

Corina-Anne Rose

From: Corina-Anne Rose on behalf of Ken Freer
Sent: Thursday, 24 July 2008 10:43 AM
To: Ben Whitaker
Subject: FW: meeting on friday
Attachments: EPDP_Information_and_application_pack.pdf

CRIME & MISCONDUCT COMMISSION

No: 8/2009 Date: 23-11-09

IN THE MATTER OF: Complaint of

Spelt

Public Hearing

EXHIBIT No: H14
Alicia Vieira CLERK

Hi Ben

For your meeting on Friday.

Kind Regards

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From: Eric Anning [mailto:etanningsnr@bigpond.com]
Sent: Wednesday, 23 July 2008 10:30 AM
To: Ken Freer
Cc: David Muir; Zane Hilton; Bruce Brown
Subject: meeting on friday

MEMORANDUM

TO Ken Freer for QRU
FROM Eric Anning
SUBJECT The University of Queensland Rugby Academy (Academy)
DATE 23rd July, 2008

The Academy is a Joint Venture among

1. THE UNIVERSITY OF QUEENSLAND,
2. THE UNIVERSITY OF QUEENSLAND SPORTS AND PHYSICAL RECREATION ASSOCIATION
3. UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB INCORPORATED ABN

21/05/2009

trading as THE UNIVERSITY OF QUEENSLAND RUGBY ACADEMY ABN 86783895305.

The Academy was launched on the 22 November 2004. It coaches Rugby Players and Coaches and charges a fee for its services. Any profits arising from Academy business are to be applied to foster amateur rugby at The University of Queensland.

The aim of the Academy is to assist in raising the standard of Rugby in Queensland (particularly in the Schools) and elsewhere.

The Academy is the first fee-for-service Academy in Australia and the only one in the world to be partnered by a leading University Sports'- Science Faculty.

Board: The Academy is governed by a Board of unpaid volunteers - Eric Anning (Chairman), Steve McRae, Professor Doune Macdonald, Dr David Jenkins, Kim Guerin and Frank McLaughlin.

Personnel: David Muir (CEO), Zane Hilton (Academy Director and Skills Co-ordinator), Cameron McIntosh (Assistant to Zane Hilton), Adam Garred (Strength and Conditioning Trainer), James Holbeck, PHD Research Fellow and technical advisor **Part-time: Rugby Consultants** - Nick Leah, Paul Hudson, Nick Stiles, Roger Gould, Sean Hedger, Matt Kaye, Fletcher Dyson, and Tabai Matson; **Sports Science**- Dr David Jenkins, Dr Cliff Mallett, Dr Michael Kellmann and Dr Sean Tweedy; **Marketing and Accounting**- UQ Sport employees; **Honorary Solicitors**- Allens Arthur Robinson; **Honorary Auditors**: Ernst Young.

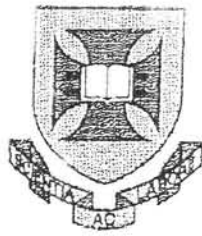
Some customers: UQ Rugby Club; Brisbane Boys College; St Joseph's College Gregory Terrace; St. Peters; Downlands College; Kenmore Bears Junior Rugby; Victoria Rugby Union, Condamine Cods; US Military College (Westpoint), Boston Irish Wolfhounds; Arizona State University; Princeton College; Dartmouth College; Harvard; Yale; Brown; University of Delaware; Albright College; Standford University; University of Arizona, University of Connecticut, Kobe Steel; Fijian U16 Presidents; accredited service provider to USA Rugby.

The Academy's major product is its Elite Player Development Program (particulars attached).

We are delighted to be talking to the QRU about scholarships into the Academy's 2009 EDDP. We look forward to meeting with you at 9 am on Friday, 25th July, 2008 at your office at Ballymore.

I will be bringing Bruce Brown David Muir and Zane Hilton.

