



Australian Government

Australian Sports
Anti-Doping Authority

PURE
PERFORMANCE

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY

2007:08 ANNUAL REPORT



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Australian Sports Anti-Doping Authority
2007–08 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/resources/reports/current/ar08/index.htm>

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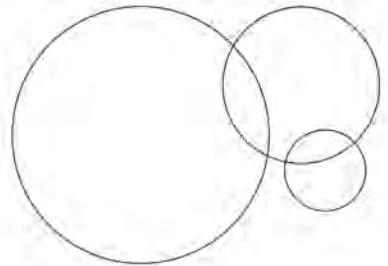
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Australian Government

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19 September 2008

The Hon. Kate Ellis MP
Minister for Sport
Parliament House
Canberra ACT 2006

Dear Minister

I am pleased to present the Australian Sports Anti-Doping Authority's annual report for the financial year ending 30 June 2008.

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 18 June 2008).

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 2008. 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, an outline of ASADA's role, functions and structure, reference to our Portfolio Budget Statement and an explanation of our outcome and outputs.
- **Report on performance** – 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, human resources and financial management.
- **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

This report is available in its entirety on our website at www.asada.gov.au in both HTML and PDF formats.

The direct link to the document is <http://www.asada.gov.au/resources/reports/current/ar08/index.htm>

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OVERVIEW

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- : About us

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MESSAGE FROM THE CHAIR

During the 2007–08 financial year, ASADA continued to strengthen its functional anti-doping areas of investigations, presenting doping cases to sporting tribunals, recommending sanctions, monitoring compliance of national sports organisations, providing education and testing.

Our commitment to quality was demonstrated by the continued certification of the management system against the International Organization for Standardization (ISO) 9001:2000 requirements for quality management systems. As part of this certification, independent surveillance audits were again conducted by the certification body. No corrective actions were reported following the most recent surveillance audits (in April and May 2008), which was a particularly pleasing result given the many new programs we have established in the past year.

Lead-up to 2008 Beijing Olympics

On behalf of the Australian Government, in the lead-up to the 2008 Beijing Olympics, we invested over \$1 million to partner with the Australian Olympic Committee to implement the most robust anti-doping program ever put in place for an Australian Olympic team. This program included 1,541 samples collected from 846 athletes, comprehensive education and information for all team members, and the long-term storage of samples in the Tank for future re-testing as laboratory technology continues to advance. This program helped to ensure the protection of Australia's Olympic reputation for Pure Performance.

We also continued to help ASADA focus its strategic direction on meeting the output requirements for its deterrence, detection and enforcement programs.



Deterrence programs

The 2007–08 ASADA Pure Performance Education Service Charter is one of the key programs that delivers quality education about the risks and repercussions of doping. The Education Service Charter provides athletes and support personnel with a comprehensive and inclusive education program aimed at increasing their understanding of anti-doping. This includes information to help athletes avoid doping inadvertently through the use of common medications. Approved by ASADA Members, and endorsed by the World Anti-Doping Agency (WADA), the Education Service Charter includes a range of seminars, outreach and workshop programs.

The forecast of 7,000 attendees was exceeded when over 8,100 people attended ASADA education sessions during the financial year. The response from attendees at these sessions was enthusiastic and encouraging. Surveys indicated that 97 per cent of participants believed the education session reduced their likelihood of inadvertent doping, and 95 per cent believed it deterred them from contemplating doping. In addition, a broader survey of elite Australian athletes conducted during May 2008 indicated that 91 per cent believed ASADA was effective in educating athletes about prohibited performance-enhancing substances in sport in Australia.

Together with ASADA's education team, well known athletes – including Olympic champion Catherine Freeman and former AFL player Justin Charles – delivered the message of Pure Performance to the broadest possible cross-section of athletes and support personnel right across Australia. For the first time, seminar locations included major regional centres, such as Bathurst, Alice Springs, Newcastle and Cairns.

Complementing the Education Service Charter, ASADA continued to provide athletes and support personnel with tools and resources to help them comply with Australian anti-doping rules. These included the Anti-Doping Hotline which fielded 5,290 information requests about medications from athletes and support personnel during the year. The hotline also provided support to obtain Therapeutic Use Exemptions and maintain compliance with whereabouts requirements, seven days a week.

Detection programs

Australian athletes have a well deserved reputation for being clean, but this is something we cannot take for granted. Australia is not immune from the risk of doping in sport, so we seek to deliver comprehensive detection programs to identify any athlete or support person who breaks anti-doping rules.

Our detection capability is one of the most comprehensive in the world of anti-doping, as we have powers that allow us to conduct investigations into allegations of doping as an adjunct to our testing program. We are also able to work in cooperation with other government agencies to examine doping allegations, such as the use, possession or trafficking of prohibited substances.

During the past year, ASADA conducted 6,637 urine and blood tests across 73 sports and 3,820 athletes. We have advanced our testing program by integrating our intelligence, scientific and test distribution planning functions. As a result, we are at the forefront of 'intelligent testing' which increases the likelihood of detecting athletes involved in doping.

A key partnership we have developed is with the Australian Customs Service. During 2007–08 ASADA intelligence and investigations staff assessed information relating to 1,829 seizures of performance-enhancing substances by Customs. As a result of these investigations, ASADA identified

four athletes or support personnel for placement on the Register of Findings (RoF) for violations that included the use, possession or trafficking of doping substances.

We played a key role at the third WADA Investigations Symposium held in Sydney in March 2008, sharing our experience in investigating anti-doping rule violations with other anti-doping bodies from around the world.

By combining our testing program with our powers of investigation, we have a world-class capability to detect serious doping offences that would previously have gone undetected.

Enforcement programs

Through analysing case materials, preparing briefs of evidence and presenting findings and/or recommendations to sporting tribunals, ASADA's Enforcement Program is designed to ensure anti-doping rule violations are managed in line with the principles of the World Anti-Doping Code.

During the year, the Enforcement Team reviewed 64 doping allegations, resulting in 27 entries on the RoF. Decisions to make an entry on the RoF are made by the Anti-Doping Rule Violation Committee (ADRVC), a sub-committee of ASADA Members. The ADRVC also recommends sanctions to sports for anti-doping rule violations as well as determining whether ASADA should appeal any decision of a sporting tribunal.

Support programs

During the year, we continued to help ASADA meet its obligations for robust financial management and sound corporate governance.

Now two years in operation, ASADA is a well established agency with effective controls in place to meet its obligations under the *Financial Management and Accountability Act 1997* (FMA Act) and the *Public Service Act 1999* (PS Act), as well as the regulatory and governance requirements of the *Australian Sports Anti-Doping Authority Act 2006* (the ASADA Act).

During the year, ASADA invested for the future by relocating its Canberra head office to premises in Fyshwick. These premises are specifically designed to meet ASADA's needs in terms of information security and operating space for the next 10 years.

ASADA had a reportable loss for the year of \$0.285 million but this loss was fully offset against previous years' surplus results. The organisation continued to deliver its full range of outputs within its appropriation and client services revenue sources.

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.

The year ahead

The 2007–08 year saw us deliver on the Australian Government’s expectations for Pure Performance in Australian sport.

A major focus in the coming year will be to assist Australian sport adopt the revised Code by the 1 January 2009 deadline. This will involve helping sports redraft their anti-doping polices to comply with the new requirements of the Code.

The new Code will also require amendment to the National Anti-Doping (NAD) scheme to ensure compliance. The NAD scheme is a legislative instrument that outlines how ASADA should implement its anti-doping functions under the ASADA Act. The process of amending the NAD Scheme will involve significant consultation with stakeholders across Australian sport.

In recognition of the skill of ASADA staff, I am pleased that the Beijing Organizing Committee for the XXIX Olympiad selected two of our Doping Control Officers to provide their anti-doping expertise to the 2008 Beijing Olympic Games.

On behalf of ASADA Members, I want to thank the dedicated, hard-working ASADA team and our many partners across the sporting community for their commitment to Pure Performance in Australian sport. I also wish to thank the Minister for Sport, the Hon. Kate Ellis MP, for her ongoing commitment to achieving a level playing field in Australian and international sport.

The year ahead promises new challenges 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 as a result of the Australian Government's commitment to strengthen its Tough on Drugs in Sport Strategy.

ASADA is an Australian Government body corporate within the Health and Ageing portfolio. From 14 March 2006 to 3 December 2008, ASADA was an agency within the Communications, Information Technology and the Arts portfolio. ASADA operates under the ASADA Act and *the Australian Sports Anti-Doping Authority Regulations 2006 (ASADA Regulations)*. ASADA is a prescribed agency for the purposes of the FMA Act and its operations are subject to the PS Act.

ASADA's activities are bound by its legislative framework and its obligations to implement the Code, the Prohibited List, the International Standard for Testing, and the International Standard for Therapeutic Use Exemptions.

Minister

ASADA reports to the Hon. Kate Ellis MP, Minister for Sport who was appointed on 3 December 2007. Between 1 July 2007 and 3 December 2007, ASADA reported to Senator the Hon. George Brandis SC, Minister for the Arts and Sport. The powers of the responsible Minister are outlined in appendix D.

Role and functions

Sport is a powerful cultural force in Australia and it is ASADA's role to preserve its value – not only for athletes, their support personnel and sporting organisations – but for all Australians.

Our primary functions are:

- ▶ doping control
- ▶ education
- ▶ investigations of potential anti-doping rule violations
- ▶ presentation of cases at hearings
- ▶ monitoring Australian sport anti-doping policies.

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

ASADA's legislation allows it to exchange information with specified government agencies and sporting administration bodies.

Values

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

We have clear legislative powers to take action against the use of prohibited substances. We work positively with athletes, support personnel, and sports, with strategies such as education and information dissemination.

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 shape a policy agenda that achieves a level playing field in Australian and international sport.

As an organisation, we 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

Our head office is located in Canberra, with another three offices operating in Melbourne, Sydney, and Brisbane. The full-time Chair of ASADA is the Chief Executive Officer for the purposes of the FMA Act and the PS Act.

During 2007–08, ASADA was structured into the following organisational groups, with a Group Director heading each group:

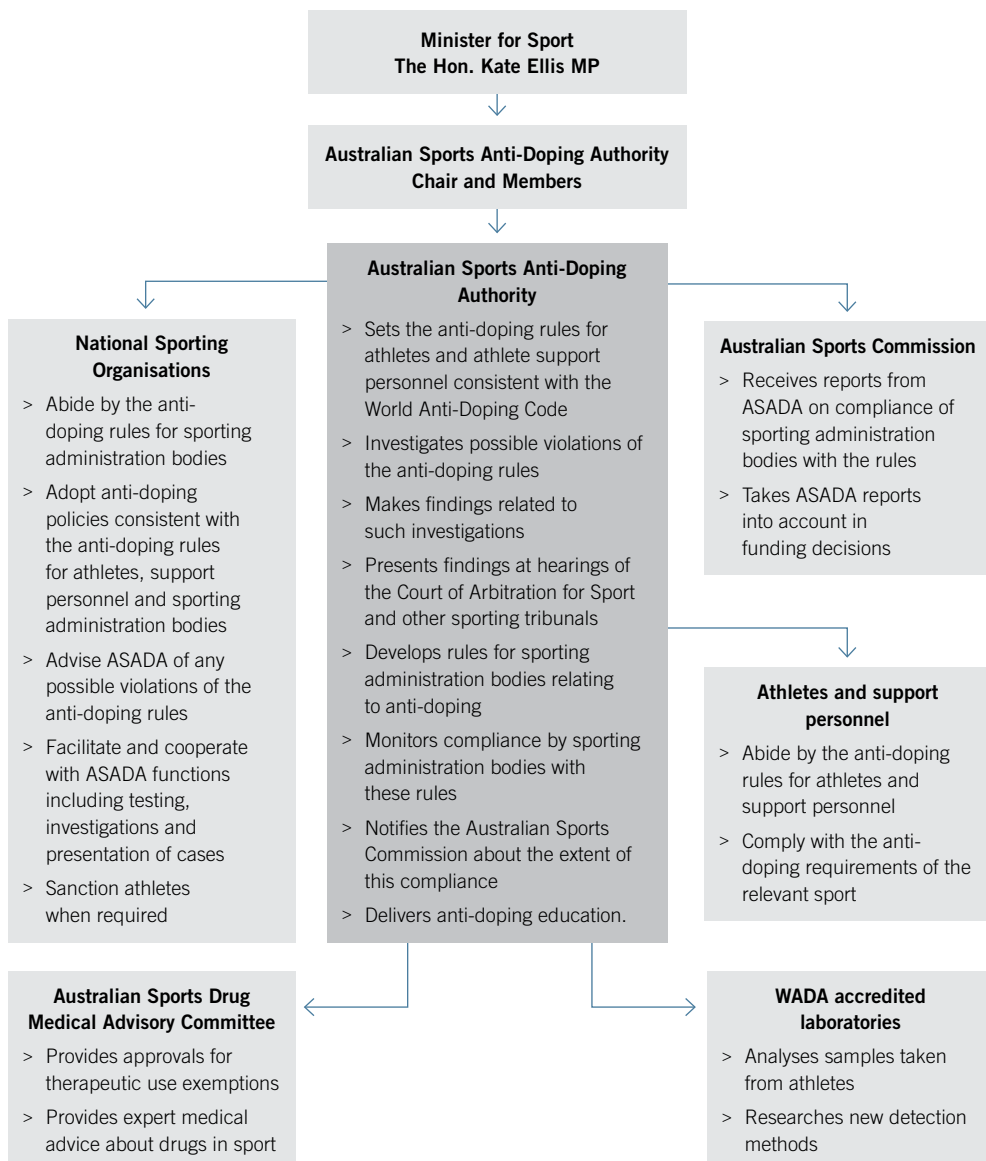
- Deterrence
- Detection
- Enforcement, and
- Support.

The Government and Member Services unit further supported this structure.

Australia's Anti-Doping Framework

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

Figure 2: Australia's Anti-Doping Framework



Highlights from 2007–08

- A \$1 million anti-doping program providing the 2008 Australian Olympic Team with the most robust anti-doping measures ever implemented.
- The delivery of the Pure Performance Education Service Charter – reaching over 8,100 participants across Australia.
- Successful completion of 6,637 tests across 88 sports, and 94 investigations.
- Compliance by athletes with their obligations to provide Athlete Whereabouts Information rose from 82 per cent to 96 per cent.
- Successfully retaining the ISO 9001:2000 accreditation.
- Implementation of an enhanced Stakeholder Engagement Plan, which assisted all Australian National Sporting Organisations (NSOs) to maintain compliance with their anti-doping obligations
- Completion of a review of the NAD Scheme and sports' anti-doping policies to incorporate changes to the Code that must be implemented by 1 January 2009.
- The selection of two ASADA Doping Control Officers to provide their anti-doping expertise to the 2008 Beijing Olympic Games.

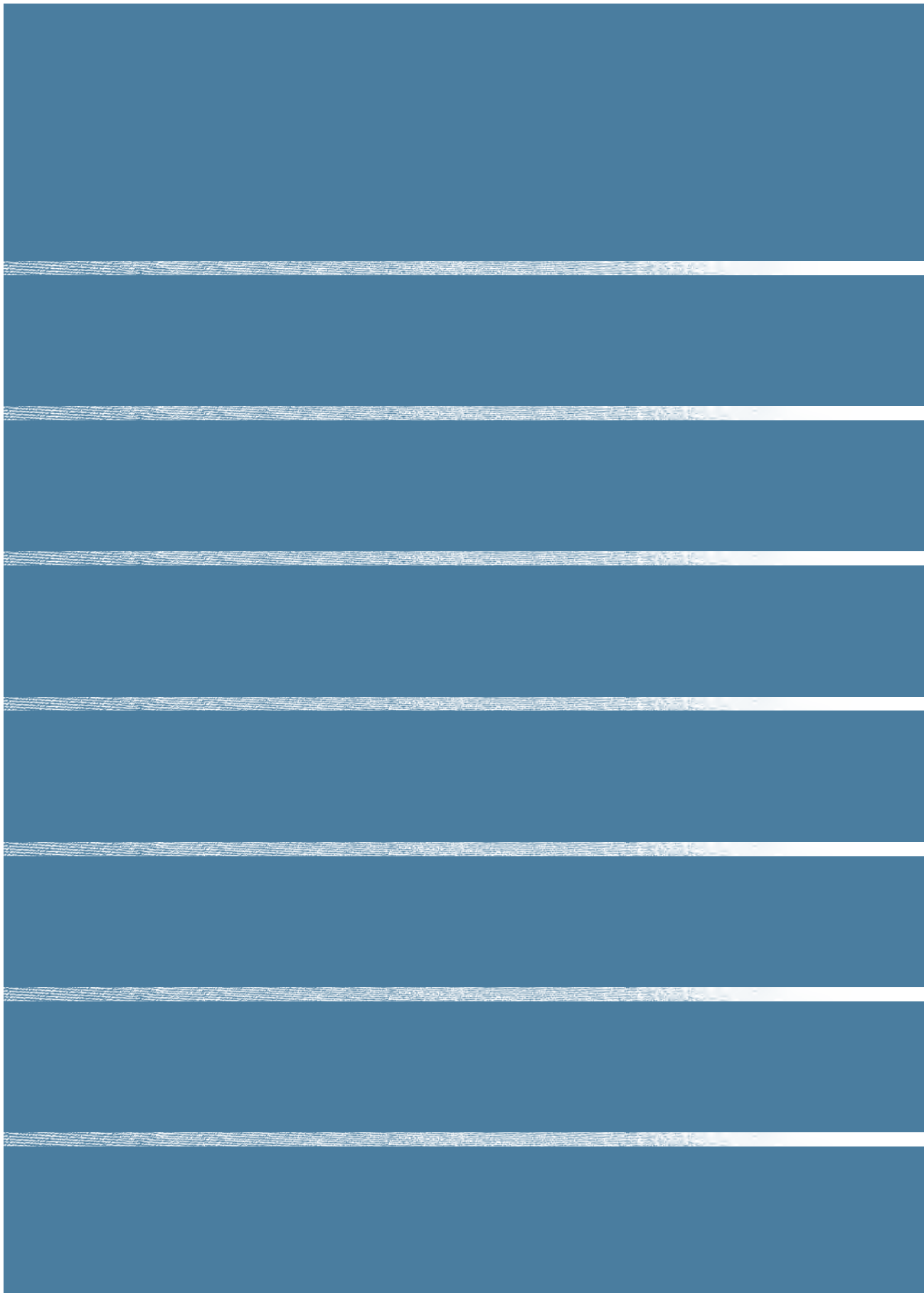
Outlook for 2008–09

- Implementation of the new Code across Australian sport by 1 January 2009.
- Development of sport specific Pure Performance Programs aimed at achieving a level playing field across Australian sport.
- Completion of a review of ASADA's cost recovery arrangements.
- Investment in the skills of the ASADA team through enhanced learning and development opportunities.
- The implementation of the 2008–11 ASADA Strategic Plan and supporting organisational structure.



ASADA EXECUTIVE TEAM L-R CATHERINE SHADBOLT, RICHARD INGS, GEETHA NAIR AND KEVIN ISAACS





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REPORT ON PERFORMANCE

- : Report on performance
- : Outcome 1
- : Output 1.1 – Deterrence Program
- : Output 1.2 – Detection Program
- : Output 1.3 – Enforcement Program

REPORT ON PERFORMANCE

Our performance reporting is based on our outcome and output structure.

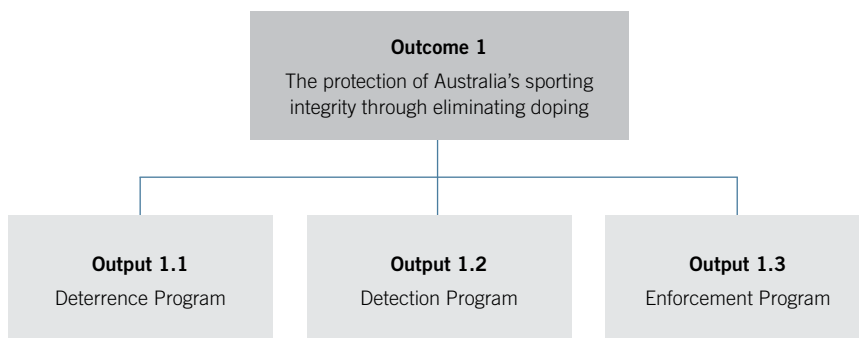
Outcome and output structure

As shown in Figure 3, ASADA has three outputs contributing to achieve one outcome.

