



Australian Government
Sport Integrity Australia



SPORT INTEGRITY
AUSTRALIA

ANNUAL REPORT 2022–2023



ANNUAL REPORT

2022–2023

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CHAPTER 1

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, rivers 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.



Artwork by Chern'ee Sutton

1.1 CHIEF EXECUTIVE OFFICER'S MESSAGE

I am proud to present the Sport Integrity Australia 2022–23 Annual Report.

When our doors first opened on 1 July 2020 in the middle of the COVID-19 pandemic, there was little to indicate the issues and hurdles that lay ahead. There was no handbook and no manual on how to build a single agency dealing with a multitude of integrity issues. This was only the first stage in our evolution. Over the course of the next 2 years and beyond we were tasked with building stage 2 of Australia's integrity response. No one could have predicted the shifting global focus on integrity that was to come.



The *Athlete A* documentary which focused on abuse in United States gymnastics exposed a hidden underbelly of abusive behaviours in sport around the world and resulted in a rise of abuse allegations across sport. Australia was not immune, we were forced to adapt and change while we were establishing ourselves. We have evolved along the way and will continue to develop as we identify threats to the integrity of sport.

In 2021, we introduced the National Integrity Framework (NIF) and drew a line at behaviours that have no place in sport. For the first time we had a consistent approach across all sport, so regardless of where you played sport, the rules were the same. Sport also recognised the need for a NIF, with many in the process of adopting the revised NIF that outlines prohibited behaviour and responses. The revised NIF equips sports with the tools and resources to conduct investigations into allegations relating to matters outside of our remit. This is building the capability within sports and has set the foundations for Australia to address integrity in sport.

Over the past 2 years, we have partnered with sports to help develop, refine and implement the NIF and, in July 2022, we established the National Integrity Manager (NIM) Network so sports could support, collaborate and share knowledge and expertise. Through the NIM, we identified challenges for sports in implementing the NIF and worked in collaboration with them to refine the NIF and ensure it works more effectively for all involved.

In January 2023, we established a Safety in Sport Division to provide athletes with a safe place to tell their story. The Division includes a 1800 Safe Sport Hotline which provides an avenue for athletes to be listened to and heard and a path to heal from non-recent abuse. It also includes an anonymous reporting capability that covers wider racial and cultural issues in sport for people who feel as though they have been discriminated against in their sport.

In April 2023, we implemented a new structure based on what we have learned and built to ensure a sustainable foundation structure to prepare the agency for future challenges.

We are now witnessing a groundswell for equality in Australian sport, the likes of which we haven't witnessed before in this country and, potentially, around the world. It is not just about greater financial investment in women's sport from government and the business community, it goes far deeper into the psyche of Australian sport. This is a generational change that we are witnessing. The tide is turning and the culture of sport in Australia is front and centre of everyone's mind, and Australia is leading the way.

We continued to play a prominent role implementing the World Anti-Doping Code in Australia, and at all times, complied with our obligations under the Code and its International Standards, and our legislative requirements.

We strive to deliver an innovative and informed testing program for Australian sport. In January 2023, we implemented paperless anti-doping and a new testing method known as dried blood spot testing. We continue to work with domestic and international partners to enhance processes to ensure a trusted and effective anti-doping platform for Australia and the region.

Our role within the sporting landscape has never been more important. We continue to learn and grow as we model a safe Australian sporting culture for all.

A handwritten signature in black ink, appearing to read 'D Sharpe', with a stylized, flowing script.

David Sharpe APM OAM
Sport Integrity Australia CEO

1.2 SPORT INTEGRITY AUSTRALIA AT A GLANCE

Our purpose

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.



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 2022–23



82,180 online education course completions

43,242

Play by the Rules education course completions

143 face-to-face education sessions with **5,453** attendees

608 integrity matters (excluding doping) recorded

372 integrity matter cases finalised

123 intelligence cases finalised



4,659 doping tests completed

333 doping matters recorded

56 doping cases finalised



210 submissions of general information recorded



930,707 website page views



2,360+ podcast listens



7,400+ online reads of *Sport Integrity Matters* magazine



85 sports signed up to the National Integrity Framework

1.3 LETTER OF TRANSMITTAL



SPORT INTEGRITY AUSTRALIA

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 2023.

This report has been prepared in accordance with all applicable obligations of the *Public Governance, Performance and Accountability Act 2013* including section 46 which requires that you table the report in Parliament.

This report also contains content required by subsection 74(1) of the *Sport Integrity Australia Act 2020*.

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

- the agency has prepared fraud risk assessments and fraud control plans
- the 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,

Luke McCann
Acting Chief Executive Officer

8 September 2023

About this report

Sport Integrity Australia
Annual Report 2022–23
Canberra

This report provides a detailed account of the operations and performance of Sport Integrity Australia for the financial year ended 30 June 2023. 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> and www.transparency.gov.au

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CHAPTER 2 OVERVIEW



2.1 OUR ROLE AND FUNCTIONS

We are part of the Department of Health and Aged Care portfolio, established as an independent statutory agency to prevent and address threats to sports integrity and coordinate a national approach to matters relating to sports integrity in Australia with a view to:

- a) achieving fair and honest sporting performances and outcomes
- b) promoting positive conduct by athletes, administrators, officials, supporters and other stakeholders, on and off the sporting arena
- c) achieving a safe, fair and inclusive sporting environment at all levels
- d) enhancing the reputation and standing of sporting contests and of sport overall.

We coordinate all elements of the national sports integrity threat response including prevention, monitoring, disruption and detection, investigation and enforcement. We provide a single point of contact for athletes, sporting organisations, law enforcement bodies and other stakeholders for matters relating to sports integrity.

Our responsibilities include being Australia's National Anti-Doping Organisation, providing a comprehensive anti-doping program for the Australian sport community and administering the National Integrity Framework (NIF) which is a set of policies all members of sports need to follow when it comes to their behaviour and conduct in sport.

To protect the health of athletes and the integrity of Australian sport, we have 3 primary areas of focus:

- regulation
- monitoring, intelligence and investigations
- policy and program delivery (including engagement, education, outreach and development).

We fulfil Australia's responsibilities to the Council of Europe Anti-Doping Convention and the United Nations Educational, Scientific and Cultural Organization (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. As a signatory to the Council of Europe Convention on the Manipulation of Sports Competitions (Macolin Convention), we participate in the global response to combat the threat of competition manipulation on sports in Australia.

For the reporting period, we were accountable to Minister for Sport, the Hon Anika Wells MP.

Our function is to assist the Chief Executive Officer (CEO) in performing their functions. The CEO's functions are set out in the *Sport Integrity Australia Act 2020*.

Our restructure

In February 2023, we underwent a significant restructure to better align with our remit, adapt our workforce for responding to the changing sport landscape and future-proof our agency. This restructure, informed by the recommendations of an external review, resulted in the creation of 2 Deputy Chief Executive Officer, Senior Executive Service (SES) Band 2 positions and a Culture and Safety Advisor, to address identified risks to representation and legislative accountability as well as improve efficiency in decision making by allowing for increased delegation between the CEO and SES Band 1 officers.

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

Outcomes are the government's intended results, benefits or consequences of a purpose or activity for the Australian community as defined in the annual appropriations Acts and the Portfolio Budget Statements. Outcome statements articulate the intended results, activities and target group of an Australian Government entity. The 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 integrity¹ matters.

Program 1.1

Promote community confidence in sport by preventing and addressing threats² 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

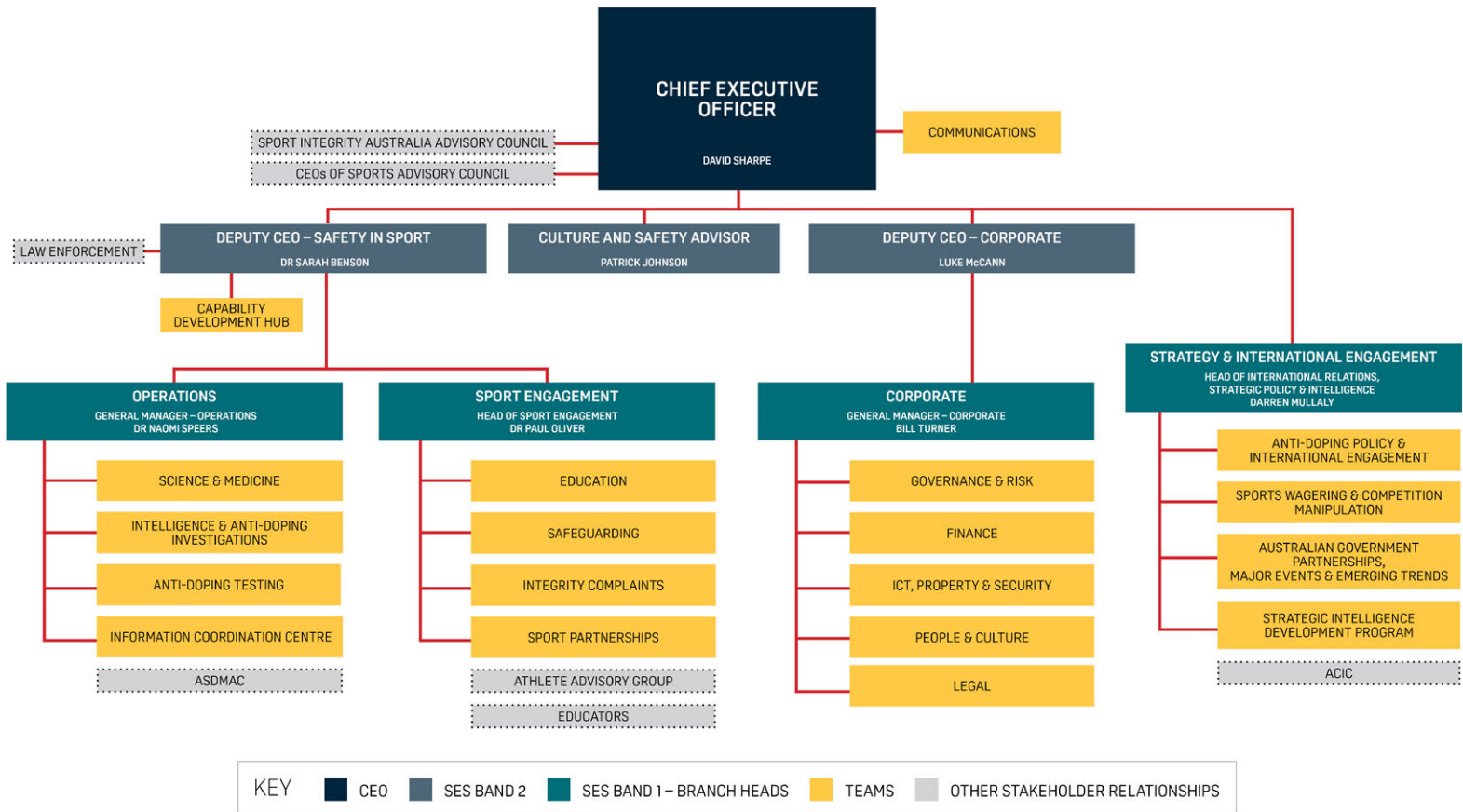
Our accountable authority for the reporting period 2022–23 was CEO, David Sharpe APM OAM.

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.

2.2 OUR ORGANISATIONAL STRUCTURE

30 June 2023





FEATURE STORY

HOW WE INFLUENCE SPORT GLOBALLY

We operate in a global environment for all sports integrity issues. Threats do not stop at the border – they are worldwide and increasing.

To only operate at a domestic level would potentially result in Australian athletes being disadvantaged and placed in unknown environments as soon as they travel internationally to compete. It would leave Australia isolated from emerging best practice overseas and unable to learn from the innovative practices of our international counterparts.

The UNESCO International Convention against Doping in Sport and Council of Europe Anti-Doping Convention require international cooperation and engagement as a mandatory area of our work. In addition to international legal obligations, it is vital that we develop productive relationships and collaborate with international partners to effectively address threats to sports integrity. These relationships include the World Anti-Doping Agency (WADA), the Oceania Regional Anti-Doping Organisation (ORADO), European Union Agency for Law Enforcement Cooperation (Europol), the International Criminal Police Organization (INTERPOL), and other international anti-doping and integrity agencies.

We seek to be recognised internationally for our sports integrity expertise, and to be influential in our contributions to the development of international policy and outcomes. We engage with the global sport integrity community by maintaining and capitalising on positions in existing international fora and committees, and work with our partners to identify opportunities for collaboration and innovation.

As a reflection of our skills and expertise, several staff members were active in influential global bodies or working groups in 2022–23.

Some of these highlights include:

- Our CEO led the agency's International Strategy, representing us in the National Anti-Doping Organisation Leaders forums and driving our strategic global partnerships with law enforcement and the anti-doping community. These efforts have seen us recognised as a model for other countries to learn from when considering their own independent sport integrity agencies.

- Our Head of International Relations, Strategic Policy and Intelligence served as the Registered Deputy for Minister Wells on the WADA Executive Committee and as Secretariat for the OneVoice group of public authorities, a role that contributed to the success of ongoing governance reforms within WADA. As a Bureau Member of the Group of Copenhagen (Macolin Convention National Platforms Group) we also contribute directly to the emerging efforts of governments to address competition manipulation.
- Our Chief Financial Officer was re-appointed to the revamped WADA Finance and Administration Committee, affording an opportunity to shape the financial strategy and efficient operation of WADA.
- Our Chief Science Officer continued their role on the WADA Laboratory expert group, allowing them to contribute to the group's work in managing the accreditation and capability of this important network of laboratories.
- Our Director of Education supports WADA's Global Learning Development Framework (GLDF) as Chair of the Therapeutic Use Exemption working group and by delivering the GLDF Education program to upskill other education managers around the world.

ORADO members talking to Sport Integrity Australia staff. (L-R) Siniva Marsters – NADO Relations and Services Manager, Alister Stevic – ORADO CEO and Dr Lawrence Teariki Puni.



- In recognition of our leadership in the intelligence and investigation sphere, our Director of Intelligence and Anti-Doping Investigations was appointed to the Steering Committee for WADA's Anti-Doping Intelligence and Investigation Network. Another staff member was appointed to WADA's working group for writing a separate WADA International Standard for Intelligence and Investigation.
- Our Director of Sports Wagering and Competition Manipulation undertook a secondment to the INTERPOL General Secretariat in Lyon and continued their position as a Steering Committee member in the International Partnership against Corruption in Sport. These positions provided us with a unique opportunity to influence the emerging focus on sport as an area of serious corruption, and our expertise is recognised and called upon globally.

In addition to the positions of individual staff, the agency also continued with its formal Memoranda of Understanding (MOU) arrangements (Korea, Sri Lanka and Azerbaijan), hosted our close colleagues from Drug Free Sport New Zealand in our Canberra office, and began the negotiation of several other MOUs in line with our international strategy and the goal of building capability and capacity with like-minded international organisations.

In September 2022, we hosted 2 important international anti-doping gatherings in Sydney – the Global Education Conference (see more detail on page 46) and the WADA Executive Committee meeting. The Executive Committee meeting brought together members of both the sports movement (IOC) and public authorities (high ranking government officials) over a full day on 23 September. Hosted by the Minister for Sport Anika Wells as Oceania's representative, this was the first time a major WADA meeting had been held in Australia and provided an opportunity to promote Australia's leadership position in the anti-doping system.



CHAPTER 3

ADVISORY GROUPS



3.1 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 in swimming, 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 in weightlifting, 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 Australian Football League (AFL) player and players' delegate to the AFL Players Association, International Testing Agency athlete ambassador.
- **Tom Symonds:** Former rugby league player including 87 National Rugby League games and 12 games in the UK Super League, players operations manager at Rugby League Players Association.
- **Ella Sabljak:** Wheelchair basketball and rugby player, member of the Paralympics Australia Athlete Committee and WADA Athlete Committee.

- **Jenna O’Hea:** Former Australian Opals Basketball Team captain, Australian Basketball Players Association board member, Lifeline mental health ambassador (stepped down in late 2022).
- **Sam Poolman:** Retired professional netball player, Board Member Australia Netball Players Association and Director Aspire Netball (stepped down in late 2022).

FEATURE STORY

ATHLETE ADVISORY GROUP

We are committed to learning from athletes' experiences and knowledge and giving them a voice when it comes to responding to integrity threats in sport.

Comprised of current and former athletes, the AAG offers valuable information about their experiences as athletes, and how we can better work with athletes to improve our integrity response. Initiatives like this encapsulate the 'athlete's voice' in our strategic approach and inform our operations.

Throughout the last year, the AAG provided an athlete perspective on anti-doping testing protocols, our Annual Update eLearning course, and valuable feedback on the proposed World Anti-Doping Code Prohibited List. The AAG members also provided insights from other advisory groups they are involved with, including those linked to National Sporting Organisations, the International Federation, and the WADA Athlete Council.

The AAG worked closely with our teams to help deliver contemporary education, prevention programs and resources. In addition to the input into our Annual Update eLearning course, the AAG also contributed to resources in safeguarding and betting in sport.

The AAG's valuable contribution

Not only do the AAG members bring their own lived experience as high-performance athletes, they also leverage their individual profiles within their respective sports to promote and influence positive change across the sport sector. The AAG members also have a variety of roles outside of their respective sports, further enriching their perspective in discussions.

