



# ANNUAL REPORT 2023

# THANK YOU



## OUR SPONSORS

XXXXXXXXXXXXXXXXXXXX



# VISION

To be World Leaders in Rugby

# MISSION

Fiji Rugby will:

- Foster a dynamic rugby environment.
- Create a sustainable, vibrant & competitive rugby culture.
- Promote growth & development of rugby in Fiji.
- Develop Fiji Rugby to an international level sustainability.

# VALUES

- Achieve Rugby excellence through discipline & teamwork.
- Lead with Passion and integrity.
- Invest in our people and our players.
- Take pride in our unique Fijian rugby flair
- Honour God and respect the Vanua

# PRIORITISING OUR GOALS

- A fit for purpose organisation.
- Financial sustainability and independence.
- World class rugby systems and facilities.
- Enhance stakeholder engagement.
- Engage Women in all things rugby.





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**KAYARO**

KAYARO  
TATA  
FAMILY  
1/8

# COMMERCIAL REPORT

For the last 3 years, the world has been dominated by the coronavirus pandemic that effectively stopped the activity of entities in all fields of social life: finance, economy, culture and, broadly defined sport. The dynamic nature of changes and adaptation to a new reality were related to new restrictions and limitations on the functioning of society that were imposed by local governments. 1<sup>st</sup> of December 2021 was when Fiji opens again to the world and all the sporting bodies had array of hope of kicking off with all our events. As much excitement there was in getting back into sports as commercial department, we were concerned that the commercial market will need time to get back to its feet. This did not hold back the competitions to start and with all excitement Fiji Rugby Union kicked off with the Super Sevens series in January 2022, but this time with 16 Menes Team and 12 Women's team. Green lights were also given to the Schools to start preparing for the Schools competitions with Vodafone Deans and Vodafone Kaji. Fiji Rugby operations team also started preparing for Skipper Cup, Vodafone Vanua Championship, and Pacific Nations Cup.

2022 was also year marked to launch the Women's Pathway competitions, and we saw the birth of Marama Championship, Ranadi Championship, Raluve Championship and the FIJIANA DRUA. The commercial team had to improvised to the situation and had to deliver to our fans as well as our sponsors. A new era of sports entertainment was taking place and FIJI RUGBY UNION had to quickly adapt to it.

## Sponsorship

Year 2022 felt like a year of starting all over again and this did not dampen the spirits in the commercial unit. The commercial under the guidance of the CEO was able to lock new deals for our teams and tournaments. Some of the major deals locked for 2022 were.

- Rooster Chicken Fijiana Drua Naming Rights Sponsorship.
- Fun Flavour Super Sevens Series
- Royal Tea Ranadi Cup
- Weetbix Raluve Trophy
- ANZ Marama Championship
- Fiji Gas partnership – Fijiana Drua Shorts Sponsor

We would like to thank the above sponsors for supporting Fiji Rugby launch new competitions and pathways for our Women, which will only grow for years to come. We would also like to acknowledge all our sponsors for supporting and standing by FRU in this time on need. You have shown a true **VUVALE** sprite.

## VINAKA VAKA LEVU FRU VUVALE



## **EVENTS:**

### **Fan Flavour Super Sevens 2022**

The 2022 Fiji Rugby Calendar kicked off with the FUN Flavour Super Sevens Series. The Series was launched in 2021 as a build up to Olympics and featured 16 men's teams and 4 women's teams. The men's teams to Olympics managed to defend their Gold medal and Our women's reached the finals bringing home a bronze medal. 2022 FUN Flavour Super Sevens Series had to grow due to the demand and the series kicked off at Lawaqa Park with 16 men's teams and 12 Women's teams. The Men's series titles for the FUN Flavour Super Sevens Series were taken by Police Blue and Army was the Women's Winner.

### **WOMENS COMPETITION**

The first event stand-alone Women's competition ANZ Marama Championship kicked off on Friday 18<sup>th</sup> March at four different venues and also included a Under 19 tens competition. The eight unions that participated in the Marama Competition was Suva, Nadroga, Lautoka, Naitasiri, Nadi, Yasawa, Namosi and Tailevu. The U19 grade winner was Nadi and The ANZ Marama champions for 2022 was SUVA. While the ANZ Marama Championship was running successful on its 4<sup>th</sup> Round, and Fiji Rugby Union launched its tier 2 competition the Royal Tea Ranadi. We saw the likes of Serua, Ba, Navosa, Malolo, Lautoka, Namosi, Tavua, Nanukaloa, Vatukoula, Ra, Macuata, Rewa, Cakaudrove, Northern Bulls, Ovalau and Bua. The Competition was received very well and Navosa was crowned the first ever Royal Tea Ranadi Champion for 2021. Rewa and Navosa was promoted to the ANZ Marama Championship, while Naitasiri and Lautoka dropped to Royal Tea Ranadi.

### **MENS COMPETITION**

The Skipper Cup and Vodafone Vanua started with no hiccups, Fiji Rugby continued to follow the COVID protocols and ensured that the games venue was safe for the events. Do to the COVID impact around the world we had challenges in getting fans to the games as the COVID 19 saga was still very fresh. Despite all the challenges Nadi became the SKIPPER CUP Champions and Navosa finished on top for Vodafone Vanua. Special thanks to CJ Patel for their continuing support towards the competition as well as Vodafone for supporting Vanua Championship, not forgetting Inkk mobile for jumping onboard and sponsoring the Farebrother challenge Trophy.

### **SCHOOLS COMPETITION**

After 2 year of no competition, the Fiji Secondary Schools Association was given the green light to start preparation of the Vodafone Dean Competition. While the Vodafone Deans competition has been around for a number of years, Year 2021, will be also the year in which Weetbix Raluve Trophy was launched with two grades, U16 and U18. This is one off the biggest boost for women's pathway. The Winners for the Vodafone Deans Trophy and Weetbix Raluve Trophy are. Marist Brothers High School after 44 years once again was crowned the Deans Champions.

#### **Vodafone Deans**

**U15 - RKS**

**U16 - QVS**

**U17 - SGS**

**U18 - MBHS**

**U19 - Ra High School**



**Weetbix Raluve**

**U16 – Sigatoka Methodist**  
**U18 – Natabua High School**

The Primary schools also kicked started the Vodafone Kaji competition at Rampura College, Navua. They did not have a national's formats but more of Zones. Discussions also happened around having a Kajiana included in this format.





## **Fijian & Fijiana Drua**

With the Drua being provided the license to join the Super Rugby Pacific, this provide FRU with the much-needed boost and also the Drua was the missing link to Flying Fijians. We would also like to acknowledge the support from all the Drua Sponsors. FRU also managed to do a bit of sponsor serving during the 2 home games in Fiji. The Fijian Drua is looked after by its own management and was based in Australia. While we were super excited for the Men's we were overjoyed to have our Fijiana Drua women's team to be invited to the Super W competitions. The Team was led by Senirusi Seruvakula and supported by the Australian Government through the Pacific Aus Sports initiative and Rooster Chicken for supporting girls through this tough times. The Girls went on to be undefeated and claimed the Super W Championship.

## **ROOSTER CHICKEN FIJIANA DRUA CHAMPIONS**



## **Fiji Airways Fijian 7s**

2021–22 World Rugby Sevens Series was the 23rd annual series of rugby sevens tournaments for national men's rugby sevens teams. The Sevens Series has been run by World Rugby since 1999.

The series was won by Australia, claiming their first World Series title. Second-placed South Africa opened the competition by winning the first four tournaments, with a 36 match winning streak that lasted until the 2022 Singapore Sevens where they were beaten by the United States in pool play,<sup>[1]</sup> but they did not make the semi-finals in any of the remaining events.

There was no relegation required at the end of the season as the number of core teams was reduced when England, Scotland and Wales were combined to play as Great Britain for the 2022–23 series

Our Fiji Airways Fijian 7s team managed to win gold in Singapore and France and was third overall on the Series standings.

## **Fiji Airways Fijiana 7s**

The **2021–22 World Rugby Women's Sevens Series** was the ninth edition of the global circuit for women's



national rugby sevens teams, organised by World Rugby. The ninth edition was meant to be played a year earlier, but the 2021 Series was cancelled due to impacts of the COVID-19 pandemic.

Australia won the series at the second-last event in Canada, winning four out of the six events on the tour to claim their third World Series title. France, Fiji and Ireland placed second, third and fourth, respectively, which was the best finish achieved by all three teams in the World Series.

The 2021–22 series was affected by ongoing impacts of the COVID-19 pandemic, with two of the eleven core teams not able to compete in all six events as a result. The defending series champions New Zealand missed the first four events due to travel-related restrictions, and Fiji was forced to withdraw from both tournaments in Spain due to positive COVID-19 tests in their squad.

A further two core teams also only played in four of the six events. England was replaced by a united Great Britain team for the first two tournaments in Dubai, and Russia was banned from competing following the Russian invasion of Ukraine.

While our Fiji Airways Fijiana 7s was not able to win gold but finished third on the overall circuit, this was a massive achievement for our girls which we were so proud off, and we would also like to thank our sponsor Fiji Airways.

The Fiji Airways Sevens teams’ journey did not stop after the Series as they also had to prepare for the Commonwealth games and London and Rugby World Cup in South Africa. Our Women’s and men’s team did very well, and both returned with a Silver Medal each, our Women’s going down to Australia 22 – 12 and our men’s team was beaten by a super fit South Africa side, 33 -7. So, from London, our gladiators were on their way to South Africa for the Rugby World Cup Sevens.

The 2022 Rugby World Cup Sevens was the eighth edition of the Rugby World Cup Sevens organised by World Rugby. The 2022 tournament, comprising 24 men's and 16 women's teams as previously, was played over three days in one venue in September. It took place at the Cape Town Stadium in Cape Town, South Africa between 9 and 11 September 2022. It was the first ever Rugby World Cup Sevens in Africa. The dates were chosen to take into account in the Commonwealth Games tournament which took place in July the same year. Our Fiji Airways men’s team was victorious and brought home the Melrose cup, while our women’s team finished 5<sup>th</sup>.

**FIJI AIRWAYS FIJIAN 7s WORLD CHAMPS 2022**



## **FIJIANA XV**

The Oceania Rugby Women's Championship is Oceania Rugby's premier women's XV rugby event and was introduced in 2016. The 2022 championship provided valuable preparation for Fiji, ahead of the Rugby World Cup. Fiji managed to beat PNG, Samoa, and Tonga to claim the Oceania Rugby Women's Championship title. The Fijiana went on to play 4 more test matches against, Japan, Wallaroos, Canada and NZ Women's Barbarians. The Rugby World Cup is the women's rugby union world championship which is organised by World Rugby. Normally, the tournament is held every four years. With the exception of the 2018 edition that was brought forward to 2017 to be a change of cycle and the 2021 edition that was postponed to 2022, due to the COVID-19 pandemic.

Three countries have won the women's Rugby World Cup since its establishment, with New Zealand having won the tournament a record six times. Our very own Fijiana was up against World Number 1 England, World Number 13 South Africa and World Number 3 France. The Fijiana went down to England and France but managed to beat the South Africans on their first ever World Cup. Special thanks to Rooster Chicken have they continued to support the Fijiana through to the World Cup campaigns.

## **FLYING FIJIANS**

After the successful outing in 2021 against All Blacks, and the inclusion of the Swire Shipping Fijian Drua the Flying Fijians looked forward to the 2022 Pacific Nations Cup. The Pacific Nations Cup was host by Fiji Rugby Union. The Flying Fijians ended 3<sup>rd</sup> in the competition as they went down to Australia A and Samoa. Further to the PNC, the team prepared for the November Tour and were up against Ireland, Scotland, and French Barbarians. The Flying Fijians managed to win against French Barbarians but went down to Scotland and Ireland. Unfortunately, we had no support for the Flying Fijians on this tour.

## **BROADCASTING**

With all the tournaments kicking off, the Broadcasters also found a ray of hope to revive their business, and we managed to get Fiji Broadcasting Cooperation to broadcast live, Skipper Cup and Ink Farebrother Challenge. Mai TV started to also build their content and broadcasted the first ANZ Marama Championship Live and Finals of the Ranadi and Vanua Championship. Vodafone Deans and Weetbix Raluve was also part of FBC TV broadcast schedule. For Pacific Nations Cup we worked with World Rugby and FBC TV to broadcast and distribute this content.

## **COMMERCIAL TEAM**

I would also like to take this time to thank the hard-working Commercial Team working behind the scenes who were led by Avnil Pratap for the entire year. Mr. Vashneel Prasad still managers all the Media and Communications for Fiji Rugby and also helped the Fiji Drua. Pravinesh Kant, Miti Baleiwai and Seru Kurusiga has also made great contribution to the Creative and sponsorship servicing engagements.

We look forward to a greater 2023 and the Commercial team will continue to build blocks and thrive for excellence.

