



Australian Government

Australian Sports
Anti-Doping Authority

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
2011:12 ANNUAL REPORT



PURE
PERFORMANCE

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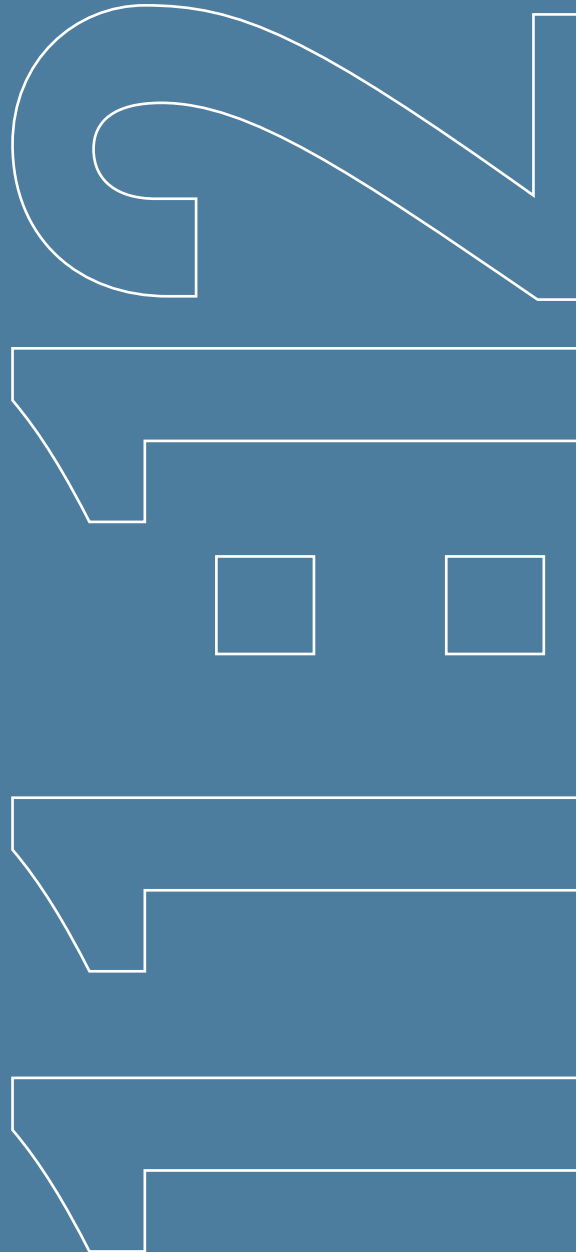




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Australian Sports Anti-Doping Authority

2011–12 Annual Report

Canberra

This annual report is available on the Australian Sports Anti-Doping Authority website <www.asada.gov.au> located at <http://www.asada.gov.au/about/annual_reports.html>

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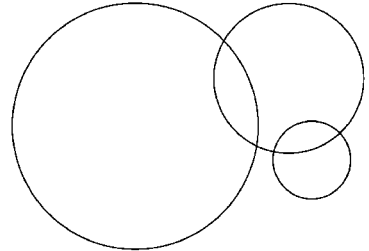
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2 October 2012

Senator the Hon Kate Lundy
Minister for Sport
Parliament House
Canberra ACT 2600

Dear Minister

I am pleased to present the Australian Sports Anti-Doping Authority's annual report for the financial year ended 30 June 2012.

This report has been prepared in accordance with section 63(2) of the *Public Service Act 1999* and section 49 of the *Financial Management and Accountability Act 1997*.

This report also complies with section 74(1) of the *Australian Sports Anti-Doping Authority Act 2006* and is in line with the *Requirements for Annual Reports* that were approved by the Joint Committee of Public Accounts and Audit (dated 28 June 2012).

I certify that this agency has prepared fraud risk assessments and fraud control plans and has in place appropriate fraud prevention, detection, investigation, reporting and data collection procedures and processes that meet the specific needs of the agency. I have taken all reasonable measures to minimise the incidence of fraud in the agency and to investigate and recover the proceeds of fraud against the agency.

Yours sincerely

Aurora Andruska PSM
Chief Executive Officer
Australian Sports Anti-Doping Authority

ABOUT THIS REPORT

This report provides a detailed account of the operations and performance of the Australian Sports Anti-Doping Authority (ASADA) for the financial year ended 30 June 2012. It has been prepared for the Minister for Sport, to be tabled in both Houses of the Parliament of Australia.

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Online availability

The whole report is available at <http://www.asada.gov.au/about/annual_reports.html> in both HTML and PDF formats.

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ASADA CHIEF
EXECUTIVE OFFICER
AURORA ANDRUSKA PSM

MESSAGE FROM THE CEO

It is with pleasure that I present the Australian Sports Anti-Doping Authority's annual report, which comprehensively outlines our achievements in 2011–12.

The year has seen major advances in the programs ASADA delivers to deter and detect doping in sport. As a driving force for pure performance in sport both nationally and internationally, we have expanded our efforts to make sure all Australian athletes and sporting bodies are fully aware of their anti-doping responsibilities, we have built up a detection program which puts ASADA at the forefront of intelligence-based targeted testing, and have developed our leading-edge capability in intelligence and investigations.

Confronting the challenge of doping in sport, ASADA has been vigorous in its efforts to protect Australia's sporting integrity and the health of Australian athletes.

London 2012 Olympics and Paralympics

Major international sporting events inevitably bring the issue of substance use in sport to the fore. The lead-up to the London 2012 Olympic and Paralympic Games has therefore been a primary focus for ASADA in the reporting year, with the protection of the integrity of the Australian teams at the Games a priority.

ASADA partnered with the Australian Olympic Committee, the Australian Paralympic Committee and relevant national sporting organisations to offer a comprehensive anti-doping education program and to conduct testing for athletes in the Australian teams and shadow teams. As part of a global effort to eliminate doping at the Games, ASADA implemented its world-leading Pure Performance anti-doping program, which integrates education and awareness-raising, investigations and intelligence, testing and enforcement.

ASADA conducted more than 2,600 blood and urine tests in a program of in-competition and out-of-competition testing prior to the commencement of the Games. Selected samples have been stored in ASADA's long-term storage facility located in Sydney, which allows for re-testing in the future as analytical technology improves over time. This is in accordance with the World Anti-Doping Code which allows for a doping violation to be commenced against an athlete up to eight years after the alleged event.

With the accreditation of seven ASADA Doping Control Officers (DCOs) to work at the 2012 Olympic and Paralympic Games, the largest number of DCOs at the Games outside of Europe, Australia played a significant role in ensuring public confidence in the Games.

Deterrence, detection and enforcement

ASADA shares the quest to achieve pure performance in sport across Australia with national sporting bodies. The broad scope of agreements between ASADA and major professional sporting organisations and governments are testament to this shared goal. In 2011–12, ASADA has in place a number of new and ongoing partnerships with national and state sporting bodies with the aim of increasing understanding of the obligations of athletes and sporting bodies under the World Anti-Doping Code, and assisting sporting bodies meet these obligations.

In November and December 2011, I met with the senior officials of national sporting bodies at a series of forums held in Canberra, Brisbane, Melbourne and Sydney to discuss anti-doping matters and keep them abreast of international developments. During the year ASADA provided a total of 18 tailor-made anti-doping education strategies for individual sports organisations, augmenting the suite of education offerings that are generally available.

Deterrence through education and awareness-raising is a high priority. We are focussed on preventing the use of prohibited substances and methods in sport and protecting clean athletes and the reputation of the sports in which they participate through comprehensive education, communication and awareness initiatives.

In 2011–12, we have greatly expanded our educational offerings and extended their reach through new partnerships and via new media. There were 11,395 participants who completed ASADA education activities, including ASADA e-Learning, an interactive web-based program covering core anti-doping messages; Learning Bites, short online presentations on anti-doping rights, responsibilities and current issues; and face-to-face sessions. The popularity of the online tool Check Your Substances which enables athletes to find out whether specific medications and substances are permitted or prohibited in their sport continued to grow, with close to 50,000 visits to the site.

Research has shown us that our stakeholders have a strong preference for accessing information on anti-doping and prohibited substances online and we have adapted our delivery strategies accordingly. This has seen significant growth over the year in our digital communications, which include the ASADA website, a blog, Facebook, Twitter and YouTube. Our website is the main gateway for accessing anti-doping information and communications. We also utilise a new blog which houses short, sharp pieces that are timely and relevant to various audiences. We have found Twitter to be a useful way of engaging more readily with athletes and journalists who have a high online presence. Facebook makes education content and anti-doping information more readily available to a younger audience. The ASADA YouTube channel allows sporting organisations and groups to embed anti-doping information on their sites, while ASADA retains control of the video and content to make sure that the messages are always up-to-date and sound.

Through these various channels, ASADA makes a comprehensive set of anti-doping information and communications widely available to the sporting community on a 24/7 basis. Together with a range of printed resources, these digital communications help disseminate anti-doping knowledge to the wider sporting community.

Occasionally a specific anti-doping issue arises that requires an intensive awareness-raising campaign. This was the case in March 2012 when, following advice from international anti-doping organisations, ASADA issued an alert to Australian athletes warning of the risk of possible contamination of meat products with the prohibited substance clenbuterol. Australian athletes competing or training in China, Mexico or countries in the European Union were advised to exercise caution in eating meat products because of the

possibility of contamination. An effective public information campaign is critical in such instances as, under international anti-doping rules, athletes are responsible for any prohibited substance found in their body, even if it is ingested inadvertently.

ASADA's detection program, incorporating intelligence gathering, testing and investigations, is recognised as world-leading and we are increasingly called on to work with national and international partners to share our experience and knowledge. I have continued to drive a more coordinated approach to deterrence and detection. A critical partnership for ASADA in this respect is our association with the Australian Customs and Border Protection Service. Through this on-going collaboration, in 2011–12 we analysed 3,207 referrals of performance and image-enhancing drugs.

The national testing program incorporates a scientific and intelligence-driven targeted test distribution plan and is implemented in-competition and out-of-competition, on the principle of no-advance-notice. Australian athletes are subject to testing anytime, anywhere and without warning. During 2011–12 we conducted 3,996 government-funded tests across 45 sports and 3,200 user-pays tests for Australian sporting bodies and other organisations.

A major development in the coordination of deterrence and detection is the introduction of Australia's first Athlete Biological Passport, scheduled for July 2012. In 2011–12, ASADA implemented new testing processes, built its scientific capacity and conducted an extensive communication campaign in preparation for the introduction of the Passport.

In carrying out our enforcement function and the management of potential anti-doping rule violations, ASADA works with the Anti-Doping Rule Violation Panel (ADRVP), a separate statutory body set up under the ASADA Act to make findings on possible anti-doping rule violations, maintain a Register of Findings and make recommendations on appropriate sanctions. In 2011–12, the ADRVP entered 33 athletes on to the Register of Findings. ASADA has maintained a consistent record of fair and effective management of potential rule violations.

International engagement

Anti-doping is very much a global issue and in 2011–12 ASADA strengthened its engagement with the international anti-doping community on a number of fronts, building up recognition of ASADA as one of the world's leading anti-doping organisations. We have played a role in the review of the World Anti-Doping Code (the Code), the core framework document for harmonised anti-doping policies, rules, and regulations within sports organisations and among public authorities. The review of the Code instituted in November 2011 is expected to be completed by late 2013.

Through international collaboration and exchange, we keep in touch with latest developments, learn from the experiences of other countries and contribute to the development of anti-doping programs and strategies world-wide. In 2011–12, we hosted visits to Australia by international anti-doping professionals, participated in international staff exchanges, facilitated regional workshops, delivered intelligence and investigations workshops, and been an influential player in international forums. ASADA was instrumental in forming the new Institute of National Anti-Doping Organisations (iNADO). I am on the Board of the new body which was formally launched in Lausanne, Switzerland in March 2012. iNADO will act principally as an advocacy organisation and, as a collective voice for anti-doping organisations, is expected to be a key player in the international fight against doping in sport.

A significant development in ASADA's engagement with international partners in the reporting year was the signing of an information-sharing agreement with UK Anti-Doping in August 2011. This Memorandum of Understanding (MoU) brings together the intelligence and investigation strengths of two of the world's leading anti-doping organisations. Given the long-standing sporting ties between Australia and the United Kingdom and the frequent movement of athletes between the two countries for training or competition, this agreement is an important tool in the fight against doping in both countries.

Governance and administration

I have welcomed the opportunity in 2011–12 to work with the ASADA Advisory Group since its appointment in May 2011. The Group is an invaluable sounding board for guidance and advice on anti-doping matters and engagement with the sporting community and offers considerable expertise in the areas of law, sport, health, law enforcement and education.

I am consistently proud of the professionalism and commitment of all ASADA staff and greatly appreciate their contribution to our achievements in the reporting year. I take pride in the high levels of staff engagement and satisfaction demonstrated in surveys during the year and look forward to continuing to build ASADA as an innovative, ethical and high performing organisation.

ASADA is pleased to have achieved re-certification to ISO 9001 for its testing program in March 2012 following a comprehensive assessment process. This re-certification is evidence of the continuing high standard of the planning and provision of our doping control program and related activities.

In delivering on our commitments for 2011–12, we had a reportable surplus for the year of \$0.09m, the result of robust financial management.

The year ahead

In the year ahead, we will continue to challenge the anti-doping paradigm worldwide to ensure that we maintain ASADA's position among the world's leading NADOs by identifying innovative opportunities to increase the effectiveness of our program domestically and internationally.

I will be seeking to strengthen legislation in relation to investigations and information sharing. We will also seek to develop more strategic information-sharing agreements within Australia and overseas, and take a leadership role in encouraging collaboration and sharing among our global partners.

Further work on financial management including the implementation of revised Chief Executive Instructions and financial rules, revised delegations and improving internal reporting arrangements is planned for the coming year and I am committed to building a high-performance culture that aligns with the APS performance management framework.

This will stand us in good stead to pursue our commitment to delivering the five goals set out in the ASADA Strategic Plan for 2011–14:

- leadership in anti-doping program delivery
- engaged, motivated, ethical and skilled people
- productive stakeholder relationships
- international engagement and influence
- robust corporate governance and financial sustainability.

I keenly await the challenges and opportunities that 2012–13 will bring and look forward to working with all our stakeholders to achieve the very best outcomes for Australia’s sporting community.

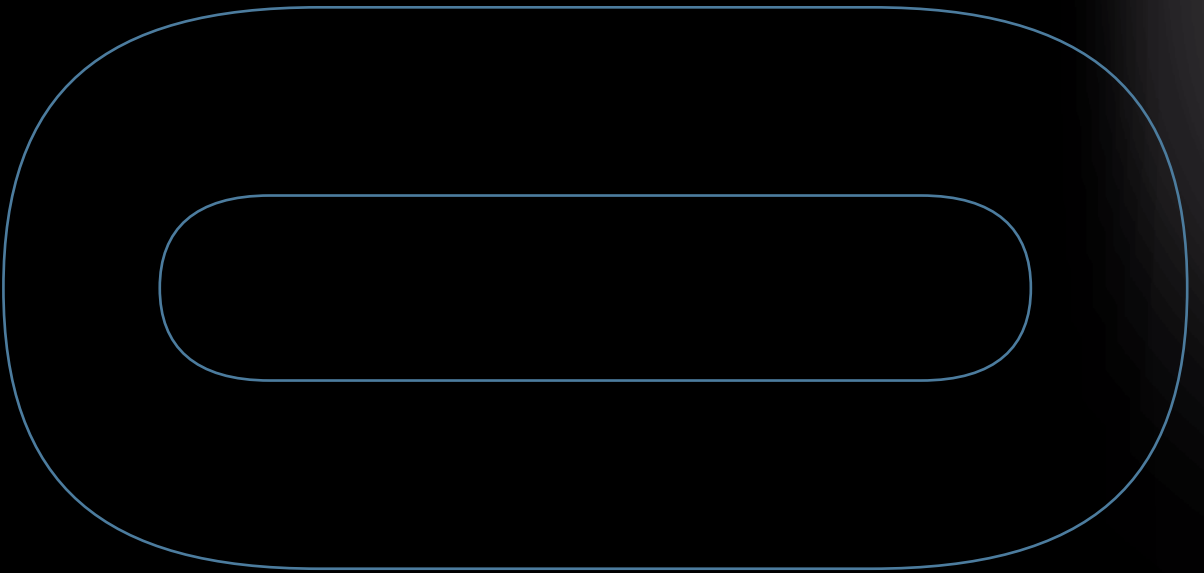
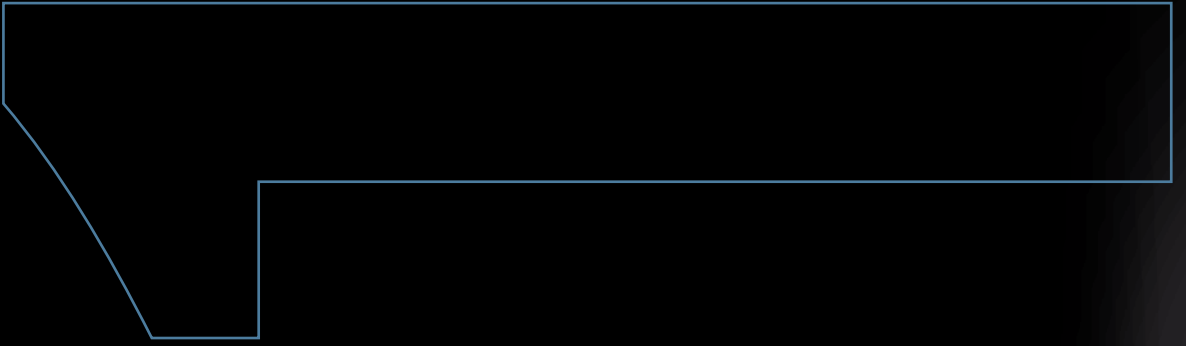
As a final word, since I began the final review of this annual report, I received the terribly sad news that Brian Sando had lost his fight with pancreatic cancer.

Brian held a number of Board positions with the Australian Sports Drug Agency (ASADA’s predecessor), and was appointed Chair of that organisation in June 2000. He continued in the role until March 2006 when ASDA became ASADA and a new governance structure was put in place. Brian continued to support ASADA as Deputy Chair of the ASADA Members group, and as Chair of the Anti-Doping Rule Violation Committee.

Brian’s tireless work in anti-doping was far reaching. He was an internationally recognised sports doctor, having been Chair of the Australian Olympic Committee Medical Commission and a member of the Commonwealth Games Medical Commission. He worked as Medical Officer to seven Australian Olympic teams. He was also a member of WADA’s Health Medical and Research Committee. Brian’s compassion for others was evident right to the end.

His wise counsel, gentle nature and wonderful spirit will be sorely missed by all in the sporting community.

Aurora Andruska PSM
Chief Executive Officer
Australian Sports Anti-Doping Authority



A black and white photograph of a golfer in mid-swing, wearing a light-colored polo shirt, trousers, and a cap. The golfer is positioned on the left side of the page, with their body angled towards the right. The background is dark, making the golfer stand out. A golf club is visible in the upper right quadrant, partially overlapping the title area.

ORGANISATIONAL OVERVIEW

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ABOUT ASADA

The Australian Sports Anti-Doping Authority (ASADA) is a statutory agency that works to deter athletes from using prohibited substances and methods through a comprehensive anti-doping program, encompassing deterrence, detection and enforcement.

As a signatory to the United Nations Educational, Scientific and Cultural Organization (UNESCO) International Convention against Doping in Sport, Australia is required to implement anti-doping arrangements consistent with the principles of the World Anti-Doping Code (the Code). ASADA has legislative responsibility for delivering national anti-doping programs to meet this international commitment.

ASADA's **vision** is to be Australia's driving force for pure performance in sport.

ASADA's **purpose** is to protect Australia's sporting integrity through the elimination of doping.

LEGISLATIVE BASIS

ASADA is an agency within the portfolio of the Department of Regional Australia, Local Government, Arts and Sport. Ministerial responsibility resides with Senator the Hon Kate Lundy, Minister for Sport. The powers of the responsible Minister are outlined in Appendix D.

ASADA operates under the *Australian Sports Anti-Doping Authority Act 2006* (the ASADA Act) and the *Australian Sports Anti-Doping Authority Regulations 2006* (ASADA Regulations), including the National Anti-Doping (NAD) scheme. ASADA is a prescribed agency for the purposes of the *Financial Management and Accountability Act 1997* (the FMA Act) and its staffing arrangements are governed by the *Public Service Act 1999*.

ASADA's activities are governed by its legislative framework and its obligations to implement the Code and standards made under it.

ROLE AND FUNCTIONS

ASADA's role is to develop a sporting culture in Australia that is free from doping, where an athlete's performance is purely dependent on talent, determination, courage and honesty.

Our primary functions are to:

- design and deliver a range of education and awareness-raising programs
- help the sporting community meet their anti-doping responsibilities
- monitor compliance with anti-doping policies
- detect and deter anti-doping rule violations
- manage potential anti-doping rule violations.

Our functions, powers and delegations (in accordance with the ASADA legislation) are outlined in Appendix E.

GOALS

ASADA aims to be an influential leader in anti-doping program delivery, to ensure that Australia meets its international obligations under the UNESCO International Convention against Doping in Sport and the Code and to strengthen the global anti-doping effort. We give priority to deterrence strategies. Through comprehensive education, communication and awareness programs and initiatives, we seek to prevent the use of prohibited substances and methods in sport and protect clean athletes and the reputation of the sports in which they participate.

Our aim is to establish a level playing field in sport so that Australian athletes can participate on an equitable basis at home and abroad. To achieve this we provide programs to help national sporting organisations (NSOs) meet their anti-doping responsibilities and we operate a strategic, targeted detection program that incorporates intelligence gathering, testing and investigations.

We have developed a leading-edge capability to manage potential anti-doping rule violations in ways that are lawful, ethical and fair.

We place great importance on working positively with athletes, support personnel, sports and all other stakeholders to build relationships and partnerships based on principles of respect, openness, responsiveness and integrity.

By operating with integrity, professionalism, passion and commitment, ASADA seeks to be respected by the Australian community.

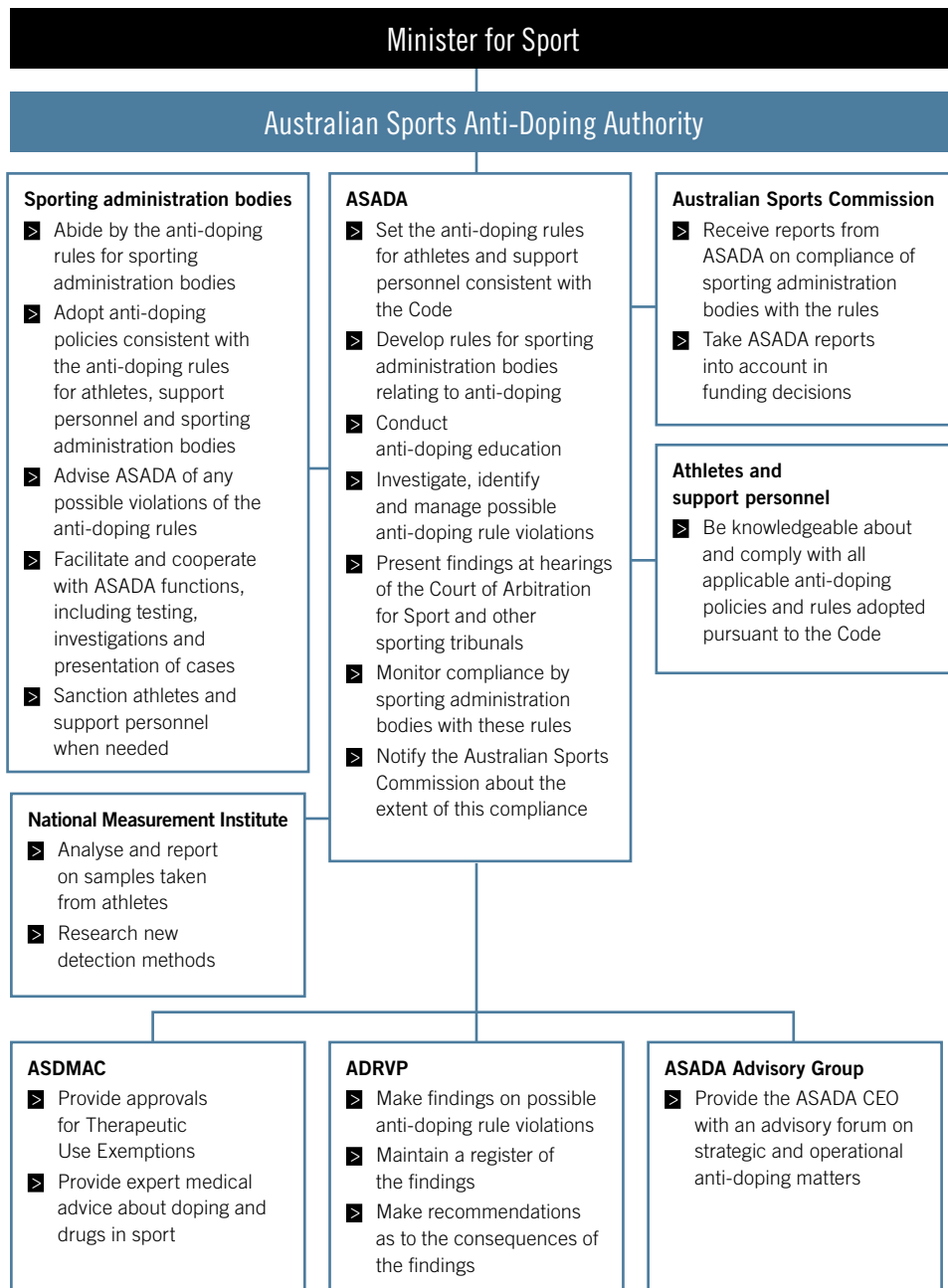
AUSTRALIA'S ANTI-DOPING STRUCTURE

Australia's anti-doping framework includes ASADA, as well as three statutory bodies established under the ASADA Act:

- the ASADA Advisory Group
- the Australian Sports Drug Medical Advisory Committee (ASDMAC)
- the Anti-Doping Rule Violation Panel (ADRVP).

Figure 1 shows Australia's anti-doping framework and its mechanisms for implementing the principles of the Code as at 30 June 2012.

Figure 1: Australia’s anti-doping framework

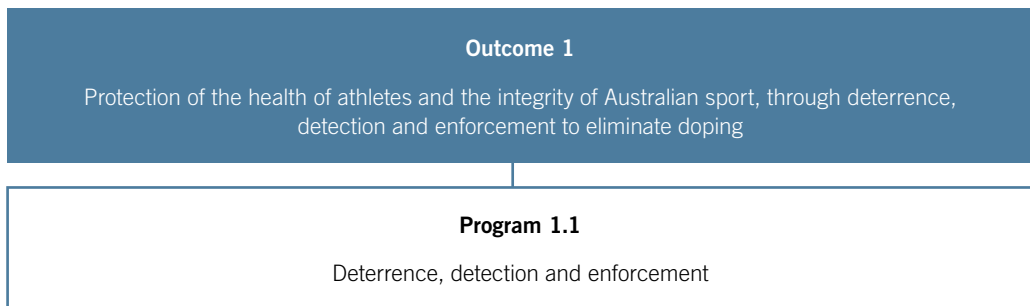


OUTCOME AND PROGRAM STRUCTURE

In the 2011–12 Budget, ASADA's outcome is defined as 'Protection of the health of athletes and the integrity of Australian sport, through deterrence, detection and enforcement to eliminate doping'.

Our programs and activities therefore encompass the three components of deterrence, detection and enforcement. We are committed to designing and delivering a comprehensive education and communications program, providing advice, support and services to national sporting bodies and building up our expert capability in the detection and management of alleged anti-doping rule violations. We also work with other nations to help build effective anti-doping frameworks and strengthen the global effort against doping in sport, so Australian athletes are able to participate internationally on a level playing field.

Figure 2: Outcome and program structure 2011–12



HIGHWAL

- > Partnered with the Australian Olympic Committee and Australian Paralympic Committee to implement Pure Performance programs – more than 2,600 tests completed in the lead-up to the London 2012 Olympic and Paralympic Games.
- > 7,196 government-funded and user-pays tests.
- > 28 investigation cases created.
- > 33 athletes entered onto the Register of Findings.
- > Implemented new testing processes as well as extensive communication and education campaigns for the introduction of Australia's first Athlete Biological Passport.
- > Strengthened an intelligence-led approach by hosting international anti-doping professionals, participating in international staff exchanges and facilitating regional workshops.
- > Assisted in the review of the World Anti-Doping Code to further enhance the world's anti-doping programs.

RIGHTS

- Provided 18 tailor-made anti-doping education strategies by working in close partnership with an increasing number of sports bodies.
- Informed Australian athletes about meat products contaminated with clenbuterol through a communication campaign.
- 49,935 online visits to Check Your Substances.
- 7,837 online completions of ASADA e-Learning.
- Re-certification to ISO 9001 for ASADA's testing program in March 2012 following a comprehensive assessment process.
- Reached an agreement with UK Anti-Doping – bridging the intelligence and investigation strengths of two of the world's leading anti-doping organisations.

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This report on performance addresses the outcome and performance information set out for the Australian Sports Anti-Doping Authority (ASADA) in the Portfolio Budget Statements 2011–12 of the Prime Minister and Cabinet (PM&C) portfolio. During 2011–12 the Australian Government implemented Machinery of Government changes which resulted in the movement of ASADA from the PM&C portfolio to the Department of Regional Australia, Local Government, Arts and Sport portfolio. This change has had no impact on the resources available to ASADA.

The resources made available to ASADA to achieve its outcome to protect the health of athletes and the integrity of Australian sport are listed in chapter 4.

We carry out our responsibility through deterrence, detection and enforcement activities aimed at eliminating doping.

We pursue our deterrence function mainly by building awareness of anti-doping among athletes and support personnel and helping national sporting organisations (NSOs) and individual athletes understand and meet their anti-doping responsibilities. Detection is achieved through an integrated program of intelligence gathering, random and targeted testing, and investigations. Enforcement is pursued through managing cases of possible anti-doping rule violations and the presentation of cases in relevant tribunals.

PROGRAM 1.1 – DETERRENCE, DETECTION AND ENFORCEMENT

Deliverables

To protect the health of athletes and the integrity of Australian sport, ASADA produces a range of general awareness and targeted education and communication programs, provides support and assistance to national sporting bodies, delivers a leading-edge detection program and continues to improve expert capability in the detection and management of alleged anti-doping rule violations.

In 2011–12, we have expanded our education offerings and extended their reach through new partnerships and via new media. We have played a key role in anti-doping preparations for the London 2012 Olympic and Paralympic Games, conducted sports forums to increase knowledge and understanding of the requirements of the World Anti-Doping Code (the Code), extended our engagement with stakeholders nationally and internationally to share information and expertise, and undertaken detection and enforcement activities effectively and efficiently.

