



**Australian Government**

**Australian Sports  
Anti-Doping Authority**

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY  
2009:10 ANNUAL REPORT**



**PURE**  
PERFORMANCE

**09:10**

DETERRENCE · DETECTION · ENFORCEMENT

AUSTRALIA'S DRIVING FORCE FOR  
PURE PERFORMANCE IN SPORT





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Australian Sports Anti-Doping Authority  
2009–10 annual report  
Canberra

This annual report is available on the Australian Sports Anti-Doping Authority website [www.asada.gov.au](http://www.asada.gov.au) located at <http://www.asada.gov.au/annualreport/0910.html>

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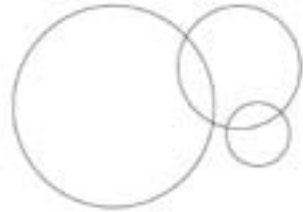
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14 October 2010

Senator the Hon Mark Arbib  
 Minister for Sport  
 Parliament House  
 Canberra ACT 2601



Dear Minister

I am pleased to present the Australian Sports Anti-Doping Authority's annual report for the financial year ending 30 June 2010.

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

ASADA was responsible for reporting financial statements or otherwise up until 31 December 2009. Item 134 of the *Australian Sports Anti-Doping Authority Amendment Act 2009* placed the obligation to report on the Chief Executive Officer post 1 January 2010. As Chief Executive Officer, I have met the requirements of Item 134 by providing this single report for the period 1 July 2009 – 30 June 2010.

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 23 June 2010).

Yours sincerely

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

## GUIDE TO THIS REPORT

### Purpose

This report provides a detailed account of the operations and performance of the Australian Sports Anti-Doping Authority (ASADA) for the financial year ending 30 June 2010. It has been prepared for the Minister for Sport, to be tabled in both houses of the Parliament of Australia. Additional information has been included to meet the needs of ASADA's stakeholders.

### Structure

The report is divided into six chapters plus appendixes:

- **Organisational overview** – a review of the year by the Chief Executive Officer; an outline of ASADA's role and functions; highlights from 2009–10; and outlook for 2010–11
- **Report on performance** – an explanation of our outcome and program structure; and a report on our performance against our outcome
- **Management and accountability** – a summary of management practices, including corporate governance, external scrutiny, management of human resources and our structure
- **Financial information** – a report on our financial management and audited statements
- **Anti-Doping Rule Violation Panel** – an outline of the panel's functions, members and output
- **Australian Sports Drug Medical Advisory Committee** – an explanation of the committee's functions, members and output
- **Appendixes** – additional information, including doping control statistics, staffing statistics and freedom of information requests.

### Access

The whole report is available at [www.asada.gov.au](http://www.asada.gov.au) in both HTML and PDF formats.

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# ORGANISATIONAL OVERVIEW

MESSAGE FROM THE CEO  
ABOUT ASADA

# 01

## Message from the CEO

Australia is justly proud of its sporting reputation. Our role at ASADA is to safeguard that reputation, backing up the Australian Government's commitment to the worldwide effort to eliminate doping from sport through the UNESCO International Convention against Doping in Sport and the World Anti-Doping Code (the Code).

ASADA is at the centre of a collaborative approach to driving pure performance in Australian sport. What we are working to achieve is a level playing field, where achievement in sport depends on an athlete's talent, determination, courage and honesty. To do this, we work closely with the community, national sporting organisations and international agencies to develop leading-edge anti-doping programs. These focus on deterrence through no-advance-notice testing, education and awareness-raising; detection through testing, intelligence and investigation; and enforcement through the fair management of potential anti-doping rule violations.

This fifth year of ASADA's operation has brought to fruition a number of initiatives which are already assisting the deterrence and detection of doping in sport and the effective management of potential anti-doping rule violations. The year has also seen significant change in the way ASADA is governed, with a view to strengthening the agency's independence and capability.



**ASADA CHIEF  
EXECUTIVE OFFICER**  
AURORA ANDRUSKA

## Building awareness

ASADA has made a significant contribution to protecting the health of athletes and the integrity of Australian sport by working closely with national sporting organisations to build awareness about the risks and repercussions of doping and to deliver comprehensive anti-doping education programs.

Several major achievements stand out in this area in 2009–10: the design of a new education model and curriculum framework; the development of a web-based education solution, Pure Performance Online; the launch of a new ASADA website incorporating the online Check Your Substances tool; and the conduct of a major anti-doping awareness campaign, *You can never win your reputation back*.

A new education model and curriculum framework for ASADA's national anti-doping education program was developed in 2009–10. This work laid the foundations for Pure Performance Online, which will deliver anti-doping education to athletes, support personnel and organisations anywhere, anytime. Pure Performance Online piloting began in May 2010. When the system is launched in the second quarter of 2010–11, it will give sporting organisations much greater flexibility to provide anti-doping education whenever and wherever it suits their sport, their athletes and their support personnel.

Our redesigned website, launched in November 2009, has made information about prohibited substances in sport more accessible and more reliable than ever before. The innovative online tool, Check Your Substances, which was launched with the website, enables athletes and support personnel to determine immediately and anonymously whether a substance or medication is permitted or prohibited in sport. These two initiatives have dramatically increased access to anti-doping information for the Australian sporting community. Over 38 355 substance status checks have been conducted online since the launch.

While only recent, our campaign, *You can never win your reputation back*, initiated in May 2010, has attracted extensive media coverage and has been successful in raising awareness of the risks and repercussions of doping. The campaign targets both up-and-coming and elite athletes. Over 3510 posters have been distributed to 1202 sporting administration bodies and high schools across the country, conveying the hard-hitting message that doping can ruin an athlete's health, career and reputation.



**MINISTER FOR SPORT,  
THE HON KATE ELLIS MP  
AND ATHLETES AT  
THE LAUNCH OF THE  
MAJOR ANTI-DOPING  
AWARENESS CAMPAIGN  
*YOU CAN NEVER WIN YOUR  
REPUTATION BACK***

## Assisting sporting organisations

In 2009–10 we strengthened our relationships with national sporting organisations and peak bodies. Successful partnerships with the Australian Olympic Committee and the Australian Paralympic Committee delivered Pure Performance programs for the Australian teams for the Vancouver Olympic and Paralympic Winter Games in February 2010. These rigorous programs included a balance of testing and education, with over 110 tests completed before the games, and 21 athletes and support personnel involved in education sessions. Samples from a number of medal contenders and athletes in at-risk sports have been placed in the Tank, ASADA's long-term sample storage facility, which allows future advances in analytical technology to be applied to samples collected today.

In partnership with national sporting organisations and the organisers of the Sydney World Masters Games, we delivered a Pure Performance program that helped to protect the integrity of the Games. This Pure Performance program provided anti-doping services, both before and during the event, to over 30 000 athletes and support personnel participating in the Games.

A successful series of CEO forums in August and September 2009 provided an excellent opportunity to update national sporting organisations on ASADA programs and to receive feedback that has been used to shape developing programs.

We have continued to foster strong connections with important international bodies such as the World Anti-Doping Agency (WADA), the International Anti-Doping Arrangement Steering Group and the Association of National Anti-Doping Organisations. This has extended Australia's influence on international strategic decisions and contributed to greater harmonisation and information-sharing world-wide.

Through written communications, as well as face-to-face discussions, we sought to offer assistance to the Indian National Anti-Doping Agency (NADA) to develop a sports anti-doping infrastructure in the preparations for the Delhi 2010 Commonwealth Games. We also communicated with the Organising Committee Commonwealth Games Delhi, offering to provide assistance leading into the 2010 Games in areas such as sample collection and training field staff. We will continue to seek to engage with NADA to offer assistance and share our knowledge.

## Detection

The combination of a strong testing program and a world-class intelligence and investigations capability firmly establishes ASADA as one of the world's leaders in effectively detecting anti-doping rule violations.

In 2009–10 we conducted a comprehensive doping control program, completing 6606 blood and urine tests. This program had a particular focus on the analysis of blood and serum, to detect the use of Human Growth Hormone, which resulted in 100 analyses being conducted in this area.

For the first time, we have the capacity to detect the new substance CERA-EPO. This new capability was quickly embraced by professional sports, with both the AFL and NRL introducing these tests into comprehensive testing programs which they are implementing in partnership with ASADA.

We also assessed 327 other incidents, which ultimately resulted in 25 matters being opened as anti-doping investigations.

Our expertise in investigations and intelligence was recognised by WADA when it invited ASADA officials to share the Australian experience at the WADA regional seminar in Tokyo in March 2010 and at the 7<sup>th</sup> Asia/Oceania Intergovernmental Meeting in Delhi in May 2010. This investigative and intelligence gathering capability underpins the formal partnerships we are developing with federal and state law enforcement agencies. Such partnerships are critical to eliminating doping in sport.

## Enforcement

A key role for ASADA is to prepare and present potential doping cases for consideration by the Anti-Doping Rule Violation Panel (ADRVP) and independent sporting tribunals. We administer our enforcement program so that all athletes and support personnel subject to allegations of doping are treated fairly and transparently, in accordance with legislative requirements, the Code and the relevant sport's anti-doping policy.

Until January 2010, ASADA was responsible for establishing and maintaining a Register of Findings, the formal record of decisions on anti-doping rule violations. On 1 January, this responsibility



transferred to the newly established and independent ADRVP. During 2009–10, 29 athletes and support personnel were determined to have committed anti-doping rule violations and were placed on the Register of Findings.

ASADA's success in building cases against athletes and support personnel for violation of the Code, where that violation could not be detected by a traditional test, is strongly supported by our investigations and intelligence capability. These non-analytical cases, where evidence from non-testing sources is used to satisfy a sporting tribunal of a violation of anti-doping rules, accounted for 31 per cent of cases on the Register of Findings in 2009–10.

## Governance

The new governance structure introduced for ASADA from 1 January 2010 created the position of Chief Executive Officer (CEO) that I have held since May. I welcome the challenge of leading ASADA to continued success in protecting Australia's sporting integrity through the elimination of doping. I am fortunate to have such a strong foundation on which to build, both in terms of policies and programs, as outlined above, and in terms of administration and staff.

Richard Ings, who served as Chair and CEO of ASADA from 2005 until December 2009 and then continued on as Acting CEO, established a sound organisation with robust governance and financial management.

In delivering on our commitments for 2009–10, we had a reportable surplus for the year of \$0.10m, the result of robust financial management.

Noteworthy achievements on the corporate and operational side in 2009–10 include:

- a new Information and Communications Technology policy
- an updated Fraud Control Plan that has put appropriate strategies in place to strengthen the management of fraud risks
- a comprehensive Business Continuity Plan to guide the organisation in the event of any extended disruption to business operations
- successful re-certification of our Quality Management System in March 2010, to ISO 9001:2008.

Central to the effectiveness of any organisation is the quality of its staff, and we have put a strong emphasis on building staff skills and satisfaction. Significant achievements for the organisation in 2009–10 have been the development and implementation of a Workforce Plan, a Succession Plan, a Diversity Plan and Individual Career Plans for ASADA staff.

## The year ahead

The year ahead will be an exciting one for ASADA as we strengthen our engagement with national and international sporting bodies and work together to drive pure performance in sport. In 2010–11, we will:

- investigate implementing an Athlete Biological Passport program that is consistent with WADA's Athlete Biological Passport Operating Guidelines
- work with individual sporting administration bodies to create anti-doping awareness and education strategies tailored to their sports
- conduct Pure Performance programs with the Australian teams for the Youth Olympic Games in Singapore in August 2010 and the Commonwealth Games in Delhi in October 2010

- strengthen working relationships and partnership arrangements with state institutes and academies of sport, and state law enforcement agencies
- continue to offer to share expertise with international bodies, particularly with India in the lead-up to the Delhi 2010 Commonwealth Games and beyond.

Our continued success in protecting Australia's sporting integrity and reputation relies on the joint efforts of the whole Australian sporting community. I congratulate athletes, support personnel and their organisations for their commitment to eliminating doping in sport and thank them for their continued support in this shared endeavour.

I look forward to working with the sporting community to maintain Australia's reputation as an international leader in the campaign against doping in sport.



**Aurora Andruska PSM**

Chief Executive Officer

Australian Sports Anti-Doping Authority

## About ASADA

The Australian Sports Anti-Doping Authority is a statutory authority established in 2006 to provide a comprehensive anti-doping program for the Australian sports community.

As a signatory to the UNESCO International Convention against Doping in Sport, Australia is required to implement anti-doping arrangements consistent with 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 **mission** is to protect Australia's sporting integrity through the elimination of doping.

### Legislative basis

ASADA is an agency within the Health and Ageing portfolio. Ministerial responsibility resides with the Hon Kate Ellis MP, 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 subject to the *Public Service Act 1999*.

Our activities are governed by our legislative framework and our obligations to implement the Code, the Prohibited List of substances and methods that are prohibited in sport, and the International Standard for Testing.

### Role and functions

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

To achieve this pure performance, our programs encompass deterrence, detection and enforcement activities.

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 in sport, so that Australia meets its international obligations under the UNESCO International Convention against Doping in Sport and the Code, and Australia's sporting culture continues to be held in high regard internationally. We give priority to deterrence strategies, to prevent the use of prohibited substances and methods in sport and to protect clean athletes and the sports in which they participate. We do this through education and by raising awareness of the risks and the repercussions of doping.

Our aim is to establish a level playing field in sport which protects the health of athletes and the reputation of both sports and clean athletes. To achieve this, we provide programs to help national sporting organisations meet their anti-doping responsibilities, and we operate a strategic, targeted detection program that incorporates both testing and investigations.

With clear legislative powers to manage potential doping violations, such as the presence and use of prohibited substances, we have set out to develop 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, building relationships and partnerships that are based on principles of respect, openness, responsiveness and integrity.

As an organisation, ASADA seeks to be respected by the Australian community for operating with integrity, professionalism, passion, commitment and agility.

## Amendments to legislation

Amendments to the ASADA Act came into effect on 1 January 2010, following a review of ASADA's structural and governance arrangements that was conducted in 2008. The main changes to the legislation affect our governance through the:

- creation of a full-time CEO position
- provision for an Advisory Group, responsible for providing advice and making recommendations to the CEO and other functions
- establishment of an Anti-Doping Rule Violation Panel, responsible for making findings on possible anti-doping rule violations, making recommendations about sanctions and establishing and maintaining a register of such findings.

The amendments subsequently changed our organisational structure.

Before 1 January 2010, the ASADA Chair was the CEO for the purposes of the FMA Act, and the Agency Head for the purposes of the Public Service Act.

From 1 January 2010, the newly-established position of CEO of ASADA assumed the FMA Act and the Public Service Act management powers and functions formerly held by the ASADA Chair. The ASADA CEO is now accountable for the management and strategic leadership and reports directly to the Minister for Sport.

The appointment of the new CEO of ASADA, Aurora Andruska PSM, was announced by the Minister for Sport, the Hon Kate Ellis MP, on 28 April 2010, and Ms Andruska took up office on 10 May 2010.

Appointments to the Advisory Group, responsible for providing advice and making recommendations to the CEO, which was also created by the amendments to the ASADA Act, had not been finalised at 30 June 2010.

The ADRVP, set up as an independent decision-making body, began operating on an interim basis in January 2010 and was formally constituted in April 2010. The panel's functions are to:

- establish and maintain a Register of Findings
- make findings in relation to potential anti-doping rule violations for entry onto the Register of Findings
- make recommendations to Australian sports about appropriate sanctions for athletes and support personnel who have committed anti-doping rule violations.

The work of the panel is reported in chapter 6 and appendixes B and M.

## Australia's new anti-doping framework

The establishment of the ADRVP as an independent panel from the beginning of 2010 changed the design of Australia's anti-doping framework.

Figure 1 shows Australia's anti-doping framework and its mechanisms for implementing the principles of the Code as at 30 June 2010.

**Figure 1: Australia's new anti-doping framework**

## ASADA members

Until 31 December 2009, the Chair and ASADA members operated in accordance with the powers and functions prescribed under the ASADA Act and the NAD scheme.

Key activities to which ASADA members contributed between 1 July and 31 December 2009 included:

- reviewing the draft 2008–09 annual report
- approving major ASADA policies, such as the Investigations and Intelligence policies, the Athlete Whereabouts policy, and the Education Framework 2009–10
- approving the delegations under the ASADA Act and NAD scheme.

**Table 1: ASADA members' details at 31 December 2009**

Position	Name	Date commenced	Date ended	Meetings eligible to attend	Meetings attended
Chair	Mr Richard Ings	14 March 2006	31 December 2009	3	3
Deputy Chair	Dr Brian Sando	14 March 2006	31 December 2009	3	3
Member	Ms Jennifer Clark	14 March 2006	31 December 2009	3	3
Member	Mr John Black	14 March 2006	31 December 2009	3	2
Member	Professor Andrew McLachlan	14 March 2006	31 December 2009	3	3

### Mr Richard Ings (Chair)

Richard Ings was appointed CEO of the Australian Sports Drug Agency on 21 September 2005 and promoted to ASADA's inaugural Chair on 14 March 2006. From 2001 to 2005 Mr Ings held the position of Executive Vice President, Rules and Competition, with the ATP Tour, the governing body of the men's professional tennis circuit, where he was responsible for developing that sport's anti-doping and anti-corruption programs.

### Dr Brian Sando OAM (Deputy Chair)

Dr Brian Sando is a sports medicine practitioner, the 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. Dr Sando was the Chair of ASADA's Anti-Doping Rule Violation Committee.

### Mr John Black (Member)

John Black, a former Senator for Queensland, chaired the Senate Inquiry into Drugs in Sport that led to the establishment of what was then the Australian Sports Drug Agency, and the design of drug testing regimes for Australian sport.

**Ms Jennifer Clark (Member)**

Jennifer Clark has an extensive background in business and finance. She has been on various Australian Government boards since 1991, including for the Australian Sports Commission and the Australian Sports Foundation. Ms Clark is Chair of ASADA's Audit Committee.

**Professor Andrew McLachlan (Member)**

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 precursor, the Australian Sports Drug Agency) for the last 10 years. Professor McLachlan has over 100 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 safe use of medicines.

## Anti-Doping Rule Violation Committee

Before the ASADA Act was amended, it allowed for the delegation of ASADA functions and powers to a committee consisting of two or more ASADA members.

The Anti-Doping Rule Violation (ADRV) Committee was established under this provision. Until the end of 2009, the committee comprised three ASADA members: Dr Brian Sando (Chair), Mr Richard Ings and Professor Andrew McLachlan. Other ASADA members had the option of attending meetings of the committee.

The roles of the ADRV Committee were to:

- determine whether ASADA should issue a 'show cause' notification letter to athletes or support personnel who had potentially committed non-adverse analytical anti-doping rule violations
- determine whether sufficient evidence existed to make a finding of a possible anti-doping rule violation and thus place the relevant details onto a Register of Findings
- recommend appropriate sanctions or consequences for anti-doping rule violations
- monitor cases involving laboratory reports of elevated testosterone/epitestosterone ratios (or other naturally occurring hormones)
- review the progress of ASADA's testing and investigation activities.

The ADRV Committee also decided whether any decision of a tribunal, such as the Administrative Appeals Tribunal or the Court of Arbitration for Sport, should be subject to appeal by ASADA, in cases where ASADA had a right of appeal. The committee also provided guidance to management on matters related to testing, investigations, results management or legal services actions.



**Table 2: ASADA members' attendance at ADRV Committee meetings, July – December 2009**

Date of meeting	Dr Brian Sando (Chair)	Prof Andrew McLachlan (Deputy Chair)	Richard Ings	Jennifer Clark	John Black
8 July 09	✓	✓		✓	
22 July 09		✓	✓	✓	
18 Aug 09	✓	✓	✓	✓	✓
16 Sep 09	✓	✓	✓	✓	✓
30 Sep 09	✓	✓	✓	✓	
13 Oct 09	✓	✓	✓	✓	
28 Oct 09	✓	✓		✓	
10 Nov 09	✓	✓	✓		
23 Nov 09	✓	✓	✓	✓	✓
9 Dec 09	✓	✓	✓	✓	✓
<b>Total</b>	<b>9</b>	<b>10</b>	<b>8</b>	<b>9</b>	<b>4</b>

With the changes to ASADA's governance structure, which took effect on 1 January 2010, the ADRV Committee ceased to exist on 31 December 2009.

## Highlights of 2009–10

- From 1 January 2010 we implemented our new governance arrangements resulting from amendments to the ASADA Act, along with associated changes to internal policies and procedures.
- We successfully conducted Pure Performance programs for the Australian teams for the Vancouver Olympic and Paralympic Winter Games in February 2010.
- We successfully delivered a Pure Performance program for the World Masters Games held in Sydney in October 2009.
- We commenced a Pure Performance program for the Delhi Commonwealth Games to be held in October 2010.
- Two ASADA Doping Control Officers joined the Vancouver Olympic Winter Games anti-doping team.
- We introduced an enhanced testing detection strategy, with a particular focus on blood and serum analysis, to detect the use of Human Growth Hormone. This resulted in 100 analyses being conducted in this area.
- We launched our new website in November 2009, which included the new Check Your Substances tool. This tool allows athletes and support personnel to check online to see whether medications and substances are permitted or prohibited in sport.
- We developed user-pays programs for sports (including the AFL and the NRL) to undertake testing for Human Growth Hormone and CERA-EPO.
- We shared our intelligence and investigations experience internationally at the WADA Regional Seminar in Tokyo (March 2010) and the 7<sup>th</sup> Asia/Oceania Intergovernmental Meeting in Delhi (May 2010).
- To expand access to our education offerings we developed a new education model, a curriculum framework, 10 web-based anti-doping education modules, and a learning management system.
- We launched a successful anti-doping awareness campaign, *You can never win your reputation back*.
- Our partnership with the Australian Olympic Committee was expanded through the review and redevelopment of the Live Clean, Play Clean education seminars for Olympic and Paralympic athletes.
- Consistent with our Stakeholder Engagement Plan, we met with the National Elite Sports Council to further enhance relationships with the network of institutes and academies of sport.
- We made improvements to the way we manage our information, data and human resources planning, and we updated our Fraud Control Plan.
- We met all our obligations in relation to the whole-of-government move to Internet Protocol version 6.

## Outlook for next year

In 2010–11, we will:

- ▶ continue to conduct Pure Performance programs with the Australian teams for the Youth Olympic Games in Singapore in August 2010 and the Commonwealth Games in Delhi in October 2010
- ▶ plan for and look to implement an Athlete Biological Passport program that is consistent with WADA's Athlete Biological Passport Operating Guidelines
- ▶ introduce a comprehensive compliance framework and new anti-doping policy templates to help national sporting organisations meet their obligations under the Code and improve harmonisation on anti-doping across sports
- ▶ strengthen our engagement with international stakeholders
- ▶ formalise working relationships with the institutes and academies of sport in the states and territories to extend the reach of anti-doping programs
- ▶ use established athlete forums more extensively to improve consultation with athletes
- ▶ expand our intelligence-based targeted testing program
- ▶ develop anti-doping awareness and education strategies tailored to targeted individual sports
- ▶ strengthen partnership arrangements with state law enforcement bodies
- ▶ make improvements to the business system, EUGENE, that supports doping control operations, including test distribution planning and results management.



A black and white photograph of a person's hand and a prosthetic leg. The hand is on the left, wearing a watch, and the prosthetic leg is below it. The background is a blurred grid pattern. A yellow horizontal band is overlaid on the middle of the image.

## REPORT ON PERFORMANCE

OUTCOME AND PROGRAM STRUCTURE

PROGRAM 1.1 – DETERRENCE, DETECTION AND ENFORCEMENT

BUILDING AWARENESS

ASSISTING SPORTING ORGANISATIONS

DETECTION

ENFORCEMENT

# 02

This report on performance addresses the outcome and performance information set out for ASADA in the Portfolio Budget Statements 2009–10 for the Health and Ageing portfolio.

