



NZRPA
NEW ZEALAND RUGBY PLAYERS ASSOCIATION

PLAYERS' OWN HANDBOOK



**BY THE PLAYERS
FOR THE GAME.**





**OFFICIAL
BREAKFAST
OF THE**



WELCOME TO THE PLAYERS OWN HANDBOOK

The players have put together this handbook, which we hope you will find useful. It has lots of practical tips and information that we think are important for you to know.

We have also asked some of our rugby mates to share the advice that they have found valuable on their journey. We hope you find it helpful.

In order to work towards your goals, it will take hard work, effort and sacrifice, but it is really important that you still have fun, enjoy your sport, and have a balance and do things outside of rugby. By having a healthy balance, eating well and looking after your mental wellness, you will enjoy your rugby more and hopefully perform better.

People's pathways and goals may differ, but one of the most important things we all value as players is the camaraderie that you get out of rugby. You will make life-long friends and form special bonds through playing the game. Enjoy these friendships and the competitions you have along the way. Treat everyone with respect, be accountable for your actions and always work on continuing to improve both on and off the field.

Rugby is only one part of your life, so it is important that you develop the other areas of your life outside of rugby, such as study and a career, because we believe that better people make better players.

Above all, be humble, be helpful, enjoy your footy and keep sport clean.

On behalf of the players.



KIERAN READ
All Blacks



FIAÓ FAAMAUSILI
Black Ferns



SCOTT CURRY
All Blacks Sevens



SARAH GOSS
Black Ferns Sevens

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FOREWORD

On behalf of the New Zealand Rugby Players' Association we are pleased to bring you the first Players' Own Handbook produced by the players for the players.

As people, our players are encouraged to strive for constant and never-ending improvement, and to harness their natural desire to work with and help those around them. This is why they have shared with you some of the knowledge and tips they have learned from their experiences in sport and in life.

They have been where you are now, so they understand both the exciting opportunities and the various challenges you will face. That said, it is important to remember that, as an individual, your journey is your own. It is up to you to create opportunities and to give yourself the best chance possible to achieve your own goals and create your own story. That story should feature many different components, not just rugby.

Keep in mind that rugby is something you may choose to do but it is not who you are. We, the players, encourage and challenge you to embrace the opportunity provided through rugby to be the person you want to be, pursuing the path you want to take, be that in sport or any other chosen field. Allow the game to inspire you during and beyond your playing days.

We hope you will find this handbook both useful and thought-provoking, and that it will help encourage you to be a better person both on and off the field. Most of all, we hope that it will help you to enjoy what you do.

All the best for your future endeavours.



DAVID KIRK MBE

President of NZRPA
All Blacks 1987 Rugby
World Cup winning
captain



ROB NICHOL

NZRPA Chief Executive
Officer

WHO ARE THE NEW ZEALAND RUGBY PLAYERS' ASSOCIATION (NZRPA)?

NZRPA BY THE PLAYERS
FOR THE GAME.

NEW ZEALAND RUGBY PLAYERS ASSOCIATION

THE NEW ZEALAND RUGBY PLAYERS' ASSOCIATION WAS FOUNDED BY NEW ZEALAND'S PROFESSIONAL RUGBY PLAYERS AS THEIR INDEPENDENT REPRESENTATIVE BODY IN 1999. IT IS GOVERNED BY A BOARD, WHICH INVOLVES CURRENT AND PAST PROFESSIONAL PLAYERS, AND HAS A FULL MANAGEMENT TEAM WORKING HARD ON THE BEHALF OF PROFESSIONAL PLAYERS.

Through the NZRPA, the players work with the game's administration to address player welfare matters and they also contribute to the ongoing development of the game. The **NZRPA** helps players support each other in their personal and professional development. It helps them to take advantage of commercial opportunities, and to understand and deal with life as professional sportspeople.

Most importantly, the **NZRPA** ensures New Zealand's professional rugby players have an organised and credible voice at the decision-making table.

A crucial part of this role is the work the **NZRPA** does in negotiating the collective employment agreement (CEA) between the professional players and New Zealand Rugby, five franchise clubs and fourteen National Provincial Championship (NPC) provincial unions. This agreement covers the terms and conditions under which all professional players,

men and women, are employed to play rugby in New Zealand, and outlines how the professional players and the game's administrators will work together to ensure rugby remains successful in New Zealand.



📞 **0800 PLAYER**

🌐 **www.nzrpa.co.nz**

📘 **facebook.com/nzrpa**

🐦 **twitter.com/nzrpa**

📷 **NewZealandRugbyPlayersAssoc**



Patrick Tuipulotu

“The NZRPA were there when I needed them. They provided great advice to me and my family, worked hard with all the key people involved to get a good outcome and made sure I felt supported the whole time.”

NZ RUGBY PLAYERS' ASSOCIATION

BY THE PLAYERS.
FOR THE **GAME.**

NZRPA

The Representative Body of New Zealand Professional Rugby Players

Enabling our rugby players to thrive, on and off the field... and the game to unite and inspire New Zealanders

PLAYER ENGAGEMENT

ensure an efficient and effective communication and support network that delivers maximum player engagement.

PLAYER DEVELOPMENT

develop and manage highly accessible and successful career, education and personal development initiatives that support, guide and challenge our players' prior to, during and post their professional rugby career.

PLAYER REPRESENTATION

work with relevant stakeholders to ensure the best possible professional rugby environment for our players and the growth and success of New Zealand Rugby

OUR PEOPLE

UNITY

Move together, trust one another

CAMARADERIE

Friendships for life

HONESTY

Act with Integrity

SUCCESS

Strive for it

LEGACY

Build for the future, reflect with pride

ARE YOU READY FOR THE NEXT STEP?

AS YOU PROGRESS THROUGH YOUR RUGBY, STUDY AND WORK, HERE ARE A FEW QUESTIONS TO ASK YOURSELF.

BE HONEST AND PUT A  BESIDE THE ONES YOU CAN SAY YES TO:

- ☐ Do you have a driver's licence?
- ☐ Do you have a career plan other than rugby?
- ☐ Do you have a current curriculum vitae (CV)?
- ☐ Do you have a sensible answerphone message?
- ☐ Do you have a sensible email address?
- ☐ Do you always respond promptly to text, email and voice messages?
- ☐ Do you use social media responsibly?
- ☐ Do you make sure there is nothing on your social media accounts that would embarrass you or your family if they became public?
- ☐ Do you stop, think and get good advice before making important decisions?
- ☐ Do you have your own bank account?
- ☐ Do you plan your week ahead and know what you need to achieve?
- ☐ Do you wash your own training gear?
- ☐ Do you pack your own bag for training?
- ☐ Do you organise and prepare your own snacks and lunch every day?
- ☐ Do you have an IRD (Inland Revenue Department) number?
- ☐ Do you have a weekly and/or monthly budget?
- ☐ Have you paid your debt off?
- ☐ Do you have a separate savings account?
- ☐ Have you done a first aid course?
- ☐ Do you help pack up the gear and clean up after training?
- ☐ Do you keep a notebook for your rugby information?
- ☐ Do you actively seek feedback from your coach?
- ☐ Do you look back on your week and reflect on what you have achieved and what you need to work on?

IF YOU HAVE SOME TICKS MISSING, IT IS A GOOD IDEA TO START WORKING ON THESE AS IT IS IMPORTANT TO BE SELF-RELIANT AS YOU TAKE THE NEXT STEPS INTO YOUR FUTURE.

PLAYER PROFILES

KIERAN READ



Q: What advice would you give your 15–19 year-old self?

A: Enjoy the time you have at this age, whether it is with sport, at school or studying. Hang out with good people and make good friendships. At this age, it is also

important to create good values for preparing yourself moving forward.

Q: What is the best off-field tip you have been given?

A: Make sure you go to the dentist! You have to look after your teeth. [From my mum – thanks Mum!]

Q: What is the best rugby tip you have learned?

A: Back your own ability.

Q: What are the most important attributes you need to have to be successful?

A: A good work ethic, being diligent and ensure you are always prepared for whatever you are going to do. Keep working at it, and have a good attitude to what you do.

Q: What is important to you outside of rugby?

A: Family and friendships.

Q: What is the best rugby tip you have learned?

A: Get the ball and run like heck!

Q: What are the most important attributes you need to have to be successful?

A: A good work ethic [being prepared to work on your own when no one is looking – rain, hail or shine], good discipline [punctuality, working on your own], commitment and having fun.

Q: What is important to you outside of rugby?

A: Whanau and friends.

DANE COLES



Q: What advice would you give your 15–19 year-old self?

A: Take things a lot more seriously, especially my education. I was so focused on being a rugby player that I put that to the side and I now wish I had knuckled down at school and gave it a good crack. It means that now I have to put in a lot of effort to plan for life after rugby, which can finish at any time.

Q: What is the best off-field tip you have been given?

A: My mum always told me to treat people the way you want to be treated.

Q: What is the best rugby tip you have learned?

A: Hard work beats talent.

Q: What are the most important attributes you need to have to be successful?

A: Hard working, being humble and don't lose the passion, drive and love for what you do.

Q: What is important to you outside of rugby?

A: Family and being the best dad and husband I can be.

PORTIA WOODMAN



Q: What advice would you give your 15–19 year-old self?

A: Work ethic is the biggest thing that is going to get you into a team.

Q: What is the best off-field tip you have been given?

A: Enjoy what you are doing, no matter what.

IDENTITY

"Don't put all your eggs in one basket but that doesn't mean you don't put 100% into your rugby but have other interests that give you a sense of achievement and satisfaction. It is important to surround yourself with people that are honest with you and have friends outside of rugby to keep you grounded."

Richie McCaw

**RUGBY IS NOT WHO I AM,
IT IS WHAT I DO.**

**IT IS IMPORTANT NOT TO LOSE YOUR
IDENTITY IN SPORT. SPORT IS SOMETHING
YOU DO, IT IS NOT WHO YOU ARE.**

✓ I am _____ and I play rugby.
[insert your name]

✗ I am _____ the rugby player.
[insert your name]



"You're going to have challenges, but stick to it. The problem now, in today's society, unfortunately we want to follow people- we want to be the cool kids, instead of being who we really want to be. Go out there and do you."

Sonny Bill Williams



RESPECT AND INCLUSION

"Rugby is a game that has a special ability to build friendships and foster camaraderie. The way you behave, how you treat others and your actions say a lot about you as a person, so it is important to stop, think and be respectful of others at all times, and to be responsible for your own actions on and off the field."

Kieran Read



RESPECT AND RESPONSIBILITY

T**TREAT OTHERS AS YOU WOULD LIKE TO BE TREATED, BUT ALSO UNDERSTAND THAT EVERYONE IS INDIVIDUAL AND HAS HIS OR HER OWN PERSPECTIVE.** SOMETIMES YOU MAY HAVE TO ASK, IF YOU ARE UNSURE HOW TO BEHAVE TOWARDS SOMEONE. Take care of yourself – and also care for your teammates, friends and family; you're part of a group, not a sole operator

in life. If you're successful, remember just because you have made it, doesn't mean you have a right to treat others badly. In fact, you have more of an obligation to be thoughtful. Bear in mind that alcohol and drugs take away your ability to make good decisions. You can do or say things that may harm others, and you may also regret your words or actions afterwards.

Read the Respect and Inclusion in the Protocol section of this handbook.

DIVERSITY AND INCLUSION

"Having an open mind about diversity is massive in sport, especially at the higher level. You get athletes with all sorts of values, standards, beliefs and upbringings. That's what makes them who they are and gives them their own identity. Then they bring that into a team environment and mix it with all the others. What that creates is an awesome opportunity to see and hear different points of view, all with the common goal of creating a winning formula to get the best out of each other. As individuals, we also get to broaden our mindset and increase our appreciation of how every individual in their own unique ways plays a crucial part in the function of a team."

DJ Forbes



I**T IS A HUMAN RIGHT TO HAVE YOUR OWN SET OF BELIEFS AND VALUES.** THIS CAN EXTEND TO DIFFERENT RELIGIONS, FOOD, LANGUAGE, MUSIC, RELATIONSHIPS AND WAYS OF LIVING – ALL ARE EXPRESSIONS OF CULTURE. If you think of life as being like the rugby field: there is a great range of physical, tactical, and thinking skills within a good team, but everyone in that team has a place. And everyone knows the team won't function without that range. In the same way, there are all sorts of people of the world without whom we would not function. Respect others, whatever their ethnicity, gender, age, background, religion, sexual preference, ability level, or culture. Be willing to listen and learn from others, and keep an open mind.

WORK ETHIC

Work ethic means different things to different people and throughout this handbook you will see players refer to it frequently.

This is what work ethic means to Richie McCaw:

"People can work hard when everyone is watching, but it's better to be someone who is prepared to put the hard yards in when no one is watching. The day you think 'I can't be bothered' is the day someone gets a jump on you. If you question whether you should or shouldn't, you definitely should."

Richie McCaw



BEING PROFESSIONAL ISN'T ABOUT THE MONEY OR LOOKING THE PART

**HOW MUCH DO
YOU WANT IT?
IF IT IS IMPORTANT
TO YOU,
THEN FIND A WAY.**

**THESE THINGS REQUIRE ZERO TALENT
BUT ARE VERY IMPORTANT IF YOU
ARE GOING TO BE SUCCESSFUL:**

1. Being on time
2. Work ethic and effort
3. Positive body language
4. Energy and enthusiasm
5. Positive attitude
6. Passion
7. Being coachable
8. Doing extra
9. Being prepared
10. Being respectful of others

**"Being
professional is about
how you conduct yourself,
your attitude, the work you
put in and how you treat
people."**

Sam Cane



GOOD DECISION-MAKING IS IMPORTANT

CHECK OUT THE STAR MODEL BELOW.

☆ **Treat people with respect.**

☆ **Surround yourself with good people.**

☆ **Be a good person and watch your behaviour on and off the field.**

☆ **Be humble and appreciative.**

☆ **Think about other people and the impact you have on them.**

☆ **Have a good balance away from rugby.**

☆ **You will have to make sacrifices.**

☆ **Make no excuses.**



THINK

1. What is the situation?
2. What should I do and why?
3. Do I have to act right now?
4. Is my action legal?
5. Who can I talk to about the situation?



ACT



REFLECT

1. What was the result?
2. Should I have done anything differently?
3. What have I learned that would be helpful in other situations?



COMMUNICATION IS IMPORTANT



“Getting back to people and turning up on time are really simple things to do as part of being respectful to other people, but they can really affect how people perceive you.”

Damian McKenzie

BEING CONSIDERED A GOOD COMMUNICATOR IS IMPORTANT IN ALL ASPECTS OF LIFE IN YOUR ROLE AS A PLAYER, STUDENT, EMPLOYEE, EMPLOYER, AND FAMILY MEMBER. NEARLY EVERY ROLE IN LIFE RELIES ON GOOD COMMUNICATION. Being a good communicator will enhance your opportunities in life because people like to deal with and help people if they are reliable and communicate well and in a timely way.

HERE ARE SOME USEFUL AND SIMPLE TIPS THAT WILL HELP YOU TO BE A GOOD COMMUNICATOR.

RECORD A SENSIBLE PHONE MESSAGE

Have a grown-up, sensible phone message. You never know who will call you. People might judge you on your phone message and make a decision about an opportunity based on it. If you are not very good at clearing your phone messages, consider saying something like “Please send me a text message if you need a quick response,” on your phone message.

SAMPLE PHONE MESSAGE

“Hello you have reached (insert first and last name). I am unable to take your call but it is important to me, so please leave a message or send me a text message if you want a quick response. Have a good day.”

REPLY TO TEXT MESSAGES

If someone takes the time to send you a text message, please respond. People might be offended if you don’t respond or they could view it as bad manners. If you are driving, don’t respond until you stop driving. (If it is a message that you are not sure how to reply to, ask for help from a parent, support person, coach, manager or mentor.) The only messages you should not reply to are offensive ones or any message that contains bullying.

[Phone Netsafe for advice on cyberbullying – 0508 NETSAFE – or check out the social media page in this handbook for more help].

RING PEOPLE BACK

If someone takes the time to phone you, have the respect to ring them back. If it is not a person you wish to talk to, get someone else to call back on your behalf acknowledging the call.

REPLYING TO EMAILS

It is important to reply to emails as quickly as you can so people at the other end can get on with their tasks relating to the email. If the email requires some work from your end that you don’t have time to do immediately, simply reply saying “Thank you for your email I will respond to your requests on (insert day).” Give yourself enough time to do the work, but make sure that you follow up when you’ve said you will.

IF YOU ARE RUNNING LATE, LET PEOPLE KNOW

Phone ahead to let people know you are running late so you show you value their time and so they can get on with other tasks until you arrive.

CONTRACTS

Make sure you carefully read anything before you sign it. If you don't understand it, get a more experienced person that you trust to help you or contact the **NZRPA** on **0800 PLAYER**

Never sign anything you don't understand!

BODY LANGUAGE

The way you carry yourself and how you stand or move says a lot about you as a person. Good, strong, positive body language is important both on and off the field. Stand strong, with your head up, shoulders back and walk with a purpose.

**WOULD YOU IGNORE
A CALL FROM THE ALL
BLACKS COACH?
YOU NEVER KNOW WHO
IS ON THE END OF THE
PHONE WHEN IT RINGS
OR WHAT DOORS THAT
CALL MIGHT OPEN NOW
OR IN YEARS TO COME.**

PLAYER PROFILES

FIAÓ FAAMAUSILI



Q: What advice would you give your 15–19 year-old self?

