



Australian Government

**Australian Sports
Anti-Doping Authority**

**AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
2014:15 ANNUAL REPORT**

2014:15



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ABOUT THIS REPORT

Australian Sports Anti-Doping Authority
2014–15 Annual Report
Canberra

This report provides a detailed account of the operations and performance of the Australian Sports Anti-Doping Authority (ASADA) for the financial year ended 30 June 2015. 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 < www.asada.gov.au/about-asada/corporate-information/annual-reports> in both HTML and PDF formats.

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Contact information

Enquiries about this annual report and requests about reproduction are welcome at:

Communications
Australian Sports Anti-Doping Authority
PO Box 1744
Fyshwick ACT 2609
E: communications@asada.gov.au
T: 13 000 ASADA (13 000 27232)

LETTER OF TRANSMITTAL

19 October 2015

The Hon Sussan Ley MP
Minister for Sport
Parliament House
Canberra ACT 2600

Dear Minister

I am pleased to present the Australian Sports Anti-Doping Authority's annual report for the financial year ended 30 June 2015.

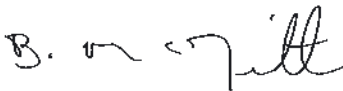
This report has been prepared in accordance with section 63 of the *Public Service Act 1999* and section 46 of the *Public Governance, Performance and Accountability Act 2013*.

Subsection 63(1) of the *Public Service Act 1999* requires me to provide you with a report for presentation to the Parliament.

This report also complies with subsections 74(1) of the *Australian Sports Anti-Doping Authority Act 2006* and is in line with the *Requirements for Annual Reports* that were approved by the Joint Committee of Public Accounts and Audit.

I certify that this agency has prepared fraud risk assessments and fraud control plans and has in place appropriate fraud prevention, detection, investigation and reporting mechanisms that meet the specific needs of the agency. I have taken all reasonable measures to appropriately deal with fraud relating to the agency.

Yours sincerely



Ben McDevitt AM APM
Chief Executive Officer
Australian Sports Anti-Doping Authority

TABLE OF CONTENTS

| | |
|---|-----------|
| About this report | 2 |
| Letter of transmittal | 3 |
| Message from the CEO | 10 |
| 01:OVERVIEW | 13 |
| 14:15 Anti-Doping at a glance | 14 |
| Anti-Doping: International | 16 |
| Anti-Doping: Australia | 18 |
| Legislative basis | 19 |
| ASADA and CEO functions, powers and delegations | 20 |
| Programme outcome | 21 |
| Organisational structure | 21 |
| Role of sports | 22 |
| Australia's Anti-Doping Framework | 22 |
| ASADA Advisory Group | 22 |
| Australian Sports Drug Medical Advisory Committee | 23 |
| Anti-Doping Rule Violation Panel | 23 |
| 02:PERFORMANCE REPORTING | 27 |
| Achievements | 28 |
| Success in the Federal Court | 28 |
| Awards | 28 |
| Consistency in anti-doping policies | 28 |
| New Operating Model | 28 |
| New website | 28 |
| Programme 1.1 — Deterrence, Detection and Enforcement | 29 |
| Programme 1.1 | 30 |
| Engagement | 36 |
| Anti-doping policies | 39 |
| Athlete services | 40 |
| Athlete counselling service | 41 |
| International engagement | 41 |
| Deterrence | 47 |
| Education | 47 |
| Awareness-raising | 51 |
| Detection | 56 |
| Anti-doping testing programme | 57 |
| Intelligence | 61 |
| Investigations | 62 |

| | |
|---|------------|
| Enforcement | 64 |
| Anti-doping rule violation process | 64 |
| Operation Cobia | 68 |
| 03: MANAGEMENT AND ACCOUNTABILITY | 73 |
| Public governance | 74 |
| External scrutiny | 79 |
| Decisions and reports | 80 |
| Management of human resources | 81 |
| Workforce planning | 83 |
| Attraction and retention | 83 |
| Employment agreements | 83 |
| Section 24(1) determinations | 83 |
| Non-salary benefits | 84 |
| Performance pay | 84 |
| Learning and development | 85 |
| Commonwealth Disability Strategy | 85 |
| Indigenous employment | 85 |
| Work health and safety | 85 |
| 04: FINANCIAL INFORMATION | 87 |
| Summary of financial performance 2014–15 | 88 |
| Asset management | 89 |
| Procurement | 90 |
| Engagement of consultants and contractors | 90 |
| Consultants | 90 |
| Competitive tendering and contracting | 91 |
| Procurement initiatives to support small business | 91 |
| Auditor-General access | 91 |
| Exempt contracts | 91 |
| Grant programmes | 91 |
| 05: FINANCIAL STATEMENTS | 93 |
| 06: ASADA ADVISORY GROUP | 145 |
| Overview | 146 |
| Advisory Group members | 146 |
| Resources | 147 |

| | |
|--|------------|
| 07:ANTI-DOPING RULE VIOLATION PANEL | 149 |
| Overview | 150 |
| Functions | 150 |
| ADRVP members | 150 |
| Meetings | 152 |
| Resources | 152 |
| 08:AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE | 155 |
| Overview | 156 |
| Functions | 156 |
| Clause 5.01 NAD scheme — functions of ASDMAC | 156 |
| Therapeutic approvals for prohibited substances | 157 |
| ASDMAC Members | 157 |
| ASDMAC Review Members | 158 |
| Meetings | 159 |
| Resources | 160 |
| Therapeutic Use Exemptions | 160 |
| Substances and methods approved for therapeutic use | 162 |
| 09:APPENDIXES | 165 |
| Appendix A: Work health and safety | 166 |
| Appendix B: Advertising and market research | 167 |
| Appendix C: Ecologically sustainable development and environmental performance | 168 |
| Principles of the legislation | 168 |
| Measures taken to minimise environmental impact | 168 |
| Appendix D: Expenses for Outcome 1 | 169 |
| Expenses for Outcome 1 | 169 |
| Appendix E: ASADA Resource Statement 2014–15 | 170 |
| Appendix F: Correction of error— 2013–14 Annual Report | 171 |
| 10:ABBREVIATIONS AND GLOSSARY | 173 |
| List of abbreviations | 174 |
| Glossary | 176 |
| 11:INDEXES | 181 |
| Compliance index | 182 |
| Alphabetical index | 186 |
| Acknowledgements | 193 |

LIST OF FIGURES

| | | |
|-----------|---|----|
| Figure 1: | Organisational Structure as at 30 June 2015 | 21 |
| Figure 2: | Australia's Anti-Doping Framework | 25 |

LIST OF TABLES

| | | |
|-----------|---|----|
| Table 1: | Multilateral arrangements | 17 |
| Table 2: | Sports organisations' interactions with ASADA | 37 |
| Table 3: | Anti-doping policy adoption 2014–15 | 39 |
| Table 4: | Anti-doping education completions in 2014–15 | 47 |
| Table 5: | Satisfaction with ASADA education | 51 |
| Table 6: | Anti-doping media coverage | 51 |
| Table 7: | Anti-doping tests conducted by ASADA in 2014–15 | 59 |
| Table 8: | Doping control statistics — 2001–02 to 2014–15 | 60 |
| Table 9: | Disclosure notices | 63 |
| Table 10: | Show cause notices issued by ASADA | 64 |
| Table 11: | Publicly announced anti-doping rule violations in 2014–15 | 66 |
| Table 12: | Operation Cobia: 'Show cause' notices issued by ASADA | 71 |
| Table 13: | Operation Cobia: Register of Findings entries (by the Anti-Doping Rule Violation Panel) | 71 |
| Table 14: | Operation Cobia: Sanctions imposed by the sport | 71 |
| Table 15: | ASADA freedom of information statistics | 81 |
| Table 16: | Full-time, part-time and casual staff at 30 June 2015 | 82 |
| Table 17: | Ongoing, non-ongoing and casual staff by classification groups and location at 30 June 2015 | 82 |
| Table 18: | SES staff at 30 June 2015 | 82 |
| Table 19: | Number of staff in the enterprise agreement or section 24(1) determinations | 84 |
| Table 20: | Salary ranges of employees | 84 |
| Table 21: | Expenditure on new and existing consultancy contracts 2014–15 | 90 |

| | |
|---|-----|
| Table 22: Trends in Consultancies | 91 |
| Table 23: Advisory Group expenses 2014–15 | 147 |
| Table 24: ADRVP Members | 152 |
| Table 25: ADRVP expenses 2014–15 | 152 |
| Table 26: ASDMAC members | 159 |
| Table 27: ASDMAC expenses 2014–15 | 160 |
| Table 28: Therapeutic Use Exemptions | 160 |



ASADA CEO BEN MCDEVITT AM APM

MESSAGE FROM THE CEO

The 2014–15 year was a significant year of challenge and accomplishment for ASADA.

The year started with a Federal Court challenge followed by an appeal to the Full Federal Court questioning how we operate as Australia's national anti-doping body. For eight months, these challenges were the subject of intense media reporting and commentary. I was delighted when four Federal Court Judges found ASADA had acted lawfully in its investigation, including the conduct of a joint investigation and the provision of an interim report to the Australian Football League (AFL). Both of these victories were crucial in upholding how we do our job, working with sports in a co-regulatory environment to protect clean athletes.

At the time of writing this annual report, the cases of the 34 former and current AFL players and former support person, Stephen Dank is the subject of an appeal by the World Anti-Doping Agency (WADA) to the Court of Arbitration for Sport (CAS). I fully support this move by WADA to test the considerable body of circumstantial evidence before the CAS.

For a number of years this relatively small agency has been carrying out its work under extreme scrutiny in the media. Almost every day we saw stories about ASADA appearing in the media. In the last two and a half years more than 700,000 media reports have mentioned ASADA with many appearing on the front or back pages of major newspapers. Anyone paying attention to these reports could be forgiven for thinking the investigation into the AFL and National Rugby League was the only work we did. However, ASADA is so much more than the investigation.

During the year I was pleased to launch a new award-winning online education course and redeveloped website for Australian athletes and sports. From our initial evaluation, both are generating extremely positive feedback as beneficial sources of anti-doping information.

We worked with 85 sports recognised by the Australian Sports Commission and 30 non-recognised sporting bodies to update their anti-doping policies in line with the 2015 World Anti-Doping Code, International Standards and the National Anti-Doping scheme. What we achieved through this process was the development of policies with better consistency. This means athletes competing across multiple sports are covered by uniform anti-doping rules.

Our job is very clear: we are here to safeguard sport from the ever-present threat of doping. Where a conclusion is reached that a possible violation has occurred, it is my duty under legislation to put allegations to athletes or support personnel and invite them to respond. To not do this would be a gross dereliction of my duty. I

issued 54 'show cause' notices to athletes and support personnel across ten different sports in 2014–15. My role however does not extend to issuing sanctions for a breach of the rules; this is the responsibility of the sports. During the period, 11 different sports sanctioned a total of 45 people for anti-doping rule violations.

The world of anti-doping is constantly changing and we must change with it if we are to succeed in our role. A restructure of ASADA during the year has provided us with an excellent opportunity to refocus our efforts. Intelligence and investigations will play a larger role in our integrated programme. Education will be our key tool in the prevention of doping in sport. Engagement will allow us to work actively with sports in a co-regulatory arrangement where protecting the rights of clean athletes is the ultimate goal.

Over the past year, members of my team and I have caught up with the CEOs of several sports to discuss the issues confronting their athletes. These meetings were on occasions supplemented with presentations to boards, and state and club representatives. By engaging with sports, we want to prove that ASADA is not the enemy, and the fight against doping is not a fight against sport. I encourage sports to talk to us about what we can do to help target harden their environment against would-be dopers. I want to make our engagement with sports a priority over the coming year.

The year ahead is an exciting time for the agency. We are gearing up to assist the Australian Olympic Committee and Australian Paralympic Committee achieve their anti-doping commitments in the lead up to Rio 2016. We will carry out the best anti-doping programme of any Australian Olympic and Paralympic team to date. It will involve, among other activities, intelligence-led targeted test plans and intensive online and face-to-face education programmes for the many hundreds of aspiring Olympians and Paralympians. In the lead up to the Games, we will be looking to some of Australia's leading athletes to publicly demonstrate their commitment to clean sports.

ASADA (and its predecessor the Australian Sports Drug Agency) has a long and proud history of serving the nation as its anti-doping agency. Our people are passionate and very committed to the cause. Collectively we will strive to achieve the agency's new vision of clean, fair sport.