Table 1: Program 1.1 qualitative deliverables

Qualitative deliverables	2011–12 result
A comprehensive education and communications program delivered to athletes and support personnel from all recognised or funded NSOs	Targets for reaching participants through education and communication programs were exceeded Representatives from 77 different stakeholder organisations participated in the programs, compared with 73 organisations in 2010–11 and 34 in 2009–10
The provision of effective advice and support to national sporting bodies to ensure the development, implementation and management of consistent and enforceable anti-doping rules across all Australian sport	Management of anti-doping rule violations was consistent across national sporting bodies

Qualitative deliverables	2011–12 result
The delivery of a leading-edge detection program, in accordance with ASADA's legislation and the Code, that integrates investigations and testing and is targeted towards sports and athletes assessed as being at greater risk of doping	All test distribution planning and sample collection was conducted in accordance with the Code, the International Standard for Testing and the National Anti-Doping scheme 7,196 government-funded and user-pays tests and 28 investigation cases were created during 2011–12 compared with 7,090 tests and 21 investigation cases in 2010–11 Testing targets have been met in each year of ASADA's operation
The development of ASADA's expert capability to ensure all alleged anti-doping rule violations of the Code are well managed and rigorously pursued	A total of 33 athletes were entered onto the Register of Findings (RoF) by the Anti-Doping Rule Violation Panel (ADRVP) for 2011–12, compared with 42 RoF entries in 2010–11 and 29 RoF entries in 2009–10 The Quality Management System for the planning and provision of a doping control program and related activities was successfully re-certified under the ISO 9001 certification process

Table 2: Program 1.1 quantitative deliverables

Quantitative deliverables	2011–12 target	2011–12 result
Build awareness of anti-doping responsibilities		
Number of participants in ASADA education and communication programs	8,000	11,395 This is well above the target and compares with 11,801 participants in 2010–11
Assist sporting organisations meet anti-doping responsibilities		
Number of sport forums and liaison activities undertaken	4	4 NSO forums were held in Canberra, Brisbane, Sydney and Melbourne
Detection of violations		
Number of government-funded detection tests	3,500–4,200	3,996 This is a more than 3% increase on the 3,865 tests completed in 2010–11
Number of Pure Performance programs implemented	2	2 Two Pure Performance programs were conducted in 2011–12 for the Australian teams participating in the London 2012 Olympic and Paralympic Games

Key performance indicators

The following key performance indicators measure the impact of Program 1.1.

Table 3: Program 1.1 qualitative key performance indicators

Qualitative indicators	2011–12 result
Perform annual stakeholder survey and program evaluations to measure the effectiveness of ASADA's education programs	Stakeholder survey and program evaluations conducted in 2011–12 showed consistently high levels of satisfaction with ASADA's programs and activities
Assist other national anti-doping organisations to build capability, increase the effectiveness of their programs and share information and expertise on effective doping programs	<p>An ASADA staff member was co-facilitator of a Doping Control Officer workshop on behalf of the Oceania Regional Anti-Doping Organisation (ORADO) in Fiji in June 2012</p> <p>ASADA hosted the Director of Swiss Anti-Doping, on a sabbatical as part of his professional development</p> <p>Hosted a visit by the Director of Lithuanian Anti-Doping which included attendance at the ASADA intelligence course</p> <p>Hosted a meeting with a member of the German Bundestag who was interested in ASADA because of her parliamentary role in anti-doping</p> <p>Following on from participation in the World Anti-Doping Agency (WADA) meeting to finalise the drafting of the Investigations Protocols in April 2011, an opportunity arose to conduct a staff exchange with Major League Baseball. This exchange proved valuable, with both organisations gaining valuable insights into different methods and techniques which could be adapted to their local operations</p> <p>ASADA contributed significantly to the formation of iNADO, an international organisation tasked with advocating on behalf of national anti-doping organisations and assisting with building capability</p>
Undertake independent audits to measure ASADA's compliance with relevant legislation, including the <i>Australian Sports Anti-Doping Authority Act 2006</i> and the National Anti-Doping scheme	<p>Regular audits were conducted of ASADA's operational functions to ensure openness and transparency in decision making and the highest standards of probity and integrity, reflecting a strong commitment to accountability</p> <p>Internal audits were conducted in line with the Internal Audit Plan, testing processes, information management and privacy arrangements</p> <p>The audits conducted identified a small number of minor operational compliance issues which have been rectified</p> <p>ASADA was re-certified to ISO 9001 standards with the planning and provision of a doping control program and related activities following a re-certification audit of the Quality Management System in March 2012</p> <p>The Quality Management System has continually been re-certified under ISO 9001 standards</p>

Table 4: Program 1.1 quantitative key performance indicators

Quantitative indicators	2011–12 target	2011–12 result
Build awareness of anti-doping responsibilities		
Percentage of national sporting organisations, athletes and support personnel satisfied with education and awareness-raising programs	79%	93% satisfaction with education and awareness-raising programs This compares with an 89% satisfaction rating in 2010–11, 95% in 2009–10, 93% in 2008–09 and 88% in 2007–08
Percentage of awareness among sporting organisations, athletes and support personnel of ASADA legislation and the Code	79%	96% awareness of ASADA legislation and 98% awareness of the Code These figures compare with 99% awareness of ASADA's legislation and 99% awareness of the Code in 2010–11 95% were aware of ASADA legislation and 99% were aware of the Code in 2009–10 93% were aware of the ASADA legislation and 99% were aware of the Code in 2008–09
Assist sporting organisations meet anti-doping responsibilities		
Percentage of recognised and/or funded sports monitored to ensure compliance with the Code	100%	100% of NSOs recognised and/or funded by the Australian Sports Commission were monitored by ASADA to ensure they complied with their Code obligations All minor breaches of compliance were rectified in a timely manner when brought to the attention of the relevant NSO This measure has been consistent in each year of ASADA's operation
Percentage of athletes, support personnel and sporting organisations with confidence in ASADA's detection activities which maximise the opportunity to detect doping	79%	86% of athletes, support personnel and sporting organisations expressed confidence that ASADA's activities maximise the opportunity to detect doping This compares with an 82% confidence level in 2010–11 and 72% confidence level in 2009–10
Enforcement of anti-doping rules		
Percentage of successful challenges on procedural grounds for non-compliance with ASADA legislation and the Code	≤ 5%	There were no successful challenges based on procedural grounds The same result was achieved in 2010–11 and 2009–10

BUILDING AWARENESS

ASADA's education and awareness-raising programs aim to help athletes, support personnel and sporting organisations understand and meet their anti-doping obligations, deter them from doping and minimise risks to their health and wellbeing.

In 2011–12 ASADA expanded the range of its communication products and services and used stakeholder communication channels, the media and digital marketing to increase the reach and effectiveness of anti-doping information.

Digital marketing

Ongoing research, including through independent stakeholder surveys, shows that our key audiences have a strong preference for accessing information on anti-doping and prohibited substances online. The results of the research showed a preference for accessing anti-doping information through the website (58 per cent) and a strong preference for checking substances through the search tool available on our website (82 per cent) or online (33 per cent).

We have experienced significant growth across our digital communications channels including the ASADA website <www.asada.gov.au>; the online tool, Check Your Substances; and other social media such as the ASADA blog, Facebook, Twitter and YouTube.

ASADA website

The ASADA website makes a comprehensive set of anti-doping information and communications available to athletes and support personnel.

Use of the website was strong in 2011–12, with a total of 346,638 page views and 78,018 visitors. In 2010–11 there were 333,664 page views and 118,923 visitors.

Searching the status of substances online

The popularity of the online substances tool, Check Your Substances, continued during 2011–12. The tool, which enables athletes to find out whether specific medications and substances are permitted or prohibited in their sport, had a total of 49,935 visits in 2011–12, compared with 42,512 visits in 2010–11, and 16,355 visits in 2009–10.

Social media

The commitment to making anti-doping information as accessible as possible for our audiences underpins the continuing enhancement of our digital offerings.

ASADA blog

With greater take-up of social media amongst our target audiences, in December 2011 ASADA launched a weekly blog to replace its biannual e-newsletter, *Pure Performance Update*.

The blog houses short, sharp pieces that are timely and relevant to various audiences. At 30 June 2012, 14 stories have been posted and the blog had received 4,129 page views from 1,723 visitors.

ASADA has continued to engage with audiences through existing social networks, including Twitter, Facebook and YouTube.

Twitter

ASADA uses Twitter as a way of engaging more readily with athletes and journalists, both groups with a high presence on Twitter. At 30 June 2012 we had 726 followers on Twitter and had tweeted 82 times.

Facebook

ASADA uses Facebook to share education resources and anti-doping information with the younger audience that Facebook attracts. During the year, we redesigned our Facebook page to attract more users.

At 30 June 2012 we had a total of 289 Likes on Facebook, an increase of 166 on the previous year, and 221 active users. Over 2011–12 we recorded 2,936 views of our Facebook page.

YouTube

ASADA has continued to communicate anti-doping information to athletes and sporting bodies through video on YouTube. The ASADA YouTube channel allows sporting organisations and groups to embed ASADA content on their sites, while we retain control of the video and content. This means that there is much less chance of outdated anti-doping information being disseminated. In 2011–12 we recorded a total of 2,764 views of our 14 YouTube videos: 40.9 per cent of these were on our YouTube channel; 3.4 per cent were videos embedded on an external website; 2.8 per cent were viewed on mobile devices; and 52.9 per cent were via searches in YouTube itself.

Communication campaigns

In 2011–12 we conducted a number of communication campaigns on anti-doping matters tailored to the needs of athletes and support personnel and in response to emerging issues.

Clenbuterol and meat contamination

Early in 2012, ASADA ran a campaign passing on important information to Australian athletes on the risk of contamination of meat products with the prohibited substance clenbuterol.

Advisories on the risk of possible contamination of meat products with clenbuterol in China, Mexico and countries in the European Union had been issued late in 2011 by WADA and by UK Anti-Doping.

It was important that Australian athletes competing or training in these locations were aware of this information, particularly in the lead-up to the London 2012 Olympic and Paralympic Games since athletes are responsible even for the inadvertent use of prohibited substances.

Prohibited List

In response to the annual update of WADA's Prohibited List, the definitive list of substances and methods prohibited in-competition, out-of-competition and in particular sports, ASADA undertook a comprehensive communication campaign to ensure that changes to the list were understood by athletes, support personnel and sporting organisations.

The campaign used multiple channels including:

- stakeholder communication kits
- direct mail
- email (via e-newsletter)

- updates to the ASADA website
- social media platforms phone hotline scripts
- events
- education presentations.

Media

There was significant media interest in ASADA and general anti-doping matters throughout 2011–12.

Significant media coverage was attracted for:

- the launch with the Minister for Sport of the Pure Performance program for the Australian teams bound for the London 2012 Olympic and Paralympic Games
- the testing, education and other initiatives of the Pure Performance program
- the launch of an ASADA and UK Anti-Doping agreement on the sharing of information and intelligence
- the visit to ASADA of Matthias Kamber, Director of Anti-Doping Switzerland
- the clenbuterol and meat contamination campaign
- the release of ASADA's annual results for doping violations, testing and analysis
- a profile of the CEO and doping control staff
- the announcement by the Minister for Sport of the appointment of the new ASADA Advisory Group
- key changes to the World Anti-Doping Agency 2012 Prohibited List.

ASADA continues to manage public announcements of anti-doping rule violations in accordance with the requirements of our legislation, as specified in Appendix B.

We achieved 158 media placements of anti-doping material, reaching a potential audience of more than 16 million people and responded to 121 enquiries from journalists about anti-doping matters.



CHANNEL SEVEN'S CHRIS REASON INTERVIEWS FIONA JOHNSON, ILIJA DJUKIC AND SARAH TOWNEND (L TO R). DCOs BOUND FOR LONDON.

Clenbuterol and meat contamination

Using a combination of media as well as its own established communication channels, in March 2012 ASADA initiated a campaign to notify the Australian sporting community of the risks of meat products in particular locations being contaminated with the prohibited substance clenbuterol.

ASADA was advised by Australian authorities that clenbuterol is banned for use in animals that are slaughtered for food in Australia, so for the majority of Australian athletes the risk of clenbuterol contamination was low.

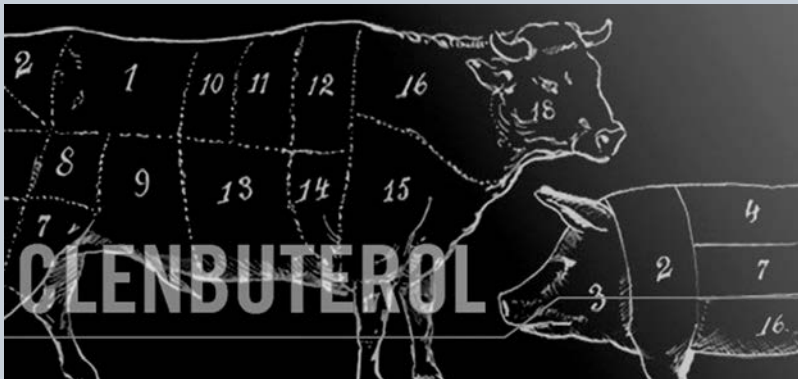
For Australian athletes training or competing in some overseas location including China, Mexico and countries in the European Union, we recognised there may be a risk. This was particularly important in the lead up to the London 2012 Olympic and Paralympic Games.

To raise awareness of the risk throughout the sporting community, ASADA passed on important advisories from international anti-doping organisations through the website and social media channels, by blog and by directly emailing sporting organisations and athletes.

Under WADA's principle of strict liability, athletes are responsible for any prohibited substance found in their body, even if inadvertently ingested, thus underlining the importance of an effective public information campaign.

ASADA received extensive media coverage for its advisory on clenbuterol, reaching a potential total audience close to 1 million people.

ASADA continues to work with the sporting community to educate athletes and support personnel about prohibited substances, including how to avoid inadvertent anti-doping rule violations.

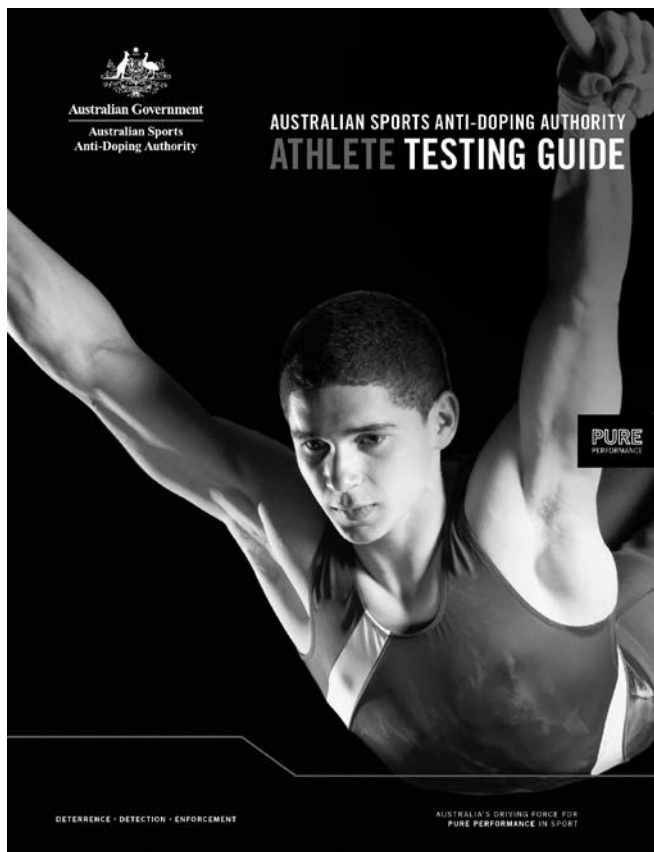


Printed resources

As part of a blend of flexible teaching and learning approaches, ASADA produces a range of printed resources for athletes and support personnel that can be ordered through our hotline or downloaded from our website. These resources contribute to raising awareness and increasing knowledge and understanding of anti-doping issues.

Among the resources distributed during the year were:

- 70 Athlete Testing Guides
- 131 Pure Performance in Sport DVDs
- 130 You can never win your reputation back posters
- 4,300 You can never win your reputation back wallet cards
- 2,050 Dangers of Doping brochures
- 2,420 Check Your Substances flyers.



ATHLETE TESTING GUIDE

Education

Education is pivotal in ASADA's strategies for protecting Australia's sporting integrity. We work closely with sporting organisations to develop anti-doping education solutions that are accessible, relevant and engaging so that all members of the Australian sporting community have the opportunity to develop the knowledge, skills and attitudes needed to play their role in maintaining a level playing field.

Our Education Plan 2011–12 provided comprehensive anti-doping education strategies and solutions designed for both traditional and non-traditional stakeholders. Participants in ASADA's anti-doping education initiatives had access to a range of online, face-to-face and multimedia solutions and were encouraged to adopt the solutions most appropriate for their needs.

Online solutions: ASADA e-Learning

- **Pure Performance Online** – this 90-minute interactive web-based program delivered by ASADA's virtual facilitator addresses the key learning areas of ASADA's anti-doping curriculum. On completion of the course participants are equipped with core anti-doping knowledge and skills. This solution makes anti-doping education accessible to the Australian sporting community on a 24/7 basis.
- **Learning Bites** – the Learning Bites program is designed to provide participants with the opportunity to deepen their knowledge of their anti-doping rights and responsibilities, maintain the currency of their anti-doping knowledge, reflect on their values in relation to anti-doping in sport, and develop greater awareness of current anti-doping issues. The short (3 to 5 minute), interactive multimedia presentations are targeted at areas of need or address changes that affect the Australian sporting community as they arise. The themes of Learning Bites produced in 2011–12 were check your substances, supplements and sanctions, updates to the Prohibited List, Olympic anti-doping rules for athletes, Paralympic anti-doping rules for athletes, London 2012 whereabouts and athlete biological passport testing.

Three 15-minute extension modules of Pure Performance Online have also been made available to stakeholders:

- **Pure Performance Facilitator** – designed for individuals with facilitation or education experience, this module helps participants facilitate face-to-face anti-doping education sessions. Presentations delivered by Pure Performance Facilitators that are reported back to ASADA are known as DIY Facilitator sessions.
- **Pure Performance Supporter** – designed for the grassroots sporting community, the Pure Performance Supporter program aims to increase the number of people in the Australian sporting community who understand the risks and repercussions of doping.
- **Pure Performance Outreach** – designed for ASADA personnel, this module provides participants with guidance and resources to operate outreach trade stands at Australian sporting events.

Face-to-face solutions

- **Pure Performance Workshops** – the workshops take the form of a one-hour presentation to medium and large groups of athletes and support personnel by suitably qualified education presenters. They aim to increase the knowledge of athletes, support personnel and sporting organisations about their anti-doping responsibilities, thereby reducing the risk of athletes inadvertently doping.

-
- **Outreach** – outreach and trade stands are conducted at major sporting events to promote anti-doping messages as well as the services ASADA offers to the sporting community. Through this approach, we give athletes and support personnel the opportunity to discuss anti-doping issues face-to-face with experienced staff.



MOCK DOPING CONTROL SESSION AT ATHLETICS AUSTRALIA JUNIOR NATIONALS

Multimedia solutions

▣ **Pure Performance in Sport DVD and vodcasts** – these multimedia solutions give members of the sporting community access to anti-doping information at their convenience. Aligned to the six key learning areas of ASADA's anti-doping curriculum, both the DVD and vodcasts are available free of charge via our YouTube channel.

In 2011–12 ASADA continued to exceed targets for reaching participants through education and communication programs. We reached a total of 11,395 participants, 3,395 more than the target of 8,000. These participants achieved 7,837 online completions of ASADA e-Learning, 1,738 viewed the DVD or attended face-to-face activities and 1,820 participated in Outreach programs.

Anti-doping education participants in 2011–12 identified with 77 different stakeholder organisations. This is a significant increase in the number of stakeholders we were able to assist before the development of Pure Performance Online.

Table 5: Education activities undertaken during 2011–12

Solution	Activities	Participants
Online: ASADA e-Learning		
Pure Performance Online	1	1,772
Pure Performance Fast Track	1	924
Pure Performance Outreacher	1	3
Pure Performance Supporter	1	78
Pure Performance Facilitator	1	90
Pure Performance Learning Bite	5	4,970
Total online	10	7,837
Face-to-face		
DIY Facilitator	40	1,396
DVD viewing	26	342
Outreach	4	1,820
Total face-to-face	70	3,558
Grand total	80	11,395

Partnerships

In designing and delivering awareness-raising and education activities, ASADA works in close cooperation with a variety of stakeholders.

A number of significant collaborations were undertaken in 2011–12. These included ongoing partnerships formed in 2010–11 with Netball Australia, the Australian Rugby Union, Tasmanian Institute of Sport, ACT Academy of Sport and the Australian Institute of Sport. Their anti-doping education strategies were reviewed and where necessary modified to meet the ongoing needs of the organisations, and ASADA continued to support and encourage them to implement anti-doping education solutions in a way that best covered their needs.

We also developed new partnerships in 2011–12 with Athletics Australia, Boxing Australia, Cycling Australia, Football Federation Australia, the Handball Federation, New South Wales Rugby League, Queensland Rugby League, Rowing Australia, Swimming Australia, Softball Australia, Triathlon Australia, Australian Weightlifting Federation, Australian Paralympic Committee and the Western Australian Institute of Sport to develop and implement tailored anti-doping education strategies.

We have continued to work in partnership with Salmat, an external online education developer, to maintain an online learning management system and web-based anti-doping education programs.

During 2011–2012, we also worked with the Australian Olympic Committee (AOC), Australian Paralympic Committee (APC) and relevant national sporting organisations (NSOs) to ensure that all Australian athletes attending the London 2012 Olympic and Paralympic Games had the opportunity to access anti-doping education.

Stakeholders, including athletes, support personnel, NSOs and sports medicine professionals provided feedback, through a stakeholder survey, on the extent and value of our awareness-raising and education strategies. The results of the survey, set out in Table 6, show high levels of satisfaction with the accessibility, relevance and effectiveness of these activities.

Table 6: Satisfaction with ASADA education

Measure of satisfaction	Results
ASADA anti-doping education is accessible	96%
ASADA anti-doping education is effective in conveying anti-doping messages	95%
ASADA anti-doping education is delivered in an efficient manner	85%
ASADA anti-doping education provides correct and current information	88%
The way ASADA educates about prohibited substances and methods in sport in Australia is effective	80%
The way ASADA educates about athlete rights and responsibilities in relation to anti-doping in Australia is effective	81%
The way ASADA educates about how to find anti-doping information is effective	89%

Feedback from participants in both online and face-to-face education services showed: 90 per cent agreement that the material covered was relevant; and 89 per cent agreement that the solution increased their knowledge of anti-doping.

ASSISTING SPORTING ORGANISATIONS

A major responsibility for ASADA is to work with sporting organisations to increase their understanding of their obligations under the World Anti-Doping Code (the Code), and to assist them meet these obligations, so that the Australian Government can be assured that Australian sport is meeting its international commitments. We pursue this objective through sports forums and liaison with sporting administration bodies and by maintaining strong international connections.

Sports forums

In 2011–12 ASADA held a series of sports forums for Chief Executive Officers (CEOs), Chairs and Presidents of sporting organisations. These forums were held in Canberra, Brisbane, Melbourne and Sydney in November and December 2011. They were attended by 47 participants representing 35 sporting organisations.

At the forums the ASADA CEO provided an update on the latest anti-doping trends emerging internationally, based on international meetings that she had attended in November 2011. The forums also afforded senior managers from various sports the chance to raise strategic anti-doping issues directly with ASADA.

Liaison with national sporting bodies

ASADA has established contacts within existing athlete representative bodies to assist the flow of information about ASADA's programs and also maintains close contact with bodies including:

- Australian Athletes Alliance – the umbrella organisation representing athlete organisations in swimming, rugby league, rugby union, Australian rules football, netball, cricket, thoroughbred racing jockeys and football
- Australian Institute of Sport (AIS) Athletes Commission
- Australian Olympic Committee (AOC) Athletes Commission.

International engagement

Participation in international forums is a key mechanism for ASADA to fulfill the Australian Government's expectation that we will be influential in setting the international anti-doping framework.

In collaborating with our international partners, we promote shared learning and international best practice in anti-doping programs.

In 2011–12 we continued to maintain strong international connections with a view to:

- increasing our influence on strategic decision making at the international level
- contributing to harmonisation and information sharing
- partnering with relevant organisations to plan and deliver anti-doping programs at international events conducted in Australia
- contributing to the development of anti-doping programs worldwide, with a particular focus on the Asia/Oceania region.

Liaison with World Anti-Doping Agency (WADA)

The World Anti-Doping Agency (WADA) is the international independent organisation promoting, coordinating and monitoring the fight against doping in sport in all its forms. WADA is a critical partner for ASADA in our international engagement strategy.

The Office for Sport in the Department of Regional Australia, Local Government, Arts and Sport is responsible for coordinating the Australian Government's submission to WADA in a number of major areas including the review of the Code, the annual review of the Prohibited List and the UNESCO survey on anti-doping compliance of signatories to the convention. ASADA assists the Office for Sport meet these commitments by providing the relevant anti-doping expertise to be included in their responses.



WADA PRESIDENT THE HONOURABLE JOHN FAHEY A.C. SPEAKS AT ASADA'S STAFF CONFERENCE

Review of the World Anti-Doping Code

The Code is the core document that provides the framework for harmonised anti-doping policies, rules, and regulations within sports organisations and among public authorities. In developing the original Code, WADA undertook an international consultative process resulting in the submission, consideration and inclusion of many official comments into the original Code. WADA initiated a Code consultation period, similar to that used in its development, that will allow a practical review of the Code's provisions and some fine-tuning to enhance anti-doping programs. The consultation provides stakeholders with the opportunity to contribute constructively to the improvement of the Code. A revised Code is expected to be completed by November 2013. The timetable for the review is:

- 28 November 2011 to 15 March 2012 – first consultation phase
- 18 May 2012 – first Code draft tabled with WADA Foundation Board and Executive Committee
- 1 June to 10 October 2012 – second consultation phase
- 18 November 2012 – second Code draft tabled with WADA Foundation Board and Executive Committee
- 1 December 2012 to 1 March 2013 – third consultation phase
- May 2013 – third Code draft tabled with WADA Foundation Board and Executive Committee
- November 2013 – the 2015 revised Code will be presented to the WADA Foundation Board for endorsement at the Fourth World Conference on Doping in Sport in Johannesburg, South Africa.

ASADA has, by way of input into the Australian Government response, assisted the Office for Sport in this process by providing a submission detailing its own position on the Code review and jointly conducting a forum for NSOs in Canberra during February to gain their input into the Code review process.

Additionally ASADA, along with other National Anti-Doping Organisations (NADOs) working under the auspices of the former Association of National Anti-Doping Organisations (ANADO) put together a joint submission to the Code review process.

Review of draft Prohibited List

WADA is responsible for annually updating the Prohibited List (the list of substances and methods prohibited in sports). ASADA provided technical input to the Office for Sport to help prepare the Australian Government response. The Australian Sports Drug Medical Advisory Committee (ASDMAC) also provided input to the Office for Sport for this purpose.

WADA Symposium for Anti-Doping Organisations

In March 2012, ASADA attended the WADA Symposium for Anti-Doping Organisations in Lausanne, Switzerland. The symposium provided an excellent forum to network with a number of other anti-doping agencies and gave an insight to the challenges being faced worldwide. The topics covered at the symposium included:

- current challenges in the fight against doping and possible responses
- making good use of limited resources
- how regional anti-doping organisations (RADOs) can contribute to the global anti-doping system
- how anti-doping organisations can work better together
- integrating intelligence into effective testing.

Institute of National Anti-Doping Organisations (iNADO)

It was generally recognised (including by WADA) that there was a need for a body to represent National Anti-Doping Organisations (NADOs) as there is for international sporting organisations (SportAccord). A working group was established to look into the feasibility of establishing such an organisation which, following a significant amount of work resulted in the establishment of the Institute of National Anti-Doping Organisations (iNADO).

iNADO will act principally as an advocacy organisation, working on behalf of its member organisations to ensure that a clear and consistent message on anti-doping policy and practice is communicated to national and international sporting and government bodies such as WADA, the International Anti-Doping Arrangement (IADA), the International Olympic Committee (IOC), UNESCO and the Council of Europe.

iNADO will have the further role of helping NADOs, especially new ones, develop quality practices. It will also develop and maintain a repository of best practice processes and promote and monitor their adoption.

International Anti-Doping Arrangement (IADA)

Australia is a member of IADA, which aims to influence the international sporting community through continuous improvement and best practice. Other member countries include the United Kingdom, Sweden, South Africa, New Zealand, Norway, Canada, Denmark, France and Finland.

ASADA attended the meeting of the Steering Group held in Paris in November 2011. The Steering Group discussed compliance with the Code, the fight against doping outside organised sport and IADA's mandate and plan of action.

Monitoring Group for the Council of Europe

ASADA also participated in the meetings of the Monitoring Group for the Council of Europe Anti-Doping Convention (to which Australia is a signatory) in November 2011.

The main focus of this meeting was to consider reports received from their four advisory groups, namely legal (current focus on the Code revision), science (focuses on the Prohibited List), education and compliance and from these considerations to present a unified European position on revisions to the Code.

The meeting also considered the current method of evaluating compliance with the European Convention on Anti-Doping and the need to update the current methodology. It was agreed that further work needed to be completed on this issue and a further meeting of the advisory group on compliance would be conducted in March 2012.

As the advisory group meeting on compliance was held just prior to the WADA Symposium in March 2012, the ASADA representatives were able to attend. Topics discussed included review of the 2010 questionnaire, which is used to determine signatories to the Council of Europe Anti-Doping Convention (including Australia) compliance with their anti-doping obligations under this Convention. The meeting agreed there was a need to have more timely reporting which resulted in the time line for the launch of the 2011 questionnaire being moved forward.

Third Session of the Conference of Parties to the International Convention Against Doping in Sport

The third Conference of Parties was held at the UNESCO Headquarters in Paris from 14 to 16 November 2011 and ASADA was part of the Australian delegation. The purpose of the conference was to assess State parties' compliance with the Convention, to approve changes to Annex 1 to the Convention, and to determine how the resources of the Fund to Eliminate Doping in Sport were to be allocated.

The WADA CEO, Mr David Howman, outlined WADA's view of the current state of anti-doping. The key messages from his speech were:

- Anti-Doping Organisations (ADOs) need to enhance the quality and effectiveness of their anti-doping programs
- WADA-commissioned research on the prevalence of doping suggests that it is in double digits
- the challenge for ADOs is the ease of access to a supply of performance-enhancing substances
- the growing involvement of organised crime in doping activities
- a need for a greater focus on athlete entourages – this will necessitate an increase in intelligence and investigative capacity and require formal relationships with law enforcement agencies
- the threat of 'anti-doping fatigue', particularly in the context of the increased attention being given to the issue of match-fixing
- the potential for governments (thinking that doping in sport is no longer the problem that it once was) to divert money from anti-doping programs to deal with emerging issues such as match-fixing.

Oceania Regional Anti-Doping Organisation (ORADO)

As part of ASADA's continuing support for the activities of anti-doping organisations in the region, in June 2012 the Sport Operations Manager assisted in the conduct of a Doping Control Officer (DCO) Training Workshop in Fiji. He presented the WADA-approved DCO training units as well as provided education sessions on the planning and delivery of an effective test distribution plan. The contribution was greatly appreciated by the organisers and participants.

