

WALES TOUR TO SOUTH AFRICA/ZIMBABWE 1998

TOUR REPORTS

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5.	Team Doctor	Dr Roger Evans	(RE)
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REPORT BY WALES TOUR MANAGER

DENIS JONES

WELSH RUGBY UNION TOUR - SOUTH AFRICA 1998

TOUR MANAGER'S REPORT

My report will present a personal overview of the tour including pre-tour arrangements and planning. I will not go into detail on areas of the tour that will be covered by other members of the touring party in their individual reports.

PRE-TOUR

Preparation for the tour was far from ideal due to a number of issues, namely:-

1. Political situation within SARFU resulting in the tour not being given the go-ahead until less than 3 weeks before departure.
2. The withdrawal or unavailability of so many established players due to injuries or other personal reasons.
3. The uncertainty as to whether a permanent or temporary coach would be in charge of the tour squad.
4. Tour fees for players not being agreed and contracts not signed prior to departure.

Due to the above, the coaches Dennis John, Lyn Howells and Dave Clark could not assemble the squad until 8 days prior to departure and could only have approximately 4 days of preparation and training prior to departure.

The Alan Bateman 'saga' also disrupted preparation and that battle was lost 2 days prior to departure and John Funnel was drafted into the squad. Unfortunately this was not the end of problems related to player availability and Trevor had to deal with the ridiculous situation of Bath RFC trying to withdraw Nathan Thomas from the squad as we departed for Heathrow.

Despite these distractions the training sessions prior to departure went well. They were well organised with the players and coaches showing great enthusiasm and a determination to do well. A good team spirit was being generated by the coaches from the start and this increased and continued throughout the tour.

The organisation of the tour itinerary was dealt with at Hodge House and information passed on to the Directorate for confirmation. I feel that this area should be the sole responsibility of the Directorate because they have the expertise and know the needs of an international team in terms of venues, accommodation, travelling etc. I also feel it is essential to send a representative from the Directorate on a 'scouting' mission to ascertain the suitability of hotels, training facilities and venues in relation to travelling distances. This would have solved a lot of problems on this tour.

ZIMBABWE

Transport provided at the airport to take us to the hotel was very basic and inadequate and 4 members of the management/support staff had to remain at the airport for over an hour with the excess luggage.

Hotel was of a high standard but no 'team room' or 'baggage room' had been allocated. Some forceful persuasion by Trevor eventually solved the problem.

There was no 'tour agreement' in place between the WRU and the Zimbabwe RU and this did cause some disagreement as to our entitlements. The Liaison Officer did not stay at the hotel and at times found it difficult to cope with the demands of an international team. A baggage master was NOT provided and I was grateful to all members of our support team and the players for their efforts during our stay to overcome this problem.

There was still discontentment amongst the players with regard to clarification regarding the tour fees. The management were anxious of an early settlement of this issue and the need for contracts to be signed. However the players did not let this affect their focus on training and their desire to do well. Moral and team spirit was high.

The changing and shower facilities at the international stadium were poor and the shower facilities were a serious health and safety hazard. It was therefore decided by the management that the team travel to the international in tracksuits and return to the hotel after the match to shower and change before returning to the after match reception.

The team produced a good second half performance to win the match comfortably but unfortunately David Weatherley sustained a serious knee injury which resulted in him having to return home.

SOUTH AFRICA

We were welcomed at the airport at an official function by members from SARFU and were introduced to our Liaison Officer and Baggage Master who were to remain with us for the duration of the tour.

We then attended quite a lengthy media conference

Our hotels in South Africa were based at Sandton (Johannesburg), East London, Durban and Pretoria and all movement between these centres involved internal flights of approximately one hour.

HOTELS

The hotels we used throughout were Holiday Inn Crown Plaza (Crown Court in East London). The facilities were very good, with hotel management being generally very helpful and sympathetic to our needs. The one disadvantage of staying in the same hotel chain for

over three weeks was that the menus were similar and therefore got quite boring towards the end of the tour.

TRAVELLING

Flights between centres tended to be mid-morning and this did not allow players who had played the previous evening, time for rest and recovery. However SARFU via the Liaison Officer had a good arrangement with SA Airways which enabled our luggage to be collected from our hotel and transported to the airport, saving valuable checking-in time.

BAGGAGE

There was a lot of baggage to handle including 7 skips and we had experienced problems getting everything on the bus and van when we departed from the Copthorne. The problem was greater when we returned at the end of the tour to Heathrow and a lot of baggage had to be put on seats and in the aisle of the bus which resulted in an uncomfortable journey home.

As stated earlier there was no 'baggage man' provided in Zimbabwe and all our support team and players made special efforts to overcome this problem.

SARFU did provide a 'baggage man' and although he put in a lot of very useful work during our stay he tended at times to recognise his role as being an Assistant Liaison Officer rather than handling of baggage. Due to the facility organised by SARFU where luggage was collected and taken to the airport the support team had to pack and move skips up to 2.30 am after returning from the evening matches.

It is very easy to criticise from the comfort of home the roles that personnel on tour carry out which is outside their remit, but if nobody has been allocated to those roles somebody has to do it and all support staff on tour took on jobs which were outside their remit without complaint and for the good of the squad.

VENUES FOR MATCHES

All venues in S.A. were of good to excellent standard with regard to facilities and playing surfaces. However the location of the venues for two of the matches in relation to our hotel was totally unacceptable.

The fixtures against Emerging Springboks at Secunda and against Border at Vanderbijlpark were a 2 hour bus journey from our hotel.

The Management and Coaching staff decided for both these matches to travel late morning and have lunch and relaxation at a hotel near the match venue in order not to subject players to this lengthy journey immediately prior to the match. However it was still not ideal preparation to have an international team spending 5 hours in a temporary hotel prior to an important match. In addition to this we did not arrive back at our hotel until 12.30 am.

TRAINING and MATCHES

This will be dealt with in more detail by the coaches. My impression was that the training facilities were generally of a good standard at all venues.

I was very impressed throughout the tour by the attitude and work-rate displayed at the training sessions by the coaches and players, however this hard work and quality failed to secure success in the matches .

I feel that we could have won the matches against Emerging Springboks, Natal and Falcons if we had not had such poor starts to these games. The match against Border was a poor display and the team did not perform on the day.

The coaches did an excellent job in the time available with a young and inexperienced squad. A marvellous team spirit was generated and continued throughout the tour despite the results.

PLAYERS FEES and CONTRACTS

I was disappointed that this issue was not settled before our departure. Once we had left it became a very difficult situation to manage. Communication from Cardiff was slow and the final details did not reach us until over a week into the tour. When they were received they were conveyed to the players representatives by Sir Tasker, Trevor James and myself, and although they were not happy and felt that the final offer was very unfair on the non-contracted players, to their credit they got on with the job in hand and did not raise the matter again.

SQUAD SIZE

We were very unlucky to suffer serious injuries to key players in the first two games of the tour which resulted in three players having to return home. In total seven players were replaced.

I feel that for this type of intensive tour with games being played within 3 days of each other a squad of 32 players is the minimum that should travel. There should be additional cover at least for the crucial positions of Hooker and Scrum Half where the players concerned had to play or cover as substitute in all of the tour matches. Ideally a squad of 36 players should travel for this type of tour.

RECREATION AND LEISURE

Reebok organised a very successful and enjoyable 'golf afternoon' for us during our stay at Sandton. This provided one of the few opportunities outside the hotel that the players had of totally relaxing during the tour in addition to an afternoon on the beach at East London followed by a barbecue at Hamilton RFC.

East London College has close links with Swansea College and they had set up an event where the wives and children of the Swansea RFC players were present at Swansea College and the players were at East London College and they could communicate with each other

means of a live computer/video link. This proved to be a very successful and enjoyable event for everyone involved.

COACHING CLINICS

One coaching clinic had been arranged in Zimbabwe and two in South Africa (one of which was in a township).

The players who represented us at these clinics did a marvellous job and really put everything into the exercise despite the intensity of their own training and playing program. They were enjoyed by players and participants and proved an excellent public relations exercise.

MEDIA MANAGEMENT and PROMOTIONAL MATERIAL

Mr Lyn Davies for reasons unknown to me was summoned back to Cardiff after the first week in South Africa and I therefore took over the role of 'press officer'.

The relationship between the tour management and the press was reasonably good for the greater part of the tour although our relationship with the Welsh media became strained during the last 10 days when closed training sessions caused a few complaints as did our refusal for the request to interview Robert Howley about his injury during the week before the 'test match'.