Eric T. Anning
14 Union St
Clayfield 4011QLD
07 3268 6412 M 0412 613 415



UQ RUGBY ACADEMY

The University of Queensland Rugby Academy (UQRA)

Elite Player Development Program

Information and Application pack

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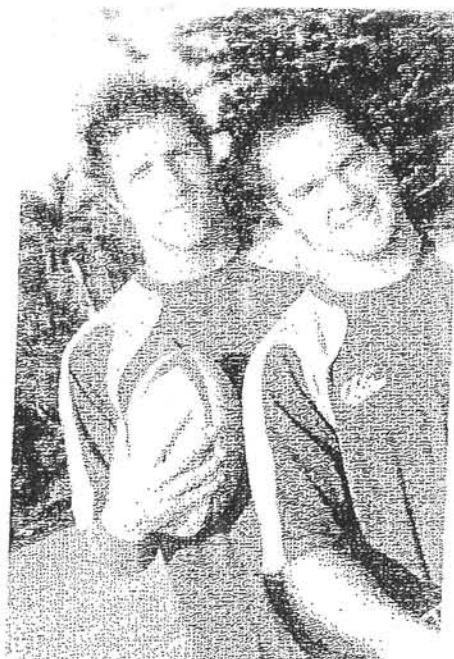
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About UQRA

The UQ Rugby Academy's mission is to be globally recognised as the premier fee for service Coaching and Player Academy.

The Academy specialises in the design and delivery of education and development systems to meet the needs of Australian and overseas customers. Programs are delivered by world-class coaches, and supported by The University of Queensland's world renowned School of Human Movement Studies to deliver a pre-eminent package combining sports science, athlete analysis and supreme rugby tuition. Applying best practice recommendations from Australian Rugby Union High Performance Skill Development Models, the Academy is cutting edge.

Featured right: UQRA graduates Daniel Linde and James Hanson – both players were members of the 2006 World Champion Australian Under 19 side and are now members of the Queensland Reds Rugby Academy.



The Elite Player Development Program

The UQRA's Elite Player Development Program provides a new pathway for aspiring rugby union players. Designed for players who desire a professional career in rugby, the program provides a fantastic opportunity to progress in terms of technical, tactical and physical development, putting you in paramount position to gain selection into the Australian elite player development pathway.

The program attracts interstate and overseas players from as far a field as the USA, Japan, South Africa and England, and is open to anyone with a passion to improve their game.

We offer a range of options for players wishing to participate in a pre-season or annual program, and the UQRA is of comparable quality to provincial academy programs in terms of:

- Resources and education
- World class facilities
- Coaching and physical development expertise
- Sports science services
- Elite athlete management

Focussing on the development of the complete Rugby Player our programs are individually tailored to meet the specific needs of the player both on and off the field.

Core, Unit, Individual & Position Specific Skill Development

Common skill acquisition literature identifies that it takes 500 hours to change a poor skill habit to a good skill habit. In the first year of the Elite Player Development Program in the off-season alone players are exposed to 70 hours of quality skill development (over 20 weeks). Combined with 3.5 hours of club training during the in-season and 1.5 hours of games each week, a player will complete in the first year of their program between 180 and 210 hours of quality skill development and execution. Based on these figures, each player should be accelerating towards their athletic potential by the end of the third year.

Strength and Conditioning

At UQ Rugby Academy, strength & conditioning programs are specific to each individual and are based around their physiological testing results. They also include elements of 'prehabilitation' to address and manage any identified predisposition to injury

Psychological Skill Development

In addition to an initial 'Psychological Learning Styles' evaluation, over the course of the Elite Player Development Program players will be provided with the mental toughness tools to assist them in achieving their goals. Throughout the program individual goals for the overall program and each cycle are negotiated between the Academy Director and player. Players will be given the tools and techniques which will assist them in:

- Developing confidence
- Visualisation and imagery
- Identifying and establishing individual optimised performance zones
- Overcoming negative thinking & developing positive mental states
- Relaxation
- Pre-game preparation, in-game focusing, and post game review
- Overcoming adversity

Former Wallaby James Holbeck is currently researching skill acquisition theories specific to rugby through a scholarship with the UQ School of Human Movement Studies, and says players can improve their performance dramatically by developing their psychological skills.

"The importance of psychology for rugby can never be underestimated. In my opinion it can be the ultimate difference between success and not achieving to one's potential. Despite the intuitively appealing notion that some people are just born mentally tough, there is now evidence to show that just like physiological factors, mental abilities can also be improved. The Academy uses a framework that ensures its design is specifically tailored for developing high performance rugby players."

