuse by players on the field should be dealt with by the Match Referee. Where this results in a Red Card, the incident will be dealt with under the Disciplinary Rules.

Reporting

Any unruly incident during, or post, match is to be reported to the **TDRURA President** (or to the Management Committee if the President is unavailable) **ASAP** so that the incident can be reported appropriately and individuals can be dealt with officially.

A copy of the TDRURA Off-field Match Official Abuse Procedure is located at Annex B

Any incidences of Match Official abuse or alleged breaches of the Rugby AU Code of Conduct shall be recorded in the Match Feedback report in RefLIVE and, where appropriate, will be reported in writing to the TDRU through the Rugby AU website – https://australia.rugby/about/codes-and-policies/reporting-a-concern. Timely and accurate reporting of these incidents is critical. The Management Committee will provide support and assistance to members throughout this process. Members SHALL provide a draft report to the Management Committee, by the Sunday night following the match, for review. The final report should be submitted, following Management Committee review, by 10am on the Monday morning following the match.

TDRURA Policy

It is TDRURA policy that Match Officials are not obliged to discuss their game post-match with teams or spectators. There are mutual benefits to Match Officials discussing their matches with other participants, however, this is at the discretion of the Match Official. Any discussions with coaches, players and/or spectators should occur at least 30 minutes after the completion of the match once everyone has had the opportunity to cool down and gather their thoughts.

Junior Match Officials (under 18 year) are **not** to be approached by Players, Coaches or Spectators post-match to discuss their performance. Coaches, players, and spectators wishing to discuss issues during a match officiated by a Junior Match Official, should be directed to talk to the individual's Referee Coach, the Appointments Officer, Development Officer, or the President. Any discussions between Team Coaches and a Junior Match Official will be facilitated by a Referee Coach.

Yellow Card Confirmation and Send-Off Reports

Where a Red Card is issued during a match, the Match Referee is to notify the President via phone or text at the earliest opportunity following the match.

In the event of a Red or Yellow Card being issued, it is the responsibility of the Match Referee, who issued the red/yellow card, to:

- Check 'Feed' and 'Cards' on each Match Day App with Team Managers at the end of the match.
- Ensure both Match Day App team sheets for the game correctly indicate the yellow and red cards issued, and that the offence type is noted and correct (options are: Intentional infringement, Repeated infringements, Dissent, Foul Play).
- For any Red and Yellow cards, ensure the correct Club, Players Name and playing number are recorded on the Match Day App Team Sheets (should then automatically

populate info in Rugby Xplorer for Send Off report). Match Officials are advised to record the player(s) name and number for any Red Cards issued during a match, to ensure this information is correct in the subsequent Send-off report.

- **Compile a draft of the send-off report utilising the templates provided on the TDRURA website. Further guidance on compiling a Send-off report can be found in Annex C.**
- * Email your draft report to development@tdrura.com.au. If you had a Developer (Ref Coach) appointed to your game, please contact them to review your report. If you did not have a Developer appointed to your match, contact the Development Officer (if the DO is not available, please contact one of the other Lead Developers) to discuss your report prior to submitting it in RX. **This is an important step in the process as you will not be able to edit your report once it is submitted in RX.** Once your report has been vetted by a member of the Training and Development Team you can then submit it through RX.
- If the send-off report is due to a report from a qualified Assistant Referee, both the AR and the Match Referee are to submit individual reports. The Match Referee is to coordinate these reports prior to submission and ensure they are consistent.
- There are templates located on the TDRURA website located at: https://www.tdrura.com.au/templates

To submit a Send-off Report:

1. Log into your Rugby Portal,
2. Referee, → Appointments
3. Select the 'Send-Off Report' option for the match in your appointment history.
4. Select relevant player/s and complete report..
5. Advise the Education Officer, Appointments Officer, or Development Officer **(by Sunday night)** for feedback and review prior to submission.
6. Once ready to be submitted, the TDRURA Admin user (above) selects "Mark as Reviewed" and report is then automatically submitted.

The Final report is to be submitted no later than 10 am on the Monday following the offence.

The President, Vice President or other Nominated Person should attend the Judiciary Hearing as an observer. The Judicial Committee may request that the Match Official(s) give evidence at a hearing (by telephone, video or in person) where the Committee considers it desirable. When requested by the Judicial Committee, Match Officials should make themselves available to attend such hearings.

Referee Hub

The Vice President is the manager of the Referee Hub. The purpose of the Referee Hub model is to make the game of Rugby more enjoyable for all participants.

This will be achieved by embedding a Club Referee Liaison Officer (CRLO) in each of the Clubs in the District.

The CRLO will provide an ongoing link between the Clubs and the Referee's Association. Through this link it is envisaged that the Clubs and the Referee's Association will build a stronger connection and better working relationships. The main focal areas for the CRLO are Recruitment, Retention and Passage of Information between the Club and the TDRURA.

The desired end state is to strengthen relationships between the Referees Association and the local Rugby Community, and in doing so, provide an enjoyable and quality Rugby experience for all participants. The specific Roles and Responsibilities of the various stakeholders in this model and a copy of the Referee Hub Model can be found in Annex D with the Contacts- Management, Sub Committees and Club Liaison Officers contact details in Annex E.

Rugby Portal (Rugby XPlorer / RX)

The Rugby Portal can be found on the internet under https://myaccount.rugbyxplorer.com.au/. The Rugby Learning Centre, Referees Availability, Appointments and Send-off Reports can be accessed via the Rugby Portal.

The Appointments Officer is the Association's point of contact and manager of Rugby XPlorer.

Appointments

It is the duty of the Appointments Officer to coordinate match officials for TDRU / Fisher Shield / School, Pre-season and miscellaneous games. Any issues with appointments should be passed to the Appointments Officer. Any requests to officiate specific matches should be directed to the DOT and then passed to the Appointments Officer.

Minimum Requirements:

A Referee will **not** be appointed unless the following minimum requirements are met:

- Minimum age is turning 13 in the year you commence,
- Registered correctly on the Rugby Xplorer Portal with "Townsville Referees",
- Must be Smart Rugby Compliant,
- Have a valid and confirmed working with Children Blue Card (if 18+) which is linked to the Organisation.