International visitors

During 2011–12 ASADA was fortunate in being able to share experience and knowledge with three international visitors.

From September to October 2011 ASADA hosted Dr Matthias Kamber, Director of Anti-Doping Switzerland, on a sabbatical as part of his professional development. Dr Kamber's visit provided the opportunity to compare the operation of the two national anti-doping organisations. In so doing he was hoping to find out which key performance indices could be developed to measure the performance and quality of a NADO. The objective of this project was to produce an outcome that could contribute to further development of the overall quality of NADOs worldwide. While at ASADA he was able to take advantage of the experience of ASADA's Chief Operating Officer and to collaborate to develop an evaluation model based on a proven auditing framework.

ASADA also hosted a visit by the Director of the Lithuanian Anti-Doping Organisation in October 2011. Dr Ieva Lukosiute-Stanikuniene participated in a tailored intelligence workshop conducted by ASADA and shared information and experience with ASADA staff.

A six-month staff exchange with Major League Baseball (MLB) resulted in ASADA Investigations Manager Mark Nichols working in the USA from July 2011 to January 2012 while MLB Senior Investigator Victor Burgos worked with ASADA. This exchange proved invaluable for ASADA with Mr Nichols gaining knowledge and insights that can be translated into the Australian context and ASADA staff learning from Mr Burgos's experience with MLB.

ASADA also received a visit from Ms Dagmar Freitag a member of the German Bundestag because of her role in anti-doping in Germany. Ms Freitag was keen to explore ASADA's anti-doping programs and under-pinning funding arrangements.



INTERNATIONAL VISITORS DR IEVA LUKOSIUTE-STANIKUNIENE (LITHUANIA) AND DR MATTHIAS KAMBER (SWITZERLAND)

DETECTION

ASADA's detection program focuses on investigating allegations of doping and conducting doping control activities. The program, which integrates testing, intelligence and investigation, has been built up since ASADA's inception. As a result, we are at the forefront of intelligence-based targeted testing, where intelligence acquired from a number of sources is analysed and used to influence testing.

We also operate a long-term storage facility that allows future advances in analytical technology to be applied to blood and urine samples collected from athletes today. If an athlete is using a prohibited substance not yet detectable, under the World Anti-Doping Code (the Code) that athlete will have to withstand the next eight years of future testing technology to avoid detection and sanction.

National testing and sport operations program

A fundamental component of ASADA's detection function is the testing program which is supported by a combination of government funding and user-pays arrangements, and incorporates a scientific and intelligence-driven targeted test distribution plan. This in-competition and out-of-competition testing is based on no-advance-notice, which acts as a deterrent to athletes considering using performance-enhancing substances or methods. Athletes are subject to testing anytime, anywhere and without warning.

Underpinning the testing program is the test distribution plan which is designed to allocate tests across a range of sports annually in accordance with criteria specified within the World Anti-Doping Agency's (WADA) International Standard for Testing.

In 2011–12 ASADA continued to apply its steroid and blood profiling capability to the development of target testing programs. Our intelligence-based targeted testing contributed to eliminating doping in sport with pre-London 2012 Olympic and Paralympic Games testing being the primary focus.

During 2011–12 we conducted 3,996 government-funded tests across 45 sports and 3,200 user-pays tests for Australian sporting bodies and other organisations (see Table 7). Also during this period, ASADA conducted more than 2,600 tests on Australian Olympic and Paralympic shadow team; 146 tests were completed internationally across 15 countries.

Every athlete potentially representing Australia at the Olympics and Paralympics was subject to this comprehensive testing program.

Sample collection

Another integral component of the detection function is the sample collection process. This entails sequential activities that directly involve the athlete from notification up to the point they leave the Doping Control Station having provided blood and/or urine samples.

Our sample collection practice is conducted by a skilled team of accredited Doping Control Officers and Chaperones in accordance with the Code, the International Standard for Testing (IST) and the National Anti-Doping (NAD) scheme.

The testing program is audited regularly by national and international bodies and is ISO 9001 certified. During 2011–12 ASADA's sample collection practice was scrutinised by external ISO auditors which resulted in successful re-certification. ASADA is proud to have maintained the high standard required for ISO certification since first being awarded this honour in 2000.

Pure Performance programs

ASADA partnered with the Australian Olympic Committee (AOC) and Australian Paralympic Committee (APC) to deliver Pure Performance programs for the Australian team attending the London 2012 Olympic and Paralympic Games.

We helped to protect the integrity of the Games by developing and implementing a comprehensive anti-doping program designed to protect the integrity of the Australian Olympic and Paralympic teams.

The program included:

- a scientific- and intelligence-driven urine and blood testing program, including in-competition and out-of-competition testing prior to the commencement of the Games
- storage of selected samples in ASADA's long-term storage facility
- whereabouts induction and support
- the opportunity to undertake anti-doping education.

User-pays tests

ASADA is recognised for its ability to conduct sample collection to the highest standard. On the basis of this high standing, we were contracted again in 2011–12 by a number of sporting administration bodies (such as the Australian Football League, National Rugby League, the Australian Rugby Union, Football Federation Australia and Cricket Australia) to conduct their testing programs. We also collected samples under user-pays arrangements on behalf of WADA, NADOs and International Federations in the lead-up to and during a number of international sporting events held in Australia, including sports such as cricket, cycling, canoeing, swimming, athletics, sailing and triathlon.

User-pays arrangements with state governments were in place during the year to allow the testing of athletes competing at state level. This relationship with the states and territories is important in ensuring that up and coming athletes competing at the state and territory levels are subjected to a testing program of a sufficient level. This will instil belief in these athletes that they will be tested on a regular basis and that athletes who are doping are caught and appropriately sanctioned.

In 2011–12, ASADA worked closely with the Australian Football League, National Rugby League and the Australian Rugby Union to ensure that each of these sports had a testing program that maximised the chances of detecting the use of any prohibited substances. The broad scope of agreements between ASADA and major professional sporting organisations and governments are testament to the shared quest to achieve pure performance in sport across Australia.

Table 7: Anti-doping tests conducted by ASADA in 2011–12

Client	Test type	Total tests completed
Government-funded tests	Out-of-competition	2,344
	In-competition	1,652
	Total government-funded tests	3,996
User-pays tests	Out-of-competition	2,212
	In-competition	988
	Total user-pays tests	3,200
Total		7,196

Long-term storage facility

Our long-term storage facility is located at the National Measurement Institute, Australian Sports Drug Testing Laboratory in Sydney. It is used to freeze athlete blood and urine samples for possible re-testing using future analytical technology. Under the Code, a doping violation may be commenced against an athlete up to eight years after the alleged event. The facility provides storage for samples for future analysis as detection capabilities improve over time.

This initiative widens the anti-doping net even further and reinforces our deterrence activities. Already, some substances such as continuous erythropoietin receptor activator, undetectable only four years ago, are now detectable following advances in technology.

The long-term storage facility contains samples collected from potential Australian medallists at the London 2012 Olympic and Paralympic Games.

Accreditation of Doping Control Officers and Chaperones

During 2011–12, ASADA undertook several significant projects to recruit and train field staff:

- a national re-accreditation program was conducted for all Chaperones, including practical assessment under live testing conditions. Chaperones are employed as casual staff and work under the direction of a Doping Control Officer (DCO) and have responsibility for notifying athletes of their selection for doping control and accompanying the athlete through the sample collection process
- the annual DCO Conference is a major component of the annual re-accreditation process for DCOs. At the conference held in November 2011, 29 DCOs were re-accredited in line with the International Standard for Testing. This year's re-accreditation process was the first in the history of ASADA to include assessment of DCOs using live testing conditions.

Doping Control Officers and the London 2012 Olympic and Paralympic Games

Seven ASADA DCOs were accredited by the London Organising Committee of the Olympic and Paralympic Games to work at the Games. This representation is the largest number of ASADA DCOs to ever participate in an Olympic or Paralympic Games outside of Australia. As a result, ASADA will have the highest international representations of NADOs outside of Europe.

Table 8: Doping control facts and figures 2011–12

7,196	Total samples collected
15	Countries from which athletes were selected for doping control
2,579	Athletes in the Registered and Domestic Testing Pools
2,073	Blood samples collected
100%	Samples collected with no-advance-notice
1,536	Tests completed on athletes representing Australia at the London 2012 Olympics and Paralympics
2,481	Samples stored in the long-term storage facility

Investigations and intelligence

Under its legislation, ASADA has a function to investigate possible violations of anti-doping rules to determine whether there is evidence of an anti-doping rule violation as defined by the National Anti-Doping scheme and the Code.

Investigations are conducted in accordance with the Australian Government Standard using intelligence practices consistent with the best practice of other Australian Government agencies with intelligence functions.

A significant investigations and intelligence development in 2011–12 was the signing of a Memorandum of Understanding (MoU) with UK Anti-Doping on the sharing of information and intelligence. Given the long-standing sporting ties between Australia and the United Kingdom and the frequent movement of athletes between the two countries for training or competition, this MoU is an important tool in the fight against doping in both countries.

In other noteworthy international collaborations during 2011–12, ASADA's Investigations and Intelligence unit provided assistance to Drug Free Sport New Zealand (DFSNZ) in establishing an intelligence program and began working closely with the newly appointed WADA Chief Investigations Officer, Jack Robertson. As a former US Drug Enforcement Administration investigator who worked on major steroid cases, Mr Robertson brings a wealth of experience in combating the use of performance enhancing substances. In June 2012, ASADA officers participated in a workshop chaired by Mr Robertson which sought to engage with other NADOs on the setting up and running of intelligence and investigation programs. ASADA's long experience with such programs helped further the conference goals.

Good relationships between ASADA and relevant government and non-government agencies are critical to eliminating doping in sport. One of our vital partnerships is with the Australian Customs and Border Protection Service (Customs), the agency responsible for seizing importations of prohibited substances entering Australia. During the year, we continually received assistance from Customs while also working collaboratively on a number of individual investigations. In 2011–12 we analysed 3,207 referrals of performance and image-enhancing drugs.

We also analysed 342 incident reports, 188 of which progressed to intelligence case status. Of these matters, 109 derived from external notification incidents (including 87 from Customs and six from state law enforcement authorities), 45 from tip-offs, seven from field incidents, 26 from scientific analysis incidents and one from an athlete whereabouts incident.

During the reporting period, 28 intelligence cases advanced to investigation status and 19 matters were referred to our Legal team.

Athlete whereabouts

The ASADA Athlete Whereabouts Policy was revised in June 2009 to take account of the requirements in implementing the International Standard for Testing (IST).

Athletes in the Registered Testing Pool (RTP) are a select group who must give us daily whereabouts information. They also provide additional whereabouts information in the form of a schedule of regular locations (for example, their training, home and/or work locations). This information allows us to conduct no-advance-notice, out-of-competition testing. We have made a significant effort to help RTP athletes meet their whereabouts obligations, including:

- enhancing the Athlete Whereabouts Online System (AWOS) to cater for the changed filing requirements of the IST
- providing 24/7 online access to AWOS
- providing a hotline for athletes to update their whereabouts over the phone
- issuing quarterly reminder letters or emails and SMS notifications
- appointing dedicated whereabouts staff to assist new and existing RTP athletes file and update their whereabouts.

As a result of these initiatives, in 2011–12 all of RTP athletes submitted their whereabouts information online with 98 per cent filing their whereabouts submissions by the due date.

ENFORCEMENT

The Anti-Doping Rule Violation Panel (ADRVP) is an independent decision-making body established under the *Australian Sports Anti-Doping Authority Act 2006*. The ADRVP establishes and maintains the Register of Findings (RoF).

From 1 July 2011 to 30 June 2012, the ADRVP entered 33 athletes' names and details on to the RoF for possible anti-doping rule violations (ADRVs). The total number of athletes' names and details for 2010–11 was 42.

The sports involved in RoF entries for 2011–12 were bodybuilding (8); rugby league (6); Australian rules football (4); rugby union (3); cycling, weightlifting, boxing and canoeing (2 each); basketball, powerlifting, wrestling and surf lifesaving (1) entry each.

The substances involved in anti-doping matters for 2011–12 are listed in Table 9.

Table 9: Substances involved in anti-doping matters 2011–12

Prohibited List class of substance	Number of matters	Substances involved
S1. Anabolic agents	9	Nandrolone, mesterolone, boldenone, clenbuterol and stanozolol
S2. Peptide hormones, growth factors and related substances	6	Insulin Growth Factor (IGF) 1, Growth Hormone Releasing Peptide (GHRP) 6, Insulin and Human Chorionic Gonadotrophin (HCG)
S4. Hormone antagonists and modulators	1	Tamoxifen
S5. Diuretics and other masking agents	4	Hydrochlorothiazide, Amiloride and Furosemide
S6. Stimulants	13	Methylhexanamine, Sibutramine, Cocaine, Methylamphetamine, Methylenedioxyamphetamine
S8. Cannabinoids	5	Cannabis, JHW-018 (synthetic cannabis)

Note: Some athletes commit violations involving more than one class of substance, for example, clenbuterol (class 1) and methylhexanamine (class 6).

The breakdown of ADRVs for RoF entries for 2011–12 is provided in Table 10.

Table 10: Breakdown of anti-doping rule violations 2011–12

Category of anti-doping rule violation	Number of violations
Presence	21
Use/attempted use	22
Failure to comply/refusal	2
Possession	6
Trafficking/attempted trafficking	4

Note: Athletes frequently commit more than one ADRV at one time (that is, presence and use).

Of the 33 entries on the RoF:

- 9 athletes or support personnel waived their right to a hearing and accepted they had committed an ADRV
- 10 athletes exercised their right to a hearing before the relevant sporting tribunal and/or the Administrative Appeals Tribunal.

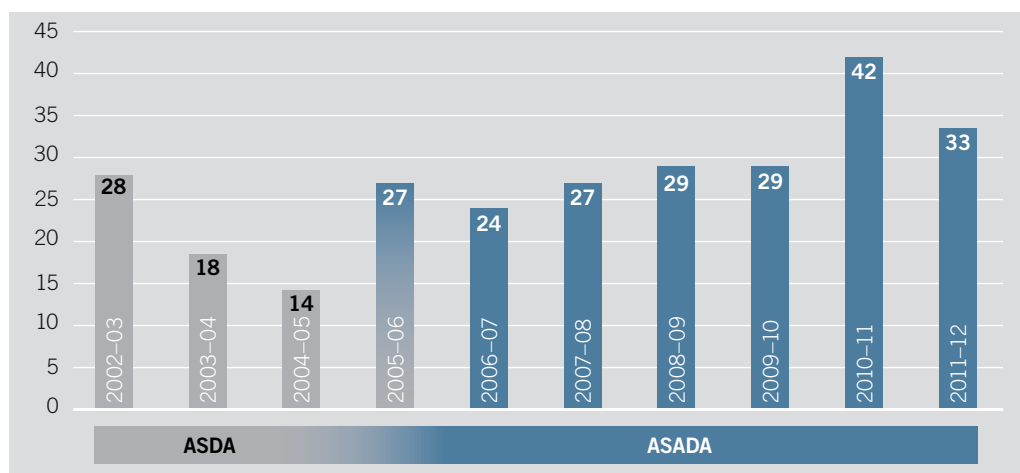
The finding that an athlete had committed an ADRV was upheld in all of these matters. The remaining matters were not yet at a stage where the athlete’s timeframe to elect a hearing had expired or a sanction had been applied.

ASADA was involved in ten hearings at various courts and sporting tribunals during 2011–12. This involved presenting cases for the tribunal’s consideration and making submissions in regard to possible ADRVs and associated matters.

Further details of publicly announced entries onto the RoF are at Appendix B.

Figure 3 shows the number of athletes or support personnel placed on the RoF, from 2002–03 to 2011–12.

Figure 3: Number of athletes and support personnel recording anti-doping rule violations



Athlete counselling service

ASADA continues to utilise the counselling service to provide support to athletes and support personnel facing a possible doping ban from sport.

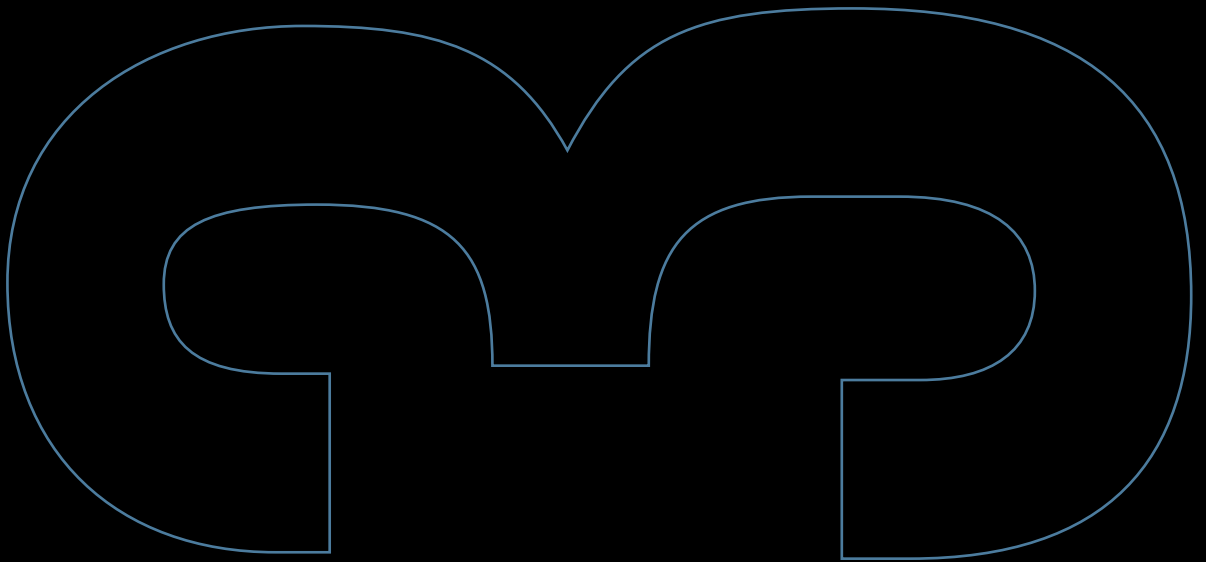
It is recognised that people who are confronting a possible ADRV face serious consequences to their career and reputation, and this can be a very difficult time for them. The counselling initiative provides every person, who has been notified of a possible ADRV, free access to independent and confidential counselling with qualified professionals. Access to this service will help ensure the welfare of athletes or support personnel.

It is believed that this is the first time this type of service has been offered by a NADO anywhere in the world.

The counselling is provided by Davidson Trahaire Corpsych, an independent organisation providing wellbeing and performance services to more than 2,000 organisations across the private, public and not-for-profit sectors.

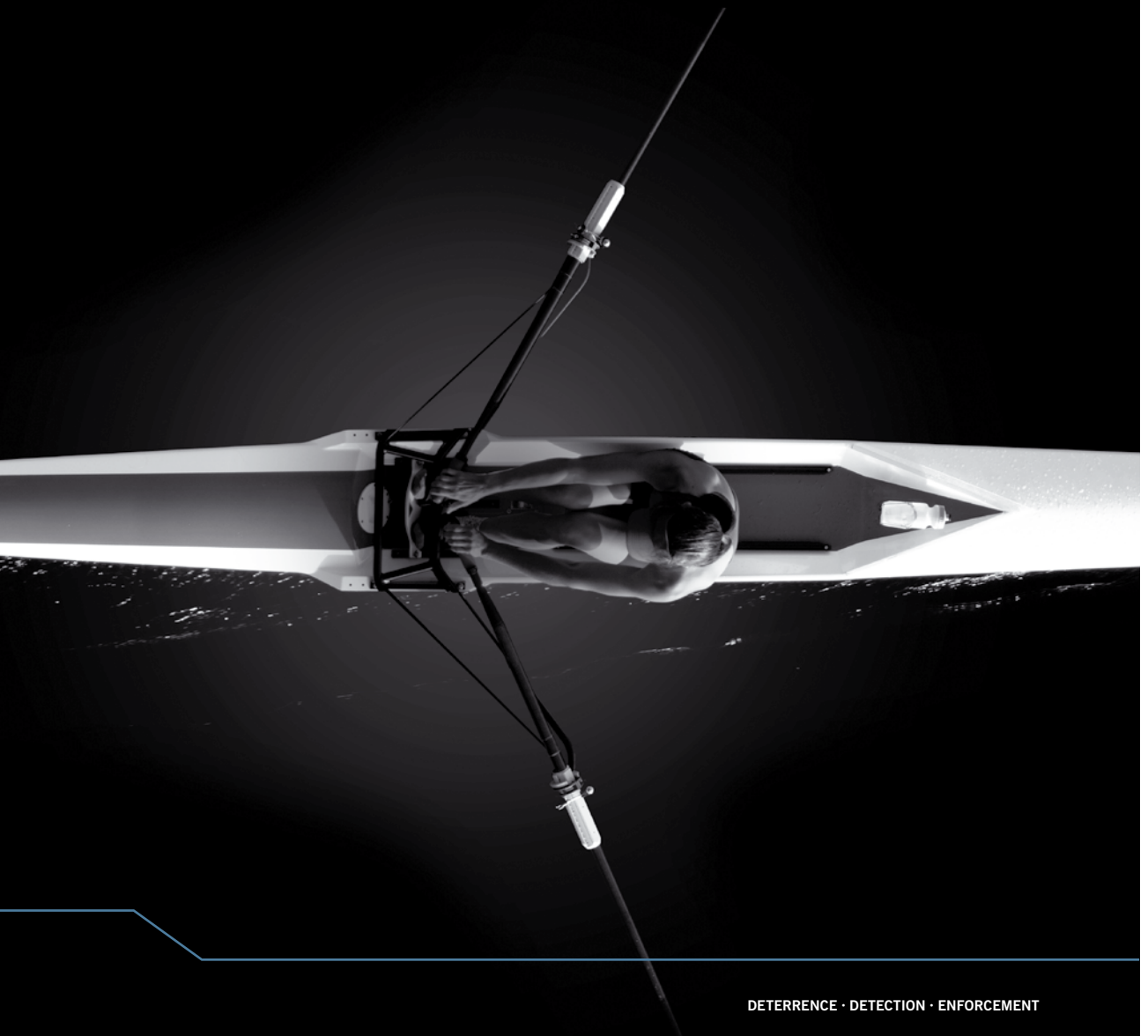
Although it is recognised that many sports already have support structures in place for athletes, this service is being implemented as an additional safeguard.

ASADA staff involved in an athlete's results management process received training to increase their knowledge of the warning signs related to anxiety, stress and depression during the reporting year.



MANAGEMENT AND ACCOUNTABILITY

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CORPORATE GOVERNANCE

The Australian Sports Anti-Doping Authority's (ASADA) corporate governance arrangements continue to comply with statutory and other external requirements. We strive for sound and accountable financial management and the efficient, effective, economical and ethical use of resources.

The main areas of corporate governance practices are:

- **management structure** – senior management responsibilities, organisational structure and senior committees operating with suitable terms of reference, appropriate controls and appropriate monitoring of activity and performance.
- **management environment** – a coherent corporate planning framework, aligning vision, strategies, planning processes and performance measures to meet clearly articulated goals. This is enhanced through leadership protocols, investing in people, a learning environment and workforce planning.
- **consistency and compliance** – management and staff adhere to the Australian Public Service (APS) Values and Code of Conduct when undertaking their duties and functions. This is underpinned by the ongoing development and maintenance of policies and systems, including the review and redevelopment of Chief Executive Instructions and financial rules that provide guidance on policies, procedures and behaviours.
- **monitoring and reporting** – a focus on efficient and effective business and financial performance, achieved through regular reporting against key performance indicators and the ongoing evaluation and review of programs and performance.

Corporate and operational planning

During 2011–12, ASADA developed a new ASADA Strategic Plan 2011–14, which sets out the goals and strategies adopted to achieve our objectives and our purpose of protecting Australia's sporting integrity through the elimination of doping.

The strategic plan identifies five organisational goals:

- leadership in anti-doping program delivery
- engaged, motivated, ethical and skilled people
- productive stakeholder relationships
- international engagement and influence
- robust corporate governance and financial sustainability.

Each goal has a series of associated strategies and expected performance outcomes.

An annual business plan articulates the key actions to be undertaken each year to implement the goals and strategies in the strategic plan.

Our general business planning is augmented by functional strategic plans, such as the education plan and test distribution plan.

Organisational structure and senior executive arrangements

Under the *Financial Management and Accountability Act 1997* (the FMA Act) and the *Public Service Act 1999*, the ASADA Chief Executive Officer is accountable for ASADA's management and strategic leadership.

In turn, each Senior Executive General Manager is accountable for their own group's management and strategic leadership and each business unit director is accountable for their workgroup management and strategic leadership.

During 2011–12, ASADA operated with two groups.

- The Anti-Doping Programs and Legal Services group is responsible for the design and delivery of a range of anti-doping programs and activities, including testing and investigations, management of cases of possible anti-doping rule violations and the presentation of these cases to relevant tribunals.
- The Operations group is responsible for education and awareness-raising, athlete services and stakeholder relationships, as well as providing the key support elements necessary to ensure the effective, efficient, ethical and accountable delivery of ASADA's outcome.

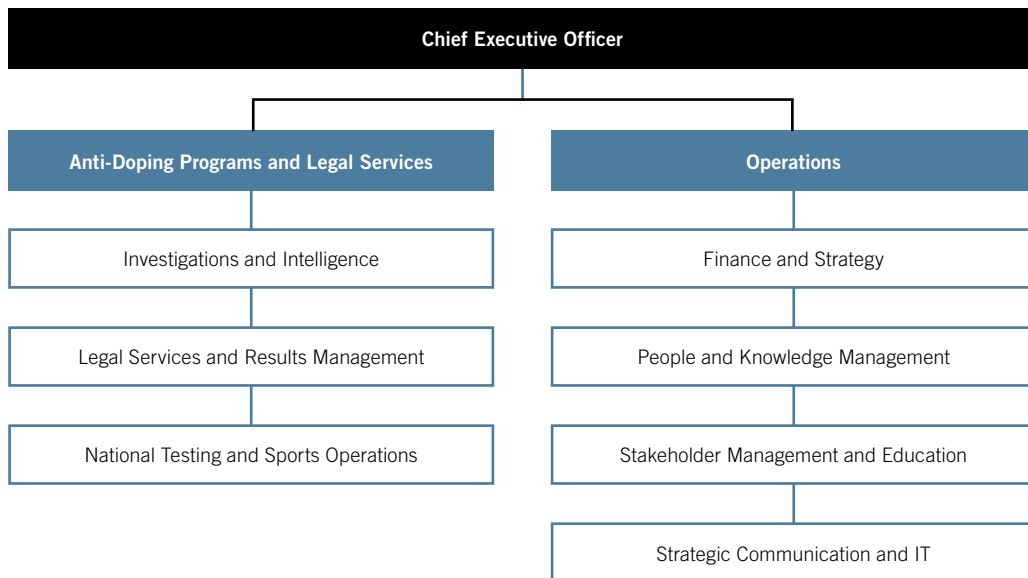


ASADA EXECUTIVE TEAM

TREVOR BURGESS (CHIEF OPERATING OFFICER), AURORA ANDRUSKA (CHIEF EXECUTIVE OFFICER), AND ELEN PERDIKOGIANNIS (GENERAL MANAGER, ANTI-DOPING PROGRAMS AND LEGAL SERVICES)

ASADA's structure at 30 June 2012 is set out in Figure 4.

Figure 4: Organisational structure at 30 June 2012



Governance committees

Audit Committee

The Audit Committee is a central element of ASADA's governance. It is established by the CEO in accordance with section 46 of the FMA Act and Financial Management and Accountability Orders 2.1.1 and 2.1.2.

The role of the Audit Committee is to provide independent assurance and assistance to the CEO in meeting responsibilities under the FMA Act. The Audit Committee reviews risk, control and compliance frameworks and external accountability responsibilities.

The Audit Committee comprises three independent members: Ms Jennifer Clark (Chair), Mr David Lawler and Mr Peter Kennedy PSM.

Representatives from the Australian National Audit Office (ANAO), ASADA's internal auditors (Deloitte), the Chief Operating Officer and the Chief Financial Officer attend all Audit Committee meetings. There were five meetings held during 2011–12.

The Audit Committee operates a rolling annual program designed to cover its responsibilities under its charter in the areas of risk management, external accountability, the control framework, legislative compliance, external audit and internal audit.

Occupational Health and Safety Committee/Work Health and Safety Committee

The Occupational Health and Safety (OHS) Committee is a formal structure that provides management and employees with a consultative forum to discuss and resolve OHS issues in the workplace. The Committee comprises the Chief Operating Officer, the Director People and Knowledge Management and elected health and safety representatives.

The OHS Committee operates according to the defined OHS legislative requirements.

On 1 January 2012 the OHS Committee was transitioned into the Work Health and Safety (WHS) Committee.

Workplace Consultative Committee

The Workplace Consultative Committee is the formal consultative body established under the ASADA *Collective Agreement 2009–12*. ASADA is committed to consulting with our employees about workplace matters affecting them. The Workplace Consultative Committee is responsible for promoting cooperative workplace relations within ASADA, providing advice and assistance to employees, representing employees in the development and implementation of people-related policies, procedures and initiatives and resolving workplace issues in accordance with dispute resolution procedures.

The Workplace Consultative Committee comprises the Chief Operating Officer, the Director People and Knowledge Management, four elected staff representatives and a Community and Public Sector Union representative.

Senior Management Group

Our Senior Management Group comprises the CEO, Chief Operating Officer and General Manager Anti-Doping Programs and Legal Services, as well as ASADA's business unit directors – the Chief Financial Officer, Director Legal Services and Results Management, Director Investigations and Intelligence, Director Stakeholder Management and Education, Director Testing and Sport Operations, Director Strategic Communication and IT, and Director People and Knowledge Management.

The Senior Management Group is responsible for:

- ▣ developing strategic directions, priorities and policies
- ▣ monitoring the achievement of objectives
- ▣ ensuring the efficient, effective, economical and ethical use of resources
- ▣ monitoring accountability and compliance obligations.

Risk management

ASADA is committed to a comprehensive, coordinated and systematic approach to the management of risk, directing efforts towards helping managers anticipate uncertain events, exploit opportunities and respond appropriately to potential weaknesses.

Our Corporate Policy and Framework for Managing Risk and associated guidelines were first developed in 2007, and are consistent with the Australian/New Zealand Standard for Risk Management (AS/NZS 4360:2004) then in operation. In line with our Risk Management Framework, we updated our Risk Management Plan during 2011–12.

Operational and financial risks

Operational and financial risk identification in ASADA occurs at several levels:

- the Senior Management Group identifies the key strategic risks that apply across all operations and these risks are taken into account in the annual business plan
- General managers and business unit directors identify the main pressures, challenges and risks that may affect the objectives in annual operational plans for each business unit. This includes consideration of the strategic risks identified by the Senior Management Group.

Risk-mitigation plans have been developed for all risks identified as high or significant.

Financial risk is managed through a range of specific initiatives including the following.

