



Australian Government  
Sport Integrity Australia



SPORT INTEGRITY  
AUSTRALIA

# ANNUAL REPORT

## 2021–2022







# ANNUAL REPORT

2021-2022

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# CHAPTER 1

# INTRODUCTION





# INTRODUCTION

## ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, we acknowledge the Traditional Owners of the Country throughout Australia and their connections to the land, sea and community. We pay our respects to their Elders past, present and future and extend that respect to all Aboriginal and Torres Strait Islander peoples. We recognise the outstanding contribution Aboriginal and Torres Strait Islander peoples make to sport in Australia and celebrate the power of sport to promote reconciliation and reduce inequality.





## CEO MESSAGE

I am honoured to present the Sport Integrity Australia 2021–22 Annual Report.

Slowly emerging from the COVID-19 pandemic, it has been a particularly challenging year for us and sport with the delayed Tokyo Olympics and Paralympics, Winter Olympics and Paralympics, back-to-back World Championships in a number of sports and the Commonwealth Games.



The past 12 months have also seen an exponential growth in the demands on our business capability, in what is only our second year of operation. Formed on the recommendations of the Wood Review, we used the first 12 months of operation to listen to sports and athletes to fully understand their expectations of us and to build trust.

We have now taken on board those discussions with stakeholders and included them in our business operating model, which continues to evolve as we learn.

For many years the focus was rightly on anti-doping and while this remains a key priority for us, it's clear that integrity threats to sport are much broader.

When we set out to create a national sport integrity agency, we looked around the world to see how other countries were responding to threats and, from this, we tailored a response that would suit Australia's needs now, and into the future as new threats emerge.

To be able to do so, it was clear that our agency needed to be built on partnerships. If we wanted to make a difference we needed the help of government, anti-doping agencies, law enforcement and intelligence agencies, sporting organisations, media, educators, researchers, health regulators ... the list goes on.

And when I think of partnerships, there's no one more important than our athletes. After all, they're the ones we're trying to protect. This is why our Athlete Advisory Group is so crucial to our operations. These athletes advise us on how best to support their fellow athletes in making the right decisions, and how best to deliver fit-for-purpose education and prevention programs for all levels.

After a 2-year build, the agency model is now very much operational with much of the focus over the past 12 months being the implementation of the National Integrity Framework (NIF), which ensures that all sports in Australia have consistent integrity policies and an Independent Complaints Handling Model detailing how complaints will be managed.

The NIF policies set out what behaviour is acceptable and what behaviour has no place in sport, particularly when it comes to child safeguarding, member protection, competition manipulation and the use of drugs and medicines.

Overwhelmingly, sports have embraced this change. Incredibly, they have come a long way in a very, very short time in their willingness to adopt this model. For the first time, it doesn't matter what sport you play, the rules around integrity are the same.

To assist with the implementation of the framework, we have embedded 19 Integrity Managers into sports with another 5 Integrity Support Officers based at Sport Integrity Australia to provide assistance to sports in understanding and adopting the NIF.

In many cases athletes have carried the secret of abuse for their entire adult lives. What's heartened me most, though, is the trust placed in us by athletes, with some coming forward to us for the very first time.

Working with sports to safeguard members is one of the drivers in the development of the Safeguarding in Sport Continuous Improvement Program, aimed at helping sports embed a genuine culture of safeguarding at all levels.

The Continuous Improvement Program provides sports with education, training and ongoing support to ensure those organisations are equipped to provide a safe and inclusive environment for all members, especially children.

As one of the first countries in the world to merge our anti-doping operations into a comprehensive integrity agency, we have been able to share our experiences and lessons learnt on the world stage. The agency is seen as a model for a number of countries seeking to establish an all-encompassing sport integrity body. But I can assure you while we look to lead, we will never stop listening and learning.

*Q&A preparation for the Sharing Our Experience – One Year On international virtual conference.*



The expansion of our scope now includes the safeguarding of athletes, member protection, competition and sports manipulation, as well as anti-doping, and has been reflected in an upsurge in the number of matters being dealt with by the agency.

Such demand can only be managed with the help of all our partners – old and new.

Of particular note during the last year was an important collaboration with Commonwealth Games Australia (CGA) that ensured the Australian team for Birmingham 2022 was well prepared for any integrity related issues.

We conducted a significant pre-Games testing and re-analysis program, as well as a wide-ranging education program developed in partnership with CGA. The collaboration also resulted in key Sport Integrity Australia personnel being embedded in the Australian team to offer guidance on integrity issues.

This partnership provides a significant legacy in the lead-up to the 2026 Games to be held in Victoria.

Over the past 12 months high-level discussions have taken place between Sport Integrity Australia, INTERPOL and Europol. These relationships will be important heading into the future as we all know that threats to sport integrity do not stop at the border.

The sport integrity landscape is constantly evolving thanks to threats near and far, but we have worked hard to ensure we are visionary in order to protect the integrity of our competitions and safeguard our athletes – regardless of the level they are playing at.

While our evolution has resulted in global recognition, this is very much just the beginning.

The platform has been laid to allow us to evolve and address issues as they arise. Collectively, we have drawn the line on unacceptable behaviours in sport, to make sport fair and safe for this generation and the next, but we need to protect it together with athletes at the forefront.

**David Sharpe APM OAM**  
**Sport Integrity Australia CEO**



# SPORT INTEGRITY AUSTRALIA AT A GLANCE

## Our purpose

Through the coordination of a national approach, protection of the integrity of sport and the health and welfare of those who participate in Australian sport.



## Our vision

Safe and fair sport for all



## Our 'why'

We believe the positive impact sport has on Australian communities is worth protecting together



## Our 'how'

We bring people together and provide support, advice and resources to identify and address threats to sports integrity



## Our tagline

Protecting sport together

# HIGHLIGHTS IN 2021–22



**63** sports signed up to the  
National Integrity Framework

**71,572** online education  
course completions



**86** education sessions with  
**3,102 attendees**



**3,941** samples collected

**1,596** testing missions

**680+** tests on the final  
Commonwealth Games team

**5** Platinum LearnX Awards for our  
Virtual Reality experiences



**200+** participants at  
'Sharing our Experience – One Year On'  
webinar



**1,831** reviews of  
Athlete Biological Passports

**20** investigations commenced

**97** sports audited for  
compliance with 2021 WADA Code

**14,047** app downloads

**2,790+** podcast listens

**643,705** web page  
views with **224,572 users**



**17** anti-doping rule violations  
publicly announced across 11 sports

**29** Disclosure Notices



**SPORT INTEGRITY  
AUSTRALIA**

**LETTER OF TRANSMITTAL**

14 October 2022

The Hon Anika Wells MP  
Minister for Aged Care  
Minister for Sport  
Parliament House Canberra ACT 2600

Dear Minister

I am pleased to present Sport Integrity Australia's annual report for the financial year ended 30 June 2022.

We have prepared this report in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013* and it meets the requirements for non-corporate Commonwealth entities' annual reports, as prescribed by the *Public Governance, Performance and Accountability Rule 2014*.

This report also contains content required by subsection 74(1) of the *Sport Integrity Australia Act 2020* and is in line with the Department of Finance's Resource Management Guide (RMG) no. 134 *Annual performance statements for Commonwealth entities* and RMG no. 135 *Annual reports for non-corporate Commonwealth entities*.

As required by section 10 of the *Public Governance, Performance and Accountability Rule 2014*, I certify:

- this agency has prepared fraud risk assessments and fraud control plans
- this agency has in place appropriate fraud prevention, detection, investigation and reporting mechanisms meeting its specific needs.

I have taken all reasonable measures to appropriately deal with fraud relating to the agency.

Yours sincerely,

**David Sharpe APM OAM**  
Chief Executive Officer  
Sport Integrity Australia



## ABOUT THIS REPORT

Sport Integrity Australia  
Annual Report 2021–22  
Canberra

This report provides a detailed account of the operations and performance of Sport Integrity Australia for the financial year ended 30 June 2022. It has been prepared for the Minister for Sport to be tabled in both houses of the Parliament of Australia.

### Online availability

The whole report is available at <https://www.sportintegrity.gov.au/about-us/corporate>.

### Contact information

To enquire, provide feedback or reproduce the contents of this report, please contact:

<b>Annual report contact officer</b>	Stewart Priddis, Director Governance and Risk
<b>Contact phone number</b>	1300 027 232
<b>Contact email</b>	<a href="mailto:governance@sportintegrity.gov.au">governance@sportintegrity.gov.au</a>
<b>Entity website (URL)</b>	<a href="http://www.sportintegrity.gov.au">www.sportintegrity.gov.au</a>

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FEATURE:

# THREATS TO SPORT INTEGRITY CONFERENCE

Building partnerships and capabilities to better react to threats when they emerge is the focus of our annual Threats to Sport Integrity conference with our law enforcement and intelligence partners and regulators. Over 40 delegates travelled to Hobart, Tasmania in May 2022 for the event. This year's focus was Collaboration for Impact.

Spread over 2 days, the conference was attended by 7 state law-enforcement agencies, as well as representatives from the Australian Border Force, the Australian Criminal Intelligence Commission, the Australian Federal Police, the eSafety Commissioner and the Department of Foreign Affairs and Trade.

In a threats environment as diverse and challenging as ours, these partnerships amount to a wide-ranging set of intelligence and operational capabilities. Understanding each other's roles and identifying opportunities for collaboration is vital if better outcomes are to occur.

The conference highlighted ways each agency could proactively work together to share information, so we can all have a greater understanding of the threats to the sport environment. The discussions identified ways to break down barriers not only across enforcement agencies, but also between sports and regulatory and child protection government agencies.

When it came to our role specifically, delegates pinpointed types of intelligence and capabilities that could assist others in detecting and preventing crime impacting on sport. Of special note here were the subjects of performance and image enhancing drugs, sporting contacts and associates and child safeguarding threats.

All in all, the conference's rich collaborations promise to go a long way in strengthening the protective measures already in place and in ensuring the coordination of a fully national approach to all sports integrity matters.



## CHAPTER 2 OVERVIEW





# OVERVIEW

## ABOUT US

Sport Integrity Australia was established on 1 July 2020 to keep Australian sport safe and fair for all. We were formed from the Australian Sports Anti-Doping Authority, the National Integrity of Sport Unit and the nationally focused integrity functions of Sport Australia to be one entity providing national coordination and streamlined support to sports. Sport Integrity Australia is the cornerstone of the Government's comprehensive sport integrity strategy: Safeguarding the Integrity of Sport.

We are part of the Department of Health portfolio, established as an independent statutory agency under the [Sport Integrity Australia Act 2020](#) to act as a central point for addressing threats to sports integrity and to act as the National Anti-Doping Organisation under the World Anti-Doping Code. For the reporting period, we were accountable to 2 Ministers for Sport, formerly Senator the Hon Richard Colbeck and currently the Hon Anika Wells MP.

Our role is to provide advice and assistance to counter the:

- use of prohibited substances and methods in sport
- abuse of children and other persons in a sporting environment
- manipulation of sporting competitions
- failure to protect members of sporting organisations and other persons in a sporting environment from bullying, intimidation, discrimination or harassment.

Sporting organisations, and other stakeholders, benefit from the ability to deal with a single nationally coordinated organisation to address all sports integrity issues.

We fulfil Australia's responsibilities to the Council of Europe Anti-Doping Convention and under the UNESCO International Convention against Doping in Sport, which is a requirement for Australia to compete at international events such as the Olympic and Paralympic Games. We will additionally fulfil the obligations of the Council of Europe Convention on the Manipulation of Sports Competitions (Macolin Convention) once it is ratified.

## Legislation

We are a non-corporate Commonwealth entity under the [Public Governance, Performance and Accountability Act 2013](#) (PGPA Act) and our staff are employed under the [Public Service Act 1999](#). The agency operates under the [Sport Integrity Australia Act 2020](#) and the [Sport Integrity Australia Regulations 2020](#), including the National Anti-Doping (NAD) scheme. Our activities are also governed by our obligations to implement the [World Anti-Doping Code](#) and [International Standards](#) in Australia.

## Our outcome and program

As set out by the Department of Finance, 'outcomes' are the government's intended results, benefits or consequences for the Australian community. The Australian Government requires entities to use outcomes as a basis for budgeting, measuring performance and reporting. Annual departmental funding is appropriated on an outcome basis.

### *Outcome 1*

Protection of the integrity of Australian sport and the health and welfare of those who participate in sport through the coordination of a national approach to all sports integrity<sup>1</sup> matters.

### *Program 1.1*

Promote community confidence in sport by preventing and addressing threats<sup>2</sup> to sports integrity and the health and welfare of those who participate in sport, through the coordination of a national approach to all sports integrity matters in Australia.

## Accountable authority

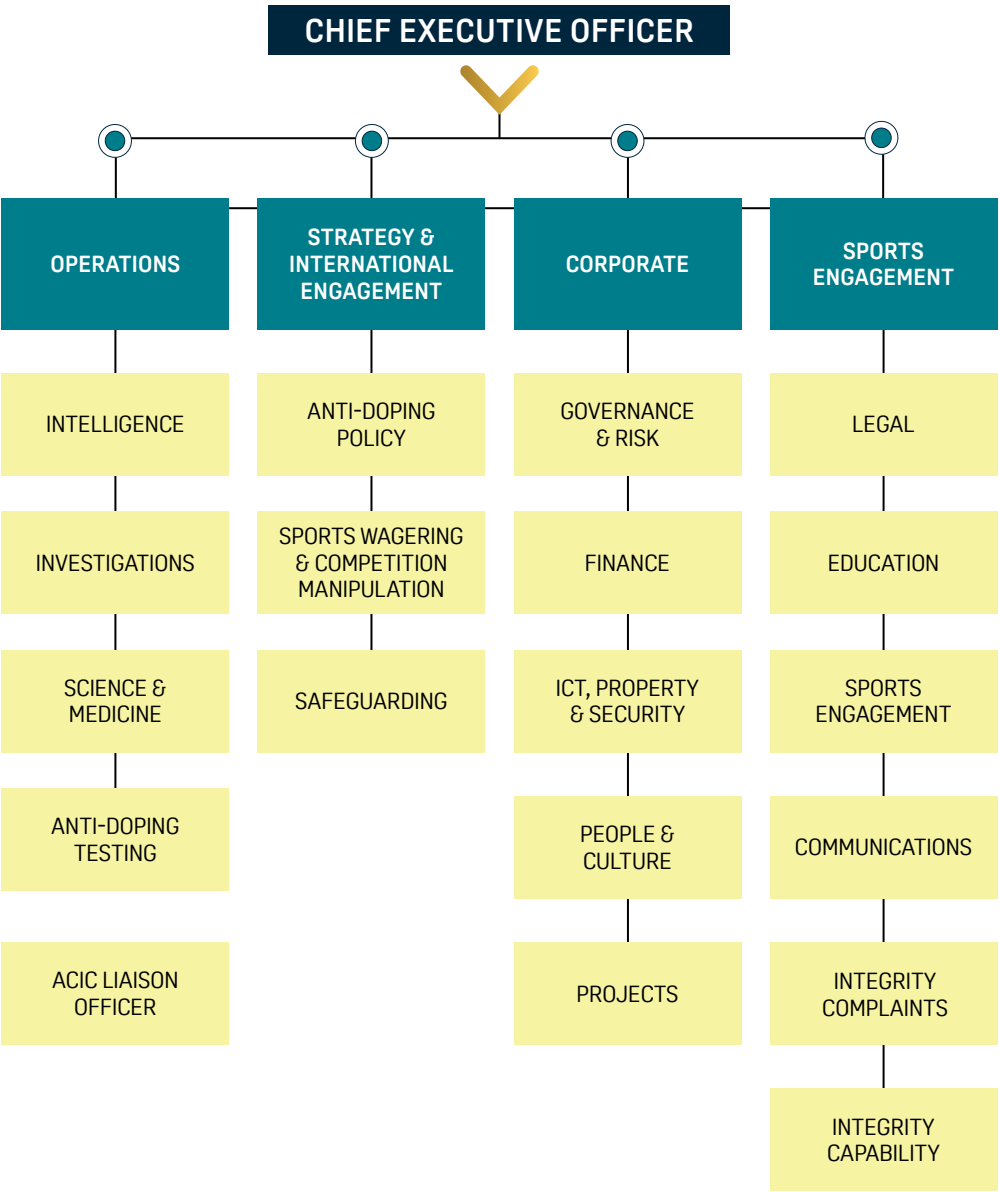
Our accountable authority for the reporting period 2021–22 was Chief Executive Officer David Sharpe APM OAM.

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1 Sports integrity means the manifestation of the ethics and values that promote community confidence in sport.

2 Threats to sports integrity include: the manipulation of sporting competitions; the use of drugs or doping methods in sport; the abuse of children and other persons in a sporting environment; and the failure to protect members of sporting organisations, and other persons in a sporting environment, from bullying, intimidation, discrimination or harassment.

ORGANISATIONAL STRUCTURE



## FEATURE:

**NATIONAL INTEGRITY FRAMEWORK**

For the past 12 months, one of our priorities has been the adoption of the National Integrity Framework (NIF) by national sporting organisations.

The framework is a streamlined suite of policies that sets out the broad expectations for the conduct of all participants in sport. These expectations relate to safeguarding children, member protection, competition manipulation and sports wagering and the misuse of drugs and medicines. A linchpin of the framework is the Complaints, Disputes and Discipline Policy, which outlines the new independent complaints handling process, including the procedures for managing, reporting, assessing and determining potential breaches.

Experience has shown us that, in the matter of complaints, it is critical for sports and athletes to have a reporting avenue that is removed from the sporting organisation itself. The framework provides this independence. Importantly, the process also reduces the burden and associated expense of sports dealing with integrity issues in-house.

So far, all of the 97 sports recognised by the Australian Sports Commission have worked closely with us to ensure the framework aligns with each of their unique businesses and membership structures. By 30 June 2022, all sports had submitted their policies for approval, with 63 approved and the remaining 34 deemed compliant and set to finalise some remaining components early in the 2023 financial year.

As the rollout has proceeded, we have developed a variety of resources, such as e-learning modules, marketing collateral and integrity capability initiatives, to aid sports as they implement the framework. Only through a proactive and collaborative approach can we mitigate the integrity threats to sports and foster a safe, fair and healthy environment for those who play them.





## OPERATING ENVIRONMENT

We operate in an environment that is complex and varied and simultaneously local, national and international. At present, few such all-encompassing, one-stop shops for sports integrity matters exist in the world.

Within Australia, a robust national anti-doping framework aligns us and our partners, who include the Australian Sport Commission, national and state sporting organisations, state and territory governments, professional associations and other government agencies. On the international level, as a signatory to the UNESCO Convention (2005), we abide by the principles of the World Anti-Doping Code.

Across our full and broad remit, which ranges from child safeguarding to competition manipulation, sports integrity threats are ever evolving. The ongoing reporting of member protection issues in gymnastics worldwide is a prime example. To tackle these challenges head on, we require agility and adaptability and well-coordinated relationships among a diverse group of stakeholders.

## OUR STAKEHOLDERS



## ATHLETE ADVISORY GROUP

To enhance our engagement with sports, athletes and support personnel, we enlist a range of diverse perspectives. Composed of current and former athletes, our Athlete Advisory Group (AAG) provides a unique forum for feedback from those who are often the most directly affected by our operations.

Through the AAG, we gain insights into the pressures and influences that threaten integrity in sport, enabling us to shape strategic direction and ensure our education courses and resources are fit-for-purpose. Significantly, the group provides opportunities for sanctioned athletes to contribute meaningfully to the fight for clean, fair and safe sport that is likely to enhance their rehabilitation and recovery from the highly impactful, life-changing moment of being sanctioned.

### Athlete Advisory Group members

- **Ellie Cole:** 4-time Paralympian, 17 Paralympic medals including 6 gold, 6-time world record holder, executive member of the Australian Swimmers Association
- **Bronwen Downie:** Olympic rower, 2-time World Rowing Championship Gold medallist, 11-time Australian champion, former Rowing NSW State board member
- **Katrina Fanning:** former rugby league player, world's most capped female player at time of retiring, Canberra Raiders board member and Australian Rugby League Indigenous Council board member
- **Cassie Fien:** Marathon runner, 2-time winner of Sydney's City2Surf, winner 2016 Oceania Half Marathon Championships, sanctioned athlete due to a contaminated supplement
- **Blake Gaudry:** 2-time Olympic trampolinist, 11-time Australian National Champion, Gymnastics Australia Athletes' Committee member
- **Jonathan Goerlach:** Paralympic triathlete, 5-time Australian National Paratriathlon Champion, chairperson of the Triathlon Australia Elite Athlete Committee, Member of World Triathlon Athlete Committee
- **Damon Kelly:** 2-time Olympian, Commonwealth Games gold medallist, 11-time National Champion, former Australian Weightlifting Federation board director
- **Bronwen Knox:** 4-time Olympian in water polo, 2-time Olympic Bronze medallist, Sport Integrity Australia education presenter, Australian Institute of Sport Respectful Behaviours education presenter
- **Eric Mackenzie:** Former West Coast Eagles AFL player and players' delegate to the AFL Players Association, International Testing Agency athlete ambassador
- **Jenna O'Hea:** Former Australian Opals Basketball Team captain, Australian Basketball Players Association board member, Lifeline mental health ambassador
- **Sam Poolman:** Retired professional netball player, Australia Netball Players Association board member
- **Tom Symonds:** Former Rugby league player including 87 NRL games and 12 games in the UK Super League, players operations manager at Rugby League Players Association

## KEY ACTIVITIES

As defined by the Department of Finance's Resource Management Guide 132, a key activity is a distinct, significant program or area of work undertaken by an entity to assist in achieving the entity's purposes. Our key activities are set out below.

### Deliver an innovative and informed anti-doping program

The Australian Government is committed to the principle that doping has no place in sport. We are responsible for meeting this commitment by delivering an innovative and informed anti-doping program.

In 2021–22, this was achieved through the preparation of a new Test Distribution Plan. The plan allocated anti-doping tests across a range of sports, based on doping risk in accordance with criteria specified in the World Anti-Doping Agency's International Standard for Testing and Investigations. It was further informed by consultation with our operational teams of Anti-Doping Testing, Science and Medicine, Intelligence and Investigations.

Effective anti-doping programs are reliant on the collection of information from a broad array of sources. Once it is received, information is collated and assessed to inform our anti-doping program, which involves testing, education and long-term storage/re-analysis. This year we maintained existing collaborations with the National Measurement Institute, Australian Border Force and Therapeutic Goods Administration, as well as with national sporting organisations and International Sporting Federations.

We continue to stay abreast of the latest research and advances when it comes to the use of performance-enhancing drugs in sport and methods for their deterrence and detection. In 2021–22, an exciting new project explored the implementation of dried blood spot collection. An un-invasive and innovative complement to traditional testing methods, DBS testing involves a very small amount of blood being collected and allowed to dry.

A strong education program underpins our entire anti-doping program. In 2021–22, our anti-doping online education courses were completed 58,273 times and we delivered 86 anti-doping presentations. In the same period we also launched our innovative

#### *Social media tiles promoting education sessions*



Ethical Decision Making virtual reality experience 'Decision Making in Sport', which provides a framework for athletes to make informed decisions about ethically challenging moments in sport. As an initial pilot, sessions using this experience were delivered in school classrooms across Canberra, with plans to broaden the reach of the program in 2022–23.

***Swimming Australia values the vital relationship we share with Sport Integrity Australia through the National Integrity Framework. The establishment of an independent body to assist in proactively mitigating integrity risks, enhancing the protection of our members and competitions in the process, has further strengthened our ability to maintain best practice governance principles. We look forward to continuing this important work with Sport Integrity Australia into the future.***

Eugénie Buckley  
CEO Swimming Australia



## Provide a transparent, independent assessment and review process to address integrity issues

In March 2021, we launched the National Integrity Framework (NIF), which incorporates an independent complaint handling process to be managed by the agency. In the 2020–21 Budget, Government provided funding for us to pilot the independent complaints handling model for an initial period of 2 years, commencing 1 January 2021 and lapsing 31 December 2022. Subsequently, funding was extended to 30 June 2024.

We have formed a dedicated team to facilitate complaint handling under the NIF. We have developed processes and procedures, as well as educational resources to educate sports about their rights and obligations.