The resources made available to ASADA to achieve this outcome are set out in appendixes N and O.

Our responsibility is to protect the health of athletes and the integrity of Australian sport through deterrence, detection and enforcement to eliminate doping.

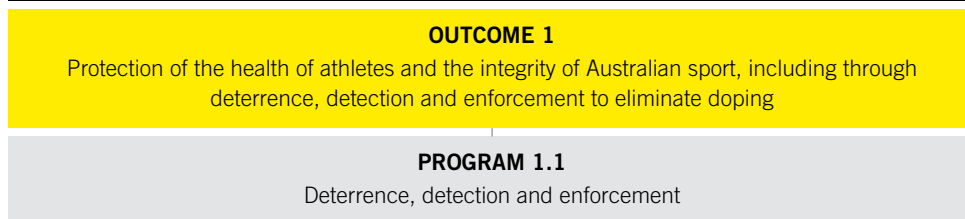
Deterrence is achieved mainly through building awareness of anti-doping responsibilities among athletes and support personnel, no-advance-notice testing, and helping national sporting organisations meet their anti-doping responsibilities. Detection is achieved through an integrated program of intelligence gathering, testing, and investigation. Enforcement is pursued through managing cases of possible anti-doping rule violations and presenting these cases in relevant tribunals.

## Outcome and program structure

In the 2009–10 Budget, ASADA's outcome is defined as, 'Protection of the health of athletes and the integrity of Australian sport, including through deterrence, detection and enforcement to eliminate doping'.

Our programs therefore encompass deterrence, detection and enforcement. We are expected to provide education and communication programs, undertake sports forums and liaison activities, and improve capability in the detection and management of alleged anti-doping rule violations.

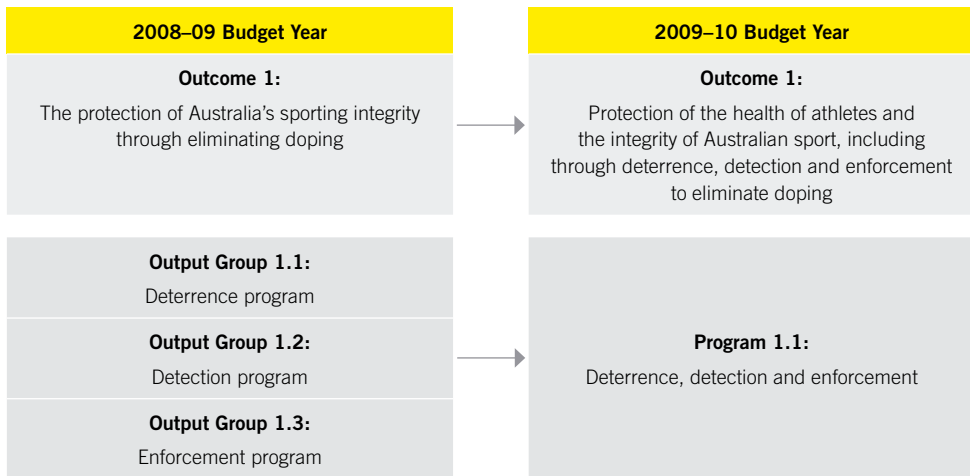
**Figure 2: Outcome and program structure 2009–10**



## Outcome and program change

Consistent with the Operation Sunlight Outcome Statements Review, our reporting framework has changed to report on a program basis. This change is reflected in figure 3.

In the 2009–10 Additional Estimates, the Australian Government provided ASADA with \$468 000 (\$237 000 in 2009–10 and \$231 000 in 2010–11) to help build India's anti-doping capability in the lead-up to the Delhi 2010 Commonwealth Games.

**Figure 3: Outcome and program transition**

**Note:** Under the previous performance reporting structure, departmental activity was reported under departmental outputs. Under the new structure, departmental costs are reported as Programs.

## Program 1.1 – Deterrence, detection and enforcement

### Deliverables

To improve the protection of the health of athletes and the integrity of Australian sport, under Program 1.1 we provide education and communication programs, undertake sports forums and liaison activities, and seek to improve capability in the detection and management of alleged anti-doping violations. We have overall responsibility for the program's 'deliverables'.

**Table 3: Program 1.1 qualitative deliverables**

Qualitative deliverables	2009–10 target	2009–10 result
Work in consultation with sporting administration bodies to ensure consistent and enforceable anti-doping rules across Australian sport	All Australian national sporting organisations that are recognised and/or funded by the Australian Sports Commission having anti-doping policies in place that comply with ASADA legislation and the World Anti-Doping Code.	By 30 June 2010, all national sporting organisations recognised and/or funded by the Australian Sports Commission had anti-doping policies in place or were working with ASADA on adopting an anti-doping policy that complied with ASADA legislation and the World Anti-Doping Code.  We have met this target each year since our inception.  100% of sports were compliant in 2008–09 and 2007–08.  Of the stakeholders responding to an independent survey in June 2010, 77% were confident that ASADA was effective in assisting organisations meet their anti-doping obligations.
Delivery of an effective and efficient anti-doping education program	Measured by the satisfaction of national sporting organisations, athletes and support personnel with improvements made to programs and services.	Stakeholder surveys demonstrate a 95% satisfaction rate with ASADA's education and awareness-raising programs.  This compares with 93% satisfaction in 2008–09 and 88% in 2007–08.



Qualitative deliverables	2009–10 target	2009–10 result
<p>Develop and deliver a leading-edge detection program in accordance with the revised World Anti-Doping Code that integrates investigations and testing, and is targeted towards sports and athletes assessed as being at greater risk of doping</p>	<p>Stakeholder confidence, measured using stakeholder surveys, will assess the effectiveness of ASADA's detection program.</p>	<p>All test distribution planning and sample collection has been conducted in accordance with the revised Code, the International Standard for Testing, and the National Anti-Doping scheme.</p> <p>6606 government-funded and user-pays tests were completed and 25 investigations were opened during 2009–10.</p> <p>We have met our testing targets each year since our inception.</p> <p>We completed 7498 government-funded and user-pays tests in 2008–09 and 6637 in 2007–08.</p> <p>We also completed 32 investigations in 2008–09.</p> <p>There have been no successful challenges by athletes or support personnel to an investigation undertaken by ASADA on the grounds of non-compliance with investigation standards.</p> <p>Of the stakeholders responding to an independent survey in June 2010, 72% were confident that ASADA was doing everything it should do to detect doping.</p>
<p>Provide an expert capability within ASADA to ensure all alleged anti-doping rule violations are well-managed and rigorously pursued</p>	<p>Stakeholder confidence, measured using stakeholder surveys, will assess the effectiveness of ASADA's enforcement program.</p>	<p>From 1 July 2009 to 31 December 2009, ASADA managed 19 anti-doping rule violations for placement on the Register of Findings (RoF). We were successful in each case that proceeded to a hearing at a court or other sporting tribunal.</p> <p>From 1 January 2010 the ADRVP has entered 10 athletes onto the RoF.</p> <p>The total number of athletes entered onto the RoF for 2009–10 is 29.</p> <p>This compares with 29 RoF entries in 2008–09 and 27 RoF entries in 2007–08.</p> <p>As part of the ISO 9001:2008 certification process, our Quality Management System was successfully re-accredited for its results management processes and procedures.</p> <p>Of the stakeholders responding to an independent survey in June 2010, 73% were satisfied with our programs and services.</p>

**Table 4: Program 1.1 quantitative deliverables**

Quantitative deliverables	2009–10 target	2009–10 result
Number of participants in ASADA education and communication programs	8000	12 289 We have met our requirement in this area each year since our inception. We had 10 530 participants in our education and communication programs in 2008–09 and 8126 participants in 2007–08.
Number of sport fora and liaison activities undertaken	4	4 In 2009–10 we conducted national sporting organisation forums in Canberra, Brisbane, Sydney and Melbourne. This compares with 4 sports forums and liaison activities in 2008–09 and 8 in 2007–08.
Number of government-funded detection tests	3500 – 4200	3829 We have met our requirement in this area each year since our inception. We completed 4212 government-funded tests in 2008–09 and 4242 tests in 2007–08.
Number of Pure Performance programs implemented	2	2 In 2009–10 we partnered with the Australian Olympic Committee and the Australian Paralympic Committee to conduct a successful Pure Performance program for the Australian Olympic Winter Team and the Australian Paralympic Winter Team. We partnered with the Sydney World Masters Games Organising Committee and the International Masters Games Association to deliver a Pure Performance program for the Sydney World Masters Games. Agreement was also reached with the Australian Commonwealth Games Association to conduct a Pure Performance program for the Australian Commonwealth Games Team. This will be completed in 2010–11. We completed 3 Pure Performance programs in 2008–09 and 1 in 2007–08.

## Key performance indicators

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

**Table 5: Program 1.1 qualitative key performance indicators**

Qualitative indicators	2009–10 target	2009–10 result
Effective interaction with sporting administration bodies, athletes and other stakeholders to raise awareness of ASADA's legislation and the World Anti-Doping Code	Stakeholder awareness will be measured through surveys of athletes, support personnel and sporting administration bodies.	Of the sporting organisations, athletes and other stakeholders responding to an independent survey carried out in June 2010, 95% were aware of ASADA's legislation and 99% were aware of the Code.  This compares to 93% awareness of ASADA legislation and 99% awareness of the Code in 2008–09.
Compliance by ASADA with relevant legislation, including the <i>Australian Sports Anti-Doping Authority Act 2006</i> and the National Anti-Doping scheme	Measured by relevant independent audits of ASADA's compliance with the framework.	Our operational functions must comply with the ASADA Act, the National Anti-Doping scheme and other relevant legislation, such as the Privacy Act.  We have conducted regular audits of our operational functions to ensure openness and transparency in decision-making, the highest standards of probity, integrity and a strong commitment to accountability.  In line with our Internal Audit Plan, the following internal audits were conducted during 2009–10: <ul style="list-style-type: none"> <li>➤ testing processes</li> <li>➤ information management and privacy arrangements.</li> </ul> The audits found no legislative compliance issues.  Following a surveillance audit of the Quality Management System in March 2010, ASADA was re-certified to ISO 9001:2008 standard for procedures relating to: <ul style="list-style-type: none"> <li>➤ testing</li> <li>➤ results management</li> <li>➤ athlete whereabouts.</li> </ul> Ever since we were established, our Quality Management System has been continually assessed and successfully re-certified under ISO 9001:2008, and its previous iteration, ISO 9001:2000.
Ensure continued stakeholder confidence in a robust but fair system of detecting and managing alleged anti-doping rule violations in accordance with the requirements of the ASADA legislation and the World Anti-Doping Code	Measured through surveys of athletes, support personnel and sporting administration bodies	Of the stakeholders responding to an independent survey in June 2010, 72% were confident that we were doing everything we should do to detect doping, and 73% were satisfied with our programs and services.  This measure is new for 2009–10.

Qualitative indicators	2009–10 target	2009–10 result
Development of an anti-doping infrastructure by the end of 2009–10	The Indian National Anti-Doping Agency (NADA) has an anti-doping infrastructure by the end of 2009–10.	We have started dialogue with the Indian NADA and are also actively working with the World Anti-Doping Agency to discuss ways in which we can constructively assist the Indian NADA in the lead-up to the Delhi 2010 Commonwealth Games and beyond. This measure is new for 2009–10.

**Table 6:** Program 1.1 quantitative key performance indicators

Quantitative indicators	2009–10 target	2009–10 result
Percentage of national sporting organisations, athletes and support personnel satisfied with education and awareness-raising programs	76%	95% This compares with a 93% satisfaction rating in 2008–09 and 88% in 2007–08.
Percentage of awareness among sporting organisations, athletes and support personnel of ASADA legislation and the Code	76%	<ul style="list-style-type: none"> <li>➤ 95% awareness of ASADA legislation</li> <li>➤ 99% awareness of the Code.</li> </ul> This compares with 93% awareness of ASADA legislation and 99% awareness of the Code in 2008–09.
Percentage of recognised and/or funded sports monitored to ensure compliance with the Code	100%	100% of sports recognised and/or funded by the Australian Sports Commission were monitored by ASADA in 2009–10 to ensure they complied with their Code obligations.  We identified several minor breaches but once these were brought to the attention of the relevant national sporting organisation, they were rectified in a timely manner.  We have met this measure each year since our inception: 100% of sports were compliant in 2008–09 and 2007–08.
Percentage of athletes, support personnel and sporting organisations that have confidence that ASADA's detection activities maximise the opportunity to detect doping	76%	72% This is the first year this subject has been measured. ASADA will consider options to improve the outcome in this area.
Percentage of successful challenges on procedural grounds of non-compliance with ASADA legislation and the Code	≤5%	0% There were no successful challenges based on procedural grounds. This measure is new for 2009–10.

## Building awareness

In 2009–10 we conducted a wide range of education and awareness-raising programs. As part of this, we significantly expanded our suite of communication products and services that provide essential information on how to meet anti-doping responsibilities and how to minimise risks to health and wellbeing.

Education and awareness-raising campaigns were tailored to the needs of particular categories of athletes and support personnel, drawing on extensive input from athletes, support personnel, sporting organisations and the World Anti-Doping Agency (WADA). We used stakeholder communication channels, the media and digital marketing to direct the attention of athletes and their support personnel to their responsibilities under the World Anti-Doping Code (the Code).

In 2009–10, we conducted two major campaigns:

- Active promotion of changes to the 2010 World Anti-Doping Code Prohibited List, to athletes, support personnel and sports. This campaign included a combination of direct mail, email (via our e-newsletter) and updates to the website, telephone hotline scripts and education presentations.
- The awareness campaign, *You can never win your reputation back*, designed to remind athletes and support personnel that doping in sport poses a risk to an athlete's health, career and reputation. This campaign used a combination of a media launch, electronic direct mail, distribution of 3510 posters to 1202 sporting administration bodies and high schools around the country, Google and Facebook advertising, and stakeholder communication channels.

As part of our blend of flexible teaching and learning approaches, we provided athletes and support personnel with printed resources that can be ordered through our hotline or downloaded via our website. These resources aim to advance the knowledge, understanding and skills of athletes and support personnel to help them comply with the Code, ASADA legislation and sports anti-doping policies.

Following feedback from athletes and support personnel, and research into the use of resources in late 2009, we changed some of our printed resources. The Medications Reference Guide and the Prohibited Substances and Methods Guide were merged to form the Check Your Substances Guide.

In total, we distributed the following resources during the year:

- 4327 Medications Reference Guides
- 5091 Prohibited Substances and Methods Guides
- 999 Check Your Substances Guides
- 10 914 Athlete Testing Guides
- 615 Anti-Doping Pure Performance in Sport DVDs
- 3510 *You can never win your reputation back* posters.



#### ASADA PUBLICATIONS AND REPUTATION POSTER

A particular focus of our communications approach in 2009–10 was a greater emphasis on digital marketing and communications, to increase the reach and effectiveness of communications.

The main elements of this digital marketing framework were a redeveloped website, a new online tool—Check Your Substances—and the adoption of additional digital communication channels.

Our redeveloped website was launched by the Minister for Sport, the Hon Kate Ellis MP, in November 2009. This led to a 3204 per cent increase in page views. The online tool, Check Your Substances, was launched with the website. This innovative tool was designed to help Australian athletes, doctors, coaches and support personnel determine—immediately and anonymously—whether a substance or medication is permitted or prohibited in sport. Being online allows users to search for substances anywhere, anytime.

The popularity of this facility was immediately evident in the number of searches performed and the feedback we received.



**MINISTER FOR SPORT,  
THE HON KATE ELLIS MP  
AND ATHLETES AT  
THE LAUNCH OF THE  
REDEVELOPED ASADA  
WEBSITE AND CHECK  
YOUR SUBSTANCES TOOL**

**Table 7: Check Your Substances visitors and searches**

Individual visitors	Substance status searches
16 355	38 355

Consistent with our digital marketing framework, we also began to use Google AdWords advertising to promote anti-doping messages and awareness campaigns among internet users searching Google, using doping-related keywords. We also utilised Facebook advertising to promote anti-doping messages among young people interested in sport.

To keep information flowing and up-to-date, we operate a hotline service where members of the sporting community can call our toll-free number to:

- check the status of substances in sports
- provide whereabouts information
- confidentially report doping activity
- find out about Therapeutic Use Exemptions
- order ASADA products.

**Table 8: ASADA hotline calls**

Status of substance in sport calls	Whereabouts or merchandise calls	Total calls
2338	123	2461

Doping in sport unfailingly attracts significant media attention, requiring us to respond in a way that is timely and consistent with our legislation and obligations under the Code.

Significant media activities for ASADA in 2009–10 included:

- the launch in March 2010 of the AFL 2010 Anti-Doping program, which included the introduction of testing for Human Growth Hormone and CERA-EPO
- the announcement in April 2010 that the NRL will introduce Human Growth Hormone and CERA-EPO into their testing program
- the promotion of the World Masters Games Pure Performance program to national and international media
- the launch of our new website and the Check Your Substances online tool by the Minister for Sport
- securing coverage for Check Your Substances in specialist pharmaceutical print and online media
- raising awareness of the key changes to the 2010 World Anti-Doping Code Prohibited List
- targeting anti-doping messages to medical professionals in the Sports Medicine Australia publication, Sport Health.

We continue to manage public announcements of anti-doping rule violations in accordance with the requirements of our legislation, as specified in appendix B.

We achieved 1119 media placements from the 42 media releases we issued during 2009–10. We also responded to 89 enquiries from journalists about anti-doping matters.

## Education

Education is a key strategy for ASADA in protecting Australia's sporting integrity. We work closely with sporting organisations to develop anti-doping education solutions that are accessible, relevant and engaging. In this way we aim to reduce the number of athletes contemplating doping, lower the percentage of inadvertent anti-doping rule violations, and raise anti-doping awareness throughout the Australian sporting community.

The Education Framework 2009–10 provides comprehensive anti-doping education strategies and solutions. These include:

- ▶ **Live Clean, Play Clean seminars** – a 1.5 hour multi-media presentation delivered nationally to medium and large groups of athletes and support personnel from state and territory institutes and academies of sport. The seminars were presented by an ASADA education presenter teamed with an Australian Olympic or Paralympic athlete who had been selected to be a sports ambassador. The focus of these seminars was to create an awareness of the presence of prohibited substances in sport and the risks and consequences associated with their use.
- ▶ **Workshops** – a one-hour multi-media presentation to medium and large groups of athletes and support personnel by a team of regionally based ASADA education presenters. The workshops aim to increase the knowledge of athletes, support personnel and sporting organisations about their anti-doping responsibilities and so reduce the risk of athletes inadvertently doping.
- ▶ **Outreach** – ASADA operates outreach and trade stands at major sporting events to promote anti-doping messages as well as ASADA and its services to the sporting community. The stands provide athletes and support personnel with the opportunity to discuss anti-doping issues face-to-face with experienced ASADA staff.
- ▶ **Pure Performance DVD** – a 30-minute DVD provided to sporting administration bodies targeted at elite athletes.
- ▶ **Pure Performance Online** – a 1.5 hour interactive web-based program, delivered by ASADA's animated facilitator, to make anti-doping education accessible to the whole Australian sporting community. The program is in the final stages of development and testing and will be made available to key sporting groups in the second quarter of 2010–11.



**ASADA OUTREACH  
SESSION**  
AT THE SYDNEY 2009  
WORLD MASTERS GAMES



- **Advocate Program** – a three-hour face-to-face interactive workshop to be used to train sports administrators as anti-doping facilitators. The workshop will be incorporated into our Pure Performance Online modules as one of four modules of the Advocate Program in 2010–11.

In 2009–10 we continued to exceed targets for reaching participants through our education and communication programs, reaching a total of 12 289 participants, 4289 more than the target of 8000. This is a 22 per cent increase over 2008–09.

These participants were educated through:

- seven Live Clean, Play Clean seminars delivered to 404 athletes and support personnel from various state institutes and academies in conjunction with the Australian Olympic Committee
- 126 Pure Performance Workshops
- 18 outreach/trade stands at events such as Cycling Track Nationals, Basketball U18 Championships, Triathlon World Championships and Bodybuilding State Titles
- the Pure Performance DVD watched by 850 athletes and support personnel
- 25 anti-doping education sessions run by sports with support and resources from ASADA.

**Table 9: Education activities undertaken during 2009–10**

Program	Number delivered	Number of participants
Live Clean, Play Clean seminars	7	404
Pure Performance Workshops	126	4182
Outreach/trade stands	18	5589
Pure Performance facilitators	25	1264
Pure Performance DVD	615	850
<b>Total</b>	<b>791</b>	<b>12 289</b>

## Partnerships

In designing and delivering awareness-raising and education activities, we work in close cooperation with a variety of stakeholders. Following are significant collaborations we undertook in 2009–10:

- We worked closely with the Australian Olympic Committee on two important initiatives, first in educating team managers for the Vancouver Olympic Winter Games about anti-doping rules, and second, in redeveloping the Live Clean, Play Clean seminars. The seminar program was reviewed and redeveloped to meet both parties' needs and was delivered by ASADA education presenters in conjunction with Australian Olympic ambassadors.
- We partnered with WADA on initiatives to raise awareness and educate athletes and support personnel about anti-doping issues for the first Youth Olympic Games, to be held in Singapore in August 2010. The Games will see the launch of the WADA Play True Generation Program.
- We partnered with Salmat, an external online education developer, to develop an online learning management system and web-based anti-doping education programs.
- We maintained a partnership with the Queensland Government to pilot the Advocate Program—an interactive series of workshops for training sports administrators as anti-doping facilitators.

- We formed an alliance with the Sydney World Masters Games Organising Committee and the International Masters Games Association to deliver a Pure Performance program to make sure all athletes and support personnel attending the World Masters Games in Sydney in October 2009 had access to anti-doping information. We set up an outreach booth at the Games which was well attended by participants.
- We worked in close partnership with sports such as the AFL, the NRL, the Football Federation of Australia and the International Triathlon Union in delivering tailored anti-doping education.
- We fostered alliances with Sports Medicine Australia (Western Australia), enabling us to use the skills and expertise of Sports Medicine Australia educators to deliver anti-doping messages to athletes and support personnel throughout Western Australia.
- We formed partnerships with various stakeholders (including the Australian Paralympic Committee, Cricket Australia, the Australian Institute of Sport, the Tasmanian Institute of Sport and the National Elite Sport Council) to begin developing customised anti-doping education strategies.
- We gave a presentation at the Association of National Anti-Doping Organisations workshop held in Auckland in November 2009 on the value of using athletes as ambassadors at outreach events.

Stakeholders, including athletes, support personnel, national sporting organisations and sport medical professionals have provided feedback, through a stakeholder survey, on the extent and value of our communications and education strategies. The survey established that:

- 90 per cent of respondents were satisfied or more than satisfied with ASADA anti-doping education being accessible
- 91 per cent of respondents were satisfied or more than satisfied that ASADA anti-doping education was effective in conveying anti-doping messages
- 81 per cent of respondents were satisfied or more than satisfied that ASADA anti-doping education was delivered in an efficient manner
- 92 per cent of respondents were satisfied or more than satisfied that ASADA anti-doping education provided correct and current information
- 70 per cent of respondents were satisfied or more than satisfied with the way ASADA educates about prohibited substances and methods in sport in Australia
- 70 per cent of respondents were satisfied or more than satisfied with the way ASADA educates about athlete rights and responsibilities in relation to anti-doping in Australia
- 74 per cent of respondents were satisfied or more than satisfied with the way ASADA educates about how to find anti-doping information.