A: You never lose – you either win or you learn.

Q: What is the best off-field tip you have been given?

A: Enjoy life.

Q: What is the best rugby tip you have learned?

A: Size doesn't matter.

Q: What are the most important attributes you need to have to be successful?

A: Believing in yourself, having good time management, being positive and encouraging yourself.

Q: What is important to you outside of rugby?

A: My family, friends and support group.

SCOTT CURRY

Q: What advice would you give your 15–19 year-old self?

A: If you're going to be successful you will have to make sacrifices but they'll be worth it when you achieve your goals.

Q: What is the best off-field tip you have been given?

A: Bite off more than you can chew and then chew like mad. Take risks and back yourself.

Q: What is the best rugby tip you have learned?

A: Have confidence in your ability.

Q: What are the most important attributes you need to have to be successful?

A: Discipline, Humility, Passion

Q: What is important to you outside of rugby?

A: Family and friends. Having time to relax away from rugby.



YOU ARE RESPONSIBLE FOR WHAT YOU PUT IN YOUR BODY

“Don’t feel peer pressure to take supplements just because your friend or someone else in your team is taking them. Keep it simple. Eat a good balanced diet.”

Liam Messam



SLEEP

AIM FOR 10 HOURS PER NIGHT

Try to get off your devices an hour before you go to sleep. The blue light from the screens affects levels of the sleep-inducing hormone, melatonin.

FOOD

FRESH IS BEST SO KEEP IT AS NATURAL AS POSSIBLE

MEALS

AIM FOR 3 GOOD MEALS PLUS 3 SNACKS EACH DAY

Main meals should have vegetables, protein and some carbohydrates.

Fruit is great post workout

HYDRATE

AIM TO DRINK 3 LITRES OF WATER PER DAY

Hydration is an important part of your body’s recovery.

Recovery [muscle repair]

Good recovery is important to help you perform at your best

Rehydrate

Repair

Refuel [recovery meals/post-game recovery food]

Sleep

MUSCLES

MUSCLES NEED 3 THINGS TO GROW

1) Good calories [food]

2) Protein

3) Sleep

MILK

MILK IS ONE OF THE GREATEST SPORTS DRINKS IN THE WORLD

Chocolate milk is a good recovery drink.

PROTEIN

PROTEIN HELPS MUSCLE RECOVERY

Protein [e.g lean meats, nuts & milk]

Milk powder is a great source of protein so add it to shakes and smoothies.

PLAN AHEAD

TO EAT WELL YOU NEED TO BE ORGANISED SO PLAN YOUR MEALS AND SNACKS AHEAD

SNACKS

STAY AWAY FROM PROCESSED FOODS OR ANYTHING IN A WRAPPER

Eat a recovery snack 30 minutes after each workout.

Eat your post-recovery meal 1–2 hrs after the snack.

MEAL GUIDELINES

BREAKFAST:

Slow-burning carbohydrates and protein.
For example, porridge, Weetbix, eggs, baked beans.

LUNCH:

Protein, vegetables and some carbohydrates.

DINNER:

Protein [lean meat], vegetables and some carbohydrates [e.g. kumara]

SNACK IDEAS:

Fruit first! Tuna and rice crackers, smoothies, chocolate milk.

Visit www.onlinelearning.nzrugby.co.nz to work through the nutrition module. It has lots of tips and easy recipes for you to try. It is **FREE** – you just need to register by putting in your details. You can work through the module in stages and go back to it when you need to.

GOOD CLEAN SPORT

MAKE GOOD DECISIONS & KEEP SPORTS CLEAN BY BEING DRUG FREE

For more information or to answer questions about supplements, pre-workout shakes, energy drinks, herbal remedies, vitamins or medicine visit:

WWW.DRUGFREESPORT.ORG.NZ

0800 DRUGFREE (378 437)

SUPPLEMENTS

FOOD FIRST

Only full-time professional athletes need supplements and those should only be a top-up for good eating.

Check out our supplements top tips in the protocols section of this handbook.

SMOOTHIE RECIPES

RECOVERY SMOOTHIE:

Add 3 heaped Tbsp of trim milk powder to a glass of milk and blend or stir.

MUSCLES IN A GLASS:

In a glass or shaker pour 300ml milk, 3 Tbsp trim milk powder, and 1 Tbsp Milo. Shake or stir.

BREAKFAST SHAKE:

300ml reduced fat milk; Handful of berries-frozen is great; 2 Tbsp Berry yoghurt; ½ banana; 1 heaped Tbsp raw oats

SNICKERS SHAKE:

Blend together 300ml reduced fat milk, 2 tsp Milo, 1 Tbsp quality smooth peanut butter, ½ frozen banana



CAMARADERIE FRIENDSHIPS FOR LIFE



TIME MANAGEMENT

"In the All Blacks, if you are ten minutes early to meetings you are considered late."

Sam Cane



If someone gave you \$86,400, you would pay attention to how you spend it. Each day you get 86,400 seconds. Do you use them wisely?

HERE ARE SOME USEFUL TIPS TO HELP YOU TO GET THE MOST OUT OF YOUR TIME.

IF YOU ARE WELL ORGANISED WITH GOOD TIME MANAGEMENT, YOU ARE LIKELY TO BE LESS STRESSED, WHICH CAN HELP TO IMPROVE YOUR PERFORMANCE AND GIVE YOU BETTER RESULTS.

- **Plan your week ahead** – Know what you need to get done, what you will need, and where you need to be. Plan your day the night before so that you are prepared and set reminders on your phone if you need to.

- **Get up early** – If you get up late, you start your day behind the clock. Set an alarm and get up straight away to maximise your time.
- **Write down important things and make to-do lists** – Write a to-do list every day to help you keep track of what you need to achieve. Use your phone, a diary or notebook to record appointments and any other important things so you won't forget them.
- **Aim to arrive early for appointments** – Set reminders so that you are at least 15 minutes early. If you are late, you are not valuing other people's time or your own. If you are running late, ring ahead and let people know so they can use their time wisely.
- **Prioritise** – Know exactly what tasks need to take priority each day.
- **Avoid multi-tasking** – As a rule multi-tasking doesn't work and should be avoided.
- **Learn to say 'NO'** – Stop letting people impose on your time. It is often okay to say 'no', it just takes some practice. Overcommitting can cause stress. You can't do everything so prioritise what is important.
- **Identify time-wasting habits and distractions**
 - Identify what wastes your time. Do you procrastinate? Do you spend too much time on Facebook, PlayStation or watching TV, which then slows you down or stops you achieving your tasks?
- **Take your lunch** – If you take your lunch every day, you won't waste time trying to find a place to get or have lunch, and it will save you money.
- **Schedule "downtime"** – It's a great idea to do this to recharge your batteries. Make sure you get time to do some of the stress-releasing things that you love to do.
- **Write down EVERYTHING that's worrying you** – It's good to do this at least once a week. When you write these things down, they take up less mental energy.
- **Make time to work on your mental wellness** – You spend plenty of time training the rest of your body, so make sure you put time aside to work on your mental wellness. The health of the top two inches of your body are important to your performance both on and off the field.

SOCIAL MEDIA



"I have two profiles. I have a public profile and I have a private profile for my whanau and friends for stuff exclusively for them."

Portia Woodman

SOcial media can be fun and keep people connected, however, if it is not used responsibly it can get people into trouble and cause harm to others. The issues with social media are not about the technology, but are more about the behaviour of the people using it.

FACT: Thanks to devices we process more information in a week than we used to in an entire year!

FACT: That your posts on social media are considered a statement.

FACT: Your employer could begin a misconduct process if it is alleged that you have breached the terms of your employment through your social media posts.

[See player conduct in the protocols section. Different rules around social media can apply for different rugby competition through the participation agreements, including those for the Rugby World Cup.]

"I use social media to let people see our team and the things I enjoy in my life. If people judge me then that's fine, I don't let it affect me."

Sarah Goss



BE AWARE THAT WHAT YOU THINK MIGHT BE PRIVATE CONTENT, INCLUDING MESSAGES, CAN BE SHARED TO A THIRD PARTY OR BROADCAST EASILY SO ALWAYS CONSIDER THE POSSIBLE CONSEQUENCES OF A MESSAGE OR CONTENT GETTING INTO THE WRONG HANDS BEFORE YOU SEND ANYTHING.

TIPS

- Make sure you have your privacy settings on so only your friends can see your posts.
- Once you post something it is there forever.
- Don't film, photograph, like or share inappropriate material or join groups that support this.
- Don't judge your life on how many 'likes' you get.
- Only accept friend requests from people you know and trust.

BE AWARE OF YOUR DIGITAL FOOTPRINT (THE HISTORY ABOUT YOU CREATED ELECTRONICALLY BY YOUR POSTS E.G ON SOCIAL MEDIA), AS IT CAN TELL PEOPLE A LOT ABOUT YOU.

Always be aware that your potential employers, police, coaches, clubs, friends, parents and the media can see what you post publicly online. Also remember that the media can also use your social media posts for quotes or publish your photos off your page.

[See the social media protocols in the protocols section]

A general guideline to decide if something okay to post is to ask yourself this question: Would you be happy for your grandparents to see or read what you have posted online? If the answer is no, then don't post it.



DON'T BE A KEYBOARD WARRIOR

A keyboard warrior is the term used for people who write negative comments on social media. Ask yourself if you would say it to the person's face. If you wouldn't, then don't post it. [And sometimes, even if you would, don't post it!]

CYBERBULLYING

New laws were introduced in 2015 and cyberbullies can now be charged with a crime. Cyberbullying is online bullying that uses technology to transfer, send, post, publish or disseminate content with the intention to harm a person or a group. It involves aggressive behaviour that is often repeated over time.

WHAT TO DO IF YOU'RE BEING BULLIED ONLINE

If you're experiencing online bullying and you need help, call **NETSAFE (0508 NETSAFE)** or visit

WWW.NETSAFE.ORG.NZ. Netsafe will ask you some questions to understand what is going on and then they will work with you to create a plan to help you. Netsafe will never contact the person harassing you without your permission. Their contact centre is open 8am–8pm Monday to Friday, and 9am–5pm on weekends.

If you're concerned about the immediate safety of you or someone else, call the police on 111.

HELPFUL TIPS

- 1. Don't reply** – especially to messages from phone numbers or people you don't know.
- 2. Don't attack the person back** – avoid giving the bully the satisfaction of a reaction by retaliating, especially if it's in a public forum online.
- 3. Have a conversation** – if it's safe to do so, try talking to the person privately about what they've said or done. Stay calm and let them know how their actions have affected you.
- 4. Cut off the person who is bullying you** – block their phone number, or block them on social media. You can also report their behaviour to the social media site.

5. Talk to someone – talking to friends, whānau or someone else you trust can help put things into perspective, make you feel better and help you cope with the situation.

6. Save messages and images – take screenshots of the bullying in case you need evidence later.]

10 IMPORTANT DIGITAL COMMUNICATION PRINCIPLES

A DIGITAL COMMUNICATION:

- **should not** disclose sensitive personal facts about an individual
- **should not** be threatening, intimidating or menacing
- **should not** be grossly offensive to a reasonable person in the position of the affected individual
- **should not** be indecent or obscene
- **should not** be used to harass an individual
- **should not** make a false allegation
- **should not** contain a matter that is published in breach of confidence
- **should not** incite or encourage anyone to send a message to an individual for the purpose of causing harm to the individual
- **should not** incite or encourage an individual to commit suicide
- **should not** denigrate an individual by reason of his or her colour, race, ethnic or national origins, religion, gender, sexual orientation, or disability

[Source: The Harmful Digital Communications Act 2015]



ACADEMY PLAYERS' TOP TIPS



"If you think you have made it, then you haven't. You need to keep working and trying to improve all the time."

Richie McCaw

We asked some players who have been through provincial union academies to share some of the most important tips they have learned through their own experiences:

<p>Get plenty of sleep – don't stay up late watching TV because you'll pay the price when you have to get up early the next morning.</p>	<p>Don't hide injuries. If you play when you are injured, and don't play well, it could cost you a place in a team if someone important is watching you, and that sux.</p>	<p>Get your driver's licence as soon as possible. The longer you put it off the more of an inconvenience it becomes!</p>	<p>Do up a monthly & weekly plan because with study, assignments, training, club rugby and recovery, there is a lot to fit in.</p>	<p>If you are struggling to manage ask for help. Don't ignore it, hoping it will fix itself. It won't and you'll end up in an even bigger mess, which is really stressful. Get help early and stop the stressing.</p>
<p>Have a clear goal in mind as to what you want to get out of every session you attend. Whether it's a mental skills, personal development or actual training session, you should have the same mindset.</p>	<p>Plan your week so you know what days you have trainings or meetings and know what time they start. A phone calendar can be very useful for writing this down. If things do come up that conflict with trainings, it is best to communicate with coaches early.</p>	<p>Being organised the night before with food, training gear and whatever you need for the next day goes a long way. Definitely pack more food than you think you'll need.</p>	<p>You get out what you put into the programme. All the resources are here, but if you turn up each day and go through the motions you will miss out on many opportunities – so drive your own development first and foremost.</p>	<p>Self-management and knowing when to say no and yes to things is important. Use a wall planner and put it somewhere in your face and know when to say no. Make a visual of when you have time that you can and can't do stuff.</p>

ACADEMY PLAYERS' TOP TIPS

**DO WHAT IS
ASKED OF YOU
AND MORE.**

Don't sit on the fence and think things are going to happen for you – take charge of your own destiny. Get involved at every opportunity.

You realise that doing little tasks given, whether it be doing food diaries or setting game goals for example, is what it takes to go to the next level.

Trust the programme. Consistency is the key to results.

Enjoy the opportunity and the people you get to be with.

Be organised and communicate early with coaches and management.

Academy is a privilege, not a right. Put your best effort in to enhance your chances of making it to the next step.

Get your balance right, but never lose sight of your goal.

Take the time to complete action plans, your reviews and training etc in your own time, and to the best of your ability. Ask questions if unsure, but always respond and complete tasks fully.

It's easy for a player to not understand or care about some of the tasks and forget about them, especially the written reviews because you are busy. However, they benefit you when they are done honestly and accurately.

Stay on top of your commitments, whether it be training, study, work or social life.

Start a separate savings account – it doesn't matter how small, just get into the habit of saving.

Make the most of every opportunity that comes your way and be confident.

Use the resources you have. They're there for a reason and want to make you a better player on and off the field.

**DON'T MAKE A
BAD NAME FOR
YOU OR YOUR
PERSONAL
BRAND**

CONTRACTS AND ELIGIBILITY

“Don’t sign anything you don’t understand, and if in doubt make sure you ask. There are no silly questions. You need to read the fine print, and if you don’t know what it means take it to someone that does.”

Selica Winiata



CONTRACTS

ALL SEMI-PROFESSIONAL OR PROFESSIONAL PLAYERS IN NEW ZEALAND WILL HAVE A CONTRACT WITH EITHER A PROVINCIAL UNION OR NEW ZEALAND RUGBY OR BOTH.

THE TERMS OF THE CONTRACT WILL COVER TWO KEY POINTS:

- your term (how long you are employed for)
- your retainer (how much you will get paid)

Your employment is covered by another agreement between New Zealand Rugby Players’ Association and New Zealand Rugby. This is known as the collective employment agreement [CEA].

The CEA is negotiated once every three years and covers all the other terms and obligations of your employment as a professional player, and many of the things that effect your environment such as competitions and eligibility.

CONTRACTUAL OBLIGATIONS:

New Zealand Rugby [NZR] will

- pay you
- provide equipment, services, facilities to train and play
- treat you fairly
- meet expenses associated with travel and accommodation etc

YOU WILL:

- provide “employment services” – playing, training, rehab, media, promotions, wear/use team sponsors’ products
- comply with all relevant rules and regulations – for example, gambling regulations, illicit drug regulations
- not act contrary to the best interests of the NZR, franchises, provincial unions or rugby in general
- undertake professional development



CONTRACTS AND ELIGIBILITY

FOR FURTHER INFORMATION ON THE COLLECTIVE AGREEMENT (INCLUDING THE WOMEN'S MEMORANDUM OF UNDERSTANDING), CONTRACT STRUCTURE AND PAYMENT LEVELS, VISIT WWW.NZRPA.CO.NZ INFO SECTION.

ELIGIBILITY

WORLD RUGBY MAKE THE RULES FOR **PLAYER'S ELIGIBILITY FOR ALL RUGBY.** THESE ARE THE RULES AROUND WHAT COUNTRY YOU CAN REPRESENT.

If you represent a country's first senior national 15-a-side team, like the All Blacks, and a country's first senior 7-a-side team, like the All Blacks Sevens, you are captured and from then on are only eligible for that country. In this example, you can only represent New Zealand.

In addition to a country's first senior national 15-a-side team and a country's first senior 7-a-side team, every country gets to nominate a second national team.

IT COULD BE:

- an A team,
- an Under-20s team or something similar

Be aware, that it may have another name (For example, Fiji Warriors or Emerging Springboks.)

