



9 January 2015

Dear Districts and Clubs,

In the last two weeks of December 2014 Sydney Juniors, Australian Rugby and NSW Rugby were involved in detailed discussions / negotiations regarding the National Funding Reform (that is National Participation Fee (NPF) and National Insurance Levy (NIL)), Rugby Link, the role of the NSW Development Officers and governance of NSW Rugby.

In order to provide Clubs with certainty as to their 2015 fees and registration process we have reached the following agreement with respect to the key components of the NPF, NIL and Registration / Competition Management. The arrangements that will apply for 2015 are as follows:-

- Sydney Junior fees (including NPF) for 2015 will be:-
 - Under 6's to Under 9's \$11.00 / player.
 - Under 10's to Under 18's (Opens) \$35.00 / player.
- As a result of one-off subsidies / discounts / offsets provided directly by Sydney Juniors the increase for 2015 will be \$11.00 / player for Under 6's to Under 18's (Opens)
- First Aid Costs will be \$15.50 / player an increase of \$1.50 / player.
- Insurance (NIL) will be levied by Sydney Juniors at \$140 / team which is no change from 2014.
- Buddha - due to the as yet unproven nature of the MyRugby player registration system and the absence of the MyRugby competition management system we have agreed to continue to use Buddha for 2015.

Based on the 2014 player numbers the subsidies / discounts / offsets provided by Sydney Juniors in the above fees total approximately \$72,000. The values of these subsidies / discounts / offsets are unsustainable in 2016 and beyond and so we will continue to negotiate a better outcome for the Sydney Juniors stakeholders. However if a better outcome cannot be achieved then Sydney Juniors will have to increase their fees in 2016.

There will be an important All Clubs Meeting held in March 2015 where we will have further discussions regarding the National Funding Reform and to present, and seek your guidance, on the player registration and competition management system to ensure that we have a fit for purpose system that meets the needs of all the Sydney Juniors stakeholders in time for the commencement of the 2016 season, if not earlier. We would strongly encourage as many Clubs / Districts as possible to attend this All Clubs Meeting in March 2015.

We apologise that we have been unable to release the above information earlier but the Sydney Juniors Committee have been involved in protracted negotiations with NSW Rugby and Australian Rugby.

We wish each and every Club all the very best for 2015 and should you have any queries please do not hesitate to contact either Kerry Brady, a SJRU Committee member or myself.

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Outcomes Achieved by Sydney Juniors for 2015

Summary of Sydney Juniors Fees

The fees that Sydney Juniors will be charging in 2015 can be broken down as follows:-

Age Group	Sydney Juniors Administration Fee	Sydney Juniors Participation Fee	National Participation Fee	Total of Sydney Juniors 2015 Fees
Under 6's and Under 7's	\$Nil	\$Nil	\$11.00	\$11.00
Under 8's and Under 9's	\$Nil	\$Nil	\$11.00	\$11.00
Under 10's to Under 18's [Opens]	\$Nil	\$7.50	\$27.50	\$35.00

Sydney Juniors Administration Fees

As a result of the negotiations between Sydney Juniors, Australian Rugby and NSW Rugby we have been able to reduce the Sydney Juniors Administration Fee from \$12.00 / player to \$Nil / player. This reduction is as a result of NSW Rugby agreeing to pay all the employment costs of the Sydney Juniors Administrators.

Therefore in 2015 Sydney Juniors will not be charging an Administration Fee and as a result the Administration Fees will be as follows:-

Age Group	2014 Fees (incl GST)	Actual 2015 Fees (incl GST)	Increase / (Decrease) (incl GST)
Under 6's and Under 7's	\$Nil	\$Nil	\$Nil
Under 8's and Under 9's	\$Nil	\$Nil	\$Nil
Under 10's to Under 18's [Opens]	\$12.00	\$Nil	(\$12.00)

Sydney Juniors Participation Fees

Due to the introduction of the National Participation Fee and to reduce the impact of this increase in fees on Clubs the Sydney Juniors Committee has decided to discount the Sydney Juniors Participation Fee for each Under 10's to Under 18's [Opens] player by \$4.50 / player. The cost to Sydney Juniors will be approximately \$34,000.