The value of sport to all members of the community diminishes when athletes employ prohibited doping practices. Such practices are contrary to the rules of sport and the ethos of good sportsmanship. To deter athletes from using prohibited doping practices, ASADA provides a comprehensive anti-doping program for the Australian sports community.

The Deterrence, Detection and Enforcement outputs reflect the Australian Government's comprehensive approach to eliminating doping in Australian sport. Deterrence is achieved through the provision of education, communication, and advocacy services. Detection is achieved through the coordinated implementation of a program of testing and investigations. Enforcement is achieved through managing adverse and non-adverse analytical findings and the presentation of cases arising from its findings to a sporting tribunal, committee, or other hearing body.

Figure 3: ASADA's outcome and output structure 2007–08



Output change

In 2007–08, there were no changes to our outcome or outputs. Quantity measures for the Deterrence Program were reduced since 2006–07, removing detailed operational measures regarding hotline calls and use of the ASADA website that are more appropriately reflected in ASADA's internal business plans.

OUTCOME 1

Table 1 shows how the 2007–08 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 1: Resources for Outcome 1				
	(1) Budget 2007–08* \$'000	(2) Actual 2007–08 \$'000	Variation (column 2 minus column 1) \$'000	Budget 2007–08** \$'000
Administered expenses (including third party outputs)	Nil	Nil	Nil	Nil
Total administered expenses	Nil	Nil	Nil	Nil
Price of departmental outputs				
Deterrence Program	3,986	4,547	561	3,723
Detection Program	7,133	7,051	(82)	6,894
Enforcement Program	2,172	1,693	(479)	2,099
Revenue from government (appropriation) for departmental outputs	13,291	13,291	0	12,716
Revenue from other sources	1,536	1,571	35	1,796
Total price of outputs	14,827	14,862	35	14,512
TOTAL FOR OUTCOME 1 (Total price of outputs and administered expenses)	14,827	14,862	35	14,512
			2007–08	2008–09
Average staffing level			69	66

* Budget estimates at 2007–08 Portfolio Additional Estimates Statement

** Budget estimates at 2007–08 Portfolio Budget Statement

OUTPUT 1.1 – DETERRENCE PROGRAM

The Deterrence output ensures that relevant anti-doping policy and legislative frameworks, such as the NAD scheme and sport anti-doping policies, reflect the Government's commitment to the United Nations Education Science and Cultural Organisation (UNESCO) International Convention against Doping in Sport and the Code.

The Deterrence output aims to inform members of the sporting community of their rights and obligations in relation to doping in sport through the provision of comprehensive and targeted education and awareness programs.

Furthermore, the Deterrence output ensures there is an ongoing move towards consistent anti-doping policy and procedures both domestically and internationally. It does this, among other things, by assisting sporting organisations in the development, approval and monitoring of their anti-doping policies.

Table 2: Output 1.1 performance measures

OUTPUT 1.1 – DETERRENCE PROGRAM	
Measure	Result
QUALITY	
Reduce the number of inadvertent anti-doping rule violations	<p>Of the 27 Anti-Doping Rule Violations (ADRVs) entered on ASADA's RoF during 2007–08, 11 (40.7%) were classified as inadvertent.</p> <p>While this figure has increased marginally from 38% in 2006–07, this is because of a timing issue and does not reflect the effectiveness of ASADA's anti-doping education programs in place at the time of the anti-doping rule violations. Of the 11 inadvertent ADRVs entered onto the RoF during 2007–08, eight were committed during 2007–08. Three were committed during the previous year.</p> <p>During 2007–08 ASADA implemented a number of targeted strategies to minimise inadvertent doping, including:</p> <ul style="list-style-type: none"> > the delivery of a comprehensive and tailored Education Services Charter that provided face to face education for over 8,100 athletes and support personnel. > specific awareness campaigns on cannabis and finasteride, the two substances that historically make up a large proportion of inadvertent ADRVs, and > the distribution of a comprehensive information card on prohibited substances to over 4,000 Australian athletes.

continued

Table 2: Output 1.1 performance measures *continued*

OUTPUT 1.1 – DETERRENCE PROGRAM	
Measure	Result
QUALITY	
Reduce the number of athletes who may be contemplating doping	<p>Historically, this measure has been based on the percentage of athletes who responded, through an anonymous survey, that they would give 'a lot' or 'some' consideration to the offer of a prohibited substance.</p> <p>During the year 8% of 204 Australian athletes at World Championship/Olympic level surveyed indicated that they would give 'a lot' or 'some' consideration to the offer of a prohibited substance which is unchanged from the previous year, but down from 16 per cent in 2004.</p> <p>The proportion of Australian athletes who responded to the survey reported that they would give 'no consideration at all' to an offer of prohibited substances has risen to 81% in 2008 from 59% in 2004.</p> <p>Ninety-five per cent of Australian athletes who took part in the evaluation of programs delivered under ASADA's 2007–08 Education Services Charter believed the session they attended reduced their likelihood of contemplating doping.</p>
Full compliance with national and international responsibilities relating to the World Anti-Doping Code and other anti-doping agreements	<p>ASADA has internal policies and procedures that reflect the requirements of the Code and relevant International Standards.</p> <p>ASADA has reported on its compliance with the Code to WADA's satisfaction as part of WADA's compliance monitoring and reporting program.</p> <p>A review of the NAD scheme commenced to ensure continued compliance with the revised Code, which will come into force on 1 January 2009. The anti-doping policy template issued to all NSOs was also updated and distributed to ensure the continued compliance of recognised NSOs.</p> <p>ASADA contributed to the Australian Government's submissions to WADA on the proposed amendments to the Code, the International Standard for Testing, the International Standard for Therapeutic Use Exemptions and the Prohibited List.</p> <p>Under the NAD scheme, Australian NSOs are required to have, maintain, and enforce anti-doping policies and practices that comply with mandatory provisions of the Code, and all requirements of the NAD Scheme.</p> <p>ASADA undertakes regular NSO compliance audits to determine compliance during specified timeframes. The outcome of the 2007–08 Compliance Audit process was that all recognised Australian NSOs are compliant with their obligations under the Code and the ASADA legislation.</p>

continued

Table 2: Output 1.1 performance measures *continued*

OUTPUT 1.1 – DETERRENCE PROGRAM	
Measure	Result
QUANTITY	
Eighty per cent of clients are satisfied with ASADA's delivery of stakeholder values	<p>ASADA sought detailed feedback on satisfaction with our delivery of stakeholder values from a number of key external clients, including the Minister for Sport, the Department of Health and Ageing, the Australian Sports Commission, the Australian Olympic Committee (AOC), the Australian Paralympic Committee (APC), athletes, and NSOs.</p> <p>The Minister's office was satisfied with the briefings it had received from ASADA.</p> <p>The Australian Sports Commission indicated that it was satisfied with the way ASADA keeps it aware of current anti-doping issues and that the communication it receives from ASADA is good.</p> <p>The Department of Health and Ageing indicated that it was highly satisfied with the way in which ASADA kept it aware of current anti-doping issues.</p> <p>ASADA worked closely with the AOC and the APC during 2007–08 on the development of Pure Performance Programs for the Australian Olympic and Paralympic teams participating in the Beijing 2008 Games (see page 31 for details).</p> <p>Surveys of elite athletes conducted during 2007–08 indicated:</p> <ul style="list-style-type: none"> > 77% satisfaction with ASADA's efforts to help athletes demonstrate pure performance in sport, free from doping > 94% believed that ASADA is serious in preventing doping > 88% believed that ASADA is effective in preventing doping > 91% believed that ASADA's education effectively informs athletes about prohibited substances. <p>In June 2008 65 out of 94 NSOs completed an end-of-year survey. Ninety-two per cent of NSOs that responded were either satisfied or very satisfied that ASADA is assisting them to protect the integrity of their sport by driving pure performance.</p>

Deterrence

ASADA's deterrence activities aim to help athletes, support personnel, and NSOs understand and meet their anti-doping obligations. Deterrence focuses on strategies to reduce both inadvertent doping and the number of athletes who may be contemplating doping. We approach this by enhancing awareness of anti-doping issues among the sporting and general communities, promoting best practice anti-doping programs, and building stakeholder support for ASADA's work.

ASADA's Deterrence team also ensures the Minister for Sport and the Department of Health and Ageing are kept fully informed of current and emerging anti-doping issues through regular meetings and full briefings.

Education

Anti-doping education

Consistent with obligations under its legislation and the Code, ASADA plans, implements, and monitors anti-doping education programs. Education is a key strategy to reduce the number of athletes contemplating doping and reduce the percentage of inadvertent anti-doping rule violations.

Education Service Charter

The 2007–08 ASADA Education Service Charter was developed in close consultation with NSOs, Australian athletes, other national anti-doping organisations, and WADA. The result was a fully integrated anti-doping education program for athletes at all levels of competition and their support personnel.

The Education Service Charter included a number of face-to-face education strategies:

- **Pure Performance Seminars** provide athletes and support personnel with quality anti-doping education to ensure they are informed and knowledgeable about their anti-doping responsibilities and to reduce the risk of athletes inadvertently doping.
- **Pure Performance Athlete Workshops** engage and influence the behaviour of athletes to prevent them from contemplating doping.
- **Athlete Outreach** teaches young athletes about their anti-doping responsibilities in a fun, interactive environment.
- **Coaching Workshops** 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 target for the Education Service Charter was to provide 7,000 athletes and support personnel with face-to-face anti-doping education. ASADA exceeded this target when 8,126 people attended education sessions held across Australia.



Throughout 2007–08, the Education Team delivered 117 Anti-Doping Workshops, 50 Pure Performance Seminars, three Athlete Outreach sessions and four Coaching Workshops. These activities included working with professional sports, Olympic sports, and large-scale junior events.

For the first time, ASADA delivered face-to-face anti-doping education in regional areas, such as Cairns, Warrnambool, Bathurst, Newcastle, Geraldton, Alice Springs and Darwin.



RICHARD INGS WITH CATHERINE FREEMAN IN ALICE SPRINGS, DARWIN

Table 3: Education activities during 2007–08

Program	No. of sessions delivered	No. of participants
Pure Performance Programs	50	2,534
Anti-Doping Workshops	117	4,466
Athlete Outreaches	3	1,043
Coaching Workshops	4	83
Total	174	8,126

Partnerships

ASADA's Education Team continues to work closely with WADA on new education initiatives and models. This is highlighted by ASADA's adoption of the WADA model for Athlete Outreach and the WADA Coaching Toolkit. ASADA has successfully implemented these programs and has received positive feedback from participants and NSOs.

Forming an important part of the Pure Performance Program for the Australian Olympic Team, ASADA worked closely with the AOC to ensure all Australian athletes going to the Beijing Olympics had the opportunity to receive face-to-face anti-doping education.

Evaluation

Surveys of participants in education sessions indicated 97 per cent believed the education session reduced their likelihood of inadvertent doping, and 95 per cent believed the education session deterred them from contemplating doping.

NSOs are a key stakeholder in ASADA's Education Service Charter. During 2007–08, ASADA surveyed NSOs on their views of the effectiveness of ASADA's education programs. The findings from this survey included the following:

- 88 per cent of NSOs were satisfied with ASADA's Education Service Charter
- 84 per cent believed the activities delivered under the Education Service Charter reduced the risk of inadvertent doping, and
- 63 per cent believed the activities delivered under the Education Service Charter deterred athletes from doping.



ASADA Z-CARD

Education Resources

During the year ASADA introduced a wallet sized Information Card that outlines key information on medications and Therapeutic Use Exemptions. The Information Card, which athletes are advised to carry with them at all times to show their doctor or pharmacist prior to receiving any treatment or any medication, safeguards athletes from doping through inadvertent use of common medications.

ASADA has distributed over 4,000 Pure Performance Information Cards in the last six months of 2007–08 as well as making it available for download from the ASADA website.

Another source of information for athletes on their responsibilities under anti-doping rules is the ASADA website (www.asada.gov.au). The ASADA website makes publicly available comprehensive anti-doping information. During 2007–08, the website has had 687,732 hits.

ASADA continues to provide athletes and support personnel with other resources including the Pure Performance in Sport DVD, an annual Anti-Doping Handbook, Doping Control Guide, and a Wallet Card. All publications are available for purchase, or for download from the ASADA website.

Athlete Whereabouts

Athletes in the Registered Testing Pool (RTP) are required under the Code to provide ASADA with Athlete Whereabouts Information (AWI) – one location for a time period of one hour per day, for a quarter (three month period) in advance, to facilitate No Advance Notice Out-of-Competition testing.

Failure either to provide AWI, or to be at the nominated location for sample collection – or a combination of these – three times within an 18 month period can lead to sanctions under the Code.

A key feature of ASADA's Athlete Whereabouts System is a user-friendly web-based tool that provides athletes with a convenient way to submit and update their AWI from anywhere in the world. Approximately 90 per cent of RTP Athletes were using this system at the end of the 2007–08 financial year.

There is growing evidence that RTP Athletes are becoming more accustomed to their obligations under ASADA's Athlete Whereabouts Policy. During 2007–08, the proportion of athletes in the RTP who were asked to explain a 'Failure to Provide Information' has dropped to 4 per cent in Quarter Four (June 2008) from 18 per cent in Quarter One (July 2007).

Pure Performance Programs

Overview

Sporting administration bodies, including the AOC, APC, NSOs and individual event organisers, must meet certain fundamental requirements to maintain compliance with the Code.

During 2007–08, ASADA introduced Pure Performance Programs that take individual sporting administration bodies beyond basic compliance to best practice in anti-doping.

During the year, ASADA partnered with selected sporting administration bodies to develop and implement a suite of Pure Performance Anti-Doping Tools, tailored to the unique requirements of each sport.

Pure Performance Programs combine a range of tools including the education, intelligent testing, sharing information with specified bodies, and long term storage of samples in the Tank.

The development and implementation of Program on a sport-by-sport basis will be a priority for 2008–09.

Pure Performance Case Study

Single events – 2008 Union Cycliste Internationale ‘Tour Down Under’

ASADA partnered with the Union Cycliste Internationale (UCI) to implement a Pure Performance Program for the 2008 Tour Down Under held from 22–27 January 2008 in South Australia.

The 2008 Tour Down Under is the first event on the UCI-sanctioned world professional cycling calendar and the first time that a UCI-sanctioned ProTour event has been held in Australia.

The Pure Performance Program initiatives implemented included steps never before seen at a cycling event in Australia, including:

- > sample collection under the UCI’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 the Australian Customs Service to enhance interception at the border of any prohibited substances destined for the Tour Down Under and investigation of those involved.

International engagement

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

Liaison with the World Anti-Doping Agency

Our relationship with WADA is an important element of our international engagement strategy. WADA developed the World Anti-Doping Program that consists of three levels:

- Level 1: World Anti-Doping Code
- Level 2: International standards
- Level 3: Guidelines and models of best practice

The Code and the International Standards (including the Prohibited List, testing, laboratories and therapeutic use exemptions) are implemented by signatories to the Code.

Review of the Code and International Standards

Throughout 2007–08, ASADA provided to the Australian Government, submissions to WADA on its review of the Code and the International Standards. ASADA, together with the then portfolio department, Department of Communications, Information Technology and the Arts (DCITA), held a number of stakeholder forums for Australian sporting organisations during the consultation periods. These forums delivered information about the updated Code and international standards to Australian sport, and enabled WADA to receive feedback from Australian stakeholders.

The input of the Australian Government into the review of the Code resulted in significant revisions. ASADA’s operational experience in the new anti-doping areas of investigations and information sharing was reflected in the new Code.

ASADA also contributed to the preparation of Australian Government submissions to reviews of International Standards that operate under the Code and provided technical advice on other aspects of the Code.

Before the new Code was adopted in November 2007 at the World Conference on Doping in Sport, convened by WADA in Madrid, Spain in November 2007, WADA undertook a number of consultations with stakeholders. Revised international standards were also adopted by WADA during the first half of 2008.

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.

World Conference on Doping in Sport – Madrid, 15–17 November 2007

The development of a new Code and the associated International Standards was a key topic at the World Conference on Doping in Sport. ASADA addressed the conference on how effective investigation activities can complement traditional testing to increase the chance of doping athletes being detected.

WADA Investigations Symposium – Sydney, 1–2 May 2008

ASADA played a key role in the third WADA Symposium on the Investigative Powers of Anti-Doping Organisations which was held in Sydney on 1 and 2 May 2008. The symposium was hosted by the Department of Health and Ageing and opened by the Minister of Sport, the Hon. Kate Ellis MP. Participants included representatives of National Anti-Doping Organisations (NADOs), International Sporting Federations, the International Olympic Committee, UNESCO, the Australian Sports Commission, law enforcement bodies from Australia, the United Kingdom, the United States and Interpol.

The symposium built on the previous two investigations symposiums held in Colorado Springs and London. At the Sydney symposium, ASADA presented its framework for building investigative and intelligence capabilities to detect forms of doping which are unable to be detected through traditional testing.

ASADA is contributing to the WADA Protocol for Investigations, which is currently in development by WADA.

Oceania Regional Anti-Doping Organisation

ASADA is a board member of the Oceania Regional Anti-Doping Organisation (RADO). As part of its worldwide anti-doping development program, WADA brings together several countries and stakeholders within a geographic area to mobilise and pool resources for anti-doping under the umbrella of an independent RADO.

This approach is intended to increase worldwide testing and promote long-term sustainability of testing and anti-doping education. The overall goal is to ensure that all athletes in all countries and in all sports are subject to the same anti-doping protocols and processes.

On 16 and 17 March 2008, ASADA participated in the Oceania RADO board meeting in Port Vila, Vanuatu. During the board meeting, each member country (Australia, the Cook Islands, Fiji, Papua New Guinea, Samoa, Tonga, and Vanuatu) provided an update on:

- establishment of a national anti-doping organisation and implementation of anti-doping rules, and
- Code compliance and status of acceptance of the UNESCO Convention against Doping in Sport.

A key outcome of the meeting was for the Oceania RADO Board to note a plan for each country, with associated timelines for implementation of testing and education programs.

Other World Anti-Doping Agency interaction

- At the invitation of WADA, ASADA provided an independent observer at the Pan American Games in Brazil, in July 2007.
- ASADA participated in a WADA Athlete Outreach program at the World University Games in Bangkok, Thailand in August 2007.

Other international engagements

International Anti-Doping Arrangements Steering Group Meeting

ASADA gave a presentation to the Steering Group for International Anti-Doping Arrangements (IADA) about ASADA's investigations framework in November 2007. IADA facilitates the harmonisation of anti-doping programs in participating countries. The aim of IADA is to positively influence the international sporting community through continuous improvement and best practice. Countries participating in IADA include Australia, Canada, Denmark, Finland, the Netherlands, New Zealand, Norway, the Republic of South Africa, Sweden, and the United Kingdom.

Fifth Asian Region Intergovernmental Meeting on Anti-Doping in Sport

For the first time, ASADA was invited to attend the Asian Region Intergovernmental Meeting on Anti-Doping in Sport that took place in Seoul, Republic of Korea, on 26 and 27 May 2008.

The meeting, jointly hosted by WADA and the Ministry of Culture, Sports and Tourism of the Republic of Korea, included representatives from 22 countries. ASADA gave presentations on its anti-doping programs, with particular emphasis on investigations activities.

Association of National Anti-Doping Organisations

ASADA continues to be an active participant in the Association of National Anti-Doping Organisations (ANADO), a group of 42 member NADOs established to share anti-doping information and experience.

ASADA gave a presentation on the Education Services Charter at the ANADO workshop in Tokyo, Japan, in September 2007. ASADA also presented its framework for building investigative and intelligence capabilities at the ANADO workshop in Lausanne, Switzerland, in March 2008.

ASADA continues as a member of the ANADO Management Working Commission.