Under World Rugby regulations, you cannot



represent another country once you are captured. If you are unsure of the eligibility rules check with the NZRPA, NZR or World Rugby before you commit to a foreign team. It is your responsibility to check. There are some implications in New Zealand if you are captured by another country so please remember to get advice

NZRPA PHONE: 0800 PLAYER

NZR PHONE: 04 499 4995

Get it right from the start with a trusted insurance adviser

The game of life doesn't always go to plan. Fortunately, **InsureYou Workplace** advisers are specialists in the sports arena and can help you tackle the complexities of insurance for professional rugby players. They'll help you make the right decisions to get the best cover and also assist you with claims. So you can focus on making the right choices for your game and your career.

Call Gema from InsureYou Workplace today on 09 416 1710 or 021 824 815

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WORKPLACE

www.insureyou.co.nz

UNITY - MOVE TOGETHER, TRUST ONE ANOTHER



AGENTS, ACCREDITED AGENTS AND AGENTS CHARTER

“A good agent can help set you up – not only in terms of a playing contract, but also with contacts and a network of people that may enable you to thrive on and off the field.”

Jerome Kaino



AN IMPORTANT TASK FOR TODAY'S PLAYERS IS FINDING A GOOD AGENT. THERE'S A LOT RIDING ON THIS. PLAYERS WHO GET IT RIGHT CAN LOOK FORWARD TO THEIR AFFAIRS BEING HANDLED WISELY AND FAIRLY; THOSE WHO GET IT WRONG CAN UNWITTINGLY FIND THEMSELVES DISADVANTAGED AND/OR OUT OF POCKET.

For this reason, the NZRPA has established the Agent Charter, a screening programme to ensure agents meet the highest standards of professionalism. Agents accredited to our charter agree to a set of rules designed to protect the players' best interests.

An accredited or provisionally accredited agent agrees to provide:

- transparency over fees
- standard terms and conditions
- adherence to an agents' code of conduct
- a working knowledge of vital rules and regulations
- integrity around disclosure of information
- declarations of interest

Because of the complexity of issues facing today's players, it's better to be safe than sorry.

Where once a family member or friend might have helped out with this, now there's a need for expert advice especially in areas such as:

- contract negotiations
- legal and financial affairs
- sponsorship and endorsement arrangements
- conflict management

Long story short? The NZRPA Agent Charter is designed to take the guesswork out of the process for players, and demand a high standard of proficiency from the agents. Players can visit the **NZRPA** website **WWW.NZRPA.CO.NZ** to read the charter and to view the agents who are accredited or provisionally accredited.

“If a player uses an Accredited or Provisionally Accredited Agent, then they know that they will be treated fairly.”

Sam Cane



For details on NZRPA Accredited and Provisional Agents or to read the NZRPA Agents Charter, please visit **WWW.NZRPA.CO.NZ**

Don't be misled or misrepresented. If you are ever approached by an agent or given a contract, never sign anything until you seek independent advice or call the **NZRPA** on **0800PLAYER**.

PLAYER PROFILES

DAMIAN MCKENZIE



Q: What advice would you give your 15-19 year-old self?

A: Make the most of the opportunities you are given and make sure you have a good life balance. Work when you need to work and chill out when it is time to relax.

Q: What is the best off-field tip you have been given?

A: Keep your mother happy.

Q: What is the best rugby tip you have learned?

A: The bigger they are the harder they fall.

Q: What are the most important attributes you need to have to be successful?

A: Work hard, be organised, have good people skills and be good to people.

Q: What is important to you outside of rugby?

A: Family and friends. Making the most of your free time by getting your head out of rugby when you have it.

Q: What is the best rugby tip you have learned?

A: Work hard, harder than everyone else in your game.

Q: What are the most important attributes you need to have to be successful?

A: It is about working hard, trying to be a better person and trying to be better every day.

Q: What is important to you outside of rugby?

A: To inspire others to achieve their goals and my mum, dad, sister, brother, fiancé and my dog, Booker. Train like you have nothing but enjoy life like you have everything.

DJ FORBES



Q: What advice would you give your 15-19 year-old self?

A: Establish a balanced lifestyle from the get go. Don't put all your eggs in one basket, balance footy with study/ career, performance nutrition with enjoying food, training disciplines

with a social life. The athlete life can be demanding so find ways to keep things in perspective so it's always a pleasure and never a chore.

Q: What is the best off-field tip you have been given?

A: Hard work beats talent when talent doesn't work hard.

Q: What is the best rugby tip you have learned?

A: The game is more enjoyable when you're fit.

Q: What are the most important attributes you need to have to be successful?

A: Passion, attitude, discipline and selflessness.

Q: What is important to you outside of rugby?

A: Family is everything.

SARAH GOSS



Q: What advice would you give your 15-19 year-old self?

A: Keep your dreams at the forefront of your mind. Do everything in your power to achieve your goals and make sure to

thank your mum and dad along the way.

Q: What is the best off-field tip you have been given?

A: Enjoy life and don't get caught up on the little things.

MENTAL FITNESS

“Having a balance is really important. It can be simple stuff like getting away with your friends or family for a weekend. Don’t be afraid to put rugby aside and be a young person and enjoy life. If you have a healthy balance you usually perform better and enjoy your rugby better.”

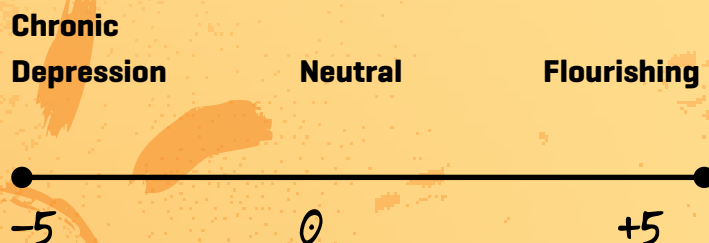
Dane Coles



TIP: Spend 10 minutes a day on your mental wellness. You always hear athletes and coaches talking about the top two inches. The head runs the whole body, so why not look after it so you can improve how you deal with what life throws at you and enhance your performance. Your ten minutes could be reading the **Headfirst website**, meditating or reading material on mental wellness.



HAPPINESS SCALE – WHERE ARE YOU?



At times in life, we move up and down on the scale of happiness. It can be due to external events or factors. If we have good mental fitness, we are able to bounce back more quickly. This can also be called resilience.

SIGNS OF STRESS: Trouble sleeping, irritability or anger, losing enjoyment from the things you usually enjoy, change in mood, feeling overwhelmed, eating more or less than usual, feeling less positive about yourself or situations, physical symptoms (racing heart, shortness of breath, headaches or churning feelings in the stomach)

MENTAL FITNESS

TIPS TO HELP YOU IMPROVE YOUR RESILIENCE AND MANAGE YOUR STRESS

- **Know your strengths and limits:** Don't over-commit. Learn to say no.
 - **Stay connected:** Connect with your family and friends and ask for help.
 - **Share your problems:** Talk to people about what is going on in your life
 - **Reassess your time:** Are you managing your time most efficiently?
 - **Take a break and have balance:** Make sure you get plenty of rest. Plan and take some time out to do some fun things for yourself. Try meditation
- [CHECK OUT THE SMILING MIND APP – WWW.SMILINGMIND.COM.AU]**
- **Set realistic expectations:** Are you and those around you setting unrealistic expectations that you can't meet?
 - **Put your stress into perspective:** How important is it? Is it life and death or just a flat tyre?
 - **Keep a sense of humour:** Laughing releases positive endorphins which counteract stress hormones.
 - **Reduce your stress:** Can you share some of the load, put a plan in place or delegate things?
 - **Don't turn to alcohol or drugs:** Alcohol and illicit drugs will not take your problems away and can actually compound your issues and increase your stress. It is a good idea to use more helpful strategies to cope with your situations, like exercise and talking with close friends and family.

- **Eliminate negative thinking:**

WWW.DEPRESSION.ORG.NZ has online tools to help manage negative thinking.

- **Practise gratitude:** Focus on what you are grateful for each day. Each night, before you go to bed, write down three things that you are grateful for.

- **Mood changers:** Your favourite upbeat music, exercise, laughter or doing things to help other people can change your emotions.

- **AVOID:** Taking on more, nicotine, alcohol, recreational drugs, caffeine and sugar. When you are under stress these things can make your stress worse.

SLEEP, EAT WELL, EXERCISE AND CONNECT

IF YOU FEEL LIKE YOUR STRESS AND SYMPTOMS ARE NOT RESOLVING, CONTACT YOUR DOCTOR.

HELPFUL NUMBERS & WEBSITES:

Lifeline 800 543 354

WWW.LIFELINE.ORG.NZ

Suicide Prevention Helpline (Tautoko)

0508 545 3754 (12 noon–12 midnight, 7 days)

Depression Helpline 0800 111 757

WWW.DEPRESSION.ORG.NZ

Netsafe (Text/cyberbullying) 0508 638 723

WWW.NETSAFE.ORG.NZ

Outline NZ 0800 688 5463

(10am–9pm Mon–Fri, 6–8pm Sat–Sun)

WWW.MENTALHEALTH.ORG.NZ

WWW.LEVA.CO.NZ

MENTAL FITNESS

HEADFIRST

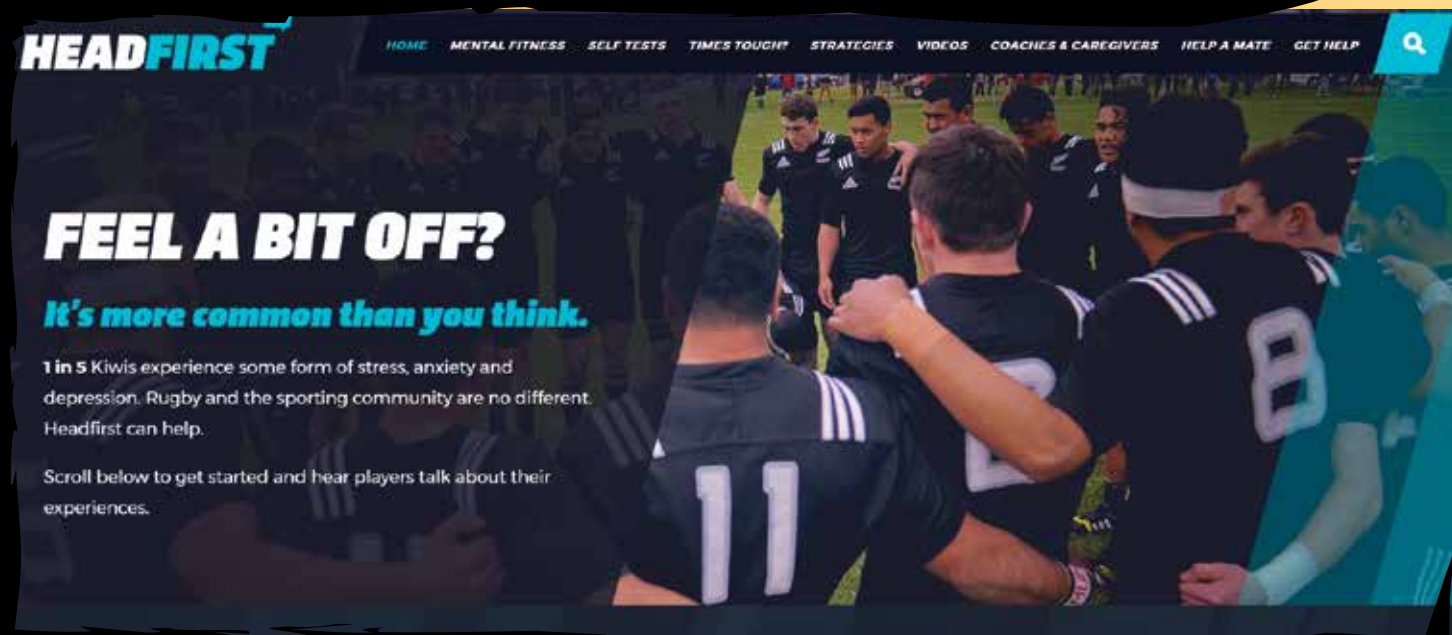
OUR MENTAL FITNESS AND WELLBEING – HOW WE THINK AND HOW WE FEEL – IS JUST AS IMPORTANT AS OUR PHYSICAL FITNESS AND IS ALWAYS WITH US. JUST LIKE OUR PHYSICAL FITNESS, IT CAN FEEL GOOD OR BAD OR ANYWHERE IN BETWEEN AT DIFFERENT TIMES. IN NEW ZEALAND, ONE IN FIVE OF US WILL STRUGGLE WITH SOME ASPECT OF OUR MENTAL FITNESS OR WELLBEING DURING OUR LIVES, SO IT IS TOTALLY NORMAL AND OKAY TO FEEL A BIT OFF SOMETIMES.

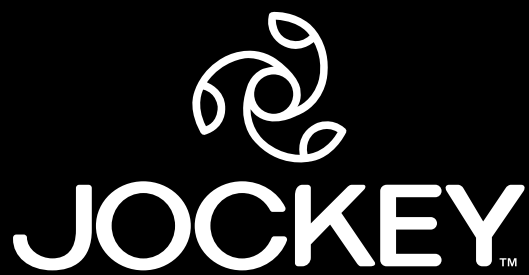
However, young New Zealanders (including rugby players) are not so good at getting help and support when they might need it. Knowing when we need some additional support and understanding that is okay to ask for help is critical to ensuring we have happy, healthy and high-performing rugby players in New Zealand.

Rugby can be a great support for mental fitness and wellbeing but players can experience extra challenges in situations where they are injured, struggling to perform or are leaving the game. For these reasons, and many others, taking care of our mental fitness and wellbeing is a huge part of looking after ourselves and being successful as people and as athletes. Managing stress, looking out for others, eating and sleeping well and having positive support people to talk to are key aspects of maintaining our mental fitness.

Headfirst is a website designed specifically to help rugby players and the wider rugby community to support their own wellbeing and that of others. The site contains videos from past and present players sharing their own experiences with their mental fitness as well as the struggles and tough times they have faced during their careers. There's also lots of useful information on different topics such as anxiety, depression, stress and how to help a mate.

You can check the site out at
WWW.HEADFIRST.CO.NZ





OFFICIAL SPONSOR

DEALING WITH DISAPPOINTMENT



“When dealing with disappointment, particularly in rugby, take time, think about it and ask for feedback.”

Portia Woodman

DISAPPOINTMENT IS THE FEELING OF DISSATISFACTION THAT YOU GET WHEN YOUR EXPECTATIONS ARE NOT MET AND WHEN THINGS DO NOT TURN OUT AS YOU HAD HOPED.

In sport, this is inevitable. You can feel disappointed when you lose games, don't get enough game time, don't get selected for a team, or get injured.

It is important you learn how to handle disappointment as it is part of life. It also presents a great opportunity to learn and grow from the experience.

HERE ARE SOME STRATEGIES TO HELP DEAL WITH DISAPPOINTMENT FOR YOU TO THINK ABOUT:

- **Try to handle it with dignity** (in a composed manner)
 - How you handle your disappointment could play an important part in future opportunities. People may watch how you cope with disappointment to see how your character shines through, so try to conduct yourself well in front of your coach and team. Try not to make any rash decisions while you are at an emotionally heightened state through being disappointed. Take a few days and let things calm down before making any major decisions.
- **Try not to take your feelings out on others** – It is okay to be gutted, sad and angry, but it is not okay to take these feelings out on other people. Try exercising, listening to your favourite upbeat music or hang out with some mates who make you happy.

“Disappointment hurts, but take the learning from it and use those learnings, so hopefully you can be better in the future.”

Sam Whitelock



- **Develop an action plan** – Use your disappointment as a motivator. What did you learn from the experience? How can you do things differently to improve in the future?
- **Talk through your disappointment** – Own your feelings and talk through your experience with someone you trust. People can help put your disappointment into perspective and help you navigate through this. Mentors or older people with life experience are good to help you through this.

“The best way to get over disappointment is to focus on what you have coming up next. It is hard to get over tough losses, but there is always something on the horizon that you can focus on. It is a good idea to use disappointments as a motivator and learn from them so you do better next time.”

Kieran Read



- **Fact versus feelings** – Assess what the actual facts are rather than just solely relying on your emotional reaction to the disappointment. Your perception of things might not be a true reflection of the situation. Give yourself time to process the disappointment and try to refrain from venting in public. You might be tempted to have an emotional outburst on Twitter but it can make a problem bigger and draw more attention to it, without helping the situation at all. Don't turn to alcohol to mask your feelings, talk to people or do some exercise instead.
- **Try to learn from it** – Many of the world's most successful people have all experienced failure at some time but have learned from it and made changes.
- **Try to get your mind off it** – Do something to help people who need it. This will help you to stop focusing on your own situation. Helping people makes you feel better and can help put things in perspective.
- **Acceptance** – We know some things are bound to happen, but we are not always willing to accept them. We can be quick to blame others, wallow in our own disappointment, feel sorry for ourselves and be overwhelmed by emotions. The reality is you have to accept that you will be disappointed again and experience these feelings again, it is part of life so use the experience in a positive way if you can, and “turn the lemons into lemonade”.

PLAYER PROFILES

RICHIE MCCAWE



Q: What advice would you give your 15–19 year-old self?

A: You don't have to be the most talented to achieve. You do have to have some talent, but it will only take you so far. Just because you're not the most talented doesn't mean give up, it comes down to perseverance and determination.

Q: What is the best off-field tip you have been given?

A: Don't be an old person with regrets.

Q: What is the best rugby tip you have learned?