I feel it would have been interesting and beneficial if we could have seen copies of the newspapers back home to assess what kind of press we were receiving.

The promotional material we took out in the form of postcards, posters, pens and pins proved very popular with the younger generation and was very beneficial as a public relations exercise.

CONCLUSION

In conclusion I would like to pay tribute to the players. The results of the matches were not a true reflection of the hard work and commitment they displayed throughout the tour. I am sure the experience will benefit them in the future.

The 3 coaches Dennis, Lyn and Dave with the support of Keith Lyons did a marvellous job with a largely young and inexperienced squad. An excellent team spirit was generated and continued throughout the tour despite the disappointing results.

The medical team of Dr Roger Evans, Andy and Hywel coped with a large workload in an efficient and professional manner.

Tribute must go to Trevor James for the highly efficient administration and organisation of the daily schedules and problems while on tour.

Last but not least a thank you to Sir Tasker and all the support team mentioned above for their friendship, guidance and help during the tour. It was a privilege to work with them.

RECOMMENDATIONS

From my experience of this tour I feel that the following points should be considered for the future;-

1. An international desk set up at the Directorate to arrange the itinerary for all international matches and tours.
2. A member of the Directorate who understands the needs of our international team when undertaking a tour should be sent on a scouting mission to the country to vet and finalise the arrangements to our satisfaction.
- 3, The players fees and contract should be agreed and signed at least one month prior to departure.
4. Minimum squad of 32 players (ideally 36) should travel on similar tours in the future.
5. There should be contingency plans to make sure that replacement players can be fully kitted out and prepared for travel on weekends when the Welsh team is on tour.
6. A WRU baggage man should accompany the tour.
7. An acceptable type of leisure wear should be made available for future tours that is good enough for internal travel within the country.

REPORT BY WALES TOUR COACH

DENNIS JOHN

Tour Zimbabwe & South Africa

With the on and off saga of touring to South Africa, an early tour decision would have made things much easier, as the tour was never off people who were in a decision making position should have considered the tour to be always on.

The timing of our appointments, Lyn Howells as assistant and myself, left us always working against the clock and in the dark about the tour itinerary. I will be making further comments in my recommendation later in the report.

Selection of form players were in the main selected but this was difficult for two reasons. The time available i.e. being asked at 10.00pm to go to South Africa and to present a list of 30 players to go as well as the stand by list by the next day. Also the number of players who were unavailable and others who were looking for a reason to become unavailable.

Training and preparation was limited but players and coaches made the most of the time that was available. Caterers and Glamorgan Wanderers Club tried very hard to please and mostly succeeded, but the pitch is totally unsuitable for the National side to train on. I understand players have complained for the last two years about it.

The backup people for the tour video analysis with Dr Keith Lyons, Dr Roger Evans, Andrew Maggs, Hywel Griffiths, on the medical side were excellent. These were very professional people to work with and all made big contributions on the tour. I would have no hesitation in recommending all for future work with the W.R.U. and I would like to record my thanks for all their help.

Mr David Clark, with local knowledge of conditions and pitfalls, did his best to help myself and Lyn through the tour and was very successful, though both of us were different to deal with than he had experienced before.

Mr Dennis Jones did an excellent job and should be warmly applauded for the way that he helped out in every way from water carrier to speaker at main functions. Dennis had a great rapport with the players and management and was a very popular man on tour.

Mr Trevor James was as always well organised and only interested in the well being of the tour party, which he did with pride and patience and tact. A bonus in the coaching appointment was the fact that myself and Lyn had worked together for many many years and were ex team mates, which meant that both of us had complete trust and both knew that the coaching of unit skills even on different parts of the field would be what was needed and could be brought back for team play without any problems, but both of us recognised that because we were so close we could shut out other people, but tried very hard to avoid this happening.

I do not propose to go through each game as they were televised and most are aware of the results, one test won, one test lost, four provincial games lost. This does not make great reading but only one game before the test against South Africa had we not played to the best of our ability, that was against Border. With some luck and a little more belief we could have into the test match in Pretoria having won all games. In saying that we played with some passion, tried to play with movement and tried to take the attack to the opposition when ever possible. We could have closed games down but would

not have learned anything about ourselves as coaches or players. Results have gone the wrong way, but there was success from the tour and I believe Wales have found at least half a dozen players who could make an impact and be long term players for their country i.e. Daffydd James, Byron Haywood, Ian Gough, Mark Jones, Geriant Lewis, Chris Wyatt.

I also feel that there are some players who toured who will not become internationals but will still have become better players for the experience. Out of the 37 players we used including the half dozen I have mentioned I think that 10 other players would be an asset to the Welsh squad. I have already given a list to Mr Terry Cobner. On the other hand some players know very well how to work the system for their own benefit and the attitude of some is that I would not have them in any Welsh squad in the future.

A preliminary visit to South Africa should have been made to see facilities i.e. hotels, ground, travel to and from and timing of flights internally, equipment that was available at each training ground and if they were the right grounds, talk to referees and manager of referees, liaison officer.

I make this observation because if the players had not weighed and labelled all their own bags and skips at Zimbabwe airport we would have been delayed for many hours. The two hours travel to games and back, then to pack kit away and still be packing kit at 2.30am, in the morning, to travel at 8.00am, was ridiculous! This happened more than once, because of late kick offs at 7.15pm and 8.15pm. Then two hours travel back to our hotel, late meals and packing meant a missed day and no recovery after the matches the following day. This had an accumulating affect on the whole party. Games on a Tuesday have an adverse affect on Friday, no recovery time means soft tissue injuries do not have time to recover, this is without any more serious injuries that might have also occurred. All in all somebody sitting behind a desk should not just accept this ever again. Hence the need of a preliminary visit. This is not a holiday trip but essential. Only two hookers, scrum halves, and outside halves, meant that the same six were involved with every game. The relationships with the Welsh press were mainly very good, South Africa media and supporters wanted us to do well and the people and officials at the grounds were all very helpful as was liaison officer Mr Cali Van Zyk.

Recommendations:

1. Preliminary visits by coach and manager.
2. Selection of at least 35 players (look at specialist position).
3. advance intelligence.
4. Travel times and locations.
5. Tuesday and Saturday games.
6. Contracts and payment all the same and decided in advance.
7. Independent referees.
8. Masseurs with physio.
9. Own baggage man.
10. Coach and assistant have worked together before.
11. Directorate to view all overseas tours and itinerary.
12. To structure our own game to play at pace and intensity of modern game.
13. To look at our own referees to see if we can improve pace of game.
14. Press to be given set of rules that are agreed before tour starts.
15. To give our better coaches some coach education.

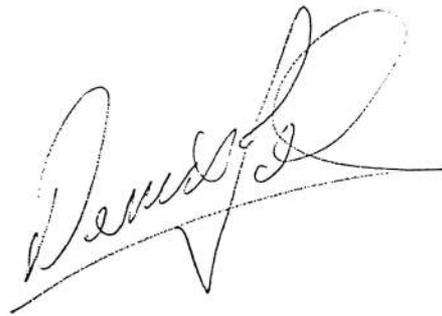
16. To find fixture that can develop players and coaches.
17. To weed out the players who only care about money and not the jersey.
18. Do not shoot ourselves in the foot with late decisions on future tours or personnel i.e. (coaches, players.)
19. To look at skills development and structure under twenty ones, youth and schools.
20. Appoint a Welshman to coach Wales.

Conclusions:

In conclusion I would like to express my thanks for my appointment as coach of the National side. It was a privilege and pinnacle of my coaching career. It was indeed a very intense and a hard learning experience. It was a tour that had to be undertaken, and I am glad that I took the opportunity to be there. It was mostly a very happy party in spite of every thing and all the difficulties involved. The group came together and although the results did not show it, there was a big improvement in the knowledge and awareness of what was needed. We played with a spirit and a passion that had been missing for some time. I would also like to thank Lyn, Dave, Trevor, Dennis, Robert and all the players for their support and help.

Robert Howley the skipper learnt a lot more about being captain of a touring party. He was more relaxed and upbeat than all through the five nations. He will I feel become a much better captain for the experience.

It is my greatest wish that all the lessons we learnt will not go to waste and Welsh rugby can become the force it can be. To show in the world cup a pride, passion, skill and competitiveness to succeed.