Availability

Members are to keep the Appointments Officer updated of their availability, via the relevant tab in https://myaccount.rugbyxplorer.com.au/. Unavailable dates need to be entered at

least two days in advance of the scheduled game. If unable to change via Rugby Xplorer, the Appointments Officer is to be notified via *appointments@tdrura.com.au* or 0411 873 903 as soon as possible. The greater amount of notice that is given greatly assists the Appointments Officer.

If your availability changes on Friday or later, you must contact the Appointments Officer or a Management Committee Member via PHONE (see Annex E or Website for contacts) ASAP to allow alternative arrangements to be made prior to the game.

A copy of the Management Committee member contact details can be found in Annex E or at www.tdrura.com.au.

Amendments to Published Appointments

Once the appointments have been published, any amendments are to be via the Appointments Officer. This will ensure that Rugby XPlorer is updated, and the correct person is reimbursed for the game.

Selection Process

The Appointments Officer appoints Match Officials to games after seeking direction from the Selection Committee: President and Development Officer Team. Decisions are based on the individual's:

- Age.
- Development Plan.
- Experience.
- Ability.
- Fitness.
- Availability.
- Mobility.
- Attendance at training.

Enquiries relating to selection are to be directed to the Selection Committee.

Finals Selection.

The Selection Committee for the TDRU's finals series consists of the President, Education Officer, Development Officer Team and Appointments Officer. Selection for finals series matches is based on the same criteria as the regular season with close consideration of the teams involved and the age/grade of the match.

Referee Feedback Form

The Referee Feedback Form is coordinated by the President.

Training, Education and Development (TED)

Coaching (By Referee Coach)

The Association has Referee Coaches who assist members in improving their officiating skills. Referee Coaches are organized and appointed by the Development Officer Team (DOT). Referee Coaches are appointed for referees. Where ARs are appointed to a match where a Referee Coach is appointed to the Match Referee, the ARs can also expect feedback from the Referee Coach on their performance as part of the Team of 3. ARs will also be expected to take an active role in the review of the Team of 3 performance. It is the Association's goal that all officials will be coached at least once throughout the season, however there are not enough coaches for all referees to be coached every week. All members are encouraged to liaise with their Referee Coach (Developer?) to discuss their individual coaching plan. Further details on the Association's Referee Training and Development program can be found in Annex F.

Coaching (Self-Coaching)

There are not enough coaches for all referees to be coached on a regular basis. As a result, all officials are strongly encouraged to help themselves. This includes:

- Ask another referee or referee coach to watch over your game.
- Borrow the Association's camera to video yourself, and then review after the game.
- Attend Association training sessions.
- Watch other referees to analyse, reflect and learn.
- Asking a coach what you need to do to improve.

Development Plan

All members are asked to discuss what they would like to achieve during the upcoming season with their Referee Coach. All members are encouraged to discuss their short and long-term refereeing goals with their Referee Coach and Lead Coach, and complete an Individual Season Plan in RefLIVE. From there a plan can be devised to assist you in meeting your goals. The development plan is located at Annex F.

Game Management Guidelines (GMG's)

GMGs are guidelines released annually by Rugby AU. Their purpose is to ensure that all officials are aware of the areas of the game that require more specific coaching or consistency in refereeing. All TDRURA members are to make themselves aware of, and adhere to, these guidelines. A link to the GMG is located on the Association's web page.

Registration Management

The Secretary is responsible for initial registration of new referees. This includes registering with 'Townsville Referees' in Rugby Xplorer, linking the member's Blue Card to the TDRURA, giving an induction brief, and informing TED of the new referee.

Qualification Courses

Referee, Assistant Referee and Referee Coaching qualifications are gained through the Association. Rugby AU/QRU may require a registration fee for attending qualification courses. The Association, where possible, will assist to cover the registration fee for the Member. When no Grants are available, members are asked to pay upfront initially. Where possible, reimbursement will be made upon gaining the qualification. The Development Officer Team and the Education Officer are responsible for managing qualifications, courses and accreditations.

It is the individual member's responsibility to complete any online or face to face training required to complete an accreditation or qualification. If there are any difficulties in completing any online training through the Rugby Learning Centre, please advise the Education Officer to resolve. Where an accreditation requires an on-field competency assessment, it is the individual's responsibility to complete any pre-requisite training and then advise their Lead Coach/Developer that they are ready for an on-field assessment. The DOT will arrange for an on-field competency assessment to be completed at the earliest opportunity. Once the competency assessment has been completed to the required standard the Assessor will upload the competency assessment to RX/RLC. If your accreditation has not been finalised on RX within two weeks of completing a competency assessment, please follow up with the DOT to resolve.

Most of the qualification and accreditation courses are now available in an online format accessed via the Learning Centre in Rugby XPlorer. Some of these online courses are self-paced, others may also require some group sessions facilitated through a cloud-based video conferencing service e.g. Zoom. Any issues with completed courses not appearing correctly in your accreditations tab can be brought to the attention of the Education Officer (include screenshots), who will then liaise with the appropriate personnel at Rugby AU to rectify.

Smart Rugby

Prior to officiating in any capacity, members are to ensure that they are Smart Rugby compliant. The course is completed online via the Rugby Portal/ Rugby Learning Centre. Smart Rugby has a two year validity and will need to be completed every two years to maintain competency.

Season Ready

All active referees and referee coaches are to complete the Season Ready Course (through the Learning Centre on RX) prior to the start of each season. This course will bring members up to date on the Game Management Guidelines and Law Changes/Variations applicable to the upcoming season. Completion of this course will also update a member's Referee and/or Referee Coach Accreditation.

Law

All members are expected to continually learn and update themselves with the Law. Training sessions will be conducted throughout the season and articles will be sent out to aid with this. The Education Officer is responsible for managing all training courses and sessions.

Law sessions are generally conducted on a Monday as advertised by the TED team. Reminders and changes are sent out via email or/and Facebook. The location can vary. Zoom Education sessions are run from time to time on different subjects, these are advertised on the Members only Facebook and notified via email.

Where possible all Law sessions are streamed via the Member Only Facebook page. If streaming is not possible, a recording of the session will be posted later.

The Education Officer is the subject matter expert (SME). All matters regarding a definitive answer on Law, are to be referred to the Education Officer.

Pregnancy and Rugby Guideline

World Rugby supports moderate to low impact exercise during pregnancy. However, Rugby is not recommended during pregnancy due to the potential increased risk of injury to both unborn child and mother.