A: Preparation starts well before you get on the field. Your performance on Saturday comes down to your preparation.

Q: What are the most important attributes you need to have to be successful?

A: You have got to be open to learning, not pretending you know it all. Some of your best lessons come in the tough times. Use those times and learnings wisely. Take a piece of gold out of the advice people give you. Just because someone is in a totally different place from you, don't discount what they have to say as sometimes that is where you pick up the best help.

Q: What is important to you outside of rugby?

A: Friends and family are hugely important in rugby. In life, you need a good support network as it allows you to cope in the good and bad times.

TYLA NATHAN-WONG

Q: What advice would you give your 15–19 year-old self?

A: To always believe in yourself and always put in the hard work as nothing will be handed to you.

Q: What is the best off-field tip you have been given?

A: To always be myself.

Q: What is the best rugby tip you have learned?

A: Go out, have fun and express myself.

Q: What are the most important attributes you need to have to be successful?

A: Being humble, hard work, resilience and passion.

Q: What is important to you outside of rugby?

A: Family and a career outside of rugby. I'm studying part-time for a Bachelor of Sports and Exercise Science.



AARON SMITH

Q: What advice would you give your 15–19 year-old self?

A: Start nailing down little routines around food and hydration as this has a massive effect on focus, performance and mood.



Q: What is the best off-field tip you have been given?

A: Act how you would if your grandma was watching.

Q: What is the best rugby tip you have learned?

A: Dream big and never doubt yourself.

Q: What are the most important attributes you need to have to be successful?

A: Discipline in your routines, skill, weights and games. Make sure you have a good balance off-field for your friends, family and girlfriend.

Q: What is important to you outside of rugby?

A: My family and partner, and just focusing on people who have been there since day one. Always giving back to people who help you get your goals.

CONCUSSION

CONCUSSION

We ALL need to know what to do!

RECOGNISE THE SIGNS AND SYMPTOMS OF CONCUSSION

Concussion should be suspected if one or more of the following visible clues, signs, symptoms or errors in memory questions are present.

01 Physical Signs (what you see)

- Loss of consciousness or non-responsive.
- Lying on the ground not moving or slow to get up.
- Loss of balance/co-ordination.
- Disorientation/confusion.
- Visible injury to face or head (especially in combination with any other signs).
- Grabbing/clutching of head.
- Dazed, blank or vacant look.

02 Memory (what they say)

Failure to answer any of these questions correctly may suggest a concussion.

- What venue are we at today?
- Which half/quarter is it now?
- Who scored last in this game?
- What team did you play last week/game?
- Did your team win the last game?



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03 Clinical Symptoms (what they feel)

If any of the following symptoms appear, concussion may be present.

- Blurred vision.
- Neck pain.
- Nausea.
- Dizziness.
- Confusion.
- Difficulty sleeping.
- Headache/pressure in the head.
- Sensitivity to light &/or noise.
- Fatigue.
- Drowsiness/trouble sleeping.
- More emotional.
- Nervous or anxious.
- Irritability.
- Problems with memory.
- Reduced ability to think/concentrate.

04 Red Flags (what requires hospitalisation)

If no qualified medical professional is available, consider transporting by ambulance for urgent medical assessment.

- Player complains of neck pain.
- Increasing confusion or irritability.
- Repeated vomiting.
- Seizure or convulsion.
- Weakness or tingling/burning in arms or legs.
- Deteriorating conscious state.
- Severe or increasing headache.
- Unusual behaviour change.
- Double vision.

REMOVE THE PLAYER FROM PLAY

Any player with a suspected concussion must be **IMMEDIATELY REMOVED FROM PLAY**, and must not be returned to activity until they are assessed medically and follow **THE RETURN TO PLAY STAGES**.

- Apply first aid principles: DRSABC (Danger, Response, Send for help, Airway, Breathing, Circulation).
- Treat as though they have a neck injury.
- **ONLY** be moved by a medical professional trained in spinal immobilisation techniques.



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BLUE CARD CONCUSSION INITIATIVE

The Blue Card for Concussion Initiative is a tool for referees to use to remove players who sustain a head knock during a rugby game and demonstrate the symptoms of concussion or suspected concussion. In 2017 the Blue Card was introduced at all levels of adult rugby in Mitre 10 Cup provinces. Heartland provinces are also encouraged to adopt this initiative. It is likely other grades and provinces will adopt the Blue Card in following rugby seasons.

WHY ARE WE DOING THIS?

- To enhance player safety and welfare.
- To improve concussion management and reinforce current processes.
- To support player recovery and long-term health.
- To complement the new World Rugby Law Application Guidelines relating to Contact to The Head.

WHAT HAPPENS WHEN A BLUE CARD IS ISSUED?

- The player must leave the field of play and cannot return during the match.
- The concussed player is identified on the Provincial Union team sheet.
- The Provincial Union forwards a letter to the club and player confirming the player has been stood down because of a concern regarding concussion. This letter will outline the procedure to facilitate the player's return to training and playing.
- Provincial Union will enter player and incident details into the Blue Card Concussion Initiative Player register.

OFF-FIELD FOLLOW UP PROCESSES/ PROCEDURES - PLAYER

- All players suspected of being concussed should not drink alcohol after the game.
- It is strongly recommended that a suspected concussed player seek medical attention within 24 hours.
- The player must have completed the Graduated Return to Play guidelines.
- For more information, contact your local Provincial Union or for:
 - Operational enquiries contact Trevor Howard (NZRU Community Referee Manager) 0274415552 Trevor.Howard@nzrugby.co.nz.
 - Medical enquiries contact Doctor Ian Murphy (NZRU Medical Director) +64 4 494 0969 Ian.Murphy@nzrugby.co.nz.



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- Do not remove headgear (if present) unless trained to do so.
- Call 111 if there is concern regarding the risk of head or neck injury.
- Players with a suspected concussion should not be left alone and should not drive a motor vehicle.

REFER THEM TO A DOCTOR FOR ASSESSMENT

Anyone with a suspected head injury needs to see and be assessed by a medical doctor. Only a qualified medical doctor can assess and diagnose a concussion. This is essential to confirm the diagnoses of concussion and to assess the risk for more serious injury.

It's useful to have a list of local medical doctors, concussion clinics and emergency departments close to where the sport/activity is being played.

WHAT HAPPENS NEXT?

- **REST, RECOVER and RETURN.**
- **REST** until symptom-free.
- **RECOVER** by following your doctor's advice and following **THE RETURN TO PLAY STAGES**.
- **RETURN** to the full demands of your sport when fully recovered and cleared by your doctor.

RETURN TO PLAY STAGES			
Rehab Stages		Minimum Time U19+	U19
1	Complete mental and physical rest until symptoms have cleared.	14 days	14 days
2	Once symptom-free, light aerobic exercise, such as walking or stationary cycling.	2 days	2 days
3	Rugby-specific exercise, such as running or ball handling activities only if symptom free. NO head impact activities.	1 day	2 days
4	Non-contact training drills until medical clearance given and only if symptom-free.	1 day	2 days
5	Once medical clearance has been given, full contact training.	2 days	2 days
6	Return to play		

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Do you need any help making a decision around your rugby future?

- ❖ Have you been offered an academy **opportunity** or contract?
- ❖ Do you think you need independent **advice** or an agent?
- ❖ What is your **plan** outside of rugby: Work? Study? Travel?
- ❖ Are you looking for **guidance** on:
Supplements? Anti-doping? Concussion Management? Social Media?

**For further advice,
support or assistance
please get in touch.**

 **0800 PLAYER**  **www.nzrpa.co.nz**

 facebook.com/nzrpa

 twitter.com/nzrpa

 [NewZealandRugbyPlayersAssoc](https://www.instagram.com/NewZealandRugbyPlayersAssoc)

DRUGS AND ALCOHOL

RESPONSIBLE ATTITUDE

IT IS IMPORTANT THAT YOU MAKE INFORMED DECISIONS ABOUT ALCOHOL AND DRUG CONSUMPTION. MAKE SURE THAT YOU KNOW WHAT YOU ARE PUTTING IN YOUR BODY AND HOW THAT WILL AFFECT YOUR HEALTH AND YOUR GAME. ALSO BE AWARE THAT HAVING A RESPONSIBLE ATTITUDE TO ALCOHOL USE AND ACTIVELY DISCOURAGING THE USE OF DRUGS WILL REDUCE ANY PERCEIVED GLAMOUR AND EXCITEMENT ASSOCIATED WITH THEIR USE.

The bottom line is that you need to stick to the law regarding alcohol – know the legal limits when it comes to driving [or better still, leave your keys at home].

When it comes to drugs, the law is quite clear:

ILLICIT DRUGS ARE ILLEGAL IN NEW ZEALAND.

ALCOHOL – SOME FACTS

- Alcohol is a depressant drug and NOT a stimulant. This means it will slow down activity in the central nervous system, including the brain.
- Drinking alcohol affects decision-making – usually in a negative way.
- Drinking alcohol can lead to a lack of control over your behavior.
- Alcohol affects concentration, coordination, and slows your response time in unexpected situations.
- Drinking too much can put you at increased risk of violence or being involved in a fight, which can lead to serious injury and/or adverse publicity.

ALCOHOL EFFECTS SPORTS RECOVERY PROCESS BY:

- causing dehydration –recovery requires rehydration.
- worsening soft tissue injury by reducing blood flow to the injured area, especially when binge drinking.
- increasing your kilojoule intake but without adding any positive nutritional value.
- reducing your motivation for refuelling, rehydration, facilitating muscular repair, or focusing on injury rehabilitation.
- relaxing your attitudes towards certain foods, leading to making poor food choices.
- negatively impacting exercise performance, including reaction time, balance and hand-eye coordination.

DRINKING ALCOHOL DOES NOT IMPROVE POWER, STRENGTH OR ENDURANCE.

To find out more about alcohol and how it affects you, checkout Alcohol & Me –

WWW.ALCOHOLANDME.ORG.NZ

DRUGS AND ALCOHOL

DRUGS

YOU ARE RESPONSIBLE FOR WHAT YOU PUT IN YOUR BODY. IT IS IMPORTANT TO BE AWARE OF THE NEGATIVE EFFECTS AND DANGERS OF DRUG USE, INCLUDING SYNTHETIC DRUGS, WHICH HAVE BEEN LINKED TO NUMEROUS DEATHS. SOME OF THE EFFECTS OF ILLICIT DRUGS ARE OUTLINED BELOW.

Apart from these effects, bear in mind that users have no idea what chemicals might have been used to make the drugs, and products used in their manufacture could be even more dangerous for your body than the drugs themselves.

CANNABIS

EFFECTS OF CANNABIS ON SPORTS PERFORMANCE:

- sleepiness
- loss of coordination and concentration
- anxiety and paranoia
- decreased motivation
- decreased memory and learning abilities
- decreased reaction times

ECSTASY

EFFECTS OF ECSTASY ON SPORTS PERFORMANCE:

- overheating and dehydration – it has a direct effect on the body's ability to control temperature
- increased blood pressure and heart rate
- the 'comedown' after the drug wears off can leave users feeling exhausted, depressed and irritable
- loss of appetite
- lack of control of behaviour

AMPHETAMINES

The term amphetamine refers to a whole family of artificial drugs that are chemically related. Amphetamines are stimulants that increase central nervous system activity. With amphetamine substances it is very difficult to know exactly what you are putting into your body.

EFFECTS OF AMPHETAMINES ON SPORTS PERFORMANCE:

- dangerous for people who are exerting themselves as it can put a great strain on their heart. Some high-profile athletes have died after using stimulants in combination with exercise.
- increased risk of heat stress.
- loss of appetite
- lack of control of behaviour



New Zealand Rugby has clear responsibility policies around drug and alcohol use. It's a good idea that every sport/team has a set of these policies and that every player is familiar with them. Does your sport/team have a responsibility policy for alcohol and drug use? Are you familiar with the policies? If you need more information, contact NZRPA on 0800 PLAYER or refer to the protocol section of this handbook under team functions on page.

IF YOU OR ANY OF YOUR FAMILY OR FRIENDS HAVE ALCOHOL OR DRUG RELATED ISSUES, **HELP IS AVAILABLE FROM:**

The Alcohol Drug Helpline
alcoholdrughelp.org.nz
phone 0800 787 797, 24 hrs a day,
or txt 8681

Your doctor, teacher, school counsellor, coach, trusted adult, manager, NZRPA on 0800 PLAYER or your team Personal Development Manager



"To perform at a high level you need to take care of your body and take pride in it. You need to fuel your body with the right food nutrients, hydration, exercise and rest. There are many dangers and consequences of drugs and alcohol that can harm our bodies severely, and they can sometimes be very addictive. Learning from a young age that choices come with responsibility made me feel more secure in my decision making. Good friends are there to care for you and listen to you. People who try to pressure you into smoking, drinking or using drugs are not friends. I encourage you to engage in healthy activities like sport that will help you feel fit, energetic and good about yourselves. Take care of your healthy bodies."

Huriana Manuel Carpenter

**DON'T
DRINK
AND 
DRIVE**

CONSENT, THE LAW AND SAFE SEX

CONSENT

WHETHER YOU ARE HOOKING UP WITH THE LOVE OF YOUR LIFE, HAVING A CASUAL RELATIONSHIP OR A ONE NIGHT STAND, CONSENT IS CRUCIAL. REMEMBER GOOD CONSENT IS ABOUT GOOD COMMUNICATION. IF YOU WANT TO HAVE SEXUAL INTERCOURSE WITH SOMEONE, YOU ARE REQUIRED BY LAW TO GET A CONSENT FROM THEM EACH TIME.

It is a good idea to get a verbal consent of 'yes' each time you want to have sex. Consenting to kissing does not mean the other person is consenting to anything else.

A clear way to obtain consent is to ask the person "Do you agree to have sex with me?" **Clear consent** is when that question is answered with an enthusiastic "yes".

Consent has to be **informed**, which means you have to be honest about the situation. If someone says they are on birth control or going to use condoms and then don't, that is not consent. If you are planning group sex and have not told any person involved what your plan is, they are not informed, therefore that is not consent. Having people join you mid-sex is also not how meaningful consent is sought.

As part of the process you might get smiling, nodding, pulling you close, eye contact or the person touching you back. Sometimes these non-verbal cues might change, which is why consent is an **ongoing** process and you have to keep **checking** in with the other person as things progress to see if they are okay. If in doubt stop and check it out. Remember no one owes you sex, we are all free to change our minds by **reversing our consent**.

There are so many ways to have sex so you need to be sure that your sexual partner is comfortable

about what you are doing during each **specific** act. Your 'normal' might not be their 'normal'. Remember no one ever died of feeling awkward – look after yourself and your sexual partner by **checking** in and keep asking if they are okay.

Consent must be **freely given**. This means they are saying yes because they want to not because they might be too drunk to say no, or too scared to say no because you will get mad, or they want to stop you from harassing them to say yes.

Remember alcohol can affect people's judgement so if you are asking a drunk person for their consent and they say yes, it may not be what they really want. If someone is not conscious they are not able to legally provide consent therefore you should not have sex with them.

Always treat the person you are having intimate relationships with **respect**. Even if you are married, you still have to get consent to have sexual intercourse.

- **If they say no it means NO.**
- **If they change their mind half way through you MUST STOP.**
- **Do not pressure them or try to talk them into it.**
- **Respect their decision.**
- **Consent is ongoing – if in doubt stop and ask.**
- **Consent has to be informed and specific.**
- **People are free to change their minds by reversing their consent.**
- **Consent must be freely given.**
- **People must be over 16 years old to give consent.**

CONSENT, THE LAW AND SAFE SEX

THE LAW AND SEXUAL VIOLENCE

SEX – OR SEXUAL ACTS WITHOUT CONSENT – IS A SEXUAL VIOLATION AND IT IS NEVER OKAY TO DO THIS. SEXUAL VIOLATION IS WHEN A PERSON RAPES OR HAS UNLAWFUL SEXUAL CONNECTION WITH ANOTHER PERSON. RAPE IS SEX WITHOUT CONSENT. UNLAWFUL SEXUAL CONNECTION IS ANY SEXUAL CONTACT THAT SOMEONE DOES NOT OR CANNOT CONSENT TO. SEXUAL VIOLATION IS A CRIME. IF YOU ARE CHARGED AND FOUND GUILTY OF SEXUAL VIOLATION, YOU CAN GO TO PRISON FOR UP TO 20 YEARS. EVEN IF YOU KNOW THE PERSON, IT IS STILL SEXUAL VIOLATION.

It is important everyone understands times when consent is NOT possible under the law.

A PERSON IS UNABLE TO LEGALLY CONSENT IF:

- they are under 16 years old
- they are impaired by drugs or alcohol
- they are coerced by fear, threats or intimidation, either to them or their friends or family
- they are mistaken or have been misled about the nature and quality of the act, see above example about group sex and being specific about consent
- they are mistaken about the other person's identity...pretending to be an All Black? That's not consent.
- they have an intellectual, mental or physical condition or impairment that prevents them from giving meaningful consent.

This is not the same as saying someone with a disability cannot have consensual sex but if they are unable to indicate consent or lack of consent (e.g. nonverbal and no physical movement), or if their mental health means they are not able to perceive the nature of what is happening consent cannot be given.

If you have been sexually violated – or suspect that someone you know has been – talk to someone you can trust like a trusted adult, family, teacher, counsellor, doctor, manager or police. Sometimes it is easier to talk to someone you don't know. There are organisations throughout the country that can help you if you have been sexually abused, assaulted or raped.