Therefore in 2015 the Sydney Juniors Participation Fees will be as follows:-

Age Group	2014 Fees (incl GST)	Actual 2015 Fees (incl GST)	Increase / (Decrease) (incl GST)
Under 6's and Under 7's	\$Nil	\$Nil	\$Nil
Under 8's and Under 9's	\$Nil	\$Nil	\$Nil
Under 10's to Under 18's [Opens]	\$12.00	\$7.50	(\$4.50)

Outcomes Achieved by Sydney Juniors for 2015

National Participation Fee (to be paid to Sydney Juniors and NOT NSW Rugby or Australian Rugby)

In 2015 the National Participation Fee will be paid to Sydney Juniors who will then forward the moneys to NSW Rugby. The National Participation Fee that will be charged to Clubs by Sydney Juniors for 2015 will be as follows:-

Age Group	2014 Fees (incl GST)	Proposed 2015 Fees (incl GST)	Increase / (Decrease) (incl GST)	SJR Subsidy	Actual 2015 Fee (incl GST)
Under 6's and Under 7's	\$Nil	\$11.00	\$11.00	\$Nil	\$11.00
Under 8's and Under 9's	\$Nil	\$27.50	\$27.50	(\$16.50)	\$11.00
Under 10's to Under 18's [Opens]	\$Nil	\$27.50	\$27.50	\$Nil	\$27.50

The National Participation Fee (NPF) for Under 6's and Under 7's will be \$11.00 / player which is an additional cost to Clubs of \$11.00 / player.

The National Participation Fee (NPF) for Under 8's and Under 9's is currently \$27.50 / player and Sydney Juniors will subsidise each Under 8 and Under 9 player \$16.50 / player. As a result the subsidised National Participation Fee (NPF) for Under 8's and Under 9's will be \$11.00 / player which is an additional cost to Clubs of \$11.00 / player.

The cost of this subsidy to Sydney Juniors will be approximately \$38,000 based on 2014 player numbers.

There is a NSW Rugby Board Meeting on Thursday 15 January 2015 where we will request Geoff Ferris (NSW Rugby Youth Director) to seek a commitment from NSW Rugby that they will reduce the National Participation Fee for Under 8's and Under 9's from \$27.50 / player to \$11.00 / player.

The National Participation Fee (NPF) for Under 10's to Under 18's [Opens] will be \$27.50 / player and this fee increase will be offset by a decrease in the Sydney Juniors Administration Fee and the Sydney Juniors Participation Fee.

Junior Representative Players will not be charged a National Participation Fee (NPF) if they are registered with a Junior Club in 2015.

The Australian Rugby Union (ARU) has agreed that the National Participation Fee (NPF) of \$27.50 will increase by no more than CPI for three years (ie 2015, 2016 and 2017) unless mutually agreed by both parties.

Due to the success of the discussions / negotiations between Sydney Juniors, Australian Rugby and NSW Rugby, Australian Rugby has agreed that they will continue to provide 'National Strategic Growth Funding' to NSW Rugby in 2015. The Australian Rugby Union (ARU) has agreed that there will no further reductions in the 'National Strategic Growth Funding' over the next three years.

The 'National Strategic Growth Funding' is the funding allocated to NSW Rugby by the ARU. The ARU will work with NSW Rugby on the agreed KPIs for the next three years and, subject to the outcome of the ARU's broadcast negotiations, there is every possibility the amount of the allocation of 'National Strategic Growth Funding' to NSW Rugby could grow over time.

Outcomes Achieved by Sydney Juniors for 2015

NSW State Participation Fee (Sydney Juniors)

NSW Rugby has agreed that they will not charge a NSW State Participation Fee in 2015. There is a NSW Rugby Board Meeting on Thursday 15 January 2015 where Bruce Worboys and Geoff Ferris will seek a commitment that there will be no State Participation Fees in 2016 and 2017 unless mutually agreed by both parties.

NSW Rugby will pay all the employment costs of the Sydney Juniors Administrators. This is a saving of \$90,000 to Sydney Juniors.

NSW Rugby to pay rent, utilities, insurance, telephone, photocopier, internet / email / IT support, meeting rooms etc for the facilities that Sydney Juniors utilises at NSW Rugby, Moore Park (no change).

NSW Rugby will pay all the referee costs for Sydney Juniors matches (no change).

Sydney Juniors to pay all other administration costs of running Sydney Juniors (no change).

NSW State Participation Fee (NSW Juniors)

NSW Rugby has agreed that they will not charge a NSW State Participation Fee in 2015. There is a NSW Rugby Board Meeting on Thursday 15 January 2015 where Bruce Worboys and Geoff Ferris will seek a commitment that there will be no State Participation Fees in 2016 and 2017 unless mutually agreed by both parties.

NSW Rugby will pay all the employment costs of the NSW Juniors Administrator (no change).