If a woman requests permission from a Union to participate in Rugby whilst pregnant, it should be highlighted that this is against the recommendation made by World Rugby. If this request is repeated, then it is recommended that this request be supported by written confirmation from an appropriately qualified medical practitioner who has highlighted the risks of participation in Rugby whilst pregnant and confirmed in writing that it is safe for this woman and unborn child to participate in Rugby.

The link to the guideline is located at the following link: https://www.world.rugby/the-game/player-welfare/guidelines/pregnancy

Fitness

Fitness is primarily the individual's responsibility. Game selection will consider fitness. The Association encourages its members to have a good level of fitness. As a result, a fitness trainer will be appointed by the Management Committee. Fitness training will be conducted regularly on a Monday night with dates, reminders, location and changes sent out via email and/or Facebook.

Game Payments and Reimbursements

The TDRU Competition game payment amount for Referees and Assistant Referees is calculated by what level of game is officiated. Payment for other games (Fisher Shield, 7's Tournaments etc.) will vary according to game organiser's arrangements.

Representative and School Based games are voluntary and are not included in the Game Payments.

Only personnel appointed by the Appointments Officer will be reimbursed. In the event of a swap without the Appointment Officer's knowledge, it is the responsibility of the new person to inform the Appointments Officer. Otherwise, the original appointed person will receive the reimbursement.

Swapping of Games

Swapping of games is not to occur without consultation of the Appointments Officer or the Development Officer, as the Association needs to ensure that the game has an appropriately skilled referee to officiate.

Replacement During Game

If an official is unable to finish their appointed Game (due to injury etc.) and another official completes the appointment, reimbursement will go to the first appointed official.

Fuel Reimbursement

Funding for fuel reimbursement relies on the successful application of grants. Members are to complete the Fuel Reimbursement Request Form (refer to Annex G) and submit it to the Treasurer (finance@tdrura.com.au) by the end of the season.

The Reimbursement amount may not fully cover the actual claimed Fuel costs, as available funds will be distributed amongst all applicants where possible.

It is encouraged that members ride share when referees are travelling out of Townsville, this will avoid driver fatigue after a game and cut down costs for the association and all members.

Payment to Members

Reimbursement will be paid directly into an individual's bank account at the end of the season. Members are to ensure that their current bank details recorded in Rugby Xplorer..

Voluntary Deductions

Members can elect to have uniform purchases, lifer donations and social functions deducted from their reimbursement. The Treasurer is the point of contact and a copy of all correspondence requesting the deduction is to be attached to the end of year payments in Xero.

Donation of Reimbursement Back to TDRURA or Lifers Fund

There is a facility for members to donate all, or part of, their reimbursement back to the Association or to the Lifers Fund. This is purely optional. The Treasurer is the point of contact and requests are to be made in writing with a copy of the request being attached to the Transaction in Xero.

Membership Fees

Membership fees are used to cover administration costs for the running of the Association. The Fee amount is dependent on the member type. The Fee will be invoiced separately by the Treasurer during the season. Members are to inform the Treasurer of their member type. If not confirmed, the default amount of ordinary membership will be deducted.

Ref Review

The link to Ref Review is located at: https://myaccount.rugbyxplorer.com.au/refReview

Ref Review is a tool administered by RugbyAU that allows referees to provide feedback on their Match Day experience and review their game. Ref Review is also used by Referee Coaches to record feedback on a referee's performance. Match Day experience data is extremely important for the Competition Manager, the Management Committee and for the TED team to keep up with any issues that are occurring within the TDRU Competition.The data is also used to provide positive feedback to Clubs about behaviour throughout the season. Individual referees will not be identified in any data that is shared with Clubs or the Competition Manager. . The following are the reports that you can fill in:

Match Feedback Report

The Match Feedback Report as an excellent opportunity for a referee to reflect on their Match Day experience. The data collected is used to gain an understanding of the referee's welfare and is extremely important for the Management Committee and the Competition Manager to help make the Match Day experience rewarding and enjoyable for all participants. The DOT, referee coaches and the Management Committee will look at the feedback at the end of the weekend to see how the referees are travelling. Referees are encouraged to complete their Match Feedback Reports as soon as practicable following their match. When at Hugh Street there are computers located in the referee sheds, just ask another referee or Committee member where and how to fill in the report. Where there has been a negative experience, the Management Committee will follow up with the referee and the Competition Manager to seek resolution of the issues. If you experience Match Official Abuse please complete a Match Feedback report and refer to the Match Official Abuse procedure in this handbook.

COMMUNITY Referee Self Review Report

This report is used by the referee to self-reflect on how they performed throughout their game. There are questions to fill in to prompt the referee's memories.

Season Plan Report

This report is used by the referee to make short and long-term goals for their Rugby season. The referee's coach will assist in developing the Season Plan.

COMMUNITY Coaching Report

This report is used by your referee coach for the Senior referees and referees that are on the TDRURA Transition program (these referees align with the Community and Performance levels as described by Rugby Australia). The report will be generated by your coach and will comment on how you performed during the game with emphasis on how you can improve your performance. The coach will identify opportunities to improve within the context of the Speed, Safety, Set Piece, Space and Interactions (SSSSI) framework and explore strategies with you to address this. The coach will also identify areas where you performed well. The referee will have the opportunity to reply to the coach's report using a comments box below the coach's comments.

NOVICE Coaching Report

This report is used by your referee coach for the junior and novice referees (these referees align with the Game Facilitator level as described by Rugby Australia). The report will be generated by your coach and will comment on how you performed during the game with emphasis on how you can improve your performance. The coach will identify opportunities to improve within the context of the SSSSI framework and explore strategies with you to

address this. The coach will also identify areas where you performed well. The referee will have the opportunity to reply to the coach's report using a comments box below the coach's comments.

Game Day

Communications Equipment (Radios and SOLOSHOT Camera)

The Association is obligated to use referee/assistant referee communications for all TDRU A-Grade fixtures. For all other fixtures, communications can be used for the development of referees if available and is to be arranged in consultation with the Communications Officer.

The Association has a SOLOSHOT Camera for use by members. The Communications Officer oversees the camera and is to be contacted if the camera is required.

Issue of Equipment

The A-Grade game referee is responsible for collecting, re-charging, and returning the communications equipment by contacting the Communications Officer prior to game day to arrange pick up.