FOR HELP OR INFORMATION YOU CAN **CONTACT** **ONE OF THESE** **ORGANISATIONS:**

- Rape Prevention Education
WWW.RPE.CO.NZ
- Bodysafe – WWW.BODYSAFE.NZ
- Youthline – WWW.YOUTHLINE.CO.NZ
phone 0800 37 66 33 or txt 234
- Te Ohaakii a Hine-National Network
Ending Sexual Violence Together can
help you find a local counsellor or
support worker –
WWW.TOAH-NNEST.ORG.NZ/GET-HELP

CONSENT, THE LAW AND SAFE SEX

SAFE SEX

HAVING SEX IS ONE OF THE MOST INTIMATE THINGS HUMANS CAN DO, YET WE CAN BECOME SHY ABOUT ASKING OUR PARTNER TO PRACTISE SAFE SEX. PRACTISING SAFE SEX IS IMPORTANT IN ORDER TO PREVENT THE SPREAD OF SEXUALLY TRANSMITTED INFECTIONS (STIS) LIKE HIV, AIDS, GENITAL HERPES, GENITAL WARTS, GONORRHOEA, CHLAMYDIA, HEPATITIS A, B AND C.

You can get STIs if you have unprotected vaginal, oral or anal sex or skin on skin contact with someone. The best way to protect yourself and your partner is by using condoms. Not all STIs have symptoms. Some STIs can be serious and may not go away by themselves so it is important to be tested and treated if necessary by your doctor. Don't be shy – look after your health!

DID YOU KNOW?

You can get 144 condoms on prescription from your doctor or Family Planning clinic for approximately \$5.00 (plus cost of doctor's visit or Family Planning visit).

Family Planning offer confidential, non-judgmental sexual and reproductive health care. They work with people of any gender, age, nationality or sexual orientation. **WWW.FAMILYPLANNING.ORG.NZ**



PLAYER PROFILES

JEROME KAINO



Q: What advice would you give your 15–19 year-old self?

A: Study and make a good plan for life after rugby.

Q: What is the best off-field tip you have been given?

A: Treat everyone the way you want to be treated.

Q: What is the best rugby tip you have learned?

A: Talent will only get you so far, it is hard work that gets you across the line.

Q: What are the most important attributes you need to have to be successful?

A: Dedication and sacrifice.

Q: What is important to you outside of rugby?

A: Family.

Q: What is the best rugby tip you have learned?

A: You can't expect to do what everyone else is doing and get ahead.

Q: What are the most important attributes to have to be successful?

A: Perseverance.

Q: What is important to you outside of rugby?

A: Family, friends and other interests.

KENDRA COCKSEGE



Q: What advice would you give your 15–19 year-old self?

A: Have a go. Give everything a go. Have a crack at as much as you can and don't give up.

Q: What is the best off-field tip you have been given?

A: To live life to the fullest.

Q: What is the best rugby tip you have learned?

A: It doesn't matter what size you are.

Q: What are the most important attributes you need to have to be successful?

A: Have confidence to be able to apply yourself to anything, be enthusiastic and work hard.

Q: What is important to you outside of rugby?

A: Family and friends.



BEN SMITH

Q: What advice would you give your 15–19 year-old self?

A: Don't let others tell you what you can and can't do. Enjoy every day as you work towards your goals as one day you will wish you were back where you are now.

Q: What is the best off-field tip you have been given?

A: Getting outside your comfort zone is where great things can happen.



GETTING A DRIVERS LICENCE



“Getting your licence gives you independence and it is important to keep on the right side of the law”

Jerome Kaino

YOU NEED TO GET YOUR DRIVER’S LICENCE SO YOU CAN GET TO TRAINING, BE INDEPENDENT AND GET TO WORK OR YOUR PLACE OF STUDY. YOU DON’T KNOW WHERE YOUR CAREER, STUDY OR RUGBY MIGHT TAKE YOU AND AN OPPORTUNITY COULD BE IN AN AREA WITH LIMITED OR NO PUBLIC TRANSPORT.

YOU DON’T WANT TO MISS AN OPPORTUNITY BECAUSE YOU CAN’T GET THERE!

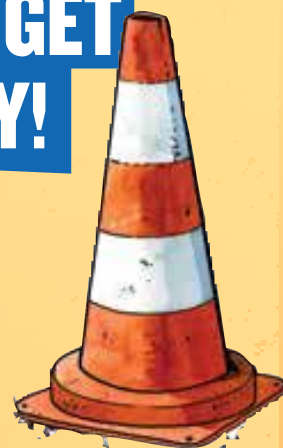
THERE IS AN EXPECTATION THAT PLAYERS WILL HAVE THEIR DRIVER’S LICENCE – SO GET ONTO IT TODAY!

HELP

DRIVE WEBSITE

WWW.DRIVE.GOVZ.NZ

Drive is a website and online learning tool that helps young people become safe, skilled and capable drivers. It tells you everything you need to know about getting your licence.



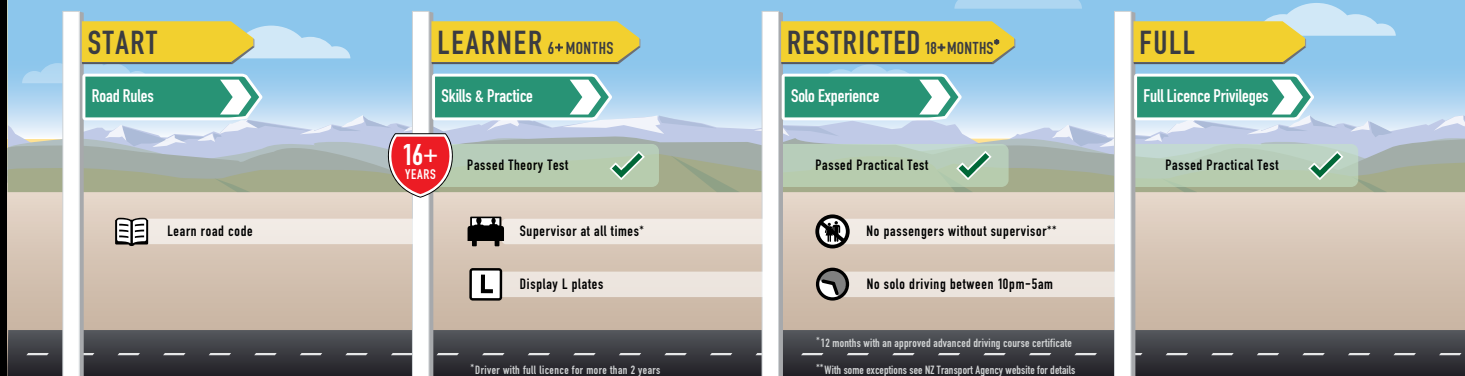
“It is really important to be able to get yourself to and from trainings and not be reliant on other people.”

Waisake Naholo



GETTING A DRIVERS LICENCE

THE ROADMAP TO YOUR CAR LICENCE – UNDER 25s



DID YOU KNOW?

If you are driving at 50km per hour, you need at least 27 metres to **STOP**

If you are driving at 60km per hour, you need at least 36 metres to **STOP**

[Source: www.roadcodetest.co.nz]

Information for drivers aged 15-24 taking medication

ARE YOU SAFE TO DRIVE?

It can be unsafe to drive when taking medication which impairs/affects your driving ability.

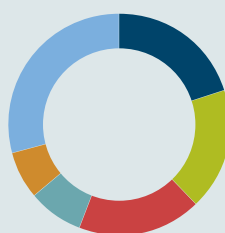
IT'S AGAINST THE LAW TO DRIVE WHEN YOU'RE IMPAIRED.

Impaired driving is when your body or emotions have been affected (usually temporarily) in a way that makes you an unsafe driver. You need to make sure you're safe to drive before you get in the car.

Many prescribed medications (or those purchased over-the-counter) can impair your driving, as can many recreational drugs. It's important you talk honestly with your health practitioner about your medication (and anything else you're taking) so they can help you stay safe on the road.

www.nzta.govt.nz/medication

Five common medications that may impair 15-24 year olds



- Painkillers 20%
- Allergy pills 18%
- Depression meds 18%
- Anti nausea 8%
- Anti psychotic 7%
- Meds for ADHD, epilepsy, sleep, addiction, migraine 29%

Not every medication above will impair driving.



1 IN 5

prescriptions for people aged 15-24 are for medications that may impair driving

GETTING A DRIVERS LICENCE

INSURANCE

IF YOU HAVE A CAR YOU SHOULD AT LEAST HAVE THIRD PARTY, FIRE AND THEFT INSURANCE.

Could you afford to pay for the repairs on a super expensive car if you crashed into it? If you have insurance, you only have to pay the excess, which is usually only around \$300, to repair a car no matter how much damage there is.

Quotes for insurance depend on your driving history, what driver's licence you have, any claims or accidents you've had in the last five years, whether your vehicle has any modifications, and the type and age of the vehicle you have.

Third party insurance can cost as little as a cup of coffee a week!



WOW!

Two cars valued at nearly \$800,000 crashed into each other in Auckland in February 2016. A Mercedes-Benz crashed into a Lamborghini Aventador. Imagine paying for that! Let's hope they had insurance!



THE PERSONAL DEVELOPMENT PROGRAMME



“The Personal Development Programme is a great opportunity to upskill, grow and challenge yourself to improve in all aspects of your life. You can get huge personal rewards and gains from it.”

Sam Cane

THE NEW ZEALAND RUGBY PLAYERS’ ASSOCIATION AND NEW ZEALAND RUGBY JOINTLY MANAGE THE PLAYERS’ PERSONAL DEVELOPMENT PROGRAMME (PDP), WHICH IS FACILITATED BY PERSONAL DEVELOPMENT MANAGERS (PDMs) THROUGHOUT NEW ZEALAND VIA THE FRANCHISES AND PROVINCIAL UNIONS.

The PDMs work with emerging, current and transitioning men and women players on their personal and professional development. The Personal Development Programme is there to support, guide and assist players in their career, education and personal development, and to challenge players to get the best out of themselves. For many players, the Personal Development Programme is a contributing factor to enhancing their performance both on and off the field, which is why we believe better people make better players.

“I really appreciate the Personal Development Programme opportunities I get through rugby. I didn’t realise how good and important personal development was until I had some time out of the game.”

Patrick Tuipulotu



As well as the contest on the field, players face many challenges off it. The Personal Development Programme provides the education and support needed for players to better handle those demands, including a network of providers offering expert advice in a range of areas including financial planning, banking, insurance, contracts, legal advice, property matters, personal support, social media, behavioural risk, anti-doping, wagering, disciplinary matters and problem solving.

“Personal development is really important and you find out just how important when you are injured and it could be career ending. You suddenly think ‘What am I going to do?’ I would encourage players to work on their personal development as soon as they can and make the most of the opportunities you get. When you get injured you will have extra time on your hands so it is a good time to put extra efforts into your personal development. It also helps your mental wellbeing by having something else to focus on other than your recovery.”

Nathan Harris



The ASB logo is displayed in a bold, yellow, sans-serif font. A thick yellow diagonal line runs from the top left corner of the frame down towards the middle right, passing behind the logo.

ASB



You take care of things on
the field. We'll take care of
your finances off it.

Knowing your finances are sorted makes for one
less distraction on game day.

So whenever you're ready to talk, we'll be here.

› Contact

Donna Harpur-Swain

M: 027 220 3368

E: donna.harpur-swain@asb.co.nz

The ASB logo is displayed in a bold, yellow, sans-serif font.

ASB



The bank that backs NZ Rugby

FINANCIAL TIPS

"I have learned it is really important to get the right advice about money and learning to budget is massively important. 'Save first and spend second', not 'spend first and see what's left'."

Nehe Milner-Skudder



Budget – write a budget and track your spending – see www.sorted.org.nz for some templates.

Learn self-control – know where you spend your money and where the temptations to spend are. Learn to say NO to yourself and others! Don't be generous to others when you know you can't afford it.

Plan – take control of your own financial future and have a plan of what you are trying to achieve and set some goals, for example, saving for shoes, a new car, an overseas trip, or a house.

Join Kiwisaver – you will be forever thankful that you did. To find out more about this retirement savings plan, visit www.kiwisaver.govt.nz

Pay debt – start paying your debt off as soon as possible, even if it is only a small amount each week it soon adds up.

Start saving – set up separate accounts for your goals. Use payline splits/automatic payments to split your income into accounts so you save automatically. Put some of every pay into savings even if it is just a few dollars.

Live within your means – don't spend like a rock star when you don't earn the sort of money that they earn. If people ask you to lend or give them money, only give what you can afford or say no. If you are expected to give money to family, it is a good idea to plan for it so it becomes part of your budget. Consider starting a separate savings account for it and only put in it what you can afford.

No credit cards – use a debit card instead of a credit card for spending. Pay with the money you have or say no instead of using a credit card and putting yourself into debt.

Emergency fund – always have a small emergency fund stashed away [at least one week's pay] so you can cover any unexpected emergency costs.

Be wary – be wary of loans, hire purchases and credit cards as interest rates [the extra fee you pay for having access to their funds] on these are usually quite high.

Understand tax – the gross amount of pay you get will be different to what you get in the hand [net amount] because tax will have been taken out of it. Tax is what goes to the government to help pay for all the things that keep the country running.

COST SAVING TIPS

- **Make and take your lunch with you every day**
- **Buy drinks in bulk from the supermarket instead of at the dairy or lunchbar**
- **Take a reusable water bottle with you everywhere – tap water is free**
- **Carpool – share both the driving duties and the cost of petrol each week**
- **Set yourself a weekly spending limit and stick to it**
- **Planning your spending will help to stop you from making impulse buys**
- **Do your research online so you know what things will cost when you go to buy them**
- **Try to stay away from putting things on a credit card**



SHOULD I STAY OR SHOULD I GO?

“Don’t leave a part of yourself where you’re from, immerse yourself in your new surroundings and get involved in the area. Be open minded to the new opportunities.”

Liam Sopoaga



SOMETIMES IN LIFE, AND PARTICULARLY IN RUGBY, OPPORTUNITIES COME UP THAT REQUIRE YOU TO MOVE. HERE ARE SOME OF THE THINGS YOU WILL NEED TO THINK ABOUT WHEN DECIDING IF YOU SHOULD RELOCATE TO TAKE UP A NEW OPPORTUNITY.

DOES WHAT YOU GAIN FROM THE RELOCATION AS A WHOLE, OUTWEIGH THE THINGS YOU WILL LOSE THROUGH THE CHANGES YOU WILL HAVE TO MAKE?



QUESTIONNAIRE:

ON-FIELD:

- ☐ Is the opportunity genuine?
- ☐ Have you done your rugby research on where you are going?
- ☐ What rugby pathways do they offer?
- ☐ Do you know who you will be competing against for a position?
- ☐ What personal development opportunities are in your new environment both (from a club, study/trade, and town/city perspective)?
- ☐ What support structure does the club/provincial union/franchise have that you are going to?

OFF-FIELD:

- ☐ Taking into account home life, the area where you live, your rugby team and your personal interests, will you enjoy/cope with being out of your current environment?
- ☐ What support structures will you have in your new area?
- ☐ If you have to move away from your family, how often can you get home to see them? How often can they come and see you?
- ☐ Do you have family, cultural groups, church or other interest groups that you can link up with to make you feel connected in your new area?
- ☐ Are the things you value in life still available in your new area? For example, if you love surfing are there beaches nearby?

PLAYER PROFILES

NEHE MILNER-SKUDDER



Q: What advice would you give your 15-19 year-old self?

A: Be more organised and manage your time well because it makes everything run smoother and allows you to focus on the things that are important to you and reduces your stress!

Q: What is the best off-field tip you have been given?

A: You always have a choice about attitude. You can either find an excuse or you can find a reason.

Q: What is the best rugby tip you have learned?

A: The lowest man wins in the tackle and at the breakdowns.

Q: What are the most important attributes you need to have to be successful?

A: Have a plan and work hard. You need a focus and a plan to get you where you want go.

Q: What is important to you outside of rugby?

Being happy off the field. Having strong relationships with family and friends and having hobbies and things outside of rugby so you can switch off from the game. It helps me perform better in game and training.

Q: What are the most important attributes you need to have to be successful?

A: Be honest to yourself, have a good work ethic by doing the basic things right even though they might not be seen by others – you will soon get found out. It is the work you do when no one is watching that builds the important foundations.



Q: What is important to you outside of rugby?

A: My family because they support me through the good and bad times and they are my backbone to why I am able to do what I do.

SELICA WINIATA

Q: What advice would you give your 15-19 year-old self?

A: Take the advice of your parents and those that are there to support you because more often than not they are right.

Q: What is the best off-field tip you have been given?

A: Don't forget where you come from and those who support you.

Q: What is the best rugby tip you have learned?

A: Take your opportunities when they are there, because you don't know how long that opportunity will be available or when it will be taken away from you.



LIFT YOUR GAME

LOW CARB. HIGH PROTEIN. DON'T UNDO ALL THE HARD WORK.



atkinslift.com

THE REALITY OF RETIRING FROM PROFESSIONAL RUGBY

"I wish I had taken things a lot more seriously growing up, especially my education. I was so focused on being a rugby player that I put it to the side and I now wish I had knuckled down at school and given it a good crack. It means that now I have to put in a lot of effort to plan for life after rugby, which can finish at any time."