AAG member Bronwen Knox, for example, is a 4-time Olympian with 15 years of Water Polo experience at the elite level, but she also works as a National Integrity Manager across 3 sports (Taekwondo, Boxing and Judo) helping them enhance their integrity capability. Bronwen also works as a Sport Integrity Australia Athlete Educator providing education to athletes on anti-doping.

Katrina Fanning, a pioneer in women's rugby league and a proud Wiradjuri woman, is an ambassador for the Play by the Rules campaign 'Start to Talk'. This is a national campaign encouraging parents and sporting organisations to discuss how they can work together to create a child safe environment.

Ella Sabljak, an Australian wheelchair basketball and rugby player, is the newest member of the AAG. Ella is also a member of the WADA Athlete Council and a member of Paralympics Australia's Athlete Commission. Ella contributes insights from across her respective roles into discussions on our program of work. As part of her role on the AAG, Ella recorded a podcast with our Sport Partnership Manager and former Paralympic athlete Richard Nicholson, to discuss the evolution of Paralympic sport in Australia, the need to include Paralympic voices in the decision-making process and the role Paralympic sport can play as a vehicle for greater social inclusion. This podcast is available on our website.

International perspectives

As a prelude to the WADA Global Education Conference in September 2022, the AAG hosted the Regional Athlete Forum, which provided an opportunity to meet with members of the Drug Free Sport New Zealand Athlete Advisory Group. The purpose of the forum was to discuss opportunities for collaboration to make a positive impact in the region. Following the forum, the groups identified a project to drive together that may feed into the 2027 World Anti-Doping Code review.

AAG member Katrina Fanning also met with the Korean Anti-Doping Athlete Committee (KADA) in February. The KADA members were keen to learn about the composition of our AAG and the access and influence the AAG had within our agency.

AAG members (L-R) Eric Mackenzie, Cassie Fine, Bronwen Knox, Blake Gaudry and Damon Kelly.



3.2 ADVISORY COUNCIL

Appointed by the Minister for Sport, our 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. The terms of the inaugural members expired in December 2022 and a process was undertaken to confirm the composition from 2023 moving forward. At the time of writing, this process was not yet complete.

Overview

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

Functions

The following 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.

Advisory Council members and meetings

The Advisory Council had 2 meetings during 2022–23. Table 1 shows attendance by Advisory Council members at these meetings.

Table 1: Attendance at Advisory Council meetings during 2022–23

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

3.3 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* (the Act).

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 Anik Shawdon** MBBS, FACSEP, Diploma Sports Medicine (London)
- **Dr Larissa Trease** BMedSci (Hons), MBBS (Hons), FACSEP
- **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 Mark Young** MBBS, FACSEP, FFSEM, DRCOG

Meetings, TUE reviews and expenses

In addition to 4 meetings in the financial year, TUE applications are considered on a weekly basis. ASDMAC is funded from our appropriation.

Tables below show the number of meetings attended by ASDMAC members (Tables 2 and 3), the number of applications and decisions (Tables 4 and 5) and ASDMAC expenses (Table 6).

Table 2: ASDMAC meetings during 2022–23

Position	Name	Appointment ends	Meetings attended
Chair	Dr Susan White	27 March 2024	4
Member	Associate Professor Carolyn Broderick	25 July 2025	3
Member	Dr David Humphries	8 September 2024	4
Member	Dr Anik Shawdon	27 March 2024	4
Member	Dr Larissa Trease	25 July 2025	4
Member	Dr Peter Steele	27 March 2024	4
Member	Dr Warren McDonald	27 March 2024	4

Table 3: Meetings of ASDMAC Review Panel members during 2022–23

Position	Name	Appointment ends	Meetings attended
Member	Dr Grace Bryant	25 July 2025	1
Member	Dr Kylie Shaw	8 September 2024	1
Member	Dr Mark Young	27 March 2024	1

Table 4: TUE applications 2019–20 to 2022–23

TUE applications category	2019–20	2020–21	2021–22	2022–23
Approved	117	114	100	187
Closed	24	8	14	15
Pending	4	5	16	5
Rejected	3	2	2	3
Approval not required	34	23	31	54
Planned Retroactive	43	53	81	110

Table 5: TUE reviews by the ASDMAC Review Panel during 2022–23

TUE reviews	2022–23
ASDMAC decision upheld	0
ASDMAC decision overturned	0
Total TUE appeals	0

Table 6: ASDMAC expenses 2022–23

ASDMAC expenses	(\$' 000's (GST exc))
Members and professional fees	230
Meetings and conferences	33
Administration and communication	232
Total	495

CHAPTER 4

ANNUAL PERFORMANCE STATEMENT



STATEMENT BY THE CHIEF EXECUTIVE OFFICER

As the accountable authority of Sport Integrity Australia, I present the 2022–23 Annual Performance Statement of the agency, as required under paragraph 39(1)(a) and (b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, the 2022–23 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.

Luke McCann

Acting Chief Executive Officer

INTRODUCTION

The 2022–23 Annual Performance Statement outlines how we have delivered against the outcome, program and performance measure outlined in the [Health Portfolio Budget Statements 2022–23](#), along with our purpose, strategic objectives and performance measures published in our [2022–26 Corporate Plan](#).

STRUCTURE OF THE ANNUAL PERFORMANCE STATEMENT

The Annual Performance Statement demonstrates the direct link between our activities throughout the year and the contribution to achieving our purpose. It provides performance results to demonstrate achievement against our performance measures and strategic objectives. We use case studies as a qualitative evaluation of significant projects, and our annual stakeholder survey as a quantitative evaluation of our work.

CHANGES TO OUR PERFORMANCE REPORTING FRAMEWORK

During the 2022–23 financial year, we undertook an extensive project to uplift the maturity of our performance reporting framework. This was driven by our intent to strengthen the quality of our performance information and identify reliable and verifiable methodologies allowing for a clear, consistent and unbiased assessment of performance over time. Both the 2023–24 Health Portfolio Budget Statement and our 2023–27 Corporate Plan reflect these changes. Results published in our 2023–24 Annual Performance Statement will further reflect these changes.

In maintaining a clear link between our old and new performance information, Appendix 1: changes to our performance framework, published in the 2023–27 Corporate Plan, outlines the changes made from 2022–23 to 2023–24.

REGULATION

As Australia's national anti-doping regulator, we are responsible for implementing an effective program consistent with international requirements and Australian legislation.

From 2023–24, Commonwealth regulators are required to report against the following 3 principles of regulator best practice through Corporate Plans and Annual Reports.

1. **Continuous improvement and building trust:** regulators adopt a whole-of-system perspective, continuously improving their performance, capability and culture to build trust and confidence in Australia's regulatory settings.
2. **Risk-based and data-driven:** regulators manage risks proportionately and maintain essential safeguards while minimising regulatory burden, and leveraging data and digital technology to support those they regulate to comply and grow.
3. **Collaboration and engagement:** regulators are transparent and responsive communicators, implementing regulations in a modern and collaborative way.

Our 2023–24 Corporate Plan includes performance information on our regulatory function with reference to the best practice principles. Our 2023–24 Annual Performance Statement will reconcile our performance outcomes with reference to the best practice principles.

REPORTING ALIGNMENT

Figure 1 shows the relationship between our legislation, our Portfolio Budget Statement, Corporate Plan and Annual Report.

Figure 1: Performance reporting framework reporting alignment



PERFORMANCE OVERVIEW

Our 2022–23 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 2022–23, our performance reporting revolved 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. The following definitions were used to determine the overall assessment of each performance measure.

Results key	
Met	All elements of the performance measure were achieved. Where applicable, all stakeholder survey results ≥ 50%
Not met	Some elements of the performance measure were not achieved. Where applicable, some stakeholder survey results ≤ 50%

We recognise the threshold of greater than or equal to 50% for survey results is quite low. Our rationale for this is to retain the same thresholds used to calculate the results of our 2021–22 Annual Performance Statement to ensure they are comparable and consistent. Refer to our 2023–27 Corporate Plan for information on how we have improved our approach to assessment thresholds in line with our revised performance reporting framework.

Summary of results

2022–23 Portfolio Budget Statement performance measure		2022–23 Result	2021–22 Result
Risks affecting the integrity of sport and the health and welfare of those who participate in Australian sport are reduced through a coordinated national approach.		Met	Met
Strategic objectives	2022–26 Corporate Plan performance measures	2022–23 Result	2021–22 Result
1. Adapt to our environment	Sport Integrity Australia gathers, assesses and shares information with stakeholders	Met	Met
2. Strengthen our environment	Sport Integrity Australia leverages productive partnerships and contributes to fora, committees and projects	Met	Met
	Sport Integrity Australia promotes positive practices across the sporting community	Met	Met
3. Address threats to our environment	Evidence of Sport Integrity Australia's activities and coordination efforts to address sport integrity threats	Met	Met

Analysis of overall performance

During 2022–23, we continued to deliver on our Portfolio Budget Statement program objective of promoting community confidence in sport by preventing and addressing threats to sports integrity and the health and welfare of those who participate in sport through the coordination of a national approach to matters relating to sport integrity in Australia.

Our annual stakeholder survey results showed improvement across most aspects of our performance, with 89% of respondents indicating we are successfully delivering on our program objective. Our stakeholders continue to show a high level of awareness of who we are and what we do, and 97% of respondents confirm we had an overall positive impact on the sporting community in 2022–23.

We continued to deliver on our purpose with 81% or more responding positively to questions relating to our purpose and functions, including successfully contributing to the achievement of:

- fair and honest sporting performances and outcomes
- promoting positive conduct on and off the sporting arena
- protecting the integrity of sport.

Key deliverables linked to our performance in 2022–23 include:

- launched the National Integrity Managers (NIM) Network
- successfully delivered our annual Threats to Sport Integrity Conference and Global Education Conference
- developed Memoranda of Understanding (MOUs) with Australian Commonwealth and state and territory law enforcement agencies
- engaged an additional 36,473 participants in our online and face-to-face education courses and Play by the Rules courses combined compared to 2021–22.

Case studies are included to help demonstrate our performance in 2022–23. These show how we shared useful resources, built collaborative relationships, actively promoted better practices and robustly responded to threats to the integrity of sports.

Annual stakeholder survey

Our 2022–23 stakeholder survey was conducted by ORIMA Research. The survey recorded 2,255 responses in total, compared to 683 complete responses in 2021–22.

We invited all stakeholders that we had centrally stored contact details for and had interacted with us over the past 12 months to complete the survey. National Sporting Organisations were invited to share a generic link with their stakeholders through their own networks. Responses were received from athletes, support personnel, sporting organisation representatives and non-sporting organisation representatives among others.

The 2022–23 survey methodology allowed respondents to opt out of answering individual questions; this was not an option last year. As such, each question extracted for inclusion in the Annual Performance Statement produced varying response numbers in 2022–23, ranging from 1,692 to 1,777 responses.

The survey results help to better inform our strategy development and how we execute our key activities.

Survey responses to our purpose and functions

Annual stakeholder survey response		
2023	2022	
97%	96%	of respondents said the agency had an overall positive impact on Australia's sporting community, with 63% of those rating that impact high or very high
84%	79%	of respondents said the agency is successfully contributing towards achieving fair and honest sporting performances and outcomes
83%	79%	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
81%	78%	of respondents said the agency is successfully contributing towards achieving a safe, fair and inclusive sporting environment at all levels
81%	79%	of respondents said the agency is successfully contributing towards enhancing the reputation and standing of sporting contests and of sport overall
93%	91%	of respondents trust in the agency as a credible source of information on the integrity of sport
89%	89%	of respondents have confidence in the agency's ability to positively contribute towards protecting the integrity of sport in Australia
87%	80%	of respondents said the agency is successfully coordinating a national approach to protecting the integrity of sport and the health and welfare of those who participate in sport in Australia

RESULTS

Measure	Risks affecting the integrity of sport and the health and welfare of those who participate in Australian sport are reduced through a coordinated national approach.	
Source	Health Portfolio Budget Statements 2022–23, page 436	
Target	Identify and manage risks and address threats to sports integrity through collaboration with partners and effective awareness, interventions and monitoring controls.	
Methodology	The result of this performance measure is demonstrated through the agency's achievement against performance measures one to 4.	
Result	2022–23	2021–22
	Met	Met

SUMMARY

Our Portfolio Budget Statement performance measure condenses performance information from the Corporate Plan into one high-level performance measure. Our results against our 4 Corporate Plan performance measures collectively determine the result of our Portfolio Budget Statement performance measure.

In 2022–23, we met all 4 performance measures.

Refer to the respective summaries for each performance measure for more information on how we performed during the reporting period.

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

Strategic objective	Adapt to our environment	
Measure	Sport Integrity Australia gathers, assesses and shares information with stakeholders	
Source	Sport Integrity Australia Corporate Plan 2022–26, page 34	
Methodology	Analysis ¹ 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	
Result	2022–23	2021–22 Result
	Met	Met

1 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

Throughout 2022–23, we continued to develop and build our information sharing partnerships with both government and industry stakeholders. We used information obtained through our operations, research and partnerships to publish 4 threat assessments and 3 analytical reports. These publications included specific sport-based assessments of the key threats to sports integrity, assessments of emerging threats to the broader sporting environment, trends, particularly regarding threats in the anti-doping space, and the inaugural Threats to Sports Integrity in Australia Analytical Report for National Sporting Organisations (NSOs).

Threat assessments will be further developed in 2023–24 through the development of an updated Sport Integrity Threat Assessment methodology. This is designed to give an individual assessment for a specific sport across the 4 key threats to sports integrity, those being:

- manipulation of sporting competitions
- improper use of drugs and medicine in sport
- abuse of children and other persons in a sporting environment
- protection from bullying, intimidation, discrimination or harassment in sport.

We also launched the NIM Network in July 2022, featured in the case study overleaf, to increase the integrity capability of the sport sector and facilitate information sharing.

We recognise the results of our stakeholder survey in relation to information sharing recorded lower results than last year in most areas. A contributing factor may have been the planned review of the National Integrity Framework (NIF) policies which identified some jurisdictional limitations on our powers. We have worked with sports to address this matter and improve our processes.

These limitations restricted our ability to perform all the functions we previously took responsibility for under the NIF. We are only able to investigate certain types of complaints under our legislative framework. We focus our investigations on complaints where the allegations align with Australia's key international human rights obligations. In practice, this means we can now only manage and investigate complaints under the Child Safeguarding Policy or complaints that allege discrimination under the Member Protection Policy based on a Protected Characteristic such as race or nationality, disability, sex, age, sexual orientation and religion.

We continued to provide general policy assistance to NSOs/National Sporting Organisations for People with Disability (NSODs) in these areas and developed resources for sports to assist in managing these matters. We developed a complaints categorisation model and investigations toolkit with templates and guidance to assist sports when conducting investigations into allegations relating to one of these matters.

(L-R) Linda Muir (Sport Integrity Australia's Director Sport Partnerships) and from Basketball Australia Brooke Howarth, Damien Morris, Trent Parker and Craig Beed (Sport Integrity Australia's Senior Sports Partnership Officer).



National Integrity Managers Network

In July 2022, we launched the NIM Network program to increase the integrity capability of the sport sector. The program was designed to build the capability of both individual Integrity Managers and the cohort as a collective. The program provided Integrity Managers with access to resources and education as well as networking opportunities to share and leverage their experiences.

The program supported 19 Integrity and Complaints Managers from 30 NSOs, each funded through the Australian Sports Commission's National Integrity Manager Grants Program, and 6 of our own Integrity Support Officers who supported a further 24 NSOs/NSODs.

We provided 4 face-to-face professional development and networking opportunities throughout the year:

- July 2022 – Managing Integrity in Sport Course (3 days)
- October 2022 – National Integrity Managers conference (2 days)
- March 2023 – National Integrity Managers meeting (1 day)
- June 2023 – National Integrity Managers Forum (2 days)

Additionally, we conducted monthly virtual meetings to provide updates on emerging issues.

A key outcome of the program has been the engagement across the NIM Network, which facilitated the sharing of resources, advice and guidance on scenarios and challenges they have faced. Additionally, the program provided us with a focus group of NSO integrity staff to consult with on key priorities for sport and input into key resource development. We will undertake further analysis of the impact of this program in 2023–24 when NSOs are required to acquit their funding.

Information sharing

Annual stakeholder survey response		
2023	2022	
65%	67%	of respondents rated the relevance of information received from Sport Integrity Australia as good or very good
63%	71%	of respondents rated the benefits of the information received from Sport Integrity Australia as good or very good
55%	63%	of respondents rated the timeliness of information received from Sport Integrity Australia as good or very good
64%	62%	of respondents rated the ease of passing information to Sport Integrity Australia as good or very good
52%	60%	of applicable respondents ² rated the response from Sport Integrity Australia to information provided as good or very good

2 Applicable respondents are survey participants who this question was applicable to (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

Strategic objective	Strengthen our environment	
Measure	Sport Integrity Australia leverages productive partnerships and contributes to fora, committees* and projects	
Source	Sport Integrity Australia Corporate Plan 2022–26, page 34	
Methodology	<p>*Committees are permanent panels or groups established through governance to have recognised members and authority. Includes World Anti-Doping Agency (WADA) standing committees (e.g. Finance and Administration; Health, Medical and Research; Education)</p> <p>'Productive' is demonstrated through impact</p> <p>Analysis of Sport Integrity Australia's partnerships</p> <p>Analysis of Sport Integrity Australia's contribution to fora, committees and projects</p> <p>External feedback from stakeholders</p>	
Results	2022–23	2021–22
	Met	Met

Summary

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

In 2022–23, we continued the international anti-doping effort by building on cooperation between governments and the international sporting movement in supporting the activities of WADA. In 2022, Australia held the Chair and secretariat positions for the group of public authorities known as 'OneVoice'. The Minister for Sport occupied the position of role of Chair, while our Head of International Relationships and Strategy served as secretariat.