DENNIS JOHN (COACH)

11/1/98

WALES TOUR TO SOUTH AFRICA 1998

SQUAD

Position	Player Selection	Club
Full Back	David Weatherley	Swansea
	Daryl Williams	Llanelli
Wings	Wayne Proctor	Llanelli
	Garan Evans	Llanelli
	Richard Rees	Swansea
	Lennie Woodard	Ebbw Vale
Centres	John Funnell	Ebbw Vale
	Mark Taylor	Swansea
	Dafydd James	Pontypridd
	Leigh Davies	Cardiff
Outside Half	Byron Hayward	Ebbw Vale
	Arwel Thomas	Swansea
Scrum Half	Robert Howley	Cardiff
	Paul John	Pontypridd
Loose Head Prop	Mike Griffiths	Pontypridd
	Darren Morris	Neath
Hooker	Garin Jenkins	Swansea
	Barry Williams	Richmond
Tight Head Props	John Davies	Richmond
	Ben Evans	Neath
Locks	Ian Gough	Newport
	Mark Jones	Ebbw Vale
	Andrew Moore	Swansea
	Paul Arnold	Swansea
Blindside Flanker	Nathan Thomas	Bath
	Robert Appleyard	Swansea
No 8	Scott Quinnell	Richmond
	Chris Wyatt	Llanelli
Openside Flanker	Colin Charvis	Swansea
	Martyn Williams	Pontypridd

Geraint Evans replaced David Weatherley who was injured during the Zimbabwe v Wales match on 6th June. David Weatherley returned home on Wednesday 10th June. Geraint Evans arrived on Thursday 11th June.

Geraint Lewis from Pontypridd RFC replaced Scott Quinnell who had a recurring injury. Scott Quinnell returned home on Saturday 13th June. Geraint Lewis arrived on Sunday 14th June.

Kingsley Jones from Ebbw Vale RFC replaced Robert Appleyard who was injured during the Emerging Springboks v Wales Game on 12th June. Rob Appleyard returned home on Saturday 13th June. Kingsley Jones arrived from New Zealand on Monday 15th June.

Chris Stephens from Bridgend RFC replaced Mark Jones who suffered ill-health during the tour. Mark had an operation on Thursday 18th June and when deemed fit to travel returned home on Tuesday 23rd June. Chris Stephens arrived on Friday 19th June.

Leigh Davies was unable to play due to a recurring injury. He was not replaced. He returned home on Saturday 20th June.

Dean Thomas from Swansea RFC replaced Martyn Williams who was injured during the Natal v Wales game on 19th June. Martyn Williams had an operation on Tuesday 23rd June. Martyn requested to return home following his operation but no flights were available. Dean Thomas arrived on Monday 22nd June.

Stephen Jones from Llanelli RFC replaced Wayne Proctor who was injured during the Natal v Wales game on 19th June. Wayne was not fit enough to travel until the final phase of the tour, Wayne requested to return home, but no flights were available. Stephen Jones arrived on Monday 22nd June.

David Llewellyn from Ebbw Vale RFC replaced Robert Howley who was injured during the Natal v Wales game on 19th June. Robert Howley was declared unfit for the Wales v South Africa on the morning of the game. David Llewellyn arrived on Thursday 25th June.

REPORT BY NATIONAL FITNESS COACH

DAVE CLARK

Report

Wales tour to South Africa

National Fitness Coach

Pre-tour

1. The late appointment of coaches resulted in inadequate planning. A fundamental method of applying sports science is through the planning of training. I made no contribution to the content of training sessions other than leading the stretching aspect of the warm-up and cool-down. Furthermore, the appointment of a caretaker coach is short-term and therefore in itself undermines the medium to long-term sports science process.
2. The tour party selected by the previous National Coach included 3 (7 %) new players (Players not included in a National squad in the last 2.5 years). The eventual tour party included 7 (16 %) new players and 3 of the replacements brought out during the tour were new players. This understandably resulted from the fact that a large number of players (22) were unavailable for the tour, however, it also represents a loss of continuity in the sports science process, specially if as suggested, many of these players fail to contribute to the World Cup campaign in 1999.
3. I was concerned during this period that I was valued by the coaches more for my perceived local knowledge of South African rugby and geography, than my sports science expertise.

On tour

1. Strength training facilities were available at all venues on tour as requested in planning. There was good adherence to strength training by all players during the non-playing periods of the tour. Field based fitness training was performed by the non-playing group prior to each match throughout the tour. Performance assessment suggests that overall strength and conditioning improved as the tour progressed. Testimony to this were the second performances against Natal and the Gauteng Falcons.
2. I was not called upon to contribute to the rugby training frequency, content or intensity in any formal way as I had been within the previous coaching structure. Administratively, the reluctance of the National coach to include me in the planning of the rugby sessions denied me the access to implement sports science principles in a meaningful way. Despite this, as the tour progressed I did make

suggestions informally which were accepted and implemented. My physical contribution to rugby training sessions remained limited to leading the stretching.

3. It was also decided by the coaches that pre-match warm-up would be conducted by players individually and lead by the captain of the day. Whether it is connected, it remains a concern that the Welsh team has difficulty during the 1st 20 minutes of every match.
4. The tour itinerary was unacceptable as it undermined performance. Post match recovery was non-existent due to the travel itinerary and the absence of facilities.
5. It also remains a concern that a large number of players, including a number of the younger players, have not grasped the requirements of a professional athletic lifestyle.

Recommendations

1. The lessons learnt on this tour are no different to those learnt on the tour to Australia in 1996, particularly from a physical point of view. In 1996 we responded by introducing central supervised fitness training for the National squad and agreed to work towards increasing the quality and intensity of rugby played by the leading players in Wales on a regular basis..
2. In the short term and in the absence of increased regular playing intensity, central supervised fitness training needs to be reconsidered. *I recommend that once the National Squad is selected, individual players who require supervised fitness training are identified by the National coach and National fitness coach and clearance for supervised National fitness training is negotiated with the relevant club by the Directorate of Rugby.* This may mean that a player will not be required for supervised strength training whereas, he may be expected to attend supervised running or conditioning. Furthermore, once it is agreed that the player has reached a certain level he can be released from supervised training.

REPORT BY WALES TOUR CAPTAIN

ROB HOWLEY

EVALUATION OF THE PLANNING & PREPARATION
OF WALES NATIONAL SQUAD FOLLOWING THE
TOUR TO SOUTH AFRICA/ZIMBABWE 1998.

PRE – TOUR :

The uncertainty of the tour mean't the squad had one week's preparation before the first tour game.

TIMING OF TOUR :

Due to the uncertainty of the tour, the unavailability of 22 players and late appointments of both coaches the timing wasn't the best. However,I fully understand the commitment the W.R.U. had to the International Rugby Board and South Africa.

TOUR ITINERARY :

The number of games wasn't a problem, but the itinerary where/when games are to played must be looked at. I felt for the players who played in the "Emerging Springboks" game, travelling 2 ½ hrs to Secunda and then hanging around a hotel for 4/5 hrs. Not exactly the best preparation for any game especially an international.

Due to the travelling arrangements, the squad was arriving back in the hotel (1a.m.) after a game then being asked to pack their luggage to be down in the team room ready for departure in the morning.

APPOINTMENTS :

The late appointments of both coaches and my appointment as captain, meant a hectic schedule prior to departure. I believe both Dennis John and Lyn Howells coped extremely well in such adversity.

SELECTION :

Regarding the non- availability of a number of players (16),I believe those players were right not to tour because of medical advice.An article by one of my colleagues who called the players “bottlers” seemed quite outrageous,since all players had medical grounds for not going and I would never cross examine any medical decision made by the medical team.

The players who were selected and those who were called up on tour due to injuries were 2nd/3rd choices in their position and not regulars in their club.In such circumstances,I could't have asked any more from the players,they gave both coaches and myself 100% commitment.The team spirit which was built up in such a short amount of time was quite remarkable.

Having toured with the British Lions in 1997,it was a great benefit to both coaches and players the size of the squad was 35.This allowed all specialized positions to be covered as well as the coaches to have a far greater scope when coming to training sessions especially after matches.We travelled with a playing squad of 30,which gave the coaches limited options when coming to selection and the intensity of training.

TRAINING AND PREPARATION :

As already mentioned,very limited due to the uncertainty of the tour and the time constraints put on the squad.Only 11 players were involved in the 5 nations previous and in a week's preparation a game needed to be developed by both coaches and players.

