



Australian Government

**Australian Sports
Anti-Doping Authority**

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
2008:09 ANNUAL REPORT



PURE
PERFORMANCE

08:09

DETERRENCE · DETECTION · ENFORCEMENT

AUSTRALIA'S DRIVING FORCE FOR
PURE PERFORMANCE IN SPORT



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Australian Sports Anti-Doping Authority
2008–09 annual report
Canberra

This annual report is available on the Australian Sports Anti-Doping Authority website
www.asada.gov.au located at <http://www.asada.gov.au/annualreport/0809.html>

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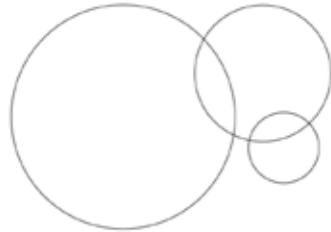
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Australian Government

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Anti-Doping Authority**

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14 September 2009

The Hon. Kate Ellis MP
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 2009.

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 1999*.

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 17 June 2009).

Yours sincerely

Richard Ings
Chair
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 2009. 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 five chapters plus the appendixes:

- ➔ **Overview** – a review of the year by the ASADA Chair and an outline of ASADA's role, functions and structure
- ➔ **Report on performance** – reference to our Agency Budget Statement and a report on the way we have performed against our outcome and outputs
- ➔ **Management and accountability** – a report on our management practices, including corporate governance, external scrutiny and management of human resources
- ➔ **Financial information** – our financial management and our audited statements
- ➔ **Australian Sports Drug Medical Advisory Committee** – 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 on our website at www.asada.gov.au in both HTML and PDF formats.

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OVERVIEW

Message from the Chair
About us

01

MESSAGE FROM THE CHAIR



ASADA CHAIR,
RICHARD INGS

This annual report is the fourth release by ASADA since its launch in March 2006. The reporting year 2008–09 has been a year of major progress for ASADA in delivering on its mission to protect Australia's sporting integrity through the elimination of doping.

Throughout the year we were successful in delivering our required outcomes for the Australian Government and in maintaining our position of leadership in the delivery of world-class anti-doping.

Our ongoing commitment to quality was highlighted by the continued certification of our management system against the International Organization for Standardization (ISO) 9001:2008 requirements. A detailed, independent re-certification audit conducted by the certification body again highlighted our continued compliance with this important quality standard.

During the year ASADA collaborated with international partners to promote shared learning and international best practice in anti-doping programs. This included liaison with the World Anti-Doping Agency, International Anti-Doping Arrangement (IADA) Steering Group, Association of National Anti-Doping Organisations as well as other international engagements. Australian athletes can be confident that ASADA's open and constructive relationships with these key international anti-doping organisations will continue to strengthen the worldwide anti-doping regime and drive a level playing field in sports.

Beijing 2008

The Beijing Olympics in August 2008 represented the conclusion of a year-long anti-doping partnership between ASADA and the Australian Olympic Committee (AOC) designed to ensure that the cleanest possible team from Australia represented us in Beijing. That anti-doping partnership resulted in the most comprehensive anti-doping measures yet put in place for an Australian Olympic Team. The success of that program, which included over 2,000 tests of Olympic and shadow team members, ensured that Australia's outstanding performance at the Games would not be tainted by any suggestion of the use of performance-enhancing drugs. We congratulate the Australian Olympic Team, the AOC and the Australian Summer Olympic Sports Federations for their unflinching commitment to pure performance in sport.

We have remained focused on reinforcing our significant anti-doping capability as we delivered our Australian Government outputs in the areas of deterrence, detection and enforcement.

Deterrence Program

A key deterrence program during the reporting year was the implementation of the new World Anti-Doping Code (the Code) by 1 January 2009. Following a two-year period of international consultation, the new Code represents the next iteration of the common fight against doping in sport.

The new Code expands and defines how anti-doping organisations should manage possible doping violations such as possession, trafficking and administration, where a positive test may not be available to support the case. As a leader in successfully applying investigations and intelligence techniques for detecting serious doping violations, we welcome these important changes to the Code.

The implementation of the new Code was a significant undertaking, as the revision involved a major redraft of a core piece of ASADA legislation in the form of the National Anti-Doping (NAD) scheme. Additionally, we were required to re-draft the anti-doping policy template for Australian national sporting organisations (NSOs) to ensure that each Australian sport would have a Code-compliant policy in place by 1 January 2009. We would like to thank the 91 Australian sports, including all of Australia's professional sporting organisations, for their patience, professionalism and partnership in moving to Code compliance by the World Anti-Doping Agency (WADA) deadline. This unified compliance by sporting bodies demonstrated Australia's commitment to the harmonisation of pure performance.

Since ASADA's launch in 2006, we have committed to deliver comprehensive anti-doping education programs to athletes and support personnel around Australia. Education plays a critical role in the fight against doping in sport by making the athletes of today and athletes of tomorrow aware of the health risks and consequences of doping. Our education programs also seek to instil values of competing fairly and cleanly as well as providing information about how to avoid inadvertently violating doping rules through ingestion of a common medication.

The 2008–09 ASADA Education Service Charter was a critical ASADA program to deliver the message of pure performance to the broadest possible audience in an informative and engaging way.

Our forecast of 8,000 attendees was exceeded when over 10,500 athletes and support personnel attended one of our 221 education sessions delivered across Australia during the reporting year.

As in previous years, surveys of attendees highlighted the importance of the Education Service Charter and that our key messages of pure performance were being effectively delivered.



**ASADA OUTREACH SESSION
AT THE 2009 AUSTRALIAN AGE
SWIMMING CHAMPIONSHIPS**

The feedback also highlighted the changing needs of athletes for anti-doping education. Young people today have embraced internet and mobile phone technology as their preferred means of convenient access to information and education. Whereas the past focus was on face-to-face sessions, the future of anti-doping education is likely to include online content and access to information through mobile technologies. Our challenge going forward will be to invest in new technology platforms to provide engaging, 'on demand' education for athletes and support personnel around the country, through a combination of face-to-face and online delivery. We are currently exploring delivery options for education using these kinds of emerging technologies.

Detection Program

We continue to refine and expand on a Detection Program that is one of the most comprehensive in international sport. Any Australian athlete involved in doping today stands a greater chance of detection as a result of our ability to combine the strengths of testing with the capability to investigate allegations of doping through our partnerships and information-sharing arrangements with other specified organisations.

As a result, any athlete involved in sophisticated doping cannot be assured that, even if they beat a single test, their doping has gone undetected. We have the ability to store selected urine and blood samples for up to the eight-year statute of limitations on a doping offence, to allow for the application of new technology to detect doping. Through our partnerships with agencies such as the Australian Customs and Border Protection Service (Customs and Border Protection), all incidents of importing doping substances through the internet or carrying banned substances through airports are referred to us. In each case, the matters are examined to determine if there are any links to Australian sport.

AUSTRALIAN CUSTOMS AND BORDER PROTECTION SERVICE, NATIONAL MANAGER INVESTIGATIONS, RICHARD JANECZKO AND ASADA CHAIR, RICHARD INGS DURING A PRESENTATION OF SEIZED PERFORMANCE AND IMAGE ENHANCING DRUGS



This comprehensive capability to detect doping is proving successful. Through a coordinated strategy that combined 7,498 blood and urine tests with 32 investigations, and the analysis of 1,614 Performance and Image Enhancing Drugs referrals by Customs and Border Protection, 29 athletes and support personnel were placed on the Register of Findings (RoF) during the reporting year. This continues the trend, evident since the launch of ASADA, of our expanded anti-doping capability making it significantly more likely that athletes involved in doping will get caught.

While Australia has a proud history of competing doping-free, our Detection Program ensures that the few athletes who seek to enhance their performance through doping are more likely to be detected than ever before.

Enforcement Program

A key Australian Government output for ASADA is in the preparation and presentation of anti-doping cases to independent sporting tribunals. Our Enforcement Program is designed to ensure that athletes subject to allegations of doping are treated fairly and transparently, in accordance with the principles of natural justice enshrined in our legislation and under the Code and the relevant sport's anti-doping policy. The decision about what sanction an athlete should receive for a doping violation is a matter for the anti-doping tribunal for the relevant sport.

During the year we determined that 29 athletes and support personnel had cases to answer for breaking anti-doping rules. These cases, and cases progressing from the previous reporting year, saw us involved in 28 matters where sporting tribunals elected to impose sanctions, or where athletes accepted the required sanction under the Code. None of our decisions to place an athlete in the RoF were overturned by an appeals panel.

We also continued to be successful in enforcing sanctions against athletes for violations of anti-doping rules for using substances that could not be detected through a traditional test. We are a world leader in presenting so-called non-analytical cases, where evidence from non-testing sources is used to satisfy a sporting tribunal of a violation of anti-doping rules. During the reporting year, 38 per cent of our successful case prosecutions of serious doping violations were secured without a traditional positive test.

Support programs

As a statutory Australian Government agency, we continue to deliver on our requirements for robust governance and financial management.

In fully delivering on our Australian Government outcomes, ASADA had a reportable surplus for the year of \$0.351m as a result of tight financial management. The mid-year tightening of activity has provided us with capital funds for an expanded level of capital purchases in 2009–10 and 2010–11, in particular, to ensure IT systems which house private and confidential data will continue to provide the highest level of functionality and data security.

Internally, we demonstrated strong resource management, and corporate and operational planning throughout 2008–09. Major achievements include implementation of a new Strategic Plan, a revised organisational structure, completion of a Cost Recovery Review and a new collective agreement.

We continued to invest in our people through learning and development programs, and through work experience opportunities. Staff also participated in numerous domestic and international forums. We are delighted to confirm that, following on from the assistance provided by our world-class doping control staff during the Beijing Olympics, some of our people have been invited to work as Doping Control Officers at the 2012 London Olympics.

In the 2009–10 Budget, the Australian Government approved \$54.5 million over four years for ASADA activities. For ASADA to receive this funding in a difficult budget environment demonstrates Australia's commitment to pure performance in sport and our capability to deliver on that commitment.

The year ahead

During 2009–10 we will continue to expand on our capability to achieve pure performance with a key focus on the following areas:

- ➔ implementation of new governance arrangements for ASADA, including changes to the *Australian Sports Anti-Doping Authority Act 2006* (ASADA Act) following the completion of a review by the Department of Health and Ageing
- ➔ Pure Performance Programs in partnership with the AOC for the 2010 Vancouver Olympics, and the Commonwealth Games Association for the 2010 Commonwealth Games in India, and
- ➔ launch of an online tool to allow users to search for a medication or substance and find out whether it is prohibited or permitted in sport.

The successful delivery of ASADA's mission to protect Australian sport from doping relies on the partnership of many stakeholders across Australian and international sport. On behalf of the ASADA members, I want to thank our dedicated and committed staff as well as athletes and sports across Australia for their commitment to clean sport.

I also wish to thank the Minister for Sport, the Hon. Kate Ellis MP, for her support of ASADA as demonstrated by her attendance at ASADA events. In particular ASADA welcomed the Minister's announcement of extra funding for ASADA in the 2009–10 Budget.

The year ahead promises new opportunities as we continue to seek a level playing field in Australian and international sport. ASADA will continue to take a leadership role in the global fight against doping in sport.



Richard Ings

Chair
Australian Sports Anti-Doping Authority

ABOUT US

Snapshot of ASADA

OUR VISION

Australia's driving force for pure performance in sport.

OUR MISSION

To protect Australia's sporting integrity through the elimination of doping.

LEGISLATIVE BASIS

ASADA is the Australian national anti-doping organisation, established in 2006. It is the entity with prime responsibility for the Australian Government's commitment, through its acceptance of the United Nations Educational, Scientific and Cultural Organization (UNESCO) Convention against Doping in Sport, to implement the principles of the Code.

ASADA is an Australian Government body corporate within the Health and Ageing portfolio. ASADA operates under the ASADA Act and the Australian Sports Anti-Doping Authority Regulations 2006 (ASADA Regulations), including the National Anti-Doping scheme. ASADA is a prescribed agency for the purposes of the *Financial Management and Accountability Act 1997* (the FMA Act) and its operations are subject to the *Public Service Act 1999*.

ASADA's activities are governed by its legislative framework and its obligations to implement the Code, the Prohibited List and the International Standard for Testing (IST).

MINISTER

ASADA reports to the Hon. Kate Ellis MP, Minister for Sport. The powers of the responsible Minister in relation to ASADA include those outlined in appendix D.

ROLE AND FUNCTIONS

The Australian Government, through ASADA, aims to develop a sporting culture free from doping in which performance is purely dependent on an athlete's talent, determination, training, courage and honesty. To achieve this pure performance, ASADA works to provide a comprehensive anti-doping program for the Australian sporting community, encompassing deterrence, detection and enforcement activities.

Our primary functions include:

- ➔ doping control
- ➔ education
- ➔ investigations of possible anti-doping rule violations (ADRVs)
- ➔ presentation of cases at hearings
- ➔ monitoring NSOs for their compliance with the ASADA legislation and the Code.

The functions, powers and delegations of ASADA (in accordance with the ASADA legislation) are explained in appendix E.

VALUES

Developing a level playing field in sport is the foundation of a successful strategy to deter the use of prohibited substances and methods in sport.

We have clear legislative powers to manage potential doping violations, such as the presence and use of prohibited substances. We work positively with athletes, support personnel and sports to ensure education is tailored to their specific needs.

Our priority is to protect clean athletes, and the sports in which they compete, through comprehensive education and awareness-raising around the risks and the repercussions of doping.

As Australia's driving force for pure performance, we strive to shape an agenda that achieves a level playing field in Australian and international sport.

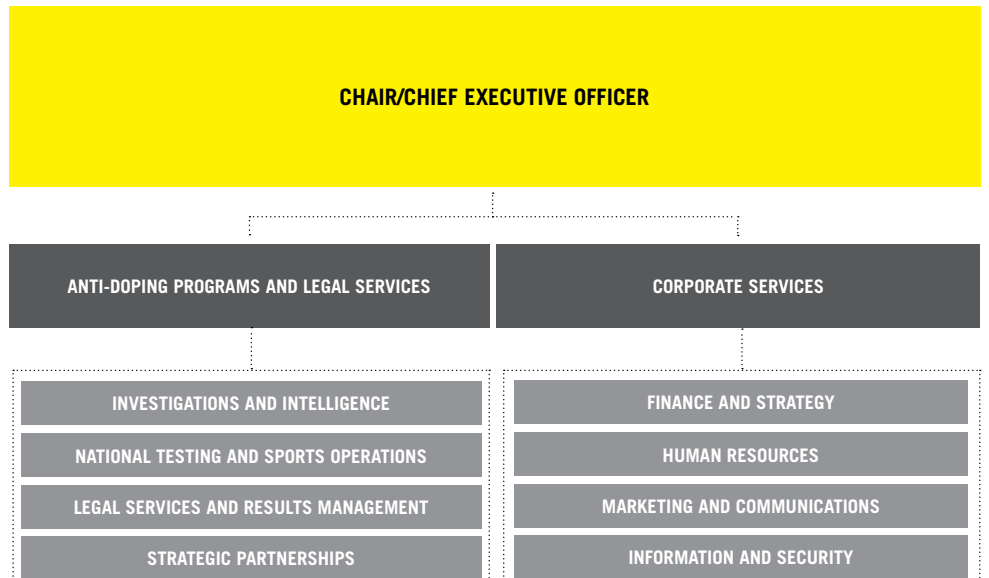
We are committed to the Australian Public Service (APS) Values as set out in the Public Service Act. As an organisation, we also strive to be respected for the results we achieve for the Australian community and our:

- ➔ integrity
- ➔ professionalism
- ➔ ethical and fair decision-making
- ➔ passion and commitment
- ➔ agility.

ORGANISATIONAL STRUCTURE

During 2008–09 we continued to refine our organisational structure to better reflect our strategic direction. The following organisational chart reflects our structure at 30 June 2009.

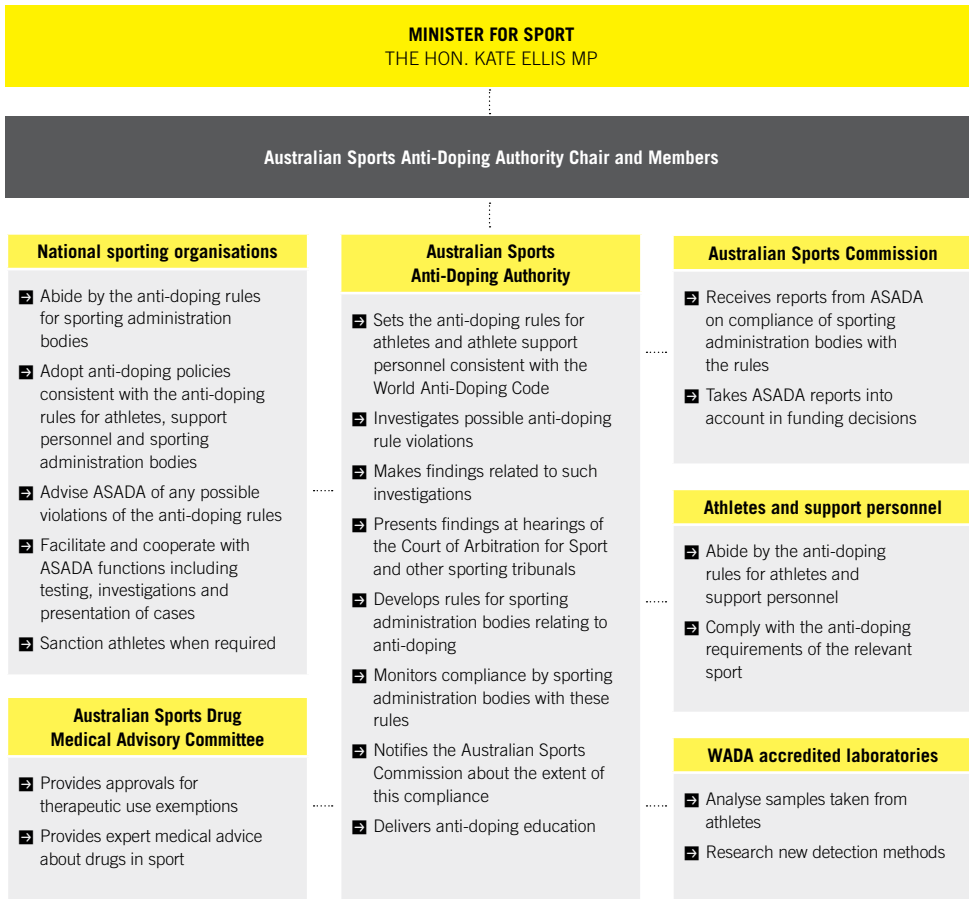
Figure 1: Organisational structure at 30 June 2009



AUSTRALIA'S ANTI-DOPING FRAMEWORK

Figure 2 shows Australia's anti-doping framework and its mechanism for implementing the principles of the Code.

Figure 2: Australia's anti-doping framework



ASADA MEMBERS

The ASADA members operate in accordance with powers and functions prescribed under the ASADA Act and the NAD scheme. The ASADA Act provides for the appointment of a Chair and up to six members (including a Deputy Chair) by the Minister for Sport. The Chair has additional Chief Executive functions and powers under the Financial Management and Accountability Act and the Public Service Act.

Key activities to which ASADA members contributed in 2008–09 included:

- ➔ the introduction and implementation of the new NAD scheme that incorporates the 1 January 2009 changes to the Code and general administrative amendments
- ➔ reporting on the compliance of NSOs to the Code
- ➔ approval of major ASADA policies such as the Athlete Whereabouts Policy, the Education Framework and the Strategic Communications Plan
- ➔ input into the Australian Government's submission to WADA on the draft 2010 Prohibited List
- ➔ approval of ASADA's 2009–10 Test Distribution Plan (TDP)
- ➔ input into, and approval of, the ASADA Strategic Plan 2008–11
- ➔ operating the Anti-Doping Rule Violation Committee, as a sub-committee of the members
- ➔ decisions as required under the ASADA Act and the NAD scheme.