Dane Coles



- For 48 per cent of players, retirement was unexpected.
- Almost 1/3 of players said they were unprepared and struggled during their first three months post retirement.
- 60 per cent took six months or longer to 'gain control' post retirement.
- Players who studied or undertook meaningful work experience took less time to find a job post retirement.
- 1/2 of all players will earn less than \$60,000 in their first two years after retirement. 28 per cent were still earning less than \$60,000 a year after that.
- 33 per cent of players suffered periods of financial hardship after retirement.
- 46 per cent of players had been unemployed at some stage since retiring – of which 82 per cent were unemployed for a period of three months or longer

Source: NZRPA Retired Players Survey

www.nzrpa.co.nz/pdf/NZRPA-Retired-Player-Survey-FINAL.pdf

ARE YOU ACTIVELY COMMITTED TO DOING THINGS TO PREPARE YOURSELF FOR YOUR FUTURE?

Here is a check list of some things you can start preparing to help you transition into work. Tick each one that you have, and move towards achieving any that you can't tick off.

DO YOU HAVE:



- ☐ A current CV
- ☐ Your driver's licence
- ☐ An up-to-date LinkedIn profile
- ☐ Work experience
- ☐ Qualifications/education
- ☐ Clean social media accounts
- ☐ A career plan [see 'What does career mean?' below for a list of people who can help you develop a career plan]
- ☐ Have you let people know you are looking for work?
- ☐ Do you know where you want to live?



"I have always seen rugby only taking you so far for so long, so it is always important to have something you are passionate about outside of rugby to continue on with when rugby is over or if you don't make it."

Tyla Nathan-Wong

THE REALITY OF RETIRING FROM PROFESSIONAL RUGBY

YOUR REALITY

IF YOU BECOME A PROFESSIONAL RUGBY PLAYER, YOU WILL HAVE AN EXCITING OPPORTUNITY TO UNDERTAKE ANOTHER CAREER AFTER RUGBY TO PROVIDE FOR YOU AND YOUR FAMILY.

You will end up working for approximately another 35 years after rugby, so use the support and networks around you while playing to explore opportunities that you may wish to take up after rugby. The Personal Development Programme is designed to assist you in this. If you don't end up playing professional rugby, the opportunity to pursue a career will happen earlier. This is a very exciting time in your life and you probably will take a few different paths and opportunities throughout your working lifetime. It is a great idea to start thinking about what type of work or study interests you.

WHAT DOES CAREER MEAN?

THINK ABOUT THE JOBS AND INDUSTRIES THAT INTEREST YOU AND WHAT YOU'D LIKE TO DO WHEN THE CROWDS FINALLY GO SILENT. THE NZRPA, PERSONAL DEVELOPMENT MANAGERS, MENTORS OR CAREERS ADVISORS CAN HELP YOU DEVELOP A CAREER PLAN FOR LIFE OUTSIDE OF AND AFTER YOUR PLAYING DAYS, THAT YOU CAN PROGRESS WHILE PLAYING.

HAVE A PLAN FOR WHEN YOU STOP PLAYING

Everyone thinks rugby is your plan A but we call rugby your plan B. Your plan A is the job, industry or career with the potential to interest and motivate you outside of rugby, and potentially for your entire life. Use your time while playing to prepare for and progress your plan A.

Study and work experience related to a plan A job of interest will build a bridge, help create a balance to your rugby, and ensure a smoother transition from rugby if you do manage to play professionally for a while.

It can be challenging to juggle rugby and your plan A, and it will take time, hard work and effort but the balance it provides will help your rugby and your transition after your professional playing days will be more successful.



THE REALITY OF RETIRING FROM PROFESSIONAL RUGBY

TIPS

GET IN THE DRIVER'S SEAT OF YOUR LIFE

FIND AN EXCITING AND INTERESTING JOB OR CAREER FOR YOUR FUTURE. IF YOU HAVE A DESTINATION, A TIMEFRAME TO GET THERE AND SOME RELATED SKILLS AND EXPERIENCE IN YOUR TANK THEN YOU ARE IN CONTROL OF YOUR DESTINY AND IN THE DRIVER'S SEAT OF YOUR LIFE. Don't be in the passenger's seat waiting for things to happen or in the back seat going where someone else is going.

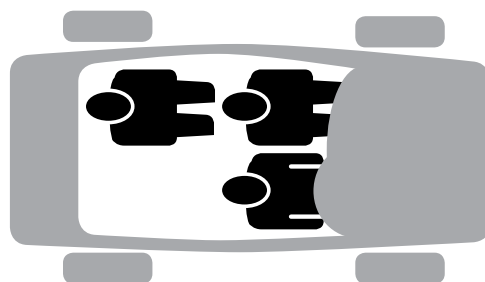
THE BUS-STOP METHOD OF CAREER PLANNING

WHEN WE NEED A JOB, MOST OF US GO UP THE BUS STOP, SO TO SPEAK, AND GET ON THE FIRST BUS THAT COMES ALONG. We do the same with choosing the first study programme that looks vaguely interesting. Take the time to make good decisions and, if you need to, use your network, career specialist and mentors to help you. Making good decisions will make sure you are getting on the bus that is going in the direction you want to go. Interest drives motivation. If you are motivated with your choice of career direction, it is more likely to result in success and satisfaction.

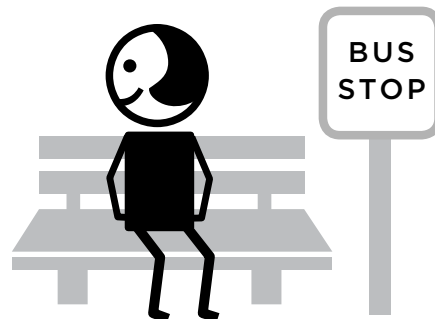
CHOOSE THE RIGHT MOTORWAY

THINK OF THE MARKETPLACE AS A SERIES OF LINKED MOTORWAYS. Get on the right motorway and don't worry too much if you are in the right lane. For example, don't choose to study tourism if technology interests you more. Explore all of the industries available, locate those that feel right for you then connect with study and/or work experience around the things that interest you.

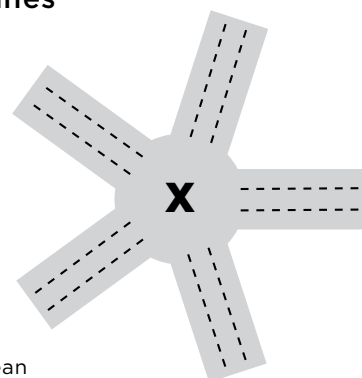
get in the driver's seat of your life



bus stop method of career planning



motorways and lanes



exploring options may mean finding the right motorway for you

JOB 'FIT'

TRUST YOUR GUT INSTINCT THAT YOU WILL KNOW IF A JOB IS THE RIGHT 'FIT' FOR YOU. RUGBY PLAYER = YES, ACCOUNTANT = NO. OWNING A GYM = YES, A LAWYER = NO.

Explore the jobs that are available out there and find some that interest you, then go and visit a workplace to see those jobs in action and talk to the people doing those jobs. Job holders and employers will tell you the best study options related to a job of interest. This is just like test-driving a car before you buy it, only we call it reality testing.

CV'S AND LINKEDIN PROFILES

MAKE SURE YOUR CV IS UP TO DATE, THAT YOUR LINKEDIN PAGE IS INTERESTING AND EASY TO READ, AND THAT YOUR SOCIAL MEDIA IS CLEAN JUST IN CASE A POTENTIAL EMPLOYER LOOKS AT IT.

USEFUL INFORMATION AND JOB SEARCHES

DID YOU KNOW:

70 per cent of jobs are not advertised and are gained through networking, direct contact or internal appointments. If you know your longer-term career direction, then you can utilise your time in rugby to build networks and contacts. When the time is right, you can let these people know that you are looking for work.

job 'fit'



the notion of how you intuitively feel a job 'fits' with you

OCCUPATIONAL OUTLOOK

WWW.OCCUPATIONOUTLOOK.MBIE.GOVT.NZ



This app is a great tool for researching study and training programmes, potential income and job prospects.

OTHER WEBSITES WORTH CHECKING OUT ARE:

WWW.CAREERS.GOV.TZ – for information on jobs, industries and related study.

WWW.SEEK.CO.NZ and

WWW.TRADEME.CO.NZ – both advertise available jobs across all industries.

USE YOUR SEARCH ENGINE

The easiest way to find an example of a career that interests you or to find a job to apply for is quite simple. Key in a job title followed by jobs nz. For example: physiotherapist jobs new zealand.

**[Career material supplied by
WWW.CAREERDYNAMIC.COM]**

MAKE THE DECISION TO PLAY OVERSEAS

**IF ARE THINKING ABOUT PLAYING OFF-SHORE
HERE ARE SOME THINGS YOU SHOULD WORK
THROUGH BEFORE MAKING YOUR DECISION.**

**HAVE YOU ACHIEVED TO A LEVEL, IN
NEW ZEALAND, THAT YOU ARE NOW
HAPPY TO MOVE ONTO ANOTHER
PHASE IN YOUR RUGBY?**

**"I found talking to Kiwis who
are already overseas before I
went allowed my wife and I to
get a good grasp on what we
were heading to. I bought a lot
of books on Japanese customs,
which I found really useful. I
think it is important to prepare
yourself as much as you can
for the cultural side and the
customs."** *Richard Kahui*



**IS THE CLUB A STABLE ENVIRONMENT FOR
YOU/AND YOUR PARTNER?**

- Does the club compete at a level that you are happy with?
- Does the club have competent coaching [level of expertise, language spoken, culture]?
- Who are the marquee players at the club?
- Who are the players in your position that you will compete with for a playing spot?
- Are there other foreign players, partners and families at the club?
- Does the club have a reputation for looking after their foreign players and their partners well?
- Does the club pay salaries on time?
- What are the accommodation arrangements for you and those who go with you?
- Does the club have a staff member appointed to looking after their foreign players?

**DO YOU UNDERSTAND YOUR CONTRACT AND
WHAT YOU HAVE BEEN ASKED TO SIGN?**

- What is the term of the contract?
- Do you understand the termination clauses?
- What insurance is provided by the club whilst playing [for you and your partner, and for your belongings at your accommodation]?
- Who will take care of the visa/residency process for you and your partner?
- Who is looking after the playing registration process in the new country and what is the timeframe for this?
- Do you know the net worth [figure after tax] of your contract?
- Do you understand the financial implications regarding tax requirements of playing and earning off-shore?
- Is there an image rights component to the contract? Do you understand what that is and what requirements go with it?

**ARE YOU USING A COMPETENT AGENT/
MANAGEMENT COMPANY?**

- Do you know and trust the agent or company you are using to facilitate an off-shore deal?
- What is the reputation of the management company you are using with foreign clubs?
- Does the agent/company have a reputation for providing ongoing service post-contract negotiation?
- Does the management company have people on the ground in the new country to assist you and your family with any day-to-day issues that may arise?
- Beware of agents not known to you who ask you to sign something with their company before they will tell you the name of a club that is supposedly expressing interest in your services.

**If you have any questions call 0800 PLAYER or
visit WWW.NZRPA.CO.NZ to view information on
accredited agents.**

**[Information supplied by Craig Innes, former player
and NZRPA accredited agent]**

The NZRPA Rugby Club

CAMARADERIE-NETWORKING-SUPPORT-ADVICE

The NZRPA have establish a network for retired New Zealand Professional Rugby Players called the NZRPA Rugby Club. The club holds a number of events annually around the country to create opportunities for former players to unite, spend some time together and re-establish that camaraderie that our great game offers us. The NZRPA Rugby Club is also able to provide support and advice for past players.

Any retired professional player is encouraged to attend NZRPA Rugby Club events. To be added to the NZRPA Rugby Club database and receive information on events for past professional players please email Tim.Weston@nzrpa.co.nz or phone 0800 PLAYER.

Former double Rugby World Cup winning All Black

Captain Richie McCaw "The NZRPA Rugby Club is a great initiative. Rugby produces some great friendships and the NZPRA rugby club offers the environment to reconnect with people you have not seen in while and to share stories of where people are at and the success and challenges we experience."

Former All Black, Super Rugby & Provincial Union player Pita Alatini : "The NZRPA Rugby Club event showed just how important it is to stay in touch with the peers you played with or against for many years. We all have our own story but it's awesome to be able to share with the brothers who are able to connect with you, as they understand. It was a great night and I'm looking forward to many more!"



TIPS FOR PARENTS AND CAREGIVERS

“Whether Under 5’s or Under 18’s, the best thing you can do as a parent is applaud and congratulate effort to help your kids become better people and better athletes.”

Sam Whitelock



“Playing junior rugby were the best times of my life. Parents just need to make it an enjoyable experience – find a way to make it fun!”

Wyatt Crockett



FACT: KIDS HATE LECTURES OR NEGATIVE FEEDBACK STRAIGHT AFTER A GAME.

HERE ARE SOME THINGS YOU CAN DO TO HELP KIDS THRIVE:

- Always applaud effort.
- Focus on the process, not the outcome.
- Make sport an enjoyable experience.
- Be supportive and not critical.
- Teach your kids self-control.
- Let your kids make mistakes.
- Encourage your kids to play a variety of sports to enhance their skill sets.
- Teach them how to deal with disappointment and adversity.
- Encourage them to use their disappointment as a motivator.
- Encourage your kids to get their driver’s licence and to be as independent as possible.
- Encourage your kids to eat well, get plenty of sleep and to hydrate.
- Encourage your kids to practise good sportsmanship.
- As a spectator, set a good example and provide positive cheering from the sideline.
- Respect the coaches, volunteers and referees – even if you disagree with them.
- Don’t give your kids grief on the trip home after the game. Instead of asking them why they didn’t do certain things tell them what they did well!
- Set a good example of how to behave for your kids to follow
- Remember it is their game, not yours. It is a game and it is meant to be fun.

PLAYER PROTOCOLS

NZRP**A** BY THE PLAYERS
NEW ZEALAND RUGBY PLAYERS ASSOCIATION FOR THE **GAME.**



SUPPLEMENTS FOR YOUNG ATHLETES

“In my view students do not need to use supplements – without professional advice from the experts you are putting yourself at risk. Work hard get good nutritional advice and eat well – that will be more beneficial to you than any supplement”

DJ Forbes - All Blacks 7's

A SMALL PROPORTION OF SUPPLEMENTS HAVE BEEN SHOWN TO IMPROVE HEALTH OR ATHLETE PERFORMANCE. HOWEVER, THE BENEFITS TO HEALTH AND PERFORMANCE CLAIMED BY THE MAJORITY OF SUPPLEMENTS ARE EITHER HIGHLY EXAGGERATED OR COMPLETELY UNPROVEN. UNTIL THE FOUNDATION OF SOUND TRAINING, NUTRITION AND RECOVERY ARE MASTERED, THE BENEFITS OF MANY SUPPLEMENTS CAN BE IRRELEVANT AND INSIGNIFICANT.

New Zealand Rugby and New Zealand Rugby Players Association supports a ‘food first’ approach to nutrition. This means that players should ensure they consume a varied, nutrient rich and complete diet based largely around whole natural foods filled with carbohydrates, protein, quality fats and micronutrients. There are some good food suggestions and smoothie recipes at the end of this document that will provide a much safer, healthier and cheaper alternative to supplements.

Risks

There are numerous risks associated with taking supplements, which generally fall into 2 categories, 1) risk to your health and 2) risk of consuming banned substances.

1. Some supplements have a low health risk for example Gatorade. However others have a high health risk that includes elevated heart rate, cardiovascular problems, anxiety, insomnia, digestive problems, kidney damage, high blood pressure and dehydration. Many of the ingredients in supplements have not been tested as being safe or effective for adolescents
2. Supplements claiming to give you extra energy and/or burn fat (“pre-workouts”) and supplements claiming to build muscle (“anabolic”) in particular can be hazardous to your health causing increased heart rate and heart stress, increased blood pressure and kidney stress
3. There is also a risk that supplements may contain banned substances. These banned substances can go unchecked and undisclosed on manufacturer labelling. If you take supplements containing a banned substance you will test positive to doping and could be banned from sports for up to four years under the World Anti-Doping Agency (WADA) Code

SUPPLEMENTS FOR YOUNG ATHLETES

Advice

1. If you do decide to use supplements, then it is your responsibility to ensure that any supplement you take has no banned substances in its ingredients and ideally has been batch-tested to ensure no contamination. Under the WADA code, Athletes are ultimately responsible for the contents of any supplements they take. This is important to remember – especially if a trainer, coach, gym instructor etc is trying to push you to take supplements – remember you could be banned regardless of who gives you the supplement. The website informed choice <http://informed-choice.org/> provides information on supplements that have been tested for banned substances. Remember just because a supplement has no banned substances it doesn't mean it is good for you

2. If you decide to use school or team issued supplements, we recommend you ensure there is a member of the team or school management responsible for managing the teams supplements program – and record who that is. Check that they have undertaken the steps above to ensure the supplement is safe. Not all school management will have information or experience with supplements so if you have any doubts at all do not take them

3. If you decide to take a supplement then you should inform your team or school management personnel and make sure they have both seen and approved what you are intending to take. However, you should also get professional advice from a qualified sports dietician or nutritionist. Supplements are expensive and money may be better spent on getting good advice on what you need

4. Never take from, or use someone else's, supplement

5. Keep strict control over who has access to any supplements you choose to use. Never let anyone else access it

6. As part of your research into supplements make sure you visit the Drug Free Sport website (<http://drugfreesport.org.nz/supplements>), the information and risks of taking supplements will shock you. You can also call **0800 DRUGFREE** for advice and support

“There is a lot of advertising out there and even athlete endorsements encouraging young athletes to take supplements – don't be fooled into thinking you need them at your age”

Keven Mealamu - All Black

SUPPLEMENTS FOR YOUNG ATHLETES

Alternatives

Flavoured milk, such as chocolate milk is highly effective at rebuilding and repairing damaged muscles from exercise. Milk or flavoured milk has more electrolytes than leading sports drinks, it also contains two powerful proteins, whey and casein. Milk protein has been shown to be the most powerful protein on the planet for rebuilding muscle

Drink milk at meals, between meals as a snack, or drink flavoured milk after training /sport for energy, extra protein and growth. Great for adding lean muscle mass

Milk powder is a cheap alternative to whey protein and is great in smoothies - added to milk it is a cheap and safe protein powder. Milk powder contains the same proteins that supplement companies put in their whey protein, at a fraction of the cost

Milk based breakfast drinks are a good portable energy food

For further nutritional advice for Rugby Players including recipes visit <http://autmillennium.org.nz/wp-content/uploads/2014/11/RUGBY.pdf>

Smoothie recipes

Recovery smoothie: Add 3 heaped Tbsp of trim milk powder to a glass of milk and blend or stir.