The training venue was totally unacceptable and inappropriate.As a contracted player under the previous coach we started training at Glamorgan Wanderers R.F.C. 2 years ago and discovered the playing surface was not up to standard.Once again 2 years down the road we were back at the same venue.Are lessons being learnt?

ENTITLEMENTS :

The clothing and the kit supplied by Reebok were superb.Possibly a need to look at a Informal No. 2 Leisure wear outfit to be worn when travelling internally on flights,bus jorneyes and less informal functions.I totally agree with the wearing of No.1's when travelling in/out of the touring country.

CONTRACTS :

A total disaster! As captain I found myself in a very awkward situation regarding tour payments during the first week of the tour. I appreciate the financial constraints of the W.R.U. but we are not going to compete with any nation on a professional basis until the players are treated as professionals and not as "amateurs".

SKIP/KIT/LUGGAGE CONTROL :

This area of the tour was quite horrendous and embarrassing. To see professional players loading/unloading kit on/off the bus at airports/hotels is totally unacceptable. The union has an employed baggage man and for the life of me I can not believe why the squad didn't have his services on tour. This should be looked upon on future tours.

INSURANCE COVER :

There was no problems as far as the players were concerned.

MEDICAL TREATMENT :

Once again superb! In Roger Evans, Andy Maggs and Hywel Griffiths the players could't have asked for any more.

However, SARFU through our liaison officer did facilitate the National squad with masseurs during the tour, with the W.R.U. taking care of all costs. The players and physios found this extremely useful in preparing the players for match preparation. An area in which all "professional" players require such a need.

ANALYSIS :

An important area which concerns coaches & players. All tapes of opposition, individual players and referees were provided by Keith Lyons. The only game which Keith could't obtain was a recent Zimbabwe tape but it wasn't through a lack of trying!

MEDIA RELATIONS :

For too long in Wales, the media have struggled to portray Welsh rugby positively. Some of the media's knowledge of rugby seems quite shallow and they are more intent on dead lines and non-rugby related incidents than portraying rugby in a positive light.

As you can appreciate, a number of young and inexperienced players were on tour and they weren't used to the media and in particular press conferences surrounding international games.

The union through Lyn Davies (Media Liaison Officer) should arrange Media Relation Training for such players.

GAME PREPARATION :

The squad in a very short time prepared as best as possible for all games regarding training, fitness and analysis.

Training sessions were well prepared but it was difficult to create the balance between opposed and unopposed sessions due to the number of the squad, injuries picked up during the tour and the close proximity of the games. The opposed sessions were even more difficult to fit in after the Emerging Springboks game with Tuesday/Friday/Tuesday itinerary.

TRAINING INTENSITY :

All players maintained a high level of fitness with the help of David Clarke. David arranged weight training facilities at each location and overseen weight training which was invaluable to all squad players. Unfortunately, the game and league structure back in Wales doesn't prepare the players for international rugby.

MATCH RESULTS :

Very disappointed in the results, only winning 1 (v Zimbabwe) out of 6.

MATCH PERFORMANCE :

The Border game and the test performances were very disappointing. The Border game in particular, where players not only let the coaches down but themselves. We played as individuals and our ideas in creating the space for other players seemed non-existent. We showed an inability to retain possession and an inability to recognise slow ball and turn it into quick ball.

On a more positive note, I felt in all the other games we competed very well and were unfortunate not to come away with a win.

The "Zimbabwe" game although we won, the first half was disappointing regarding performance but the players responded well in the second half with 3 superb tries. After the game I think all the coaches & players were disappointed but we must appreciate the side only had 2 sessions together prior to the match.

The "Emerging Springboks" game was very encouraging except for a inept first 20 minutes where the opposition seemed to score at will. The players showed a "never say die attitude" and put a determined second half display. However, the damage in the first 20 minutes was too much.

The "Natal and Gauteng Falcons" games were the ones that got away. Probably the two best displays on tour, where we showed we can compete with other provincial sides in all aspects of play. In particular our defence, continuity (ball in/out of the tackle area) and our effectiveness and ability to use and keep ball was at times outstanding. However, we did realise we must improve on "our start to the game" and the consistency of our individual and team performance. i.e. tackling and decision making at ruck and maul.

The test against S.A. was a total mis-match two sides. Although no criticism can be placed on the coaches and players, we were outclassed in every facet of the game – PACE, POWER and THOUGHT!

REFLECTIONS :

Prior to the tour,I was quoted in one of the daily papers as saying “the tour shouldn’t go ahead”.I still feel that way because of all the uncertainties and political issues which surrounded the tour.

However,I feel a number of positive issues emerged from the tour:-

-; A number of players have pushed their claims for a World Cup place.Those who impressed were Byron Hayward,Dafydd James,Ian Gough,Mark Jones,Martyn Williams,Colin Charvis and Barry Williams.

-; The 1st time tourists will no doubt have learned from the experience and will have learn’t what it actually takes to become an international.

-; The experienced players will be much stronger from the experience.

RECOMMENDATIONS :

- (1) The Directorate should be in total control of accepting the tour itinerary. In doing so, this will enable travel arrangements, hotels and travel distances to be adequate for professional coaches and players.
- (2) The W.R.U. to send someone from the directorate to the place we're touring 2/3 months prior to tour to ensure all facilities are to the standard of professional coaches and players.
- (3) A group of senior players to be consulted 2/3 months prior to tour for any discussion relating to tour finance and itinerary.
- (4) A squad of 36 players should be selected.
- (5) The squad should depart at least 7 to 10 days prior to the first game on tour. This will allow a much better organised squad preparation (i.e. fitness, team preparation and organisation) and an acclimatisation to the touring conditions. This would also avoid training at inappropriate venues e.g. Glamorgan Wanderers.
- (6) A number 2 less informal leisure wear.
- (7) A Baggage man to accompany the squad on tour.
- (8) A Qualified masseur to be appointed for all international games as well as one to accompany the squad on tour.
- (9) The W.R.U. to treat players as professionals. The tour contract should not only be based on winning bonuses but more importantly for representing your country.
- (10) Media Relation Training for all players, especially those who will be on their first tour.
- (11) An urgent requirement for the whole playing structure in Wales to Change. The intensity of our game in Wales doesn't prepare any player for what lies ahead in international rugby. I feel in the last 3 years having being part of the national squad, the world game has changed dramatically especially in the Southern Hemisphere. The

leading nations S.A.,N.Z, and Australia will continue to dominate world rugby if we don't change the quality of our league structure because the players will always find it difficult to compete at international level due to the intensity of our game.

- (12) A structural change on the W.R.U. committee, because the need for change involves a decision making process which I feel at this moment in time is far too slow and too amateur.
- (13) With R.W.C. approaching in less than 15 months, it is vital the next year the players come to the tournament mentally and physically prepared. To enable us to do that, all squad players should be allowed to concentrate totally on internationals especially during the 5 nations. There should be no games (league/cup) between internationals so we can concentrate on preparing and performing for Wales.

REPORT BY WALES TOUR TEAM DOCTOR

DR. ROGER EVANS

MEDICAL REPORT ON THE SOUTH AFRICA TOUR – 1998

As far as the medial aspects are concerned, this was the most disastrous tour in which I have ever participated.

As a consequence of significant injuries received in Zimbabwe and South Africa, we lost eight first choice players and though all were replaced, some replacements were unfortunately having to fly in within a few days of a major international and having to attempt to acclimatise to an altitude of 5,500 feet in far too short a time.

Having said that however, in what I regard as little short of a miracle, the spirit of the players on tour remained excellent throughout and they bore up superbly in the face of adversity.

All of the players that I subsequently spoke to told me that despite all the problems, they had enjoyed the tour and learnt a great deal.

With regard to the injuries sustained which were severe enough to put players out of action on a long term basis

(a) David Weatherly

In the Zimbabwe match David Weatherly badly injured his knee sustaining damage to his anterior cruciate and medial collateral.

We obtained an MRI scan before sending David home in a Donjoy brace and with elbow crutches to see Malcolm Downes.

Malcolm is at present treating him conservatively in the hope that he can avoid a ligament reconstruction and David is making reasonable progress.

(b) Rob Appleyard

In the Emerging Springboks match Rob Appleyard badly damaged his right knee, rupturing his anterior cruciate.

After MRI scanning he went home in a brace with crutches and is due to have a ligament reconstruction later this week.

(c) Leigh Davies

In the Emerging Springboks game Leigh Davies exacerbated an injury to his knee and as this meant he would be unable to take any further part in the tour, he returned home and a replacement was called for.