Table 1: ASADA member details at 30 June 2009

Position	Name	Date commenced	Date ending	Meetings eligible to attend	Meetings attended
Chair	Mr Richard Ings	14 March 2006	13 September 2009	8	7
Member Deputy Chair	Dr Brian Sando*	14 March 2006	28 March 2010	8	8
Member	Mr John Black	14 March 2006	31 December 2009	8	6
Member	Ms Jennifer Clark	14 March 2006	13 June 2011	8	8
Member	Professor Andrew McLachlan	14 March 2006	28 March 2010	8	8
Deputy Chair	Mr Geoff Levy#	14 March 2006	30 December 2008	5	5
Member	Ms Nicole Livingstone^	14 March 2006	15 December 2008	4	3

* Dr Sando was appointed as Deputy Chair on 12 March 2009. Dr Sando's appointment as Deputy Chair ends on 31 December 2009.

Mr Levy resigned from his appointment with effect from 30 December 2008.

^ Ms Livingstone resigned from her appointment with effect from 15 December 2008.

Mr Richard Ings (Chair)

Richard Ings was appointed as ASADA's first Chair with the launch of ASADA on 14 March 2006. Before this, Mr Ings was the Chief Executive Officer of the Australian Sports Drug Agency. For five years Mr Ings had 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 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 WADA's Health, Medical and Research Committee and the FINA Doping Control Review Board. Dr Sando is Chair of ASADA's ADRV 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 is a non-executive director with 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.

Professor Andrew McLachlan (Member)

Professor Andrew McLachlan is a pharmacist, teacher and researcher at the University of Sydney and Concord Hospital, with expertise in clinical pharmacology and drug testing. An educator of pharmacists and other health professionals, Professor McLachlan is also a consultant to industry and government in the evaluation and safe use of medicines.

ASADA MEMBERS L-R
PROF ANDREW MCLACHLAN,
MS JENNIFER CLARK,
MR RICHARD INGS (CHAIR),
DR BRIAN SANDO AND
MR JOHN BLACK



ANTI-DOPING RULE VIOLATION (ADRV) COMMITTEE

Section 47(i)(b) of the ASADA Act allows ASADA to delegate functions and powers to a committee consisting of two or more ASADA members.

The Anti-Doping Rule Violation (ADRV) Committee is one of these committees. It meets fortnightly and its core membership is made up of three ASADA members: Dr Brian Sando (Chair), Mr Richard Ings and Professor Andrew McLachlan. The meetings are not restricted to these three members – all members may attend.

The functions of the ADRV Committee include:

- ➔ to determine, based on ASADA Legal Services' recommendations, whether ASADA should issue a 'show cause' notification letter to athletes or support personnel who have potentially committed ADRVs
- ➔ to determine, based on Legal Services' recommendations, whether there is sufficient evidence to make a finding of a possible ADRV and thus place the relevant details onto the RoF
- ➔ to make recommendations to sport of the appropriate sanction or consequence for ADRVs
- ➔ to review ASADA's result management functions, and monitor laboratory reports of elevated testosterone/epitestosterone ratios (or other naturally occurring hormones), and
- ➔ to review the progress of ASADA's testing and investigation activities.

The ADRV Committee also decides whether any tribunal decision – such as decisions by the Administrative Appeals Tribunal or the Court of Arbitration for Sport – should be subject to appeal by ASADA, in cases where ASADA has a right of appeal. It also gives guidance to management on matters related to testing, investigations, result management, or legal services actions.

Table 2: ASADA members' attendance at ADRV Committee meetings 2008–09

Date of meeting	Dr Brian Sando (Chair)	Prof Andrew McLachlan (Deputy Chair)	Richard Ings	Jennifer Clark	John Black	Geoff Levy	Nicole Livingstone
1 July 08	✓	✓	✓				
9 July 08	✓	✓	✓				
23 July 08	✓		✓			✓	
6 Aug 08	✓	✓	✓				
20 Aug 08	✓	✓	✓				
3 Sept 08	✓		✓	✓			
16 Sept 08	✓	✓	✓	✓		✓	✓
1 Oct 08	✓	✓			✓		
15 Oct 08		✓		✓			✓
29 Oct 08	✓	✓	✓				
26 Nov 08	✓	✓		✓			
10 Dec 08	✓	✓	✓				
21 Jan 09	✓	✓	✓			–	–
4 Feb 09	✓	✓	✓			–	–
18 Feb 09	✓	✓	✓			–	–
4 Mar 09	✓		✓	✓		–	–

Date of meeting	Dr Brian Sando (Chair)	Prof Andrew McLachlan (Deputy Chair)	Richard Ings	Jennifer Clark	John Black	Geoff Levy	Nicole Livingstone
18 Mar 09	✓		✓	✓		–	–
1 April 09	✓	✓	✓			–	–
15 April 09	✓	✓	✓			–	–
1 May 09	✓			✓	✓	–	–
13 May 09	✓		✓		✓	–	–
27 May 09	✓	✓	✓			–	–
10 June 09	✓	✓	✓	✓	✓	–	–
24 June 09	✓	✓		✓		–	–
TOTAL	23	18	19	9	4	2	2

Highlights from 2008–09

- ➔ Implementing the new Code and related international standards via revisions to the NAD scheme, and changes to internal policies and procedures, including ASADA's Sample Collection Manual.
- ➔ Approving the revised anti-doping policies of 91 recognised and/or funded NSOs for compliance with the Code.
- ➔ Increasing Pure Performance Programs, including the Union Cycliste Internationale-sanctioned Tour Down Under in January 2009 and completing the pre-Beijing Olympic Anti-Doping Program.
- ➔ Working with the Australian Olympic Committee on the Australian Youth Olympic Festival in February 2009.
- ➔ Conducting testing at the 2008 Rugby League World Cup.
- ➔ Attaining a greater proportion of non-analytical entries onto the Register of Findings as a result of an expanded and enhanced investigative framework.
- ➔ Successfully retaining ISO accreditation.
- ➔ Receiving international recognition of our anti-doping model, particularly our investigative framework, through the UK Government's announcement of an agency modelled on ASADA, to be launched by 1 January 2010.
- ➔ Successfully negotiating and implementing the ASADA Collective Agreement 2009–12.
- ➔ Delivering the 2008–09 Staff Learning and Development Program.
- ➔ Implementing the Strategic Plan and moving to a new organisational structure.
- ➔ Delivering 221 anti-doping education activities to 10,530 athletes and support personnel.
- ➔ Completing the Cost Recovery Review.
- ➔ Enhancing our financial management framework.

Outlook for 2009–10

- ➔ Implementation of new governance arrangements for ASADA, including changes to the ASADA Act following the completion of a review by the Department of Health and Ageing.
- ➔ Enhanced Pure Performance Programs, including for athletes preparing for the Vancouver Winter Olympic Games and the Delhi Commonwealth Games.
- ➔ An enhanced testing detection strategy, with particular focus on blood and serum analysis.
- ➔ A pilot of our online education to expand the accessibility of our education offering.
- ➔ Launch of a new ASADA website.
- ➔ Introduction of an online tool to allow users to search for a medication or substance and determine if it is prohibited or permitted in sport.
- ➔ Expansion of our existing close partnership with the Australian Olympic Committee.
- ➔ Implementation of a Stakeholder Engagement Framework with an enhanced focus on sports and athletes, both nationally and internationally.
- ➔ Improvements to our Management of Information and Data Strategic Plan, including increased knowledge management and digital preservation.
- ➔ Updates of our Fraud Control and Risk Management Plans.
- ➔ An increased focus on workforce planning, including succession planning.
- ➔ Involvement in the whole-of-government move to Internet Protocol version 6.



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



REPORT ON PERFORMANCE

Outcome 1

Output 1.1 – Deterrence Program

Output 1.2 – Detection Program

Output 1.3 – Enforcement Program

02

Our performance reporting is based on our outcome and output structure, as reported in the 2008–09 Agency Budget Statement.

OUTCOME AND OUTPUT STRUCTURE

As shown in figure 3, we have three output groups contributing to achieve our outcome of ‘the protection of Australia’s sporting integrity’. Our output groups are:

- **Output Group 1.1** – Deterrence Program: Deterrence is achieved through the provision of education, including building awareness with athletes, support personnel and other stakeholders.
- **Output Group 1.2** – Detection Program: Detection is achieved through the coordinated implementation of an integrated program of intelligence gathering, targeted testing and investigation.
- **Output Group 1.3** – Enforcement Program: Enforcement is achieved through managing cases of possible ADRVs and presenting these cases to the Court of Arbitration for Sport (CAS), other sporting tribunals, and the Administrative Appeals Tribunal (AAT).

Figure 3: ASADA’s outcome and output structure 2008–09

OUTCOME 1		
THE PROTECTION OF AUSTRALIA’S SPORTING INTEGRITY THROUGH ELIMINATING DOPING		
OUTPUT 1.1 DETERRENCE PROGRAM	OUTPUT 1.2 DETECTION PROGRAM	OUTPUT 1.3 ENFORCEMENT PROGRAM

OUTPUT CHANGE

There were no changes to our outcome or output groups during 2008–09. Our 2008–09 Agency Budget Statement set out revised key performance indicators, taking into account the evolution of our organisation and operational activities.

OUTCOME 1

Table 3 shows how the 2008–09 budget appropriations translate to total resourcing for Outcome 1, including revenue from government (appropriation), or other resources available to be used and the total price of outputs.

Table 3: Resources for Outcome 1

	(1) Budget 2008–09 \$'000	(2) Actual 2008–09 \$'000	Variation (column 2 minus column 1) \$'000
Output 1.1 Deterrence Program			
Administered expenses (including third party outputs)	0	0	0
Departmental outputs	3,753	4,392	639
Output 1.2 Detection Program			
Administered expenses (including third party outputs)	0	0	0
Departmental outputs	8,660	8,053	(607)
Output 1.3 Enforcement Program			
Administered expenses (including third party outputs)	0	0	0
Departmental outputs	2,099	1,567	(532)
Total for Outcome 1			
Administered	0	0	0
Departmental	14,512	14,012	(500)
Average staffing level	66	69	3

CASE STUDY: 2009 World Anti-Doping Code implementation

Changes to the World Anti-Doping Code – and its associated international standards – came into operation around the world on 1 January 2009.

Key changes introduced by the new Code and standards include:

- ➔ a more flexible regime for imposing sanctions for ADRVs
- ➔ changes to how athletes seek exemptions for therapeutic use of prohibited substances
- ➔ increased harmonisation of athletes' requirements to provide whereabouts information, and
- ➔ the introduction of a fifth international standard – the International Standard for the Protection of Privacy and Personal Information.

ASADA undertook a major project in 2008 to ensure Australia implemented the principles of the Code and maintained its commitment under the UNESCO Convention against Doping in Sport. Significant components of this project included:

- ➔ a review of the updated Code and associated international standards to assess their legislative and operational impacts
- ➔ consultation with all major Australian NSOs to ensure their respective anti-doping policies complied with the new Code and standards. By 31 December 2008, all NSOs that were required by the Australian Sports Commission to have anti-doping policies in place had indeed instituted policies that complied with the new Code and standards
- ➔ implementation of a revised NAD scheme (tabled in Parliament on 13 October 2008), taking into account the requirements of the new Code and standards
- ➔ a review and update of our existing policies and procedures to ensure compliance with the new Code and standards, including the ASADA Sample Collection Manual, and
- ➔ a review and update of our existing operational systems to ensure compliance with the new Code and international standards.

OUTPUT 1.1 – DETERRENCE PROGRAM

The outputs delivered under the Deterrence Program output group include:

- ➔ ensuring that relevant anti-doping policy and legislative frameworks – such as the NAD scheme and sport anti-doping policies – reflect the Australian Government's commitment to the Code and to the UNESCO Convention against Doping in Sport
- ➔ informing athletes and athlete support personnel of the dangers of doping in sport, to deter them from engaging in behaviours that go against the concept of pure performance. This output also ensures there is an ongoing move towards consistent policy and procedures, both domestically and overseas
- ➔ ensuring all members of the sporting community are aware of their rights and obligations in relation to anti-doping in sport by providing a comprehensive and targeted stakeholder management, education and support system, and
- ➔ helping sporting organisations to develop, approve and monitor their anti-doping policies.

This output group's contribution to our outcome is measured by the successful delivery of an anti-doping education program, stakeholder interaction, the timely implementation of the Code and compliance by sports with the Code and the NAD scheme.

Table 4: Output Group 1.1 – Deterrence Program

PERFORMANCE INFORMATION		
Indicator	2008–09 reference point or target	Result
Effective interaction with sporting organisations, athletes and other stakeholders to raise awareness of ASADA legislation and the Code	All sports organisations, athletes and other stakeholders are aware of ASADA legislation and the Code.	Of the sporting organisations, athletes and other stakeholders responding to an independent survey carried out in July 2009, 93 per cent were aware of the ASADA legislation and 99 per cent were aware of the Code.
Delivery of an effective and efficient anti-doping education program to NSOs, athletes and athlete support personnel	a) NSOs, athletes and athlete support personnel satisfaction with programs and services improves from previous year. b) Deliver on or under budgeted expenses.	a) Stakeholder surveys demonstrate an increase in satisfaction with ASADA's education service (88 per cent in 2007–08 to 93 per cent in 2008–09). b) The education program for 2008–09 was delivered 4.7 per cent under budget.
Effective facilitation of the implementation of the Code	Amendments to the NAD scheme and sport anti-doping policy template prepared by 1 January 2009.	Amendments to the NAD scheme tabled in Parliament on 13 October 2008 and came into effect on 1 January 2009. ASADA distributed anti-doping policy templates to sports. By 31 December 2008, 91 NSOs recognised and/or funded by the Australian Sports Commission had anti-doping policies in place that complied with the new Code and standards.

Deterrence

EDUCATION

Consistent with obligations under our legislation and the Code, we plan, implement and monitor the effectiveness of anti-doping education programs. Education is a key strategy to decrease the number of athletes contemplating doping, reduce inadvertent ADRVs and raise anti-doping awareness throughout the Australian sporting community.

EDUCATION SERVICE CHARTER

The 2008–09 ASADA Education Service Charter focused on consolidating the strengths and exploring opportunities of the 2007–08 Education Service Charter as identified through:

- ➔ the analysis of participant feedback, and
- ➔ consultation with NSOs, Australian athletes, other national anti-doping organisations, and WADA.

The result was a targeted and flexible anti-doping education program for athletes at all levels of competition and their support personnel, and the continued delivery of face-to-face education strategies encompassing:

- ➔ **Pure Performance Seminars** which provide athletes and support personnel with quality anti-doping education to make sure they are informed and knowledgeable about their anti-doping responsibilities and to reduce the risk of athletes inadvertently doping
- ➔ **Pure Performance Athlete Workshops** which engage and influence the behaviour of athletes to deter them from doping
- ➔ **Athlete Outreach** sessions which teach young athletes about their anti-doping responsibilities in a fun, interactive environment, and
- ➔ **Coaching Workshops** which raise the awareness of coaches and other athlete support personnel in relation to their anti-doping responsibilities and encourage them to foster an anti-doping culture among their athletes.

The implementation of the 2008–09 Education Service Charter achieved a 38 per cent increase in sessions delivered and a 30 per cent increase in participants over the 2007–08 ASADA Education Service Charter.

The target for the Education Service Charter was to provide 8,000 athletes and support personnel with face-to-face anti-doping education. We exceeded this target, with over 10,500 people attending over 200 education sessions delivered across Australia.

Throughout 2008–09, the Education Team delivered 171 Anti-Doping Workshops, 43 Pure Performance Seminars, four Athlete Outreach sessions and three Coaching Workshops. These activities included working with professional sports, national and state sporting organisations, key support personnel groups and large-scale junior and senior-level national and international events.

Changes to the Code from 1 January 2009 contributed to an increase in demand for our education services. This demand accounted for the significant increase in Anti-Doping Workshop sessions and participants compared with 2007–08 numbers.

Table 5: Education activities undertaken during 2008–09

Program	Number of sessions delivered	Number of participants
Pure Performance Seminar Program	43	3,368
Anti-Doping Workshops	171	5,773
Athlete Outreach sessions	4	1,323
Coaching Workshops	3	66
Total	221	10,530

PARTNERSHIPS

Our Education Team continued to work in partnership with a wide range of stakeholders. During 2008–09 the team:

- ➔ collaborated with WADA in relation to new education initiatives and models
- ➔ supported National Pharmacies in the development of course materials designed to provide pharmacists with the opportunity to develop the necessary up-to-date knowledge of the rules relating to the use of drugs in sport at the elite and semi-elite level
- ➔ formed an important part of the Pure Performance Program for the Australian Olympic Team, working closely with the AOC to ensure all Australian athletes going to the Beijing Olympics and Paralympics had the opportunity to receive face-to-face anti-doping education
- ➔ continued to form alliances with Australian athletes in delivering pure performance messages to the Australian sporting community
- ➔ partnered with the Victorian Department of Education and Early Childhood Development to deliver a pilot project focusing on anti-doping in community and school sport, and
- ➔ formed an alliance with the AOC to help deliver its Live Clean, Play Clean program for 2009–10.

EVALUATION

Athletes, support personnel, NSOs and sport medical professionals provided feedback through our 2009 Stakeholder Survey. Results indicated that:

- ➔ 57 per cent of respondents received face-to-face anti-doping education from ASADA in the last 12 months
- ➔ 82 per cent of participants were satisfied or above with ASADA presentations at education sessions
- ➔ 73 per cent of participants were satisfied or above with athlete presentations at education sessions
- ➔ 77 per cent of participants were satisfied or above with the fact sheets provided at education sessions, and
- ➔ 64 per cent of participants were satisfied or above with the other publications available at education sessions.

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

- ➔ 92 per cent believed that the activities delivered within the seminars and tailored workshops of the Education Service Charter reduced the risk of inadvertent doping, and
- ➔ 92 per cent believed that the activities delivered within the athlete workshops of the Education Service Charter deterred athletes from doping.

ASADA EDUCATION SESSION



EDUCATION RESOURCES

To support the face-to-face delivery of our Education Charter, we made a number of resources available to athletes and support personnel to further assist their understanding of their responsibilities under the ASADA legislation, the Code and sport anti-doping policies.

During the final six months of 2008, we provided athletes and support personnel with the *Pure performance in sport* DVD, an *Anti-doping handbook*, a *Doping control guide*, and an *Information wallet card*. With the introduction of the revised code on 1 January 2009, we distributed additional resources, including the 2009 versions of the *Prohibited substance and methods guide*, the *Athlete testing guide* and the *Medications reference guide*.

In total, we distributed the following number of resources:

- ➔ 248 of the *Pure performance in sport* DVDs
- ➔ 903 of the *Anti-doping handbook*
- ➔ 3,537 of the *Doping control guide*
- ➔ 7,265 of the *Information wallet card*
- ➔ 2,768 of the 2009 *Prohibited substance and method guide*
- ➔ 5,424 of the *Athlete testing guide*
- ➔ 710 of the 2009 *Medications reference guide*.

All publications were available for purchase, or for download from our website at www.asada.gov.au. Athletes and support personnel were also able to access comprehensive anti-doping information via our website. During 2008–09, the website had 522,287 page views.



ATHLETE WHEREABOUTS

The revised Code and International Standard for Testing (IST) that came into force on 1 January 2009 globally standardised the whereabouts obligations for athletes subject to the Code.