NSW Rugby to pay rent, utilities, insurance, telephone, photocopier, internet / email / IT support, meeting rooms etc for the facilities that NSW Juniors utilises at NSW Rugby, Moore Park (no change).

NSW Rugby will pay all the referee costs for NSW Juniors matches (no change).

NSW Juniors to pay all other administration costs of running NSW Juniors (no change).

Outcomes Achieved by Sydney Juniors for 2015

First Aid Fees

In 2015 every Club is required to provide First Aid personnel at all home regular season matches. Again in 2015 Clubs can either provide their own First Aid personnel or utilise the First Aid personnel provided by Sydney Juniors. If a Club wishes Sydney Juniors to provide first aid at all their home regular season matches then the Sydney Junior Rugby Union First Aid Fees for 2015 will be as follows:-

Age Group	2014 Fees (incl GST)	Actual 2015 Fees (incl GST)	Increase (incl GST)
Under 6's and Under 7's	Not Applicable	Not Applicable	Not Applicable
Under 8's and Under 9's	Not Applicable	Not Applicable	Not Applicable
Under 10's to Under 18's [Opens]	\$14.00	\$15.50	\$1.50

If you host Final Series Matches your Club will be required to provide First Aid personnel or utilise the Sydney Juniors First Aid personnel. If you utilise the Sydney Juniors First Aid personnel you will be charged \$50.00 / match (incl GST).

If you host a Sydney Juniors Grand Final you will be required to utilise the Sydney Juniors First Aid personnel and as a result your Club will be charged a Hosting Fee of \$50.00 / match which will include the cost of the Sydney Juniors First Aid personnel.

Insurance

Insurance will be charged by Sydney Juniors at the rate of \$140.00 / team which is no change from 2014.

Sydney Juniors will remit the insurance premiums collected to the Australian Rugby Union's (ARU's) insurance broker Gow Gates.

The ARU's insurance broker will continue to charge insurance on a per player basis. If the amount that Sydney Juniors remits on a per team basis is less than the amount that should have been charged on a per player basis then NSW Rugby has committed to pay on behalf of the Sydney Junior Clubs any additional amount owed by the Sydney Junior Clubs to the ARU's insurance broker Gow Gates.

Junior Representative Players will not be charged a National Insurance Levy (NIL) if they are registered with a Junior Club in 2015.

All participants will be covered including officials and volunteers. The policy has not changed in relation to public liability insurance.

Details of the Australian Rugby Union's insurance policy can be found at the following link:-

http://www.gowgatessport.com.au/rugby/?page_id=5

Sydney Juniors strongly recommends that all Junior Clubs take out Management Liability insurance with the Australian Rugby Union's insurance broker Gow Gates. Details of the policy can be found at the following link:-

http://www.gowgatessport.com.au/rugby/?page_id=21

Outcomes Achieved by Sydney Juniors for 2015

Player Registration / Competition Management System

As agreed at the All Clubs Meeting on Thursday 17 December 2014 all Sydney Junior Clubs will be utilising Buddha / MyRugby in 2015 for Player Registration and Competition Management.

All Clubs must enter the details of all their Junior players AND the details of all their Minis players into Buddha / MyRugby as they register each player.

As Sydney Juniors will be utilising Buddha / MyRugby for Player Registrations in 2015 the National Participation Fee (NPF) and insurance will be paid by Clubs to Sydney Juniors who will then forward the moneys to NSW Rugby and the Australian Rugby Union's insurance broker Gow Gates respectively.

Sydney Juniors will be having an All Clubs Meeting in March 2015 where we will have further discussions regarding the National Funding Reform and outlining the options for the way forward in relation to the Player Registration / Competition Management system. The Clubs can then decide the preferred option for Sydney Juniors going forward.

Rugby Link

The Sydney Juniors Committee has the following comments regarding Rugby Link:-

- Rugby Link does not allow Sydney Juniors to subsidise the National Participation Fee (NPF) for Under 8's and Under 9's.
- Rugby Link is not providing the same functionality as Buddha / MyRugby especially in relation to sibling discounts and different payment rates for different age groups.
- No Sydney Junior Club has tested the player registration system of Rugby Link only participated in the tutorials.
- The Rugby Link Competition Management system has not been released.
- The Rugby Link Competition Management system has not been tested.
- Sydney Juniors requests Clubs to nominate for User Acceptance Testing (UAT) of the **player registration system** in Rugby Link and to advise Sydney Juniors of any bugs or shortfalls when compared to the current version of Buddha / MyRugby.
- Sydney Juniors requests Clubs to nominate for User Acceptance Testing (UAT) of the **competition management system** in Rugby Link and to advise Sydney Juniors of any bugs or shortfalls when compared to the current version of Buddha / MyRugby.
- Sydney Juniors requires Rugby Link to have a results App and electronic Sign On Sheets.
- Sydney Juniors to be involved in the Rugby Link Advisory Group to provide feedback on the player registration and competition management systems in Rugby Link.