The present situation is that it is hoped that Leigh will be able to resume training by late July.

(d) Scott Quinell

Whilst training Scott Quinell tore part of his Soleus muscle (calf) and due to the fact that it was felt he would be unable to train for seven to ten days, a decision was made to send him home and call for a replacement.

(e) Wayne Proctor

Against Natal Wayne Proctor sustained a severe displaced fracture to his nasal bones and though the fracture was reduced on site, it was felt that he would be unable to play for three weeks and therefore a replacement was called for.

(f) Martyn Williams

Again in the Natal match Martyn Williams ruptured the Flexor digitorum profundus tendon to his left ring finger and this was surgically repaired two days later in Pretoria.

It is hoped that Martyn's rehabilitation will end in his successful return to first class rugby, some time in September of this year.

(g) Mark Jones

Whilst we were in Durban, Mark Jones developed a pilonidal abscess which required excision and drainage and this meant that he would be out of action for four to six weeks and hence he returned home and a replacement was called for.

(h) Rob Howley

In the Natal game Rob Howley sustained a hamstring injury, which unfortunately did not respond to treatment as well as we had hoped and therefore a replacement had to be sought.

The present situation is that it is hoped that Rob will be able to restart running towards the end of July.

With regard to the medical facilities at the stadiums, these were all felt to be perfectly satisfactory apart from in Zimbabwe where they were I am afraid, inadequate.

No problems were experienced with treating injuries on site at any of the stadia in South Africa, the medical liaison people were very helpful and all the investigations we needed were quickly available.

REPORT BY WALES TOUR GAME ANALYST

DR. KEITH LYONS

Game Analysis Report

Wales Tour to Zimbabwe and South Africa 1998

Keith Lyons

1. Introduction

I was honoured to be invited to be a member of the management team for the tour of Zimbabwe and South Africa in June 1998. My responsibilities for the tour were identified by Denis John (coach) and Lyn Howells (assistant coach) at a meeting held shortly after their appointment. I was given a clear brief about work to be undertaken. This work involved:

1. Pre-tour preparatory analysis.
2. In-tour video analysis and video production.
3. Real-time analysis of performance.

I liaised with the coach and assistant coach throughout the tour and any modifications to my working patterns were agreed with them. I was given considerable autonomy in my work.

2. Pre-Tour Preparatory Analysis

Preparations for the tour were delayed by the uncertainty of the situation in South Africa. Some months prior to the tour it was decided to compile a complete archive of the 1998 Super Twelve season. Tapes of these games were thus in the Centre for Notational Analysis's library and provided the database of current performance of South African provincial teams and individual South African players. The tapes also contained examples of the refereeing behaviours of five of the six referees we were to meet on tour.

On confirmation of the tour and my role in it I made immediate efforts to acquire a videotape of Zimbabwe's world cup qualifying game against Namibia and videotapes of the 1998 Vodacom Cup competition for Natal Wildebeest and Gauteng Falcons. I also commissioned analyses of the referees chosen to officiate at our tour games.

Despite extensive efforts I was unable to provide a videotape of the most recent Zimbabwe performance and could only provide a written assessment of their strengths and weaknesses prior to the test match in Harare.

During this period I also identified the equipment I was to take on tour and confirmed all the power adapters required. The equipment was packed into two flight boxes and was transported throughout the tour with the WRU's skips.

3. Penalties and Free Kicks Conceded

	v Zimbabwe	v Emerging Boks	v Border
Wales	16	17	16
Opponents	11	12	14
	v Natal	v Falcons	v South Africa
Wales	10	11	15
Opponents	6	6	11

4. Lost Possession

	v Zimbabwe	v Emerging Boks	v Border
Wales	22	16	28
Opponents	17	15	18
	v Natal	v Falcons	v South Africa
Wales	16	11	22
Opponents	21	15	34

Some Test Match Data v South Africa

1. South Africa were in our half for 69% of the available time.
2. South Africa had possession of the ball for 18 minutes and Wales 11 minutes.
3. South Africa entered our 22 metre area on 28 occasions and scored 15 tries.
4. Wales entered their 22 metre area on 5 occasions and scored 1 try.
5. South Africa made 24 handling errors and were turned over 10 times.
6. Wales made 10 handling errors and were turned over 12 times.

3. In-Tour Video Analysis and Video Production

As with previous tours with the WRU, the provision of a permanent record of the team's performance was defined as a fundamental requirement. Prior to departure I made contact with the head of MTN's head of sport in South Africa to confirm access to whole game recordings of games. I received excellent support from MTN and received tapes immediately after all games played in South Africa. I liaised closely with the production teams at the games and provided labelled blank tapes for them prior to each game.

The situation in Zimbabwe was chaotic. Despite assurances from the host broadcaster and the BBC producer at the game it was confirmed shortly before the game that no tape would be available post match. With the agreement of the coach and the assistant coach it was decided to film this game end on with a digital camera to provide some immediate feedback. It was not until the last week of the tour that we received a whole game tape!

Throughout the tour the archive tapes and the game tapes were used to prepare material for the coaches' use. Time scales for these tapes were agreed with the coaches. Content of these tapes varied but every effort was made to make them as short as possible. The ability to produce video tapes was restricted for two days in Durban due to damage to the VCRs in transit. In total some forty video tapes were produced during the tour. Every effort was made to provide ball in play tapes immediately after games and in advance of travel to the next tour location.

Match tapes were analysed post-event to provide performance data for the coaches. In addition to game content data, detailed tackle counts were made of the Emerging Springbok, Natal and Gauteng Falcons games. Video analysis of Ireland's two test matches against South Africa was also undertaken.

4. Real-time analysis of performance

It was agreed with the coaches that provision of in-game feedback was to be part of the support available to them. With the exception of the game in Zimbabwe, I sat with or near the assistant coach to provide this information. This information reported on the game rhythm. Data about lost possession and penalties conceded became more important as the tour progressed. These data are presented as an appendix to the report.

5. Conclusion

I am extremely proud to have had the opportunity to be a member of the 1998 management team for the tour. I am grateful to Denis John and Lyn Howells for their direction and support. I welcomed the opportunity to work with them and the players on a difficult tour. My experience in South Africa has provided a great deal to consider in relation to my professional practice. I regard the tour and particularly the defeats by Border and South Africa as defining moments for the future of rugby as the national game of Wales.

Appendix: A Comparison of Tour Performances

1. Time

	v Zimbabwe	v Emerging	v Border
Total Time	85 mins 13 secs	85 mins 28 secs	87 mins 31 secs
Ball in Play	26 mins 49 secs	28 mins 00 secs	30 mins 06 secs
Ball in Play as a %	32%	33%	34%
	v Natal	v Falcons	v South Africa
Total Time	87 mins 37 secs	89 mins 25 secs	88 mins 15 secs
Ball in Play	32 mins 22 secs	30 mins 20 secs	32 mins 52 secs
Ball in Play as a %	37%	34%	37%

2. Activity Cycles

	v Zimbabwe	v Emerging	v Border
Game Total	110	100	117
	v Natal	v Falcons	v South Africa
Game Total	92	84	98

Source of Primary Possession: Wales Ball

	v Zimbabwe	v Emerging Boks	v Border
Kick Off/ Restart	4	9	7
Lineout	12	15	14
Scrummage	20	16	20
Penalty / Free Kick	11	12	14
	v Natal	v Falcons	v South Africa
Kick Off/ Restart	9	9	16
Lineout	16	14	11
Scrummage	20	10	20
Penalty / Free Kick	6	6	11

Source of Primary Possession: Opponents' Ball

	Zimbabwe	Emerging Boks	v Border
Kick Off/ Restart	12	5	4
Lineout	13	16	26
Scrummage	22	13	16
Penalty / Free Kick	16	17	16
	v Natal	v Falcons	v South Africa
Kick Off/ Restart	7	7	5
Lineout	16	14	13
Scrummage	9	13	9
Penalty / Free Kick	10	11	15

REPORT BY WALES TOUR MEDIA AND P.R. MANAGER

LYN DAVIES

INTERNATIONAL RUGBY TOURS

South Africa and Zimbabwe 1998

International rugby tours are the legacy of the great old "Amateur" days and the brotherly bond that still exists between the founder members of the International Rugby Board. Their future is insecure. Indeed, in their present form, it is certainly short term. It is paramount that consideration is given with due haste to establish a pattern and a purpose to their future form.