International Visitors

During 2007–08 ASADA's Canberra headquarters played host to:

- a delegation from the Korea Anti-Doping Agency
- the Chief Executive Officer of the United States Anti-doping Agency, Mr Travis Tygart
- the Head of Operations, Drug Free Sport, UK Sport, Mr Andy Parkinson
- a delegation from the Beijing Organizing Committee for the XXIX Olympiad
- a delegation from the Japan Anti-Doping Agency

Each of the visits offered an information-sharing opportunity. Key points covered during visits included:

- ASADA's strategic plan, organisational structure, and resource allocation
- the Education Service Charter
- ASADA's investigative and intelligence management framework
- recruitment and training of ASADA Doping Control Officers and Chaperones
- the preparation and presentation of doping cases before sporting tribunals
- therapeutic use exemption processes, and
- athlete whereabouts provisions.

Media

ASADA engages with the media to promote the message of Pure Performance. Media reporting of significant ASADA programs and activities, as well as public announcements of anti-doping rule violations helps highlight the importance of Pure Performance to athletes and their support personnel.

During 2007–08, we conducted proactive media activities focused on:

- launch of the Pure Performance Program for Australian Olympic Team for the Beijing Olympics by the Minister for Sport, the Hon. Kate Ellis MP
- behind the scenes insight into a doping control session
- the importance of investigative capabilities to the fight against doping in sport
- implementation of the Pure Performance Program for the UCI Tour Down Under event in January 2008
- promoting the anti-doping education delivery in regional Australia
- a ministerial launch of the Education Service Charter

To communicate ASADA's message of pure performance to the widest possible audience, we:

- issued over 30 media releases and statements
- processed over 450 media enquires
- conducted over 120 interviews.

Key deterrence projects

National Anti-Doping scheme amendments

The ASADA Act provides that the ASADA Regulations must prescribe a scheme about:

- the implementation of the General Anti-Doping Convention (the Council of Europe Anti-Doping Convention)
- the implementation of the UNESCO Anti-Doping Convention, and
- ancillary or incidental matters.

Schedule 1 of the regulations prescribes the NAD scheme in accordance with the ASADA Act. The NAD scheme provides a detailed framework for the performance of ASADA's powers and functions. In particular, it:

- ▶ sets out anti-doping rules applicable to athletes and support personnel
- ▶ sets out the procedure for the management of potential anti-doping rule violations including entries onto the RoF
- ▶ sets out sporting administration body rules applicable to sporting administration bodies
- ▶ authorises and requires ASADA to do certain things
- ▶ sets out procedures governing the exercise of ASADA's powers, and
- ▶ sets out certain rights applicable to athletes.

Section 10 of the ASADA Act provides that, by legislative instrument, ASADA may amend the NAD scheme.

Following the adoption of the revised Code, it became necessary to amend the NAD scheme to reflect changes to the Code.

The review of the NAD scheme commenced in November 2007 and is scheduled for completion in late 2008. Ongoing consultation with sporting organisations has been occurring as part of this review.

Completion in late 2008 will allow sufficient time for NSOs to have input into the NAD scheme review and to implement changes to their sporting policy by the deadline of 1 January 2009.

Revision of sports' anti-doping policies

Following the revisions to the Code, we commenced a review in February 2008 of sports' anti-doping policies. This review has resulted in a revised anti-doping template designed to help NSOs formulate anti-doping policies that comply with the Code, International Standards, the Act, and the NAD scheme. The revision of sports' policies, as with the NAD scheme review, will ensure the continued compliance of Australian sports with the revised Code and the UNESCO International Convention against Doping in Sport.

The roll out of revised sports' anti-doping policies is expected to be completed in late 2008, giving athletes time to familiarise themselves with the new policies before they come into effect.

OUTPUT 1.2 – DETECTION PROGRAM

Table 4: Output 1.2 performance measures

OUTPUT 1.2 – DETECTION PROGRAM	
Measure	Result
QUALITY	
Inclusion of new detection methodologies as they become available	<p>ASADA has expanded our steroid and blood profiling capability. We were represented on the Anti-Doping Research Panel, which provides funding for anti-doping research conducted in Australia. We have been in contact with leading researchers to remain abreast of new potential detection strategies.</p> <p>ASADA has continued operation of the Tank during the financial year, which allows the long term storage of urine samples for retesting with any advances in laboratory technology.</p>
Delivery of a detection program involving testing and investigation with a priority of resources focused on those athletes and support personnel at greater risk of doping	We developed a case management framework that integrates our investigations, intelligence, and intelligent testing in a manner that focuses resources on those athletes and support personnel at the greatest risk of doping.
Conduct all investigations in accordance with accepted investigation standards including the Australian Government Investigation Standards	All investigations undertaken met the required standard.
Full compliance with national and international responsibilities relating to anti-doping codes and agreements	<p>Our 2007–08 sample collection program complied with the WADA Code, the International Standard for Testing and the NAD scheme.</p> <p>At the Sydney WADA Investigations symposium, ASADA presented its framework for building investigative and intelligence capabilities to detect forms of doping which are unable to be detected through traditional testing. ASADA is contributing to the WADA Protocol for Investigations, which is currently in development by WADA.</p>
QUANTITY	
At least 4,200 government-funded tests	We completed 4,242 government-funded tests across 73 sports.

Detection

Our Detection Program focuses on investigating allegations of doping and conducting doping control activities. The program continued to integrate testing, intelligence and investigations capabilities during the 2007–08 financial year. In particular, the integration of our intelligence program to capture and analyse information from a wide number of sources has significantly enhanced our ability to develop targeted testing programs and effectively investigate allegations of anti-doping rule violations.

In 2007–08, our Detection Program contributed to the fight against doping in sport – not just nationally, but in the international arena. Highlights are as follows:

- ASADA exceeded our Australian Government commitment of 4,200 government-funded tests, with 4,242 tests completed.
- in addition to conducting government-funded testing, ASADA completed a further 2,395 tests on a user-pay basis for major sports and event organisers.
- the detection program is a critical component of the Pure Performance Program. ASADA's extensive experience in the collection and profiling of blood and urine samples provided a platform for extensive intelligent testing programs in partnership with UCI during the Tour Down Under, the AOC, and the APC in preparation for the 2008 Beijing Olympic and Paralympic Games.
- ASADA's intelligence and investigative capability continued to detect forms of doping that would not be detected through traditional testing alone.
- as one of the first national anti-doping organisations to develop an intelligence and investigations capacity, ASADA continued to play an important role in the development of the WADA investigations protocols.

Testing

The annual Test Distribution Plan drives ASADA's extensive sample collection program. This plan allocates tests, in accordance with the criteria specified in the WADA International Standard for Testing across a range of Australian sports.

The Test Distribution Plan focuses on:

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

Sample collection is an integral component of our detection function and entails the sequential activities that directly involve the athlete from notification until the athlete leaves the Doping Control Station having provided their samples. We conducted our sample collection program in accordance with the International Standard for Testing, the Code, and ASADA's NAD scheme.

Our sample collection program is supported by government funding, user-pays arrangements with Australian sporting bodies, and other anti-doping organisations.

We conducted 4,242 government-funded tests in 2007–08 across 73 sports and 2,395 user-pays tests for Australian sporting bodies or other organisations. A total of 3,820 athletes provided a sample to ASADA as part of our extensive sample collection program during the year.

Total tests conducted

The anti-doping tests we conducted during the year are shown in table 5.

Table 5: Anti-doping tests conducted by ASADA in 2007–08		
Client	Test type	Total tests completed
Government-funded tests	Out-of-competition	2,158
	In-competition	2,084
	Total of government-funded tests	4,242
User-pays tests	Out-of-competition	1,311
	In-competition	1,084
	Total user-pays	2,395
	TOTAL	6,637

Doping control statistics for the period 1998–99 to 30 June 2008 are shown in appendix A.

Doping control tests conducted with no advance notice act as a deterrent to athletes considering using prohibited substances and/or methods, as they may be tested anytime, anywhere and without warning.

In 2007–08, ASADA collected 99 per cent of the 4,242 government-funded tests with no advance notice. ASADA continued to apply its steroid and blood profiling capability to the development of targeted testing programs.

Table 6: Doping control facts and figures 2007–08	
6,637	Samples collected
64	Number of countries from which athletes were selected for doping control
2,499	Athletes in the Registered and Domestic Testing Pool
1,182	Blood samples collected
6,624	Samples collected with no advance notice
1,371	Tests on potential Olympic athletes
214	Tests on potential Paralympic athletes

User-pays tests

Sporting administration bodies that contracted ASADA to provide user-pays testing programs included the Australian Football League, Australian National Rugby League, Australian Rugby Union, A-League, and Cricket Australia. ASADA also conducted sample collections at a number of international sporting events during 2007–08, including the UCI Tour Down Under.

Other international stakeholders that entered into user-pays agreements with ASADA included WADA and ANADO.

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

Pure Performance Case Study

Multi-sport games organisations – 2008 Australian Olympic and Paralympic teams

On 21 February 2008, the Minister for Sport, the Hon. Kate Ellis MP, and the President of the Australian Olympic Committee, Mr John Coates AC, announced a partnership in a world leading anti-doping program for the Australian Team for the Beijing 2008 Olympic Games.

The Pure Performance Program for the 2008 Olympic Team provided a multi-faceted anti-doping program that integrated a number of testing and non-testing elements to ensure that the team was subject to the most rigorous anti-doping measures, including:

- > over 1,000 blood and urine tests, with a guaranteed minimum of one test per athlete, and additional target testing for athletes in identified at-risk sports
- > placing the samples of medal contenders and athletes in at-risk sports into the Tank
- > anti-doping education and information distribution, and
- > partnerships between ASADA and border control and law enforcement agencies.

ASADA also entered into a partnership with the Australian Paralympic Committee for a Pure Performance Program for the Australian Team participating in the Beijing 2008 Paralympic Games. This program incorporated all of the same tools identified for the Olympic Games Team.

Between 8 August 2007 and 30 June 2008, ASADA conducted 1,371 tests on potential Olympic athletes and, between 5 September 2007 and 30 June 2008, 214 tests on potential Paralympic athletes. Of these tests, 146 samples from athletes were stored in the Tank.

Investigations

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

We conduct investigations in accordance with the best practice case handling standards specified by the Australian Government Investigation Standards.

In the ongoing development of our overall case management framework, three milestones have been achieved during the 2007–08 financial year. These are:

- ▶ integrating the investigations and intelligence processes to deliver more effective investigative outcomes
- ▶ expanding our relationship with the Australian Customs Service, which has resulted in greater information flows back to ASADA

02:032

- ▶ installing and using a case management and intelligence software system that allows for the capture and analysis of the vast quantities of information ASADA receives from its partners in law enforcement and border patrol.

ASADA 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 the Australian Customs Service and their effective role in seizing importations of prohibited substances entering Australia. This relationship has enhanced ASADA's ability to detect serious doping violations including the use, possession, trafficking and administration of prohibited substances by athletes or support personnel.

During 2007-08 ASADA investigators opened 94 cases. Ten of these were the result of information provided to ASADA via the Stamp Out Doping Hotline, and 21 were the result of information received from the Australian Customs Service or other law enforcement agencies.



IMAGE COURTESY OF DELLY CARR/SWIMMING AUSTRALIA LTD

OUTPUT 1.3 – ENFORCEMENT PROGRAM

Table 7: Output 1.3 performance measures

OUTPUT 1.3 – ENFORCEMENT PROGRAM	
Measure	Result
QUALITY	
Consistent application of the anti-doping framework to provide athletes and support personnel with a fair and equitable due process by an external tribunal	<p>During 2007–08, the Enforcement team managed 64 matters.</p> <ul style="list-style-type: none"> > 39 matters resulted in an entry onto RoF and a sanction recommendation to the sport (11 of these matters were carried over from the 2006–07 financial year). One matter was removed from the RoF after a retrospective therapeutic use exemption (TUE) was granted by ASDMAC. > 12 matters were determined to not be anti-doping rule violations. > 8 matters were referred to the relevant International Federation with results management jurisdiction; and > 5 other matters were still in progress at the end of the reporting year. <p>Of the 39 entries on the RoF:</p> <ul style="list-style-type: none"> > 18 athletes or support personnel waived their right to a hearing and accepted they had committed an anti-doping rule violation. > 10 athletes or support personnel exercised their right for a hearing before the relevant sporting tribunal. Of these 10 matters, ASADA's findings were upheld in 5 matters, and set aside in 3 matters (1 finding was upheld by CAS at first instance but set aside by the CAS appeals division. ASADA is exercising its right to appeal the remaining two set aside matters). > 8 matters involved sport policies that required a hearing, even in cases where the athlete chose not to challenge the violation > 3 matters are still progressing. <p>The ADRVC, a subcommittee of the ASADA Members, has the delegation to make findings and recommendations on sanctions under the NAD scheme in all anti-doping matters considered by ASADA.</p>

continued

Table 7: Output 1.3 performance measures *continued*

OUTPUT 1.3 – ENFORCEMENT PROGRAM	
Measure	Result
QUALITY	
Maintain a legitimate and fair process in respect of athlete and support personnel rights	<p>The consideration of potential anti-doping rule violations, as well as the conduct of hearings before the Administrative Appeals Tribunal (AAT) or other sporting tribunals, is governed by the ASADA legislation, the Code, the rules/practices of the relevant tribunals and sports policies, and various ASADA results management policies and procedures.</p> <p>ASADA regularly reviews and updates policies and procedures for the management of potential anti-doping rule violations. An external auditor reviewed these procedures in April 2008 and found ASADA compliant with ISO 9001:2000.</p> <p>Members of the ADRVC have extensive experience in the medical and scientific review of doping allegations, and operate under a charter that the ASADA members have approved.</p>
QUANTITY	
Ninety per cent of cases to answer presented by ASADA at sporting tribunals result in independent findings of an anti-doping rule violation, irrespective of the sanction imposed	For the 2007–08 financial year, 92% of ASADA's decisions were either accepted by the athlete or support personnel, or upheld by the relevant tribunal.

Enforcement

The ASADA Act requires that the agency establish and maintain an RoF to record decisions made about ADRVs and sanction recommendations.

ASADA made 27 entries on the RoF in 2007–08 against Australian athletes or support personnel from 16 different sports.

ASADA was involved in 18 hearings with the Court of Arbitration for Sport and other tribunals during the year. Our involvement included presenting cases for the tribunal's consideration, providing evidence on a variety of issues and making submissions in regard to anti-doping rule violations.

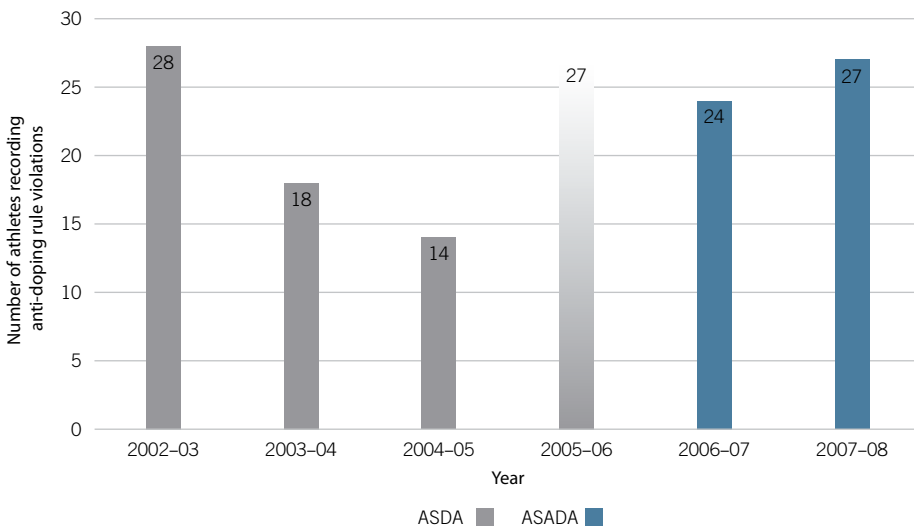
Two of the cases involved applications filed by the athlete or support personnel at the AAT against a decision by ASADA to make an entry on to the RoF. In one case, the AAT set aside our decision, which is subject to an appeal by ASADA to the Federal Court. The remaining AAT case was withdrawn by the athlete.

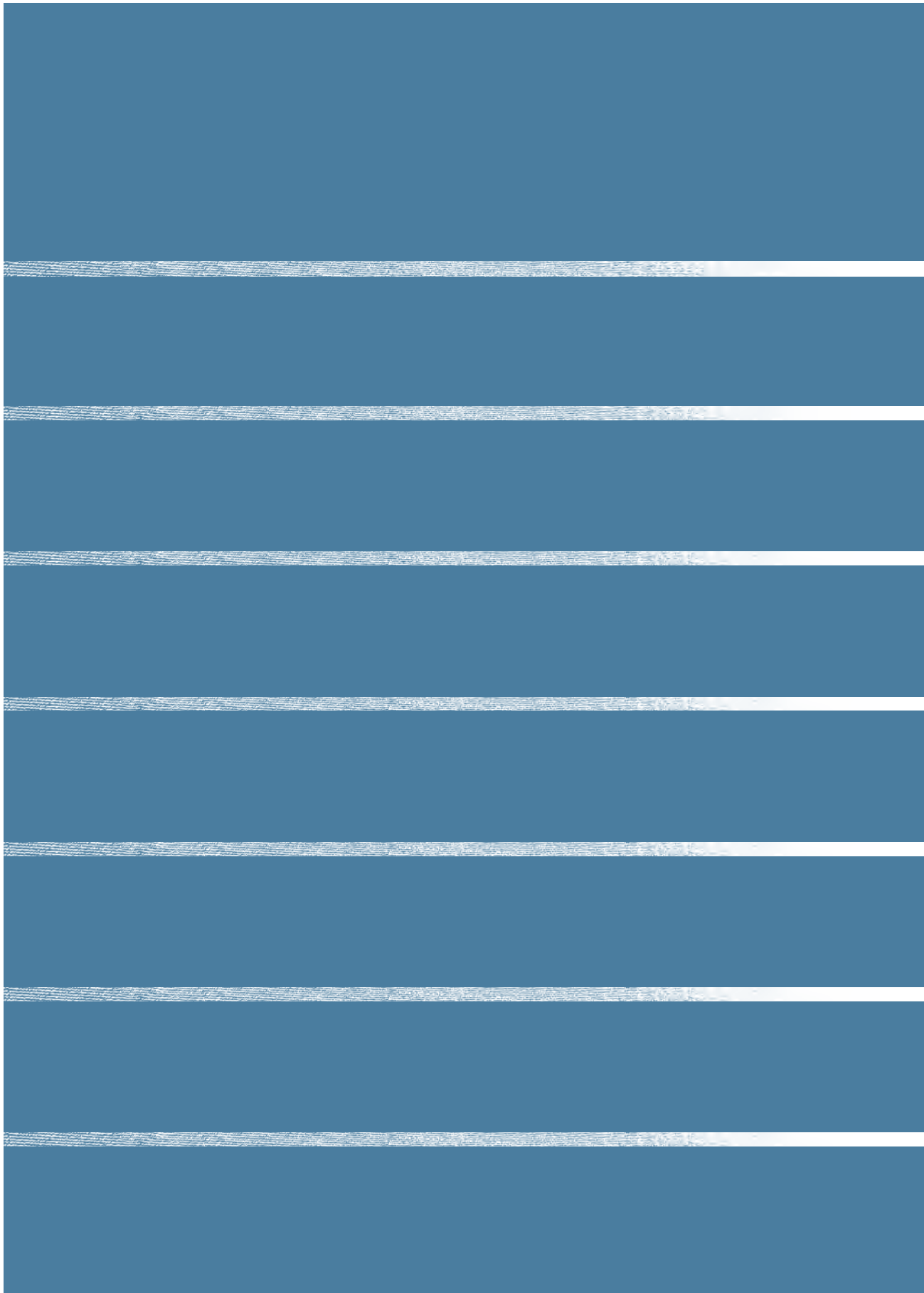
Register of Findings

ASADA made 27 entries on the RoF this financial year compared with 24 in 2006–07. See appendix B for publicly announced anti-doping rule violations.

Below is a table showing the number of athletes or support personnel placed on the ASADA RoF, or the Australian Sports Drug Agency's Register of Notifiable Events from the financial year 2002–03 to 2007–08.