We revised our existing Athlete Whereabouts Policy and underlying procedures and processes to incorporate the key changes required by the Code and communicated the changes to the athletes in our Registered Testing Pool (RTP).

Since 1 January 2009, athletes in our RTP 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. The information provided allows us to conduct no-advance-notice out-of-competition testing.

During the financial year, approximately 95 per cent of RTP athletes were submitting their whereabouts online.

During 2008–09, 97 per cent of athletes in the RTP were compliant with their athlete-whereabouts obligations.

ASADA HOTLINE

During 2008–09, the two separate hotlines and the ASADA switchboard number were amalgamated into one ASADA Hotline: 13 000 ASADA (13 000 27232).

The toll-free number provides the following services to members of the sporting community. They can:

- ➔ check the status of substances in sport
- ➔ provide whereabouts information
- ➔ confidentially report doping activity
- ➔ find out about Therapeutic Use Exemptions (TUEs), and
- ➔ order ASADA products.

Table 6: ASADA Hotline calls

Status of substance in sport calls	Whereabouts or merchandise calls	Total calls
3,795	250	4,045

SEARCH THE STATUS OF SUBSTANCES ONLINE

We are in the final stages of testing a purpose-built online function that will allow stakeholders to search for medications and substances, and determine their status in sport.

The online tool will allow the sporting community to immediately – and anonymously – determine whether a substance or medication is permitted or prohibited in sport. Being online, the service will mean that users can search from anywhere, anytime.

KEY DETERRENCE PROJECTS

National Anti-Doping scheme amendments

Amendments to the NAD scheme to reflect changes to the Code and standards, as well as to address operational effectiveness, were tabled in Parliament on 13 October 2008.

The amendments were referred to the Senate Standing Committee on Regulations and Ordinances. The committee raised some queries about the parties who should be notified when we request a sample from an athlete who is a minor. These queries were resolved, and there was no motion for disallowance of the amendments.

Revision of sports' anti-doping policies

During 2008–09, we drove the implementation of the new Code and standards requirements among sports in Australia. We developed new anti-doping policy templates for Australian sports to ensure compliance with the changes, and consulted with sports and key stakeholders to communicate the new requirements, including conducting face-to-face forums. In Australia a total of 91 sports are required to have anti-doping policies that comply with the Code and standards. On 1 January 2009 all of these sports had adopted the new Code and standards. As a result, Australia became one of the first countries in the world to reach this benchmark.

Sports forums

In late 2008 we held a number of 2009 Code Implementation Forums in major capital cities. These forums were designed to provide the sporting community with a comprehensive understanding of the key changes resulting from the new Code and standards. The forums were successfully conducted in Canberra, Sydney, Melbourne and Brisbane for over 100 attendees from 45 different NSOs.

Marketing and communications

During 2008–09, our marketing and communications activities focused heavily on the changes to the Code and international standards, the 2008 Pacific School Games, and the 2009 Tour Down Under. We also managed the public announcements of ADRVs, as specified in appendix B.

The primary tool for communicating the changes to the Code was our website. A Code sub-site, accessible from the homepage, was developed to communicate targeted information about the key changes for athletes, sports, and support personnel. It included information about the changes to TUEs, whereabouts filings, the NAD scheme, and the new Prohibited List. The sub-site had 2,629 page views from 1–31 December 2008 (nine per cent of total traffic to the site) and 10,418 page views (five per cent of total traffic to the site) between 1 January and 30 June 2009.

We also developed a new suite of education publications that meets our requirements under the IST, and also the primary goal under the Code – the prevention of doping, and preserving the spirit of sport from being undermined by doping. The updated publications are available to download for free on our website, and they are also available for purchase in hardcopy.

In terms of media activities, we partnered with other organisations and Australian Government agencies to promote our key messages, and the proactive approach to anti-doping taken by such organisations.

A key activity for our Marketing and Communications team was the proactive media strategy for the 2009 cycling Tour Down Under. The Minister for Sport, the Hon. Kate Ellis MP launched the anti-doping program for the Tour Down Under which increased awareness of Australia's leadership in the field of anti-doping, as well as our collaboration with the Union Cycliste Internationale and event organisers to protect the integrity of the event in Australia among cycling athletes and enthusiasts. This was achieved through coverage in the press and online and, to a lesser degree, on radio and television.

Another key activity during the year was our attendance at the 2008 Pacific School Games in Canberra. This event gave us the opportunity to convey messages about the leadership role we take in anti-doping in sport, and to promote our partnership with the Australian sporting community. Coverage in the media was enhanced due to our collaboration with Australian athletes who promoted our commitment to a level playing field, and helped to raise awareness of anti-doping among tomorrow's elite athletes.

PURE PERFORMANCE PROGRAMS

2009 Union Cycliste Internationale Tour Down Under

ASADA again partnered with the Union Cycliste Internationale to implement a Pure Performance Program for the Tour Down Under. The 2009 Tour Down Under was held from 18–25 January 2009 in South Australia.

The Tour Down Under is the first event on the Union Cycliste Internationale-sanctioned world professional cycling calendar and the only Union Cycliste Internationale-sanctioned ProTour event that is held in Australia.

The Pure Performance Program initiatives that were implemented included:

- ➔ sample collection under the Union Cycliste Internationale's Biological Passport Program which involved mandatory blood profiling of every cyclist before the event
- ➔ comprehensive and targeted urine and blood testing before and during the event
- ➔ placing selected samples in the Tank, and sharing intelligence with Customs and Border Protection to enhance interception at the border of any prohibited substances destined for the Tour Down Under and investigation of those involved.

2009 Australian Youth Olympic Festival

ASADA continued to work closely with the Australian Olympic Committee by partnering with them to protect the integrity of Australian athletes participating in the 2009 Australian Youth Olympic Festival through the provision of testing services and providing valuable education opportunities for the elite junior athletes involved.

We completed a total of 128 tests across the 17 sports contested in accordance with our national and international obligations. All testing was conducted by ASADA's sample collection staff (Doping Control Officers and Chaperones) who have completed ASADA's rigorous accreditation program to work with minors.

Our education staff also worked closely with AOC staff to complement the Live Clean, Play Clean education sessions held in the athlete villages and to deliver an education Outreach Program during the Festival. Over 300 athletes and support personnel patronised the Outreach Program, completing the online anti-doping quiz and interacting with ASADA staff.

2008 Australian Olympic and Paralympic teams

The Pure Performance Program for the 2008 Olympic and Paralympic Teams provided a multi-faceted anti-doping program conducted over the 12 month period leading into the Games that integrated a number of testing and non-testing elements to ensure that the teams were subject to the most rigorous anti-doping measures ever put in place to protect the integrity of an Australian Olympic and Paralympic team, including:

- ➔ every athlete being tested prior to the Games with additional target testing conducted on athletes in identified at-risk sports
- ➔ samples of a number of medal contenders and athletes in at-risk sports being placed into the Tank

- ➔ athletes competing at the Games being provided with the opportunity to attend an ASADA anti-doping education session as well as receiving hard copies of relevant ASADA anti-doping publications, and
- ➔ partnerships between ASADA and border control and law enforcement agencies.

INTERNATIONAL ENGAGEMENT

Sport crosses many boundaries. To successfully carry out our legislative responsibilities, we forge open and constructive relationships with other key anti-doping organisations around the world.

Together, we aim to build a clean athlete environment internationally, where Australian athletes can have confidence in the regime that addresses anti-doping worldwide. In our drive towards a level playing field, we position and promote the value of our programs in an international context, to build the confidence of Australia's sports and athletes.

Liaison with the World Anti-Doping Agency

WADA is the international independent organisation created in 1999 to promote, coordinate, and monitor the fight against doping in sport in all its forms.

Our relationship with WADA continues to be a crucial element of our international engagement strategy.

World Anti-Doping Agency Think Tank Seminar

The ASADA Chair attended the WADA Think Tank Seminar in Oslo, Norway, in June 2009.

The seminar was an open forum to discuss WADA's future strategic direction. It included the WADA President, Director General and senior management as well as the WADA Executive Committee (incorporating government and sports representatives).

The seminar comprised key presentations on strategic topics followed by discussions among the group.

Prohibited List

The Prohibited List is updated annually by WADA. Every year, ASADA and the Australian Sports Drug Medical Advisory Committee (ASDMAC) provide technical input to the Australian Government's submission. We also consult with NSOs for their input.

International Anti-Doping Arrangement Steering Group

Australia continues to be a member of the International Anti-Doping Arrangement (IADA) Steering Group. Other members include the UK, Sweden, South Africa, New Zealand, Norway, Canada, Denmark and Finland. The aim of IADA is to have a positive influence on the international sporting community through continuous improvement and best practice.

Representatives of ASADA attended the IADA Steering Group meeting held in Montreal in November 2008. One of the main topics of discussion was investigative activity and cooperation between national anti-doping organisations and public authorities. This topic drew on our presentation at the IADA meeting in November 2007 about our investigative activities, as an example of how national anti-doping organisations could work very closely with law enforcement groups. There was also discussion about the biological athlete passport, and attendees heard from a UNESCO representative on the status of that organisation's ratification and activities on the UNESCO Convention against Doping in Sport.

Association of National Anti-Doping Organisations

We participated in a number of international anti-doping conferences, workshops and meetings during the year.

- ➔ At the Association of National Anti-Doping Organisations workshop held in Vancouver in November 2008, the ASADA Chair gave a presentation on our successful Beijing Olympics Pure Performance Program – a partnership with the Australian Olympic Committee.
- ➔ At the Association of National Anti-Doping Organisations meeting in Dublin in April 2009, our Director of Investigations and Intelligence gave a presentation on the development of our investigative capabilities.

OTHER INTERNATIONAL ENGAGEMENT

UK Sport Anti-Doping Conference

At the request of UK Sport, the ASADA Chair attended the UK Sport Anti-Doping Conference in February 2009. His presentation highlighted the effective relationships we have established with the law enforcement and customs and border protection authorities in Australia.

Play the Game Conference

Play the Game is a non-government organisation that 'aims to strengthen the basic ethical values of sport and encourage democracy, transparency and freedom of expression in world sport'.

Play the Game is an independent institution funded by the Danish Ministry of Culture, the Danish Gymnastics and Sports Associations and the Danish Federation of Company Sports.

With a theme of 'Visions for sport in times of crisis', this year's conference was held in Coventry, UK, in June 2009. It gathered several hundred delegates from the world of sport, business and academia to discuss pressing sporting issues with a key focus on anti-doping and anti-corruption.

The ASADA Chair presented two papers at the Conference, alongside fellow anti-doping experts, Dick Pound (former President of WADA) and David Howman (Director-General of WADA).

Agence Française de Lutte contre le Dopage (French Anti-Doping Agency)

In June 2009, the ASADA Chair spent two days visiting the French national anti-doping organisation, Agence Française de Lutte contre le Dopage (AFLD). The Chair gave a presentation to AFLD President, Mr Pierre Bordry, and AFLD staff about ASADA and our enhanced investigative capabilities. He also explained the importance we place on our working relationships with Customs and Border Protection and other law enforcement agencies in Australia.

The Chair also met with French customs and police officers to explain these working relationships, and to discuss information-sharing. Other topics of discussion included whereabouts filing, test distribution planning and target testing. The Chair and AFLD's new Secretary-General, Robert Bertrand, also visited the WADA-accredited Paris Laboratory, and they attended a testing mission together.

International visitors

We provided a briefing on our anti-doping activities to students from the Amsterdam and Rotterdam Universities of Applied Science.

OUTPUT 1.2 – DETECTION PROGRAM

The outputs delivered under the Detection Program output group include:

- ➔ supporting the delivery of a comprehensive, intelligence-driven, testing program
- ➔ identifying new trends in doping and delivering appropriate preventative actions
- ➔ ensuring allegations of doping are fully and rigorously investigated through a whole-of-government investigative framework, and
- ➔ complementing the Deterrence Program in relation to athletes and support personnel contemplating doping and detecting those athletes who have engaged in banned doping practices.

This output group's contribution to our outcome is measured by the delivery of the Detection Program within agreed timeframes, and compliance with the International Standard for Testing (IST) and the Australian Government Investigation Standards.

Table 7: Output Group 1.2 – Detection Program

PERFORMANCE INFORMATION		
Indicator	2008–09 reference point or target	Result
Effective delivery of a Detection Program involving testing and investigation	Timely delivery of the Detection Program, including 4,200 government-funded tests.	4,212 tests were completed and 32 investigation cases were opened during 2008–09.
Investigations undertaken in accordance with accepted investigation standards, including the Australian Government Investigation Standards	All investigations are conducted in accordance with accepted investigation standards.	There have been no successful challenges by athletes or support personnel that any investigation undertaken by ASADA has been flawed due to non-compliance with the investigation standards. After the completion of an internal audit, no findings were made in relation to breaches of Australian Government Investigation Standards.
The Detection Program is compliant with national and international responsibilities relating to the Code and other anti-doping agreements	Full compliance with national and international responsibilities.	All test distribution planning and sample collection has complied with the NAD scheme, IST and the Code.

Detection

NATIONAL TESTING PROGRAM

ASADA conducts a comprehensive anti-doping testing program in accordance with Article 5 of the World Anti-Doping Code and the IST. In 2008–09, our sample collection program helped to create a sporting environment free from doping – not just nationally, but internationally. Following are some highlights.

- ➔ We exceeded our Australian Government commitment of 4,200 government-funded tests, with 4,212 tests completed.
- ➔ In addition, we completed a further 3,286 tests on a user-pays basis for major sports and event organisers.
- ➔ All Australian athletes who attended the 2008 Beijing Olympic and Paralympic Games were tested at least once in the 12 months preceding the respective Games. During that period, 247 Olympic and 59 Paralympic athletes were subject to multiple tests.
- ➔ We designed sport-specific Pure Performance Programs such as the Union Cycliste Internationale-sanctioned Tour Down Under to implement programs that involved the consolidation of our testing, education, investigations and intelligence capabilities.
- ➔ We continued to integrate the intelligence function into operations by combining investigations and testing services. This cooperation has resulted in an enhancement to our detection capabilities.

SAMPLE COLLECTION

Sample collection, more commonly known as testing, is an integral component of our detection function. It involves the sequence of activities that directly involve the athlete from the time of notification until they leave the Doping Control Station after providing their samples. We conducted our sample collection program in accordance with the IST, the Code, and our National Anti-Doping (NAD) scheme.



TESTING KIT

The annual Test Distribution Plan (TDP) drives our extensive sample collection program. This plan allocates tests in accordance with the criteria specified in the IST across a range of Australian sports. The TDP focuses on:

- ➔ in-competition and out-of-competition testing
- ➔ targeted urine and blood samples
- ➔ no-advance-notice testing, and
- ➔ government-funded and user-pays testing.

The 2008–09 TDP integrated the intelligence and investigative functions with testing, enabling us to develop a robust and multi-faceted approach to detecting all methods of doping by Australian athletes.

We can test athletes anytime, anywhere, and without warning. Doping control tests conducted with no-advance-notice act as a deterrent to athletes considering using prohibited substances and/or methods.

CHECKING THE SPECIFIC GRAVITY OF A SAMPLE



TARGET TESTING

Where relevant, our sample collection tests are targeted on the basis of specific intelligence rather than random athlete selections. This approach is in line with Article 5.1.3 of the Code which states that each anti-doping organisation should 'make target testing a priority' to ensure appropriate athletes are subject to doping control.

As far as possible, we conduct our sample collection with no-advance-notice. This acts as a deterrent to athletes considering using performance-enhancing substances and/or methods, as they may be tested anytime, anywhere and without warning.

In 2008–09 we collected 99.9 per cent of the 4,212 government-funded tests with no-advance-notice and we continued to apply our steroid and blood profiling capability to developing targeted testing programs.

Table 8: Doping control facts and figures 2008–09

7,498	Samples collected
75	Number of countries from which athletes were selected for doping control
2,312	Athletes in the Registered and Domestic Testing Pool
2,052	Blood samples collected
7,492	Samples collected with no-advance-notice
45	User-pays contracts

GOVERNMENT-FUNDED TESTS

Under the TDP for 2008–09, we completed 4,212 government-funded tests from 57 sports. This test program was implemented in line with article 5 of the Code and involved the distribution of tests based on the evaluation of sports associated with certain levels of risk. An appropriate TDP was undertaken, giving consideration to the higher risk sports, with an athlete-targeted approach being one component of the program. Our government-funded TDP slightly favoured out-of-competition testing.

Further components of our government-funded program were directed to ensuring all Beijing summer Olympians and Vancouver winter Olympians were subject to doping control 12 months before each of the Games started.

USER-PAYS TESTS

We conducted 3,286 user-pays tests for Australian sporting bodies or other organisations during the year. Sporting administration bodies that contracted us to provide these testing programs included the Australian Football League, the National Rugby League, the NSW and Queensland Rugby Leagues, the Australian Rugby Union, the Football Federation of Australia and Cricket Australia.

We also conducted sample collection at a number of international sporting events, including the cycling Tour Down Under and the Rugby League World Cup.

We worked with our major user-pays clients to improve the quality of our programs, for instance by undertaking blood analysis to further enhance our targeted testing programs.

Other international stakeholders with whom we entered into user-pays agreements included WADA and the Association of National Anti-Doping Organisations' Anti-Doping Services.

We also entered into user-pays contracts with the Queensland, South Australian and Western Australian governments to provide doping control of athletes competing at a state and territory level.

TOTAL TESTS CONDUCTED

The tests we conducted during the year are shown in table 9.

Client	Test type	Total tests completed
Government-funded tests	Out-of-competition	2,322
	In-competition	1,890
	Total government-funded tests	4,212
User-pays tests	Out-of-competition	2,054
	In-competition	1,232
	Total user-pays	3,286
	TOTAL	7,498

Doping control statistics for the period 1998–99 to 2008–09 are shown in appendix A.

CASE STUDY: Target testing

The revised World Anti-Doping Code places an emphasis on targeted testing of athletes, rather than purely random selection. Targeted testing is where an athlete is specifically selected for doping control, based on credible evidence. This may include tip-offs, blood profiling, intelligence-related information gathered about the individual, or other analytical and non-analytical information. We have employed these kinds of targeted testing programs for some time.

In October 2008 we performed targeted testing at the World Track Masters cycling event in Sydney, based on the sport's risk profile and other available intelligence. That target testing resulted in a positive test for a cyclist for the prohibited anabolic steroids Nandrolone and Drostanolone. The cyclist subsequently received a two-year sanction from cycling and disqualification of his results.

This case is one of a number of examples of our intelligence and investigation powers, showing how we work in conjunction with the traditional doping control testing program to detect doping violations that may not otherwise have been detected.

THE TANK

We have the capability to store selected urine and blood samples in our deep-freeze facility, called the Tank, for up to eight years. With this capability, we can retrospectively analyse samples using advances in testing technology to detect prohibited substances and methods, and enforce sanctions against athletes who return a positive test.

The Tank is at the National Measurement Institute, a WADA-accredited laboratory.

Samples in the Tank include those collected from Australian representatives at the 2008 Beijing Olympic and Paralympic Games.

ACCREDITATION OF DOPING CONTROL OFFICERS AND CHAPERONES

In 2008 all of our Doping Control Officers were re-accredited, to ensure our sample collection program remains compliant with the Code and with the new IST that came into effect on 1 January 2009.

During 2008–09 ASADA, with the assistance of our internal auditor, Deloitte, reviewed the policies and processes for background checking of field testing staff (Doping Control Officers and Chaperones). This review focused on arrangements for ensuring that appropriate police and working-with-children checks are obtained, recorded and reviewed for our field staff.

INVESTIGATIONS AND INTELLIGENCE

ASADA is authorised under the ASADA Act to investigate possible violations of anti-doping rules to determine whether there is evidence of an ADRV as defined by the NAD scheme and the Code.