The outcomes and impacts of Australia's One Voice role in 2022–23 included:

- preparation and introduction of formal terms of reference to better formalise the operations of the group
- further implementation of the WADA governance reforms (for example the increase in independence and athlete membership of WADA's governing bodies)

- increased engagement among public authorities and facilitation of negotiations with the Sports Movement on critical aspects of governance reforms and other global anti-doping issues.

Through our role as Chair of OneVoice in 2022, Australia further enhanced our relationship with WADA, the Sports Movement and the anti-doping community more broadly. Australia continued to offer support to the new OneVoice Chair in 2023.

We also held our annual Threats to Sport Integrity Conference and Global Education Conference, featured in the case studies below, which are relevant to the achievement of this performance measure.

Memoranda of Understanding with law enforcement agencies and Threats to Sport Integrity Conference

Over the past 18 months, under our National Strategy for Information Sharing (NSIS), we have developed Memoranda of Understanding (MOUs) with Australian Commonwealth and state and territory law enforcement agencies. The NSIS was an initiative identified by attendees at our Threats to Sport Integrity Conference in 2021. The MOUs position us as a central information hub for matters relating to sports integrity.

This NSIS identified key partners and engaged with their unique information sharing environments to enable appropriate information sharing mechanisms. This ensures we are equipped to facilitate the collection, assessment and dissemination of information across law enforcement agencies to address the continuum of integrity threats against sport.

The NSIS has strengthened relationships by communicating how we will assist to coordinate, address and strengthen responses to sports integrity matters in a timely and effective manner. This will range from routinely sharing emerging integrity threats with sporting organisations to working with law enforcement agencies on cases involving potential criminal behaviour.

The signing of the NSIS with the Australian Federal Police (AFP) and ACT Policing.



The MOUs allow for more flexible, mobile and agile sharing of information to make informed decisions. A suite of MOUs with law enforcement agencies has never been achieved by a National Anti-Doping Organisation before and was a key announcement by our Chief Executive Officer, David Sharpe, at the 2022 Threats to Sport Integrity Conference.

In May 2023, we co-hosted the third annual Threats to Sport Integrity Conference with Queensland Police. The conference featured delegates from 28 agencies representing law enforcement, child protection, regulatory and sport sectors.

The theme of the conference was 'Safeguarding our Sport' and over 2 days, the 70 attendees strengthened the cohesive and effective partnership framework between us and our stakeholders to address integrity threats to Australian sport now and into the future.

The 2023 conference attracted 30 more delegates than the 2022 conference and achieved greater diversity through the inclusion of child protection and sport agencies. Like the feedback received in 2022, 100% of attendees found the content covered increased their understanding of sports integrity threats.

Attendees also identified that their agencies held information that may help us address those threats, including:

- established prevention and education tools
- state specific insights around current threats
- reports on data trends
- organised crime/money laundering connections to sports
- import and export information.

More than 70% of attendees said we collected information that may be useful for their organisation and that they would use this information for investigations and informing education needs, trends, to locate offenders, to disrupt and investigate supply chains and target organised crime.

This outcome further demonstrates our efforts to work collaboratively with partner agencies.



The agency's annual Threats to Sport Integrity Conference was well attended with over 70 delegates from 28 agencies representing law enforcement, child protection, regulatory and sport sectors. Above, Sport Integrity Australia CEO, David Sharpe, welcomes participants during his opening address.

Opposite page, clockwise from top left:

- Yuggera Elder Uncle Steve Coghill welcomes attendees to Country.
- AFP's Nik Papagiannis and Sport Integrity Australia's Chief Science Officer Dr Naomi Speers.
- The Sport Integrity Australia team.
- AFP's Kurt Wesche presents on the trends in sextortion.
- Safeguarding experts (L-R) Kait McNamara (WA), Kate Alexander (NSW), Professor Daryl Higgins (Australian Catholic University), Emma Gardner (Sport Integrity Australia), Laura Armstrong (Vic), Liz Jack (Tas) and Neil Burgess (WA).
- General Manager – Operations Susie Ball (departed June 2023).
- Professor Daryl Higgins presents the Australian Child Maltreatment Study findings.
- Australian Sports Commission CEO Kieren Perkins at the conference dinner with MC Tim Gavel.



Global Education Conference

From 19 to 22 September 2022, we hosted the 2022 World Anti-Doping Agency (WADA) Global Education Conference (GEC) at Darling Harbour in Sydney. The event represented the first time a major WADA conference or meeting had been held in Australia and aimed to cement Australia's reputation as an innovative world leader in anti-doping education. The GEC was also an opportunity to promote our activities both internationally and locally and highlight the importance of effective international engagement and collaboration to address emerging challenges and threats to the integrity of sport.

The main GEC program ran over 2 days and brought together 270 anti-doping researchers and practitioners from 66 countries around the world to examine emerging trends; contribute to education programs and development; and examine how anti-doping organisations can enhance their education programs, while keeping the athlete at the centre of their strategies. The comprehensive program was developed through collaboration between ours and WADA's education teams.

We also extended the program to include an additional 2 days:

- Sport Integrity Australia Open Day provided an opportunity for participants to hear firsthand from our senior executives on the story of who we are and what we do and to showcase the uniqueness of our broader integrity remit. A documentary about our establishment and Australia's sports integrity history was also created for the event and shared with participants. This documentary now serves as a valuable tool for educating stakeholders on our history, purpose and mission.
- Innovation Day enabled us to showcase our award-winning education products, including our virtual reality ethical decision-making session, anti-doping theatre sports session and our approach to digital technologies in learning. This also included demonstrations of further creative education ideas by a range of other stakeholders.

The GEC was hailed as an outstanding success with highly complementary feedback from a variety of stakeholders including the WADA President and management team. A survey completed by attendees further highlighted the success of the event:

- 97% of respondents indicated their overall satisfaction of the GEC was good or excellent
- 97% of respondents were positive about the format of the event
- 98% of participants at the Innovation Day were satisfied or very satisfied
- 94% of attendees at the Open Day indicated the event improved their understanding of our work.

Opposite page, clockwise from top:

- Attendees at the World Anti-Doping Agency's Global Education Conference.
- The Welcome to Country performed by Matthew Doyle, descendant of the Muruwari People, with the Jannawi Performance Group.
- GEC MC Bronwen Knox, a 4-time Olympian and athlete educator.
- Sport Integrity Australia CEO David Sharpe in a press conference with WADA President Witold Bańka.
- The Sport Integrity Australia team.



Performance measure 3

Strategic objective	Strengthen our environment	
Measure	Sport Integrity Australia promotes positive practices across the sporting community	
Source	Sport Integrity Australia Corporate Plan 2022–26, page 35	
Targets and methodology	<p>Analysis of sharing Sport Integrity Australia's resources* with stakeholders</p> <p>*Resources means all information mediums including website, governance templates, social media tiles, flyers, posters, education plans, facts sheets, Sport Integrity app and 'On Side' podcast</p> <p>Analysis of Sport Integrity Australia's initiatives to promote or influence positive practices</p> <p>External feedback from stakeholders</p>	
Results	2022–23	2021–22
	Met	Met

Summary

In 2022–23, we delivered education on a wide range of sport integrity threats to a diverse range of sport participants to promote or influence positive practices.

Through our learning management system, 82,180 online education courses were completed in 2022–23, compared to 59,382 in 2021–22. These courses covered anti-doping, child safeguarding, the National Integrity Framework, decision making in sport, cyber safety and security, competition manipulation and more. We also facilitated 143 face-to-face education sessions with 5,453 participants in attendance, an increase of 2,351 from 2021–22. Results of our face-to-face feedback surveys showed 99.1% of respondents agreed they are better informed of the anti-doping rules after completing the course.

In addition to our education courses, 90 print and digital education resources were created and shared throughout 2022–23 in the form of fact sheets, posters, flyers, booklets, videos, podcasts and so on. We also recorded 930,707 website views, up from 643,705 in 2021–22.

Our Play by the Rules education courses recorded 43,242 completions, up from 31,918 in 2021–22. Information on our Play by the Rules education initiatives is featured in the case study overleaf.

Our stakeholders are positive about the contribution our education and information services make towards reducing the risk of accidental breaches of the 2021 World Anti-Doping Code, competition manipulation and deliberate doping. Sixty-five per cent of NSO respondents to our annual stakeholder survey said we were effective in helping them prevent sports integrity threats in their sport through education and information sharing. Specifically, over 90% of respondents agree our education and information services reduced the risk of an accidental breach of anti-doping regulations and increased their awareness of the effects of illicit drugs in sport. Of the athlete and support personnel respondents to the survey, 76% said their main reason for reporting behaviour (or conduct) would be to protect the integrity of the sport.



Sport Integrity Australia's athlete educators. (L-R) Monique Murphy, Laura Brittian, Deborah Greenbaum, Bronwen Knox, Ashleigh Brennan and Cruz Hogan.

Play by the Rules education initiatives

Play by the Rules is a unique collaboration between Sport Integrity Australia as the home agency and 20 other government organisations including:

- the Australian Sports Commission
- the Australian Human Rights Commission
- all state and territory departments of sport and recreation
- all state and territory anti-discrimination and human rights agencies
- the NSW Office of the Children's Guardian
- the Anti-Discrimination Board of NSW.

All parties work together under an MOU outlining the way in which Play by the Rules is funded and the program operates.

We employ the National Manager, offering administrative and communications support and strategic guidance, and our Head of Sport Engagement is co-Chair of the Play by the Rules Management Committee.

Play by the Rules is a national program that provides information, resources, tools and free online training to increase the capacity and capability of administrators, coaches, officials, players, parents and spectators to assist them in preventing and dealing with discrimination, harassment, child safety, inclusion and integrity issues in sport.

The program provides a comprehensive library of information pertaining to community sport – including eLearning courses, a e-magazine, regular articles and updates, extensive social media engagement, mailouts and national radio and TV campaigns.

In 2022–23, the Play by the Rules website was visited 352,943 times, the free online training courses were completed 42,456 times and the e-magazine was distributed to over 95,000 subscribers.

On 1 June 2023, Play by the Rules launched a new child safeguarding campaign called 'Start to Talk' aimed at parents of children participating in community sport. The campaign was created in response to the recommendation from the Royal Commission into Institutional Responses to Child Sexual Abuse that identified clubs as having an important role in the prevention and detection of child abuse. Start to Talk aims to encourage parents and sporting clubs to start talking about conduct and abuse and to upskill themselves and work together to create a child-safe environment for children in sport.

The campaign acts as a call to action to bring users to the Play by the Rules website and the campaign landing page, which enables them to download, read and discuss several key child safe sport documents we have developed including:

- Child Safe Practices – Dos and Don'ts
- A Parents/Carers Guide to Selecting a Safe Sporting Club
- How to Involve Children and Young People in Your Sporting Organisation
- Checklist for Selecting a Safe Sporting Club
- Choosing a Child Safe Club – Poster

The campaign has resulted in 27 radio interviews conducted with Start to Talk Ambassadors, airing on 745 radio stations nationally with coverage across every state and territory. Radio advertisements were played on 14 radio networks, and 8 TV networks, including SBS, Channel 7 and Channel 9. In the first 30 days following the launch, the campaign had over 1,300 views on Facebook, 499 views on LinkedIn, 891 views on Instagram and the Start to Talk TV commercial has been viewed online over 2,600 times.

We share reports with stakeholders periodically demonstrating program outputs. Stakeholders then provide feedback advising of the changes they have implemented.

Education and information services

Annual stakeholder survey response		
2023	2022	
92%	82%	of respondents agree the agency's education and information services reduce the risk of an accidental breach of anti-doping regulations
81%	70%	of respondents agree the agency's education and information services reduce the likelihood of deliberate doping
85%	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
90%	73%	of respondents agree the agency's education and information services increased their awareness of the effects of illicit drugs in sport
65%	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

Annual stakeholder survey response		
2023	2022	
84%	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
76%	79%	of athlete and support personnel respondents to the survey, the main reason for reporting behaviour (or conduct) would be to protect the integrity of the sport

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. These are 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

Strategic objective	Address threats to our environment	
Measure	Sport Integrity Australia identifies and addresses sports integrity threats	
Source	Sport Integrity Australia Corporate Plan 2022–26, page 35	
Targets and methodology	Analysis of Sporting Administration Bodies ³ 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	
Results	2022–23	2021–22
	Met	Met

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

Summary

We worked in partnership with NSOs and NSODs to mitigate anti-doping and integrity threats to provide a safe, fair and inclusive environment for participants at all levels of sport.

As Australia’s National Anti-Doping Organisation, we conducted an annual audit of NSOs/ NSODs to ensure their compliance with the 2021 World Anti-Doping Code including:

- accessibility to the Australian National Anti-Doping Policy
- the conduct of education programs
- occurrence of violations.

We provided written advice to NSOs and NSODs to redress any non-compliance issues and monitored the implementation of these.

To protect against broader integrity threats to sport, we developed the National Integrity Framework (NIF), a suite of contemporary and nationally consistent policies. Eighty-one of the 96 NSOs/NSODs recognised by the Australian Sports Commission (ASC) have adopted the NIF. As part of the adoption, these sports and members gained access to an independent, transparent and impartial complaint management process provided by us.

The NSOs/NSODs that did not adopt the NIF submitted their sport integrity policies to us for benchmarking against best practice sport integrity policy standards. We provided reports to the ASC across all policy areas to inform compliance with the NSO/NSOD Recognition Agreements.

Our stakeholder survey responses indicate sports are aware of our role in addressing sports integrity threats. Fifty-eight per cent of NSO representative respondents said we were effective in helping them detect sports integrity threats in their sport through testing and investigations. While this is a 5% increase on last year's results, we recognise there is more work to be done in this area. Our activities and coordination efforts to address threats to sports integrity are framed around a variety of intervention options. Examples of these activities influencing detection, deterrence and disruption are showcased in the case studies following.

Triathlon integrity complaint

Our complaints process is organised to keep Australian sport safe and fair. We manage complaints about child safeguarding or discrimination based on protected characteristics for sports that have adopted the NIF.

In 2022–23, we managed a complaint about alleged inappropriate and sexualised behaviour by a 57-year-old coach towards a 17-year-old athlete. The matter was originally referred to the appropriate policing agency; however, as the athlete was over the age of 17, it did not meet a threshold to be investigated through a criminal process.

We investigated this complaint under the NIF. This included working closely with the sport to ensure the person accused of the wrongdoing (the respondent) did not pose a risk to the athlete or any other members of the sport while the investigation was ongoing.

As part of the investigation, we gathered information from the affected party and conducted an interview with the respondent.

We substantiated multiple serious breaches of the Child Safeguarding Policy, which resulted in the permanent termination of the respondent's membership by the sport.

Our ability to take on matters that fall outside of law enforcement should act as a deterrent for behaviours that threaten the integrity of sport.

INTERPOL

An important element of protecting sport from competition manipulation is the coordination of information with relevant law enforcement partners. Often this means international partners, and the International Criminal Police Organisation (INTERPOL) is the key partner for 195 police forces around the world to facilitate this information exchange.

We have strong and enduring links with many international bodies and INTERPOL has been a regular collaboration partner for us to receive information from, and provide information to, when we are assisting investigations. During discussions in mid-2022, INTERPOL invited our Chief Executive Officer, David Sharpe, to speak at the annual General Assembly on the work

that has been done to support law enforcement agencies in sport integrity issues and related serious organised and financial crimes. This led to an invitation to provide a seconded officer to INTERPOL's Financial Crime and Anti-Corruption Centre (IFCACC) to support growing the capability of the global law enforcement response and profile of criminal infiltration of sport.

This secondment started in December 2022 and lasted until March 2023 and involved a significant outreach to discuss sport integrity intersections with complex financial criminal investigations. The IFCACC secondment provided an opportunity to engage with partners across the INTERPOL network and promote our capabilities. This involved outreach and investigations support across Southern Africa, Europe, Middle East and the United States during the secondment. Further, in the following months we engaged with international partners to continue to grow the network of law enforcement officers and agencies that we can call on.

Future opportunities to leverage these relationships will involve our Australian partners becoming more involved in full exploitation of the INTERPOL capabilities and hence being able to provide more support to sports.

(Centre) Seconded Jason Whybrow (Director, Sports Wagering and Competition Manipulation)



Threat detection

Annual stakeholder survey response		
2023	2022	
58%	53%	of National Sporting Organisation representative respondents said Sport Integrity Australia was effective in helping them detect sports integrity threats in their sport through testing and investigations

Sporting organisation compliance

Annual stakeholder survey response		
2023	2022	
85%	76%	of sporting organisation respondents rate athlete and support personnel compliance with anti-doping requirements in their sport as good or very good
92%	87%	of sporting organisation respondents rate their understanding of their role and responsibilities under current anti-doping requirements as good or very good
64%	63%	of National Sporting Organisation respondents indicated Sport Integrity Australia effectively explained changes in policies, procedures and processes
86%	83%	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
75%	70%	of National Sporting Organisation respondents indicated Sport Integrity Australia effectively assisted their organisation to meet their anti-doping requirements
82%	80%	of sporting organisation respondents rated the compliance obligations imposed on their sport and its athletes by Sport Integrity Australia as reasonable or very reasonable

CHAPTER 5

MANAGEMENT AND ACCOUNTABILITY



5.1 CORPORATE GOVERNANCE

This section discusses the governance structures and processes in place to implement principles and objectives of corporate governance, providing a framework to promote accountability and overall effectiveness.