Ben McDevitt AM APM

Chief Executive Officer

Australian Sports Anti-Doping Authority



01:OVERVIEW

| | |
|-----------------------------------|----|
| 14:15 ANTI-DOPING AT A GLANCE | 14 |
| ANTI-DOPING: INTERNATIONAL | 16 |
| ANTI-DOPING: AUSTRALIA | 18 |
| AUSTRALIA'S ANTI-DOPING FRAMEWORK | 22 |

14:15 ANTI-DOPING AT A GLANCE

110



ANTI-DOPING POLICIES APPROVED BY ASADA

35 EXTERNAL PARTY NOTIFICATIONS +
122 ANONYMOUS TIP-OFFS +
326 SCIENTIFIC ANALYSIS REPORTS +
19 FIELD STAFF INCIDENT REPORTS =

502 TOTAL INTELLIGENCE INCIDENT REPORTS



55

INCIDENT REPORTS ACCEPTED AS INVESTIGATION CASES

54

SHOW CAUSE NOTICES ISSUED ACROSS 10 SPORTS

88%



SATISFACTION WITH ANTI-DOPING EDUCATION

45

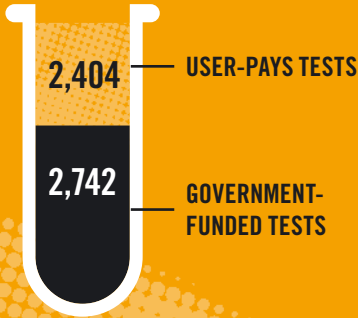
SANCTIONS IMPOSED ACROSS 11 SPORTS



16,308 COMPLETIONS OF ANTI-DOPING EDUCATION BY 89 DIFFERENT SPORTS



5,146 TOTAL
ANTI-DOPING TESTS



256

OFFSHORE
GOVERNMENT-FUNDED
TESTS IN 14 COUNTRIES



99,001
CHECK YOUR
SUBSTANCES VISITS



369
THERAPEUTIC
USE EXEMPTIONS
PROCESSED
ACROSS
51 SPORTS



5,450
LONG-TERM
STORAGE SAMPLES

**STAFF
NUMBERS**
46 ONGOING
4 NON-ONGOING
197 CASUALS



REVENUE (MILLIONS)



\$12.934m
APPROPRIATION
FROM GOVERNMENT

\$3.318m
OWN SOURCE INCOME

\$0.379m
APPROPRIATION DEPARTMENTAL
CAPITAL BUDGET

OVERALL FINANCIAL RESULTS (MILLIONS)

$$\boxed{\$12.934m} + \boxed{\$3.318m} - \boxed{\$15.527m} = \boxed{\$0.725m}$$

ANNUAL
APPROPRIATIONS

OWN SOURCE
INCOME

EXPENSES LESS
UNFUNDED DEPRECIATION

SURPLUS 2014-15

ANTI-DOPING: INTERNATIONAL

Borders are not an impediment to doping. A statement by World Anti-Doping Agency (WADA) Director General, David Howman is as relevant now, as it was in 2009 when he gave a keynote address in Auckland, New Zealand:

'Doping in sport is not limited to specific sports, nor to specific countries. It is an international problem. No sport and no country is immune from the risks of doping. The solution to doping in sport requires our international response. The same rules must apply to all athletes in a sport, no matter where they come from. It is no solution to the problem if athletes from country 'A' who compete fairly compete with doped athletes from country 'B'. Nor is it an answer if an athlete is banned in one country but allowed to compete in another.'

It is in this global environment where Australian efforts to rid sport of doping takes place. The global harmonisation of anti-doping policies and practices is led by the WADA. There are three elements that together aim to ensure optimal harmonisation and best practice in international and national anti-doping programmes:

- > the **World Anti-Doping Code** (the Code) is the core document that provides the framework for harmonised anti-doping policies, rules and regulations within sport organisations and among public authorities
- > **International Standards** aimed at bringing harmonisation among anti-doping organisations responsible for specific technical and operational parts of anti-doping programmes: the Prohibited List, testing and investigations, laboratories, therapeutic use exemptions, and the protection of privacy and personal information (adherence to the International Standards is mandatory for compliance with the Code)
- > **Models of Best Practice.**

To date, more than 660 sport organisations have accepted the Code. These organisations include the International Olympic Committee (IOC), the International Paralympic Committee (IPC), all Olympic Sport International Federations (IF) and all IOC-recognised IFs, National Olympic and Paralympic Committees, and National Anti-Doping Organisations. Governments accept the Code through a different mechanism. The UNESCO *International Convention against Doping in Sport* (the UNESCO Convention) harmonises national anti-doping laws for global coordination and gives governments a practical tool for aligning their domestic legislation and policies with the Code.

As at 30 June 2015, the UNESCO Convention has been ratified, accepted, approved or acceded by 181 countries. The Australian Government ratified the UNESCO Convention on 17 January 2006 and the Convention entered into force on 1 February 2007. As a signatory to the UNESCO Convention, Australia implements anti-doping arrangements that are consistent with the principles of the Code. All states and territories were consulted on the Australian Government's ratification of the UNESCO Convention through the Joint Standing Committee on Treaties process.

TABLE 1: MULTILATERAL ARRANGEMENTS

| Arrangements | Type of arrangement | Purpose of arrangement |
|---|---|---|
| International Anti-Doping Arrangement (IADA) | IADA is an intergovernmental alliance between 11 nations, including Australia, which works closely with national anti-doping organisations to cooperatively pursue and promote anti-doping in sport. | The group meets annually to share experiences and gain a global perspective on international anti-doping practices. This helps enhance the expertise and knowledge throughout the network of actors present within the anti-doping community, and work towards a best practice doping control framework. |
| Council of Europe Anti-Doping Convention | The Anti-Doping Convention was opened for signature on 16 November 1989. To this day it has been ratified by 51 states and is open to non-Member States of the Council of Europe (it has been adopted by Australia). | The Convention sets a certain number of common standards and regulations requiring parties to adopt legislative, financial, technical, educational and other measures. The main objective of the Convention is to promote the national and international harmonisation of the measures to be taken against doping. |
| UNESCO International Convention Against Doping in Sport | A 'State Party' to the International Convention against Doping in Sport is a country that has ratified, accepted, approved or acceded to this international instrument, and is therefore legally bound by its provisions. As at 30 June 2015, 181 State Parties have ratified, accepted, approved or acceded to this international instrument. | As the only United Nations agency with a sport mandate, UNESCO's role is to develop a comprehensive global anti-doping framework, which helps harmonise anti-doping rules and policies worldwide in support of the World Anti-Doping Code. Convention signatories meet every two years at an international conference. This Conference of Parties provides an opportunity for discussion and debate on public policies in the fight against doping. The Conference of Parties also oversees the UNESCO Voluntary Fund, which is used to assist signatories recognised as requiring assistance to develop and implement effective anti-doping programmes. |

ANTI-DOPING: AUSTRALIA

'Australians are well-known around the world for our sporting achievements. We are known for playing hard and for playing fair. We firmly believe that clean athletes should have every opportunity to compete on a level playing field and this country, Australia, actually remains on the forefront in the fight against doping. Doping is cheating. We have got to do everything we can to expose it and to deal with it. I hasten to add that ASADA is not the enemy and the fight against doping is not a fight against sport. It's totally about protecting the rights of clean athletes. Every time an Australian athlete gets set to compete, whether it be at the Olympics or in a junior sport, whether it be at a team sport or at an individual level, our expectation is that the rights of clean athletes to compete against other clean athletes must be protected.'

Press conference: ASADA CEO, Ben McDevitt — April 2015

Established in 2006 as a result of the Australian Government's commitment against doping in sport, the Australian Sports Anti-Doping Authority (ASADA) has legislative responsibility for delivering the national anti-doping programme. ASADA's primary role is to implement the Code in Australia and work towards protecting the health of athletes and the integrity of sport. It achieves this through the implementation of a comprehensive anti-doping programme, encompassing engagement, deterrence, detection and enforcement activities.

ASADA's vision is to be Australia's driving force for pure performance in sport.

ASADA's mission is to protect Australia's sporting integrity through the elimination of doping.

Our priority is to ensure that Australian sport is clean and in doing so the health of athletes is protected.

ASADA achieves this by:

- > designing and delivering a range of education and awareness-raising programmes
- > helping the sporting community meet their anti-doping responsibilities
- > monitoring compliance with anti-doping policies
- > detecting and deterring anti-doping rule violations and
- > managing potential anti-doping rule violations.

ASADA is an agency within the portfolio of the Department of Health. During 2014–15, the responsible Ministers were the Hon Peter Dutton MP (until 23 December 2014) and then the Hon Sussan Ley MP. Under section 24 of the *Australian Sports Anti-Doping Authority Act 2006* (the ASADA Act), the Minister can give the ASADA Chief Executive Officer (CEO) the following directions:

1. The Minister may, by legislative instrument, give directions to the CEO in relation to the performance of his or her functions and the exercise of his or her powers.
Note: For variation and revocation, see subsection 33(3) of the *Acts Interpretation Act 1901*.
2. However, such a direction must not relate to:
 - a. a particular athlete, or a particular support person, who is subject to the NAD scheme; or
 - b. the testing of a particular athlete under an anti-doping testing service being provided by the CEO under contract on behalf of the Commonwealth.
3. The CEO must comply with a direction under subsection (1).
4. Subsection (3) does not apply to the extent that the direction relates to the CEO's performance of functions or exercise of powers under the *Public Governance, Performance and Accountability Act 2013* or as an Agency Head under the *Public Service Act 1999*.

No ministerial directions were given to the ASADA CEO in the reporting period.

LEGISLATIVE BASIS

ASADA is a non-corporate Commonwealth Entity under the *Public Governance, Performance and Accountability Act 2013* (the PGPA Act) and its staffing arrangements are governed by the *Public Service Act 1999*. ASADA operates under the ASADA Act and the *Australian Sports Anti-Doping Authority Regulations 2006* (the ASADA Regulations), including the National Anti-Doping (NAD) scheme. ASADA's activities are governed by its legislative framework and its obligations to implement the Code and International Standards.

The ASADA Act and NAD scheme were amended (with effect from 1 January 2015) to reflect the revised Code and International Standards that came into force on 1 January 2015. The key changes to the legislative framework are as follows:

Prohibited association

The Code now includes the anti-doping rule violation of 'prohibited association'. This violation responds to the situation where doping by athletes is facilitated by other persons, including persons who are not members of a sport and therefore not subject to a sport anti-doping policy.

The NAD scheme was amended so that it will now be a breach of the anti-doping rules for an athlete to associate in a professional or sports-related capacity with an athlete support person who is serving a period of ineligibility. It will also be a breach of the anti-doping rules if an athlete associates in a professional or sports-related capacity with a person who has been convicted of a crime, or sanctioned for professional misconduct, for conduct that would otherwise have been an anti-doping rule violation.

There are protections for athletes. Such as, this violation does not prevent family members from associating with each other. In addition, before any 'show cause' letter can be sent, the athlete must first be warned of the association and the consequences should the association continue.

The 'prohibited person' is also given an opportunity to state their case as to why the association should not be considered to be prohibited.

As in all other cases where a person has received a 'show cause' letter from the ASADA CEO, the Anti-Doping Rule Violation Panel will have to assess whether the athlete has committed a possible anti-doping rule violation.

Extension of the limitation period

The ASADA Act and the NAD scheme were amended to extend the limitation period for commencing the anti-doping rule violation process from eight to ten years after the commission of the alleged anti-doping rule violation.

This change improves the scope for ASADA to uncover sophisticated doping programmes and provides greater scope for the retrospective analysis of stored samples as new tests to identify prohibited substances are developed.

Information management

The revised Code emphasises the need for effective information flows between Government agencies, sporting bodies and anti-doping organisations. The information management provisions of the ASADA Act and NAD scheme were amended to put beyond doubt ASADA's ability to disclose information to other organisations. In so doing, the changes promote the exchange of information between relevant stakeholders to assist in identifying and substantiating anti-doping rule violations.

Violations List

Consistent with public reporting requirements in the Code, the ASADA Act was amended to require the ASADA CEO to establish and maintain a 'Violations List', to publicly record the details of Australian athletes and support personnel who have been found to have committed an anti-doping rule violation.

Review of Therapeutic Use Exemption decisions

The ASADA legislative framework was amended to establish a process for the review of Australian Sports Drug Medical Advisory Committee decisions relating to Therapeutic Use Exemptions.