Feedback from participants attending anti-doping education sessions indicated that:

- 96 per cent believed that the education activities were effective in raising awareness of anti-doping
- 95 per cent believed that the education activities delivered were effective in reducing the risk of inadvertent doping
- 91 per cent believed that the education activities delivered were effective in deterring athletes from doping.

## ADVOCATE PROGRAM

ASADA works closely with sporting administration bodies and state and territory governments to find education solutions for their needs.

In 2009–10 we partnered with the Queensland Government (Sport and Recreation/Queensland Academy of Sport) to implement our newly developed Advocate Program. The program workshops provided participants with the opportunity to:

- ✘ develop their knowledge, skills and values in relation to anti-doping in sport
- ✘ access the necessary tools and resources to transfer their understandings to others and actively facilitate anti-doping education within their community.

These knowledge-based sessions also included discussion about how to educate others and how to access further anti-doping information.

The Queensland Government promoted the workshop through its sporting networks. The positive response from sporting bodies resulted in two half-day Advocate workshops being delivered by ASADA, in April and June 2010. Sixty prospective advocates attended the sessions. Advocates are now taking the next step in the process by transferring their knowledge and skills to members within their own sporting communities.

ASADA supports advocates by providing them with training and access to resources. With more trained advocates in each sport, anti-doping education will be more accessible to the sporting community, and individual sports will play a bigger role in helping ASADA to maintain a level playing field for clean athletes.

## Assisting sporting organisations

We continue to work with sporting organisations to increase their understanding and adoption of their obligations under the Code, so that the Australian Government can be assured that Australian sport is meeting its international commitments. We pursue this objective through sports forums, liaising with sporting administration bodies and maintaining strong international connections.

### Sports forums

The major sports forums we conducted in 2009–10 were a series of CEO forums held in Canberra, Brisbane, Melbourne and Sydney in August and September 2009. These were attended by 84 participants representing 57 different sporting organisations.

These breakfast forums provided the opportunity to update sporting organisations on ASADA's programs and initiatives—most notably our education program and the Check Your Substances online tool. The presentations were well received and issues raised by participants in the forums informed our development of programs and strategies.

The forums also provided an opportunity for sports to provide feedback on the Athlete Whereabouts Online System (AWOS) and the obligation of athletes to provide information on their whereabouts. A particular concern expressed by sports was that some athletes were required to submit the same whereabouts information several times. While some international athletes were completing whereabouts information for ASADA using AWOS, they needed to provide the same information again for their international federation using ADAMS. ADAMS is WADA's Anti-Doping Administration and Management System, a web-based database used by some international federations for whereabouts management of athletes.

Following feedback from sports, we have:

- ▶ upgraded AWOS, to eliminate the need for paper forms
- ▶ provided access to AWOS to several international federations, to eliminate the need for athletes in these sports to complete dual filings
- ▶ begun working with WADA for 'read-only access' to ADAMS. Once this agreement is in place, we will be able to provide assistance to Australian athletes on the use of the system
- ▶ had preliminary discussions with several international federations whose athletes are currently completing dual filings of whereabouts, with the aim of achieving a situation where athletes will only have to file their whereabouts on one system (probably ADAMS).

## Liaison with national sporting bodies

We worked closely with sporting administration bodies in the lead-up to, and conduct of, the Vancouver Olympic and Paralympic Winter Games and the Sydney World Masters Games.

We partnered with the Sydney World Masters Games Organising Committee and the International Masters Games Association, to deliver a Pure Performance program for the event in October 2009.

We helped to protect the integrity of the Games by:

- clarifying various aspects of the newly adopted WADA-approved Anti-Doping Policy, in particular the management of applications for Therapeutic Use Exemptions and results management process for the Games
- providing anti-doping articles for inclusion in the organising committee's newsletters before the event
- providing content for an anti-doping section in the Games Guide which was distributed to over 30 000 athletes and support personnel participating in the Games
- conducting an outreach program and education sessions for athletes and support personnel during the registration period in the week before the Games started
- conducting an agreed in-competition testing program during the Games
- facilitating the results management process for Australian athletes where required.

We successfully conducted Pure Performance programs for the Australian teams for the Vancouver Olympic and Paralympic Winter Games in February 2010. The Pure Performance programs involved a multi-faceted anti-doping program conducted over the 12 months leading into the Games. The teams were subject to the most rigorous anti-doping measures ever put in place.

The Pure Performance programs integrated a number of testing and non-testing elements:

- athletes competing at the Games were given the opportunity to attend an ASADA anti-doping education session and all received hard copies of relevant ASADA anti-doping publications
- every athlete was subject to doping control before the Games, and additional target testing was conducted on athletes in identified at-risk sports
- samples from a number of medal contenders and athletes in at-risk sports were placed into our long-term storage facility, the Tank.



**ASADA EDUCATION  
SESSION**

## International engagement

Sport crosses many boundaries. To successfully carry out our legislative mandate, we forge open and constructive relationships with our international stakeholders to maintain a level playing field in sport globally.

In 2009–10 we maintained 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, and contributing to the development of anti-doping programs worldwide, with a particular focus on the Asia-Pacific Region.

Representatives of ASADA attended the following events:

➤ **The UNESCO Conference of Parties to the International Convention against Doping in Sport in Paris, November 2009**

The then Chair, Mr Richard Ings, attended this meeting on behalf of ASADA. The purpose of the meeting was to review the progress made by the Secretariat to promote the convention since the First Session of the Conference of Parties in 2007.

At the time of the conference, 128 Member States of UNESCO had ratified, accepted, adopted or acceded to the convention. These States parties are relatively evenly distributed across all five of the program regions of UNESCO.

The conference decided to substantially increase the funds available to governments to help them implement the convention under the Fund for the Elimination of Doping in Sport.

Three priority areas for investment for the fund were affirmed: (1) education projects focusing on youth and sports organisations; (2) policy advice; and (3) mentoring or capacity development programs.

The conference also endorsed the electronic system to monitor the convention. The conference unanimously adopted the 2010 Prohibited List (Annex I of the convention), ensuring that both governments and the sports movement apply the same list of prohibited substances and methods.

The conference will meet again in 2011, by which time it is hoped that all 193 Member States of UNESCO will have ratified the convention.

➤ **WADA Regional Seminar in Tokyo, March 2010**

ASADA presented at this seminar on its investigations and intelligence framework. The seminar also provided an opportunity to discuss possible areas of cooperation with our counterpart agency in India.

➤ **The 7<sup>th</sup> Asia/Oceania Intergovernmental Meeting in Delhi, May 2010**

The Intergovernmental Meeting was co-hosted by the Indian Government and WADA, and was attended by over 50 delegates from about 25 countries. We provided further presentations on our investigations and intelligence program at the meeting. The meeting also provided further opportunities to pursue areas for cooperation with India.

A strong relationship with WADA is a critical element in our international engagement strategy. WADA is the international independent organisation created in 1999 to promote, coordinate and monitor the fight against doping in sport in all its forms.

In 2009–10 ASADA attended the following WADA forums:

➤ **WADA World Wide Drug Information Database meeting in Montreal, November 2009**

WADA is planning the launch of a World Wide Web-based drug information database on the status of drugs in sport. The Montreal meeting brought together representatives from countries which had already developed their own database to inform the development of the WADA database. We were able to share our experience in developing and implementing the Check Your Substances online tool.

➤ **WADA Research Working Group meeting in Montreal, April 2010**

WADA organised this working group to foster greater harmonisation in the allocation of resources to research and avoid duplication. As an outcome of the meeting, countries will notify WADA of areas of research being conducted, with a view to facilitating collaboration in relevant areas.

➤ **WADA Symposium for Anti-Doping Organisations in Lausanne, April 2010**

ASADA attended this symposium which explored ongoing structural change to world anti-doping programs, assistance and guidance on conducting physiological risk assessments, appropriate Test Distribution Plans and proportionate Registered Testing Pools, and clarification of the role of ADAMS in supporting effective communication and sharing of information.

WADA is responsible for annually updating the Prohibited List, the list of substances and methods prohibited in sports. In consultation with national sporting organisations, ASADA provided technical input to the Department of Health and Ageing, which makes the Australian Government's submission to WADA for the annual update. The Department also received technical input from the Australian Sports Drug Medical Advisory Committee and the Australian Sports Drug Testing Laboratory.

Australia is a member of the International Anti-Doping Arrangement (IADA) Steering Group, 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 and Finland.

The then ASADA Chair, Mr Richard Ings, attended the meeting of the Steering Group held in Stockholm in November 2009 and presented a paper on the 'Application of intelligence and investigative capability to anti-doping'. The meeting also discussed compliance with the Code, the fight against doping outside organised sport, and IADA's mandate and plan of action.

ASADA representatives attended both Association of National Anti-Doping Organisations (ANADO) conferences held in 2009–10. At the ANADO workshop held in Auckland in November 2009, we gave a presentation on our experience in using athlete ambassadors to deliver anti-doping education messages. We also participated in discussions on the practical implementation of the revised whereabouts provisions. Following the meeting, a draft implementation guideline was produced by ANADO that reflected the methodology we had used.

ASADA attended the ANADO meeting in Bucharest in April 2010. The meeting focused on the lessons learned from implementation of the revised International Standard for Testing and the way forward in harmonising programs between national anti-doping organisations and international federations.

## Other international engagements

### **Oceania Regional Anti-Doping Organisation Doping Control Officer Training and Education Workshop in Suva, January 2010**

At the request of the Oceania Regional Anti-Doping Organisation, we provided an experienced Doping Control Officer to facilitate the re-accreditation component of the inaugural ORADO DCO Training and Education Workshop that was conducted from 18–21 January in Suva, Fiji.

### **International visitors**

In November 2009 we hosted representatives from the New Zealand, French and South African anti-doping agencies and provided briefings on our activities and programs, with a special emphasis on our investigations capabilities.

### **Harmonisation**

We have entered into a number of agreements to share whereabouts information for identified international level athletes. We now have agreements with the:

- Union Cycliste International
- International Association of Athletics Federations
- International Triathlon Union
- World Triathlon Corporation
- Fédération Internationale des Sociétés d'Aviron
- International Canoe Federation
- Association of National Anti-Doping Organisations Anti-Doping Service
- Swiss National anti-doping organisation.

### **Building an Indian anti-doping capability**

In the 2009–10 Additional Estimates, the Australian Government provided ASADA with \$468 000 (\$237 000 in 2009–10 and \$231 000 in 2010–11) to help build India's anti-doping capability. This funding was provided for the lead-up to the Delhi 2010 Commonwealth Games as well as leaving a legacy for the Indian National Anti-Doping Agency (NADA).

The objectives of this project are:

- to enable us to make our expertise available to the NADA through secondments of relevant Indian officials, and making our staff available to visit India to provide expert advice and training to the NADA in the lead-up to the Delhi 2010 Commonwealth Games
- to help the NADA develop the policies and procedures necessary for ISO accreditation of its detection and education programs after the Games.

During 2009–10 we had a number of communications, including face-to-face discussions with the NADA relating to the development of their anti-doping framework. We also liaised with the Organising Committee of the Commonwealth Games Delhi, offering support and assistance in the lead-up to the 2010 Delhi Commonwealth Games. We will continue to liaise with the NADA in the coming year to offer our assistance.



## Detection

We continue to develop and deliver quality, holistic and high-impact programs that maximise the detection of potential anti-doping rule violations. Australian athletes have a well deserved reputation for being clean, but this is not something that can be taken for granted. No country is immune to the risk of doping in sport.

Our detection program focuses on investigating allegations of doping and conducting doping control activities. The foundations of the program, which integrates testing, intelligence and investigation, have been built up over four years. As a result, we are at the forefront of intelligence-based targeted testing, where intelligence acquired from a number of resources is analysed and used to drive testing.

We also operate a long-term storage facility, the Tank, which allows future advances in analytical technology to be applied to samples collected from athletes today. If an athlete is using a prohibited substance not yet detectable, that athlete will have to beat the next eight years of future testing technology to avoid detection and sanction.

### National testing program

Our national testing program is a comprehensive and cost-effective anti-doping program that is specific to sports and individual athletes. Its objective is to detect and deter the use of prohibited substances and/or methods.

The comprehensive sample collection and testing program is based on an annual Test Distribution Plan which allocates tests across a range of Australian sports in accordance with criteria specified in the WADA International Standard for Testing.

The sample collection program is conducted in accordance with the International Standard for Testing, the Code, and ASADA's National Anti-Doping (NAD) scheme. The program, supported by government funding and user-pays arrangements, incorporates a scientific and intelligence-driven targeted Test Distribution Plan involving in-competition and out-of-competition doping control, with an emphasis on no-advance-notice doping control.

In 2009–10 our intelligence-based targeted testing contributed to the elimination of doping in sport internationally as well as nationally. In this period we conducted 3829 government-funded tests across 56 sports and 2777 user-pays tests for Australian sporting bodies and other organisations (see table 10).



TESTING KIT

## Pure Performance programs

To drive pure performance in Australian sport, ASADA collaborated with peak bodies and other organisations to ensure all athletes representing Australia at the Vancouver Olympic and Paralympic Winter Games and the Delhi 2010 Commonwealth Games were subject to doping control leading up to the events. These organisations included the Australian Olympic Committee, the Australian Commonwealth Games Association and relevant national sporting organisations.

By working closely with the Australian Olympic Committee, the Australian Paralympic Committee and national sporting organisations to keep abreast of team selections and individual athlete movements throughout their preparation for the Vancouver Olympic and Paralympic Winter Games, we were successful in ensuring that all athletes representing Australia at the Games were subjected to doping control.

In the lead-up to the Delhi 2010 Commonwealth Games in India, we have worked closely with the Australian Commonwealth Games Association and national sporting organisations to conduct a Pure Performance program. This program will ensure that potential athletes representing Australia are tested in the 12 months before the Games. Of the known Commonwealth Games shadow team, 73 per cent were tested at least once between October 2009 and 30 June 2010, with 45 per cent of these athletes being tested between two and five times during this period.

## User-pays tests

ASADA contracts with a number of sporting administration bodies (such as the AFL, the NRL, the Australian Rugby Union, the Football Federation Australia and Cricket Australia) to provide comprehensive testing programs. We also conducted sample collections at a number of international sporting events during 2009–10, in sports such as cycling, athletics, triathlon and shooting under user-pays arrangements with WADA and ANADO.

In 2009–10, user-pays contractual arrangements were also extended to the Queensland, South Australian and Western Australian governments, to provide doping control for athletes competing at state and territory level.

In March 2010, ASADA and the AFL announced the signing of the AFL's biggest ever anti-doping agreement, incorporating Human Growth Hormone and CERA-EPO testing for the first time in a user-pays contract in Australia. ASADA worked closely with the AFL to design this leading-edge testing program, which includes over 1000 tests, and began implementing the program in 2009–10.

In April 2010, ASADA and the NRL announced the signing of the NRL's most comprehensive anti-doping agreement, incorporating Human Growth Hormone and CERA-EPO testing. ASADA will implement this program throughout 2010 and 2011.

These agreements demonstrate both our ongoing commitment and dedication to working closely with sports to develop world-leading testing programs, and the commitment of major sporting organisations like the AFL and NRL to achieve pure performance in sport.

**Table 10: Anti-doping tests conducted by ASADA in 2009–10**

Client	Test type	Total tests completed
Government-funded tests	Out-of-competition	2283
	In-competition	1546
	Total of government-funded tests	<b>3829</b>
User-pays tests	Out-of-competition	1832
	In-competition	945
	Total user-pays	<b>2777</b>
<b>Total</b>		<b>6606</b>

## The Tank

Our long-term storage facility, the Tank, is located at the Australian Sports Drug Testing Laboratory in Sydney. The Tank 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 Tank 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 CERA-EPO, undetectable only two years ago, are now detectable following advances in technology.

The Tank contains samples collected from athletes representing Australia at the Vancouver Olympic and Paralympic Winter Games.



**PROVIDING A BLOOD SAMPLE**

## Accreditation of Doping Control Officers and Chaperones

During 2009–10 we undertook several significant projects to recruit and train field staff, of which the following were notable:

- ▶ We conducted a major recruitment drive to increase our sample collection capacity, with over 60 new Chaperones recruited and trained across all states and territories. Chaperones are employed as casual staff, under the direction of a Doping Control Officer (DCO), to take responsibility for notifying athletes of their selection for doping control and accompanying the athlete through the sample collection process.
- ▶ We held our annual Doping Control Officer Conference in November 2009, at which our 29 DCO staff were re-accredited in line with the International Standard for Testing. This conference is a major component of the annual re-accreditation process for DCOs.
- ▶ We conducted our bi-annual Chaperone Re-accreditation Program, in June 2010, to make sure that all ASADA Chaperones are accredited in line with the International Standard for Testing.

We also provided doping control expertise at the Vancouver Olympic Winter Games, where the two ASADA DCOs representing Australia were commended by the Vancouver Organizing Committee for the 2010 Olympic and Paralympic Winter Games for their professionalism and excellent work ethic.

**Table 11: Doping control facts and figures 2009–10**

6606	Total samples collected
65	Countries from which athletes were selected for doping control
2208	Athletes in the Registered and Domestic Testing Pools
1530	Blood samples collected
99.9%	Samples collected with no-advance-notice
110	Tests completed on athletes representing Australia at the Vancouver Olympic and Paralympic Winter Games
1071	Tests completed on potential athletes representing Australia at the Delhi 2010 Commonwealth Games
1401	Samples stored in the Tank

### Investigations and intelligence

Under our legislation, ASADA has the power 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 Australian Government Investigation Standards using intelligence practices consistent with the best standards of other Australian Government agencies with intelligence capabilities.

We have continuously improved our overall investigative and intelligence capability and capacity with significant enhancements driven by experts with contemporary law enforcement backgrounds. A major enhancement implemented in 2009–10 was the purchase of dedicated intelligence analytical software to support our anti-doping programs.

Following a review of our investigations and intelligence policies and procedures, and reflecting the diversity of our work, during the year we developed three separate manuals for intelligence, investigations and management of our case and intelligence system. A full-time Intelligence Manager was appointed in September 2009 to build up our tactical and operational intelligence capability. These initiatives have placed us in a good position to meet future challenges.

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 2009–10 we analysed 2105 referrals of Performance and Image Enhancing Drugs.

Our relationships with various state police forces have also developed over the year. Formal memoranda of understanding have been signed with the NSW Police Force, the Victoria Police, the Northern Territory Police and the Tasmania Police. Negotiations are also under way to formalise relationships with other police jurisdictions, including Queensland, South Australia and Western Australia, and federal law enforcement agencies.

During 2009–10 we analysed 327 incident reports, of which 139 progressed to intelligence case status. Of these matters, 58 derived from external notification incidents (including 28 from Customs and 10 from state law enforcement), 34 from tip-offs, 18 from field incidents, 28 from scientific analysis incidents and one from an athlete whereabouts incident.

Twenty-five intelligence cases advanced to investigation case status and 13 matters were referred to our legal team during the period.



**PERFORMANCE AND  
IMAGE ENHANCING  
DRUGS**

IMAGE COURTESY  
OF THE AUSTRALIAN  
CUSTOMS AND BORDER  
PROTECTION SERVICE

## Athlete whereabouts

The revised Code and International Standard for Testing that came into force on 1 January 2009 globally standardised the whereabouts obligations for athletes subject to the Code. The Athlete Whereabouts Policy was again revised from July 2009 to take account of practical experience in implementing the International Standard for Testing.

Since 1 January 2009, athletes in our Registered Testing Pool (RTP) (that is, the pool of athletes who must give us daily whereabouts information) have been required to 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 International Standard for Testing
- 24/7 online access to AWOS
- a hotline for athletes to update their whereabouts over the phone
- quarterly information packs for all RTP athletes
- reminder letters or emails and/or reminder SMS messages
- dedicated whereabouts staff to provide assistance to new and existing RTP athletes to complete the filing and updating process.

For 2009–10 these efforts resulted in approximately 98 per cent of RTP athletes submitting their whereabouts information online and 95 per cent of RTP athletes being compliant with their whereabouts obligations.

## ASADA PARTNERSHIP WITH AUSTRALIAN LAW ENFORCEMENT

An Australian Muaythai martial arts athlete accepted a two-year sanction for the possession and use of Human Growth Hormone (hGH). This was the result of a search warrant conducted by the Queensland Police Service at the athlete's residence. The sanction was imposed by the Oceania Muaythai Federation following an investigation by ASADA.

Investigations into the possession and use of hGH began when the Queensland Police Service executed a search warrant at an address in Brisbane where they discovered the athlete in possession of hGH. The athlete subsequently pleaded guilty to the charge of possessing dangerous drugs in the Brisbane Magistrate's Court.

ASADA followed this matter up with the Queensland Police Service, which was able to provide evidence relating to the athlete's possession and attempted use of hGH. This evidence was crucial in proving a serious violation of anti-doping rules.

Following an investigation by ASADA, the matter was referred to the Oceania Muaythai Federation as a violation of anti-doping rules, which imposed a two-year period of ineligibility against the athlete.

## Enforcement

Until 31 December 2009, ASADA was required by legislation to establish and maintain a Register of Findings (RoF), which is a formal record of decisions on anti-doping rule violations and associated matters. From 1 January 2010, the newly established independent Anti-Doping Rule Violation Panel (ADRVP) became responsible for maintaining the RoF.

From 1 July 2009 to 31 December 2009, ASADA entered 19 athletes' names and details on to the RoF. Since 1 January 2010, the ADRVP has entered 10 athletes onto the RoF.

The total number of athletes entered onto the RoF for 2009–10 is 29. The same number of entries had been placed on the RoF in the previous financial year.

The sports involved in RoF entries for 2009–10 were rugby league (8); bodybuilding (4); baseball and cycling (3 each); powerlifting and weightlifting (2 each); and basketball, golf, tennis, surf lifesaving, motorsports, athletics and Oceania Muaythai martial arts (1 each).

The substances involved in anti-doping matters for 2009–10 are listed in table 12.

**Table 12: Substances involved in anti-doping matters 2009–10**

Class of substance	Number of matters	Substances involved
1 – Anabolic agents	13	Stanozolol, Clenbuterol, Nandrolone, Dehydroepiandrosterone (DHEA), Testosterone and Methandienone
2 – Peptide hormones, growth factors and related substances	3	Erythropoietin (EPO) and Human Growth Hormone (hGH)
4 – Hormone antagonists and modulators	1	Anastrozole
5 – Diuretics and other masking agents	1	Furosemide
6 – Stimulants	4	Heptaminol, Methylhexanamine and MDMA/MDA
8 – Cannabinoids	6	Cannabis
9 – Glucocorticosteroids	1	Prednisone/Prednisolone

**Note:** Some athletes commit violations involving more than one class of substance (i.e. Testosterone (class 1) and Prednisone (class 9)).

The breakdown of anti-doping rule violations for RoF entries for 2009–10 is provided in table 13.