- Chief Executive Instructions and associated procedural rules are available to all staff and give effect to FMA Act requirements. These instructions and rules set out responsibilities and procedures that provide an overarching framework for transparent and accountable financial management. They also contain topics relating specifically to risk management and internal accountability.
- A system of financial delegations ensures that commitment and spending authorities rest with appropriate staff who are informed of their responsibilities.
- The Internal Audit Plan identifies services and functions for auditing. This plan incorporates issues raised by the ANAO in its financial audits of ASADA, policy evaluations, previous internal audits, strategic risk management issues and, where appropriate, recent ANAO reports on cross-agency matters.

Insurable risks are covered by Comcover and Comcare.

Monitoring of risk occurs through:

- weekly monitoring of significant operational risks by the CEO and Senior Executives
- regular monitoring of workgroup operational risks by business unit directors
- quarterly reports to the Audit Committee on risk management.

Business continuity management

The Business Continuity Management Plan covers:

- a business impact analysis identifying critical business processes for achieving our business objectives
- the Business Disruption Framework that will provide processes and guidance to manage a business disruption
- guidance on incident management
- contingency plans for individual workgroups and specific functions.

Fraud risk

ASADA undertakes a variety of fraud and corruption risk management activities to meet its obligations under the Commonwealth Fraud Control Guidelines 2011 and the FMA Act. ASADA's Fraud and Corruption Control Plan was updated during 2011-2012 and seeks to ensure that appropriate strategies are in place within ASADA to manage its fraud risks. The plan also communicates the fraud control management and accountability arrangement in place within ASADA.

The Fraud and Corruption Control Plan addresses the key functions and elements of:

- Preparedness
- Prevention
- Response
- Recovery.

Our Fraud and Corruption Control Plan also ensures we have appropriate fraud prevention, detection, investigation and reporting procedures and processes in place, and have taken all reasonable measures to minimise the incidence of fraud in the agency and to investigate and recover the proceeds of fraud against the agency. We provide annual fraud data to the Australian Institute of Criminology.

There were no instances of fraud during 2011–12.

Information technology risks

During 2011–12 we continued to develop and implement a contingency plan to deal with any risks to the efficient operation of our Information Technology (IT). This plan sets out alternative methods and processes to use so that work can continue while the Information and Communications Technology environment is being restored.

IT instructions for ASADA personnel address requirements to protect IT information holdings and secure operation. The IT Framework provides IT personnel with relevant information to maintain and rectify issues associated with the ASADA network. These instructions are based on the protective security policies and standards in the *Australian Protective Security Manual* and the *Australian Government Information and Communications Technology Security Manual*.

Ethical standards

ASADA is committed to promoting and supporting the APS Values and Code of Conduct, as set out in the *Public Service Act 1999*. Our Performance Management System includes adherence to the APS Values and Code of Conduct as a key performance requirement for all staff.

In addition, a goal of our strategic plan commits us to ‘robust corporate governance and financial sustainability’. The strategies under this goal include:

- implement financial sustainability and accountability frameworks to guide and support planning and decision making
- develop corporate governance and quality management frameworks to ensure compliance with legislative and regulatory requirements and manage risk
- review the efficiency and effectiveness of ASADA’s structure, administrative arrangements, processes and systems to meet the current and future needs of the organisation
- safeguard the privacy, security and confidentiality of individuals through robust policies and procedures.

Our Chief Executive Instructions include guidance on ethical issues, such as conflicts of interest and receiving gifts and benefits.

Social justice and equity impacts

The importance of clients having equitable access to the full range of our services is well recognised and our Customer Service Charter commits to ensuring this occurs. We work with clients to match services to individual circumstances, explaining decisions and advising clients of their rights and responsibilities.

We have mechanisms in place for people to make complaints and procedures to ensure complaints are dealt with promptly. Complainants are advised of the action taken in response to their complaint and of the further avenues of recourse available to them if they are still dissatisfied.

We adhere to the principles of natural justice and procedural fairness enshrined in our governing legislation. These are carried through in the operating procedures for doping control and results-management processes.

Internally, we have developed a Diversity Plan; for more information, see 'Workplace diversity' on page 66.

Internal audits

Our internal audit services are provided by Deloitte and monitored by the Audit Committee.

At the commencement of 2011–12, the Audit Committee endorsed the 2011–14 Strategic Internal Audit Plan. The plan addresses:

- identified strategic risks
- the Fraud and Corruption Control Plan
- the results of the Certificate of Compliance processes
- feedback from the executive team and the Senior Management Group.

During 2011–12, the Audit Committee endorsed the inclusion of ISO 9001 Quality Management Compliance in the scope of all audits conducted by Deloitte to complement a rolling program of audits conducted internally.

The following internal audits were conducted during 2011–12:

- financial controls – payroll internal audit
- intelligence and investigative function
- anti-doping rule violation referral processes
- records management
- doping control testing processes
- athletes whereabouts.

At 30 June 2012 fieldwork had been substantially completed on a review of ASADA's business continuity processes.

Records management

ASADA's records management practices comply with the *Archives Act 1983* and are reviewed regularly to maintain compliance.

We are presently appraising a new version of software to help us with the preservation of digital records and to ensure that our valued electronic business documents are maintained and kept for as long as needed.

ASADA and National Archives Australia are in the final stages of the development of our Records Authority to set out the requirements for keeping or destroying records for the core business areas of anti-doping rule violation management, detection, deterrence and enforcement and Medical Advisory Committee Management. This authority will be used in conjunction with the Administrative Functions Disposal authority.

In September 2011, ASADA completed and submitted the annual assessment of our information and records management capability using Check-up 2.0. ASADA's results indicate that the risk mitigation index for strategy and practice risk mitigation were generally very good and for digital records management the scores were at the very good to excellent levels.

Quality management

Compliance with ISO 9001

ASADA is committed to continual improvement of its management framework to support its purpose. In addition to its legislative obligations, ASADA voluntarily participates in the ISO 9001 quality management system certification program.

As part of ASADA's annual certification audit program, a re-certification audit of the quality management system was conducted in March 2012 based on the ISO 9001 Standard. The successful completion of this audit resulted in ASADA being re-certified as meeting the requirements of ISO 9001. The three-year period of certification is due to expire in April 2015, subject to ongoing satisfactory surveillance audits.

The ISO 9001 certification covers the quality management system associated with the planning and provision of a doping control program and related activities in accordance with the:

- World Anti-Doping Code
- International Standard for Testing
- International Standard for Therapeutic Use Exemptions
- Guidelines for Bodies Operating Certification of Quality Systems for Doping Control Programs.

The services and related activities are:

- collection of athletes' urine and/or blood samples
- management of Therapeutic Use Exemptions
- procurement of secure transport and phlebotomy services
- procurement of contract analyses for detection of prohibited substances or methods
- reporting results of sample analysis in accordance with relevant legislation, standards and user-pays agreements
- investigation of potential anti-doping rule violations (ADRVs)
- presentation of cases to anti-doping tribunals
- anti-doping education of athletes and support personnel.

ASADA is committed to the continuous improvement of the quality management system and to maintaining ISO 9001 certification.

Customer Service Charter

ASADA is committed to understanding the needs of our clients and meeting those needs to a consistent standard of excellence.

Our Customer Service Charter sets out the standard of service that people who deal with us can expect, as well as ways in which customers can help us improve our service.

The charter explains how we make it easy for people to access our services. It also gives assurances that we will treat people with respect and courtesy, and that we will explain their options to them, including their rights and responsibilities.

The charter also indicates that feedback is welcome and explains how people comment on our services.

EXTERNAL SCRUTINY

Significant developments

Our internal procedures and policies continue to meet international standards.

In addition to re-certification for compliance with ISO 9001, which provides continuing assurance that internal procedures and policies meet international standards, ASADA is subject to external scrutiny through judicial decisions, the Commonwealth Auditor-General, Parliamentary Committees and Commonwealth Ombudsman reports.

Decisions and reports

Judicial decisions and decisions of administrative tribunals

In 2011–12, ASADA was involved in ten contested hearings involving athletes challenging their sanction or challenging the entry of their details onto the Register of Findings (RoF). In all cases finalised prior to the end of the financial year, ADRVs were established or upheld.

Commonwealth Auditor-General reports

Apart from the unqualified audit report on our 2010–11 financial statements, there were no reports of the Auditor-General specifically on the operations of ASADA. We continue to implement recommendations (as appropriate) from reports of the Auditor-General dealing with issues relevant to all APS agencies.

Parliamentary Committee reports

There were no relevant reports.

Commonwealth Ombudsman reports

ASADA received no reports from the Commonwealth Ombudsman in 2011–12.

MANAGEMENT OF HUMAN RESOURCES

ASADA continues to attract passionate, highly skilled and experienced people.

We place great emphasis on the performance and capability of staff, as reflected in our *2011–2014 Strategic Plan*. Key business priorities for the year were to shape an innovative, ethical and high-performing organisational culture that allows ASADA to meet the demands of government, the expectations of stakeholders and the public, and fulfil legislative requirements.

We are committed to continually reviewing the way business is conducted, to operate in a way that adopts better practice, and to provide an environment of shared leadership across the organisation. This is reinforced through staff development and the provision of leadership growth for prospective leaders within ASADA.

At 30 June 2012, ASADA employed 332 staff comprising of 56 ongoing and six non-ongoing, and 270 employees on a casual basis in the testing and education teams.

Tables 25 to 30 in Appendix F show our employee profile.

Workforce planning

The ASADA Workforce Plan 2010–14 is aligned with the following Human Resources (HR) themes:

- building skills and capability
- managing and recognising performance
- promoting public service culture and values
- supporting career management.

The fundamental purpose of our workforce planning is to better deliver on required outcomes and programs in conjunction with other resources and assets in ways that are appropriate to legislative frameworks and public accountabilities.

Attraction and retention

Ongoing improvements in induction and orientation processes ensure new employees feel welcome and valued, and help them become fully productive as quickly as possible. Our induction and orientation includes a personalised day-one induction by the HR team and individual meetings with managers in all work groups during the first two weeks to gain an understanding of expectations and general familiarisation with the organisation. Induction meetings are organised for the CEO to meet and greet new employees and share information about ASADA.

Staff turnover during 2011–12 was at a proportional rate of 16 per cent. This rate equates to 11 ongoing staff members. Employee separation was across the APS and Executive Level classification. Reasons for separation were retirement, movement to other government agencies or gaining employment in the private sector.

Employment agreements

During the reporting period, the ASADA *Collective Agreement 2009–12* applied to all staff below Senior Executive level employed under the *Public Service Act 1999*. In late 2011, bargaining commenced under the *Fair Work Act 2009* for a new enterprise agreement covering all ASADA employees below Senior Executive Service Level. Enterprise bargaining commenced to develop the new Enterprise Agreement 2012–14 to replace the ASADA *Collective Agreement 2009–12*.

The salary bands reflect APS-wide broad-banding groups and include salary ranges representing APS classification ranges. The salary bands available under the ASADA *Collective Agreement 2009–12* are shown in Appendix F, Table 29. ASADA does not offer performance pay to any employees.

Productivity initiatives in the collective agreement focused on continuing family-friendly employment practices and individual flexibility, ongoing review of performance management arrangements, and improving corporate and individual training opportunities to ensure a highly relevant and skilled workforce.

Section 24(1) determinations

In 2011–12, the terms and conditions of employment of the two Senior Executive Service employees were set by determination under section 24(1) of the *Public Service Act 1999*.

In addition, at 30 June 2012, section 24(1) determinations covered five non SES employees where the remuneration available under the collective agreement differed from the remuneration available following the termination of an Australian Workplace Agreement in previous years, or a determination granted by ASADA or another agency.

Appendix F, Table 30 includes the total employees covered by section 24(1) determinations.

Non-salary benefits

Non-salary benefits provided to staff in 2011–12 included:

- free influenza vaccinations
- an employee assistance program
- a health and fitness allowance
- study assistance.

Performance management system

A Performance and Career Enrichment Scheme continues to provide a clear link between employee effort and achievement of goals, thereby allowing our employees to see the relationship between what they do and the contribution they make to the achievement of ASADA's goals.

The scheme is aligned with the Integrated Leadership System for all classification levels to ensure clear responsibilities and objectives are included in individual performance and development plans. All employees continue to include a key performance requirement covering the APS Values and Code of Conduct.

Australia Day medallion

In 2011–12, ASADA awarded one Australia Day medallion. This was presented to David Templeton for his invaluable contribution to ASADA in the corporate operations area and his high level of commitment to achieving results.

AUSTRALIA DAY MEDALLION RECIPIENT DAVID TEMPLETON



Peer recognition

The ASADA *Collective Agreement 2009–12* provides for a peer reward system to acknowledge and reward the outstanding performance of individuals and teams. The system gives staff the opportunity to recognise outstanding performance in demonstrating APS core values.

Staff consultation

The workplace agreement provides consultative arrangements to enable engagement with staff through formal and informal consultation through the Workplace Consultative Committee. This committee is the forum for broad consultation on matters affecting employees.

Survey

This year ASADA participated in the APS Micro-Agency Snap Shot survey. An Employee Survey was sent to all ongoing and non-ongoing employees (but not casual staff) in November 2011. The survey provided important data on employee attitudes to, and understanding of, a range of issues about working in the APS and ASADA, including work-life balance, leadership, job satisfaction, and recruitment and retention. The data from the survey has been vital in assisting the Senior Management Group identify and evaluate important leadership and management issues for ASADA. This information has been assessed against the APS Commission's survey of APS employees, allowing for some 'reality checking' of agency information.

The survey showed that among staff:

- 88 per cent indicated they are proud to work at ASADA
- 96 per cent experienced job satisfaction
- 100 per cent agreed that the workplace culture supports people to achieve a good work-life balance.

Learning and development

ASADA's corporate training program is driven largely by individual development needs identified through our strategic and business priorities and the Performance and Career Enrichment Scheme.

We continue to strengthen our leadership capability through participation in the Australia and New Zealand School of Government programs. One senior manager has enrolled in the Executive Masters of Public Administration degree and two staff members completed the Public Service Management graduate certificate program, adding formal qualifications to members of the leadership team. Executive and senior managers undertook a range of professional development, including leadership learning sets and attendance at professional conferences. On appointment, all Executive Levels 1 and 2 staff undertake a relevant leadership course.

Other staff training focused on core behaviours, skills and knowledge required by people across ASADA, and included the following:

- Disaster recovery workshop
- Proof-reading and editing workshop
- Executive Level 1 transition
- First aid refresher course
- Introduction to public policy
- Evaluating training
- Sport leadership workshop
- Fraud awareness training
- Executive Level coaching
- APS Values and Code of Conduct
- Australian and New Zealand Sports Law Association Conference
- Building new leadership
- Policy formulation and advice
- Information Policy Conference
- APS legislation and decision making APS 1-6
- Basic workstation assessment training
- Public Sector Young Leaders Conference
- Executive Assistant Summit
- Harassment Contact Officer training
- Human resource practices day
- Tackling Doping In Sport Conference.

Workplace diversity

ASADA is committed to diversity in the workplace. We recognise values and support the different skills and talents of all our employees, making use of these differences to provide challenging and rewarding work in a team-based environment. We value fairness, equity and diversity, and provide support and education to prevent and eliminate harassment and bullying.

We provide flexible working conditions to our employees. Findings from the Micro-Agency Snapshot staff survey in November 2011 confirmed that flexibility is one of the most important workplace attributes impacting on job satisfaction in ASADA. The survey revealed that 100 per cent of respondents are satisfied with their work-life balance.

ASADA also finalised its Reconciliation Action Plan 2011–15.

Commonwealth Disability Strategy

In line with the Commonwealth Disability Strategy, ASADA continues to promote diversity by supporting employees who have disabilities, providing adaptive technology, convenient parking spaces and flexible work arrangements. A Disability Plan is in development.

Changes to disability reporting in annual reports

Since 1994, Commonwealth departments and agencies have reported on their performance as policy adviser, purchaser, employer, regulator and provider under the Commonwealth Disability Strategy. In 2007–08, reporting on the employer role was transferred to the Australian Public Service Commission's *State of the Service Report* and the *APS Statistical Bulletin*. These reports are available at <www.apsc.gov.au>. From 2010–11, departments and agencies have no longer been required to report on these functions.

The Commonwealth Disability Strategy has been overtaken by a new National Disability Strategy which sets out a ten year national policy framework for improving life for Australians with disability, their families and carers. A high level report to track progress for people with disability at a national level will be produced by the Standing Council on Community, Housing and Disability Services to the Council of Australian Governments and will be available at <www.fahcsia.gov.au>. The Social Inclusion Measurement and Reporting Strategy agreed by the Government in December 2009 will also include some reporting on disability matters in its regular How Australia is Faring report and, if appropriate, in strategic change indicators in agency annual reports. More detail on social inclusion matters can be found at <www.socialinclusion.gov.au>.

Work health and safety

We maintained our commitment to ensuring the health and safety of all our employees through our policies, procedures and a well-established framework for Occupational Health and Safety management for the first half of the reporting year, prior to the introduction of the *Work Health and Safety Act 2011* on 1 January 2012. This framework includes:

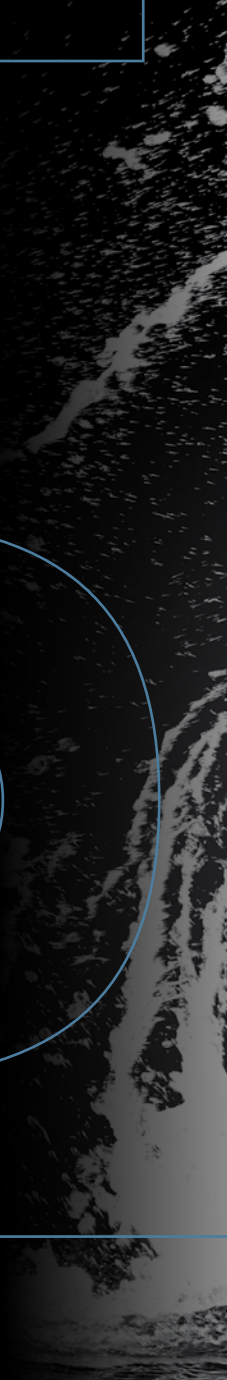
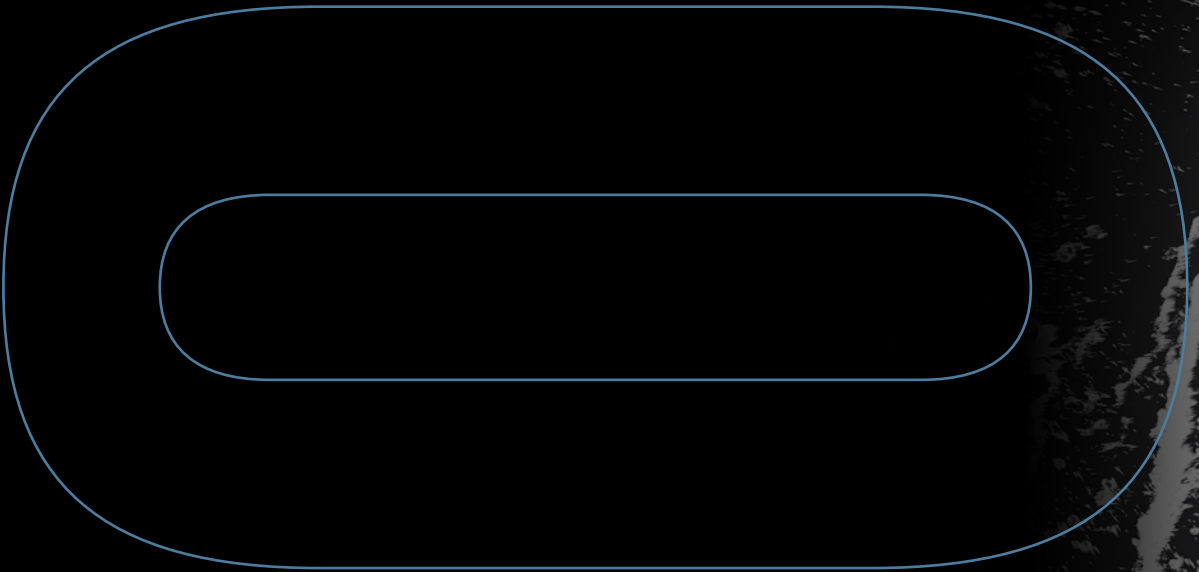
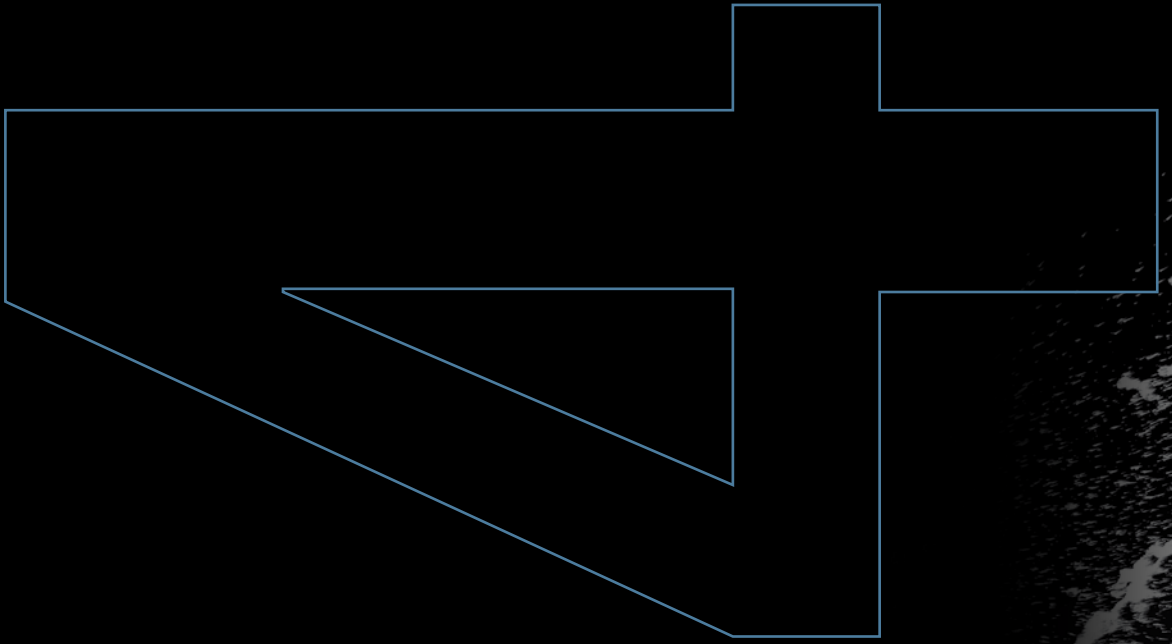
- ▣ the committee, which met during the year
- ▣ selection and training of current and replacement designated health and safety representatives, emergency wardens and first aid officers
- ▣ training for all staff on the new Work Health and Safety (WHS) requirements
- ▣ incident reporting and investigation
- ▣ targeted safety improvements.

Free influenza vaccinations were offered to all staff, including casual employees, to raise awareness of health and wellbeing.

With the introduction of the WHS legislation, ASADA commenced a full review of all relevant policies and procedures to ensure compliance. This has been completed with the assistance of an external provider.

A program for workplace assessments was carried out during the reporting period. All offices, covering Canberra, Melbourne, Sydney and Brisbane staff, have been reviewed and appropriate recommendations made for updating workstations. This program also included reviews of home-based offices for ongoing Doping Control Officers (DCOs) and other staff employed under a working-from-home arrangement.

During 2011–12 there were two WHS incidents involving staff.



FINANCIAL INFORMATION

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SUMMARY OF FINANCIAL PERFORMANCE 2011–12

The comprehensive income attributable to ASADA (prior to depreciation and amortisation costs previously funded through revenue appropriations) for 2011–12 was \$0.09m. This compares favourably to a budgeted break-even result.

Contributing factors to ASADA's 2011–12 financial results include:

- a decrease of four per cent in testing revenues due to a combination of a three per cent increase in charges from 1 January 2011, offset by a decrease in testing demand outside of major clients, and strategic positioning towards a greater proportion of blood analysis in major professional sports.
- an increase of seven per cent in employee benefits representing the flow-on impacts of the Enterprise Agreement 2012–14 combined with additional provisions for employer funded superannuation and long service leave entitlements for casual employees not previously recognised.
- an overall reduction in supplier expenses of two per cent, building on a 15 per cent decrease in 2010–11, the most significant element of which was the reduced reliance on contract employment arrangements.
- capital expenditure at \$0.37m was influenced by the commissioning of the replacement of ASADA's doping control data management system, and finalisation of a detailed capital management plan.

GRANT PROGRAMS

ASADA did not issue any grants in 2011–12.

ASSET MANAGEMENT

The Australian Government provides funding of ASADA's ongoing capital requirements through the provision of approved Departmental Capital Budgets based on agreed capital requirements. ASADA is currently completing a detailed Capital Management Plan aimed at ensuring a sustainable asset replacement strategy which provides adequate planning and resources to replace assets as they come to the end of their useful lives.

ASADA's non-financial assets are mainly the computer hardware and software needed to deliver activities and leasehold improvements. In 2011–12 capital investment primarily represented the ongoing development of ASADA's doping control data management system, redevelopment of the intranet, upgrades to the finance and records management systems, and implementation of revised payroll arrangements.

PURCHASING

In 2011–12, with a small number of exceptions as reported in the Certificate of Compliance, ASADA complied with the purchasing guidance in the *Financial Management and Accountability Act 1997* and the Commonwealth Procurement Guidelines.

ASADA has a range of purchaser/provider arrangements, the most significant of which is with the Australian Sports Drug Testing Laboratory (part of the National Measurement Institute). This is the only laboratory in Australia with World Anti-Doping Agency (WADA) accreditation to conduct sample analysis for doping control in sport. The laboratory provides analytical and scientific services for our detection program.

ASADA has a number of additional purchaser/provider arrangements, including blood collection and pathology services, the supply of collection and testing equipment, the provision of legal, investigative, education and training services, and the provision of call centre arrangements.

Our procurement framework guides staff in considering value for money, encouraging competition and using resources efficiently and effectively, in accordance with the Commonwealth Procurement Guidelines.

ENGAGEMENT OF CONSULTANTS AND CONTRACTORS

Consultants

Consultants are engaged to provide professional, independent and expert advice or services where there is a need for specific expertise, or where independent assessments or input is considered to be desirable. ASADA selects consultants in the same way that we would procure other goods and services. Details of trends in consultancies are shown in Table 11.

In 2011–12 ASADA spent a total of \$273,316 on consultancies: \$95,672 on one existing consultancy, and \$177,644 on five new consultancy contracts.

Table 11: Trends in consultancies

Consultancies	2009–10	2010–11	2011–12
Existing consultancy contracts	2	4	1
New consultancy contracts	2	4	5
Total consultancy contracts	4	8	6
Total expenditure	\$545,475	\$549,786	\$273,316

Many individuals, partnerships and corporations provide services to agencies under contracts for service. However, not all contractors are consultants for the purpose of annual reporting. More information on what constitutes a consultancy is available from <www.finance.gov.au>.

The contract price includes the goods and services tax, where appropriate. It is the original agreed contract price unless actual expenditure has gone over this price due to changes in project scope, or if no fixed price could be set.

The selection process for each contract is consistent with the processes outlined in the Commonwealth Procurement Guidelines.

Following is a brief explanation of each process:

- Open tender – a procurement process in which a request for tender is published inviting all businesses that satisfy the conditions for participation to submit tenders. Public tenders are sought from the marketplace using the Australian Government AusTender website.
- Select tender – a procurement process in which the procuring agency selects potential suppliers to be invited to submit tenders. These potential suppliers may be selected from a multi-use list, a list of potential suppliers who have responded to a request for expressions of interest or from a list of potential suppliers which satisfy specific licence or legal requirements.
- Direct source – a form of restricted tendering, available only under certain circumstances defined in the Commonwealth Procurement Guidelines, in which the procuring agency selects one or more potential suppliers to submit a quote.

The justification for the decision to use a consultancy is one of the following:

- Need for independent research or assessment
- Need for specialised or professional skills
- Skills currently unavailable within department.

More information on the value of ASADA's contracts and consultancies is available on the AusTender website at <www.tenders.gov.au>.

Annual reports contain information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website <www.tenders.gov.au>.

Competitive tendering and contracting

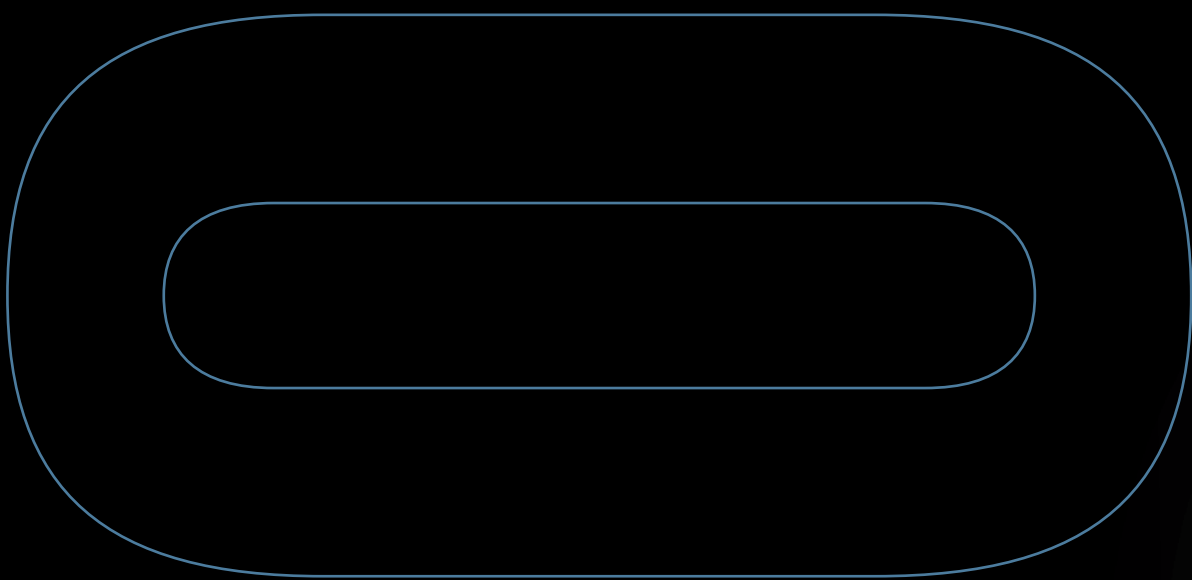
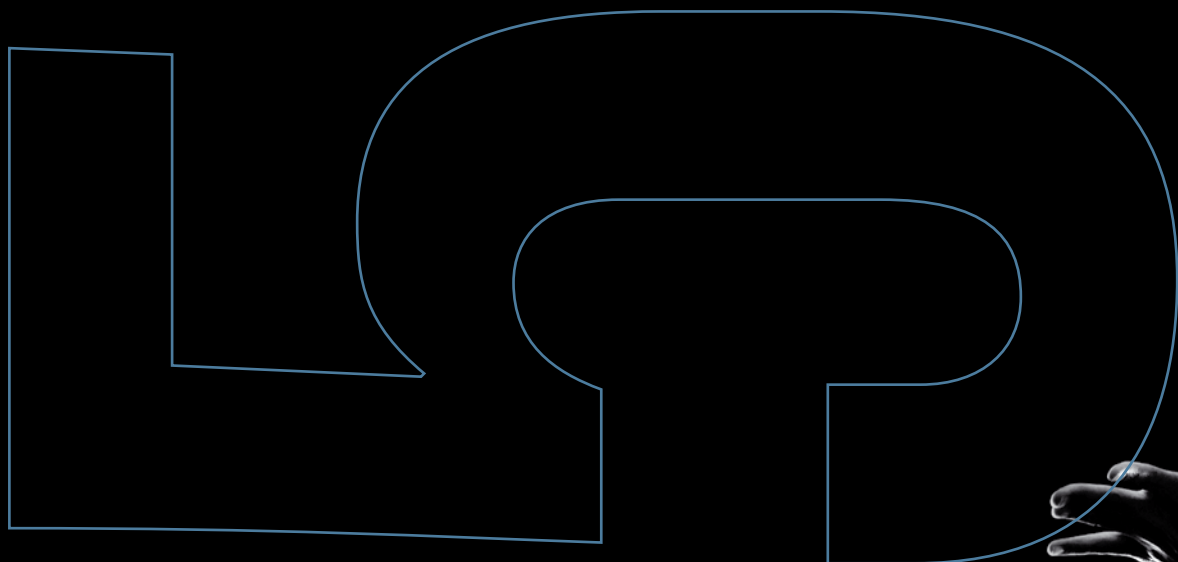
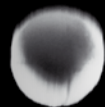
ASADA's objectives in outsourcing services are to obtain value for money, encourage innovation and improve accountability and performance in the service delivery process, in line with the Commonwealth Procurement Guidelines.