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





01 | 02

03

04 | 05

06 | 07

08

MANAGEMENT AND ACCOUNTABILITY

- : Corporate governance
- : External scrutiny
- : Management of human resources

CORPORATE GOVERNANCE

Overview

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

Key aspects of our corporate governance include:

- agreeing on clearly established role accountabilities, including clear delegations of authority and responsibilities
- planning and monitoring outputs, and
- monitoring our use of resources, based on budgeting, financial accounting, audit, fraud control, risk management, and other reporting systems.

Our corporate area provides operational support and strategic advice to the executive and staff. Issues covered include areas such as operational planning, procurement, human resources (HR), governance, resource management and budgeting, records management and information and communications technology.

ASADA has an overall framework in place for good governance, which aims to make sure we can fulfil our responsibilities with due diligence and accountability.

The major elements of our governance framework are:

- **Management structure** – our executive 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 executive, management, and staff adhere to Australian Public Service (APS) values, ethics, and the APS 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.

The ASADA Members are responsible for decisions under the ASADA legislation. They have delegated certain powers to the ADRVC and management.

The Audit Committee, established by and reporting to the ASADA CEO, helps ensure accountability under the FMA Act.

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

- The Chair is accountable for ASADA's management and strategic leadership.
- Each Group Director is accountable for their group's management and strategic leadership.
- Each Business Unit Manager is accountable for their unit's management and strategic leadership.

Corporate/operational planning

During 2007–08, ASADA reviewed its existing Strategic Plan, and developed a new Strategic Plan for 2008–11. This new plan sets a number of objectives designed to challenge and develop the organisation. It focuses on strategies to achieve a level playing field for athletes and allows for innovation in our operations.

We have also developed a 'one-year priorities' plan that is underpinned by business unit plans for 2008–09. This is to ensure that our operating priorities align across the agency with our new strategic direction.

At the beginning of the forthcoming 2008–09 financial year, following the finalisation of the Strategic Plan 2008–11, we will change our organisational structure to best implement the Strategic Plan.



ASADA MEMBERS L-R PROF ANDREW MCLACHLAN, MS JENNIFER CLARK, DR BRIAN SANDO, MR RICHARD INGS, MS NICOLE LIVINGSTONE, MR JOHN BLACK AND MR GEOFFERY LEVY

ASADA members

ASADA members operate in accordance with powers and functions prescribed under the ASADA Act and the ASADA Regulations. The ASADA Act provides for the appointment of a Chair and up to six non-governing members (including a Deputy Chair) by the Minister for Sport. Section 77 of the ASADA Act provides that the ASADA Chair is not subject to direction by ASADA in relation to the ASADA Chair's functions or powers under the FMA Act or the PS Act.

Key activities to which ASADA members contributed in 2007–08 included:

- the review of the National Anti-Doping scheme to incorporate changes to the Code and general administrative amendments
- operating the ADRVC, as a sub-committee of the members, and
- decisions as required under the ASADA Act and the NAD scheme.

Table 8: ASADA member details at 30 June 2008

Position	Name	Date commenced	Date ending	Meetings eligible to attend	Meetings attended
Chair	Mr Richard Ings	14 March 2006	13 March 2009	11	11
Deputy Chair	Mr Geoff Levy	14 March 2006	13 March 2009	11	9
Member	Mr John Black	14 March 2006	13 March 2009	11	10
Member	Ms Jennifer Clark	14 March 2006	13 June 2011	11	11
Member	Ms Nicole Livingstone	14 March 2006	13 June 2011	11	6
Member	Professor Andrew McLachlan	14 March 2006	28 March 2010	11	10
Member	Dr Brian Sando	14 March 2006	28 March 2010	11	10

On 6 June 2008, the Minister for Sport reappointed Ms Jennifer Clark and Ms Nicole Livingstone for three years.

Mr Richard Ings (Chair)

Richard Ings is ASADA's first Chair and Chief Executive. Mr Ings assumed these roles when ASADA was officially launched on 14 March 2006. Before this, Mr Ings joined what was then the Australian Sports Drug Agency as its Chief Executive in September 2005, following five years' working for the Association of Tennis Professionals, the governing body of the men's professional tennis circuit.

Mr Geoffrey Levy AO (Deputy Chair)

Geoff Levy brings legal and business experience to the ASADA membership. Until 1 January 2008, Mr Levy was Executive Chairman of Investec Bank (Australia) Limited and Non-Executive Chairman of listed companies the Specialty Fashion Group Limited and Cromwell Group Limited as well as a Non-Executive Director of STW Group Limited. Mr Levy is a former partner of Australian national legal firm, Freehills.

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 ASADA and the design of drug testing regimes for Australian sport.

Ms Jennifer Clark (Member)

Jennifer Clark has had a long career in investment banking and as a non-executive director. She has been on various Australian Government boards since 1991, including the Australian Sports Commission and the Australian Sports Foundation.

Ms Nicole Livingstone (Member)

Nicole Livingstone has an extensive and highly successful background in swimming, including a silver medal and two bronze Olympic medals from three Olympics; six gold, two silver and a bronze from three Commonwealth Games; and four gold, two silver and a bronze from her six Pan Pacific Championships.

She is also a respected sports commentator and an outspoken critic of doping in sport.

Ms Livingstone has also been heavily involved in the Australian Olympic Committee's 'Live clean, play clean' anti-doping education program targeted at Australian junior elite athletes.

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.

Dr Brian Sando OAM (Member)

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

Anti-Doping Rule Violation 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 ADRVC is an ASADA sub-committee that meets fortnightly and 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 ASADA Members, and all Members may attend.

The functions of the ADRVC include:

- determining whether there is enough evidence for ASADA to issue a 'show cause' notice to athletes or support personnel who have potentially committed an anti-doping rule violation
- determining whether there is sufficient evidence to make a finding of an anti-doping rule violation and place the relevant details on our RoF
- making recommendations to sports of the appropriate sanctions/consequences of anti-doping rule violations
- noting the opening and closing of examinations of laboratory reports of elevated testosterone/epitestosterone ratios (or other naturally occurring hormones), and
- reviewing the progress of ASADA's testing and investigation activities.

The ADRVC also decides whether any tribunal decision (such as decisions by the AAT 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 enforcement actions.

Table 9: ASADA members' attendance at Anti-Doping Rule Violation Committee 2007-08

Date of meeting	Dr Brian Sando (Chair)	Prof Andrew McLachlan Deputy Chair	Richard Ings	Jennifer Clark	John Black	Geoff Levy	Nicole Livingstone
4 July 07	✓	✓	✓				
11 July 07	✓	✓	✓				
18 July 07	✓	✓	✓				
24 July 07	✓	✓	✓				
1 Aug 07	✓	✓	✓	✓			
15 Aug 07	✓	✓	✓				
29 Aug 07 (extraordinary meeting)	✓	✓	✓	✓	✓	✓	

continued

Table 9: ASADA members' attendance at Anti-Doping Rule Violation Committee 2007-08 *continued*

Date of meeting	Dr Brian Sando (Chair)	Prof Andrew McLachlan Deputy Chair	Richard Ings	Jennifer Clark	John Black	Geoff Levy	Nicole Livingstone
12 Sep 07	✓	✓	✓				
27 Sep 07	✓	✓			✓		
10 Oct 07	✓	✓		✓			
23 Oct 07	✓	✓	✓	✓			
9 Nov 07	✓	✓	✓	✓			
21 Nov 07	✓	✓	✓				
5 Dec 07	✓	✓	✓				
18 Dec 07	✓	✓	✓	✓			
23 Jan 08	✓	✓	✓	✓			
6 Feb 08	✓	✓	✓	✓			
19 Feb 08	✓	✓	✓	✓			
5 Mar 08	✓	✓	✓				
19 Mar 08	✓	✓	✓				
2 Apr 08	✓	✓	✓				
17 Apr 08	✓	✓	✓				
14 May 08	✓		✓	✓			
30 May 08	✓		✓		✓		
11 June 08	✓	✓	✓				
17 June 08	✓	✓	✓	✓		✓	
25 June 08	✓	✓	✓				
TOTAL	27	25	25	11	3	2	0

Audit Committee

The Audit Committee is a central element of governance in ASADA. It is established by the ASADA CEO in accordance with section 46 of the FMA Act and the Financial Management and Accountability Orders 2.1.1 and 2.1.2. The role of the Audit Committee is to provide independent assurance and assistance to the ASADA CEO to meet his responsibilities under the FMA Act, on ASADA's risk, control and compliance framework, and its external accountability responsibilities.

The Audit Committee comprises three external members: Ms Jennifer Clark (Chair), Mr Geoffrey Levy and Mr David Lawler. Representatives from the Australian National Audit Office (ANAO), our internal auditors (Deloitte), the Chief Operating Officer, the Chief Financial Officer and the ASADA CEO attend all committee meetings. The Audit Committee met four times during 2007–08.

The committee considered a range of issues during the year, including ASADA's internal audit plan and our fraud and risk plans. It also managed our FMA Act compliance certificate and the implementation of ANAO and internal audit report recommendations.

Senior management committees

Executive Committee

The ASADA Executive Committee comprises the CEO, Chief Operating Officer, Group Director Deterrence, Group Director Enforcement and the Group Director Detection.

The Executive Committee is responsible for high-level policy issues relating to ASADA's strategic leadership and management. This includes:

- ▶ organisational development – shaping ASADA's future
- ▶ policy development and coordination – involving major anti-doping issues, generally with implications that involve more than one business area
- ▶ corporate governance – ensuring the efficient, effective and ethical use of resources, and
- ▶ planning and allocating resources – meeting current and future work priorities.

The Executive Committee is the main forum for consideration of ASADA's governance and accountability needs.

Workplace Relations Committee

The Workplace Relations Committee was established under our Certified Agreement as a mechanism to consult with staff and provide advice to management on workplace issues, oversee the implementation of the Certified Agreement, and provide input into our successor agreement.

The Committee discusses workplace issues in a spirit of cooperation and trust, and enables employees to receive information on workplace issues affecting them, including business progress and the impact of new initiatives. The Committee allows employees to contribute their views on these issues.

The membership of the committee includes a management representative, the Chief Operating Officer, and four elected staff representatives. During 2007–08, the Committee met four times.

Risk management

ASADA is committed to a comprehensive, coordinated and systematic approach to the management of risk. The 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).

General business risk

Risk identification in ASADA occurs at several levels:

- The Executive team identifies strategic risks that apply to most areas of ASADA. These risks are taken into account in business plans.
- Group Directors and Business Unit Managers identify the main pressures, challenges, and risks that may affect their objectives in their annual business plans. This includes consideration of the strategic risks identified by the Executive Committee.
- During 2007–08 risk-mitigation plans were developed for all significant and high risks.
- Staff were also trained in risk assessments.
- Financial risk in ASADA is managed through a range of initiatives:
 - > Chief Executive Instructions, which are available to all staff and put into effect the 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 ANAO in its audit of our financial issues, policy evaluations, previous internal audits and strategic risk management issues, statements and, where appropriate, recent ANAO reports on cross-agency matters.
 - > regular reports are provided to ASADA members and the Audit Committee.

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

Monitoring of risk management occurs through:

- regular monitoring of the risk register by the Executive
- regular reporting of risks to the Audit Committee, and
- monthly meetings of the Risk Committee.

ASADA participated in the annual Comcover benchmarking survey. The results of this survey showed that we can improve on implementing our risk management framework, communication, training and awareness a plan for implementation of these key areas has been established for implementation in 2008–09.

Fraud risk

ASADA has a fraud control plan that meets our needs and complies with the Commonwealth Fraud Control Guidelines. Staff within ASADA undertook fraud awareness training in 2007–08.

IT business continuity

ASADA aims 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 IT environment is restored, and
- ▶ 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.

Quality management

Compliance with International Organization for Standardization 9001:2000

ASADA's Quality Management System continues to be certified as meeting the ISO 9001:2000 for quality management systems.

During 2007–08 two surveillance audits of our Quality Management System were conducted to assess our compliance with ISO 9001:2000. On both of these occasions, the auditor reported no major non-conformities, and recommended that certification of our Quality Management System be continued.

The scope of our ISO 9001:2000 certification is for the planning and provision of services that include:

- ▶ collection of athletes' urine and/or blood samples in line with the International Standard for Testing
- ▶ management of Therapeutic Use Exemptions in accordance with the International Standard for Therapeutic Use Exemptions
- ▶ procurement of secure transport and phlebotomy services
- ▶ procurement of contract analyses for detecting banned substances or methods, in line with the Prohibited List
- ▶ reporting of results of sample analysis in accordance with relevant legislation and standards
- ▶ investigation of potential anti-doping rule violations
- ▶ presentation of cases to anti-doping tribunals, and
- ▶ anti-doping education for athletes and support personnel.

We remain committed to the continuous improvement of our Quality Management Systems and to maintaining ISO 9001:2000 certification.

Physical security

On 15 February 2008, ASADA's headquarters relocated offices to a purpose-built office location in Fyshwick, Canberra.

The move to the new Fyshwick premises has greatly enhanced our physical security status. Our records are now in an authorised-only access area and our server room security has been upgraded to 'Protected' status.

Ethical standards

We have our own values statement that reflects and supports the way ASADA functions within the APS legislative framework and forms part of our performance management system. We are committed to supporting and promoting the APS values and the Code of Conduct in accordance with the APS Act.

The Chief Executive Instructions establish our financial administrative framework under the FMA Act. They provide the basis for effective, efficient, ethical and accountable use and management of Australian Government money and property. The Chief Executive Instructions provide a user-friendly approach to financial management processes and give staff guidance to help them comply with legislation and our ethical standards.

All corporate governance policies and procedures are available on our intranet site.

Social justice and equity impacts

We recognise the importance of ensuring clients have equitable access to our range of services. 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 were provided by Deloitte and monitored by the Audit Committee. The 2007-08 Internal Audit Plan was based on the Strategic Audit Plan for 2007-10 and takes into consideration the risks in the Risk Management Plan and discussions with senior managers.

Internal audits conducted during the year included reviews of:

- ▶ the Athletes Whereabouts Online System
- ▶ results management processes and procedures
- ▶ the Australian Sports Drug Medical Advisory Committee processes and procedures, and
- ▶ contract procedures.

Financial management

We have continued to focus on enhancing our financial and budgetary management practices and processes during the year. We have made significant progress towards the development of a budgeting tool which was rolled out for the 2008–09 Budget process.

The Finance Business Unit provides advice to ASADA managers on budgetary and financial matters. During the year, staff attended financial management training sessions in the areas of accrual accounting, budget management, credit cards and delegations.

Customer service charter

Our customer service charter sets out the standard of service that people who deal with ASADA can expect, as well as the ways in which customers can help us improve customer service. The customer service charter is on the ASADA website www.asada.gov.au.

EXTERNAL SCRUTINY

Significant developments

We have a set of procedures in place for the proper handling of all anti-doping rule violation cases. In April 2008, we had an external auditor review these procedures to check whether they complied with ISO 9001:2000. The auditor's assessment was that the procedures, and our implementation of them, are fully compliant with the International Standard.

Decisions and reports

Judicial decisions and decisions of administrative tribunals

Our involvement in hearings before the AAT is outlined in the 'Results management' section under Output 1.3 – Enforcement Program.

There have been two applications before the AAT challenging our decision to enter an athlete's name (and other relevant details) onto the RoF in 2007–08. One of these applications was withdrawn by the athlete. The other matter was successful for the athlete, and ASADA has an appeal pending before the Federal Court.

Auditor-General reports

In 2007–08, the ANAO tabled 39 reports that made recommendations relevant to our operations. A key responsibility of the Audit Committee is to oversee the implementation of the recommendations contained in these reports.

Reports that are relevant to the operations of ASADA are:

- ▶ Audit report No. 18, 2007–08 *Audit of financial statements of Australian Government entities for the period ended 30 June 2007*
- ▶ Audit report No. 31, 2007–08 *Management of recruitment in the APS*, and
- ▶ Audit report No. 37, 2007–08 *Management of credit cards*.

Parliamentary committee reports

There are no relevant reports.

Commonwealth Ombudsman reports

ASADA received no reports from the Commonwealth Ombudsman in 2007-08.

MANAGEMENT OF HUMAN RESOURCES

At ASADA we value our employees highly and recognise the significant contribution staff make in shaping the objective and outcomes of the organisation.

In 2007-08, our Human Resources team primarily focused on staff consultation, learning and development programs and performance and development for all staff.

Overview

At 30 June 2008, we employed 64 staff (61 ongoing and 3 non-ongoing) and we had engaged 375 employees on a casual basis in the National Testing team.

Tables 20 to 26 in appendix F show our employee profile.

Workplace relations and agreements

We are continuing to consult with staff on workplace matters, and our certified agreement reinforces staff involvement in decision-making.

Certified agreement

In late 2007, we initiated negotiations with workplace representatives on a replacement for the current certified agreement, which has a nominal expiry date of 8 March 2009. These negotiations were ongoing as at 30 June 2008.

Australian workplace agreements

At 30 June 2008 14 staff members were covered by Australian workplace agreements (AWAs), including 12 non-Senior Executive Service (SES) staff.

ASADA supported its collective agreement and AWAs with employment policies, procedures and guidelines providing staff with detail on how their terms and conditions of employment are administered and applied. Both agreements provide staff with a competitive range of terms and conditions of employment, placing both groups of employees competitively in the APS labour market.

AWAs were available to all ongoing employees until the revised employment framework provisions were advised in early 2008. A breakdown of staff on AWAs is shown in table 25

Our current SES employees are employed under AWA provisions, which typically provides for salary, superannuation, performance pay, access to a motor vehicle or equivalent cash allowance. Our SES officers are required to provide strong leadership and direction. This includes upholding and promoting the APS values and Code of Conduct contained in the APS Act.

Performance management, recognition and benefits

Performance Management System

Our Performance Management System was upgraded during May 2007. This updated version offers increased access to individual, workgroup and whole-of-organisation reporting facilities.

Performance payments

A one-off individual performance-based bonus payment is accessible to employees employed under AWAs. Payment of a bonus is dependent on the outcomes of individuals' performance assessments and whether they have met pre-determined personal objectives.

Bonus payments are based on the performance outcome and the sliding scale of payments provided through the workplace agreement.

ASADA-wide bonus

Under the ASADA Certified Agreement, an ASADA-wide performance bonus is provided for eligible employees. Payments made under this scheme are based on an assessment by the CEO and ASADA Members (in consultation with the Workplace Relations Committee) of our overall performance during the financial year. The ASADA-wide bonus will be paid to eligible staff during the first quarter of the 2008-09 financial year.

Based on performance in the 2006-07 financial year, ASADA made a total payment of \$94,661 in performance-based bonus payments to 49 eligible employees during the 2007-08 performance management year. A summary of performance payments is provided in table 24.

Peer recognition

The ASADA Certified 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 performances that demonstrate our core values.

Non-salary benefits

Non-salary benefits we provided to our staff in 2007-08 included:

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

Workplace diversity

We are committed to creating an inclusive work environment that is free from harassment and enables staff to contribute to their full potential. The Workplace Diversity Program for 2006-09 highlights the following elements and measures for future reporting purposes:

- policies and practices
- fair treatment for all

- making the best use of diversity
- balancing home and work life
- building on equal employment gains
- making sure ASADA is an attractive place to work and is a workplace of choice, and
- ensuring ASADA enjoys quality stakeholder management.

Staff survey

During July 2007, our staff completed a staff survey. The survey provided an evidence-based evaluation of organisational climate, staff motivation and the workplace factors that impact on motivation and productivity.

The broad aims of the survey were to:

- measure staff perceptions and opinions in a number of employment-related areas at a given point in time
- identify how satisfied/dissatisfied ASADA employees are with various aspects of their employment
- ascertain how strongly employees are engaged with the organisation, and
- gather data so we can make comparisons with future surveys.

The survey was designed to measure the climate in ASADA and not the specific culture of the organisation.

The survey results suggested that there was a climate of unease due to the major organisational and operational changes that occurred in transitioning the business to ASADA from mid 2006. Information resulting from the survey can be divided into the following categories:

- change management
- communication
- direction
- feedback
- job satisfaction
- learning and development
- the Quality Management System
- respect
- staff recognition
- stakeholders, and
- teamwork.

To address issues raised through the survey, ASADA is undertaking the following initiatives, and further developments will be communicated to staff.