**Table 13: Breakdown of anti-doping rule violations 2009–10**

Category of anti-doping rule violation	Number of violations
Presence	19
Use/attempted use	18/6
Failure to comply/refusal	1
Whereabouts violations	1
Possession	4

**Note:** Athletes frequently commit more than one anti-doping rule violation at one time (i.e. 'presence' and 'use')

Of the 29 entries onto the RoF:

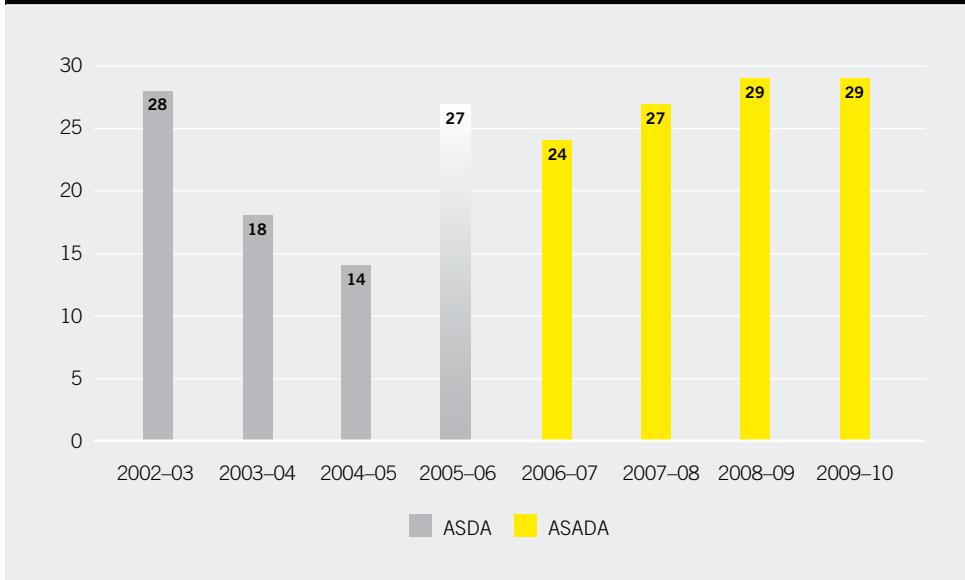
- twenty-one athletes or support personnel waived their right to a hearing and accepted they had committed an anti-doping rule violation. One athlete elected to have a hearing and later accepted ASADA's finding before the conclusion of the hearing
- two athletes exercised their right to a hearing before the relevant sporting tribunal. The findings were upheld in both of these matters. One athlete from 2008–09 exercised their right to a hearing during 2009–10. ASADA's findings were also upheld in this matter
- six matters involved sport policies that required a hearing, even in cases where the athlete chose not to challenge the violation
- the remaining matters were not yet at a stage where the athlete's timeframe to elect a hearing had expired.

ASADA was involved in five hearings at various courts and sporting tribunals during the year. This involved presenting cases for the tribunal's consideration and making submissions in regard to anti-doping rule violations.

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

Figure 4 shows the number of athletes or support personnel placed on the RoF, or the Register of Notifiable Events for the Australian Sports Drug Agency (ASDA), from 2002–03 to 2009–10.



**Figure 4:** Number of athletes and support personnel recording anti-doping rule violations





# MANAGEMENT AND ACCOUNTABILITY

CORPORATE GOVERNANCE

EXTERNAL SCRUTINY

MANAGEMENT OF HUMAN RESOURCES

# 03

## Corporate governance

Our corporate governance arrangements continue to comply with statutory and other external requirements, and aim to achieve sound and accountable administration and financial management. In this way we achieve the efficient, effective 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** – we have 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** – our 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 systems, including a financial management accreditation system that provides guidance on policies, procedures and behaviours.
- **Monitoring and reporting** – we maintain a focus on efficient and effective business and financial performance. This is achieved through regular reporting against key performance indicators and the ongoing evaluation and review of programs and performance.

## Corporate and operational planning

The ASADA Strategic Plan 2008–11 sets out the goals and strategies adopted to achieve our objectives and purpose of protecting Australia's sporting integrity through the elimination of doping.

The Strategic Plan identifies six organisational goals, which are re-validated annually. The goals are to:

- Goal 1** – Be an influential leader in anti-doping in sport
- Goal 2** – Establish a level playing field for clean athletes
- Goal 3** – Build and maintain relationships that are based on principles of respect, openness, responsiveness and integrity
- Goal 4** – Make ethical and fair decisions under our legislation, and ensure prudent management of our budget, openness and accountability
- Goal 5** – Attract high-quality people and maximise their potential
- Goal 6** – Create a culture of shared leadership across the organisation.

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

Annual business plans articulate the key actions to be undertaken each year to implement the goals and strategies in the Strategic Plan. Annual operational plans for each business unit then describe how each unit will contribute to the key actions.

Our general business planning is augmented by functional strategic plans, such as the Education Plan, Test Distribution Plan and Strategic Communications Plan.

## Organisational structure and Senior Executive arrangements

Before 1 January 2010, the ASADA Chair was the Chief Executive for the purposes of the Financial Management and Accountability Act (FMA Act) and the Agency Head for the purposes of the Public Service Act.

From 1 January 2010, the newly-established position of Chief Executive Officer (CEO) of ASADA assumed the FMA Act and the Public Service Act management powers and functions formerly held by the ASADA Chair. The ASADA CEO is now accountable for our management and strategic leadership.

In turn:

- each Senior Executive General Manager is accountable for their own group's management and leadership
- each Business Unit Director is accountable for their unit's management and strategic leadership.

During 2009–10 ASADA operated with two groups:

- the Anti-Doping Programs and Legal Services Group, headed by Ms Geetha Nair as General Manager, is responsible for the design and delivery of a range of anti-doping programs and activities, liaison with athletes, support personnel and sporting organisations, management of cases of possible anti-doping rule violations and the presentation of these cases to relevant tribunals
- the Corporate Services Group, headed by Mr Kevin Isaacs as Chief Operating Officer, is responsible for providing the key support elements necessary to ensure the effective, efficient, ethical and accountable delivery of ASADA's outcome.



**ASADA EXECUTIVE TEAM L-R**  
 GEETHA NAIR  
 (GENERAL MANAGER,  
 ANTI-DOPING PROGRAMS  
 AND LEGAL SERVICES),  
 AURORA ANDRUSKA  
 (CHIEF EXECUTIVE OFFICER)  
 AND KEVIN ISAACS  
 (CHIEF OPERATING OFFICER)

The position of General Manager, Anti-Doping Programs and Legal Services, is currently occupied under a contract for services with the Australian Government Solicitor.

The remuneration for the Chief Operating Officer is set by a determination under Section 24 of the Public Service Act.

ASADA's structure at 30 June 2010 is set out in figure 5.

**Figure 5: Organisational structure at 30 June 2010**



## Governance committees

### AUDIT COMMITTEE

The Audit Committee is a central element of ASADA's governance. It is established by our 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 to meet the 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.

Representatives from the Australian National Audit Office, ASADA's internal auditors (Deloitte), the CEO, the Chief Operating Officer and the Chief Financial Officer attended all Audit Committee meetings. There were four meetings held during 2009–10.

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**

The Occupational Health and Safety (OHS) Committee is a formal structure which 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, Human Resources and elected Health and Safety Representatives.

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

## **WORKPLACE CONSULTATIVE COMMITTEE**

The Workplace Consultative Committee is the formal consultative body established under the ASADA Collective Agreement 2009–12. We are 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, Human Resources, 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, Strategic Partnerships; Director, Testing and Sport Operations; Director, Marketing and Communications; Director, Human Resources; and Director, Information and Security.

The Senior Management Group is responsible for:

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

As well as considering specific strategic and corporate management issues as they arise, at its monthly meetings the Senior Management Group deals with the following standing agenda:

- ASADA strategic risks
- OHS issues
- human resource management issues
- expense and revenue monitoring
- monitoring of progress on the implementation of recommendations of internal and external audits
- monitoring progress towards achievement of ASADA strategic and business plans, and key actions.

## Risk management

We are 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 developed in 2007, and are consistent with the Australian/New Zealand Standard for Risk Management, AS/NZS 4360:2004, then in operation. Our Risk Management Framework will be reviewed during 2010–11. While this review was expected to occur during 2009–10, other priorities (including the need to refresh the Fraud Control Plan in accordance with the timeframes set out in the Financial Management and Accountability Orders) meant that resources could not be allocated to this task.

A review of the Risk Management Framework in the upcoming year gives us the opportunity to benchmark arrangements against the new Australian/New Zealand Standard for Risk Management, AS/NZS ISO 31000:2009, introduced in November 2009.

### 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 Plans.
- ▶ 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:

- ▶ Chief Executive Instructions and associated procedural rules, which 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 which ensures that commitment and spending authorities rest with appropriate staff who are informed of their responsibilities
- ▶ the Internal Audit Plan, which identifies services and functions for auditing. This plan incorporates issues raised by the Australian National Audit Office in its financial audits of ASADA, policy evaluations, previous internal audits and strategic risk management issues and, where appropriate, recent Australian National Audit Office reports on cross-agency matters.

Risk management and insurable risks are aligned through Comcover and Comcare.

Monitoring of risk occurs through:

- ▶ weekly monitoring of significant operational risks by the CEO and Senior Executives
- ▶ regular monitoring of business unit operational risks by Business Unit Directors
- ▶ monthly monitoring of strategic risks by the Senior Management Group
- ▶ quarterly reports to the Audit Committee on Risk Management.



## BUSINESS CONTINUITY MANAGEMENT

During 2009–10 the Business Continuity Management Plan was revised taking into account guidance contained in the Australian National Audit Office's *Better Practice Guide on Business Continuity Management: June 2009*.

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 Business Units and specific functions.

## FRAUD RISK

During 2009–10 we:

- conducted a full Fraud Risk Assessment
- undertook a full assessment of the Fraud Control Plan 2007–09
- developed a Fraud Control Plan 2009–2011.

The Fraud Control Plan 2009–11, and the associated Fraud Risk Assessment, comply with the Commonwealth Fraud Control Guidelines. The Fraud Control Plan puts appropriate strategies in place to manage our fraud risks. The plan addresses the key elements of:

- **preparedness** – management support through 'setting an appropriate tone at the top' and establishing governance arrangements which promote an overall anti-fraud culture within ASADA
- **prevention** – understanding the sources and potential impacts of fraud by identifying and assessing risks based on the application of existing controls that prevent, detect and deter the threat of fraud
- **response** – through the establishment of appropriate channels for reporting fraud and detection mechanisms
- **recovery** – through administrative, civil or criminal processes and an examination of the lessons learnt to further refine fraud control strategies and enhance internal and other controls.

Our Fraud Control Plan also ensures we have appropriate fraud prevention, detection, investigation and reporting procedures and processes in place. We provide annual fraud data to the Australian Institute of Criminology. There were no instances of fraud during 2009–10.

## INFORMATION TECHNOLOGY RISKS

During 2009–10 we developed and implemented a contingency plan to deal with any risks to the efficient operation of our Information Technology (IT) applications. 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

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

In addition, Goal 4 of our 2008–11 Strategic Plan commits us to ‘make ethical and fair decisions under our legislation, and ensure prudent management of our budget, openness and accountability’. The strategies under this goal include:

- ensuring staff (at all levels) are aware of, and comply with, our accountability framework
- ensuring that quality obligations underpin our work, systems and processes
- adopting a disciplined financial management approach
- ensuring that reporting obligations provide an accurate assessment of our work and the results achieved.

Our Chief Executive Instructions include guidance on ethical issues, such as conflicts of interest and receiving gifts and benefits. Ethical issues are also canvassed in the internal Financial Management Accreditation scheme.

During 2009–10 the Australian Public Service Commission’s Ethics Advisory Service was promoted to all staff, making extensive use of their publications to raise awareness of ethical issues. (Publications included *In whose interests – preventing and managing conflicts of interest in the APS* and *Respect – promoting a culture free from harassment and bullying in the APS*.) Awareness was reinforced by an all-staff briefing from the Merit Protection Commissioner.

## 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 making sure 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 and conducted diversity awareness sessions for all staff. For more information, see ‘Workplace diversity’ on page 63.

## Internal audits

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

Our Strategic Internal Audit Plan for 2009–12 was endorsed by the Audit Committee in August 2009.

The plan took into account:

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

The following internal audits were conducted during 2009–10:

- testing processes
- information management and privacy
- recognition of accrued user-pays revenue
- fringe benefits tax arrangements.

## Record keeping

Our record keeping practices comply with the *Archives Act 1983*. They are reviewed regularly to maintain compliance.

We have developed a draft retention authority for our functional records and we have submitted this draft to the National Archives of Australia for approval. We have also begun a knowledge management process throughout the organisation.

## Quality management

### **Compliance with ISO 9001:2008**

As part of our ongoing annual certification audit program, a surveillance audit of the Quality Management System was conducted in March 2010 based on the ISO 9001:2008 standard. The successful completion of this audit resulted in us being re-certified as meeting the requirements of ISO 9001:2008. The three-year period of certification is due to expire in April 2012, subject to ongoing satisfactory surveillance audits.

The ISO 9001:2008 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 (the Code)
- International Standard for Testing
- International Standard for Therapeutic Use Exemptions (TUE)
- 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 TUEs
- procurement of secure transport and phlebotomy services
- procurement of contract analyses for detection of prohibited substances or methods
- reporting of results of sample analysis in accordance with relevant legislation, standards and user-pays agreements
- investigation of potential anti-doping rule violations
- presentation of cases to anti-doping tribunals
- anti-doping education to athletes and support personnel.

We are committed to the continuous improvement of the Quality Management System and to maintaining ISO 9001:2008 certification.

### **CUSTOMER SERVICE CHARTER**

We are 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 clients to access our services. It also gives assurances that we will treat clients 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 clients can comment on our services.



**RANDOM CARD  
DRAW FOR TESTING  
PURPOSES**

## External scrutiny

### Significant developments

Our internal procedures and policies continue to meet international standards.

In addition to re-certification for compliance with ISO 9001:2008, which provides continuing assurance that internal procedures and policies meet international standards, ASADA is subject to external scrutiny through judicial decisions and Auditor-General, parliamentary committee and Commonwealth Ombudsman reports.

### Decisions and reports

#### **Judicial decisions and decisions of administrative tribunals**

In 2009–10 ASADA was involved in five contested hearings involving athletes challenging their sanction, or challenging the entry of their details onto the Register of Findings. ASADA was successful in all matters. One matter is still before the Administrative Appeals Tribunal and is due to be determined in 2010–11.

In addition, we appealed a decision of the Court of Arbitration of Sport not to disqualify the results of a team (where one of the team members was found to have committed an anti-doping rule violation). ASADA was successful on appeal and the team's results were disqualified.

#### **Auditor-General reports**

Apart from the audit report on our 2008–09 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 2009–10.

## Management of human resources

Our human resources management framework is designed to provide a workforce that has the necessary skills, flexibility and diversity to meet current and future business needs, assisted by access to learning and development opportunities and effective communication and sharing of information. This is reinforced by effective performance management.

We continue to place high value on the performance and capability of staff, as reflected in our 2008–11 Strategic Plan. Key business priorities for the year were to support and build dynamic, skilled and collaborative teams through an inaugural Workforce Plan 2010–14, with a supporting Succession Plan 2010–14 and Individual Career Plans for all ongoing and non-ongoing staff. 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 ongoing specific staff development for Senior Management and the provision of leadership growth for prospective leaders within the ASADA community.

At 30 June 2010 ASADA employed 68 staff (56 ongoing and 12 non-ongoing) and had engaged 281 employees on a casual basis in the National Testing and National Education teams.

Tables 26 to 31 in appendix F show our employee profile.



**ASADA STAFF SHARING  
KNOWLEDGE AT THE  
STAFF CONFERENCE**

### Workforce planning

During 2009–10, as part of a coordinated effort to improve organisational capability, we developed a Capability Framework based on the Australian Public Service Commission's Integrated Leadership System. The Capability Framework will help us identify and describe the leadership capabilities that all employees need to effectively perform at their classification levels now and in the future. The Capability Framework also includes training provided by ASADA.

The ASADA Workforce Plan 2010–14 has been aligned to 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 improve delivery on required outcomes and programs in conjunction with other resources and assets in ways that are appropriate to legislative frameworks and public accountabilities.

The development of the ASADA Workforce Plan led to the establishment of an ASADA Succession Plan 2010–14. Succession planning will ensure the availability and sustainability of a supply of capable staff ready to assume key or critical roles, subject to a competitive selection process. The implementation of the Succession Plan 2010–14 will prepare our employees to undertake key roles when they become available, develop talent, improve employee capabilities and the overall performance, commitment and retention of staff, focusing on leadership continuity and improved knowledge sharing. It will also provide effective monitoring and tracking of employee proficiency levels and skill gaps.

Succession planning in turn led to the introduction of Individual Career Plans for ongoing and non-ongoing employees. These plans will help us create sustainable talent pools by focusing on strengths and capability development (both short- and long-term) and leadership competency development. Individual Career Plans are to be updated annually, creating an environment of merit-based employment opportunities, with employees in the right job at the right time.

## Attraction and retention

As a result of implementing ASADA's Workforce Plan 2010–14 and Succession Plan 2010–14, position profiles are regularly updated. This has resulted in ASADA successfully introducing selection documentation for all positions against the Integrated Leadership System. The human resources team works closely with work groups to ensure the Capability Framework is consistently interpreted and applied during the development of selection documentation. This brings our recruitment practices in line with broader APS practices.

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

Staff turnover during 2009–10 was at a proportional rate of 19 per cent. Separations were across the APS and Executive Level classifications range, with the majority attributed to staff seeking employment opportunities at other government agencies.

## 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*.

On 1 July 2009 a new salary structure was introduced under the collective agreement. 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 table 30.

Productivity initiatives in the collective agreement continued to focus 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 2009–10 the terms and conditions of employment of Senior Executive Service employees were set by determination under s.24(1) of the *Public Service Act 1999*.

In addition, at 30 June 2010, s.24(1) determinations covered four employees where the remuneration available under the collective agreement differed from the remuneration available following the cessation of an Australian Workplace Agreement in previous years, or a determination granted by ASADA or another agency. Table 31 includes the total employees covered by s.24(1) determinations.

## Non-salary benefits

Non-salary benefits provided to staff in 2009–10 included:

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

## Performance Management System

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

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

## Peer recognition

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



During the reporting year, seven peer rewards were presented. The rewards acknowledged:

- updating the ASADA Pure Performance DVD to ensure compliance with the Code
- successful negotiation of the ASADA collective agreement by employee representatives
- consistent performance in marketing ASADA
- outstanding work in organising ASADA's outreach stand at the Sydney World Masters Games
- successful Doping Control Officer Conference organisation
- exceptional managerial support during a particularly busy time in the National Testing Group
- going beyond the Portfolio Budget Statement target and delivering high-quality education solutions (by the Education Team).

## Staff consultation

The workplace agreement updated our staff consultative arrangements with provision to engage better with staff through formal and informal consultation and the redesign and refocusing of the former Workplace Relations Committee as the Workplace Consultative Committee. This committee is the forum for broad consultation on operational matters.

The ASADA Employee Survey was sent to all ongoing and non-ongoing employees (but not to casual staff) in December 2009. The survey has 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 Australian Public Service Commission's survey of APS employees, allowing for some 'reality checking' of agency information.

The survey showed that among staff:

- 97 per cent enjoy their work
- 92 per cent were proud to work at ASADA
- 87 per cent agreed that the workplace culture supports people to achieve a good work-life balance
- 84 per cent agreed that ASADA is a good place to work.

ASADA is addressing issues raised in the survey by:

- communicating the Strategic Plan and aligning staff behind its actions and priorities
- modelling leadership behaviour and values
- providing consistent communication.

## Learning and development

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

In 2009–10 our corporate training program focused on leadership and application of the APS Values and Code of Conduct. In July 2009 the Merit Protection Commissioner presented an awareness session on the APS Code of Conduct and a session at the Staff Conference on diversity, bullying and harassment.

Leadership development was provided to the Senior Management Group to re-invigorate communication and team effectiveness across the organisation. This was completed through a 360-degree feedback program. The objectives of the program were to benchmark leadership at ASADA against the APS; provide an opportunity for self-reflection and development planning for each member of the Senior Management Group; and define and measure leadership.

All ASADA Executive Level staff are booked into a relevant leadership course when they take up their position. In addition, an in-house Certificate IV in Government and a Diploma in Government was conducted over a 10-month period for APS5 – EL2 staff. After attending workshops, completing assignments and work-related projects, the eight attendees received their qualification.

All participants presented their work-related projects to the management team, covering the following topics:

- development of a 2009–10 international testing program
- development of an Australian online search tool for the sporting community to determine the status in sport of medications and substances
- knowledge management
- management of ASADA's Registered and Domestic Testing Pools
- anti-doping programs communication – improving communication mechanisms between business units
- enhancing ASADA's intelligence capability
- ASADA engagement in the state institute and academy of sport network.

We continue to strengthen our leadership capability through participation in the Australian Public Service Commission's Career Development Assessment Centre. One senior manager attended the program during 2009–10 and other senior managers have been given the opportunity to attend future programs.

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

- essential writing skills
- OHS essentials
- Microsoft Excel courses
- business writing
- understanding and implementing quality management systems
- an intensive project management course
- Information and Communications Technology courses
- effective minute-taking
- building relationships in the workplace
- negotiation skills
- introduction to records management
- creating better annual reports
- public sector editing and proofreading
- introduction to freedom of information
- a sports communications workshop
- fraud awareness.

## Workplace diversity

In 2009–10 we developed a Diversity Plan 2010–14 to demonstrate our commitment to diversity. 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.

ASADA has registered a Reconciliation Action Plan commitment statement and will develop a Reconciliation Action Plan during the next reporting period.

We provide flexible working conditions to our employees. Findings from the Staff Survey in December 2009 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 access to those flexible working arrangements.

## Commonwealth Disability Strategy

In line with the Commonwealth Disability Strategy, we continue to promote diversity by supporting employees who have disabilities, providing adaptive technology, convenient parking spaces and flexible work arrangements. A Disability Plan 2010–14 is in the process of being developed.

## Occupational health and safety

In 2009–10 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 (OHS) management. This framework includes:

- the OHS Committee, which met four times during the year
- selection and training of current and replacement designated health and safety representatives, wardens and first aid officers
- training for all staff on OHS essentials
- incident reporting and investigation
- targeted safety improvements.

During the reporting period, we responded to the outbreak of the H1N1 influenza 09 (Human Swine Influenza) by providing advice to all staff, including links to all relevant websites via the intranet. Offices were provided with posters for display in the workplace and staff were provided with antiseptic gel for washing hands and anti-bacterial wipes. In addition, the H1N1 influenza vaccination was provided to all staff, including casual staff.

As part of increasing staff awareness of their own health and wellbeing, flu vaccinations were made available to all staff, including casual employees.

An ongoing 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 and other staff in a working-from-home arrangement.

During 2009–10 there were three incidents involving staff. These included an eye injury, illness and a fall. No serious injuries were sustained.



# FINANCIAL INFORMATION

SUMMARY OF FINANCIAL PERFORMANCE 2009–10

GRANT PROGRAMS

ASSET MANAGEMENT

PURCHASING

ENGAGEMENT OF CONSULTANTS AND CONTRACTORS

# 04

## Summary of financial performance 2009–10

ASADA's operating result for 2009–10 was a surplus of \$0.10m, which compares favourably with the budgeted zero result. The outcome was mainly the result of lower-than-budgeted supplier expenses and depreciation and amortisation costs, offset by a combination of lower than budgeted user-pays revenues and higher-than-expected employee and write-down expenses.

The focus of our financial management is on delivering maximum outputs within available funding, thus continuing to provide world-leading anti-doping programs through the efficient and effective use of resources.

Overall revenue for 2009–10 at \$15.40m, increased by seven per cent over 2008–09 (\$14.36m) primarily as a result of increased appropriation revenues, offset by a six per cent decrease in user-pays revenues. The decrease in user-pays revenues reflects a combination of unchanged charges for testing and a decrease in tests undertaken. The current user-pays charges are being reviewed in 2010–11.

Operating expenses rose by nine per cent to \$15.31m in 2009–10, predominantly the result of an increase in employee expenses (impact of the collective agreement and increased employment), an increase in supplier expenses, and increased write-down and impairment costs; offset by a 14 per cent decrease in depreciation and amortisation costs. These outcomes reflect a scaling up of activity by ASADA to reflect increased funding outcomes from government.

During 2009–10, net assets grew by 11 per cent (from \$3.40m in 2008–09 to \$3.78m). The current assets to current liabilities ratio increased from 1.62 on 30 June 2009 to 1.73 on 30 June 2010.