We employ 4 main corporate governance practices:

1. **Management structure:** our senior management responsibilities, organisational structure and committees operate 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 Australian Public Service (APS) Values and Code of Conduct when undertaking their duties and functions. This is underpinned by the ongoing development and maintenance of policies and systems, including the review and redevelopment of 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 regulatory best practice and reporting performance in accordance with legislative and regulatory requirements.

Senior governance committees

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 WHS matters affecting different parts of our agency. During 2022–23, it was chaired by our General Manager, Corporate. Following consultation with staff in June 2023, a new work group structure for health and safety representation was established to allow for more efficient and effective representation.

To allow for appropriate consultation and continuous improvement of safety processes, the minutes of the WHSC are published internally for discussion and review.

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, cooperation and input from employees on workplace related matters.

The WCC comprises:

- Deputy Chief Executive Officer (Deputy CEO), Corporate (Chair)
- 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 *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

Our Enterprise Meeting, a fortnightly meeting comprised of the directors and chaired by the Deputy CEO Corporate, acts as the RMC and, as such, oversees our Risk Management Framework, including fraud risks. All agency officials are responsible for the day-to-day management of risk in the performance of their duties.

Our internal audit service provider (BellchambersBarrett) is invited as an observer 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 Enterprise Meeting is used to discuss dashboard priority across the agency and enable feedback on our Digital Strategy implementation plan.

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 is comprised of the Deputy CEO Corporate and all directors.

Audit and Risk Committee

Our CEO established the Audit and Risk Committee in accordance with section 45 of the 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 Audit and Risk Committee's charter is available at:
www.sportintegrity.gov.au/about-us/who-we-are/governance/audit-and-risk-committee

The committee comprises 4 independent members (see Table 15):

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

Our Deputy CEO Corporate 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.

Table 7: Audit and Risk Committee members, meeting attendance and remuneration

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 experienced board member, committee Chair and advisor. 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>	5/5	\$30,250

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended/ total number of meetings	Total annual remuneration (GST inc.)
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>	5/5	\$19,800
Jenet Connell (member)	<p>Ms Connell is a senior public servant with over 20 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 institutes and not-for-profit company boards.</p>	4/5	\$0 ³

³ As a Commonwealth employee, Ms Connell receives no payment for her role on the Committee.

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended/ total number of meetings	Total annual remuneration (GST inc.)
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 held senior and chief executive leadership roles in Australian Government and state government departments for 20 years 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>	5/5	\$16,000

Organisational planning

Our corporate governance agenda is guided by our Corporate Plan. Our Corporate Plan is our primary planning document. It sets out our Portfolio Budget Statement outcome statement, program objective and key activities to enable us to achieve our purpose over the next 4 years.

In 2022–23, we continued to drive improvements in compliance with the Commonwealth Performance Framework, including the redevelopment of our key activities and performance measures, and introduction of planned performance results. In addition, we continued to develop and improve arrangements for collecting, analysing and reporting performance information. Refer to our 2023–27 Corporate Plan for more information on the changes made to our Performance Reporting Framework.

As a result of this increased focus on our Performance Reporting Framework, formalised and coordinated business planning across the agency was held over until 2023–24 to align with the new key activities articulated in our 2023–24 Corporate Plan. Our risk management processes are reviewed annually. These processes direct individual and team activities and create a clear line of sight between our strategic and operational business planning, while allowing business areas to use a risk-based approach to manage budget and resource allocations to deliver government priorities consistent with our purpose.

Risk management

Our Risk Management Framework complies with the Commonwealth Risk Management Policy and supports the CEO to meet their duties under 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.

Our Risk Management Framework includes:

- Risk Management Policy and Procedure
- enterprise/strategic risk registers
- targeted and articulated risk appetite and tolerance statements, likelihood and consequence tables and risk assessment matrix
- business planning and continuity processes
- budgeting processes.

Our Risk Management Framework assists staff in making more informed business decisions while managing risk and engaging with opportunity, consistent with our risk appetite and tolerance levels.

In 2022–23, we updated our Risk Management Policy to align with the revised Commonwealth Risk Management Policy. We will continue to work on uplifting our risk management maturity in 2023–24.

Operational risk

We identify and monitor operational risk through:

- Risk Management Committee and Senior Leadership Group meetings
- 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, including:

- Accountable Authority Instructions and associated policies and procedures give 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
- segregation of duties practices minimises the risk of errors and fraud and ensure the financial priorities of the agency are considered by appropriate delegates across relevant areas of the business
- financial delegations ensures commitment and spending authorities rest with appropriate staff who are informed of their responsibilities, trained in procurement, manage budgets and have visibility of agency financial priorities

- our Internal Audit Program identifies 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
- periodic financial reporting to governance committees, along with appropriate training of staff managing budgets and their involvement in regular discussion on financial risks, priorities and issues of the agency and government
- active management of contractual relationships with clients, maintaining a high standard of service provision to ensure that future revenue streams are maintained.

Fraud control and anti-corruption

We are committed to the prevention and minimisation of fraud and corruption and take all instances of fraud seriously. Our Fraud and Corruption Control Policy aligns with section 10 of the PGPA Rule and the current Commonwealth Fraud and Corruption Control Framework. It sets out the foundations and organisational arrangements for fraud and corruption prevention, detection, investigation and reporting strategies.

Our fraud and corruption prevention and awareness strategies include:

- annual mandatory fraud awareness training for all staff to help them understand their responsibilities and obligations regarding the prevention, detection, reporting of, and response to, fraud
- a fraud control information hub on our intranet providing relevant internal information
- fraud and corruption risk assessments, identifying fraud risks and vulnerabilities, and evaluating and prescribing fraud control measures and creating treatment plans
- mandatory procurement training that discusses issues such as conflict of interest, fraud and corruption in procurement processes
- an annual conflict of interest declaration process to raise awareness of what a conflict is and how it could influence unacceptable behaviours, and to capture information to prevent and detect situations where fraud or corruption could occur.

The PGPA Act and section 10 of the PGPA Rule require all non-corporate Commonwealth entities to provide the Australian Institute of Criminology with fraud control information. We submitted annual fraud data in accordance with these requirements in 2022–23.

We investigate all matters where there is a reasonable suspicion of fraudulent activity against the agency. Investigations are conducted in accordance with the Australian Government Investigations Standards.

Internal audit arrangements

BellchambersBarrett provided our internal audit services in line with our Internal Audit Program for 2022–23. This program outlined the broad strategic direction of internal audit activities over the medium term, taking into consideration our Risk Management Framework. BellchambersBarrett drafted the program in consultation with our executive, directors and Audit and Risk Committee. Internal audits conducted throughout the year supported compliance and provided assurance in relation to our key delivery objectives and the effectiveness of our control frameworks. During 2022–23, 6 internal audits were finalised.

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 offers of gifts or benefits
- managing conflicts of interest.

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

Compliance reporting

In 2022–23, we recorded no breaches of significant non-compliance with finance law under paragraph 19(1)(e) of the PGPA Act. 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 STORY

TACKLING ONLINE SECURITY AND SAFETY IN SPORT

The volume, sophistication and impact of cybercrime poses a serious and evolving threat to all Australians, and sport is not immune.

In fact, because of their high-profile nature, sporting clubs are at increased risk of being the target of a wide range of cybercrimes and scams. In addition, the rise of social media use and the visibility of Australian sport stars means reports of athletes falling victim to online abuse and trolling are increasing.

To support Australian sporting organisations in managing these threats, we have partnered with the Australian Signals Directorate's Australian Cyber Security Centre (ACSC) and the eSafety Commissioner to create a new Cyber Safety and Security in Sport eLearning course, published in June 2023.

Designed to be completed by anyone working in a sporting organisation, the course is the first of its kind, containing cyber security lessons specifically tailored to sporting environments and for use by NSOs, NSODs, athletes, support personnel and sporting clubs at all levels.

The Cyber Safety and Security in Sport course helps users:

- identify the cyber security risks facing their organisation and assess the possible impacts of mismanaging them
- identify what to do if they are hacked
- understand how to respond if someone in their sport suffers online abuse
- improve protections on their accounts and devices.

The course is intended to make sporting organisations more resilient to cyberattacks and provide them with an immediate ability to upgrade their cyber protection, defending their sport and their members from loss, corruption or theft of data, destruction of systems, financial or identity theft, disruption of events, inappropriate access to surveillance materials, reputational damage and cyber abuse of athletes and participants.

The course uses a range of case studies from sporting organisations around the world, adding relevance to its cyber safety content. It includes examples from elite

sporting competitions such as the English Premier League and international athletics meets, to community sporting clubs in Australia, to help educate sporting organisations on the scenarios they could face.

As at 30 June 2023, the user survey found that:

- 100% of users agreed that they would take action to improve the security of their devices
- 100% of users agreed that the course was interesting and relevant to their sport
- 100% of users felt confident that they could respond to online abuse in sport if required.

The Cyber Safety and Security in Sport eLearning course takes 45 minutes to complete and is available now on our eLearning platform.

Signing of the joint PhD research project between Sport Integrity Australia and the University of Canberra to better understand the nature and impact of online harm upon female athletes.



5.2 OUR EXECUTIVE

Our executive team as at 30 June 2023:

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.

Dr Sarah Benson PSM – Deputy Chief Executive Officer, Safety in Sport

Sarah joined Sport Integrity Australia in March 2023. Sarah holds responsibility for driving a nationally coordinated response to sport integrity issues in Australia, with a focus on anti-doping as the National Anti-Doping Organisation responsible for implementing anti-doping arrangements in accordance with the World Anti-Doping Code; the National Integrity Framework; Safeguarding in Sport Continuous Improvement Program with a focus on discrimination, child abuse and mistreatment across all levels of Australian sport; targeted education to deter activities that may threaten sports integrity; and capability development to position the agency with sound foundations and an ability to stay ahead of the increasing volume and complexity of threats facing sport integrity in Australia.

Prior to joining Sport Integrity Australia, Sarah was the Chief Forensic Scientist for the AFP. In this role, Sarah was responsible for executive leadership and management of the AFP Forensics Command providing operational and capability leadership across the AFP's domestic and international policing responsibilities and providing high-level strategic advice to the AFP Executive, Australian Government and external committees, including the Australia-New Zealand Counter-Terrorism Committee, Australia New Zealand Policing Advisory Agency and INTERPOL.

Sarah coordinated Australia's law enforcement support following the 2019 volcanic eruption on White Island in New Zealand. Sarah was also instrumental in the forensic and disaster victim identification support offered to the Netherlands and Ukraine following the 2014 MH17 disaster.

Sarah studied at the University of Technology, Sydney and holds a Doctor of Philosophy (Science) – Forensic Analysis of Explosives using Isotope Ratio Mass Spectrometry (2009) and a Bachelor of Science (Honours) in Applied Chemistry – Forensic Science (2000).

Sarah is a committed mentor to women in law enforcement and forensic sciences. In 2021, Sarah was awarded the Public Service Medal in the Queen's Birthday Honours List; the University of Technology, Sydney (UTS) Alumni Award for Excellence (Faculty of Science); and the UTS Chancellor's Award for Excellence.

Mr Luke McCann – Deputy Chief Executive Officer, Corporate

Luke joined Sport Integrity Australia in March 2023. Luke brings over 25 years' experience spanning the public and private sector, with 15 years in sporting and law enforcement agencies.

Luke is the Deputy Chief Executive Officer of the Corporate Division at Sport Integrity Australia. Luke's role is to lead the corporate teams to produce quality outcomes for both internal and external stakeholders. Luke brings to the agency a commitment to athlete and child safety, redress and responses to historical practices, having been instrumental in designing the Australian Institute of Sport Restorative Program.

Prior to joining Sport Integrity Australia, Luke was the Chief Operating Officer at the Australian Sports Commission (ASC) where he managed the internal operations including Finance, People and Culture, Information and Communications Technology, Governance, and Property and Security. Luke also led the child and athlete safety function and the ASC's engagement with the redress scheme and response to historical abuse matter.

Luke has extensive experience in executive roles spanning finances, policy, logistics, enterprise transformation and reform, and external reviews across the public and private sector.

Luke is an Associate Member at the Australian Institute of Company Directors and holds qualifications in business and a Global Executive Master of Business Administration (MBA) from Monash University. Luke has also studied Digital Transformation Strategy at New York University Stern, Global Business Strategy at INSEAD international business school, Fontainebleau France and China Business Strategy at China Europe International Business School (CEIBS) in Shanghai.

Mr Patrick Johnson – Culture and Safety Advisor

Patrick joined Sport Integrity Australia in February 2023. Patrick is a Kaanju man from Far North Queensland. He is the current Oceanian and Australian record holder in the 100 metres, with a time of 9.93 seconds. With that time, he became the first person not of African ancestry to break the 10-second barrier. He competed at 2 Olympic Games (2000 and 2004), 3 Commonwealth Games (2002, 2006 and 2010) and 4 World Championships (1997, 2003, 2005 and 2007). He won a bronze medal in the 4x100 metres relay at the 2002 Commonwealth Games.

Patrick has had an extensive career that includes 10 years in the Department of Foreign Affairs and Trade, and more than 20 years of advocacy work for equal rights for all Australians through health, education and wellbeing. He has worked for the Aboriginal Medical Services Alliance Northern Territory (AMSANT) as the Indigenous leadership project officer, supporting, developing and nurturing leaders in the 25 community-controlled health services across the Northern Territory. Patrick is a Deadly Choices Ambassador for the Institute for Urban Indigenous Health promoting preventive health initiatives across communities, and leads the partnership with the Australian Olympic Committee and Deadly Choices for the Olympic Movement.

Patrick is a board member for the Brisbane 2032 Organising Committee, Chair of Australian Olympic Committee Indigenous Advisory Council, a member of the Australian

Sports Commission Executive Leadership Committee for the High Performance Strategy and Indigenous Advisory Committee for the High Performance Strategy and Deadly Choices Olympic Partnerships Manager.

Mr Darren Mullaly – Head of International Relations, Strategic Policy and Intelligence

Darren is a recognised international expert in the anti-doping field. He has regularly provided advice to other governments and anti-doping organisations, including Netherlands, 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 Executive Committee meetings. He additionally represents the Minister and 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. Darren is also a member of the Group of Copenhagen bureau, which is an advisory group to the Macolin Convention.

Dr Naomi Speers – General Manager, Operations

Naomi commenced in the role of General Manager Operations in June 2023. Naomi holds responsibility for leading the Operations Branch. This branch has a focus on delivering components of Australia's Anti-Doping program as well as broader intelligence and information coordination.

Naomi joined the Australian Sports Anti-Doping Authority in 2015 leading the Science function. Naomi is recognised as an expert in anti-doping science including being a member of the World Anti-Doping Agency Laboratory Expert Group.

Prior to working in anti-doping, Naomi worked for 15 years in Forensic Science with the AFP including Major Operations domestically and international. Naomi holds a Doctor of Philosophy (Science) and a Bachelor of Science (Honours) in Applied Chemistry – Forensic Science from the University of Technology.

Dr Paul Oliver – Head of Sport Engagement

Paul is a senior executive with over 25 years' experience in public and private sectors. He founded and managed his own sports publication business, and a sports consultancy that has assisted federal and state governments and National Sporting Organisations/State Sporting Organisations and clubs over the past 10 years to address challenging contemporary issues in sport.

Paul has worked across all levels of the sports industry and with human rights/anti-discrimination agencies. He is passionate about promoting and addressing issues impacting sport including inclusion, safeguarding, good governance and integrity, and has a deep understanding of these issues and how they affect sport and society.

Paul has a Bachelor of Arts in Communications, a Masters of International and Community Development, and a PhD on the power of sport to break down cultural barriers and build social bridges for Aboriginal and Torres Strait Islander people and those from culturally and

linguistically diverse backgrounds. He is currently a member of the International Safeguarding Children in Sport Advisory Board, Centre for Multicultural Sport Advisory Board and Australian Institute of Company Directors.

Mr Bill Turner – General Manager, Corporate

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.

Bill led the Corporate Branch at Sport Integrity Australia until his retirement in July 2023.

5.3 PEOPLE

Our people

Our staff are a highly capable, engaged and motivated workforce. The successful delivery of our priorities depends on the effective engagement and management of our people as well as our ability to attract, develop and retain new staff who demonstrate stewardship, integrity, resilience and professionalism.

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

During 2022–23, we focused on developing the cultural understanding and capabilities of our staff at all levels with a program of work dedicated to reviewing the agency's values, mission statement and workforce culture as we work towards the 2032 Brisbane Olympics.

Our Flexible Working Arrangements Policy was reviewed 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.

Our results in the 2023 APS Census showed that our staff are proud to work for our agency and believe strongly in our purpose and objectives. Our overall job satisfaction score was 5 percentage points higher than the broader APS.

Workforce planning

Strategies to attract and retain talent in a tight labour market included a significant review of our recruitment processes. We focused on improving efficiency and candidate experience as well as providing a series of internally facilitated career workshops aimed at building job ready skills for staff.

We offered a range of professional development opportunities to build and maintain strong technical and professional expertise and engage with the broader APS and other public sector entities to source and develop our personnel through facilitating secondment opportunities and sharing merit pools.