Separately, we have undertaken a number of individual, non-NIF arrangements whereby a sport organisation has requested assistance to independently manage serious and complex issues. These have involved independent complaint handling processes, complaint assessments/investigations, cultural reviews and implementation of Memoranda of Understanding (MOUs).

Through our work with both NIF and non-NIF sports, we play a critical role in receiving and coordinating complaint information involving serious criminality. Through strong relationships and established formal processes, critical complaint information is referred to federal and state law enforcement agencies. These connections have resulted in the arrests of individuals in relation to numerous integrity-related charges around Australia.



***Athletics Australia would like to thank Sport Integrity Australia for their support to implement the National Integrity Framework across our Member Associations. Improving our levels of understanding and implementation of the framework policies is a key strategic priority for Athletics Australia. In addition, initiatives such as the National Integrity Manager Pilot Program allow us to successfully implement our strategy.***

Peter Bromley  
CEO Athletics Australia



## Advocate for national sporting organisations to adopt and implement a comprehensive National Integrity Framework

Since the release of the NIF, we have worked hand in hand with sports to assist them to adopt its comprehensive suite of policies. The NIF takes a proactive approach to mitigating the threats to sports integrity. It consists of a suite of 6 policy templates for specific integrity threats, 4 of which align with our legislative definition of integrity threats. Each policy sets out the broad expectations for the conduct of all participants and includes reporting requirements of the sport.

The NIF provides sports, and the sector more broadly, with a consistent set of policies for the whole sport – one sport, one framework, from elite to grassroots. By adopting the NIF, sports receive access to our independent complaints handling service. Additionally, the NIF policies meet requirements for sports under Sport Australia's Sport Recognition and Grant Agreements.

To support sports with adoption and implementation of the NIF, we have provided communication, marketing, education and training resources. Further, we have set up a network of Integrity Managers and Integrity Support Officers to work directly with sport, embedding the NIF and ensuring it is operational at all levels.

## Establish a national strategy for information sharing with all partners to address integrity threat/risks

Rather than a national platform, we focused on building a national strategy for information sharing to function within existing information sharing platforms. With the launch of the independent complaint handling process the national strategy was focused on building, strengthening and formalising relationships initially with relevant law enforcement agencies to facilitate the dissemination of relevant information obtained through the complaint handling mechanism.

We engaged with representatives of all 7 state law enforcement agencies and the Australian Federal Police, including at the Threats to Sport Integrity conference. This process has led to the establishment of relevant relationships for the immediate sharing of information, the

development of an overarching strategy commitment and continues to progress with formalising individual memoranda of understanding with each agency.

Following the law enforcement stakeholders, the national strategy will expand to other relevant stakeholders such as child protection agencies, health practitioner regulators and other state and Australian Government agencies.

## Advocate a culture of child safeguarding and member protection across all levels of sport

All Australians should feel safe to participate in sport at any level, so we developed the Safeguarding in Sport Continuous Improvement Program that will provide sports with education, training and ongoing support to ensure organisations are equipped to provide safe and inclusive environments for all members, including children.

The program is part of the Commonwealth Action Plan to Prevent and Respond to Child Sexual Abuse, which works alongside the National Strategy of the same name. Announced last year, we received an additional \$4.9 million over 3 years to raise awareness and drive cultural change among sports, in partnership with the National Office for Child Safety.

At its core, the program aims to enhance the safety of children and members in sport by promoting a nationally consistent approach to safeguarding across the sector and driving greater accountability for continuous improvement and maturing of safeguarding practices. The objectives are to:

- build the capacity and capability of Australian sporting organisations to keep children and members safe
- lead a cultural shift that prioritises the safety of children and members, by empowering every level of sport
- enhance organisational capability to respond to child abuse threats
- bolster community confidence that sports are safe for children and members
- enable sports to demonstrate their commitment to child safeguarding and member protection.

We will launch the program in the third quarter of 2022.

### *Safeguarding in sport social media tiles*



## Ensure Australia ratifies the Council of Europe Convention on the Manipulation of Sports Competitions (Macolin convention)

We continue to work with stakeholders and government partners to progress the ratification of the Macolin Convention. Ratification work involves a thorough examination of all relevant legislation and consideration by Government of the potential impacts across stakeholders. This legislative examination and consideration by parliament is consistent with Australia's approach to all treaties and international commitments.

In addition to ratifying the Macolin Convention, we continue to be actively involved in international initiatives to strengthen the international framework to combat the manipulation of sporting competitions and betting-related corruption. We continue to contribute to, and engage with, the International Partnership Against Corruption in Sport (IPACS), the Group of Copenhagen, INTERPOL's Match-Fixing Task Force (IMFTF), the Asian Racing Federation Council on Anti-Illegal Betting and Related Financial Crime, Europol and United Nations Office on Drugs and Crime's (UNODC's) Programme on Safeguarding Sport from Corruption and Crime.

*Sport Integrity Australia Deputy CEO Darren Mullaly and CEO David Sharpe in talks with Europol's Arthur Whitehead (centre) about securing a future partnership between the 2 agencies.*



## Develop and implement the Australian Sports Wagering Scheme for Australian Sport

We continue to work with stakeholders and Government partners to develop the Australian Sports Wagering Scheme (ASWS). During 2021, we released the ASWS Strategy and Operating Principles Paper outlining the proposed ASWS operating model. We prepared the ASWS regulatory impact statement, new policy proposal and associated costing for consideration by the then Government. Further Government consideration of the ASWS policy authority was deferred to a future date. We remain committed to the development and implementation of meaningful, integrity focused wagering system improvements in partnership with stakeholders.

## Establish a Whistleblower Scheme to enable confidential reporting of integrity threats

In the report titled [Safeguarding the Integrity of Sport – the Government Response to the Wood Review](#), it was agreed that Sport Integrity Australia administer a whistleblowing scheme encompassing all integrity issues in sports and a related source protection framework. The underlying objectives of the recommendation are the vital tasks of facilitating, receiving, properly investigating, managing and protecting the disclosure of relevant information by individuals from within the Australian sporting community on matters in our jurisdiction.

In strengthening our commitment to protect the integrity of sport, we are working to establish a Whistleblowing Scheme to ensure athletes, administrators and others from across all sports can safely and confidentially raise concerns relating to sports integrity issues. We acknowledge the courage it can take to come forward and raise concerns about integrity issues in sport. We are taking great care in developing this important initiative for the Australian sporting community. We want to hear from anyone who detects, identifies, witnesses, knows of, or has reasonable grounds to suspect that there are integrity issues impacting sport.

While integrated with the rest of our framework for complaint handling and resolution, the Whistleblowing Scheme will be focused on protecting and supporting 'insiders' within sporting organisations and related entities in the relevant sporting codes. These people often hold the key to vital information, but the risks and barriers associated with complaining, reporting or providing information can be significant. We want to ensure that the appropriate protections are available for people who choose to come forward to us or to sporting bodies and organisations under the NIF.

## FEATURE:

## TESTING AT THE 2020 TOKYO OLYMPICS

Steve Northey has worked in the field of anti-doping since 1996 and is currently our Assistant Director, Sport Operations. Together with his team, he assesses the doping risks in sports and helps shape testing plans. Steve has been on the ground at both the Sydney and Tokyo Olympics and in a planning capacity at an additional 4 games. He was a member of both the Rio 2016 and Tokyo 2020 International Testing Expert Groups. Below, he talks about his time in Tokyo and the notable impact of pre-Games education.

*'Based inside the Olympic Village within the Anti-Doping Functional Command Centre, I worked alongside the Tokyo 2020 Anti-Doping team and members of the International Testing Agency to assist in facilitating out-of-competition testing plans on identified athletes. We worked very closely with the sample collection staff testing those athletes.'*

*'I loved walking through the Olympic Village each day on my way to the office and seeing the excitement and atmosphere of the athletes who were obviously so relieved at being there after everything COVID-19 threw at them.'*

*'I have worked at many large-scale events where athletes have not always been happy at being tested, but my encounters with athletes in Tokyo were nothing but positive. All athletes embraced being there and accepted testing as part of that participation. They happily chatted and didn't complain, despite the fact it may have been an inconvenient time or late at night. I was impressed and saw the differences to some experiences I've had in the past. This could be attributed to athletes finally getting to Tokyo after so much uncertainty, but I think it's also a testament to an increase in education and awareness of anti-doping and its importance at such events.'*

*'Pre-games education is important because testing is easier when athletes have an understanding of the anti-doping process. They understand despite some unpleasant components to sample collection, it helps them in the long run to compete on a more level playing field. If what I experienced at the Tokyo Games is any indication, I think we are doing great things in the education space.'*





# What our partners said...

## FEEDBACK FROM THE FIELD

*'We know that it is no longer acceptable for law enforcement to leave sports regulation entirely to the bureaucracy of the sport and organised crime investigative agencies must work together to identify and reduce the opportunity for corruption of events or the concealment of other crime. The leadership and coordination of Sport Integrity Australia has been a great enhancement to the Law Enforcement engagement in sport and their willingness to share their expertise has been very rewarding for the NSW Police Organised Crime Squad and we look forward to an ongoing relationship and greater impact on crime in sport.'*

Robert Critchlow APM, Detective Superintendent NSW Police Force

*'Having a standardised approach to member protection and the safeguarding of children, which hadn't been harmonised across the sport previously, accompanied with education and communication, was an ideal approach for us to close the gaps relating to integrity in our sport. . . Partnering with Sport Integrity Australia by adopting the National Integrity Framework and taking part in the pilot strongly demonstrates the commitment we have to our members.'*

Darren Gocher, CEO Equestrian Australia

*'With changes and expectations shifting not just in sport but throughout the community, we had to review our existing member protection and integrity policies and processes. The National Integrity Framework made this process simple – the Framework's integration across the suite of policies, its thorough coverage of safeguarding and integrity policy and process and its alignment to access the National Sports Tribunal, provided the resource our sport needed to take this next step.'*

Emma Taylor, CEO Judo Australia

*'Thank you to the team at Sport Integrity Australia for working through the adoption process with us. Our unique structure required the policies to be tailored to suit our operations and we are greatly appreciative of Sport Integrity Australia's support, particularly the Sports Engagement team.'*

Alex Vallentine, CEO CombatAUS

*'ASA wants to have the highest level of governance, and athlete/member protection is our highest priority within the sport. It is helpful to know there is an agency dedicated to checking compliance around these areas, and this acts as a reassurance for small national sporting organisations who are not resourced to have as in-depth coverage.'*

Richard Vaughan, Director High Performance Pathways, Artistic Swimming Australia

*'Throughout the year, we've worked with Sport Integrity Australia on the implementation of the National Integrity Framework. This has been a critical policy and education campaign to help us protect our vulnerable members and the support from Sport Integrity Australia has been invaluable. Athletes and volunteers are safer thanks to our partnership with Sport Integrity Australia.'*

Pierre Comis, Chief Executive Officer, Special Olympics Australia

FEATURE:  
SUPPLEMENT ZERO

Supplements have long been one of the leading causes of anti-doping rule violations in Australia, accounting for a third of positive doping tests in Australia between 2016 and 2019, with numbers peaking in 2016–17 when 17 athletes tested positive due to a supplement.



In response to these alarming figures, tackling supplement use has been a major priority for us – and our predecessors – the Australian Sports Anti-Doping Authority (ASADA) and the National Integrity of Sport Unit (NISU).

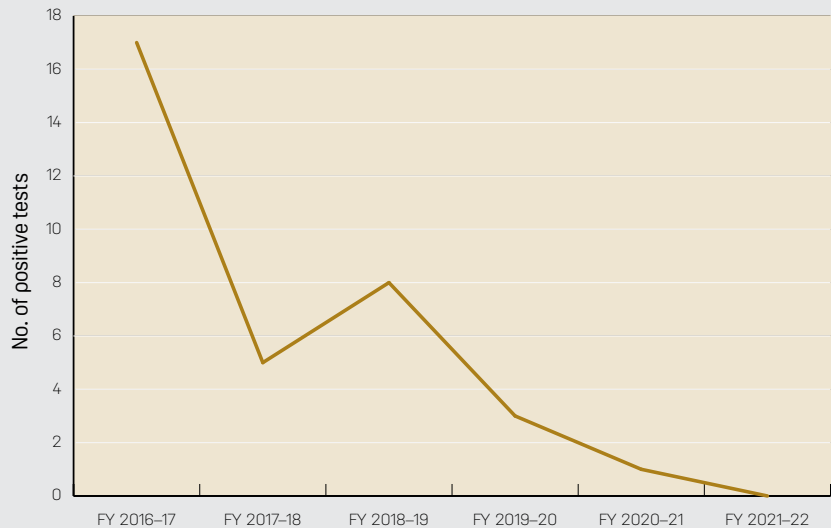
To counter this issue, the agencies developed a range of innovative education programs and strong regulatory responses in partnership with the Therapeutic Goods Administration (TGA).

In 2021–22, these efforts paid off, and for the first time in over a decade, not a single athlete tested positive due to a supplement in Australia, a result CEO David Sharpe says is one of the most significant achievements in Australia’s anti-doping history.

*‘When an athlete tests positive from a supplement, there has usually been no intent to dope.*

*‘Historically, supplements can be contaminated during manufacturing processes, can be poorly labelled with unknown ingredients, or can be deliberately adulterated by the supplement company.*

Positive doping tests in Australia due to a supplement,  
2016 to 2022



*'As a result, they are a major risk to clean athletes who have no intent to dope, but who get caught in an anti-doping rule violation process with little lenience for athletes with banned ingredients in their system.'*

*'These cases have been known to impact athletes' wellbeing, their livelihoods and their love for sport and it was critical that we did everything we could to help protect them from this risk.'*

Achieving this feat took almost 5 years of sustained effort between Sport Integrity Australia, NISU, ASADA and a range of partners including national sporting organisations, the Australian Sports Drug Testing Laboratory, the Australian Institute of Sport, Food Standards Australia and New Zealand (FSANZ) and the TGA.

Leading the charge in response to rising levels of supplement cases was the development of an innovative supplement education program that centred on a radical change to supplement advice. Director of Education Alexis Cooper said,

*'Our position to athletes before 2018 was that athletes simply shouldn't use supplements as the risk was too great.'*

*'After taking time to listen to the athlete voice, including athletes who had tested positive in the past, we realised our advice was at odds with the reality of the sports environment, where many athletes were using supplements either at the direction of their support personnel or of their own accord, with limited understanding of how to reduce their risk.'*

As a result, ASADA changed its messaging to promote a harm-minimisation approach, providing athletes with a list of low-risk supplements to choose from if they decided to take the risk of using a supplement.

As a key part of this, the agency built its first mobile app in 2018, which featured an interactive list of low-risk supplements in Australia and a survey to assess the risk of other products.

The app has since been downloaded 65,094 times, with almost 23,000 supplement checks a year. In addition, we included supplement education in each of our 516 education sessions and in every anti-doping online course including education for coaches, parents and medical support staff.

Despite the strong education response, the National Integrity of Sport Unit (NISU) and subsequently Sport Integrity Australia recognised that supplements still carried a risk due to more relaxed manufacturing and regulation processes compared to medications. Further studies by NISU in 2018 and 2020 confirmed the continued presence of banned ingredients within supplements and, in 2020, we were able to use this evidence to pursue a regulatory response in partnership with the TGA and FSANZ.

This led to a marked shift in October 2020, when the TGA announced that some sports supplements would be regulated as therapeutic goods, meaning certain products would undergo greater regulation and scrutiny, leading to a safer marketplace for athletes.

Due to this combination of education and regulatory response, the number of positive tests attributed to supplements dropped dramatically, with only one in 2019–20, one in 2020–21, and zero in 2021–22. Between 2016 and 2017, there were 17 positive tests attributed to supplements.

*'This decrease in positive tests is incredible and clear evidence of the effectiveness of the combination of education and regulatory change'* says Dr Naomi Speers, our Chief Science Officer.

CEO David Sharpe says the result could not have been achieved without our strong partnerships with athletes, sports and regulatory agencies:

*'This achievement is a testament to the value of the athlete voice in informing our programs and to the hard work of our staff and partners in their pursuit for clean sport and the protection of athletes.'*

Despite the reduced number of positive tests, supplements continue to pose a heightened anti-doping risk and athletes must continue to stay vigilant by following the education advice we provide.

## CHAPTER 3

# ADVISORY COUNCIL





# ADVISORY COUNCIL

## AT A GLANCE

Appointed by the Minister for Sport, the inaugural Sport Integrity Australia Advisory Council was established in December 2020. The Advisory Council consists of a chair and members with a wealth of expertise from a cross section of sport, governance, government administration, law enforcement and child protection.

## OVERVIEW

The Advisory Council is established by section 26 of the [Sport Integrity Australia Act 2020](#).

## FUNCTIONS

The functions of the Advisory Council are set out in section 27 of the Act:

- on its own initiative or at the request of the CEO, to provide advice to the CEO in relation to the CEO's functions
- on its own initiative, to provide advice to the CEO in relation to Sport Integrity Australia's function
- at the request of the Minister, to provide advice to the Minister about matters arising in relation to the operations of Sport Integrity Australia or to the performance of the CEO's functions.

The advice:

- must be strategic advice only
- must not relate to a particular individual or a particular investigation.



*Sport Integrity Australia Advisory Council (L-R): Jason Marocchi, Margot Foster AM, Sarah Kenny (Chair), Ken Moroney AO APM, Megan Mitchell, Lynne Anderson, James Sutherland (Absent: Peter Conran AM and Scott Draper).*

## ADVISORY COUNCIL MEMBERS

### Chair

- Ms Sarah Kenny

### Members

- Ms Lynne Anderson
- Ms Margot Foster AM
- Mr James Sutherland
- Mr Peter Conran AM
- Mr Scott Draper
- Mr Ken Moroney AO APM
- Ms Megan Mitchell
- Mr Jason Marocchi

## MEETINGS

The table below shows the member's attendance at Advisory Council meetings during the reporting period.

Position	Name	Appointment ends	Meetings attended
Chair	Ms Sarah Kenny	18 December 2022	4
Member	Ms Lynne Anderson	18 December 2022	4
Member	Ms Margot Foster AM	18 December 2022	4
Member	Ms Megan Mitchell	18 December 2022	4
Member	Mr James Sutherland	18 December 2022	4
Member	Mr Peter Conran AM	1 June 2022	2
Member	Mr Scott Draper	18 December 2022	4
Member	Mr Ken Moroney AO APM	18 December 2022	3
Member	Mr Jason Marocchi	18 December 2022	4

# CHAPTER 4

## AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE



# AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE

## OVERVIEW

The Australian Sports Drug Medical Advisory Committee (ASDMAC) is established under Part 7 of the [Sport Integrity Australia Act 2020](#).

## FUNCTIONS

Part 3 of the [Sport Integrity Australia Regulations 2020](#) and Part 5 of the National Anti-Doping scheme (Schedule 1 to the Sport Integrity Regulations) set out the committee's functions. The committee performs those functions in accordance with the [World Anti-Doping Code](#), the [International Standard for Therapeutic Use Exemptions](#) and the Act.

## ASDMAC MEMBERS

### Chair

- Dr Susan White AM MBBS (Hons), FACSEP, Fellow Monash

### Members

- Associate Professor Carolyn Broderick MBBS (Hons), FACSEP, PhD
- Dr David Humphries MBBS (Hons), CCPU, DRACOG, FRACGP, FACSEP, FFSEM (UK)
- Dr Andrew Potter MBBS, DRCOG, FACSEP, FASMF
- Dr Anik Shawdon MBBS, FACSEP, Diploma Sports Medicine (London)
- Dr Larissa Trease BMedSci (Hons), MBBS (Hons), FACSEP
- Dr Mark Young MBBS, FACSEP, FFSEM, DRCOG
- Dr Peter Steele MBBS, FACSP, FRACGP, Dip MSM
- Dr Warren McDonald BSc, MBBS, FACSEP, HonD, GradCertAppClinEpidemiology (Sport)



## ASDMAC REVIEW PANEL

The ASDMAC Review Panel, established in 2015 under the revised [World Anti-Doping Code](#), provides a process for athletes to appeal an ASDMAC decision to reject their Therapeutic Use Exemption (TUE) application. The panel reviews these TUE decisions in accordance with the criteria set out in the [World Anti-Doping Code](#) and the [International Standard for Therapeutic Use Exemptions](#).

### Members

- Dr Grace Bryant OAM MBBS, Grad Dip Sports Sc, FASMF, FACSEP, FFESM (UK)
- Dr Kylie Shaw MBChB, M.Sp.Med., FACSP
- Dr Geoffrey Thompson MBBS, FACSEP

## MEETINGS

In addition to 4 meetings in the financial year, ASDMAC considers TUE applications on a weekly basis.

### Meetings of ASDMAC Members

Position	Name	Appointment ends	Meetings attended
Chair	Dr Susan White	27 March 2024	4
Member	Associate Professor Carolyn Broderick	25 July 2023	4
Member	Dr David Humphries	8 September 2022	4
Member	Dr Andrew Potter	26 July 2021	0
Member	Dr Anik Shawdon	27 March 2024	3
Member	Dr Larissa Trease	25 July 2023	4
Member	Dr Mark Young	27 March 2024	3
Member	Dr Peter Steele	27 March 2024	0
Member	Dr Warren McDonald	27 March 2024	0

Meetings of ASDMAC Review Panel Members

Position	Name	Appointment ends	Meetings attended
Member	Dr Grace Bryant OAM	25 July 2023	1
Member	Dr Kylie Shaw	8 September 2022	1
Member	Dr Geoffrey Thompson	24 March 2022	0
Member	Dr Mark Young	27 March 2024	3

RESOURCES

ASDMAC is funded from Sport Integrity Australia appropriation.

ASDMAC Expenses 2021–22

ASDMAC Expenses	(\$) 000's
Members' and professional fees	176
Meetings and conferences	14
Administration and communication	240
<b>Total</b>	<b>430</b>

Therapeutic Use Exemption (TUE) applications

TUE applications category	2018–19	2019–20	2020–21	2021–22
Approved	145	117	114	100
Closed	26	24	8	14
Pending	6	4	5	16
Rejected	1	3	2	2
Approval not required	33	34	23	31

Therapeutic Use Exemption reviews by the ASDMAC Review Panel  
*TUE Reviews*

	2021–22
ASDMAC decision upheld	0
ASDMAC decision overturned	0
<b>Total TUE appeals</b>	<b>0</b>

# CHAPTER 5 ANNUAL PERFORMANCE STATEMENT



# ANNUAL PERFORMANCE STATEMENT

## STATEMENT BY THE CHIEF EXECUTIVE OFFICER

As the accountable authority of Sport Integrity Australia, I present the 2021–22 annual performance statement of the agency, as required under paragraph 39(1) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, the 2021–22 annual performance statement is based on properly maintained records, accurately presents the performance of Sport Integrity Australia and complies with subsection 39(2) of the PGPA Act.



**David Sharpe APM OAM**  
Chief Executive Officer

## OUR PURPOSE

The 2021–22 annual performance statement outlines our agency's performance against the Outcome, Program Objective and Performance Criteria published in the [Department of Health 2021–22 Portfolio Budget Statements](#) and the performance measures in our [2021–25 Corporate Plan](#).

Our performance results show our achievements against our purpose: Through the coordination of a national approach, protection of the integrity of sport and the health and welfare of those who participate in Australian sport.

## Reporting alignment






## PERFORMANCE OVERVIEW

Our performance reporting framework facilitates a mutually supportive operating cycle of:

- **adapting** to our environment
- which leads to **strengthening** our environment
- which better enables **addressing** threats to our environment
- from which we continually adapt to and strengthen our environment.

We used 4 performance measures to enable flexibility in appraising our sports integrity activities against our purpose. While there were no performance measure targets for 2021–22, our performance reporting revolves around a mix of qualitative and quantitative data drawn from reliable and verifiable sources and methodologies.

We determined our results against performance measures based on an assessment of case studies, survey feedback and other data as outlined in our performance measure methodologies. Case studies were identified through a 2-phase process facilitated by external consultants who advised on the appropriateness of the case studies against the legislated requirements and supporting guidance.