Maintenance of Equipment

All damages and issues with the equipment are to be reported to the Communications Officer. This will allow for the issue to be promptly dealt with.

Concussion Blue Card

For age groups U13 and above, injuries to the head that are concussion-related for are to be reported via the Blue Card system. Referees are to ensure that the card is recorded on the teams' Match Day App. Referees are to ensure they are familiar with the Blue Card protocols and are confident in their ability to deal with players who may be concussed during a match. Smart Rugby covers these protocols and there is also a Concussion Management education module on the RugbyAU Learning Centre and World Rugby Learning Centre.

Similar Protocols are to be followed for Kids Pathway Rugby with no requirement to physically show a Blue Card.

Ground Entry

TDRURA members, except for Social, are given free access to Hugh St and club grounds when officiating. A free entry pass is distributed at the start of each season. The Secretary is the coordinator.

Ground Allocation at Hugh St

There are two full sized fields at Hugh St. U8 to U11 games further split these fields. The field numbering is found on the noticeboard in the Peter Lowth Memorial Referee room and in the TDRU Junior Competition rules on the Association's webpage.

Law - Under 8 to 12 Years Old

Members involved with Under 8 to Under 12 age groups are to make themselves aware of the Rugby AU Kids Pathway Laws and TDRU specific modifications. A summary of the Laws can be found on the Association's web page and on the notice board in the Peter Lowth Memorial Referee room.

Law Books

The Rugby AU Law book is now found online as an App which can be downloaded to your phone. A pdf copy of the World Rugby (WR) Law Book can be found on the WR website and the Rugby AU website (Participate>Referee>Laws). Members are encouraged to install the World Rugby Laws App on their phone/device and download a copy of the WR Law Book for their reference throughout the rugby season.

The WR laws can be found at the following link: https://www.world.rugby/the-game/laws/home

Notice Board

The Association's notice board is in the Peter Lowth Memorial Referee room. All members are asked to look at the board each week to keep up to date with current events and changes.

Peter Lowth Memorial Referee Room

The room is supplied for Association members to house their personal effects and officiating equipment in a secure environment.

Security

To prevent theft, it is requested that the front door of the Peter Lowth Memorial Referee room is secured if nobody is in the room.

Access

The security code for the door can be gained from other TDRURA members. Members are requested to keep that code within the TDRURA community. The front door lock keys are held by the Management Committee. In their absence, keys are held in a Builder's Lock behind the TDRU bar, the code to the Builders lock is the same as the code for the Referee Room Door.

Non-members

Non-members, or children of members, are not to be left alone in the room.

Cleanliness

It is everyone's responsibility to ensure the rooms are kept clean, i.e. bin emptied, floor swept. Working bees are called during the season to clean.

Lock Up

It is the responsibility of the last person out for the day to close and secure windows, turn lights, water cooler (power and water) and air conditioners off, lock each internal room, empty the bin, and ensure the external door's two dead locks are locked. Management Committee and TDRU staff have a key to the locks.

Damages

All damages are to be reported to the Property Member.

Queries/Complaints

Law or Refereeing

All queries of Law or refereeing are to be directed to Senior Referees, the Education Officer or a Referee Coach. The Education Officer is the subject matter expert (SME). All matters regarding a definitive answer on Law, is to be referred to the Education Officer.

The TDRURA encourages the use of the Referee Feedback JOTform located on the TDRURA webpage. Submissions are forwarded to the TDRURA President, TDRURA Education Officer, Rugby AU State Manager and TDRU Secretary and are held on the Rugby AU JOTform Platform. Issues raised will be addressed by the TDRURA Education

Officer, if required, and a copy of the response will be sent to admin@tdrura.com.au for inclusion in Management Committee meeting minutes.

The JOTform can be found at: https://www.tdrura.com.au/feedback

Association Internal Issues

All concerns or queries about individuals of the Association, or matters relating to the running of the Association are to be directed to the President or Management Committee.

Sun Protection

TDRURA encourages all officials to be conscious of protecting themselves from the elements. Long sleeve shirts can be purchased. Ice Rays protective sleeves cam be purchased at Rebel Sport or Drummond Golf stores, members that can wear them with our uniform provided they are a neutral colour. A selection of hats (baseball and wide brim) is available. The wearing of sunglasses is permitted. However, to maintain eye contact with players, it recommended that non-reflective lenses are used. Sunscreen is provided at Hugh St only.

Match Day App (formerly Team Sheets)

Referees have a responsibility to confirm the results of the game with both Team Managers on the Match Day App. After the match, they are to ensure that:

- The Managers have NOT pressed "end" on the App before confirmation occurs. Should this happen then the referee will need to lodge a dispute (where cards have been issued) with the TDRU via the Management Committee.
- Both Match Day Apps have detailed the same score.
- Blue, Red and yellow cards are listed against the correct player/s with the correct infringement noted.
- Teams commencing the game with uncontested scrums are to be noted.
- The referee sights BOTH Managers pressing 'end' and 'confirm' on the Match Day app to ensure no further changes can be made.
- 3, 2 and 1 points are awarded to the three best and fairest players via a JOTform on the TDRU website located at: https://form.jotform.com/91908114255860
- The Referee is to get one of the Managers to open the form and inform the managers the players number and they will fill in the form.

Toilets / Shower / Change Rooms

Members wishing to use toilets and showers at Hugh St are to use the Public or Player facilities. When TDRU facilities are locked, a key is held in the property room for the TDRU Change room toilets and showers.

The Changeroom, in the Peter Lowth Memorial Referee Room, is designated for all members who need to change their clothing. Door MUST be locked when in use.

No member is to get changed in the Locker Room.

The Secretary is the co-ord for maintenance and works.

Guidelines for Referees who want to Volunteer to run touch.

Unless appointed by the TDRURA, members who are qualified as ARs are NOT to act as such in other games, unless specifically requested by the match referee.

Members who volunteer to run touch for their club or related school are to act as a Touch Judge only, not as an AR. This is to ensure fairness of treatment to all clubs and schools, and to ensure the PERCEPTION of fair treatment. In this instance, you will be required to change OUT of all elements of your TDRURA uniform (including shorts and socks).