VINAKA VAKA LEVU





# FIJIANA 7S REPORT



**HEAD COACH SAIASI FULI**

*“Without passion, you cannot do anything 100%”  
“Only the strongest shoulders will carry the hope of the nation”*



**COMMONWEALTH GAMES 2022 SILVER MEDALIST**



**BRONZE WORLD 7S SERIES  
2021/22 – OVERALL 3<sup>RD</sup> IN  
THE WORLD 7s**



**Bronze France 7s in Toulouse 2022**

**5<sup>th</sup> in the Rugby World Cup 7s 2022**



**Silver Medalist Dubai 7s 2022 Tournament 2**



2022 was another year of positive testament for Fijiana 7s as we aspire to become better and better every day in training, compete well in every tournaments, make sure we align ourselves to our key objectives and become good citizens of our country. We are specifically proud of the overall development and achievement of womens rugby in Fiji and we will continue to push and punch everything above our weight in order promote our Fijiana 7s brand in the international arena.

Beginning of a new season, I was provided with another challenge and responsibility, this time it's something new altogether as the Fiji Rugby Union board and executives demanded that the team must improve its

1. Rankings
2. Winning Ration
3. Performance
4. Medal Prospect

Three major tasks ahead of us and we embark on another challenging season, ie,

1. WORLD 7s SERIES
2. COMMONWEALTH GAMES IN BIRMINGHAM
3. WORLD CUP 7s in CAPE TOWN

**1. WORLD 7s SERIES**

For the first time ever, Fijiana 7s team reached the 3<sup>rd</sup> place ranking after the completion of the World 7s series 2021/2022. This is the highest ever ranking since Fijiana 7s joined the core team in the WORLD 7s SERIES COMPETITION. In a space of 2 years, the team have immensely improved its ranking from 2019/14<sup>th</sup>, 2020/7<sup>th</sup>, 2022/3<sup>rd</sup>. The team missed two tournaments, Seville 7s and Malaga 7s in Spain due to Covid Impact.

POS	TEAM	POINTS
1	<a href="#">Australia 7s</a>	80
2	<a href="#">France 7s</a>	60
3	<a href="#">Fiji 7s</a>	60
4	<a href="#">Ireland 7s</a>	60
5	<a href="#">New Zealand 7s</a>	57
6	<a href="#">USA 7s</a>	56
7	<a href="#">Canada 7s</a>	40
8	<a href="#">Russia 7s</a>	37*
9	<a href="#">England 7s</a>	33
10	<a href="#">Spain 7s</a>	26
11	<a href="#">Brazil 7s</a>	24
12	<a href="#">Great Britain 7s</a>	15
13	<a href="#">Poland 7s</a>	9
14	<a href="#">Belgium 7s</a>	5
15	<a href="#">Scotland 7s</a>	4
16	<a href="#">South Africa 7s</a>	3
17	<a href="#">Japan 7s</a>	2
18	<a href="#">Portugal 7s</a>	1
19	<a href="#">Mexico 7s</a>	1

**TOP TACKLERS**

1	<u>Rusila Nagasau_</u>	Fiji 7s	212
2	<u>Ana Maria Naimasi_</u>	Fiji 7s	205
3	<u>Viniana Riwai_</u>	Fiji 7s	173
4	<u>Ana Maria Roqica_</u>	Fiji 7s	137
5	<u>Raijieli Daveua_</u>	Fiji 7s	122
6	<u>Lavenia Tinai_</u>	Fiji 7s	103
7	<u>Pricilla Siata_</u>	Fiji 7s	98
8	<u>Vasiti Solikoviti_</u>	Fiji 7s	87
9	<u>Asinate Savu_</u>	Fiji 7s	86
10	<u>Luisa Tisolo_</u>	Fiji 7s	85
11	<u>Alowesi Nakoci_</u>	Fiji 7s	51
12	<u>Sesenieli Donu_</u>	Fiji 7s	45

**TOP POINTS**

POS	PLAYER	COUNTRY	TOTAL
1	<u>Lavenia Tinai_</u>	Fiji 7s	296
2	<u>Ana Maria Naimasi_</u>	Fiji 7s	273
3	<u>Viniana Riwai_</u>	Fiji 7s	193
4	<u>Rusila Nagasau_</u>	Fiji 7s	183
5	<u>Raijieli Daveua_</u>	Fiji 7s	180
6	<u>Ana Maria Roqica_</u>	Fiji 7s	170
7	<u>Alowesi Nakoci_</u>	Fiji 7s	145
8	<u>Pricilla Siata_</u>	Fiji 7s	115
9	<u>Reapi Ulunisau_</u>	Fiji 7s	104
10	<u>Tokasa Seniyasi_</u>	Fiji 7s	91
11	<u>Lavena Cavuru_</u>	Fiji 7s	72
12	<u>Vasiti Solikoviti_</u>	Fiji 7s	70
13	<u>Sesenieli Donu_</u>	Fiji 7s	55
14	<u>Roela Radiniyavuni_</u>	Fiji 7s	46
15	<u>Mereula Torooti_</u>	Fiji 7s	35
16	<u>Akanisi Sokoivasa_</u>	Fiji 7s	26

**TOP TRIES**

OS	PLAYER	COUNTRY	TOTAL
1	<u>Asinate Savu_</u>	Fiji 7s	60
2	<u>Ana Maria Naimasi_</u>	Fiji 7s	51
3	<u>Lavenia Tinai_</u>	Fiji 7s	36
4	<u>Raijieli Daveua_</u>	Fiji 7s	36
5	<u>Ana Maria Roqica_</u>	Fiji 7s	34
6	<u>Luisa Tisolo_</u>	Fiji 7s	34
7	<u>Alowesi Nakoci_</u>	Fiji 7s	29



OS	PLAYER	COUNTRY	TOTAL
8	<u>Pricilla Siata_</u>	Fiji 7s	23
9	<u>Rusila Nagasau_</u>	Fiji 7s	23
10	<u>Viniana Riwai_</u>	Fiji 7s	19
11	<u>Reapi Ulunisau_</u>	Fiji 7s	18
12	<u>Vasiti Solikoviti_</u>	Fiji 7s	14
13	<u>Tokasa Seniyasi_</u>	Fiji 7s	13
14	<u>Sesenieli Donu_</u>	Fiji 7s	11
15	<u>Roela Radiniyavuni_</u>	Fiji 7s	8
16	<u>Mereula Torooti_</u>	Fiji 7s	7
17	<u>Akanisi Sokoiwasa_</u>	Fiji 7s	4
18	<u>Laisana Likuceva_</u>	Fiji 7s	3
19	<u>Lavena Cavuru_</u>	Fiji 7s	2



2. COMMONWEALTH GAMES – Birmingham hosted the Comm Games 2022 and it's a spectacular event. Team Fijiana just missed out on winning the Gold medal after losing out to eventual winners Australia. In 2018, the team didn't perform to their expectation and now four years later, we came back with the Silver Medal.

### **2022 COMMONWEALTH GAMES & WORLD CUP SQUAD – FIJIANA TRAINING SQUAD**

#### **PLAYERS**

Ana Maria Roqica	Rusila Nagasau	Asinate Ufia Savu
Laisani Moceisawana	Vasiti Kuma Solikoviti	Raijieli Daveua
Lavenia Tinai	Tokasa Seniyasi	Merewalesi Rokouono
Luisa Basei Tisolo	Ana Maria Naimasi	Akanisi Sokoiwasa
Litiana Lawedrau	Adi Vani Buleki	Ema Adivitaloga
Heleina Young	Vive Vukeimatana	Neli Katonisavusavu
Jennifer Ravutia	Elenoa Adi Naimata	Roela Radiniyavuni
Mereula Torooti	Keleni Lewasau Racule	Alowesi Naikodravi Nakoci
Verenaisi Bari	Veniana Lewarara	Sesenieli Donu
Paulini Korowaqa	Ani Mei Likuvaqali	Laisana Likuceva
Harina Sonia Erasito		
Lavena Cavuru	Viniana Naisaluwaki Riwai	
Ivamere Nabura	Maria Taulawa Rokotuisiga	
Reapi Ulunasau		

Saisi Fuli (Head Coach)	Timoci Volavola (Official)	Apenisa Nasilasila (Official)
Tikiko Namaua (Trainer)	Josua Mataitoga (Physio)	Vela Naucukidi

20/06/2022	21/06/2022	22/06/2022	23/06/2022	24/06/2022	25/06/2022	26/06/2022
CAMP PTC	CAMP PTC	FLY TO OCEANIA 7s	CAPTS RUN	OCEANIA 7s	OCEANIA 7s	
27/06/2022	28/06/2022	29/06/2022	30/06/2022	1/07/2022	2/07/2022	3/07/2022
CAMP AT BLACKROCK	CAMP AT BLACKROCK	CAMP AT BLACKROCK	CAMP AT BLACKROCK	CAMP AT BLACKROCK	CAMP AT BLACKROCK	CAMP AT BLACKROCK
4/07/2022	5/07/2022	6/07/2022	7/07/2022	8/07/2022	9/07/2022	10/07/2022
CAMP AT BLACKROCK	CAMP AT BLACKROCK	CAMP AT BLACKROCK	CAMP AT BLACKROCK	CAMP AT BLACKROCK	FLY TO ENGLAND	MARCH IN AT BIRMINGHAM
11/07/2022	12/07/2022	13/07/2022	14/07/2022	15/07/2022	16/07/2022	17/07/2022
GYM & POOL 9AM FIELD - 4PM-6PM	FIELD & POOL 9AM FIELD - 3PM	FREE DAY	GYM & POOL 9AM FIELD 3PM	FIELD - 10AM	FIELD 9AM	REST
18/07/2022	19/07/2022	20/07/2022	21/07/2022	22/07/2022	23/07/2022	24/07/2022
GYM & POOL 9AM FIELD 3PM	INDOOR GYM 9AM FIELD SESSION - 3PM	FREE DAY	GYM & POOL 9AM FIELD 3PM	FIELD - 10AM	FIELD 9AM	REST DAY
25/07/2022	26/07/2022	27/07/2022	28/07/2022	29/07/2022	30/07/2022	31/07/2022
FIELD GYM	FIELD	REST	CAPTS RUN	COMMONWEALTH GAMES	COMMONWEALTH GAMES	COMMONWEALTH GAMES
1/08/2022	2/08/2022	3/08/2022	4/08/2022	5/08/2022	6/08/2022	7/08/2022
RETURN TO FIJI	ARRIVE IN FIJI	REST	REST	REST	REST	REST



### 3. RUGBY WORLD CUP 7s – CAPE TOWN

Team Fijiana 7s finish off the journey this year by attending the Rugby World Cup 7s in Cape Town. It was a do or die format that every team needs to adjust with and play with their right intention, that is to win the prestigious Cup. We started well but unfortunately lost to France in the Cup quarterfinal. In 2018, the team were ranked 11<sup>th</sup> and now we had to settled for 5<sup>th</sup> place which is a positive upward movement in ranking.

#### Results

- 1. Game 1 – Match 6 of 16 – Fijiana 36 – Japan 7
- 2. Game 2 – Quarterfinal - Fijiana 14 – France 19
- 3. Game 3 - Playoff 5<sup>th</sup> – Fijiana 24 – Ireland 0
- 4. Game 4 – 5<sup>th</sup> Place – Fijiana 54- Canada 0