Strategic objective	Measure	Result
 <b>Adapt to our environment</b>	Sport Integrity Australia gathers, assesses and shares information with stakeholders	<b>Met</b>
 <b>Strengthen our environment</b>	Sport Integrity Australia leverages productive partnerships and contributes to fora, committees and projects	<b>Met</b>
	Sport Integrity Australia promotes positive practices across the sporting community	<b>Met</b>
 <b>Address threats to our environment</b>	Evidence of Sport Integrity Australia's activities and coordination efforts to address sport integrity threats	<b>Met</b>

## Analysis of overall performance

Our second year of operation has seen us continue to build our reputation domestically and internationally and is marked with increased interest from around the world in learning the lessons of creating a single sports integrity agency. Many countries are looking to follow our lead and we have forged important relationships to assist them in their journey.

Our second annual stakeholder survey showed no significant change across any questions or categories. Our stakeholders continue to show a high level of awareness of who we are and what we do. Ninety-six per cent of respondents (compared with 98 per cent last year) indicate we are having a positive overall impact on the sporting community. The survey data show the majority (75 per cent or greater) of our stakeholders believe we are making a positive contribution to achieving fair and honest sporting performances and outcomes, promoting positive conduct in sports and protecting the integrity of sport.

In the minds of this critical group, we are continuing to meet our purpose with 79 per cent or greater responding positively to relevant questions (see below) in our survey. This year has seen the roll-out of the National Integrity Framework (NIF), with most sports adopting it. The NIF provides standardised approaches to integrity matters and provides for independent complaints handling, something missing from the sporting environment prior to this, allowing distrust to develop between athletes and their sports, even when sports were doing their best to handle matters. This increased transparency should restore that trust and allow sports and the athletes to work together to achieve the outcomes on the sporting field. We look forward to reporting more on the impact of the NIF next year.

Case studies are included to demonstrate our performance in 2021–22. They show us providing useful information, building collaborative arrangements, actively promoting better practices and robustly responding to threats to the integrity of sports. All in all, despite the challenges COVID-19 has presented to sports, our new organisation and the broader community, 2021–22 has been a successful year for Sport Integrity Australia.

Our performance framework is evolving and we will have more objective measures and targets to assess our performance against for the 2022–23 annual performance statement.



**96%** of stakeholders say the agency has a positive impact on the sporting community

## Annual stakeholder survey

Our 2021–22 stakeholder survey was contracted to an independent service provider, generating 683 responses from our broad stakeholder group including, but not limited to, athletes, support personnel, sporting organisation representatives, and non-sporting organisation representatives. All stakeholders for whom we had centrally stored contact details and who interacted with our agency over the past 12 months were invited to complete the survey. National sporting organisations (NSOs) were also invited to share a generic link with their stakeholders through their own networks. These results will better inform our strategy development and how we do our key activities.

## Survey responses to our purpose and functions

Annual stakeholder survey response	
<b>96%</b>	of respondents said the agency had an overall positive impact on Australia's sporting community, with 51% of those rating that impact high
<b>79%</b>	of respondents said the agency is successfully contributing towards achieving fair and honest sporting performances and outcomes
<b>79%</b>	of respondents said the agency is successfully contributing towards promoting positive conduct by athletes, administrators, officials, supporters and other stakeholders, on and off the sporting arena
<b>78%</b>	of respondents said the agency is successfully contributing towards achieving a safe, fair and inclusive sporting environment at all levels
<b>79%</b>	of respondents said the agency is successfully contributing towards enhancing the reputation and standing of sporting contests and of sport overall
<b>91%</b>	of respondents trust in the agency as a credible source of information on the integrity of sport
<b>89%</b>	of respondents have confidence in the agency to positively contribute towards protecting the integrity of sport in Australia
<b>80%</b>	of respondents said the agency is successful in coordinating a national approach to protecting the integrity of sport and the health and welfare of those who participate in sport in Australia

## PERFORMANCE RESULTS AGAINST OUR STRATEGIC OBJECTIVES

### 1 Strategic objective 1

#### *Adapt to our environment*

We leverage our domestic and international relationships to build our understanding of risks, vulnerabilities and threats to Australian sport and its participants. We integrate our insights, knowledge, data and experiences to construct and share a comprehensive view of the sport integrity environment.

#### **Performance measure 1 – Sport Integrity Australia gathers, assesses and shares information with stakeholders**

<b>Strategic objective</b>	<b>Adapt to our environment</b>
<b>Measure</b>	Sport Integrity Australia gathers, assesses and shares information with stakeholders
<b>Methodology</b>	Analysis <sup>1</sup> of Sport Integrity Australia's contribution to stakeholders' capability to address sports integrity threats through timely and fit for purpose information sharing External feedback from stakeholders
<b>Result</b>	<b>Met</b>

<sup>1</sup> For all methodologies, 'analysis' comprises identifying relevant qualitative and quantitative data available, along with case studies, from which performance stories demonstrate the agency's achievement against the performance measure.

#### Summary

We continued to develop and build our information sharing partnerships with both governments and industry stakeholders. This is a critical part of our work – we play the central coordinating role in identifying sports integrity threats and determining where the responses should come from, whether it is directly from us, law enforcement or the sports themselves. The basis of this work is information sharing.

We continue to work with national sporting organisations on education across the sports integrity spectrum and we have been pro-active in developing our links with law enforcement. Overall, the response from our annual stakeholder survey supports the impact we are having with 60 per cent or more of relevant respondents reflecting positively on how we use information.

The expertise of our staff, the access and integrity of our systems and the strength of our partnership network ensure we derive and share greater insights into the sports integrity environment.

The following case studies are a sample of our activities throughout the year relevant to this performance measure.

### Analytical report: Trends in Performance and Image Enhancing Drugs, 2019–2021

On 7 December 2021, our Intelligence team published its first strategic report for broad external dissemination on trends in importation of performance and image enhancing drugs. We identified a potential gap in strategic assessment on this topic – particularly as it relates to sport. The purpose of this report was to add value to border detection data received from the Department of Home Affairs, using our capacity and capability to develop strategic awareness of performance and image enhancing drug issues in Australia.

This report was developed by analysing 2 years of border detection data and identifying trends in the types of drugs being imported, quantities and countries of embarkation, as well as assessing the likely impact of COVID-19 on importation of these drugs. For maximum exposure, and to build awareness of our key interests, we published the report to 38 contacts from Australian Government agencies (including Law Enforcement, state departments of sport, Health Care Complaints agencies and Australia Post) and 16 contacts from foreign agencies (including the World Anti-Doping Agency [WADA]), National Anti-Doping Organisations, INTERPOL and Europol).

The feedback received from stakeholders concerning the dissemination of this information has led to these further developments:

- approval to disseminate the report more broadly to key stakeholders within agencies
- foreign agencies initiated inquiries relating to the information and discussed further collaboration on issues of mutual interest
- interaction with a state law enforcement agency relating to using the information to plan and action further operational activity
- intelligence exchanges to further inform our anti-doping activities.

This report has increased understanding on how we can add value to our partnerships, including establishing new, and strengthening existing, relationships. This report is one in a suite of strategic reporting we will publish on a regular basis, ensuring we continue to gather, assess and share information with our stakeholders. Sharing our strategic reports with our broad range of stakeholders will ensure we continue promoting our interest in relevant threat areas and inform strategy and policy decisions to keep sport safe and fair.

### Contribution to the World Anti-Doping Agency Prohibited List

Every year WADA seeks feedback from stakeholders on the composition of the World Anti-Doping Code Prohibited List.

To develop our response, we review both internally held information, intelligence and published research and seek input from our stakeholders – including the Australian Sports Drug Medical Advisory Committee (ASDMAC), Australian Sports Drug Testing Laboratory (ASDTL), experts in relevant fields and other anti-doping organisations.

A specific example in the last year relates to a substance called BPC-157. BPC-157 is a synthetically produced peptide. It is an experimental compound without proven health



benefits and unknown safety profile. Issues around BPC-157 were raised in 2018. We continued to assess the potential risks of the substance, the level of threat to health it has had among athletes and the question of whether it should be prohibited and included on WADA's Prohibited List.

Our expert assessment indicated the substance had not passed clinical trials and presented a health risk to athletes. As the substance was not approved for use, it could be considered under section S0 Non-approved substance on the Prohibited List.

The process for change to the Prohibited List is detailed and involves consultation with scientific, medical and anti-doping experts. The process for amendments is lengthy. In 2019, based on our assessment, we requested that WADA consider the substance for inclusion. This request was repeated in 2020 and again in 2021. As further information and analysis was developed, we continued to share intelligence with WADA.

In October 2021, WADA released the 2022 Prohibited List and for the first time BPC-157 was named as a Prohibited Substance. This was an important step in protecting the health of athletes and the integrity of sport, as well as providing clarity for athletes, support personnel and anti-doping officers.

We have several avenues whereby athletes and support personnel can seek information about the status of substances and products in sport. WADA manages these avenues with us, and they include email, phone and online resources. Changes to the Prohibited List enabled us to educate athletes about the risks inherent to BPC-157 and the information has also been shared with other regulators and law enforcement agencies that have jurisdiction regarding performance and image enhancing drugs.

### Information sharing

Annual stakeholder survey response	
<b>67%</b>	of respondents rated the relevance of information received from Sport Integrity Australia as good
<b>71%</b>	of respondents rated the benefits of the information received from Sport Integrity Australia as good
<b>63%</b>	of respondents rated the timeliness of information received from Sport Integrity Australia as good
<b>62%</b>	of respondents rated the ease of passing information to Sport Integrity Australia as good
<b>60%</b>	of applicable respondents rated the response from Sport Integrity Australia to information provided as good <sup>2</sup>

2 Applicable respondents are survey participants to whom this question was applicable (i.e. who indicated they had an experience in sharing information and receiving a response from Sport Integrity Australia).

2 Strategic objective 2

Strengthen our environment

In collaboration with our partners, we mitigate and manage risks within our sporting environment through effective awareness and monitoring controls. The National Integrity Framework (NIF) facilitates strengthening our sporting environment. By delivering effective policies and services we connect with our stakeholders and enable them to regulate and protect their own sporting communities.

Performance measure 2 – Sport Integrity Australia leverages productive partnerships and contributes to fora, committees and projects

Strategic objective	Strengthen our environment
Measure	Sport Integrity Australia leverages productive partnerships and contributes to fora, committees* and projects
Methodology	<i>*Committees are permanent panels or groups established through governance to have recognised members and authority. Includes WADA standing committees (e.g. Finance and Administration; Health, Medical and Research; Education)</i>  <i>'Productive' is demonstrated through impact</i>  Analysis of Sport Integrity Australia's partnerships  Analysis of Sport Integrity Australia's contribution to fora, committees and projects  External feedback from stakeholders
Result	Met

Summary

We have filled a significant gap for our sports and law enforcement partners who are not able to, independently, see the full sports integrity picture. A unique and privileged perspective will help sports to respond to unseen threats. To be successful in this role we need to establish meaningful partnerships with relevant stakeholders, both domestically and internationally. We are garnering great interest from our international partners in what we are doing as a world first sports integrity agency and, beyond other countries considering following suit, there are also calls for a similar, international body. The second case study included below illustrates the international interest in our work.

Our effectiveness is contingent on impactful partnerships. We take a leadership role in capacity building, collaboration and consultation, both nationally and abroad, via formal and informal engagements, fora, committees, working groups and projects.

The following case studies are a sample of our activities throughout the year relevant to this performance measure.

## Leadership role in OneVoice

The international anti-doping effort is built on co-operation between governments (public authorities) and the international sporting movement (Sports Movement) in supporting the activities of WADA. WADA is a non-government organisation established under Swiss Law with equal representation from both public authorities (PAs) and the Sports Movement.

In 2022, Australia holds the chair and secretariat positions for the group of PAs known as 'OneVoice'. Officially, the Minister occupies the chair, while our Deputy CEO of Strategy and International Engagement serves as secretariat.

The purpose of OneVoice is to build consensus among the governments represented on the WADA Foundation Board and Executive Committee. Essentially, OneVoice provides a platform where PAs can discuss issues of importance regarding WADA's organisation, structures and activities, as well as build well-informed, strategic positions in response to current and emerging challenges and threats in the fight against doping in sport.

As chair and secretariat of the OneVoice group, Australia has a leadership role in informing the PAs of key issues and enabling and encouraging collaboration to reach a consensus position. As a leader in this field of global cooperation, Australia has a direct and significant impact on WADA decision making at the highest level.

Since assuming these roles, Australia has introduced formal Terms of Reference for OneVoice and notably increased engagement among PAs on important anti-doping issues. WADA is known to be grateful for the proactive role we have played over the last 12 months: the position of trust works to strengthen our relationship not only with WADA and the Sports Movement, but the anti-doping field more broadly.

Our most significant achievement involves the adoption and subsequent implementation of key WADA governance reforms. On behalf of the PAs, Australia has facilitated and supported the Minister, as chair of OneVoice, in negotiations with the Sports Movement on critical aspects of these reforms. These negotiations have been crucial in reaching an agreed position with the Sports Movement on outstanding issues, which resulted in the WADA Foundation Board adopting the Final Governance Report at its meeting in May 2022. The main focus of these reforms is on achieving increased independence and representation of athletes and national anti-doping organisations on WADA decision making bodies. Collectively, these governance reforms will strengthen the anti-doping environment and provide mechanisms for improving the global response to sports integrity.

## Sharing the story of Sport Integrity Australia's formation

In November 2021, we held an international webinar entitled 'Sharing Our Experience – One Year On' to discuss our experience in setting up one of the world's first national sports integrity agencies.

The event brought together stakeholders and partners from around the globe. More than 200 participants registered and included sporting organisations from Finland, Denmark, Germany, Botswana and Sudan. Anti-doping organisations from Singapore, South Africa, Denmark, Germany, New Zealand and Korea were represented, as were law enforcement agencies such as the Australian Federal Police and Zimbabwe Anti-Corruption Commission.

Other international sport integrity partners attended from Thailand, Switzerland, Canada, Azerbaijan, Austria, Fiji and Greece.

The webinar singled out the theme of independence and how, in complaint resolution, this has proved a key factor in gaining the trust of sports organisations and athletes alike. We discussed the benefits of working directly with law enforcement agencies and how mutual trust can contribute to up-to-date intelligence. Equally, the importance of understanding the global picture was stressed, given that integrity issues rarely stop at a nation's border.

This live event was a first for our organisation and illustrated what can be achieved when teams across the agency work in collaboration. The event's success was reflected in the request for a series of follow-up engagements. These were carried out with Germany, Japan, Botswana and the Netherlands.

The increased profile Sport Integrity Australia has garnered internationally, through sharing our story at events such as this webinar, has resulted in further invitations to present at international events hosted by our stakeholders. For example, our CEO joined officials, such as the IOC President and the FIFA President, in speaking at the United Nations Office on Drugs and Crime at a December 2021 conference entitled 'Safeguarding sport from corruption, together, everyone wins'.

Additionally, in June 2022 our CEO presented at a forum facilitated by the Institute of National Anti-Doping Organisations. Here the participants were representatives of 25 countries that, following our lead, are interested in expanding their anti-doping remit and including an integrity space. To be able to share our experience and the lessons we have learned so far is invaluable for those countries thinking about creating their own integrity unit. The dialogue helps us improve and contributes to protecting the global sporting environment.

***Over the years the Korea Anti-Doping Agency (KADA) has developed in many sectors, such as education, testing, investigation and science. Sport Integrity Australia has always been a fantastic partner.***

Dr Young Hee Lee  
President KADA



### Performance measure 3 – Sport Integrity Australia promotes positive practices across the sporting community

<b>Strategic objective</b>	<b>Strengthen our environment</b>
<b>Measure</b>	Sport Integrity Australia promotes positive practices across the sporting community
<b>Methodology</b>	<p><i>Analysis of sharing Sport Integrity Australia's resources* with stakeholders</i></p> <p><i>*Resources means all information mediums including website, governance templates, social media tiles, flyers, posters, education plans, facts sheets, Sport Integrity app, 'On Side' podcast</i></p> <p>Analysis of Sport Integrity Australia's initiatives to promote or influence positive practices</p> <p>External feedback from stakeholders</p>
<b>Result</b>	<b>Met</b>

#### Summary

Promoting positive practices revolves around enabling and empowering the sporting community with resources that make a significant contribution to assist them to make better decisions. These better decisions may be culturally or operationally themed and may relate to reporting information, resisting an opportunity to cheat, supporting, or defending a teammate, or advocating the cause to promote sports integrity.

Our stakeholders are positive about the contribution our education and information services make towards reducing the risk of accidental breaches of the anti-doping code and deliberate doping. Similarly, they are positive about how these services raise awareness of competition manipulation and illicit drugs. Sixty per cent of NSOs believe we are effective in helping them reduce the risk of sports integrity threats to their competitions.

The following case studies are a sample of our activities throughout the year relevant to this performance measure.

#### Safeguarding in Sport Continuous Improvement Program

All Australians should feel safe to participate in sport at any level and it is why we have developed the Safeguarding in Sport Continuous Improvement Program. The program will provide sports with education, training and ongoing support to ensure organisations are equipped to provide safe and inclusive environments for all members, including children. The program is a structured, government-led approach for ensuring children and members are protected from abuse and bullying in sport. We have designed the program through significant consultation with stakeholders, including a pilot of the first phase. It is due to launch in the third quarter of 2022 (and will be reported on in our 2022–23 Annual Report).

Through the First Commonwealth Action Plan to Prevent and Respond to Child Sexual Abuse 2021–2024 (Commonwealth Action Plan), we received an additional \$4.9 million over 3 years,

advancing a partnership with the National Office for Child Safety (NOCS) to raise awareness and drive cultural change in sports.

The program is aligned to Theme 1 of the Commonwealth Action Plan<sup>3</sup>. Under Measure 3, we will work together with NOCS to build the capacity of Australian sporting organisations to keep children safe and to help them implement the National Principles for Child Safe Organisations and the Sport Integrity Australia Child Safeguarding and Member Protection policies.

The program aims to embed a culture of child safety and member protection across all levels of sport in Australia. The objectives are to:

- build the capacity and capability of Australian sporting organisations to keep children and members safe
- lead a cultural shift that prioritises the safety of children and members, by empowering every level of sport
- enhance organisational capability to respond to child abuse threats
- bolster community confidence that sports are safe for children and members
- enable sports to demonstrate their commitment to child safeguarding and member protection.

The program is a critical element in the future and ongoing development of sport integrity capabilities in the Australian sport sector. It reduces risk by supporting sporting organisations to implement best practice safeguarding processes.

By signing up, sport organisations can leverage expert resources, education and supporting materials from Sport Integrity Australia. These organisations can work with us to achieve a nationally consistent approach to continuously improve practices that keep children and members safe from conduct that is unacceptable in society including abuse, misconduct or discrimination of any kind and failures to report or act on it. We will publicly report on the progress of NSOs in relation to their safeguarding practices annually.

A pilot of the first phase of the program was conducted in late 2021 with 4 NSOs that resulted in improvements to the program design and delivery. A Communication Strategy was developed through a co-design approach and stakeholder consultation that resulted in identifying the key value propositions and 6 communications strategies to guide the program launch in the third quarter of 2022 with ongoing promotion. The value propositions focused on providing clear and consistent information on roles and responsibilities, developing tools and guidance to educate and support sports and participants and promoting excellence in safeguarding and member protection.

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3 Awareness raising, education and building child safe cultures.



## Change to Glucocorticoids on the World Anti-Doping Code Prohibited List

From 1 January 2022, WADA altered its Prohibited List, banning all glucocorticoid injections during in-competition periods. Glucocorticoids (GC) are a group of steroid hormones, which affect metabolism in the body and also have anti-inflammatory effects. As GC injections are a routine medical treatment in sport, this was a major change for athletes and their medical practitioners, particularly since GCs may be detected in anti-doping tests days and weeks after use, even when used out-of-competition. This change had the potential to cause uncertainty and concern among athletes and support personnel, necessitating a campaign to reach all affected parties. For us, it led to the development of a specific education program targeting athletes and their medical support personnel.

To spread awareness of the new rules, we created information flyers for athletes and doctors in consultation with the Australian Sports Drug Medical Advisory Committee (ASDMAC) and our medical advisor Dr Larissa Trease.

The information developed was disseminated to athletes, medical support personnel and sports through multiple avenues including:

- social media messaging
- inclusion in relevant eLearning courses
- distribution of information flyers to and through national sporting organisations, major games organisers and National Institute Network integrity contacts
- presentation to Sports Medicine Australia symposium
- presentation to Australian College of Sport and Exercise Physician (ACSEP) annual scientific conference
- discussion at the High-Performance Sport Medical Officer group
- inclusion in the Australasian College of Sport and Exercise Physicians bulletin
- inclusion of information on our website
- an article in our quarterly magazine, *Sport Integrity Matters* – December 2021 edition.

**WADA 2022 PROHIBITED LIST: MAJOR CHANGES**  
Effective from 1 January 2022

Each year, the World Anti-Doping Agency updates the **List of Prohibited Substances and Methods** which are banned for use within sport. There have been important changes to the use of cortisone (and other glucocorticoids), asthma medication salbutamol, and the addition of a new risky supplement ingredient BPC-157.

**S3 BETA-2 AGONISTS**  
Permitted doses of **inhaled salbutamol** have been modified to **600 micrograms over any 8-hour period**.  
The total permitted daily dose (1600 micrograms over 24-hours) remains unchanged.

**S9 GLUCOCORTICOIDS**  
**All injections** of glucocorticoids (like cortisone) are prohibited in-competition.  
If an athlete needs a glucocorticoid injection during the in-competition period, they should check whether they require an in-advance Therapeutic Use Exemption.  
Athletes and doctors should use the Sport Integrity App to check if this applies to them.

**S0 NON-APPROVED SUBSTANCES**  
**Body Protecting Compound 157 (BPC-157)** has been added to the prohibited list.  
Athletes should remain vigilant for any supplements that market BPC-157 as it is not approved for human consumption.

**ADDITIONAL CHANGES**  
Further examples of prohibited substances have been added to various categories.

The full list of changes can be found on the [WADA website](https://www.wada-ama.org/en).  
For further information on how to comply with the new glucocorticoid regulations, please refer to Sport Integrity Australia's [Glucocorticoid TUE Policy](#).

**SPORT INTEGRITY AUSTRALIA**  
WWW.SPORTINTEGRITY.GOV.AU

Fact sheet

On 26 October 2021, with ASDMAC, we hosted a webinar for medical practitioners to discuss the WADA changes in detail, addressing the need to have an approved Therapeutic Use Exemption (TUE) prior to the administration of a GC injection in competition, GC washout periods and the importance of good medical practice and documentation. Over 120 medical professionals attended the event, which was hosted by the chair of ASDMAC, Dr Susan White, together with Dr Trease. The video of the webinar was made available on our website as an ongoing resource and the recording was viewed another 115 times.

In addition, the need for sport-specific sessions was discussed with those sports likely to be most affected by the change. Most of these sports felt the already available information was sufficient. National Rugby League requested a sport-specific session, which was run on 18 January 2022.

The prohibition was a serious modification to WADA's list and would affect athletes across all levels of competition, and in all kinds of sports, so it was critical for us to provide clear and effective information in a timely fashion.

The impact of this education can be seen in the number of TUE applications, direct enquiries and information searches about GC in previous years and after the revision.

Despite the new regulation concerning GCs, the number of information searches about the status of them remained relatively constant after their removal from WADA's list. This shows the education campaign equipped athletes and doctors to continue to manage the anti-doping responsibilities for GC as they had earlier. This is significant as there was a high level of concern that the change would have a major impact on practices.