- 1 Our Human Resources area provides a range of development opportunities to both recognise and encourage an ethos of ongoing learning for the ASADA community. During 2008–09, learning and development activities will focus on:

- > corporate-wide learning priorities
 - > recording and aligning individual learning and development plans in the performance management system, to make sure economies of scale can be achieved and the budget is spent effectively and efficiently, and
 - > role-specific training.
- 2 We have developed a new strategic plan through organisation-wide consultative processes involving staff, management, and board members.
 - 3 We undertook a major project to review and revise position profiles to better reflect the responsibilities of positions and to set a unified format and standard throughout the organisation.

Workforce planning, staff turnover and retention

Planning to retain staff

Workforce planning is high priority. The benefits of workforce planning are that it will help us to:

- ▶ position organisational capability to support business outputs and outcomes
- ▶ encourage an understanding of the workforce profile through an analysis of workforce data
- ▶ facilitate strategic responses to change
- ▶ manage our people by providing knowledge critical for effective and efficient business operations, and
- ▶ provide a direct link between expenditure on people with business outputs and outcomes.

In 2007–08, 95 per cent of employees were engaged on an ongoing basis and 5 per cent of employees on a non-ongoing basis.

During 2007–08 turnover was 2.7 per cent, a dramatic drop from 8.5 per cent in 2006–07. The high figure in the previous year was a direct result of the restructuring in early 2006 and entry into the APS providing employees with career opportunities. The lower figure in 2007–08 reflects the completion of the launch of ASADA, and a more settled workplace environment.

Learning and development

We re-aligned our learning and development during 2007–08 to place more emphasis on business needs, leadership, and individual development requirements.

As learning and development has a direct link into the performance management cycle, the 2007–08 program provided a range of development opportunities to both recognise and encourage an ethos of life-long learning for the ASADA community. The HR team took into account staff feedback from the annual survey to set up the learning and development program for the 2007–08 year and future programs.

To ensure equitable access to learning and development, training and development opportunities were categorised into three levels of priority. This provided a guideline reflecting management's obligation to allow staff to attend and each individual's right to expect support. The three levels are as follows:

1. Essential skills for the current role.
2. Skills that could benefit the current role or help prepare for a future role.
3. Personal development unrelated to current or future career path.

The prioritised list has been helpful in reducing conflict and reaching a compromise in outcomes.

The staff survey highlighted the requirement for staff to have a better understanding of what it means to be an APS employee and confirmation of the expectations associated with each of the APS work level standards.

Learning and development programs attended by staff during 2007–08 included:

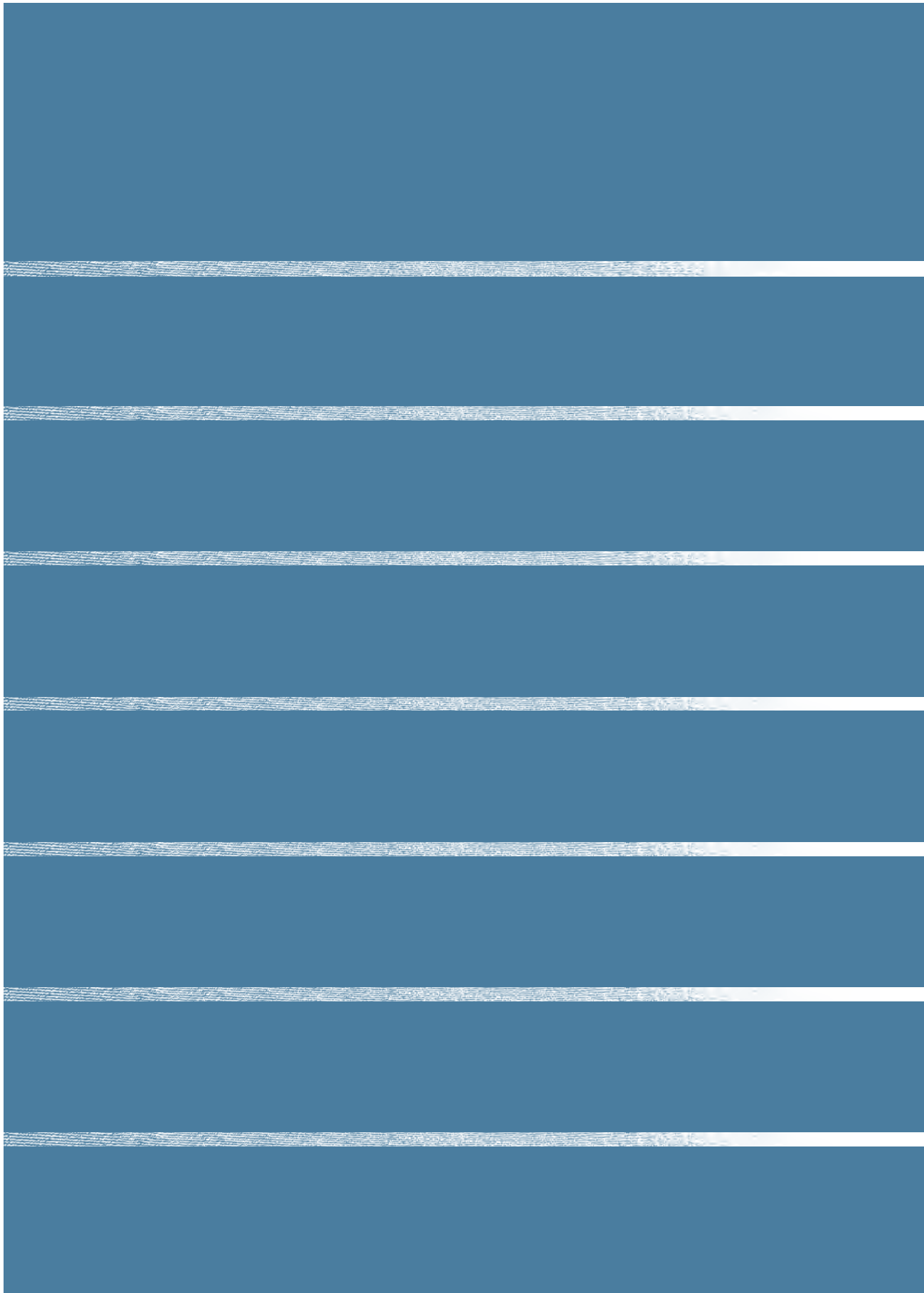
- corporate-wide training inducting staff into the APS and providing an understanding of work level standards (a refresher course for staff who have previously worked in the APS and a new course for people who have recently joined ASADA)
- corporate-wide training in project management
- corporate-wide training introducing risk management practices
- corporate-wide training in security
- corporate-wide training in financial budget requirements
- training on reporting to the board
- leadership training for Executive Level and SES level staff, as provided by the Australian Public Service Commission
- media training
- budget and financial essentials training
- training in how to respond to questions on notice
- Executive Assistant training, and
- tertiary support (for three staff members).

The Executive recognises the continuing need to ensure individual and team learning and development remains a priority. The Executive is continuing to address this in the development of performance management agreements and individual learning and development plans, as well as in the context of the workforce planning framework.

Commonwealth disability strategy

We are committed to providing employment opportunities that support a physical working environment and underpinning workplace conditions that are healthy, safe and ensure equal access for all employees. We achieve this through the development and regular review of employment-related policies, procedures, programs and practices in the following areas:

- occupational health and safety
- recruitment and selection
- induction
- training and development, and
- individual performance monitoring and management.



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FINANCIAL INFORMATION

- : Summary of our financial performance
- : Discretionary grants
- : Asset management
- : Purchasing
- : Engagement of consultants and contractors
- : Financial statements

SUMMARY OF OUR FINANCIAL PERFORMANCE

ASADA's operating result for the 2007–08 year was a net loss of \$0.285m which compares favourably with the budgeted loss of \$0.838m. This outcome was due to the receipt of additional estimates appropriation and lower than expected operating costs. The 2007–08 budgeted loss was due to the inclusion of expenditure in respect of 2006–07 programs which were not completed within that year.

During the year ASADA received additional funding in respect of the Illicit Drugs program which was not included in the original budget. This measure provided \$0.403m to ASADA in revenue, however due to the timing of this receipt only \$0.100m of expenditure was incurred. The surplus thus generated by the Illicit Drugs program, being \$0.303m, significantly contributed to ASADA's better than budget result.

Total revenue for the period ended 30 June 2008 was \$14.862m, which is \$0.378m above budget of \$14.484m. Total expenditure for the period was \$15.148m which is \$0.174m below the budget of \$15.322m. Expenditure was under budget for a second successive year as a consequence of further work on improving the financial management controls of the organisation and skills of staff.

Significant non-recurring costs and capital expenditures were incurred during the period in respect of ASADA's relocation to new premises. These cash outlays have delivered a purpose built facility with greatly enhanced security and a better working environment for all staff.

ASADA's financial management focus is on delivering the maximum outputs with available funding and ensuring it continues to provide world leading anti-doping programs through the efficient and effective use of resources.

DISCRETIONARY GRANTS

Discretionary grants are payments that give the Minister (or the paying agency) the discretion to determine whether or not a particular applicant receives funding, and the conditions that apply in return for the grant.

ASADA did not administer any discretionary grants in 2007–08.

ASSET MANAGEMENT

Asset management is not a significant aspect of the strategic business of ASADA. The non-financial assets are mainly the computer hardware and software needed to deliver our outputs, and the fit out for the new building. 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 Finance Minister's Orders for reporting periods ending on or after 1 July 2008 requires us to value non-financial assets (excluding intangible assets) on a fair value basis. In addition, section 33 requires that these assets be subject to a formal valuation at least once every five years.

PURCHASING

We seek to achieve value for money in all our procurement processes and ensure they are consistent with the requirements of the Commonwealth Procurement Guidelines (issued by the Department of Finance and Deregulation and amended from time to time).

In undertaking procurements ASADA complies with the Commonwealth Procurement Guidelines.

ASADA has a purchaser provider arrangement with the government's Australian Sports Drug Testing Laboratory (ASDTL), which is part of the National Measurement Institute. ASDTL is the only laboratory in Australia with WADA accreditation to conduct sample analysis for doping control in sport. ASDTL provides analytical and scientific services to ASADA for its Output 1.2 Detection Program.

ENGAGEMENT OF CONSULTANTS AND CONTRACTORS

Consultants

Our policies on the selection and engagement of consultants are based on the Australian Government Procurement Guidelines, Chief Executive Instructions, and government policies. We engage consultants and contractors based on value for money, open and effective competition, and accountability and reporting.

The most common reasons for engagement of consultancy services are:

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

During 2007–08, two new consultancy contracts were entered into involving total actual expenditure of \$120,947. One consultancy contract was active during the 2007–08 year, involving total actual expenditure of \$120,947.

Table 10: Expenditure on new and existing consultancy contracts 2007–08

A	New contracts during the period	2
B	Total expenditure on new consultancy contracts (GST-inclusive)	\$120,947
C	Number of ongoing (that is, pre-existing) consultancy contracts active during the period	1
D	Total expenditure on ongoing consultancy contracts during the period (GST-inclusive)	\$120,947

Table 11: Consultancy service let during 2007–08 of \$10,000 or more

Consultant Name	Nature of Services	Contract Price	Selection Process (1)	Justification (2)
Deloitte Touche Tohmatsu	Provision of Internal Audit Services	\$135,000	Select Tender	B
Curtin University	Survey of Athletes Opinion	\$51,150	Direct Source	C

Explanation of selection process terms drawn from the *Commonwealth Procurement Guidelines (January 2005)*:

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 sought from the marketplace using national and major metropolitan newspaper advertising and 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. Tenders are invited from a short list of competent suppliers.

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, usually selected through a single procurement process, may each supply property or services to an agency as specified in the panel arrangements. Tenders 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 consultant offers to supply goods and services for pre-determined length of time, usually at a pre-arranged price.

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 2007 and 30 June 2008) 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

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



ASADA BRISBANE STAFF, JOANNE DONNAN AND BROCK COLLINS

04:060



INDEPENDENT AUDITOR'S REPORT

To the Minister for Youth and Sport

Scope

I have audited the accompanying financial statements of the Australian Sports Anti-Doping Authority for the year ended 30 June 2008, which comprise: a Statement by the Chief Executive and the Chief Financial Officers; income statement; balance sheet; statement of changes in equity; cash flow statement; schedules of commitments and contingencies; a summary of significant accounting policies and other explanatory notes.

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. My audit has been conducted 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

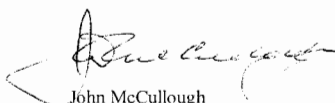
In conducting the audit, I have followed the independence requirements of the Australian National Audit Office, which incorporate the requirements of the Australian accounting profession.

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 2008 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
28 August 2008

**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 2008 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

25 August 2008

Signed.....

C Shadbolt
Chief Operating Officer

25 August 2008

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

for the period ended 30 June 2008

	Notes	2008 \$	2007 \$
INCOME			
Revenue			
Revenue from Government	3A	13,291,000	12,913,000
Sale of goods and rendering of services	3B	1,535,506	1,725,517
Other revenue	3C	7,030	53,925
Total revenue		<u>14,833,536</u>	<u>14,692,442</u>
Gains			
Foreign exchange	3D	5,670	266
Other gains	3E	23,002	24,613
Total Gains		<u>28,672</u>	<u>24,879</u>
Total Income		<u>14,862,208</u>	<u>14,717,321</u>
EXPENSES			
Employee benefits	4A	6,733,012	5,555,316
Suppliers	4B	7,534,613	7,692,190
Depreciation and amortisation	4C	589,706	361,967
Write-down and impairment of assets	4D	238,847	25,483
Sale of assets	4E	29,798	-
Other expenses	4F	21,699	42,029
Total Expenses		<u>15,147,675</u>	<u>13,676,985</u>
Surplus (Deficit) attributable to the Australian Government		<u>(285,467)</u>	<u>1,040,336</u>

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

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY

BALANCE SHEET

as at 30 June 2008

	Notes	2008 \$	2007 \$
ASSETS			
Financial Assets			
Cash and cash equivalents	5A	564,400	180,266
Trade and other receivables	5B	1,418,999	3,955,988
Total financial assets		1,983,399	4,136,254
Non-Financial Assets			
Land and buildings	6A, 6C	1,843,725	409,514
Infrastructure, plant and equipment	6B, 6C	719,630	341,045
Intangibles	6D	504,700	587,412
Inventories	6E	86,798	79,575
Other non-financial assets	6F	145,863	63,142
Total non-financial assets		3,300,716	1,480,688
Total Assets		5,284,115	5,616,942
LIABILITIES			
Payables			
Suppliers	7A	410,690	390,331
Other payables	7B	516,793	618,589
Total Payables		927,483	1,008,920
Provisions			
Employee provisions	8A	1,380,233	1,264,292
Lease incentive	8B	52,393	40,757
Other provisions	8C	-	93,500
Total provisions		1,432,626	1,398,549
Total Liabilities		2,360,109	2,407,469
Net Assets		2,924,006	3,209,473
EQUITY			
Parent Entity Interest			
Contributed equity		652,862	652,862
Reserves		21,729	21,729
Retained surplus		2,249,415	2,534,882
Total Parent Entity Interest		2,924,006	3,209,473
Total Equity		2,924,006	3,209,473
Current Assets		2,216,060	4,278,971
Non-Current Assets		3,068,055	1,337,971
Current Liabilities		2,048,910	1,718,114
Non-Current Liabilities		311,199	689,355

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 2008

	Retained Earnings		Asset Revaluation Reserves		Contributed Equity		Total Equity	
	2008	2007	2008	2007	2008	2007	2008	2007
	\$	\$	\$	\$	\$	\$	\$	\$
Opening balance	2,534,882	1,494,546	21,729	21,729	652,862	652,862	3,209,473	2,169,137
Balance carried forward from previous period	-	-	-	-	-	-	-	-
Adjustment for errors	-	-	-	-	-	-	-	-
Adjustment for changes in accounting policies	-	-	-	-	-	-	-	-
Adjusted opening balance	2,534,882	1,494,546	21,729	21,729	652,862	652,862	3,209,473	2,169,137
Income and expenses	-	-	-	-	-	-	-	-
Revaluation adjustment	-	-	-	-	-	-	-	-
Sub-total income and expenses recognised Directly in Equity	(285,467)	1,040,336	-	-	-	-	(285,467)	1,040,336
Surplus (Deficit) for the period	(285,467)	1,040,336	-	-	-	-	(285,467)	1,040,336
Total income and expenses	-	-	-	-	-	-	-	-
Transactions with owners	-	-	-	-	-	-	-	-
<i>Contributions by Owners</i>	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-
Sub-total transactions with owners	-	-	-	-	-	-	-	-
Transfers between equity components	-	-	-	-	-	-	-	-
Closing balance at 30 June	2,249,415	2,534,882	21,729	21,729	652,862	652,862	2,924,006	3,209,473

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 2008

	Notes	2008 \$	2007 \$
OPERATING ACTIVITIES			
Cash received			
Appropriations		15,881,192	11,800,000
Goods and services		1,714,579	1,583,652
Other cash received		231,220	198,987
Total cash received		<u>17,826,991</u>	<u>13,582,639</u>
Cash used			
Employees		(5,266,795)	(5,536,685)
Suppliers		(9,498,758)	(7,738,949)
Total cash used		<u>(14,765,553)</u>	<u>(13,275,634)</u>
Net cash flows from or (used by) operating activities	9	<u><u>3,061,438</u></u>	<u><u>307,005</u></u>
INVESTING ACTIVITIES			
Cash received			
Proceeds from sales of property, plant and equipment		55,000	-
Total cash received		<u>55,000</u>	<u>-</u>
Cash used			
Purchase of property, plant & equipment		(2,497,709)	(128,059)
Purchase of intangibles		(234,595)	(270,381)
Total cash used		<u>(2,732,304)</u>	<u>(398,440)</u>
Net cash flows from or (used by) investing activities		<u><u>(2,677,304)</u></u>	<u><u>(398,440)</u></u>
FINANCING ACTIVITIES			
Cash received			
Total cash received		<u>-</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>	<u><u>-</u></u>
Net increase or (decrease) in cash held		<u><u>384,134</u></u>	<u><u>(91,435)</u></u>
Cash and cash equivalents at the beginning of the reporting period		180,266	271,701
Cash and cash equivalents at the end of the reporting period	5A	<u><u>564,400</u></u>	<u><u>180,266</u></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 2008

	2008	2007
	\$	\$
BY TYPE		
Commitments Receivable		
GST recoverable on commitments	545,656	190,440
Total commitments receivable	<u>545,656</u>	<u>190,440</u>
Other commitments payable		
Operating leases 1	4,947,370	1,288,941
Other commitments	1,054,850	805,901
Total other commitments payable	<u>6,002,220</u>	<u>2,094,842</u>
Net commitments by type	<u>5,456,564</u>	<u>1,904,402</u>
BY MATURITY		
Commitments receivable		
Other commitments receivable		
One year or less	117,391	91,004
From one to five years	211,272	99,436
Over five years	216,993	-
Total other commitments receivable	<u>545,656</u>	<u>190,440</u>
Commitments payable		
Operating lease commitments		
One year or less	597,315	487,416
From one to five years	1,963,131	801,525
Over five years	2,386,924	-
Total operating lease commitments	<u>4,947,370</u>	<u>1,288,941</u>
Other commitments		
One year or less	693,986	513,624
From one to five years	360,864	292,277
Over five years	-	-
Total other commitments	<u>1,054,850</u>	<u>805,901</u>
Net commitments by maturity	<u>5,456,564</u>	<u>1,904,402</u>

NB: Commitments are GST inclusive where relevant.

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

Nature of lease

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 computer equipment held.

The lessor provides all computer equipment and software designated as necessary in the supply contract for five years. The initial equipment has on average a useful life of five years from the commencement of the contract. The Authority may vary its origin

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 2008

Contingent Assets	Guarantees		Indemnities		Claims for damages or costs		TOTAL	
	2008	2007	2008	2007	2008	2007	2008	2007
Balance from previous period	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
New	-	-	-	-	-	-	-	-
Re-measurement	-	-	-	-	-	-	-	-
Assets crystallised	-	-	-	-	-	-	-	-
Expired	-	-	-	-	-	-	-	-
Total Contingent Assets	-	-	-	-	-	-	-	-
Contingent Liabilities								
	Guarantees		Indemnities		Claims for damages or costs		TOTAL	
	2008	2007	2008	2007	2008	2007	2008	2007
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 2008

Note 1: Summary of Significant Accounting Policies

1.1 Objectives of the Australian Sports-Anti Doping Authority

The Australian Sports Anti-Doping Authority (ASADA) is an Australian 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 Statements

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's) for reporting periods ending on or after 1 July 2007; and
- Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Boards (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 dollar.