Fijiana 7s Extended Squad 2020/2021						
#	NAME	BASED	EMAIL	DOB	CONTACT	
1	RAIJELEI DAVEUA	SUVA	<a href="mailto:reijeli.daveua@corrections.gov.fj">reijeli.daveua@corrections.gov.fj</a>	30/05/1992	9398543	
2	RUSILA NAGASAU	SUVA	<a href="mailto:druanycya.214@gmail.com">druanycya.214@gmail.com</a>	4/08/1987	7168050	
3	ASINATE SAVU	SUVA	<a href="mailto:ufiasavu17@gmail.com">ufiasavu17@gmail.com</a>	15/04/1993	2971908	
4	VASITI SOLIKOVITI	LAUTOKA	<a href="mailto:Solikoviti@gmail.com">Solikoviti@gmail.com</a>	2/08/1993	7341782	
5	MERESEINI LEIWERE	SYDNEY	<a href="mailto:leiverem@icloud.com">leiverem@icloud.com</a>	15/08/1992	7474512	
6	PRICILLA SIATA	TAILEVU	<a href="mailto:preesiata02@gmail.com">preesiata02@gmail.com</a>			
7	VERENAISI BARI	CAKAUDROVE	<a href="mailto:barivere99@gmail.com">barivere99@gmail.com</a>			
8	LAVENIA TINAI	NAITASIRI	<a href="mailto:laveniatinai07@gmail.com">laveniatinai07@gmail.com</a>	7/09/1990	#####	
9	NAINA BALECA	AUCKLAND	<a href="mailto:balecanaina3@gmail.com">balecanaina3@gmail.com</a>		nz number	
10	SESENIELI DONU	LAUTOKA	<a href="mailto:nellybhokini03@gmail.com">nellybhokini03@gmail.com</a>	3/03/1996	9896538	
11	BULOLO ROKODINONO	SUVA	<a href="mailto:rokodinonobulou@gmail.com">rokodinonobulou@gmail.com</a>	13/09/2000	97722927	
12	VANI BULEKI	LAUTOKA	<a href="mailto:bulekiv@gmail.com">bulekiv@gmail.com</a>	20/10/2000	none	
13	EMA ADIVITALOGA	TAILEVU				
14	DOREEN NAROKETE	SUVA	<a href="mailto:doreennarokete47@gmail.com">doreennarokete47@gmail.com</a>	9/04/2001	2941239	
15	ISABELLA KOI	SUVA	<a href="mailto:bella24xoxo@gmail.com">bella24xoxo@gmail.com</a>	24/04/2003	7147664	
16	LUISA TISOLO	SUVA	<a href="mailto:baseitiso@gmail.com">baseitiso@gmail.com</a>	20/09/1991	8681693	
17	ANA MARIA ROQICA	NAITASIRI	<a href="mailto:annieroqica@gmail.com">annieroqica@gmail.com</a>	2/02/1988	679-7375212	
18	MEREULA TOROTI	NAITASIRI	<a href="mailto:Ulatorooti@gmail.com">Ulatorooti@gmail.com</a>	4/05/1996	8640772	
19	REAPI ULUINASAU	NADROGA	<a href="mailto:uluisaureapi@gmail.com">uluisaureapi@gmail.com</a>	2/11/1994	8384842	
20	VINIANA RIWAI	NAITASIRI	<a href="mailto:yinnvriwai17@gmail.com">yinnvriwai17@gmail.com</a>	6/06/1991	8088865	
21	TALEI KIDD	AUCKLAND	<a href="mailto:talei.kidd@gmail.com">talei.kidd@gmail.com</a>	20/02/1995	220363367	
22	TOKASA SENIYASI	NAITASIRI	<a href="mailto:Tokasabolaitamana@gmail.com">Tokasabolaitamana@gmail.com</a>	10/07/1999	9458765	
23	ANA MARIA NAIMASI	SUVA	<a href="mailto:faithravouvou@gmail.com">faithravouvou@gmail.com</a>	21/02/1994	9418652	
24	AKANISI SOKOIWASA	NAMOSI	<a href="mailto:aggiesoko143@gmail.com">aggiesoko143@gmail.com</a>	1/09/1999	2059235	
25	ANI MEI	NASINU	<a href="mailto:anim2259@gmail.com">anim2259@gmail.com</a>	17/04/2000	7527552	
26	PAULINI KOROWAQA	SUVA	<a href="mailto:Paulinikorowaqa91@gmail.com">Paulinikorowaqa91@gmail.com</a>	10/03/1991	9089880	
27	RAIJELEI ULUINAYAU	WELLINGTON	<a href="mailto:reijeli.uluinayau@gmail.com">reijeli.uluinayau@gmail.com</a>	14/03/1992	279436483	
28	ROELA RADINIYAVUNA	NAITASIRI	<a href="mailto:radinivavuni12@gmail.com">radinivavuni12@gmail.com</a>	7/04/1990	9233153	
29	ALOESI NAKOCI	TAILEVU				
30	MARIA ROKOTUISAU	SUVA				
31	VITAELEI BULOLO	LABASA	<a href="mailto:Vitaielinaiubulou@gmail.com">Vitaielinaiubulou@gmail.com</a>	13/09/2000	9772927	
32	VENIANA LEWARARA	NAITASIRI	<a href="mailto:v2lewarara@gmail.com">v2lewarara@gmail.com</a>	11/06/2000	9244616	
33	LAVENA CAVURU	LAUTOKA				



## SQUAD TO THE WORLD CUP 2022

	<b>NAMES</b>	<b>UNION</b>	<b>#</b>	<b>POSITION</b>
1	RUSILA NAGASAU	NAITASIRI	1	FORWARD
2	SESENIELI DONU	LAUTOKA	2	FORWARD
3	VASITI SOLIKOVITI	LAUTOKA	3	FORWARD
4	VANI BULEKI	LAUTOKA	4	FORWARD
5	LAVENIA TINAI	NAITASIRI	5	FORWARD
6	LUISA TISOLO	SUVA	6	UTILITY
7	BULOLO ROKODINO	YASAWA	7	FORWARD
8	TOKASA SENIYASI	NAITASIRI	8	HALFBACK
9	LAVENA CAVURU	LAUTOKA	9	FIRST FIVE
10	VINIANA RIWAI	NAITASIRI	10	FIRST FIVE
11	ANA NAIMASI	SUVA	11	ROVER/WING
12	ALOESI NAKOCI	TAILEVU	12	WING
13	REAPI ULUINASAU	NADROGA	13	UTILITY
14	LAISANI LIKUCEVA	YASAWA	14	WING
15	MEREULA TOROTI	NAITASIRI	15	HALFBACK
16	ROELA RADINIYAVUNI	NAITASIRI	16	ROVER
17	LAISANI MOCEISAWANA	SUVA	17	WING

<b>TEAM FIJI - WOMEN'S 7s Team</b>						
	<b>NAME</b>	<b>DOB</b>	<b>HEIGHT (M)</b>	<b>WEIGHT (KG)</b>	<b>PASSPORT NUMBER</b>	<b>PASSPORT COUNTRY</b>
1	RUSILA NAGASAU	4/08/1987	1.71	74.9	1014718	FIJI
2	RAIJIELI DAVEUA	30/05/1992	1.72	74.2	902340	FIJI
3	VASITI KUMA SOLIKOVITI	2/08/1993	1.76	72.7	984232	FIJI
4	SESENIELI DONU	3/03/1996	1.76	74.5	1045458	FIJI
5	REAPI ULUNISAU	2/11/1994	1.62	59	P00041584	FIJI
6	VINIANA NAISALUWAKI RIWAI	6/06/1991	1.66	67.3	P00030250	FIJI
7	LAVENA CAVURU	28/06/1994	1.62	62.3	969153	FIJI
8	ANA MARIA NAIMASI	21/02/1994	1.65	67.8	908706	FIJI
9	ALOESI NAIKODRAVI NAKOCI	18/08/1991	1.71	65	958834	FIJI
10	LAISANA LIKUCEVA	3/02/1999	1.69	64.3	P00041555	FIJI
11	ANA MARIA ROQICA	2/02/1988	1.55	57.1	1082562	FIJI
12	ROELA RADINIYAVUNI	7/04/1990	1.65	67.8	P0041585	FIJI
13	LAVENIA TINAI	7/09/1990	1.63	68	1091512	FIJI
14	TOKASA BOLA RABONAVANUA SENIYASI	10/07/1999	1.6	61	979600	FIJI
15	REJIELI SAU ULUINAYAU	14/03/1992	1.6	63	916657	FIJI
16	MEREULA TOROOTI	4/05/1996	1.54	52.8	1046184	FIJI
17	LUISA BASEI TISOLO	20/09/1991	1.69	63.7	P00013486	FIJI
18	ADI VANI BULEKI	23/10/2000	1.76	77	1126153	FIJI
19	VITAIELI NAIUA BULOLO	13/09/2000	1.78	78.4	1112271	FIJI
20	ASINATE SAVU	15/04/1993	1.77	81	885534	FIJI
22	ANI MEI LIKUVAQALI	17/04/2000	1.65	60	993995	FIJI
23	AKANISI SOKOIWASA	1/09/1999	1.65	67	1126152	FIJI
24	VERENAI SI DITAVUTU	7/09/1999	1.76	76	1120668	FIJI

## STRENGTH & CONDITIONING

Team	Fijiana 7's			Date	2022
Tour	Series/ Commonwealth/ WC			Preparation Venue	PTC, Suva
Competition				Competition Venue	
Preparation Phase	<b>Physical Development</b> <ul style="list-style-type: none"> <li>• Fitness</li> <li>• Strength &amp; Power</li> <li>• Speed &amp; Agility</li> <li>• Movement Quality</li> <li>• Meeting game demands and recovery</li> </ul>	<b>Player Monitoring</b> <ul style="list-style-type: none"> <li>• Wellbeing</li> <li>• Loading</li> <li>• Connecting with individual players on progress &amp; work-on's</li> </ul>	<b>Integration with Medical &amp; Coaching</b> <ul style="list-style-type: none"> <li>• Session Plans · Player Discussions</li> <li>• Session Reviews</li> </ul>	<b>Training Environment</b> <ul style="list-style-type: none"> <li>• Plan/Program</li> <li>• Session Quality</li> <li>• Coaching (S&amp;C) · Player Improvements</li> <li>• Player Compliance</li> <li>• Gears &amp; Equipment</li> <li>• Quality of Fields/Gym</li> </ul>	<b>Nutrition &amp; Recovery</b> <ul style="list-style-type: none"> <li>• Plan</li> <li>• Quality</li> <li>• Monitoring</li> <li>• Player Compliance</li> <li>• Resources</li> </ul>
<b>What went well? How did players benefit and impact performance?</b>	Physical preparation was carried out in full as above. Upon isolation when government implemented a bubble, the team solidified the foundation based on endurance. Players performed well and there was no injury incurred during the tournament which testified to the impact of our preparations.	I was able to individualise programs and in doing so was able to identify wellbeing factors that needed my assistance. Modifications were able to be made through this monitoring also. Players benefited as the program was more individual to their needs.	Physio and I were able to monitor the team and the programs effectively and worked well as a team. Session plans were followed through where both medical and coaching integrated into all discussions.	I believe that the training environment was complete as above despite the limitations that we had. We improvised on many of the programs and was able to successfully achieve training goals still.	Recovery was provided in the form of Physio treatment and ice baths were regularly provided for the players. Players complied with programs and all resources were improvised as necessary due to the restrictions we had in place during the lead up to the tournament.

<p><b>What didn't go well?</b></p>	<p>Gym facilities were unavailable during the country lockdown which limited our capacity for full training effect</p>	<p>Nothing to report in this area for player monitoring</p>	<p>Nothing to report in this area for integration</p>	<p>Fields were not available also during the national lockdown for proper training environment. Swimming pools also were not available hence full plan for training environment was not able to be utilized.</p>	<p>During the national lockdown, our resources for nutrition was limited at best thus access to things like bananas and protein shakes for example were not met.</p>
<p><b>Suggestions for Improvements? What could we differently to promote improvement?</b></p>	<p>More equipment to be purchased for S&amp;C as well as coaching staff to use during training. Special provision for Fijiana sevens equipment would allow adequate physical development.</p>	<p>More equipment such as ipads to input wellbeing data daily would be beneficial in future as we look into new age of databases and connecting with players progress.</p>	<p>More integrative discussion and presentations between S&amp;C and medical and coaching so we can better understand our roles and where we can fit in for eachothers roles for the utmost wellbeing of the players.</p>	<p>A solid/consistent place of training where the program matches the facilities available would be good to consider in future so we can have that in alignment</p>	<p>Provision of Coconut water and Bananas and protein shakes would allow good nutritional recovery after training as well as pre-training.</p>





Competition Phase	Physical Development	Player Monitoring	Integration with Medical & Coaching	Training & Comp Environment Daily Programs/Routines	Nutrition & Recovery
<p><b>What went well?</b>  <b>How did players benefit and impact performance?</b></p>	<p>During the games there was no injuries from the girls which identified that our preparation was adequate. Players played at their peak and gave their best performance</p>	<p>We only took 13 players on tour thus monitoring was easier during competition phase. Nil problems with the 13 travelling</p>	<p>Management was able to work together for player wellbeing and training which showed in their performance</p>	<p>The facilities at the competition were the best for our players and we had no lack in any facilities or equipment needed at the venue</p>	<p>During competition all was provided for in abundance from competition organisers which contributed to the girls performance</p>
<p><b>What didn't go well?</b></p>	<p>Nothing to report in this area</p>	<p>Nothing to report in this area</p>	<p>Nothing to report in this area</p>	<p>Nil complaints about environment</p>	<p>Nil complaints about nutrition and recovery as the organizers went above and beyond.</p>
<p><b>Suggestions for Improvements?</b>  <b>What could we do differently to</b></p>	<p>No suggestions for this area</p>	<p>In terms of wellbeing, equipment such as skins and compression socks</p>	<p>More planned discussions and scheduled group meetings where we can discuss</p>	<p>No suggestions</p>	<p>No suggestions</p>
<p><b>promote improvement?</b></p>		<p>for players would benefit</p>	<p>overlapping roles and what we can do for each other</p>		

**PLAYER GENERAL ASSESSMENTS (MODIFY THIS TABLE IF YOU'RE COACHING 7S – FORWARDS/ BACKS GROUPS)**

Player	Strengths	Work Ons
<b>Rusila Nagasau</b>	Able to read plays well and respond	Consistency with fitness Lacks concentration during play at times Needs to improve power
<b>Sesenieli Donu</b>	Fitness is her strength Consistency with compliance to program Pro athlete at best Very compliant player to S&C and medical as well as coaching. Able to listen, adapt and play well	Core strength needs improving Speed to increase
<b>Vasiti Solikoviti</b>	Lower body strength	Upper body and core needs work
<b>Raijieli Daveua</b>	Lower Body Strength	Upper body, flexibility and agility needs work
<b>Lavenia Tinai</b>	Experience with play	Core, Upper body and flexibility needs work
<b>Ana Roqica</b>	Experience with play Compliant with S&C and coaching	Speed needs work
<b>Ana Naimasi</b>	Fitness is her strength Consistency in training	Concentration and game play needs work on
<b>Lavena Cavuru</b>	Lower body strength	Concentration needs work as well as playing under pressure
<b>Viniana Riwai</b>	Experience with play	Fitness is her work on Kicking work on
<b>Reapi Uunisau</b>	Quick on her feet with game play Able to read and execute	Strength
<b>Alowesi Nakoci</b>	Speed Experience with play	Concentration and strength on total body needs work
<b>Laisani Moceisawana</b>	Strength	Endurance Speed Flexibility
<b>Verenaisi Bari</b>	Physical development	Fitness needs work

## **KEY S&C COACHING LEARNINGS**

How did you meet your coaching philosophy from this assignment?	Technical Knowledge & Understanding/ Professional Growth	Coaching Application (working with the athletes) How did you impact athlete performance the most? How do you think you've helped players meet game and comp demands?	Professional Networking & Integration with Coaching/Management/Medical What have you gained with your working with the other personnel in the team environment?	Personal Take-away What did you enjoy the most from this experience? How have you grown as a coach?
I practiced reflection and executed my role from my experience and continuous reading on aspects of my role	The experience of S&C in the time of a pandemic and improvising many parts of my program allowed me to grow personally and allow my technical knowledge to not be reliant on one set aspect	There were no injuries incurred and the fitness level for the girls were optimal which allowed the girls to perform to their best	I learnt about our different roles and how I can input into medical and coaching as the S&C coach. Many of the medical and S&C aspects worked cohesively and working with the physio was beneficial to my learning	I enjoyed the training capacity that I was able to impart to the girls in their preparation for the Olympics. Their achievement at the end allowed me to reflect on the good and the bad parts leading up to it so I can use this knowledge for future.