Education and information services

Annual stakeholder survey response	
82%	of respondents agree the agency's education and information services reduce the risk of an accidental breach of anti-doping regulations
70%	of respondents agree the agency's education and information services reduce the risk of deliberate doping
63%	of respondents agree the agency's education and information services reduced their risk of breaching competition manipulation (e.g. match-fixing) rules in their sport
73%	of respondents agree the agency's education and information services increased their awareness of the effects of illicit drugs in sport
60%	of national sporting organisation representative respondents said Sport Integrity Australia was effective in helping them prevent sports integrity threats in their sport through education and information sharing

# Tip-offs and reporting

Responses from the annual stakeholder survey

## *Reasons for reporting and preferred methods*

**86%** of athlete and support personnel respondents probably or definitely would report behaviour (or conduct) detrimental to promoting a safe, fair and inclusive environment in their sport

**Of the 86%, the main reasons for reporting behaviour (or conduct) would be:**

**79%** to protect the integrity of the sport

**52%** because they hate cheating in their sport

**74%** because of concern for the welfare of the athlete

**35%** because of concern they would breach policy if they did not report it

**65%** because of concern the behaviour would have a negative effect on other athletes

**Of the 86%, the athlete respondents' preferred method to report the behaviour (or conduct) to Sport Integrity Australia would be:**

**31%** via the Sport Integrity App

**28%** via email

**22%** via the Sport Integrity Australia website

**18%** via a phone call

## *Main reasons for not reporting*

**30%** of athlete and support personnel respondents who did not report behaviour (or conduct) detrimental to promoting a safe, fair and inclusive environment in their sport couldn't be sure the behaviour (or conduct) really was reportable

**36%** of athlete and support personnel respondents who did not report behaviour (or conduct) detrimental to promoting a safe, fair and inclusive environment in their sport worried about the repercussions to them, their team, or their club

### 3 Strategic objective 3

#### Address threats to our environment

In collaboration with our partners, we take a leading role through activities and coordination efforts to address threats to sports integrity framed around a variety of intervention options and effective application of those options. These activities influence:

- deterrence – to discourage from acting or proceeding, for example, through targeted education
- disruption – to cause disorder to the normal continuance of something, for example, through investigation of sports integrity complaints
- detection – to discover the existence of something, for example, through positive doping tests.

#### Performance measure 4 – Sport Integrity Australia identifies and addresses sports integrity threats

Strategic objective	Address threats to our environment
Measure	Sport Integrity Australia identifies and addresses sports integrity threats
Methodology	Analysis of Sporting Administration Bodies <sup>4</sup> compliance with Sport Integrity Australia administered integrity policies Analysis of Sport Integrity Australia's activities to identify and address sports integrity threats External feedback from partners
Result	Met

4 As defined by the *Sport Integrity Australia Act 2020*.

#### Summary

Sport Integrity Australia's primary role is the national coordination of all integrity issues impacting Australian sport. This relies on our influence with sporting administration bodies and our ability to communicate on what needs to be done to comply with our policies for the protection of sports. Our survey responses clearly indicate that sports are aware of our role in addressing sports integrity threats.

Our activities and coordination efforts to address threats to sports integrity are framed around the application of a variety of intervention options. These activities influence deterrence, disruption and detection.

The following case studies are a sample of our activities throughout the year relevant to this performance measure.

### Ensuring national sporting organisations' compliance with the 2021 WADA Code

As Australia's national anti-doping organisation, we are required to implement anti-doping arrangements in accordance with the principles of the World Anti-Doping Code. We collaborate with WADA, overseas anti-doping organisations and other stakeholders to further the Australian Government's efforts to strengthen anti-doping practices globally.

WADA reviewed the code between 2017 and 2019 with a revised code coming into force on 1 January 2021. Changes to the code and international standards must be reflected in the anti-doping policies adopted by sports around the world, including Australia.

In early 2022, we conducted an audit of all 97 Australian sports with anti-doping policies to ensure compliance with the 2021 code. This included checks to ensure that sports have:

- an approved anti-doping policy and confidentiality undertaking in place
- an approved anti-doping policy on national sporting organisations' and state sporting organisations' websites
- an approved anti-doping education plan in place and have implemented all elements
- undertaken awareness activities and include links to education and other resources
- an annual calendar of camps and events and have updated athlete details
- provided up to date testing pool information.

We provided the results of the audit to the Australian Sports Commission as part of the national sporting organisations' recognition and funding compliance requirements. The audit identifies if all sports, athletes and participants are compliant with the code and are protected against the risks of anti-doping. Where the audit showed sports were not compliant, we worked with them to remediate this and by the end of the reporting period, all 97 sports were assessed as compliant.

*Invitation to sports to register for the 2021 World Anti-Doping Code webinar*



## Integrity complaints and law enforcement

We assess information and intelligence obtained from a range of sources to identify potential integrity threats in sports. Where appropriate, this involves close collaboration with partners such as law enforcement. A law enforcement and intelligence platform has been developed to coordinate intelligence and referrals. Our Integrity Complaints section has developed standard processes to assist in identifying information that is a serious sports integrity threat that may be criminal in nature. This has led to matters being referred to law enforcement for their review, to determine if the alleged conduct met the threshold for a criminal investigation.

In late 2021, we received a report that alleged an allied health professional had engaged in multiple incidents of sexual misconduct with an underage athlete in the late 2000s. We formally referred the matter to the relevant state law enforcement agency, as well as advising the sporting organisations the individual was known to be involved with. This enabled them to consider any potential risk posed to their members. We were the conduit between the athlete, the 3 sporting organisations and law enforcement. This resulted in the termination of the individual's services while awaiting the outcome of the police investigation. On 27 May 2022 police charged the individual with 3 historic child sex offences. Media reporting from 28 July 2022 indicated further charges had been laid against the individual; they are currently accused of indecently treating 5 young athletes during a 20-year period.

This case is an example of our ability to coordinate and collaborate with partners equipped with the appropriate jurisdiction and powers to reduce or eliminate integrity threats in sport. This matter led to the creation of a new report type, aimed at providing information to sporting organisations to ensure sporting organisations are aware of potential risks within their sport and how to determine the most appropriate mitigation strategies.

## Review of the WAIS Gymnastics Program

During the reporting period, we conducted a review of the Women's Artistic Gymnastics (WAG) program at the West Australian Institute of Sport (WAIS) between 1987 and 2016. The review was initiated by WAIS, with the agreement of the Gymnast Alliance Australia, and had 2 primary aims: to examine the gymnasts' experiences and allegations of abuse and/or harm while they were with the WAG program and understanding the culture that allowed it to happen; and to review WAIS's current child-safe policies, procedures and processes and examine their effectiveness. This was to assist WAIS – and sporting institutions and organisations more broadly – in acknowledging past behaviour that caused harm to athletes, in creating an environment that is athlete-centred and to have effective systems in place to prevent and respond to abuse and harm. The review was not to investigate the behaviour of individuals or make disciplinary decisions.

Ninety-two participants took part in the review and information was obtained through 46 interviews of 52 participants, 71 written submissions and over 15,000 pages of documents provided by WAIS.

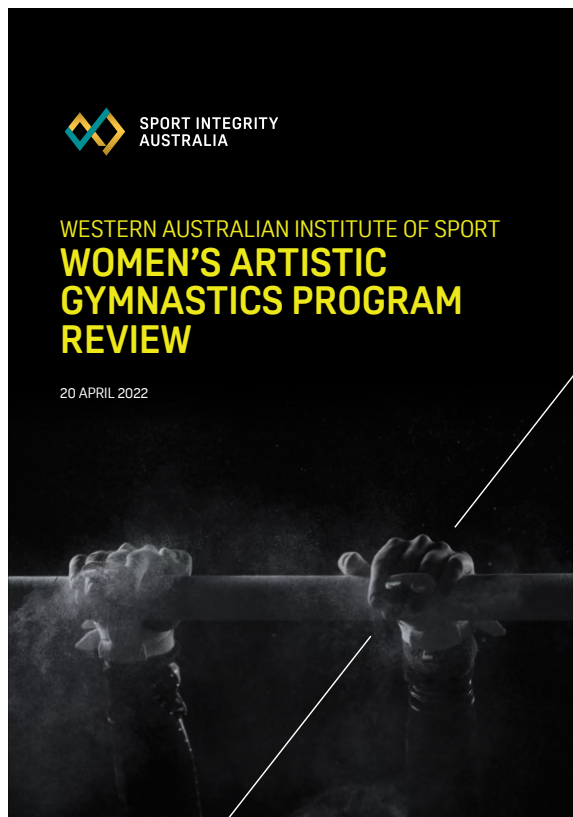
Based on the information and material obtained, the review found it is reasonably likely that some gymnasts suffered abuse and/or harm while participating in the WAG Program at WAIS. It concluded that unacceptable conduct had been perpetuated predominantly due to the lack of an adequate complaints-handling mechanism, safeguarding policies or sufficient oversight.



We made 4 recommendations to assist WAIS to take the necessary steps to provide a safe environment for current and future athletes, one free from abuse and harmful practices. These recommendations were as follows:

1. That WAIS adopt the NIF, including the independent complaint handling process.
2. That WAIS must ensure that all sport programs involving children are child-focused and age-appropriate.
3. That WAIS should continue to embed athlete wellbeing into policies, procedures, and practices in all sport programs.
4. That WAIS, in collaboration with the impacted gymnasts, engage in a restorative and reconciliatory process.

On 11 May 2022, WAIS published their response to the review, supporting all recommendations and confirming the implementation would be overseen by the WAIS Board and Executive, with 6 progress updates, occurring monthly, to be made publicly available. WAIS also issued an apology to former athletes who experienced distress or injury during their time in the program.



*Ninety-two participants took part in the review and information was obtained through 46 interviews of 52 participants, 71 written submissions and over 15,000 pages of documents provided by WAIS.*

While this review demonstrated our ability to successfully identify and address integrity threats in sports, it was a significant piece of work for an agency of our size. This review was conducted at a time where there was a gap in sports integrity threats being adequately addressed as this was before the introduction of the NIF. All focus is now on the NIF where we will continue to focus on areas where we can support sports and bring unique capabilities in meeting sports integrity threats.

Annual stakeholder survey

Annual stakeholder survey response
<b>53%</b> of national sporting organisation representative respondents said Sport Integrity Australia was effective in helping them detect sports integrity threats in your sport through testing and investigations

Sporting organisation compliance

Annual stakeholder survey response
<b>76%</b> of sporting organisation respondents rate athlete and support personnel compliance with anti-doping requirements in their sport as good
<b>87%</b> of sporting organisation respondents rate their understanding of their role and responsibilities under current anti-doping requirements as good
<b>63%</b> of national sporting organisation respondents indicated Sport Integrity Australia effectively explained changes in policies, procedures and processes
<b>83%</b> of national sporting organisation respondents indicated Sport Integrity Australia effectively ensured anti-doping policies were up-to-date and reflected the World Anti-Doping Code and Sport Integrity Australia's legislative framework
<b>70%</b> of national sporting organisation respondents indicated Sport Integrity Australia effectively assisted their organisation to meet their anti-doping requirements
<b>80%</b> of sporting organisation respondents rated the compliance burden imposed on their sport and its athletes by Sport Integrity Australia as reasonable

# CHAPTER 6

## MANAGEMENT AND ACCOUNTABILITY



# MANAGEMENT AND ACCOUNTABILITY

## OUR PEOPLE

Our work continues to evolve as we respond to priorities of government and emerging sports integrity threats, so we continue to invest in our people – as they play a critical role in delivering on our intended outcomes.

This year we focused on developing our cultural blueprint, with the outcomes being a strategy for enabling consultation and input into change and decision making, an effective communications strategy, organisational performance focused on a culture of shared accountability, a model for leadership development and a talent management plan.

We are committed to and continue to work on improving and promoting diversity in our workforce and to being an example to our stakeholders. We are particularly focused on strengthening female leadership in sport as we believe the low number of female leaders is an integrity issue due to the lack of diversity of voice. To promote our work in this space, we sponsored an MBA program exploring women leadership in sport – which one of our Deputy CEOs participated in – and other women leaders within the agency worked with an external body to look at developing future leaders internally and in sport.

As an agency we nourish and develop our workforce to bring expertise, shared experiences and ideas that challenge our current thinking. This is achieved through internal higher duties opportunities, cross skilling and temporary transfers to other agencies, along with internal and external training activities. We actively engage and share resources with relevant Government departments, law enforcement and regulatory agencies through staff secondments.



## WORKFORCE PLANNING

During our build phase, the non-ongoing nature of our funding and resourcing has posed a challenge and we employed the following strategies to remain responsive.

We adopt a strategic and integrated approach for workforce management at all levels, enabling us to better plan for and develop our people and capabilities required for the future.

We offer a range of professional development opportunities to build and maintain strong technical and professional expertise. We mitigate current capability gaps by providing study assistance and offer blended learning solutions to develop capabilities for emerging roles.

We implement responsive and flexible work initiatives to facilitate work/life balance and support work engagement through different stages of the lives of our employees.

We use staff mobility as a strategic workforce management tool in service of government and enterprise-wide priorities by providing secondment opportunities within the agency and across the Australian Public Service (APS).

We are committed to developing leaders across all levels through a range of leadership development programs that promote a shared commitment to acting in the best interests of the agency, its people and its stakeholders.

We create a culture of shared accountability, high performance and engagement through continuous improvement processes. We continue to progress towards providing recruitment, onboarding, professional development, performance management, recognition, rewards and wellbeing practices that enhance the employee experience and enable us to operate as a high-performing, diverse, flexible and inclusive workforce.

## Learning and development

It is essential that we continue to provide innovative methods of training and development to build a capable and responsive workforce. The COVID-19 pandemic has changed the way we work, with a mix of face-to-face training, online self-paced learning modules and online training sessions now a standard offering for staff.

We focused on our cultural journey during 2021–22, with a key outcome being the delivery of learning and development options for leaders. We developed and implemented an integrated and aligned strategy to equip leaders at all levels with the requisite skills and knowledge.

## EMPLOYMENT ARRANGEMENTS

### Enterprise agreement

The *Sport Integrity Australia Enterprise Agreement 2021–2024 (Ongoing and Non-ongoing Employees)* and the *Sport Integrity Australia Enterprise Agreement 2021–2024 (Casual Employees)* sets out the terms and conditions of our non-SES staff.

### Section 24(1) determinations

In 2021–22, the terms and conditions of employment of the SES employees were set by determination under section 24(1) of the *Public Service Act 1999*.

### Performance pay

We do not pay performance pay. In accordance with our enterprise agreements, our performance scheme enables incremental salary advancements. Employees receiving a rating of fully effective or higher are eligible for incremental salary advancement where they are below the maximum salary range for their classification.

## NATIONAL DISABILITY STRATEGY

The National Disability Strategy is Australia's overarching framework for disability reform. It acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia's policies and programs that affect people with disability, their families and carers.

We work towards progress for disability reform and advertise all roles with RecruitAbility through the APS Jobs website ensuring accessibility for everyone to participate in selection processes.

## COMMONWEALTH CHILD SAFE FRAMEWORK

We are committed to protecting the safety and wellbeing of children and are compliant with the 4 requirements of the Commonwealth Child Safe Framework: risk assessment, training and compliance, national principles for child safe organisations and annual reporting.

In undertaking their roles, certain members of our staff have direct or indirect contact with children. As well as holding a responsibility to ensure our policies and processes are child safe, we give advice and education to the sport sector on how to create a child safe sporting environment.

Our 2021 Child Safe Risk Assessment rated our overall risk as 'significant,' with key risks including the management of abuse-related complaints involving children and the delivery of education sessions. Various controls are in place to mitigate identified risks, such as protocols for interviewing children and compliance with relevant state and territory Working with Children legislation. Further detail can be found on our 2021 Annual Statement of Compliance published on our website.



## FEATURE:

**DOPING CONTROL OFFICER/CHAPERONE PROFILES****Adrian Bensley and Kristy Bensley**

Our anti-doping journey started at the Goodwill Games in Brisbane in 2001, where we both worked as chaperones. We were recruited through an expression of interest advertised at Queensland University of Technology (QUT) where Kristy worked. After the games we were both asked to continue working for the Australian Sports Drug Agency.

Fast forward 20 years and we still enjoy our work as Sport Integrity Australia chaperones. What keeps us motivated to work as chaperones after all this time is our love of sport and our desire to ensure all sport is clean.

We have been involved in sport throughout our lives and it has played a huge part, especially since having children. Both of our children have been heavily involved in gymnastics and we are so proud to see their achievements in sport. We also love the friendships our family has made through sport.

Our daughter Taya was a Level 8 gymnast before injury forced her to retire, while our son Kaden has his eyes firmly set on representing Australia in gymnastics at the 2032 Brisbane Olympics.

Our other jobs are Acting Director of Graduate Research Centre at QUT (Kristy) and Cold Storage Supervisor at Aldi (Adrian).

We keep ourselves active having competed in CrossFit competitions and Adrian is aiming to compete in a master's powerlifting competition later this year.

We hope to still be working for Sport Integrity Australia in another 20 years.



### Eddie Adekponya

I was born in Zurich, Switzerland into a family of medical doctors. All my siblings are doctors. I went to university in England and my original plan was to study medicine. A visit from my favourite Aunty changed all that when she encouraged me to follow in her footsteps. My Aunty was a chartered accountant and barrister.

I took her advice and changed my studies to major in accounting and law. I had a wonderful career as a chartered accountant and barrister.



Of all the positions I had in my career, the one dearest, most enjoyable and challenging was my position as Working on Country Coordinator for the Northern Land Council (NLC). NLC is the Trustee for All Indigenous Australians in the Northern Territory (except the Alice Springs region which is covered by the Central Land Council).

I was tasked to manage the Land and Sea Ranger groups, all introduced weeds (WONS, weeds of national significance) and eradication/control of protected/feral animals in the Northern Territory. Often people asked me why I worked in the bush and not in the city where I could make more money.

The simple answer is I was able to use my accounting and legal training while working in the Ranger Program to directly assist the people and environment in the Northern Territory. A bonus was the incredible fishing. It was a privilege to fish in parts of a beautiful landscape that most Australians will never experience. Virgin rivers where fishes don't know what a hook is.

I am a keen and experienced fisherman. I did inherit the fishing genes from my grandfather, a professional fisherman. None of my siblings fish. All my professional appointments around the world, ending in Australia, had a fishing angle to it. If I can't fish, I didn't accept the position.

I am retired now and have worked with Sport Integrity Australia for 4 years. The work as a chaperone is challenging and interesting. My partner also works for Sport Integrity Australia and we love working in a team with great people. Meeting athletes and talking to them is the most rewarding part of the role.

## CORPORATE GOVERNANCE

### Our corporate governance practices

We employ 4 main corporate governance practices.

1

#### *Management structure*

Our senior management responsibilities, organisational structure and committees operating with suitable terms of reference to enable the implementation of appropriate controls and the sound monitoring of activities and performance.



2

#### *Management environment*

We strive to meet our clearly articulated goals through a coherent vision aligned with our purpose, our 'why', our 'how' and supported by our corporate planning framework, strategies, planning processes and performance measures. This is enhanced through leadership protocols, investing in people and culture, a learning environment and workforce planning.



3

#### *Consistency and compliance*

Our senior management and staff adhere to the APS [Values](#) and [Code of Conduct](#) when undertaking their duties and functions. This is underpinned by the ongoing development and maintenance of policies and systems, including the review and redevelopment of Accountable Authority Instructions and financial rules to provide guidance on policies, procedures and expected behaviours.



4

#### *Monitoring and reporting*

We focus on compliance with the [Commonwealth Performance Framework](#), adherence to the principles of [regulator best practice and performance](#) and reporting performance in accordance with legislative and regulatory requirements.



## Our management

### Executive

Sport Integrity Australia's executive team as at 30 June 2022:



#### **Mr David Sharpe APM OAM – Chief Executive Officer**

David joined Australia's national anti-doping organisation in 2017 and oversaw its incorporation into Sport Integrity Australia in 2020. He has extensive experience in law enforcement with the Australian Federal Police (AFP). Roles there have been both national and international: they include leading the AFP's National Protection Operations as well as its Serious and Organised Crime Group, Counter Terrorism Unit and Close Operations Support Group. In 2015 he was made Assistant Commissioner. At different times he has additionally been a manager, coach and player for the National Rugby League's Canberra Raiders.



#### **Mr Bill Turner – Chief Operating Officer**

Bill has a 27-year career in the public service, starting in 1995 as a veterinary officer and then moving across a diverse range of positions that span trade negotiation, diplomacy, grant management, pharmaceutical inspection and approvals and the establishment of Australia's medicinal cannabis scheme. From 2018 to 2020 Bill headed the Sports Integrity Taskforce that first developed the government response to the Wood Review into Australia's sports integrity arrangements, in turn leading to the creation of both the National Sports Tribunal and Sport Integrity Australia itself. He is responsible for Governance, Finance, Human Relations and IT.



#### **Ms Anne-Marie Phippard – Deputy Chief Executive Officer, Sports Engagement (Acting)**

Anne-Marie is a senior executive in the sports industry with over 25 years' experience in state, national and international organisations. She worked for over a decade at Netball Australia, where she was instrumental in driving participation growth and fostering strategic alliances. As a Senior Integrity Consultant at Sport Australia, she was responsible for developing national policy to foster a safeguarding culture within organisations and communities. She currently oversees our integrity complaints and capability, education, legal and communications sections, and has led the development and roll-out of the NIF.



#### **Mr Darren Mullaly – Deputy Chief Executive Officer, Strategy and International Engagement**

Darren is a recognised international expert in the anti-doping field. He has regularly provided advice to other anti-doping organisations, including ones from India, New Zealand and Sri Lanka, and also acted as a liaison during the Gold Coast Commonwealth Games. He is the Minister for Sport's Registered Deputy at WADA Foundation Board and Executive Committee meetings. He additionally represents the agency at an array of important meetings, working groups and fora, such as those connected to UNESCO, Council of Europe and the Oceania Regional Anti-Doping Organisation.



### **Ms Susan Ball – Deputy Chief Executive Officer, Operations**

Susan joined Sport Integrity Australia in 2020 on secondment from the Australian Federal Police. Her 32-year career with the AFP has entailed roles as a Sergeant and with the Office of the Commissioner. Later she focused on reducing alcohol-related crime, family violence and mental health incidents. In 2019 she became a Superintendent in Specialist Response, a tactical operations unit with capabilities in areas such as search and rescue, maritime and bomb response. Her work has involved stints in Cambodia and the Solomon Islands, and she is the recipient of many awards, including an Australia Day Achievement Medallion.

### *Senior leaders*

- Ms Alexis Cooper – Director, Education
- Mr Chris Butler – Director, Anti-Doping Policy
- Mr Dion McVie – Director, Information and Communications Technology Projects
- Mr Douglas Stubbs – Director, Intelligence
- Ms Eloise Wheeler-Stewart – Director, Safeguarding (Acting)
- Ms Emily Fitton – Director, Legal
- Mr Jason Whybrow – Director, Sports Wagering and Competition Manipulation
- Mr Jeff Gough – Australian Criminal Intelligence Commission Liaison Officer\*
- Ms Justine Crawford – Director, Integrity Capability
- Ms Katie Liddle – Director, Integrity Complaints
- Ms Linda Muir – Director, Sports Engagement
- Mr Michael Harkins – Director, Anti-Doping Testing
- Mr Michael Laverty – Director, Investigations
- Dr Naomi Speers – Chief Science Officer/Director, Science and Medicine
- Ms Rebecca Tyler – Chief Financial Officer
- Mr Simon Anderson – Chief Information Officer
- Mr Steven Fitzgerald – Director, Projects
- Mr Stewart Priddis – Director, Governance and Risk
- Mr Tony Baccari – Director, Communications (Acting).

\*Member was seconded to Sport Integrity Australia

### *Senior Leadership Group*

Our Senior Leadership Group comprises the Chief Executive Officer (CEO), Chief Operating Officer, Deputy CEOs and section directors. It is responsible for:

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

## Corporate planning and reporting

In August 2021, we published our *2021–2025 Corporate Plan*. The corporate plan is our overarching planning document. It sets out our purpose and performance measures and is an important tool in articulating the agency's strategic direction to staff and external audiences.

Our Senior Leadership Group oversaw our corporate planning and the monitoring of organisational risks.



## Governance committees

### *Audit and Risk Committee*

Our CEO established the Audit and Risk Committee in accordance with section 45 of the [Public Governance, Performance and Accountability Act 2013](#) (PGPA Act) and section 17 of the [Public Governance, Performance and Accountability Rule 2014](#) (PGPA Rule).

As described under its [charter](#), the functions of the Audit and Risk Committee include reviewing and providing independent advice to our CEO on the appropriateness of our:

- financial reporting
- performance reporting
- system of risk oversight and management
- system of internal control including legislative, policy and security compliance, business continuity arrangements, internal audit arrangements, ethical and lawful conduct and review of parliamentary committee reports and external reviews relevant to the agency.

The committee comprises 4 independent members:

- Ms Jennifer Clark (chair)
- Ms Carol Lilley
- Ms Jenet Connell
- Mr Loftus Harris AM.

Our Chief Operating Officer is the Chief Audit Executive. Together with our Chief Financial Officer, they are senior advisers to the Audit and Risk Committee and attend all meetings. Representatives from the [Australian National Audit Office](#) (ANAO) and our internal audit provider ([BellchambersBarrett](#)) attended all Audit and Risk Committee meetings as presenters and observers.