## Grant programs

ASADA did not issue any grants in 2009–10.

## Asset management

ASADA's non-financial assets are mainly the computer hardware and software required to deliver core activities, and leasehold improvements. Our asset replacement strategy provides adequate budget and planning to replace assets as they come to the end of their useful lives.

A stocktake of fixed and intangible assets in 2009–10 confirmed their location and condition.

## Purchasing

In 2009–10, with a small number of exceptions, as reported in the Certificate of Compliance, ASADA complied with purchasing guidance in the *Financial Management and Accountability Act 1997* and the *Commonwealth Procurement Guidelines*.

During 2009–10 our Financial Management Information System was enhanced to provide improved budgeting and financial reporting. The financial processing arrangements, flowing from improvements to the Financial Management Information System, further strengthen financial accountability.

A purchaser/provider arrangement exists between ASADA and the Australian Sports Drug Testing Laboratory (part of the National Measurement Institute), the only laboratory in Australia with WADA accreditation to conduct sample analysis for doping control in sport. The laboratory provides us with analytical and scientific services for our Detection Program.

Our procurement framework guides staff in considering value for money, encouraging competition and using resources efficiently and effectively.

## Engagement of consultants and contractors

### Consultants

Our policies on the selection and engagement of consultants are in accordance with the *Commonwealth Procurement Guidelines*.

The most common reasons for engaging consultancy services are:

- unavailability of specialist in-house resources in the timeframe
- the need for an independent review
- specialist skills and knowledge not available in-house.

During 2009–10, two new consultancy contracts were entered into, involving total actual expenditure of \$342 714. In addition, two ongoing consultancy contracts were active during the 2009–10 financial year, involving total expenditure of \$202 761.

**Table 14:** Expenditure on new and existing consultancy contracts 2009–10

A	New contracts during the period	2
B	Total expenditure on new consultancy contracts (GST-inclusive)	\$342 714
C	Number of ongoing (that is, pre-existing) consultancy contracts active during the period	2
D	Total expenditure on ongoing consultancy contracts during the period (GST-inclusive)	\$202 761

**Table 15:** Consultancy services let during 2009–10 of \$10 000 or more

Consultant name	Description	Contract price \$	Selection process (1)	Justification (2)
Strike-a-match	Development and approval of an Endorsed Records Authority (National Archives of Australia)	79 200	Direct source	B
Salesforce Australia Pty Ltd	ASADA web-based education – development and hosting of online learning modules	498 234	Select Tender	B
<b>Total</b>		577 434		



### **(1) Explanation of selection process terms drawn from the *Commonwealth Procurement Guidelines* (December 2008)**

**Open tender:** A procurement procedure in which a request for tender is published inviting all businesses that satisfy the conditions for participation to submit tenders. Public tenders are generally sought from the Australian Government AusTender internet site.

**Select tender:** A procurement procedure in which the procuring agency selects which potential suppliers are invited to submit tenders (this includes tenders submitted through Multi-Use lists). This procurement process may only be used under certain circumstances.

**Direct sourcing:** A form of restricted tendering, available only under certain defined circumstances, with a single potential supplier or suppliers being invited to bid because of their unique expertise and/or their special ability to supply the goods and/or services sought.

**Panel:** An arrangement under which a number of suppliers, initially selected through an open tender process, may each supply property or services to an agency as specified in the panel arrangements. Quotes are sought from suppliers that have pre-qualified on the agency panels to supply to the government. This category includes standing offers and supplier panels where the supply of goods and services may be provided for a pre-determined length of time, usually at a pre-arranged price.

### **(2) Key for justification for decision to use consultancy**

- A – Skills currently unavailable within agency
- B – Need for specialised or professional skills
- C – Need for independent research or assessment

A list of consultancy services valued at \$10 000 or more (let in 2009) is available on our website at [www.asada.gov.au](http://www.asada.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 at [www.tenders.gov.au](http://www.tenders.gov.au).

## Competitive tendering and contracting

Our 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 *Australian Government 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 being published in AusTender on the basis that they would disclose exempt matters under the *Freedom of Information Act 1982*.



# FINANCIAL STATEMENTS

# 05



## INDEPENDENT AUDITOR'S REPORT

To the Cabinet Secretary

### Scope

I have audited the accompanying financial statements of the Australian Sports Anti-Doping Authority (the Authority) for the year ended 30 June 2010, 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; Schedule of Asset Additions and Notes to and forming part of the Financial Statements, including a Summary of Significant Accounting Policies.

### *The Responsibility of the Chief Executive for the Financial Statements*

The Authority's Chief Executive is responsible for the preparation and fair presentation of the financial statements in accordance with the Finance Minister's Orders made under the *Financial Management and Accountability Act 1997*, including the Australian Accounting Standards (which include the Australian Accounting Interpretations). This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

### *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 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 Authority's preparation and fair presentation of the financial statements 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 Authority's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Authority's Chief Executive, 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 the audit, I have followed the independence requirements of the Australian National Audit Office, which incorporate the requirements of the Australian accounting profession.

**Auditor's 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 2010 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

18 October 2010



**Australian Government**

**Australian Sports Anti-Doping Authority**

## **Financial Statements 2009-10**

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## 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 2010 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



A. Andruska  
Chief Executive

15 October 2010

Signed



S Fitzgerald  
Chief Financial Officer

15 October 2010

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**STATEMENT OF COMPREHENSIVE INCOME**

*for the period ended 30 June 2010*

	Notes	2010 \$'000	2009 \$'000
<b>EXPENSES</b>			
Employee benefits	3A	7,670	6,923
Suppliers	3B	6,810	6,244
Depreciation and amortisation	3C	618	719
Write-down and impairment of assets	3D	197	117
Other	3E	18	9
<b>Total expenses</b>		<b>15,313</b>	<b>14,012</b>
<b>LESS:</b>			
<b>OWN-SOURCE INCOME</b>			
<b>Own-source revenue</b>			
Sale of goods and rendering of services		1,509	1,619
Other		2	1
<b>Total own-source revenue</b>	4A	<b>1,511</b>	<b>1,620</b>
<b>Gains</b>			
Sale of assets	4B	2	-
Foreign exchange	4C	-	2
Other	4D	43	25
<b>Total gains</b>		<b>45</b>	<b>27</b>
<b>Total own-source income</b>		<b>1,556</b>	<b>1,647</b>
<b>Net cost of services</b>		<b>13,757</b>	<b>12,365</b>
Revenue from Government	4E	13,859	12,716
<b>Surplus on continuing operations</b>		<b>102</b>	<b>351</b>
<b>Surplus attributable to the Australian Government</b>		<b>102</b>	<b>351</b>
<b>OTHER COMPREHENSIVE INCOME</b>			
Changes in asset revaluation reserves		127	-
<b>Total other comprehensive income</b>		<b>127</b>	<b>-</b>
<b>Total comprehensive income attributable to the Australian Government</b>		<b>229</b>	<b>351</b>

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



**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**BALANCE SHEET**  
*as at 30 June 2010*

	Notes	2010 \$'000	2009 \$'000
<b>ASSETS</b>			
<b>Financial Assets</b>			
Cash and cash equivalents	5A	38	484
Trade and other receivables	5B	3,442	2,993
<b>Total financial assets</b>		<u>3,480</u>	<u>3,477</u>
<b>Non-Financial Assets</b>			
Land and buildings	6A	1,594	1,608
Property, plant and equipment	6B,C	655	520
Intangibles	6D,E	690	465
Inventories	6F	132	96
Other	6G	273	68
<b>Total non-financial assets</b>		<u>3,344</u>	<u>2,757</u>
<b>Total Assets</b>		<u>6,824</u>	<u>6,234</u>
<b>LIABILITIES</b>			
<b>Payables</b>			
Suppliers	7A	771	1,135
Other	7B	552	287
<b>Total payables</b>		<u>1,323</u>	<u>1,422</u>
<b>Provisions</b>			
Employee provisions	8A	1,513	1,246
Other	8B	213	169
<b>Total provisions</b>		<u>1,726</u>	<u>1,415</u>
<b>Total Liabilities</b>		<u>3,049</u>	<u>2,837</u>
<b>Net Assets</b>		<u>3,775</u>	<u>3,397</u>
<b>EQUITY</b>			
Contributed equity		893	743
Reserves		149	22
Retained surplus		2,733	2,632
<b>Total Equity</b>		<u>3,775</u>	<u>3,397</u>

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 2010*

	Retained earnings		Asset revaluation reserve		Contributed equity/capital		Total equity	
	2010	2009	2010	2009	2010	2009	2010	2009
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Opening balance</b>								
Balance carried forward from previous period	2,632	2,249	22	22	743	653	3,397	2,924
Adjustment for errors	(1)	32	-	-	-	-	(1)	32
Adjustment for changes in accounting policies	-	-	-	-	-	-	-	-
<b>Adjusted opening balance</b>	<b>2,631</b>	<b>2,281</b>	<b>22</b>	<b>22</b>	<b>743</b>	<b>653</b>	<b>3,386</b>	<b>2,956</b>
<b>Comprehensive income</b>								
Other comprehensive income	-	-	127	-	-	-	127	-
Surplus for the period	102	351	-	-	-	-	102	351
<b>Total comprehensive income</b>	<b>102</b>	<b>351</b>	<b>127</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>229</b>	<b>351</b>
<b>Transactions with owners</b>								
Contributions by owners	-	-	-	-	150	90	150	90
Appropriation (equity injection)	-	-	-	-	150	90	150	90
Sub-total transactions with owners	2,733	2,632	149	22	893	743	3,775	3,397
<b>Closing balance as at 30 June</b>	<b>2,733</b>	<b>2,632</b>	<b>149</b>	<b>22</b>	<b>893</b>	<b>743</b>	<b>3,775</b>	<b>3,397</b>
<b>Closing balance attributable to the Australian Government</b>	<b>2,733</b>	<b>2,632</b>	<b>149</b>	<b>22</b>	<b>893</b>	<b>743</b>	<b>3,775</b>	<b>3,397</b>

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 2010*

	Notes	2010 \$'000	2009 \$'000
<b>OPERATING ACTIVITIES</b>			
<b>Cash received</b>			
Goods and services		1,626	1,260
Appropriations		13,925	11,549
Net GST received		457	-
Other		107	3
<b>Total cash received</b>		<u>16,115</u>	<u>12,812</u>
<b>Cash used</b>			
Employees		7,618	6,250
Suppliers		8,071	6,372
<b>Total cash used</b>		<u>15,689</u>	<u>12,622</u>
<b>Net cash from operating activities</b>	9	<u>426</u>	<u>190</u>
<b>INVESTING ACTIVITIES</b>			
<b>Cash received</b>			
Proceeds from sales of property, plant and equipment		2	-
<b>Total cash received</b>		<u>2</u>	<u>-</u>
<b>Cash used</b>			
Purchase of property, plant and equipment		392	49
Purchase of intangibles		483	311
<b>Total cash used</b>		<u>875</u>	<u>360</u>
<b>Net cash used by investing activities</b>		<u>873</u>	<u>360</u>
<b>FINANCING ACTIVITIES</b>			
<b>Cash received</b>			
Contributed equity		-	90
<b>Total cash received</b>		<u>-</u>	<u>90</u>
<b>Cash used</b>			
<b>Total cash used</b>		<u>-</u>	<u>-</u>
<b>Net cash from financing activities</b>		<u>-</u>	<u>90</u>
<b>Net increase (decrease) in cash held</b>		<u>(446)</u>	<u>(80)</u>
Cash and cash equivalents at the beginning of the reporting period		484	564
<b>Cash and cash equivalents at the end of the reporting period</b>	5A	<u>38</u>	<u>484</u>

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

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**SCHEDULE OF COMMITMENTS**

as at 30 June 2010

	2010 \$'000	2009 \$'000
<b>BY TYPE</b>		
<b>Commitments Receivable</b>		
GST recoverable on commitments	427	480
<b>Total commitments receivable</b>	<u>427</u>	<u>480</u>
<b>Other commitments payable</b>		
Operating leases <sup>1</sup>	3,963	4,508
Other commitments	734	767
<b>Total other commitments payable</b>	<u>4,697</u>	<u>5,275</u>
<b>Net commitments by type</b>	<u>4,270</u>	<u>4,795</u>
<b>BY MATURITY</b>		
<b>Commitments receivable</b>		
<b>Other commitments receivable</b>		
One year or less	87	106
From one to five years	214	197
Over five years	126	177
<b>Total other commitments receivable</b>	<u>427</u>	<u>480</u>
<b>Commitments payable</b>		
<b>Operating lease commitments</b>		
One year or less	509	551
From one to five years	2,068	2,017
Over five years	1,386	1,940
<b>Total operating lease commitments</b>	<u>3,963</u>	<u>4,508</u>
<b>Other commitments</b>		
One year or less	447	612
From one to five years	287	155
Over five years	-	-
<b>Total other commitments</b>	<u>734</u>	<u>767</u>
<b>Net commitments by maturity</b>	<u>4,270</u>	<u>4,795</u>

NB: Commitments are GST inclusive where relevant.

1. Operating leases included are effectively non-cancellable and comprise:

**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 the Authority's ten year office accommodation lease (to October 2017) on its Canberra premises is still current. The Authority has renewed its lease on its Sydney premises for a period of one year from January 2010 with a further one year option. The Authority has terminated its leases on its Brisbane and Melbourne premises from June and October 2010 respectively.

**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 the Authority.

**A lease in relation to storage facilities.**

The Authority 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.

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

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**SCHEDULE OF CONTINGENCIES**  
*as at 30 June 2010*

	2010	2009
	\$'000	\$'000
<b>Contingent assets</b>		
Claims for damages or costs	<u>55</u>	<u>-</u>
<b>Total contingent assets</b>	<u>55</u>	<u>-</u>

Details of contingent assets listed above are disclosed at Note 10: Contingent Liabilities and Assets, along with information on significant remote contingencies and contingencies that can not be quantified.

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

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**SCHEDULE OF ASSET ADDITIONS**  
*for the period ended 30 June 2010*

The following non-financial non-current assets were added in 2009-10:

	Buildings - Leasehold Improvements	Property, plant and equipment	Furniture and fittings	Intangibles	Other	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
By purchase - appropriation ordinary annual services	41	291	22	346	-	700
By purchase - other	4	32	2	38	-	76
<b>Total additions</b>	<b>45</b>	<b>323</b>	<b>24</b>	<b>384</b>	<b>-</b>	<b>776</b>

The following non-financial non-current assets were added in 2008-09:

	Buildings - Leasehold Improvements	Property, plant and equipment	Furniture and fittings	Intangibles	Other	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
By purchase - appreciation equity	-	-	-	90	-	90
By purchase - appropriation ordinary annual services	20	6	17	196	-	239
By purchase - other	3	1	2	25	-	31
<b>Total additions</b>	<b>23</b>	<b>7</b>	<b>19</b>	<b>311</b>	<b>-</b>	<b>360</b>

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

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

**1.1 Objectives of the Australian Sports Anti-Doping Authority**

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

The Authority is structured to meet one outcome:

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

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

The continued existence of the Authority in its present form and with its present programs is dependent on Government policy and on continuing appropriations by Parliament for the Authority'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 ending on or after 1 July 2009; 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 the Authority 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 Judgements and Estimates**

The Authority has made the following judgements that have the most significant impact on the amounts recorded in the financial statements:

- The fair value of lease hold 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).

**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. The Authority 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.

## AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the period ended 30 June 2010

### Note 1: Summary of Significant Accounting Policies

#### Future Australian Accounting Standard Requirements

The Authority 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 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 the Authority 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;
- the Authority 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 the Authority.

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 the Authority.

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 authority 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.

#### 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) are recognised directly in contributed equity in that year.



**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

*for the period ended 30 June 2010*

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

*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 the Authority 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 the Authority'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.

*Separation and Redundancy*

Provision is made for separation and redundancy benefit payments. The Authority recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

*Superannuation*

Permanent and part-time staff of the Authority are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS) or the PSS accumulation plan (PSSap).

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

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.

The Authority 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 the Authority's employees. The Authority accounts for the contributions as if they were contributions to defined contribution plans.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

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

The liability for superannuation recognised as at 30 June represents a combination of outstanding contributions for the final complete fortnight of the year, accrued superannuation relating to the partial fortnight covering 2009-10 and 2010-11, and outstanding obligations to casual staff relating to the period up to the 2006-07 financial year.

**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.

The Authority 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 Borrowing Costs**

All borrowing costs are expensed as incurred. The Authority did not have any borrowing costs in 2009-10.

**1.11 Cash**

Cash and cash equivalents includes cash on hand, cash held with outsiders, demand deposits in bank accounts with an original maturity of 3 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.

**1.12 Financial Assets**

The Authority classifies its financial assets under the category 'loans and receivables'. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition. The Authority has no loans receivable.

***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, the Authority 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.

**1.13 Financial Liabilities**

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

**1.14 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.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

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

**1.15 Financial Guarantee Contracts**

The Authority does not have any financial guarantee contracts.

**1.16 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.

**1.17 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 the Authority where there exists an obligation to restore the property to its original condition. These costs are included in the value of the Authority'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.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

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

**Depreciation**

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the Authority 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:

	2010	2009
Leasehold improvements	<b>Lease term</b>	Lease term
Plant and Equipment	<b>3 to 6 years</b>	3 to 6 years
Furniture and Fittings	<b>3 to 6 years</b>	3 to 6 years

**Impairment**

All assets were assessed for impairment at 30 June 2010. 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 amount.

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 thereby dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Authority 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.

**1.18 Intangibles**

The Authority'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 lives of the Authority's software is 3 years (2008-09: 3 years).

All software assets were assessed for indications of impairment as at 30 June 2010. None were found to be impaired.

**1.19 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.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

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

**1.20 Taxation**

The Authority 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 2010*

**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 2009-10 financial statements.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

for the period ended 30 June 2010

**Note 3: Expenses**

	2010	2009
	\$'000	\$'000
<b>Note 3A: Employee Benefits</b>		
Wages and salaries	5,750	5,838
Superannuation:		
Defined contribution plans	455	368
Defined benefit plans	477	430
Leave and other entitlements	824	261
Separation and redundancies	164	26
<b>Total employee benefits</b>	<b>7,670</b>	<b>6,923</b>

**Note 3B: Suppliers**

<b>Goods and services</b>		
IT Supplies and annual licences	671	480
Consultants and Contractors	1,351	1,215
Testing	2,540	2,315
Rent and building outgoings	534	573
Other*	1,167	1,064
<b>Total goods and services</b>	<b>6,263</b>	<b>5,647</b>

\*Other includes expense categories which were less than 10% of the total supplier expenses.

Goods and services are made up of:		
Provision of goods – external parties	276	166
Rendering of services – related entities	3,267	2,033
Rendering of services – external parties	2,720	3,448
<b>Total goods and services</b>	<b>6,263</b>	<b>5,647</b>

**Other supplier expenses**

Operating lease rentals – external parties:		
Minimum lease payments	524	560
Workers compensation expenses	23	37
<b>Total other supplier expenses</b>	<b>547</b>	<b>597</b>
<b>Total supplier expenses</b>	<b>6,810</b>	<b>6,244</b>

**Note 3C: Depreciation and Amortisation**

Depreciation:		
Infrastructure, plant & equipment	398	408
<b>Total depreciation</b>	<b>398</b>	<b>408</b>

Amortisation:

Intangibles:		
Computer Software	101	114
Internally developed software	119	197
<b>Total amortisation</b>	<b>220</b>	<b>311</b>
<b>Total depreciation and amortisation</b>	<b>618</b>	<b>719</b>

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

**Note 3: Expenses**

	2010	2009
	\$'000	\$'000
<b><u>Note 3D: Write-Down and Impairment of Assets</u></b>		
Asset write-downs and impairments from:		
Inventory	10	-
Write-down of receivables	141	1
Write-down of property, plant and equipment	-	76
Write-down of other intangible assets	38	40
Increase in doubtful debts provision	8	-
<b>Total write-down and impairment of assets</b>	<b>197</b>	<b>117</b>
<b><u>Note 3E: Other Expenses</u></b>		
Cost of Sales	18	9
<b>Total other expenses</b>	<b>18</b>	<b>9</b>



**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

*for the period ended 30 June 2010*

**Note 4: Income**

	2010	2009
REVENUE	\$'000	\$'000

**Note 4A: Sale of Goods and Rendering of Services**

Provision of goods - external parties	11	20
Rendering of services - external parties	1,498	1,599
Other	2	1
<b>Total sale of goods and rendering of services</b>	<b>1,511</b>	<b>1,620</b>

**GAINS**

**Note 4B: Sale of Assets**

Property, plant and equipment:		
Sale of assets	2	-
<b>Net gain from sale of assets</b>	<b>2</b>	<b>-</b>

**Note 4C: Foreign Exchange**

Non-speculative	-	2
<b>Total foreign exchange gains</b>	<b>-</b>	<b>2</b>

**Note 4D: Other Gains**

Resources received free of charge*	43	25
<b>Total other gains</b>	<b>43</b>	<b>25</b>

\* Resources received free of charge are for services provided by the Australian National Audit Office (ANAO) for the 2009-2010 financial statement audit.

**REVENUE FROM GOVERNMENT**

**Note 4E: Revenue from Government**

Appropriations:		
Departmental outputs	13,859	12,716
<b>Total revenue from Government</b>	<b>13,859</b>	<b>12,716</b>

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

*for the period ended 30 June 2010*

**Note 5 Financial Assets**

	2010	2009
	\$'000	\$'000
<b>Note 5A: Cash and Cash Equivalents</b>		
Cash on hand or on deposit	38	484
<b>Total cash and cash equivalents</b>	<u>38</u>	<u>484</u>
<b>Note 5B: Trade and Other Receivables</b>		
<b>Good and Services:</b>		
Goods and services - related entities	260	-
Goods and services - external parties	1,034	1,143
<b>Total receivables for goods and services</b>	<u>1,294</u>	<u>1,143</u>
<b>Appropriations receivable:</b>		
For existing outputs	1,850	1,767
<b>Total appropriations receivable</b>	<u>1,850</u>	<u>1,767</u>
<b>Other receivables:</b>		
GST receivable from the Australian Taxation Office	110	67
Other	198	18
<b>Total other receivables</b>	<u>308</u>	<u>85</u>
<b>Total trade and other receivables (gross)</b>	<u>3,452</u>	<u>2,995</u>
<b>Less impairment allowance account:</b>		
Goods and services	10	2
<b>Total impairment allowance account</b>	<u>10</u>	<u>2</u>
<b>Total trade and other receivables (net)</b>	<u>3,442</u>	<u>2,993</u>
<b>Receivables are expected to be recovered in:</b>		
No more than 12 months	3,442	2,993
More than 12 months	-	-
<b>Total trade and other receivables (net)</b>	<u>3,442</u>	<u>2,993</u>
<b>Receivables are aged as follows:</b>		
Not overdue	2,484	2,877
Overdue by:		
0 to 30 days	494	32
31 to 60 days	160	2
61 to 90 days	191	84
More than 90 days	123	-
<b>Total receivables (gross)</b>	<u>3,452</u>	<u>2,995</u>
<b>The Impairment allowance account is aged as follows:</b>		
Overdue by:		
More than 180 days	10	2
<b>Total Impairment allowance account</b>	<u>10</u>	<u>2</u>

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

**Note 6: Non-Financial Assets**

	2010	2009
	\$'000	\$'000
<b>Note 6A: Land and Buildings</b>		
Leasehold improvements:		
Fair value	2,145	1,868
Accumulated depreciation	(551)	(260)
<b>Total leasehold improvements</b>	<u>1,594</u>	<u>1,608</u>
<b>Total land and buildings</b>	<u>1,594</u>	<u>1,608</u>
<b>Note 6B: Property, Plant and Equipment</b>		
Infrastructure, plant and equipment		
Fair value	1,037	540
Accumulated depreciation	(580)	(261)
<b>Total Infrastructure, plant and equipment</b>	<u>457</u>	<u>279</u>
Furniture and Fittings		
Fair value	486	354
Accumulated depreciation	(288)	(113)
<b>Total other property, plant and equipment</b>	<u>198</u>	<u>241</u>
<b>Total property, plant and equipment</b>	<u>655</u>	<u>520</u>

All revaluations were conducted in accordance with the revaluation policy stated at Note 1. On 31/03/2010, an independent valuer, the Australian Valuation Office (AVO) conducted the revaluations.