ASADA AND CEO FUNCTIONS, POWERS AND DELEGATIONS

Under section 21 of the ASADA Act, the CEO has the following functions:

- > such functions as are conferred on the CEO by Part 2 of the ASADA Act
- > such functions as are conferred on the CEO by the NAD scheme
- > to advise the Australian Sports Commission (ASC) about sports doping and safety matters that should be included in any agreement under which the ASC gives money to a sporting organisation
- > to support, encourage, develop and implement initiatives that increase the skills and knowledge of people involved in sporting activities about sports doping and safety matters
- > to support and encourage the sporting community to develop and implement comprehensive programmes, and education initiatives, about sports doping and safety matters
- > to support, encourage and conduct research about sports doping and safety matters
- > to collect, analyse, interpret and disseminate information about sports doping and safety matters
- > to encourage the development of ways for the States and Territories, and sporting organisations, to carry out initiatives about sports doping and safety matters
- > to cooperate with the States and Territories, and with sporting organisations, to carry out initiatives about sports doping and safety matters
- > to cooperate with an organisation of a foreign country in the Oceania region that has functions that are the same as, or similar to, those of the CEO
- > to provide the following services under contract on behalf of the Commonwealth:
 - i. anti-doping testing services
 - ii. other services (including educational services) relating to sports doping and safety matters
 - to make resources and facilities (including secretariat services and clerical assistance) available to the Advisory Group for the purposes of enabling the Advisory Group to perform its function
 - to make resources and facilities (including secretariat services and clerical assistance) available to the Anti-Doping Rule Violation Panel (ADRVP) for the purposes of enabling the ADRVP to perform its functions
- > to make resources and facilities (including secretariat services and clerical assistance) available to the Australian Sports Drug Medical Advisory Committee (ASDMAC) for the purposes of enabling the ASDMAC to perform its functions
- > such other functions as are conferred on the CEO by any other law of the Commonwealth
- > to advise the Minister about matters relating to any of the above functions
- > to do anything incidental to or conducive to the performance of any of the above functions.

CEO's powers

Under section 22 of the ASADA Act, the CEO has the power to do all things necessary or convenient to be done for or in connection with the performance of his or her functions. In exercising his or her power, the CEO must comply with the PGPA Act.

PROGRAMME OUTCOME

The Portfolio Budget Statements provide information on the funds allocated to ASADA to achieve a specified outcome. Government outcomes are the intended results, impacts or consequences of actions by the Government on the Australian community.

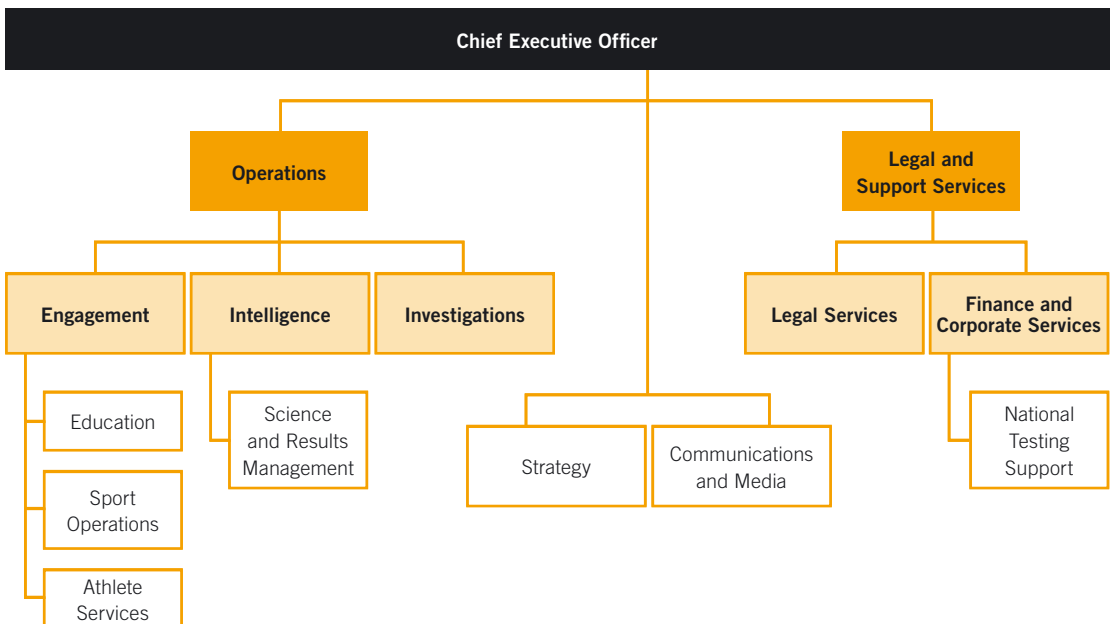
ASADA is mandated to achieve a single planned outcome:

Protection of the health of athletes and the integrity of Australian sport including through deterrence, detection and enforcement to eliminate doping

Commonwealth programmes are the primary vehicle by which government agencies achieve the intended results of their outcome statements. ASADA works towards achieving its outcome through the delivery of programmes encompassing the four pillars of engagement, deterrence, detection and enforcement.

ORGANISATIONAL STRUCTURE

FIGURE 1: ORGANISATIONAL STRUCTURE AS AT 30 JUNE 2015



ROLE OF SPORTS

Australian sports are the custodians of the anti-doping rules for their sport and are responsible for adopting and applying policies consistent with the Code. Australian athletes rely on their sport's anti-doping policy to protect their health, the integrity of the competition and their right to compete against clean athletes.

ASADA aims to develop a sporting culture in Australia that is free from doping. But ASADA cannot achieve this on its own and needs the assistance of sports to ensure the success of its anti-doping programmes. By working in partnership, ASADA and sports can drive robust anti-doping programmes, sanction cheats, and educate athletes and athlete support personnel about the dangers and consequences of doping.

National Sporting Organisations (NSOs) and by extension their affiliated State/Regional Sport Organisations, are obligated to implement anti-doping measures to the extent required by their relevant International Federation. NSOs are required to acknowledge ASADA's functions and powers under the ASADA Act and NAD scheme and to cooperate with ASADA and facilitate the execution of those functions and powers as reasonably required by ASADA.

In 2015, the anti-doping policies of Australian sports changed to reflect the adoption of the revised Code. More information about the work carried out to update the anti-doping policies of sports is included in Chapter 2 under the heading of 'Engagement'.

AUSTRALIA'S ANTI-DOPING FRAMEWORK

In 2014–15, Australia's anti-doping framework included ASADA, as well as three statutory bodies established under the ASADA Act — the ASADA Advisory Group, the Australian Sports Drug Medical Advisory Committee and the Anti-Doping Rule Violation Panel (the ASADA Advisory Group ceased functioning in March 2015). These bodies assist ASADA in the performance of its functions by carrying out a range of specialist tasks.

ASADA ADVISORY GROUP

The ASADA Advisory Group was established on 1 January 2010 to act as an advisory forum for the ASADA CEO on anti-doping matters, as well as provide advice more broadly on matters relating to engagement with sporting bodies. The Advisory Group is also available to provide one-on-one advice to the CEO in specific areas relating to the individual member's area of expertise.

Chaired by Professor Brian Ward OAM, the Advisory Group comprised five additional members appointed by the Minister for Sport on the basis of their individual skills, knowledge and expertise in the areas of sport, health, education, law and law enforcement.

Membership of the Advisory Group:

- > Brian Ward OAM — Chair
- > John Drury PSM
- > Anne Gripper
- > Professor David Handelsman
- > Steve Moneghetti AM
- > Kate Palmer

In the 2014–15 Mid-Year Economic and Fiscal Outlook (MYEFO), the Government announced its third phase of abolitions and amalgamations of government bodies. Included in the Government’s announcement was the cessation of the ASADA Advisory Group. The Group officially ceased its functions in March 2015.

AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE

The Australian Sports Drug Medical Advisory Committee (ASDMAC) is established under section 51 of the ASADA Act and its functions are set out in Part 5 of the NAD scheme. The Committee performs its functions in accordance with the Code, the International Standard for Therapeutic Use Exemptions (TUE), the ASADA Act and the NAD scheme.

ASDMAC provides the following functions to Australian sport:

- > approval to athletes requesting the use of prohibited medications for legitimate therapeutic purposes (known as TUEs)
- > investigating and providing additional medical and scientific expertise in relation to the determination of positive test results
- > providing additional medical and scientific information arising from positive test results to sporting bodies.

Membership of ASDMAC:

- > Dr Susan White — Chair
- > Dr Peter Harcourt OAM
- > Dr Grace Bryant OAM
- > Dr Carolyn Broderick
- > Dr Andrew Potter
- > Dr Charles Howse
- > Dr Anik Shawdon
- > Dr Geoff Thompson
- > Dr Mark Young

This period saw the appointment of members to review athlete appeals, which are contesting the original TUE decision by ASDMAC. Dr Peter Harcourt and Dr Andrew Potter completed their ASDMAC appointments during 2014–15 and commenced their new role in March 2015. Joining Dr Harcourt and Dr Potter was Dr Mark Young.

ANTI-DOPING RULE VIOLATION PANEL

The Anti-Doping Rule Violation Panel (ADRVP) was established on 1 January 2010 under Part 5 of the ASADA Act. The ADRVP is a decision-making body independent from ASADA whose members are appointed by the Minister for Sport.

Changes to the ADRVP’s role were introduced by the *Australian Sports Anti-Doping Authority Amendment Act 2014*. Prior to 1 January 2015, the role of the ADRVP was to decide whether to make a ‘finding’ of a possible anti-doping rule violation by an athlete or support person. If it made a ‘finding’, the ADRVP placed those details on its Register of Findings. The ASADA CEO was then required to notify the relevant sport of the ‘finding’, and this would normally result in the athlete or support person receiving an ‘infraction notice’ in accordance with the relevant sport anti-doping policy.

The location of the Register in what was effectively the mid-point of the anti-doping rule violation process caused confusion, leading some people to assume that the ADRVP was the final hearing body for an anti-doping rule violation. In *Anti-Doping Rule Violation Panel v XZTT* [2013] FCAFC 95, the Full Federal Court observed that despite the wording of the legislation at the time, the ADRVP in fact makes an ‘assertion’ of a violation, rather than a ‘finding’.

The Amendment Act resolved both of these issues by removing the requirement for the ADRVP to maintain a Register of Findings, and by referring to an ‘assertion’ instead of a ‘finding’. The ADRVP now decides whether it is satisfied a possible anti-doping rule violation has been committed, and if so, to make an assertion that there has been a possible violation by the athlete or support person. The ASADA CEO is then required to notify the individual concerned and their sport of the ‘assertion’, following which the sport infraction notice is issued and the individual is given an opportunity to have a sport tribunal hearing.

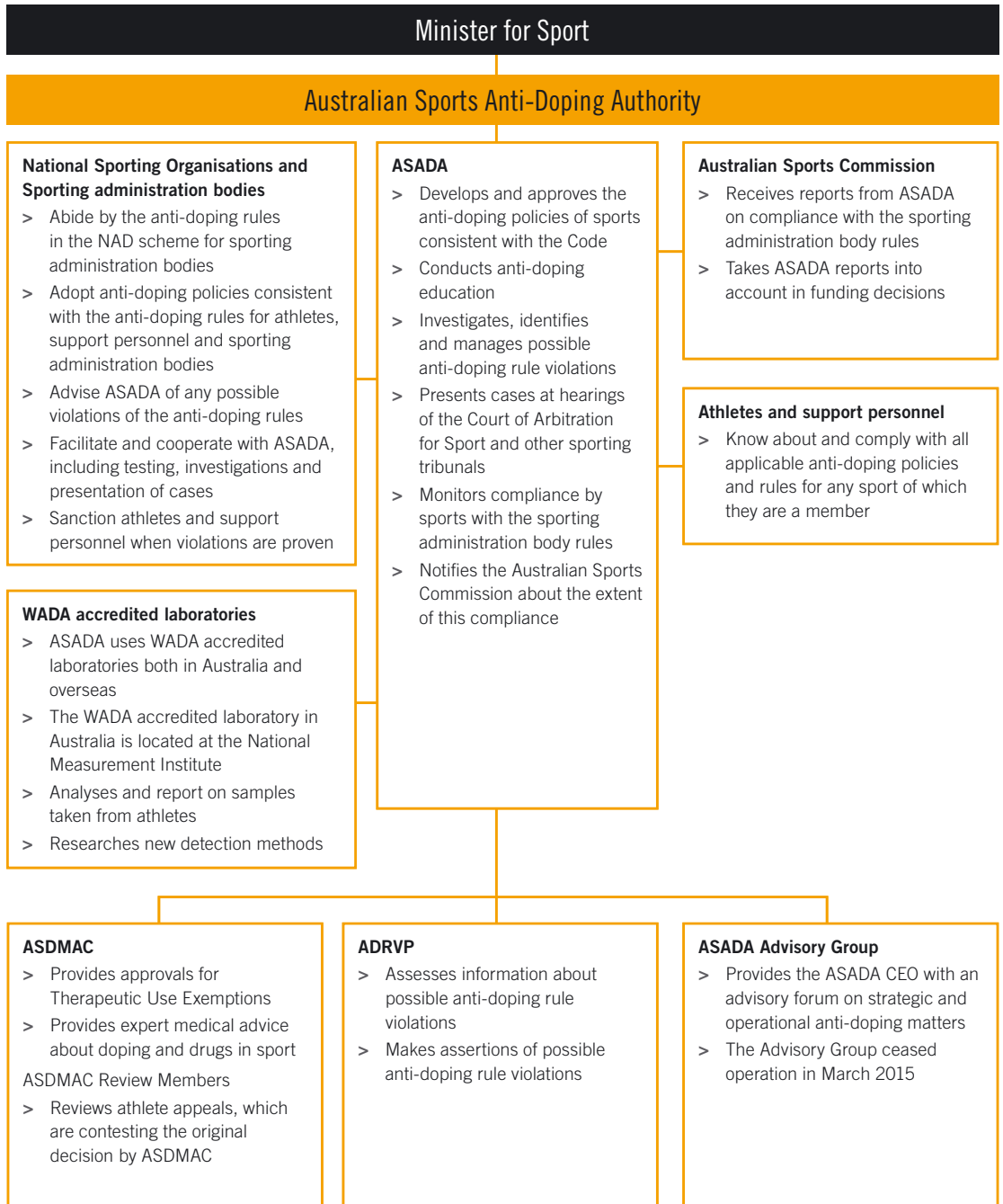
Membership of the ADRVP:

- > Professor Andrew McLachlan — Chair
- > Hayden Opie
- > Dr Diana Robinson
- > Zali Steggall OAM
- > Paul Carey
- > Stuart Thorn PSM
- > Professor Peter Fricker OAM

More information about the three statutory bodies is located in chapters six, seven and eight.