Member name	Qualifications, knowledge, skills or experience	Number of meetings attended/ total number of meetings	Total annual remuneration (GST inc.)
Jennifer Clark (chair)	<p>Ms Clark has an extensive background in business, finance and governance through a career as an investment banker and as a non-executive director.</p> <p>Ms Clark is an independent board director and she has been the chair or member of over 20 audit, risk and finance committees in the Australian Government and private sector over the past 30 years. Ms Clark is a Fellow of the Australian Institute of Company Directors and has substantial experience in performance reporting, audit and risk management.</p>	6/6	\$29,966.39
Carol Lilley (member)	<p>Ms Lilley is an independent board director and chair or member of a number of Australian Government audit committees. She was a partner at PricewaterhouseCoopers and has over 20 years' experience in financial statement audit, internal audit and project and risk management, with a particular focus on government.</p> <p>Ms Lilley holds a Bachelor of Commerce from the University of Western Australia. She is a graduate of the Australian Institute of Company Directors, a Fellow of Chartered Accountants Australia and New Zealand, a certified internal auditor and was a registered company auditor.</p>	6/6	\$18,850

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended/ total number of meetings	Total annual remuneration (GST inc.)
Jenet Connell (member)	<p>Ms Connell is a senior public servant with over 19 years' experience across a range of Australian Government agencies. She holds a Master's degree in Organisational Psychology and has extensive experience in organisational development and design, strategy and governance, project management, program design, and systems and process improvement.</p> <p>Ms Connell is currently the Deputy Australian Statistician and Chief Operating Officer at the Australian Bureau of Statistics.</p> <p>Ms Connell is a graduate of the Australian Institute of Company Directors and has experience on government, tertiary institution and not-for-profit company boards.</p>	5/6	\$0 <sup>1</sup>
Loftus Harris AM (member)	<p>Mr Harris is an experienced company chairman, director, adviser and senior public servant. He has over 15 years' experience as a member of audit and risk committees.</p> <p>He has extensive corporate governance and strategic experience.</p> <p>Mr Harris has held senior and chief executive leadership roles in Australian Government and state government departments and is a former Australian Senior Trade Commissioner.</p> <p>Mr Harris is a Fellow of the Australian Institute of Company Directors and is a past National President of the Australian Institute of Export.</p>	6/6	\$16,333.69

<sup>1</sup> Ms Connell received no payment for her role as a member of the APS.

### *Work Health and Safety Committee*

We are committed to fostering a safe and healthy workplace.

Our Work Health and Safety Committee (WHSC) meets quarterly to raise, discuss and address work health and safety (WHS) matters.

The membership of the committee comprises broad representation to capture work health and safety matters affecting different parts of our agency.

To ensure continuous communication and improvement, the WHSC publishes the minutes of these meetings internally for discussion and review.

We continue to create a safe work environment for all staff and visitors. COVID-19 presented numerous challenges in managing the work health and safety of our diverse and geographically dispersed staff. Our business-continuity plan remained in place during the reporting period to ensure staff were kept safe and to minimise disruption to operations as much as possible.

We maintained a high standard of infection control measures in the office environment including additional cleaning requirements, sanitiser and disinfectant availability and limits on the number of employees in meeting rooms and communal spaces. Our WHS risk register was updated regularly to ensure that we remained responsive to the changing environment.

We reviewed our Flexible Working Arrangements policy in response to the changed working landscape, making it easier for our staff to access flexible arrangements and remain in a healthy, safe environment, without compromising operational requirements. We trained internal staff to conduct workstation assessments that can be replicated in the home environment.

During 2021–22 we undertook the following WHS actions:

- mandated staff completion of the APS Commission e-learning module on workplace health and safety, with a tailored version to meet the needs of our casual field workforce
- revised and updated our Flexible Working Arrangements Policy
- offered influenza vaccinations to staff via an in-house clinic in the Canberra office or with a voucher to use at 3 different pharmacy chains across Australia
- implemented return to work rehabilitation plans for staff on workers compensation and staff returning to work following a serious illness or injury.

There were no notifiable incidents and no investigations conducted during the reporting period under Part 10 of the *Work Health and Safety Act 2011*. No provisional improvement notices were issued.

### *Workplace Consultative Committee*

The Workplace Consultative Committee (WCC) is the formal consultative body established under the *2 Sport Integrity Australia Enterprise Agreements 2021–24* (casual employees and ongoing and non-ongoing employees). It provides our employees with a mechanism to facilitate communication, consultation, co-operation and input from employees on workplace related matters. The WCC comprises:

- Chief Operating Officer (chair)
- Director Human Resources (also Chief Financial Officer)
- Assistant Director Human Resources
- 2 elected employee representatives (ERs) covered by the Ongoing/Non-Ongoing Enterprise agreement.
- 2 elected ERs covered by the Casual Enterprise agreement.

### *Risk Management Committee*

The CEO established our Risk Management Committee (RMC) as part of the oversight and management of our obligations in accordance with section 16 of the [PGPA Act](#).

Our Enterprise Meeting, a fortnightly meeting of the directors with the Chief Operating Officer, acts as the RMC and, as such, oversees our risk management framework, including fraud risks. All Sport Integrity Australia officials are responsible for the day-to-day management of risk in the performance of their duties.

The RMC:

- considered and discussed our systems of risk oversight, management and internal control
- refined our enterprise (operational) and strategic risk registers
- supported the Chief Operating Officer in his role as Chief Risk Officer and chair of the committee
- developed fit-for-purpose risk artefacts to support risk management practices at enterprise, branch and section levels
- worked with our internal auditor ([BellchambersBarrett](#)) to map our assurance activities against our documented risks.

Our risk registers framework formed the basis of discussions about current and changing risks.

The committee comprised the Chief Operating Officer and all directors with the internal audit service provider ([BellchambersBarrett](#)) invited as observers as required.

### *Information Governance Committee*

Our Enterprise Meeting also acts as the Information Governance Committee and provides us with a mechanism to develop a consistent, systematic and whole-of-agency approach to managing our information.

The committee's primary focus is to deliver business value from current and future information sources and work with the Information and Communications Technology team to ensure systems and processes are in place to capture, manage and disseminate relevant information.

The committee comprised the Chief Operating Officer and all directors.

### Internal audit arrangements

[BellchambersBarrett](#) provided our internal audit services in line with our Internal Audit Program for 2021–22. This program outlined the broad strategic direction of internal audit activities over the medium term, taking into consideration our Risk Management and Fraud Control Framework. BellchambersBarrett drafted the program in consultation with our executive, directors and Audit and Risk Committee. Internal audits conducted in 2021–22 were:

- 2021–22 Annual Performance Statement
- Disclosure Notices Review
- Fraud Risk Assessment and Fraud Control Plan
- Assurance Map Development.

### Risk management

The Commonwealth Risk Management Policy supports the requirements of section 16 of the [PGPA Act](#), which requires the CEO to establish and maintain systems and appropriate internal controls for the oversight and management of risk. Both section 10 of the [PGPA Act](#) and the [Commonwealth Fraud Control Framework](#) set out the core requirements of fraud control for all Australian Government entities and provide the statutory basis for the Government's response to fraud.

Risk management and fraud control are governed by our Risk Management and Fraud Control Framework, which includes:

- fraud control processes
- internal audit functions
- business continuity processes
- corporate planning
- budgeting processes.

Our Risk Management and Fraud Control Policy gives practical guidance on implementing the framework. It is based on the principles set out in the [Commonwealth Risk Management](#).

[Policy, ISO 31000 Risk Management](#), section 10 of the [PGPA Rule](#) and the [Commonwealth Fraud Control Framework](#).

All staff are required to complete the online whole-of-government Fraud Awareness e-Learning training package each year. This training helps our staff to understand their responsibilities and obligations regarding the prevention, detection, reporting of, and response to, fraud.

The [PGPA Act](#) and section 10 of the [PGPA Rule](#) require all non-corporate Government entities to provide the Australian Institute of Criminology with fraud control information. We submitted annual fraud data in accordance with these requirements in 2021–22.

### *Operational risk*

We identify and monitor operational risk through:

- meetings of the Risk Management Committee and Senior Leadership Group
- monitoring of workgroup operational risks by section directors
- quarterly reports to the Audit and Risk Committee on risk management.

We had risk mitigation plans in place for all risks identified as requiring active management. Comcover and Comcare cover insurable risks.

### *Financial risk*

We manage financial risk through a variety of measures:

- Accountable Authority Instructions and associated policies and procedures giving effect to [PGPA Act](#) requirements. Available to all our staff, these set out responsibilities and procedures to provide an overarching framework for transparent and accountable financial management. They also cover topics relating specifically to risk management and internal accountability.
- A system of financial delegations ensuring commitment and spending authorities rest with appropriate staff, who are informed of their responsibilities.
- The Internal Audit Plan identifying services and functions for auditing. This plan addresses issues raised in ANAO financial audits and in policy evaluations, previous internal audits, strategic risk management assessments and, where appropriate, the ANAO reports on cross-agency matters.
- Regular discussion on financial matters, such as financial risk and the monitoring of financial performance through formal governance structures.
- The active management of contractual relationships with clients, maintaining a high standard of service provision to ensure that future revenue streams are maintained.



## Ethical standards

We are committed to promoting and supporting the APS [Values](#) and [Code of Conduct](#), as set out in the [Public Service Act 1999](#).

We have policies regarding:

- outside employment
- staff betting or wagering
- managing an offer of a gift or benefit
- managing conflicts of interest.

All our employees and contractors are required to comply with these policies.

## Compliance reporting

We had no significant issues of non-compliance with finance law during 2021–22 requiring notification to the Minister for Finance. During the reporting period, we complied with the provisions and requirements of the:

- [PGPA Act](#)
- [PGPA Rule](#)
- [Commonwealth Procurement Rules](#)
- Appropriation Acts
- other instruments defined as finance law, including relevant ministerial directions.

**FEATURE:****INTEGRITY MANAGERS**

To assist sport to implement the NIF, we provided \$2 million for the employment of National Integrity Managers. This was in direct response to consultation with sports in 2021, where they advised us they would like extra people power – that is, a dedicated person to help manage their integrity response.

In October 2021, we commenced a pilot program with Athletics Australia, Equestrian Australia and the Australian Sporting Alliance for People with Disability, which represents 9 national sporting organisations for People with Disability (NSODs). Through the pilot program, each organisation received funding, employed an Integrity Manager and adopted the NIF.

With lessons from the pilot in hand, we launched the National Integrity Manager Grant Program (NIM program) in December 2021, inviting all national sporting organisations (NSOs)/NSODs committed to adopting the NIF to apply. The NIM program was developed in partnership with the Australian Sports Commission, which administered the grants program. Thirty sports were successful in obtaining funding, which led to 19 National Integrity Managers being employed in the sector.

As the need turned out to be so great, we bolstered the new workforce with 5 Integrity Support Officers, serving over 20 additional organisations. Our tailored support to NSOs/NSODs ensures policies, communications and resources are all accessible.

The Integrity Manager Network enhances the integrity capabilities of these individuals and the sports they assist. The network gives the integrity managers a supportive and collaborative environment, allowing them to effectively implement the framework in their sports. This means training, resources and expert advice, as well as development and networking opportunities for the individuals involved. Embedded in national sporting organisations, these government-funded positions will enhance their integrity skill and make sports safe and fair in the process.



## EXTERNAL SCRUTINY

### Parliamentary scrutiny

In 2021–22, there were no reports on our operations by the Auditor-General, or a committee of either or both Houses of the Parliament or the Commonwealth Ombudsman. No capability reviews of the agency were released in the period.

### Decisions

#### Judicial decisions

We were not the subject of any judicial decisions in 2021–22.

#### Decisions of the Administrative Appeals Tribunal

In 2021–22, one application for review was lodged with the Administrative Appeals Tribunal challenging a freedom of information (FOI) decision. At time of printing, we are awaiting the outcome.

As at 30 June 2022, a total of 6 FOI matters remain in the Administrative Appeals Tribunal for review.

#### Decisions by the Office of the Australian Information Commissioner

At the commencement of 2021–22, there was one application for review with the Office of the Australian Information Commissioner. As at 30 June 2022, no matters remain with the Office of the Australian Information Commissioner. No further applications were lodged during 2021–22.

### Freedom of information (FOI)

In 2021–22, we received 11 requests for access to information under the *Freedom of Information Act 1982* (FOI Act), one of which was transferred from the Department of Health.

Entities subject to the FOI Act are required to publish information to the public as part of the Information Publication Scheme (IPS). On our website, we have a plan showing what information we publish in accordance with the IPS requirements.

## FINANCIAL AND PROPERTY MANAGEMENT

Our financial accountability responsibilities are set out in the [PGPA Act](#) and subordinate legislation and the [Commonwealth Procurement Rules](#), collectively known as finance law. In support of the finance law, our Accountable Authority Instructions are issued in accordance with section 20A of the PGPA Act. The finance law, supporting instructions and rules provide a framework to ensure the efficient, effective, economical and ethical use of public resources. The finance law also mandates the production of audited financial statements prepared in accordance with the [Australian Accounting Standards](#). Our complete set of financial statements is in the Financial Statements section.

### Significant non-compliance issues with finance law

Refer to Compliance reporting on page 75.

### Asset management

Our categories of non-financial assets mainly comprise information and communications technology (ICT) hardware and software applications required to deliver our core activities, leasehold improvements and the right-of-use asset for our leased accommodation. Funding of ongoing capital is through the provision of approved departmental capital budgets based on agreed capital requirements.

During 2021–22, we invested \$0.535 million in capital expenditure.

### Purchasing

The annual report must include an assessment of our performance during the period against the [Commonwealth Procurement Rules](#).

#### Procurement

We complied with the Commonwealth Procurement Rules issued by the Minister for Finance under section 105B(1) of the PGPA Act. We validated our compliance with a review of all applicable legislation and the internal processes and procedures we have in place to ensure compliance.

Our procurement policies mandate the use of whole-of-government panels or standing offers, where available, and the use of Indigenous suppliers. We also respect and comply with the Commonwealth Modern Slavery Statement, published pursuant to the *Modern Slavery Act 2018*.

We had a range of purchaser and provider arrangements during the year, including:

- testing services – international sample collection and analysis services, domestic blood collection services, transport services and the supply of collection and testing equipment
- IT services – contracted information and communications technology (ICT) gateway, internet, online education and equipment hosting arrangements

- finance and payroll – Memorandum of Understanding (MoU) arrangements for the provision of portfolio-based shared services encompassing human resources, payroll and financial transaction processing, management of property and security requirements
- sample analysis – MoU arrangements for the provision of laboratory sample testing services
- research – MoU with the University of Canberra, partnering to collaborate on certain research, innovation and professional education projects
- contracts for legal, investigative, educational and training services.

### *Initiatives to support small business*

We supported small business participation in the Australian Government procurement market.

Small and medium enterprises and small enterprise participation statistics are available on the Department of Finance's website.

We achieved this through the adoption of simplified processes and credit card settlements for purchases below \$10,000, combined with the use of existing panel and standing order arrangements, where available.

### *Consultants*

In appointing consultants, we took into account the skills and resources required for the task, skills available internally and the cost-effectiveness of engaging external expertise.

Decisions to engage consultants were made in accordance with the PGPA Act and related regulations, including the Commonwealth Procurement Rules and other internal policies.

During 2021–22, one new consultancy contract was entered into involving total actual expenditure of \$0.199 million and one consultancy was continued from 2020–21 and finalised in 2021–22 with actual expenditure of \$0.050 million.

Information on the value of reportable consultancy contracts is available on the AusTender website.

### *Expenditure on reportable consultancy contracts current report period (2021–22)*

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	1	199
Ongoing contracts entered into during a previous reporting period	1	50
<b>Total</b>	<b>2</b>	<b>249</b>

During 2021–22, 77 new non-consultancy contracts were entered into involving total actual expenditure of \$4.705 million and 61 non-consultancy contracts were ongoing from a previous year with total actual expenditure of \$4.353 million. Total actual expenditure on non-consultancy contracts in 2021–22 was \$9.058 million.

Information on the value of reportable non-consultancy contracts is available on the AusTender website.

#### *Expenditure on reportable non-consultancy contracts current report period (2021–22)*

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	77	4,705
Ongoing contracts entered into during a previous reporting period	61	4,353
<b>Total</b>	<b>138</b>	<b>9,058</b>

#### *Exempt contracts*

There were no current contracts or standing offers that were exempted from publication in AusTender on the basis that they would disclose exempt matters under the FOI Act.

#### *Australian National Audit Office access clauses*

We did not enter into any contracts that excluded the Auditor-General from having access to its contractors.

## Grants

During 2021–22 we administered \$0.089 million in grants to WADA to fund the Oceania Regional Anti-Doping Organisation and \$0.060 million as our contribution to UNESCO to eliminate doping in sport. The Australian Sports Commission is administering \$2 million in grants on behalf of Sport Integrity Australia to provide national sporting organisations with Integrity Managers to assist them with implementation of the NIF.

## Executive remuneration

Information about remuneration for key management personnel

Name	Position title	Base salary	SHORT-TERM BENEFITS		POST-EMPLOYMENT BENEFITS	OTHER LONG-TERM BENEFITS		TERMINATION BENEFITS	TOTAL REMUNERATION
			Bonuses	Other benefits and allowances		Long service leave	Other long-term benefits		
<b>David Sharpe</b>	Chief Executive Officer	\$403,123	0	0	\$56,706	\$8,306	0	0	\$468,136
<b>Bill Turner</b>	Chief Operating Officer	\$224,901	0	0	\$43,887	\$6,254	0	0	\$275,042
<b>Darren Mullaly</b>	Deputy CEO Strategy and International Engagement	\$245,021	0	0	\$35,675	\$6,252	0	0	\$286,948
<b>Susan Ball*</b>	Deputy CEO Operations	\$212,667	0	0	\$35,303	\$6,461	0	0	\$254,431
<b>Emma Johnson</b>	Deputy CEO Sports Engagement	\$166,872	0	0	\$21,479	\$3,971	0	0	\$192,322

\*Secondment – Remunerated by Australian Federal Police  
Superannuation contributions figures relate to Employer contributions.



*Entity resource statement subset summary current report period (2021–22)*

	Actual Available appropriation – current year (a)	Payments made (b)	Balance remaining (a)–(b)
	\$'000	\$'000	\$'000
<b>Departmental</b>			
Annual appropriations – ordinary annual services	32,858	23,272	9,586
Annual appropriations – other services – non-operating	1,549	1,390	159
<b>Total Departmental Annual Appropriations</b>	<b>34,407</b>	<b>24,662</b>	<b>9,745</b>
<b>Total Departmental Resourcing (a)</b>	<b>34,407</b>	<b>24,662</b>	<b>9,745</b>
<b>Administered</b>			
Annual appropriations – ordinary annual services	4,397	1,490	2,907
<b>Total Administered Annual Appropriations</b>	<b>4,397</b>	<b>1,490</b>	<b>2,907</b>
<b>Total Administered Resourcing (b)</b>	<b>4,397</b>	<b>1,490</b>	<b>2,907</b>
<b>Total Resourcing and Payments for Entity X (a + b)</b>	<b>38,804</b>	<b>26,152</b>	<b>12,652</b>

# CHAPTER 7

# FINANCIAL

# STATEMENTS



# INDEPENDENT AUDITOR'S REPORT



## INDEPENDENT AUDITOR'S REPORT

### To the Minister for Sport

#### Opinion

In my opinion, the financial statements of the Sport Integrity Australia (the Entity) for the year ended 30 June 2022:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2022 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2022 and for the year then ended:

- Statement by the Chief Executive Officer and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to the financial statements, comprising a summary of significant accounting policies and other explanatory information.

#### Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Chief Executive Officer is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Chief Executive Officer is also responsible for such internal control as the Chief Executive Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

### Auditor's responsibilities for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit 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 Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Amy Wicks  
Audit Principal  
Delegate of the Auditor-General

Canberra  
12 September 2022

## STATEMENT BY THE CHIEF EXECUTIVE OFFICER AND CHIEF FINANCIAL OFFICER

### STATEMENT BY THE CHIEF EXECUTIVE OFFICER AND CHIEF FINANCIAL OFFICER

In our opinion, the attached financial statements for the year ended 30 June 2022 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that Sport Integrity Australia will be able to pay its debts as and when they fall due.



David Sharpe  
Chief Executive Officer

12 September 2022



Rebecca Tyler  
Chief Financial Officer

12 September 2022

## STATEMENT OF COMPREHENSIVE INCOME CURRENT REPORT PERIOD (2021-22)

*Statement of comprehensive income for the period ended 30 June 2022*

	Notes	30 June 2022 \$'000	30 June 2021 \$'000	Original Budget \$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	1.1A	17,186	13,777	19,030
Suppliers	1.1B	18,016	15,529	14,418
Grants	1.1C	149	0	0
Depreciation and amortisation	3.2A	2,073	1,962	1,752
Write-down and impairment of other assets	1.1D	4	522	0
Interest on right-of-use-building		79	85	85
Impairment loss on financial instruments	1.1E	0	1	0
<b>Total expenses</b>		<b>37,507</b>	31,876	35,285
<b>Own-source income</b>				
<i>Own-source revenue</i>				
Revenue from contracts with customers	1.2A	1,179	1,335	1,800
Other revenue	1.2B	205	185	186
<b>Total own-source revenue</b>		<b>1,384</b>	1,520	1,986
<b>Gains</b>				
Resources received free of charge	1.2C	3,619	3,209	46
<b>Total gains</b>		<b>3,619</b>	3,209	46
<b>Total own-source income</b>		<b>5,003</b>	4,729	2,032
<b>Net cost of services</b>		<b>(32,504)</b>	(27,147)	(33,253)
<b>Revenue from government</b>	1.2D	<b>32,284</b>	28,697	33,284
<b>Surplus/(deficit) on continuing operations</b>		<b>(220)</b>	1,550	(969)
<b>Total comprehensive profit/(loss)</b>		<b>(220)</b>	1,550	(969)

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



## Budget Variances Commentary

### *Statement of Comprehensive Income*

The budget represents the 2021–22 Portfolio Budget Statements.

Suppliers expenses and resources received free of charge are higher than budget primarily due to sample analysis services received from the National Measurement Institute not included in the original budget. Employee benefits are lower than budget due to the use of contract resources in a market where non-ongoing APS employees have been difficult to recruit and attrition of non-ongoing staff (leaving for more secure ongoing opportunities) has been high.

# STATEMENT OF FINANCIAL POSITION

## CURRENT REPORT PERIOD (2021-22)

Statement of financial position as at 30 June 2022

	Notes	30 June 2022 \$'000	30 June 2021 \$'000	Original Budget \$'000
<b>ASSETS</b>				
<i>Financial assets</i>				
Cash and cash equivalents		659	837	797
Trade and other receivables	3.1A	10,100	8,689	2,285
<b>Total financial assets</b>		<b>10,759</b>	9,526	3,082
<i>Non-financial assets<sup>1</sup></i>				
Buildings	3.2A	12,938	14,209	13,050
Plant and equipment	3.2A	327	434	821
Computer software	3.2A	1,322	1,487	2,325
Inventories	3.2B	215	194	136
Other non-financial assets	3.2C	248	204	243
<b>Total non-financial assets</b>		<b>15,049</b>	16,528	16,575
<b>Total assets</b>		<b>25,808</b>	26,054	19,657
<b>LIABILITIES</b>				
<i>Payables</i>				
Suppliers	3.3A	3,947	4,069	1,837
Other payables	3.3B	725	421	166
Lease	3.4A	8,448	9,107	7,809
<b>Total payables</b>		<b>13,120</b>	13,597	9,812
<i>Provisions</i>				
Employee provisions	6.1A	3,983	4,105	4,453
<b>Total provisions</b>		<b>3,983</b>	4,105	4,453
<b>Total liabilities</b>		<b>17,103</b>	17,702	14,265
<b>Net assets</b>		<b>8,706</b>	8,352	5,392
<b>EQUITY</b>				
Contributed equity		7,710	7,136	7,664
Reserves		461	461	461
Accumulated surplus/(deficit)		535	755	(2,733)
<b>Total equity</b>		<b>8,706</b>	8,352	5,392

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

1 Right-of-use assets are included in Buildings.

## Budget Variances Commentary

### *Statement of Financial Position*

The budget represents the 2021–22 Portfolio Budget Statements.