We conduct investigations in accordance with the Australian Government Investigation Standards.

In the ongoing development of our overall case-management framework, we have implemented significant advancements in our investigative case capability. These enhancements have been driven by experts in this field (sourced from Australian Government agencies, including the Australian Taxation Office) and continued skill-sharing with Customs and Border Protection.

During 2008–09 we completed enhancements to our investigations and intelligence procedures to allow for a more robust classification of information and case status. This was supported by the appointment of a full-time Director of Investigations and Intelligence to oversee a team of investigators and intelligence officers. Information from various sources, including the ASADA Hotline, is now logged in the Case Management Intelligence System as an incident report. If that information is enough to suggest there is a suspicion of doping then an intelligence case will be opened. If, after a thorough analysis of all available information, it can be confirmed that the person of interest is accountable under the NAD scheme – and there is reasonable cause to believe that an ADRV has occurred – then an investigations case will be opened.

This classification of investigations and intelligence cases in this way has delivered more effective investigative outcomes and intelligence products, and more accurate reporting.

We also continued to focus on building relationships with relevant government and non-government agencies to facilitate the elimination of doping in sport. In particular, we acknowledge our partnership with Customs and Border Protection and their effective role in seizing importations of prohibited substances entering Australia. This relationship continues to enhance our ability to detect serious doping violations, including the use, possession, trafficking and administration of prohibited substances by athletes or support personnel.

During the year we successfully built on our relationship with Customs and Border Protection, providing more information to assist them in their operations. In 2008–09 we analysed 1,614 of their referrals of Performance and Image Enhancing Drugs.

We have also continued to build on our relationships with various state police forces and we plan to formalise these arrangements by putting in place a memorandum of understanding with each of these states.

During 2008–09 our Investigations and Intelligence team analysed 401 incident reports, of which 61 were the result of tip-offs and 43 were received via the ASADA Hotline.

Thirty-two new investigations cases were opened, including six from credible tip-offs, 18 from information received from Customs and Border Protection or other law enforcement agencies and the remaining eight from other sources, including the media.

During 2008–09 Investigations and Intelligence referred 21 cases to the Legal Services team. Twelve were the result of information received from Customs and Border Protection or other law enforcement agencies.

**PERFORMANCE
AND IMAGE
ENHANCING DRUGS**
IMAGE COURTESY
OF AUSTRALIAN
CUSTOMS
AND BORDER
PROTECTION
SERVICE



CASE STUDY: ASADA partnership with the Australian Customs and Border Protection Service

An Australian triathlete accepted a two-year sanction for attempted use of anabolic steroids which resulted from a failed attempt by the triathlete to import anabolic steroids from Thailand. The sanction was imposed by Triathlon Australia following an investigation conducted by ASADA.

Investigations into the attempted importation began when a package addressed to the triathlete was intercepted by Customs and Border Protection on 9 March 2008. The package was examined and found to contain the prohibited anabolic steroid methandienone (Dianabol) disguised as financial statements.

Customs and Border Protection investigators seized the package and notified ASADA as a part of the joint agreement between the two agencies in relation to illegal importations of Performance and Image Enhancing Drugs.

An ASADA investigation into the importation identified a serious violation of anti-doping rules which resulted in the triathlete accepting a two-year ban from sporting competition, in accordance with the Code.

OUTPUT 1.3 – ENFORCEMENT PROGRAM

The Enforcement Program output ensures that all anti-doping rule violation (ADRV) cases are fairly and equitably managed. Where appropriate, ASADA will prepare and present cases to the Court of Arbitration for Sport (CAS) and other sports tribunals and will make sanction recommendations.

The Enforcement Program's contribution to our outcome is measured through compliance with legislation and effective management of ADRV cases.

Table 10: Output Group 1.3 – Enforcement Program

PERFORMANCE INFORMATION		
Indicator	2008–09 reference point or target	Result
Compliance by ASADA with relevant legislation, including the ASADA Act and the NAD scheme	Unqualified audits of compliance framework to show ASADA's compliance with the framework.	<p>An independent audit of ASADA's Enforcement Program by Deloitte concluded that the sampled processes and policies are in compliance with the ASADA Act and the NAD scheme, and that anti-doping rule violations have been processed in accordance with the internal processes and policies.</p> <p>ASADA's processes and procedures for its Legal Services activities also underwent external scrutiny as part of the ISO 9001:2008 certification process.</p>
Effective management of ADRV cases before relevant tribunals including the AAT, the CAS and other sporting tribunals	ASADA's findings presented to the relevant tribunal comply with ASADA's legislative framework.	<p>During the 2008–09 financial year, ASADA managed 29 ADRVs for placement onto the Register of Findings. Of the matters that proceeded to a hearing at a court or other sporting tribunal, ASADA was successful in each case.</p> <p>ASADA also successfully appealed a decision of the AAT to the Federal Court of Australia with respect to a positive test finding that the AAT had held should not be placed onto the Register of Findings.</p> <p>ASADA regularly reviews and updates policies and procedures for the management of potential ADRVs. Members of the ADRV Committee, a sub-committee of ASADA members, make decisions in relation to potential doping matters and have extensive experience in the medical and scientific review of doping allegations. They operate under a full ASADA member-approved charter.</p>

Enforcement

The ASADA Act requires us to establish and maintain a Register of Findings (RoF) to formally record our decisions in relation to ADRVs and associated matters.

For the 2008–09 financial year, we made 29 entries onto the RoF in relation to Australian athletes or support personnel.

These 29 entries were from 12 different sports:

- ➔ International Natural Bodybuilding Association (INBA) bodybuilding (10 entries)
- ➔ rugby league (eight entries)
- ➔ cycling (two entries), and
- ➔ surf lifesaving, shooting, athletics, basketball, weightlifting, baseball, triathlon, ice hockey, athletics, and International Federation of Bodybuilding (IFBB) bodybuilding (one entry each).

Note: One athlete was placed onto the RoF as a competitor in two sports.

Of the 29 entries onto the RoF:

- ➔ nineteen athletes or support personnel waived their right to a hearing and accepted they had committed an ADRV
- ➔ two athletes exercised their right to a hearing before the relevant sporting tribunal. Of these two matters, ASADA's findings were upheld in both matters
- ➔ two matters involved sport policies that required a hearing, even in cases where the athlete chose not to challenge the violation, and
- ➔ the remaining matters were not yet at a stage where the athlete's timeframe to elect a hearing had expired.

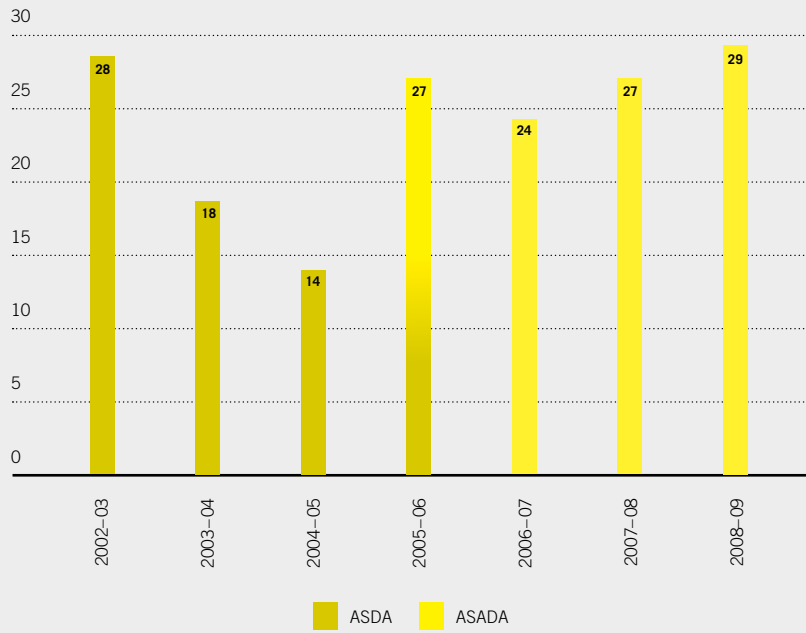
In addition to the entries made onto the RoF, we referred six matters to the relevant international federation that had results-management jurisdiction for processing.

We were involved in three hearings at various courts and sporting tribunals during the year. Our involvement included presenting cases for the tribunal's consideration and making submissions in regard to ADRVs.

One matter pertained to a Federal Court of Australia appeal by ASADA against a judgment of the AAT that set aside ASADA's original decision. We were successful in our appeal.

See appendix B for further details of our publicly announced entries onto the RoF.

Figure 4 shows the number of athletes or support personnel placed on our RoF, or the Register of Notifiable Events for the Australian Sports Drug Agency (ASDA), from 2002–03 to 2008–09.

Figure 4: Number of athletes recording anti-doping rule violations





MANAGEMENT AND ACCOUNTABILITY

Corporate governance
External scrutiny
Management of human resources

03

CORPORATE GOVERNANCE

OVERVIEW

ASADA's corporate governance arrangements comply with statutory and other external requirements, and aim to achieve sound and accountable administration and financial management. They ensure the efficient, effective, and ethical use of our resources.

Since our establishment in 2006, our main corporate governance practices have covered the following areas:

- ➔ **Management structure** – our senior management responsibilities, organisational structure, and senior committees are built around suitable terms of reference, appropriate controls, and the ability to monitor activity and performance.
- ➔ **Management environment** – we promote a culture that provides a coherent corporate planning framework, aligning our 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 succession 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 also underpinned by the ongoing development and maintenance of systems that provide guidance on policies, procedures, and behaviours.
- ➔ **Monitoring and reporting** – we maintain a focus on efficient and effective business and financial performance. We achieve this through regular reporting against key performance indicators and the ongoing evaluation and review of outputs and outcomes.

CORPORATE AND OPERATIONAL PLANNING

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

The Strategic Plan identifies six organisational goals:

Goal 1 – *To 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 we will undertake 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.

ORGANISATIONAL STRUCTURE AND SENIOR EXECUTIVE ARRANGEMENTS

Our management structure has three levels, with the following established accountabilities:

- ➔ The Chair is the ASADA Chief Executive for the purposes of the *Financial Management and Accountability Act 1997* (the FMA Act) and the ASADA Agency Head for the purposes of the Public Service Act. The Chair is accountable for ASADA's management and strategic leadership.
- ➔ Each Senior Executive General Manager is accountable for their group's management and strategic leadership.
- ➔ Each Business Unit Director is accountable for their unit's management and strategic leadership.

For the greater part of 2008–09, ASADA operated with three groups:

- ➔ the Anti-Doping Programs Group, responsible for the design and delivery of a range of anti-doping programs and activities as well as liaison with athletes and sporting organisations
- ➔ the Legal Services Group, responsible for the management of cases of possible ADRVs and the presentation of these cases to relevant tribunals, and
- ➔ the Corporate Services Group, responsible for providing the key support elements necessary to ensure the effective, efficient and accountable delivery of ASADA's outcome.

As part of a consolidation of senior management roles, in April 2009 the Anti-Doping Programs and the Legal Services Groups were merged into a single Anti-Doping Programs and Legal Services Group, headed by a Senior Executive General Manager.

The remuneration for the Senior Executive General Manager Anti-Doping Programs and Chief Operating Officer was (for most of 2008–09) set through Australian Workplace Agreements (AWAs). On 6 April 2009 the remuneration of the Chief Operating Officer became subject to determination under Section 24 of the Public Service Act.

The Senior Executive General Manager, Anti-Doping Programs and Legal Services, is made available to us under a contract for services with the Australian Government Solicitor.

GOVERNANCE COMMITTEES

Audit Committee

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

The role of the Audit Committee is to provide independent assurance and assistance to the ASADA Chair to meet his responsibilities under the FMA Act. The Audit Committee reviews our risk, control and compliance frameworks, and our external accountability responsibilities.

The Audit Committee comprises three independent members: Ms Jennifer Clark (Chair), Mr David Lawler and Mr Peter Kennedy. During the year, Mr Geoffrey Levy resigned from his position as an Audit Committee member, and was replaced by Mr Peter Kennedy.

Representatives from the Australian National Audit Office, our internal auditors (Deloitte), the Chief Operating Officer, the Chief Financial Officer and the ASADA Chair/Chief Executive attend all committee meetings. The Audit Committee met five times during 2008–09.

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 (OH&S) Committee is a formal structure which helps management and employees discuss and resolve OH&S issues in the workplace. The committee comprises the Chief Operating Officer, the Director Human Resources, and elected Health and Safety Representatives.

The OH&S Committee operates according to the defined OH&S legislative requirements.

Workplace Relations Committee

The Workplace Relations Committee was the formal consultative body established under the ASADA Certified Agreement 2006–09. It enabled employees to provide input to decision-making about workplace matters affecting them. The Workplace Relations Committee was responsible for promoting cooperative workplace relations within ASADA and for providing a forum for the consideration of staff views on workplace relations issues.

The Workplace Relations Committee comprised the Chief Operating Officer and four members elected by staff for a two-year period.

The ASADA Collective Agreement 2009–12, which came into operation during 2008–09, provides for a Consultative Committee consisting of the Chief Operating Officer, the Director Human Resources, four elected staff representatives and a Community and Public Sector Union representative.

Senior Management Group

The ASADA Senior Management Group comprises the Chair, Chief Operating Officer and General Manager Anti-Doping Programs and Legal Services, as well as ASADA's Business Unit Directors – the Chief Financial Officer, Principal Lawyer, 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 our strategic directions, priorities and policies
- ➔ monitoring the achievement of our objectives
- ➔ ensuring the efficient, effective and ethical use of our resources, and
- ➔ monitoring our 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
- ➔ OH&S issues
- ➔ human resource management issues
- ➔ expense and revenue monitoring
- ➔ monitoring of progress on achievement of ASADA Strategic and Business Plans, and Key Actions.

DEPARTMENT OF HEALTH AND AGEING GOVERNANCE REVIEW

An independent review into our governance and structural arrangements was undertaken by the Department of Health and Ageing during the second half of 2008. As at 30 June 2009 the government had considered the recommendations from the review, some of which will require amendments to our enabling legislation.

COST RECOVERY REVIEW

Under our legislation, we can charge fees for performing our functions. Our revenue from fees comes from around one-third of our testing services being provided on a user-pays basis (mainly to professional sports) and through the delivery of certain education products and services.

During 2008–09 a review of our cost recovery operations was completed in accordance with the *Australian Government Cost Recovery Guidelines* by a steering committee comprising representatives from the Department of Finance and Deregulation, the Department of Health and Ageing and ASADA.

The review largely reinforced our existing cost-recovery arrangements. While the review indicated that we should investigate further options for recovering costs as they arise, it found that there was limited scope for us to expand our cost-recovery base.

We are addressing the review recommendations and, consistent with the *Australian Government Cost Recovery Guidelines*, ensuring we have effective ongoing mechanisms in place for monitoring our cost-recovery arrangements.

RISK MANAGEMENT

We are committed to a comprehensive, coordinated and systematic approach to the management of risk. Our approach is directed towards helping managers anticipate uncertain events, exploit opportunities and respond appropriately to potential weaknesses.

The Corporate Policy and Framework for Managing Risk and associated guidelines are consistent with the Australian/New Zealand Standard for Risk Management (AS/NZS 4360:2004).

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 our operations, and these risks are taken into account in our annual Business Plans.
- ➔ General Managers and Business Unit Managers identify the main pressures, challenges, and risks that may affect their 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 were developed for all risks identified as high or significant.

In addition, we manage financial risk through a range of specific initiatives, including:

- ➔ Chief Executive Instructions, which are available to all staff and give effect to our FMA Act requirements. These instructions 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. It 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 management occurs through:

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

We continue to refine our risk management framework based on the results of the Comcover benchmarking survey we participated in during 2008–09.

FRAUD RISK

ASADA's Fraud Control Plan 2007–09 and the associated fraud risk assessment complies with the Commonwealth Fraud Control Guidelines. The Fraud Control Plan seeks to ensure that appropriate strategies are in place within ASADA to manage its 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** – through 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.

In addition, under the ASADA Fraud Control Plan appropriate fraud prevention, detection, investigation and reporting procedures and processes are in place. ASADA provides annual fraud data to the Australian Institute of Criminology. There were no instances of fraud during 2008–09.

IT RISKS

We aim to identify and manage risks associated with the delivery of IT services. IT Governance includes:

- ➔ the IT Disaster Recovery Plan, which sets out the strategies and processes to restore services if our central computing infrastructure is lost, either partially or completely. The plan aims to restore services within an appropriate time based on how critical the system is
- ➔ business continuity plans for our IT application systems, which set out alternative methods and processes to use, so we can continue to work while the ICT environment is restored
- ➔ our IT Security Policy that addresses the requirements to protect information holdings and secure operation of our IT resources. The policy is based on the protective security policies and standards in the *Australian Protective Security Manual* and the *Australian Government Information and Communications Technology Security Manual*.

During 2008–09 we began a review of our IT Governance Framework in the light of a number of administrative issues of low to moderate impact identified during an internal audit of our IT Governance.

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

SOCIAL JUSTICE AND EQUITY IMPACTS

We recognise the importance of clients having equitable access to our range of services, and our Customer Service Charter (see page 48) states our commitment to ensuring this occurs. We will work with clients to match our services to their individual circumstances, clearly explaining decisions to them, advising them of their rights and responsibilities, and explaining what they need to do.

We have mechanisms available for people to make complaints and procedures in place to ensure that any complaints we receive are dealt with promptly. We advise complainants of the actions 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 and carried through in the operating procedures for doping control and results-management processes.

INTERNAL AUDITS

Our internal audit services continue to be provided by Deloitte and monitored by the Audit Committee. The 2008–09 Internal Audit Plan was based on the Strategic Audit Plan for 2007–10 and took into consideration the risks identified through the Corporate Policy and Framework for Managing Risk as well as priorities identified by General Managers and Business Unit Directors.

The internal audits conducted during the year included:

- ➔ Results Management Stage 2 (non-analytical findings)
- ➔ procurement
- ➔ post-implementation review of the new finance system
- ➔ records management
- ➔ IT governance
- ➔ review of internal controls
- ➔ background checks for accredited field staff
- ➔ compliance of enforcement activities.

RECORD KEEPING

Our record keeping practices comply with the *Archives Act 1983* and we continue to review our current record keeping operations to ensure compliance is maintained.

We have developed policy, guidelines and procedures for the implementation of knowledge management within the organisation. Implementation will take place during 2009–10, starting with a pilot stage.

QUALITY MANAGEMENT

Compliance with International Organization for Standardization 9001:2008

In November 2008 a revised version of the ISO 9001:2000 standard for quality management systems was published as ISO 9001:2008.

In December 2008, a surveillance audit of our Quality Management System was conducted based on this revised standard. As a result of the successful completion of this audit, our certification was upgraded to ISO 9001:2008.

As our three-year period of certification was due to expire in April 2009, a re-certification audit was conducted in March 2009. The successful completion of this audit resulted in ASADA being re-certified as meeting the requirements of ISO 9001:2008 for a further three years, subject to ongoing satisfactory surveillance audits.

The scope of our ISO 9001:2008 certification is as follows:

- ➔ The Quality Management System associated with the planning and provision of a doping control program and related activities in accordance with the:
 - > World Anti-Doping Code
 - > International Standard for Testing
 - > International Standard for Therapeutic Use Exemptions
 - > Guidelines for Bodies Operating Certification of Quality Systems for Doping Control Programs.
- ➔ The services and related activities are:
 - > collection of athletes' urine and/or blood samples
 - > management of Therapeutic Use Exemptions
 - > procurement of secure transport and phlebotomy services
 - > procurement of contract analyses for detection of prohibited substances or methods
 - > reporting of results of sample analysis in accordance with relevant legislation, standards and user-pays agreements
 - > investigation of potential ADRVs
 - > presentation of cases to anti-doping tribunals
 - > anti-doping education to athletes and support persons.