Figure 2 shows Australia’s anti-doping framework and its mechanisms for implementing the principles of the Code as at 30 June 2015.

FIGURE 2: AUSTRALIA'S ANTI-DOPING FRAMEWORK





02: PERFORMANCE REPORTING

| | |
|---|----|
| ACHIEVEMENTS | 28 |
| PROGRAMME 1.1 — DETERRENCE, DETECTION AND ENFORCEMENT | 29 |
| ENGAGEMENT | 36 |
| DETERRENCE | 47 |
| DETECTION | 56 |
| ENFORCEMENT | 64 |

ACHIEVEMENTS

SUCCESS IN THE FEDERAL COURT

A Federal Court ruling in September 2014 followed by a unanimous decision by the Full Federal Court found ASADA had acted lawfully in its investigation into possible doping at the Essendon Football Club during the 2012 season, including the conduct of a joint investigation and the supply of an interim report to the Australian Football League. These victories were crucial in upholding how ASADA does its job and works with sports in a co-regulatory environment to protect clean athletes.

Read more about our success on page 71.

AWARDS

ASADA's online education programme received national recognition by winning the 2015 LearnX Foundation Platinum Award for Best Bespoke eLearning Design and Gold Award for Best Deployment of a Learning Management System.

Read more about how we developed an award-winning programme on page 49.

CONSISTENCY IN ANTI-DOPING POLICIES

ASADA approved the anti-doping policies of 110 recognised sports and sport-affiliated bodies in 2014–15. The approved policies reflect the revised World Anti-Doping Code (the Code) and Australia's legislative framework. More importantly, the updated policies have better consistency, which means athletes competing across multiple sports are covered by uniform anti-doping rules.

Read more about the work that went into creating consistent policies on page 39.

NEW OPERATING MODEL

In 2014–15 ASADA implemented a new operating model. The model brings the agency's key capabilities to bear in a more integrated manner, and positions the agency to further strengthen its capacity to deliver world's best practice in sports anti-doping and integrity management.

NEW WEBSITE

ASADA launched its new website in April 2015. Around nine in ten visitors to the website are satisfied or very satisfied with:

- > the ease of finding specific information
- > the ease of understanding the information and
- > relevance of the content in meeting their needs.

Read more about our new website on page 55.

PROGRAMME 1.1 — DETERRENCE, DETECTION AND ENFORCEMENT

'Ninety-eight per cent of athletes, support personnel and sporting bodies believed it is important for Australia to have a strong anti-doping programme.'

ASADA annual stakeholder survey 2015

This report on performance addresses the outcome and performance information set out in the 2014–15 Australian Sports Anti-Doping Authority (ASADA) Portfolio Budget Statements. The resources made available to ASADA to protect the health of athletes and the integrity of Australian sport are set out in the financial information chapter.

The Australian Government, through ASADA, carries out a number of activities aimed at fostering a sporting culture free from doping:

Engagement is achieved by strengthening relationships with sport to build anti-doping capabilities and facilitate the sharing of information.

Deterrence is achieved through communication and education initiatives, including building awareness with athletes, support personnel and other stakeholders.

Detection is achieved through the coordinated implementation of an integrated programme of intelligence gathering, targeted testing, and investigations.

Enforcement is achieved by managing cases of possible anti-doping rule violations and presenting these to the Court of Arbitration for Sport and other sporting tribunals.

During the year ASADA implemented a new operating model with four key focuses:

- > A more integrated strategy — the model explicitly situates ASADA in a network of government agencies and sporting organisation integrity units that operate collaboratively to build and maintain integrity in sport. The need to strengthen existing relationships and form new alliances will be important for ASADA going forward.
- > A new operating cycle — the evolved operating model represents a more integrated and holistic approach to anti-doping. It brings all of ASADA's capabilities to bear in a systematic manner.
- > Bringing engagement to the fore — the evolved operating model expands the existing focus on Deterrence–Detection–Enforcement to incorporate an additional focus up front on Engagement.
- > A new focus on prevention — an increased emphasis on Engagement positions ASADA to expand prevention activities as part of its anti-doping programme.

In addition to reporting against the 2014–15 ASADA Portfolio Budget Statements, this chapter also reports against the new activity of Engagement introduced by the operating model.

PROGRAMME 1.1

Qualitative deliverables

Qualitative Deliverable

Delivery of a leading deterrence and detection programme, conducted in accordance with ASADA's legislation and the Code, targeted towards sports and athletes assessed as being at greater risk of doping.

2014–15 Reference Point or Target

A targeted legislative and Code compliant programme of integrated awareness raising, intelligence, investigations and testing activities is delivered in 2014–15.

Result: Met

For a number of years ASADA has been refining Australia's anti-doping programme through the integration of several of its functions. By doing this, ASADA's aim is to provide sport with a more holistic approach in the way it manages the risk of doping in Australia.

All test distribution planning and sample collection was conducted in accordance with the Code, the International Standard for Testing and Investigations, and the National Anti-Doping (NAD) scheme.

The *Australian Government Investigations Standards 2011* establishes the minimum standards for Australian Government agencies conducting investigations. All of our investigations are conducted in accordance with the standards.

Qualitative Deliverable

Coordinate the update of all Australian sport anti-doping policies to reflect the revised Code and legislative framework.

2014–15 Reference Point or Target

All Australian sport anti-doping policies reflect the new Code and legislative framework by 1 January 2015.

Result: Substantially met

As at 30 June 2015, of the 85 sports recognised by the Australian Sports Commission, 84 had an ASADA-approved anti-doping policy. The approved policies reflected the revised Code and legislative framework. ASADA continued to work with the outstanding sport to finalise its policy.

In addition to the recognised sports, ASADA reviewed the anti-doping policies of other bodies including:

- > Non-recognised affiliated national sporting organisations
- > State and Territory Academies/Institutes
- > Regional Academies/Institutes/Athletics Leagues.

As at 30 June 2015, ASADA had approved 26 anti-doping policies submitted by these other bodies.

Qualitative deliverables

Qualitative Deliverable

Assist overseas anti-doping organisations to build capability, increase the effectiveness of their programmes and share information and expertise on effective anti-doping programmes.

2014–15 Reference Point or Target

ASADA contributes its expertise at international forums and other information sharing opportunities throughout 2014–15.

Result: Met

During 2014–15 ASADA attended a number of international forums to contribute to discussions and share Australian experiences with other national anti-doping organisations.

In July 2014, ASADA hosted a Delegation led by the Senior Vice Minister for Sports of Japan, Yoshitaka Sakurada. The Delegation discussed matters of sport, including an overview of Australia's anti-doping policies and programmes.

In February 2015, the ASADA CEO and National Manager Operations were invited to the South East Asian Regional Anti-Doping Organisation (SEARADO) Intelligence and Investigations seminar. The ASADA CEO made a presentation to the seminar on the agency's Operation Cobia experiences. The National Manager Operations participated in a panel discussion about the experiences and lessons learnt by organisations conducting anti-doping investigations.

In March 2015, a Delegation from the Government of Fiji led by the Minister for Sport, the Hon Laisenia Tuitubou, met with a number of officials from Government and sport. In its meeting with ASADA, the Delegation was extremely interested in Australia's anti-doping arrangements, as well as our testing and education programmes.

In March 2015, the ASADA CEO spoke to more than 250 delegates at the World Sports Law Report *Tackling Doping in Sport 2015* summit about the broad topic of intelligence and investigations in anti-doping.

In March 2015, WADA hosted its annual Anti-Doping Organisation Symposium. The focus of the symposium centred on protecting the clean athlete. The ASADA CEO and National Manager Operations attended the symposium on behalf of the agency.

In March 2015, the ASADA CEO visited the Nationale Anti Doping Agentur Deutschland (NADA Germany) to share information on ASADA's eLearning programme and how we plan, implement and report against this activity.

In April 2015, the ASADA CEO travelled to Montreal to attend the inaugural meeting of the WADA-established National Anti-Doping Organisation (NADO) Ad-Hoc Working Group. This Group provides specialist advice, recommendations and guidance to WADA Management particularly in the daily practice of anti-doping programmes and further ensure NADO cooperation and initiatives are appropriately advanced globally.

Quantitative deliverables

Quantitative Deliverable

Number of participants in ASADA education designed to build awareness of anti-doping.

2014–15 Target

10,000 – 12,000

2014–15 Actual

16,308 completions of core education products

Result: Met

ASADA has exceeded the minimum target by 6,308 completions.

ASADA has altered the way it records this target and is unable to provide trend results. In previous years, ASADA counted interactions with all its education products. Going forward, ASADA will only count completions of its core education products. This is seen as a more accurate reflection of education undertaken by participants specifically designed to build awareness of anti-doping.

Quantitative Deliverable

Number of Government-funded doping control tests conducted.

2014–15 Target

3,000 – 3,700

2014–15 Actual

2,742

Result: Not met

Doping is harder to detect, it is more sophisticated and it is more readily available. While testing is integral to a comprehensive anti-doping programme, testing alone will not catch every athlete who engages in doping. Over time ASADA has reduced the number of tests it conducts to coincide with increased focus on intelligence and investigations, as well as targeting sports and athletes at higher risk of doping. The 2014–15 Actual reflects this move which was not fully captured in the development of the 2014–15 Target.

Trend in Government-funded testing:



Qualitative key performance indicators

Qualitative KPI

Effective delivery of anti-doping education and communications (online, face-to-face and published material) to athletes and support personnel from all recognised or funded national sporting organisations.

2014–15 Reference Point or Target

Participation by athletes and support personnel demonstrates a greater exposure to, and awareness of, the harms and risks associated with doping in sport.

Result: Met

Anti-doping education participants identified with 89 different sports. Completions of the Levels 1 and 2 online courses totalled 13,589 and ASADA conducted 51 face-to-face and outreach programmes reaching 2,719 people.

In December 2014, ASADA launched a new award winning eLearning course. As at 30 June 2015, more than 5,500 users had completed the new Level 1 course. This represents a 67% increase over the same period in the previous year. Of the users completing the course, 93% claim they have learnt something new and 88% have found it relevant to their needs.

The ASADA website is a primary source of information for athletes and support personnel. The website experienced a total of 530,645 page views and 150,849 users in 2014–15. In April 2015, ASADA launched its new website. Of those who had visited the new website and responded to our annual stakeholder survey:

- > 93% were satisfied or very satisfied with the ease of understanding the information on the website
- > 93% were satisfied or very satisfied with the relevance of the content in meeting their needs
- > 89% were satisfied or very satisfied with the ease of finding specific information

Qualitative KPI

Effective provision of advice and support to national sporting bodies to ensure the development, implementation and management of consistent and enforceable anti-doping rules across all Australian sport.

2014–15 Reference Point or Target

The management of anti-doping rule violations is consistent across sporting bodies

Result: Met

Management of anti-doping rule violations by ASADA was consistent across national sporting bodies.

Qualitative KPI

Stakeholders are confident that ASADA's programme reduces the risk of doping in sport.

2014–15 Reference Point or Target

Evaluation demonstrates stakeholders are confident that ASADA's activities reduce the risk of doping in sport.

Result: Met

The annual stakeholder survey found 85% of stakeholders were confident or very confident that ASADA's activities reduce the risk of doping in sport.

Qualitative KPI

All possible anti-doping rule violations are well managed and rigorously enforced in accordance with the Code and Australian legislation.

2014–15 Reference Point or Target

All enforcement activities comply with the Code and Australian legislation in 2014–15.

Result: Met

All enforcement activities complied with the Code and Australian legislation in 2014–15.

During 2014–15, applications were filed with the Federal Court of Australia challenging the legality of the ASADA and Australian Football League (AFL) joint investigation and other processes. On 19 September 2014, Justice Middleton ruled that ASADA had acted lawfully in its investigation, including the conduct of a joint investigation and the provision of an interim report to the AFL.