Total financial assets are higher than budget due to appropriations not drawn down (appropriation receivable). Accruals and supplier payables contributed to this variance, and operating expenses were lower than revenue due to the impact of COVID-19, high attrition rates, delayed recruitment and reprioritisation of activities.

## STATEMENT OF CHANGES IN EQUITY CURRENT REPORT PERIOD (2021–22)

*Statement of changes in equity for the period ended 30 June 2022*

	30 June 2022 \$'000	30 June 2021 \$'000	Original Budget \$'000
Notes			
<b>CONTRIBUTED EQUITY</b>			
<i>Opening balance</i>			
Balance carried forward from previous period	7,136	5,920	7,090
<b>Adjusted opening balance</b>	<b>7,136</b>	<b>5,920</b>	<b>7,090</b>
<b>TRANSACTIONS WITH OWNERS</b>			
<i>Contributions by owners</i>			
Equity injection – appropriations	314	950	314
Departmental capital budget	260	266	260
<b>Total transactions with owners</b>	<b>574</b>	<b>1,216</b>	<b>574</b>
<b>Closing balance as at 30 June</b>	<b>7,710</b>	<b>7,136</b>	<b>7,664</b>
<b>RETAINED EARNINGS</b>			
<i>Opening balance</i>			
Balance carried forward from previous period	755	(795)	(1,764)
<b>Adjusted opening balance</b>	<b>755</b>	<b>(795)</b>	<b>(1,764)</b>
<b>COMPREHENSIVE INCOME</b>			
Surplus/(deficit) for the period	(220)	1,550	(969)
<b>Total comprehensive income</b>	<b>(220)</b>	<b>1,550</b>	<b>(969)</b>
<b>Closing balance as at 30 June</b>	<b>535</b>	<b>755</b>	<b>(2,733)</b>
<b>ASSET REVALUATION RESERVE</b>			
<i>Opening balance</i>			
Balance carried forward from previous period	461	461	461
<b>Closing balance as at 30 June</b>	<b>461</b>	<b>461</b>	<b>461</b>
<b>TOTAL EQUITY</b>			
<b>Closing balance as at 30 June</b>	<b>8,706</b>	<b>8,352</b>	<b>5,392</b>

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

## Accounting policy

### *Equity Injections*

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

## Budget Variances Commentary

### *Statement of Changes in Equity*

The budget represents the 2021–22 Portfolio Budget Statements.

The budget variance in the opening balance of retained earnings is due to preparation of the budget before 30 June 2021 financial position was finalised and opening balance was not known.

## CASH FLOW STATEMENT CURRENT REPORT PERIOD (2021–22)

*Cash flow statement for the period ended 30 June 2022*

	Notes	30 June 2022 \$'000	30 June 2021 \$'000	Original Budget \$'000
<b>OPERATING ACTIVITIES</b>				
<i>Cash received</i>				
Appropriations		29,923	22,869	32,284
Sale of goods and rendering of services (inc section 74 receipts)		1,549	1,588	2,174
GST received		1,045	797	403
Other		29	0	186
<b>Total cash received</b>		<b>32,546</b>	<b>25,254</b>	<b>35,047</b>
<i>Cash used</i>				
Employees		14,087	11,851	18,985
Suppliers		18,823	11,326	14,963
Interest payments on lease liabilities		79	85	85
<b>Total cash used</b>		<b>32,989</b>	<b>23,262</b>	<b>34,033</b>
Net cash from operating activities		<b>(443)</b>	<b>1,992</b>	<b>1,014</b>
<b>INVESTING ACTIVITIES</b>				
<i>Cash used</i>				
Purchase of property, plant and equipment	3.2A	257	437	574
Purchase of Intangibles	3.2A	262	222	0
<b>Total cash used</b>		<b>519</b>	<b>659</b>	<b>574</b>
<b>Net cash used by investing activities</b>		<b>(519)</b>	<b>(659)</b>	<b>(574)</b>
<b>FINANCING ACTIVITIES</b>				
<i>Cash received</i>				
Contributed equity		1,538	220	574
<b>Total cash received</b>		<b>1,538</b>	<b>220</b>	<b>574</b>
<i>Cash used</i>				
Principal payments of lease liabilities		754	717	783
<b>Total cash used</b>		<b>754</b>	<b>717</b>	<b>783</b>
<b>Net cash from financing activities</b>		<b>784</b>	<b>(497)</b>	<b>(209)</b>
<b>Net increase in cash held</b>		<b>(178)</b>	<b>837</b>	<b>231</b>

	Notes	30 June 2022 \$'000	30 June 2021 \$'000	Original Budget \$'000
<i>Cash at the end of the reporting period</i>				
Cash at the beginning of the reporting period		837	0	566
<b>Cash at the end of the reporting period</b>		<b>659</b>	837	797

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

## Budget Variances Commentary

### *Cash Flow Statement*

The budget represents the 2021–22 Portfolio Budget Statements.

The variance in cash received and cash used is partly due to the timing of payments and accruals compared to budget. Operating expenses were also lower than revenue due to the impact of COVID-19, high attrition rates, delayed recruitment and reprioritisation of activities.



## ADMINISTERED SCHEDULE OF COMPREHENSIVE INCOME CURRENT REPORT PERIOD (2021–22)

*Administered schedule of comprehensive income for the period ended 30 June 2022*

	Notes	30 June 2022 \$'000	30 June 2021 \$'000	Original Budget \$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Suppliers	2.1A	<b>2,681</b>	1,174	4,397
Other expenses	2.1B	<b>0</b>	620	0
<b>Total expenses administered on behalf of the government</b>		<b>2,681</b>	1,794	4,397
<b>Net contribution by services</b>		<b>(2,681)</b>	(1,794)	(4,397)
<b>Total comprehensive loss</b>		<b>(2,681)</b>	(1,794)	(4,397)

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

### Budget Variances Commentary

#### *Schedule of Comprehensive Income*

The budget represents the 2021–22 Portfolio Budget Statements.

The budget variance is primarily due to the impact of COVID-19 and delay in planned face-to-face activities such as key integrity conferences and the Global Education Conference to 2022–23.

## ADMINISTERED SCHEDULE OF ASSETS AND LIABILITIES

*Administered schedule of assets and liabilities as at 30 June 2022*

		30 June 2022	30 June 2021	Original Budget
	Notes	\$'000	\$'000	\$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents		0	483	0
Trade and other receivables	4.1A	56	64	0
<b>Total financial assets</b>		<b>56</b>	<b>547</b>	<b>0</b>
<b>Total assets administered on behalf of Government</b>		<b>56</b>	<b>547</b>	<b>0</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	4.2A	14	538	0
<b>Total payables</b>		<b>14</b>	<b>538</b>	<b>0</b>
<b>Total liabilities administered on behalf of Government</b>		<b>14</b>	<b>538</b>	<b>0</b>
<b>Net assets</b>		<b>42</b>	<b>9</b>	<b>0</b>

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

### Budget Variances Commentary

#### *Schedule of Assets and Liabilities*

Budgets were prepared prior to the finalisation of the 30 June 2021 results, and at the time of preparation the expected budget for 2021–22 was Nil.

## ADMINISTERED RECONCILIATION SCHEDULE CURRENT REPORT PERIOD (2021–22)

*Administered reconciliation schedule for the period ended 30 June 2022*

	Notes	30 June 2022 \$'000	30 June 2021 \$'000
<b>Opening assets less liabilities as at 1 July</b>		<b>9</b>	<b>0</b>
<b>Net cost of services Expenses</b>			
Payments to entities other than corporate Commonwealth entities	2.1A	<b>(2,681)</b>	(1,794)
<b>Transfers from the Australian Government</b>			
Appropriation transfers from Official Public Account Annual appropriations		<b>2,714</b>	1,803
<b>Closing assets less liabilities as at 30 June</b>		<b>42</b>	<b>9</b>

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

### Accounting policy

#### *Administered Cash Transfers to and from the Official Public Account*

Cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of Government. These transfers from the OPA are adjustments to the administered cash held by the entity on behalf of the Government and reported as such in the schedule of administered cash flows and in the administered reconciliation schedule.

## ADMINISTERED CASH FLOW STATEMENT CURRENT REPORT PERIOD (2021–22)

*Administered cash flow statement for the period ended 30 June 2022*

	30 June 2022 \$'000	30 June 2021 \$'000	Original Budget \$'000
<b>OPERATING ACTIVITIES</b>			
<b>Cash received</b>			
GST received	0	14	0
<b>Total cash received</b>	<b>0</b>	<b>14</b>	<b>0</b>
<b>Cash used</b>			
Suppliers	3,253	1,334	4,397
<b>Total cash used</b>	<b>3,253</b>	<b>1,334</b>	<b>4,397</b>
<b>Net cash used by operating activities</b>	<b>(3,253)</b>	<b>(1,320)</b>	<b>(4,397)</b>
<b>Cash from Official Public Account</b>			
Appropriations	2,770	1,803	4,397
<b>Total cash from official public account</b>	<b>2,770</b>	<b>1,803</b>	<b>4,397</b>
<b>Net increase/(decrease) in cash held</b>	<b>(483)</b>	<b>483</b>	
Cash and cash equivalents at the beginning of the reporting period	483	0	0
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>0</b>	<b>483</b>	<b>0</b>

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

## Budget Variances Commentary

### *Cashflow Statement*

The budget represents the 2021–22 Portfolio Budget Statements.

The budget variance in appropriation from the OPA is primarily due to the impact of COVID-19 and delay in planned face-to-face activities such as key integrity conferences and the Global Education Conference to 2022–23.

# NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

## Overview

Sport Integrity Australia conducts activities on behalf of the Government for the protection of the integrity of Australian sport and the health and welfare of those who participate in sport through the coordination of a national approach to all sports integrity matters.

Principle activities undertaken by the agency include delivering an innovative and informed anti-doping program, providing an independent assessment and review process to address integrity issues, establishing a national platform for information sharing and advocating a culture of child safeguarding and member protection across all levels of sport.

The agency is an Australian Government controlled, not-for-profit entity located at Unit 14, 5 Tennant St, Fyshwick, ACT 2609.

## *The basis of preparation*

The financial statements are general purpose financial statements and are required by section 42 of the [Public Governance, Performance and Accountability Act 2013](#).

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

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

## *New Accounting Standards*

### *Adoption of New Australian Accounting Standard Requirements*

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

All new standards that were issued prior to the signing of the statement by the Chief Executive Officer and Chief Financial Officer that were applicable to the current reporting period did not have a material effect on Sport Integrity Australia's financial statements and are not expected to have a future material effect on Sport Integrity Australia's financial statements.

*AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities*

AASB 1060 applies to annual reporting periods beginning on or after 1 July 2021 and replaces the reduced disclosure requirements (RDR) framework.

The application of AASB 1060 involves some reduction in disclosure compared to the RDR with no impact on the reported financial position, financial performance and cash flows of the entity.

### *Taxation*

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

### *Significant events*

The COVID-19 pandemic had a significant impact on Sport Integrity Australia. For the most part of the financial year, the agency was unable to travel domestically or internationally, which is a significant part of its engagement strategy.

The impact on the financial statements was a decline in revenue from user pays clients, and lower than usual spend on testing, travel and associated expenditure. Other than this management has assessed there was no significant impact on the financial statements, including the potential for movement in the fair value of non-financial assets and recoverability of receivables.

#### *Reporting of administered activities*

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes.

Except where otherwise stated, administered items are accounted for on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards.

### *Events after the reporting period*

#### *Departmental*

No events have occurred after balance date that should be brought to account or noted in the 2021–22 financial statements.

#### *Administered*

No events have occurred after balance date that should be brought to account or noted in the 2021–22 financial statements.

### *Breach of Section 83 of the Constitution*

After conducting an appropriate risk assessment, Sport Integrity Australia determined that there was low risk of breach of Section 83 of the constitution, and no actual breaches were identified during 2021–22 (2020–21: nil).

## Financial performance

This section analyses the financial performance of Sport Integrity Australia for the year ended 30 June 2022.

1.1 Expenses	2022 \$'000	2021 \$'000
<b>1.1A: Employee benefits</b>		
Wages and salaries	13,268	10,393
Superannuation		
Defined contribution plans	1,493	1,080
Defined benefit plans	1,083	627
Leave and other entitlements	1,342	1,677
<b>Total employee benefits</b>	<b>17,186</b>	<b>13,777</b>

Total average staffing levels in 2022 were 124.09 (2021: 87.5).

### Accounting policy

Accounting policies for employee related expenses is contained in the People and relationships section.

1.1B: Suppliers	2022 \$'000	2021 \$'000
<b>Goods and services supplied or rendered</b>		
Consultants	201	158
Contractors	3,710	3,718
Committee expenses	228	310
HR – recruitment and training	660	430
Legal	595	451
Testing – sample analysis, storage and external collection expenses	4,016	3,214
Travel	725	482
IT services	1,034	1,131
Other suppliers	3,572	2,863
Property operating expenses	216	411
<b>Total goods and services supplied or rendered</b>	<b>14,957</b>	<b>13,168</b>
Goods supplied	394	406
Services rendered	14,563	12,762
<b>Total goods and services supplied or rendered</b>	<b>14,957</b>	<b>13,168</b>



<b>1.1B: Suppliers</b>	<b>2022</b>	<b>2021</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Other Suppliers</b>		
Australia's Contribution to the World Anti-Doping Agency	667	0
Criminal Intelligence Capability – Australian Criminal Intelligence Commission	2,200	2,200
Workers compensation expenses	192	161
<b>Total Other suppliers</b>	<b>3,059</b>	<b>2,361</b>
<b>Total suppliers</b>	<b>18,016</b>	<b>15,529</b>

<b>1.1C: Grants</b>	<b>2022</b>	<b>2021</b>
	<b>\$'000</b>	<b>\$'000</b>
World Anti-Doping Agency to fund the Oceania Regional Anti-Doping Organisation	89	0
United Nations Educational, Scientific and Cultural Organisation (UNESCO) to eliminate doping in Sport	60	0
<b>Total grants</b>	<b>149</b>	<b>0</b>

### Accounting policy

Grant liabilities are recognised to the extent that (i) the services required to be performed by the grantee have been performed or (ii) the grant eligibility criteria have been satisfied, but payments due have not been made. When the Government enters into an agreement to make these grants but services have not been performed or criteria satisfied, this is considered a commitment.

<b>1.1D: Write-down and impairment of other assets</b>	<b>2022</b>	<b>2021</b>
	<b>\$'000</b>	<b>\$'000</b>
Impairment on intangible assets	4	522
<b>Total write-down and impairment of other assets</b>	<b>4</b>	<b>522</b>

<b>1.1E: Impairment loss on financial instruments</b>	<b>2022</b>	<b>2021</b>
	<b>\$'000</b>	<b>\$'000</b>
Impairment on trade and other receivables	0	1
<b>Total impairment loss on financial instruments</b>	<b>0</b>	<b>1</b>

1.2 Own-source revenue and gains	2022 \$'000	2021 \$'000
<b>Own-source revenue</b>		
<b>1.2A: Revenue from contracts with customers</b>		
Sample collection and testing services	1,179	1,335
<b>Total revenue from contracts with customers</b>	<b>1,179</b>	<b>1,335</b>
<b>Disaggregation of revenue from contracts with customers</b>		
<i>Service line:</i>		
Service delivery	1,179	1,335
<i>Type of customer:</i>		
Non-government entities	1,179	1,335
<i>Timing of transfer of goods and services:</i>		
Point in time	1,179	1,335

### Accounting policy

Revenue from the sale of goods is recognised when control has been transferred to the buyer.

Sport Integrity Australia recognised revenue at an amount that reflects the consideration entitled in exchange for transferring goods or services to a customer under AASB 15. In relation to AASB 1058, transactions where consideration to acquire the asset, good or services was less than its fair value, Sport Integrity Australia recognised revenue as the difference between the consideration for the asset and the asset's fair value, after recognising any other related amounts.

The following is a description of principal activities from which we generate revenue: Sport Integrity Australia contracts with professional sporting bodies to undertake an agreed level of collections and type of analysis. The contracts for testing can be for varying periods. Some contracts cover specific events and are in place for one day as opposed to a full calendar or financial year. Other contracts cover a 12-month period but might not align to either a calendar or financial year depending on the 'season' that the sporting body adheres to. Revenue is recognised as services are provided 'at point in time' when testing has been undertaken.

Each contract contains essentially the same elements that determine the application of AASB 15 for the recognition of the associated revenue. The essential elements determining this are an enforceable contract being in place; distinct undertakings or performance obligations; a defined transaction price i.e. cost per test and an ability to allocate that transaction price to a performance obligation. Recognition of revenue is when Sport Integrity Australia has provided all goods and services set out in the contract. An accounting estimate may be used to determine service completion if actual results are unavailable at the reporting date. The estimate is based upon judgement of the average time it takes to complete each service, with the applicable price of the service applied.

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

<b>1.2B: Other revenue</b>	<b>2022</b>	<b>2021</b>
	<b>\$'000</b>	<b>\$'000</b>
Play by the Rules partner contributions	205	185
<b>Total other revenue</b>	<b>205</b>	<b>185</b>
<b>1.2C: Resources received free of charge</b>		
Australian Sports Drug Testing Laboratory	3,567	2,869
Remuneration of auditors	52	52
Employee benefits	0	288
<b>Total other gains</b>	<b>3,619</b>	<b>3,209</b>
<b>1.2D: Revenue from Government</b>		
Appropriations		
Departmental appropriations	32,284	28,697
<b>Total revenue from Government</b>	<b>32,284</b>	<b>28,697</b>

### Accounting policy

#### Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) were recognised as Revenue from Government when Sport Integrity Australia gained control of the appropriation, except for certain amounts that related to activities that were reciprocal in nature, in which case revenue was recognised only when it had been earned. Appropriations receivable were recognised at their nominal amounts.

Funding received or receivable from non-corporate Commonwealth entities (appropriated to the non-corporate Commonwealth entity as a corporate Commonwealth entity payment item for payment to Sport Integrity Australia) is recognised as Revenue from Government by the corporate Commonwealth entity unless the funding is in the nature of an equity injection or a loan.

#### Resources received free of charge

Sport Integrity Australia receives services from the Australian National Audit Office (ANAO) for the provision of auditing its annual financial statements, and the National Measurement Institute (NMI) for sample analysis – at no consideration. Services received from NMI are

determined in a Memorandum of Understanding (MOU) with the value of services appropriated directly to the Department of Industry, Science, Energy and Resources (DISER).

## Income and expenses administered on behalf of government

This section analyses the activities that Sport Integrity Australia does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

2.1 Administered – Expenses	2022 \$'000	2021 \$'000
<b>2.1A: Suppliers</b>		
<b>Goods and services supplied or rendered</b>		
Consultants	0	37
Contractors	2,634	1,070
Travel	6	7
Conferences and seminars	32	10
IT services	0	49
Other Suppliers	0	1
<b>Total goods and services supplied or rendered</b>	<b>2,681</b>	<b>1,174</b>
Services rendered	2,681	1,174
<b>Total goods and services supplied or rendered</b>	<b>2,681</b>	<b>1,174</b>
<b>2.1B: Other expenses</b>		
International obligations World Anti-Doping Agency	0	620
<b>Total other expenses</b>	<b>0</b>	<b>620</b>
<b>Total suppliers</b>	<b>2,681</b>	<b>1,794</b>

## Financial position

This section analyses Sport Integrity Australia's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the Our people and relationships section.

3.1 Financial Assets	2022 \$'000	2021 \$'000
<b>3.1A: Trade and other receivables</b>		
<b>Goods and services receivables</b>		
Goods and services	1,014	1,001
<b>Total goods and services receivables</b>	<b>1,014</b>	<b>1,001</b>
<b>Appropriation receivables</b>		
Appropriation receivable	9,086	7,689
<b>Total appropriation receivables</b>	<b>9,086</b>	<b>7,689</b>
<b>Total trade and other receivables (gross)</b>	<b>10,100</b>	<b>8,690</b>
Less impairment loss allowance	0	1
<b>Total trade and other receivables (net)</b>	<b>10,100</b>	<b>8,689</b>

Credit terms for goods and services were within 30 days.

### Accounting policy

#### Financial assets

Trade receivables and other receivables that are held for the purpose of collecting the contractual cash flows are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

### 3.2 Non-financial assets

#### 3.2A: Reconciliation of the opening and closing balances of property, plant and equipment and intangibles

##### Reconciliation of the opening and closing balances of property, plant and equipment for 2022

	Buildings	Plant and equipment	Computer Software <sup>1</sup>	Total
	\$'000	\$'000	\$'000	\$'000
Gross book value	15,674	646	2,295	18,615
Accumulated depreciation, amortisation and impairment	(1,465)	(212)	(808)	(2,485)
<b>Total as at 1 July 2021</b>	<b>14,209</b>	<b>434</b>	<b>1,487</b>	<b>16,130</b>
<i>Additions</i>				
Purchase or internally developed	180	77	262	519
Right-of-use assets	15	0	0	15
Impairments recognised in net cost of services	0	0	(23)	(23)
Depreciation and amortisation	(672)	(184)	(423)	(1,279)
Depreciation on right-of-use assets	(794)	0	0	(794)
Other movements				
Write back of accumulated depreciation	0	0	19	19
<b>Total as at 30 June 2022</b>	<b>12,938</b>	<b>327</b>	<b>1,322</b>	<b>14,587</b>
<b>Total as at 30 June 2022 represented by</b>				
Gross book value	15,869	723	2,557	19,149
Depreciation, amortisation and impairment	(2,931)	(396)	(1,235)	(4,562)
<b>Total as at 30 June 2022</b>	<b>12,938</b>	<b>327</b>	<b>1,322</b>	<b>14,587</b>
Carrying amount of right-of-use assets	7,838	0	0	7,838

No asset classes were due for valuation during the period. The next valuation of buildings, plant and equipment is due to be undertaken by independent valuation in 2023.

Contractual commitments for the acquisition of property, plant, equipment and intangible assets.

There are no significant contractual commitments required to be disclosed for the acquisition of property, plant, equipment and intangible assets.

## Accounting policy

### Acquisition of assets

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

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

Following initial recognition at cost, property, plant and equipment are carried at fair value. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the asset's fair value as at the reporting date.

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

Asset class	Fair value measures at
Leasehold improvements	Depreciated replacement cost
Plant and equipment	Market selling price

### Asset recognition threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$2,000 for plant and equipment and \$5,000 for leasehold improvements, which are expensed in the year of acquisition (other than where they form part of a group of similar items that are significant in total).

### Leased Right-of-Use assets

Leased Right-of-Use (ROU) assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned. Sport Integrity Australia's current leased ROU assets comprise property leases.

AASB 136 Impairment of Assets is applied to determine any indications of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Leased ROU assets continue to be measured at cost after initial recognition.

### Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value (or an amount not materially different from fair value) less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with

sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depended upon the volatility of movements in market values for the relevant assets. The next independent revaluation is scheduled for 2022–23.

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 reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reversed 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 Sport Integrity Australia, in all cases, the straight-line method of depreciation.

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:

	2022	2021
Leasehold improvements	Lease term	Lease term
Plant and equipment	3 to 10 years	3 to 10 years

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Impairment

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

The recoverable amount of an asset is the higher of its fair value less costs of disposal 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 Sport Integrity Australia were deprived of the asset, its value in use is taken to be its depreciated replacement cost.



### Derecognition

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

### Intangibles

Sport Integrity Australia's intangibles comprise off-the-shelf and internally developed software and associated enhancement costs. These assets were 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 life of Sport Integrity Australia's software is 3 to 5 years.

All intangible assets were assessed for indications of impairment at 30 June 2022. A total of \$3,654 worth of intangible assets were deemed no longer in use and written off at 30 June.

<b>3.2B: Inventories</b>	<b>2022 \$'000</b>	<b>2021 \$'000</b>
Inventories held for distribution – education materials	<b>38</b>	26
Inventories held for use – sample collection	<b>177</b>	168
<b>Total inventories</b>	<b>215</b>	194

During 2022, \$10,853 worth of education inventories were recognised as an expense (2021: \$20,550).

During 2022, \$122,262 worth of sample collection inventories were recognised as an expense (2021: \$88,477).

### Accounting policy

Inventories held for use are valued at the lower of cost and net realisable value.

Inventories held for distribution are valued at cost, adjusted for any loss of service potential.