Auditor-General access

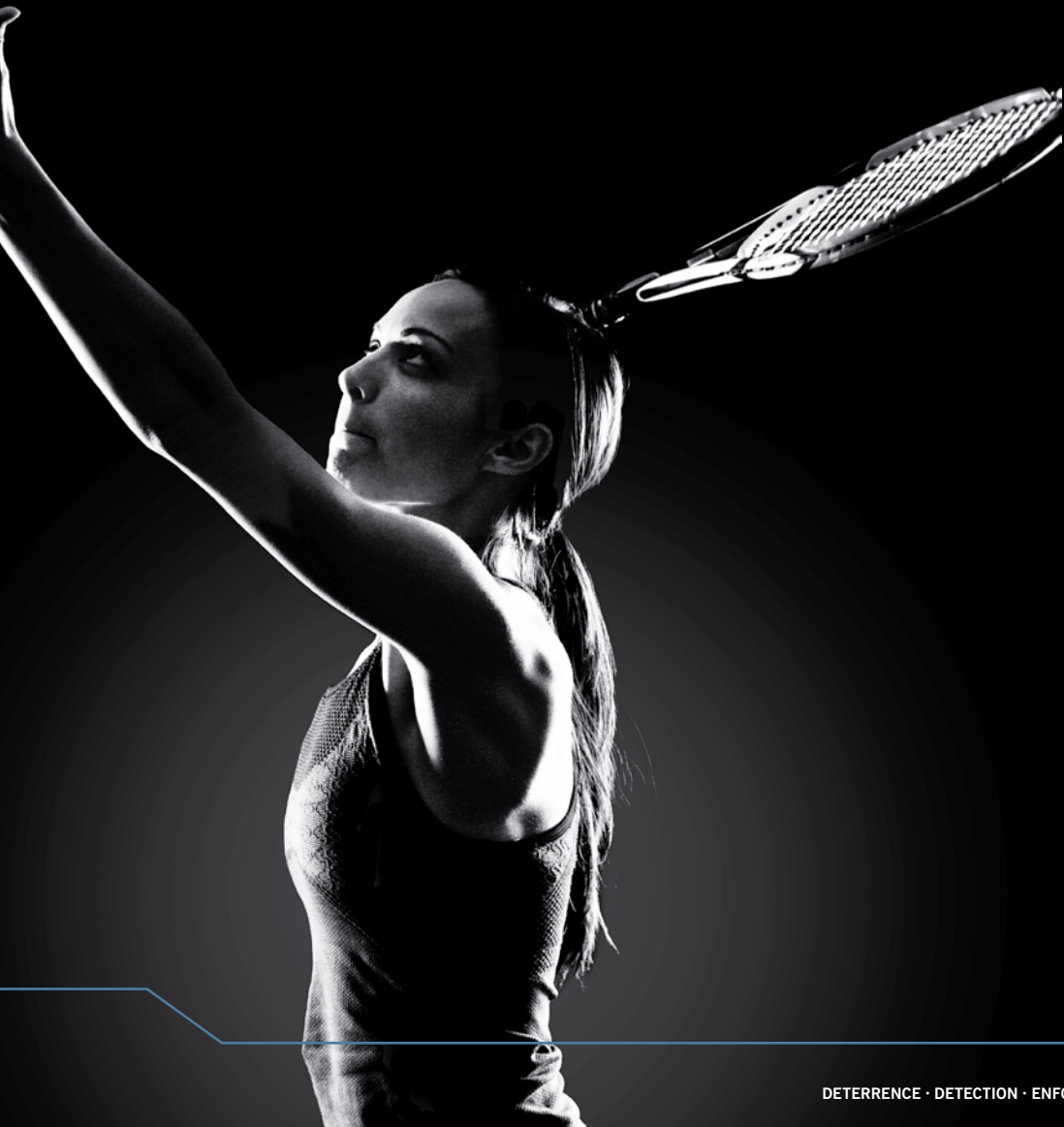
ASADA has not entered into any contracts that exclude the Auditor-General from having access to our contractors.

Exempt contracts

There are no current contracts or standing offers that have been exempted from publication in AusTender on the basis that they would disclose exempt matters under the *Freedom of Information Act 1982*.



FINANCIAL STATEMENTS





INDEPENDENT AUDITOR'S REPORT

To the Minister for Sport

I have audited the accompanying financial statements of the Australian Sports Anti-Doping Authority for the year ended 30 June 2012, which comprise: a Statement by the Chief Executive and Chief Financial Officer; Statement of Comprehensive Income; Balance Sheet; Statement of Changes in Equity; Cash Flow Statement; Schedule of Commitments; Schedule of Contingencies; and Notes to and forming part of the financial statements comprising a Summary of Significant Accounting Policies.

Chief Executive's Responsibility for the Financial Statements

The Chief Executive of the Australian Sports Anti-Doping Authority is responsible for the preparation of the financial statements that give a true and fair view in accordance with the Finance Minister's Orders made under the *Financial Management and Accountability Act 1997*, including the Australian Accounting Standards, and for such internal control as is necessary to enable the preparation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I have conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. These auditing standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Australian Sports Anti-Doping Authority's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Australian Sports Anti-Doping Authority's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the Chief Executive of the Australian Sports Anti-Doping Authority, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

In conducting my audit, I have followed the independence requirements of the Australian National Audit Office, which incorporate the requirements of the Australian accounting profession.

Opinion

In my opinion, the financial statements of the Australian Sports Anti-Doping Authority:

- (a) have been prepared in accordance with the Finance Minister's Orders made under the *Financial Management and Accountability Act 1997*, including the Australian Accounting Standards; and
- (b) give a true and fair view of the matters required by the Finance Minister's Orders including the Australian Sports Anti-Doping Authority's financial position as at 30 June 2012 and its financial performance and cash flows for the year then ended.

Australian National Audit Office



Peter Kerr
Executive Director
Delegate of the Auditor-General
Canberra
7 September 2012

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

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Australian Government
Australian Sports Anti-Doping Authority

STATEMENT BY THE CHIEF EXECUTIVE AND CHIEF FINANCIAL OFFICER

In our opinion, the attached financial statements for the year ended 30 June 2012 are based on properly maintained financial records and give a true and fair view of the matters required by the Finance Minister's Orders made under the *Financial Management and Accountability Act 1997*, as amended.

Signed.....

T Burgess
Chief Executive A/g

7 September 2012

Signed.....

S Fitzgerald
Chief Financial Officer

7 September 2012

Australian Sports Anti-Doping Authority
Statement of Comprehensive Income
for the period ended 30 June 2012

	Notes	2012 \$'000	2011 \$'000
EXPENSES			
Employee benefits	3A	8,704	8,135
Supplier	3B	5,732	5,893
Depreciation and amortisation	3C	702	692
Write-down and impairment of assets	3D	2	32
Other expenses	3E	-	5
Total expenses		15,140	14,757
LESS:			
OWN-SOURCE INCOME			
Own-source revenue			
Sale of goods and rendering of services	4A	1,615	1,674
Other revenue	4B	-	12
Total own-source revenue		1,615	1,686
Gains			
Other gains	4C	32	28
Total gains		32	28
Total own-source income		1,647	1,714
Net cost of services		13,493	13,043
Revenue from Government	4D	12,883	13,010
Deficit attributable to the Australian Government		(610)	(33)
Total comprehensive loss attributable to the Australian Government		(610)	(33)

The above statement should be read in conjunction with the accompanying notes.

Australian Sports Anti-Doping Authority

Balance Sheet

as at 30 June 2012

	Notes	2012 \$'000	2011 \$'000
ASSETS			
Financial Assets			
Cash and cash equivalents	5A	90	68
Trade and other receivables	5B	4,673	4,047
Total financial assets		4,763	4,115
Non-Financial Assets			
Land and buildings	6A	1,140	1,367
Property, plant and equipment	6B,C	467	517
Intangibles	6D,E	848	854
Inventories	6F	107	129
Other non-financial assets	6G	130	155
Total non-financial assets		2,692	3,022
Total assets		7,455	7,137
LIABILITIES			
Payables			
Suppliers	7A	651	708
Other payables	7B	642	452
Total payables		1,293	1,160
Provisions			
Employee provisions	8A	1,965	1,635
Other provisions	8B	251	240
Total provisions		2,216	1,875
Total liabilities		3,509	3,035
Net assets		3,946	4,102
EQUITY			
Contributed equity		1,707	1,253
Reserves		149	149
Retained surplus		2,090	2,700
Total equity		3,946	4,102

The above statement should be read in conjunction with the accompanying notes.

Australian Sports Anti-Doping Authority
Statement of Changes in Equity
for the period ended 30 June 2012

	Retained earnings		Asset revaluation surplus		Contributed equity/capital		Total equity	
	2012	2011	2012	2011	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Opening balance								
Balance carried forward from previous period	2,700	2,733	149	149	1,253	893	4,102	3,775
Adjusted opening balance	2,700	2,733	149	149	1,253	893	4,102	3,775
Comprehensive income								
Deficit for the period	(610)	(33)	-	-	-	-	(610)	(33)
Total comprehensive income	(610)	(33)	-	-	-	-	(610)	(33)
Contributions by owners								
Departmental capital budget	-	-	-	-	454	360	454	360
Sub-total transactions with owners	-	-	-	-	454	360	454	360
Transfers between equity components	-	-	-	-	-	-	-	-
Closing balance as at 30 June	2,090	2,700	149	149	1,707	1,253	3,946	4,102

The above statement should be read in conjunction with the accompanying notes.

Australian Sports Anti-Doping Authority

Cash Flow Statement

for the period ended 30 June 2012

	Notes	2012 \$'000	2011 \$'000
OPERATING ACTIVITIES			
Cash received			
Appropriations		12,374	11,465
Sales of goods and rendering of services		1,941	2,260
Net GST received		348	509
Other		118	368
Total cash received		14,781	14,602
Cash used			
Employees		8,215	7,774
Suppliers		6,361	6,666
Other		18	-
Total cash used		14,594	14,440
Net cash from operating activities	9	187	162
INVESTING ACTIVITIES			
Cash used			
Purchase of property, plant and equipment		120	52
Purchase of intangibles		249	440
Total cash used		369	492
Net cash used by investing activities		369	492
FINANCING ACTIVITIES			
Cash received			
Contributed equity		204	360
Total cash received		204	360
Net cash from financing activities		204	360
Net increase in cash held		22	30
Cash and cash equivalents at the beginning of the reporting period		68	38
Cash and cash equivalents at the end of the reporting period	5A	90	68

The above statement should be read in conjunction with the accompanying notes.

Australian Sports Anti-Doping Authority
Schedule of Commitments
as at 30 June 2012

	2012	2011
BY TYPE	\$'000	\$'000
Commitments receivable		
Net GST recoverable on commitments	322	401
Total commitments receivable	322	401
Commitments payable		
Other commitments		
Operating leases	2,975	3,512
Other	570	905
Total other commitments	3,545	4,417
Total commitments payable	3,545	4,417
Net commitments by type	3,223	4,016
BY MATURITY		
Commitments receivable		
Operating lease income		
One year or less	82	107
From one to five years	200	247
Over five years	40	47
Total operating lease income	322	401
Total commitments receivable	322	401
Operating lease commitments		
One year or less	499	476
From one to five years	2,037	2,511
Over five years	439	525
Total operating lease commitments	2,975	3,512
Other Commitments		
One year or less	403	700
From one to five years	167	205
Total other commitments	570	905
Total commitments payable	3,545	4,417
Net commitments by maturity	3,223	4,016

This schedule should be read in conjunction with the accompanying notes.

Note: Commitments are GST inclusive where relevant.

Leases for office accommodation

Lease payments are subject to annual increases in accordance with lease agreements. Details of lease commitments are as follows: The initial period of ASADA's ten year office accommodation lease (to October 2017) on its Canberra premises is still current. ASADA's formal lease on its Sydney premises lapsed in January 2012. ASADA is currently in the process of exercising a renewal option for a period of two years ending in January 2014.

Agreements for the provision of motor vehicles to senior executive officers or fleet drivers

No contingent rentals exist. There are no renewal or purchase options available to ASADA.

Leases in relation to storage facilities

ASADA has various lease agreements ranging from one month to three years for the provision of facilities for the storage of samples designated as necessary to fulfil supply contracts. The Authority may vary its original designated requirements at no penalty.

Australian Sports Anti-Doping Authority
Schedule of Contingencies
as at 30 June 2012

	2012	2011
	\$'000	\$'000
Contingent assets		
Claims for damages or costs	<u>55</u>	<u>55</u>
Total contingent assets	<u>55</u>	<u>55</u>
Net contingent assets (liabilities)	<u>55</u>	<u>55</u>

Details of each class of contingent liabilities and contingent assets listed above are disclosed in Note 10, along with information on significant remote contingencies and contingencies that cannot be quantified.

The above schedule should be read in conjunction with the accompanying notes.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 1: Summary of Significant Accounting Policies

1.1 Objectives of the Australian Sports Anti-Doping Authority

The Australian Sports Anti-Doping Authority (ASADA) is an Australian Government controlled Authority. The objective of ASADA is to protect Australia's sporting integrity through the elimination of doping.

ASADA is structured to meet one outcome:

Outcome 1: The protection of Australia's sporting integrity through eliminating doping.

ASADA activities contributing towards this outcome are classified as departmental. Departmental activities involve the use of assets, liabilities, income and expenses controlled or incurred by ASADA in its own right.

The continued existence of ASADA in its present form and with its present programs is dependent on government policy and on continuing appropriations by parliament for ASADA's administration and programs.

1.2 Basis of Preparation of the Financial Statements

The financial statements are required by section 49 of the *Financial Management and Accountability Act 1997* and are general purpose financial statements.

The financial statements have been prepared in accordance with:

- Finance Minister's Orders (FMOs) for reporting periods beginning on or after 1 July 2011; and
- Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position.

The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

Unless an alternative treatment is specifically required by an accounting standard or the FMOs, assets and liabilities are recognised in the balance sheet when and only when it is probable that future economic benefits will flow to ASADA or a future sacrifice of economic benefits will be required and the amounts of the assets or liabilities can be reliably measured. However, assets and liabilities arising under Agreements Equally Proportionately Unperformed are not recognised unless required by an accounting standard. Liabilities and assets that are unrecognised are reported in the schedule of commitments or the schedule of contingencies.

Unless alternative treatment is specifically required by an accounting standard, income and expenses are recognised in the Statement of Comprehensive Income when and only when the flow, consumption or loss of economic benefits has occurred and can be reliably measured.

1.3 Significant Accounting Judgments and Estimates

ASADA has made the following judgments that have the most significant impact on the amounts recorded in the financial statements:

- The fair value of leasehold improvements & property, plant and equipment have been taken to be the market value of similar assets as determined by an independent valuer, the Australian Valuation Office (AVO) (refer to note 1.16). The last valuation was undertaken by the AVO as at 31 March 2010. The next revaluation of non-financial assets is scheduled for March 2013.
- ASADA has revised its estimates of the employer funded superannuation and long service leave entitlements for its casual employees (refer notes 7(b) and 8(a)). The revised estimates result from a re-examination of the employment status of casual employees arising from the requirement for their integration into ASADA's enterprise agreement. Both superannuation and long service leave entitlements have been estimated on the basis of individual payment summaries for the affected periods where available, or otherwise, from established employment trends.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 1: Summary of Significant Accounting Policies**1.4 New Australian Accounting Standards****Adoption of New Australian Accounting Standard Requirements**

No accounting standard has been adopted earlier than the application date as stated in the standard. ASADA has reviewed new standards, revised standards and interpretations/amending standards issued prior to the signing of the financial statements and considers that none have had a material financial impact.

Future Australian Accounting Standard Requirements

ASADA has reviewed new standards, revised standards and interpretations/amending standards that were issued prior to the signing of the financial statements and are applicable to future reporting periods and considers that none are expected to have a material future financial impact.

1.5 Revenue**Revenue from Government**

Amounts appropriated for departmental outputs for the year (adjusted for any formal additions and reductions) are recognised as revenue when ASADA gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned.

Appropriations receivable are recognised at their nominal amounts.

Other Types of Revenue

Revenue from the sale of goods is recognised when:

- the risks and rewards of ownership have been transferred to the buyer;
- ASADA retains no managerial involvement or effective control over the goods;
- the revenue and transaction costs incurred can be reliably measured; and
- it is probable that the economic benefits associated with the transaction will flow to ASADA.

Revenue from rendering of services is recognised by reference to the stage of completion of contracts at the reporting date.

The revenue is recognised when:

- the amount of revenue, stage of completion and transaction costs incurred can be reliably measured; and
- the probable economic benefits associated with the transaction will flow to ASADA.

The stage of completion of contracts at the reporting date is determined by reference to the proportion that costs incurred to date bear to the estimated total costs of the transaction.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any allowance for impairment. The collectability of debts is reviewed at the end of the reporting period. Allowances are made when the collectability of the debt is no longer probable.

1.6 Gains**Resources Received Free of Charge**

Resources received free of charge are recognised as gains when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

Resources received free of charge are recorded as either revenue or gains depending on their nature.

Contributions of assets at no cost of acquisition or for nominal consideration are recognised as gains at their fair value when the asset qualifies for recognition, unless received from another government agency or ASADA as a consequence of a restructuring of administrative arrangements (Refer to note 1.7).

Sale of Assets

Gains from disposal of assets are recognised when control of the asset has passed to the buyer.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements

for the period ended 30 June 2012

Note 1: Summary of Significant Accounting Policies

1.7 Transactions with the Government as Owner

Equity Injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

Restructuring of Administrative Arrangements

Net assets received from or relinquished to another Australian Government Agency or Authority under a restructuring of administrative arrangements are adjusted at their book value directly against contributed equity.

Other Distributions to Owners

The FMOs require that distributions to owners be debited to contributed equity unless in the nature of a dividend.

1.8 Employee Benefits

Liabilities for 'short-term employee benefits' (as defined in AASB 119 Employee Benefits) and termination benefits due within twelve months of the end of reporting period are measured at their nominal amounts.

The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability. Other long-term employee benefits are measured as the net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees of ASADA is estimated to be less than the annual entitlement for sick leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will apply at the time the leave is taken, including ASADA's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by the Australian Government shorthand method. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Superannuation

Permanent and part-time staff of ASADA are eligible members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS) or the PSS accumulation plan (PSSap). Alternatively staff may elect for superannuation contributions to be forwarded to an eligible defined contribution scheme of their choice.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution plan.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported by the Department of Finance and Deregulation as an administered item.

ASADA makes employer contributions to the employee superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the government of the superannuation entitlements of ASADA's employees. ASADA accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents a combination of outstanding contributions for the final complete fortnight of the year and accrued superannuation relating to the partial fortnight covering 2011 - 12 and 2012 - 13.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 1: Summary of Significant Accounting Policies**1.9 Leases**

A distinction is made between finance leases and operating leases. Finance leases effectively transfer from the lessor to the lessee substantially all the risks and rewards incidental to ownership of leased assets. An operating lease is a lease that is not a finance lease. In operating leases, the lessor effectively retains substantially all such risks and benefits.

ASADA does not have any finance leases.

Operating lease payments are expensed on a straight-line basis which is representative of the pattern of benefits derived from the leased assets.

Lease incentives in the form of rent free periods are recognised as liabilities with lease payments allocated between rental expense and reduction of the liability.

1.10 Cash

Cash and cash equivalents includes cash on hand, cash held by outsiders, and demand deposits in bank accounts with an original maturity of three months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value. Cash is recognised at its nominal amount.

1.11 Financial Assets**Receivables**

Trade receivables and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'receivables'. Trade and other receivables are measured at their nominal value less any allowance for impairment.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each, reporting period. If there is an indication that receivables may be impaired, ASADA makes an estimation of the receivables' recoverable amount. When the carrying value of the receivable exceeds the recoverable amount, it is considered impaired and it is written down to its recoverable amount.

1.12 Financial Liabilities

ASADA's financial liabilities consist of trade creditors and accruals and other payables. These liabilities are recognised at their nominal amounts, being the amounts for which ASADA expects the liabilities will be settled. Liabilities are recognised to the extent the goods and services have been received.

1.13 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the balance sheet but are reported in the relevant schedules and notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

1.14 Financial Guarantee Contracts

ASADA does not have any financial guarantee contracts.

1.15 Acquisition of Assets

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor agency's accounts immediately prior to the restructuring.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 1: Summary of Significant Accounting Policies

1.16 Property, Plant and Equipment

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the balance sheet, except for purchases costing less than:

- \$2,000 for plant and equipment, and furniture and fittings, and
- \$5,000 for leasehold improvements

which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by ASADA where there exists an obligation to restore the property to its original condition. These costs are included in the value of ASADA's leasehold improvements with a corresponding provision for the 'make good' recognised.

Purchases of intangible assets are recognised initially at cost in the balance sheet, except for:

- purchased software costing less than \$10,000;
- internally developed software costing less than \$20,000; and
- enhancements to existing software costing less than \$2,000.

Revaluations

Fair values for each class of asset are determined as shown below:

Asset Class	Fair Value measured at
Leasehold improvements	Depreciated replacement cost
Plant and equipment	Market selling price

Following initial recognition at cost, property plant and equipment are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reverses a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reverse a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is restated proportionately with the change in the gross carrying amount of the asset so that the carrying amount of the asset after revaluation equals its revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to ASADA using, in all cases, the straight-line method of depreciation. Leasehold improvements are depreciated over the lesser of the estimated useful life of the improvements or the unexpired period of the lease.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2011	2010
Leasehold improvements	Lease term	Lease term
Plant and equipment	3 to 6 years	3 to 6 years
Furniture and fittings	3 to 6 years	3 to 6 years

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 1: Summary of Significant Accounting Policies**Impairment**

All assets were assessed for impairment at 30 June 2012. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying value.

The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if ASADA were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

No indicators of impairment were noted.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

1.17 Intangibles

ASADA's intangibles comprise purchased software and internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Amortisation

Software is amortised on a straight-line basis over its anticipated useful life. The useful life of ASADA's software is three years (2010 - 11: three years).

All software assets were assessed for indications of impairment as at 30 June 2012. None were found to be impaired.

1.18 Inventories

Inventories held for sale are valued at the lower of cost and net realisable value. Inventories held for distribution are valued at cost, adjusted for any loss of service potential.

Costs incurred in bringing each item of inventory to its present location and condition are assigned as follows:

- raw materials and stores - purchase cost on a first in first out basis; and
- finished goods and work-in-progress - cost of direct materials and labour plus attributable costs that can be allocated on a reasonable basis.

Inventories acquired at no cost or nominal consideration are initially measured at current replacement cost at the date of acquisition.

1.19 Taxation

ASADA is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

Australian Sports Anti-Doping Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 2: Events After the Reporting Period

There were no events occurring after the balance date that should be brought to account or noted in 2011 - 12 financial statements.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 3: Expenses

	2012	2011
	\$'000	\$'000
Note 3A: Employee Benefits		
Wages and salaries	6,455	6,274
Superannuation:		
Defined contribution plans	679	391
Defined benefit plans	606	746
Leave and other entitlements	964	678
Separation and redundancies	-	46
Total employee benefits	8,704	8,135
Note 3B: Supplier		
Goods and services		
Consultants	271	232
Contractors	399	681
Travel	438	418
Testing - sample analysis, storage and external collection expenses	2,662	2,600
IT services	720	627
HR - recruitment and training	216	243
Other	555	582
Total goods and services	5,261	5,383
Goods and services are made up of:		
Provision of goods – external parties	237	336
Rendering of services – related entities	3,152	3,462
Rendering of services – external parties	1,872	1,585
Total goods and services	5,261	5,383
Other supplier expenses		
Operating lease rentals – external parties:		
Minimum lease payments	450	490
Workers compensation expenses	21	20
Total other supplier expenses	471	510
Total supplier expenses	5,732	5,893
Note 3C: Depreciation and Amortisation		
Depreciation:		
Property, plant and equipment	196	189
Buildings	227	227
Total depreciation	423	416
Amortisation:		
Intangibles - purchased computer software	67	126
Intangibles - internally developed software	212	150
Total amortisation	279	276
Total depreciation and amortisation	702	692

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 3: Expenses

	2012	2011
	\$'000	\$'000
Note 3D: Write-Down and Impairment of Assets		
Asset write-downs and impairments from:		
Increase in doubtful debt provision	2	16
Write-down of inventory	-	16
Total write-down and impairment of assets	<u>2</u>	<u>32</u>
Note 3E: Other Expenses		
Cost of Sales	-	5
Total other expenses	<u>-</u>	<u>5</u>

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 4: Income

	2012	2011
	\$'000	\$'000

OWN-SOURCE REVENUE**Note 4A: Sale of Goods and Rendering of Services**

Provision of goods - external parties	2	1
Rendering of services - external parties	1,613	1,673
Total sale of goods and rendering of services	1,615	1,674

Note 4B: Other Revenue

Other Revenue	-	12
Total other revenue	-	12

Note 4C: Other Gains

Resources received free of charge - ANAO	32	28
Total other gains	32	28

REVENUE FROM GOVERNMENT**Note 4D: Revenue from Government****Appropriations:**

Departmental appropriations	12,883	13,010
Total revenue from Government	12,883	13,010

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 5: Financial Assets

	2012	2011
	\$'000	\$'000
Note 5A: Cash and Cash Equivalents		
Cash on hand or on deposit	<u>90</u>	<u>68</u>
Total cash and cash equivalents	<u>90</u>	<u>68</u>
Note 5B: Trade and Other Receivables		
Goods and Services:		
Goods and services - external parties	<u>496</u>	<u>669</u>
Total receivables for goods and services	<u>496</u>	<u>669</u>
Appropriations receivable:		
For existing programs	<u>4,154</u>	<u>3,395</u>
Total appropriations receivable	<u>4,154</u>	<u>3,395</u>
Other receivables:		
GST receivable from the Australian Taxation Office	<u>40</u>	<u>3</u>
Total other receivables	<u>40</u>	<u>3</u>
Total trade and other receivables (gross)	<u>4,690</u>	<u>4,067</u>
Less impairment allowance account:		
Goods and services	<u>17</u>	<u>20</u>
Total impairment allowance account	<u>17</u>	<u>20</u>
Total trade and other receivables (net)	<u>4,673</u>	<u>4,047</u>
Receivables are expected to be recovered in:		
No more than 12 months	<u>4,673</u>	<u>4,047</u>
Total trade and other receivables (net)	<u>4,673</u>	<u>4,047</u>
Receivables are aged as follows:		
Not overdue	<u>4,235</u>	<u>3,710</u>
Overdue by:		
0 to 30 days	<u>438</u>	<u>291</u>
31 to 60 days	<u>-</u>	<u>41</u>
More than 90 days	<u>17</u>	<u>25</u>
Total receivables (gross)	<u>4,690</u>	<u>4,067</u>
The impairment allowance account is aged as follows:		
More than 90 days	<u>17</u>	<u>20</u>
Total impairment allowance account	<u>17</u>	<u>20</u>
Reconciliation of the Impairment Allowance Account:		
Movements in relation to 2012		
	Goods and services	Total
	\$'000	\$'000
Opening balance	<u>20</u>	<u>20</u>
Amounts written off	<u>3</u>	<u>3</u>
Amounts recovered and reversed	<u>(6)</u>	<u>(6)</u>
Closing balance	<u>17</u>	<u>17</u>

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 5: Financial Assets

Movements in relation to 2011

	Goods and services \$'000	Total \$'000
Opening balance	10	10
Amounts written off	15	15
Amounts recovered and reversed	(5)	(5)
Closing balance	20	20

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements

for the period ended 30 June 2012

Note 6: Non-Financial Assets

	2012	2011
	\$'000	\$'000
Note 6A: Land and Buildings		
Leasehold improvements:		
Fair value	2,145	2,145
Accumulated depreciation	(1,005)	(778)
Total leasehold improvements	<u>1,140</u>	<u>1,367</u>
Total land and buildings	<u>1,140</u>	<u>1,367</u>

No indicators of impairment were found for land and buildings.

No land or buildings were expected to be sold or disposed of within the next 12 months.

Note 6B: Property, Plant and Equipment

Infrastructure, plant and equipment

Fair value	1,164	1,086
Accumulated depreciation	(833)	(739)
Total infrastructure, plant and equipment	<u>331</u>	<u>347</u>

Furniture and Fittings

Fair value	498	489
Accumulated depreciation	(362)	(319)
Total furniture and fittings	<u>136</u>	<u>170</u>
Total property, plant and equipment	<u>467</u>	<u>517</u>

No indicators of impairment were found for property, plant and equipment.

No property, plant or equipment is expected to be sold or disposed of within the next 12 months.