## **COACHES UPDATE**

### **Key Targets**

1. TO WIN THE SERIES 2023
2. WIN THE PACIFIC GAMES GOLD MEDAL 2023
3. QUALIFY FOR THE OLYMPIC GAMES IN PARIS 2024
4. TO EXPOSE MORE SQUAD MEMBERS TO INVITATIONAL TOURNAMENTS AND OVERSEAS ENGAGEMENT
5. TALENT ID – 20 PLAYERS PLAYED SKIPPER/ 5 PLAYED VANUA CHAMPIONSHIP
6. DEVELOP QUALITY PLAYERS IN OUR TEAM FOR NATIONAL DUTIES AT ALL LEVEL
7. GROOM OUR PLAYERS TO BECOME GOOD CITIZENS OF OUR COUNTRY AND SERVE WITH DEDICATION IN WHATEVER ROLE THEY PERFORM OUTSIDE THE FIELD OF RUGBY.
8. OCEANIA 7S

### **SET TARGETS**

1. WIN 5 GAMES PER TOURNAMENT
2. CONCEDED LESS POINTS DIFFERENTIAL
3. UPSET A TOP 3 TEAM IN ONE OF THE TOURNAMENTS
4. EVERY MEMBER IN THE SQUAD TO COMPLY WITH TEAM PROTOCOLS AND REQUIREMENTS
5. FITTEST TEAM IN THE COMPETITION
6. MOST DISCIPLINE TEAM IN THE COMPETITION



## **PERFORMANCE TARGETS**

- Win 100% of our scrums and lineouts on our terms
- To establish momentum by breaking the gain line and quickly recycle ball at 60% of post tackle situation
- Implement a good defensive philosophy and defensive organisation to ensure we complete 90% success rate in tackles
- Break the gain line 50% of the time when looking to penetrate off attack moves
- Be a threat in our roles as Carrier, penetrator, support player) by always “working off the balls
- 70% WIN RESTARTS
- Sustain transitional games 2-3 mins per half

## **TEAM MANAGEMENT FOR 2022**

HEAD COACH– SAIASI FULI

ASSISTANT COACHES:

(FORWARDS) – TIMOCI VOLAVOLA (BACKLINE), APENISA NASILASILA

TRAINER – TIKIKO NAMAUA

PHYSIO – JOSUA MATAITOGA

MANAGER – VELA NAUCUKIDI & APENISA NASILASILA

VIDEO ANALYST – TUI NAITINI

## **2022 WRAP UP**

POST COVID 19 HAS CAUSED THE MOST SIGNIFICANT DISRUPTION TO THE WORLDWIDE SPORTING CALENDAR. NOW LATELY A SIGN OF POSITIVE HOPE WHEN WORLD DECIDED TO PUT SOME PLANS TOGETHER FOR MINIMUM TOURNAMENT LEADING UP TO THE SERIES AND CONFIRMATION FROM WORLD RUGBY THAT WE WILL RESUME WITH FULL CALENDAR SET UP FOR INTERNATIONAL TOURNAMENTS, WE AS A TEAM HAVE RE-STRATEGISE OUR PLANS AND NOW SMARTLY PREPARING WELL FOR ALL TOURNAMENTS.

MY OVERALL OBJECTIVE THAT IS TO RESTORE AND PROVIDE SOME SENSE OF HOPE TO ALL THE WOMEN PLAYING RUGBY AT HOME AND ALSO INSPIRE THE YOUNGER GENERATION TO TAKE RUGBY AS THEIR SPORT. MAINTAINING OUR POSITION AS A CORE TEAM IN THE SERIES AND BATTLE FOR A MEDAL IN THE COMMONWEALTH GAMES AND RUGBY WORLD CUP

OVERALL, IM SATISFIED IN THE SENSE THAT THERE ARE LOT OF INTERESTS FROM

- GIRLS PLAYING OVERSEAS TO JOIN FIJIANA
- EXPANDING OUR DEPTH CHART FROM 18 NOW WE HAVE A POOL OF 35
- LOTS OF TALENTS COMING THROUGH FROM RALUVE AND MARAMA SECONDARY SCHOOLS RUGBY
- OTHER SPORTS JUMPING SHIP TO JOIN FIJIANA RUGBY ESPECIALLY NETBALL, BASKETBALL AND ATHLETICS





AS FOR NOW, I CAN ASSURE THAT THE FUTURE OF FIJIANA 7S OR WOMENS RUGBY AS A WHOLE LOOKS PROMISING AND STABLE DUE TO THE FOLLOWING REASONS

1. CURRENT 7S SQUAD WORK ETHICS AND RIGHT ATTITUDE HAVE CHANGED TO A STANDARD THAT I CAN SAY IS HIGH PERFORMANCE STANDARD
2. INTRODUCING OUR ACADEMY SQUAD (SECONDARY & UNIVERSITY STUDENTS) PROGRAM, RUNNING SIDE BY SIDE WITH OUR SENIOR PLAYING GROUP
3. LOT OF INTERESTS FROM OVERSEAS BASED PLAYERS WITH FIJIAN HERITAGE. IT HAS CREATED A HEALTHY COMPETITION AMONGST OUR SQUAD
4. DEDICATED SUPPORT STAFF WHO SHARED THE SAME VISION AND GOAL FOR FIJIANA TO RAISE THE BAR AND BE WORLD BEATERS. WE SET OUR PLAN AND WORK HARD TOWARDS THAT PLAN.

IT IS A THANKLESS JOB.

**SAIASI FULI  
FIJIANA 7S HEAD COACH**





# FIJIAN WARRIORS REPORT

It has been two years since the Swire Shipping Fiji Warriors Team played any International Games Due to Covid.

The Team selection was based on players that played in the Skipper Cup Competition and U20 players this year and players who will be U20 in 2023. Since most of the players were not exposed to International competition at this level, the Management decided to have few players from the Drua Team to be mentors and to guide these players in their position in the team.

The Drua Players Selected were,

**Tevita Ikanivere** (Mentor and Guide the front Rows)

**Chris Minimbi** (Mentor and Guide the Locks)

**Raikabula Momoedonu** (Mentor and Guide the Flankers)

**Simione Kuruvoli** (Mentor and Guide the Inside Backs)

**Apisalome Vota** (Mentor and Guide the Outside Backs)

The Swire Shipping Warriors Team played two Games against Samoa A in this year's Pacific Cup Competition beating the visitors in both the Games.

The Swire Shipping Team had 9 players Selected to be part of this year's Pacific Combine Team for 2022.

A Great Achievement for the Team was of the One of the Player Signed a Full contract with the Drua Team and 7 Players also signed Academy Contracts with the Drua for 2023.

I would like to thank the Fiji Rugby Union, The Chairman, The FRU Board, The CEO and our Major Sponsor Swire Shipping for the Support towards the Fiji Warriors Team Campaign for 2022.

Vinaka Valevu.

Kele Leawere.

Head Coach.





# ELITE PLAYER PATHWAYS REPORT

## **THE PLAYERS PATHWAYS**

The conception of the Drua in the Super Rugby Competition has been a missing piece to the Pathways and has provided a much-needed link for players into the Flying Fijians Pathways.

It has been a projecting moment for the High-Performance Unit Academy to have several players being included in the Drua's maiden voyage.

Their selection will truly be a driving Force for generations of aspiring players to come of The Drua's involvement in the Super Rugby Competition.

The players that have gone through the High-Performance program include

1. Simione Kuruvoli
2. Tevita Ikanivere
3. Meli Tuni
4. Mesulame Dolokoto
5. Ratu Meli Derenalagi
6. Tuidraki Samusamuvodre
7. Ilaisa Droasese
8. Chris Minimbi
9. Vinaya Habosi
10. Frank Lomani
11. Peni Matawalu
12. Vilive Miramira
13. Kiti Salawa
14. Elia Canakaivata

### **2022 Signings**

1. Sailosi Vukalokalo (Development)
2. Motikiai Murray (Development)
3. Philip Baselala (Development)
4. Freddy Ralulu (Development)
5. Waisea Tuisese (Development)
6. Livai Natave (Development)
7. Sikeli Rabbitu (Development)
8. Dan Rakuro (Development)
9. Naibuka Matadigo (Development)

The greatest objective now is to create consistency in producing Quality Players that will provide a good depth for longevity.



## **FIJI PATHWAYS TEAMS**

The Swire shipping Fiji Warriors played in a double header tournament in the Fiji Invitation Series performing exceptionally with 2 out of wins against Samoa A.

The sacrifices to expose our players to overseas and Tier One opposition is paying off for our player development with ability to play in an Under 23 competition with players that are within the age grade of 17 to 21years of age.

The Under 20s participated at the Oceania Tournament and at the Gold Coast and continue to strive to achieve the competitiveness to maintain our position in the Tier One Junior World Championship in 2023.

The Fiji School Boys competed in the New Zealand playing games against the Hurricanes, New Zealand

Barbarians, and the New Zealand School Boys.

We are grateful to the Fiji Rugby Union Board for the continued support towards our Pathways to support the exposure of our up and coming talent to experience Travel, Playing in a foreign environment with quality opposition.

These opportunities always provide us with good opportunities to see players who can move to the next level of our pathways and be considered as Talents of interests for our National Depth Chart.

### **ACHIEVEMENTS**

The program prides itself in the achievement of players that have progressed further in our National Teams Pathways

### **FLYING FIJIANS JULY CAMPAIGN**

Livai Natave attained his first cap in 2023.

### **ACKNOWLEDGEMENTS**

The success of the program has always been about the people behind it who have contributed in many different forms of support and we hold in the utmost appreciation for all their contributions in ensuring that our player base and pathways are always consistent with its processes. We thank the coaches, Mr. Kele Leawere (Sigatoka), Mr. Ifiremi Rawaqa (Nadi) and Apisai Sailada for Suva who work tirelessly behind the scenes engaging with the players daily.

We also acknowledge World Rugby, CEO John O'Connor and the Fiji Rugby Union Board, Simon Raiwalui – General Manager High Performance unit, the parents, players, and our families for their continued support.







# OPERATIONS REPORT

Rugby in our nation continues to grow to new audiences. Whilst this growth is tremendous for the game, it also highlights some challenges which needs to be addressed immediately. This will have a serious impact on the future sustainability of the game we love.




With victories at the Rugby World Cup 7s and the gold and bronze at the 202 Tokyo Olympics, the growth is unprecedented. Our young girls are picking up and running with rugby balls. New competitions have started up to cater for the increase in numbers throughout the country.