Muscles in a glass: In a glass or shaker pour 300ml milk, 3 Tbsp trim milk powder, and 1 Tbsp Milo. Shake or stir

Breakfast shake: 300ml reduced fat milk; Handful of berries-frozen is great; 2 Tbsp Berry yoghurt; ½ banana; 1 heaped Tbsp raw oats

Snickers shake: Blend together 300ml reduced fat milk, 2 tsp Milo, 1 Tbsp quality smooth peanut butter, ½ frozen banana

SUPPLEMENTS FOR YOUNG ATHLETES

“There comes a time when supplements can play a positive part in a professional athletes nutritional plan – but that is only once they are part of a fully professional, ultra-demanding and well-resourced high performance setup that ensures the appropriate checks and balances are in place, and that any supplements recommended are part of a thorough and detailed nutritional management program. If you are not part of such an environment then stay away from them is my advice”

Katrina Darry – All Black Nutritionist

For further information and advice on the topic of supplements for young athletes please feel free to contact Drug Free Sport New Zealand on **0800 DRUGFREE** or the New Zealand Rugby Players’ Association on **0800 PLAYER**

The nutritional advice included in this resource is not designed to replace that of a Registered Dietitian or Sports Nutritionist, who remain the best source of an individualised sports nutrition plan for young athletes

ANTI-DOPING

- Under anti-doping regulations Players are responsible for what they eat, drink, take into or apply to their bodies.
- Players must take extreme care to check that all substances they eat, drink, apply or are administered are WADA Code compliant.
- If you have not attended an anti-doping education session in the last twelve months immediately notify your team or academy manager, and ensure you undertake one as soon as possible. This is important as anti-doping regulations and the WADA code and prohibited list often changes.
- If a Player is ever in doubt about a substance, be it fluid, food, medication, cosmetic products or whatever do not take it and immediately contact Drug Free Sport, the team medical personnel or academy management to check if it is safe.
- If a Player sees a doctor, dentist or other health professional, they must tell that person that they are eligible for drug-testing as a high performance athlete for certain prohibited substances.
- Write down the name of any prescription drug you are prescribed and get it checked by the team or PU doctor.
- Keep a contact number for Drug Free Sport in your wallet or on your phone – you can call them to get advice if you are concerned over something you are about to take.
- Txt or declare any medication or substance you buy from a pharmacy to your team doctor before you take it.
- Never use other people's medications.
- There should never be a time when you are unsure about any medication you are taking – if there is, immediately contact the **NZRPA** or your team or PU doctor.
- If you are administered medication in circumstances you are not able to check first or you are concerned you may be at risk, immediately contact the **NZRPA** on **0800 PLAYER**, or your team or PU doctor.

ILLICIT DRUGS

- Players must not take or have any metabolites in their system of any of the following substances or any derivatives thereof:
 - o Cocaine
 - o Cannabis
 - o Amphetamine
 - o MDMA (ecstasy)
 - o Heroin (or other morphine derivatives)
 - o Lysergide (LSD)
 - o Methadone
 - o Ephedrine
- Players must not use, ingest or take any substance that masks the use of any of the above substances.
- Players may be subject to random hair follicle testing under the Illicit Drugs Regulations.
- If you have not attended an education session on the Illicit Drugs Regulations notify your Team Manager as soon as possible. You cannot be tested unless you have undertaken the education session.
- No Player may be subject to testing under the Illicit Drugs Regulation In-Competition.
- Players may be required to attend or complete counselling, education, or drug treatment where it is established that they have used, taken or ingested any Illicit Drugs in circumstances that place their health and/or professional rugby career at risk.
- The Illicit Drugs Regulation is a separate Regulation to the NZR Anti-Doping Regulation. The World Anti-Doping Code Prohibited List includes Illicit Drugs which are prohibited In-Competition.
- If you or a mate require support or help please contact either:
 - o **InStep 0800 284 678**
 - o **NZRPA 0800 player**
 - o **Team Doctor, Manager or PDM**
 - o **NZR integrity@nzrugby.co.nz**

SUPPLEMENTS

- Players are responsible for the contents of any supplements they take.
- Each High Performance team, Franchise, PU and/or Academy/HP unit will designate a member of management [Designated Supplement Manager] to be responsible for managing their supplements program, and will inform the Players of who that member of management is.
- Where a Player is advised to take supplements by the relevant organisation these will be provided free of charge to the Player, and the relevant organisation is responsible for taking all reasonable steps to ensure the supplement is safe for the player to take. These supplements are referred to as team issued supplements.
- Unless authorised by the Designated Supplement Manager [DSM], players must only use team issued supplements. The DSM will tell you what are 'team issued supplements'.
- Players must declare and get approval for any supplements they want to take, prior to taking them, from the DSM.
- Players must advise any changes to supplements they are taking prior to making that change, to the relevant DSM.
- Never take from or use someone else's supplement.
- Keep strict custody over who has access to any supplement you use. Never let anyone else access it.
- If you wish to know more about any supplement and/or its contents you can contact your relevant DSM, members of your team management, **NZRPA** on **0800 PLAYER**, Drug Free Sport or check the IRB website. BUT even then do not take supplements that are not team issued supplements which have been approved by your DSM.

MEDICAL TREATMENTS/ PRESCRIPTION MEDICATIONS

- Players should [except in emergency situations where urgent medical treatment is required] consult their Team Doctor before:
 - o taking any medication; or
 - o seeing any other doctor or Other Medical Practitioner;
 - o being subject to any medical procedure;
- Note:** 'Other Medical Practitioner' includes chiropractors, osteopaths, podiatrists, naturopaths and alternative medicine providers;
- A Player should [except in emergency situations where urgent medical treatment is required] only use medications or undertake a medical procedure with the approval of the Team Doctor;
- If a Player does see another Doctor or Other Medical Practitioner, the Player should notify [or get someone else to notify] their Team Doctor as soon as possible afterwards and disclose not only any medication he/she has been administered or prescribed but also any medical procedure the Player has had, or is intending to have;
- The Player should inform any medical person they are receiving treatment from that they are a professional athlete and subject to testing under the WADA Anti-doping Code;
- A Player must advise the Team Doctor of any over-the-counter medication he/she is using or proposing to use;
- Players should never source medications from anyone other than a pharmacist, and should not use any medications unless approved or prescribed by an appropriate medical professional, preferably their Team Doctor;
- A Player must only obtain sleeping medication from the Team Doctor and must use it strictly in accordance with the advice of the Team Doctor or a doctor approved by the Team Doctor;
- Players must not take sleeping medication in conjunction with alcohol or caffeine/energy drinks, or with the intent of obtaining a 'legal high';
- A Player must not permit anyone to inject a substance into him/her except for a doctor or nurse acting on the instructions of the Team Doctor except in emergency situations where urgent medical treatment is required [in which case the Player must then advise the Team Doctor];
- Players must advise the Team Doctor if they propose to use pain relief medication and must only do so in accordance with the directions of the Team Doctor;
- Anti-inflammatory medication should only be used at the minimal effective dosage for short periods and in accordance with the directions of the Team Doctor;
- Players should notify the Team Doctor, NZRPA on 0800 PLAYER, or NZRU Medical Director if they have any issues in relation to this protocol or consider that any person's conduct may not be in accordance with the above guidelines.

ANTI-CORRUPTION PROTOCOL

- Players must not bet on any rugby (7s or 15s) no matter how big or small the bet and no matter where the game is being played in the world.
- Players must not get other people to bet for them.
- Players must not let other people use their TAB accounts for betting without supervision of that use.
- 'Inside Information' is any information relating to selections, injuries, tactics, strategies, ground and weather conditions that could give someone looking to bet on a match or any part of it, an advantage over the general public.
- Players must not use Inside Information to bet.
- Players must not disclose to other people Inside Information where the player knows it is possible that that information would be used for betting.
- Live media interviews do not constitute disclosure of Inside Information.
- If any person approaches or asks a player for Inside Information, that approach must be immediately report to the **NZRU** Anti-Corruption Officer or the **NZRPA** by calling **0800 PLAYER**.
- Under no circumstances can a Player accept any money, gift, benefit or reward for under-performing.
- Taking money to under-perform but not going through with it (i.e. actually performing well on the day) is still an offence.
- If a player sees or hears something that they consider could amount to a breach of the Anti-Corruption regulations, they must report it to **NZRU** Anti-Corruption Officer or the **NZRPA** by calling **0800 PLAYER**.
- Players must not deliberately destroy records that relate to betting or match fixing.
- If players are the subject of an investigation into a breach of the regulations, they will be expected to co-operate with NZR. In this situation any Player may seek independent legal advice or contact the **NZRPA** on **0800 PLAYER**.
- If a Player has not attended an educational session on wagering and corruption then they must immediately contact their team manager, **NZRU** Anti-Corruption Officer or the **NZRPA** on **0800 PLAYER**.

PLAYER CONDUCT

- We want people to take pride in who they are and those that they represent, not only upholding the expectations and values that unify and inspire people around them, but more importantly, contribute in way that sets the right example for those that follow. We need Players to act in the best interests of themselves, their families, their communities, and NZ Rugby [which includes Franchise Club and Provincial Unions]. This means:

- Being a positive role model.

For example, always conducting yourself in a professional and respectful manner in all situations [including social media].

- Respecting the rights, dignity, safety and worth of others.

For example, engaging in appropriate relationships and respecting others thoughts and beliefs.

- Being fair, considerate and honest in all dealings with others.

For example, being aware of the risks and consequences surrounding violence and corruption.

- Being professional, making good decisions and accepting responsibility for your actions.

For example, drinking responsibly and not using drugs.

Players must adhere to:

- New Zealand Rugby's rules, regulations, and protocols [e.g. Anti-Corruption and Betting Regulations, the Respect and Inclusion Protocol and the Team Function Protocol].
- World Rugby Regulations
- Collective Employment Agreement [which also covers individual playing contract terms and conditions]
- New Zealand law [e.g. the Crimes Act]
- If players breach the expected standards, then a misconduct process may arise. You will always have an opportunity to explain your actions.
- A misconduct allegation could range from ordinary [less serious] misconduct to serious misconduct

Examples – Serious Misconduct:

- Committing a doping offence
- Gambling on the outcome of any game
- Committing a criminal offence
- Actions, conduct, comments or behaviour that offends or harms others and/or the game
- Repeated misconduct

Examples – Ordinary Misconduct:

- Failing to attend training/promotional activity
- Failing to maintain prescribed level of fitness/ comply with rehab programme
- Inappropriate use of social media

PLAYER CONDUCT

- Good decision making is at the heart of ensuring you remain safe, keep those around you safe and help ensure you are acting in the best interest of those that you represent. One decision making tool that may assist is the S.T.A.R decision making model:

- o R= Reflect
 - Did the solution work?
 - Could anything be done better?
 - Congratulate yourself, you tried!
 - If it didn't work, keep trying!

- o S= Stop
 - Create physical space
 - Take a deep breath
 - Get your emotions under control

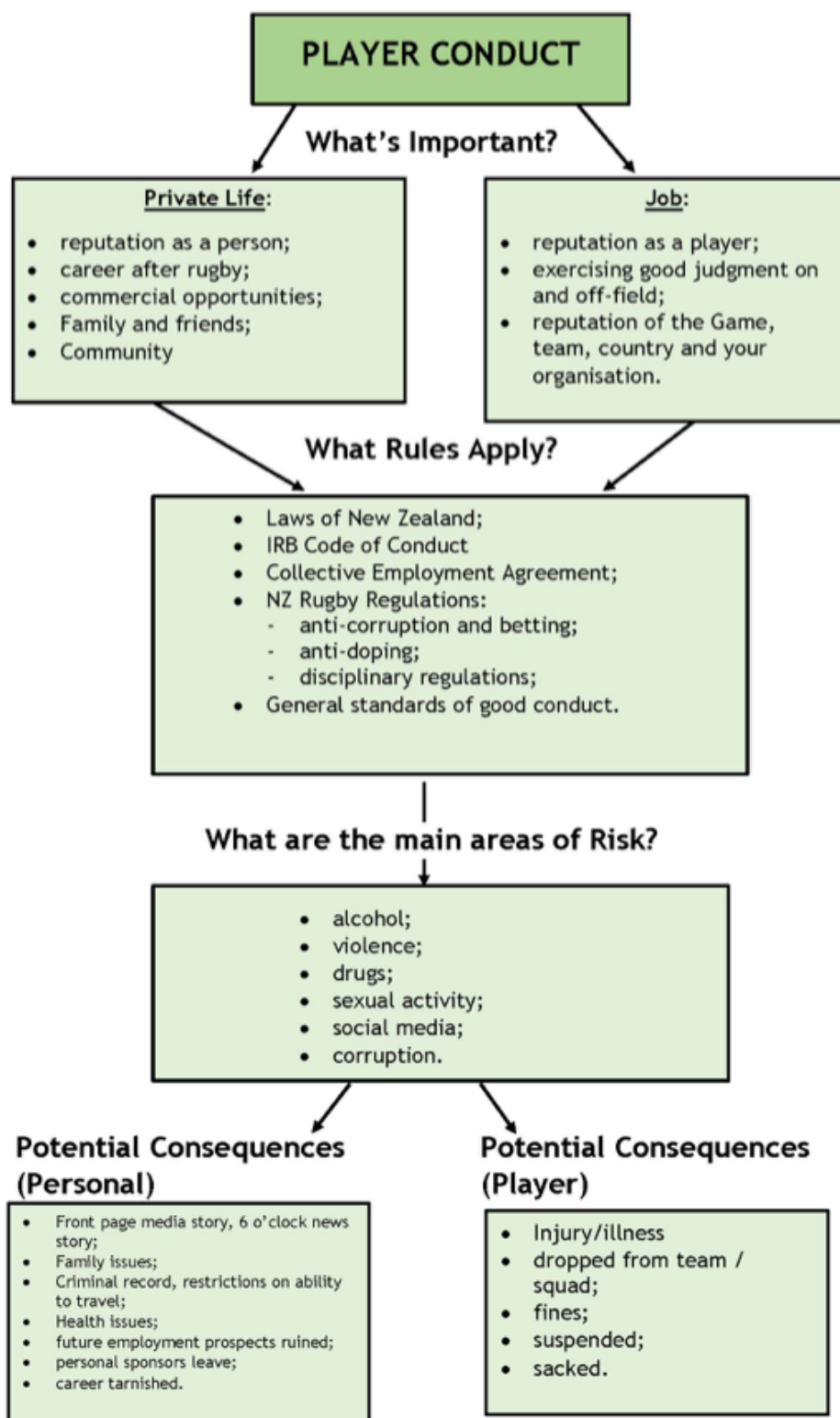
- o T= Think
 - Identify emotions
 - Define the problem
 - Come up with possible solutions

- o A= Act
 - Identify solution and actions towards the solution
 - Carry out your actions
 - Take ownership of your actions

If you or a mate require support or help please contact either:

- o **InStep 0800 284 678**
- o **NZRPA 0800 player**
- o **Team Doctor, Manager or PDM**

PLAYER CONDUCT



MENTAL WELLBEING

WE ALL HAVE MENTAL HEALTH, IN THE SAME WAY WE ALL HAVE PHYSICAL HEALTH. FOR AN ELITE ATHLETE BEING MENTALLY AND PHYSICALLY FIT AND HEALTHY IS EQUALLY IMPORTANT.

Just as working hard on developing and maintaining fitness, strength and conditioning is critical to a successful career in rugby, so too is working hard on maintaining and developing mechanisms to cope with the pressures of elite rugby and life. In fact, you will be a better player if you are mentally fit and healthy.