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

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

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

<b>3.2C: Other non-financial assets</b>	<b>2022 \$'000</b>	<b>2021 \$'000</b>
Prepayment	248	204
<b>Total other non-financial assets</b>	<b>248</b>	<b>204</b>

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

<b>3.3 Payables</b>	<b>2022 \$'000</b>	<b>2021 \$'000</b>
<b>3.3A: Suppliers</b>		
Trade creditors and accruals	3,947	4,069
<b>Total suppliers</b>	<b>3,947</b>	<b>4,069</b>

Credit terms for supplier payables were within 30 days.

<b>3.3B: Other payables</b>	<b>2022 \$'000</b>	<b>2021 \$'000</b>
Salaries and wages	373	352
Superannuation	67	55
Other	285	14
<b>Total other payables</b>	<b>725</b>	<b>421</b>

<b>3.4 Interest bearing liabilities</b>	<b>2022 \$'000</b>	<b>2021 \$'000</b>
<b>3.4A: Leases</b>		
Lease liabilities	8,448	9,107
<b>Total leases</b>	<b>8,448</b>	<b>9,107</b>
<b>Maturity analysis – contractual undiscounted cash flows</b>		
Within 1 year	764	738
Between 1 to 5 years	4,251	4,104
More than 5 years	3,839	4,749
<b>Total leases</b>	<b>8,854</b>	<b>9,591</b>

Sport Integrity Australia in its capacity as lessee has a 10-year lease on its premises in Canberra, ACT. At 30 June 2022, the agency is in its second year into the lease, with a remaining 8 years left on the lease. There is an extension option at the end of the 10-year lease of 2 years, which has been included in the lease liability on the probability that Sport Integrity Australia will exercise the option. Rent is reviewed on an annual basis and rental increases are 3.5% per annum.

The 2021 comparatives for the lease maturity analysis have been restated due to incorrectly reporting discounted figures. Balances previously reported in the financial statement were:

	2021 \$'000
Within 1 year	657
Between 1 to 5 years	3,807
More than 5 years	4,643
<b>Total leases</b>	<b>9,107</b>

Total cash outflow for leases for the year ended 30 June 2022 was \$0.833m (2021: \$0.802m)

The above lease disclosures should be read in conjunction with the accompanying notes 3.2.

## Accounting policy

### Leases

For all new contracts entered into, Sport Integrity Australia considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

## Assets and liabilities administered on behalf of the government

This section analyses assets used to conduct operations and the operating liabilities incurred as a result, that Sport Integrity Australia does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

4.1 Administered – Financial assets	2022 \$'000	2021 \$'000
<b>4.1A: Trade and other receivables</b>		
Goods and services	56	64
<b>Total trade and other receivables</b>	<b>56</b>	<b>64</b>

Credit terms for goods and services were within 30 days.

4.2 Administered – Financial liabilities	2022 \$'000	2021 \$'000
<b>4.2A: Suppliers</b>		
Trade creditors and accruals	14	538
<b>Total suppliers</b>	<b>14</b>	<b>538</b>

Credit terms for Suppliers payables were within 30 days.

## Funding

This section identifies Sport Integrity Australia's funding structure.

5.1 Appropriations					
5.1A: Annual appropriations ('recoverable GST exclusive')					
Annual appropriations for 2022					
	Annual appropriation <sup>1</sup>	Adjustments to appropriation <sup>2</sup>	Total appropriation	Appropriation applied in 2021 (current and prior years)	Variance <sup>3</sup>
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Departmental</b>					
Ordinary annual services	32,284	1,549	33,833	33,743	90
Capital Budget <sup>4</sup>	260	0	260	237	23
Equity Injections	314	0	314	282	32
<b>Total departmental</b>	<b>32,858</b>	<b>1,549</b>	<b>34,407</b>	<b>34,262</b>	<b>145</b>
<b>Administered</b>					
Administered items	4,397	1,250	5,647	3,253	2,394
<b>Total administered</b>	<b>4,397</b>	<b>1,250</b>	<b>5,647</b>	<b>3,253</b>	<b>2,394</b>

1 No amounts of current year appropriation were withheld under Section 51 of the PGPA Act or quarantined for administrative purposes.

2 Adjustments to appropriations includes adjustments to current year annual appropriations including PGPA Act section 74 receipts.

3 The variance in Departmental and Administered items is the effect of COVID19 on activities and as a result deferred to 2022-23.

4 Departmental Capital Budgets are appropriated through Appropriation Acts (No.1). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

Annual Appropriations for 2021					
	Annual Appropriation <sup>1</sup>	Adjustments to appropriations <sup>2</sup>	Total appropriation	Appropriation applied in 2021	Variance <sup>3</sup>
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Departmental</b>					
Ordinary annual services	18,493	11,792	30,285	23,262	7,023
Capital Budget <sup>4</sup>	133	133	266	220	46
Equity Injections	950	0	950	0	950
Total departmental	19,576	11,925	31,501	23,482	8,019
<b>Administered</b>					
Administered items	4,387	0	4,387	1,320	3,067
Total administered	4,387	0	4,387	1,320	3,067

1 No amounts were withheld under section 51 of the PGPA Act.

2 Adjustments represent PGPA Act section 74 receipts and PGPA Act section 75 transfers.

3 The variance is due to the timing of receiving additional funds on 1 January 2021 and our ability to recruit staff and engage suppliers to fully expend the funds.

4 Departmental Capital Budgets are appropriated through Appropriation Acts (No.1,3,5). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

<b>5.1B: Unspent annual appropriations ('recoverable GST exclusive')</b>	<b>2022 \$'000</b>	<b>2021 \$'000</b>
<b>Departmental</b>		
Appropriation Act (No. 1) 2020–2021	0	4,222
Appropriation Act (No. 1) 2020–2021 (DCB)	0	46
Appropriation Act (No. 3) 2020–2021	0	2,471
Appropriation Act (No. 4) 2020–2021 (Equity injections)	0	950
Appropriation Act (No. 1) 2021–2022	9,054	0
Appropriation Act (No. 2) 2021–2022 (Equity injections)	32	0
Cash and cash equivalents	659	837
<b>Total departmental</b>	<b>9,745</b>	<b>8,526</b>
<b>Administered</b>		
Appropriation Act (No. 1) 2020–2021	<b>1,334</b>	2,584
Appropriation Act (No. 1) 2021–2022	<b>2,907</b>	0
Cash and cash equivalents	<b>0</b>	483
<b>Total administered</b>	<b>4,241</b>	<b>3,067</b>

1. An amount of \$1m from Administered Appropriation Act (No. 1) 2020–2021 has been withheld under section 51 of the PGPA Act to be carried over to 2022–23.
2. There were no adjustments to prior year unspent departmental and administered annual appropriations under Section 74 of the PGPA Act or section 75 of the PGPA Act.

<b>5.2 Net Cash Appropriations Arrangements</b>	<b>2022 \$'000</b>	<b>2021 \$'000</b>
<b>Total comprehensive income/(loss) – as per the Statement of Comprehensive Income</b>	<b>(220)</b>	1,550
<b>Plus:</b> depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections) <sup>1</sup>	<b>1,279</b>	1,168
<b>Plus:</b> depreciation of right-of-use assets <sup>2</sup>	<b>794</b>	794
<b>Less:</b> lease principal repayments <sup>2</sup>	<b>(754)</b>	(717)
<b>Net Cash Operating Surplus/ (Deficit)</b>	<b>1,099</b>	2,795

- 1 From 2010–11, the Government introduced net cash appropriation arrangements where revenue appropriations for depreciation/amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity injections. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.
- 2 The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the impact of AASB 16 Leases, which does not directly reflect a change in appropriation arrangements.

## Our people and relationships

This section describes a range of employment and post-employment benefits provided to our people and our relationships with other key people.

6.1 Employee provisions	2022 \$'000	2021 \$'000
<b>6.1A: Employee provisions</b>		
Leave	3,983	4,105
<b>Total employee provisions</b>	<b>3,983</b>	<b>4,105</b>

### Accounting policy

Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts.

Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

### Leave

The liability for employee benefits includes provision for annual leave and long service leave.

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

The liability for long service leave has been determined by reference to the Financial Reporting Rule using the shorthand method. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

### Superannuation

Sport Integrity Australia's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), or the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government.

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

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

Sport Integrity Australia makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the



current cost to the Government. Sport Integrity Australia 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.

## Key management personnel remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of Sport Integrity Australia, directly or indirectly. Sport Integrity Australia determined the key management personnel to be the Chief Executive Officer (CEO), and 4 officers that directly report to the CEO with substantial decision making responsibilities. Key management personnel remuneration is reported in the table below:

6.2 Key management personnel remuneration		
	2022 \$'000	2021 \$'000
Short-term employee benefits	1,253	1,479
Post-employment benefits	193	216
Other long-term employee benefits	31	38
<b>Total key management personnel remuneration expenses<sup>1</sup></b>	<b>1,477</b>	<b>1,733</b>

The total number of key management personnel that are included in the above table are 5 (2021: 6) and includes acting and secondment arrangements where it is determined the individual meets the key management personnel definition.

1 The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and were not paid by Sport Integrity Australia.

## 6.3 Related party disclosures

### Related party relationships

Sport Integrity Australia is an Australian Government controlled entity. Sport Integrity Australia's related parties were its Key Management Personnel (KMP) including the Portfolio Minister, close family members of KMP, other entities controlled by KMP and/or close family members, and other Australian Government entities.

### Transactions with related parties

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. These transactions have not been separately disclosed in this note.

Sport Integrity Australia transacted with other Australian Government controlled entities consistent with normal day-to-day business operations provided under normal terms and conditions, including the payment of workers compensation and insurance premiums,

purchase of corporate, analytical and legal services. These are not considered individually significant to warrant separate disclosure as related party transactions.

The following transactions with related parties occurred during the financial year:

1. The Australian Sports Commission is administering grants on behalf of Sport Integrity Australia to provide national sporting organisations with Integrity Managers to help them implement the NIF. Expenses to the value of \$2m were entered into in 2021–22 (2020–21: nil).
2. The Australian Criminal Intelligence Commission provides Sport Integrity Australia with the national platform for joint information sharing on betting-related sports corruption. Expenses to the value of \$2.2m were entered into in 2021–22 (2020–21: \$2.2m).

Refer to Note 6.1 Employee Provisions for details on superannuation arrangements with the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), and the PSS accumulation plan (PSSap).

## Managing uncertainties

This section analyses how Sport Integrity Australia manages financial risks within its operating environment.

### **7.1 Contingent assets and liabilities**

#### *Quantifiable contingencies*

At 30 June 2022 Sport Integrity Australia had no quantifiable contingent assets or liabilities (2020–21: nil).

#### *Unquantifiable contingencies*

At 30 June 2022, Sport Integrity Australia currently has two ongoing legal matters where it may be ordered to contribute to the costs of arbitration at the close of the matter. The amounts are unable to be quantified, or estimated at the reporting date.

#### *Accounting policy*

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the 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.

**7.1A: Administered contingent assets and liabilities****Quantifiable administered contingencies**

At 30 June 2022 Sport Integrity Australia had no quantifiable contingent administered assets or liabilities (2020–21: nil).

**Unquantifiable administered contingencies**

At 30 June 2022 Sport Integrity Australia had no unquantifiable contingent administered assets or liabilities (2020–21: nil).

<b>7.2 Financial instruments</b>	<b>2022</b>	<b>2021</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>7.2A: Categories of financial instruments</b>		
<b>Financial assets</b>		
<i>Financial assets at amortised cost</i>		
Cash and cash equivalents	<b>659</b>	837
Trade receivables	<b>1,014</b>	1,001
<b>Total financial assets at amortised cost</b>	<b>1,673</b>	1,838
<b>Total financial assets</b>	<b>1,673</b>	1,838
<b>Financial liabilities</b>		
<i>Financial liabilities measured at amortised cost</i>		
Supplier payables	<b>3,947</b>	4,069
Other payables	<b>725</b>	421
<b>Total financial liabilities measured at amortised cost</b>	<b>4,672</b>	4,490
<b>Total financial liabilities</b>	<b>4,672</b>	4,490

**Accounting policy****Financial assets****Financial Assets at Amortised Cost**

Financial assets included in this category need to meet two criteria:

1. the financial asset is held in order to collect the contractual cash flows; and
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

**Impairment of Financial Assets**

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance

based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

## 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'.

### Financial Liabilities at Amortised Cost

Financial liabilities are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

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).

7.2B: Administered categories of financial instruments	2022 \$'000	2021 \$'000
<b>Financial assets</b>		
<i>Financial assets at amortised cost</i>		
Cash and cash equivalents	0	483
Trade receivables	56	64
<b>Total financial assets at amortised cost</b>	<b>56</b>	<b>547</b>
<b>Financial liabilities</b>		
<i>Financial liabilities measured at amortised cost</i>		
Suppliers payables	14	538
<b>Total financial liabilities measured at amortised cost</b>	<b>14</b>	<b>538</b>

## Other information

8.1 Current/non-current distinction for assets and liabilities	2022 \$'000	2021 \$'000
<b>8.1A: Current/non-current distinction for assets and liabilities</b>		
<b>Assets expected to be recovered in:</b>		
<b>No more than 12 months</b>		
Cash and cash equivalents	659	837
Trade and other receivables	10,100	8,689
Inventories	215	194
Other non-financial assets	248	204
<b>Total no more than 12 months</b>	<b>11,222</b>	<b>9,924</b>
<b>More than 12 months</b>		
Land and buildings	12,938	14,209
Plant and equipment	327	434
Computer software	1,322	1,487
<b>Total more than 12 months</b>	<b>14,587</b>	<b>16,130</b>
<b>Total assets</b>	<b>25,808</b>	<b>26,054</b>
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Suppliers	3,947	4,069
Other payables	725	421
Leases	691	657
Employee provisions	1,485	1,265
<b>Total no more than 12 months</b>	<b>6,848</b>	<b>6,412</b>
<b>More than 12 months</b>		
Leases	7,757	8,450
Employee provisions	2,498	2,840
<b>Total more than 12 months</b>	<b>10,255</b>	<b>11,290</b>
<b>Total liabilities</b>	<b>17,103</b>	<b>17,702</b>

8.1 Current/non-current distinction for assets and liabilities	2022 \$'000	2021 \$'000
<b>8.1B: Administered – current/non-current distinction for assets and liabilities</b>		
<b>Assets expected to be recovered in:</b>		
<b>No more than 12 months</b>		
Cash and cash equivalents	0	483
Trade and other receivables	56	64
<b>Total no more than 12 months</b>	<b>56</b>	<b>547</b>
<b>Total assets</b>	<b>56</b>	<b>547</b>
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Suppliers	14	538
<b>Total no more than 12 months</b>	<b>14</b>	<b>538</b>
<b>Total liabilities</b>	<b>14</b>	<b>538</b>

# APPENDIXES AND REFERENCES



# APPENDIXES AND REFERENCES

## A: DOPING CONTROL STATISTICS

Year	In-comp		Out-of-comp		Total	User-pays		Government-funded	
	No.	%	No.	%		No.	%	No.	%
2001–02	2,486	36%	4,383	64%	6,869	3,020	44%	3,849	56%
2002–03	1,960	31%	4,303	69%	6,263	2,707	43%	3,556	57%
2003–04	2,443	37%	4,172	63%	6,615	2,819	43%	3,796	57%
2004–05	1,741	28%	4,393	72%	6,134	2,285	37%	3,849	63%
2005–06	2,814	37%	4,771	63%	7,585	3,038	40%	4,547	60%
2006–07	2,916	42%	4,037	58%	6,953	2,376	38%	4,264	62%
2007–08	3,168	48%	3,469	52%	6,637	2,395	36%	4,242	64%
2008–09	3,122	42%	4,376	58%	7,498	3,286	44%	4,212	56%
2009–10	2,591	39%	4,113	61%	6,704	2,876	43%	3,828	57%
2010–11	2,749	39%	4,341	61%	7,090	3,225	45%	3,865	55%
2011–12	2,640	37%	4,556	63%	7,196	3,200	44%	3,996	56%
2012–13	2,421	33%	4,955	67%	7,376	3,209	44%	4,167	56%
2013–14	2,215	34%	4,325	66%	6,540	3,037	47%	3,503	53%
2014–15	1,673	33%	3,468	67%	5,141	2,404	47%	2,737	53%
2015–16	1,965	33%	4,057	67%	6,022	2,969	49%	3,053	51%
2016–17	1,779	31%	3,879	69%	5,658	2,629	46%	3,029	54%
2017–18	1,635	31%	3,570	69%	5,205	2,232	43%	2,973	57%
2018–19	1,780	32%	3,743	68%	5,523	2,648	48%	2,875	52%
2019–20	1,262	29%	3,152	71%	4,414	2,190	50%	2,224	50%
2020–21	971	21%	3,622	79%	4,593	1,723	38%	2,870	63%
2021–22	1,050	27%	2,891	73%	3,941	1,688	43%	2,253	57%



## B: DISCLOSURE NOTICES

Description	2021–22 outcome
Number of disclosure notices (DNs) given in the financial year	Total DNs issued: 32 Number of interviews attended: 13 Number of DNs where information provided: 9 Number of DNs where documents/things were produced: 10 Number of DNs not served: 3 Total DNs given: 29
The number of proceedings for contraventions of section 13C of the <i>Sport Integrity Australia Act 2020</i> (failure to comply with disclosure notice) that were commenced or concluded in the financial year	Nil. There are proceedings regarding 8 notices currently under review by our Legal team.
The number of proceedings concluded in the financial year in which a person was ordered to pay a civil penalty for contravening section 13C of the <i>Sport Integrity Australia Act 2020</i>	Nil.

Note: The information above reflects data relevant to the administration of the National Anti-Doping Program and does not include delivery of our broader integrity capability.

## C: WORKFORCE STATISTICS

Table C1: All ongoing employees current report period (2021–22)

	Male			Female			Indeterminate			Total
	Full time	Part time	Total Male	Full time	Part time	Total Female	Full time	Part time	Total Indeterminate	
NSW	0	0	0	0	0	0	0	0	0	0
Qld	0	0	0	1	0	1	0	0	0	1
SA	0	0	0	0	0	0	0	0	0	0
Tas	0	0	0	0	0	0	0	0	0	0
Vic	0	0	0	1	0	1	0	0	0	1
WA	0	0	0	0	0	0	0	0	0	0
ACT	45	0	45	52	10	62	0	0	0	107
NT	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0
Total	45	0	45	54	10	64	0	0	0	109

Table C2: All ongoing employees previous report period (2020–21)

	Male			Female			Indeterminate			Total
	Full time	Part time	Total Male	Full time	Part time	Total Female	Full time	Part time	Total Indeterminate	
NSW	0	0	0	1	0	1	0	0	0	1
Qld	0	0	0	1	0	1	0	0	0	1
SA	0	0	0	0	0	0	0	0	0	0
Tas	0	0	0	0	0	0	0	0	0	0
Vic	0	0	0	1	0	1	0	0	0	1
WA	0	0	0	0	0	0	0	0	0	0
ACT	41	1	42	41	8	49	0	0	0	91
NT	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0
Total	41	1	42	44	8	52	0	0	0	94

Table C3: All non-ongoing employees current report period (2021-22)

	Male				Female				Indeterminate				Total
	Full time	Part time	Casual	Total Male	Full time	Part time	Casual	Total Female	Full time	Part time	Casual	Total Indeterminate	
NSW	0	0	23	23	0	0	15	15	0	0	0	0	38
Qld	0	0	21	21	0	0	22	22	0	0	0	0	43
SA	0	0	10	10	0	0	7	7	0	0	0	0	17
Tas	0	0	8	8	0	0	7	7	0	0	0	0	15
Vic	0	0	20	20	0	0	15	15	0	0	0	0	35
WA	0	0	10	10	0	0	10	10	0	0	0	0	20
ACT	9	1	6	16	14	3	9	26	0	0	1	1	43
NT	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	9	1	98	108	14	3	85	102	0	0	1	1	211

Table C4: All non-ongoing employees previous report period (2020–21)

	Male				Female				Indeterminate				Total
	Full time	Part time	Casual	Total Male	Full time	Part time	Casual	Total Female	Full time	Part time	Casual	Total Indeterminate	
NSW	0	0	29	29	0	0	22	22	0	0	0	0	51
Qld	0	0	28	28	0	0	27	27	0	0	0	0	55
SA	0	0	10	10	0	0	8	8	0	0	0	0	18
Tas	0	0	10	10	0	0	6	6	0	0	0	0	16
Vic	0	0	25	25	0	0	17	17	0	0	0	0	42
WA	0	0	14	14	0	0	12	12	0	0	0	0	26
ACT	2	0	7	9	9	2	13	24	0	0	1	1	34
NT	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	0	123	125	9	2	105	116	0	0	1	1	242

*Table C5: Australian Public Service Act ongoing employees current report period (2021–22)*

	Male			Female			Indeterminate			Total
	Full time	Part time	Total Male	Full time	Part time	Total Female	Full time	Part time	Total Indeterminate	
SES 3	1	0	1	0	0	0	0	0	0	1
SES 2	0	0	0	0	0	0	0	0	0	0
SES 1	2	0	2	0	0	0	0	0	0	2
EL 2	6	0	6	7	1	8	0	0	0	14
EL 1	16	0	16	18	2	20	0	0	0	36
APS 6	13	1	14	22	2	24	0	0	0	38
APS 5	6	0	6	5	1	6	0	0	0	12
APS 4	1	0	1	2	2	4	0	0	0	5
APS 3	0	0	0	0	1	1	0	0	0	1
APS 2	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	45	1	46	54	9	63	0	0	0	109

*Table C6: Australian Public Service Act ongoing employees previous report period (2020–21)*

	Male			Female			Indeterminate			Total
	Full time	Part time	Total Male	Full time	Part time	Total Female	Full time	Part time	Total Indeterminate	
SES 3	1	0	1	0	0	0	0	0	0	1
SES 2	0	0	0	0	0	0	0	0	0	0
SES 1	2	0	2	1	0	1	0	0	0	3
EL 2	6	0	6	5	0	5	0	0	0	11
EL 1	14	0	14	10	2	12	0	0	0	26
APS 6	12	1	13	23	4	27	0	0	0	40
APS 5	5	0	5	4	1	5	0	0	0	10
APS 4	1	0	1	1	1	2	0	0	0	3
APS 3	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	41	1	42	44	8	52	0	0	0	94

Table C7: Australian Public Service Act non-ongoing employees current report period (2021–22)

	Male				Female				Indeterminate				Total
	Full time	Part time	Casual	Total Male	Full time	Part time	Casual	Total Female	Full time	Part time	Casual	Total Indeterminate	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	0	0	0	0	0	1	0	0	0	0	0	1	1
EL 1	1	0	0	1	4	1	0	5	0	0	0	0	6
APS 6	4	0	0	4	4	0	0	4	0	0	0	0	8
APS 5	1	0	0	1	4	1	0	5	0	0	0	0	6
APS 4	2	0	0	2	2	1	0	3	0	0	0	0	5
APS 3	1	0	16	17	0	0	21	21	0	0	0	0	38
APS 2	0	0	0	0	0	0	1	1	0	0	0	0	1
APS 1	0	0	82	82	0	0	63	63	0	0	1	1	146
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	9	0	98	107	14	4	85	103	0	0	1	1	211

Table C8: Australian Public Service Act non-ongoing employees previous report period (2020–21)

	Male				Female				Indeterminate				Total
	Full time	Part time	Casual	Total Male	Full time	Part time	Casual	Total Female	Full time	Part time	Casual	Total Indeterminate	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	0	0	0	0	0	1	0	1	0	0	0	0	1
EL 1	1	0	0	1	2	0	0	2	0	0	0	0	3
APS 6	0	0	0	0	4	1	0	5	0	0	0	0	5
APS 5	1	0	0	1	2	0	0	2	0	0	0	0	3
APS 4	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 3	0	0	19	19	0	1	27	28	0	0	0	0	47
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	104	104	0	0	78	78	0	0	1	1	183
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	0	123	125	8	3	105	116	0	0	1	1	242

*Table C9: Australian Public Service Act Indigenous employment current report period (2021–22)*

	Total
Ongoing	0
Non-Ongoing	4
<b>Total</b>	<b>4</b>

*Table C10: Australian Public Service Act Indigenous employment previous report period (2020–21)*