## COMPETITIONS

	<p>2022 started off with our FRU Super 7s Series in Sigatoka’s Lawaqa Park on the 4<sup>th</sup> – 6<sup>th</sup> of February.</p> <p>16 Mens teams and 12 Womens teams took centre stage at a wet Lawaqa Park with Warden taking out Leg 1</p> <p>Leg 2 was played on the 18<sup>th</sup> and 19<sup>th</sup> of February at Nadi’s Prince Charles Park with Raiwasa Taveuni taking out the title.</p> <p>Leg 3 was played in Lautoka’s Churchill Park on the 10<sup>th</sup> – 12<sup>th</sup> of March. Police Blue defeated LAR Barbarians to win Leg 3.</p> <p>A mini-International 7s tournament involved New Zealand and 2 Fijiana teams with New Zealand Mens, Australian Mens and 2 Fijian men’s teams competed in this competition. This was supported by FASANOC because of the lack of game time due to the closure of all competitions in 2021 due to the pandemic.</p>
	<p>The newly formed schoolgirls competition. A total of 81 schools registered for the first time. It was a new audience that rugby was going into. FRU thanks and appreciates all the support and logistical effort around getting this competition under way. The Australian High Commission through the DFAT and CJ Patel for coming on board to support this initiative. The Fiji Secondary Schools were in control of this competition.</p>





 <p><b>ANZ</b></p> <p><b>MARAMA CHAMPIONSHIP</b></p> <p><b>FIJI RUGBY</b></p>	<p>The ANZ Marama Championship is the elite rugby competition for our womens rugby programs. Most of the Fijiana Drua players that won the Australia Super W Competition came through this competition. Fiji Rugby is grateful to ANZ for their continued support of thins competition.</p> <p>Naitasiri Women and Lautoka Women finished at the bottom 2 places and will participate in the Royal Tea Ranadi Competition in 2023.</p> <p><b>2022 Final Results</b>          Senior Women          Suva 51 – 12 Yasawa          Under 19 Women          Nadi 12 – 10 Naitasiri</p>
 <p>Royal Tea</p> <p><b>RANADI CUP</b></p> <p><b>FIJI RUGBY</b></p>	<p>The Royal Tea Ranadi Competition caters for our Tier 2 Unions. CJ Patel continues to support the growth of our Womens game through their sponsorship of this competition. The finalists Rewa and Navosa will see themselves in the ANZ Marama Competition of 2023.</p> <p>A 16 Team competition divided into 4 Pools. The top 2 finishers from each pool play in a quarterfinal knockout format.</p> <p><b>2022 Final Results</b>          Navosa Women 34 – 5 Rewa Women</p>
 <p><b>SKIPPER</b></p> <p><b>FIJI RUGBY</b></p> <p><b>PROVINCIAL CUP</b></p>	<p>The elite Men’s competition in Fiji, the Skipper Cup keeps growing from strength to strength. CJ Patel has been at the helm of this growth with sound financial support to our 8 competing Unions. Majority of the Fijian Drua and most overseas based players have been through this competition. There is always a need for improvement in game delivery and event management from our unions. Fiji Ruby Union continues to equip our member unions with courses that continue to improve their administration of the game to their members.</p> <p><b>2022 Final Results</b>          Under 19          Suva 18 – 19 Nadi          Development          Namosi 22 – 15 Naitasiri          Senior          Nadi 16 – 14 Naitasiri</p>



The Vodafone Vanua Competition caters for our Tier 2 Unions. Yasawa took out this year's competition after a closely contested final against Macuata. of 2023.

A 16 Team competition divided into 4 Pools. The top 2 finishers from each pool play in a quarterfinal knockout format.

Macuata and Yasawa will now gain promotion into the 2023 Skipper Cup competition.

### 2022 Final Results

Under 19

Yasawa 20 – 19 Serua

Senior Men

Yasawa 24 – 17 Macuata

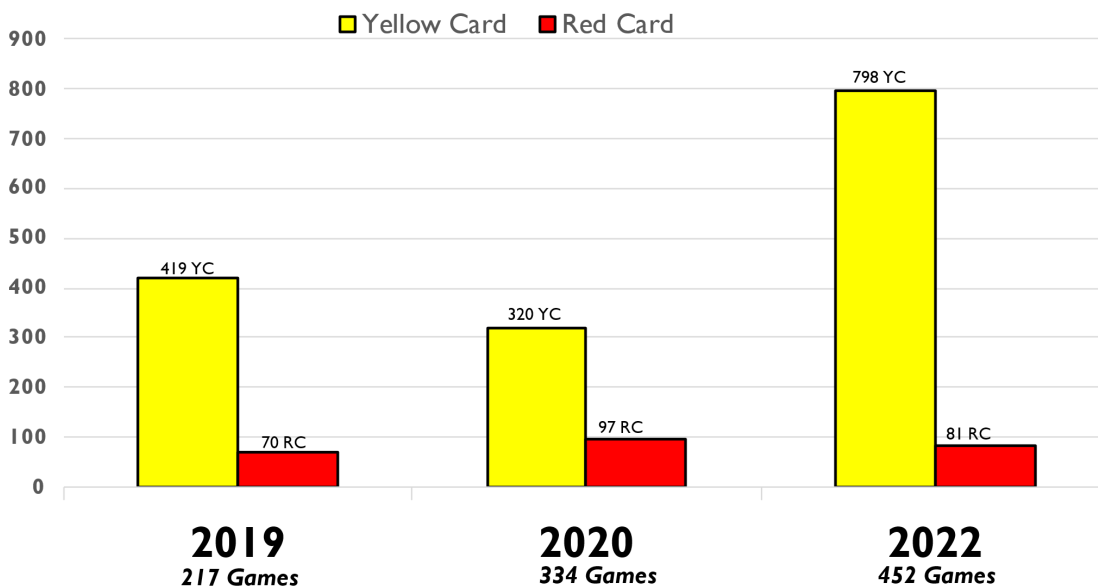
## 2022 COMPETITION SUMMARY

### MEN

SKIPPER CUP	YELLOW CARDS	RED CARDS
UNDER 19	122	8
DEVELOPMENT	90	9
SENIOR	132	10
<b>TOTAL SKIPPER</b>	<b>344</b>	<b>27</b>
VODAFONE VANUA	YELLOW CARDS	RED CARDS
UNDER 19	94	16
SENIOR	100	13
<b>TOTAL VANUA</b>	<b>194</b>	<b>28</b>
<b>MEN TOTAL</b>	<b>538 yellow cards</b>	<b>50 red cards</b>

### WOMEN

ANZ MARAMA	YELLOW CARDS	RED CARDS
UNDER 19	49	0
SENIOR	130	12
<b>TOTAL ANZ MARAMA</b>	<b>179</b>	<b>12</b>
ROYAL TEA RANADI	YELLOW CARDS	RED CARDS
SENIOR	81	19
<b>TOTAL ROYAL TEA</b>	<b>81</b>	<b>19</b>
<b>WOMEN TOTAL</b>	<b>260 yellow cards</b>	<b>31 red cards</b>

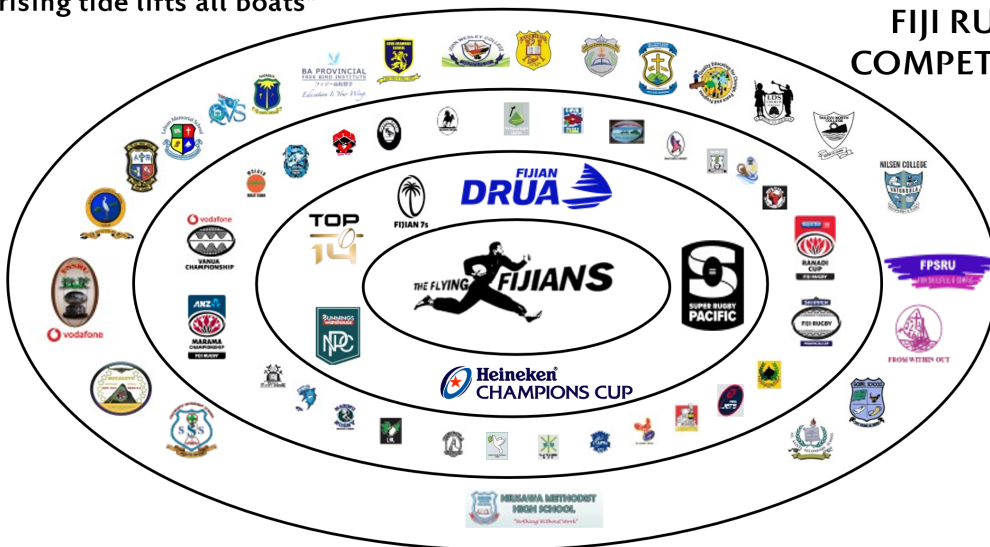


Yellow and Red cards comparison to number of games 2019-2022.

### FIJI RUGBY PATHWAY

“A rising tide lifts all boats”

### FIJI RUGBY COMPETITIONS



### ACKNOWLEDGEMENT

- FRU President and the Government for its leadership in the fight against COVID-19.
- All front line workers for the fight against COVID-19
- All Provincial Unions and Volunteers for ensuring compliance to COVID-19 protocols.
- Our 24 Provincial Unions for their resilience and support.

## FIJI RUGBY BEREAVEMENTS FOR 2022



Sela TOGA  
Nadi Rugby Union  
Fiji Rep 1964



Mosese TAGA  
Suva Rugby Union  
Fiji Rep 1987  
Captain 1991 RWC



Marika NASEGAI  
Suva Rugby Union  
Fiji Rep 1982



Joeli VIDIRI  
Nadi Rugby Union  
Fiji Rep 1994  
All Blacks  
NZ 7s  
Counties Manukau



Suliasi DAUNITUTU  
Suva Rugby Union  
Fiji Rep 1963



Ratu Seru TUISESE  
Naitasiri Rugby Union  
Fiji Rep 1958



Peni VEIDREYAKI  
Sevens Team Manager  
Fiji Rep 1999-2001



Vilikesa MOCELUTU  
Suva Rugby Union  
Fiji Rep 1974  
Captain

A member of the first  
ever Flying Fijian Team  
to Europe in 1964



Joseph BROWNE  
Flying Fijians Team  
Manager 2003 Rugby  
World Cup



Emosi TATAWAQA  
Labasa Rugby Union  
Fiji Rep 1982



Jone Wai NAIKATINI  
Nadroga Rugby Union  
Fiji Rep 1982



Monika KOROIDREKELEVU  
Nadroga Womens Player



Sitiveni KUNAIKA  
FRU Citing Commissioner



Lemeki SAVUA  
FRU Rugby Development  
Officer



Jo SAWAILAU  
Fiji Sevens Manager

Au sa vala oti e na l valu vinaka. Au sa ciciva oti na cere; au sa ciciva oti na cere, au sa taura matua na vakabauta;

2 Timoci 4:7

### **2022 FRU OPERATIONS UNIT**

1. Sale Sorovaki – National Operations Manager
2. Jiko Matawalu – Senior Operations Officer
3. Talei Thomas – Logistics Officer
4. Mereti Din – Operations Administrator
5. Rejieli Ravulo – Cleaner
6. Taniela Balawa – Operations Volunteer
7. Viliame Loki – Operations Officer
8. Vilikesa Loki – Operations Volunteer
9. Lekima Tikoiigiladi – Bus Driver
10. Paula Ratu – Bus Driver
11. Paulini Tamatasasa – Fleet Officer
12. Tavenisa Vecena – ID Card Officer

Thank You.

**Sale Sorovaki**  
**National Operations Manager**



RUGBY  
WORLD CUP  
SEVENS  
SOUTH AFRICA 2022



FIJIANA 7S

8



FIJIANA 7S

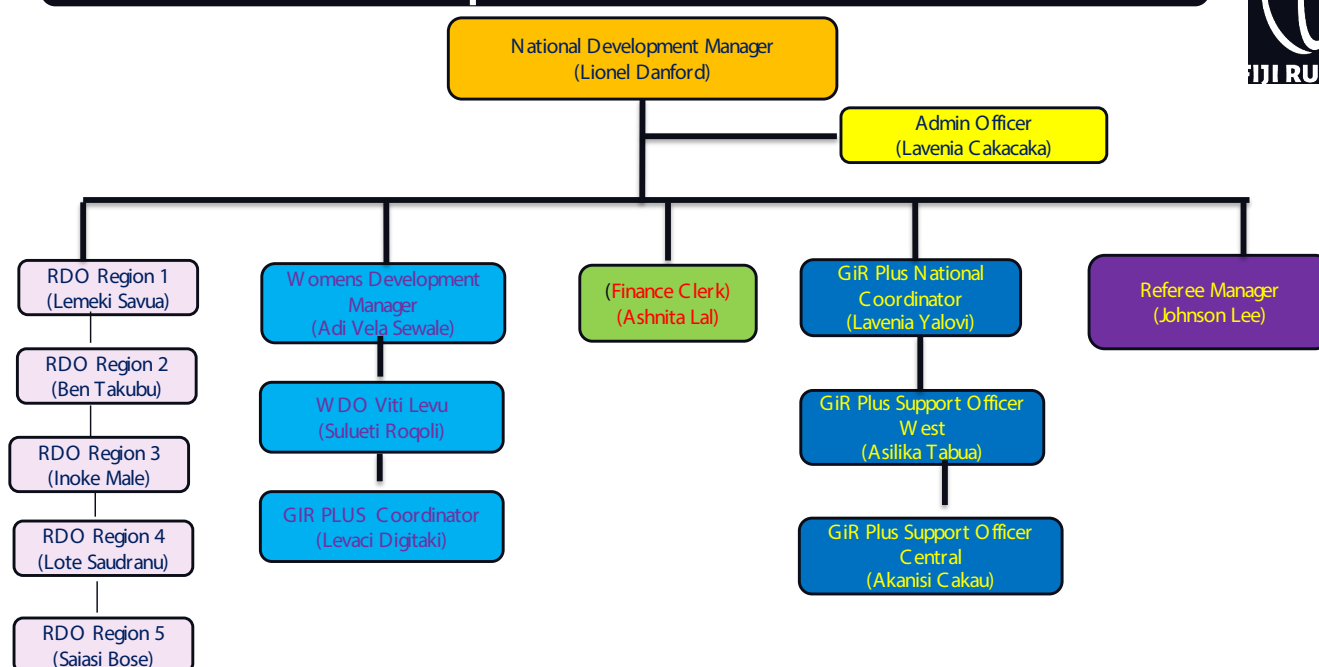
# DEVELOPMENT REPORT

The Development Unit focuses on our four development strands of:

1. Mass Participation
2. Training & Education
3. Womens Rugby
4. Governance

## DEVELOPMENT UNIT STAFF 2022

### FRU Development Unit Structure



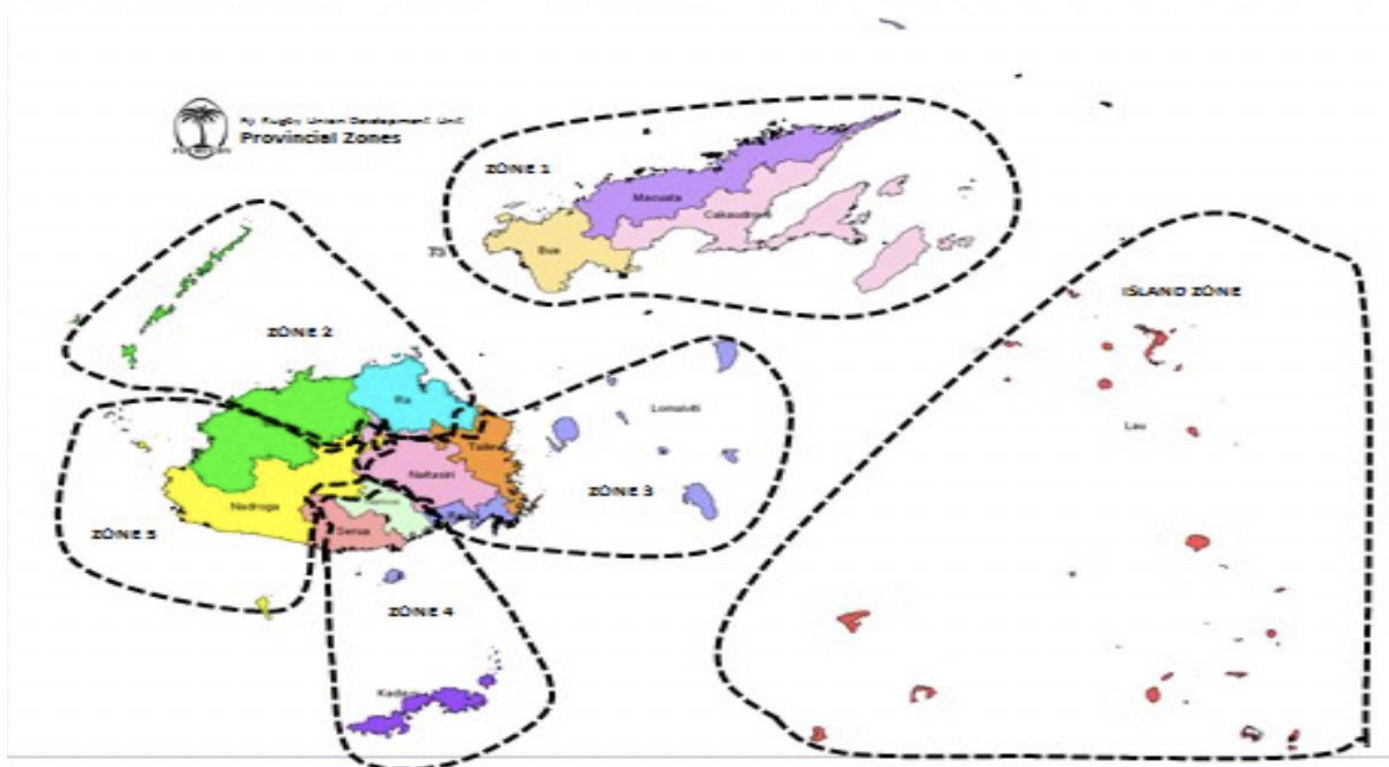
The Fiji Rugby Development Unit with 15 Staff pursued innovative options and re-looked at pathways, systems, processes and models to ensure effective recovery and reorientation of the rugby pathways was carefully addressed to achieve sustainable developments and indispensable pillars for the future growth of the sport.

We were saddened by the sudden loss of one of our Staff and RDO1, Mr Lemeki Savua who had a short illness and was called to rest in November.

A few staff movements also:

- Mr Saiasi Bose joining the DEV Unit as RDO5 on the 19<sup>th</sup> of May.
- Ms Lavenia Yalovi resigned in September to join Oceania Football.
- Ms Asilika Tabua joining us in September.
- Mrs Akanisi Cakau taking up the Post of Acting National Coordinator.
- Mrs Lavenia Cakacaka resigning in December to take up a Post at Outrigger Fiji.

Our regions and area of operations is defined in the map below:



## **PARTICIPATION AND PATHWAY** **GET INTO RUGBY**

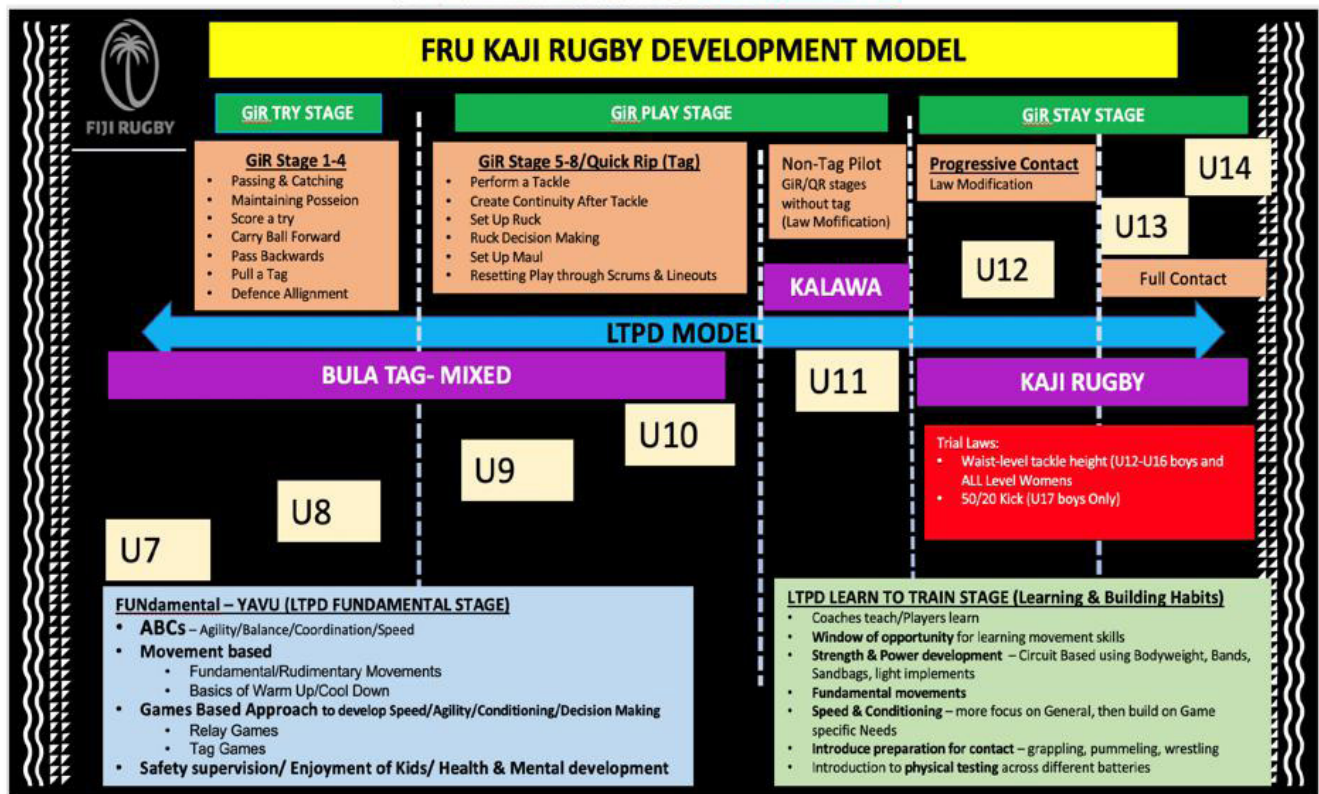
The Get Into Rugby (GiR) program is part of the World Rugby strategy to grow the Game globally in partnership with its member Regions and Unions. The program is a central part of the World Rugby initiative to grow Rugby since rejoining the Olympic Games in Rio de Janeiro in 2016 and the recent Rugby World Cup 2019 in Japan. The aim of the program is to encourage players of all ages to TRY, PLAY and STAY in Rugby. Get Into Rugby promotes the values of the Game and ensure children are encouraged to try Rugby in a safe and progressive environment.

Since the inception of GiR in Fiji in 2014, participation numbers have grown from 5030 kids to 60940 in 2019. This was made possible through our dedicated team of Rugby Development Officers (RDO), trained volunteers, teachers and heads of schools, parents, guardians and all our stakeholders of the game. Oceania Rugby, through its Participation & Pathway Manager Mr. Tihrani Uluinakauvadra monitors and evaluates the success of the program in our Oceania Region.

2022 saw the return of schools' rugby where the participation numbers grew immensely and also the growth of girls' rugby which was mooted by the Womens Olympic achievement at the 2021 Japan Olympics. Schools Rugby in Primary Schools were carried out in Districts and also the Introduction of Raluve Competition for Secondary Schools which went along with the Super Deans Competition.



Moreover, Fiji Rugby designed its new development model that saw the formation of Junior Rugby Clubs around the country. This new strategy has seen a sudden increase not only in girls' participation, but parents and guardians joining rugby courses around the country and helped formally set up junior rugby clubs and associations. This was further complimented through World Rugby's new rugby course on Principles of Leadership & Management (PLM).





## QUICK RIP PROGRAM

Quick Rip is a fast, non-contact, flag version of rugby which has been developed and implemented in New Zealand and introduced to Fiji mid 2018 with the intention of introducing a healthy lifestyle and balance training schedule to its participants, especially young adults.

The program is funded by the New Zealand’s NZ Aid Program through the Pacific Sporting Partnership Sport for Health [Rugby] Program and New Zealand’s Ministry of Foreign Affairs and Trade. It was introduced into Fiji following consultation with the Fiji Rugby Union and the Fiji National Sports Commission.

The program aims to increase awareness on the impact of Non-Communicable Diseases (NCDs) with the inclusion of healthy lifestyle components infused into the program. Children and parents who participate in the program go through healthy lifestyle modules such as food choices, benefits of a nutritious meal, hydration and how to calculate sugar contents in foods and drinks.

The program achieved its target and reached out to 11954 girls (from 6994 in 2021) and 8420 girls ( from 5472 in 2021), again showing the influx of girls into rugby (41% participation for the GiR program in 2022).

The Quick Rip Program ended in December and a Monitoring and Evaluation will be done in 2023 to see the extension of the Program for another 4 years



### Monitoring and Evaluation Requirements

- Game 1
  - Pre Questionnaire
  - Module 1 Hydration
- Game 2
  - Module 2 Warm-up
- Game 3
  - Module 3 Sugar Content
- Game 4
  - Module 4 Processed Foods
- Game 5
  - Module 5 Food Choices
- Game 6
  - Module 6 Exercise Plan
- Game 7
  - Module 7 Portion Size
- Game 8
  - Module 8 Balanced Diet
- Game 9
  - Post Questionnaire
  - Module 9 Game Day Meals



## **GIR PLUS PROGRAM**



Get into Rugby PLUS (GIR PLUS) is a flagship Sport for Development program that embeds life skills learning with rugby union to develop players, promote positive behavior, safe environments, gender equality, and prevent violence against women, girls and boys.

Building on World Rugby’s Get Into Rugby, integrated life skills learning components engage players in processes of critical thinking and reflection around issues of respectful relationships, gender stereotypes and violence to build the knowledge, confidence and resilience. The curriculum uses rugby’s values of integrity, solidarity, respect, discipline, and passion as its foundation.

Get into Rugby PLUS Program officially signed a Memorandum of Understanding with Fiji Rugby this year and also hired a National Get into Rugby PLUS National Coordinator and two Support Officers. The program continues to work towards transforming attitudes and behaviors on Gender Equality and preventing Violence against women and children through rugby.

The 2022 Program included:

26 Primary Schools, 1 Community (Koroipita), 1 Special School (Nausori Special) and 1 Secondary School (LDS Church College),

All coaches have done minimum of Level 1 Coaching, Match Officiating, Strength & Conditioning and First Aid in Rugby.

### **IMPACT QUOTES:**

“Discipline is number one before classroom learning commences at the beginning of every year. I have used the GIRPLUS tool kit and values to counsel and guide the students. It has worked from the time I started and I encourage other colleagues to follow suit”. **Usaia Loki (GIR PLUS Coach)**.