Revaluations of non-financial assets

All revaluations were conducted in accordance with the revaluation policy stated at Note 1. On 31 March 2010, an independent valuer, Australian Valuation Office (AVO), conducted the revaluations. The next revaluation of non-financial assets is scheduled for March 2013.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 6: Non-Financial Assets

Note 6C: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment 2012

	Building/ Leasehold Improvements \$'000	Infrastructure, plant and equipment \$'000	Other Infrastructure, furniture and fixtures \$'000	Total other Infrastructure, PP&E, F&F \$'000	Total \$'000
As at 1 July 2011					
Gross book value	2,145	1,086	489	1,575	3,720
Accumulated depreciation and impairment	(778)	(739)	(319)	(1,058)	(1,836)
Net book value 1 July 2011	1,367	347	170	517	1,884
Additions:					
By purchase	-	146	-	146	146
Depreciation expense	(227)	(162)	(34)	(196)	(423)
Other movements					
Adjustment to accumulated depreciation	-	68	(9)	59	59
Adjustment to gross book value	-	-	9	9	9
Disposals:					
Other	-	(68)	-	(68)	(68)
Net book value 30 June 2012	1,140	331	136	467	1,607
Net book value as of 30 June 2012 represented by:					
Gross book value	2,145	1,164	498	1,662	3,807
Accumulated depreciation and impairment	(1,005)	(833)	(362)	(1,195)	(2,200)
Net book value 30 June 2012	1,140	331	136	467	1,607

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 6: Non-Financial Assets

Note 6C (Cont'd): Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment 2011

	Building/ Leasehold improvements \$'000	Other Infrastructure, plant and equipment \$'000	Other Infrastructure, furniture and fixtures \$'000	Total other infrastructure, PP&E, F&F \$'000	Total \$'000
As at 1 July 2010					
Gross book value	2,145	1,037	486	1,523	3,668
Accumulated depreciation and impairment	(551)	(580)	(288)	(868)	(1,419)
Net book value 1 July 2010	1,594	457	198	655	2,249
Additions:					
By purchase or internally developed	-	49	3	52	52
Depreciation expense	(227)	(159)	(31)	(490)	(417)
Net book value 30 June 2011	1,367	347	170	517	1,884
Net book value as of 30 June 2011 represented by:					
Gross book value	2,145	1,086	489	1,575	3,720
Accumulated depreciation and impairment	(778)	(739)	(319)	(1,058)	(1,836)
Net book value 30 June 2011	1,367	347	170	517	1,884

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements

for the period ended 30 June 2012

Note 6: Non-Financial Assets

	2012	2011
	\$'000	\$'000
Note 6D: Intangibles		
Computer software:		
Internally developed – in progress	497	336
Internally developed – in use	1,263	1,163
Purchased	425	413
Accumulated amortisation	(1,337)	(1,058)
Total computer software	848	854
Total intangibles	848	854

No indicators of impairment were found for intangible assets.

No intangibles are expected to be sold or disposed of within the next 12 months.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 6: Non-Financial Assets

Note 6E: Reconciliation of the Opening and Closing Balances of Intangibles 2012

	Computer software internally developed \$'000	Computer software purchased \$'000	Other intangibles internally developed \$'000	Total \$'000
As at 1 July 2011				
Gross book value	1,163	413	336	1,912
Accumulated amortisation and impairment	(749)	(309)	-	(1,058)
Net book value 1 July 2011	414	104	336	854
Additions:				
By purchase or internally developed	100	12	161	273
Amortisation	(212)	(67)	-	(279)
Net book value 30 June 2012	302	49	497	848
Net book value as of 30 June 2012 represented by:				
Gross book value	1,263	425	497	2,185
Accumulated amortisation and impairment	(961)	(376)	-	(1,337)
Net book value 30 June 2012	302	49	497	848

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 6: Non-Financial Assets

Note 6E (Cont'd): Reconciliation of the Opening and Closing Balances of Intangibles 2011

	Computer software internally developed \$'000	Computer software purchased \$'000	Other intangibles internally developed \$'000	Total \$'000
As at 1 July 2010				
Gross book value	862	396	214	1,472
Accumulated amortisation and impairment	(599)	(183)	-	(782)
Net book value 1 July 2010	263	213	214	690
Additions:				
By purchase or internally developed	301	17	122	440
Amortisation	(150)	(126)	-	(276)
Net book value 30 June 2011	414	104	336	854
Net book value as of 30 June 2011 represented by:				
Gross book value	1,163	413	336	1,912
Accumulated amortisation and impairment	(749)	(309)	-	(1,058)
Net book value 30 June 2011	414	104	336	854

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 6: Non-Financial Assets

	2012	2011
	\$'000	\$'000
Note 6F: Inventories		
Inventories held for sale:		
Finished goods	-	4
Total inventories held for sale	-	4
Inventories held for distribution	107	125
Total inventories	107	129

No items of inventory were recognised at fair value less cost to sell.

All inventories are expected to be sold or distributed in the next 12 months.

Note 6G: Other Non-Financial Assets

Prepayments	130	155
Total other non-financial assets	130	155
Total other non-financial assets - are expected to be recovered in:		
No more than 12 months	130	155
Total other non-financial assets	130	155

No indicators of impairment were found for other non-financial assets.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 7 : Payables

	2012	2011
	\$'000	\$'000
Note 7A: Suppliers		
Trade creditors and accruals	651	708
Total suppliers payables	651	708
Suppliers payables expected to be settled within 12 months:		
Related entities	245	440
External parties	406	268
Total	651	708
Settlement was usually made within 30 days.		
Note 7B: Other Payables		
Wages and salaries	223	149
Superannuation*	303	260
Other	116	43
Total other payables	642	452
Total other payables are expected to be settled in:		
No more than 12 months	642	452
Total other payables	642	452

*As at 30 June 2012, the superannuation liability includes the recognition of employer funded superannuation entitlements additional to the superannuation guarantee. This liability dates from the commencement of superannuation choice arrangements for Australian Public Service employees from the beginning of the 2006 - 07 financial year. The liability is the result of a re-examination of the employment status of casual employees arising from the requirement for their integration into the ASADA's enterprise agreement. The adjustment to the liability totals \$225,864, of which \$54,328 and \$171,536 relate to the 2010 - 11, and 2006 - 07 to 2009 - 10 financial years respectively.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 8: Provisions

	2012	2011
	\$'000	\$'000
Note 8A: Employee Provisions		
Leave*	1,682	1,393
Other	283	242
Total employee provisions	1,965	1,635

Employee provisions are expected to be settled in:

No more than 12 months	805	729
More than 12 months	1,160	906
Total employee provisions	1,965	1,635

*As at 30 June 2012, the employee provision includes the recognition of long service leave entitlements for the ASADA's casual employees. The liability is the result of a re-examination of the employment status of casual employees arising from the requirement for their integration into the ASADA's enterprise agreement. The adjustment to the liability totals \$139,597, of which \$7,597 relates to the 2010 - 11 financial year, with the balance of \$132,000 relating to periods of service prior to the 2010 - 11 financial year.

Note 8B: Other Provisions

Lease incentive	30	35
Provision for restoration obligations	221	205
Total other provisions	251	240
Other provisions are expected to be settled in:		
More than 12 months	251	240
Total other provisions	251	240

	Lease	Provision for	
	Incentive	restoration	
	\$'000	\$'000	Total
			\$'000
Carrying amount 1 July 2011	35	205	240
Additional provisions made	-	16	16
Amounts used	(5)	-	(5)
Closing balance 2012	30	221	(251)

ASADA currently has one agreement for the leasing of premises which have provisions requiring the entity to restore the premises to their original condition at the conclusion of the lease. ASADA has made a provision to reflect the present value of this obligation.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements

for the period ended 30 June 2012

Note 9: Cash Flow Reconciliation

	2012	2011
	\$'000	\$'000
Reconciliation of cash and cash equivalents as per Balance Sheet to Cash Flow Statement		
Cash and cash equivalents as per:		
Cash flow statement	90	68
Balance sheet	90	68
Difference	<u>-</u>	<u>-</u>
 Reconciliation of net cost of services to net cash from operating activities:		
Net cost of services	(13,493)	(13,043)
Add revenue from government	12,883	13,010
 Adjustments for non-cash items		
Depreciation / amortisation	702	692
 Changes in assets / liabilities		
(Increase) / decrease in net receivables	(376)	(605)
(Increase) / decrease in inventories	22	3
(Increase) / decrease in prepayments	25	119
Increase / (decrease) in employee provisions	330	122
Increase / (decrease) in supplier payables	(106)	(63)
Increase / (decrease) in other payable	190	(100)
Increase / (decrease) in other provisions	10	27
Net cash from operating activities	<u>187</u>	<u>162</u>

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 10: Contingent Assets and Liabilities

	Claims for			
	damages or costs		Total	
	2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000	
Contingent assets				
Balance from previous period	55	55	55	55
Total contingent assets	55	55	55	55
Net contingent assets (liabilities)	55	55	55	55

Quantifiable Contingencies.

ASADA has one contingent asset, having received a court order for the recovery of \$55,100 in costs in respect of legal proceedings in the Federal Court of Australia. ASADA is currently considering a settlement offer, and as yet undertaken no enforcement action.

Unquantifiable Contingencies

ASADA had no unquantifiable contingencies as at the reporting date.

Significant Remote Contingencies

ASADA had no significant remote contingencies as at the reporting date.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements

for the period ended 30 June 2012

Note 11: Senior Executive Remuneration**Note 11A: Senior Executive Remuneration Expenses for the Reporting Period**

	2012	2011
	\$	\$
Short-term employee benefits:		
Salary	735,616	696,650
Annual leave accrued	(14,741)	(21,367)
Motor vehicle expense and related Fringe Benefit Tax	34,942	36,345
Total short-term employee benefits	755,817	711,628
Post-employment benefits:		
Superannuation	140,144	127,172
Total post-employment benefits	140,144	127,172
Other long-term benefits:		
Long-service leave	40,849	(113,503)
Total other long-term benefits	40,849	(113,503)
Termination benefits	-	31,936
Total employment benefits	936,810	757,233

Notes:

1. Note 11A is prepared on an accrual basis.

2. Note 11A excludes acting arrangements and part-year service where total remuneration expensed for a senior executive was less than \$150,000.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 11: Senior Executive Remuneration

Note 11.B: Average Annual Reportable Remuneration Paid to Substantive Senior Executives During the Reporting Period

		2012				
Average annual reportable remuneration ¹	Senior Executives No.	Reportable salary ² \$	Contributed superannuation ³ \$	Reportable allowances ⁴ \$	Bonus paid ⁵ \$	Total \$
Total remuneration (including part-time arrangements):						
\$240,000 to \$269,999	1	216,975	31,391	-	-	248,366
\$270,000 to \$299,999	1	232,108	45,208	-	-	277,316
\$360,000 to \$389,999	1	239,717	103,869	46,344	-	389,930
Total	3					
		2011				
Average annual reportable remuneration ¹	Senior Executives No.	Reportable salary ² \$	Contributed superannuation ³ \$	Reportable allowances ⁴ \$	Bonus paid ⁵ \$	Total \$
Total remuneration (including part-time arrangements):						
\$210,000 to \$239,999	1	204,034	30,706	-	-	234,740
\$240,000 to \$269,999	1	223,062	39,000	-	-	262,062
\$360,000 to \$389,999	1	279,420	57,467	44,998	-	381,885
Total	3					

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 14: Senior Executive Remuneration**Notes:**

1. This table reports substantive senior executives who received remuneration during the reporting period.
2. 'Reportable salary' includes the following:
 - a) gross payments (less any bonuses paid, which are separated out and disclosed in the 'bonus paid' column);
 - b) reportable fringe benefits (at the net amount prior to 'grossing up' to account for tax benefits); and
 - c) exempt foreign employment income.
3. The 'contributed superannuation' amount is the average actual superannuation contributions paid to senior executives in that reportable remuneration band during the reporting period, including any salary sacrificed amounts, as per payment summaries.
4. 'Reportable allowances' are the average actual allowances paid as per the 'total allowances' line on individuals' payment summaries.
5. 'Bonus paid' represents average actual bonuses paid during the reporting period in that reportable remuneration band. The 'bonus paid' within a particular band may vary between financial years due to various factors such as individuals commencing with or leaving the entity during the financial year.
6. Various salary sacrifice arrangements were available to senior executives including superannuation, motor vehicle and expense payment fringe benefits. Salary sacrifice benefits are reported in the 'reportable salary' column, excluding salary sacrificed superannuation, which is reported in the 'contributed superannuation' column.

Note 11: Senior Executive Remuneration

	2012					
	Staff No.	Reportable salary ² \$	Contributed superannuation ³ \$	Reportable allowances ⁴ \$	Bonus paid ⁵ \$	Total \$
Average annual reportable remuneration¹						
Total remuneration (including part-time arrangements): \$150,000 to \$179,999	4	142,408	24,063	88	-	166,559
Total	4					
	2011					
	Staff No.	Reportable salary ² \$	Contributed superannuation ³ \$	Reportable allowances ⁴ \$	Bonus paid ⁵ \$	Total \$
Average annual reportable remuneration¹						
Total remuneration (including part-time arrangements): \$150,000 to \$179,999	1	145,670	21,142	250	-	167,062
Total	1					

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 11: Senior Executive Remuneration**Notes:**

1. This table reports staff:
 - a) who were employed by the entity during the reporting period;
 - b) whose reportable remuneration was \$150,000 or more for the financial period; and
 - c) were not required to be disclosed in Tables A, B or director disclosures.
 Each row is an averaged figure based on headcount for individuals in the band.
2. 'Reportable salary' includes the following:
 - a) gross payments (less any bonuses paid, which are separated out and disclosed in the 'bonus paid' column);
 - b) reportable fringe benefits (at the net amount prior to 'grossing up' to account for tax benefits); and
 - c) exempt foreign employment income.
3. The 'contributed superannuation' amount is the average actual superannuation contributions paid to staff in that reportable remuneration band during the reporting period, including any salary sacrificed amounts, as per payment summaries.
4. 'Reportable allowances' are the average actual allowances paid as per the 'total allowances' line on individuals' payment summaries.
5. 'Bonus paid' represents average actual bonuses paid during the reporting period in that reportable remuneration band. The 'bonus paid' within a particular band may vary between financial years due to various factors such as individuals commencing with or leaving the entity during the financial year.
6. Various salary sacrifice arrangements were available to other highly paid staff including superannuation, motor vehicle and expense payment fringe benefits. Salary sacrifice benefits are reported in the 'reportable salary' column, excluding salary sacrificed superannuation, which is reported in the 'contributed superannuation' column.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 12: Remuneration of Auditors

	2012	2011
	\$'000	\$'000
Financial statement audit services were provided free of charge to ASADA by the Australian National Audit Office (ANAO).		
Fair value of the services provided		
Financial statement audit services	32	28
Total	32	28

No other services were provided by the ANAO

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements

for the period ended 30 June 2012

Note 13: Financial Instruments

	2012	2011
	\$'000	\$'000
Note 13A: Categories of Financial Instruments		
Financial Assets		
Receivables:		
Cash and cash equivalents	90	68
Trade receivables	479	649
Total	569	717
Carrying amount of financial assets	569	717
Financial Liabilities		
Fair value through profit and loss:		
Suppliers payables	651	708
Other payables	526	409
Total	1,177	1,117
Carrying amount of financial liabilities	1,177	1,117

Note 13B: Net Income and Expense from Financial Assets

ASADA did not incur any income or expense associated with financial assets in 2011 - 12.

Note 13C: Net Income and Expense from Financial Liabilities

ASADA did not incur any income or expense associated with financial liabilities in 2011 - 12.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 13: Financial Instruments

Note 13D: Fair Value of Financial Instruments

	Carrying amount	Fair value	Carrying amount	Fair value
	2012	2012	2011	2011
	\$'000	\$'000	\$'000	\$'000
Financial Assets				
Cash and cash equivalents	90	90	68	68
Trade receivables	479	479	649	649
Total	569	569	717	717
Financial Liabilities				
Supplier payables	651	651	708	708
Other payables	526	526	409	409
Total	1,177	1,177	1,117	1,117

Australian Sports Anti-Doping Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 13: Financial Instruments

Note 13E: Credit Risk

ASADA is exposed to minimal credit risk as its financial assets consist only of cash and trade receivables. The maximum exposure to credit risk is the risk that arises from potential default of a debtor. The amount is equal to the total amount of trade receivables.

The following table illustrates ASADA's gross exposure to credit risk, excluding any collateral or credit enhancements.

	2012 \$'000	2011 \$'000
Financial assets		
Cash and receivables		
Cash and cash equivalents	90	68
Trade receivables	479	649
Total	569	717
Financial liabilities		
Other liabilities		
Supplier payables	651	708
Other payables	526	409
Total	1,177	1,117

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 13: Financial Instruments

Note 13E: Credit Risk (Cont'd)

Credit quality of financial instruments not past due or individually determined as impaired

	Not past due nor impaired	Not past due or impaired	Past due or impaired	Past due or impaired
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
Cash and receivables				
Cash and cash equivalents	90	68	-	-
Trade receivables	479	312	17	357
Total	569	380	17	357

Ageing of financial assets that were past due but not impaired for 2012

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Receivables					
Trade receivables	-	-	-	17	17
Total	-	-	-	17	17

Ageing of financial assets that were past due but not impaired for 2011

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Receivables					
Trade receivables	291	41	-	25	357
Total	291	41	-	25	357

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements for the period ended 30 June 2012

Note 13: Financial Instruments

Note 13F: Liquidity Risk

ASADA's financial liabilities are supplier payables and other payables. The exposure to liquidity risk is based on the notion that ASADA will encounter difficulty in meeting its obligations associated with financial liabilities. This is unlikely as ASADA is an appropriated Authority, with approximately 89% of its revenue coming from this source. The remaining 11% of the revenue comes from user-pays testing, which incurs suppliers expenses (associated laboratory, pathology and inventory costs). Thus a reduction in user-pays testing activity would result in an associated reduction in supplier expenses.

Maturities for non-derivative financial liabilities 2012

	On demand	within 1 year	1 to 2 years	2 to 5 years	> 5 years
	\$'000	\$'000	\$'000	\$'000	\$'000
Other liabilities					
Supplier payables	-	651	-	-	-
Other payables	-	526	-	-	-
Total	-	1,177	-	-	-

Maturities for non-derivative financial liabilities 2011

	On demand	within 1 year	1 to 2 years	2 to 5 years	> 5 years
	\$'000	\$'000	\$'000	\$'000	\$'000
Other liabilities					
Supplier payables	-	708	-	-	-
Other payables	-	409	-	-	-
Total	-	1,117	-	-	-

ASADA had no derivative financial liabilities in either 2012 or 2011

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 13: Financial Instruments**Note 13G: Market Risk**

ASADA holds basic financial instruments that do not expose it to significant market risks. ASADA is not exposed to "interest rate risk", "currency risk" or "other price risk".

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 14: Financial Assets Reconciliation

		2012	2011
		\$'000	\$'000
Financial assets	Notes		
Total financial assets as per balance sheet		4,763	4,115
Less: non-financial instrument components:			
Appropriations receivable	5B	4,154	3,395
GST receivable	5B	40	3
Total non-financial instrument components		<u>4,194</u>	<u>3,398</u>
Total financial assets as per financial instruments note		<u>569</u>	<u>717</u>

Australian Sports Anti-Doping Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 1E: Appropriations

Table A: Annual Appropriations (Recoverable GST exclusive)¹

	2012 Appropriations					Appropriation applied in 2012 (current and prior years) \$'000	Variance \$'000	
	Annual Appropriation \$'000	Appropriation Act reduced ¹ \$'000	FMA Act					Total appropriation \$'000
			Section 30 \$'000	Section 31 \$'000	Section 32 \$'000			
DEPARTMENTAL								
Ordinary annual services	12,883	-	-	2,059	-	14,942	366	
Other services								
Total departmental	12,883	-	-	2,059	-	14,942	366	

Notes:

1. Appropriations reduced under *Appropriation Acts* (Nos. 1, 3 & 5) 2011 - 12; sections 10, 11, and 12 and under *Appropriation Acts* (Nos. 2, 4 & 6) 2011 - 12; sections 12, 13, and 14. Departmental appropriations do not lapse at financial year-end. However, the responsible Minister may decide that part or all of a departmental appropriation is not required and request the Finance Minister to reduce that appropriation. The reduction in the appropriation is effected by the Finance Minister's determination and is disallowable by parliament.
2. Advance to the Finance Minister (AFM) - *Appropriation Acts* (Nos. 1, 3 & 5) 2011 - 12; section 13 and *Appropriation Acts* (Nos. 2, 4 & 6) 2011 - 12; section 15.
3. The variance in appropriations and appropriations applied for 2011 - 12 is the result of the operating surplus attributable to ASADA, in combination with a number of factors including an increase in provision for long service leave and employer funded superannuation entitlements for the ASADA's casual employees.

	2011 Appropriations					Appropriation applied in 2011 (current and prior years) \$'000	Variance \$'000	
	Annual Appropriation \$'000	Appropriation Act reduced ¹ \$'000	FMA Act					Total appropriation \$'000
			Section 30 \$'000	Section 31 \$'000	Section 32 \$'000			
DEPARTMENTAL								
Ordinary annual services	13,010	-	-	2,606	-	15,616	1,176	
Other services								
Total departmental	13,010	-	-	2,606	-	15,616	1,176	

Notes:

1. Appropriations reduced under *Appropriation Acts* (Nos. 1 & 3) 2010 - 11; sections 10, 11, 12 and 15 and under *Appropriation Acts* (Nos. 2 & 4) 2010 - 11; sections 12, 13, 14 and 17. Departmental appropriations do not lapse at financial year-end. However, the responsible Minister may decide that part or all of a departmental appropriation is not required and request the Finance Minister to reduce that appropriation. The reduction in the appropriation is effected by the Finance Minister's determination and is disallowable by parliament.
2. Advance to the Finance Minister (AFM) - *Appropriation Acts* (Nos. 1 & 3) 2010 - 11; section 13 and *Appropriation Acts* (Nos. 2 & 4) 2010 - 11; section 15.
3. Reasons for material variance in appropriation and appropriations applied for 2010 - 11 is the result of a combination of the operating surplus attributable to ASADA and reduction in trade debtors and other receivables.

Australian Sports Anti-Doping Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 1E: Appropriations

Table B: Departmental and Administered Capital Budgets (Recoverable GST exclusive)

	2012 Capital Budget Appropriations				Capital Budget Appropriations applied in 2012 (current and prior years)				
	Appropriation Act		FMA Act		Total Capital Budget Appropriations \$'000	Payments for non-financial assets ³ \$'000	Payments for other purposes \$'000	Total payments \$'000	Variance \$'000
	Annual Capital Budget \$'000	Appropriations reduced ² \$'000	Section 32 \$'000	Section 32 \$'000					
DEPARTMENTAL Ordinary annual services - Departmental Capital Budget ¹	454	-	-	-	454	(369)	-	(369)	85

Notes:

1. Departmental and Administered Capital Budgets are appropriated through Appropriation Acts (Nos. 1, 3 & 5). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts. For more information on ordinary annual services appropriations, please see Table A: Annual appropriations.
2. Appropriations reduced under Appropriation Acts (Nos. 1, 3 & 5) 2011 - 12; sections 10, 11, 12 and 15 or via a determination by the Finance Minister.
3. Payments made on non-financial assets include purchases of assets, expenditure on assets which has been capitalised, costs incurred to make good an asset to its original condition, and the capital repayment component of finance leases.

	2011 Capital Budget Appropriations				Capital Budget Appropriations applied in 2011 (current and prior years)				
	Appropriation Act		FMA Act		Total Capital Budget Appropriations \$'000	Payments for non-financial assets ³ \$'000	Payments for other purposes \$'000	Total payments \$'000	Variance \$'000
	Annual Capital Budget \$'000	Appropriations reduced ² \$'000	Section 32 \$'000	Section 32 \$'000					
DEPARTMENTAL Ordinary annual services - Departmental Capital Budget ¹	360	-	-	-	360	(492)	-	(492)	(132)

Notes:

1. Departmental and Administered Capital Budgets are appropriated through Appropriation Acts (No. 1, 3 & 5). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts. For more information on ordinary annual services appropriations, please see Table A: Annual appropriations.
2. Appropriations reduced under Appropriation Acts (No. 1, 3 & 5) 2010 - 11; sections 10, 11, 12 and 15 or via a determination by the Finance Minister.
3. Payments made on non-financial assets include purchases of assets, expenditure on assets which has been capitalised, costs incurred to make good an asset to its original condition, and the capital repayment component of finance leases.

Australian Sports Anti-Doping Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 15: Appropriations

Table C: Unspent Annual Appropriations ('Recoverable GST exclusive')

Authority	2012	2011
	\$'000	\$'000
DEPARTMENTAL		
Appropriation ACT No.1 2010 - 11	3,395	3,463
Appropriation ACT No.1 2011 - 12	849	-
Total	4,244	3,463

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 16: Compensation and Debt Relief

	2012	2011
	\$	\$
Compensation and Debt Relief		
No payments made under section 73 of the <i>Public Service Act 1999</i> .	-	-

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 17: Reporting of Outcomes

Note 17A: Net Cost of Outcome Delivery

	Outcome 1		Total	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
Departmental				
Expenses	15,140	14,757	15,140	14,757
Own-source income	1,647	1,714	1,647	1,714
Net cost of outcome delivery	13,493	13,043	13,493	13,043

Note 17B: Major Classes of Departmental Expense, Income, Assets and Liabilities by Outcome

	Outcome 1		Total	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
Expenses				
Employees	8,704	8,135	8,704	8,135
Suppliers	5,732	5,893	5,732	5,893
Depreciation and Amortisation	702	692	702	692
Write down of Assets	2	32	2	32
Other Expenses	-	5	-	5
Total	15,140	14,757	15,140	14,757
Income				
Sales of Goods and Services	1,615	1,686	1,615	1,686
Appropriation	12,883	13,010	12,883	13,010
Other Income	32	28	32	28
Total	14,530	14,724	14,530	14,724
Assets				
Cash and cash equivalents	90	68	90	68
Trade and Other Receivables	4,673	4,047	4,673	4,047
Land and buildings	1,140	1,367	1,140	1,367
Property, plant and equipment	467	517	467	517
Intangibles	848	854	848	854
Other	237	284	237	284
Total	7,455	7,137	7,455	7,137
Liabilities				
Suppliers	651	708	651	708
Employee provision	1,965	1,635	1,965	1,635
Other	893	692	893	692
Total	3,509	3,035	3,509	3,035

1. Outcome 1 is described in Note 1.1. Net costs shown included intra-government costs that were eliminated in calculating the actual budget outcome.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2012

Note 18: Net Cash Appropriation Arrangements

	2012	2011
	\$'000	\$'000
Total comprehensive loss less depreciation/amortisation expenses previously funded through revenue appropriations ¹	92	659
Plus: depreciation/amortisation expenses previously funded through revenue appropriation	<u>(702)</u>	<u>(692)</u>
Total comprehensive loss - as per the Statement of Comprehensive Income	<u>(610)</u>	<u>(33)</u>

1. From 2010 - 11, the government introduced net cash appropriation arrangements, where revenue appropriations for depreciation/amortisation expenses ceased. Entities now receive a separate capital budget provided through equity appropriations. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.

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ASADA ADVISORY GROUP

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OVERVIEW

The Australian Sports Anti-Doping Authority (ASADA) Advisory Group was established in May 2011 to act as a advisory forum for ASADA's CEO on anti-doping matters, as well as delivering advice more broadly on matters relating to engagement with sporting bodies and providing one-on-one counsel to the CEO in specific areas relating to the individual member's area of expertise. The group comprises experts in law, sport, health, law enforcement and education.

MEMBERS

Brian Ward OAM – Chair

Brian Ward is a graduate of the University of Melbourne. He was admitted to practice in 1970. He is the founder and current Managing Director of the highly regarded Melbourne-based corporate law firm, Brian Ward and Partners Pty Ltd. Over his long period in practice, Mr Ward was professionally engaged in many of the seminal developments in sport. He is a foundation member of the Australian and New Zealand Sports Law Association. He has presented papers at international law conferences, has published widely on this subject and is an occasional lecturer in the Master of Laws program at his alma mater. In 2008, Mr Ward was awarded the Medal of the Order of Australia for services to the community and in particular, the Red Cross.

John Drury PSM – Member

John Drury was formerly Deputy Chief Executive Officer of the Australian Customs Service where he worked in both regional and central office positions. In 2003, Mr Drury was awarded the Public Service Medal in the Australia Day Honours list for outstanding public service in the development of standards in the Australian Customs Service, including cargo management and border control procedures. Mr Drury has extensive experience and knowledge in both law enforcement and regulatory environments, which is useful in light of the increasing role of the investigative and intelligence work that ASADA undertakes.

Anne Gripper – Member

Anne Gripper has an extensive history of working with key national and international organisations on anti-doping issues. Ms Gripper is currently the CEO of Triathlon Australia and was formerly the Director of the Anti-Doping Foundation at the International Cycling Union (UCI) and General Manager of Operations at the Australian Sports Drug Agency (the forerunner to ASADA).

Professor David Handelsman – Member

Professor David Handelsman is the Professor of Reproductive Endocrinology and Andrology at the University of Sydney, Director of the ANZAC Research Institute and Head of the Andrology Department, Concord Hospital. Professor Handelsman has been adviser to the Australian Sports Drug Medical Advisory Committee (ASDMAC) since 1999, served on the Australian Government's Anti-Doping Research Panel since 2002 and was recently appointed to the World Anti-Doping Agency's Health, Medical and Research Committee.

Steve Moneghetti – Member

While best known for his sporting achievements, Steve Moneghetti also has an Engineering Degree and a Diploma in Teaching. He chaired the State Review into Physical and Sport Education in Victorian Schools and is currently a consultant to Nike Australia. Mr Moneghetti was also Chef-de-Mission at the 2010 Commonwealth Games and brings an athlete and administrator's view to the Advisory Group.

Kate Palmer – Member

Since her appointment as Chief Executive of Netball Australia in November 2007, Ms Palmer has led the relocation of the national netball headquarters from Sydney to Melbourne, secured significant federal government funding, was integral in the development of the ground-breaking ANZ Championship and recently headed up Australia's successful bid for the 2015 World Netball Championships. A Williamson Fellow, Ms Palmer is currently Chair of the Victorian Institute of Sport and a member of the MCG Trust.

RESOURCES

The ASADA Advisory Group held its inaugural meeting on 20 July 2011, and met again on 20 April 2012.