Any request to act as an AR would normally only occur where BOTH TJs are qualified and, in the view of the appointed referee, there is a strong reason for appointing BOTH as ARs (rather than as TJs). It is not normally acceptable for only one to be appointed as an AR.

In such situations, when acting as an AR, either appointed by the TDRURA or on the specific request of the appointed referee, members MUST be wearing their full TDRURA kit, to facilitate clarity of understanding among participants.

Touch Judge / Assistant Referee Flags

Only Association touch judge flags are to be used when officiating Association appointed games, as this meets the Association's flag sponsor arrangement.

Assistant Referees and club representatives are to utilise the referee's issued flags. Do not expect clubs to supply flags.

Members will receive an initial set of flags and are responsible for their own flags. If lost, the cost to replace will be incurred by the member. Replacement flags can be sourced via the Property Member.

To reduce costs for the Association, if a member leaves the Association, it would be appreciated if the flags could be returned.

Wearing of Colored Vests for Touch Judges

Hugh St

The Association is obligated to coordinate the wearing of colored vests by club touch judges (not Assistant Referees) for games at Hugh St. The vests are found in the Peter Lowth Memorial Referee room. It is asked that they are hung up in the room after use.

Other Grounds

Clubs will provide vests at their home ground if they require them to be worn.

Registration and Working with Children Blue Cards

Rugby AU Registration

All members of TDRURA are to be Rugby AU registered prior to officiating. It is the responsibility of each member to register themself via Rugby Xplorer app or the Rugby Portal under "Townsville Referees". Enquiries are to be directed to the Management Committee.

Working with Children Blue Card

The Queensland's Commission for Children and Young People and Child Guardian (CCYPCG) Blue Card system is a national criminal history check that is a key prevention and monitoring system to ascertain the suitability of people working with children and young people.

The Association complies with the Queensland Government's CCYPCG Blue Card, Working with Children regulations. In accordance with the regulations, the Association's guidelines on the subject for managing the policy can be found on TDRURA's webpage and a hard copy in the Referee's Room

The Secretary manages the Association's Online Blue Card Portal and is the coordinator for all matters regarding applying for, renewing and linking an existing card holder to TDRURA, and is the Association's CCYPCG contact. In the Secretary's absence the Treasurer is the second point of contact.

For further details on the Online Application Process, please refer to Annex H.

Uniforms and Officiating Equipment

Entitlement

Generally, one set of uniforms will be issued. Requests for a second set are to be directed to the Management Committee.

In the case of an Official who is issued uniforms and then who does not officiate more than 5 games, an invoice for the purchase price of the uniforms, less any game fees earnt, will be issued to the Official for reimbursement.

Life Expectancy

Uniform shirts are replaced free of charge every 3 years. Socks will be replaced every calendar year. Replacement shorts, socks, hats etc. are at member's expense. The uniform may change every three years due to the fact that sponsors may change and then a whole new uniform will be issued. A list of items that are to be issued is located in Annex I.

Issue

The Property Member is the coordinator for uniform issues. If the Property Member is not available, the Management Committee will assist. Times for bulk issues will be broadcast. Individual issues need to be arranged directly with the Property Member.

Purchase

Additional or replacement items can be purchased via the Property Member. There are two options for payment – deduction from reimbursement or having an invoice raised.

In addition to uniforms, there are non-allocated items that members can purchase. These include long-sleeved shirts, polo shirts, hoodie jumpers, alternate shirt (see below for details), ties, tracksuits, stubby holders, and water bottles.

Outdated uniforms will be offered to members at a discounted rate – these are not to be used for officiating on Game Days.

Wearing of Uniform

Members are required to always wear the current uniform when officiating in the TDRU competition. Members are expected to present and wear their uniform in such a way that it shows respect for themselves, our sponsors, and the Association. This includes socks up, shirt tucked in, clean and no holes etc. No outdated Rugby uniforms are to be worn at TDRU games or functions. Members are to be mindful when wearing the Association's uniform that they are representing TDRURA and its sponsors and should conduct themselves in an appropriate manner.

The Vice-President is to oversee to ensure uniforms are worn in accordance with these By-laws.

Alternate or Special Issue Uniform Items Various other Uniform Items may be made available as determined by the Management Committee. The expectation of Conduct when wearing these items is the same as for the Official Uniform.

The Alternate Indigenous Shirt which has been designed, is not compulsory, but is available for Members to Purchase at Half Price for the first shirt, and additional shirts at full price. Family members are also encouraged to purchase one (at full price) to wear when supporting TDRURA Members. The use of this shirt for Refereeing is restricted to NON-Regular Season games (i.e. 7's Tournaments, Tournaments for other Organizations etc.).

An Exception MAY be made by the Management Committee for Special Interest Days such as Ladies or Indigenous Rounds – this will be communicated to all Members via Email.

Any Representative Games are to use the Regular Sponsored Uniform unless there is a colour clash, in which case Permission to use an Alternate strip is to be sought from the Management Committee.

Annex A: TDRURA Induction Brief

Welcome, a few administrative points to get you going.

- **Web Page** – TDRURA has their own web page, www.tdrura.com.au. It is the go-to for resources and information. It is recommended that you make yourself familiar with it.
- **Constitution and By Laws** – It is requested that you make yourself familiar with TDRURA's Constitution and By-Laws. They explain how TDRURA operates. A copy can be found on TDRURA's web page.
- **Working with Young Children Blue Card** – All members over 18 years old are to have a current Blue Card linked to TDRURA and to make themselves familiar with the Association's blue card policy. A copy of the policy can be found on the web page and a hard copy in the referees' room. If you don't have a card the information on how to gain one is detailed on our web page. If you do have a card, copy of the card and your photo ID are to be sighted by the Secretary; Greg Cottier admin@tdrura.com.au. , so it can be linked to the association.
- **Committee Members** – TDRURA's committee members and their contact details can be found on the TDRURA's web page and in the Association's By-Laws.
- **Official Correspondence** – Official correspondence is done via email. In accordance with TDRURA's Working With Children Blue Card policy, U18 members will primarily use their parent's email, with themselves cc'd. New members, and/or their parents, are to email their address to the Finance Officer finance@tdrura.com.au for inclusion in TDRURA's group distribution list.
- **Facebook, Twitter and Instagram** – TDRURA maintain Facebook and Twitter accounts. Their respective addresses can be found on TDRURA's web page and TDRURA's By-Laws.
- **Rugby Xplorer** – Rugby Xplorer is the tool that is used for appointments and recording qualifications. To register go to myaccount.rugbyxplorer.com.au. Then Register/Find a Club. Register against "Townsville Referees".
- **Availability to Officiate** – Unless otherwise notified, the Appointments Officer will appoint you to games. The Association's webpage details how to inform your unavailability via Rugby Xplorer.
- **Toilets** – TDRURA members use the toilets and showers that TDRU provide.
- **Room Security** – Items have been taken from the referees' room previously. To eliminate this risk, the external door is to be closed at all times. Ask to be informed of the door's security code.
- **Gate Pass** – You are entitled to free ground entry when officiating. For free entry into Hugh St a TDRU gate pass is to be used.
- **Annual Dues** – The annual dues are an amount to be paid by each member annually. The amount is detailed in the By Laws. If you are a student, email the Finance Officer