An appeal against the decision was unanimously dismissed by the Full Federal Court.

Two National Rugby League (NRL) players, Sandor Earl and Martin Kennedy elected to have the Anti-Doping Rule Violation Panel's (ADVRP) decision reviewed by the Administrative Appeals Tribunal (AAT). On 31 December 2014, the AAT affirmed the majority of the ADVRP's decision in Mr Earl's matter and the entire decision in Mr Kennedy's matter.

Where necessary, ASADA engages appropriately qualified external legal counsel to manage alleged anti-doping rule violation cases at tribunals, the Court of Arbitration for Sport or other courts of competent jurisdiction

Quantitative key performance indicators

Quantitative KPI

Percentage of national sporting organisations, athletes and support personnel satisfied with anti-doping education and awareness-raising programmes.

2014–15 Target

80% – 85%

2014–15 Actual

88% satisfaction with education and awareness-raising programmes.

Result: Met

Trend in education and awareness-raising programme satisfaction:



Quantitative KPI

Percentage of sporting organisations, athletes and support personnel aware of ASADA legislation and the Code.

2014–15 Target

80% – 85%

2014–15 Actual

97% awareness of ASADA legislation and 98% awareness of the Code

Result: Met

Trend in awareness of ASADA legislation:



Trend in awareness of the Code:

**Quantitative KPI**

Percentage of athletes, support personnel and sporting organisations confident that ASADA's activities maximise doping detection.

2014–15 Target

80% – 85%

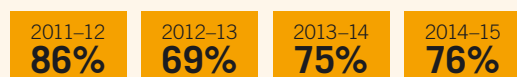
2014–15 Actual

76% of athletes, support personnel and sporting organisations expressed confidence that ASADA's activities maximise the opportunity to detect doping.

Result: Not met

The level of confidence has recovered since the previous two periods, but remains lower than the target. The continued exposure of high-profile doping investigations in Australia and internationally remains a factor contributing to this level of confidence. ASADA will continue to consider what actions are necessary to improve the outcome in this area.

Trend in confidence level:



ENGAGEMENT

Engagement strengthens relationships with sport to build anti-doping capabilities and facilitate the sharing of information.

Sports engagement is critical to ASADA's successful delivery of its anti-doping programme. The introduction of an engagement portfolio to ASADA's organisational structure in 2014–15 reflected our firm commitment to strengthen our relationship with sports. To meet this commitment, ASADA is in daily contact with sports, including integrity and anti-doping staff, legal representatives, support personnel and athlete representatives. To achieve the best outcomes for Australian athletes, ASADA must work collaboratively, and form and maintain inclusive relationships with sporting organisations. Engaging sports with diverse experience, knowledge and opinions delivers outcomes beyond what we can achieve in isolation.

During 2014–15, ASADA conducted a number of one-on-one meetings with the CEOs of the following sporting bodies:¹

- > Australian Football League
- > Australian Olympic Committee
- > Australian Rugby Union
- > Australian Sports Commission
- > Cycling Australia
- > National Rugby League
- > Powerlifting Australia
- > Surf Life Saving Australia
- > Swimming Australia
- > Triathlon Australia

High-level presentations were delivered to the boards, and state and club representatives, of Hockey Australia, Surf Life Saving Australia, and the Country Rugby League of New South Wales. While ASADA liaises with sports often on a daily basis with regard to the implementation of our anti-doping programme, specific meetings were also held with National Sporting Organisations (NSO) and State Institutes of Sport and Academies of Sport to explore avenues of further collaboration.

ASADA was invited to attend the Triathlon Australia Annual Conference and the Baseball Australia Annual Summit in 2014–15. The Triathlon conference was attended by representatives from the affiliated State and Territory Triathlon Associations. While our attendance at the Triathlon conference was mainly as an observer, we were invited to contribute to the discussion and provide feedback during the development of Triathlon's strategic direction.

At the Baseball summit, attendees included Baseball Australia and Australian Baseball League (ABL) management, State CEOs and ABL team General Managers, as well as representatives from Major League Baseball and Little League International. During the Summit, ASADA was invited to make a presentation at the CEO and General Managers' workshop. The presentation explained what we do, with a focus on the contemporary anti-doping landscape resulting from the Operation Cobia investigation. We shared what an athlete could expect if they were to be the subject of an ASADA investigation, our new disclosure notice powers, as well as the risk faced by sports in general from anti-doping behaviours. ASADA attended the Summit with the National Integrity of Sport Unit (NISU).

Between March and June 2015, the Play by the Rules group delivered *Safeguarding the Integrity of Sport* forums in Brisbane, Sydney, Canberra, Melbourne, Adelaide, Perth and Darwin. Play by the Rules is a unique

¹ ASADA had several meetings with a number of these sporting bodies during 2014–15

collaboration between 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 Office of the Children's Guardian and the Australian and New Zealand Sports Law Association. It provides information, resources, tools and free online training to increase the capacity and capability of sports administrators, coaches, officials, players and spectators to assist them in preventing and dealing with discrimination, harassment, child safety and integrity issues in sport.

ASADA, together with the Australian Sports Commission, the NISU and all state and territory departments of sport and recreation participated at all Play by the Rules' forums. Targeting State Sporting Organisations, the national roadshow increased awareness of the impact of doping, match fixing and the use of supplements on the integrity of sport at the grassroots and subelite level. As an outcome of the roadshow, and based on feedback from participants, the partners are planning to launch an 'integrity portal' providing ready access to a range of resources specifically designed for athletes, support personnel and administrators working in sport at the local level.

Table 2 includes results from our annual stakeholder survey conducted in 2015. Sports organisations were specifically asked to respond to a series of topics based on their dealings with ASADA. The results in the table reflect the percentage of sports organisations responding to the survey that strongly agreed or agreed with the premise of the topic. The results provide ASADA with a valuable base line in which it can track its future work in the area of engagement, including the quality of relationships with sports and administrative impacts.

TABLE 2: SPORTS ORGANISATIONS' INTERACTIONS WITH ASADA

| Measure of agreement | Strongly agree or agree |
|--|--------------------------------|
| ASADA is professional in its dealings with the sport | 92% |
| ASADA is responsive to the sport's queries and concerns | 77% |
| ASADA has established a relationship of trust with the sport's organisation | 65% |
| ASADA's processes are fair | 77% |
| ASADA's processes are transparent | 70% |
| ASADA's processes are consistent | 71% |
| Any burden ASADA's processes place on the sport organisation is reasonable and proportionate | 60% |

CASE STUDY

Working collaboratively with sports

Surf Life Saving is an iconic Australian brand, responsible for water safety, drowning prevention and rescue. Surf Life Saving Australia (SLSA) has more than 166,000 members and 311 affiliated surf life-saving clubs across Australia; it offers sporting opportunities for nippers through to elite IronMan and IronWoman at local, regional, state, national and international surf sports competitions.

During the year, SLSA approached ASADA following a raised awareness of the risks of doping generally in sport. SLSA were keen to work with ASADA to build capacity at all levels within its sport to deal with the risk of doping, as well as develop tailored prevention and education programmes for its athletes.

The ASADA CEO met with the SLSA CEO in September 2014. Following this meeting, an anti-doping environmental scan was presented to the SLSA Board in October 2014. The scan outlined the risk of doping based on information and statistics gathered by ASADA over many years, and drawing on insights from our intelligence, testing and education areas.

SLSA's response was immediate. With the board's support, ASADA and SLSA developed a comprehensive education plan that included the creation of tailored resources, including a publication introducing SLSA's anti-doping policy, and a YouTube video featuring surf life-saving great Trevor Hendy. Online education is a theme across all levels of the sport, with ASADA's eLearning level 1 and level 2 programmes now mandatory for all national squad members and qualifiers for the NutriGrain IronMan and Iron Woman Series, and all event participants and support personnel down to state-level competitions.

Surf Life Saving Queensland has been particularly proactive, working with ASADA to develop in-house trainers through our train-the-trainer programme. This allows them to deliver tailored anti-doping education to Queensland clubs alongside ASADA's face-to-face



education sessions. Such sessions were held on the Gold Coast and Sunshine Coast in November 2014.

Increasing the visibility of testing at surf life-saving events, at all levels, has been a particularly successful strategy in increasing athletes' understanding and awareness of anti-doping. In response to testing at a Surf Boat Series event, the event organiser commented that:

'A surprise visit like that was a wake-up for all the competitors who were of the belief that it [testing] only happened at the Australian Championships.'

ASADA continues to focus testing based on deterrence and detection, using in-competition testing to keep anti-doping in the minds of competitors, and using intelligence-led testing to target high-risk athletes in the sport.

In April 2015, ASADA held a trade stand at the Australian Surf Life Saving Championships at North Kirra Beach, Queensland. This provided 7,000 athletes, parents and support personnel with the opportunity to ask ASADA staff questions about anti-doping in sport.

In the lead up to the 2016 Lifesaving World Championships, to be held in the Netherlands, ASADA complemented the eLearning anti-doping programme for the Australian Life Saving Team by delivering its Ethical Decision Making workshop on the Sunshine Coast.

ANTI-DOPING POLICIES

Our aim is for Australian sports to adopt harmonised anti-doping policies so everyone is subject to the same rules. This will provide the consistency and clarity the sporting community needs to address the anti-doping challenges of the present and the future.

As a signatory to the UNESCO *International Convention against Doping in Sport*, the Australian Government plays a vital role in promoting a drug-free culture in sport. Through the adoption of legislation, regulation, policies and programmes, the Government creates an environment that fosters development of the right culture. The Government, however, cannot act alone. Success in fostering the right culture requires cooperation with the sports sector.

As a condition of Government funding, all Australian national sporting organisations must have an ASADA-approved anti-doping policy that complies with the mandatory provisions of the World Anti-Doping Code (the Code) and International Standards, and the National Anti-Doping (NAD) scheme.

The endorsement of the third revision of the Code at the 4th World Conference on Doping in Sport in November 2013 was the catalyst for countries to update domestic anti-doping policies. For this to occur in Australia, legislative changes had to be made.

In November 2014, the *Australian Sports Anti-Doping Authority Amendment Act 2014* received Assent which paved the way for ASADA to commence approving revised anti-doping policies with sports.

ASADA had commenced working with sports on the process of reviewing anti-doping policies in parallel to the progression of legislative changes through the Australian Parliament. To assist sports in meeting their obligations, ASADA developed and disseminated a template anti-doping policy that reflected the mandatory provisions of the Code and ASADA's legislative framework on 18 October 2014. The majority of Australian sports adopted the template in this format which marks a significant development in the alignment of the rights of athletes across Australian sports. Amendments to the template were approved by ASADA to reflect long standing hearing and appeals arrangements that many of Australia's professional sports already had in place.

ASADA also worked closely with the Australian Olympic Committee (AOC) during this process to include specific references to the AOC Anti-Doping By-laws in AOC member sports' policies. In addition to the revised Code obligations the AOC requires all Olympic National Federations and their athletes and athlete support personnel to fully cooperate with ASADA investigators.



110
ANTI-DOPING
POLICIES
APPROVED
BY ASADA

TABLE 3: ANTI-DOPING POLICY ADOPTION 2014–15

| | ASADA approved | ASADA unapproved | Total |
|---|----------------|------------------|------------|
| Recognised national sporting organisations ² | 84 | 1 ³ | 85 |
| Non-recognised affiliated national sporting organisations | 18 | 0 | 18 |
| State and Territory Academies/Institutes | 5 | 4 | 9 |
| Regional Academies/Institutes/ Athletics Leagues | 3 | 0 | 3 |
| Total | 110 | 5 | 115 |

² National sporting organisations recognised by the Australian Sports Commission.

³ As at 30 June 2015, ASADA continued to work with the outstanding sport to finalise its policy.

ATHLETE SERVICES

Telephone support

ASADA provides athletes and support personnel with a telephone advice service. This service allows individuals to check the status of certain substances and methods, and it complements the online 'Check Your Substances' tool. The advantage of the telephone service is that ASADA staff are able to deal directly with people to get a better understanding of the substance or method and can then use this information to check the enquiry against a number of databases. Where an enquiry involves a complex or unknown substance or method, the enquiry is referred to specialists for a determination.

In 2014–15, ASADA responded to 2,751 people calling with a substance or method related enquiry. Of these, 1,072 enquiries were specific to supplements. This compares to a total of 2,983 calls in 2013–14 of which 1,621 were specific to supplements.

Athlete whereabouts

Under the Code and NAD scheme, Australian athletes in ASADA's Registered Testing Pool (RTP) are required to provide location details for the purposes of no-advance notice out-of-competition testing. No-advance notice testing makes it harder for an athlete to either mask their use of a prohibited substance prior to sample collection, or to time their ingestion of a prohibited substance so its presence is no longer detectable at the time of sample collection.