Testing

Players undergo a battery of physical and skill based tests on a six weekly basis. Included in these tests are:

- Catch and pass
- Defence
- Contact
 - Ball carry
 - Support player and support player decision making

Speed (10, 20, & 40m)

Vertical Jump (Power)

Phosphate Decrement

Anthropometrics

Aerobic Capacity (Beep Test)

Throughout the program each player receives individual training performance monitoring, evaluation and review. In addition players will be monitored in relation to their attendance, attitude, application and physiological and psychological training responses, to ensure that each athlete is not over-training. A report at the end of each 6 week cycle, detailing each of these areas will be available to each relevant coach or club for their own review.

Work / Study / Rugby Balance

Here at the UQRA we are realistic with players as to the opportunities Rugby can provide and the competitive nature of professional rugby. As such players are encouraged to study or work outside of their training schedules to ensure that they have something to fall back on in the event that they don't make it as a professional rugby player.

We appreciate that study and work requirements don't offer the flexibility of our training schedule so we attempt to provide players with the flexibility within their programs to ensure that a balance is achieved between the two.

Your Program

Our annual program is divided into 2 broad programs; Pre Season and In Season. Below are examples of typically what we would cover across the board.

Day	Activity AM	Activity PM
<u>Pre Season Example</u>		
Monday		3.30 – 5.00pm <ul style="list-style-type: none"> Strength Development (Lower Body) with Adam Garred
Tuesday	7.00 – 8.30am <ul style="list-style-type: none"> Strength Development (Upper Body) with Adam Garred 	5:30 - 8pm <ul style="list-style-type: none"> Psychology (Optimistic Thinking) with James Holbeck Speed and Agility with Adam Garred Core Skill Development with Zane Hilton Team Training with UQ Rugby Club Recovery with Adam Garred
Wednesday		4.30 – 6.00 <ul style="list-style-type: none"> Strength Development (Lower Body)
Thursday	7.30 – 8.30am <ul style="list-style-type: none"> Flexibility and Core Development/ Recovery 	5:30 - 8pm <ul style="list-style-type: none"> Psychology (Goal Setting) with James Holbeck Speed and Agility with Adam Garred Position Specific Skills with Zane Hilton Decision Making Practical with James Holbeck Team Training with UQ Rugby Club
Friday	7.00 – 8.30am <ul style="list-style-type: none"> Strength Development (Full Body) with Adam Garred 8.30am – 9.30am <ul style="list-style-type: none"> Recovery 	
Saturday	Rest and Recovery	
Sunday	Rest and recovery	

Day	Activity AM	Activity PM
<u>In Season Example</u>		
Monday	6 – 9am <ul style="list-style-type: none"> • Strength Development with Adam Garred • Player injury Assessment/ Triage • Massage 	6.00 – 7.30pm <p>Education Session</p> <ul style="list-style-type: none"> • Life Skills • Laws of the Game • Nutrition
Tuesday	9 – 9.30am <ul style="list-style-type: none"> • Individual Player Review with Zane Hilton 	5:30 - 8pm <ul style="list-style-type: none"> • Speed and Agility with Adam Garred • Core Skill Development with Zane Hilton • Team Training with UQ Rugby Club • Recovery with Adam Garred
Wednesday		3.30 – 5.00 <ul style="list-style-type: none"> • Strength Development
Thursday	7 – 9am <ul style="list-style-type: none"> • Rehabilitation and Recovery with Adam Garred 	5:30 - 8pm <ul style="list-style-type: none"> • Speed and Agility with Adam Garred • Position Specific Skills with Zane Hilton • Decision Making Practical with James Holbeck • Team Training with UQ Rugby Club
Friday		4.30 – 5.30pm <ul style="list-style-type: none"> • Recovery with Adam Garred
Saturday	Club match	
Sunday	Rest and recovery	