finance@tdrura.com.au to advise for a reduced amount. Unless otherwise directed the amount will automatically come out of your match payments.

- **Match Payments** – The amount paid per normal TDRU season fixture is detailed in the By-Laws. The payment is normally paid at the end of the season. Payment is paid direct to the member's nominated account. Email the Finance Officer finance@tdrura.com.au with your BSB and account details. Payment for other tournaments is paid after each event.
- **Education and Accreditation** – Prior to refereeing any matches you will need to complete the Smart Rugby Course on the Rugby Learning Centre. You can then complete the Referee Ready Course (either on-line or face to face) and Assistant Referee Level 1 on-line training. Once you have completed the Referee Ready Course and refereed at least 5 matches, you can enroll in Referee Level 1 Accreditation. To gain your Level 1 Referee Accreditation you will need to complete some on-line modules and an on-field competency assessment. Please direct any enquiries to the Education Officer education@tdrura.com.au.
- **Development** – Once registered on Rugby Xplorer you will be contacted soon to discuss your development as a Referee/ Referee Coach or an Assistant Referee. From there you will be appointed a coach to assist with your development plan. Please direct any enquiries to the Development Officer development@tdrura.com.au.
- **The referee Hand Book-** Is a tool to be use by referees to improve their experience and give them tools to handle most situation. It is located on the TDRURA website under resources.

Annex B: TDRURA Off-field Match Official Abuse Procedure

TDRURA Off-field Match Official Abuse Procedure

Match Official Abuse is not acceptable, will not be tolerated and is to be reported as soon as possible in accordance with the below procedure:

- Any Referee who has been subjected to Abuse from a person (not a player during the match), is to **advise a member of the TDRURA Committee**, Parent or Senior Referee (Support Member) as soon as possible. The Support Member is to maintain a calm demeanour and reassure the Referee that they are not at fault and have the support of both the TDRURA and TDRU to address the issue.

- The Referee will be offered **support** by the Support Member to **identify those involved and to report the incident**. This will include attempting to identify those involved in the abuse, and the names and contact details of any witnesses.

- **Advise the TDRURA President** on 0422 631 844 or president@tdrura.com.au as soon as possible of the incident and that further details will be forwarded.

- The Referee will be encouraged to sit down with the Support Person and in a calm demeanour help them with **writing up a statement** about the incident. While it is preferred for this to occur as soon as possible after the incident, all care must be taken to ensure the Referee (especially in the Case of a Junior Referee) is comfortable talking about the incident in detail at that point in time. Where possible, in the case of a Junior Referee, a parent should be present for these discussions, however discussions should be led by the TDRURA Support Person.

- Assist the Referee to fill in the "**Reporting a Concern**" form on the Rugby AU Website at Link:

  https://australia.rugby/about/codes-and-policies/reporting-a-concern or use this QR code.

- **Send a copy** of the Statement and Report all findings to the President ASAP.

- Let the Referee know that an Investigating Officer may get in touch with them to clarify details and to ask them what they would like to come from the investigation.

- **The investigation procedure should take no more than 14 days**, therefore, the TDRURA President will follow up with the TDRU at the 7-day mark to find out where the investigation is going. Further follow-ups will occur as needed until a resolution has been advised.

- **The Referee will be advised of the outcome** of the investigation by the TDRURA President.

- **It is important to note that the actual investigation of the incident, and any subsequent penalties which may be imposed, are undertaken by QRU / TDRU – the TDRURA is not involved in the actual investigation of the incident.**

- **The Referee and the TDRURA have the right to appeal the findings and sanctions imposed**.

Annex C: Guidelines for Submitting Send-off Reports

It is extremely important to the Judicial Process that Send-off reports provide complete, accurate and concise information on the nature of the Red Card incident. Send-off Reports are required to be completed for all Red Card offences. Once you have removed a player from the field of play, you are committed to furnishing a report, irrespective of the competition that you are officiating in. All reports must be completed and submitted in RX by 1000 hours on the first business day following the send-off.

Reports for single Yellow Card offences are not required but competition organisers have a requirement for team managers to record such details on the Match Day App/Team Sheet. Match Officials must confirm these details in the Match Day App following the match. 2 x Yellow Cards issued to the same player in a match will result in a Red Card and therefore will require completion of a Send-off Report.

For your first send-off, if you are one of our younger match officials, or should you be unsure about how to phrase the report, you should contact the Appointments Officer, Development Officer, or the Education Officer before you complete the report. It is essential that you email a draft of your wording for the Description of Offence to a referee coach or senior referee for vetting, prior to filling in the Send-off Report online.

Send-off Reports are submitted through your Profile in Rugby Xplorer. See By-Laws (page 24) for details.

On the day you will need to do the following:

1. Advise by phone or text President TDRURA that you have a send-off. Note the:
   - Grade
   - Offenders number
   - Offenders name
   - A short description of the offence

NB - If the send-off is a result of an appointed AR report, the AR must also complete a report.

2. Record the following about the send-off in short form so that it can be either confirmed and/or entered in your Send-off report.
   - Name and Number of player(s) sent off (Must be supplied by team management).
   - The time in the match that the send-off occurred.
   - Match score.
   - Where on the field the offence occurred.
   - Where you were in relation to the offence, distance away, clear or obstructed view.
   - Player's reaction
   - In the event of the send-off being a result of 2 x yellow cards:
     - First YC offence

    - Second YC offence
- If due to straight send-off:
    - any previous warning
    - a short description of the warning
- A short description of the events leading up to and pertaining to the send-off.