Revaluation increment of \$140k for leasehold improvements, and a decrement of \$12k for plant and equipment were adjusted to the asset revaluation reserve by asset class and included in the equity section of the balance sheet; no increments or decrements were expensed.

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

No property, plant or equipment is 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 2010*

**Note 6: Non-Financial Assets**

**Note 6C: Reconciliation of the Opening and Closing Balances of Property, Property, Plant and Equipment (2009:10).**

	Building Leasehold Improvements \$'000	Other Infrastructure, & Equipment \$'000	Plant & Equipment \$'000	Other Infrastructure, Furniture & Fittings \$'000	Total Other Infrastructure, P&E, F&F \$'000	Total \$'000
<b>As at 1 July 2009</b>						
Gross book value	1,868	540	540	354	894	2,762
Accumulated depreciation and impairment	(260)	(261)	(261)	(113)	(374)	(634)
<b>Net book value 1 July 2009</b>	<b>1,608</b>	<b>279</b>	<b>279</b>	<b>241</b>	<b>520</b>	<b>2,128</b>
<b>Additions:</b>						
By purchase	45	323	323	24	347	392
Revaluations and impairments recognised in other comprehensive income	140	(8)	(8)	(4)	(12)	128
Depreciation expense	(199)	(137)	(137)	(63)	(200)	(399)
<b>Net book value 30 June 2010</b>	<b>1,594</b>	<b>457</b>	<b>457</b>	<b>198</b>	<b>655</b>	<b>2,249</b>
<b>Net book value as of 30 June 2010 represented by:</b>						
Gross book value	2,145	1,037	1,037	486	1,523	3,668
Accumulated depreciation	(551)	(580)	(580)	(288)	(868)	(1,419)
	<b>1,594</b>	<b>457</b>	<b>457</b>	<b>198</b>	<b>655</b>	<b>2,249</b>

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

**Note 6: Non-Financial Assets**

**Note 6C (Cont'd): Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment (2008-09)**

	Building Leasehold Improvements \$'000	Other Infrastructure, & Equipment \$'000	Plant & Equipment \$'000	Furniture & Fittings \$'000	Infrastructure, P&E, & F&F \$'000	Total \$'000
<b>As at 1 July 2008</b>						
Gross book value	1,913	573	354	928	2,841	2,841
Accumulated depreciation and impairment	(70)	(158)	(50)	(208)	(278)	(278)
<b>Net book value 1 July 2008</b>	<b>1,844</b>	<b>416</b>	<b>304</b>	<b>720</b>	<b>2,563</b>	<b>2,563</b>
<b>Additions:</b>						
By purchase	23	7	19	26	49	49
Depreciation expense	(199)	(141)	(68)	(209)	(408)	(408)
Other movements *	(60)	(3)	(14)	(17)	(77)	(77)
<b>Net book value 30 June 2009</b>	<b>1,608</b>	<b>279</b>	<b>241</b>	<b>520</b>	<b>2,128</b>	<b>2,128</b>
<b>Net book value as of 30 June 2009 represented by:</b>						
Gross book value	1,868	540	354	894	2,762	2,762
Accumulated depreciation	(260)	(261)	(113)	(374)	(634)	(634)
	<b>1,608</b>	<b>279</b>	<b>241</b>	<b>520</b>	<b>2,128</b>	<b>2,128</b>

\* These minor adjustments were not material and relate to changes in accounting policy for assets.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

*for the period ended 30 June 2010*

**Note 6: Non-Financial Assets**

	2010	2009
	\$'000	\$'000
<b>Note 6D: Intangibles</b>		
Computer software:		
Purchased	396	441
Internally developed – in progress	214	153
Internally developed – in use	862	433
<b>Total computer software (gross)</b>	<u>1,472</u>	<u>1,027</u>
Accumulated amortisation	<u>(782)</u>	<u>(562)</u>
<b>Total computer software (net)</b>	<u>690</u>	<u>465</u>
<b>Total intangibles</b>	<u>690</u>	<u>465</u>

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 2010*

**Note 6: Non-Financial Assets**

Note 6E: Reconciliation of the Opening and Closing Balances of Intangibles (2009-10)

	Computer software internally developed \$'000	Computer software purchased \$'000	Other intangibles in progress \$'000	Total \$'000
<b>As at 1 July 2009</b>				
Gross book value	433	441	153	1,027
Accumulated amortisation and impairment	(375)	(187)	-	(562)
<b>Net book value 1 July 2009</b>	<b>58</b>	<b>254</b>	<b>153</b>	<b>465</b>
<b>Additions:</b>				
By purchase	126	97	260	483
Internally developed	161	-	(161)	-
Amortisation	(119)	(101)	-	(220)
Other movements*	37	(37)	-	0
Disposals:				
Other	-	-	(38)	(38)
<b>Net book value 30 June 2010</b>	<b>263</b>	<b>213</b>	<b>214</b>	<b>690</b>
<b>Net book value as of 30 June 2010 represented by:</b>				
Gross book value	862	396	214	1,472
Accumulated amortisation and impairment	(599)	(183)	-	(782)
Accumulated impairment losses	-	-	-	-
	<b>263</b>	<b>213</b>	<b>214</b>	<b>690</b>

\* Relates to a transfer to correct categorisation of purchased software and internally developed software.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

**Note 6: Non-Financial Assets**

**Note 4E. (Cont'd): Reconciliation of the Opening and Closing Balances of Intangibles (2008-09)**

	Computer software internally developed \$'000	Computer software purchased \$'000	Other intangibles internally developed \$'000	Total \$'000
<b>As at 1 July 2008</b>				
Gross book value	654	273	20	947
Accumulated amortisation and impairment	(370)	(73)	-	(443)
<b>Net book value 1 July 2008</b>	<b>284</b>	<b>200</b>	<b>20</b>	<b>504</b>
<b>Additions:</b>				
By purchase	10	168	133	311
Amortisation	(197)	(114)	-	(311)
Disposals:				
Other	(39)	-	-	(39)
<b>Net book value 30 June 2009</b>	<b>58</b>	<b>254</b>	<b>153</b>	<b>465</b>
<b>Net book value as of 30 June 2009 represented by:</b>				
Gross book value	625	441	153	1,219
Accumulated amortisation and impairment	(567)	(187)	-	(754)
	<b>58</b>	<b>254</b>	<b>153</b>	<b>465</b>



**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

**Note 6: Non-Financial Assets**

	2010	2009
	\$'000	\$'000
<b>Note 6F: Inventories</b>		
Inventories held for sale:		
Work in progress	-	-
Finished goods	<u>19</u>	<u>40</u>
<b>Total inventories held for sale</b>	<u>19</u>	<u>40</u>
Inventories held for distribution	<u>113</u>	<u>56</u>
<b>Total inventories</b>	<u>132</u>	<u>96</u>

During 2009-10 \$18,323 of inventory held for sale was recognised as an expense.

During 2009-10 \$110,713 of inventory held for distribution was recognised as an expense.

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

**Note 6G: Other Non-Financial Assets**

Prepayments	<u>273</u>	<u>68</u>
<b>Total other non-financial assets</b>	<u>273</u>	<u>68</u>
Total other non-financial assets - are expected to be recovered in:		
No more than 12 months	<u>273</u>	<u>68</u>
More than 12 months	<u>-</u>	<u>-</u>
<b>Total other non-financial assets</b>	<u>273</u>	<u>68</u>

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

All other non-financial assets are current assets.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

**Note 7: Payables**

	2010	2009
	\$'000	\$'000
<b>Note 7A: Suppliers</b>		
Trade creditors and accruals	771	1,135
<b>Total supplier payables</b>	<u>771</u>	<u>1,135</u>
Supplier payables expected to be settled within 12 months:		
Related entities	520	-
External parties	251	1,135
<b>Total</b>	771	1,135
<b>Total supplier payables</b>	<u>771</u>	<u>1,135</u>
Settlement is usually made within 30 days.		
<b>Note 7B: Other Payables</b>		
Salaries and wages	120	84
Superannuation	226	96
Other	113	107
PAYG payable to ATO	93	-
<b>Total other payables</b>	<u>552</u>	<u>287</u>
Total other payables are expected to be settled in:		
No more than 12 months	552	287
<b>Total other payables</b>	<u>552</u>	<u>287</u>

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

**Note 8: Provisions**

	2010	2009
	\$'000	\$'000
<b>Note 8A: Employee Provisions</b>		
Leave	1,280	1,070
Other	233	176
<b>Total employee provisions</b>	<u>1,513</u>	<u>1,246</u>

Employee provisions are expected to be settled in:

No more than 12 months	706	663
More than 12 months	807	583
<b>Total employee provisions</b>	<u>1,513</u>	<u>1,246</u>

	2010	2009
	\$'000	\$'000
<b>Note 8B: Other Provisions</b>		
Lease provisions	172	123
Other lease provisions	41	46
<b>Total other provisions</b>	<u>213</u>	<u>169</u>

Other provisions are expected to be settled in:

More than 12 months	213	169
<b>Total other provisions</b>	<u>213</u>	<u>169</u>

	Lease provision \$'000	Other Lease provision \$'000	Total \$'000
Carrying amount 1 July 2009	123	46	169
Additional provision made	49	(5)	44
<b>Closing balance 2010</b>	<u>172</u>	<u>41</u>	<u>213</u>

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

**Note 9: Cash Flow Reconciliation**

	2010	2009
	\$'000	\$'000
<b>Reconciliation of cash and cash equivalents as per Balance Sheet to Cash Flow Statement</b>		
<b>Cash and cash equivalents as per:</b>		
Cash flow statement	38	484
Balance sheet	38	484
<b>Difference</b>	<u>0</u>	<u>0</u>
<b>Reconciliation of net cost of services to net cash from operating activities:</b>		
Net cost of services	13,757	12,365
Add revenue from Government	13,859	12,716
<b>Adjustments for non-cash items</b>		
Depreciation / amortisation	618	719
Net write down of non-financial assets	197	117
Gain on disposal of assets	(2)	-
Other	(11)	-
<b>Changes in assets / liabilities</b>		
(Increase) / decrease in net receivables	(449)	(957)
(Increase) / decrease in inventories	(36)	(9)
(Increase) / decrease in prepayments	(205)	78
Increase / (decrease) in employee provisions	267	46
Increase / (decrease) in supplier payables	(364)	180
Increase / (decrease) in other payable	265	(329)
Increase / (decrease) in other provisions	44	(6)
<b>Net cash from operating activities</b>	<u>426</u>	<u>190</u>

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

*for the period ended 30 June 2010*

**Note 10: Contingent Liabilities and Assets**

*Quantifiable Contingencies*

The Authority has one contingent asset, having received an order of the Federal Court for the payment of \$55,100 (for costs) in respect of legal proceedings in the Federal Court of Australia. No enforcement action has yet to be taken in respect of the debt, and the Authority is currently considering an offer to waive the debt. The Authority has no contingent liabilities.

*Unquantifiable Contingencies*

The Authority had no unquantifiable contingencies at reporting date.

*Remote Contingencies*

The Authority had no remote contingencies at reporting date.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

*for the period ended 30 June 2010*

**Note 11: Senior Executive Remuneration**

**Note 11A: Actual Remuneration Paid to Senior Executives**

	2010	2009
The number of senior executives who received:		
less than \$145,000 *	-	-
\$190,000 to \$204,999	-	1
\$220,000 to \$234,999	-	1
\$265,000 to \$279,999	<u>2</u>	<u>1</u>
<b>Total</b>	<u>2</u>	<u>3</u>

\* Excluding acting arrangements and part-year service.

**Total expense recognised in relation to Senior Executives**

	\$	\$
Short-term employee benefits:		
Salary (including annual leave taken)	454,618	529,893
Changes in annual leave provisions	(27,811)	21,581
Performance bonus	39,429	46,537
Other <sup>1</sup>	<u>10,972</u>	<u>3,476</u>
Total Short-term employee benefits	<u>477,208</u>	<u>601,487</u>
Superannuation (post-employment benefits)	<u>64,029</u>	<u>98,869</u>
<b>Total</b>	<u>541,237</u>	<u>700,356</u>

Notes

1. "Other" includes motor vehicle and other allowances.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

**Note 11: Senior Executive Remuneration**

**Note 11B: Average annualised remuneration packages for substantive Senior Executives**

	As at 30 June 2010			As at 30 June 2009		
	No. SES	Base salary (including annual leave)	Total remuneration package <sup>1</sup>	No. SES	Base salary (including annual leave)	Total remuneration package <sup>1</sup>
Total remuneration:						
less than \$145,000	-	-	-	-	-	-
\$220,000 to \$234,999	1	174,543	234,895	1	167,347	226,539
\$265,000 to \$279,999	1	280,600	269,600	-	-	-
\$295,000 to \$309,999	-	-	-	1	231,510	296,796
\$355,000 to \$369,999	1	268,400	368,754	-	-	-
<b>Total</b>	<b>3</b>			<b>2</b>		

**Notes**

1. Non-Salary elements available to Senior Executives include:

- (a) Performance Bonus
- (b) Motor vehicle allowance
- (c) Superannuation

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

*for the period ended 30 June 2010*

**Note 12: Remuneration of Auditors**

	2010	2009
	\$'000	\$'000

Financial statement audit services were provided free of charge to the Authority.

The fair value of the services provided was:	<u>43</u>	<u>25</u>
	<u>43</u>	<u>25</u>

No other services were provided by the Auditor-General.



AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY  
 NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
 for the period ended 30 June 2010

**Note 13: Financial Instruments**

	2010	2009
	\$'000	\$'000
<b>Note 13A: Categories of Financial Instruments</b>		
<b>Financial Assets</b>		
Loans and receivables:		
Cash and cash equivalents	38	484
Trade receivables	1,294	1,143
Other receivables	198	18
<b>Carrying amount of financial assets</b>	<u>1,530</u>	<u>1,645</u>
<b>Financial Liabilities</b>		
Other liabilities at nominal cost		
Payables - suppliers	771	1,135
Other payables	346	180
<b>Carrying amount of financial liabilities</b>	<u>1,116</u>	<u>1,315</u>
<b>Note 13B: Net Income and Expense from Financial Assets</b>		
Loans and receivables:		
Impairment of receivables	(141)	(1)
<b>Net gain/(loss) loans and receivables</b>	<u>(141)</u>	<u>(1)</u>
<b>Note 13C: Net Income and Expense from Financial Liabilities</b>		

The Authority did not incur any income or expenses associated with financial liabilities in 2009-10.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the period ended 30 June 2010

Note 13: Financial Instruments

Note 13D: Fair Value of Financial Instruments

There are no potential differences between the carrying amounts and fair values of financial assets and liabilities in 2009-10.

Note 13E: Credit Risk

The Authority is exposed to minimal credit risk as loans and receivables are cash and trade receivables. The maximum exposure to credit risk is the risk that arises from the potential default of a debtor. The amount is equal to the total amount of trade receivables.

The Authority manages its credit risk by undertaking background and credit checks prior to allowing a debtor relationship. In addition, the Authority has policies and procedures that guide employees as to debt recovery techniques that are to be applied.

The Authority holds no collateral to mitigate against credit risk.

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

	Not past due or impaired	Not past due nor impaired	Past due or impaired	Past due or impaired
	2010	2009	2010	2009
	\$'000	\$'000	\$'000	\$'000
Loans and receivables:				
Cash and cash equivalents	38	484	-	-
Trade receivables	326	1,025	968	118
Other receivables	198	18	-	-
<b>Total</b>	<b>562</b>	<b>1,527</b>	<b>968</b>	<b>118</b>

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the period ended 30 June 2010  
Note 13: Financial Instruments

Ageing of financial assets that were past due but not impaired for 2010

	0 to 30 days \$'000	31 to 60 days \$'000	61 to 90 days \$'000	90+ days \$'000	Total \$'000
Loans and receivables:					
Trade receivables	494	160	191	123	968
<b>Total</b>	<b>494</b>	<b>160</b>	<b>191</b>	<b>123</b>	<b>968</b>

Ageing of financial assets that were past due but not impaired for 2009

	0 to 30 days \$'000	31 to 60 days \$'000	61 to 90 days \$'000	90+ days \$'000	Total \$'000
Loans and receivables:					
Trade receivables	32	2	84	-	118
<b>Total</b>	<b>32</b>	<b>2</b>	<b>84</b>	<b>-</b>	<b>118</b>

**Note 13F: Liquidity Risk**

The Authority is an appreciated entity, with around 90% of its revenue coming from this source.

The remaining 10% of revenue comes from user pays testing, which incurs suppliers expenses (associated laboratory and pathology testing costs). A reduction in user pays testing activity would therefore also reduce supplier expense.

As at 30 June 2010, the Authority had current assets of \$3,885m and current liabilities of \$2,241m - a current ratio of 1.73.

The Authority has no derivative financial liabilities in both the current and prior year.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2010*

**Note 14: Appropriations**

**Table A: Acquittal of Authority to Draw Cash from the Consolidated Revenue Fund for Ordinary Annual Services Appropriations**

Particulars	Departmental Outputs			Total	
	2010	2009	2010	2009	
	\$'000	\$'000	\$'000	\$'000	
Balance brought forward from previous period	2,251	1,164	2,251	1,164	
Adjustment to opening balance	-	32	-	32	
Appropriation Act:					
Appropriation Act (Nos.1, 3&5) 2009-10	14,009	12,806	14,009	12,806	
Departmental Adjustments by the Finance Minister (Appropriation Acts)	-	-	-	-	
Concoquer Receipts (Appropriation Acts s 13)	-	-	-	-	
Advance to the Finance Minister	-	-	-	-	
Reductions:					
- prior years	-	-	-	-	
- current years	-	-	-	-	
FMA Act:					
Refunds credited (FMA section 30)	-	-	-	-	
Appropriations to take account of recoverable GST (FMA section 30A)	567	611	567	611	
Annotations to 'net appropriations' (FMA section 31)	1,734	1,263	1,734	1,263	
Adjustment of appropriations on change of entity function (FMA section 32)	-	-	-	-	
Total appropriations available for payments	18,561	15,876	18,561	15,876	
Cash payments made during the year (GST inclusive)	16,563	13,625	16,563	13,625	
Appropriations credited to Special Accounts (excluding GST)	-	-	-	-	
Balance of Authority to Draw cash from the Consolidated Revenue Fund for Ordinary Annual Services Appropriations	1,998	2,251	1,998	2,251	
<i>Represented by:</i>					
Cash at bank and on hand	38	484	38	484	
Departmental appropriations receivable	1,850	1,767	1,850	1,767	
GST receivable from the Australian Taxation Office	110	110	110	110	
<b>Total at 30 June</b>	<b>1,998</b>	<b>2,251</b>	<b>1,998</b>	<b>2,251</b>	

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

*for the period ended 30 June 2010*

**Note 15: Special Accounts**

The Authority has an Other Trust Monies Account (Trust). This account was established under section 20 of the *Financial Management and Accountability Act 1997* (FMA Act). For the years ended 30 June 2009 and 30 June 2010 the account had nil balances.

The purpose of the Other Trust Monies Account (Trust) is for expenditure of monies temporarily held on trust or otherwise for the benefit of another person other than that of the Commonwealth.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
*for the period ended 30 June 2010*

**Note 16: Compensation and Debt Relief**

	2010 \$'000	2009 \$'000
No payments made under the 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 2010

**Note 17: Reporting of Outcomes**

Note 17: Net Cost of Outcome Delivery

	Outcome 1		Total	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
<b>Expenses</b>				
Administered	-	-	-	-
Departmental	15,313	14,012	15,313	14,012
<i>Total expenses</i>	15,313	14,012	15,313	14,012
<b>Net Cost to Budget Outcome</b>				
<b>Costs recovered from provision of goods and services to the non-government sector</b>				
Administered	-	-	-	-
Departmental	1,511	1,620	1,511	1,619
<i>Total costs recovered</i>	1,511	1,620	1,511	1,619
<b>Other external revenues</b>				
Administered	-	-	-	-
Departmental	45	27	45	3
<i>Total other external revenues</i>	45	27	45	3
<b>Net cost/(contribution) of outcome</b>	<b>13,757</b>	<b>12,365</b>	<b>13,757</b>	<b>12,390</b>

Outcome 1 is described in Note 1.1. Net costs shown include intra-government costs that would be eliminated in calculating the actual Budget Outcome.





# ANTI-DOPING RULE VIOLATION PANEL

OVERVIEW

ADRVP MEMBERS

RESOURCES

# 06

## 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 (ASADA Act), as amended.

From 1 January 2010, the ADRVP:

- was presented with 16 cases
- made 12 Register of Findings (RoF) decisions
- made four sanction decisions.

Out of the 12 RoF decisions, 10 were added to the Register and two were not.

## ADRVP members

### **Dr Brian Sando OAM (Chair)**

Dr Brian Sando is a sports medicine practitioner, the 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.

### **Professor Andrew McLachlan (Member)**

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 precursor, the Australian Sports Drug Agency) for the last 10 years. Professor McLachlan has prepared over 100 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 safe use of medicines.

### **Dr Peter Harcourt (Member)**

Dr Peter Harcourt is a Sports Physician with wide experience in international sport with a particular interest in anti-doping issues. His elite sporting involvement includes AFL, basketball, cricket, Commonwealth and Olympic Games. He also holds positions on ASDMAC and the Faculty of Law, University of Melbourne.

### **Ms 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. Tracey is a former member of the Australian Institute of Sport Ethics Committee and the ACT Academy of Sport Technical Advisory Panel.

### **Mr John Black (Member)**

John Black, a former Senator for Queensland, chaired the Senate Inquiry into Drugs in Sport that led to the establishment of what was then the Australian Sports Drug Agency, and to the design of drug testing regimes for Australian sport. Mr Black was a member of the ADRVP Interim Panel.

### **Ms Jennifer Clark (Member)**

Jennifer Clark has an extensive background in business and finance. She has been on various Australian Government boards since 1991, including the Australian Sports Commission and the Australian Sports Foundation. Ms Clark is Chair of ASADA's Audit Committee and was a member of the ADRVP Interim Panel.

**Table 16:** Interim ADRVP – 1 January 2010 to 31 March 2010

Date of meeting	Dr Brian Sando (Chair)	Professor Andrew McLachlan	Jennifer Clark	John Black
3 Feb 10	✓	✓	✓	✓
17 Feb 10	✓	✓	✓	✓
3 Mar 10	✓	✓	✓	✓
17 Mar 10	✓		✓	✓
<b>Total</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>4</b>

**Table 17:** ADRVP – 1 April 2010 to 30 June 2010

Date of meeting	Dr Brian Sando (Chair)	Professor Andrew McLachlan	Tracey Gaudry	Dr Peter Harcourt
23 Apr 10	✓	✓	✓	✓
5 May 10	✓	✓	✓	✓
20 May 10	✓		✓	✓
16 Jun 10	✓	✓	✓	✓
30 Jun 10	✓		✓	✓
<b>Total</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>5</b>

## Resources

The ADRVP is funded from the ASADA appropriation. A breakdown of actual expenses for 2009–10 is provided in table 18.