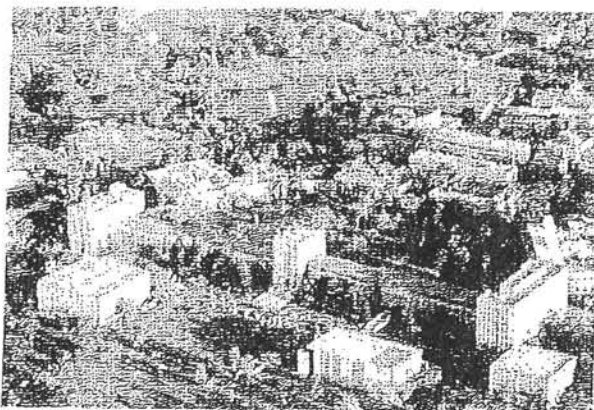
Key Staff

▪ David Muir	Former UniQuest Technology Commercialisation Associate and current CEO of UQRA and UQRFC
▪ Zane Hilton	Former Benetton Rugby Skills co-ordinator and current Reds Academy Forwards Coach and UQRA Head Coach
▪ Nick Leah	Former Brumbies Academy Head Coach, Melbourne Rebels Assistant coach, and current UQ Rugby Head Coach and Australian Sevens Assistant Coach
▪ Roger Gould	Former Wallaby fullback & current UQRA Ambassador
▪ James Holbeck	Former Wallaby centre & current UQRA Skill Acquisition Research Scholar
▪ Tabai Matson	Former All Black and Fijian World Cup player & UQRFC Consultant Coach
▪ Dr Cliff Mallett	Olympic Silver medal winning relay coach, sports psychologist and current Coordinator of Post Graduate Programs in Coaching HMS & AIS
▪ Dr David Jenkins	Former AIS Strength & Conditioning Coach (Rugby) and current Exercise Physiology course coordinator HMS

About UQ

The UQ is one of Australia's premier learning and research institutions. It is the largest and oldest university in Queensland and has produced generations of graduates who have gone on to become leaders in all areas of society and industry.

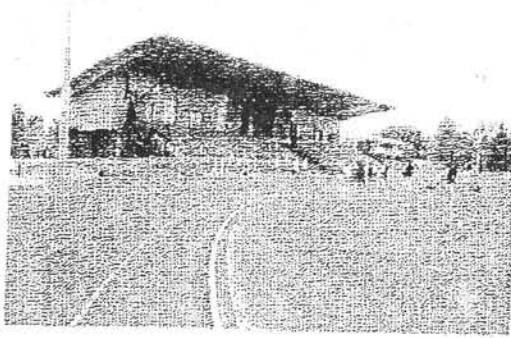
UQ continues to attract the vast majority of the state's highest academic achievers and is renowned nationally and internationally for the quality of its teaching and research. In 1998-99 it was named Australia's University of the Year and it continues to enjoy the highest overall rating for Queensland universities in the annual Good Universities Guide.



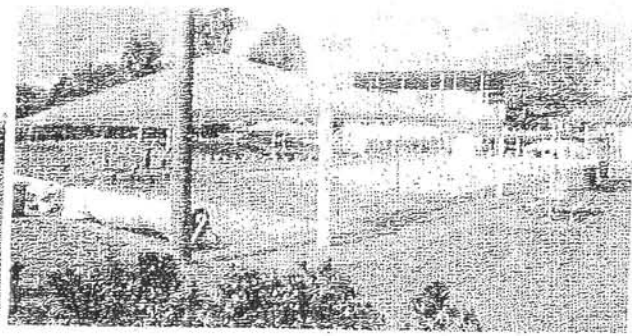
UQ's graduates have a strong record of success in attaining employment and income levels well above average. UQ qualifications are highly regarded by employers everywhere and our graduates form a powerful network of success across all industries and endeavours in all corners of the globe.

The sporting facilities and wide range of programs are open to everyone regardless of whether you're a student, staff member or part of our local community.