An agreement is already in place for the Welsh National Team to tour Argentina next summer. That agreement needs to be re examined as quickly as possible. The pattern of the visit is probably already established but the purpose most definitely is still shrouded in uncertainty. The Union has to decide with some haste the 'who and what' benefits of the venture.

The "who and what" benefits of the recent tour to South Africa remain a mystery. I would hope that this report will cast some light over the whole affair. In media terms, the build up was such, that a negative attitude was inevitable. "Is the tour going ahead?", "Have you called it off?", "Are you going to support SARFU's racist policies?", were the oft asked questions from the "news" side of the media. "Is Allan Bateman touring or not?", "Who'll replace him?" being the main talking points from the rugby hacks. What didn't help either was the uncertainty over my own involvement. "Are you going or not?" again created doubts and uncertainties.

That the tour party left these shores on time and with a full compliment almost verges on the miraculous. That the tour then continued with so few administrative blips speaks volumes for the efforts of all those concerned. To paper over contractual negotiations, managerial personality contrasts and the seemingly endless list of casualties was quite a feat. Those who were not part of it will find it impossible to comprehend the effort it all entailed.

Because of the lateness of the tour confirmation and selection, creating a media strategy proved impossible. Indeed, flexibility had to become a by-word. Discussions should have been held with Managers, Captain, Coaches, and representatives of the media so as to outline the parameters within which we could all work. Unfortunately it wasn't possible to pull all that together in such a short space of time.

Within my short stay with the party I felt that, generally, the process worked adequately. So many new players were having their first ever taste of rugby at this level. It proved a boon for the media...fresh faces, fresh ideas, and fresh news. Coaches Dennis John and Lynn Howells, and captain Robert Howley all played their parts commendably. Dennis did have a recurring complaint as regards to the type of questions asked. South African journalists, he felt, questioned him about "the game" whilst our own concentrated more on peripheral matters. Whilst there is substance in the complaint, there is a counter view that suggests that we don't have "a game" at present to talk about. Of necessity our selection was stopgap and tactics by necessity, defined by selection. This is no defence of the media, just a suggestion that "our game" has to change and become focused and dynamic like South Africa's.

Bearing that in mind, it was therefore very pleasing to witness some of the coaching clinics undertaken by party members. The enthusiasm and expertise of the likes of Ian Gough and Ben Evans was a major plus, and the response from the pupils was a delight to see. It was also during these sessions that the value of the posters and post cards was best illustrated. Distributing these proved a very rewarding public relations exercise.

Indeed, despite all the obvious problems, public relations remained healthy and positive. Unfortunately public image was not always of the same standing. The sight of an International professional outfit in a "human chain" formation loading lorries with luggage, and handling the "checking in" process at Harare Airport was not good and reflected badly on both the Welsh, and Zimbabwean Rugby Unions.

Reebok and the general touring attire are also issues that require examination before any future tour leaves these shores.

My ten day involvement before my puzzling call home may not give a true indication of events over the whole tour period, but my impression on returning was of an operation which was welcomed and appreciated by both the South African and domestic press.

I include some comments from the travelling pack as a point for future reference.

Also for future reference I pin point aspects which will need attention should the tour to Argentina go ahead next summer.

The Director of Rugby, the new National Team Coach and the leading players should all make major contributions to any discussions as to the merit of the exercise. Should the decision then be made to go ahead, then there are essential matters that have to be considered:

1. Tour itinerary and travel arrangements should be co-ordinated from the outset, not dealt with as separate entities, and at least one representative be sent to Argentina to scrutinise match locations, hotels and training facilities well in advance of the squad's departure.
2. Tour contracts should be formalised well in advance of the squad's announcement and signed and sealed before departure.
3. Decisions on tour factors such as travelling, accommodation, clothing/dress etc. should be made in consultation with players and management.
4. Prior to travelling to Argentina, the Tour Manager and other leading lights should undergo some training on the do's and don'ts of the country plus an introduction to basic Spanish.

P.S. I do hope that those players plucked out of obscurity to make up the touring party aren't allowed to drift away without any some form of feedback from the Union. Each and everyone deserves an acknowledgement and a checklist with some indication as to his future prospects.

Lyn Davies
Media and PR Manager
July 1998

REPORT BY WALES NATIONAL SQUAD MANAGER

TREVOR JAMES

WALES TOUR TO SOUTH AFRICA/ZIMBABWE REPORT

NATIONAL SQUAD MANAGER

1. Administrative Planning
2. Playing Personnel
3. Team Management Appointments
4. Performance Structure
5. Media Management
6. Resource – Clothing
7. Discipline

1. ADMINISTRATIVE PLANNING

With the on – off – on pre-tour uncertainty the process and time scale in negotiating an acceptable tour itinerary by the Wales Team Management proved both difficult and time consuming. This caused a lot of decisions to be made under crisis and therefore without thought to the team itself.

1.1 The tour itinerary travel arrangements did not support the performance, *eg, by accepting to fly South African Airways and not British Airways we could not fly directly into Harare at 8.00 am on Thursday morning – 2 days prior to the Test Match. We in fact arrived in Harare following a five (5) hour 'lay over' in Johannesburg which forced the whole party to check into an airport hotel rather than spend 5 hours in the Airport itself waiting for our connecting flight. We arrived in Harare at 3.30 pm; seven and a half (7½) hours later than a direct flight.*

1.2 Late changes to the itinerary were conveyed to the Administrative Executive on 17th March. who then forwarded them to the Directorate. Advice was requested from the Administrative Executive as to the distances involved in the change of venue and kick off time, no response was received from South Africa prior to our departure. The changes were a fait accompli, which meant that for two (2) matches:-

Emerging Springboks at Secunda – Kick off 7.15 pm

Gauteng Falcons at Vanderbijlpark – Kick off 7.15 pm

- the National team had to drive for two (2) hours prior to playing a late evening kick off. The ramifications of that were:

We could never train on the Match venue

We had to go earlier in the morning, book into a hotel for lunch and the remainder of the day (booking rooms to rest in the afternoon) and then travel to play the game.

With the game finishing at 9.00 pm with a Post Match function to follow we were faced with a return journey of two (2) hours after 11.00 pm.

On arriving back at the Hotel between 1.00 and 2.00 am the Tour Party were required to place all 'in the hold' baggage in the team room by 2.30 am. By this time the players had not eaten a meal since playing the match. (I enclose two consecutive day itineraries for the above two games).

1.3 The Tour Itinerary negotiation process needs to be reviewed for the following reasons:-

- (i) Tour itinerary negotiations took place during the Five (5) Nations Competition, the busiest period in the international calendar.
- (ii) Long delays in the host nation responding to requests for information contributed to the pre-tour uncertainty and malaise.
- (iii) No pre-tour 'recce' examining the practicalities of the tour itinerary took place. There was no assessment of match venues, training grounds, hotel accommodation and food or travel arrangements against specific travel times and distances.

RECOMMENDATIONS

- (i) That the responsibility for the planning negotiations, organisation and administration of the itinerary, travel and accommodation for Wales' outgoing tours to lay with the budgetholder.
- (ii) All major negotiations with regards to the tour itinerary to be conducted prior to December – ie, 4-5 months before the tour and not during the 5 Nations Championship.
- (iii) A pre-tour preliminary visit to the Host Nation is an essential part of the planning process.

2. PLAYING PERSONNEL

2.1 Following a request for 32 players to tour, a tour party of 30 was agreed on, despite requests based on an international trend of 36 players. Consideration must be given to the size of the tour party given the physical demands of touring a major rugby playing nation and the high number of replacements (7) required on this tour and the disruption caused by this.

RECOMMENDATION TO POINT 2.1

- (i) When touring a major rugby playing country a tour party of 36 players is recommended.
- 2.2 The controversy surrounding player non-availability prior to the tour impacted directly on:-
- 2.2.1 Final selection of the Tour Party and standby list of players.
 - 2.2.2 Pre-Tour moral
 - 2.2.3 Performance and results on tour.
 - 2.2.4 Diminished credibility of Wales world standing as a rugby nation.
 - 2.2.5 This has jeopardised further tours in favour of non-founder IRFB Nations.

RECOMMENDATION TO POINT 2.2

- (i) The WRU must endeavour to ensure that all National Squad players are available to Tour.
It is suggested that the following measures to this end be taken to achieve this.
- (i) That the Union's structures and competitions compliment and contribute to the National game, and that the Union obtain the contracts of players to ensure that they

play international rugby matches, and furthermore, that medical issues, ie, operations are decided in consultation with the National body.