	Total
Ongoing	0
Non-Ongoing	0
Casual	2
<b>Total</b>	<b>2</b>

*Table C11: Australian Public Service Act employment salary ranges by classification level (minimum/maximum) current report period (2021–22)*

	Minimum Salary	Maximum Salary
<b>SES 3</b>	395,591	395,591
<b>SES 2</b>	0	0
<b>SES 1</b>	235,149	235,149
<b>EL 2</b>	123,717	165,885
<b>EL 1</b>	109,436	124,466
<b>APS 6</b>	95,249	104,828
<b>APS 5</b>	84,718	91,977
<b>APS 4</b>	75,101	82,583
<b>APS 3</b>	63,379	72,207
<b>APS 2</b>	61,353	61,353
<b>APS 1</b>	46,208	49,315
<b>Other</b>	0	0
<b>Minimum/Maximum range</b>	<b>46,208</b>	<b>395,591</b>



*Table C12: Australian Public Service Act employees by full-time and part-time status current report period (2021–22)*

	Ongoing			Non-Ongoing				Total
	Full time	Part time	Total Ongoing	Full time	Part time	Casual	Total Non-Ongoing	
<b>SES 3</b>	1	0	1	0	0	0	0	<b>1</b>
<b>SES 2</b>	0	0	0	0	0	0	0	<b>0</b>
<b>SES 1</b>	2	0	2	0	0	0	0	<b>2</b>
<b>EL 2</b>	14	1	15	0	1	0	1	<b>16</b>
<b>EL 1</b>	33	2	35	5	1	0	6	<b>41</b>
<b>APS 6</b>	35	3	38	8	0	0	8	<b>46</b>
<b>APS 5</b>	11	1	12	5	1	0	6	<b>18</b>
<b>APS 4</b>	3	2	5	4	1	0	5	<b>10</b>
<b>APS 3</b>	0	1	1	1	0	36	37	<b>38</b>
<b>APS 2</b>	0	0	0	0	0	1	1	<b>1</b>
<b>APS 1</b>	0	0	0	0	0	147	147	<b>147</b>
<b>Other</b>	0	0	0	0	0	0	0	<b>0</b>
<b>Total</b>	<b>99</b>	<b>10</b>	<b>109</b>	<b>23</b>	<b>4</b>	<b>184</b>	<b>211</b>	<b>320</b>

*Table C13: Australian Public Service Act employees by full-time and part-time status previous report period (2020–21)*

	Ongoing			Non-Ongoing				Total
	Full time	Part time	Total Ongoing	Full time	Part time	Casual	Total Non-Ongoing	
<b>SES 3</b>	1	0	1	0	0	0	0	<b>1</b>
<b>SES 2</b>	0	0	0	0	0	0	0	<b>0</b>
<b>SES 1</b>	3	0	3	0	0	0	0	<b>3</b>
<b>EL 2</b>	11	0	11	1	0	0	1	<b>12</b>
<b>EL 1</b>	24	2	26	3	0	0	3	<b>29</b>
<b>APS 6</b>	35	5	40	4	1	0	5	<b>45</b>
<b>APS 5</b>	9	1	10	3	0	0	3	<b>13</b>
<b>APS 4</b>	2	1	3	0	0	0	0	<b>3</b>
<b>APS 3</b>	0	0	0	0	1	46	47	<b>47</b>
<b>APS 2</b>	0	0	0	0	0	0	0	<b>0</b>
<b>APS 1</b>	0	0	0	0	0	183	183	<b>183</b>
<b>Other</b>	0	0	0	0	0	0	0	<b>0</b>
<b>Total</b>	<b>85</b>	<b>9</b>	<b>94</b>	<b>11</b>	<b>2</b>	<b>229</b>	<b>242</b>	<b>336</b>

*Table C14: Australian Public Service Act employment type by location current report period (2021–22)*

	Ongoing	Non-Ongoing	Total
<b>NSW</b>	0	38	<b>38</b>
<b>Qld</b>	1	43	<b>44</b>
<b>SA</b>	0	17	<b>17</b>
<b>Tas</b>	0	15	<b>15</b>
<b>Vic</b>	1	35	<b>36</b>
<b>WA</b>	0	20	<b>20</b>
<b>ACT</b>	107	43	<b>150</b>
<b>NT</b>	0	0	<b>0</b>
<b>External Territories</b>	0	0	<b>0</b>
<b>Overseas</b>	0	0	<b>0</b>
<b>Total</b>	<b>109</b>	<b>211</b>	<b>320</b>

*Table C15: Australian Public Service Act employment type by location previous report period (2020–21)*

	Ongoing	Non-Ongoing	Total
<b>NSW</b>	1	51	52
<b>Qld</b>	1	55	56
<b>SA</b>	0	18	18
<b>Tas</b>	0	16	16
<b>Vic</b>	1	42	43
<b>WA</b>	0	26	26
<b>ACT</b>	91	34	125
<b>NT</b>	0	0	0
<b>External Territories</b>	0	0	0
<b>Overseas</b>	0	0	0
<b>Total</b>	<b>94</b>	<b>242</b>	<b>336</b>

*Table C16: Australian Public Service Act employment arrangements current report period (2021–22)*

	SES	Non-SES	Total
<b>Enterprise Agreement</b>	0	313	313
Individual Flexibility Agreement	0	4	4
Agency Determination under sub-section 24 of PS Act	2	0	2
FT Public Office holder	1	0	1
<b>Total</b>	<b>3</b>	<b>317</b>	<b>320</b>

D: ADVERTISING AND MARKET RESEARCH

Under section 311A of the *Commonwealth Electoral Act 1918*, we are required to disclose payments for advertising and market research during the financial year.

In 2021–22, our total reportable expenditure for market research was \$38,282 (GST inclusive) and we did not undertake any advertising campaigns.

Organisation	Service procured	Amount spent (GST inclusive)
Ernst and Young	Market research: stakeholder survey	\$15,782
Sports Radar	Market research: betting market assessments	\$22,500

## E: ECOLOGICALLY SUSTAINABLE DEVELOPMENT AND ENVIRONMENT PERFORMANCE

We supply the following information in accordance with section 516A of the [Environment Protection and Biodiversity Conservation Act 1999](#) (EPBC Act).

### Principles of the legislation

The principles of ecologically sustainable development are set out in section 3A of the EPBC Act. We have considered these principles in relation to our activities and administration and taken action as appropriate.

During the year the ongoing pandemic continued to affect our environmental footprint with staff required to work from home in accordance with government guidelines. Our investment in information and communication technology (ICT) infrastructure and remote working solutions allowed this. During the year, through the 2021–24 Enterprise agreement we implemented changes to our flexible working arrangements seeking to further build on this success in a post-pandemic environment.

### Measures taken to maximise environmental impact

We are a single-site agency with currently 21 staff located in full-time, work-from-home arrangements. Our lease and fit-out approvals are in accordance with Government lease density requirements and meet the Government guidance under the National Australian Built Environment Rating System.

Our fit-out, ICT capability and accompanying measures are designed to minimise our environmental impact. Measures include:

- greater access to flexible and remote working arrangements enabled by internet-based conferencing and collaboration tools
- implementation of a comprehensive digital strategy involving reduced printer and paper use through electronic document management and recycling of printer ink cartridges
- use of energy-efficient fixtures and fittings, using individual sensors, power and water savers and automatic switch-off features
- introduction of revised tenancy waste management arrangements to promote increased recycling
- installation of site-based environmental monitors
- implementation of a Building Management System
- adoption of whole-of-Australian-Government energy arrangements that incorporate the use of renewable energy.

## F: LEGAL SERVICES EXPENDITURE

Legal Services Expenditure 2021–22	
Total Internal Legal Services Expenditure	\$ 1,027,823
Total External Legal Services Expenditure	\$ 594,597
<b>Total Legal Services Expenditure (internal + external)</b>	<b>\$ 1,622,420</b>
Including:	
Total value of briefs to Counsel	\$ 285,849
Total value of briefs to Male Counsel	\$ 75,671
Total value of briefs to Female Counsel	\$ 210,178
Total value of briefs to gender X Counsel	\$ 0
Total value of disbursements (excluding counsel)	\$ 7,047
Total value of professional fees	\$ 301,701
Total value of professional fees – 10% off-Panel allowance	\$ 0
Total value of professional fees – Exemption from AGD	\$ 0
Total number of briefs to counsel	21

## G: ERRORS AND OMISSIONS

The 2020–21 Annual report noted an error in Table 6: Australian Public Service ACT Employment Salary Ranges by Classification Level (Minimum/Maximum) Current Report Period (2020–21).

The correct table is as follows:

	Minimum Salary	Maximum Salary
SES 3	\$395,591	\$395,591
SES 2	0	0
SES 1	\$206,040	\$230,765
EL 2	\$121,410	\$162,792
EL 1	\$107,395	\$124,233
APS 6	\$93,473	\$104,828
APS 5	\$83,138	\$90,262
APS 4	\$75,920	\$81,043
APS 3	\$61,176	\$70,861
APS 2	0	0
APS 1	\$44,235	\$44,235
Other	0	0
<b>Minimum/Maximum range</b>	<b>\$44,235</b>	<b>\$395,591</b>

## LIST OF ABBREVIATIONS

<b>AAF</b>	Adverse Analytical Finding
<b>AAG</b>	Athlete Advisory Group
<b>AASB</b>	Australian Accounting Standards Board
<b>ABP</b>	Athlete Biological Passport
<b>ACIC</b>	Australian Criminal Intelligence Commission
<b>ADRV</b>	Anti-Doping Rule Violation
<b>AFP</b>	Australian Federal Police
<b>AHRC</b>	Australian Human Rights Commission
<b>AIS</b>	Australian Institute of Sport
<b>ANAO</b>	Australian National Audit Office
<b>APMU</b>	Athlete Passport Management Unit
<b>APS</b>	Australian Public Service
<b>ASADA</b>	Australian Sports Anti-Doping Authority
<b>ASDMAC</b>	Australian Sports Drug Medical Advisory Committee
<b>ASWS</b>	Australian Sports Wagering Scheme
<b>CEO</b>	Chief Executive Officer
<b>DCO</b>	Doping Control Officer
<b>DN</b>	Disclosure notice
<b>EPBC Act</b>	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
<b>ER</b>	Employee Representative
<b>FOI</b>	Freedom of information
<b>FSANZ</b>	Food Standards Australia and New Zealand
<b>GC</b>	Glucocorticoid
<b>GST</b>	General Sales Tax
<b>ICT</b>	Information and communications technology
<b>IMFTF</b>	INTERPOL's Match-Fixing Task Force
<b>INTERPOL</b>	International Criminal Police Organisation
<b>IPACS</b>	International Partnership Against Corruption in Sport
<b>IPS</b>	Information Publication Scheme
<b>MOU</b>	Memorandum of Understanding
<b>NADO</b>	National Anti-Doping Organisation
<b>NIF</b>	National Integrity Framework
<b>NIM program</b>	National Integrity Manager Grant Program
<b>NISU</b>	National Integrity of Sport Unit
<b>NLC</b>	Northern Land Council
<b>NOCS</b>	National Office for Child Safety
<b>NSO</b>	National sporting organisation



<b>NSOD</b>	National sporting organisation for People with Disability
<b>PA</b>	Public Authority
<b>PGPA Act</b>	<i>Public Governance, Performance and Accountability Act 2013</i>
<b>PGPA Rule</b>	<i>Public Governance, Performance and Accountability Rule 2014</i>
<b>QUT</b>	Queensland University of Technology
<b>RMC</b>	Risk Management Committee
<b>RTP</b>	Registered Testing Pool
<b>SES</b>	Senior Executive Service
<b>TUE</b>	Therapeutic Use Exemption
<b>UNESCO</b>	The United Nations Educational, Scientific and Cultural Organisation
<b>UNODC</b>	United Nations Office on Drugs and Crime
<b>WADA</b>	World Anti-Doping Agency
<b>WAG</b>	Women's Artistic Gymnastics
<b>WAIS</b>	West Australian Institute of Sport
<b>WCC</b>	Workplace Consultative Committee
<b>WHS</b>	Work Health and Safety
<b>WHSC</b>	Work Health and Safety Committee

## GLOSSARY

### Anti-doping organisation

A World Anti-Doping Code signatory that is responsible for adopting rules for initiating, implementing or enforcing any part of the doping control process. This includes the International Olympic Committee, the International Paralympic Committee, other major event organisations that conduct testing at their events, WADA, international federations and national anti-doping organisations.

### APS employee

A person engaged under section 22 of the *Public Service Act 1999* or a person who is engaged as an Australian Public Service (APS) employee under section 72 of the same Act.

### Athlete

As defined in the *Sport Integrity Australia Act 2020*, an 'athlete' means a person a) who competes in sport or who has at any time in the last 6 months competed in sport; and b) who is subject to the National Anti-Doping Scheme.

### Athlete Biological Passport

An electronic record of an athlete's biological values that is developed over time from multiple collections of blood or urine samples.

### Athlete support person or personnel

Any coach, trainer, manager, agent, team staff member, official, medical staff member, paramedic, parent or any other person working with, treating or assisting an athlete participating in or preparing for sports competition.

### Corporate governance

The process by which entities are directed and controlled. It is generally understood to encompass authority, accountability, stewardship, leadership, direction and control.

### Doping control

All steps and processes from test distribution planning through to the conclusion of any appeal, including all steps and processes in between, such as provision of whereabouts information, sample collection and handling, laboratory analysis, Therapeutic Use Exemptions, results management and hearings.

### Financial results

The results shown in the financial statements of an entity.

### Grant

Commonwealth financial assistance covered by the Commonwealth Grants Rules and Guidelines.

**In-competition**

The period from 12 hours before a competition in which an athlete is scheduled to participate through to the end of that competition and the related sample collection process (unless provided otherwise in the rules of an international federation or the ruling body of the event in question).

An international federation or ruling body for an event may establish an in-competition period that is different from the usual time frame.

**International Standards**

Six standards adopted by WADA in support of the World Anti-Doping Code: the Prohibited List, the International Standard for Testing and Investigations, the International Standard for Laboratories, the International Standard for Therapeutic Use Exemptions (TUEs), the International Standard for the Protection of Privacy and Personal Information and the International Standard for Code Compliance by Signatories.

**National anti-doping organisation**

The entity (or entities) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules and direct the collection of samples, management of test results and conduct of hearings.

**Non-ongoing APS employee**

A person engaged as an Australian Public Service (APS) employee under subsection 22(2)(b) or 22(2)(c) of the *Public Service Act 1999*.

**Ongoing APS employee**

A person engaged as an ongoing Australian Public Service employee under subsection 22(2)(a) of the *Public Service Act 1999*.

**Operations**

Functions, services and processes performed in pursuing the objectives or discharging the functions of an entity.

**Outcomes**

The results, impacts or consequences of actions by the Australian Government on the Australian community. These should be consistent with those listed in the entity's Portfolio Budget Statements and Portfolio Additional Estimates Statements.

**Out-of-competition**

Any time other than the in-competition period.

**Performance information**

Evidence about performance that is collected and used systematically and may relate to appropriateness, effectiveness and efficiency and the extent to which an outcome can be attributed to an intervention. Performance information may be quantitative (numerical) or qualitative (descriptive) and should be verifiable.

### **Programs**

An activity or group of activities that deliver benefits, services or transfer payments to individuals, industry or business, or the community as a whole and are the primary vehicles for Australian Government entities to achieve the intended results of their outcome statements.

### **Prohibited List**

The World Anti-Doping Agency's list of the substances and methods prohibited in sport.

### **Prohibited substance**

Any substance or class of substances on the Prohibited List.

### **Purchaser-provider arrangements**

Arrangements under which the services of one entity are purchased by another entity to contribute to outcomes. These arrangements can occur between Australian Government entities or between Australian Government entities and state or territory governments or private sector bodies.

### **Registered Testing Pool**

The group of highest-priority athletes established separately at the international level by international federations and at the national level by national anti-doping organisations. Athletes in the pool are subject to focused in-competition and out-of-competition testing as part of the international federation or national anti-doping organisation's test distribution plan and must, therefore, provide whereabouts information.

### **Sample**

Any biological material collected for the purposes of doping control.

### **Sample collection**

The process of collecting a sample, including notifying the athlete, taking the sample, securing the sample and finalising the paperwork.

### **Test distribution plan**

A document written by an anti-doping organisation that plans testing on athletes over whom it has testing authority, in accordance with the requirements of Article 4 of the International Standard for Testing and Investigations.

### **Testing**

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

### **Therapeutic Use Exemption**

An exemption for the medical use of a prohibited substance or method granted by a Therapeutic Use Exemption (TUE) Committee when specific criteria are met.

**User-pays testing**

An arrangement where sports, state governments and international federations engage Sport Integrity Australia for a fee to carry out anti-doping testing on their athletes.

**Whereabouts**

Location details from athletes who are part of a Registered Testing Pool (RTP) and are, therefore, required to let their anti-doping organisation know where they will be at specific times so they can be tested with no-advance notice. Australian RTP athletes provide their whereabouts information on the World Anti-Doping Agency's Administration and Management System.

**World Anti-Doping Code**

The document that harmonises regulations regarding anti-doping in sport across all sports and all countries. It provides a framework for anti-doping policies, and rules and regulations for sport organisations and public authorities.



# LIST OF REQUIREMENTS

NON-CORPORATE  
COMMONWEALTH  
ENTITIES



# LIST OF REQUIREMENTS

## NON-CORPORATE COMMONWEALTH ENTITIES

### LIST OF REQUIREMENTS – NON-CORPORATE COMMONWEALTH ENTITIES

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(g)	Letter of transmittal		
17AI	Letter of transmittal	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h)	Aids to access		
17AJ(a)	Table of Contents	Table of contents (print only).	Mandatory
17AJ(b)	Index	Alphabetical index (print only).	Mandatory
17AJ(c)	Glossary	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	List of requirements – non-Corporate Commonwealth entities	List of requirements.	Mandatory
17AJ(e)	About this report	Details of contact officer.	Mandatory
17AJ(f)	About this report	Entity's website address.	Mandatory
17AJ(g)	About this report	Electronic address of report.	Mandatory



PGPA Rule Reference	Part of Report	Description	Requirement
17AD(a)	Review by accountable authority		
17AD(a)	CEO message	A review by the accountable authority of the entity.	Mandatory
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	Overview	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	Organisational structure	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	About us	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	About us	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	About us	Name of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(ii)	About us	Position title of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(iii)	About us	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory
17AE(1)(b)	About us	An outline of the structure of the portfolio of the entity.	Portfolio departments – mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(c)	Report on the Performance of the entity		
	Annual performance Statements		
17AD(c)(i); 16F	Statement by the CEO	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
17AD(c)(ii)	Report on Financial Performance		
17AF(1)(a)	Financial Performance	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	Financial Performance	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory.
17AD(d)	Management and Accountability		
	Corporate Governance		
17AG(2)(a)	Letter of transmittal	Information on compliance with section 10 (fraud systems).	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(2)(b)(i)	Letter of transmittal	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	Letter of transmittal	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	Letter of transmittal	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory
17AG(2)(c)	Our corporate governance practices	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	N/A	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory
Audit Committee			
17AG(2A)(a)	Audit and Risk Committee	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	Audit and Risk Committee	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	Audit and Risk Committee	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	Audit and Risk Committee	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(2A)(e)	Audit and Risk Committee	The remuneration of each member of the entity's audit committee.	Mandatory
External Scrutiny			
17AG(3)	External Scrutiny	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	Decisions	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	External Scrutiny	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	External Scrutiny	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
Management of Human Resources			
17AG(4)(a)	Learning and development	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	C: Workforce statistics	<p>Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following:</p> <ul style="list-style-type: none"> <li>(a) statistics on full-time employees;</li> <li>(b) statistics on part-time employees;</li> <li>(c) statistics on gender;</li> <li>(d) statistics on staff location.</li> </ul>	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(b)	C: Workforce statistics	<p>Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following:</p> <p>Statistics on staffing classification level;</p> <p>Statistics on full-time employees;</p> <p>Statistics on part-time employees;</p> <p>Statistics on gender;</p> <p>Statistics on staff location;</p> <p>Statistics on employees who identify as Indigenous.</p>	Mandatory
17AG(4)(c)	Enterprise agreement	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory
17AG(4)(c)(i)	C: Workforce statistics	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	C: Workforce statistics	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	Performance pay	A description of non-salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	Performance pay	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	Performance pay	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	Performance pay	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(d)(iv)	Performance pay	Information on aggregate amount of performance payments.	If applicable, Mandatory
Assets Management			
17AG(5)	Asset Management	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, mandatory
Purchasing			
17AG(6)	Procurement	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory
Reportable consultancy contracts			
17AG(7)(a)	Consultants	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7)(b)	Consultants	A statement that <i>"During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]"</i> .	Mandatory
17AG(7)(c)	Consultants	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(7)(d)	Consultants	A statement that <i>"Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website."</i>	Mandatory
Reportable non-consultancy contracts			
17AG(7A)(a)	Consultants	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7A)(b)	Consultants	A statement that <i>"Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website."</i>	Mandatory
17AD(daa)	<b>Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts</b>		
17AGA	N/A	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
Australian National Audit Office Access Clauses			
17AG(8)	Australian National Audit Office Access Clauses	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory
Exempt contracts			
17AG(9)	Exempt contracts	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
Small business			
17AG(10)(a)	Initiatives to support small business	A statement that <i>"[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."</i>	Mandatory
17AG(10)(b)	Purchasing	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory



PGPA Rule Reference	Part of Report	Description	Requirement
17AG(10)(c)	Initiatives to support small business	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that  <i>"[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website."</i>	If applicable, Mandatory
Financial Statements			
17AD(e)	Statement of financial position current report period (2021–2022)	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive Remuneration			
17AD(da)	Executive Remuneration	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory
17AD(f)	Other Mandatory Information		
17AH(1)(a)(i)	D: Advertising and market research	If the entity conducted advertising campaigns, a statement that  <i>"During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website."</i>	If applicable, Mandatory
17AH(1)(a)(ii)	D: Advertising and market research	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AH(1)(b)	Grants	A statement that <i>"Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website]."</i>	If applicable, Mandatory
17AH(1)(c)	National Disability Strategy	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	Freedom of information (FOI)	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	G: Errors and omissions	Correction of material errors in previous annual report.	If applicable, mandatory
17AH(2)	External scrutiny	Information required by other legislation.	Mandatory

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## From the artist

My name is Chern'ee Sutton and I am a contemporary Indigenous artist from the Kalkadoon people, this painting is my interpretation of Sport Integrity Australia and their reconciliation journey.\*

In my painting the large community symbol in the centre represents Sport Integrity Australia. Within this community symbol is Australia, which represents how Sport Integrity Australia is a single nationally coordinated organisation to address all sport integrity issues. Their main office is located in Canberra, which is represented by the small community symbol within Australia.

The large yellow circle that surrounds Sport Integrity Australia's community symbol represents the sun, as well as Sport Integrity Australia's focus.

*'Our focus is policy development, intelligence, investigations, education, outreach, and capability building. The agency will continue to function as Australia's national anti-doping organisation.'*

The white dots that emanate from the sun represent the dynamism and energy created from all sports across the nation and the far-reaching effects this has.

The three community symbols in yellow and white around the painting represent the many communities and regions where the athletes travel from and call home. From the coasts and rivers in the bottom left, to the rainforest and the bush in the top left, to the mountains and the outback in the bottom right. The footprints that travel from each community symbol to the centre community symbol represent the athletes coming together to enjoy sport, as well as their journeys.

The three white symbols surrounded by U's represent the three pillars which are part of Sport Integrity Australia's culture blueprint; Inclusion, Trust and Respect. These pillars are connected to Sport Integrity Australia's community symbol through travelling lines.

The eight aqua and white stars around the painting represent some of the many things that Sport Integrity Australia does. This includes the National Integrity Framework, anti-doping, Therapeutic Use Exemptions, education, intelligence, match-fixing, safeguarding and sports wagering.

The rainbow serpent and the two handprints containing the Aboriginal and Torres Strait Islander flags represent Aboriginal and Torres Strait Islander culture and history that has been a part of our land for at least the last 65,000 years, with the eagle feathers acknowledging the traditional custodians of Canberra, the Ngunnawal people. Lastly, the kangaroo and emu footprints represent the Reconciliation Action Plan Working Group and how they are helping Sport Integrity Australia move forward.

*\*pictured in full on page 2 of this report*



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