Sydney Juniors Hardship Fund

- Sydney Juniors has set up a Hardship Fund to give financial assistance to Clubs that are unable to afford the increase of \$11.00 in the per player fee.
- If you wish to apply for financial assistance from the Sydney Juniors Hardship Fund then please contact the SJRU Competitions Manager Kerry Brady.
- The Hardship Fund will be funded from the Retained Profits of Sydney Juniors.

Outcomes Achieved by Sydney Juniors for 2015

“Value Proposition” from NSW Rugby

- NSW Rugby to detail the “value proposition” and services provided to Sydney Junior Clubs and participants for \$27.50 / player for Under 8’s to Under 18’s (Opens) and \$11.00 / player for Under 6’s and Under 7’s. Based on the 2014 player numbers, approximately \$290,000 (incl GST) will be payable by Sydney Juniors and its Clubs to NSW Rugby.

NSW Rugby Development Officers

- Sydney Juniors to have input into the role, focus and measurements of the NSW Development Officers.
- NSW Rugby commit to a review into how the NSW Development Officers are deployed.
- Sydney Junior Clubs not to be charged for the costs of the NSW Development Officers other than where it involves the presentation of a Coaching or a Match Official course.

Coach and Match Official Course Costs

- The cost of Coach and Match Official courses are to remain at 2014 levels. Appendix A details the 2014 Coach and Match Official course costs.

Governance Review of NSW Rugby

- NSW Rugby and the Australian Rugby Union have discussed the prospect of an independent governance review of NSW Rugby and they agree that this is an initiative that can hopefully be actioned in 2015.

Outstanding Issues

- Why are Under 8’s and Under 9’s being asked to pay a National Participation Fee (NPF) of \$27.50 / player when they are not getting the same value as a player in the Under 10’s to Under 18’s (Opens)?
- The “value proposition” provided by NSW Rugby to the Under 8’s and Under 9’s is no greater than the “value proposition” being provided by NSW Rugby to the Under 6’s and Under 7’s.
- Will Sydney Juniors be required to increase fees in 2016 to recover the \$38,000 subsidy for the National Participation Fee (NPF) for Under 8’s and Under 9’s?
- Will Sydney Juniors be required to increase fees in 2016 to recover the \$34,000 subsidy for the Sydney Juniors Administration Fee for Under 10’s to Under 18’s [Opens]?
- Are the National Participation Fee (NPF) and National Insurance Levy (NIL) based on a player’s age or the age group they play in? Sydney Juniors believes that it should be based on the player’s age as that is simpler to manage.

Appendix A: 2014 Course Costs

The 2014 course costs were:-

- **SmartRugby**
This is FREE in pre-determined locations.
- **Kids Rugby (Coaching and Refereeing)**
The course and accreditation process was \$30.00 per person.
- **Foundation Course / Level 1 (Coaching and Refereeing)**
The course and accreditation process was \$95.00 per person.
- **Level 2 (Coaching)**
The course and accreditation process was \$440.00 per person.
- **Level 2 (Referee)**
The course and accreditation process was \$190.00 per person.
- **Level 1 Assistant Referee**
The course and accreditation process was \$30.00 per person.
- **Level 2 Assistant Referee**
The course and accreditation process was \$45.00 per person.
- **Level 1 Referee Coach**
The course and accreditation process was \$45.00 per person.
- **Level 2 Referee Coach**
The course and accreditation process was \$75.00 per person.
- **Re-Accreditation (Coach)**
There was a charge of \$30.00 per person for all Level 1 and Level 2 Coach re-accreditations. This gives the Coach a new card and four years accreditation.
- **Re-Accreditation (Referee)**
There was no charge for all Level 1 and Level 2 Referee re-accreditations. This gives the Referee a new card and four years accreditation.
- **Re-Accreditation (Assistant Referee)**
There was no charge for all Level 1 and Level 2 Assistant Referee re-accreditations. This gives the Assistant Referee a new card and four years accreditation.
- **Re-Accreditation (Referee Coach)**
There was no charge for all Level 1 and Level 2 Referee Coach re-accreditations. This gives the Referee Coach a new card and four years accreditation.