Unless alternative treatment is specifically required by an Accounting Standard or the FMO's, 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 unrealised are reported in the Schedule of Commitments and the Schedule of Contingencies (other than unquantifiable or remote contingencies which are represented at Note 10).

Unless 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.

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.

Australian Sports Anti-Doping Authority
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the year ended 30 June 2008

1.4 Statement of Compliance

Australian Accounting Standards require a statement of compliance with International Financial Reporting Standards (IFRSs) to be made where the financial report complies with these standards. Some Australian equivalents to IFRSs and other Australian Accounting Standards contain requirements specific to not-for-profit entities that are inconsistent with IFRS requirements. The Authority is a not-for-profit entity and has applied these requirements, so while this financial report complies with Australian Accounting Standards including Australian Equivalents to International Financial Reporting Standards (AEIFRSs) it cannot make this statement.

Adoption of new Australian Accounting Standards requirements

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

The following new standards are applicable to the current reporting period:

Financial instrument disclosure

AASB 7 *Financial Instruments: Disclosures* is effective for reporting periods beginning on or after 1 January 2007 (the 2007-08 financial year) and amends the disclosure requirements for financial instruments. In general AASB 7 requires greater disclosure than that previously required. Associated with the introduction of AASB 7 a number of accounting standards were amended to reference the new standard or remove the present disclosure requirements through 2005-10 Amendments to Australian Accounting Standards [AASB 132, AASB 101, AASB 114, AASB 117, AASB 133, AASB 139, AASB 1, AASB 4, AASB 1023 and AASB 1038]. These changes have no financial impact but will affect the disclosure presented in future financial reports.

The following new standards, amendments to standards or interpretations for the current financial year have no material financial impact on the Authority.

- AASB 101 – *Presentation of Financial Statements (Issued October 2006).*
- AASB 1048 – *Interpretation and Application of Standards.*
- 2007-1 *Amendments to Australian Accounting Standards arising from AASB Interpretation 11.*
- 2007-4 *Amendments to Australian Accounting Standards arising from ED 151 and Other Amendments and Erratum: Proportionate Consolidation*
- 2007-5 *Amendments to Australian Accounting Standards – Inventories Held for Distribution by Not-For-Profit Entities.*
- 2007-7 *Amendments to Australian Accounting Standards*
- 2008-4 *Amendments to Australian Accounting Standards – Key Management Personnel Disclosures by Disclosing Entities.*
- ERR Erratum – *Proportionate Consolidation.*
- UIG Interpretation 11 *AASB 2 – Group and Treasury Share Transactions and 2007-1 Amendments to Australian Accounting Standards arising from AASB Interpretation 11.*
- UIG Interpretation 1003 – *Australian Petroleum Resource Rent Tax*

Future Australian Accounting Standard requirements

The following new standards, amendments to standards or interpretations have been issued by the Australian Accounting Standards Board but are effective for future reporting periods. It is estimated that the impact of adopting these pronouncements when effective will have no material financial impact on future reporting periods.

- AASB 3 – *Business Combinations.*
- AASB 8 – *Operating Segments.*
- AASB 101 – *Presentation of Financial Statements (Issued September 2007).*
- AASB 123 – *Borrowing Costs.*
- AASB 127 – *Consolidated and Separate Financial Statements.*
- AASB 1004 – *Contributions.*

Australian Sports Anti-Doping Authority
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the year ended 30 June 2008

AASB 1050 – *Administered Items.*
AASB 1051 – *Land Under Roads.*
AASB 1052 – *Disaggregated Disclosures.*
2007-2 *Amendments to Australian Accounting Standards arising from AASB Interpretation 12.*
2007-3 *Amendments to Australian Accounting Standards arising from AASB 8.*
2007-6 *Amendments to Australian Accounting Standards arising from AASB 123.*
2007-8 *Amendments to Australian Accounting Standards arising from AASB 101.*
2007-9 *Amendments to Australian Accounting Standards arising from the Review of AASs 27, 29 and 31.*
2008-1 *Amendments to Australian Accounting Standard – Share Based Payments: Vesting Conditions and Cancellations AASB 2.*
2008-2 *Amendments to Australian Accounting Standard – Puttable Financial Instruments and Obligations on Liquidation.*
2008-3 *Amendments to Australian Accounting Standards arising from AASB 3 and AASB 127.*
AASB Interpretation 1 *Changes in Existing Decommissioning, Restoration and Similar Liabilities.*
AASB Interpretation 4 *Determining Whether an Arrangement Contains a Lease.*
AASB Interpretation 12 *Service Concession Arrangements.*
AASB Interpretation 13 *Customer Loyalty Programmes.*
AASB Interpretation 14 *AASB 119 – The Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction*
AASB Interpretation 129 *Service Concession Arrangements Disclosures.*
AASB Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities.*

Other

The following standards and interpretations have been issued but are not applicable to the operations of the Authority.

AASB 1049 Financial Reporting of General Government Sectors by Governments

AASB 1049 specifies the reporting requirements for the General Government Sector, and therefore, has no effect on the Authority's financial statements.

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 or gains depending on their nature ie: whether they have been generated in the course of the ordinary activities of the Authority.

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.

Australian Sports Anti-Doping Authority
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the year ended 30 June 2008

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.

Australian Sports Anti-Doping Authority
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the year ended 30 June 2008

Liabilities for short-term employee benefits (as defined in AASB 119) 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 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.

Australian Sports Anti-Doping Authority
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the year ended 30 June 2008

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';
- 'held-to-maturity investments';
- 'available-for-sale' financial assets; 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 and 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.

Available-for-sale financial assets

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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.

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

Australian Sports Anti-Doping Authority
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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 2008 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. They are not treated as a contingent liability, as they are regarded as financial instruments outside the scope of AASB 137.

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 Agency's accounts immediately prior to the restructuring.

1.17 Infrastructure, Plant and Equipment (IP&E)

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Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the Balance Sheet, except for purchases costing less than \$1,000 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 includes 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.

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 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>2008</u>	<u>2007</u>
Plant and equipment	3 to 6 years	3 to 6 years
Leasehold Improvements	Lease term	Lease term

Australian Sports Anti-Doping Authority
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for the year ended 30 June 2008

Impairment

All assets were assessed for impairment at 30 June 2008. 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 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 (2006-07: 3 years).

All software assets were assessed for indications of impairment as at 30 June 2008. None were found to be impaired.

1.20 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.

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.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

Note 3: Income

	2,008	2007
<i>Revenue</i>	\$	\$

Note 3A: Revenue from Government

Appropriations:

Departmental Outputs	13,291,000	12,913,000
<i>Total revenue from Government</i>	<u>13,291,000</u>	<u>12,913,000</u>

Note 3B: Sale of goods and rendering of services

Provision of goods - related entities	2,461	227
Provision of goods - external entities	16,442	18,318
Rendering of services - related entities	-	-
Rendering of services - external entities	1,516,603	1,706,972
<i>Total sale of goods and rendering of services</i>	<u>1,535,506</u>	<u>1,725,517</u>

Note 3C: Other revenue

Other revenue	7,030	53,925
<i>Total other revenue</i>	<u>7,030</u>	<u>53,925</u>

Gains

Note 3D: Foreign Exchange

Non-speculative	5,670	266
<i>Total foreign exchange gains</i>	<u>5,670</u>	<u>266</u>

Note 3E: Other gains

Resources received free of charge	23,000	22,300
Found Assets	2	2,313
<i>Total other gains</i>	<u>23,002</u>	<u>24,613</u>

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

for the period ended 30 June 2008

Note 4: Expenses

	2008	2007
	\$	\$
Note 4A: Employee Benefits		
Wages and salaries	5,439,763	4,505,435
Superannuation		
Defined contribution plans	284,777	244,068
Defined benefit plans	453,086	388,316
Leave and other entitlements	458,101	417,497
Separation and redundancies	97,285	-
Total employee benefits	6,733,012	5,555,316

Note 4B: Suppliers

Provision of goods - external parties	240,228	241,156
Provision of services - related entities	2,416,326	2,648,610
Provision of services - external parties	4,202,727	4,318,135
Operating lease rentals:	635,385	449,500
Workers compensation premiums	39,947	34,789
Total supplier expenses	7,534,613	7,692,190

Note 4C: Depreciation and Amortisation

Depreciation:		
Infrastructure, plant & equipment	293,253	225,394
Total depreciation	293,253	225,394
Amortisation:		
Intangibles:		
Computer software	55,495	21,349
Internally developed software - in use	240,958	115,224
Total amortisation	296,453	136,573
Total depreciation and amortisation	589,706	361,967

The aggregate amounts of depreciation or amortisation expensed during the reporting period for each class of depreciable asset are as follows:

Leaschold improvements	155,026	136,505
Plant and equipment	138,227	88,889
Software	55,495	21,349
Internally developed software - in use	240,958	115,224
Total depreciation and amortisation	589,706	361,967

Note 4D: Write-down and impairment of assets

Asset Write-Downs from:		
inventory	8,148	9,259
write-down of receivables - bad debts	-	15,624
write-down of property, plant and equipment	230,699	600
Total write-down and impairment of assets	238,847	25,483

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
 NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 for the period ended 30 June 2008

Note 4: Expenses

	2008	2007
	\$	\$
Note 4E: Losses from asset sales		
Land and Buildings		
Proceeds from sales	55,000	-
Carrying value of assets sold	(84,798)	-
Total losses from asset sales	29,798	-
Note 4F: Other expenses		
Cost of sales	21,699	42,029
Total other expenses	21,699	42,029

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

Note 5: Financial Assets

	2008	2007
	\$	\$
Note 5A: Cash and cash equivalents		
Cash on hand or on deposit	564,400	180,266
Total cash and cash equivalents	564,400	180,266
Note 5B: Trade and other receivables		
Goods and services	818,999	714,500
Appropriations receivable: for existing outputs	600,000	3,190,192
Total appropriations receivable	600,000	3,190,192
GST receivable from the Australian Taxation Office	-	39,714
Other:		
Other receivables	-	11,582
Total other receivables	-	11,582
Total trade and other receivables (gross)	1,418,999	3,955,988
Less Allowance for Doubtful Debts:		
Goods and services	-	-
Other	-	-
Total trade and other receivables (net)	1,418,999	3,955,988
Receivables are represented by:		
Current	1,418,999	3,955,988
Non-current	-	-
Total trade and other receivables (net)	1,418,999	3,955,988
Receivables are aged as follows:		
Not overdue	1,381,912	3,844,419
Overdue by:		
Less than 30 days	1,314	8,954
30 to 60 days	945	86,422
61 to 90 days	209	2,497
More than 90 days	34,619	13,696
Total receivables (gross)	1,418,999	3,955,988

Credit terms are net 30 days.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

Note 6: Non-Financial Assets

	2008	2007
	\$	\$
Note 6A: Land and Buildings		
Leasehold improvements		
- fair value	1,913,436	546,687
- accumulated depreciation	<u>(69,711)</u>	<u>(137,173)</u>
Total leasehold improvements	<u>1,843,725</u>	<u>409,514</u>
Total land and buildings (non-current)	<u>1,843,725</u>	<u>409,514</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.

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)	573,457	211,461
- accumulated depreciation	<u>(157,500)</u>	<u>(55,050)</u>
Total infrastructure, plant and equipment	<u>415,957</u>	<u>156,411</u>
Furniture and fittings:		
- fair value	354,113	216,169
- accumulated depreciation	<u>(50,440)</u>	<u>(31,535)</u>
Total furniture and fittings	<u>303,673</u>	<u>184,634</u>
Total infrastructure, plant and equipment (non-current)	<u>719,630</u>	<u>341,045</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.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

Note 6: Non-Financial Assets

Note 6C: Analysis of infrastructure, plant and equipment

TABLE A – Reconciliation of the opening and closing balances of infrastructure, 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	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
As at 1 July 2007										
Gross book value	546,687	211,461	546,687	211,461	216,169	427,630	974,317			
Accumulated depreciation/amortisation and impairment	(137,173)	(55,050)	(137,173)	(55,050)	(31,535)	(86,585)	(223,758)			
Net book value 1 July 2007	409,514	156,411	409,514	156,411	184,634	341,045	750,559			
Additions:										
by purchase	1,913,436	360,824	1,913,436	360,824	240,784	601,608	2,515,044			
from acquisition of entities or operations (including restructuring)	-	-	-	-	-	-	-			
Revaluations and impairments through equity	-	-	-	-	-	-	-			
Depreciation/amortisation expense	(155,026)	(101,280)	(155,026)	(101,280)	(36,947)	(138,227)	(293,253)			
Impairments recognised in the operating result	(230,699)	-	(230,699)	-	-	-	(230,699)			
Other movements										
Write back of makegood	(93,500)	-	(93,500)	-	-	-	(93,500)			
Found assets	-	2	-	2	-	2	2			
Disposals:										
Other disposals	-	-	-	-	(84,798)	(84,798)	(84,798)			
Net book value 30 June 2008	1,843,725	415,957	1,843,725	415,957	303,673	719,630	2,563,355			
Net book value as of 30 June 2008 represented by:										
Gross book value	1,913,436	573,457	1,913,436	573,457	354,113	927,570	2,841,006			
Accumulated depreciation/amortisation and impairment	(69,711)	(157,500)	(69,711)	(157,500)	(50,440)	(207,940)	(277,651)			
	1,843,725	415,957	1,843,725	415,957	303,673	719,630	2,563,355			

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

Note 6: Non-Financial Assets

Note 6C: Analysis of infrastructure, plant and equipment

TABLE B - Reconciliation of the opening and closing balances of infrastructure, plant and equipment (2006-2007)

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
	\$	\$	\$	\$	\$	\$	\$	\$	
As at 1 July 2006									
Gross book value	546,687	88,928	211,290	300,218	846,905				
Accumulated depreciation/amortisation and impairment	(668)	-	(56)	(724)					(724)
Net book value 1 July 2006	546,019	88,928	211,234	300,162	846,181				
Additions:									
by purchase	-	125,493	2,566	128,059					128,059
from acquisition of entities or operations (including restructuring)	-	-	-	-					-
Revaluations and impairments through equity	-	-	-	-					-
Depreciation/amortisation expense	(136,505)	(57,410)	(31,479)	(88,889)					(226,394)
Other movements :	-	-	2,313	2,313					2,313
Disposals:									
Other disposals	-	(600)	-	(600)					(600)
Net book value 30 June 2007	409,514	156,411	184,634	341,045	750,559				
Net book value as of 30 June 2007 represented by:									
Gross book value	546,687	211,461	216,169	427,630	974,317				
Accumulated depreciation/amortisation and impairment	(137,173)	(55,050)	(31,535)	(86,585)	(226,394)				
	409,514	156,411	184,634	341,045	750,559				

i. Other movements relate to found assets.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

Note 6: Non-Financial Assets

	2008	2007
	\$	\$
Note 6D: Intangible Assets		
Computer software at cost	273,419	79,679
Accumulated amortisation	<u>(72,860)</u>	<u>(17,354)</u>
<i>Total computer software at cost</i>	<u>200,559</u>	<u>62,325</u>
Internally developed software - in use	654,346	630,452
Accumulated amortisation	<u>(370,008)</u>	<u>(129,050)</u>
<i>Total internally developed software - in use</i>	<u>284,338</u>	<u>501,402</u>
Internally developed - in progress	<u>19,803</u>	<u>23,685</u>
<i>Total internally developed software - in progress</i>	<u>19,803</u>	<u>23,685</u>
<i>Total intangibles (non-current)</i>	<u>504,700</u>	<u>587,412</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 2008

Note 6: Non-Financial Assets

Note 6D: Intangible Assets

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

Item	Computer software internally developed	Computer software purchased	Other intangibles in progress	Total
	\$	\$	\$	\$
As at 1 July 2007				
Gross book value	630,452	79,679	23,685	733,816
Accumulated depreciation/amortisation	(129,050)	(17,354)	-	(146,404)
Net book value 1 July 2007	501,402	62,325	23,685	587,412
Additions:				
by purchase or internally developed	19,994	173,944	19,803	213,741
Amortisation	(240,958)	(55,495)	-	(296,453)
Impairments recognised in the operating result	-	-	-	-
Other movements:				
capitalisation of internally developed software	3,900	19,785	(23,685)	-
Net book value at 30 June 2008	284,338	200,559	19,803	504,700
Net book value as of 30 June 2008 represented by:				
Gross book value	654,346	273,419	19,803	947,568
Accumulated depreciation/amortisation and impairment	(370,008)	(72,860)	-	(442,868)
	284,338	200,559	19,803	504,700

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

Note 6: Non-Financial Assets

Note 6D: Intangible Assets

TABLE B - Reconciliation of the Opening and Closing Balances of Intangibles (2006-07)

Item	\$	Computer software internally developed	Computer software purchased	Other intangibles in progress	Total
	\$	\$	\$	\$	\$
As at 1 July 2006					
Gross book value transferred from ASDA	98,579	11,686	358,620	468,885	
Accumulated depreciation/amortisation	(13,826)	(1,455)	-	(15,281)	
Net book value 1 July 2006	84,753	10,231	358,620	453,604	
Additions:					
by purchase or internally developed	67,231	73,443	129,707	270,381	
Amortisation	(115,224)	(21,349)	-	(136,573)	
Impairments recognised in the operating result	-	-	-	-	
Other movements:					
capitalisation of internally developed software	464,642	-	(464,642)	-	
Net book value at 30 June 2007	501,402	62,325	23,685	587,412	
Net book value as of 30 June 2007 represented by:					
Gross book value	630,452	79,679	23,685	733,816	
Accumulated depreciation/amortisation and impairment	(129,050)	(17,354)	-	(146,404)	
	501,402	62,325	23,685	587,412	

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

Note 6: Non-Financial Assets

	2008	2007
	\$	\$
Note 6E: Inventories		
Inventories held for sale		
Finished goods	12,983	29,095
Inventories held for distribution	73,815	50,480
Total inventories (current)	86,798	79,575

During 2007-08 \$29,847 of inventory held for sale was recognised as an expense (2006-07: \$51,285).

During 2007-08 \$86,871 of inventory held for distribution was recognised as an expense (2006-07: Nil).

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

Note 6F: Other non-financial assets

Prepayments	145,863	63,142
Total other non-financial assets	145,863	63,142

All other non-financial assets are current assets.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
 NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 for the period ended 30 June 2008

Note 7: Payables

	2008	2007
	\$	\$
Note 7A: Suppliers		
Trade Creditors	410,690	390,331
Total supplier payables	<u>410,690</u>	<u>390,331</u>

Supplier payables are represented by:

Current	410,690	390,331
Non-current	-	-
Total supplier payables	<u>410,690</u>	<u>390,331</u>

Settlement is usually made net 30 days.

Note 7B: Other Payables

GST payable to the Australian Taxation Office	1,976	-
Accrued expenses	438,146	593,710
Rental expense	57,385	12,938
Salary sacrifice	19,286	11,941
Total other payables	<u>516,793</u>	<u>618,589</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 2008

Note 8: Provisions

	2008	2007
	\$	\$

Note 8A: Employee provisions

Salaries and wages	191,722	174,520
Leave	1,132,521	981,524
Superannuation	55,627	61,646
Other	363	46,602
Total employee provisions	1,380,233	1,264,292

Employee provisions are represented by:

Current	1,103,963	695,608
Non-current	276,270	568,684
Total employee provisions	1,380,233	1,264,292

Note 8B: Lease Incentive

Lease incentive	52,393	40,757
Total lease incentive	52,393	40,757

Note 8C: Other Provisions

Provision for make good	-	93,500
Total other provisions	-	93,500

	Provision for make good	Total
	\$	\$
Carrying amount 1 July 2007	93,500	93,500
Additional provisions made	-	-
Amounts used	-	-
Amounts reversed	93,500	93,500
Unwinding of discount or change in discount rate	-	-
Closing Balance 30 June 2008	-	-

The Authority currently has one agreement for the leasing of premises which does not include a provision requiring the Authority to restore the premises to their original condition at the conclusion of the lease.