**Table 18:** ADRVP expenses 2009–10

Description	(\$) 000's
Members' and professional fees	10.4
Meetings and conferences	3.1
Others	-
<b>Total</b>	<b>13.5</b>

**Note:** The full year budget for the ADRVP for 2010–11 is \$60 000.



**BLOOD TESTING KIT**



# AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE

OVERVIEW

THERAPEUTIC APPROVALS FOR PROHIBITED SUBSTANCES

ASDMAC MEMBERS

ACHIEVEMENTS

RESOURCES

FREEDOM OF INFORMATION PROCEDURES AND  
ASDMAC CONTACT DETAILS

EXTERNAL SCRUTINY – JUDICIAL DECISIONS AND APPEALS

# 07

## Overview

Section 52 of the Australian Sports Anti-Doping Authority Act (ASADA Act) and Clause 5 of the National Anti-Doping (NAD) scheme outline the functions of the Australian Sports Drug Medical Advisory Committee (ASDMAC). These functions include:

- giving approval for athletes to use prohibited medications for legitimate therapeutic purposes
- conducting investigations and providing additional medical and scientific expertise to help determine positive test results
- providing expert medical advice to drug testing laboratories
- providing expert medical advice to anti-doping tribunals
- advising athletes, support personnel and national sporting organisations about anti-doping issues and the wellbeing of athletes
- giving advice to ASADA and the Australian Sports Commission (ASC) on matters relating to anti-doping and athletes' health and wellbeing
- providing advice to ASADA and ASADA's clients about sports medicine issues.

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

ASDMAC functions are subject to compliance with relevant legislation and regulation. Regular audits highlight openness and transparency in decision-making, the highest standards of probity, integrity and a strong commitment to accountability. ASDMAC held five meetings and two teleconferences during 2009–10.

ASDMAC complies with the World Anti-Doping Code (the Code) and the International Standard for Therapeutic Use Exemptions (TUEs).

## 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 national sporting organisation'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.



## ASDMAC members

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

**Table 19: ASDMAC members**

Position	Name	Date ending	Meetings eligible to attend	Meetings attended
Chair	Professor Ken Fitch AM	28 November 2011	5	5
Member	Dr Susan White	24 September 2010	5	5
Member	Dr Peter Harcourt OAM	24 September 2010	5	5
Member	Dr Hugh Hazard	31 October 2010	5	5
Member	Dr Grace Bryant OAM	30 June 2011	5	5
Member	Dr Terry Farquharson	22 September 2010	5	5

### Prof Ken Fitch AM

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

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

**Dr Susan White**

MBBS (Hons), FACSP, FASMF

- Sports Physician, Olympic Park Sports Medicine Centre, Melbourne
- Member, Medical Commission, Australian Olympic Committee
- Medical Director, Australian Youth Olympic Team, Singapore 2010
- Deputy Medical Director, Australian Olympic Team, London 2012
- Chief Medical Officer, Swimming Australia
- Editorial Board, Clinical Journal of Sports Medicine
- Editorial Board, British Journal of Sports Medicine
- Member, Anti-Doping Panel, Cricket Australia
- Member, Australian Football League Tribunal (anti-doping)
- Team Physician, Australian Swim Team
- Team Physician, Melbourne Vixens Netball Team.

**Dr Peter Harcourt OAM**

MBBS, FACSP, FASMF, Dip Obs

- Sports Physician
- Medical Director, Australian Commonwealth Games team, Delhi, India
- Medical Coordinator, Victorian Institute of Sport
- Clinical Convenor, Health Services Group (WorkSafe and Transport Accident Commission), Victoria
- Chief Medical Officer, Basketball Australia
- Medical Commissioner, Australian Football League
- Anti-Doping Medical Officer, Cricket Australia
- Chair, International Cricket Council Medical Committee and Therapeutic Use Exemption Committee
- Federation Internationale de Basketball Amateur Medical Council and Therapeutic Use Exemption Committee
- Team Physician, Melbourne Victory Football Club
- Senior Fellow, Faculty of Law, University of Melbourne.

**Dr Hugh Hazard**

MBBS, Grad Dip Sports Science, FACSP

- Sports Physician
- Team Medical Officer, Country Rugby League team
- Medical Consultant, Bulldogs Rugby League Club.

**Dr Grace Bryant OAM**

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

- Sports Physician
- Chief Medical Officer, Australian Women's Water Polo
- Team Physician, National Netball Competition
- Member, Medical Commission, Australian Commonwealth Games Association

- Member, Education Committee, Sports Medicine Australia (NSW Branch)
- Member, International Netball Medical Panel.

### **Dr Terry Farquharson**

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

- Sports Physician
- SA Sports Medicine Centre Clinical Lecturer
- University of Adelaide Senior Visiting Medical Specialist
- Queen Elizabeth Hospital Medical Officer with Norwood Football Club and South Australian National Football League
- Medical Officer with South Australian Cricket Association and Cricket Australia.

## **Achievements**

During the financial year ending 30 June 2010:

- ASDMAC processed 343 applications for TUEs between July 2009 and December 2009 (the new 2009 Code and the International Standard for TUEs included all beta-2 agonists on the prohibited list requiring a full TUE)
- ASDMAC processed 246 applications for TUEs between January 2010 and June 2010 (from 1 January 2010 salbutamol and salmeterol changed status to a declaration of use only – a total breakdown of applications is included in appendix L)
- ASDMAC was consulted during the preparation of the Australian Government's submission to WADA's 2011 list of prohibited substances and prohibited methods
- ASDMAC provided information and advice to ASADA in establishing a new National Level Review Body to hear TUE appeals
- ASDMAC provided comments to ASADA regarding ASDMAC functions as defined in the 1 January 2010 Compilation of ASADA Regulations 2006
- Dr Peter Harcourt, Member of ASDMAC, was appointed member of the Anti-Doping Rule Violation Panel (ADRV) in April 2010
- The Chair chaired the Vancouver 2010 Games Group and Therapeutic Use Exemption Committee throughout the Games
- ASDMAC reviewed and updated the application and other forms integral to the TUE process with the excellent assistance of its legal adviser
- Dr Susan White was appointed CMO to the Australian team at the 2010 Singapore Youth Olympic Games and Deputy CMO for the Australian Olympic team London 2012
- Professor Fitch attended the WADA Symposium on TUE in Strasbourg in December 2009, representing ASDMAC, and Dr Peter Harcourt attended in his role as Chair of the ICC Therapeutic Use Exemption Committee

- Members provided the Australasian College of Sports Physicians' (ACSP) with regular comments and updates on relevant subjects for publication in the ACSP newsletter
- Professor Fitch submitted two publications in the following refereed journals:
  - Tsitsimpikou C, Jamurtas AZ, **Fitch KD**, Papalexis P, & Tsarouhas K. (2009), 'Medication use by athletes during the Athens 2004 Paralympic Games', *British Journal of Sports Medicine*, 43 (13): 1062–1066
  - **Fitch, KD** (2010), 'Pharmacotherapy for exercise-induced asthma: allowing normal levels of activity and sport', *Expert Reviews in Clinical Pharmacology*, 3 (1): 139–152.

## Resources

ASDMAC is funded from the ASADA appropriation. A breakdown of actual expenses for 2009–10 is provided in table 20.

**Table 20:** ASDMAC expenses 2009–10

Description	(\$) 000's
Members' and professional fees	256.7
Meetings and conferences	24.9
Others	22.3
<b>Total</b>	<b>283.9</b>

## Freedom of information procedures and ASDMAC contact details

A request for access to documents under the Freedom of Information (FOI) Act must be in writing and accompanied by a \$30 application fee and an address in Australia to which notices can be sent. In certain circumstances, the fee is not required or can be waived.

To enable a prompt response, and to help us meet our obligations under the FOI Act, applicants need to provide as much information as possible about the documents they are seeking. A phone

number or an email address should also be included in case ASDMAC officers need any clarification. Applicants may be liable to pay charges at rates prescribed by the Freedom of Information (Fees and Charges) Regulations.

Enquiries about submitting a formal request under the FOI Act should be directed to the ASDMAC Freedom of Information Coordinator on (02) 6222 4283.

FOI requests should be sent to:

Attention: ASDMAC Secretariat  
 Australian Sports Drug Medical Advisory Committee  
 PO Box 1744  
 Fyshwick ACT 2609

In accordance with the *Electronic Transactions Act 1999*, FOI requests may be emailed to [asdmac@asada.gov.au](mailto:asdmac@asada.gov.au). However, as a request must be accompanied by an application fee, in most cases no action will be taken until the application fee is received or a request has been made for the remission of the application fee.

**Table 21:** ASDMAC freedom of information statistics

Matters on hand (start 2009–10)	Requests received (2009–10)	Requests finalised (2009–10)	Requests outstanding (end 2009–10)
0	2	2	0

## External scrutiny – judicial decisions and appeals

### Federal Court of Australia

A decision by ASDMAC to deny the granting of a TUE was appealed by an athlete to the Federal Court on 23 July 2009. The athlete discontinued their appeal application on 25 August 2009.

### WADA appeals

A decision by ASDMAC to deny the granting of a TUE was appealed by an athlete to WADA on 28 May 2009. This appeal was terminated by WADA on 31 July 2009 since medical information was not provided by the applicant.

Subsequently the athlete provided further information and recommenced their appeal on 7 May 2010. WADA upheld the decision of ASDMAC to deny the granting of a TUE to the athlete on 10 June 2010.



# APPENDIXES



08

## Appendix A: Doping control statistics 1999–00 to 2009–10

**Table 22:** Doping control statistics

Year	In-comp	% in-comp	Out-of-comp	% out-of-comp	Total	User-pays	% user-pays	Govt-funded	% govt-funded
99–00	2452	43%	3293	57%	5745	2424	42%	3321	58%
00–01	1758	28%	4436	72%	6194	2702	44%	3492	56%
01–02	2486	36%	4383	64%	6869	3020	44%	3849	56%
02–03	1960	31%	4303	69%	6263	2707	43%	3556	57%
03–04	2443	37%	4172	63%	6615	2819	43%	3796	57%
04–05	1741	28%	4393	72%	6134	2285	37%	3849	63%
05–06	2814	37%	4771	63%	7585	#3038	40%	*4547	60%
06–07	2916	42%	4037	58%	6953	2376	38%	4264	62%
07–08	3168	48%	3469	52%	6637	2395	36%	4242	64%
08–09	3122	42%	4376	58%	7498	3286	44%	4212	56%
09–10	2491	37%	4115	61%	6606	2777	41%	3829	57%

**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 1005 user-pays tests conducted at the Melbourne 2006 Commonwealth Games.

Doping control statistics from 1999–00 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 2009–10

Under the Australian Sports Anti-Doping Authority Act (ASADA Act) and the National Anti-Doping (NAD) 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
- 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.

### ASADA/ADRVP Register of Findings

Table 23 is an extract from the RoF showing the outcome of anti-doping rule violations in the year to 30 June 2010.

Twenty-nine entries have been made onto the RoF for 2009–10. Twenty of these matters are concluded and had been publicly announced at 30 June 2010. The remaining nine matters are ongoing and the final outcome is pending. They are designated as TBA (to be advised) in the 'Outcome' column in table 23.

Our website at [www.asada.gov.au](http://www.asada.gov.au) has more information about individual sanctions.

**Table 23: Publicly announced anti-doping rule violations**

Sport	Substance name	Substance class	Rule violation	Outcome
INBA Bodybuilding	Furosemide	S5. Diuretics	Presence and Use	Two-year sanction
Basketball	Cannabis	S8. Cannabinoids	Presence	Three-month sanction
Baseball	Stanozolol Anastrozole	S1. Anabolic Agent (Stanozolol) and S4. Hormone Antagonists and Modulators	Presence (Anastrozole) and Use (Stanozolol)	Two-year sanction
National Rugby League (NRL)	Clenbuterol	S1. Anabolic Agent	Presence and Use	Two-year sanction
INBA Bodybuilding	N/A	N/A	Failure to comply	Two-year sanction
New South Wales Rugby League (NSWRL)	Nandrolone	S1. Anabolic Agent	Presence and Use	Two-year sanction

Sport	Substance name	Substance class	Rule violation	Outcome
NRL	Cannabis	S8. Cannabinoids	Presence and Use	Four-month sanction
NRL	Nandrolone	S1. Anabolic Agent	Presence and Use	Two-year sanction
NSWRL	Cannabis	S8. Cannabinoids	Presence and Use	Six-match sanction
Powerlifting	Methylhexanamine	S6. Stimulants	Presence and Use	Three-month sanction
Powerlifting	Methylhexanamine	S6. Stimulants	Presence and Use	Three-month sanction
Weightlifting	Clenbuterol	S1. Anabolic Agents	Presence and Use	Two-year sanction
Queensland Rugby League	MDMA and MDA	S6. Stimulants	Presence	Fifteen-month sanction
Golf	DHEA	S1. Anabolic Agents	Possession	Eighteen-month sanction
Baseball	N/A	N/A	Athlete Whereabouts	Fourteen-month sanction
NSWRL	Cannabis	S8. Cannabinoids	Presence and Use	12-match sanction
INBA Bodybuilding	Heptaminol	S6. Stimulants	Presence and Use	Two-year sanction
Cycling	Testosterone, Prednisolone and Prednisone	S1. Anabolic Agents and S9. Glucocorticosteroids	Presence and Use	Two-year sanction
Oceania Muaythai	Human Growth Hormone	S2. Peptide Hormones, Growth Factors and Related Substances	Possession and Use	Two-year sanction
Weightlifting	Testosterone	S1. Anabolic Agents	Presence and Use	TBA
Athletics (Masters)	DHEA	S1. Anabolic Agents	Presence and Use	TBA
ABF	Cannabis	S8. Cannabinoids	Presence	Three-month sanction
NSWRL	Testosterone and Nandrolone	S1. Anabolic Agents	Attempted Use	TBA
Karting	Testosterone	S1. Anabolic Agents	Attempted Use	Two-year sanction

Sport	Substance name	Substance class	Rule violation	Outcome
Tennis	Human Growth Hormone	S2. Peptide Hormones, Growth Factors and Related Substances	Possession and Attempted Use	Two-year sanction
Surf lifesaving	Stanozolol, Methandienone and 4 – Androstenediol and 4 androstene-3, 6, 17 trione (6-oxo)	S1. Anabolic Agents and S4. Hormone Antagonists and Modulators	Use and Attempted Use	TBA
Cycling	Erythropoietin (EPO)	S2. Peptide Hormones, Growth Factors and Related Substances	Attempted Use	Two-year sanction
Cycling	Clenbuterol	S1. Anabolic Agent	Attempted Use	TBA
INBA Bodybuilding	Cannabis	S8. Cannabinoids	Presence	TBA

**Table 24:** Entries on Register of Findings 2008–09 where the outcomes were to be advised

Sport	Substance name	Substance class	Rule violation	Outcome
IFBB Bodybuilding	Human Growth Hormone	S2. Peptide Hormones, Growth Factors and Related Substances	Possession and Use	Two-year sanction
Shooting Australia	Furosemide	S5. Diuretics	Presence and Use	Three-month sanction
Rugby League	Testosterone Nandrolone	S1. Anabolic Agent	Attempted Use	Two-year sanction
Surf Lifesaving Australia	Stanozolol	S1. Anabolic Agent	Presence and Use	Two-year sanction
Baseball Australia	Cannabis	S8. Cannabinoids	Presence and Use	Three-month sanction
INBA Bodybuilding	Cannabis	S8. Cannabinoids	Presence and Use	Three-month sanction

## Appendix C: International anti-doping and doping control

**Table 25: Government-to-government arrangements**

Arrangements	Type of arrangement	Purpose of arrangement
1. 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.	<ul style="list-style-type: none"> <li>➤ Contribute to practical, constructive, and consensus-based proposals to address key issues that arise in the international fight against doping in sport.</li> <li>➤ Provide for reciprocal testing agreements between IADA member countries.</li> </ul>
2. Council of Europe Anti-Doping Convention	Multi-lateral government-to-government agreement involving 50 signatories – 46 member States of the Council of Europe and four non-member States, including Australia.	<ul style="list-style-type: none"> <li>➤ Provide for parties to cooperate in the fight against doping through doping control programs (not including drug testing services).</li> </ul>
3. UNESCO International Convention Against Doping in Sport	Multi-lateral government-to-government agreement ratified by 143 governments at 30 June 2010.	<ul style="list-style-type: none"> <li>➤ Provide for parties to cooperate in the fight against doping through doping control programs (not including drug testing services).</li> <li>➤ Oblige parties to adopt appropriate measures at the national and international levels that are consistent with the principles of the Code.</li> </ul>

## Appendix D: Powers of the Minister to give directions to ASADA and the CEO

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

During the reporting period the powers of the Minister to give directions to ASADA changed. Up to 31 December 2009, under Section 24 of the ASADA Act, the Minister could give ASADA the following directions:

### 24 Minister may give directions to ASADA

- (1) The Minister may, by legislative instrument, give directions to the ASADA in relation to the performance of its functions and the exercise of its powers.

**Note:** For variation and revocation, see 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 NAD scheme, or
  - (b) the testing of a particular athlete under an anti-doping testing service, or safety checking service, being provided by the ASADA.
- (3) The ASADA must comply with a direction under subsection (1).

After 1 January 2010, under Section 24 of the ASADA Act, the Minister can give the CEO the following directions:

### 24 Minister may give directions to the CEO

- (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, see 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 NAD 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

During the reporting period the functions, powers and delegations of ASADA changed. This appendix lists the functions, powers and delegations of ASADA and its CEO under the ASADA Act, before and after the legislative change which came into force on 1 January 2010.

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

Up to 31 December 2009, under Section 21 of the ASADA Act, ASADA's functions were as follows:

### **21 Functions:**

- (a) such functions as are conferred on the ASADA by Part 2
- (b) such functions as are conferred on the ASADA by the NAD scheme
- (c) to advise the Australian Sports Commission (ASC) about sports drug and safety matters that should be included in any agreement under which the ASC gives money to a sporting organisation
- (d) to advise the ASC about recognising a sporting organisation as being responsible for administering the affairs of a sport, or of a substantial part or section of a sport, in Australia
- (e) to support, encourage, develop and implement initiatives that increase the skills and knowledge of people involved in sporting activities about sports drug and safety matters
- (f) to support and encourage the sporting community to develop and implement comprehensive programs, and education initiatives, about sports drug and safety matters
- (g) to support, encourage and conduct research about sports drug and safety matters
- (h) to collect, analyse, interpret and disseminate information about sports drug and safety matters
- (i) to encourage the development of ways for the states and territories, and sporting organisations, to carry out initiatives about sports drug and safety matters
- (j) to cooperate with the states and territories, and with sporting organisations, to carry out initiatives about sports drug and safety matters
- (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 information technology services) relating to sports drug and safety matters
- (l) to make resources and facilities (including secretariat services and clerical assistance) available to the Australian Sports Drug Medical Advisory Committee (ASDMAC) for the purposes of enabling the ASDMAC to perform its functions
- (m) such other functions as are conferred on the ASADA 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.

**Note:** For sports drug and safety matters, see section 4.

After 1 January 2010, under Section 21 of the ASADA Act, the CEO's functions are as follows:

## **21 CEO's functions**

- (1) The CEO has the following functions:
  - (a) such functions as are conferred on the CEO by Part 2
  - (b) such functions as are conferred on the CEO by the NAD scheme
  - (c) to advise the ASC about sports doping and safety matters that should be included in any agreement under which the ASC gives money to a sporting organisation
  - (e) 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
  - (f) to support and encourage the sporting community to develop and implement comprehensive programs, and education initiatives, about sports doping and safety matters
  - (g) to support, encourage and conduct research about sports doping and safety matters
  - (h) to collect, analyse, interpret and disseminate information about sports doping and safety matters
  - (i) to encourage the development of ways for the states and territories, and sporting organisations, to carry out initiatives about sports doping and safety matters
  - (j) to cooperate with the states and territories, and with sporting organisations, to carry out initiatives about sports doping and safety matters
  - (ja) 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.

**Note:** For sports doping and safety matters, see section 4.

Up to 31 December 2009, under Section 22 of the ASADA Act, ASADA's powers were as follows:

## 22 Powers:

- (1) The ASADA has power to do all things necessary or convenient to be done for or in connection with the performance of its functions, other than the power:
  - (a) to acquire, hold and dispose of real and personal property, or
  - (b) to enter into contracts, or Section 47 – Delegations:
    - (1) The ASADA may, by writing, delegate any or all of its functions and powers to:
      - (a) an ASADA member, or
      - (b) a committee consisting of two or more ASADA members, or
      - (c) a member of the ASADA staff, or
      - (d) an individual whose services are made available to the ASADA under section 50, or
      - (e) an individual appointed as a chaperone, or as a drug testing official, under the National Anti-Doping (NAD) scheme.
    - (2) Subsection (1) does not apply to the power to make an instrument amending the NAD scheme.
    - (3) Paragraphs (1)(a), (c), (d) and (e) do not apply to a function or power conferred by the NAD scheme if the function or power is declared by the NAD scheme to be a function or power that can only be delegated to a committee consisting of two or more ASADA members.
    - (4) Paragraph (1)(e) does not apply to a function or power unless it is conferred by the NAD scheme.
    - (5) A delegate must comply with any written directions of the ASADA.
    - (6) The ASADA must cause to be kept written records of a decision of a committee consisting of two or more ASADA members if:
      - (a) the committee has been delegated a function or power under paragraph (1)(b), and
      - (b) the decision relates to the delegated function or power.
    - (7) A record kept under subsection (6) is prima facie evidence that the decision was duly made as recorded if the record is signed by an ASADA member who was a member of the committee at the time when the decision was made.
    - (8) A record kept under subsection (6) is not a legislative instrument.

After 1 January 2010, under Section 22 of the ASADA Act, the CEO's powers are as follows:

## 22 CEO's powers

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.

**Note:** For the power to enter into contracts etc. on behalf of the Commonwealth for the benefit of the ASADA, see section 44 of the *Financial Management and Accountability Act 1997* as it applies in relation to the ASADA as an Agency.



## Appendix F: Staffing statistics at 30 June 2010

**Table 26:** Full-time and part-time staff at 30 June 2010

Ongoing employee				Non-ongoing employee						Total
Full-time		Part-time		Full-time		Part-time		Casual		
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
30	19	1	6	0	5	3	4	178	103	349

**Note:** These figures indicate staff substantively employed by ASADA at 30 June 2010, including temporary re-assignment into the agency. These figures include the ASADA CEO.

**Table 27:** Staff by classification groups and location at 30 June 2010

State	APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	CEO	Total
ACT			6	8	13	10	11	7	2	1	58
NSW				3		1					4
NT											0
QLD				1							1
SA											0
TAS											0
VIC				3		1	1				5
WA											0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>15</b>	<b>13</b>	<b>12</b>	<b>12</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>68</b>

**Note:** This table indicates ongoing and non-ongoing staff substantively employed by ASADA at 30 June 2010.

**Table 28:** SES staff at 30 June 2010

SES staff	Male	Female	Total
SES Band 1	2	0	2
Total	2	0	2

**Note:** These figures reflect nominal occupancy and do not include acting arrangements.

**Table 29: Staff in equal employment opportunity groups at 30 June 2010**

Male	Female	Total staff (1)	DCLB1 and DCLB2	ATSI	PWD	Total staff (2)
49%	51%	100%	23	0	1	1

**Notes:**

*Total staff (1):* Ongoing and non-ongoing staff substantively employed at 30 June 2010. 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 30: Salary ranges of employees**

Classification	Collective agreement		Section 24(1) determinations	
	Salary range \$		Salary range \$	
	Lowest	Highest	Lowest	Highest
EL2	\$98 500	\$118 858	\$136 471	\$136 607
EL1	\$87 130	\$94 961	\$99 085	\$99 206
APS6	\$75 835	\$82 762	\$85 000	\$85 000
APS5	\$67 450	\$73 230		
APS4	\$59 794	\$65 750		
APS3	\$50 460	\$56 601		
APS2	\$41 368	\$48 848		
APS1	-	-		

**Table 31: Number of staff in the collective agreement or Section 24(1) determinations**

Classifications	Collective agreement	Section 24(1) determinations	Total
SES	0	2	2
EL2	6	2	8
EL1	10	2	12
APS 2-6	44	1	45
<b>Total</b>	<b>*60</b>	<b>7</b>	<b>*67</b>

\* Excluding the CEO

## Appendix G: Occupational health and safety

The Occupational Health and Safety (OHS) Committee continued to consolidate OHS issues within the Canberra and state offices of ASADA.