In order to operate an effective no-advance notice out-of-competition testing programme, ASADA needs accurate whereabouts information from RTP athletes. RTP athletes are requested to provide the details of their regular or routine activities, their competition programme and their overnight residences along with one location for a time period of one hour per day between the hours of 5 am and 11 pm, for three months in advance.

Complying with whereabouts requirements is crucial. Three filing failures, or missed tests, or a combination of them within a 12-month period may constitute an anti-doping rule violation. Under the Code, the sanction for such a violation is a suspension which can range from a minimum of twelve months to a maximum of two years.

At ASADA we make significant efforts to assist RTP athletes meet their whereabouts obligations. This includes:

- > 24/7 online access to the Athlete Whereabouts Online System (AWOS)
- > letting athletes or their representatives update their whereabouts information over the phone
- > providing quarterly information packs
- > issuing reminder letters, calls, emails and/or SMS texts
- > offering experienced whereabouts staff to provide assistance to new and existing RTP athletes
- > liaising with the relevant national sporting organisations to provide them with updates on the compliance levels of RTP athletes in their sport.

More than 1,000 instances of assistance were provided to athletes and their representatives during 2014–15 to ensure compliance with whereabouts obligations. Approximately 98% of Australian RTP athletes complied with their whereabouts filing requirements in 2014–15.

In accordance with the Code and ASADA's legislation we liaise with a number of International Federations to streamline the submission process and sharing of information in relation to RTP athletes' whereabouts. From July 2014, ASADA wrote to 142 RTP athletes and seven International Federations to foreshadow the changes to testing pool arrangements within the 2015 International Standard of Testing and Investigations (ISTI).⁴

⁴ The seven International Federations are: the International Association of Athletics Federations (IAAF); International Canoe Federation (ICF); Union Cycliste Internationale (UCI); International Powerlifting Federation (IPF); Fédération Internationale de Natation (FINA); World Triathlon Corporation (WTC); and International Weightlifting Federation (IWF).

ASADA informed the athletes and International Federations that in accordance with the ISTI, it was transferring custodianship of the testing pool status and whereabouts filings to the relevant International Federation. While this change in the ISTI has reduced the number of athletes in ASADA's RTP, we maintain the ability to plan and conduct tests on those Australian athletes transferred across to the International Federations. This is achieved through the sharing the whereabouts filings from International Federations in WADA's ADAMS system.

ATHLETE COUNSELLING SERVICE

ASADA continues to administer a counselling service to assist athletes and support personnel facing a possible sanction from sport. We understand people who are confronting a possible anti-doping rule violation face serious consequences to their career and reputation, and this can be a very difficult time.

In 2011, we initiated a service providing free access to independent and confidential counselling to every person who has been notified of a possible doping violation. The counselling is provided by Davidson Trahaire Corppsych, an independent organisation providing wellbeing and performance services to more than 2,000 organisations throughout the private, public and not-for-profit sectors.

INTERNATIONAL ENGAGEMENT

ASADA plays an influential role in shaping the international anti-doping effort by participating at international anti-doping forums. This supports the Australian Government's expectation that Australia supports global efforts to eradicate doping in sport. In collaborating with international partners, we promote shared learning and international best practice in anti-doping programmes.

In 2014–15 we continued to maintain strong international connections with a view to:

- > increasing our influence on strategic decision making at the international level
- > contributing to harmonisation and information sharing
- > partnering with relevant organisations to plan and deliver anti-doping programmes at international events conducted in Australia
- > contributing to the development of anti-doping programmes worldwide.

Liaison with World Anti-Doping Agency (WADA)

WADA is the international independent organisation promoting, coordinating and monitoring the fight against doping in sport in all its forms. WADA is a critical partner in our international engagement strategy.

The Department of Health is responsible for coordinating the Australian Government's engagement with WADA in a number of areas including the review of the Code and the annual review of the Prohibited List. ASADA assists in meeting these commitments by providing anti-doping expertise to be included in the responses.

South East Asian Regional Anti-Doping Organisation (SEARADO) Intelligence and Investigations seminar

In February 2015, SEARADO together with iNADO hosted an Intelligence and Investigations seminar in Singapore. The seminar targeted key anti-doping personnel, as well as key persons in law enforcement, border control and pharmaceutical regulation. Attendees were mainly from South East Asia, but included others from around the globe. The ASADA CEO made a presentation to the seminar on the agency's Operation Cobia experiences. The National Manager Operations participated in a panel discussion about the experiences and lessons learnt by organisations conducting anti-doping investigations.

CEO trip to Montreal

In January 2015, WADA established a National Anti-Doping Organisation (NADO) Ad-Hoc Working Group and asked the ASADA CEO to serve as an expert on the Group. The Working Group was set up to provide specialist advice, recommendations and guidance to WADA management particularly in the daily practice of anti-doping programmes and further ensure NADO cooperation and initiatives are appropriately advanced globally.

In April 2015, the ASADA CEO travelled to Montreal to attend the inaugural meeting of the Working Group. Also in attendance were representatives from Denmark, Japan, Netherlands, Norway, Saudi Arabia, United Kingdom and the United States. The CEO found the meeting extremely useful as an open forum where everyone had the opportunity to share experiences, voice opinions and learn about the challenges confronting others in the anti-doping community. The CEO is appointed to this Working Group for a one-year term.

World Sports Law Report *Tackling Doping in Sport 2015* summit

In March 2015 the ASADA CEO spoke to more than 250 delegates at the *Tackling Doping in Sport* summit at Etihad Stadium in London. The CEO covered the broad topic of intelligence and investigation, and provided delegates with a brief overview of Operation Cobia and the unique landscape that he found himself in when he joined ASADA in May 2014.



ASADA CEO BEN MCDEVITT – TACKLING DOPING IN SPORT – LONDON – MARCH 2015

WADA symposium

In March 2015, WADA hosted its annual Anti-Doping Organisation symposium. In attendance were more than 450 representatives from International Sport Federations, Major Event Organisations, National and Regional Anti-Doping Organisations, athletes and the media. The ASADA CEO and National Manager Operations attended the symposium on behalf of the agency.

The clear focus of the symposium centred on protecting the clean athlete. Participants gathered to discuss the revised Code rules that were being practised by 665 organisations around the world.

The first day of the symposium included sessions relating to the implementation of the revised Code; stronger sanctions; and the influence of the athlete entourage. Days two and three of the symposium covered themes such as education; anti-doping science; intelligent testing; the Athlete Biological Passport; information sharing and investigations; Anti-Doping Organisation and laboratory relationships; and Anti-Doping Organisation partnerships between organisations.

The participation of athletes at the Symposium was seen as a positive step by the organisers and representatives. The WADA Athlete Committee participated in a high-level *Breaking the Code of Silence* panel that discussed how athletes can play an active part in solving the doping issue.

CEO visit to Nationale Anti Doping Agentur Deutschland (NADA Germany)

Following the *Tackling Doping in Sport* summit in London and the WADA symposium in Lausanne, the ASADA CEO was invited to visit Bonn (Germany) to meet with Dr Andrea Gotzmann and staff at the German anti-doping agency, Nationale Anti Doping Agentur Deutschland.

During the visit, NADA recognised the quality and success of ASADA's eLearning programme and were interested to investigate how we plan, implement and report against this activity. They were particularly interested in the newly launched level 1 course, and also how we work with national sporting organisations to get them engaged in this form of education.

A positive outcome from the visit was an invitation being extended to a member of the NADA Education and Prevention Department to visit ASADA and work with our eLearning experts to start a common project on eLearning. ASADA is looking forward to welcoming Thomas Berghoff in August 2015. From ASADA's perspective the purpose of Mr Berghoff's trip is twofold:

- > to continue to promote our programmes and the work we do with our international colleagues and
- > to learn about what education and prevention approaches NADA Germany use to promote drug-free sport.



GERMAN NADA CEO, DR ANDREA GOTZMANN, ASADA CEO, BEN MCDEVITT AND NADA HEAD OF THE LEGAL AND ADMINISTRATIVE DIVISION, DR LARS MORTSIEFER

Review of draft Prohibited List

WADA is responsible for annually updating the Prohibited List of Substances and Methods prohibited in sports. We provided technical input to the Department of Health to help prepare the Australian Government's response to the Prohibited List update. The Australian Sports Drug Medical Advisory Committee (ASDMAC) also provides input to the department for this purpose.

Institute of National Anti-Doping Organisations (iNADO)

The Institute of National Anti-Doping Organisations (iNADO) was established in 2011. Its main purpose is to act as an advocacy organisation. It works on behalf of its member organisations to ensure that a clear and consistent message on anti-doping policy and practice is communicated to national and international sporting and government bodies such as WADA, the government-to-government International Anti-Doping Arrangement (IADA), UNESCO and the Council of Europe. iNADO also helps NADOs, especially new ones, to improve programmes and to adopt best practices.

In March 2015, the ASADA CEO and the National Manager Operations attended the iNADO annual general meeting and meeting of members.

The membership of iNADO currently consists of 53 members including Australia.



INADO BOARD MEMBERS – ASADA NATIONAL MANAGER OPERATIONS, TREVOR BURGESS (FOURTH FROM RIGHT) – MARCH 2015

International visitors

ASADA welcomes visits by international Delegates as an opportunity to share anti-doping experiences and knowledge.

In July 2014, the ASADA CEO met with Senior Vice Minister for Sports of Japan, Yoshitaka Sakurada and his Delegation to discuss matters of sport, including an overview of Australia's anti-doping policies and programmes.



JAPANESE DELEGATION WITH ASADA CEO, BEN MCDEVITT – 14 JULY 2014

In December 2014, we were fortunate to host a visit from WADA Director General, David Howman. Mr Howman took the opportunity to meet with ASADA's Executive and staff and shared his observations of the Operation Cobia investigation from an international perspective.



DAVID HOWMAN ADDRESS TO ASADA STAFF – 17 DECEMBER 2014

In March 2015, a Delegation from the Government of Fiji led by the Minister for Sport, the Hon Laisenia Tuitubou, met with a number of officials from Government and sport. The meetings involved an informal discussion on the operation of Australia's sport system with the Delegation addressing a comprehensive and wide-reaching range of issues. In its meeting with ASADA, the Delegation was interested in Australia's anti-doping arrangements, as well as our testing and education programmes.



FIJIAN DELEGATION – ASADA NATIONAL MANAGER LEGAL AND SUPPORT SERVICES, ELEN PERDIKOIANNIS (THIRD FROM RIGHT) – 24 MARCH 2015

DETERRENCE

Deterrence minimises the risk of doping by building awareness with athletes, support personnel and other stakeholders through education and communication initiatives.

EDUCATION

ASADA continues to place great emphasis on its education programme as a key tool in the prevention of doping in sport. We aim to implement an effective and efficient education programme that provides learning opportunities for all members of the Australian sporting community. The programme helps develop the essential knowledge, skills and attitudes and values required to maintain a level playing field.

Central to our education programme are the close working relationships and partnerships formed with National Sporting Organisations (NSOs). We work with these organisations to help them take ownership of their own education programmes, and on the development and implementation of an education plan for their sport.

In 2014–15, we continued to exceed targets for reaching participants through education and communication programmes. We had a total of 16,308 completions of our core education products; 6,308 more than the minimum target of 10,000 to 12,000.⁵ In addition to the core education products, ASADA's other educational resources (YouTube videos, eLearning news items, and online learning updates) were viewed a collective 41,513 times.

Anti-doping education participants in 2014–15 identified with 89 different sports.



16,308
COMPLETIONS
OF ANTI-DOPING
EDUCATION
ACROSS 89
SPORTS

TABLE 4: ANTI-DOPING EDUCATION COMPLETIONS IN 2014–15

| | Activities | Completions |
|--------------------------------|-----------------------------------|---------------|
| Online: ASADA eLearning | | |
| | Pure Performance Online — Level 1 | 8,603 |
| | Pure Performance Online — Level 2 | 4,986 |
| | Total online | 13,589 |
| Face-to-face | | |
| | ASADA Face-to-Face | 47 |
| | Outreach programmes | 4 |
| | Total face-to-face | 51 |
| | Grand total | 16,308 |

⁵ For the purposes of reporting against this target, the following resources are considered part of our core education products: Level 1 online, Level 2 online, face-to-face workshops and outreach attendance.

In addition to our education activities in Australia, we actively share our expertise with other national anti-doping organisations. In March 2015, the ASADA CEO visited Bonn (Germany) to meet with staff at the German anti-doping agency, Nationale Anti Doping Agentur Deutschland (NADA). During the visit, the ASADA CEO spent time with Thomas Berghoff of NADA's Project Management, Department Prevention area to discuss our eLearning programme. A positive outcome from the visit was an invitation being extended to Thomas Berghoff to visit ASADA in August 2015 to collaborate with our eLearning experts.