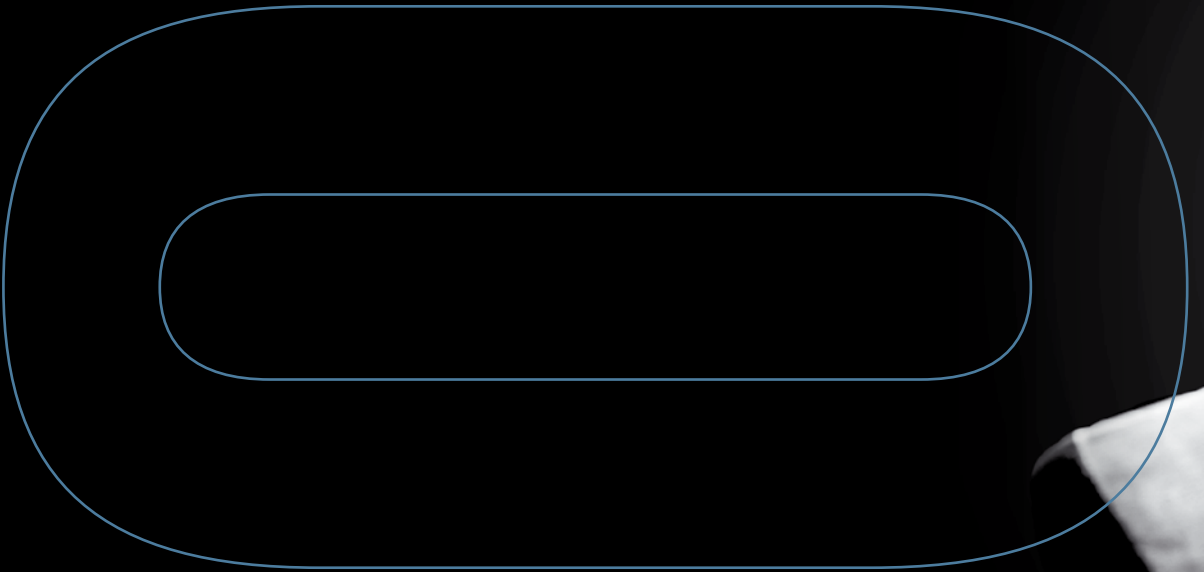
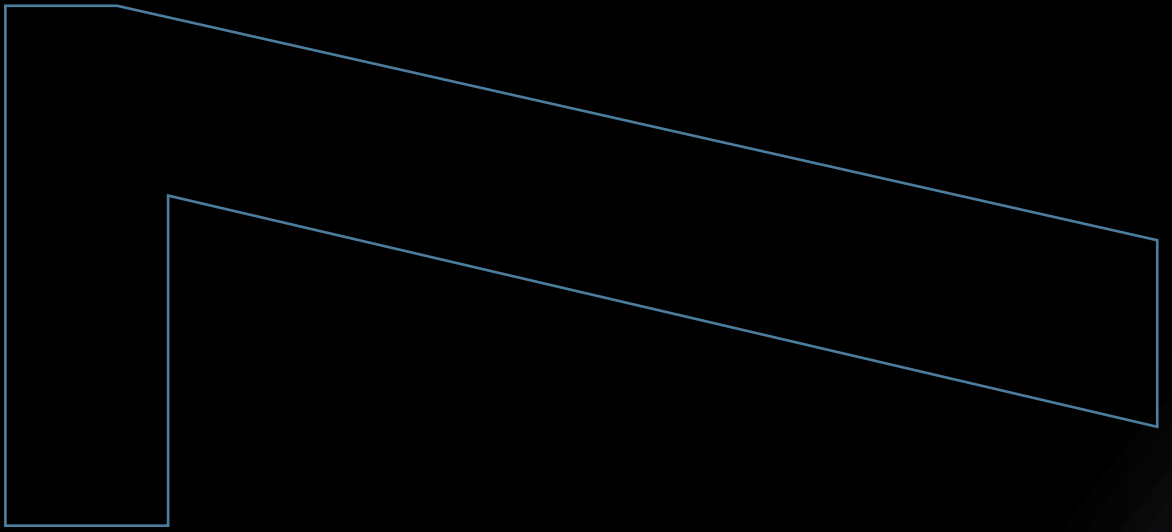
Table 12: Advisory Group attendance 2011–12

Position	Name	Appointment expires	Meetings eligible to attend	Meetings attended
Chair	Brian Ward OAM	24 March 2013	2	2
Member	John Drury PSM	24 March 2013	2	2
Member	Anne Gripper	24 March 2013	2	2
Member	Professor David Handelsman	24 March 2013	2	2
Member	Steve Moneghetti	24 March 2013	2	2
Member	Kate Palmer	24 March 2013	2	2

The Advisory Group is funded from an ASADA appropriation. A breakdown on the 2011–12 expenses is provided in Table 13.

Table 13: Advisory Group expenses 2011–12

	(\$) 000's
Members' fees	3.7
Meetings	12.2
Administration and communication	0
Total	15.9



ANTI-DOPING RULE VIOLATION PANEL

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OVERVIEW

The Anti-Doping Rule Violation Panel (ADRVP) was established on 1 January 2010 under Part 5 of the *Australian Sports Anti-Doping Authority Act 2006* (ASADA Act).

From 1 July 2011 to 30 June 2012 the ADRVP held 17 meetings.

FUNCTIONS

Section 40 of the ASADA Act provides for the establishment of the ADRVP and section 41 sets out the functions of the ADRVP which include those in the National Anti-Doping (NAD) scheme contained in the ASADA Regulations, (as amended by the ASADA Determination).

The functions of the ADRVP are to:

- establish and maintain the Register of Findings (RoF) for the purposes of recording adverse findings of the ADRVP relating to anti-doping rule violations
- make and decide whether or not to enter a finding on the RoF
- recommend, where relevant, appropriate sanctions for possible anti-doping rule violations. These could include matters such as the appropriate ineligibility period (including the start and end dates) and disqualification of results or forfeiture of any medals, points and prizes.

MEMBERS

Dr Brian Sando OAM – Chair

Dr Brian Sando is a sports medicine practitioner, Chair of the Australian Olympic Committee's Medical Commission and a member of the Commonwealth Games Federation Medical Commission. Dr Sando has worked as Medical Officer to seven Australian Olympic teams (four as Senior Medical Director) and is a former president of Sports Medicine Australia. He is also a member of the FINA Doping Control Review Board.¹

Professor Andrew McLachlan – Deputy Chair

Professor Andrew McLachlan is the Professor of Pharmacy at the University of Sydney and Concord Hospital, with expertise in clinical pharmacology and drug analysis. He has been involved with ASADA (and its predecessor, the Australian Sports Drug Agency) since 1999 and is a member of Australia's Anti-Doping Research Panel. Professor McLachlan has prepared over 150 research papers related to understanding variability in response to medicines. He is involved in the education of pharmacists and other health professionals, and serves as a consultant to industry and government in the evaluation and quality use of medicines.

Andrew Hughes APM – Member

Andrew Hughes served in the Australian Federal Police (AFP) for over 32 years. He held a range of senior operational positions, including overall responsibility for the AFP's national and international investigations at Assistant Commissioner level. Between 2003 and 2006 he was the Commissioner of the Fiji Police and

¹ Dr Sando passed away at the beginning of August 2012. Prof Andrew McLachlan has taken on the role of acting chair

between 2007 and 2009 he was the Police Adviser to the United Nations and Director of the UN Police Division. He also served as an Executive Committee member of Interpol. He is currently the Inspector of Transport Security for the Australian Government.

Tracey Gaudry – Member

Tracey Gaudry is the CEO of the Amy Gillett Foundation whose objective is to reduce the incidence of injury and death caused by the interaction between cyclists and motorists. She has spent the past decade working in executive roles following a highly successful professional cycling career, amassing multiple National Championships and international victories, competing at two Olympic Games, and being ranked third in the world at the height of her career. Ms Gaudry is a former member of the Australian Institute of Sport Ethics Committee and the ACT Academy of Sport Technical Advisory Panel.

Hayden Opie – Member

Hayden Opie is the Director of Studies of the Sports Law Program at The University of Melbourne. He pursues research and teaching interests in all areas of sports law and is recognised internationally for his work in the field. He has been researching and writing on legal aspects of anti-doping since 1987 and has served on various committees and advisory boards in the anti-doping field. He is the founding President of the Australian and New Zealand Sports Law Association.

Table 14: ADRVP attendance 2011–12

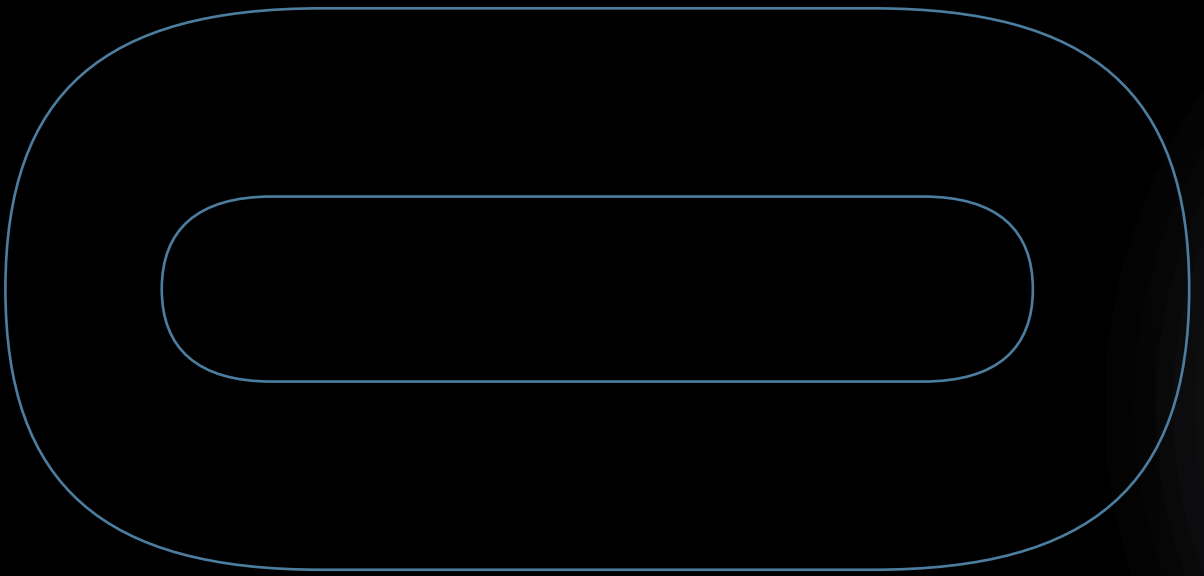
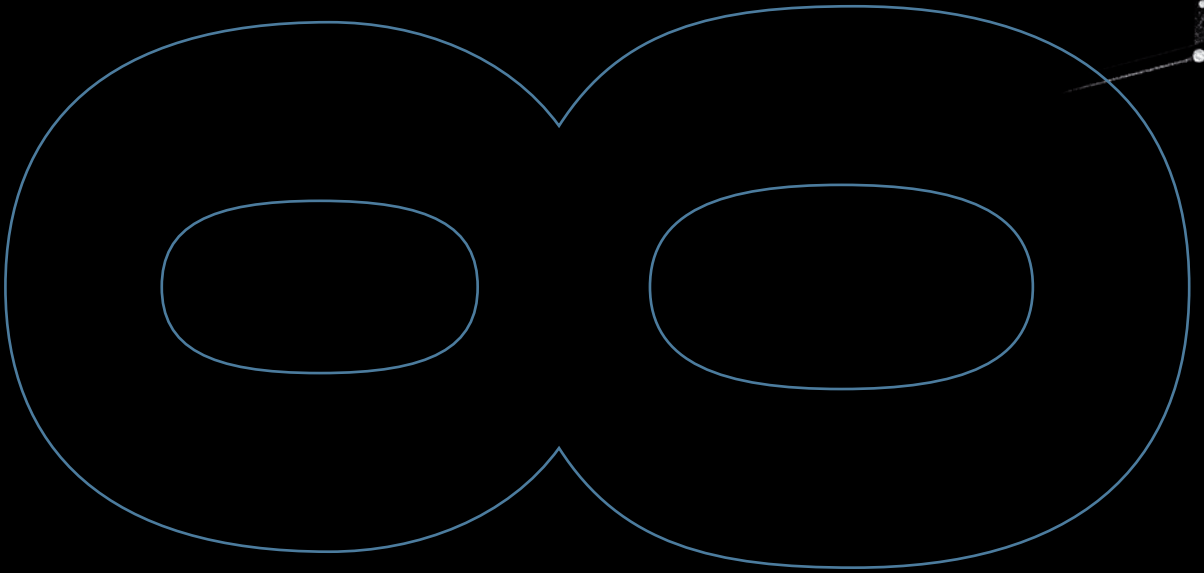
Position	Name	Meetings eligible to attend	Meetings attended
Chair	Dr Brian Sando	17	17
Deputy Chair	Professor Andrew McLachlan	17	15
Member	Tracey Gaudry	17	15
Member	Andrew Hughes	17	12
Member	Hayden Opie	17	14

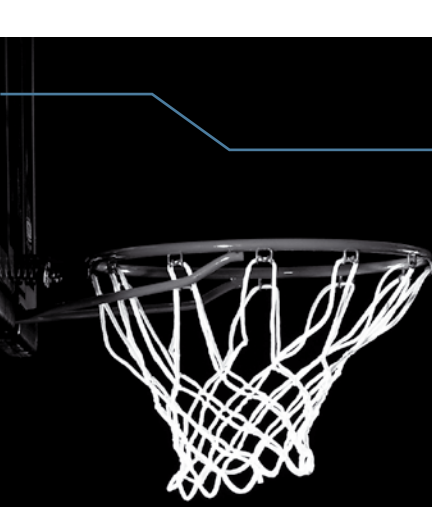
RESOURCES

The ADRVP is funded from the ASADA appropriation. A breakdown of the 2011–12 expenses is provided in Table 15.

Table 15: ADRVP expenses 2011–12

	(\$) 000's
Members' and professional fees	37.0
Meetings	8.1
Administration and communication	0
Total	45.1





AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE

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OVERVIEW

The Australian Sports Drug Medical Advisory Committee (ASDMAC) was established under Section 52 of the *Australian Sports Anti-Doping Authority Act 2006* (the ASADA Act) and Clause 5 of the National Anti-Doping (NAD) scheme.

A full statement of ASDMAC's functions as prescribed in the ASADA Act and NAD scheme is included below.

ASDMAC performs its functions in accordance with the World Anti-Doping Code (the Code), the International Standard for Therapeutic Use Exemptions (TUEs), the ASADA Act and the NAD scheme .

In addition to processing 305 applications for TUEs in 2011–12 ASDMAC provided input into the Australian Government's submissions to the World Anti-Doping Agency's (WADA) 2013 Prohibited List and the 2015 WADA Code review. Dr Susan White was appointed to the WADA TUE Expert Group and the Victorian Football League (VFL) Tribunal (Anti-Doping), Professor Ken Fitch presented as the key note speaker at Sports Medicine Australia (SMA) in October and to the United Kingdom anti-doping seminar in November, while Dr Peter Harcourt presented on behalf of ASDMAC to the Australian College of Sports Physicians (ACSP) in March.

FUNCTIONS

Clause 5.01 NAD scheme – functions of ASDMAC

Under the NAD scheme, ASDMAC's functions are as follows:

- ASDMAC may give an athlete approval, in accordance with the Code and the International Standard for TUEs, to use a prohibited substance or a prohibited method for therapeutic purposes
- ASDMAC may develop and implement its own procedure for the issuing of TUEs in accordance with the International Standard for TUEs
- If an athlete has an approval for the use of a prohibited substance or a prohibited method for therapeutic purposes, ASDMAC may investigate the sample analysis result for a sample given by the athlete to find out whether the athlete has complied with the conditions of the approval
- ASDMAC may investigate an atypical finding or an adverse analytical finding for a sample given by an athlete to find out whether the atypical finding or adverse analytical finding was caused by naturally occurring levels of the substance concerned
- ASDMAC may review the procedures adopted by a sporting administration body for approving the use of a prohibited substance or a prohibited method
- ASDMAC may provide advice relating to TUEs and ASDMAC functions to ASADA, sporting administration bodies, participants or other TUE committees
- If ASADA consults with ASDMAC about whether an approval for the use of a prohibited substance or a prohibited method for therapeutic purposes was given:
 - by ASDMAC, or
 - by a TUE committee, or
 - because of a decision by WADA following a review or appeal.

ASDMAC may investigate the approval and give its opinion to ASADA

- ASDMAC may participate in a review or an appeal that is related directly or indirectly to a decision made by ASDMAC:
 - to approve the use of a prohibited substance or a prohibited method for therapeutic purposes, or
 - to refuse to approve the use of a prohibited substance or a prohibited method for therapeutic purposes.

THERAPEUTIC APPROVALS FOR PROHIBITED SUBSTANCES

ASDMAC operates as the Australian Therapeutic Use Exemption Committee, providing approval for therapeutic use of prohibited substances to certain athletes if:

- their NSO's anti-doping policy allows for, or permits, the athlete to seek approval to use a medication prohibited in sport for a legitimate therapeutic purpose
- there is no alternative and permitted therapeutic substance available that could be prescribed to treat the athlete's medical condition
- there is no evidence that the athlete will gain a performance enhancement effect by using the substance.

MEMBERS

Professor Ken Fitch AM – Chair

MBBS, MD, DSc (Hons), FRACGP, FACRM, FACSM, FASMF, FACSP

- Professor Ken Fitch is an Adjunct Professor at the School of Human Movement and Exercise Science, Faculty of Life Sciences, University of Western Australia, a Member of the International Olympic Committee's (IOC) Medical Commission, Chairman of the IOC Games Group, Chairman, IOC's Therapeutic Use Exemption Committee, Chairman of the IOC's Independent Asthma Panel, Chairman of the Therapeutic Use Committee of the Oceania Regional Anti-Doping Organisation, Chairman of the Therapeutic Use Committee of the Commonwealth Games Federation, a Member of the Australian Doping Research Panel, a Member of the International Cricket Council (ICC) Anti-Doping Panel, a Member of the Therapeutic Use Committee of the Professional Golfers Association European Tour, the Emeritus Consultant Physician for Sports Medicine at the Department of Orthopaedic Surgery, Royal Perth Hospital and a Member of the Medical Commission of the Australian Olympic Committee.

Dr Susan White – Member

MBBS (Hons), FACSP, FASMF

- Dr Susan White is a Sports Physician at the Olympic Park Sports Medicine Centre in Melbourne, a Member of the Medical Commission of the Australian Olympic Committee, acted as Medical Director for the Australian Youth Olympic Team in Singapore 2010, is the Medical Director for the Australian Olympic Team in London 2012, Chief Medical Officer of Swimming Australia, is on the Editorial Boards of the Clinical Journal of Sports Medicine and the British Journal of Sports Medicine, is a Member of the Anti-Doping Panel of Cricket Australia, the Australian Football League Tribunal (Anti-Doping), the WADA TUE Expert Group and Team Physician for the Australian Swim Team and Melbourne Vixens Netball Team.

Dr Peter Harcourt OAM – Member

MBBS, FACSP, FASMF, Dip Obs

- Dr Peter Harcourt is the Sports Physician Chair of the Australian Commonwealth Games Association, Medical Coordinator for the Victorian Institute of Sport, is a Director of Sports Medicine Australia, is the Clinical Convenor for the Health Services Group (WorkSafe and Transport Accident Commission) Victoria, is the Chief Medical Officer for Basketball Australia, the Medical Director of the Australian Football League, the Anti-Doping Medical Officer of Cricket Australia, Chair of the International Cricket Council Medical Committee and Therapeutic Use Exemption Committee, Chairman of the Federation Internationale de Basketball Medical Council and Therapeutic Use Exemption Committee, Member of the Commonwealth Games Federation Medical Commission, Team Physician for the Melbourne Victory Football Club and Senior Fellow of the Faculty of Law at the University of Melbourne.

Dr Hugh Hazard – Member

MBBS, Grad Dip Sports Science, FACSP

- Sports Physician
- Dr Hugh Hazard is the Team Medical Officer of the Country Rugby League team, Medical Consultant for the Bulldogs Rugby League Club, a Board Member of the Rugby League Players Association (RLPA) and the Rugby League NSW Residents Medical Officer.

Dr Grace Bryant OAM – Member

MBBS, Grad Dip Sports Science, FASMF, FACSP, FFESM (UK)

- Sports Physician
- Dr Grace Bryant is the Chief Medical Officer of the Australian Women's Water Polo, Team Physician for the National Netball Competition, Member of the Medical Commission of the Australian Commonwealth Games Association, Member of the Education Committee of Sports Medicine Australia (NSW Branch) and a Member of the International Netball Medical Panel.

Dr Terry Farquharson – Member

B Pharm, MBBS, M App Sci, FASMF, FACSP

- Sports Physician
- Dr Terry Farquharson is a South Australian Sports Medicine Centre Clinical Lecturer, a University of Adelaide Senior Visiting Medical Specialist at the Queen Elizabeth Hospital, Medical Officer with the Norwood Football Club and South Australian National Football League and Medical Officer of the South Australian Cricket Association and Cricket Australia.

ASDMAC held three meetings during 2011–12.

ASDMAC members operate in accordance with the powers and functions under the ASADA Act, the ASADA Regulations and the NAD scheme.

Table 16: ASDMAC members

Position	Name	Date ending	Meetings eligible to attend	Meetings attended
Chair	Professor Ken Fitch AM	28 February 2014	3	3
Member	Dr Susan White	24 December 2012	3	3
Member	Dr Peter Harcourt OAM	24 December 2012	3	3
Member	Dr Hugh Hazard	10 February 2013	3	3
Member	Dr Grace Bryant OAM	30 June 2013	3	3
Member	Dr Terry Farquharson	22 December 2012	3	2

RESOURCES

ASDMAC is funded from the ASADA appropriation. A breakdown of the 2011–12 expenses is provided in Table 17.

Table 17: ASDMAC expenses 2011–12

	TOTAL (\$) 000's
Members' and professional fees	141.8
Meetings and conferences	19.3
Administration and communication	2.3
Total	163.4

THERAPEUTIC USE EXEMPTIONS GRANTED

Table 18: Therapeutic Use Exemptions granted

SPORT	Approved	Closed	Pending	Rejected	Approval Not Required	TOTAL
AFL	18			2	4	24
Archery	2					2
Athletics	14	2		1	4	21
Australian Football	3					3

SPORT	Approved	Closed	Pending	Rejected	Approval Not Required	TOTAL
Badminton	1				1	2
Baseball	5	1			1	7
Basketball	6		1		1	8
Billiards	1					1
Bocce	5				2	7
Bodybuilding	3			3		6
Canoe Polo	2				1	3
Cricket	4	1	1			6
Croquet	1					1
Cycling	22		4		5	31
Diving					1	1
Dragon Boating					6	6
Eightball	1					1
Football	1					1
Goalball	1	1				2
Gymnastics	6				2	8
Handball	1				3	4
Hockey	5				7	12
Ice Hockey	2		2			4
Ice Skating	3				1	4
Inline Hockey	1					1
Judo	1			1	1	3
Karate	1	1				2
Kayaking/Canoeing	1				1	2
Lawn Bowls	3					3
Motor Cycling	2				4	6

SPORT	Approved	Closed	Pending	Rejected	Approval Not Required	TOTAL
Motor Racing	2				1	3
Motor Sports – Go Karting	5				1	6
Netball	2			1	2	5
Polocrosse	1				1	2
Powerlifting	5			1	1	7
Rowing	3				2	5
Royal Life Saving	1					1
Rugby League	5			1	2	8
Rugby Union	2				1	3
Sailing	2					2
Shooting	6	2		1	2	11
Skiing	1					1
Softball	1				1	2
Squash	1					1
Surf Lifesaving	5					5
Swimming	11				2	13
Swimming (Open Water)	1					1
Synchronised Swimming	1					1
Table Tennis					1	1
Ten Pin Bowling	6		2			8
Ten Pin Bowling (Blind)	1					1
Tennis	1					1
Triathlon	5				2	7
Volleyball	2					2
Water Polo	5				3	8
Water Ski Racing	1					1

SPORT	Approved	Closed	Pending	Rejected	Approval Not Required	TOTAL
Weightlifting	9	1			5	15
Wheelchair Basketball	1			1		2
Grand Total	202	9	10	12	72	305

Table 19: Substances and methods approved for therapeutic use 2011–12

Adrenaline	Methadone
Amiloride	Methylphenidate
Amiloride Hydrochloride	Metoprolol
Anastrozole	Modafinil
Bisoprolol	Morphine
Carvedilol	Oxycodone
Darbepoetin Alfa	Prednisolone
Desmopressin	Probenecid
Dexamethasone	Reandron
Dexamphetamine	Salbutamol – Nebulised
Eformoterol	Sodium Chloride
Fentanyl	Sodium Phosphate
Formoterol	Sotalol Hydrochloride
Furosemide	Spirolactone
HCG	Symbicort
hGH	Terbutaline
Hydrochlorothiazide	Testosterone
Hydrocortisone	Tibolone
Insulin	

FREEDOM OF INFORMATION – ASDMAC

Agencies subject to the *Freedom of Information Act 1982* (FOI Act) are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements.

This information can be found on ASDMAC's website <www.asdmac.gov.au>.

Table 20: ASDMAC freedom of information statistics

Matters on hand (start 2011–12)	Requests received (2011–12)	Requests finalised (2011–12)	Requests outstanding (end 2011–12)
0	0	N/A	0

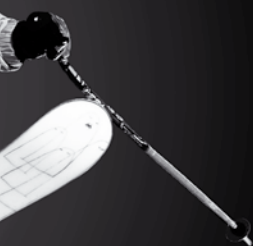
ASDMAC did not receive any applications for internal review or Administrative Appeals Tribunal matters in 2011–12.

SP



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APPENDIX A: DOPING CONTROL STATISTICS 2001–02 TO 2011–12

Table 21: Doping control statistics

Year	In-comp	% in-comp	Out-of-comp	% out-of-comp	Total	User-pays	% user-pays	Govt-funded	% govt-funded
01–02	2,486	36%	4,383	64%	6,869	3,020	44%	3,849	56%
02–03	1,960	31%	4,303	69%	6,263	2,707	43%	3,556	57%
03–04	2,443	37%	4,172	63%	6,615	2,819	43%	3,796	57%
04–05	1,741	28%	4,393	72%	6,134	2,285	37%	3,849	63%
05–06	2,814	37%	4,771	63%	7,585	3,038 [#]	40%	4,547 [*]	60%
06–07	2,916	42%	4,037	58%	6,953	2,376	38%	4,264	62%
07–08	3,168	48%	3,469	52%	6,637	2,395	36%	4,242	64%
08–09	3,122	42%	4,376	58%	7,498	3,286	44%	4,212	56%
09–10	2,591	39%	4,113	61%	6,704	2,876	43%	3,828	57%
10–11	2,749	39%	4,341	61%	7,090	3,225	45%	3,865	55%
11–12	2,640	37%	4,556	63%	7,196	3,200	44%	3,996	56%

Notes:

* Government-funded tests for 2005–06 included 282 tests conducted under a specific Australian Government-funded testing program in connection with the Melbourne 2006 Commonwealth Games.

Includes 1,005 user-pays tests conducted at the Melbourne 2006 Commonwealth Games.

Doping control statistics from 2001–02 to 14 March 2005 were collected by the Australian Sports Drug Agency and reported in its annual reports.

APPENDIX B: PUBLICLY ANNOUNCED ANTI-DOPING RULE VIOLATIONS 2011–12

Under the *Australian Sports Anti-Doping Authority Act 2006* (the ASADA Act) and the National Anti-Doping scheme, ASADA is authorised to publish information on the Register of Findings (RoF) when:

- we consider the publication to be in the public interest or we have the consent of the individual involved; and
- a decision has been handed down by the relevant tribunal, or a tribunal process has been waived, or there is no tribunal process for the matter.

Anti-Doping Rule Violation Panel Register of Findings (RoF)

Table 22 is an extract from the RoF showing the outcome of anti-doping rule violations in the year to 30 June 2012.

Thirty-three entries have been made onto the RoF for 2011–12. Thirteen of these matters are concluded and had been publicly announced at 30 June 2012. The remaining 20 matters are ongoing and the final outcome is pending due to further results management process, such as hearings and the issuing of infraction notices.

Our website at <www.asada.gov.au> has more information about individual sanctions.

Table 22: Publicly announced anti-doping rule violations

Sport	Substance name	Substance class	Rule violation	Outcome
Basketball	JWH-018 – synthetic cannabis	S8. Cannabinoids	Presence	12-month sanction
Outrigger Canoe	Cannabis	S8. Cannabinoids	Presence	3-month sanction
Rugby Union	IGF1	S2. Peptide Hormones Growth Factors and related substances	Attempted Use and Possession	2-year sanction
Rugby League (NRL)	Methylamphetamine and methylenedioxy-methamphetamine	S6. Stimulants	Trafficking or Attempted Trafficking	4-year sanction
Australian Rules Football (WAFL)	Clenbuterol and cocaine	S1. Anabolic Agent and S6. Stimulants	Presence and Use	2-year sanction
Bodybuilding	Stanozolol	S1. Anabolic Agents	Presence and Use	2-year sanction
Rugby League (NSWRL)	Methylhexanamine	S6. Stimulants	Presence and Use	2-year sanction
Bodybuilding	Stanozolol, tamoxifen, amiloride and hydrochlorothiazide	S1. Anabolic Agents and S5. Diuretics and other masking agents	Presence and Use	2-year sanction

Sport	Substance name	Substance class	Rule violation	Outcome
Rugby Union	Growth Hormone Releasing Peptide (GHRP) 6	S2. Peptide Hormones Growth Factors and related substances	Attempted Use	2-year sanction
Rugby League (QRL)	N/A	N/A	Failure to Comply	2-year sanction
Australian Rules Football	D-amphetamine and d-methamphetamine	S6 Stimulants	Presence and Use	2-year sanction
Bodybuilding	Methylhexanamine	S6 Stimulants	Presence and Use	2-year sanction
Rugby Union	Growth Hormone Releasing Peptide 6 (GHRP 6)	S2. Peptide Hormones Growth Factors and related substances	Possession and Attempted Trafficking	4-year sanction

Table 23: Entries on Register of Findings 2010–11 where the outcomes were to be advised

Sport	Substance name	Substance class	Rule violation	Outcome
Baseball	Cannabis	S8 Cannabinoids	Presence	3-month sanction
Bodybuilding	Clenbuterol and glycerol	S1 Anabolic Agents and S5 Diuretics and other masking agents	Presence and Use	2-year sanction
Rugby Union	Human Growth Hormone (hGH)	S2 Peptide Hormones, Growth Factors and related substances	Possession and Attempted use	2-year sanction
Wheelchair Rugby	Phentermine	S6 Stimulants	Presence and Use	1-year sanction
Powerlifting	Methylhexanamine	S6 Stimulants	Presence	2-year sanction
Powerlifting	Methylhexanamine	S6 Stimulants	Presence	2-year sanction
Handball	Salbutamol at a concentration in urine in excess of 1000 ng/mL	S3 Beta-2 Agonist	Presence and Use	Warning and Reprimand
Cycling	Stanozolol	S1 Anabolic Agent	Presence and Use	2-year sanction
Futsal	Cannabis	S8 Cannabinoids	Presence and Use	12-match suspended sentence with community service
Athletics	Cannabis	S8 Cannabinoids	Presence	8-month sanction
Cycling	Cannabis	S8 Cannabinoids	Presence	6-month sanction

APPENDIX C: INTERNATIONAL ANTI-DOPING AND DOPING CONTROL

Table 24: Government-to-government arrangements

Arrangements	Type of arrangement	Purpose of arrangement
International Anti-Doping Arrangement (IADA)	Multi-lateral government agreement involving Australia, Canada, Denmark, Finland, Netherlands, New Zealand, Norway, South Africa, Sweden and the United Kingdom	Develop common anti-doping practices among each of the IADA member nations Harmonise existing practices where possible Ensure that the practices employed are identifiable as world best practice and use this standard to influence other sporting nations to follow suit
Council of Europe Anti-Doping Convention	Multi-lateral government agreement involving 50 signatories – 46 member states of the Council of Europe and 4 non-member states, including Australia	Provide for parties to cooperate in the fight against doping through doping control programs (not including drug testing services)
UNESCO International Convention Against Doping in Sport	Multi-lateral government agreement ratified by 170 governments at 30 June 2012	Provide for parties to cooperate in the fight against doping through doping control programs (not including drug testing services) Oblige parties to adopt appropriate measures at the national and international levels that are consistent with the principles of the World Anti-Doping Code

APPENDIX D: POWERS OF THE MINISTER TO GIVE DIRECTIONS TO THE ASADA CEO

No Ministerial directions were given to the ASADA CEO in the reporting period.