There are 3 levels of mental wellness:

1. Mental fitness – assists a healthy athlete to handle the stress of professional sport, just like physical fitness assists an athlete to handle the physical stress of a game
2. Compromised mental health – players can present with early symptoms and signs mimicking anxiety, depression or other forms of mental illness. If compromised, players should seek help ASAP, earlier the better.
3. Mental illness – this is the end of the spectrum where symptoms or signs are obvious and daily life is impacted.

You can improve your mental fitness and ability to deal with tough situations through building resilience, mental toughness and self-awareness. Ask your Team Management and PDM on how to go about this.

Compromised mental health may result in mental illness and/or behavioural issues, during and after your playing career.

Signs that a player may need advice or assistance with maintaining mental wellbeing include:

- Feelings of anxiety or stress
- Depression or feeling low
- A negative self-image
- Racing pulse
- Fear of interaction [e.g. with coach, leadership groups]
- Withdrawing from social contact
- Lack of motivation to study, eat well, train, socialise
- Changes in eating and sleeping habits
- Irritable, loss of confidence
- Substance abuse, anti-social behaviour, violence
- Excessive gambling
- Addictive behaviour

MENTAL WELLBEING

Situations that can lead to these symptoms include:

- Long term injuries
- Recurring injuries
- Non-selection
- Relationship issues, separation/divorce
- Not getting on with the coach(es)
- Difficulties in maintaining a relationship
- Work/study stressors
- Financial or legal pressures
- Loss of someone close to you, grief
- Public criticism, social media

Players should never feel embarrassed about asking for assistance or help. People to go to for help include:

- Friends, family members or a trusted confidante
- The Personal Development Manager
- The Coach or CEO of the Provincial Union
- The Team Doctor
- Your own personal doctor if you would prefer not to discuss the issues with your team doctor
- **NZRPA via 0800 Player**
- Confidential free independent professional support via InStep on **0800 284 678** (see **NZRPA** one pager), or other independent support programmes such as Lifeline **0800 543 354**

A major issue in players and non-players alike is not seeking help for mental health problems. Early identification and intervention for mental health problems is extremely important, as this can mean less disruption to a player's life and quicker recovery.

Remember – “a problem shared is a problem halved”

SOCIAL MEDIA

SOCIAL MEDIA HAS CHANGED WHAT IS 'PUBLIC' AND 'PRIVATE' AND HAS CHANGED THE WAY IN WHICH ASPECTS OF PRIVATE LIVES ARE ACCESSIBLE TO OTHERS.

Players can benefit from the use of social media provided it is used responsibly, but remember that any content Players post on social media platforms should be regarded as public statements. Assume everything you post online will be public.

Private text and voice messages can also be broadcast on a social media platform easily, and quickly, by the person a Player is communicating with, or a third party who manages to access that private content. Consider the potential consequences before sending risky, controversial or frustrated private messages, or something that could create a headline if taken out of context or it ends up in the wrong hands.

Players need to ensure they know how to protect themselves from unwanted attention and that private content is kept private, including:

- Making sure your profile is set to private
- Reporting fake profiles
- Only accepting friend requests from people you know and trust
- Don't post, join groups or 'like' inappropriate or offensive content
- Disable geotagging on your mobile device

Remember:

- When using Twitter, Facebook or any other social media platform Players are, in effect, broadcasting. If the message isn't fit for broadcasting it isn't fit for social media.
- Once posted, content is posted for eternity. Be mindful of your "online footprint"
- If you make a mistake online be transparent and admit it. Apologise if circumstances require it.
- Don't send texts, messages or post tweets, pics or comments when drinking or angry.
- There will be times when you will be provoked. The best response is none at all. Whatever you do don't get involved in a slanging match.

If you become concerned or would like assistance with any of the above, or you are worried about content that is being posted about you, your family or friends then contact your PDM, team management, **NZRPA** on **0800 PLAYER** or the NZRU media department.

TOP TIP: *If you have anything on your Facebook, Instagram or other form of social media platform that you would not like your parents, grandparents, current or future partner and kids as applicable to see - clean it up ASAP! Inappropriate online activities can be detrimental to your family, friends and team, damage your integrity and impact future employment.*

HANDLING HOMESICKNESS

MUCH OF WHAT YOU KNOW AND RELY ON IS AT HOME. HOMESICKNESS IS A NATURAL RESPONSE TO CHANGE.

Homesickness can be light and pass quickly or dark and difficult. When separated from familiar surroundings or people for an extended period, people, no matter what age or from which culture, may experience homesickness.

Homesickness can manifest as a sense of dread or helplessness, depression, anxiety, sadness, frustration, anger or hopelessness. Extreme cases can cause physical symptoms like stomach pain, indigestion, headaches, nausea and tears. Players can attempt to bury the feeling by overtraining, eating more and drinking more. It should not be trivialised and can have a major impact on the players mental wellbeing, personal life and ability to perform at his or her best.

What you can do:

- Realise and accept that new situations take time to get used to, give yourself a few days or weeks to relax and fit in.
- Don't try to bury feelings: by overtraining, drinking, or eating more to make feelings go away. Try to establish a routine and maintain a balance of life.

- Talk about it with a team mate, PDM or member of team management. Access the people around you for support, odds are they have experienced it themselves.
- Keep in touch with people from home and let them know you'd like to hear from them too. Be mindful that too much contact can make things worse, so agree on what suits you before going away.
- Bring mementos from home— photos etc
- Look for new and different things to do to keep busy—if in a new city, be a local, get involved in local culture
- Talk to your PDMs who can assist by helping you identify personal development options that can help fill in your time—eg: study, seminars, reading.
- Do something! Don't wait for the feeling to go away by itself. Asking for help is the hardest part, the rest will be easier.

CONCUSSION

- Concussion is a brain injury caused by the impact of force (a blow) to a part of the body, not necessarily the head directly.
- If you or a teammate suffer an injury that impacts on your head and experience any of the following during a match or at training you should immediately seek medical assistance:
 - o Loss of consciousness or responsiveness
 - o Lying motionless on ground/ Slow to get up
 - o Unsteady on feet / Balance problems or falling over/Incoordination
 - o Grabbing/Clutching of head
 - o Dazed, blank or vacant look
 - o Confused/Not aware of plays or events
- How do you know whether you have been concussed during a match or at training? It is difficult to positively identify concussion during a match or at training but you will generally have one or more of the following signs or symptoms:
 - Loss of consciousness – Headache – Seizure or convulsion – Dizziness – Balance problems – Confusion – Nausea or vomiting – Feeling slowed down – Drowsiness – “Pressure in head” – More emotional – Blurred vision – Irritability – Sensitivity to light – Sadness – Amnesia – Fatigue or low energy – Feeling like “in a fog” – Nervous or anxious – Neck Pain – “Don’t feel right” – Sensitivity to noise – Difficulty remembering – Difficulty concentrating
 - The key is to seek medical assistance – don’t try and self-diagnose or hide any symptoms or concerns, you must speak up if you are concerned about yourself or a fellow player.
 - It is important to note that these signs and symptoms might not be present straight away. They may be delayed by several hours. In either event they should be reported to the Team Doctor as soon as possible.
 - On many occasions, the symptoms of concussion will disappear quickly but on occasion they will be prolonged. Any prolonged symptoms must be reported to the Team Doctor as soon as possible.

CONCUSSION

- The best thing you can do if you have any of these symptoms is to rest the body and rest the brain. You should rest until the symptoms have gone away and not return to playing or training until you have been medically cleared, and feel within yourself that you are ready.
- Protective equipment such as headgear and mouth guards won't necessarily prevent concussion occurring but mouth guards must be worn to prevent other injuries to the face and jaw.
- You should educate yourself about concussion by logging onto the World Rugby website at **<http://www.irbplayerwelfare.com/>** and complete the concussion educational module for the General Public.
- At the professional level of the game if you suffer a bang or a blow then you may be removed from the field of play to undertake a Head Injury Assessment (HIA). If at any stage concussion is suspected by the attending medical professional you must be removed from the field of play permanently.
- To understand more about the process involving the removal of a player from the field for play for a HIA please ask your Team Doctor to take you through it.
- If at any stage you become concerned about concussion in respect of yourself or a teammate contact your Team Doctor, a member of Team Management or the **NZRPA** on **0800 PLAYER**

RESPECT AND INCLUSION

1. Inclusiveness is at the heart of providing a safe environment where everyone – whether part of your team or organisation, or otherwise – feels welcomed, encouraged and valued. We all have to play a role in fostering, promoting and maintaining empowering, positive rugby environments.
2. Creating environments that are truly inclusive is about more than setting policies and expectations; all people need to want to look after and respect each other, understand the benefits of doing so, and treat each other in the manner that they would want themselves or their family to be treated.
3. Rugby must promote environments that value all people and their wellbeing. All people involved in any way with rugby – whether that involvement is formal or informal, long-term or casual – have the right to be treated with dignity and respect and to engage with the game in a manner that is free of harassment, coercion, abuse, humiliation and discrimination.
4. At all times while interacting with people, those of us operating in the professional rugby environment must act with dignity and respect towards others and not discriminate against any person on the grounds of:
 - Gender;
 - Marital status;
 - Religious or ethical belief;
 - Colour, race, ethnicity or nationality;
 - Disability (whether mental or physical);
 - Age;
 - Political opinion;
 - Employment status;
 - Family status; or
 - Sexual orientation.
5. It is important to recognise that interactions in professional rugby occur in many different forums – for example: team or management meetings, at or after games, sponsor or VIP hosting, promotional and PR appearances, media activity, other team activity, or even in private with teammates or colleagues. Always be conscious of who is around you, where you are and how you are behaving – be respectful of others at all times.
6. As people involved in professional rugby it is important that you:
 - Understand there are consequences to your actions – sometimes you might say and do things that you intend to be funny, but can actually hurt someone's feeling. Think before you speak;
 - Stand up and look after those who may not have the confidence to stand up for themselves; and
 - Stand up for yourselves and embrace who you are, let others know that words and actions mean something to you and those close to you.

RESPECT AND INCLUSION

7. All professional rugby environments – Provincial Unions, Super Rugby clubs and NZR National Teams (including both rugby and corporate staff) – should have a policy in respect of bullying, harassment and discrimination in the workplace. NZR has issued a model policy and complaints procedure and all organisations are encouraged to adopt this if they do not already have their own.
8. If you feel victimised, discriminated against, bullied, or harassed, you should talk to someone that you feel safe with and trust. People to go to for help include:
 - Family and friends;
 - Your Personal Development Manager (PDM)
 - Your Coach, Team Manager or **CEO**;
 - Your agent;
 - The **NZRPA** via the **0800PLAYER** number; and/or
 - Confidential free independent professional support via **INSTEP 0800 284 678**, or other independent support programs such as lifeline etc.
9. If you are concerned about another person's conduct and whether it constitutes bullying, harassment or discrimination, or wish to make a complaint about the behaviour and/or activity of another person or group of people, you can advise either your team manager, CEO, the **NZRPA** or other designated contact person as soon as possible after the incident.
10. For further information, see Human Rights Commission, Diversity Works NZ, the Citizens Advice Bureau, or Skylight.

TEAM FUNCTION

THE PURPOSE OF THIS PROTOCOL IS TO PROVIDE GUIDANCE AROUND THE PLANNING AND THE CONDUCT EXPECTED OF PROFESSIONAL RUGBY TEAM MANAGEMENT AND PLAYERS AT TEAM FUNCTIONS.

It is important to understand that any behaviour at a Team Function, or in fact at any other time, that may be in breach of an employee's obligations under the Collective Agreement or any individual employment conditions may be investigated as potential misconduct.

WHAT IS A TEAM FUNCTION?

1. A social function organised by the team's management and / or players in the normal course of employment. Examples of this include a team dinner while assembled, sponsor functions, awards evenings or a team celebration, events after trainings (e.g. clubrooms events); and
2. A social function organised by the team's management and / or players where a person acting reasonably would identify the function as a team activity. Examples of this could include a team fishing charter, golf day, bus tour.

For the avoidance of doubt, Team Functions include any social function that meets the above definitions, regardless of whether they occur during a period of Leave, a bye week or any other period outside of formal assembly.

PLANNING A FUNCTION

1. All Team Functions must either be organised by team management or notified to team management. When organising a Team Function, team management or team players need to consider:
 - a. The most appropriate location for the Team Function (private or public).
 - b. Transport arrangements to and from the Team Function.
 - c. The need for sober chaperones, and potentially security, at the Function.
 - d. The type of activities undertaken at the Team Function.
 - e. What steps need to be taken to ensure team members and any other people involved or in contact with the function will be hosted appropriately and safe.
 - f. Whether alcohol will be part of the Team Function [see additional guidelines below].
2. If alcohol is to be provided at the Team Function, the following guidelines and expectations apply:
 - a. No person shall be compelled to drink alcohol;
 - b. No-one under 18 shall be supplied with alcohol;
 - c. Team Functions should follow established good practice in terms of host responsibility, including provision of mid or low-strength alcohol and non-alcoholic alternatives as well as food; and
 - d. No player should interact directly with a team's alcohol sponsor or partner without the express consent of team management. Any communication between a player and a team's alcohol sponsor should be conducted via an appropriate member of team management or the team's administrative staff.
3. If the Team Function is organised by team players, sufficient detail about the Team Function must be notified to team management. If team management believe there may be any potential health, safety, security or reputational risks arising from the proposed Team Function, then they will ensure the organisers (whether players or management) of the Team Function put in place arrangements to minimise any such risks.

TEAM FUNCTION

BEHAVIOUR AT FUNCTIONS

4. It is expected that any person subject to this Protocol will maintain reasonable standards of behaviour at Team Functions. For example, this includes:
 - a. Maintaining the standards of behaviour expected of professional rugby people including standards in relation to Inclusiveness / Respect, Illicit Drugs and Player Conduct.
 - b. Drinking and behaving responsibly, safely and in accordance with any policies or protocols established by the relevant team or organisation.
 - c. Looking out for others that are drinking and/or attending the function especially young people/ players and any guests or members of the public.
 - d. Using social media appropriately.
5. Conduct that is unacceptable for any employee or other person engaged in the professional rugby environment at Team Functions includes:
 - a. Possession, supply, trading and/or consumption of illicit drugs, or any similar substances that result in similar loss of function;
 - b. Use of any medication other than for its stated / prescribed purpose;
 - c. Breaching established team security protocols;
 - d. Excessive consumption of alcohol in a way that creates risk to the health and safety of you, others in the team or the general public;
 - e. Engaging any performer or live entertainment [whether male or female, and whether legal, consensual or otherwise], where such activity is inconsistent with the Respect and Inclusion Protocol;
 - f. Unsafe or group sexual practices, whether consensual or otherwise;
 - g. Any other action or behaviour that is likely to bring the reputation of the team, NZR, Super Rugby Club, Province or the game of rugby generally into disrepute;

- h. Any other action or behaviour that could compromise your personal safety or the safety of others in your team; and
- i. Any of a-h above either in a public setting or otherwise broadcast or notified through social media channels.

IF YOU BECOME CONCERNED OR A PROBLEM OCCURS

6. If a member of team management or a player becomes aware of any behaviour by anyone that may be in breach of this Protocol, or if a Team Function appears to be getting out of control, that person should immediately notify the senior players, team management or administration personnel at the Team Function.
7. If a person is unsure whether any behaviour or actions may be in breach of this Protocol, the person should in the first instance discuss the problem with senior players/team management or administration personnel at the Team Function to determine whether further action should be undertaken.
8. If at any time the physical health or safety of any person at the Team Function appears to be threatened, emergency services (i.e. Police, Ambulance) should be called to the Team Function.
9. If following the Team Function, a person is concerned about any behaviour by anyone at the Team Function that may be in breach of this Protocol, the person should notify the NZRPA, a member of the team management or their CEO as applicable.

NZR encourages all those engaged in the professional rugby environment who choose to consume alcohol at a Team Function to first review the education available at alcoholandme.org.nz

GLOSSARY

Agent – In professional sport an agent is a person authorised to act on behalf of a player in negotiating contracts.

Accredited Agents – Agents who meet the standards of the Agents Charter [see definition below] demonstrating that they have knowledge, integrity, competence and professionalism to justify being classified as an Accredited Agent and they agree to maintain these standards at all times.

Provisionally Accredited Agent – an agent who demonstrates that they act with integrity and professionalism and have a high level of knowledge and competence but who may not yet have been involved at all levels of negotiation and/or may not yet have the overall level of skill and experience required to be an Accredited Agent.

Agents Charter – the document stating the standards to facilitate advice and support in a manner which the NZRPA believes protects the interests of the players and is fair and reasonable to those wishing to provide services.

CEA – Collective Employment Agreement. The agreement is negotiated once every three years between NZR & NZRPA and covers all the other terms and obligations of your employment as a professional player, and many of the things that effect your environment such as competitions and eligibility.

CV – Curriculum Vitae – A brief document about yourself that you are usually required to submit during the job seeking process

DFSNZ – Drug Free Sport New Zealand.

Franchise – Super Rugby Club

Instep – the provider of psychological support services for contracted rugby players

Investec Super Rugby – the name of the Super Rugby competition

Mitre 10 Cup – the name of the rugby National Provincial Championship

MOU – Memorandum of Understanding. The women employment agreement is currently written as a Memorandum of Understanding.

NZR – New Zealand Rugby

NZRPA – New Zealand Rugby Players' Association

PDM – Personal Development Manager

PDP – Personal Development Programme

PU – Provincial Union

PUDC – Provincial Union Development Contract

SR – Super Rugby

NZRP

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