THOMAS BERGHOFF – PROJECT MANAGEMENT, DEPARTMENT PREVENTION WITH ASADA CEO, BEN MCDEVITT

Trade stands

ASADA continued its programme of trade stands in 2014–15, conducting four stands at national events including the:

- > Australian Age Swimming Championships
- > Australian Junior Athletics Championships
- > Australian Gymnastics Championships
- > Australian Surf Life Saving Championships

Trade stands provide an excellent opportunity for ASADA to interact with the sporting community, offer anti-doping advice and information, and generally be available to answer questions from a wide range of people on any anti-doping topic. Athletes attending the trade stands were offered the opportunity to sign the *I got here through #PurePerformance* banner as a way of pledging their achievements in sport as clean athletes.

CASE STUDY

Award winning eLearning updates

Leading industry experts, the LearnX Foundation, awarded ASADA a Platinum Award for Best Bespoke eLearning Design for the revitalised online anti-doping course and a Gold Award for Best Deployment of a Learning Management System (LMS) as part of its 2015 National Awards.

The challenge

In the past two years ASADA had seen a significant increase in the number of users and sports embracing its online learning options. ASADA eLearning was one of the most significant elements of our wider education efforts, but the course and system itself were beginning to age. Our challenge was to update the online resource to meet the needs and demands of athletes, as well as take advantage of the latest technology on offer.

The solution

ASADA engaged industry experts, Kineo Pacific, to overhaul the existing eLearning course, as well as the LMS to make them accessible for today's athlete. The result is ASADA's first ever multi-eLearning programme, allowing athletes the freedom to access their learning online, at any time and on any device.

Considerable effort was taken to provide athletes with an engaging experience. Upon entering the new anti-doping course, learners are presented with a visual menu that reflects the Australian National Training Centre, a fictional sporting village that has been broken down into eight destinations: accreditation desk; training venue (track); chemist; doctor; nutritionist; doping control station; ASADA HQ; and a large stadium (where athletes complete their final anti-doping quiz). Each area represents a different module to help athletes learn more about anti-doping.

We all know athletes are a competitive group, so to satisfy their natural instincts a unique dashboard was added to track them throughout the course. Here the learners are awarded with a Gold, Silver or Bronze medal based on their performance.

Behind the fun experience, substantial thought went into the athlete's learning experience. The updated course allows ASADA to test the athlete's understanding of a concept as opposed to their ability to memorise the correct response. This is extremely important when getting the answer wrong in the real world can have serious consequences for an athlete's health and career.

The online course is supported by the new LMS which largely acts as the central portal for ASADA's wider education resources. Among the new offerings is the ability to provide athletes with a seamless experience no matter what device they access their learning on. The online course and the LMS both meet Government accessibility standards.

The results

The benefits to ASADA and the sporting community have been immediate. Between December 2014 and June 2015, more than 5,500 users had completed the new level 1 course. This represents a 67% increase over the same period in the previous year. Of the users completing the course, 93% claim they have learnt something new and 88% have found it relevant to their needs. The move to create a course accessible on all devices is already paying dividends, with a 66% increase in the number of users completing the course on their mobile devices.

Along with the increased usage and user satisfaction, came recognition from the eLearning industry for ASADA's efforts. The two national awards from the LearnX Foundation represents the second time ASADA has won national awards for its eLearning programme. Our efforts in this area highlight ASADA's determination to continue producing the best possible resources for the benefit of Australian sport.





SLSA BANNER SIGNING

Face-to-face

Our face-to-face workshops provide athletes and support personnel with an important opportunity to interact directly with ASADA, to ask questions and to explore anti-doping in more detail. Complementing the online learning options, the workshops are available to any sporting organisation to integrate as part of its overall education plan. Over the past year, 1,709 athletes and support personnel attended face-to-face anti-doping education sessions.

During 2014–15, we took the opportunity to present a new workshop to a number of sports focusing on the values of sport and ethical decision making. While much of ASADA's education is based on providing information, this workshop is the first serious step into education which looks beyond the anti-doping rules, and concentrates more on ethics and values. That is, how they guide behaviours and the choices we make in the complex anti-doping area. The goal of this scenario-based, interactive session is that participants are able to understand or re-define success for themselves in ways that acknowledge the equal importance of the outcomes they achieve and the ways in which they achieve them.



88%
SATISFACTION
WITH
ANTI-DOPING
EDUCATION

TABLE 5: SATISFACTION WITH ASADA EDUCATION

| Measure of satisfaction | Satisfied or very satisfied |
|--|-----------------------------|
| ASADA anti-doping education is accessible | 93% |
| ASADA anti-doping education is effective in conveying anti-doping messages | 92% |
| ASADA anti-doping education is delivered in an efficient manner | 87% |
| ASADA anti-doping education provides correct and current information | 93% |

Feedback from participants in both online and face-to-face education services showed:

- > 88% of users agreed or strongly agreed that the resources were relevant to their needs
- > 93% of users agreed or strongly agreed that the resources increased their knowledge of anti-doping.

Almost 92% of athletes and athlete support personnel responding to the 2015 stakeholder survey agreed or strongly agreed that ASADA's education and information services has minimised their risk of an accidental breach of the anti-doping regulations.

AWARENESS-RAISING

The Operation Cobia investigation has had a dramatic impact on the visibility of ASADA's work in the community. Prior to the investigation, the audience interested in anti-doping information was mostly confined to sports and athletes. Since the investigation, the community's awareness of anti-doping issues in sport has increased dramatically. This rise in awareness has been predominantly driven by media coverage of the investigation.

In 2014–15, media reporting continued to focus on the Operation Cobia investigation and mostly centred around:

- > the sanctions imposed by the National Rugby League on 12 players
- > Federal Court hearings into ASADA's investigation in the AFL
- > the Victorian Supreme Court hearing into the issue of subpoenas to witnesses
- > AFL Anti-Doping Tribunal hearing and decision regarding the 34 former and current Essendon players and former support person, Stephen Dank
- > the WADA appeal of the AFL Anti-Doping Tribunal's decisions to the Court of Arbitration for Sport.

TABLE 6: ANTI-DOPING MEDIA COVERAGE

| | 2013–14 | 2014–15 |
|---------------------|-------------|-------------|
| Media mentions | 259,120 | 304,332 |
| Cumulative audience | 3.1 billion | 3.2 billion |

While significant time was spent responding to media enquiries on the investigation, ASADA continued to produce a wide range of communications outside of the investigation to deliver anti-doping information to a diverse sporting audience. Digital channels such as social media were used to complement the reach and effectiveness of traditional communication channels such as printed products and the media. Where appropriate ASADA relied on sports to assist in the circulation of anti-doping information, such as health advisories, to athletes and support personnel.

Communications activities

In addition to the annual promotion of WADA's List of Prohibited Substances and Methods update, ASADA conducted a number of communications activities throughout 2014–15 in response to emerging issues and to provide up-to-date anti-doping information relevant to athletes and support personnel.

Continuing the supplements campaign

For a number of years, ASADA has been communicating its concerns about prohibited substances found in supplement products to athletes and sports. Due to the ongoing number of positive tests we see each year as a result of supplements, ASADA continues its campaign of cautionary advice.

At the end of 2013–14, ASADA contacted all sports under its remit to alert them to the disturbing fact that more than half of publicly disclosed anti-doping rule violations in 2013 involved a prohibited stimulant found in a supplement. We engaged directly with sports in an attempt to reduce the proportion of positive tests related to supplement use. As part of our ongoing work in this area, ASADA published two athlete advisories about supplements in 2014–15.

First advisory

Issued in November 2014, the advisory alerted athletes to a new prohibited stimulant replacing methylhexanamine in many supplement formulations. Methylhexanamine came to prominence in Australia in 2010 when nine athletes tested positive to the prohibited stimulant over a period of a few weeks. Moving forward to 2014, ASADA issued a caution to all Australian athletes subject to in-competition testing to be aware of a synthetic compound called 1,3-dimethylbutylamine (or DMBA), often listed on supplement labels as AMP Citrate.

Our understanding at the time was that DMBA use had never been studied in humans and had a structural similarity to the prohibited and potentially dangerous stimulant methylhexanamine.

ASADA communicated to sports and athletes via its website, social media channels and to people registered on ASADA eLearning. In support of communications activities, ASADA added DMBA to the 'Check Your Substances' database.

Second advisory

Issued in May 2015, the advisory was part of a global alert issued by INTERPOL about an illicit and potentially lethal drug used as a dieting and bodybuilding aid. The international policing organisation issued a global alert, or Orange Notice, about the substance 2,4-dinitrophenol (DNP) which is used as a raw material for explosives. The notice was published after one woman died in the United Kingdom and a French man was left seriously ill after taking the substance.

Under its anti-doping project, INTERPOL collaborated with WADA and received additional information from the global anti-doping organisation after one of the WADA-accredited laboratories received a sample of the drug following a seizure in Australia.

DNP is banned in sport and not approved for human use in any country. Invented in the 1930s, it was banned for human use after several deaths.

CASE STUDY

World Anti-Doping Code — What does the revised Code mean for you?

The World Anti-Doping Code (the Code) is a living document. As anti-doping develops, so do the ideas that form rules, regulations and policies in the future. The revision process for the Code began in 2011 and the revised Code was unanimously approved on 15 November 2013 at the World Conference on Doping in Sport in Johannesburg, South Africa.

The changes to the Code were substantial with 2,000 changes submitted during the two-year consultation period. Scheduled to come into force on 1 January 2015, it was important for ASADA to communicate to athletes and support personnel the key changes in the Code directly affecting them. Over several weeks in December 2014, ASADA published a series of blogs to raise the awareness of:

- > new anti-doping rule violations
- > changes to the length of sanctions
- > flexibility in sanctions
- > changes to substantial assistance

- > rules on banned athletes returning to training
- > emphasis on intelligence and investigations
- > change to the statutory limitation period
- > amendment to whereabouts
- > enhanced role of education
- > increased focus on athlete support personnel
- > anti-doping violation of prohibited association
- > role of support personnel and prohibited substances.

The blogs were audience specific. The first two blogs were focused on the changes affecting athletes and the final blog specifically targeted athlete support personnel. ASADA promoted the blogs via its website, social media channels and to people registered on ASADA eLearning. In addition to the blogs, a learning bite about the changes to the Code was sent to all registered users of ASADA eLearning.



2,000
CHANGES SUBMITTED DURING THE
TWO-YEAR CONSULTATION PERIOD.

ASADA website

In August 2014, WADA Director General David Howman said:

'In the ever-evolving world of anti-doping, the availability of relevant and current information for stakeholders and those involved in sport and anti-doping is absolutely crucial.'

As a central part of ASADA's communications strategy, the website is a comprehensive source of up-to-date anti-doping information available to Australian athletes and support personnel. The ASADA website experienced a total of 150,849 users and 530,645 page views in 2014–15. Of the users coming to the site, 67% were new users.

ASADA blog

The ASADA blog was established in December 2011 to provide our audience with relevant and informative articles on anti-doping matters. The blogs were originally hosted on an independent site separate to the ASADA website. Existing blogs were incorporated into the new ASADA website in April 2015 which reduced the number of locations our audience had to visit to access anti-doping information. In doing this, ASADA complied with the Digital Design Standard in making it easier for the end-user to access online information.

Social media

Athletes are a highly mobile group and their desire to maintain contact with family, friends and fans makes them keen users of social media. A number of years ago, ASADA tapped into social media as a way of communicating anti-doping resources, alerting athletes to health advisories, and distributing media statements and blogs.

While social media is an excellent way of instantly communicating with the sports community, it has also posed some challenges for ASADA in recent years. Over the course of the Operation Cobia investigation, a significant level of negative commentary was directed at ASADA on social media. As such, a decision was taken to limit our use of social media to the distribution of important communications, like health advisories and media statements. This temporary measure was required to avoid instances where important anti-doping messages were not lost to our primary audience among the hostile social media conversations.

Twitter

ASADA predominantly uses Twitter as a newsfeed to alert athletes and the media to emerging anti-doping information. In 2014–15, we had 3,627 followers, tweeted 26 times, been re-tweeted 182 times, replied to 49 times and favourited 78 times. Links in our tweets were clicked 1,011 times, and the tweets generated 113,685 impressions and 2,414 engagements.⁶

Facebook

ASADA uses Facebook to share education resources and anti-doping information with a younger audience. At 30 June 2015, we had a total of 1,941 likes on Facebook, which represented an increase in traffic when compared to previous years.

YouTube

During 2014–15, ASADA produced a range of video content for its YouTube channel. Videos included athletes discussing their experiences with doping control (anti-doping testing), what athletes could expect during an anti-doping test, and promotional videos on ASADA's new online education course.

In the period, we recorded a total of 20,375 views and 51,868 estimated minutes watched. Of the people who viewed our videos, 62% accessed the videos embedded on other websites and apps, and 38% watched the videos on YouTube.

⁶ Impressions are times a user is served a Tweet in timeline or search results. Engagements are the total number of times a user interacted with a Tweet (i.e. clicks anywhere on the Tweet, including re-tweets, replies, follows, favourites, links, cards, hashtags, embedded media, username, profile photo, or Tweet expansion).