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

Note 9: Cash Flow Reconciliation

	2008	2007
	\$	\$
Reconciliation of cash and cash equivalents as per Balance Sheet to Cash Flow Statement		
Report cash and cash equivalents as per:		
Cash Flow Statement	564,400	180,266
Balance Sheet	<u>564,400</u>	<u>180,266</u>
Difference	<u>-</u>	<u>-</u>
Reconciliation of operating result to net cash from operating activities:		
Operating result	(285,467)	1,040,336
Depreciation/amortisation	589,706	361,967
Net write-down of non-financial assets	230,699	600
Loss on disposal of assets	29,798	-
Found Assets	(2)	(2,313)
Write-back of provision for make good	93,500	-
(Increase)/ decrease in net receivables	2,607,178	(1,063,429)
(Increase)/ decrease in inventories	(7,223)	(48,859)
(Increase)/ decrease in prepayments	(82,721)	45,378
(Increase)/ decrease in accrued revenue	(70,189)	(208,966)
Increase/ (decrease) in employee provisions	115,940	51,560
Increase/ (decrease) in supplier payables	20,359	(92,443)
Increase/ (decrease) in accrued expenses	(152,046)	-
Increase/ (decrease) in other provisions	<u>(28,094)</u>	<u>223,174</u>
<i>Net cash from/ (used by) operating activities</i>	<u><u>3,061,438</u></u>	<u><u>307,005</u></u>

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

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 2008

Note 11: Senior Executive Remuneration

	2008	2007
The number of senior executives who received or were due to receive total remuneration of \$130,000 or more:		
\$160,000 to \$174,999	-	1
\$175,000 to \$189,999	1	1
\$190,000 to \$204,999	1	-
\$205,000 to \$219,999	1	-
\$280,000 to \$294,999	1	1
Total	4	3

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

	884,468	648,041
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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, back pay, bonuses, commissions, director's fees, employee share incentive plans, fringe benefits, health insurance, incentives.

Note 12: Remuneration of Auditors

	2008	2007
	\$	\$

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

The fair value of services provided was:	23,000	22,300
	<u>23,000</u>	<u>22,300</u>

No other services were provided by the Auditor-General.

Note 13: Average Staffing Levels

	2008	2007
The average staffing levels for the Authority during the year were:	69	57

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
 NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 for the period ended 30 June 2008

Note 14: Financial Instruments

	2008	2007
	\$	\$
Note 14A Categories of financial instruments		
Loans and receivables		
Loans and receivables		
Cash and cash equivalents	564,400	180,266
Trade receivables	818,999	714,500
Other receivables	-	11,582
Carrying amount of financial assets	1,383,399	906,348
Financial Liabilities		
Other liabilities		
Payables - suppliers	410,690	390,331
Other payables	516,793	618,589
Carrying amount of financial liabilities	927,483	1,008,920

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 2007 and 30 June 2008.

Note 14C Net income and expense from financial liabilities

There is no interest income from financial liabilities not at fair value through profit or loss in the years ending 30 June 2007 and 30 June 2008.

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

for the period ended 30 June 2008

Note 14: Financial Instruments

Note 14D Fair value of financial instruments

	Carrying amount 2008	Fair value 2008	Carrying amount 2007	Fair value 2007
	\$	\$	\$	\$
FINANCIAL ASSETS				
Loans and receivables				
Cash and cash equivalents	564,400	564,400	180,266	180,266
Trade receivables	818,999	818,999	714,500	714,500
Other receivables	-	-	11,582	11,582
Total	1,383,399	1,383,399	906,348	906,348
FINANCIAL LIABILITIES				
Other liabilities				
Payables - suppliers	410,690	410,690	390,331	390,331
Other payables	516,793	516,793	618,589	618,589
Total	927,483	927,483	1,008,920	1,008,920

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 2008	Not past due nor impaired 2007	Past due or impaired 2008	Past due or impaired 2007
	\$	\$	\$	\$
Loans and receivables				
Cash and cash equivalents	564,400	180,266	-	-
Trade receivables	781,912	654,227	37,087	60,273
Other receivables	-	11,582	-	-
Total	1,346,312	846,075	37,087	60,273

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

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	\$	\$	\$	\$	\$
Loans and receivables					
Trade receivables	1,314	945	209	34,619	37,087
Total	1,314	945	209	34,619	37,087

Ageing of financial assets that are past due but not impaired for 2007

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	\$	\$	\$	\$	\$
Loans and receivables					
Trade receivables	8,954	35,126	2,497	13,696	60,273
Total	8,954	35,126	2,497	13,696	60,273

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

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	
	2008	2007	2008	2007
	\$	\$	\$	\$
Balance brought forward from previous period	3,370,458	2,348,893	3,370,458	2,348,893
Appropriation Act:				
Appropriation Act (No.1) 2007-08	12,948,000	10,641,000	12,948,000	10,641,000
Appropriation Act (No.3) 2007-08	343,000	2,272,000	343,000	2,272,000
Departmental Adjustments by the Finance Minister (Appropriation Acts)	-	-	-	-
Concoveer 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)	1,000,349	764,700	1,000,349	764,700
Annotations to 'net appropriations' (FMA section 31)	1,912,211	1,646,024	1,912,211	1,646,024
Adjustment of appropriations on change of entity function (FMA section 32)	-	-	-	-
Total appropriations available for payments	19,574,018	17,672,617	19,574,018	17,672,617
Cash payments made during the year (GST inclusive)	18,409,618	14,302,159	18,409,618	14,302,159
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:	1,164,400	3,370,458	1,164,400	3,370,458
Represented by:				
Cash at bank and on hand	564,400	180,266	564,400	180,266
Departmental appropriations receivable	600,000	3,190,192	600,000	3,190,192
Total	1,164,400	3,370,458	1,164,400	3,370,458

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
for the period ended 30 June 2008

Note 16: Special Account

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 2007 and 30 June 2008 the account had nil balances and th

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 2008

Note 17: Reporting of Outcomes

The Australian Sports Anti-Doping Authority uses an Activity Based Costing System to determine the attribution of shared items. This system was based on a time study of corporate activities. An update of the time and motion study was concluded for the 20

Note 17A: Net Cost of Outcome Delivery

	Outcome 1		Total	
	2008 \$	2007 \$	2008 \$	2007 \$
Expenses				
Departmental	15,147,675	13,676,985	15,147,675	13,676,985
Total expenses	15,147,675	13,676,985	15,147,675	13,676,985
Net Cost to Budget Outcome				
Costs recovered from provision of goods and services to the non government sector				
Departmental	1,533,045	1,725,290	1,533,045	1,725,290
Total costs recovered	1,533,045	1,725,290	1,533,045	1,725,290
Other external revenues				
Departmental	15,163	56,731	15,163	56,731
Total other external revenues	15,163	56,731	15,163	56,731
Net cost/(contribution) of outcome	13,599,467	11,894,964	13,599,467	11,894,964

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.

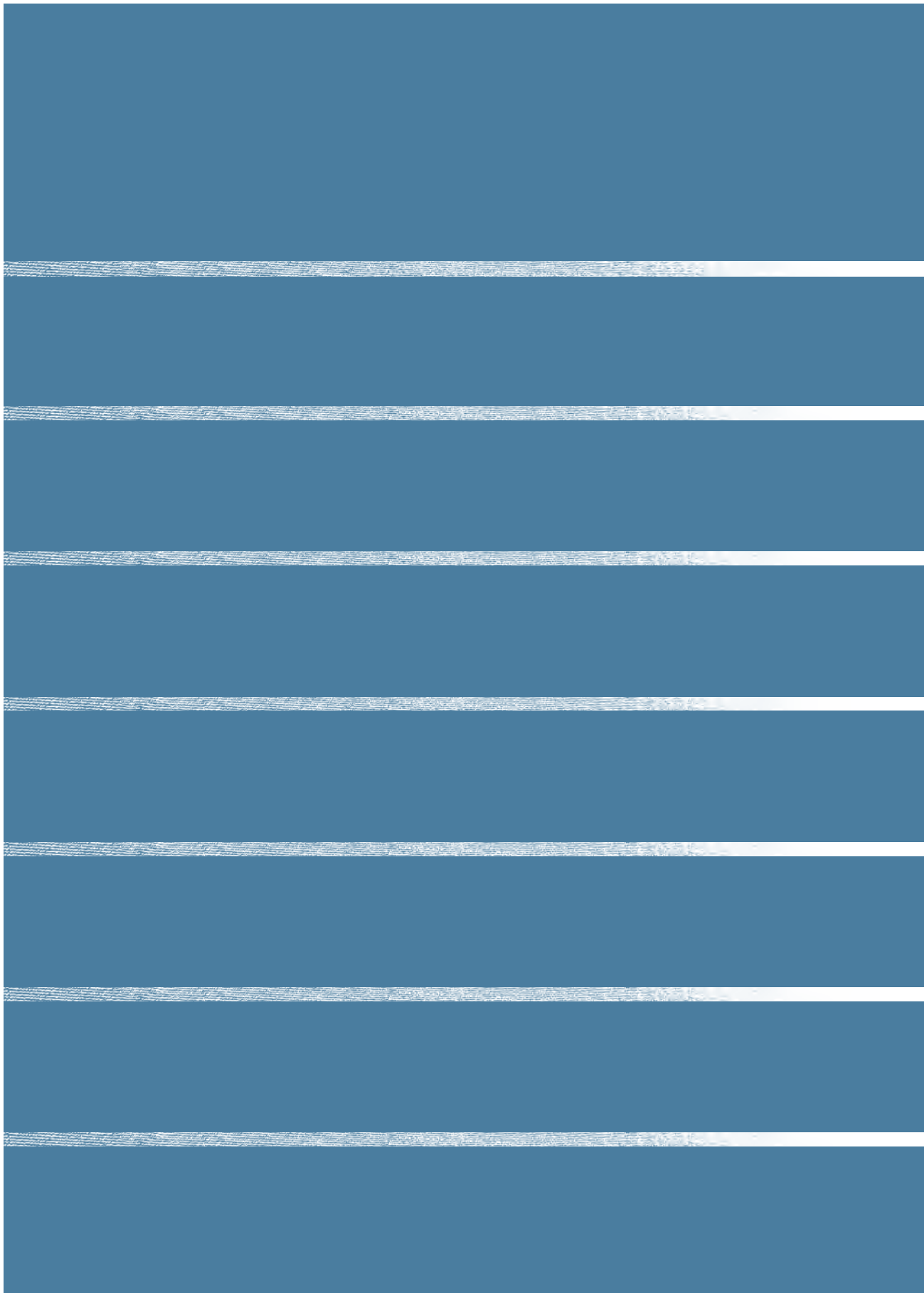
AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
 NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 for the period ended 30 June 2008

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 Group 1		Output Group 1		Outcome 1 Total	
	Output 1.1		Output 1.2		Output 1.3			
	2008 \$	2007 \$	2008 \$	2007 \$	2008 \$	2007 \$	2008 \$	2007 \$
Departmental Expenses								
Employees	2,009,829	1,816,847	4,147,734	3,253,116	575,449	485,353	6,733,012	5,555,316
Suppliers	2,183,762	1,770,952	4,269,165	4,855,643	1,081,686	1,065,595	7,534,613	7,692,190
Depreciation and amortisation	384,042	169,017	154,621	154,033	51,043	38,917	589,706	361,967
Write-down of assets	85,645	14,800	129,844	9,146	23,358	1,537	238,847	25,483
Other Expenses	32,267	42,029	16,298	-	2,932	-	51,497	42,029
Total departmental expenses	4,695,545	3,813,645	8,717,662	8,271,938	1,734,468	1,591,402	15,147,675	13,676,985
Funded by:								
Sale of goods and services	39,039	18,545	1,496,467	1,706,972	-	-	1,535,506	1,725,517
Revenues from Government	4,546,638	4,100,427	7,050,818	7,093,138	1,693,544	1,719,435	13,291,000	12,913,000
Other non-taxation revenues	12,662	27,947	19,527	43,103	3,513	7,754	35,702	78,804
Total departmental revenues	4,598,339	4,146,919	8,566,812	8,843,213	1,697,057	1,727,189	14,862,208	14,717,321

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**

01 | 02 | 03 | 04 | **05** | 06 | 07 | 08

AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE

Overview

Section 52 of the ASADA Act outlines the functions of the Australian Sports Drug Medical Advisory Committee (ASDMAC). These functions include:

- ▶ giving approval for certain people 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 national sporting organisations about anti-doping issues and the wellbeing of athletes
- ▶ giving advice to ASADA and the Australian Sports Commission on matters relating to anti-doping and athletes' health and wellbeing, and
- ▶ 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) 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. The committee held four meetings during 2007-08.

ASDMAC complies with the Code and the International Standard on Therapeutic Use Exemption.

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, and
- ▶ there is no evidence that the athlete will gain a performance enhancement effect by using the substance.

ASDMAC members

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

On 1 July 2007, the Minister for the Arts and Sport appointed Dr Grace Bryant to the committee for two years.

Table 12: ASDMAC members

Position	Name	Date ending	Meetings eligible to attend	Meetings attended
Chair	Prof Ken Fitch, AM	10 August 2008	4	4
Member	Dr Susan White	24 September 2008	4	4
Member	Dr Peter Harcourt, OAM	24 September 2008	4	3
Member	Dr Hugh Hazard	13 September 2008	4	3
Member	Dr Grace Bryant	1 July 2009	4	3

Prof Ken Fitch, AM

MBBS, MD, FRACGP, FACRM, FACSM, FASMF, FACSP

- Adjunct Professor, School of Human Movement and Exercise Science, 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, Medical Commission Oceania National Olympic Committees
- 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
- Chief Medical Officer, Netball Australia
- Member, Anti-Doping Committee, Cricket Australia
- Member, Medical Commission, International Federation of Netball Associations
- Chief Medical Officer, Swimming Australia
- Editorial Board, Clinical Journal of Sports Medicine
- Book Review Editor, British Journal of Sports Medicine
- Member, Australian Football League Tribunal (anti-doping)
- Team Physician, Australian Swim Team
- Team Physician, Melbourne Phoenix Netball Team.

Dr Peter Harcourt, OAM

MBBS, FACSP Dip Obs.

- Sports Physician
- Medical Coordinator, Victorian Institute of Sport
- Chief Health Officer, Transport Accident Commission, Victoria
- Chief Medical Officer, Basketball Australia
- Medical Commissioner, Australian Football League
- Anti-Doping Medical Officer, Cricket Australia
- Member/Chairman, International Cricket Council Medical Committee and Therapeutic Use Exemption Committee
- Fédération Internationale de Basketball Amateur Medical Council
- Team Physician, Melbourne Victory football club
- Non-executive board member and Chair, Rehabilitation and Compensation Working Group, Victorian Workcover Authority
- Senior Fellow, Faculty of Law, University of Melbourne.

Dr Hugh Hazard

MBBS, Grad Dip Sports Science, FACSP

- Sports Physician
- Chief Medical Officer to the National Rugby League
- Team Medical Officer in the National Rugby League Competition
- Team Medical Officer to the Rugby League Country of Origin
- Team Medical Officer to Australian Rugby League teams.

Dr Grace Bryant

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, Human Movement/Sports Management Industry Advisory Committee, School of Leisure, Sport and Tourism, University of Technology, Sydney.

Achievements

During the financial year ending 30 June 2008, ASDMAC:

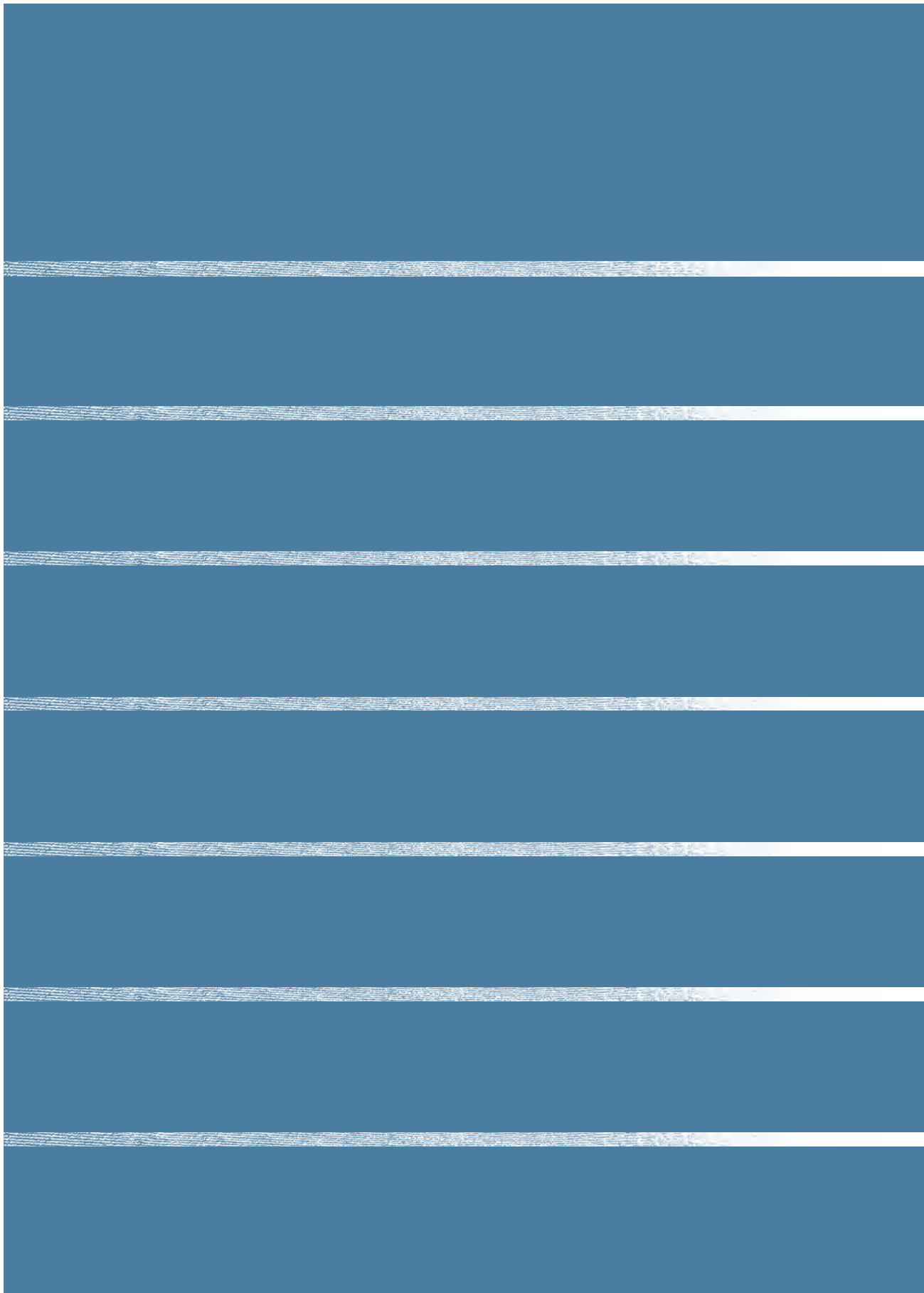
- processed 263 applications for Therapeutic Use Exemptions (a breakdown of applications is included in appendix P)
- operated as a contact point for athletes making enquiries about therapeutic use exemptions
- developed guidelines for the approval of:
 - > finasteride
 - > testosterone, and
 - > intravenous infusion
- advised ASADA on 34 testosterone/epitestosterone investigations
- provided advice to ASADA in relation to:
 - > ASADA's anti-doping handbook and therapeutic use exemption fact sheets, and
 - > anti-doping presentations and seminars
- provided information and advice to the Sports Authority of Thailand
- provided input to the Australian submission to the WADA revision of the International Standard for Therapeutic Use Exemptions
- provided input to the Australian submission to WADA's 2008 list of prohibited substances and prohibited methods
- provided input to the Australian submission to the Code review, and
- developed and implemented new/updated procedures and forms in line with the Code.

ASDMAC's Therapeutic Use Exemptions guidelines have been offered to responsible third parties such as Therapeutic Use Exemptions committees at International Federation and national anti-doping organisation level.