Our agency underwent a significant organisational restructure in early 2023 to best adapt our workforce for responding to the changing sport landscape and to ensure the success of our agency moving forward. This restructure, informed by the recommendations of an external review, resulted in the creation of 2 Deputy CEO, SES Band 2 positions to address identified risks to representation and legislative accountability as well as improve efficiency in decision making by allowing for increased delegation between the CEO and SES Band 1 Officers.

Learning and development

We are committed to growing the skills and capabilities of our people and support contemporary learning opportunities for staff through a mix of both face-to-face and online training.

Our commitment to continuous improvement and development resulted in the establishment of our internal Capability Development Hub with the purpose of improving operational capability through the development of coordinated and standardised procedures to more proactively, efficiently and effectively counter threats to sports integrity.

We continue to focus on our leadership and cultural journey and delivered a series of solution-focused coaching workshops during 2022–23. These workshops used an evidence-based framework to drive high performance and engagement within teams.

Work health and safety

We recognise our moral and legal responsibility to provide a safe and healthy work environment for staff and those we interact with through our work.

A significant review and modernisation of our Work Health and Safety (WHS) Management System (policy, procedures and governance) commenced in February 2023. The delivery of this work will ensure we maintain fit-for-purpose, risk-informed processes for managing health and safety across our agency. Proactive management of psychosocial risk continues to be a focus as mature the tools and processes that monitor our working environment and expand the support available to staff.

During 2022–23 we undertook the following WHS actions:

- engaged a dedicated health and wellbeing consultant with a depth of experience in sport psychology and sporting agencies, to develop an employee wellbeing framework
- mandated staff completion of the APS Commission eLearning 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
- revised and updated our Discrimination, Bullying, Harassment and Sexual Harassment Policy
- developed improved WHS incident and hazard reporting processes
- facilitated our corporate vaccination program through in-house clinics in our Canberra office and via vouchers redeemable at various pharmacies nationwide
- implemented return to work rehabilitation plans for staff on workers compensation and staff returning to work following a serious illness or injury.

Eleven WHS incidents were reported in the 2022–23 financial year. None of these incidents were severe enough to require notification to Comcare or necessitated a review of current systems or processes. No formal investigations were undertaken, nor were any notices issued under part 10 of the *Work Health and Safety Act 2011*.

Workforce composition

At 30 June 2023, we had a workforce of 360 (154 ongoing/non-ongoing APS and 206 casual). This is an increase from 320 at 30 June 2022 and reflective of increased staffing requirements for our new Safety in Sport division. We rely on a large casual workforce relative to our headcount. This reflects the irregular and intermittent nature of our anti-doping operations.

At 30 June 2023:

- 33.0% of staff were ongoing, 67.0% of staff were non-ongoing (including casual staff)
- 35.0% of staff were employed on a full-time basis, 5.0% of staff employed on a part-time basis and 61.0% of staff were employed on a casual basis
- 53.0% of staff were female
- 0.8% of staff identified as Aboriginal and/or Torres Strait Islander
- 3.1% of staff identified as having disability
- the ongoing staff turnover rate in 2022–23 was 16.1% with 22.0% of ongoing staff exits transferring to another APS agency.

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. We are currently participating in the APS-wide enterprise bargaining process.

Section 24(1) determinations

In 2022–23, the terms and conditions of employment of SES employees were set by determination under section 24(1) of the *Public Service Act 1999*.

Two further determinations were made under section 24(1) of the *Public Service Act 1999* in 2022–23 to allow for salary advancement reflective of the Wage Price Index for our ongoing/non-ongoing and casual employees under their respective enterprise agreements.

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.

Executive remuneration

During 2022–23, our remuneration for SES employees was consistent with equivalent public sector entities with base salaries and inclusions consistent with government policy and guidelines. Remuneration for SES officers considers the parameters provided in the APS Bargaining Framework, the APS Remuneration Management Policy and any data or advice

provided by the Australian Public Service Commission (APSC). Comprehensive terms and conditions of employment for our SES officers are set out in individual determinations made under section 24(1) of the *Public Service Act 1999*.

National Disability Strategy

Australia's Disability Strategy 2021–2031 (the Strategy) is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life. The Strategy sets out where practical changes will be made to improve the lives of people with disability in Australia. 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. All levels of government have committed to deliver more comprehensive and visible reporting under the Strategy. A range of reports on progress of the Strategy's actions and outcome areas will be published and available at www.disabilitygateway.gov.au/ads

Disability reporting is included in the APSC's State of the Service reports and the APS Statistical Bulletin. These reports are available at www.apsc.gov.au

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 annual Statement of Compliance is published on our website by 31 October each year.

FEATURE STORY

CULTURE AND SAFETY – PROTECTING SPORT FOR ALL AUSTRALIANS

Our Safety in Sport division was announced by Minister for Sport Anika Wells in September 2022.

To support the operations of this new division and ensure our internal policies, procedures and practices are appropriate and informed, Kaanju man Patrick Johnson joined us as Culture and Safety Advisor. Patrick has a wealth of experience as a passionate advocate for diversity, equity, inclusion and belonging, as an elite athlete and First Nations leader across different boards, executive leadership roles in government, health, sport, education, community engagement and wellbeing.

The role of the Culture and Safety Advisor is to work closely with staff and our external stakeholders, to learn what is working well and where we can do better and provide advice and oversight of the initiatives conducted by the newly established Safety in Sport division. This work includes, but is not limited to, recruitment, bullying and harassment, diversity, inclusion, and communication. We aim to build our culture internally as well as the culture of the wider sporting community.

Several new initiatives have already commenced to embed safe practices within our agency, and sport more generally, that are culturally capable, respectful, and engaging. These initiatives include but are not limited to:

- engaging with traditional owners
- cultural and leadership days for all staff
- placing greater emphasis on embedding cultural diversity across our activities
- review of policies, procedures, and protocols to ensure inclusion, diversity and First Nations is embedded across all our operations
- engaging with external stakeholders to advise of culture and safety practices.

Leading up to Brisbane 2032, we want to ensure all Australians are part of the Olympic and Paralympic Games and the sporting landscape. We will call out racism and inequality to create a culturally safe space around diversity and inclusion.



*Culture and Safety Advisor,
Patrick Johnson.*

5.4 FINANCIAL AND PROPERTY MANAGEMENT

Financial accountability responsibilities

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 included in Chapter 6: Financial Statements.

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 and capital budgets based on agreed capital requirements.

During 2022–23, we have capitalised \$1.277 million in assets.

Procurement

Purchasing

Our approach to procurement activity is driven by the core principles of the Commonwealth's financial management framework. The framework encourages competition, value for money, transparency and accountability, as well as the efficient, effective, ethical, and economical use of Commonwealth resources.

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
- ICT services – contracted ICT gateway, internet, online education and equipment hosting arrangements



Supplements testing demonstration at the National Measurement Institute.

- 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 research, innovation and professional education projects
- contracts for legal, investigative, educational and training services.

Initiatives to support small business

We support small business participation in the Commonwealth 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.

Reportable consultancy contracts

In appointing consultants, we considered 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 2022–23, 8 new consultancy contracts were entered into involving total actual expenditure of \$408,000. In addition, 2 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$15,000 (see Table 8).

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.

Table 8: Expenditure on reportable consultancy contracts in 2022–23

	Number	Expenditure \$ (GST inc)
New contracts	8	408,000
Ongoing contracts	2	15,000
Total	10	423,000

Table 9: Top 5 organisations receiving a share of reportable consultancy contract expenditure in 2022–23

Name	Expenditure \$ (GST inc)	Proportion of 2022–23 total spend on consultancy contracts (%)
Michael Paul Anthony Redina	144,000	33.96
Whereto Research Based Consulting Pty Ltd	111,000	26.18
Nicole Elizabeth Dryden	92,000	21.70
Proximity Advisory Services Pty Ltd	34,000	8.02
Griffith University	15,000	3.54
Total	396,000	93.40

Reportable non-consultancy contracts

During 2022–23, 116 new non-consultancy contracts were entered into involving total actual expenditure of \$4.973 million and 36 non-consultancy contracts were ongoing from a previous year with total actual expenditure of \$5.651 million. Total actual expenditure on non-consultancy contracts in 2022–23 was \$10.624 million (see Table 10).

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.

Table 10: Expenditure on reportable non-consultancy contracts in 2022–23

	Number	Expenditure \$ (GST inc)
New contracts	116	\$4,973,000
Ongoing contracts	36	\$5,651,000
Total	152	\$10,624,000

Table 11: Top 5 organisations receiving a share of reportable non-consultancy contract expenditure in 2022–23

Name	Expenditure \$ (GST inc)	Proportion of 2022–23 total spend on non-consultancy contracts (%)
Anabelle Bits Pty Ltd T/A ASI Solutions	1,410,000	13.27
Capital Recruit Pty Ltd	967,000	9.10
World Anti-Doping Agency	785,000	7.39
Hays Specialist Recruitment	691,000	6.50
Xaana Pty Ltd	415,000	3.91
Total	4,268,000	40.17

Exempt contracts and Australian National Audit Office (ANAO) access

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 *Freedom of Information Act 1982*.

ANAO access clauses

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

Grants

Information on grants we have awarded during 2022–23 is available on the Australian Government's grant information system, GrantConnect, available at: www.grants.gov.au

Advertising and market research

In 2022–23, our total reportable expenditure for market research was \$43,500 (GST inclusive) and advertising campaigns was \$97,693 (GST inclusive). Details of these payments are included in Table 12.

Table 12: Expenditure for market research 2022–23

Organisation	Services procured	Expenditure \$ (GST inc)
Sportradar AG	Wagering Market Risk Assessment	43,500
Supercurios Pty Ltd T/A Coordinate Group	Development of creative strategy and campaign planning for Sport Integrity Australia awareness campaign – Play the Aussie Way*	97,693

* Development began in 2022–23 but this advertising campaign will not be conducted until 2023–24

Property management and environmental impact

Ecologically sustainable development principles

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

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.

Measures taken to minimise environmental impact

We are a single-site agency with 21 employees located in full-time, work-from-home arrangements. Our lease and fitout 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:

- allowing greater access to flexible and remote working arrangements enabled by internet-based conferencing and collaboration tools with over 40% of staff accessing arrangements to work away from the office or from home
- implementing a comprehensive digital strategy involving reduced printer and paper use through electronic document management and recycling of printer ink cartridges
- using energy-efficient fixtures and fittings, using individual sensors, power and water savers and automatic switch-off features
- revising tenancy waste management arrangements to promote increased recycling
- installing of site-based environmental monitors
- implementing a Building Management System
- adopting whole-of-Australian Government energy arrangements that incorporate the use of renewable energy. We will also be replacing all fluorescent lighting with LED technology.

Australian Public Service Net Zero 2030

Greenhouse gas emissions reporting has been developed with methodology that is consistent with the whole-of-Australian Government approach as part of the APS Net Zero 2030 policy. Our emissions are shown in Table 13 below.

Table 13: Greenhouse gas emissions 2022–23

Emission Source	Scope 1 kg CO ² -e	Scope 2 kg CO ² -e	Scope 3 kg CO ² -e	Total kg CO ² -e
Electricity (location based approach)	N/A	197,735	16,252	213,988
Natural gas	-	N/A	-	-
Fleet vehicles	-	N/A	-	-
Domestic flights	N/A	N/A	135,297	135,297
Other energy	-	N/A	-	-
Total kg CO²-e	-	197,735	151,549	349,285

The electricity emissions reported above are calculated using the location-based approach. When applying the market-based method, which accounts for activities such as Greenpower, purchased large-scale generation certificates and/or being located in the Australian Capital Territory, the total emissions for electricity are shown in Table 14.

Table 14: Total electricity emissions 2022–23

Emission Source	Scope 1 kg CO ² -e	Scope 2 kg CO ² -e	Scope 3 kg CO ² -e	Total kg CO ² -e
Electricity (market based approach)	N/A	16,151	2,138	18,289
Natural gas	-	N/A	-	-
Fleet vehicles	-	N/A	-	-
Domestic flights	N/A	N/A	135,297	135,297
Other energy	-	N/A	-	-
Total kg CO²-e	-	16,151	137,435	153,585

FEATURE STORY

HIGH PERFORMANCE 2032+ SPORT STRATEGY

We win well to inspire Australians. This is the united vision of Australia's High Performance Sport System. At its heart, it means how we win as Australians is just as important as when we win.

The High Performance 2032+ Sport Strategy (HP2032+) has been co-designed to support the delivery of Australia's High-Performance system in the lead up to the Brisbane 2032 Olympic and Paralympic Games and beyond. Australia's HighPerformance System consists of a broad range of stakeholders, including NSOs and NSODs, the National Institute Network, ASC, Australian Olympic Committee, Paralympics Australia, Commonwealth Games Australia, National Sports Tribunal, athletes, para-athletes and First Nations peoples.

A key component of the strategy is the Win Well pledge. This is a commitment to leading sport with integrity, where we are accountable for the culture we foster and the decisions we make.

Integrity is emphasised across the lifespan of the sport strategy. In the initial phase, Horizon 1, the focus is on the alignment of safe sport practices and integrity principles throughout the High-Performance system.

We are leading several education initiatives that contribute to the delivery of HP2032+, including:

- working with all NSOs and NSODs on integrity education plans, ensuring the appropriate education is developed for athletes at all levels
- partnering with the ASC to develop a new coach education program to support underage athletes competing in high performance environments
- integrating integrity education into all coach and officiating education materials
- collaborating with Games partners to develop free eLearning courses, including 'Classification Fundamentals' for Paralympics Australia.



With today's 7 to 12-year-olds set to be the Olympians or Paralympians of 2032, protecting these participants is a critical part of this strategy. In June 2023, we commenced the Safeguarding in Sport Continuous Improvement Program. The program provides a nationwide and structured approach for ensuring children and members of sport are protected from abuse and discrimination. Developed with the support of the National Office for Child Safety and informed through consultations with NSOs and NSODs and state and territory departments of sport and recreation, the Safeguarding in Sport Continuous Improvement Program is complementary to the National Integrity Framework and provides a nationally consistent approach to child safeguarding and member protection across national, state and club levels in sport.

We will continue to optimise all opportunities to provide advice and coordinate activities that aim to improve integrity across the sporting landscape and to create lasting cultural change beyond Brisbane 2032.



5.5 EXTERNAL SCRUTINY AND COMPLIANCE

Parliamentary scrutiny

In 2022–23, there were no reports on our operations by the Auditor-General, or a committee of either or both Houses of 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 2022–23.

Decisions of the Administrative Appeals Tribunal

In 2022–23, no applications for review were lodged with the Administrative Appeals Tribunal.

As at 30 June 2022, a total of 3 proceedings, comprising of 6 Freedom of Information (FOI) decisions, remain in the Administrative Appeals Tribunal for review.

Decisions by the Office of the Australian Information Commissioner

In 2022–23, one application for review was lodged with the Office of the Australian Information Commissioner. As at 30 June 2023, one matter remains with the Office of the Australian Information Commissioner.

Freedom of information

In 2022–23, we received 27 requests for access to information under the *Freedom of Information Act 1982* (FOI Act).

Entities subject to the FOI Act are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part 2 of the FOI Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements.

Our plan, outlining the information we publish in accordance with the IPS requirements, is available on our website at: www.sportintegrity.gov.au/about-us/corporate/freedom-of-information

The plan includes a link to our FOI disclosure log, available at: www.sportintegrity.gov.au/about-us/corporate/freedom-of-information/foi-disclosure-log

Legal services expenditure

Table 15 shows our legal services expenditure for 2022–23, in compliance with paragraph 11.1(ba) of the Legal Services Directions 2017.

Table 15: legal services expenditure 2022–23

Description	Expenditure \$ (GST exc)
Total internal legal services expenditure	\$1,097,540
Total external legal services expenditure	\$457,803
Total legal services expenditure	\$1,555,343

CHAPTER 6

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 2023:

- (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 2023 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 2023 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

A handwritten signature in blue ink, appearing to read 'AW', is centered within a light gray rectangular box.

Amy Wicks
Audit Principal

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 2023 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.



Signed.....

Luke McCann
Acting Chief Executive Officer

7 September 2023



Signed.....

Rebecca Tyler
Chief Financial Officer

7 September 2023

STATEMENT OF COMPREHENSIVE INCOME

for the period ended 30 June 2023

		2023	2022	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	20,412	17,186	18,990
Suppliers	1.1B	16,715	18,016	13,775
Grants	1.1C	140	149	-
Depreciation and amortisation	3.2A	2,151	2,073	1,752
Write-down and impairment of other assets	1.1D	17	4	-
Interest on right-of-use-building		73	79	85
Total expenses		39,508	37,507	34,602
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	1,789	1,179	1,800
Other revenue	1.2B	253	205	232
Total own-source revenue		2,042	1,384	2,032
Gains				
Resources received free of charge	1.2C	4,581	3,619	-
Total gains		4,581	3,619	-
Total own-source income		6,623	5,003	2,032
Net cost of services		(32,885)	(32,504)	(32,570)
Revenue from Government	1.2D	31,601	32,284	31,601
Deficit on continuing operations		(1,284)	(220)	(969)
Total comprehensive loss		(1,284)	(220)	(969)

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

Budget Variances Commentary

Statement of Comprehensive Income

The budget represents October 2022–23 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 higher than budget due to an increase in staffing to accommodate the agency's expanded remit, and reduction in the use of contract resources.