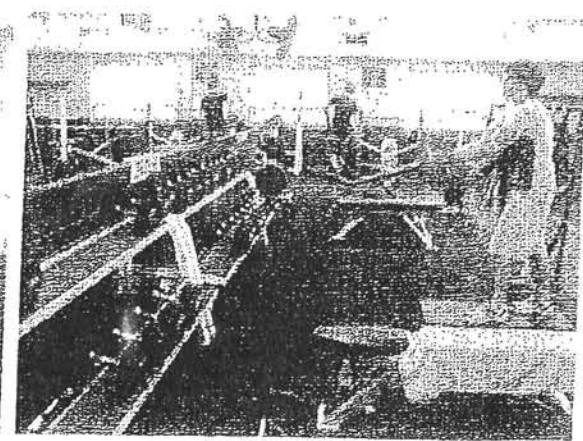
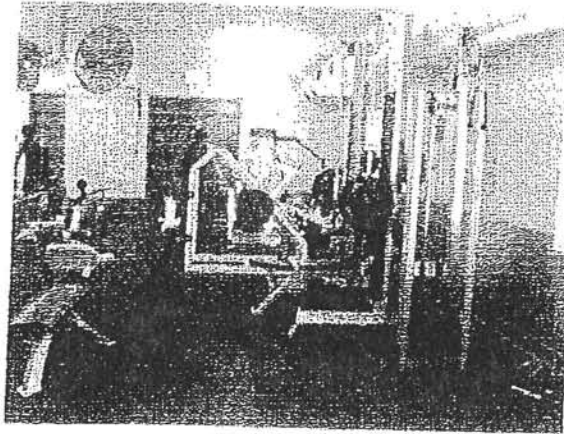
Facilities include a 50m heated swimming pool, athletics track, tennis centre, squash courts, indoor sports pavilion, beach volleyball court, three-level fitness centre, sports store and playing fields. There are a wide range of passes, programs and events on offer year round.



Rugby Field and Athletics track



Olympic size swimming facility



Olympic standard Gym facilities

Pricing

Term	Course fee
1 month	\$1,250.00
2 months	\$2,005.00
3 months	\$2,760.00
4 months	\$3,515.00
5 months	\$4,270.00
6 months	\$5,025.00
7 months	\$5,780.00
8 months	\$6,535.00
9 months	\$7,290.00
10 months	\$8,045.00
11 months	\$8,800.00

** All prices are in Australian Dollars*

In the case of a Player doing an 11 month Program, the Academy will pay the following fees and expenses associated with the Player's involvement in the Academy:

- Academy training kit
- 12 month UQ Sport Membership
- 12 month Gym, Cardio and Pool membership
- All Supervised Strength, Conditioning and Speed Development sessions – Approx 270 hours
- All Supervised Core, Unit and Position Specific Skill development sessions – Approx 190 hours
- All Recovery Sessions – Approx 50 hours
- All Flexibility Sessions – Approx 50 hours
- All game and training analysis and documented feedback
- Nutritional Assessment/s
- All relevant sports science, tactical development and personal development sessions and seminars
- Psychological assessment as required by the program
- Psychological skills training program
- All end of cycle physiological, psychological, skills and perceptual assessment x 6
- All end of cycle review meetings where players will be provided with documentation and DVD Footage of their results x 6
- Facility hire
- End of season written report and player profile on DVD.

How to Apply

In order to be considered for the program, please send the following documentation:

- A UQRA application form (attached)
- two rugby references
- one personal reference
- a rugby CV
- a personal CV

NB: Scholarships for the 2008 season are now closed; however applications for the 2009 season are open until July 2008. Scholarships are available to Australian based players only.

This information can be sent to the following postal address, or faxed to +61 (0) 7 3371 7229

UQ Rugby Academy
PO Box 6087
St Lucia
Queensland
4067
AUSTRALIA

What else do I need to consider before I join the Academy?

Before you apply there are a number of things you should consider.

- Do I need a Visa to enter Australia for the term of the program
- Can I work while I am in Australia
- Where am I going to live
- How am I going to pay for the program and the cost of living in Australia

Visa options

There are three main Visa options for players joining the Academy from overseas. The options to consider are:

Student Visa

You must be enrolled at the University of Queensland or another educational institution to be eligible for this Visa – the UQ Rugby Academy is not considered to be an Educational Institution.

The following site will guide you through the Student Visa options that are available to you:
<http://www.immi.gov.au/students/index.htm>

Please visit the following site for further information regarding study options in Australia:
<http://www.studyinaustralia.gov.au/Sia/en/Home.htm>

Working Holiday Visa

The Working Holiday and Work and Holiday programs encourage cultural exchange and closer ties between arrangement countries by allowing young people to have an extended holiday supplemented by short-term employment.