Under section 24 of the *Australian Sports Anti-Doping Authority Act 2006*, the Minister can give the CEO the following directions:

1. The Minister may, by legislative instrument, give directions to the CEO in relation to the performance of his or her functions and the exercise of his or her powers.

Note: For variation and revocation, refer to subsection 33(3) of the *Acts Interpretation Act 1901*.

2. However, such a direction must not relate to:
 - a. a particular athlete, or a particular support person, who is subject to the National Anti-Doping scheme, or
 - b. the testing of a particular athlete under an anti-doping testing service, or safety checking service, being provided by the CEO under contract on behalf of the Commonwealth.
3. The CEO must comply with a direction under subsection (1).
4. Subsection (3) does not apply to the extent that the direction relates to the CEO's performance of functions or exercise of powers under the *Financial Management and Accountability Act 1997* or as an Agency Head under the *Public Service Act 1999*.

APPENDIX E: ASADA AND CEO FUNCTIONS, POWERS AND DELEGATIONS

This appendix lists the functions, powers and delegations of ASADA and its CEO under the *Australian Sports Anti-Doping Authority Act 2006* (the ASADA Act).

For an explanation of abbreviations used in this section, see the 'List of abbreviations' at the end of this report.

CEO'S FUNCTIONS

Under section 21 of the ASADA Act, the CEO has the following functions:

- (a) such functions as are conferred on the CEO by Part 2 of the ASADA Act
- (b) such functions as are conferred on the CEO by the National Anti-Doping (NAD) scheme
- (c) to advise the Australian Sports Commission (ASC) about sports doping and safety matters that should be included in any agreement under which the ASC gives money to a sporting organisation
- (d) to support, encourage, develop and implement initiatives that increase the skills and knowledge of people involved in sporting activities about sports doping and safety matters
- (e) to support and encourage the sporting community to develop and implement comprehensive programs, and education initiatives, about sports doping and safety matters
- (f) to support, encourage and conduct research about sports doping and safety matters
- (g) to collect, analyse, interpret and disseminate information about sports doping and safety matters
- (h) to encourage the development of ways for the states and territories, and sporting organisations, to carry out initiatives about sports doping and safety matters
- (i) to cooperate with the states and territories, and with sporting organisations, to carry out initiatives about sports doping and safety matters
- (j) to cooperate with an organisation of a foreign country in the Oceania region that has functions that are the same as, or similar to, those of the CEO
- (k) to provide the following services under contract on behalf of the Commonwealth:
 - (i) anti-doping testing services
 - (ii) safety checking services
 - (iii) other services (including educational services) relating to sports doping and safety matters
- (ka) to make resources and facilities (including secretariat services and clerical assistance) available to the Advisory Group for the purposes of enabling the Advisory Group to perform its function

-
- (kb) to make resources and facilities (including secretariat services and clerical assistance) available to the Anti-Doping Rule Violation Panel (ADRVP) for the purposes of enabling the ADRVP to perform its functions
 - (l) to make resources and facilities (including secretariat services and clerical assistance) available to the ASDMAC for the purposes of enabling the ASDMAC to perform its functions
 - (m) such other functions as are conferred on the CEO by this Act or any other law of the Commonwealth
 - (n) to advise the Minister about matters relating to any of the above functions
 - (o) to do anything incidental to or conducive to the performance of any of the above functions.

CEO'S POWERS

Under section 22 of the ASADA Act, the CEO has the power to do all things necessary or convenient to be done for or in connection with the performance of his or her functions. In exercising his or her power, the CEO must comply with section 44 of the FMA Act.

APPENDIX F: STAFFING STATISTICS AT 30 JUNE 2012

Table 25: Full-time, part-time and casual staff at 30 June 2012

Ongoing employee				Non-ongoing employee				Casual employee		Total
Full-time		Part-time		Full-time		Part-time		Casual		
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
25	27	1	3	1	4	0	1	169	101	332

Note: These figures indicate staff substantively employed by ASADA at 30 June 2012, including temporary re-assignment into the agency. These figures include the ASADA CEO.

Table 26: On-going, non-ongoing and casual staff by classification groups and location at 30 June 2012

State	APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	CEO	Total
ACT	18		3	7	16	8	10	7	2	1	72
NSW	70		4	3		1					78
NT	6		1								7
QLD	56		5	1							62
SA	21		2								23
TAS	21		2								23
VIC	40		2	3			1				46
WA	18		3								21
Total	250	0	22	14	16	9	11	7	2	1	332

NOTE: This table indicates ongoing and non-ongoing staff totalling 62 and casual staff totalling 270 employed by ASADA at 30 June 2012

Table 27: SES staff at 30 June 2012

SES staff	Male	Female	Total
SES Band 1	1	1	2
Total	1	1	2

Table 28: Staff in equal employment opportunity groups at 30 June 2012

Male	Female	Total staff (1)	DCLB1 and DCLB2	ATSI	PWD	Total staff (2)
44%	56%	100%	13	0	1	33

Notes:

Total staff (1): Ongoing and non-ongoing staff substantively employed at 30 June 2012. Percentages of males and females relate to this total, excluding casuals.

DCLB1: People from diverse cultural and linguistic backgrounds (first generation).

DCLB2: People from diverse cultural and linguistic backgrounds (second generation).

ATSI: Aboriginal and Torres Strait Islander people.

PWD: People with a disability.

Total staff (2): Total number of staff who volunteered equal employment opportunity information, including no answers to questions. Percentages of equal employment opportunity statistics have been derived from this total.

Table 29: Salary ranges of employees

Classification	Collective agreement Salary range \$		Section 24(1) determinations Salary range \$	
	Lowest	Highest	Lowest	Highest
EL2	\$107,153	\$129,300	\$129,883	\$148,608
EL1	\$94,784	\$103,303	\$107,921	\$107,921
APS6	\$82,497	\$90,033		
APS5	\$73,375	\$81,702		
APS4	\$65,047	\$73,374		
APS3	\$54,893	\$61,573		
APS2	\$45,002	\$53,139		

Table 30: Number of staff in the collective agreement or section 24(1) determinations

Classification	Collective agreement	Section 24(1) determinations	Total
SES	0	2	2
EL2	3	4	7
EL1	10	1	11
APS 2-6	41	0	41
Total	54	7	61

* Excluding the CEO whose terms and conditions of employment are set by the Remuneration Tribunal.

APPENDIX G: WORK HEALTH AND SAFETY

The Work Health and Safety (WHS) Committee continued to consolidate WHS issues within the Canberra and Sydney offices of ASADA. There is also a WHS representative in Victoria.

During 2011–12 we continued to implement the WHS Framework and support policies and procedures to underpin WHS duty of care for the health, safety and welfare of employees while at work. From January 2012 we commenced the implementation of requirements of the *Work Health and Safety Act 2011*. The development and implementation of a suite of health and safety management policies and procedures has commenced. All health and safety arrangements will continue to be available to staff and the WHS Committee for comment.

We will review health and safety management arrangements in the next reporting period to reflect the requirements of the WHS Act. If WHS disputes arise at any time during the review or implementation of the current health and safety management arrangements, the *ASADA Collective Agreement 2009–12* enables us to handle these matters.

A systematic approach to the management of WHS plans, actions and procedures has resulted in a continual low level of WHS risk. During 2011–12, two incidents were reported to Comcare under the WHS Act.

APPENDIX H: ADVERTISING AND MARKET RESEARCH

During 2011–12 ASADA paid \$12,750 for advertising and market research services with a value of more than \$11,900 (including GST). Table 31 lists payments made during the financial year resulting from these contracts, as required by section 311A of the *Commonwealth Electoral Act 1918*.

No payments were made to advertising agencies or polling companies for projects over the reporting threshold of \$11,900 including GST during the reporting period.

Table 31: Advertising and market research

Organisation	Service provided	Payment made in 2011–12 (\$)
Market research		
Orima Research Pty Ltd	Survey of stakeholder views on ASADA programs and services	\$12,750
Total		\$12,750

During 2011–12, ASADA did not undertake any advertising campaigns.

APPENDIX I: ECOLOGICALLY SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL PERFORMANCE

The following information is supplied in accordance with section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act).

PRINCIPLES OF THE LEGISLATION

Section 3A of the EPBC Act sets out the principles of ecologically sustainable development. We have considered these principles in relation to our activities and administration, and have taken action as appropriate.

The effect ASADA has on the environment is the energy-consuming impact of two office spaces and leased vehicles.

MEASURES TAKEN TO MINIMISE ENVIRONMENTAL IMPACT

We operate offices that remain well lit during the day on safety and security grounds. However, the following measures have been implemented to minimise our environmental impact:

- using power savers and auto switch-off features on equipment
- providing paper recycling bins for all staff
- turning off computer monitors when they are not in use
- encouraging fuel efficiency when using motor vehicles
- electricity contract includes 10 per cent green power
- continuing the lease of smaller, more fuel-efficient motor vehicles
- participating in the Greenfleet carbon emission offset program for all leased vehicles
- recycling ink jets in printers.

All ASADA leased vehicles have Greenfleet membership. As part of our *Collective Agreement 2009–12*, this membership is also offered to staff members, with ASADA contributing 50 per cent of the cost.

In 2011–12 ASADA undertook an Energy Audit and a review of ASADA's compliance with the Australian Government's *ICT Sustainability Plan 2010–15*.

As a consequence of the audit and review ASADA has undertaken the following works to help reduce our carbon footprint:

- reduction of lighting levels in the non-work areas such as corridors and breakout areas
- installation of lighting control sensors in offices and storage rooms
- installation of an energy monitoring system to monitor and report on the energy use of ASADA's server room
- reduction in the number of printing devices to ensure ASADA meets the minimum requirements of the Australian Government's *ICT Sustainability Plan 2010–15*.

APPENDIX J: FREEDOM OF INFORMATION

Agencies subject to the *Freedom of Information Act 1982* (FOI Act) are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements. This information can be found on ASADA's website <www.asada.gov.au>.

Table 32: ASADA freedom of information statistics

Matters on hand (start 2011–12)	Requests received (2011–12)	Requests finalised (2011–12)	Requests outstanding (end 2011–12)
0	3	1	1

One FOI request was received by ASADA in 2011–12 that was withdrawn by the applicant prior to processing. ASADA did not receive any applications for internal review or Administrative Appeals Tribunal matters under FOI in 2011–12. ASADA did not receive any applications from the Information Commission for review.

We received several requests from athletes seeking access to their own information. These requests were dealt with under the Privacy Act.

APPENDIX K: EXPENSES AND RESOURCES FOR OUTCOME 1

Table 33 shows how the 2011–12 budget appropriations translate to total resourcing for ASADA activities, including revenue from government (appropriation) and other resources available to be used and the total costs of the program.

Table 33: Expenses and resources for Outcome 1

Outcome 1 – Protection of the health of athletes and the integrity of Australian sport, through deterrence, detection and enforcement to eliminate doping	(1) Budget 2011–12 \$'000	(2) Actual 2011–12 \$'000	Variation (column 1 minus column 2) \$'000
Program 1.1 – Deterrence, detection and enforcement			
Administered expenses	0	0	0
Departmental expenses			
Ordinary Annual Services (Appropriation Bill No. 1)	15,474	15,140	334
Total expenses for Program 1.1 and Outcome 1	15,474	15,140	334
	2010–11	2011–12	Variation (column 2 minus column 1)
Average staffing level (ASL) (number)*	65	73	8

* Prior to 2011–12, ASADA's casual staff employed under the *Public Service Act 1999* were not included in ASL reporting for the Portfolio Budget Statements. Casual Staff conduct ASADA's testing operations.

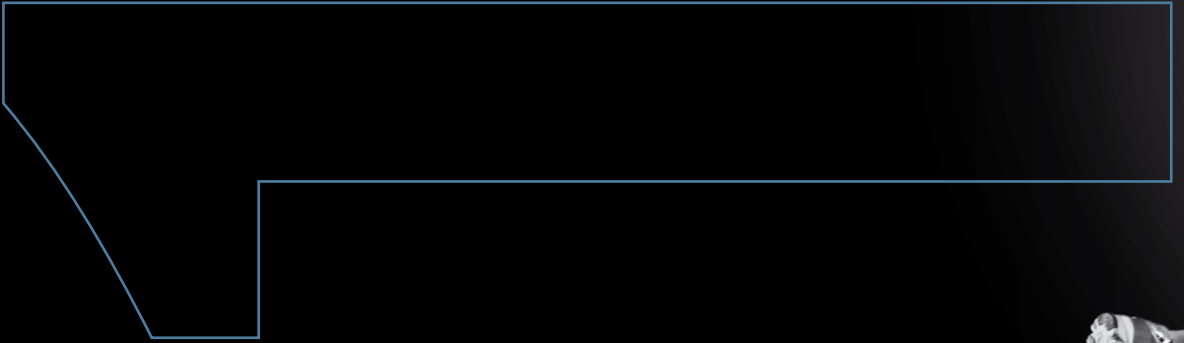
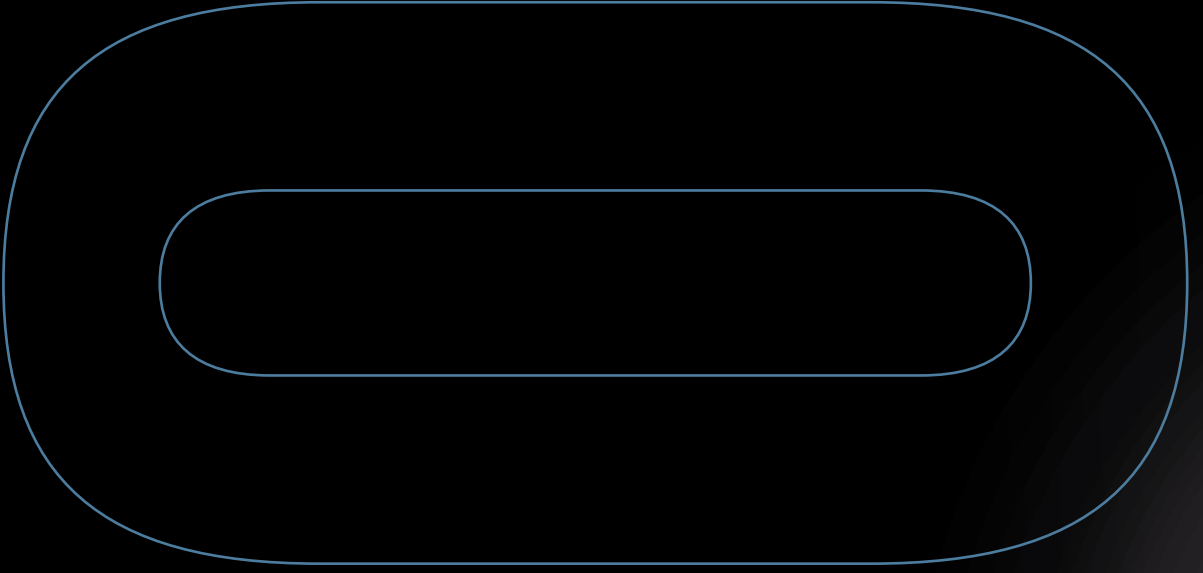
APPENDIX L: ASADA RESOURCE STATEMENT 2011–12

Table 34: ASADA Resource Statement

	(1) Actual available appropriation for 2011–12 \$'000	(2) Payments made 2011–12 \$'000	Balance remaining (column 1 minus column 2) \$'000
Ordinary annual services¹			
Departmental appropriation ²			
Total	19,099	14,945	4,154
Administered expenses	0	0	0
Total			
Total resourcing for ASADA	19,099	14,945	4,154

¹ Appropriation Bill (No 1) 2010–11. This includes Prior Year departmental appropriation and S.31 relevant agency receipts.

² Includes an amount of \$0.45m in 2011–12 for the Departmental Capital Budget. For accounting purposes this amount has been designated as 'contributions by owners'.



ABBREVIATIONS AND GLOSSARY

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LIST OF ABBREVIATIONS

ADRV	Anti-doping rule violation
ADRVP	Anti-Doping Rule Violation Panel
AFL	Australian Football League
ANADO	Association of National Anti-Doping Organisations
APS	Australian Public Service
ASADA	Australian Sports Anti-Doping Authority
ASADA Act	<i>Australian Sports Anti-Doping Authority Act 2006</i>
ASC	Australian Sports Commission
ASDMAC	Australian Sports Drug Medical Advisory Committee
AWOS	Athlete Whereabouts Online System
CEO	Chief Executive Officer
CERA	Continuous erythropoietin receptor activator
DCO	Doping Control Officer
EL	Executive Level
FMA Act	<i>Financial Management and Accountability Act 1997</i>
FOI	Freedom of information
iNADO	Institute of National Anti-Doping Organisations
IOC	International Olympic Committee
ISO	International Organisation for Standardisation
IST	International Standard for Testing
NAD	National Anti-Doping
NAD scheme	National Anti-Doping scheme
NADO	National Anti-Doping Organisation
NRL	National Rugby League
NSO	National sporting organisation
OHS	Occupational health and safety

Prohibited List	The List of Prohibited Substances and Methods
RoF	Register of Findings
RTP	Registered Testing Pool
SES	Senior Executive Service
the Code	World Anti-Doping Code
TBA	To be advised
TUE	Therapeutic Use Exemption
UNESCO	United Nations Educational, Scientific and Cultural Organisation
WADA	World Anti-Doping Agency
WHS	Work Health and Safety

GLOSSARY

Adverse analytical finding

A report from a laboratory or other approved testing entity that identifies in a specimen the presence of a prohibited substance or its metabolites or markers (including elevated quantities of endogenous substances) or evidence of the use of a prohibited method.

Anti-doping organisation

An organisation responsible for adopting the rules to implement or enforce any part of the doping control process. Examples include the International Olympic Committee, the International Paralympic Committee, the World Anti-Doping Agency, international federations, National Anti-Doping Organisations and other major event organisations that conduct testing at their events.

Athlete

See the National Anti-Doping scheme definition for the legal definition. For the purposes of doping control, an athlete is a person participating in sport at international level or national level or at a lower level if designated by a National Anti-Doping Organisation. For the purposes of anti-doping information and education, an athlete is a person participating in sport under the authority of any organisation that has signed or accepts the Code, or the government.

Athlete support personnel

This includes, but is not limited to, any coach, trainer, manager, agent, team staff, official, medical or paramedical personnel, working with or treating athletes in or preparing for sports competition.

Chaperone

A casual staff member representing ASADA under the direction of the Doping Control Officer, responsible for notifying athletes of their selection for doping control, keeping the athlete in sight at all times from notification until the completion of the sample collection process. The Chaperone will be the sole party in witnessing the provision of the sample leaving the athlete's body into a collection vessel.

Code (the)

The Code is the short form of the World Anti-Doping Code.

Doping control

The process that includes test distribution planning, sample collection and handling, laboratory analysis, results management, hearings and appeals.

Doping Control Officer

An ASADA staff member who is responsible for the entire doping control session. They undertake all paperwork during the session, manage and direct the Chaperones, distribute athlete allocations and ensure the doping control session is completed in line with policies and procedures.

In-competition test

Unless provided for otherwise in the rules of an international federation or other anti-doping organisation, an in-competition test is a test where an athlete is selected for testing in connection with a specific competition.

Marker

A compound, group of compounds or biological parameters that indicate the use of a prohibited substance or prohibited method.

Metabolite

Any substance produced by a biotransformation process.

Minor

A person who has not reached the age of majority as established by the applicable laws of his or her country of residence.

National Anti-Doping Organisation

The entity (or entities) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules, and direct the collection of samples, the management of test results, and the conduct of hearings, all at the national level. If this designation has not been made by the competent public authority(ies), the entity shall be the country's national Olympic committee or its designee. ASADA is Australia's National Anti-Doping Organisation.

No-advance-notice test

A doping control that takes place with no advance warning to the athlete and where the athlete is continuously chaperoned from the moment of notification through to sample provision.

Out-of-competition test

Any doping control that is not undertaken during a competition.

Prohibited List

The list identifying the prohibited substances and prohibited methods.

Prohibited method

Any method so described on the Prohibited List.

Prohibited substance

Any substance so described on the Prohibited List.

Register of Findings

A register established under the ASADA Act, and maintained by the Anti-Doping Rule Violation Panel (ADRVP) under the National Anti-Doping scheme, on which ADRVP enters the relevant details and its findings.

Registered Testing Pool

The pool of athletes who must provide daily whereabouts information to ASADA.

Sample/specimen

Any biological material collected for the purposes of doping control.

Target testing

Selection of athletes for testing where specific athletes or groups of athletes are selected on a non-random basis for testing at a specified time.

Testing

The parts of the doping control process involving test distribution planning, sample collection, sample handling, and sample transport to the laboratory.

Trafficking

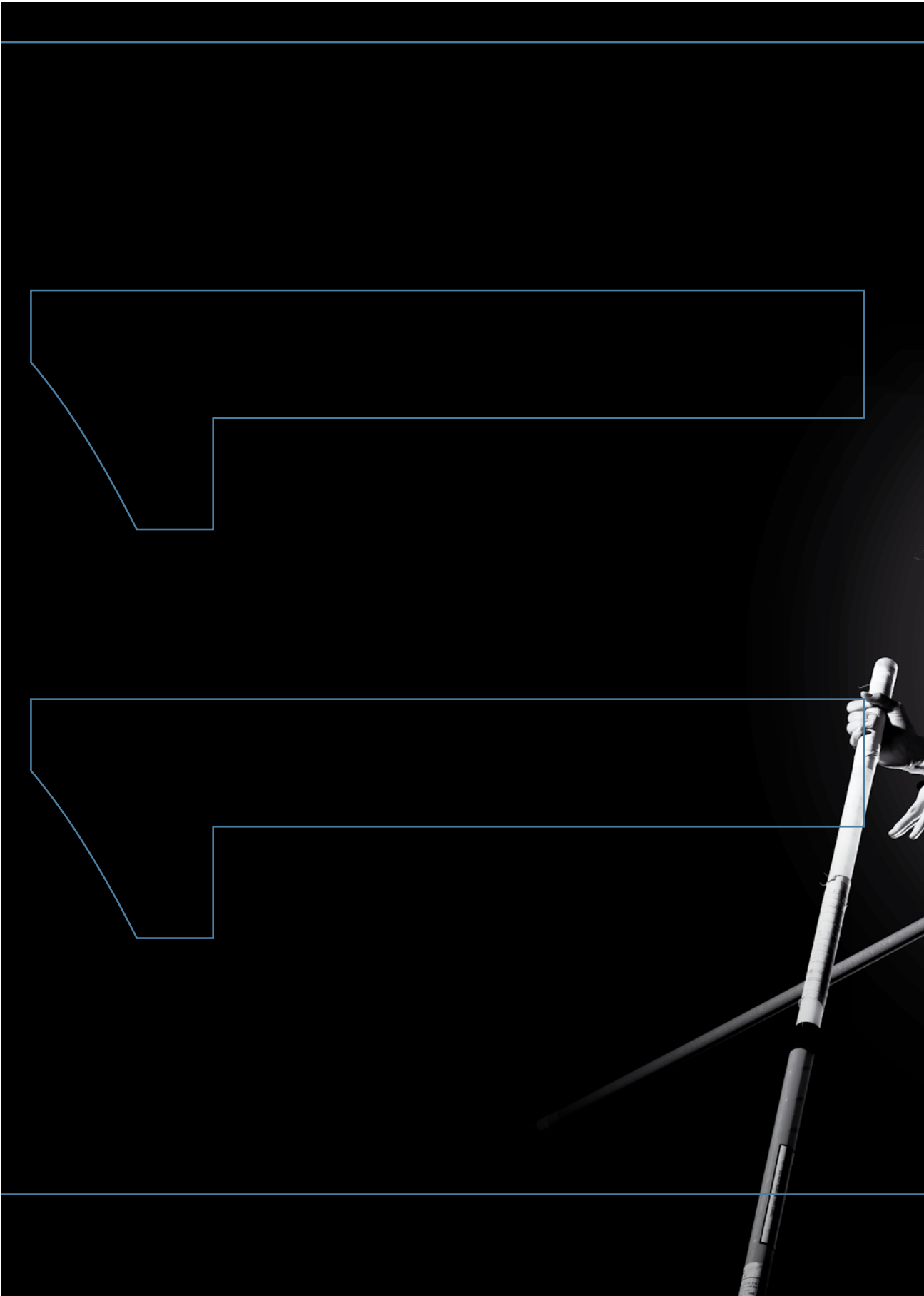
To traffic is to sell, give, administer, transport, send, deliver or distribute a prohibited substance or prohibited method to an athlete either directly or through one or more third parties, but excluding the sale or distribution (by medical personnel or by persons other than an athlete's support personnel) of a prohibited substance for genuine and legal therapeutic purposes.

UNESCO International Convention against Doping in Sport

The purpose of the Convention is to promote the prevention of, and the fight against, doping in sport, with a view to its elimination.

World Anti-Doping Code (the Code)

The Code adopted by the Foundation Board of the World Anti-Doping Agency on 5 March 2003 at Copenhagen, as amended from time to time. This document is internationally recognised as the basis for doping control. The Code communicates to stakeholders a standard global response to doping in sport. The latest revision of the Code was implemented on 1 January 2009.



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COMPLIANCE INDEX

Part of report	Description	Requirement	Page
	Letter of transmittal	Mandatory	[3]
	Table of contents	Mandatory	[5]
	Index	Mandatory	[178]
	Glossary	Mandatory	[168]
	Contact officer(s)	Mandatory	[4]
	Internet home page address and Internet address for report	Mandatory	[4]
Review by CEO			
	Review by CEO	Mandatory	[10]
	Summary of significant issues and developments	Suggested	[10]
	Overview of department's performance and financial results	Suggested	[10]
	Outlook for following year	Suggested	[13]
	Significant issues and developments – portfolio	Portfolio departments – suggested	Nil to report
Departmental overview			
	Role and functions	Mandatory	[18]
	Organisational structure	Mandatory	[55]
	Outcome and program structure	Mandatory	[21]
	Where outcome and program structures differ from PB Statements/PAES or other portfolio statements accompanying any other additional appropriation bills (other portfolio statements), details of variation and reasons for change	Mandatory	Nil to report
	Portfolio structure	Portfolio departments – mandatory	Nil to report
Report on performance			
	Review of performance during the year in relation to programs and contribution to outcomes	Mandatory	[26]
	Actual performance in relation to deliverables and KPIs set out in PB Statements/PAES or other portfolio statements	Mandatory	[26]

Part of report	Description	Requirement	Page
	Where performance targets differ from the PBS/ PAES, details of both former and new targets, and reasons for the change	Mandatory	Nil to report
	Narrative discussion and analysis of performance	Mandatory	[30]
	Trend information	Mandatory	[26]
	Significant changes in nature of principal functions/ services	Suggested	Nil to report
	Performance of purchaser/provider arrangements	If applicable, suggested	[71]
	Factors, events or trends influencing departmental performance	Suggested	Nil to report
	Contribution of risk management in achieving objectives	Suggested	[57]
	Social inclusion outcomes	If applicable, mandatory	Nil to report
	Performance against service charter customer service standards, complaints data and the department's response to complaints	If applicable, mandatory	[61]
	Discussion and analysis of the department's financial performance	Mandatory	[70]
	Discussion of any significant changes from the prior year, from budget or anticipated to have a significant impact on future operations.	Mandatory	Nil to report
	Agency resource statement and summary resource tables by outcomes	Mandatory	[161–162]
Management and accountability			
Corporate governance			
	Agency heads are required to certify that their agency comply with the Commonwealth Fraud Control Guidelines	Mandatory	[3, 58]
	Statement of the main corporate governance practices in place	Mandatory	[54]
	Names of the senior executive and their responsibilities	Suggested	[55]
	Senior management committees and their roles	Suggested	[56]
	Corporate and operational planning and associated performance reporting and review	Suggested	[54]
	Approach adopted to identifying areas of significant financial or operational risk	Suggested	[58]

Part of report	Description	Requirement	Page
	Policy and practices on the establishment and maintenance of appropriate ethical standards	Suggested	[59]
	How nature and amount of remuneration for SES officers is determined	Suggested	[64]
External scrutiny			
	Significant developments in external scrutiny	Mandatory	[62]
	Judicial decisions and decisions of administrative tribunals	Mandatory	[62]
	Reports by the Auditor-General, a Parliamentary Committee or the Commonwealth Ombudsman	Mandatory	[62]
Management of human resources			
	Assessment of effectiveness in managing and developing human resources to achieve departmental objectives	Mandatory	[62]
	Workforce planning, staff turnover and retention	Suggested	[63]
	Impact and features of enterprise or collective agreements, individual flexibility arrangements (IFAs), determinations, common law contracts and AWAs	Suggested	[63]
	Training and development undertaken and its impact	Suggested	[65]
	Work health and safety performance	Suggested	[67]
	Productivity gains	Suggested	[64]
	Statistics on staffing	Mandatory	[155]
	Enterprise or collective agreements, IFAs, determinations, common law contracts and AWAs	Mandatory	[63]
	Performance pay	Mandatory	[63]
Assets management	Assessment of effectiveness of assets management	If applicable, mandatory	[70]
Purchasing	Assessment of purchasing against core policies and principles	Mandatory	[71]
Consultants	The annual report must include a summary statement detailing the number of new consultancy services contracts let during the year; the total actual expenditure on all new consultancy contracts let during the year (inclusive of GST); the number of ongoing consultancy contracts that were active in the reporting year; and the total actual expenditure in the reporting year on the ongoing consultancy contracts (inclusive of GST). The annual report must include a statement noting that information on contracts and consultancies is available through the AusTender website.	Mandatory	[71]

Part of report	Description	Requirement	Page
Australian National Audit Office Access Clauses	Absence of provisions in contracts allowing access by the Auditor-General	Mandatory	[72]
Exempt contracts	Contracts exempt from the AusTender	Mandatory	[72]
Financial Statements	Financial Statements	Mandatory	[76]
Other mandatory information			
	Work health and safety (Schedule 2, Part 4 of the <i>Work Health and Safety Act 2011</i>)	Mandatory	[157]
	Advertising and Market Research (Section 311A of the <i>Commonwealth Electoral Act 1918</i>) and statement on advertising campaigns	Mandatory	[158]
	Ecologically sustainable development and environmental performance (Section 516A of the <i>Environment Protection and Biodiversity Conservation Act 1999</i>)	Mandatory	[159]
	Compliance with the agency's obligations under the <i>Carer Recognition Act 2010</i>	If applicable, mandatory	Nil to report
	Grant programs	Mandatory	[70]
	Disability reporting – explicit and transparent reference to agency-level information available through other reporting mechanisms	Mandatory	[66]
	Information Publication Scheme statement	Mandatory	[160]
	Correction of material errors in previous annual report	If applicable, mandatory	[177]
	List of Requirements	Mandatory	[174]

Statement of material errors in 2010–11.

A correction was issued in regards to the 2010–11 annual report relating to Page 149: ASDMAC members, meeting numbers, and Page 151: Achievements, applications for Therapeutic Use Exemptions.

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