STATEMENT OF FINANCIAL POSITION

for the period ended 30 June 2023

		2023	2022	Original Budget
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Cash and cash equivalents		5,310	659	659
Trade and other receivables	3.1A	5,149	10,100	10,536
Total financial assets		10,459	10,759	11,195
Non-financial assets¹				
Buildings	3.2A	12,931	12,938	11,941
Heritage and cultural	3.2A	19	-	-
Plant and equipment	3.2A	429	327	795
Computer software	3.2A	1,418	1,322	1,148
Inventories	3.2B	178	215	214
Other non-financial assets	3.2C	189	248	248
Total non-financial assets		15,164	15,049	14,346
Total assets		25,623	25,808	25,541
LIABILITIES				
Payables				
Suppliers	3.3A	2,801	3,947	4,733
Other payables	3.3B	841	725	692
Leases	3.4A	7,909	8,448	7,762
Total payables		11,551	13,120	13,187
Provisions				
Employee provisions	6.1A	5,123	3,983	4,016
Total provisions		5,123	3,983	4,016
Total liabilities		16,674	17,103	17,203
Net assets		8,949	8,706	8,338
EQUITY				
Contributed equity		8,306	7,710	8,306
Reserves		1,392	461	461
Retained accumulated (deficit)/surplus		(749)	535	(429)
Total equity		8,949	8,706	8,338

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 October 2022–23 Portfolio Budget Statements.

The budget variance in total payables relates to the timing of supplier payments compared to that budgeted. The variance in employee provisions is reflective of an increase in staffing to accommodate the agency's expanded remit.

STATEMENT OF CHANGES IN EQUITY

for the period ended 30 June 2023

	2023	2022	Original Budget
Notes	\$'000	\$'000	\$'000
CONTRIBUTED EQUITY			
Opening balance			
Balance carried forward from previous period	7,710	7,136	7,710
Adjusted opening balance	7,710	7,136	7,710
Transactions with owners			
Contributions by owners			
Equity injection – Appropriations	359	314	359
Departmental capital budget	237	260	237
Total transactions with owners	596	574	596
Closing balance as at 30 June	8,306	7,710	8,306
RETAINED EARNINGS			
Opening balance			
Balance carried forward from previous period	535	755	538
Adjusted opening balance	535	755	538
Comprehensive income			
Deficit for the period	(1,284)	(220)	(967)
Total comprehensive loss	(1,284)	(220)	(967)
Closing balance as at 30 June	(749)	535	(429)
ASSET REVALUATION RESERVE			
Opening balance			
Balance carried forward from previous period	461	461	461
Comprehensive income			
Other comprehensive income	931	-	-
Closing balance as at 30 June	1,392	461	461
TOTAL EQUITY			
Closing balance as at 30 June	8,949	8,706	8,338

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 October 2022–23 Portfolio Budget Statements.

The deficit for the period is higher than budget due to increased depreciation expenses, attributable to the commissioning of assets that were previously work in progress.

The increase in the asset revaluation reserve is due to revaluation of property plant and equipment at 30 June which are not budgeted for.

CASH FLOW STATEMENT

for the period ended 30 June 2023

	2023	2022	Original Budget
Notes	\$'000	\$'000	\$'000
OPERATING ACTIVITIES			
Cash received			
Appropriations	37,396	29,923	31,165
Sale of goods and rendering of services (inc section 74 receipts)	4,311	1,549	1,986
GST received	959	1,045	1,210
Other	-	29	-
Total cash received	42,666	32,546	34,361
Cash used			
Employees	18,232	14,087	18,990
Suppliers	18,480	18,823	14,503
Interest payments on lease liabilities	73	79	85
Total cash used	36,785	32,989	33,578
Net cash from operating activities	5,881	(443)	783
INVESTING ACTIVITIES			
Cash used			
Purchase of property, plant and equipment	341	257	596
Purchase of intangibles	739	262	-
Total cash used	1,080	519	596
Net cash used by investing activities	(1,080)	(519)	(596)
FINANCING ACTIVITIES			
Cash received			
Contributed equity	628	1,538	596
Total cash received	628	1,538	596
Cash used			
Principal payments of lease liabilities	779	754	783
Total cash used	779	754	783
Net cash used by financing activities	(151)	784	(187)
Net increase/(decrease) in cash held	4,650	(178)	-
Cash and cash equivalents at the beginning of the reporting period	659	837	659
Cash and cash equivalents at the end of the reporting period	5,310	659	659

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

Budget Variances Commentary

Cash Flow Statement

The budget represents October 2022–23 Portfolio Budget Statements.

The variance in net cashflow from operating activities is attributed to appropriation drawn down early to cover payroll and supplier expenses due compared to budget.

ADMINISTERED SCHEDULE OF COMPREHENSIVE INCOME

for the period ended 30 June 2023

		2023	2022	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	2.1A	705	-	-
Suppliers	2.1B	2,284	2,681	5,405
Total expenses		2,989	2,681	5,405
Net cost of services		(2,989)	(2,681)	(5,405)
Total comprehensive loss		(2,989)	(2,681)	(5,405)

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

Budget Variances Commentary

Schedule of Comprehensive Income

The budget represents October 2022–23 Portfolio Budget Statements.

The variance to budget is attributable to a delay in undertaking planned activities in the Sport Integrity Program.

ADMINISTERED SCHEDULE OF ASSETS AND LIABILITIES

for the period ended 30 June 2023

		2023	2022	Original Budget
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Cash and cash equivalents		808	-	-
Trade and other receivables	4.1A	280	56	56
Total financial assets		1,088	56	56
Total assets administered on behalf of Government		1,088	56	56
LIABILITIES				
Payables				
Suppliers	4.2A	636	14	14
Total payables		636	14	14
Total liabilities administered on behalf of Government		636	14	14
Net assets		452	42	42

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

Budget Variances Commentary

Schedule of Assets and Liabilities

The budget represents October 2022–23 Portfolio Budget Statements.

The budget variance in financial assets primarily relates to appropriation drawn down for supplier payments due in early July, and invoices issued with funds yet to be received compared to budget estimates.

ADMINISTERED RECONCILIATION SCHEDULE

for the period ended 30 June 2023

	2023	2022
Notes	\$'000	\$'000
Opening assets less liabilities as at 1 July	42	9
Net cost of services		
Expenses		
Payments to entities other than corporate Commonwealth entities	(2,989)	(2,681)
Transfers (to)/from the Australian Government		
Appropriation transfers from Official Public Account		
Annual appropriations	3,399	2,714
Closing assets less liabilities as at 30 June	452	42

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

Accounting Policy

Administered Cash Transfers to and from the Official Public Account (OPA)

Cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of Government. These transfers to and 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

for the period ended 30 June 2023

	2023	2022	Original Budget
Notes	\$'000	\$'000	\$'000
OPERATING ACTIVITIES			
Cash received			
GST received	-	-	-
Total cash received	-	-	-
Cash used			
Suppliers	1,802	3,253	5,405
Employees	710	-	-
Total cash used	2,512	3,253	5,405
Net cash used by operating activities	(2,512)	(3,253)	(5,405)
Cash from Official Public Account			
Appropriations	3,320	2,770	5,405
Total cash from official public account	3,320	2,770	5,405
Net increase/(decrease) in cash held	808	(483)	-
Cash and cash equivalents at the beginning of the reporting period	-	483	-
Cash and cash equivalents at the end of the reporting period	808	-	-

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

Budget Variances Commentary

Cashflow Statement

The budget represents October 2022–23 Portfolio Budget Statements.

The budget variance in suppliers and appropriations is attributable to a delay in undertaking planned activities in the Sport Integrity Program.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the period ended 30 June 2023

Overview

Principal 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.

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.

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

The continued existence of the entity in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament for the entity's administration and programs.

The Basis of Preparation

The financial statements 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

Two amending Standards (AASB 2021-2 and AASB 2021-6) were adopted earlier than the application date as stated in the standard. These amending Standards have been adopted for the 2022–23 reporting period.

The following amending Standards were issued prior to the signing of the statement by the accountable authority and chief financial officer, were applicable to the current reporting period and had a material effect on the entity's financial statements:

Standard/ Interpretation	Nature of change in accounting policy, transitional provisions and adjustment to financial statements
AASB 2021-2 <i>Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates</i> (AASB 2021-2)	AASB 2021-2 amends AASB 7, AASB 101, AASB 108, AASB 134 and AASB Practice Statement 2. The amending Standard requires the disclosure of material, rather than significant, accounting policies, and clarifies what is considered a change in accounting policy compared to a change in accounting estimate.
AASB 2021-6 <i>Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards</i> (AASB 2021-6)	<p>AASB 2021-6 amends the Tier 2 reporting requirements set out in AASB 1049, AASB 1054 and AASB 1060 to reflect the changes made by AASB 2021-2.</p> <p>These amending Standards are not expected to have a material impact on Sport Integrity Australia's financial statements for the current reporting period or future reporting periods. There are no adjustments to the financial statements as a result of adopting these Standards and material accounting policies are disclosed within the notes.</p>

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

In September 2022 the Government announced the extension of Sport Integrity Australia's capability to include a Safety in Sport Division to enhance the current capability of the agency by bringing together all aspects of the National Integrity Framework (NIF). The announcement also included a confidential reporting scheme.

Implementation of this announcement commenced in January 2023 and includes a new organisational structure, increased staff resources and approaches to market for procurement of vendor services. A reprioritisation of activities occurred in 2022-23 to fund this extension of capability.

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 departmental items, including the application of Australian Accounting Standards.

Events After the Reporting Period

Departmental

No events occurred after balance date that should be brought to account or noted in the 2022–23 financial statements.

Administered

No events occurred after balance date that should be brought to account or noted in the 2022–23 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 nil breaches were identified during 2022–23 (2021–22: nil).

Financial performance

This section analyses the financial performance of Sport Integrity Australia for the period ended 30 June 2023.

1.1 Expenses	2023	2022
	\$'000	\$'000
1.1A: Employee benefits		
Wages and salaries	14,933	13,268
Superannuation		
Defined contribution plans	1,802	1,493
Defined benefit plans	887	1,083
Leave and other entitlements	2,790	1,342
Total employee benefits	20,412	17,186
Total average staffing levels in 2023 were 151.20 (2022: 124.09).		

Accounting Policy

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

1.1B: Suppliers	2023	2022
	\$'000	\$'000
Goods and services supplied or rendered		
Consultants	180	201
Contractors	2,935	3,710
Audit fees	219	109
Committee expenses	287	228
HR – recruitment and training	418	300
Legal	458	595
Testing – sample analysis, storage and external collection expenses	5,237	4,016
Travel	1,334	725
IT services	1,441	1,034
Other	1,263	3,823
Property operating expenses	230	216
Total goods and services supplied or rendered	14,002	14,957
Goods supplied	181	394
Services rendered	13,821	14,563
Total goods and services supplied or rendered	14,002	14,957
Other suppliers		
Australia's Contribution to the World Anti-Doping Agency	738	667
Criminal Intelligence Capability – Australian Criminal Intelligence Commission	1,517	2,200
Workers compensation expenses	458	192
Total other suppliers	2,713	3,059
Total suppliers	16,715	18,016

1.1C: Grants	2023	2022
	\$'000	\$'000
World Anti-Doping Agency to fund the Oceania Regional Anti-Doping Organisation	80	89
United Nations Educational, Scientific and Cultural Organisation (UNESCO) to eliminate doping in sport	60	60
Total grants	140	149

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 and services but services have not been performed or criteria satisfied, this is considered a commitment

1.1D: Write-down and impairment of other assets	2023	2022
	\$'000	\$'000
Impairment of property, plant and equipment	17	-
Impairment of intangible assets	-	4
Total write-down and impairment of other assets	17	4

1.2 Own-Source Revenue and gains	2023	2022
	\$'000	\$'000
Own-Source Revenue		
1.2A: Revenue from contracts with customers		
Sample collection and testing services	1,789	1,179
Total revenue from contracts with customers	1,789	1,179
Disaggregation of revenue from contracts with customers		
Service line:		
Service delivery	1,789	1,179
Type of customer:		
Non-government entities	1,789	1,179
Timing of transfer of goods and services:		
Point in time	1,789	1,179
	1,789	1,179

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 which 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.

1.2B: Other revenue	2023	2022
	\$'000	\$'000
Play By the Rules partner contributions	253	205
Total other revenue	253	205

1.2C: Resources received free of charge	2023	2022
	\$'000	\$'000
Australian Sports Drug Testing Laboratory	4,529	3,567
Remuneration of auditors	52	52
Total other gains	4,581	3,619

1.2D: Revenue from Government	2023	2022
	\$'000	\$'000
Appropriations		
Departmental appropriations	31,601	32,284
Total revenue from Government	31,601	32,284

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 and Resources (DISR).

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	2023	2022
	\$'000	\$'000
2.1A: Employee benefits		
Wages and salaries	548	-
Superannuation		
Defined contribution plans	89	-
Leave and other entitlements	68	-
Total employee benefits	705	-

Accounting Policy

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

2.1B: Suppliers	2023	2022
	\$'000	\$'000
Goods and services supplied or rendered		
Consultants	205	-
Contractors	-	2,643
Contract for services	1,312	-
Travel	321	6
Conferences & seminars	107	32
Other	339	-
Total goods and services supplied or rendered	2,284	2,681
Goods supplied	-	-
Services rendered	2,284	2,681
Total goods and services supplied or rendered	2,284	2,681

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 People and Relationships section.

3.1 Financial Assets	2023	2022
	\$'000	\$'000
3.1A: Trade and other receivables		
Goods and services receivables		
Goods and services	1,890	1,014
Total goods and services receivables	1,890	1,014
Appropriation receivables		
Appropriation receivable	3,259	9,086
Total appropriation receivables	3,259	9,086
Total trade and other receivables (gross)	5,149	10,100
Less expected credit loss allowance	-	-
Total trade and other receivables (net)	5,149	10,100
Credit terms for goods and services were within 30 days (2022: 30 days).		

Accounting Policy

Financial assets

Trade receivables, loans 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**

	Buildings \$'000	Heritage and cultural ¹ \$'000	Plant and equipment \$'000	Computer Software \$'000	Total \$'000
As at 1 July 2022					
Gross book value	16,003	-	736	2,768	19,507
Accumulated depreciation, amortisation and impairment	(3,065)	-	(409)	(1,446)	(4,920)
Total as at 1 July 2022	12,938	-	327	1,322	14,587
Additions					
Purchase or internally developed	399	19	322	538	1,278
Right-of-use assets	168	-	-	-	168
Revaluations and impairments recognised in other comprehensive income	930	-	2	-	932
Impairments recognised in net cost of services	-	-	(17)	-	(17)
Depreciation and amortisation	(710)	-	(205)	(442)	(1,357)
Depreciation on right-of-use assets	(794)	-	-	-	(794)
Other movements					-
Revaluation write back of accumulated depreciation	1,892	-	576	-	2,468
Revaluation write back of gross book value	(1,892)	-	(576)	-	(2,468)
Total as at 30 June 2023	12,931	19	429	1,418	14,797
Total as at 30 June 2023 represented by					
Gross book value	15,608	19	467	3,306	19,400
Accumulated depreciation, amortisation and impairment	(2,677)	-	(38)	(1,888)	(4,603)
Total as at 30 June 2023	12,931	19	429	1,418	14,797
Carrying amount of right-of-use assets	7,211	-	-	-	7,211

1. Land, buildings and other property, plant and equipment that met the definition of a heritage and cultural item were disclosed in the heritage and cultural asset class. Sport Integrity Australia's listed heritage and cultural asset is an indigenous painting.

Revaluations of non-financial assets

On 30 June 2023 independent valuer Jones Lange LaSalle conducted revaluations of all non-financial assets with the exception of intangibles and Heritage and Cultural assets. The revaluations relied upon Sport Integrity Australia's asset information and all items not sighted are in fair to good operational condition with no asset impairment.

All revaluations were conducted in accordance with the revaluation policy and following methodologies were considered for each asset class.

Asset class	Fair value hierarchy level	Fair value measured at
Leasehold improvements (Buildings)	Level 3	Cost approach
Plant and equipment	Level 2	Market

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 hierarchy level	Fair value measured at
Leasehold improvements (Buildings)	Level 3	Cost approach
Plant and equipment	Level 2	Market

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 which are significant in total).

Leased Right-of-Use (ROU) Assets

Leased 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 depends on the volatility of movements in market values for the relevant assets. The next independent revaluation is scheduled for 2025–26.

The Fair Value Framework underpins the valuation methodology.

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:

Asset class	Fair value hierarchy level	Fair value measured at
Leasehold improvements (Buildings)	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 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 2023. A total of \$17,376 worth of intangible assets were deemed no longer in use and written off at 30 June (2022: \$3,654).

3.2B: Inventories	2023 \$'000	2022 \$'000
Inventories held for sale		
Inventories held for distribution – education materials	18	38
Inventories held for use – sample collection	160	177
Total inventories	178	215
During 2023, \$44,403 worth of education inventories were recognised as an expense (2022: \$10,853).		
During 2023, \$196,650 worth of sample collection inventories were recognised as an expense (2022: \$122,262).		

Accounting Policy

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

Inventories held for distribution are valued at cost, adjusted for any loss of service potential. Costs incurred in bringing each item of inventory to its present location and condition are assigned as follows:

- 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.

3.2C: Other non-financial assets	2023 \$'000	2022 \$'000
Prepayments	189	248
Total other non-financial assets	189	248

3.3 Payables	2023	2022
	\$'000	\$'000
3.3A: Suppliers		
Trade creditors and accruals	2,801	3,947
Total suppliers	2,801	3,947
Credit terms for supplier payables were within 30 days (2022: 30 days).		