The Visa is available to the following countries: Belgium, Canada, Republic of Cyprus, Denmark, Estonia, Finland, France, Germany, Hong Kong, Republic of Ireland, Italy, Japan, Republic of Korea, Malta, Netherlands, Norway, Sweden, Taiwan, United Kingdom, Chile, Thailand, Turkey and the USA.

Please visit the following site for further information:
<http://www.immi.gov.au/visitors/working-holiday/index.htm>

Tourist Visa

A temporary visa generally granted for a stay of 3 months or 6 months. In certain circumstances a stay of 12 months may be granted.

Please visit the following site for further information:
<http://www.immi.gov.au/visitors/tourist/visa-options.htm>

Please check with your local Australian Embassy to see which visa is available to you.

Accommodation and Living Expenses

Members of the Elite player development program are required to source their own accommodation for the period of their stay. There are a number of options both on and off campus and players should expect to budget around AUD\$335 per week.

Brisbane's accommodation, food, public transport and educational costs are generally lower than the other capital cities of Australia making it affordable for players. Below is a rough guide of the living expenses you can expect to pay while living in Brisbane.

The information below is intended as a guide only to help you plan and budget. This budget has been developed based on information available at the time of publication.

On Campus Accommodation

There are 10 Residential Colleges based on the grounds of the St Lucia campus within easy walking distance of all teaching and research facilities, but they are not owned or managed by the University.

The Colleges typically provide students with individual study bedrooms containing a single bed, desk, chair and storage space for clothing and other belongings. Some College rooms have attached bathrooms (ensuite), but the more typical arrangement is to share the bathroom with other students.

Colleges provide educational amenities such as group study rooms, computer labs, printers and photocopiers and tutorials that are in addition to the standard university classes; and recreational facilities such as common rooms, landscaped gardens, gymnasiums, practice courts and music rooms.

College places are in high demand, and colleges always receive more applications than they have rooms available. We recommend that you also explore other accommodation options, in case your college application is not successful. The Median Price is A\$48 per person per day.

Meals

All colleges offer fully-catered accommodation. Three meals per day are provided in a communal dining hall. Vegetarian and other specialised diets can usually be catered for and students can pack lunches on days they do not wish to return to the College.

Two colleges - Cromwell College and International House, also provide a limited number of self-catering places in unit-style accommodation.

Please visit the following site for more information: <http://www.accommodation.uq.edu.au/>

Off-campus accommodation

(in close proximity to the UQ Rugby Academy)

There are a number of accommodation options within walking distance or a short bus ride from the University. Please visit the following site for further information:

<http://accommodation.uq.edu.au/offcampus/accommodation/index.html>

We recommend the following suburbs when searching for accommodation near the University:

- St Lucia
- Indooroopilly

- Taringa
- Toowong
- Auchenflower
- Milton
- Fairfield
- Dutton Park

Rent

Average weekly in share house/flat - \$100 to \$120

The amount of rent a single person pays depends on the kind of housing they choose. Most players decide to share with other players or students. This option varies in cost on average from about \$100 per person per week (for 3 or more people) to about \$120 per person per week (for two).

Furniture / electrical appliances

Purchase or hire: \$15 to \$20 per week

Many houses/flats are rented unfurnished or partly furnished. It is also common in a share household to find the flat furnished except for the bedroom; so at minimum, you may have a one time expense of purchasing a bed, mattress, desk, lamp and perhaps dresser and wardrobe. Initial expenses also include bedding, towels and kitchen utensils.

Some unfurnished houses and flats may also need refrigerators or washing machines. It is common in share households for several people to share the cost of hiring large appliances, but this can add an extra \$15 to \$20 to each of your weekly accommodation expenses.

Transport

Estimate \$20 per week for public transport

For UQRA players it is wise to find accommodation that is on one of the University bus routes, or which connects to the West End City Cat ferry, or is on the train line to Toowong, Indooroopilly or Dutton Park. Providing you show your current Full Time UQ student identity card, you are entitled to a student discount on suburban trains, and on buses and ferries operated by the Brisbane City Council.

Food/Groceries

Average weekly food/ grocery costs: \$50 - \$90

Players in share housing may opt to share food costs. Buying food for a group can work out cheaper per person than buying for one. Food costs vary according to diet and tastes, in particular, whether you eat takeaways and meat. Vegetarians could manage on about \$50.00 per week. Other players can expect to pay around \$80.00 per week on food, groceries and cleaning supplies.