- (ii) Tours Agreements and Confidentiality clauses must be available for signing with the Tour Fee Agreements

2.3 Player Contracts - Fees

2.3.1. Extenuating circumstances due to the off-on nature of the tour along with not knowing the identify of the coach, players or captain did not allow consultation prior to a proposal on players fees being presented to the Finance Committee.

2.3.2. Consequently the tour fee structure was not concluded in consultation with the players.

2.3.3 The tour fee structure was only finalised during the second week of the tour which did impact on player moral.

2.3.4 The final draft copy of the Tours Agreement from South Africa was not available to us until thirty (30) minutes prior to departure.

As a consequence copies were made available to each member of the Tour Party in Zimbabwe and were duly signed during the first week of the South Africa leg of the tour. This however must not be allowed to happen in the future as it afforded players with the opportunity to use non-compliance to sign as a bargaining tool for increased tour fees.

RECOMMENDATION TO POINT 2.3

- (i) That the Tour Fee structure is designed and concluded three months prior to the tour in consultation with player representatives, Tour Management and Finance Committee representatives prior to acceptance of General Committee. Players are to be informed of the Tour Fee structure in the letter requesting their availability.

3. TEAM MANAGEMENT APPOINTMENTS

The value of massage in recovery for international performance is found to be essential in the modern management of players.

RECOMMENDATION

- (i) To ensure that a budget is in place to fund the provision of a peripetetic masseur.

4. PERFORMANCE STRUCTURE

The uncertainty surrounding the future of the National Coach in South Africa certainly undermined the continuity.

The Performance record was determined by the collective and individual quality of the players selected to go on Tour. Domestic circumstances resulted in 22 players not being available to tour. Despite this however, it was apparent that the game between the Welsh team and South African opposition was also the product of:

4.1 The difference in the regular standard of competition enjoyed by the top South African players..

4.2 The professional attitude of South Africa provincial and national players.

RECOMMENDATIONS

- (i) To ensure that players within the National Squad are exposed to a high level of competition on a regular basis throughout the Season and protected from mundane, low intensity rugby.

5. MEDIA MANAGEMENT

The relationship between the Wales Team Management and the travelling Press Corps deteriorated as the Tour proceeded.

RECOMMENDATIONS

- (i) To appoint a Media Manager at least three months in advance of the tour so that a pre-tour and on-tour media strategy can be designed and implemented.
- (ii) Through the Media Liaison Officer a positive and pro-active relationship is established between the travelling Press Corps and all travelling members of the Tour Party prior to or as early as possible on tour.

6. RESOURCE – CLOTHING

National team formal wear, commonly known as No 1's (Blazer, shirt and tie, trousers and shoes) are essential and required attire for specific and special occasions.

However it is unanimous that formal wear does not suit all occasions on tour. This is particularly accentuated in hotter climates and different cultures which embrace greater informality.

The current policy of the Union requires that the tour party are dressed in No 1's for all airport travel and post match functions.

RECOMMENDATION

- (i) That the Union policy of wearing No 1 formalwear for departure and arrival from country to country be maintained.
- (ii) That a more informal No 2 dress code be agreed and worn on internal flights and informal post match functions.

7. DISCIPLINE

I have to report that only one isolated incident of indiscipline occurred throughout the whole tour, resulting in three players Leigh Davies, Darren Morris and Arwel thomas being severely reprimanded. Each was informed that I reserved the right to take further disciplinary action.

I emphasise that this was an isolated incident on the tour during which good discipline was maintained throughout.

FINAL RECOMMENDATION

That the present format of post-tour reporting and presentation of recommendations to Technical Committee be adopted following all future tours.

Trevor James
National Squad Manager
July 1998

POST A COPY TO ALL WRU Rooms - POST ORIGINAL TO Room 146
 + 1 COPY TO Rooms 42 & 441.

WELSH RUGBY UNION



WALES TOUR TO ZIMBABWE/SOUTH AFRICA

3RD - 29TH JUNE 1998

DATE: FRIDAY 12TH JUNE. DUTY: _____

TIME	ACTIVITY	DRESS
6.30 - 10.30	BREAKFAST. (HAVE YOU PACKED YOUR BAGS? FOR TRANSFER TO E. LONDON)	TRAVEL DRESS CODE WEAR N°1 TRACKSUIT TRAINING, TRI COLOUR T-SHIRT.
11.00	DEPART FOR SECUNDA.	CARRY N°1 BLAZER TROUSERS, SHIRT & TIE.
1.00 pm	ARRIVE AT HOTEL - SECUNDA. LUNCH.	FORMAL SHOES, SOCKS + MATCH KIT.
2.00 pm	REST & RELAXATION.	
3.30 pm	PRE MATCH SNACK.	
4.00 pm	TEAM MEETING. STRAPPING (AM. H.G.).	
5.30 pm	DEPART FOR STADIUM.	
5.45 pm	ARRIVE AT GROUND. REF. CHECK STUDS. TOSS UP. PHOTOGRAPH. WARM UP.	
7.10 pm	LEAVE DRESSING ROOM.	
7.12 pm	ANTHEM.	
7.15 pm	WALES. V EMERGING SPRING BOK. POST MATCH ALL PLAYERS RETURN TO DRESSING ROOM (30).	
9.45 pm	PRESS CONFERENCE.	
10.00	POST MATCH FUNCTION.	N°1'S BLAZER TROUSERS, SHIRT, TIE & SHOES.
10.45	DEPART & RETURN TO TEAM HOTEL.	
12.30.	ARRIVE TEAM HOTEL. NB. ALL 'IN THE HOLD' BAGGAGE IN TEAM ROOM. MEAL & DRINKS.	

HAVE A NICE DAY - TOUR MANAGEMENT

Tom Jones

POST A COPY TO ALL WRU ROOMS - POST ORIGINAL TO ROOM 146
 + 1 COPY TO ROOM 42 & 441 PLEASE

WELSH RUGBY UNION



WALES TOUR TO ZIMBABWE/SOUTH AFRICA
 3RD - 29TH JUNE 1998

DATE: SATURDAY 13TH JUNE. DUTY: _____

TIME	ACTIVITY	DRESS
8.00 am	BREAKFAST.	<u>WRU POLICY.</u>
8.30	DEPART FOR JOHANNESBURG INT. AIRPORT.	NO.1'S BLAZER TROUSERS, SHIRT & TIE, FORMAL SHOES & SOCKS FOR TRAVEL INTO EAST LONDON.
10.20 am	FLIGHT DEPARTS TO EAST LONDON.	
11.45 am	ARRIVE EAST LONDON AIRPORT. TRANSFER AND CHECK INTO HOLIDAY INN GARDEN COURT HOTEL.	
12.00 NOON	TEAM MANAGEMENT MEETING WITH HOTEL MANAG. + CATERING MANAG.	
	LUNCH.	Any Reebok Kit
2.30 pm	FITNESS TRAINING OPTION (8+)	REEBOK KIT AS APPLICABLE.
4.00 pm	SOUTH AFRICA V IRELAND (TV)	
4.30 pm	SANDWICHES, TEA & COFFEE.	
7.00 pm	REST & RELAXATION DINNER.	
	REST & RELAXATION.	
10.30 pm	SANDWICHES TEA & COFFEE.	

HAVE A NICE DAY - TOUR MANAGEMENT

Tom Jones.

Post A Copy To ALL WRU Rooms - Post ORIGINAL + 1 COPY TO ROOM 451

WELSH RUGBY UNION



WALES TOUR TO ZIMBABWE/SOUTH AFRICA 3RD - 29TH JUNE 1998

Gentlemen please note the following itinerary for
TUESDAY 23 June. (MATCH DAY)

TIME	ACTIVITY	NOTES
6H30	Breakfast	Continental Restaurant
10:00	Depart for Riverside Sun	Wear no 1 track suit, tri colour T-shirt, shorts and trainers. Carry no 1 Blazer, trouser, shirt, tie, socks and formal shoes. + Match Kit
1:00	Arrive at Riverside Sun	
1:00	Lunch	
	Check into rooms	
4-5:00	Pre-game meal	Team Room
4:30	Strapping	
5:15	Team meeting	
5:45	Depart for stadium	
6:15	Arrive at stadium Referee checks studs, Toss up warm up	
7:12	Leave dressing room	
7:15	WALES v Gauteng Falcons	
9:00	All players return to dressing room Apart from captain.	
9:45	Press conference	DJ, DJ+captain
10:00	Post match function	No 1's Blazer, shirt, tie, trousers, shoes and socks
11:00	Depart for Pretoria	
2:00 am	Arrive Pretoria	

Gentlemen enjoy your day and GOOD LUCK
Tour Management "T.J"



T. J. Jones

REPORT ON FORMALWEAR/LEISUREWEAR

ANNE HAWKINS

REPORT ON KITTING OUT OF FORMAL WEAR

The whole kitting out process was made more difficult for this tour due to the unforeseen circumstances leading up to the tour departure i.e. the political situation – was the tour “on” or “off” and of course, the situation relating to the appointment of a coach and the selection of the final touring party.