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

Customer Service Charter

We are committed to understanding the needs of our customers and meeting them to a consistent standard of excellence.

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

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

We welcome feedback, and the charter also explains how customers can tell us what they think of our services.

Our Customer Service Charter is on our website at www.asada.gov.au.

EXTERNAL SCRUTINY

SIGNIFICANT DEVELOPMENTS

Our internal procedures and policies continue to meet international standards.

In March 2009, external auditors comprehensively reviewed our procedures for compliance with ISO 9001:2008. As a result of this audit, we were re-certified as meeting the requirements of ISO 9001:2008 for a further three year period. Our testing, results-management and athlete whereabouts procedures all accord with WADA standards.

DECISIONS AND REPORTS

Judicial decisions and decisions of administrative tribunals

In 2008–09 we were involved in two contested hearings involving athletes challenging their sanction, or challenging the entry of their details onto the Register of Findings. We were successful in both matters.

In addition, during the year we appealed to the Federal Court of Australia against a judgment of the AAT that set aside our original decision and we were successful in our appeal. As a result, the athlete concerned received a two-year sanction from sport.

Auditor-General reports

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.

Office of Privacy Commissioner report

On 2 July 2008 we received a response from the Office of the Privacy Commissioner (OPC) in relation to the Own Motion Investigation the OPC had commenced in accordance with section 40(2) of the *Privacy Act 1988*. This investigation was instigated based on media reports that ASADA may have interfered with the privacy of a number of individuals by disclosing the personal information of athletes and support personnel to Medicare Australia.

The OPC commented that it had not received any complaints on the issue. The OPC made the three following recommendations in relation to implementation of the Information Privacy Principles in our operations:

- i) that ASADA should, prior to any proposed disclosure of personal information, identify a specific provision in its legislation authorising it to disclose such information
- ii) ASADA should review the wording in all forms it uses to collect personal information to ensure that they appropriately reflect the obligations and responsibilities ASADA has in relation to the handling of individuals' personal information
- iii) ASADA should review the privacy notices in its forms.

We have accepted all three recommendations and have taken action to implement them by:

- i) reviewing the wording in our forms and removing certain wording, as identified by OPC
- ii) revising our privacy notices and providing this to OPC for comment.

In addition, we have sought formal input from OPC on a range of operational issues involving the collection, use and disclosure of personal information. The Privacy Commissioner closed the Own Motion Investigation on 22 July 2008.

Parliamentary committee reports

There are no relevant reports.

Commonwealth Ombudsman reports

We received no reports from the Commonwealth Ombudsman in 2008–09.

MANAGEMENT OF HUMAN RESOURCES

People are vital to our performance, so we are committed to attracting, developing and retaining people of high calibre, skill and experience. We also place great importance on the diverse backgrounds and perspectives of our staff.

People who make a valued difference to ASADA and the work environment are recognised and appreciated for their contribution. The high value we place on the performance and capability of our people is reflected in our Strategic Plan, in which key business priorities for the year were to support and build dynamic, skilled and collaborative teams and to create a culture of shared leadership across the organisation.

OVERVIEW

At 30 June 2009 ASADA employed 62 staff (53 ongoing and nine non-ongoing) and had engaged 253 employees on a casual basis in the National Testing and National Education teams.

Tables 19 to 25 in appendix F show our employee profile.

EMPLOYMENT AGREEMENTS

Since the introduction of the Australian Government Employment Bargaining Framework in the previous year, we have continued to comply with advice issued by the Department of Education, Employment and Workplace Relations to ensure that Australian Government policy is applied to our workplace arrangements.

NEGOTIATION OF A NEW COLLECTIVE AGREEMENT

During the first six months of the year, we continued negotiations with workplace representatives and the Community and Public Sector Union to negotiate ASADA's first collective agreement. The process was completed in early 2009 and the ASADA Collective Agreement 2009–12 started on 13 April 2009. The collective agreement provides comprehensive and well-received conditions of employment, including a new salary structure commencing on 1 July 2009 reflecting the APS classification broad-banding arrangements. Salary bands are listed in table 23.

A major change negotiated between the parties was the removal of the agency bonus for employees covered by the collective agreement, as this bonus was incorporated into the pay increases set in the agreement.

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

WORKPLACE AGREEMENTS

We supported our collective agreement and Australian Workplace Agreements (AWAs) with employment policies, procedures and guidelines providing staff with details about how their terms and conditions of employment are administered and applied. Both types of agreement provide staff with a competitive range of terms and conditions of employment, placing both groups of employees competitively in the APS labour market.

In line with government policy, no new AWAs were offered to new ongoing Senior Executive Service (SES) or non-SES employees during the reporting year. When the new collective agreement started on 13 April 2009, all five of the non-SES employees covered by an AWA converted to the collective agreement arrangements. There is still one SES employee covered by an existing AWA.

SECTION 24(1) DETERMINATIONS

The commencement of the new collective agreement resulted in five employees converting their AWA to terms and conditions covered by the collective agreement and their remuneration set by a determination under Section 24(1) of the Public Service Act. We propose to limit the number of individual determinations to address only those instances where there is a difference between remuneration available under the collective agreement and remuneration available to the employee through an AWA or determination granted by ASADA or another agency. Table 24 includes the total employees at 30 June 2009 covered by Section 24(1) Determinations.

NON-SALARY BENEFITS

Non-salary benefits we provided to our staff in 2008–09 included:

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

PERFORMANCE MANAGEMENT SYSTEM

Our Performance Management System was revised and a new system introduced from 1 July 2008. The Performance and Career Enrichment Scheme (PACES) is based on providing a clear link between employee effort and achievement of goals, allowing employees to see the relationship between what they do and the contribution they make to the achievement of ASADA goals.

All employees were required to participate in the scheme in 2008–09. Key features include:

- ➔ the provision of clear responsibilities for employees and supervisors
- ➔ recognition of performance
- ➔ leadership development
- ➔ alignment with the APS Integrated Leadership System
- ➔ key performance requirements
- ➔ an increased emphasis on recording annual leave plans, attendance patterns and aligning learning and development plans with the needs of employees and work groups and the ASADA Business Plan.

All employees were required to include a key performance requirement covering APS Values and Code of Conduct. Supervisors and managers also included a further compulsory key performance requirement addressing supervisory and leadership proficiencies, as outlined in the APS Integrated Leadership System.

AGENCY PERFORMANCE PAYMENTS

The Minister for Sport determines performance pay for the Chair, a designated Principal Executive Officeholder under the *Remuneration Tribunal Act 1973*, in accordance with parameters set by the Remuneration Tribunal.

The ASADA Certified Agreement 2006–09 provided for an ASADA-wide performance bonus for eligible employees. Payments made under this scheme were based on an assessment by the Chair and ASADA members (in consultation with the Workplace Relations Committee) of our overall performance during the financial year. The ASADA-wide bonus for 2007–08 was paid during the first quarter of the 2008–09 financial year.

Based on performance in the 2007–08 financial year, we made a total payment of \$181,772 in performance-based bonus payments to 79 eligible employees. A summary of performance payments is provided in table 25.

The new collective agreement that started on 13 April 2009 removed the agency bonus previously paid to all employees covered by our existing collective agreement and absorbed it within the final salary increases that were negotiated.

Individual performance pay was incorporated into base salaries as part of the conversion arrangements of all non-SES AWA-covered employees to the conditions of the new collective agreement. The agency bonus was also incorporated into base salaries as part of the conversion arrangements.

PEER RECOGNITION

The collective agreement provides for a peer reward system, which supports our commitment to acknowledging and rewarding the outstanding performance of individuals and teams. The system gives staff the opportunity to recognise outstanding performance that demonstrates our core values.

During the reporting year, 15 peer rewards were presented. The rewards acknowledged:

- ➔ increased Therapeutic Use Exemption applications and phone enquiries
- ➔ improved compliance levels
- ➔ meeting anti-doping compliance provisions for the delivery of athlete and sport services
- ➔ well planned and executed testing and intelligence programs leading up to the 2008 Olympics and Paralympic events
- ➔ an education program within the Pure Performance Program that exceeded expectations
- ➔ an outstanding effort by the staff representatives who negotiated a successful outcome on behalf of all ASADA employees to reach a new collective agreement.

STAFF SURVEY

The ASADA Employee Survey was sent to all ongoing and non-ongoing employees in mid-March 2009 (casual employees were not included). 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 helping 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 survey of APS employees, allowing for some 'reality checking' of agency information.

REPORTING TO THE DOPING CONTROL STATION



WORKFORCE PLANNING, STAFF TURNOVER AND RETENTION

The process of forecasting workforce needs and determining the broad range of policies and processes that will create and sustain the workforce in line with ASADA's Strategic Plan has been the focus of initial workforce planning activities.

We retain staff by offering broad-based positions adding job enrichment and the advantages of working in a small agency.

During the last financial year, 85 per cent of employees were employed on an ongoing basis and 15 per cent on a non-ongoing basis.

Staff turnover during 2008–09 was at a proportional rate of 24 per cent. Separations were predominantly at the Executive Level (EL), with the majority attributed to staff seeking employment opportunities at other agencies to enhance their skill sets. In a small agency individual departures have a significant impact on statistics and can have a major impact on workplace arrangements. We anticipate that finalisation of our Workforce Plan, including a Succession Plan, in the coming year will help to reduce the burden associated with the separation of staff from small work groups.

LEARNING AND DEVELOPMENT

We re-aligned our learning and development (L&D) programs during the year, placing an emphasis on business, leadership and individual development to meet future workplace requirements.

The introduction of a new Performance Management System provided an avenue for employees to list their L&D requirements at the beginning of the reporting year and to have them included in the L&D Program.

A major focus of our 2008–09 L&D Program was an emphasis on leadership development for APS5, APS6, EL1 and EL2 staff through the commencement of a 10 month leadership development program. This program is aligned with qualifications in Certificate IV in Government and the Diploma of Government. Participants attend workshops, complete assignments and complete work-related projects to cover the competencies required to be an effective leader within the public sector. The program content and assessments are contextualised to ASADA's workplace, ensuring clear alignment with our vision and current business and strategic plans.

L&D programs attended by staff during 2008–09 included:

- ➔ corporate-wide training in OH&S essentials
- ➔ leadership training for EL and SES levels, as provided by the Australian Public Service Commission
- ➔ how to give and receive feedback
- ➔ communication and understanding behaviour
- ➔ negotiation skills
- ➔ budget and financial essentials training
- ➔ record keeping training
- ➔ an executive assistant course
- ➔ time management training
- ➔ OH&S hot topics
- ➔ Excel, Word and PowerPoint
- ➔ tertiary support (five staff members)
- ➔ Australia and New Zealand School of Government Masters course.

WORKPLACE DIVERSITY

Our commitment to workplace diversity ensures a harmonious, safe and productive environment. To encourage diversity, we provide for:

- ➔ removal of barriers in the recruitment process
- ➔ recognition of the cultural and physical needs of all applicants in the selection process
- ➔ promotion of merit-based selection
- ➔ greater access to training and development opportunities.

Our network of workplace diversity harassment contact officers promotes diversity, communicates preventative strategies, and provides advice and support to employees who may be involved in an incident involving harassment or bullying behaviour.

COMMONWEALTH DISABILITY STRATEGY

In line with the Commonwealth Disability Strategy, we continue to promote diversity by supporting employees who have disabilities by providing adaptive technology, convenient parking spaces and flexible work arrangements.

OCCUPATIONAL HEALTH AND SAFETY

During 2008–09 we continued to manage OH&S for all staff through the development of policies and procedures and a framework for OH&S management. This included:

- ➔ the OH&S Committee, which met four times during the year
- ➔ selection and training of four designated health and safety representatives
- ➔ training for all staff on OH&S essentials
- ➔ incorporating OH&S information in our Induction Program
- ➔ listing OH&S as a standing agenda item on the Senior Management Group monthly meetings.

Ongoing recruitment and training of wardens, first aid officers, and health and safety officers took place to replace staff members who have vacated those positions. In recognition of the contribution of these officers, an increase to relevant allowances was negotiated in the collective agreement.

Flu vaccinations were made available to all staff, including casual employees. This is seen as a cost-effective measure to help staff maintain good health and to provide productivity through a reduced requirement for personal leave.

As part of the L&D Program, one-hour hot topic sessions were introduced to increase staff awareness of health and safety topics. These included:

- ➔ CPR
- ➔ asthma, allergies and anaphylaxis
- ➔ stroke and diabetes
- ➔ sprains and injuries.

We continue to place great importance on OH&S and recognise the benefits of maintaining a safe and healthy work environment for all our employees.



ASADA STAFF
SHARING THEIR EXPERIENCES
OF THE BEIJING 2008 OLYMPICS





FINANCIAL INFORMATION

- Summary of our financial performance
- Grant programs
- Asset management
- Purchasing
- Engagement of consultants and contractors
- Financial statements

04

SUMMARY OF OUR FINANCIAL PERFORMANCE

Our operating result for 2008–09 was a surplus of \$0.351m, which compares favourably with the budgeted zero result. The outcome was mainly due to lower-than-budgeted supplier expenses, offset by higher-than-expected employee and write-down expenses.

Our financial management focus continues to be on delivering maximum outputs within available funding and ensuring we continue to provide world-leading anti-doping programs through the efficient and effective use of resources.

While user-pays revenue increased by five per cent during 2008–09, overall revenue fell by three per cent, due to a reduction in appropriation revenue of four per cent (total revenue was \$14.834m in 2007–08, \$14.336m in 2008–09).

Operating expenses fell by seven per cent to \$14.012m (\$15.148m in 2007–08). This was predominantly due to a significant reduction in supplier expenses, following a tightening of activity after the mid-year review, offset by a two per cent increase in employee expenses. The mid-year tightening of activity has provided us with capital funds for an expanded level of capital purchases in 2009–10 and 2010–11.

We experienced a 16 per cent growth in net assets (from \$2.924m in 2007–08 to \$3.397m in 2008–09). The current assets/current liabilities ratio increased from 1.1 on 30 June 2008 to 1.5 on 30 June 2009.

GRANT PROGRAMS

A grant is an arrangement for the provision of financial assistance by the Commonwealth, under which public money is to be paid to a recipient other than the Commonwealth, which is intended to assist the recipient achieve its goals while promoting the Australian Government's policy objectives, and under which the recipient is required to act in accordance with any terms or conditions specified in the arrangement.

ASADA did not issue any grants in 2008–09.

ASSET MANAGEMENT

The non-financial assets are mainly the computer hardware and software needed to deliver our outputs, and leasehold improvements. Our asset replacement strategy ensures that adequate budget and planning is in place for replacing assets as they come to the end of their useful lives.

The stocktake of fixed and intangible assets in 2008–09 confirmed their location and condition.

PURCHASING

In 2008–09, with the exception of a small number of instances as reported in the Certificate of Compliance, we complied with purchasing guidance in the *Financial Management and Accountability Act 1997* and the *Commonwealth Procurement Guidelines*.

During 2008–09 we replaced our Financial Management Information System to provide enhanced functionality, especially reporting. The new financial processing arrangements, flowing from the change in Financial Management Information System, further strengthen our financial accountability.

We have a purchaser/provider arrangement with 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 Output 1.2 Detection Program.

Through our procurement framework, staff are encouraged to consider value for money, encourage competition, and use 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 short timeframe allowed
- ➔ the need for an independent review
- ➔ specialist skills and knowledge not available in-house.

During 2008–09, one new consultancy contract was entered into, involving total actual expenditure of \$47,290. Three consultancy contracts were active during the 2008–09 financial year, involving total expenditure of \$142,678.

Table 11: Expenditure on new and existing consultancy contracts 2008–09

A	New contracts during the period	1
B	Total expenditure on new consultancy contracts (GST-inclusive)	\$47,290
C	Number of ongoing (that is, pre-existing) consultancy contracts active during the period	3
D	Total expenditure on ongoing consultancy contracts during the period (GST-inclusive)	\$142,678

Table 12: Consultancy services let during 2008–09 of \$10,000 or more

Consultant name	Description	Contract price	Selection process (1)	Justification (2)
Linda Webb	Human resource matter	\$50,000	Direct Source	C

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 procurement process may only be used in defined 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.

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 (that we let between 1 July 2008 and 30 June 2009) is available on our website at www.asada.gov.au. Information about our expenditure on contracts and consultancies is also available on the AusTender website at 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

We have 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*.



INDEPENDENT AUDITOR'S REPORT

To the Minister for Sport

Scope

I have audited the accompanying financial statements of the Australian Sports Anti-Doping Authority for the year ended 30 June 2009, which comprise: a Statement by the Chief Executive Officer and Chief Operating Officer; Income Statement; Balance Sheet; Statement of Changes in Equity; Cash Flow Statement; Schedule of Commitments; Schedule of Contingencies; and Notes to and forming part of the Financial Statements, including a Summary of Significant Accounting Policies.

The Responsibility of the Chief Executive for the Financial Statements

The Australian Sports Anti-Doping 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 Australian Sports Anti-Doping 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 Australian Sports Anti-Doping Authority's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Australian Sports Anti-Doping 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 2009 and its financial performance and cash flows for the year then ended.