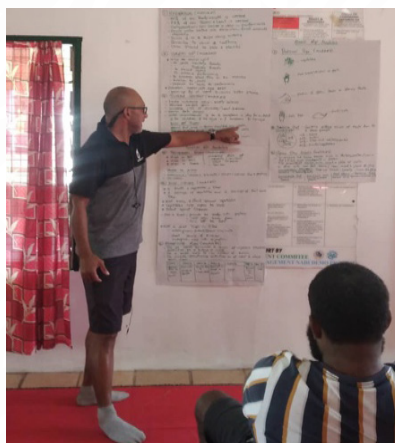
“This program had changed me in a lot of ways such as: My in-depth understanding of the values and how I have lived my life full of values, I have assisted in our school as the CPO to protect children from all forms of violence. I have stood up against some gender bias criticisms”. **Oripa Lee (GIR PLUS Coach)**

“A holistic program! Socially, the program has inspired me to make a difference in others’ lives and help children showcase their talents- a great way to help guide their behaviour, all in all nurture the good and mould their character as we at Nausori Primary School have used this program as a tool to improve the behaviour of the notorious children in our school”. **Vika Vucago (GIR PLUS Coach)**

## TRAINING & EDUCATION

The T&E portfolio focuses on the facilitation and assessment of World Rugby courses in the following area:

- Coaching
- Match Officiating
- Strength & Conditioning
- Medical
- Principles in Leadership & Management



These are key priority areas and FRU also assist in Match Commissioner courses, Judicial Official and other relevant courses that are funded and facilitated with Oceania Rugby and World Rugby.

I must thank the former NDM Koli Sewabu and World Rugby Regional Training Manager, Mr. Talemo Waqa, having to re look at coaching and match officiating course delivery structure to suit the learning styles of our coaches. An integrated method was introduced and due to the visual and kinesthetic learning capabilities of our coaches, video coaching clips were done using the academy players of our High Performance unit where coaches will learn what to coach and how to coach certain areas of need which has been identified by World Rugby Trainers & Educators. These video resources will be available on the Oceania Rugby website to be used regionally as well.

It is anticipated that these new learnings and deliveries will assist in the attrition rates of coaches and match officials.

In 2022, we had Richard Skelly and Michael Grippy that came to Fiji to assess L2 and L3 Coaches in July. We also ran a week long L3 15s Coaching Course at the Tanoa Skylodge last year.

Coaches that attained their Coaching Accreditation last year: **Level 2 – 26, Level 3 - 8**

Coaches Assessed by Lemeki, Grippy and Skels - 2022				
REGION	#	Name	Accreditation Level Assessed	WR Assessor
1	1	Samuela Volau	L3	Richard Skelly
	2	Digitaki Levaci	L3	Richard Skelly
	3	Sainimili Vuniwaqa	L2	Lemeki Savua
2		None		
3	1	Autiko Sevutia	L2	Michael Grippy
	2	Setareki Ratatagia	L2	Lemeki Savua
	3	Ilimacu Matalau	L2	Michael Grippy
	4	Peniame Drova	L2	Lemeki Savua
	5	Usa Mataki	L2	Lemeki Savua
	6	Wise Tuiyawa	L2	Michael Grippy
	7	Akuila Senikau	L2	Michael Grippy
	8	Samisoni Baiketoga	L3	Michael Grippy
	9	Kalivati Cavullati	L3	Michael Grippy
	10	Peni Naulivou	L3	Michael Grippy
	11	Lasarusu Senibale	L3	Michael Grippy

4	1	Seremaia Biu Waqanisau	L2	Richard Skelly	9767519
	2	Filimoni Verebalavu	L2	Richard Skelly	7417919
	3	Waisea Cama	L2	Richard Skelly	
	4	Rupeni Ragia	L2	Richard Skelly	
	5	Neori Buli	L2	Richard Skelly	
	6	Meli Tuifagalele	L2	Richard Skelly	
	7	Viliame Veikoso	L2	Lemeki Savua	2910446
	8	Sireli Ledua	L2	Lemeki Savua	9371193
	9	Tavaita Rowati	L3	Richard Skelly	9214976
5	1	Taione Ratu	L2	Richard Skelly	766 3072
	2	Josefa Yalimaitoga	L2	Richard Skelly	9230639
	3	Penioni Ranitu	L2	Richard Skelly	9730373
	4	Oripa Lee	L2	Richard Skelly	9071754
	5	Suluo Waqa	L2	Richard Skelly	9233538
	6	Timoci Duve	L3	Michael Grippy	9673188
	7	Setefano Somoca	L2	Michael Grippy	8494957
	8	Rupeni Nasiga	L2	Michael Grippy	
	9	Jiuta Lutumailagi	L2	Michael Grippy	9403158
	10	Semi Cabenalotu	L2	Michael Grippy	8773293
	11	Etonia Naba	L2	Michael Grippy	9788398

## **WOMEN IN RUGBY**

Probably one of the most noticeable and exciting transformation for sports throughout the years was the evolution of womens rugby in Fiji. Since the new inclusion strategy in 2019 in the domestic competition, womens participation, competition and competitiveness started to unfold into a new horizon. From the sudden influx of girls into rugby, formation of womens club and junior rugby clubs, provincial competition for all the 24 unions to stepping into the podium in the Tokyo Olympics 2021 bronze medal achievement, it has no doubt created waves of interest and excitement not only in Fiji but throughout the globe. With the inclusion of the Fijiana XV into the 2022 Super W competition in Australia and the Rugby World Cup in New Zealand later the same year, womens rugby is staking its claim in Fiji and throughout the region. In the 7s arena, 2021 also saw the inclusion of 8 teams in the Fiji Rugby 7s Series and will be a standard criteria in all 7s tournaments across Fiji from hereon.

Also, we had a n inclusion of Girls Rugby for Central Schools and the introduction of U16 and U18 called the Raluve Competition at Secondary School.

Fiji Rugby also revamped its new strategic plan and included in this is a strategic plan specifically for the growth, support and inclusion of women in rugby at all levels of the game.

FRU's initiative of setting up of Junior rugby clubs has also led to the establishment of new women clubs. Two for instance, Waitui Waidroka and Lilian Amazons have young members from 16-19 and both competed in the Fiji Rugby 7s series where they both reached the bowl final and main cup quarter final respectively. Also, both teams represented Nadi and Naitasiri respectively and both reached the Finals of the Marama Competition in which Nadi won.

2022 was a massive year for Fiji Rugby as both the Fijian Drua and the Fijiana Drua embark on their new journey into Super Rugby. Our Fijiana DRUA remained unbeaten the whole season and won the Super W Trophy.

A huge appreciation to all our stakeholders for your commitment, sacrifice and invaluable input to make rugby the number one sport in the country.

**Vinaka Vakalevu.**



# REFEREES REPORT

## **“CREATING A MORE COMPETENT REFEREES FOR QUALITY PERFORMANCES”**

The year 2022 got off to a great start for the Referees Vuvale.

Not only did the referees prepare for what was in store for them for 2023, they went into the 2022 Rugby calendar understanding the need for them to step up after a long period of no rugby due to the Corvid pandemic.

The 2022 rugby season as usual started off with many 7s tournaments. The FRU Fun Flavor Series, Nawaka and Marist 7s a few major tournaments that the referees attended to. The Referees had to perform to expectations and apply clear and precise decisions as possible because it meant assisting with the preparations for our World Cp campaign later in the year.

Below are a few highlights of the year that I feel are worth mentioning for the Referees Fraternity.

### **SUPER RUGBY**

Many Referees only watch, listened, or read about super rugby matches on our media platforms.

This year, the referees in Fiji got to run as Assistant Referees and mend the technical zone as sideline officials. This was a huge leap for our referees. Next target will be for the Fiji Referees to have a member as the main referee.

### **DOMESTIC RUGBY**

As the year goes by, so too is the strength and intensity of the FRU Domestic Competition. Players and coaches have become more learned and grow in strength and knowledge. They study, attend courses, and watch the latest videos to improve their game. This is never an easy task for Referees. We had to be physically fit, mentally sound regarding law knowledge and technical application and be up to par with the demands of the game.

Women’s Rugby is also on the rise. To be fair to them and out of respect for their efforts and sacrifices, top male referees were brought in to ref their matches. They also deserve the best that Referees can offer.

From the Farebrother, Skipper, Vodafone, Marama, and Ranadi Cups, right down to the club games, Referees can proudly say that no game was abandoned because of referee shortages.

They were all officiated to the best of the referees’ abilities.

### **INTERNATIONAL RUGBY**

The Referees in Fiji were also well represented at these matches. Tevita Rokovereni led our local referee’s campaign for both 7s and 15s. Rokovereni has now become a familiar face at the HSBC 7s circuits and was the referee’s representative at the 7s World Cup. He also featured in a few full internationals. David Vosalevu also upped on Fiji’s Referee’s reputation with a career highlight by refereeing the finals of the Challenger Series finals. This elevates his chances of following Rokovereni into the HSBC 7s tournaments. Jiuwa Talemaivalagi and Fiji’s top international Women’s referee Lavenia also featured in a few regional tournaments.

An interesting highlight worth mentioning was when the Fijiana 15s team hosted 2 international teams – the WAHINE Māori and Canadian Women’s. For the first time ever, the Fijian Referees Vuvale appointed an all-female match officials’ team to officiate at these matches.



## **TRAINING AND EDUCATION**

Under the FRU Development Units T&E Programmes, Referees underwent training to up on their accreditations. Because Rugby's utmost priority was safety, all referees were to undergo First Aid In Rugby (FAIR) Training. They understood that as first responders, first aid knowledge and how to apply them were vital in saving players' lives.

Furthermore, they had to up on their refereeing accreditations because it was a compliance under the FRU Domestic Rugby Calendar TOP.



The Referees in Fiji also number a good number of World Rugby MO Educators, MOL3, MOL2 CMOL1 AND CMOL2 under its ranks thanks to the World Rugby T&E Programmes conducted by the FRU Development Unit.

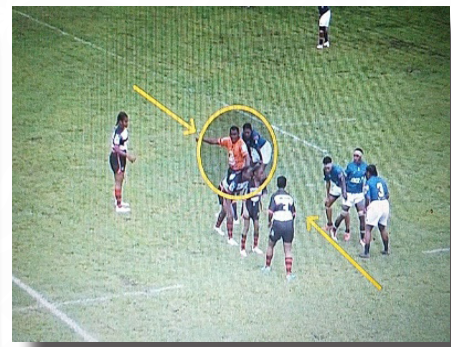
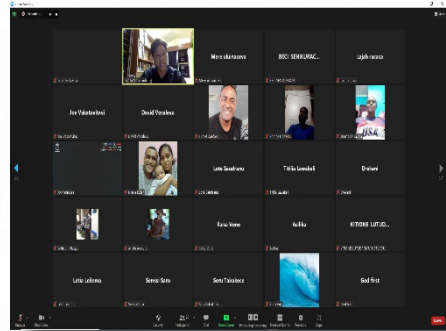
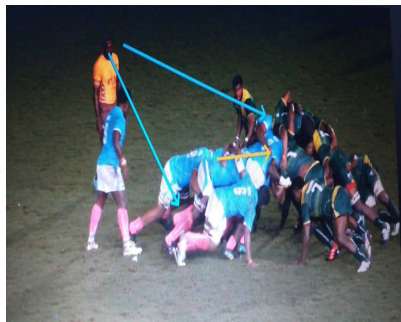
## **REFEREES HIGH PERFORMANCE**

Thanks to HP Manager Simon Raiwalui, work behind the scenes has begun. In the not-too-distant future, it is hoped that there will be a HP Programme for Referees of Fiji. We trust that with the HP system for referees in place, our elite referees will go through physical training programmes, be attached to more teams, and be exposed to many opportunities similar to that the players go through.

## **VIRTUAL SESSIONS**

Because there are 18 Referees Associations in the country, with its members scattered across the main islands, to keep all referees updated, a weekly Virtual session on Mondays and Thursdays are held. On Mondays, referees review the experiences over the weekend, how, what, and why improvements were needed. Thursday Virtual sessions mainly focused on the weekend ahead and how best referees could serve the rugby public during matches.

At these Virtual sessions too, many guests are invited to facilitate talks and learnings. We also have international referees discuss the new law variations that's needed to be officiated during the season. These Virtual Sessions are very important to referees because I enable them to keep updating themselves, assist each other and encourage each other to becoming more competent as referees.



**SCHOOLS RUGBY**

Schools Rugby is a vital component towards the growth of a referee. Its intensity, popularity and the rivalry that comes with it especially at Secondary school level, prepares referees to withstand pressure, overcome unwanted abuses and makes them stronger as a person.

The Deans Competition is worth mentioning. Its Executives deserve our respect because of the way they uphold and protect the referees from abuses and unsportsmanlike behaviour. Their accommodative gestures towards Match Officials welfare during their tournaments deserves immense recognition.

Both the Primary Schools and Secondary School rugby have grown immensely. With the inclusion of girls' rugby, it has become more interesting.

Our upcoming female referees also get an opportunity to officiate at female rugby matches that were hardly or never played a few years back.