The following will need to be completed when you access the online form:

- Confirm the name and Number of the player sent off (should be auto populated)
- The time in the match that the send-off occurred.
- Match score (should be auto populated)
- Ground and weather conditions
- Where on the field the offence occurred
- Where you were in relation to the offence. Distance away, clear or obstructed view
- Player's reaction

In the event of the send-off being a result of 2 x yellow cards:

- First YC offence
- Second YC offence

If due to a straight send-off:

- Any previous warning
- If so, a description of the warning/YC
- For what offence was the Red Card issued? This is a drop-down box which lists the applicable Law reference. If you are unsure, contact the Development Officer Team or the Education Officer, or seek advice from one of the coaches or senior referees. The law book is the place to start (for clarification).
- Scale of seriousness - Low end/Mid range/Top end. Be advised that this information will not form part of the report that is submitted to the Judiciary. The Judiciary Committee will decide the seriousness of the offence in accordance with the applicable Disciplinary Rules. DO NOT indicate in your report what you think the penalty should be for the offence.
- Description of offence(s). Be concise and to the point in your description. If the send-off was for dissent you need to quote the exact words used by the player. If the send-off was for dangerous/foul play, provide a detailed description of offence, i.e. part of body used; part of body affected. Only include information regarding the lead up to the offence if it provides context and/or clarity. E.g. how the game was played, how the player(s) conducted themselves during the match. If the send-off was a result of an AR report, the Match Referee is to coordinate these reports prior to submission and ensure they are consistent.
- Send-off Report Templates are located on the TDRURA website at: https://www.tdrura.com.au/templates

Annex D: Referee Hub Model

KEY STAKEHOLDERS

TDRURA	Clubs	TDRU
President	Burdekin	Development Officers
Vice-President	Brothers	
Education Officer	Teachers West	QRU
Development Officer	Charters Towers	
	Ingham	
	Ross River Redskins	
	Grammar	
	North Ward	
	Western Suburbs	

The purpose of the Referee Hub model is to make the game of Rugby more enjoyable for all participants.

This will be achieved by embedding a Club Referee Liaison Officer (CRLO) in each of the Clubs in the district.

The CRLO will provide an ongoing link between the Clubs and the Referee's Association. Through this link it is envisaged that the Clubs and the Referee's Association will build a stronger connection and better working relationships. The main focal areas for the CRLO are Recruitment, Retention and passage of information between the Clubs and TDRURA. The specific Roles and Responsibilities of the various stakeholders in this model are provided on the next page.

The desired end state is to strengthen relationships between the Referees Association and the local Rugby Community, and in doing so, provide an enjoyable and quality Rugby experience for all participants.

Referee Hub Roles and Responsibilities

MANAGER – TDRURA Vice President

CLUB LIAISON

Recruitment

- 7's and other social events
- Junior and Senior Trainings
- Game days
- Sign on days

Retention

- Mentoring
- General Catchups

Passage of information

- Game trends
- Education Course dates
- Association Education night dates
- Fitness training dates

TDRURA

EDUCATION OFFICER

- Education and Accreditation
- Correspondence and Coordination with TDRU / QRU / ARU

DEVELOPMENT OFFICER

- Coaching, mentoring and development.

APPOINTMENTS OFFICER

- Appointments

TDRU

- Oversight and governance
- Support to Liaisons with targeted Recruitment

Annex E: Contacts – Management, Sub Committees and Club Liaison Officers

Role:	Email Address:	Phone
Management Committee:		
President	president@tdrura.com.au	0422 631 844
Vice-President	v-president@tdrura.com.au	
Treasurer	finance@tdrura.com.au	
Sub Committee:		
Secretary	admin@tdrura.com.au	
Appointments	appointments@tdrura.com.au	0411 873 903
Education Officer	education@tdrura.com.au	
Development (Training) Officer	development@tdrura.com.au	
Communications Manager	bazzadee@iinet.net.au	
Working With Children Blue Card	admin@tdrura.com.au	
IT Manager	finance@tdrura.com.au	
Social Media Officer	socialmedia@tdrura.com.au	
Online and Social Media Sites		
Web Page	www.tdrura.com.au	
Facebook (Members only) TDRURA (Referees and Members)	Used for regular communications and updates – all Members are encouraged to join this page to keep updated on current events.	
Facebook (Public Page) @townsvillerugbyreferees	Townsville District Rugby Union Referees Association	
Twitter	https://twitter.com/TDRURARefs	
Instagram	TSV Rugby Referees	
Club Liaison Officers	clo@tdrura.com.au	
• Burdekin	• Ross River Redskins	
• Brothers	• Grammar	

Role:	Email Address:	Phone
Management Committee:		
• Teachers West	• North Ward	
• Charters Towers	• Western Suburbs	
• Ingham		

Note – Details on current incumbents can be found on the TDRURA Website or in the Referees Room.

Annex F: TDRURA Match Official Development

- 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. 1. RIGHT TRAINING - Providing access to targeted education and training opportunities at their desired level.
    2. 2. RIGHT ENVIRONMENT - Providing safe learning environments to encourage MO participation and development.
    3. 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.

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

Rugby Australia has outlined a three-tiered approach to the development of match officials. These are:

1. Performance: Performing the role within a pathway or premier environment. Delivering sound game understanding and management through emotional intelligence and authenticity.
2. Community: Match officials who are regularly refereeing community participation rugby. These MOs are facilitating the laws, safety and frameworks with relevance in game.
3. Game Facilitator: Match Officials who are starting on their MO journey. The focus is on Safety, laws and how these are applied within the spirit and level of the game.

- The TDRURA has pivoted its focus of development to accommodate for the change in focus by Rugby Australia. Accordingly, the Development Officer will oversee two leadership roles:

    1. Game Facilitator Developer (GFD): This role has carriage of the development of all Match Officials who haven't yet transitioned to the Community (or higher) levels of match officiating.
    2. Community and Performance Developer (CPD): This role has carriage of the development of all Match Officials transitioning from the Game Facilitator level.
- These three roles together form the Development Officer Team (DOT).
- The GFD and CPD will assign coaches to work with MOs in both programs having regard for the distribution of coaches to MOs. Coaches may work with Match Officials on either or both programs but will align their coaching to the directions of the GFD and CPD.
- The DOT will identify MOs for both programs on an annual basis. MOs may progress across these programs within the season as identified by the DOT.