Telephone

Average weekly telephone expenses: \$20

Telephone costs average \$15 per week (more if you are phoning overseas). It is recommended that you shop around a variety of phone companies for competitive prices for ISD (Long Distance) and International call rates. Many players budget by receiving their phone bills monthly instead of

quarterly, and by using phone cards for international phone calls. Students with computer modems will find that their use can add at least \$10 to their weekly phone budget. Beware: Mobile phones are convenient to use but can be expensive to operate. Some companies charge YOU for international mobile calls you receive. Investigate computer connected phone calls. Local calls from land lines are charged for in Australia. Protect yourself in share housing by each flatmate keeping a record of their own local, interstate and international phone calls.

Electricity & Gas

Average cost of utilities: \$17 per week per person

Electricity and gas are usually around \$12 and \$5 per week respectively for individuals in share housing although some pay less if sharing with several people, or more when using heaters, fans and computers.

Other costs: \$30/week

Allow for at least \$30 for spending money, parking, recreation, toiletries, haircuts, clothing, household insurance, gifts and other minor personal items. These hidden costs will vary depending on your budget and lifestyle.

Paying for the Academy

To secure your place in the Academy you will need to pay a deposit of \$1,000. This is due once you have received an official offer from the Academy. The balance of the payments is due prior to you commencing training with the Academy.

For local players, the Academy has a Direct Debit system which you can sign up for. This must be completed before you commence with the Academy.

Testimonials

"The experience of coming to the UQ Rugby Academy has been absolutely immense. The facilities at UQ for both on and off field training are second to none. The coaches show dedication to both individual performances and needs as well as help in becoming better team players which made the environment around the academy enjoyable. The difference for myself from when I started and finished my time was incredible. My performances both in the gym and on the pitch improved drastically due to the time dedicated by the coaches to analyse and talk about my individual needs on where I could improve. The benefit of also being in the academy has increased my knowledge of rugby tremendously and has given me new and exciting training methods that I can take back to England. The skill-specific sessions have really helped me improve as an all round player and added dimensions to my game that I thought I could never have. I couldn't recommend highly enough going to the UQ Rugby Academy for players at all levels who want to improve their rugby and I would like to thank all the coaches and players who made my time at the academy memorable."

Andy Naisbitt - Elite Player Development Program Member 2007

"First of all I would like to thank all of the coaches and teammates for making my experience at the University truly great. The mentoring, facilities on field and off field training were unprecedented. The academy training really helped me develop my ball handling skills above where I thought they could go. The strength and conditioning program introduced me to techniques that are foreign to the United States and I have benefited from immensely. The players were very warm and receptive to teaching and learning from me. Coaching staff took the time to focus on the individual needs as well as my role within the team structure through helpful video analysis. All of the individually tailored programs developed my game specifically to my needs as a player. I came to Brisbane in order to improve my game, from playing at a higher level to improve my technical skills. The University of Queensland Rugby Academy has improved my technical skills, physical strength and overall game knowledge. I would give my recommendations to anyone, at any level looking to become a better rugby player."

Tim Ryland (Penn State, USA) - Elite Player Development Program Member 2007

"From the outset I was very impressed with the high level of technical, tactical and physical development offered by the UQ Rugby Academy's High Performance Program. The technical expertise provided for a highly dynamic, disciplined and enjoyable environment which contributed to me being selected in the Australian U19's and subsequently being offered a contract in the Reds College for the 2007 season. This is the best program outside of the Super 14 Academies for developing players to their individual potential and I encourage any player who wishes to reach their rugby playing and athletic potential to contact the UQ Rugby Academy."

James Hanson - UQRA High Performance Player Development Program member 2006

Application Form

Surname _____ First Name: _____

Date of Birth: _____

Telephone No: _____ Fax No: _____

Postal Address: _____

Email Address: _____

School / Club: _____

Position _____

Height _____ Weight _____

Highest Rugby Achievements _____

Where would you like to be in 5 years time

What is your greatest strength as a Rugby player?

What is your greatest strength as a person?

If you don't make it as a professional rugby player what would you like to do?