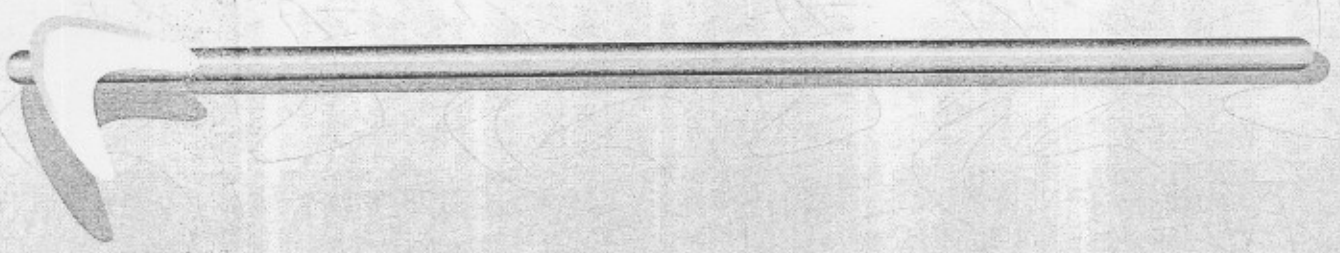
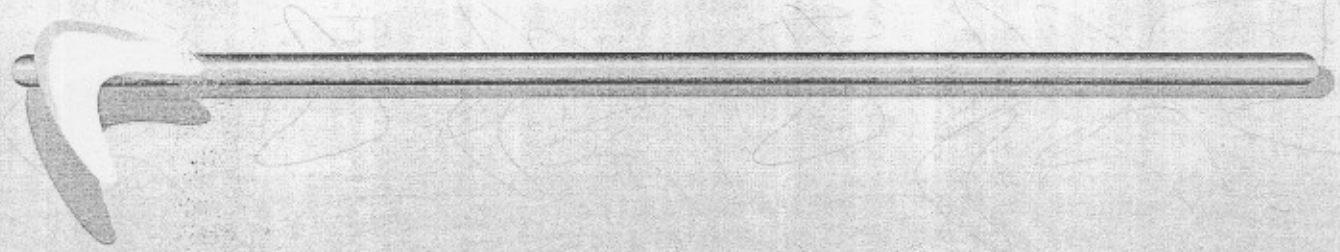


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- Ensure that competitions that are going to improve the standard and quality of rugby are introduced and financed;
 - Find sponsorship for amateur rugby development;
 - Improve the damaged relations with SA Rugby, its Board of Directors and its Executive Committee;
 - Improve relations with the media and other important stakeholders;
 - Study, analyse and act on all the contracts affecting EPRU;
 - Improve all Human resource manuals;
 - Improve inter-racial relations among all EPRU stakeholders;
 - Determine strategies that will ensure that the crowds come back to the stadium to watch EPRU matches.



Expectations

To ensure that there is control and continuity over this process, all members of the EPRU Ad hoc Management Committee should make an effort to attend all EPRU club meetings.

After hundred days in office, this committee should present to the clubs as well as the media its achievements in line with these objectives.

After six months, they should present a full formal progress report as well as the way forward for their full year tenure.

This committee will also ensure that elections for a full executive are held on or before the twelfth or twenty-fourth month of their tenure in office. A formal handover will be done within 14 days after the elections.

In order to ensure that the Ad hoc Committee performs according to the expected standards, the following key indicators are outlined;

Measurement of performance

<u>Outcome</u>	<u>Key Performance Indicator</u>
Amend the constitution to suite the needs of the constituent clubs rather than those of the current executive. This should be done in a transparent manner in order to ensure adherence to the principles of consultation and accountability;	<ul style="list-style-type: none">• A sub committee for policy matters is formed;• Consultation with the clubs is done;• Language used in the constitution is interpreted in layman's language in meetings;• Amendments are endorsed and adopted at meetings held for that purpose

Improve the controls and systems of the Union as well as the EPRU (PTY) Ltd in line with the amended constitution;

- A procedures manual, with details of each activity should be developed;

Improve and update all financial controls in line with national and international norms;

- A separate booklet detailing all the processes of financial management policy will be produced.
- A procurement policy should be in place.