- Unless approved by Development Officer, members will stay with their coach for a season.
- A hard copy of MOs and their current coaches is placed in the Ref's room.
- Generally, U12s and below refs don't have full coach reports done. It is at the discretion of allocated coach.
- Coaches can ask other coaches/mentors to assist with look over their allocated MOs, especially with out-of-town games. (Feedback is required and will be given to the relevant allocated coach only unless requested by the DOT. Does not have to be formal (XPlorer), unless asked for).

<u>Descriptions</u>

Education Officer

- Point of contact for MC and Association referees to provide guidance and advice on required training courses and accreditation pathways.
- Coordinates and delivers education and training for referees, ARs and Referee Coaches in conjunction with other accredited World Rugby Educators.
- Delivers education and development sessions to meet the needs of the Association.
- Member of Final's selection board.
- Is the Law master; has the final say on Law matters and will refer any queries to Rugby AU if unable to resolve at the local level.

Development Officer

- Looks after the development of all ARs, referees and referee coaches IAW Rugby AU Referee Curriculum.
- Is the coaching master, has the final say.
- Oversees all XPlorer coach reports for consistency and payment.
- Liaises with QRU/Rugby AU representatives for individual development.
- Liaises with Coaches and Appointments Officer to place in Appointment Board based on Ability.
- In liaison with Game Facilitator Developer and Community Performance Developer, allocates match officials to their coaches.
- Reports to MC at regular intervals, as required by the MC.
- Member of Final's selection board.
- Works with coaches for annual awards ie. Most Improved/Most Promising.

Appointments Officer

- In liaison with DOT, appoints members to games based on ability and skill levels.
- As requested by DOT appoints members to grade games to assess progress and potential to progress to higher grade games.
- Member of Final's selection board.

Coaches

- Only look after Referees allocated to them.
- Liaises with the DOT.
- Are responsible for filming their allocated Match Officials. May request assistance from the Communications Officer if required for filming.
- Work with Mentor/GFD/CPD for consistency within the referee's stream.
- Liaise with DOT regarding development and progression of their allocated Match Officials.

Annex G: Fuel Reimbursement Request Form

1. Fuel Reimbursement is funded by Government Grants. The amount of reimbursement per person will depend on the success of winning such Grants for the season, as well as the acquittal criteria for the Grants.

   The Reimbursement amount may not fully cover the actual claimed Fuel costs, as available funds will be distributed amongst all applicants where possible.

2. Fuel Reimbursement is on application only and under the following conditions.
   - Member seeking reimbursement is appointed officially by TDRURA
   - Travelling to only officiate (Referee Coach, Referee, or Assistant Referee) a TDRU competition game/s
   - Non-Licence holders may apply when being driven by a non-TDRURA member
   - Not travelling in an electric vehicle (no fuel used)

3. The Member applying for reimbursement is to detail the below information and forward, by email, to the TDRURA Treasurer (finance@tdrura.com.au).

4. The applicant's reimbursement amount will be added to the individual's reimbursement at the end of the year.

5. All enquiries are to be directed to the TDRURA Treasurer (finance@tdrura.com.au).

Name of Member seeking Reimbursement: _____

Date of Game: _____

Location of Game: _____

Games Officiated (Teams/Grade or Competition): _____

_____

Signature: _____

Annex H: Blue Card Application Process and Online Portal

Applying for (or renewing) a blue card is required to **create an online account** via the below link (has everything you need to know).

Once a Referee has created this account, the Association delegate will be required to physically check your ID documents and will then issue the applicant an electronic LINK to the Referees Association Portal via email which will be used to **Apply for a card.**

If you already have a Blue Card (or Exemption card) via work or another Organisation, the Association is still required to sight your ID and your existing Blue Card to issue the link.

Once your Blue Card application is confirmed and approved by Blue Card, the Applicant and the Association will be notified via Email and the Applicant will be added to the Association's online Register. **No games will be allocated until a Blue Card confirmation has been received by the Association.**

https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/applications/apply

The Secretary is the nominated Responsible Person for the Blue Card proces

Annex I: Uniform Entitlements

		Socks $15	Shorts $35	Referee Jersey S/Sleeve $40 *	Whistle $25	Whistle Lanyard $10	Y R B Cards $15	Hat ** $20	Flags $45	Bag $40
Referee *** (Not Accredited)	After completing Smart Rugby and Referee Ready	ü Annually	ü	ü	ü	ü	ü	ü	ü	
	Gaining Level 1 accreditation and Officiated 5 games									ü
Referee (Accredited)	On completing Registration and Blue Card confirmed.	ü	ü	ü				ü	ü	ü
Assistant Referee	After Completing Smart Rugby and AR Level 1 Course, Completion of Registration and Blue Card confirmed.	ü	ü	ü				ü		
Club Assistant Referee	Once Qualified	AR Shirt ($40)								

* Purchase of Long Sleeve Jersey involves an additional $5 surcharge and is not part of the uniform issue.

** Hat is a choice of a Visor, Peak Cap or Wide Brim.

*** The referee strip is only to be issued on advice from the Development Officer.

		Hat ** $20	Backpack $45	Polo Shirt $40	Jacket $75	Tie $50	Patron's Blazer	Life Member Badge & Hat (Lifers Supply)
Patron	On appointment						ü	
Life Member	On appointment			ü		ü		ü

Management Committee Member	On appointment			ü	ü	ü		
Referee Coach	On appointment	ü	ü	ü	ü			
Sponsor	Initial Sponsorship or Change of Uniform			ü				
A member who commenced their Pathway with TDRURA	On appointment of their first TDRU 1st grade match as a referee					ü		
Social / Honorary Member	Nil Entitlement							

The following additional Items do NOT form part of the uniform issue but may be purchased for an additional cost (dependent on minimum order quantities being reached):

Pink Indigenous Shirt (Prices as per below)	L/Sleeve Surcharge	Radio Vest (For Comms)	Training Shorts	Jacket / Hoodie	Tie	Stubby Cooler	Drink Bottle
Initial Purchase for Member $20 Additional Shirts or Family Members $40	$5 *	$55	$40	$75	$50	$5	$5