Resources

ASDMAC is funded through the ASADA appropriation. A breakdown of the 2007–08 budget is as follows:

Members' & professional Fees:	\$159,066
Meetings & Conferences	\$32,379
Administration & communication	\$10,578
TOTAL	\$202,023



APPENDIXES

01

02

03

04

05

06

07

08

APPENDIX A: DOPING CONTROL STATISTICS 1997–98 TO 2007–08

Table 14: 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%

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 test conducted at the Melbourne 2006 Commonwealth Games.

IC = in-competition, OOC = out of competition, UP = user pays

Doping control statistics from 1997–98 to 14 March 2005 were collected by the Australian Sports Drug Agency and reported against in its annual reports.

APPENDIX B: PUBLICLY ANNOUNCED ANTI-DOPING RULE VIOLATIONS 2007–08

Under the ASADA Act and the NAD scheme, ASADA is authorised to publish information on its register of findings in circumstances that include:

- ASADA considers the publication to be in the public interest; and
- a decision has been handed down by the relevant tribunal with regard to ASADA's register findings

Below is an extract from ASADA's RoF in relation to matters that have been publicly announced as at 30 June 2008. There were seven (7) matters for which athletes were placed on the RoF but publication of the final outcome was still pending.

Table 15: Publicly announced anti-doping rule violations

Sport	Substance name	Substance class	Rule Violation	Outcome
QUARTER 1 (1 JULY 2007 TO 30 SEPTEMBER 2007)				
Powerlifting	Furosemide	Diuretics & Other Masking Agents	Presence & Use	2 year sanction
Motorcycling	Cannabinoids	Cannabinoids	Presence & Use	3 months sanction
Rugby League	Cannabinoids	Cannabinoids	Presence & Use	12 match ban
Surf Lifesaving	Oxymetholone	Anabolic Androgenic Steroids	Possession & Use/ Attempted Use	2 year sanction
QUARTER 2 (1 OCTOBER 2007 TO 30 DECEMBER 2007)				
Body building	Amiloride & Hydrochlorothiazide	Diuretics & Other Masking Agents	Presence & Use	2 year sanction
Water polo	Prednisone & Prednisolone	Glucocorticosteroids	Presence & Use	Warning letter and reprimand
Weightlifting	Cannabinoids	Cannabinoids	Presence & Use	2 year sanction
Rugby League	Cocaine	Stimulants	Presence & Use	2 year sanction

continued

Table 15: Publicly announced anti-doping rule violations *continued*

Sport	Substance name	Substance class	Rule Violation	Outcome
QUARTER 3 (1 JANUARY 2008 TO 30 MARCH 2008)				
Cycling	Testosterone	Anabolic Agents	Presence & Use	2 year sanction
Rugby League	Nandrolone	Anabolic Androgenic Steroids	Presence & Use	2 year sanction
Rugby League	Cannabinoids	Cannabinoids	Presence & Use	12 match ban
Powerlifting	Stanozolol & Ephedrine	Stimulants & Cannabinoid	Presence & Use	2 year sanction
Ice Hockey	Finasteride	Diuretics & Other Masking Agents	Presence & Use	Warning & reprimand
Softball	Cannabinoids	Cannabinoids	Presence & Use	3 month sanction
Motor Racing	Finasteride	Diuretics & Other Masking Agents	Presence & Use	Warning & reprimand
Cycling	Phentermine	Stimulants	Presence	15 month sanction
Motor Racing	Hydrochlorothiazide & Triamterene	Diuretics & Other Masking Agents	Presence & Use	1 year sanction
QUARTER 4 (1 APRIL 2008 TO 30 JUNE 2008)				
Athletics	Terbutaline	Beta-2 Agonists	Presence	Public warning & disqualification
Boxing	Budesonide	Glucocorticosteroids	Presence	Warning & reprimand
Bodybuilding	Cannabinoids	Cannabinoids	Presence & Use	2 year sanction

Table 16: Entries on Register of Findings 2006–2007 where the outcome was to be advised

Sport	Substance name	Substance class	Rule Violation	Outcome
QUARTER 3 (1 JANUARY 2008 TO 30 MARCH 2008)				
Weight-lifting	Benzyl-piperazine	Stimulant	2 year sanction	2 year sanction
Football	Finasteride	Diuretic & other masking agents	1 year sanction	1 year sanction
QUARTER 4 (1 APRIL 2008 TO 30 JUNE 2008)				
Softball	Carboxy THC	Cannabinoids	3 month sanction	3 month sanction
Swimming	Finasteride	Diuretic & other masking agents	1 month sanction	1 month sanction

APPENDIX C: INTERNATIONAL ANTI-DOPING AND DOPING CONTROL

Table 17: 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 49 signatories – 45 member states of the Council of Europe and 4 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 on Doping in Sport	Multi-lateral government-to-government agreement with 86 governments having ratified the convention at June 2008.	<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 Code.

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

Under the ASADA Act, the minister can give ASADA the following directions:

- (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 National Anti-Doping scheme, or
 - (b) the testing of a particular athlete under an anti-doping testing service, or safety checking service, being provided by ASADA.
- (3) 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 Australian Sports Commission about sports drug and safety matters that should be included in any agreement under which the Australian Sports Commission gives money to a sporting organisation
- (d) to advise the Australian Sports Commission 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
 - (c) to lease the whole or any part of any land or building for the purposes of the ASADA.

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 2008

Table 18: Full-time and part-time staff at 30 June 2008

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	
31	25	1	4	0	1	1	1	214	162	440

Note: These figures indicate staff substantively employed by ASADA at 30 June 2008, including temporary reassignment of duties into the agency. These figures include the Chief Executive Officer.

Table 19: Staff by classification groups and location at 30 June 2008

STATE	APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	PEO	TOTAL
ACT		1	3	8	10	6	8	9	3	1	49
NSW				3							3
NT											
QLD				1		1					2
SA											
TAS											
VIC				3	2	2	3				10
WA											
Total		1	3	15	12	9	11	9	3	1	64

Note: These figures indicate ongoing and non-ongoing staff substantively employed by ASADA at 30 June 2008.

Table 20: SES staff at 30 June 2008

SES staff	Male	Female	Total
SES Band 1	1	2	3
Total	1	2	3

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

Table 21: Staff in equal employment opportunity groups at 30 June 2008

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

Notes:

Total staff (1): Ongoing and non-ongoing staff substantively employed at 30 June 2008. 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 22: Salary ranges of employees

Classification	Certified agreement		Australian workplace agreements (AWA)	
	Salary range \$		Salary range \$	
	Lowest	Highest	Lowest	Highest
SES			\$168,624*	\$180,000*
EL2	\$83,117	\$109,260	\$96,188	\$112,000
EL1	\$76,080	\$82,447	\$76,080	\$82,000
APS6	\$69,711	\$76,079		
APS5	\$62,003	\$69,039		
APS4	\$54,965	\$62,002		
APS3	\$44,904	\$54,294		
APS2	\$35,513	\$44,903		
APS1	\$30,776	\$35,512		

* Total Remuneration Package

Table 23: Number of staff on AWAs or certified agreement

	AWA	Certified agreement	Total
SES	2	0	2
EL2	8	1	9
EL1	4	11	15
APS 1 – 6	0	37	37
Total	14	49	63*

* Excluding the 1 PEO

Table 24: Performance payments 2006–07, paid in 2007–08

Classification	Number of staff paid	Aggregate amount \$	Average amount \$	Lowest payment \$	Highest payment \$
EL2	2	\$2,509.69	\$1,251.56	\$947.61*	\$1,562.08
APS1 – EL1	47	\$92,151.56	\$1,960.67	\$407.18*	\$2,702.17
Total	49	\$94,661.25	\$1,931.86^		

* Includes pro rata payment for part of the year

^ Average figure of all staff bonuses

APPENDIX G: OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety

The Occupational Health and Safety (OH&S) Committee has continued to drive occupational health and safety issues, particularly the implementation of recommendations from an internal audit conducted in 2006–07.

During 2007–08 ASADA has developed an OH&S Framework and supporting policies and procedures to underpin OH&S duty of care to ensure the health, safety and welfare of its employees whilst at work. Health and safety management arrangements have been established during this reporting period and are underpinned by the following related documents:

- Health and Safety Management System
- OH&S Agreement
- OH&S Policy
- OH&S Roles and Responsibilities

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

- Dispute Resolution procedure
- Reporting Work Related Accidents, Incidents and Near Misses procedure
- OH&S Risk Management Procedure
- Workplace Inspection Procedure.

OH&S initiatives during the year include:

- Adding OH&S to the Induction process for new staff commencing employment at ASADA to ensure awareness and compliance in relation to OH&S matters;
- Including OH&S awareness in casual employee contracts of employment;
- Providing Employee Assistance Program awareness training;
- Providing managerAssist awareness training;
- Including OH&S in the learning and development program; and
- Including OH&S accountabilities in position profiles.

Due to ASADA's systematic approach to ensure that OH&S plans, actions and procedures are managed, OH&S risk has been greatly reduced.

During 2007–08, no incidents were reported to Comcare under section 68 of the *Occupational Health and Safety Act 1991*.

APPENDIX H: ADVERTISING AND MARKET RESEARCH

Advertising and market research

In 2007–08, ASADA paid \$0.999 million for advertising and market research. Table 25 lists payments of \$10,000 or more made during the financial year, as required by section 311A of the *Commonwealth Electoral Act 1918*.

Table 25: Advertising and market research		
Organisation	Service provided	Payment made in 2007–08 (\$)
Creative advertising agencies	No payments were made to creative advertising agencies during the 2007–08 financial year	
Market research		
Curtin University of Technology	Survey of Australian athletes' attitudes and beliefs about sports issues	51,150
<i>Total market research</i>		<i>51,150</i>
Direct mail organisations		
National Mailing and Marketing	Storage and mailing education materials	20,707
<i>Total direct mail organisations</i>		<i>20,707</i>
Media advertising organisations		
Recruitment advertising hma Blaze Pty Ltd	Recruitment advertising	28,005
Non-recruitment advertising	No payments were made in relation to non-recruitment advertising during the 2007–08 financial year	
<i>Total media advertising organisations</i>		<i>28,005</i>
Grand Total		99,862

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 *Environment Protection and Biodiversity Conservation Act 1999* 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.

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, and
- ▶ 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

In 2007–08 we received three requests under the *Freedom of Information Act 1982* (the FOI Act). The requests covered a broad range of documents, including surveys and reports commissioned by ASADA, and information relating to ASADA investigations. One of the requests has resulted in an internal review that was still ongoing at the end of June 2008.

We have provided the following information to meet the requirements of subsection 8(1) of the FOI Act:

- ▶ our functions, powers and delegations in accordance with the ASADA Act are explained in appendix E
- ▶ information about the categories of documents we maintain is included in appendix G, and
- ▶ the process to make a formal request for access to our documents under the FOI Act is detailed in appendix G.
- ▶ We have an established Freedom of Information Policy and a Privacy Policy that can be accessed on our website at www.asada.gov.au.

Categories of documents

ASADA produces a range of publications which are available free of charge on our website, and publications in hardcopy that can be purchased. This includes publications such as the annual ASADA Anti-Doping Handbook and various other educational materials.

You can obtain information about these publications by visiting our website at www.asada.gov.au or by contacting ASADA in one of the following ways:

Phone: 13 000 ASADA (in Australia)
+61 (0) 2 6222 4246 (from overseas)

Email: asada@asada.gov.au

Mail: PO Box 345
Curtin ACT 2605

Freedom of information requests

Formal enquiries about matters that are covered under the FOI Act should:

- ▶ be submitted in writing
- ▶ clearly identify the documents you are requesting, and
- ▶ be accompanied by a cheque for the required fees (which were \$30.00 at 30 June 2008). Cheques should be made payable to the Australian Sports Anti-Doping Authority.

Any enquiries about freedom of information should be addressed to:

Freedom of Information Officer
ASADA
PO Box 345
Curtin ACT 2605

APPENDIX K: AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE – FUNCTIONS

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

Regulation 92 – 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 Register of Findings
 - 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

The following table shows approvals granted by the ASDMAC to athletes for therapeutic use exemptions between 1 July 2007 and 30 June 2008.

Table 26: Therapeutic use exemption applications 2007–08

Sport	Approved	Rejected/ withdrawn	Pending	Approval not required	Total received
Archery	3	0	1	0	4
Athletics	9	0	0	0	9
Australian Football	22	0	3	2	27
Baseball	7	0	0	1	8
Basketball	5	0	0	1	6
Bobsleigh	1	0	0	0	1
Bocce	2	0	1	7	10
Body Building	5	0	0	0	5
Cricket	3	0	0	1	4
Croquet	2	0	0	0	2
Cycling	12	1	2	1	16
Dragon Boating	3	0	0	0	3
Eight Ball	0	0	1	0	1
Equestrian	0	0	1	1	2
Fencing	1	0	1	1	3
Football	4	0	0	2	6
Goalball	0	0	0	1	1
Gymnastics	10	1	2	0	13
Hockey	2	0	0	0	2
Ice Hockey	1	0	0	1	2
Ice Skating	3	0	0	0	3
Inline Hockey	1	0	1	2	4
Judo	3	0	0	0	3

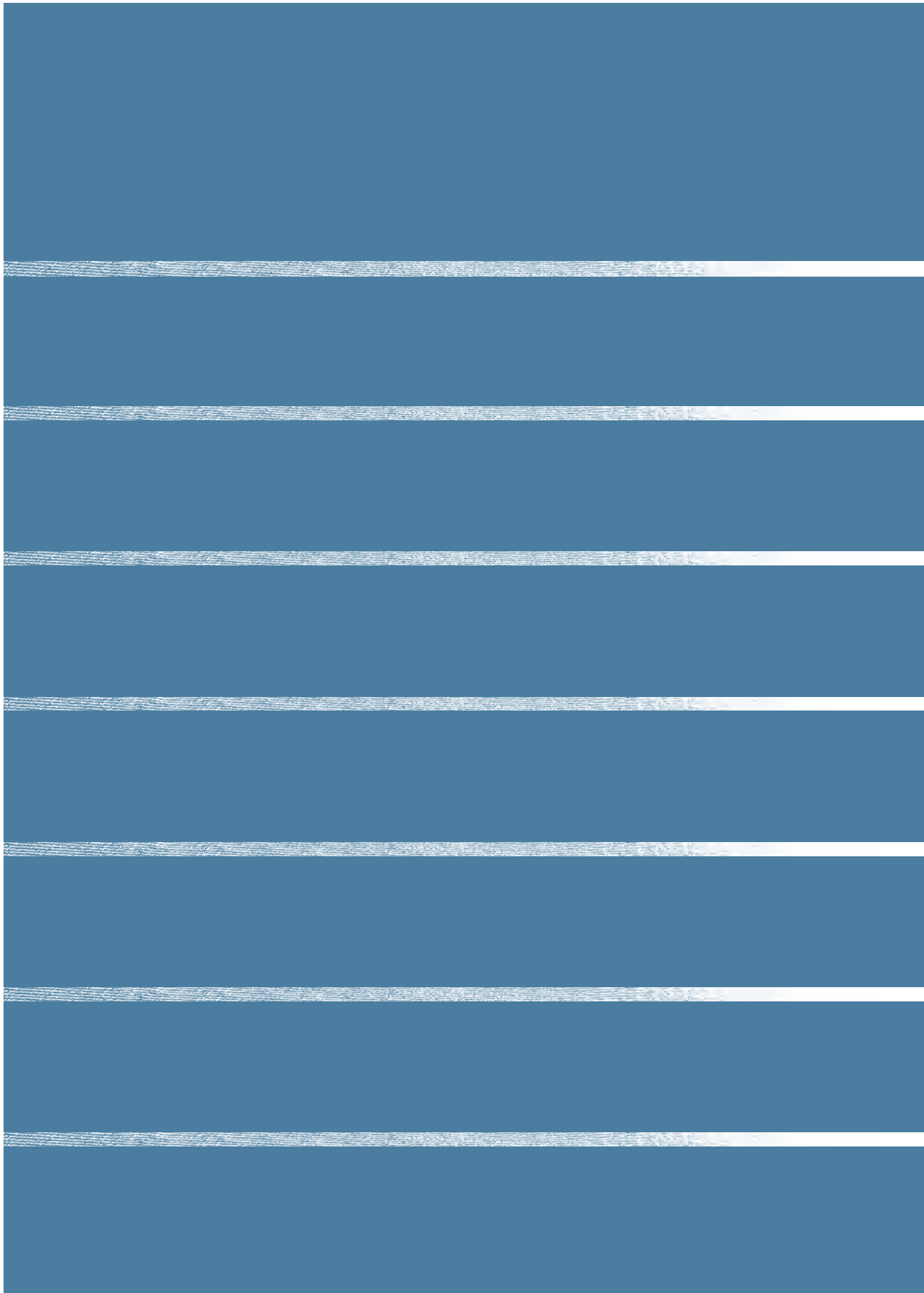
continued

Table 26: Therapeutic use exemption applications 2007–08 *continued*

Sport	Approved	Rejected/ withdrawn	Pending	Approval not required	Total received
Kayaking	0	0	0	1	1
Lawn Bowls	13	0	0	3	16
Motorcycling	9	0	1	2	12
Netball	5	0	3	1	9
Orienteering	1	0	1	0	2
Powerlifting	1	0	1	0	2
Rowing	5	0	0	1	6
Rugby League	13	0	1	3	17
Rugby Union	3	0	1	0	4
Sailing	0	0	0	1	1
Shooting	4	0	0	0	4
Skating	2	0	0	0	2
Skiing	0	0	1	0	1
Softball	5	0	0	1	6
Surf Life Saving	4	0	0	0	4
Surfing	1	0	0	0	1
Swimming	7	0	0	5	12
Table Tennis	3	0	0	0	3
Ten pin Bowling	6	0	1	3	10
Tennis	0	0	0	1	1
Triathlon	2	0	0	0	2
Unspecified	1	0	0	0	1
Volleyball	1	0	0	0	1
Water Polo	3	0	0	1	4
Weightlifting	1	0	1	3	5
Wrestling	1	0	0	0	1
Totals	190	2	24	47	263

Table 27: Substances approved for therapeutic use

Adrenaline	Insulin
Amiloride	Intravenous infusion
Atenolol	Methylphenidate
Budesonide	Modafinil
Dexamethasone	Morphine
Dexamphetamine	Oxycodone
Fentanyl	Prednisolone
Finasteride	Prednisone
Fludrocortisone	Probenecid
Goserelin acetate	Spirolactone
Hydrochlorothiazide	Testosterone
Hydrocortisone	Tibolone
Indapamide	Timolol



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**LIST OF ABBREVIATIONS
AND GLOSSARY**

LIST OF ABBREVIATIONS

AAT	Administrative Appeals Tribunal
ADRV	anti-doping rule violation
ADRVC	Anti-Doping Rule Violation Committee
ANADO	Association of National Anti-Doping Organisations
ANAO	Australian National Audit Office
AOC	Australian Olympic Committee
APC	Australian Paralympic Committee
APS	Australian Public Service
ASADA	Australian Sports Anti-Doping Authority
ASDMAC	Australian Sports Drug Medical Advisory Committee
ASDTL	Australian Sports Drug Testing Laboratory
AWA	Australian workplace agreement
AWI	Athlete Whereabouts Information
BOCOG	Beijing Organising Committee for the Olympic Games
DCITA	Department of Communications, Information Technology and the Arts
FOI	freedom of information
HR	human resources
IADA	International Anti-Doping Arrangement
IOC	International Olympic Committee
ISO	International Organization for Standardization
IT	information technology
NAD	National Anti-Doping
NADO	National Anti-Doping Organisation
NSO	national sporting organisation
OH&S	Occupational Health and Safety
RADO	Regional Anti-Doping Organisation
RoF	Register of Findings
RTP	Registered Testing Pool
SES	Senior Executive Service
TUE	therapeutic use exemption
UCI	Union Cycliste Internationale
UNESCO	United Nations Education Science and Cultural Organisation
WADA	World Anti-Doping Agency

GLOSSARY

Doping control

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

In-competition

Unless provided 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.

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

Out-of-competition

Any doping control that is not in-competition.

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 NAD Scheme, on which ASADA enters the relevant details and its findings.

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.



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Statement of material errors in 2006-07

An erratum was used in the 2006-07 report correcting page 125, Appendix F: Staffing Statistics.

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