Australian National Audit Office



John McCullough
Audit Principal
Delegate of the Auditor-General

Canberra
18 September 2009

**AUSTRALIAN SPORTS ANTI-DOPING
AUTHORITY**

**STATEMENT BY THE CHIEF EXECUTIVE AND
THE CHIEF OPERATING OFFICER**

In our opinion, the attached financial statements for the year ended 30 June 2009 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



R. Ings
Chief Executive

17 September 2009

Signed



K. Isaacs
Chief Operating Officer

17 September 2009

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
INCOME STATEMENT

for the period ended 30 June 2009

	Notes	2009 \$'000	2008 \$'000
INCOME			
Revenue			
Revenue from Government	3A	12,716	13,291
Sale of goods and rendering of services	3B	1,619	1,536
Other revenue	3C	1	7
Total revenue		<u>14,336</u>	<u>14,834</u>
Gains			
Foreign exchange	3D	2	6
Other gains	3E	25	23
Total Gains		<u>27</u>	<u>29</u>
Total Income		<u>14,363</u>	<u>14,862</u>
EXPENSES			
Employee benefits	4A	6,846	6,733
Suppliers	4B	6,321	7,535
Depreciation and amortisation	4C	719	590
Write-down and impairment of assets	4D	117	239
Sale of assets	4E	-	30
Other expenses	4F	9	22
Total Expenses		<u>14,012</u>	<u>15,148</u>
Surplus (Deficit) attributable to the Australian Government		<u>351</u>	<u>(285)</u>

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

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
BALANCE SHEET
as at 30 June 2009

	Notes	2009 \$'000	2008 \$'000
ASSETS			
Financial Assets			
Cash and cash equivalents	5A	484	564
Trade and other receivables	5B	3,002	1,419
<i>Total financial assets</i>		<u>3,486</u>	<u>1,983</u>
Non-Financial Assets			
Land and buildings	6A, 6C	1,608	1,844
Infrastructure, plant and equipment	6B, 6C	520	720
Intangibles	6D, 6E	465	505
Inventories	6F	96	87
Other non-financial assets	6G	68	146
<i>Total non-financial assets</i>		<u>2,757</u>	<u>3,301</u>
Total Assets		<u>6,243</u>	<u>5,284</u>
LIABILITIES			
Payables			
Suppliers	7A	591	411
Other payables	7B	782	517
<i>Total Payables</i>		<u>1,373</u>	<u>927</u>
Provisions			
Employee provisions	8A	1,426	1,380
Lease incentive	8B	47	52
<i>Total provisions</i>		<u>1,473</u>	<u>1,433</u>
Total Liabilities		<u>2,846</u>	<u>2,360</u>
Net Assets		<u>3,397</u>	<u>2,924</u>
EQUITY			
Parent Entity Interest			
Contributed equity		743	653
Reserves		22	22
Retained surplus		2,632	2,249
<i>Total Parent Entity Interest</i>		<u>3,397</u>	<u>2,924</u>
Total Equity		<u>3,397</u>	<u>2,924</u>
Current Assets		3,650	2,216
Non-Current Assets		2,593	3,068
Current Liabilities		2,384	2,049
Non-Current Liabilities		462	311

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

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
STATEMENT OF CHANGES IN EQUITY
as at 30 June 2009

	Retained Earnings		Asset Revaluation Reserves		Contributed Equity		Total Equity	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Opening balance								
Balance carried forward from previous period	2,249	2,535	22	22	653	653	2,924	3,209
Adjustment for errors	32	-	-	-	-	-	32	-
Adjustment for changes in accounting policies	-	-	-	-	-	-	-	-
Adjusted opening balance	2,281	2,535	22	22	653	653	2,956	3,209
Income and expenses								
Revaluation adjustment	-	-	-	-	-	-	-	-
Sub-total income and expenses recognised directly in Equity	-	-	-	-	-	-	-	-
Surplus (Deficit) for the period	351	(285)	-	-	-	-	351	(285)
Total income and expenses	351	(285)	-	-	-	-	351	(285)
Transactions with owners								
Contributions by Owners	-	-	-	-	90	-	90	-
Other	-	-	-	-	-	-	-	-
Sub-total transactions with owners	-	-	-	-	90	-	90	-
Transfers between equity components	-	-	-	-	-	-	-	-
Closing balance as at 30 June attributable to the Australian Government	2,632	2,249	22	22	743	653	3,397	2,924

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 2009

	Notes	2009 \$'000	2008 \$'000
OPERATING ACTIVITIES			
Cash received			
Appropriations		11,549	15,881
Goods and services		1,260	1,715
Other cash received		3	231
Total cash received		<u>12,812</u>	<u>17,827</u>
Cash used			
Employees		(6,250)	(5,267)
Suppliers		(6,372)	(9,499)
Total cash used		<u>(12,622)</u>	<u>(14,766)</u>
Net cash flows from or (used by) operating activities	9	<u>190</u>	<u>3,061</u>
INVESTING ACTIVITIES			
Cash received			
Proceeds from sales of property, plant and equipment		-	55
Total cash received		<u>-</u>	<u>55</u>
Cash used			
Purchase of property, plant & equipment		(49)	(2,498)
Purchase of intangibles		(311)	(235)
Total cash used		<u>(360)</u>	<u>(2,732)</u>
Net cash flows from or (used by) investing activities		<u>(360)</u>	<u>(2,677)</u>
FINANCING ACTIVITIES			
Cash received			
Appropriations - contributed equity		90	-
Total cash received		<u>90</u>	<u>-</u>
Cash used			
Total cash used		<u>-</u>	<u>-</u>
Net cash flows from or (used by) financing activities		<u>-</u>	<u>-</u>
Net increase or (decrease) in cash held		<u>(80)</u>	<u>384</u>
Cash and cash equivalents at the beginning of the reporting period		564	180
Cash and cash equivalents at the end of the reporting period	5A	<u>484</u>	<u>564</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 2009

	2009 \$'000	2008 \$'000
BY TYPE		
Commitments Receivable		
GST recoverable on commitments	480	546
Total commitments receivable	480	546
Other commitments payable		
Operating leases 1	4,508	4,947
Other commitments	767	1,055
Total other commitments payable	5,275	6,002
Net commitments by type	4,795	5,457
BY MATURITY		
Commitments receivable		
Other commitments receivable		
One year or less	106	117
From one to five years	197	211
Over five years	177	217
Total other commitments receivable	480	546
Commitments payable		
Operating lease commitments		
One year or less	551	597
From one to five years	2,017	1,963
Over five years	1,940	2,387
Total operating lease commitments	4,508	4,947
Other commitments		
One year or less	612	694
From one to five years	155	361
Over five years	-	-
Total other commitments	767	1,055
Net commitments by maturity	4,795	5,457

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. The initial periods of office accommodation leases are still current and each may be renewed for up to five years at the Authority's option, following a once-off adjustment

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 lessor provides facilities in relation to the storage of samples designated as necessary in the supply contract for three years. The Authority may vary its original designated requirement, 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 2009

Contingent Assets	Guarantees		Indemnities		Claims for damages or costs		TOTAL	
	2009	2008	2009	2008	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance from previous period	-	-	-	-	-	-	-	-
New	-	-	-	-	-	-	-	-
Re-measurement	-	-	-	-	-	-	-	-
Assets crystallised	-	-	-	-	-	-	-	-
Expired	-	-	-	-	-	-	-	-
Total Contingent Assets	-	-	-	-	-	-	-	-
Contingent Liabilities								
	Guarantees		Indemnities		Claims for damages or costs		TOTAL	
	2009	2008	2009	2008	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance from previous period	-	-	-	-	-	-	-	-
New	-	-	-	-	-	-	-	-
Re-measurement	-	-	-	-	-	-	-	-
Liabilities crystallised	-	-	-	-	-	-	-	-
Obligations expired	-	-	-	-	-	-	-	-
Total Contingent Liabilities	-	-	-	-	-	-	-	-
Net Contingent Assets (Liabilities)	-	-	-	-	-	-	-	-

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

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

- Note 1: Summary of Significant Accounting Policies
- Note 2: Events after the Balance Sheet Date
- Note 3: Income
- Note 4: Expenses
- Note 5: Financial Assets
- Note 6: Non-Financial Assets
- Note 7: Payables
- Note 8: Provisions
- Note 9: Cash Flow Reconciliation
- Note 10: Contingent Liabilities and Assets
- Note 11: Executive Remuneration
- Note 12: Remuneration of Auditors
- Note 13: Average Staffing Levels
- Note 14: Financial Instruments
- Note 15: Appropriations
- Note 16: Special Account
- Note 17: Reporting of Outcomes

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the year ended 30 June 2009

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 Public Service Organisation. 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.

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

Departmental activities are identified under three Outputs. The outputs, Output 1.1 Deterrence Program, Output 1.2 Detection Program and Output 1.3 Enforcement Program, relate to Outcome 1.

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 Report

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

The financial statements and notes have been prepared in accordance with:

- Finance Minister's Orders (or FMO) for reporting periods ending on or after 1 July 2008; and
- Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial report has been prepared on an accrual basis and is in accordance with the historical cost convention, except for certain assets 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 report is presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified. As the values in the Authority's financial statements for 2007-08 were rounded to the nearest dollar, and as these figures were rounded to the nearest thousand dollars for comparison purposes with the 2008-09 figures, the 2007-08 figures may not add due to rounding.

Unless an alternative treatment is specifically required by an accounting standard or the FMO, 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 and the schedule of contingencies.

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

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
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1.3 Significant Accounting Judgements and Estimates

No accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to carrying amounts of assets and liabilities within the next accounting period.

1.4 Changes in Australian Accounting Standards

Adoption of new Australian Accounting Standards requirements

No accounting standard has been adopted earlier than the application date as stated in the standard.

Of the new standards, amendments to standards and interpretations issued by the Australian Accounting Standards Board that are applicable to the current period, none have a material impact on the Authority.

Future Australian Accounting Standard requirements

Of the new standards, amendments to standards and interpretations issued by the Australian Accounting Standards Board that are applicable to future periods, none will have had a material impact on the Authority.

1.5 Revenue

Revenue from Government

Amounts appropriated for departmental outputs appropriations 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.

Resources Received Free of Charge

Resources received free of charge are recorded as either revenue 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.

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.

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

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 seller retains no managerial involvement nor 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.

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Revenue from rendering of services is recognised by reference to the stage of completion of contracts at 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 of the transaction will flow to the Authority.

The stage of completion of contracts at 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 are recognised at the nominal amounts due less any provision for bad and doubtful debts. Collectability of debts is reviewed at balance date. Provisions are made when collectability of the debt is no longer probable.

Interest revenue is recognised using the effective interest method as set out in AASB 139 *Financial Instruments: Recognition and Measurement*.

1.6 Gains

Other 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.

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 administrative arrangements (Refer to Note 1.7).

Sale of Assets

Gains from disposal of non-current assets is recognised when control of the asset has passed to the buyer.

1.7 Transactions by 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.

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 services rendered by employees are recognised at the reporting date to the extent that they have not been settled.

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Liabilities for short-term employee benefits (as defined in *AASB 119 Employee Benefits*) and termination benefits due within 12 months 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.

All other employee benefit liabilities are measured as the present value of the estimated future cash outflows to be made in respect of services provided by employees up to the reporting date.

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, including the Authority's employer superannuation contribution rates, to the extent that 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.

Superannuation

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

The CSS and PSS are defined benefit schemes of 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 Australian Government employee superannuation scheme at rates determined by the actuary to be sufficient to meet the 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.

The liability for superannuation recognised as at 30 June represents outstanding contributions for the final fortnight of the 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 non-current 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.

Where a non-current asset is acquired by means of a finance lease, the asset is capitalised at either the fair value of the lease property or, if lower, the present value of minimum lease payments at the inception of the contract and a liability recognised at the same time and for the same amount.

The discount rate used is the interest rate implicit in the lease. Leased assets are amortised over the period of the lease. Lease payments are allocated between the principal component and the interest expense.

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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.

1.11 Cash and Cash Equivalents

Cash and cash equivalents includes notes and coins held and any 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 in the following categories:

- financial assets 'at fair value through profit and loss';
- 'available-for-sale' financial assets;
- 'held-to-maturity investments'; and
- 'loans and receivables'.

The classification depends on the nature and purpose of the financial assets as is determined at the time of recognition.

Financial assets are recognised and derecognised upon 'trade date'.

Effective interest method

The effective interest method is a method of calculating the amortised cost of a financial asset and of allocating interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts over the expected life of the financial asset, or, where appropriate, a shorter period.

Income is recognised on an effective interest rate basis except for financial assets 'at fair value through profit or loss'.

Financial assets at fair value through profit or loss

Financial assets are classified as financial assets at fair value through profit or loss where the financial assets:

- have been acquired principally for the purpose of selling in the near future;
- are part of an identified portfolio of financial instruments that the Authority manages together and has a recent actual pattern of short-term profit-taking; or
- are derivatives that are not designated as effective as a hedging instrument.

Assets in this category are classified as current assets.

Financial assets at fair value through profit or loss are stated at fair value, with any resultant gain or loss recognised as profit or loss. The net gain or loss recognised in profit or loss incorporates any interest earned on the financial asset.

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Available-for-sale financial assets

Available-for-sale financial assets are non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless management intends to dispose of the asset within 12 months of the balance sheet date.

Available-for-sale financial assets are recorded at fair value. Gains and losses arising from changes in fair value are recognised directly in the reserves (equity) with the exception of impairment losses. Interest is calculated using the effective interest method and foreign exchange gains and losses on monetary assets are recognised directly in profit or loss. Where the asset is disposed of or is determined to be impaired, part (or all) of the cumulative gain or loss previously recognised in the reserve is included in profit for the period.

Where a reliable fair value cannot be established for unlisted investments in equity instruments, cost is used. The Authority has no such instruments.

Held-to-maturity investments

Non-derivative financial assets with fixed or determinable payments and fixed maturity dates that the Authority has the positive intent and ability to hold to maturity are classified as held-to-maturity investments. Held-to-maturity investments are recorded at amortised cost using the effective interest method less impairment, with revenue recognised on an effective yield basis.

Loans and receivables

Trade receivables, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. They are included in current assets, except for maturities greater than 12 months after balance sheet date. These are classified as non-current assets. Loans and receivables are measured at amortised cost using the effective interest rate method less impairment. Interest is recognised by applying the effective interest rate.

Impairment of financial assets

Financial assets are assessed for impairment at each balance date.

- Financial assets held at amortised cost - If there is objective evidence that an impairment loss has been incurred for loans and receivables or held to maturity investments held at amortised cost, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the asset's original effective interest rate. The carrying amount is reduced by way of an allowance amount. The loss is recognised in the income statement.
- Available for sale financial assets - If there is objective evidence that an impairment loss on an available-for-sale financial asset has been incurred, the amount of the difference between its cost, less principal repayments and amortisation, and its current fair value, less any impairment loss previously recognised in expenses, is transferred from equity to the income statement.
- Available for sale financial assets (held at cost) - If there is objective evidence that an impairment loss has been incurred the amount of the impairment loss is the difference between the carrying amount of the asset and the present value of the estimated future cash flows discounted at the current market rate for similar assets.

1.13 Financial Liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities.

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Financial liabilities are recognised and derecognised upon 'trade date'.

Financial liabilities at fair value through profit or loss

Financial liabilities at fair value through profit or loss are initially measured at fair value.

Subsequent fair value adjustments are recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability.

Other financial liabilities

Other financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs.

Other financial liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability, or, where appropriate, a shorter period.

Supplier and other payables

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

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.

At 30 June 2009 the Authority had no contingent assets or liabilities to report.

1.15 Financial Guarantee Contracts

Financial guarantee contracts are accounted for in accordance with *AASB 139 Financial Instruments Recognition and Measurement*. They are not treated as a contingent liability, as they are regarded as financial instruments outside the scope of *AASB 137 Provisions, Contingent Liabilities and Contingent Assets*.

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 revenues 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 Authority's accounts immediately prior to the restructuring.

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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 costs of an asset include an estimate of the cost of dismantling and removing the item and restoring the site which it is located. This is particularly relevant to 'makegood' 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 'makegood' recognised.

Purchases of intangible assets are recognised initially at cost in the Balance Sheet, except for:

- purchased software costing less than \$10,000, and
- internally developed software costing less than \$20,000.

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 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 at 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 through operating results. Revaluation decrements for a class of assets are recognised directly through operating results except to the extent that they reverse a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

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

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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:

	<u>2009</u>	<u>2008</u>
Plant and equipment	3 to 6 years	3 to 6 years
Leasehold Improvements	Lease term	Lease term

Impairment

All assets were assessed for impairment at 30 June 2009. Where indications of an 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 primarily 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 found for assets at fair value.

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.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the Authority's software is 3 years (2007-08: 3 years).

All software assets were assessed for indications of impairment as at 30 June 2009. None were found to be impaired.

1.19 Inventories

Inventories held for resale are valued at the lower of cost or net realisable value.

Inventories not 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 conditions 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 are capable of being allocated on a reasonable basis.

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

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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
- except for receivables and payables.

Note 2: Events Occurring After Balance Sheet Date

There were no events occurring after balance sheet date.

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Note 3: Income

	2009	2008
	\$'000	\$'000

Revenue

Note 3A: Revenue from Government

Appropriations:

Departmental Outputs	12,716	13,291
Total revenue from Government	12,716	13,291

Note 3B: Sale of goods and rendering of services

Provision of goods - related entities	-	2
Provision of goods - external entities	20	16
Rendering of services - external entities	1,599	1,517
Total sale of goods and rendering of services	1,619	1,536

Note 3C: Other revenue

Other revenue	1	7
Total other revenue	1	7

Gains

Note 3D: Foreign Exchange

Non-speculative	2	6
Total foreign exchange gains	2	6

Note 3E: Other gains

Resources received free of charge	25	23
Total other gains	25	23

Resources received free of charge are for services provided by the Australian National Audit Office (ANAO) for the end of financial year statement audit.

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Note 4: Expenses

	2009	2008
	\$'000	\$'000
Note 4A: Employee Benefits		
Wages and salaries	5,435	5,440
Superannuation		
Defined contribution plans	368	285
Defined benefit plans	430	453
Leave and other entitlements	587	458
Separation and redundancies	26	97
Total employee benefits	6,846	6,733
Note 4B: Suppliers		
Provision of goods - external parties	166	240
Provision of services - related entities	2,033	2,416
Provision of services - external parties	3,525	4,203
Operating lease rentals	560	635
Workers compensation premiums	37	40
Total supplier expenses	6,321	7,535
Note 4C: Depreciation and Amortisation		
Depreciation:		
Infrastructure, plant & equipment	408	293
Total depreciation	408	293
Amortisation:		
Intangibles:		
Computer software	114	55
Internally developed software - in use	197	241
Total amortisation	311	296
Total depreciation and amortisation	719	590
The aggregate amounts of depreciation or amortisation expensed during the reporting period for each class of depreciable asset are as follows:		
Leasehold improvements	199	155
Plant and equipment	209	138
Purchased software	114	55
Internally developed software - in use	197	241
Total depreciation and amortisation	719	590
Note 4D: Write-down and impairment of assets		
Asset Write-Downs from:		
inventory	-	8
write-down of receivables - bad debts	1	-
write-down of property, plant and equipment	76	231
write-down of intangibles	40	-
Total write-down and impairment of assets	117	239

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Note 4: Expenses

	2009	2008
	\$'000	\$'000
Note 4E: Losses from asset sales		
Land and Buildings		
Proceeds from sales	-	55
Carrying value of assets sold	-	(85)
<i>Total losses from asset sales</i>	<u>-</u>	<u>30</u>
Note 4F: Other expenses		
Cost of sales	9	22
<i>Total other expenses</i>	<u>9</u>	<u>22</u>

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Note 5: Financial Assets

	2009	2008
	\$'000	\$'000
Note 5A: Cash and cash equivalents		
Cash on hand or on deposit	484	564
Total cash and cash equivalents	484	564
Note 5B: Trade and other receivables		
Goods and services	1,143	819
Appropriations receivable:		
for existing outputs	1,767	600
Total appropriations receivable	1,767	600
GST receivable from the Australian Taxation Office	76	-
Other:		
Other receivables	18	-
Total other receivables	94	-
Total trade and other receivables (gross)	3,004	1,419
Less Allowance for Doubtful Debts:		
Goods and services	2	-
Other	-	-
Total trade and other receivables (net)	3,002	1,419
Receivables are represented by:		
Current	3,002	1,419
Non-current	-	-
Total trade and other receivables (net)	3,002	1,419
Receivables are aged as follows:		
Not overdue	2,886	1,382
Overdue by:		
Less than 30 days	32	1
30 to 60 days	2	1
61 to 90 days	84	-
More than 90 days	-	35
Total receivables (gross)	3,004	1,419

Credit terms are net 30 days.

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Note 6: Non-Financial Assets

	2009	2008
	\$'000	\$'000
Note 6A: Land and Buildings		
Leasehold improvements		
- fair value	1,868	1,913
- accumulated depreciation	(260)	(70)
Total leasehold improvements	<u>1,608</u>	<u>1,844</u>
Total land and buildings (non-current)	<u>1,608</u>	<u>1,844</u>

All revaluations are independent and are conducted in accordance with the revaluation policy stated in Note 1.

No indicators of impairment were found for land and buildings.

Note 6B: Infrastructure, Plant and Equipment

Infrastructure, plant and equipment:		
- gross carrying value (at fair value)	540	573
- accumulated depreciation	(261)	(157)
Total infrastructure, plant and equipment	<u>279</u>	<u>416</u>
Furniture and fittings:		
- gross carrying value (at fair value)	354	354
- accumulated depreciation	(113)	(50)
Total furniture and fittings	<u>241</u>	<u>304</u>
Total infrastructure, plant and equipment (non-current)	<u>520</u>	<u>720</u>

All revaluations are independent and are conducted in accordance with the revaluation policy stated in Note 1.

On 30 June 2006, an independent valuer (the Australian Valuation Office) conducted the revaluations.