Address human resource related matters of both EPRU and EP (PTY) Ltd in line with SA Rugby's transformation charter, Employment Equity Act and the King 2 report on corporate governance;

- The following policies should be in place; employment policy, remuneration policy, promotion policy, succession planning, disciplinary procedures, code of conduct.
- Code of ethics
- A charter of values



<p>Ensure that clubs are playing rugby as much as possible; that clubs have funds for travelling to matches; that fields are paid for and that referees are paid for their services;</p>	<ul style="list-style-type: none">• All divisions have leagues until September / October;• Competitions have incentives;• New and exciting competitions are introduced• SA Rugby through EPRU pays for all transport and venue costs; No club should therefore not play due to lack of transport or venue funds
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<p>Ensure that competitions that are going to improve the standard and quality of rugby are introduced and financed;</p>	<ul style="list-style-type: none">• At least one new and innovative competition is introduced.
<p>Find sponsorship for amateur rugby development;</p>	<ul style="list-style-type: none">• At least one major sponsorship is received within the year
<p>Improve the damaged relations with SA Rugby, its Board of Directors and its Executive Committee;</p>	<ul style="list-style-type: none">• Positive statements about EPRU on both formal and informal communication channels

Improve relations with the media and other important stakeholders;	<ul style="list-style-type: none"> • Positive statements by the press regarding EPRU
Study analyse and act on all the contracts affecting EPRU	<ul style="list-style-type: none"> • Contracts are renewed • Contracts are terminated • New contracts signed • People with authority to sign contracts are designated and approved by the full Management Comm.

Improve all Human resource manuals;	<ul style="list-style-type: none"> • Manuals are produced
Improve inter-racial relations among all EPRU stakeholders;	<ul style="list-style-type: none"> • Competitions are not racially based; • No unfounded racial allegations by management
Determine strategies that will ensure that the crowds come back to the stadium to watch EPRU matches.	<ul style="list-style-type: none"> • A marketing plan should be formulated; • A gradual increase in the match attendance figures should be observed



Other matters to consider

The EPRU ad hoc Management Committee is not an operational body, it is a policy making body, therefore it should not be expected that they will perform these tasks by themselves. However, they should ensure that these indicators are achieved.

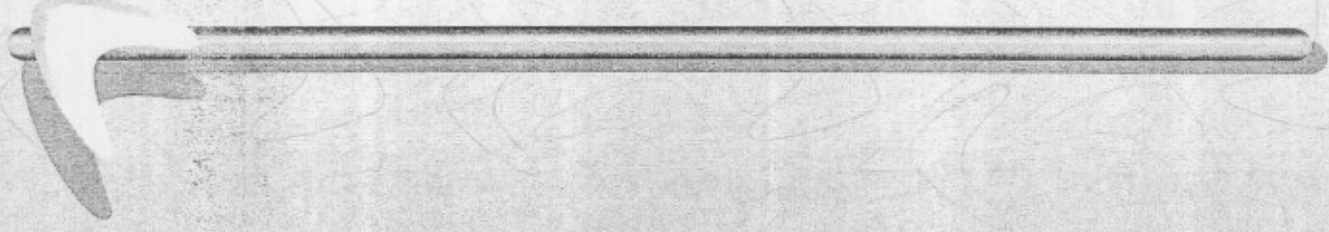


Conclusion

This document should be used as a living document. It will be informed by the daily occurrences and developments within rugby. Those who are eventually elected should also be informed by this document.

Let me conclude by making an appeal to the leadership of SA Rugby and the Sports Ministry to intervene before it becomes too late and save the National Asset, our rugby, the future of our children and the country at large.

" The doors of learning and culture shall be opened to all. The government shall discover, develop



**LET THE DAWN OF FREEDOM PREVAILS UPON US TO ADVANCE;
DEEREN AND DEFEND STRUGGLES FOUGHT BY ALL SOUTH AFRICANS
FOR A NON-RACIAL, DEMOCRATIC SOUTH AFRICA**