The garments had been selected earlier in the year and had been ordered based on the original Tour Squad selected after Christmas. Garments were delivered in plenty of time, based on that original squad. Obviously, when the time came for kitting out, there were more of the original squad not going than going. This led to obvious difficulties in finding kit that fitted the players who were eventually selected. At this point I would like to place on record, my personal thanks to Slater Menswear. I have no doubt whatsoever, that if we were with any other retailer, the garments would not have been ready in time. They worked extremely hard to find the sizes we needed, sometimes at very short notice.

Kitting Out – Copthorne Hotel, Cardiff.

It was intended that only five/six players at a time would enter the kitting-out room to enable us to give as much personal attention to those players as possible. Unfortunately, for whatever reason, this did not happen and we found ourselves in a situation where nearly everyone arrived at the same time. With so many alterations to deal with, this proved chaotic with some players having to wait a considerable length of time before we could deal with their queries.

Selection of Garments.

The formal wear was selected earlier in the year, with the exception of the Chino trousers which we originally thought were being supplied by Rockport. Unfortunately, Rockport advised us quite late that they were unable to provide the sizes we needed. It was then a case of an SOS to Slaters to see what they could provide. The choice in these type of trousers is quite limited as not many manufacturers supply the larger, longer leg lengths required for a touring party. Whatever garment is selected, it must always be based on whether or not the supplier can kit out the largest man. We did request a different colour but because of the short notice, the company could not guarantee that all sizes would be available. To avoid a possible difficulty, we therefore, opted for the stone colour.

We have in the past, involved several players in the garment selection process but as these decisions were needed at a time when we were having a difficult Five Nations period, we did not pursue that course on this occasion. Blazers (other than for the World Cup Tournament) are now issued on a two-year basis and therefore, it left only the formal shirt, casual shirt, shoes and tie to select. All other garments, at this time, were being supplied by Reebok/Rockport.

Observations/Recommendations.

I would recommend that in future, garments are selected with the help of players, well in advance of the tour.

As soon as the Tour Squad is selected, players be requested to try on their chosen sizes in the sample garments that would be available, so that any size differences could be noted at this stage. Personal measurements are fine, but garments can differ in fit and design and therefore, a personal fitting is much more accurate. The order can then be placed for exact sizes required.

There will always be a need for tolerance when dealing with formal garments/kitting out, but if we can achieve a better rate of accuracy this would obviously help things run smoother.

Kit ordering should not be made purely from the measurements that players supply on their stats forms. Experience shows that in most cases, these are entirely fictional!

REPORT ON PLAYER TRAINING KIT/LEISUREWEAR

MARTYN PAYNE

NATIONAL SQUADS ADMINISTRATOR

REPORT ON KITTING OUT OF TRAINING / PLAYING KIT

As with the formal wear, this exercise was made difficult due to the uncertainty surrounding the lead up to the tour. The following points detail the problems experienced due to these unforeseen circumstances, whilst others highlight possible flaws in the kit allocation process.

Kitting Out

1. The sizes of the garments allocated to the individuals within the Touring Party were established using guesswork. This resulted in not only the return and changing of a lot of kit, but also individuals having to make do with kit which didn't fit them.
2. Everybody arrived for the kitting out at the same time, proving both hectic and chaotic. This resulted in kit being allocated incorrectly, players having to help themselves to kit, and others having to wait a considerable amount of time before having their queries answered.

Recommendations

1. Both a measuring session and a kitting out session to be included as a recognised stage within the preparation for the tour, and not just as an hour break between training sessions. The measuring session to be performed as soon as the touring party is announced, and the kitting out session to follow as soon after this as possible. This would hopefully leave sufficient time prior to departure to resolve any problems or queries and make any necessary adjustments.
2. The measuring session to include **all** members of the Touring Party who are to try on every item of clothing. Personal measurements will not suffice as many garments differ in fit and design, and so an actual fitting per item is required to ensure accuracy.
3. Both measuring and kitting out sessions to be facilitated in small groups of players, no more than five, in order to ensure a more organised operation and enable immediate answers to any queries.
4. A representative from the supplier(s) to be present at both sessions to assist in the answering of any queries.

Agreed List of Entitlement

1. Many of the Tour party commented that some of the items issued were not worn and should not have been provided, whilst other items which were not issued should have been.
2. Many stated that items should have been issued in greater quantities than provided.
3. There were complaints relating to the style/colour of many of the items issued

Recommendations

1. A cross section of the full touring party, to include players and management, to have an input into the entitlement list. This input should relate to both the style and colour of the clothing where appropriate, and also the items to be issued and their quantities.
2. Research should be made into the clothing requirements of the host country to include culture, weather conditions etc. This information to be considered when compiling the kit entitlement list.

Items Supplied by Manufacturer

1. Items on the Kit list were not available from Reebok and so were either not allocated, or other manufacturers' items were purchased from a local shop and allocated.
2. Due to insufficient supply from Reebok, items were issued to some and not others, whilst certain garments had to be issued in various styles/colours resulting in a lack of uniformity. There were also instances of items having to be issued in lesser quantities than agreed.
3. Reebok supplied replacements for some items which they did not have in stock, which were not suitable for their required purpose.
4. In the case of the playing jerseys, Reebok sent items which were not "the finished article", and had to be sent to local companies to have their production completed.

Recommendation

1. It is imperative that the manufacturer(s) be consulted prior to finalising the entitlement list in order to ensure availability of stock.

Martyn Payne
National Squads Administrator

SUMMARY OF RECOMMENDATIONS

TREVOR JAMES

WALES TOUR TO SOUTH AFRICA/ZIMBABWE 1998

INTRODUCTION – SIR TASKER WATKINS (PRESIDENT, WRU)

SUMMARY OF RECOMMENDATIONS

1. That the responsibility for the planning, organisation and administration of Wales outgoing tours be the responsibility of the budget holder (I refer you to the following reports – Denis Jones (DJs), Dennis John (DJ), Robert Howley (RH), Lyn Davies (LD), Trevor James (TJ).
2. That the size of the Tour Party be increased to 36 in order to cover the specialist positions – (DJs, DJ, RH, TJ).
3. That a pre-tour preliminary visit to the Host Nation takes place as part of the planning process. (DJs, DJ, RH, TJ)
4. That the tour fee structure be concluded three months prior to departure of tour (DJs, DJ, RH, TJ).
5. That the frequency of games allows sufficient time for recovery – Tuesday & Friday games? (DJ).
6. That independent international referees be appointed to all Tour Games. (DJ).
7. That the domestic game be played and refereed in a way which replicates the intensity of the modern game. (DJ, RH, TJ).
8. That players with the right attitude are identified. (DJ).
9. That age group players at U21, U19 and U18 are targeted in respect of skills development and that they play in an appropriate competitive playing structure (DJ).
10. That national squad fitness is controlled directly by the National Fitness Coach (DC).
11. That a longer period of acclimatisation be allowed for. (RH).
12. That the rugby calendar be 'cleared' of domestic rugby during the 5 Nations Championship (RH).

13. That the services of a masseur be available on tour, during international preparation and recovery (DJ, RH, TJ).
14. That a pre-tour media strategy be devised to agree protocols and to promote a positive relationship between the whole tour party and the media. (DJ, RH, LD, TJ)
15. That a WRU Baggage man be appointed as a member of the Team Management (DJs, DJ, RH)
16. That a No 2 leisure wear option be agreed for informal post match functions and internal travel (DJs, RH, TJ)
17. That both management and players be consulted on the appropriateness of kit and clothing prior to purchase (LD, AH, MP).
18. That individual measuring and fitting takes place prior to the issue of formal, training and leisure wear (AH, MP).
19. That the present format of post-tour reporting and presentation to Technical Committee be adopted following all future tours. (TJ).