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Note 6: Non-Financial Assets

Note 6C: Analysis of infrastructure, plant and equipment

TABLE A - Reconciliation of the opening and closing balances of property, plant and equipment (2008-2009)

Item	Buildings - Leasehold Improvements	Other Infrastructure, Plant and Equipment (P&E)	Other Infrastructure, Furniture & Fittings (F&F)	Total Other Infrastructure, P&E, F&F	TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
As at 1 July 2008					
Gross book value	1,913	573	354	928	2,841
Accumulated depreciation/amortisation and impairment	(70)	(158)	(50)	(208)	(278)
Net book value 1 July 2008	1,844	416	304	720	2,563
Additions:					
by purchase	23	7	19	26	49
from acquisition of entities or operations (including restructuring)	-	-	-	-	-
Revaluations and impairments through equity	-	-	-	-	-
Depreciation/amortisation expense	(199)	(141)	(68)	(209)	(408)
Impairments recognised in the operating result	-	-	-	-	-
Other net movements	(60)	(3)	(14)	(17)	(77)
Disposals	-	-	-	-	-
Net book value 30 June 2009	1,608	279	241	520	2,128
Net book value as of 30 June 2009 represented by:					
Gross book value	1,868	540	354	894	2,762
Accumulated depreciation/amortisation and impairment	(260)	(261)	(113)	(374)	(654)
	1,608	279	241	520	2,128

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Note 6: Non-Financial Assets

Note 6C: Analysis of infrastructure, plant and equipment

TABLE B - Reconciliation of the opening and closing balances of property, plant and equipment (2007-2008)

Item	Buildings - Leasehold Improvements	Other Infrastructure, Plant and Equipment (P&E)	Other Infrastructure, Furniture & Fittings (F&F)	Total Other Infrastructure, P&E, F&F	TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
As at 1 July 2007					
Gross book value	547	211	216	428	974
Accumulated depreciation/amortisation and impairment	(137)	(55)	(32)	(87)	(224)
Net book value 1 July 2007	410	156	185	341	751
Additions:					
by purchase	1,913	361	241	602	2,515
from acquisition of entities or operations (including restructuring)	-	-	-	-	-
Revaluations and impairments through equity	-	-	-	-	-
Depreciation/amortisation expense	(155)	(101)	(37)	(138)	(293)
Impairments recognised in the operating result	(231)	-	-	-	(231)
Other net movements	(94)	-	-	-	(94)
Disposals:					
Other disposals	-	-	(85)	(85)	(85)
Net book value 30 June 2008	1,844	416	304	720	2,563
Net book value as of 30 June 2008 represented by:					
Gross book value	1,913	573	354	928	2,841
Accumulated depreciation/amortisation and impairment	(70)	(157)	(50)	(208)	(278)
	1,844	416	304	720	2,563

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Note 6: Non-Financial Assets

	2009	2008
	\$'000	\$'000
Note 6D: Intangible Assets		
Computer software at cost	441	273
Accumulated amortisation	<u>(187)</u>	<u>(73)</u>
<i>Total computer software at cost</i>	<u>254</u>	<u>201</u>
Internally developed software - in use	433	654
Accumulated amortisation	<u>(375)</u>	<u>(370)</u>
<i>Total internally developed software - in use</i>	<u>58</u>	<u>284</u>
Internally developed - in progress	<u>153</u>	<u>20</u>
<i>Total internally developed software - in progress</i>	<u>153</u>	<u>20</u>
<i>Total intangibles (non-current)</i>	<u><u>465</u></u>	<u><u>505</u></u>

No indicators for impairment were found for intangible assets.

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2009**

Note 6: Non-Financial Assets

Note 6E: Intangible Assets

TABLE A - Reconciliation of the Opening and Closing Balances of Intangibles (2008-09)

Item	Computer software internally developed \$'000	Computer software purchased \$'000	Other intangibles in progress \$'000	Total \$'000
As at 1 July 2008				
Gross book value	654	273	20	948
Accumulated depreciation/amortisation	(370)	(73)	-	(443)
Net book value 1 July 2008	284	201	20	505
Additions:				
by purchase or internally developed	10	168	133	311
Amortisation	(197)	(114)	-	(311)
Impairments recognised in the operating result	-	-	-	-
Other net movements	(39)	(1)	-	(40)
Net book value at 30 June 2009	58	254	153	465
Net book value as of 30 June 2009 represented by:				
Gross book value	433	441	153	1,027
Accumulated depreciation/amortisation and impairment	(375)	(187)	-	(562)
	58	254	153	465

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2009

Note 6: Non-Financial Assets

Note 6E: Intangible Assets

TABLE B - Reconciliation of the Opening and Closing Balances of Intangibles (2007-08)

Item	Computer software internally developed \$'000	Computer software purchased \$'000	Other intangibles in progress \$'000	Total \$'000
As at 1 July 2007				
Gross book value	630	80	24	734
Accumulated depreciation/amortisation	(129)	(17)	-	(146)
Net book value 1 July 2007	501	62	24	587
Additions:				
by purchase or internally developed	20	174	20	214
Amortisation	(241)	(55)	-	(296)
Impairments recognised in the operating result	-	-	-	-
Other net movements:				
capitalisation of internally developed software	4	20	(24)	-
Net book value at 30 June 2008	284	201	20	505
Net book value as of 30 June 2008 represented by:				
Gross book value	654	273	20	948
Accumulated depreciation/amortisation and impairment	(370)	(73)	-	(443)
	284	201	20	505

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2009

Note 6: Non-Financial Assets

	2009	2008
	\$'000	\$'000
Note 6F: Inventories		
Inventories held for sale		
Finished goods	40	13
Inventories held for distribution	56	74
Total inventories (current)	<u>96</u>	<u>87</u>

During 2008-09 \$8,191 of inventory held for sale was recognised as an expense (2007-08: \$29,847).

During 2008-09 \$81,459 of inventory held for distribution was recognised as an expense (2007-08: \$86,871).

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

Note 6G: Other non-financial assets

Prepayments	68	146
Total other non-financial assets	<u>68</u>	<u>146</u>

All other non-financial assets are current assets.

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

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
 NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 for the period ended 30 June 2009

Note 7: Payables

	2009	2008
	\$'000	\$'000
Note 7A: Suppliers		
Trade Creditors	591	411
Total supplier payables	<u>591</u>	<u>411</u>

Supplier payables are represented by:

Current	591	411
Non-current	-	-
Total supplier payables	<u>591</u>	<u>411</u>

Settlement is usually made net 30 days.

Note 7B: Other Payables

GST payable to the Australian Taxation Office	9	2
Accrued expenses	624	438
Rental expense	123	57
Salary sacrifice	26	19
Total other payables	<u>782</u>	<u>517</u>

All other payables are current liabilities.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2009

Note 8: Provisions

	2009	2008
	\$'000	\$'000
Note 8A: Employee provisions		
Salaries and wages	84	192
Leave	1,070	1,133
Superannuation	272	56
Total employee provisions	<u>1,426</u>	<u>1,380</u>
Employee provisions are represented by:		
Current	999	1,104
Non-current	427	276
Total employee provisions	<u>1,426</u>	<u>1,380</u>

The classification of current employee provisions includes amounts for which there is not an unconditional right to defer settlement by one year, hence in the case of employee provisions the above classification does not represent the amount expected to be settled within one year of the reporting date.

Note 8B: Lease Incentive

Lease incentive	47	52
Total lease incentive	<u>47</u>	<u>52</u>

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2009

Note 9: Cash Flow Reconciliation

	2009	2008
	\$'000	\$'000
Reconciliation of cash and cash equivalents as per Balance Sheet to Cash Flow Statement		
Report cash and cash equivalents as per:		
Cash Flow Statement	484	564
Balance Sheet	484	564
Difference	<u>-</u>	<u>-</u>
Reconciliation of operating result to net cash from operating activities:		
Operating result	351	(285)
Depreciation/amortisation	719	590
Net write-down of non-financial assets	117	231
Loss on disposal of assets	-	30
Write-back of provision for make good	-	93
(Increase)/ decrease in net receivables	(957)	2,607
(Increase)/ decrease in inventories	(9)	(7)
(Increase)/ decrease in prepayments	78	(83)
(Increase)/ decrease in accrued revenue	(594)	(70)
Increase/ (decrease) in employee provisions	46	116
Increase/ (decrease) in supplier payables	180	20
Increase/ (decrease) in accrued expenses	265	(152)
Increase/ (decrease) in other provisions	(6)	(28)
<i>Net cash from/ (used by) operating activities</i>	<u>190</u>	<u>3,061</u>

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2009

Note 10: Contingent Liabilities and Assets

Quantifiable Contingencies

The Authority had no quantifiable contingencies at reporting date.

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 2009

Note 11: Senior Executive Remuneration

	2009	2008
The number of senior executives who received or were due to receive total remuneration of \$130,000 or more:		
\$175,000 to \$189,999	-	1
\$190,000 to \$204,999	1	1
\$205,000 to \$219,999	-	1
\$220,000 to \$234,999	1	-
\$265,000 to \$279,999	1	1
Total	<u>3</u>	<u>4</u>

The aggregate amount of total remuneration of senior executives shown above.

	\$700,356	\$884,468
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The aggregate amount of separation and redundancy/termination benefit payments during the year to executives shown above.

	-	\$60,130
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In accordance with the Finance Ministers Orders, executive remuneration includes wages and salaries, allowances, annual leave, superannuation, back pay, bonuses, commissions, director's fees, employee share incentive plans, fringe benefits, health insurance, incentives.

Note 12: Remuneration of Auditors

	2009	2008
	\$'000	\$'000
Financial statement audit services are provided free of charge to the Authority.		
The fair value of services provided was:	<u>25</u>	<u>23</u>
	<u>25</u>	<u>23</u>

No other services were provided by the Auditor-General.

Note 13: Average Staffing Levels

	2009	2008
The average staffing level for the Authority during the year was:	64	69

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
 NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 for the period ended 30 June 2009

Note 14: Financial Instruments

	2009	2008
	\$'000	\$'000
Note 14A Categories of financial instruments		
Loans and receivables		
Loans and receivables		
Cash and cash equivalents	484	564
Trade receivables	1,143	819
Other receivables	18	-
Carrying amount of financial assets	<u>1,645</u>	<u>1,383</u>
Financial Liabilities		
Other liabilities		
Payables - suppliers	591	411
Other payables	782	517
Carrying amount of financial liabilities	<u>1,373</u>	<u>927</u>

Note 14B Net income and expense from financial assets

There is no interest income from financial assets not at fair value through profit or loss in the years ending 30 June 2008 and 30 June 2009.

Note 14C Net income and expense from financial liabilities

There is no interest income from financial assets not at fair value through profit or loss in the years ending 30 June 2008 and 30 June 2009.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2009

Note 14: Financial Instruments

Note 14D Fair value of financial instruments

	Carrying amount 2009 \$'000	Fair value 2009 \$'000	Carrying amount 2008 \$'000	Fair value 2008 \$'000
FINANCIAL ASSETS				
Loans and receivables				
Cash and cash equivalents	484	484	564	564
Trade receivables	1,143	1,143	819	819
Other receivables	18	18	-	-
Total	1,645	1,645	1,383	1,383
FINANCIAL LIABILITIES				
Other liabilities				
Payables - suppliers	591	591	411	411
Other payables	782	782	517	517
Total	1,373	1,373	927	927

Note 14E 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 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 nor impaired 2009 \$'000	Not past due nor impaired 2008 \$'000	Past due or impaired 2009 \$'000	Past due or impaired 2008 \$'000
Loans and receivables				
Cash and cash equivalents	484	564	-	-
Trade receivables	1,025	782	118	37
Other receivables	18	-	-	-
Total	1,527	1,346	118	37

Ageing of financial assets that are 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
Total	32	2	84	-	118

Ageing of financial assets that are past due but not impaired for 2008

	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	1	1	-	35	37
Total	1	1	-	35	37

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2009

Note 15: Appropriations

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

Particulars	Departmental Outputs		Total	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Balance brought forward from previous period	1,164	3,370	1,164	3,370
Adjustment to opening balance	32	-	32	-
Appropriation Act:				
Appropriation Act (No.1) 2008-09	12,806	12,948	12,806	12,948
Appropriation Act (No.3) 2008-09	-	343	-	343
Departmental Adjustments by the Finance Minister (Appropriation Acts)	-	-	-	-
Concoquer Receipts (Appropriation Acts s 13)	-	-	-	-
Advance to the Finance Minister	-	-	-	-
FMA Act:				
Refunds credited (FMA section 30)	-	-	-	-
Appropriations to take account of recoverable GST (FMA section 30A)	611	1,000	611	1,000
Annotations to net appropriations (FMA section 31)	1,263	1,912	1,263	1,912
Adjustment of appropriations on change of entity function (FMA section 32)	-	-	-	-
Total appropriations available for payments	15,876	19,574	15,876	19,574
Cash payments made during the year (GST inclusive)	13,625	18,410	13,625	18,410
Appropriations credited to Special Accounts (excluding GST)	-	-	-	-
Balance of Authority to Draw cash from the Consolidated Revenue Fund for Ordinary Annual Services Appropriations and as represented by:	2,251	1,164	2,251	1,164
Represented by:				
Cash at bank and on hand	484	564	484	564
Departmental appropriations receivable	1,767	600	1,767	600
Total	2,251	1,164	2,251	1,164

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2009

Note 16: 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 2008 and 30 June 2009 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 2009

Note 17: Reporting of Outcomes

Note 17A: Net Cost of Outcome Delivery

	Outcome 1		Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Expenses				
Administered	-	-	-	-
Departmental	14,012	15,148	14,012	15,148
Total expenses	14,012	15,148	14,012	15,148
Net Cost to Budget Outcome				
Costs recovered from provision of goods and services to the non government sector				
Administered	-	-	-	-
Departmental	1,619	1,533	1,619	1,533
Total costs recovered	1,619	1,533	1,619	1,533
Other external revenues				
Administered	-	-	-	-
Departmental	3	15	3	15
Total other external revenues	3	15	3	15
Net cost/(contribution) of outcome	12,390	13,599	12,390	13,599

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.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2009

Note 17: Reporting of Outcomes

Note 17B: Major Classes of Departmental Revenues and Expenses by Output Groups and Outputs

Outcome 1	Output Group 1 Output 1.1		Output Group 1 Output 1.2		Output Group 1 Output 1.3		Outcome 1 Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Departmental Expenses								
Employees	2,044	2,010	4,217	4,148	585	575	6,846	6,733
Suppliers	1,832	2,184	3,581	4,269	908	1,082	6,321	7,535
Depreciation and amortisation	468	384	189	155	62	51	719	590
Write-down of assets	42	86	64	130	11	23	117	239
Other Expenses	6	32	2	16	1	3	9	51
Total departmental expenses	4,392	4,695	8,053	8,718	1,567	1,734	14,012	15,148
Funded by:								
Sale of goods and services	41	39	1,578	1,496	-	-	1,619	1,536
Revenues from Government	4,350	4,547	6,745	7,051	1,621	1,694	12,716	13,291
Net gains from disposal of assets	-	-	-	-	-	-	-	-
Other non-taxation revenues	10	13	15	20	3	4	28	36
Total departmental revenues	4,401	4,598	8,338	8,567	1,624	1,697	14,363	14,862

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.





**AUSTRALIAN SPORTS
DRUG MEDICAL
ADVISORY COMMITTEE**

05

OVERVIEW

Section 52 of the 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 classes of 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 and NSOs 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 during 2008–09.

ASDMAC complies with the World Anti-Doping 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 PROVIDES APPROVAL FOR THE THERAPEUTIC USE OF PROHIBITED SUBSTANCES WHERE APPLICABLE



ASDMAC MEMBERS

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

Table 13: ASDMAC members

Position	Name	Date ending	Meetings eligible to attend	Meetings attended
Chair	Prof Ken Fitch AM	28 November 2009	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	30 June 2011	5	5
Member	Dr Terry Farquharson	22 September 2010	4	4

Prof Ken Fitch AM

MBBS, MD, DSc (Hon), 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.

Dr Susan White

MBBS (Hons), FACSP, FASMF

- ➔ Sports Physician, Olympic Park Sports Medicine Centre, Melbourne
- ➔ Member, Medical Commission, International Federation of Netball Associations
- ➔ 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
- ➔ Executive Manager, 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 and Southern Dragons Basketball 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 2009, ASDMAC:

- ➔ processed 86 applications for TUEs between July 2008 and December 2008
- ➔ processed 420 applications for TUEs between January 2009 (the implementation of the new World Anti-Doping Code and the International Standard for Therapeutic Use Exemptions) and June 2009
- ➔ developed guidelines for the approval of:
 - > Beta-2 agonists
 - > Non-Systemic Glucocorticosteroids
- ➔ advised ASADA on 27 testosterone/epitestosterone investigations
- ➔ provided advice to ASADA in relation to:
 - > the process of Beta-2 agonist TUEs
 - > ASADA's TUE fact sheets
- ➔ developed and implemented new/updated procedures and forms in line with the Code
- ➔ welcomed a new member, Dr Terry Farquharson, on 23 September 2008
- ➔ was consulted during the preparation of the Australian Government's submission to WADA's 2010 list of prohibited substances and prohibited methods
- ➔ members prepared quarterly written advice for the Australasian College of Sports Physicians' newsletter on various aspects of TUEs
- ➔ Prof Fitch presented at the Australasian College of Sports Physicians' Annual Conference and the 2008 Football Medicine Conference on asthma and Beta-2 agonists, focusing on experiences in Beijing 2008 and the changes to be introduced by WADA in 2009.

ASDMAC's TUE guidelines have been offered to responsible third parties such as TUE committees at the level of both the national anti-doping organisation and the International Federation.

RESOURCES

ASDMAC is funded through the ASADA appropriation. A breakdown of the 2008–09 budget is as follows:

Members' and professional fees	\$105,014
Meetings and conferences	\$45,964
Administration and communication	\$14,230
TOTAL	\$165,208



APPENDIXES

06

APPENDIX A: DOPING CONTROL STATISTICS 1998–99 TO 2008–09

Table 15: Doping control statistics

Year	In-comp	% in-comp	Out-of-comp	% out-of-comp	Total	User-pays	% user-pays	Govt-funded	% govt-funded
98–99	1,705	36%	3,096	64%	4,801	2,380	50%	2,421	50%
99–00	2,452	43%	3,293	57%	5,745	2,424	42%	3,321	58%
00–01	1,758	28%	4,436	72%	6,194	2,702	44%	3,492	56%
01–02	2,486	36%	4,383	64%	6,869	3,020	44%	3,849	56%
02–03	1,960	31%	4,303	69%	6,263	2,707	43%	3,556	57%
03–04	2,443	37%	4,172	63%	6,615	2,819	43%	3,796	57%
04–05	1,741	28%	4,393	72%	6,134	2,285	37%	3,849	63%
05–06	2,814	37%	4,771	63%	7,585	3,038 [#]	40%	4,547 [*]	60%
06–07	2,916	42%	4,037	58%	6,953	2,376	38%	4,264	62%
07–08	3,168	48%	3,469	52%	6,637	2,395	36%	4,242	64%
08–09	3,122	42%	4,376	58%	7,498	3,286	44%	4,212	56%

Notes:

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

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

Doping control statistics from 1998–99 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 2008–09

Under the ASADA Act and the NAD scheme, ASADA is authorised to publish information on its Register of Findings (RoF) when:

- ➔ ASADA considers the publication to be in the public interest or has 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 REGISTER OF FINDINGS

Below is an extract from our RoF in relation to matters that had been publicly announced at 30 June 2009.

We have made 29 entries onto the RoF for 2008–09, of which 23 matters are concluded and had been publicly announced at 30 June 2009. The remaining six matters are ongoing and the final outcome is pending. They are designated as TBA (to be advised) in the outcome column in table 16.

Please refer to our website for more information about the individual sanctions for these matters.