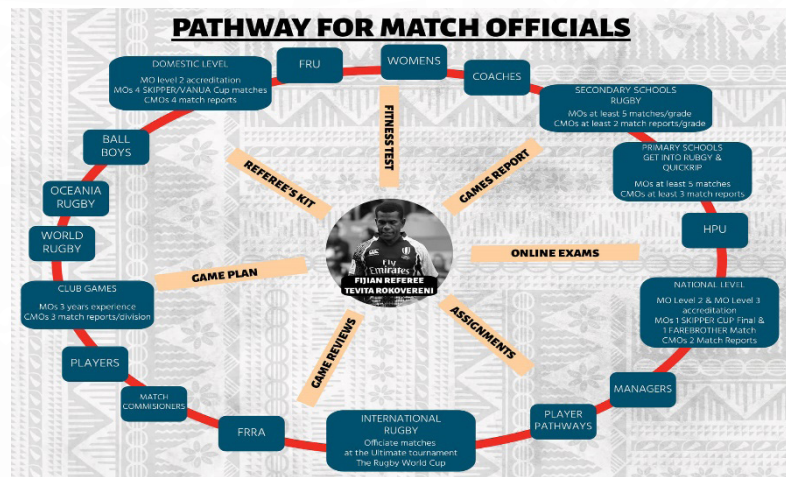
We are indebted to the executives of both school unions for their foresight and inclusion of girl's rugby.



**PATHWAY**

Refereeing like playing, coaching, strength and conditioning can take young people to further heights. Our Referees can attest to these. Many have travelled around the globe, received good financial incentives, and have earned themselves respect from the public through refereeing.

The young people should be encouraged to join Refereeing as it also has a pathway similar to that a rugby player has.



I thank Mr. Koli Sewabu for his assistance and advice in drawing up the Referees Pathway. What is now used as the Match Officials Pathway was painstakingly worded and drawn up by the hard-working members of the FRRA Executives and Mr. Sewabu.



## **FUTURE FARMS LIMITED**

We pride ourselves that even before Roosters officially announced that they would sponsor our Super W Fijiana Drua and Drua Teams, the Referees were the first Rugby outfit to be sponsored. From the very first Rugby tournament of the 2023 season in January, the Referees were wearing Rooster sponsored apparel. Mr. Stanley Raniga, in a rugby match, one would probably need a microscope to be able to realize that a referee is around due to the popularity accorded to star players and coaches. By outfitting Referees with high quality and colorful uniforms, referees stand out around the game arena. Words can never express enough our gratitude, Mr. Raniga.



## **APPRECIATION**

The Referees Unit felt 2023 would not be as successful for Referees if it weren't for the following below:

- **Mr. Bainimarama, Mr. Tawake, and the Board of Directors:** Ensuring that the safety of Match officials was paramount and their fight to rid Fiji's rugby matches of unruly behaviour demands our respect and appreciation.
- **Mr. John O'Connor** – Whenever Referees request and issues were brought to his office, we were never turned down. The gentlemanly attitude extended to the referees is always humbly appreciated.
- **Mr. Avnil Pratap** – Your mastery at gaining the Referees their outfit for their official wear during all FRU Domestic Comp is second to none.
- **Mr. Samuela Tuidraki, Mr. Ilisoni Ratumaikoro and the FRRA Vuvale** for the solidarity, assistance and support rendered constantly throughout. You are the Ref Unit's tower of strength.
- **NDM Lionel Danford** – to you and your RDOs for standing by the referees through thick or thin. Vinaka Sara vakalevu.

If in anyway throughout the Rugby 2022 season, we the Referees Fraternity did all our rugby stakeholders lots of injustices, did not live up to expectations or failed in in anyway, we seek your pardon.

We wish everyone for 2023, a year of abundaunt blessings and endless opportunities.

**Vinaka Saka.**

**Johnson Lee**  
Referees Manager – FRU Referees Unit.



**LEGAL FUNCTION**

The Legal Function is managed by Legal Officer, Vishal Anand, a legal practitioner by profession. Operationally, the Function manages litigation, compliance, commercial negotiations and contracting, provides legal opinions for Management and the Board, works closely with the Human Resources Function and provides company secretarial lead.

Last year, Legal Officer successfully completed a Master of Sport Administration program from the Russian International Olympic University, based in Sochi Russia. In 2017, 2018 and 2019 the MSA course has been ranked **second** among all European postgraduate sports courses and **tenth** best course in the world in the Postgraduate Sports Course Rankings - the only comprehensive guide to university sports management courses run by the influential British SportBusiness International magazine.

Last year, Legal Officer was most involved in the registration of Counter Ruck Pte Ltd, initially as a 100% owned subsidiary of Fiji Rugby Union and with the investment by the Fijian Government, the latter acquired 51% shareholding in the company. Counter Ruck Pte Ltd manages the Fijian Drua at the Super Rugby Pacific Competition.

At the close of financial year 2022, the following litigation matters are being reported:

- **Digicel (Fiji) Limited v. Fiji Rugby Union & Vodafone (Fiji) Limited, Suva High Court Civil Action no. 30 of 2014**  
All parties have agreed to terminate proceedings. Matter now closed.
- **James Bolabiu v. Fiji Rugby Union - Employment Relations Court Action ERCC No. 4 of 2019**  
This case is set for trial on 13th -14th June 2023.
- **Fiji Rugby Football Union Trust Board v. American Outlet Limited Lautoka High Court Civil Action no. 186 of 2020**  
This case is listed for hearing of an application for striking out of Plaintiff's case before the Master on 22nd May 2023. In its application, the Defendant alleges that the Plaintiff, being incorporated under the Charitable Trusts Act 1945, has been deregistered by the Registrar of Deed/Titles. The Plaintiff has opposed the striking out application on the basis that the purported deregistration may have been in fact, a record cleaning exercise by the Registrar as a duplicitous record existed under the Plaintiff's name with the Registrar. The Plaintiff still is duly registered with the Registrar.
- **Fiji Rugby Football Union Trust Board v. Sports Supplies Pte Ltd, Pawan Deo and Subhashni Mudaliar Nasinu Magistrate's Court Civil Action no. 156 of 2022**  
This case relates to recovery of monies paid to Sports Supplies Pte Ltd, without delivery notices being received to corroborate delivery of items purchases. Case is now listed for mention on 14th June 2023 to fix a trial date.



# HUMAN RESOURCES REPORT

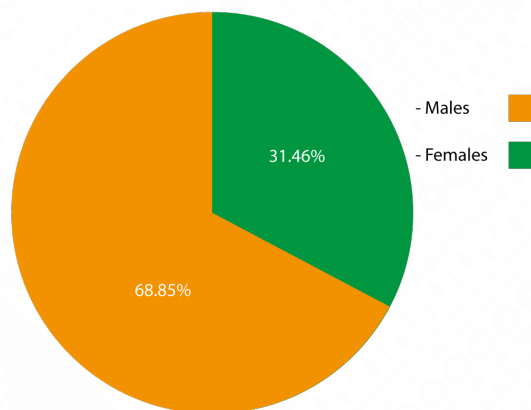


I am pleased to present the Human Resource Annual Report for the fiscal year 2022.

It has been a year of challenge, sustaining post COVID and ongoing impact of the pandemic on the workforce. I am proud to report that we have made progress towards achieving our goals and objectives post pandemic and we able to retain all staff on 100% salary throughout the year compared to 2021 with 40 % salary reduction .

**Employee Recruitment and Retention:** Our recruitment efforts have yielded results, with a total of 12 (Twelve) New appointment. The Total Workforce as of December 2022 was 61 of which 55 are Full time and 6 Temporary staff.

Whilst the wide gap remains between male to female ratio, FRU together with DFAT, GIR PLUS and Oceania Rugby , World Rugby intends to engage more women in 2023



## **SUMMARILY DISMISSAL**

Three staff members were summarily dismissed due to Major Breach of HR and Finance Policy.

## **HEALTH AND SAFETY**

The pandemic has significantly impacted workplace health and safety protocols. FRU Continues to take necessary of measures such as increase cleaning and sanitation, social distancing, and mask-wearing when necessary to ensure employee safety.

## **CONCLUSION:**

We remain committed to our vision and mission of FRU, and continue to focus on attracting and retaining top talent, fostering employee development and engagement, promoting diversity, equity, and inclusion, and ensuring a safe and compliant workplace for all.

Vinaka Vakalevu  
Sharon Wati  
Manager Human Resources



# FINANCE REPORT

Ni Sa Bula Vinaka,

On behalf of the Finance Team, as Finance Manager taking responsibility from October 2022, I convey to you stakeholders a brief message from the finance desk at FRU.

It has indeed been a challenging task for the last quarter of 2022 for our team, consisting of 1 trainee, 1 graduate trainee and one finance officer, all new staff. While auditing was a huge challenge, we managed to comply with all requirements put forward by the auditors, giving all our extra hours and weekends as necessary. With all hands-on board, the audit report for 2022 accounts was finalized within the scheduled deadline, while ensuring normal day-to-day operations were not affected. My sincere thanks to all that contributed to this success.

While some past events have severely affected the financial standing of this prestigious institution, we have now progressed with some key markers to ensure sound financial management both in policy and in practice. At this point I express my appreciation for the Finance team, who ensure finance activities are up to the required standards.

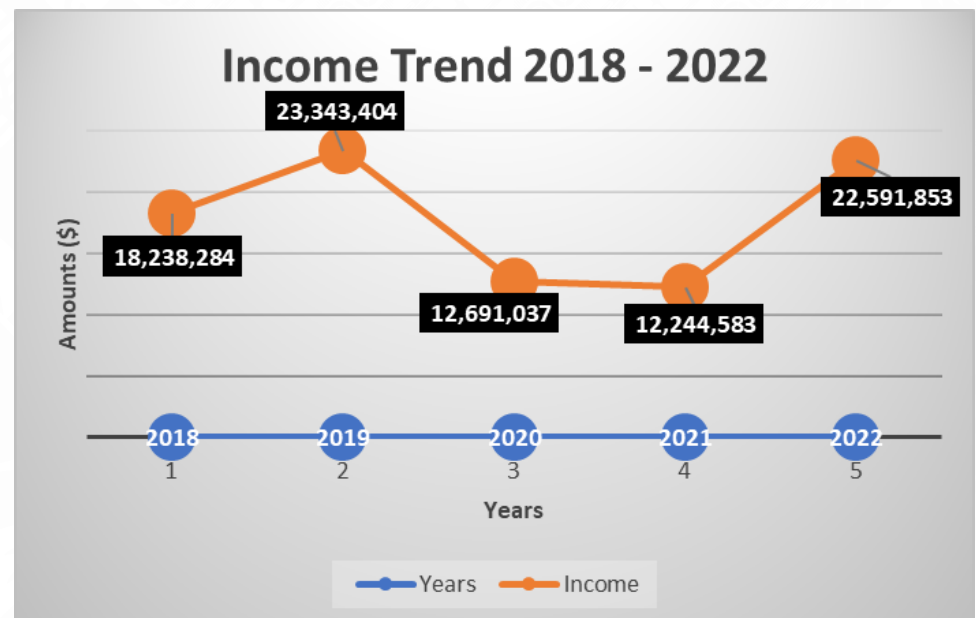
With over twenty years of experience in various entities in management reporting, complemented by the experience of the Board and of course the support of the various stakeholders, we will eventually tackle the issues we face through balanced and comprehensive financial management of FRU.

While the loss (refer to financial report) for the last period indicates that actions will have to be undertaken to achieve a sound financial position. The loss in 2022; a result of booking all outstanding debts, due to loss of income from prior years (Affected by COVID; 2020 & 2021) led to FRU booking commitments in 2022. The graph below depicts the fluctuation in income in 2020 & 2021 in comparison to Pre & Post COVID levels.

The trend clearly shows the decline in income during the COVID years; 2020 & 2021 by 46% and 50% respectively. One of the major driving factors contributing to the loss.

The Surplus in 2021 was a result of a 40% pay cut taken by staff, as well as World Rugby relief funds that were diverted to support FRU operations. While in 2022 the absence of sponsors for major FRU flagship programs such as 15s in both men and women teams and Under 20

significantly contributed to the deficit. These programs were run despite the absence of sponsors. As illustrated by the pie chart below, we can see that the 15s program is the largest cost driver for FRU at 29%. While admin and 7s costs are second at 21%.



Moving on FRU will have to restructure its debt, and service it, while at the same time it ensures that all current daily operations run smoothly. This will be a challenging task.

While in the long run, FRU is a strong brand and has the ability to grow and service all its debt. In the

### Allocation by Cost Centers

Adv / Promotions / Sponsorship Disbursement	263,021
Admin & Operating Exp	4,415,356
Development	2,843,613
7s	4,485,242
15s	6,224,278
HPU	3,296,843
<b>Total FRU Expenditure 2022</b>	<b>21,528,353</b>

short run, FRU requires new sponsors and investment plans that need immediate focus. Our income sources must be increased and expanded, our vision for financial sustainability must be one of our major portfolios to be revamped for immediate revenue generation.

In 2023, you will also see an increase in awareness and trainings for member unions, better compliance by provincial unions, more structured and stringent financial practices in expenditure controls, detailed and demarcated

activity-based reporting, strict budget monitoring, regular reporting, review of financial policies, managing cashflows, and the list goes on.

I thank the CEOs who we have worked with, the Board and the circle of stakeholders and affiliates who have assisted us to achieve our targets. I look forward to more rigorous support, cooperation and understanding from the vast FRU Vuvale for the next financial term and we hope to produce a more positive picture then.

Vinaka Vakalevu  
Manager Finance  
Nilesh Sharma