During 2009–10 we continued to implement the OHS Framework and support policies and procedures to underpin OHS duty of care for the health and safety and welfare of employees while at work. As required under Section 74 of the *Occupational Health and Safety Act 1991*, we have developed and implemented a suite of health and safety management policies and procedures. All health and safety arrangements have been made available to staff and the OHS Committee for comment.

We will review health and safety management arrangements in the next reporting period. If OHS disputes arise at any time during the review or implementation of the current health and safety management arrangements, the ASADA Collective Agreement 2009–2012 enables us to handle these matters.

A systematic approach to the management of OHS plans, actions and procedures has resulted in a continual low level of OHS risk. During 2009–10, one incident was reported to Comcare under section 68 of the *Occupational Health and Safety Act 1991* but required no follow-up. No injury time was lost because of workplace injury during the reporting period.

## Appendix H: Advertising and market research

During 2009–10 ASADA paid \$65 176 for advertising and market research for contracts with a value of more than \$11 200 (including GST). Table 32 lists payments made during the financial year resulting from these contracts, as required by section 321A of the *Commonwealth Electoral Act 1918*.

No payments were made to advertising agencies or polling companies for projects over the reporting threshold of \$11 200 including GST during the reporting period.

**Table 32: Advertising and market research**

Organisation	Service provided	Payment made in 2009–10 (\$)
<b>Market research</b>		
Orima Research	Survey of stakeholder views on ASADA programs and services	11 300
<i>Total market research</i>		<i>11 300</i>
<b>Direct mail</b>		
National Mailing and Marketing	Storage and mailing of awareness and education materials	9 711
<i>Total direct mail</i>		<i>9 711</i>
<b>Media advertising</b>		
Ad Corp	Recruitment advertising	24 447
Universal McCann	Non-recruitment advertising	19 718
<i>Total media advertising</i>		<i>44 165</i>
<b>Total</b>		<b>65 176</b>

During 2009–10, ASADA conducted one advertising campaign: *You can never win your reputation back*. Further information on this advertising campaign is available at [www.asada.gov.au](http://www.asada.gov.au) and in the reports on Australian Government advertising that are prepared by the Department of Finance and Deregulation. Those reports are available at <http://www.finance.gov.au/advertising/index.html>.

## 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*.

### Principles of the legislation

Section 3A of the Act sets out the principles of ecologically sustainable development. We have considered these principles in relation to our activities and administration and have assessed that the implications are minimal.

The effect we have on the environment is the energy-consuming impact of four 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
- 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.

We analyse energy use annually to find ways of achieving further efficiencies.

## Appendix J: Freedom of information

The following section contains information required to be published under subsection 8(1) of the *Freedom of Information Act 1982* (FOI Act).

### Organisation and functions of ASADA

The organisation and functions of ASADA are set out in the 'About ASADA' section (see page 7) and the 'Organisational structure' at figure 5 (see page 50).

### Decision-making powers

In 2009–10, the Chief Executive Officer and/or ASADA staff exercised decision-making powers under the following Acts, or parts of Acts:

- *Australian Sports Anti-Doping Authority Act 2006*
- *Australian Sports Anti-Doping Authority (Consequential and Transitional Provisions) Act 2006*
- *Financial Management and Accountability Act 1997*
- *Public Service Act 1999*.

### Authorised freedom of information decision makers

ASADA is an agency within the Health and Ageing portfolio. We have sole responsibility for managing our own FOI policy and requests. The authority to provide access to documents or decisions imposing and remitting charges under the FOI Act is held primarily at EL1 level through our Senior Lawyer/Freedom of Information Officer. The authority to conduct internal reviews of decisions that have been made generally rests with SES officers.

### Arrangements for consulting external bodies or people

We welcome views and comments from members of the public and bodies outside the Commonwealth on our policy formulation and administration of legislation. Public consultation and consumer and stakeholder participation in policy formulation has been widely encouraged across a range of areas of policy. Members of the public and bodies outside the Commonwealth can participate in policy formulation by forwarding requests to [asada@asada.gov.au](mailto:asada@asada.gov.au).

## Categories of documents

We maintain records relating to our functions in various forms and locations. Records are retained for varying periods, depending on their administrative and historical value, and are disposed of in accordance with standards and practices approved by the National Archives of Australia.

The following categories of documents were common throughout ASADA in 2009–10:

- briefing papers and minutes prepared for the Minister and senior staff
- documents relating to the development of, and explanatory memoranda to, Acts, Regulations and other legislative instruments
- documents relating to the administration of the NAD scheme
- internal administrative documents relating to staff management and the organisation and operation of the agency, including personnel records, organisational and staffing records, financial and resource management records, audit records, internal operating procedures, requests for tender, instructions, manuals and indexes
- ministerial and agency responses to correspondence and parliamentary questions
- inter-agency and general correspondence and papers
- policy documents, including the development and implementation of government and departmental policy, recommendations and decisions
- agreements, memoranda of understanding and contracts between the Commonwealth and other bodies and organisations
- legal documents, including legislation, contracts, leases, instruments of delegation, legal advices and court/tribunal documents
- requests for information under the FOI Act and files and papers relevant to the consideration of those requests
- standard operating procedures and fact sheets
- separate records of internal management meetings and teleconferences, such as agendas and minutes
- correspondence with non-government parties (stakeholders)
- records of meetings and teleconferences with external stakeholders, including agendas and minutes
- financial reports, expenditure estimates and expenditure reports
- technical manuals
- statistics and databases
- documents prepared by international bodies and agencies
- reports prepared by other government agencies and consultants
- documents submitted by third parties
- ASADA publications
- training materials
- media releases
- committee records
- mailing lists.

A selection of ASADA publications are available to the public for a small fee. A list of these publications can be accessed via the website [www.asada.gov.au](http://www.asada.gov.au). Some publications can also be downloaded.

## Facilities for the public to obtain physical access to ASADA documents

Facilities for inspecting documents to which access is given under the FOI Act are provided at our head office in Fyshwick, Australian Capital Territory.

## Departmental manuals

In accordance with Section 9 of the FOI Act, a list has been compiled of unpublished manuals and other documents provided by the Department of Health and Ageing (including ASADA) to officers to assist in making decisions or recommendations that affect the public. The list is available on request from the Freedom of Information Coordinator or any office of the National Archives of Australia.

## Freedom of information procedures and ASADA contact details

A request for access to documents under the FOI Act must be in writing and accompanied by a \$30 application fee and an address in Australia to which notices can be sent. In certain circumstances, the fee is not required or can be waived.

To enable a prompt response and to help organisations meet obligations under the FOI Act, applicants should provide as much information as possible about the documents they are seeking. A phone number or an email address should also be included in case any clarification is needed. Applicants may be liable to pay charges at rates prescribed by the *Freedom of Information (Fees and Charges) Regulations*.

Enquiries about submitting a formal request to ASADA under the FOI Act should be directed to the Freedom of Information Coordinator on (02) 6222 4200. Requests should be sent to head office and be made out as follows:

Attention: Freedom of Information Coordinator  
Australian Sports Anti-Doping Authority  
PO Box 1744  
FYSHWICK ACT 2609

In accordance with the *Electronic Transactions Act 1999*, FOI requests may be emailed to [asada@asada.gov.au](mailto:asada@asada.gov.au). However, as a request must be accompanied by an application fee, in most cases no action will be taken until the application fee is received or a request has been made for the remission of the application fee.

**Table 33: ASADA freedom of information statistics**

Matters on hand (start 2009–10)	Requests received (2009–10)	Requests finalised (2009–10)	Requests outstanding (end 2009–10)
0	0	n/a	0

ASADA did not receive any applications for internal review or Administrative Appeals Tribunal matters in 2009–10.

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



## Appendix K: Australian Sports Drug Medical Advisory Committee – functions

Up to 31 December 2009, under the ASADA Regulations, the functions of the Australian Sports Drug Medical Advisory Committee (ASDMAC) were as follows:

### Clause 5.01 NAD scheme – functions of ASDMAC

1. The ASDMAC may investigate an adverse analytical finding for a sample given by an athlete to find out whether the result was caused by naturally occurring levels of the substance concerned.
2. The ASDMAC may give an athlete approval, in accordance with the International Standard for Therapeutic Use Exemptions, as amended and in force from time to time, to use a drug or doping method for therapeutic purposes.
3. If an athlete has an approval for the use of a drug for therapeutic purposes, the 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.
4. The ASDMAC may disclose to an athlete or support person:
  - a) information arising out of the entry of the name of the athlete or support person on the ASADA RoF
  - b) information about a test on a sample given by the athlete:
    - I. carried out by a sporting administration body other than at the request of ASADA
    - II. that has revealed the presence of a drug or doping method.
5. The ASDMAC may disclose to any relevant sporting administration body:
  - a) information arising out of the entry of the name of an athlete or support person on the ASADA Register, or
  - b) information about a test on an athlete's sample:
    - I. carried out by a sporting administration body other than at the request of ASADA
    - II. that has revealed the presence of a drug or doping method.
6. If ASADA asks the ASDMAC to review the procedures adopted by a sporting administration body for approving the use of a drug or doping method for therapeutic purposes, the ASDMAC may do so.
7. If ASADA consults with the ASDMAC in relation to whether an approval for the use of a drug for therapeutic purposes counts, the ASDMAC may investigate the approval and give its opinion to ASADA.
8. The ASDMAC may participate in a review or an appeal that is related directly or indirectly to a decision made by the ASDMAC:
  - a) to approve the use of a drug for therapeutic purposes
  - b) to refuse to approve the use of a drug for therapeutic purposes.

9. The ASDMAC may give information to a sporting administration body that:
  - a) is related to a drug testing program
  - b) is related directly or indirectly to a decision made by the ASDMAC:
    - I. to approve the use of a drug for therapeutic purposes
    - II. to refuse to approve the use of a drug for therapeutic purposes.
10. However, the ASDMAC must not give information under subclause (9) unless the ASDMAC has taken reasonable steps to satisfy itself that the information disclosed will not be used or disclosed for other purposes.

After 1 January 2010, under the ASADA Regulations, ASDMAC's functions were as follows:

**Clause 5.01 NAD scheme – functions of ASDMAC**

1. The ASDMAC may give an athlete approval, in accordance with the World Anti-Doping Code and the International Standard for Therapeutic Use Exemptions, to use a prohibited substance or a prohibited method for therapeutic purposes.
2. ASDMAC may develop and implement its own procedure for the issuing of Therapeutic Use Exemptions under subclause (1).
3. If an athlete has an approval for the use of a prohibited substance or a prohibited method for therapeutic purposes, the 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.
4. The 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.
5. The ASDMAC may review the procedures adopted by a sporting administration body for approving the use of a prohibited substance or a prohibited method.
6. ASDMAC may provide advice relating to Therapeutic Use Exemptions and ASDMAC functions to ASADA, sporting administration bodies, participants or other TUE committees.
7. If ASADA consults with the ASDMAC about whether an approval for the use of a prohibited substance or a prohibited method for therapeutic purposes was given:
  - (a) by ASDMAC, or
  - (b) by a TUE committee, or
  - (c) because of a decision by WADA following a review or appeal, the ASDMAC may investigate the approval and give its opinion to ASADA.
8. The ASDMAC may participate in a review or an appeal that is related directly or indirectly to a decision made by the ASDMAC:
  - (a) to approve the use of a prohibited substance or a prohibited method for therapeutic purposes, or
  - (b) to refuse to approve the use of a prohibited substance or a prohibited method for therapeutic purposes.

## Appendix L: Australian Sports Drug Medical Advisory Committee – Therapeutic Use Exemptions granted

**Table 34:** Therapeutic Use Exemption applications 2009–10

Sport	Approved	Pending	Rejected	Withdrawn	Incomplete	Approval not required	Total
Archery	1	0	0	0	0	1	2
Athletics	12	0	0	0	0	14	26
Australian Football	12	1	1	0	0	6	20
Badminton	0	0	0	0	0	1	1
Baseball	4	0	0	0	0	11	15
Basketball	6	0	0	0	0	10	16
Biathlon	1	0	0	0	0	0	1
Billiards & Snooker	1	0	0	0	0	0	1
Bobsleigh	0	0	0	0	0	2	2
Bocce	3	1	1	0	0	3	8
Body Building	1	0	1	0	0	2	4
Boxing	1	1	0	0	0	2	4
Canoe Polo	1	0	0	0	0	0	1
Canoeing	5	1	0	0	0	7	13
Cricket	5	0	0	0	1	1	7
Cycling	27	3	2	0	3	25	60
Diving	1	0	1	0	0	2	4
Dragon Boating	4	0	1	0	0	4	9
Eightball	0	0	0	0	0	1	1
Equestrian	1	0	1	0	0	0	2
Fencing	3	0	0	0	0	1	4

Sport	Approved	Pending	Rejected	Withdrawn	Incomplete	Approval not required	Total
Figure Skating	1	0	0	0	0	0	1
Football (Soccer)	7	0	0	0	0	7	14
Goalball	1	0	0	0	0	0	1
Gymnastics	10	2	1	0	0	11	24
Handball	1	0	0	0	0	4	5
Hockey	6	0	0	0	0	8	14
Ice Hockey	3	0	1	0	0	2	6
Ice Skating	3	0	1	0	0	2	6
Indoor Cricket	1	0	0	0	0	0	1
Inline Hockey	6	1	0	0	0	3	10
Inline Skating	1	0	0	0	0	0	1
Judo	4	0	0	0	0	1	5
Karate	0	0	0	0	0	1	1
Kayaking	2	0	0	0	0	3	5
Lacrosse	1	0	0	0	0	2	3
Lawn Bowls	1	1	0	0	0	1	3
Motor Sport	28	0	0	0	0	28	56
Motorcycling	5	0	0	0	0	5	10
Netball	4	0	0	0	1	4	9
Polocrosse	0	1	0	0	0	5	6
Powerlifting	5	0	1	1	0	7	14
Roller Sports	2	1	1	0	0	2	6
Rowing	7	1	0	0	0	10	18
Rugby League	13	0	0	0	0	2	15
Rugby Union	6	0	0	0	2	1	9
Sailing	1	0	0	0	0	0	1
Shooting	3	0	0	0	0	2	5
Softball	2	0	1	0	0	13	16
Surf Lifesaving	3	1	1	0	1	15	21

Sport	Approved	Pending	Rejected	Withdrawn	Incomplete	Approval not required	Total
Surfing	0	0	0	0	0	2	2
Swimming	30	3	0	1	0	15	49
Synchronised Swimming	0	0	0	0	0	1	1
Table Tennis	1	0	0	0	0	2	3
Taekwando	0	0	0	0	0	1	1
Tennis	2	0	0	0	0	0	2
Tenpin Bowling	4	0	0	0	0	6	10
Triathlon	2	2	1	0	0	10	15
Volleyball	0	0	0	0	0	1	1
Water Polo	5	1	0	0	0	4	10
Waterskiing	0	0	0	0	0	1	1
Weightlifting	1	0	1	0	0	4	6
Wheelchair Rugby	0	0	0	0	0	1	1
Wrestling	1	0	0	0	0	0	1
Yachting	1	0	0	0	0	0	1
Unknown	0	0	0	0	0	2	2
<b>Total</b>	<b>263</b>	<b>21</b>	<b>17</b>	<b>2</b>	<b>8</b>	<b>282</b>	<b>593</b>

**Table 35:** Substances and methods approved for therapeutic use 2009–10

Acetazolamide	IV infusion
Adrenaline	Letrozole
Amiloride	Methylphenidate
Anastrozole	Metoprolol
Atenolol	Midodrine
Bisoprolol	Modafinil
Buprenorphine	Morphine
Carvedilol	Nafarelin
Chorionic Gonadotrophin	Oxycodone
Clomiphene Citrate	Prednisolone
Cortisone Acetate	Prednisone
Dexamethasone	Probenecid
Dexamphetamine	Propranolol
Eformeterol	Salbutamol
Fentanyl	Salmeterol
Fludrocortisone	Somatropin
Frusemide	Spirolactone
Hydrochlorothiazide	Terbutaline
Hydrocortisone	Testosterone
Indapamide	Tibolone
Insulin	Timolol

## Appendix M: Anti-Doping Rule Violation Panel – functions

Part 5 of the ASADA Act, as amended, provides for matters relating to the Anti-Doping Rule Violation Panel (ADRVP). Section 40 provides for the establishment of the ADRVP and section 41 sets out the functions of the ADRVP which include functions set out in the NAD scheme contained in the ASADA Regulations. The ASADA Determination sets out the functions of the ADRVP under the NAD scheme.

The functions of the ADRVP are to:

- establish and maintain the 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 possible provisional suspensions, the appropriate ineligibility period, including the start and end date of any period of ineligibility, disqualification of results or forfeiture of any medals, points and prizes).

## Appendix N: Expenses and resources for Outcome 1

Table 36 shows how the 2009–10 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 36: Expenses and resources for Outcome 1**

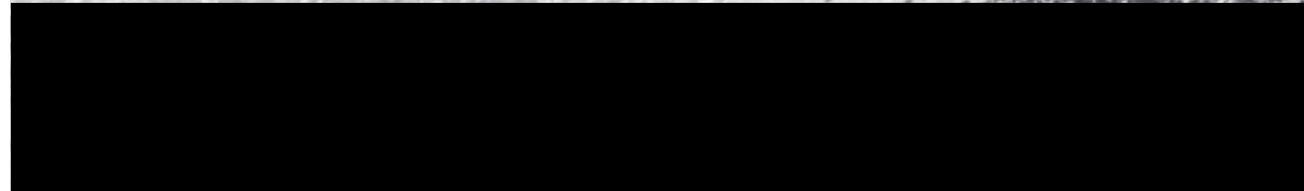
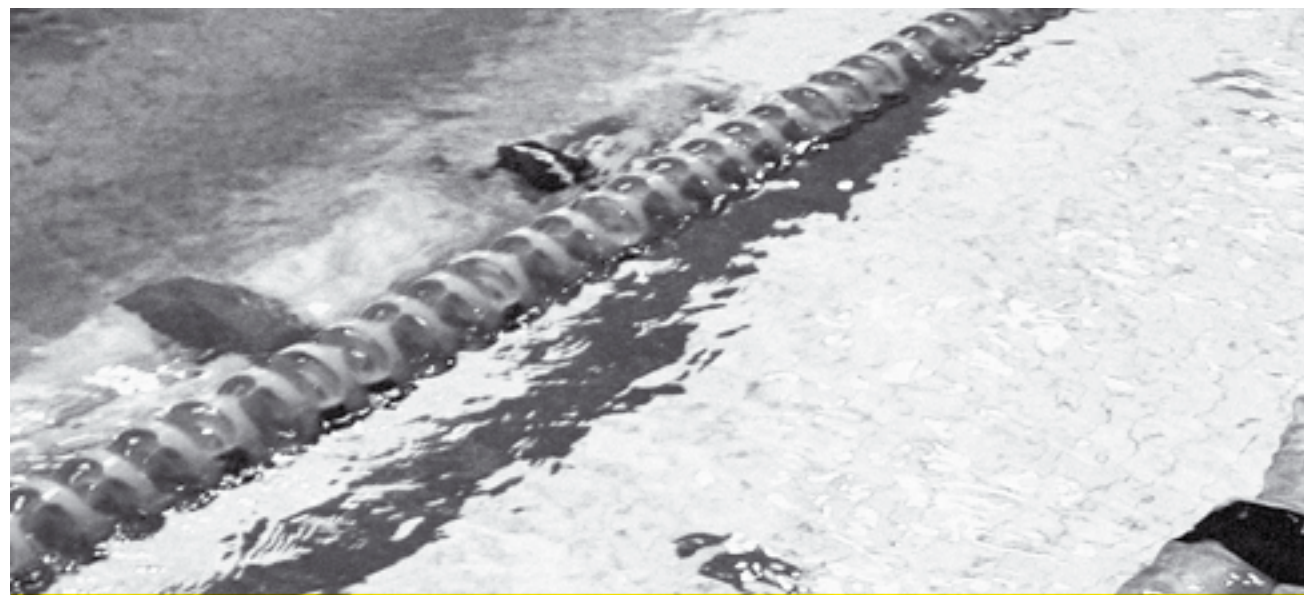
<b>Outcome 1</b> – Protection of the health of athletes and the integrity of Australian sport, including through deterrence, detection and enforcement to eliminate doping	<b>(1) Budget 2009–10 \$ 000's</b>	<b>(2) Actual 2009–10 \$ 000's</b>	<b>Variation (column 2 minus column 1) \$ 000's</b>
<b>Program 1.1</b> – Deterrence, detection and enforcement			
Administered expenses (including third party outputs)	0	0	0
Departmental outputs	15 661	15 313	348
<b>Total for Program 1.1 and Outcome 1</b>	<b>15 661</b>	<b>15 313</b>	<b>348</b>
	<b>2008–09</b>	<b>2009–10</b>	<b>Variation (column 2 minus column 1)</b>
<b>Average staffing level (number)</b>	64	65	1



## Appendix O: ASADA Resource Statement 2009–10

**Table 37:** ASADA Resource Statement

	(1) Actual available appropriations for 2009–10 \$ 000's	(2) Payments made \$ 000's	Balance remaining (column 1 minus column 2) \$ 000's
<b>Ordinary annual services</b>			
<b>Departmental appropriation</b>			
Prior year departmental appropriation	2 251		
Departmental appropriation	14 009		
s.31 relevant agency receipts	1 734		
<b>Total</b>	<b>17 994</b>	<b>15 996</b>	<b>1 998</b>
<b>Administered expenses</b>			
Total	0	0	0
<b>Total ordinary annual services</b>	<b>17 994</b>	<b>15 996</b>	<b>1 998</b>



An aerial photograph of a swimming pool lane. A hand in the upper left corner holds a small white object. A yellow lane marker runs diagonally across the pool. The text 'ABBREVIATIONS AND GLOSSARY' is positioned in the upper right area.

**ABBREVIATIONS  
AND GLOSSARY**

**09**

## Abbreviations

ADAMS	Anti-Doping Administration and Management System
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
ASDMAC	Australian Sports Drug Medical Advisory Committee
AWOS	Athlete Whereabouts Online System
CERA	Continuous erythropoietin receptor activator
DCO	Doping Control Officer
DHEA	Dehydroepiandrosterone
EL	Executive Level
EPO	Erythropoietin
FOI	freedom of information
hGH	Human Growth Hormone
IADA	International Anti-Doping Arrangement
IOC	International Olympic Committee
ISO	International Organization for Standardization
NAD	National Anti-Doping
NADA	National Anti-Doping Agency
NRL	National Rugby League
OHS	occupational health and safety
RoF	Register of Findings
RTP	Registered Testing Pool
SES	Senior Executive Service
TBA	to be advised
TUE	Therapeutic Use Exemption
UNESCO	United Nations Educational, Scientific and Cultural Organization
WADA	World Anti-Doping Agency

## 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, 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 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.

**Registered Testing Pool**

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

**Register of Findings**

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

**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 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. A new, revised Code was implemented on 1 January 2009.







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# 10

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