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October 2, 2018

Dear Heads of Sport Member Universities,

CC: USSA NEC  
USSA Athletics, USSA Hockey, USSA Netball, USSA Rugby and USSA Cricket  
Heads of Sport Forum Executive Committee

**Re: Request for comment and input regarding the proposed Varsity Sports Transformation Targets for 2019 & 2020**

With reference to the letter dated the 27<sup>th</sup> of June 2018. On request of the USSA NEC, some of the NUSA's and Member Universities we will further discuss the matter at the upcoming Heads of Sport Forum meeting.

We have received the following correspondence in this regard (please see extracts below) for your perusal:

**USSA Athletics:**

“USSA Athletics Council and Annual General Meeting will take place in September 2018 where it's strategic, transformation and business plans will be presented. Until then, USSA Athletics will not be able to make any comments or inputs.”

**USSA Netball:**

“We acknowledge that the transformation target for Varsity Netball is three players of colour on court at all times and four players of colour in the travelling squad of 12 players – this target has been agreed upon for 2018 / 2019.

This document does not define player of colour. As per SASCOC the definition of player of colour is White, Black and Generic Black participants. This document speaks to black and generic black athletes only.

Taking into consideration that there are 7 positions on court only for netball, all position specific positions it is more intricate to execute these targets. Writer recommended some competition rules as per INF rules be adjusted specifically for this competition to accommodate these changes and to protect the management team as the transgression rules are quite severe.

Taking into consideration that in the top 8 teams participating (in Varsity Sports) some of the teams only have black players - the question on instituting a transgression rule to force transformation (with the output being to develop) hardly seems the correct development tool. In my capacity as USSA President we have approached Varsity Sport in 2017 requesting two more teams to be allowed to participate opening up the development opportunity for 24 players and not only 4 or 5 new players. Development must not be forced on elite level and we can report that USSA Netball in 2018 were completely transformed.

During USSA 2018 we have introduced an athlete management system (workshops were held with team managers and technical officials) and feedback were given to coaches, sport managers etc. This is the next step to ensure that all players (i.e. all 12 in the squad) gets equal play time at USSA (i.e. a % of time on court is used). This is done to ensure that all twelve players is given the opportunity to play and develop not only 7 players.

Currently there is not a transgression rule suggested in the USSA Netball transformation policy – the NSA rule of play states two players of colour on court at all times (black, white and generic black athletes) transgressing to apply this rule results in 6 goals being deducted from the team who does not comply.

### **USSA Hockey:**

“As USSA Hockey chairperson, I would like to confirm that we had a conversation regarding the transformation figures for Varsity Hockey 2019 – 2020. We both agreed in principle that the Varsity Hockey targets must be aligned with the USSA Hockey targets, BUT that the number of players on the field will be replaced with the concept of “*quality of opportunity*” for all players during the competition in future. In our discussion we also agreed that it will be difficult to implement any changes for the 2019 competition as none of the members were informed about the possible changes. We also agreed that the changes need first to be discussed at a meeting with all Varsity Sport members (hockey). I also indicated that USSA Hockey is currently in conversation with SAHA to maintain the current status quo regarding the agreed transformation numbers till 2020. This is to allow USSA hockey members the opportunity to put programmes in place to accommodate the transformation requirements due to the financial constrains it has on the sport code.

The USSA Hockey Executive noted the new targets set in the Varsity Sport Transformation document. As the NUSAS Executive, we ask for an opportunity to meet with Varsity Sport Hockey members and Varsity Sport Management to discuss the consequences regarding the proposed changed targets in depth before the motion is tabled at a SGM.”

### **WITS Sport:**

Wits Sport would like to make the following comments and suggestions regarding the Varsity Sports Transformation Targets for 2019 & 2020.

Sport Code	Agree / Disagree	2019	2020
Athletics	N/A	N/A	N/A
Rugby 7's	Agree	5 POC in Squad 3 POC On Field	6 POC in Squad 3 POC On Field
Hockey	Agree 2019 Disagree 2020	7 POC in Squad 4 must be Black African 4 POC On Field	9 POC in Squad 5 must be Black African* 5 POC On Field*
Netball	Disagree	Should be same as Rugby 7's*	Should be same as Rugby 7's*
Cricket	Agree	5 POC in Squad 4 POC On Field (3 must be BA)	6 POC in Squad 5 POC On Field (4 must be BA)
Football	Agree	-	-

**\*New Suggestions**

To summarize Wits Sport is happy to support any suggestion that can increase the Transformation Targets of Varsity Sport Events. We believe Hockey and Netball should be higher and as such we made new suggestions. As we do not have Athletics it is not applicable for us to comment.

**NWU Sport:**

“Athletics:

2019: 8 POC in Squad  
2020: 9 POC in Squad  
2021: 11 POC in Squad

Financially our budgets and bursaries cannot accommodate the drastic increments suggested, we can sustain an extra, but not 2-3. We have been working and planning according to the numbers that were put out until 2020. The increments in our bursary budgets are only enough to sustain 1-2 new additional bursaries yearly.

7's Rugby:

Stays as recommended.

2019: 5 POC in Squad, 3 POC on Field  
2020: 6 POC in Squad, 3 POC on Field

### Hockey:

2019: 6 POC in Squad, 3 POC on Field (3 must be BA)

2020: 7 POC in Squad, 4 POC on Field (3 must be BA)

2021: 8 POC in Squad, 4 POC on Field (4 must be BA)

There are not enough numbers at schools to support the numbers suggested. When it comes to BA especially. POC players remain the main feeder into the system but not BA. We have massive drop offs and we are seeing many departing the borders for the USA in 2019.