Table 16: Publicly announced anti-doping rule violations

Sport	Substance name	Substance class	Rule violation	Outcome
Quarter 1 (1 July 2008 to 30 September 2008)				
Rugby League	Cannabis	S8. Cannabinoids	Presence and Use	12-match sanction
Cycling Australia (BMX)	Nandrolone Metenolone Methandienone Trenbolone Testosterone	S1. Anabolic Agents	Possession, Use and Attempted Use	Two-year sanction
Basketball Australia	Stanozolol Methandienone	S1. Anabolic Agents	Possession and Use	Two-year sanction
Quarter 2 (1 October 2008 to 30 December 2008)				
Weightlifting Australia	Methandienone	S1. Anabolic Agents	Presence and Use	Two-year sanction
Rugby League	Phentermine	S6a. Stimulants	Presence and Use	Two-year sanction
INBA Bodybuilding	Testosterone	S1. Anabolic Agents	Possession and Use	Two-year sanction
Quarter 3 (1 January 2009 to 30 March 2009)				
Cycling Australia	Nandrolone Drostanolone	S1. Anabolic Agents	Presence and Use	Two-year sanction
Rugby League	Amphetamine Methamphetamine	S6a. Stimulants	Presence and Use	Two-year sanction

Sport	Substance name	Substance class	Rule violation	Outcome
INBA Bodybuilding	N/A	N/A	Failure to comply with a request to provide a sample	Two-year sanction
Rugby League	Cannabis	S8. Cannabinoids	Presence and Use	One-year sanction (second offence)
IFBB Bodybuilding	Human Growth Hormone	S2. Hormones and related substances	Possession and Use	(TBA)
INBA Bodybuilding	Oxilofrine	S6b. Stimulants	Presence and Use	Three-month sanction
Quarter 4 (1 April 2009 to 30 June 2009)				
INBA Bodybuilding	Furosemide Nandrolone Testosterone	S5. Diuretics S1. Anabolic Agents	Presence and Use	Two-year sanction
INBA Bodybuilding	Nandrolone	S1. Anabolic Agents	Presence and Use	Two-year sanction
INBA Bodybuilding	Cannabis	S8. Cannabinoids	Presence	Three-month sanction
INBA Bodybuilding	Anastrozole Testosterone	S1. Anabolic Agents	Presence and Use	Two-year sanction
Baseball Australia	Methylenedioxy methamphetamine (MDMA)	S6a. Stimulants	Presence	Two-year sanction
Rugby League	Clenbuterol	S1. Anabolic Agents	Attempted Use	Two-year sanction
Triathlon Australia	Methandrostenolone	S1. Anabolic Agents	Attempted Use	Two-year sanction
INBA Bodybuilding and Ice Hockey Australia	Methandrostenolone Stanozolol	S1. Anabolic Agents	Possession, Use and Attempted Use	Two-year sanction
Athletics Australia	Testosterone	S1. Anabolic Agents	Possession and Attempted Use	Two-year sanction
Shooting Australia	Furosemide	S5. Diuretics	Presence and Use	(TBA)
INBA Bodybuilding	Stanozolol	S1. Anabolic Agents	Use	Two-year sanction
Rugby League	Salbutamol	S3. Beta-2 Agonist	Presence and Use	Warning
Rugby League	Clenbuterol	S1. Anabolic Agents	Presence and Use	Two-year sanction
Rugby League	Testosterone Nandrolone	S1. Anabolic Agents	Attempted Use	(TBA)
Surf Lifesaving Australia	Stanozolol	S1. Anabolic Agents	Presence and Use	(TBA)
Baseball Australia	Cannabis	S8. Cannabinoids	Presence and Use	(TBA)
INBA Bodybuilding	Cannabis	S8. Cannabinoids	Presence and Use	(TBA)

Table 17: Entries on Register of Findings 2007–08 where the outcomes were to be advised

Sport	Substance name	Substance class	Rule violation	Outcome
Wrestling	Finasteride	S5. Diuretics and Other Masking Agents	Presence and Use	Two-year sanction
Cycling	Human Growth Hormone and Erythropoietin (EPO)	S2. Hormones and related substances	Attempted Use	Two-year sanction
Rugby Union	Dehydroepiandrosterone (DHEA) and testosterone	S1. Anabolic Agents	Attempted Use	Two-year sanction
Motor racing	Cannabis	S8. Cannabinoids	Presence and Use	Six-month sanction
IFBB Bodybuilding	DHEA and testosterone	S1. Anabolic Agents	Possession and Use	Six-month sanction*
Equestrian	Chlorthalidone	S5. Diuretics and Other Masking Agents	Presence and Use	One-year sanction
Cycling	Human Growth Hormone and DHEA	S1. Anabolic Agents S2. Hormones and related substances	Use	Two-year sanction

* Currently subject to WADA appeal

APPENDIX C: INTERNATIONAL ANTI-DOPING AND DOPING CONTROL

Table 18: 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"> > Contribute to practical, constructive, and consensus-based proposals to address key issues that arise in the international fight against doping in sport. > Provide for reciprocal testing agreements between IADA member countries.
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"> > Provide for parties to cooperate in the fight against doping through doping control programs (not including drug testing services).
3. UNESCO Convention Against Doping in Sport	Multi-lateral government-to-government agreement ratified by 115 governments at 30 June 2009.	<ul style="list-style-type: none"> > Provide for parties to cooperate in the fight against doping through doping control programs (not including drug testing services). > Oblige parties to adopt appropriate measures at the national and international levels that are consistent with the principles of the Code.

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

Under Section 24 of the ASADA Act, the Minister can 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).

APPENDIX E: ASADA'S FUNCTIONS, POWERS AND DELEGATIONS

This appendix lists ASADA's functions, powers and delegations in accordance with the ASADA Act. For an explanation of abbreviations used in this section, see the 'List of abbreviations' at the end of this report.

SECTION 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 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 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.

SECTION 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 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.

APPENDIX F: STAFFING STATISTICS AT 30 JUNE 2009

Table 19: Full-time and part-time staff at 30 June 2009

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	
26	22	1	4	2	4	1	2	148	105	315

Note: These figures indicate staff substantively employed by ASADA at 30 June 2009, including temporary re-assignment of duties into the agency. These figures include the ASADA Chair.

Table 20: Staff by classification groups and location at 30 June 2009

State	APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	PEO*	Total
ACT		1	3	11	11	6	12	5	1	1	51
NSW				2		1					3
NT											0
QLD				1							1
SA											0
TAS											0
VIC				3	1	2	1				7
WA											0
Total	0	1	3	17	12	9	13	5	1	1	62

* Principal Executive Officer

Note: These figures indicate ongoing and non-ongoing staff substantively employed by ASADA at 30 June 2009.

Table 21: SES staff at 30 June 2009

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

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

Table 22: Staff in equal employment opportunity groups at 30 June 2009

Male	Female	Total staff (1)	DCLB1 and DCLB2	ATSI	PWD	Total staff (2)
48%	52%	100%	2			

Notes:

Total staff (1): Ongoing and non-ongoing staff substantively employed at 30 June 2009. 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 23: Salary ranges of employees

Classification	Collective agreement		Section 24(1) Determinations	
	Salary range \$		Salary range \$	
	Lowest	Highest	Lowest	Highest
EL2	\$86,691	\$113,958	\$114,472	\$131,815
EL1	\$79,351	\$85,992	\$91,098	\$95,116
APS6	\$72,709	\$79,350		
APS5	\$64,669	\$72,008		
APS4	\$57,328	\$64,568		
APS3	\$46,835	\$56,629		
APS2	\$37,040	\$46,834		
APS1	\$32,099	\$37,039		

Table 24: Number of staff in collective agreement, Section 24(1) Determinations or AWAs

Classification	Collective agreement	Section 24(1) Determinations	AWA	Total
SES	0	0	1	1
EL2	0	5	0	5
EL1	10	3	0	13
APS 1-6	42	0	0	42
Total	52*	8	1	61*

* Excluding the one Principal Executive Officer

Table 25: Agency performance payments 2007–08, paid in 2008–09

Classification	Number of staff paid	Aggregate amount \$	Average amount \$	Lowest payment \$	Highest payment \$
SES	2	\$13,939			
EL2	8	\$34,535	\$4,317	\$2,720*	\$5,600
APS1–EL1	69	\$133,298	\$1,932	\$36*	\$4,398
Total	79	\$181,772	\$3,124#		

* Includes pro rata payment for part of the year

Average figure of all staff bonuses

APPENDIX G: OCCUPATIONAL HEALTH AND SAFETY

The OH&S Committee continued to consolidate OH&S issues within the Canberra and state offices.

During 2008–09 we implemented an OH&S Framework and supporting policies and procedures to underpin OH&S duty of care to ensure the health, safety and welfare of our employees while they are at work.

The following procedures have also been established to support health and safety management arrangements:

- ➔ Working Outdoors Procedure
- ➔ Electrical Inspection and Testing Procedure
- ➔ Managing Driver Fatigue Procedure
- ➔ OH&S Incident Log Procedure
- ➔ Health and Safety Representative Training Procedure
- ➔ Health and Safety Committee Meeting Procedure
- ➔ Health and Safety Selection Procedure
- ➔ OH&S Internal Investigation Procedure.

OH&S initiatives during the year included:

- ➔ a review and assessment of our offices, resulting in an upgrade of facilities in the Melbourne and Sydney Offices and an increased awareness of OH&S requirements in the Canberra Office
- ➔ inclusion of OH&S as a standing item on the Senior Management Committee agenda
- ➔ further development of the OH&S component of our learning and development program to include compulsory OH&S essentials training for managers/supervisors and for non-management staff
- ➔ an increase in the number of paid health and safety representatives (by two) and provision of the necessary training
- ➔ an offer of flu vaccinations for ongoing and non-ongoing staff (as in the past) and, for the first time, an extension of the offer to casual staff
- ➔ development of a workplace plan to deal with the anticipated impact of H1N1 Influenza 09.

OH&S risk has continued to be at a low level due to our systematic approach to the management of OH&S plans, actions and procedures. During 2008–09, no incidents were reported to Comcare under section 68 of the *Occupational Health and Safety Act 1991*.

APPENDIX H: ADVERTISING AND MARKET RESEARCH

In 2008–09 ASADA paid \$43,077 for advertising and market research. Table 26 lists payments made during the financial year, as required by section 321A of the *Commonwealth Electoral Act 1918*.

Table 26: Advertising and market research

Organisation	Service provided	Payment made in 2008–09 (\$)
Creative advertising agencies	No payments were made to creative advertising agencies during the 2008–09 financial year	
Market research		
Orima Research	Survey of stakeholder views on ASADA programs and services	2,750
<i>Total market research</i>		<i>2,750</i>
Direct mail organisations		
National Mailing and Marketing	Storage and mailing of education materials	13,032
<i>Total direct mail organisations</i>		<i>13,032</i>
Media advertising organisations		
Recruitment advertising hma Blaze	Recruitment advertising	27,295
Non-recruitment advertising	No payments were made in relation to non-recruitment advertising during the 2008–09 financial year	
<i>Total media advertising organisations</i>		<i>27,295</i>
Total		43,077

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 of legislation, and we have assessed that the implications are minimal.

The effect we have on the environment is the energy-consuming impact of our four office spaces and our leased vehicles.

MEASURES TAKEN TO MINIMISE ENVIRONMENTAL IMPACT

We operate offices that remain well lit during the day on safety and security grounds. However, we implemented the following measures 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.

As part of our certified agreement, we have made environmental commitments that include all leased vehicles having Greenfleet membership. This membership is also offered to staff members, with ASADA contributing 50 per cent of the cost.

We analyse our 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 us' section (see page 7) and the 'organisational structure' at Figure 1 (see page 9).

ORGANISATIONAL STRUCTURE AT 30 JUNE 2009

Decision-making powers

In 2008–09, the Chair and/or ASADA members and/or ASADA staff exercised decision-making powers under the following Acts, or parts of Acts:

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

Authorised freedom of information decision makers

ASADA is an Australian Government body corporate within the Health and Ageing portfolio, however, ASADA has sole responsibility for managing 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 ASADA's Senior Lawyer/Freedom of Information Officer. The authority to conduct internal reviews of decisions that have been made generally rests with our SES officers.

Arrangements for consulting external bodies or people

ASADA welcomes views and comments from members of the public and bodies outside the Commonwealth on its policy formulation and administration of ASADA's legislation. Public consultation and consumer and stakeholder participation in policy formulation was widely encouraged at varying levels, 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.

Categories of documents we maintain

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

The following categories of documents were common throughout ASADA in 2008–09:

- 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 National Anti-Doping scheme

- ➔ internal administrative documents relating to staff management and our organisation and operation, 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 is available to the public for a small fee. A list of these publications can be accessed via our website at www.asada.gov.au and a small number of publications can also be downloaded.

FACILITIES WE PROVIDE SO THE PUBLIC CAN OBTAIN PHYSICAL ACCESS TO OUR DOCUMENTS

Facilities for inspecting documents to which access is given under the FOI Act are provided by ASADA at its 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 us meet our 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 ASADA 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 our Freedom of Information Coordinator on (02) 6222 4200. Requests should be sent to our head office and be made out as follows:

Attention: Freedom of Information Coordinator
 Australian Sports Anti-Doping Authority
 PO Box 345
 CURTIN ACT 2605

In accordance with the *Electronic Transactions Act 1999*, FOI requests may be emailed to 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 27: ASADA freedom of information statistics

Matters on hand (start 2008–09)	Requests received (2008–09)	Requests finalised (2008–09)	Requests outstanding (end 2008–09)
1	2	3	0

ASADA did not receive any applications for internal review or AAT matters in 2008–09.

APPENDIX K: AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE – FUNCTIONS

Following is an excerpt from the ASADA Regulations describing the functions of the ASDMAC.

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.

APPENDIX L: AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE – THERAPEUTIC USE EXEMPTIONS GRANTED

Table 28 shows approvals granted by the ASDMAC to athletes for Therapeutic Use Exemptions between 1 July 2008 and 30 June 2009.

Table 28: Therapeutic Use Exemption applications 2008–09

Sport	Approved	Pending	Rejected	Withdrawn	Incomplete	Approval not required	Total
Archery	1	0	0	0	0	0	1
Athletics	10	0	1	1	0	5	17
Australian Football	9	2	0	0	0	2	13
Baseball	6	0	1	0	0	5	12
Basketball	5	2	0	0	2	3	12
Beach Volleyball	0	1	0	0	0	0	1
Billiards and Snooker	1	0	0	0	0	0	1
Bobsleigh	0	0	0	0	0	1	1
Bocce	7	0	0	0	0	5	12
Bodybuilding	2	0	1	0	0	0	3
Boxing	1	0	0	0	0	3	4
Canoeing	1	0	1	0	0	1	3
Cricket	4	0	1	0	0	1	6
Cycling	24	5	2	0	0	11	42
Diving	1	0	0	0	0	0	1
Dragon Boating	1	0	0	0	0	0	1
Eightball	0	0	0	0	0	1	1
Equestrian	2	0	1	0	0	0	3
Football	6	2	0	1	0	3	12
Goalball	1	0	0	0	0	0	1
Golf	2	0	0	0	0	0	2
Gymnastics	4	1	0	0	0	8	13
Handball	0	0	1	0	0	1	2
Hockey	5	4	0	0	0	10	19
Ice Hockey	2	0	0	0	0	11	13
Ice Skating	4	0	0	0	1	2	7

Sport	Approved	Pending	Rejected	Withdrawn	Incomplete	Approval not required	Total
Inline Hockey	4	0	0	0	0	1	5
Inline Skating	1	0	0	0	0	0	1
Kayaking	3	1	0	0	0	1	5
Lawn Bowls	1	1	0	1	1	1	5
Modern Pentathlon	1	0	0	0	0	0	1
Motor Sport	38	5	0	0	4	26	73
Motorcycling	8	2	0	0	0	5	15
Netball	4	3	0	1	0	4	12
Polocrosse	1	0	0	0	0	1	2
Powerlifting	4	1	1	0	0	5	11
Roller Sports	2	0	0	0	0	5	7
Rowing	9	0	0	0	1	9	19
Rugby League	7	1	0	0	0	7	15
Rugby Union	2	2	0	0	0	0	4
Sailing	2	1	0	0	1	1	5
Shooting	1	1	0	0	0	4	6
Skating	0	0	0	0	0	2	2
Skiing	0	0	0	0	0	1	1
Softball	2	0	0	0	1	5	8
Surf Lifesaving	4	1	0	0	0	4	9
Swimming	18	7	0	0	1	9	35
Table Tennis	2	0	0	0	1	2	5
Taekwondo	0	0	0	0	0	1	1
Ten Pin Bowling	11	1	0	1	0	5	18
Tennis	1	0	0	0	0	0	1
Triathlon	8	0	2	1	1	6	18
Underwater Hockey	0	0	0	0	0	1	1
Volleyball	2	0	0	0	0	0	2
Water Polo	8	2	0	0	1	2	13
Weightlifting	1	0	0	0	0	1	2
Wrestling	1	0	0	0	0	0	1
Yachting	1	0	0	0	0	0	1
Unknown	0	0	0	0	0	1	1
TOTAL	246	46	12	6	15	183	508

Table 29: *Substances approved for therapeutic use*

Acetazolomide	Indapamide
Adrenaline	Infusion IV
Amiloride	Insulin
Atenolol	Letrozole
Betaxolol hydrochloride	Methylphenidate
Bisoprolol	Metoprolol
Budesonide	Midodrine
Buprenorphine	Morphine
Carvedilol	Nafarelin
Cortisone Acetate	Prednisolone
Dexamethasone	Prednisone
Dexamphetamine	Salbutamol
Eformeterol	Salmeterol
Endone	Somatropin
Fentanyl	Sotalol
Finasteride	Spironolactone
Fludrocortisone	Tamoxifen
Fluticasone	Terbutaline
Frusemide	Testosterone
Hydrochlorothiazide	Tibolone
Hydrocortisone	Timolol

Note: From 1 January 2009 Finasteride was permitted in sport.

APPENDIX M: ASADA RESOURCE STATEMENT 2008–09

Table 30: ASADA Resource Statement

	(1) Actual available appropriations for 2008–09 \$'000	(2) Payments made \$'000	Balance remaining (column 1 minus column 2) \$'000
Ordinary annual services			
Departmental appropriation			
Prior year departmental appropriation	1,196		
Departmental appropriation	12,806		
s 31 relevant agency receipts	1,263		
Total	15,265	13,014	2,251
Administered expenses			
Total	0	0	0
Total ordinary annual services	15,265	13,014	2,251





**ABBREVIATIONS
AND GLOSSARY**

07

ABBREVIATIONS

AAT	Administrative Appeals Tribunal
ADRV	anti-doping rule violation
AFLD	Agence Française de Lutte contre le Dopage
AOC	Australian Olympic Committee
APS	Australian Public Service
ASADA	Australian Sports Anti-Doping Authority
ASC	Australian Sports Commission
ASDMAC	Australian Sports Drug Medical Advisory Committee
AWA	Australian Workplace Agreement
CAS	Court of Arbitration for Sport
DHEA	Dehydroepiandrosterone
EL	Executive Level
EPO	Erythropoietin
FOI	freedom of information
IADA	International Anti-Doping Arrangement
IOC	International Olympic Committee
ISO	International Organization for Standardization
IST	International Standard for Testing
L&D	learning and development
NAD	National Anti-Doping
NSO	national sporting organisation
OH&S	occupational health and safety
OPC	Office of the Privacy Commissioner
RoF	Register of Findings
RTP	Registered Testing Pool
SES	Senior Executive Service
TBA	to be advised
TDP	Test Distribution Plan
TUE	Therapeutic Use Exemption
UKAD	United Kingdom Anti-Doping
UNESCO	United Nations Education Science 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

Including, but 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.

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.

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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