3.3B: Other payables	2023	2022
	\$'000	\$'000
Salaries and wages	535	373
Superannuation	93	67
Other	213	285
Total other payables	841	725

3.4 Interest Bearing Liabilities	2023	2022
	\$'000	\$'000
3.4A: Leases		
Lease liabilities	7,909	8,448
Total leases	7,909	8,448
Maturity analysis – contractual undiscounted cash flows		
Within 1 year	812	764
Between 1 to 5 years	4,509	4,251
More than 5 years	2,922	3,839
Total leases	8,243	8,854
<p>Sport Integrity Australia in its capacity as lessee has a 10 year lease on its premises in Canberra, ACT. At 30 June 2023, the agency is in its third year into the lease, with a remaining 7 years left on the lease. There is an extension option at the end of the 10 year lease of 2 years that 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.</p> <p>Total cash outflow for leases for the year ended 30 June 2023 was \$0.852m (2022: \$0.833m)</p> <p>The above lease disclosures should be read in conjunction with the accompanying notes 3.2.</p>		

Accounting Policy

Leases

For all new contracts entered into, the 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	2023	2022
	\$'000	\$'000
4.1A: Trade and other receivables		
Goods and services	280	56
Total goods and services receivables	280	56
Credit terms for goods and services were within 30 days (2022: 30 days).		

4.2 Administered – Financial liabilities	2023	2022
	\$'000	\$'000
4.2A: Suppliers		
Trade creditors and accruals	636	14
Total suppliers	636	14
Credit terms for supplier payables were within 30 days (2022: 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 2023					
	Annual Appropriation ¹	Adjustments to appropriation ²	Total appropriation	Appropriation applied in 2023 (current and prior years)	Variance ³
	\$'000	\$'000	\$'000	\$'000	\$'000
Departmental					
Ordinary annual services	31,601	4,312	35,913	37,057	(1,144)
Capital Budget ⁴	237	-	237	237	-
Equity Injections	359	-	359	391	(32)
Total departmental	32,197	4,312	36,509	37,685	(1,176)
Administered					
Administered items	5,405	-	5,405	3,179	2,226
Total administered	5,405	-	5,405	3,179	2,226

1. No amounts of current year annual appropriation being 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 is due to the use of prior year's unspent appropriation, and Administered variance attributable to delay in undertaking planned activities from the Sport Integrity Program.
4. Departmental Capital Budgets are appropriated through Appropriation Acts (No.183). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

5.1 Appropriations

Annual Appropriations for 2022

	Annual Appropriation ¹	Adjustments to appropriation ^{2,5}	Total appropriation	Appropriation applied in 2022 (current and prior years) ⁶	Variance ³
	\$'000	\$'000	\$'000	\$'000	\$'000
Departmental					
Ordinary annual services	32,284	1,549	33,833	29,056	4,777
Capital Budget ⁴	260	-	260	306	(46)
Equity Injections	314	-	314	1,232	(918)
Total departmental	32,858	1,549	34,407	30,594	3,813
Administered					
Administered items	4,397	-	4,397	2,740	1,657
Total administered	4,397	-	4,397	2,740	1,657

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.
5. The 2022 comparatives have been restated.

5.1B: Unspent annual appropriations (‘recoverable GST exclusive’)	2023 \$'000	2022 \$'000
Departmental		
Appropriation Act (No. 1) 2021–2022	-	9,054
Appropriation Act (No. 2) 2021–2022 (Equity Injections)	-	32
Supply Act (No. 3) – 2022–2023	3,259	-
Cash and cash equivalents	5,310	659
Total departmental	8,569	9,745
Administered		
Appropriation Act (No. 1) 2020–2021	334	1,334
Appropriation Act (No. 1) 2021–2022	2,907	2,907
Supply Act (No. 3) – 2022–2023	2,226	-
Cash and cash equivalents	808	-
Total administered	6,275	4,241

1. An amount of \$1m from Administered Appropriation Act (No. 1) 2020–2021 was withheld under section 51 of the PGPA Act and made available in 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.
3. The amount of \$0.334m and \$2.907m in unspent Administered appropriation is unavailable to Sport Integrity Australia as the appropriation was not spent in the year it was appropriated and no movement of funds between years was made. The amount \$0.334m lapsed on 1 July 2023.

5.2 Net Cash Appropriations Arrangements	2023 \$'000	2022 \$'000
Total comprehensive loss – as per the Statement of Comprehensive Income	(1,284)	(220)
<i>Plus:</i> depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections) ¹	1,357	1,279
<i>Plus:</i> depreciation of right-of-use assets ²	794	794
<i>Less:</i> lease principal repayments ²	(779)	(754)
Net Cash Operating Surplus	88	1,099

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 appropriations. 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.

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	2023	2022
	\$'000	\$'000
6.1A: Employee provisions		
Leave	5,123	3,983
Total employee provisions	5,123	3,983

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.

6.2 Key Management Personnel Remuneration	2023	2022
	\$'000	\$'000
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), 4 officers that directly report to the CEO and 3 officers that directly report to the deputy CEOs with substantial decision making responsibilities. Key management personnel remuneration is reported in the table below:		
Short-term employee benefits	1,495	1,253
Post-employment benefits	228	193
Other long-term employee benefits	88	31
Total key management personnel remuneration expenses¹	1,811	1,477
The total number of key management personnel that are included in the above table are 8 (2022: 5) 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 cost of labour hire contract staff and 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 the entity.		

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 transaction with related parties occurred during the financial year:

1. 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 \$1.5m were entered into in 2022–23 (2021–22: \$2.2m).
2. The National Measurement Institute provides Sport Integrity Australia with sample analysis services, represented as resources received free of charge. Expenses to the value of \$4.5m were entered into in 2022–23 (2021–22: \$3.6m).

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.

7.1A: Contingent assets and liabilities

Quantifiable Contingencies

At 30 June 2023 Sport Integrity Australia had no quantifiable contingent assets or liabilities (2021–22: nil).

Unquantifiable Contingencies

At 30 June 2023 Sport Integrity Australia had no unquantifiable contingent assets or liabilities (2021–22: nil).

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.

7.1B: Administered – contingent assets and liabilities

Quantifiable Administered Contingencies

At 30 June 2023 Sport Integrity Australia had no quantifiable contingent administered assets or liabilities (2021–22: nil).

Unquantifiable Administered Contingencies

At 30 June 2023 Sport Integrity Australia had no unquantifiable contingent administered assets or liabilities (2021–22: nil).

7.2 Financial instruments	2023	2022
	\$'000	\$'000
Financial assets		
7.2A: Categories of financial instruments		
Financial assets at amortised cost		
Cash & cash equivalents	5,310	659
Trade receivables	1,890	1,014
Total financial assets at amortised cost	7,200	1,673
Total financial assets	7,200	1,673
Financial liabilities		
Financial liabilities measured at amortised cost		
Supplier payables	2,801	3,947
Other payables	841	725
Total financial liabilities measured at amortised cost	3,641	4,672
Total financial liabilities	3,641	4,672

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	2023 \$'000	2022 \$'000
Financial assets		
Financial assets at amortised cost		
Cash and cash equivalents	808	-
Trade receivables	280	56
Total financial assets at amortised cost	1,088	56
Financial Liabilities		
Financial liabilities measured at amortised cost		
Supplier payables	636	14
Total financial liabilities measured at amortised cost	636	14

Other information

8.1 Current/non-current distinction for assets and liabilities	2023	2022
	\$'000	\$'000
8.1A: Current/non-current distinction for assets and liabilities		
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	5,310	659
Trade and other receivables	5,149	10,100
Inventories	178	215
Other non-financial assets	189	248
Total no more than 12 months	10,826	11,222
More than 12 months		
Land and buildings	12,931	12,938
Heritage and cultural	19	-
Plant and equipment	429	327
Computer software	1,418	1,322
Total more than 12 months	14,797	14,587
Total assets	25,623	25,808
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	2,801	3,947
Other payables	841	725
Leases	744	691
Employee provisions	1,629	1,485
Total no more than 12 months	6,015	6,848
More than 12 months		
Leases	7,165	7,757
Employee provisions	3,494	2,498
Total more than 12 months	10,659	10,255
Total liabilities	16,674	17,103

8.1B: Administered – current/non-current distinction for assets and liabilities	2023 \$'000	2022 \$'000
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	808	-
Trade and other receivables	280	56
Total no more than 12 months	1,088	56
Total assets	1,088	56
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	636	14
Total no more than 12 months	636	14
Total liabilities	636	14

CHAPTER 7

APPENDICES





APPENDIX A

WORKFORCE STATISTICS

The following tables show our workforce statistics and executive remuneration for 2022–23. For information on our workforce composition, human resource policies and executive remuneration practices, refer to part 5.3: People.

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Table A1a: Ongoing employees by location at 30 June 2023

State/territory	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
New South Wales	1	0	1	4	0	4	0	0	0	0	0	0	0	0	0	5
Queensland	1	0	1	3	1	4	0	0	0	0	0	0	0	0	0	5
South Australia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tasmania	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Victoria	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3
Western Australia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Australian Capital Territory	39	2	41	53	11	64	0	0	0	0	0	0	0	0	0	105
Northern Territory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External	0	0	0	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	0	0	0
Total	42	2	44	62	12	74	0	0	0	0	0	0	0	0	0	118

Table A1b: Ongoing employees by location at 30 June 2022

State/territory	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
New South Wales	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Queensland	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
South Australia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tasmania	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Victoria	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
Western Australia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Australian Capital Territory	45	0	45	52	10	62	0	0	0	0	0	0	0	0	0	107
Northern Territory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External	0	0	0	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	0	0	0
Total	45	0	45	54	10	64	0	0	0	0	0	0	0	0	0	109

Table A2a: Non-ongoing employees by location at 30 June 2023

State/territory	Man/Male				Woman/Female				Non-binary				Prefers not to answer				Uses a different term				Total
	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	
New South Wales	0	0	25	25	3	0	17	20	0	0	0	0	0	0	0	0	0	0	0	0	45
Queensland	0	0	26	26	0	1	26	27	0	0	0	0	0	0	0	0	0	0	0	0	53
South Australia	0	0	12	12	0	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	19
Tasmania	0	0	8	8	0	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	15
Victoria	3	0	19	22	0	1	17	18	0	0	0	0	0	0	0	0	0	0	0	0	40
Western Australia	0	0	10	10	0	0	10	10	0	0	0	0	0	0	0	0	0	0	0	0	20
Australian Capital Territory	13	1	9	23	13	1	12	26	0	0	1	1	0	0	0	0	0	0	0	0	50
Northern Territory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Total	16	1	109	126	16	3	96	115	0	0	1	1	0	0	0	0	0	0	0	0	242

Table A2b: Non-ongoing employees by location at 30 June 2022

State/territory	Man/Male				Woman/Female				Non-binary				Prefers not to answer				Uses a different term				Total
	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	
New South Wales	0	0	23	23	0	0	15	15	0	0	0	0	0	0	0	0	0	0	0	0	38
Queensland	0	0	21	21	0	0	22	22	0	0	0	0	0	0	0	0	0	0	0	0	43
South Australia	0	0	10	10	0	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	17
Tasmania	0	0	8	8	0	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	15
Victoria	0	0	20	20	0	0	15	15	0	0	0	0	0	0	0	0	0	0	0	0	35
Western Australia	0	0	10	10	0	0	10	10	0	0	0	0	0	0	0	0	0	0	0	0	20
Australian Capital Territory	9	1	6	16	14	3	9	26	0	0	1	1	0	0	0	0	0	0	0	0	43
Northern Territory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Total	9	1	98	108	14	3	85	102	0	0	1	1	0	0	0	0	0	0	0	0	211

Table A3a: Ongoing employees by classification at 30 June 2023

Classification	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
SES 1	3	0	3	1	0	1	0	0	0	0	0	0	0	0	0	4
EL 2	6	0	6	7	0	7	0	0	0	0	0	0	0	0	0	13
EL 1	14	0	14	21	5	26	0	0	0	0	0	0	0	0	0	40
APS 6	11	1	12	22	4	26	0	0	0	0	0	0	0	0	0	38
APS 5	4	1	5	7	1	8	0	0	0	0	0	0	0	0	0	13
APS 4	2	0	2	3	1	4	0	0	0	0	0	0	0	0	0	6
APS 3	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	41	2	43	62	12	74	0	0	0	0	0	0	0	0	0	117

Table A3b: Ongoing staff numbers by classification at 30 June 2022

Classification	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3 ⁴	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
EL 2	6	0	6	7	1	8	0	0	0	0	0	0	0	0	0	14
EL 1	16	0	16	18	2	20	0	0	0	0	0	0	0	0	0	36
APS 6	13	1	14	22	2	24	0	0	0	0	0	0	0	0	0	38
APS 5	6	0	6	5	1	6	0	0	0	0	0	0	0	0	0	12
APS 4	1	0	1	2	2	4	0	0	0	0	0	0	0	0	0	5
APS 3	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	45	1	46	54	9	63	0	0	0	0	0	0	0	0	0	109

4 The CEO is a statutory authority and was incorrectly classified as a Band 3 in 2021-22.

Table A4a: Non-ongoing staff numbers by classification at 30 June 2023

Classification	Man/Male				Woman/Female				Non-binary				Prefers not to answer				Uses a different term				Total
	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	
SES 3	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	1
EL 1	4	0	0	4	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	6
APS 6	8	0	0	8	7	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	15
APS 5	2	0	0	2	5	2	0	7	0	0	0	0	0	0	0	0	0	0	0	0	9
APS 4	2	0	0	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	4
APS 3	0	0	19	19	0	0	23	23	0	0	0	0	0	0	0	0	0	0	0	0	42
APS 2	0	0	1	1	0	0	6	6	0	0	0	0	0	0	0	0	0	0	0	0	7
APS 1	0	1	89	90	0	0	67	67	0	0	0	0	0	0	0	0	0	0	0	0	157
Other	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
Total	16	1	109	126	16	3	96	115	0	0	1	1	0	0	0	0	0	0	0	0	242

Table A4b: Non-ongoing staff numbers by classification at 30 June 2022

Classification	Man/Male				Woman/Female				Non-binary				Prefers not to answer				Uses a different term				Total
	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	
SES 3	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	1
EL 1	1	0	0	1	4	1	0	5	0	0	0	0	0	0	0	0	0	0	0	0	6
APS 6	4	0	0	4	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	8
APS 5	1	0	0	1	4	1	0	5	0	0	0	0	0	0	0	0	0	0	0	0	6
APS 4	2	0	0	2	2	1	0	3	0	0	0	0	0	0	0	0	0	0	0	0	5
APS 3	1	0	16	17	0	0	21	21	0	0	0	0	0	0	0	0	0	0	0	0	38
APS 2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
APS 1	0	0	82	82	0	0	63	63	0	0	1	1	0	0	0	0	0	0	0	0	146
Other	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	211

Table A5a: Employment type by location at 30 June 2023

State/territory	Ongoing	Non-ongoing	Casual	Total
New South Wales	5	3	42	50
Queensland	5	1	52	58
South Australia	0	0	19	19
Tasmania	0	0	15	15
Victoria	3	4	36	43
Western Australia	0	0	20	20
Australian Capital Territory	105	28	22	155
Northern Territory	0	0	0	0
External	0	0	0	0
Overseas	0	0	0	0
Total	118	36	206	360

Table A5b: Employment type by location at 30 June 2022

State/territory	Ongoing	Non-ongoing/Casual	Total
New South Wales	0	38	38
Queensland	1	43	44
South Australia	0	17	17
Tasmania	0	15	15
Victoria	1	35	36
Western Australia	0	20	20
Australian Capital Territory	107	43	150
Northern Territory	0	0	0
External	0	0	0
Overseas	0	0	0
Total	109	211	320

Table A6: Indigenous staff by employment status at 30 June 2023

Employment status	Total
Ongoing	0
Non-ongoing	0
Casual	2
Total	2

Table A7: Employment arrangements at 30 June 2023

Arrangement title	SES	Non-SES	Total
Enterprise Agreement	0	351	351
Agency Determination under subsection 24 of <i>Public Service Act 1999</i>	6	0	6
Individual Flexibility Agreement	0	2	2
Full time Public Officer holder	1	0	1
Total	7	353	360

Table A8a: Employees by full time, part time and casual status at 30 June 2023

	Ongoing			Non-ongoing				Total
	Full time	Part time	Total	Full time	Part time	Casual	Total	
SES 3	0	0	0	0	0	0	0	0
SES 2	2	0	2	0	0	0	0	2
SES 1	4	0	4	0	0	0	0	4
EL 2	13	0	13	0	1	0	1	14
EL 1	35	5	40	6	0	0	6	46
APS 6	33	5	38	15	0	0	15	53
APS 5	11	2	13	7	2	0	9	22
APS 4	5	1	6	4	0	0	4	10
APS 3	0	1	1	0	0	42	42	43
APS 2	0	0	0	0	0	7	7	7
APS 1	0	0	0	0	1	157	158	158
Other	0	0	0	0	0	0	0	0
Total	103	14	117	32	4	206	242	359

Table A8b: Employees by full time, part time and casual status at 30 June 2022

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

5 The CEO is a statutory authority and was incorrectly classified as a Band 3 in 2021–22.

Table A9: Salary ranges by classification level at 30 June 2023

Classification	Minimum salary \$	Maximum salary \$
SES 3	N/A ⁶	N/A ⁷
SES 2	313,600	332,928
SES 1	216,253	259,504
EL 2	127,429	153,767
EL 1	112,719	122,849
APS 6	98,106	107,069
APS 5	87,260	94,736
APS 4	77,354	85,060
APS 3	65,280	74,373
APS 2	53,517	63,194
APS 1	48,862	50,794
Other	0	0

Table A10: Non-salary benefits 2023

Non-SES staff
Access to the Employee Assistance Provider
Car parking
Access to Individual Flexibility Arrangements
Influenza vaccinations
Study Assistance
Contributions to relevant professional memberships
SES staff
All the above
Airline lounge memberships

⁶ SES remuneration is determined on an individual basis. As the CEO is a statutory authority, we did not have any SES 3's during the reporting period therefore a salary range is unavailable.