We have seen decreases in u16 and u18 numbers nationally.

### Netball:

Stays as recommended.

2019: 4 POC in Squad, 3 POC on Field

2020: 4 POC in Squad, 3 POC on Field

### Cricket:

Stays as recommended.

2019: 5 POC in Squad, 4 POC on Field (3 must be BA)

2020: 6 POC in Squad, 4 POC on Field (3 must be BA)

I hope that you understand our points... We want to aid and excel but it is limited to structures institutionally and finances institutionally. We are fully aware of the pressing matter and are trying to find a happy medium and grow. Every extra player is a potential R120 000 increase to the budget.”

### **Stellenbosch University:**

#### “7’s Rugby:

- A minimum of 5 Black Players in the squad of 12 players. This is a 33,3%;
- A minimum of 2 players to start the match;
- A minimum of 1 player to be on the field at the final whistle;
- At the conclusion of the group stages, the minimum of 5 black players should have played a minimum of 14 mins each of the total of 42 mins. The 14 mins is equivalent to one match of the three group matches;
- In the Play-off stages (Quarter-Final to Final-3 matches) the minimum of 5 black players should have played a minimum of 10 mins of the 42 mins.

- Thus, in total of the 6 matches (84mins) each of the minimum 5 black players should have played a minimum of 24 mins. 28% match time. Should a team only play 5 matches, the 28% will apply.

This might present a logistical challenge as to who does the monitoring as this has never been done by VS/VC. The numbers things has to come to an end and the real issue is quality of opportunity.

#### Hockey:

- That the Black African player requirement for 2019 should be reviewed;
- The representation numbers of Black African players in Provincial Youth Teams must be used to guide our decisions
- The representation numbers of Black African players in boys and girls youth teams differ significantly and this data must also be used to guide targets for our men's and ladies teams.

If African black scholars are not playing hockey, where must they be recruited from? Quality of opportunity is also supported – netball and hockey are games of rolling subs to optimise the game.

#### Athletics:

The aim is to have 50% representation in the squad by 2020. The events on offer at Varsity Athletics (because of the current format) are not necessarily the events in which BCI athletes participate, thus making the old targets unrealistic

We need to consider the demographics of the VS events and the format of the competition. Again the reality is that the events that schools focus on, will ultimately determine future representation of university teams.

#### Netball:

The targets for 2018 according to VS is 4 players of colour in the travelling twelve and 3 on court at all times. We as Maties netball cannot regress. We need to move forward. So we do support the 2019 and 2020 targets of four players in the travelling 12 and three on court as per the attached document.

This is a real tough one due to the specific positions and we suggest the same as with the 7's rugby proposal- to have three players on the court at all time is a very tough one which affects squad size, bursaries etc.”

#### **Meeting of the Western Cape Institutions (UCT, UWC, US & CPUT):**

“In a meeting of the Western Cape Institutions (UCT, UWC, US & CPUT) that was held today at UWC, we resolved that the transformation targets remain is they are currently and allow USSA which is the regulating body for university sports to finalize its own transformation targets and then get USC's numbers aligned with USSA targets.”

For ease of reference herewith the proposed targets (in blue) as presented in the last letter:

	2013*	2014*	2015*	2016*	2017*	2018*	2019*	2020*
<b>Athletics</b> <b>Squad 22</b> <b>Man 3</b>	44%	47%	47%	-	6 in Squad	7 in Squad	10 in Squad <b>9 POC in Squad</b>	13 in Squad <b>11 POC in Squad</b>
<b>7's Rugby</b> <b>Squad 15</b> <b>On Field 7</b> <b>Man 3</b>	45%	NA	49%	-	3 in Squad 2 On Field	4 in Squad 3 On Field	5 in Squad 4 On Field <b>5 POC in Squad 3 POC On Field</b>	6 in Squad 5 On Field <b>6 POC in Squad 3 POC On Field</b>
<b>Hockey</b> <b>Squad 18</b> <b>On Field 11</b> <b>Man 4</b>	19%	19%	25%	4 in Squad and 2 On Field	4 in Squad and 3 On Field	5 in Squad and 3 On Field	5 in Squad and 4 On Field <b>7 POC in Squad 4 must be Black African (BA) – minimum 4 POC On Field</b>	6 in squad and 4 On Field <b>9 POC in Squad 4 must be Black African (BA) – minimum 4 POC On Field</b>
<b>Netball</b> <b>Squad 12</b> <b>On Field 7</b> <b>Man 5</b>	44%	52%	48%	2 in Squad and 1 On Field	3 in Squad and 2 On Field	4 in Squad and 3 On Field	5 in Squad and 4 On Field <b>4 in Squad 3 On Field</b>	6 in Squad and 5 On Field <b>4 in Squad 3 On Field</b>
<b>Cricket</b> <b>Squad 14</b> <b>On Field 11</b> <b>Man 4</b>	-	-	38%	3 in Squad 2 On Field	4 in Squad 3 On Field	5 in Squad 4 On Field	6 in Squad 5 On Field <b>5 POC in Squad 4 POC On Field (3 must be BA)</b>	7 in Squad 6 On Field <b>6 POC in Squad 5 POC On Field (4 must be BA)</b>
<b>Football</b> <b>Squad 24</b> <b>On Field 11</b> <b>Man 6</b>	89%	92%	96%	-	-	-	-	-

Thank you for your assistance in this regard. Looking forward to the discussion.

Kind regards,

A handwritten signature in black ink, consisting of several overlapping loops and lines, positioned above a horizontal line.

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CHIEF EXECUTIVE OFFICER