⁷ Ibid.

Table A11: Remuneration for key management personnel during 2022–23

Key management personnel are included in the below table if they are the permanent incumbent in the role or have acted in the position for 6 months or more during the reporting period.

Name	Position title	Base salary	Short term benefits \$	Other benefits and allowances	Post-employment benefits \$	Other long-term benefits \$		Termination benefits ⁸ \$	Total remuneration \$
			Bonuses		Superannuation contributions	Long service leave	Other long-term benefits		
David Sharpe	Chief Executive Officer	439,191	0	0	57,107	30,452	0	0	526,751
Luke McCann	Deputy Chief Executive Officer Corporate	98,637*	0	0	14,594	1,233	0	0	114,464
Sarah Benson	Deputy Chief Executive Officer Safety in Sport	95,380*	0	0	12,561	1,596	0	0	109,537
Bill Turner	General Manager Corporate	245,071	0	0	45,593	26,126	0	0	316,790
Darren Mullaly	Head of International Relations and Strategy	224,851	0	0	37,696	18,501	0	0	281,048
Paul Oliver	Head of Sport Engagement and Capability	154,071*	0	2,625	22,063	2,099	0	0	180,858
Susie Ball	General Manager Operations	221,675	0	0	36,010	5,266	0	0	262,951
Naomi Speers	General Manager Operations	13,337*	0	42	2,285	2,340	0	0	18,004

⁸ No termination payments were made to key management personnel during 2022–23.

* Base salary calculated on a pro-rata basis where personnel were in key management positions for less than the full reporting period

Table A12: Remuneration for other highly paid staff

Remuneration band \$	Number of other highly paid staff	Average base salary	Short term benefits \$	Average other benefits and allowances	Post-employment benefits \$	Average long service leave	Other long-term benefits \$	Termination benefits \$	Total remuneration \$
			Average bonuses		Average superannuation contributions		Average other long-term benefits	Average termination benefits	Average total remuneration
≥240,000	0	0	0	0	0	0	0	0	0

Table A13: Remuneration for senior executives

Remuneration band \$	Number of other SES staff ⁹	Average base salary	Short term benefits \$	Average other benefits and allowances	Post-employment benefits \$	Average long service leave	Other long-term benefits \$	Termination benefits \$	Total remuneration \$
			Average bonuses		Average superannuation contributions		Average other long-term benefits	Average termination benefits	Average total remuneration
0 – 220,000	0	0	0	0	0	0	0	0	0

9 Any employee who held a substantive senior executive or equivalent position during 2022-23 is represented as one. This excludes those executives who have been disclosed in Table A11.

APPENDIX B

DOPING CONTROL STATISTICS AND DISCLOSURE NOTICES

Table B1: Doping control statistics

Year	In-comp		Out-of-comp		Total	User-pays		Government-funded	
	No.	%	No.	%		No.	%	No.	%
2002–03	2,486	36%	4,383	64%	6,869	3,020	44%	3,849	56%
2003–04	1,960	31%	4,303	69%	6,263	2,707	43%	3,556	57%
2004–05	2,443	37%	4,172	63%	6,615	2,819	43%	3,796	57%
2005–06	1,741	28%	4,393	72%	6,134	2,285	37%	3,849	63%
2006–07	2,814	37%	4,771	63%	7,585	3,038	40%	4,547	60%
2007–08	2,916	42%	4,037	58%	6,953	2,376	38%	4,264	62%
2008–09	3,168	48%	3,469	52%	6,637	2,395	36%	4,242	64%
2009–10	3,122	42%	4,376	58%	7,498	3,286	44%	4,212	56%
2010–11	2,591	39%	4,113	61%	6,704	2,876	43%	3,828	57%
2011–12	2,749	39%	4,341	61%	7,090	3,225	45%	3,865	55%
2012–13	2,640	37%	4,556	63%	7,196	3,200	44%	3,996	56%
2013–14	2,421	33%	4,955	67%	7,376	3,209	44%	4,167	56%
2014–15	2,215	34%	4,325	66%	6,540	3,037	47%	3,503	53%
2015–16	1,673	33%	3,468	67%	5,141	2,404	47%	2,737	53%
2016–17	1,965	33%	4,057	67%	6,022	2,969	49%	3,053	51%
2017–18	1,779	31%	3,879	69%	5,658	2,629	46%	3,029	54%
2018–19	1,635	31%	3,570	69%	5,205	2,232	43%	2,973	57%
2019–20	1,780	32%	3,743	68%	5,523	2,648	48%	2,875	52%
2020–21	1,262	29%	3,152	71%	4,414	2,190	50%	2,224	50%
2021–22	971	21%	3,622	79%	4,593	1,723	38%	2,870	63%
2022–23	1547	33%	3,112	67%	4,659	2,339	50%	2,320	50%

Table B2: Disclosure notices

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

Description	2022–23 outcome
Number of disclosure notices (DNs) given in the financial year	Total number of DNs issued: 51 Number of replacement DNs: 3 Number of DNs served: 44 Number of DNs not served: 4 ¹⁰ Number of DNs for interview: 16 Number of people interviewed: 13 ¹¹ Number of DNs to provide information: 12 Number of DNs to produce documents or things: 20 Number of DNs not complied with: 3
The number of proceedings for contraventions of section 13C of the Sport Integrity Australia Act 2020 (failure to comply with DN) 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.

10 1 x replacement DNs issued and served during 2022–23 and 3 x DNs not served, and replacements issued in 2023–24.

11 3 x replacement DNs due to date changes resulting in 3 less interviews than the 16 issued.

APPENDIX C

ENTITY RESOURCE STATEMENT AND EXPENSES BY OUTCOME

Table C1: Entity resource statement

	Actual Available Appropriation 2022–23 (\$'000) (A)	Payments made 2022–23 (\$'000) (B)	Balance remaining 2022–23 (\$'000) (A) – (B)
Departmental			
Annual appropriations – ordinary annual services ¹	46,163	37,594	8,569
Annual appropriations – other services – non-operating ²	391	391	0
Total departmental annual appropriations	46,554	37,985	8,569
Total departmental resourcing	46,554	37,985	8,569
Administered			
Annual appropriations – ordinary annual services ¹	5,405	2,372	3,033
Total administered annual appropriations	5,405	2,372	3,033
Total administered resourcing	5,405	2,372	3,033
Total resourcing and payments for Sport Integrity Australia	51,959	40,357	11,602

1 Appropriation Act (No. 1) 2021–22, Supply Act (No. 1) 2022–23, Appropriation Act (No. 1) 2022–23, Supply Act (No. 3) 2022–23, Appropriation Act (No. 1) – Departmental Capital Budget (DCB) 2022–23 and Supply Act (No. 3) – DCB 2022–23. Also include PGPA Act section 74 receipts.

2 Appropriation Act (No. 2) – Equity Injections 2021–22, Appropriation Act (No. 2) – Equity Injections 2022–23 and Supply Act (No. 4) – Equity Injections 2022–23.

Table C2: Expenses for Outcome 1

	Budget 2022–23 (\$'000) (A)	Actual 2022–23 (\$'000) (B)	Variation (\$'000) (A) – (B)
Program 1.1: Sport Integrity			
Administered expenses			
Ordinary annual services (Appropriation Act No. 1)	5,405	2,989	2,416
Administered total	5,405	2,989	2,416
Departmental expenses			
Departmental appropriation	31,601	32,828	(1,227)
s74 External Revenue ¹	1,986	5,271	(3,285)
Expenses not requiring appropriation in the budget year ²	1,015	1,409	(394)
Departmental total	34,602	39,508	(4,906)
Total expenses for Program 1.1 Sport Integrity	40,007	42,497	(2,490)
Total expenses for Outcome 1	40,007	42,497	(2,490)
Average staffing level (number)	156	151.20	4.80

1 Estimated expenses incurred in relation to receipts retained under section 74 of the PGPA Act 2013.

2 Expenses not requiring appropriation in the Budget year are made up of depreciation expenses, amortisation expenses and audit fees.

NAVIGATION AIDS



LIST OF REQUIREMENTS

The list below outlines compliance with key annual performance reporting information, as required in section 17AJ(d) of the Public Governance, Performance and Accountability Rule 2014.

PGPA Rule Reference	Part of Report	Description	Requirement	Page
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	8
17AD(h)	Aids to access			
17AJ(a)	Contents	Table of contents (print only).	Mandatory	ii
17AJ(b)	Index	Alphabetical index (print only).	Mandatory	167
17AJ(c)	Glossary	Glossary of abbreviations and acronyms.	Mandatory	165
17AJ(d)	List of requirements	List of requirements.	Mandatory	154
17AJ(e)	About this report	Details of contact officer.	Mandatory	9
17AJ(f)	About this report	Entity's website address.	Mandatory	9
17AJ(g)	About this report	Electronic address of report.	Mandatory	9
17AD(a)	Review by accountable authority			
17AD(a)	CEO message	A review by the accountable authority of the entity.	Mandatory	4
17AD(b)	Overview of the entity			
17AE(1)(a)(i)	Our role and functions	A description of the role and functions of the entity.	Mandatory	12
17AE(1)(a)(ii)	Our organisational structure	A description of the organisational structure of the entity.	Mandatory	14
17AE(1)(a)(iii)	Our role and functions	A description of the outcomes and programmes administered by the entity.	Mandatory	13

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AE(1)(a)(iv)	Sport Integrity Australia at a glance	A description of the purposes of the entity as included in corporate plan.	Mandatory	6
17AE(1)(aa)(i)	Our role and functions	Name of the accountable authority or each member of the accountable authority.	Mandatory	13
17AE(1)(aa)(ii)	Our role and functions	Position title of the accountable authority or each member of the accountable authority.	Mandatory	13
17AE(1)(aa)(iii)	Our executive	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory	68
17AE(1)(b)	N/A	An outline of the structure of the portfolio of the entity.	Portfolio departments – mandatory	N/A
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	N/A
17AD(c) Report on the performance of the entity				
Annual Performance Statements				
17AD(c)(i); 16F	Annual Performance Statement	Annual Performance Statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	29
17AD(c)(ii) Report on financial performance				
17AF(1)(a)	Financial Statements	A discussion and analysis of the entity's financial performance.	Mandatory	104
17AF(1)(b)	Entity resource statement and expenses by outcome	A table summarising the total resources and total payments of the entity.	Mandatory	151

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AF(2)	Financial Statements	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	87
17AD(d)	Management and accountability			
	Corporate governance			
17AG(2)(a)	Letter of transmittal	Information on compliance with section 10 (fraud systems).	Mandatory	8
17AG(2)(b)(i)	Letter of transmittal	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	8
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	8
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	8
17AG(2)(c)	Corporate governance	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	58

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(2)(d) – (e)	Corporate governance	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	65
Audit committee				
17AG(2A)(a)	Corporate governance	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory	60
17AG(2A)(b)	Corporate governance	The name of each member of the entity's audit committee.	Mandatory	60
17AG(2A)(c)	Corporate governance	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	60
17AG(2A)(d)	Corporate governance	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	60
17AG(2A)(e)	Corporate governance	The remuneration of each member of the entity's audit committee.	Mandatory	60
External scrutiny				
17AG(3)	External scrutiny and compliance	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	85
17AG(3)(a)	External scrutiny and compliance	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	85
17AG(3)(b)	External scrutiny and compliance	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	85
17AG(3)(c)	External scrutiny and compliance	Information on any capability reviews on the entity that were released during the period.	If applicable, mandatory	85

PGPA Rule Reference	Part of Report	Description	Requirement	Page
Management of human resources				
17AG(4)(a)	People	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	72
17AG(4)(aa)	People and workforce statistics	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees (b) statistics on part-time employees (c) statistics on gender (d) statistics on staff location.	Mandatory	74 133
17AG(4)(b)	People and workforce statistics	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: <ul style="list-style-type: none"> Statistics on staffing classification level Statistics on full-time employees Statistics on part-time employees Statistics on gender Statistics on staff location Statistics on employees who identify as Indigenous. 	Mandatory	74 133
17AG(4)(c)	People and workforce statistics	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	74 143
17AG(4)(c)(i)	Workforce statistics	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	143
17AG(4)(c)(ii)	Workforce statistics	The salary ranges available for APS employees by classification level.	Mandatory	146

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(4)(c)(iii)	Workforce statistics	A description of non-salary benefits provided to employees.	Mandatory	146
17AG(4)(d)(i)	People	Information on the number of employees at each classification level who received performance pay.	If applicable, mandatory	74
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, mandatory	N/A
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, mandatory	N/A
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, mandatory	N/A
Assets management				
17AG(5)	Financial and property management	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, mandatory	77
Purchasing				
17AG(6)	Financial and property management	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory	77
Reportable consultancy contracts				
17AG(7)(a)	Financial and property management	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	79

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(7)(b)	Financial and property management	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	79
17AG(7)(c)	Financial and property management	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	79
17AG(7)(d)	Financial and property management	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	79
Reportable non-consultancy contracts				
17AG(7A)(a)	Financial and property management	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	79

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(7A)(b)	Financial and property management	A statement that "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."	Mandatory	79
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts			
17AGA	Financial and property management	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	80
Australian National Audit Office Access Clauses				
17AG(8)	Financial and property management	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	80
Exempt contracts				
17AG(9)	Financial and property management	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	80

PGPA Rule Reference	Part of Report	Description	Requirement	Page
Small business				
17AG(10)(a)	Financial and property management	A statement that "[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."	Mandatory	78
17AG(10)(b)	Financial and property management	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	78
17AG(10)(c)	N/A	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	N/A
Financial Statements				
17AD(e)	Financial Statements	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	87
Executive Remuneration				
17AD(da)	People and workforce statistics	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 23 of the Rule.	Mandatory	74 147

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AD(f)	Other Mandatory Information			
17AH(1)(a)(i)	N/A	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	N/A
17AH(1)(a)(ii)	Financial and property management	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, mandatory	81
17AH(1)(b)	Financial and property management	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	80
17AH(1)(c)	People	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	75
17AH(1)(d)	External Scrutiny	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	85
17AH(1)(e)	N/A	Correction of material errors in previous annual report.	If applicable, mandatory	N/A
17AH(2)	Management and accountability and appendices.	Information required by other legislation.	Mandatory	57 149

ACRONYMS AND ABBREVIATIONS

AAG	Athlete Advisory Group
AFP	Australian Federal Police
ANAO	Australian National Audit Office
APS	Australian Public Service
APSC	Australian Public Service Commission
ASC	Australian Sports Commission
ASDMAC	Australian Sports Drug Medical Advisory Committee
CEO	Chief Executive Officer
Deputy CEO	Deputy Chief Executive Officer
DN	Disclosure notice
EL	Executive Level
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
FOI	Freedom of Information
FOI Act	<i>Freedom of Information Act 1982</i>
ICT	Information and Communications Technology
INTERPOL	International Criminal Police Organisation
IPS	Information Publication Scheme
MOU	Memorandum of Understanding
NADO	National Anti-Doping Organisation
NIF	National Integrity Framework
NIM	National Integrity Manager
NSO	National Sporting Organisation
NSOD	National Sporting Organisation for People with Disability
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	Public Governance, Performance and Accountability Rule 2014
RMC	Risk Management Committee
SES	Senior Executive Service
TUE	Therapeutic Use Exemption
UNESCO	The United Nations Educational, Scientific and Cultural Organisation
WADA	World Anti-Doping Agency
WCC	Workplace Consultative Committee
WHS	Work Health and Safety
WHSC	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 <i>Public Service Act 1999</i> 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 <i>Sport Integrity Australia Act 2020</i> , 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.
Corporate Plan	A Commonwealth entity's primary planning document. It provides Parliament, the public and stakeholders with an understanding of the purposes of an entity, its objectives, functions or role. It sets out how the entity undertakes its key activities and role and how it will measure performance in achieving its purposes.
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.
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 independent 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.
National Integrity Framework	A set of policies all members of sports need to follow when it comes to their behaviour and conduct in sport.
National Sporting Organisation	The national governing body for the sport they represent in Australia.
National Sporting Organisation for People with Disability	The national governing body for the sport they represent in Australia.

Non-ongoing employee	A person engaged as an Australian Public Service (APS) employee under subsection 22(2)(b) or 22(2)(c) of the <i>Public Service Act 1999</i> .
Ongoing employee	A person engaged as an ongoing Australian Public Service employee under subsection 22(2)(a) of the <i>Public Service Act 1999</i> .
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.
Portfolio Budget Statements (PBS)	Statements prepared by portfolios to explain the budget appropriations in terms of outcomes and programs.
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.
Testing	The parts of the doping control process involving test distribution planning, sample collection, sample handling and sample transport to the laboratory.
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.
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.

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