CASE STUDY

New ASADA website

In November 2009, ASADA launched a rejuvenated website. At the time of its launch, the website was praised by athletes for its clean look and ease of use. More than five years on, however, the website's look, functionality and content were dated and in need of refreshment. There were also two major external factors acting as catalysts for the new build: the introduction of the revised Code; and the deadline set by Government to meet its latest accessibility requirements.

The point of any Government website is to provide people with the information they need, in the easiest way possible. However, finding the resources needed to manage essential hurdles like security, accessibility, privacy and web standards, and hosting arrangements can be hard, even for large agencies.

Building a new website is an expensive and resource-intensive job. ASADA was fortunate enough to partner with the Department of Finance in early 2014–15 as part of its whole-of-government govCMS project. govCMS is an open source, cloud-based content management and website hosting service for Australian Government agencies. It allows government agencies to create and manage websites based on best practice, while maintaining compliance with Australian Government standards.

Finance applied the government-wide Digital Design Standard in the development of the new ASADA website. This standard puts user-needs at the centre of development and design. To help achieve this, ASADA interviewed athletes, support personnel and other key stakeholders to determine the best way to structure the information on the site. The end result is a website that has improved functionality and better serves the needs of Australian athletes, sports, support people and the wider public.

Launched in April 2015, the new website features an improved homepage design and cleaner layout of page content. Content has been updated to reflect the changes introduced by the revised Code. It is also

accessible through a wider range of web browsers and devices, including mobiles and tablets, and has been designed to meet all relevant accessibility standards. Combined with the new award-winning ASADA eLearning suite, the website is making it easier for athletes to get the anti-doping information they need.

Of those who had visited the new website and responded to our annual stakeholder survey:

- > 93% were satisfied or very satisfied with the ease of understanding the information on the website
- > 93% were satisfied or very satisfied with the relevance of the content in meeting their needs
- > 89% were satisfied or very satisfied with the ease of finding specific information.



JANE HALTON AND BEN MCDEVITT – GOVCMS SIGNING – 18 AUGUST 2014



Printed resources

ASADA produces an *Athlete Testing Guide* to assist athletes understand what will happen during and after a testing session, and what their rights and responsibilities are in relation to testing. A copy of the *Athlete Testing Guide* is offered to every athlete at the time of their test. The *Athlete Testing Guide* can be viewed on our website <www.asada.gov.au>.

Searching the status of substances online

Since its launch in November 2009, the online 'Check Your Substances' tool has continued to be a popular resource among Australian athletes and support personnel. The tool enables athletes to find out whether the most commonly prescribed, over-the-counter and complementary medicines in Australia are permitted or prohibited in their sport.

In 2014–15, 'Check Your Substances' had a total of 99,001 visits. This compares to 84,773 visits in 2013–14; 74,126 visits in 2012–13; and 49,935 visits in 2011–12.



99,001
CHECK YOUR
SUBSTANCES
VISITS

DETECTION

Detection involves the implementation of an integrated programme of targeted testing, intelligence-gathering and investigation of possible anti-doping rule violations.

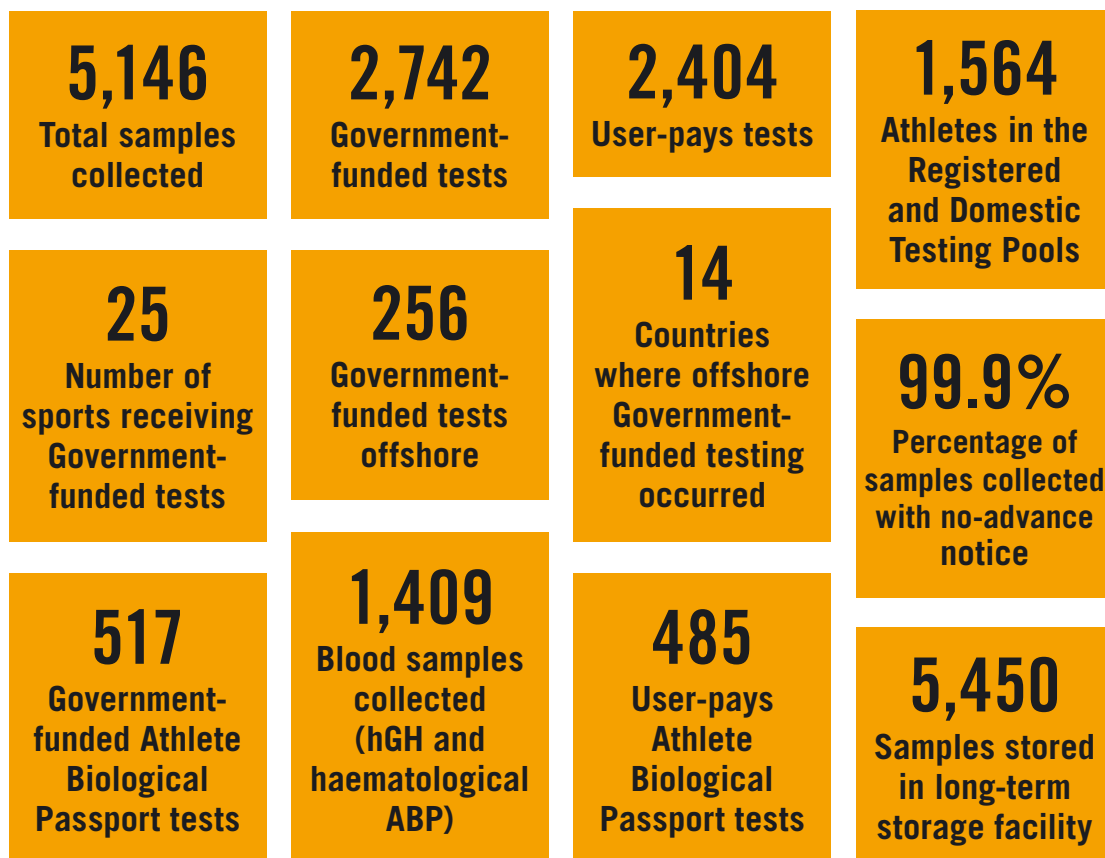
In 2014–15, ASADA continued to invest further in our intelligence and investigations capabilities. Our integration of an intelligence and investigation capability into the anti-doping detection programme has been highly successful.

Over the years, several countries have called upon ASADA to share its experience and knowledge regarding intelligence and investigations. Anti-doping organisations in Europe, Asia, the Middle East, Africa and North America have all taken ASADA's model and considered ways of adapting programmes to meet local needs.

ASADA is involved in an ongoing world-wide effort to improve methods aimed at catching doping cheats. This includes constantly scanning the environment for new drugs that have the potential to enhance the performance of athletes. ASADA works cooperatively with:

- > the Australian Customs and Border Protection Service, the Australian Crime Commission, the Therapeutic Goods Administration, the Australian Federal Police, as well as state and territory police
- > other National Anti-Doping Organisations and International Federations in the sharing of information across borders and to keep up-to-date with worldwide trends
- > WADA-accredited laboratories to learn of new tests for prohibited substances and new substances identified during testing.

ANTI-DOPING TESTING PROGRAMME



In a World Anti-Doping Agency (WADA) interview series, two-time Olympic champion and WADA Committee member, Kirsty Coventry was asked to reflect on the revised Code and what impact it will have in the years ahead. Coventry, using her own sport of swimming as an example, pointed to target testing and specific testing within sports as one of the biggest impacts which is likely to happen:

'... so not just targeting specific drugs that may be used in those sports but targeting and breaking it down into groups of sprinters, middle distance and distance swimmers. There is going to be different drugs that athletes use for each of those. So I think that is in of itself such a huge leap and such a good positive thing ... it may be a little more expensive at the beginning, but once we get the programme running correctly and people get behind it, I just think a lot more people will, if they are cheating, will get caught out.'

Testing remains an essential element of our deterrence and detection programmes. The programme includes a combination of Government-funded and user-pays arrangements, which is supported by a scientific- and intelligence-driven targeted test distribution plan. Testing is conducted in-competition and out-of-competition and is based on no-advance notice, which acts as a deterrent to athletes who are subject to testing anytime, anywhere and without warning.

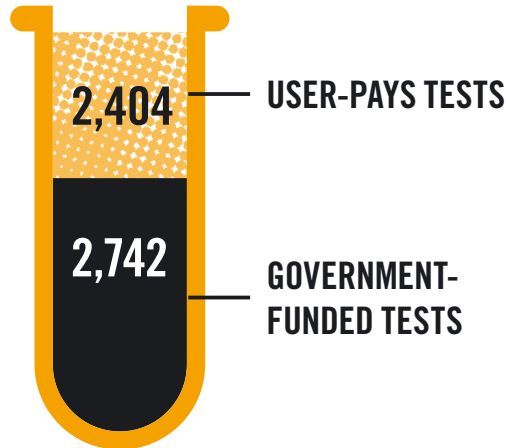
Underpinning the testing programme is the test distribution plan. This plan is designed to allocate tests across a range of sports annually in accordance with criteria specified in WADA's International Standard for Testing and Investigations (ISTI).

In 2014–15, we continued to apply steroid and hematological Athlete Biological Passport (ABP) capability in the development of our targeted testing programmes. The ABP is an electronic record of an athlete's biological values that is developed over time from multiple collections of blood or urine samples. It differs from traditional detection methods by looking for the effects of blood doping or biological steroid markers rather than detecting the prohibited substances or methods used.

Sample collection

The sample collection process entails sequential activities that directly involve the athlete from the initial notification to the point when they leave the Doping Control Station having provided urine and/or blood samples. Our sample collection is conducted by a skilled team of accredited Doping Control Officers (DCO) and Chaperones in accordance with the World Anti-Doping Code (the Code), the ISTI and the National Anti-Doping (NAD) scheme. The blood collection service is provided by qualified phlebotomists and is conducted in the presence of a DCO, Chaperone, and if applicable, the athlete's representative.

As a part of our education activities, ASADA posted in 2014–15 several YouTube videos about the sample collection process. In addition to a video describing the various stages of the testing process from an athlete's perspective, ASADA also posted videos that included candid comments by athletes from a number of sports discussing their experiences with anti-doping tests.



**5,146 TOTAL
ANTI-DOPING TESTS**

User-pays tests

In 2014–15, ASADA was contracted by a number of sporting administration bodies (such as the Australian Football League (AFL), Australian Rugby Union (ARU), Cricket Australia (CA), Football Federation Australia (FFA) and the National Rugby League (NRL)) to conduct their doping control testing programmes. We also collected samples under contractual arrangements on behalf of other collection agencies or International Federations in the lead up to a number of international sporting events held in Australia, including athletics, badminton, cycling, darts, judo, life saving, table tennis and triathlon.

A user-pays arrangement with the Western Australian Government was in place during the year to allow for the testing of athletes competing at state level. This relationship is important in ensuring that up-and-coming athletes competing at the state level experience a thorough testing programme. The aim is to instil in these athletes an expectation that they will be tested on a regular basis, as well as an understanding that athletes who dope will be caught and sanctioned appropriately.

In 2014–15, ASADA worked closely with the AFL, ARU, Australian Rugby League Commission (ARLC), CA and FFA to ensure that each of these sports had a testing programme that maximised the chances of detecting the use of any prohibited substances. The broad scope of agreements between ASADA, the major professional sporting organisations and Western Australian Government is a testament to the shared commitment to achieve doping-free sport across Australia.

In addition to the testing of domestic athletes, ASADA is requested to conduct tests under contractual arrangements on foreign athletes who come to Australia for the purposes of training and competition. These tests are often conducted on behalf of the National Anti-Doping Organisations or International Federations responsible for these foreign athletes. There are occasions, however, when an Australian national sporting body engages ASADA to test foreign athletes. During 2014–15, ASADA was contracted by Swimming Australia to conduct testing on a number of foreign swimmers training at Swimming Australia's podium swimming pools throughout Australia.

TABLE 7: ANTI-DOPING TESTS CONDUCTED BY ASADA IN 2014–15

| | Test type | Total tests completed |
|-------------------------|-------------------------------|------------------------------|
| Government-funded tests | Out-of-competition | 1,876 |
| | In-competition | 866 |
| | Total Government-funded tests | 2,742 |
| User-pays tests | Out-of-competition | 1,599 |
| | In-competition | 805 |
| | Total user-pays tests | 2,404 |
| Total | | 5,146 |

TABLE 8: DOPING CONTROL STATISTICS — 2001–02 TO 2014–15

| Year | In-comp | % In-comp | Out-of-comp | % Out-of-comp | Total | User-pays | % User-pays | Govt-funded | % Govt-funded |
|-------|---------|-----------|-------------|---------------|--------------|-----------|-------------|-------------|---------------|
| 01–02 | 2,486 | 36% | 4,383 | 64% | 6,869 | 3,020 | 44% | 3,849 | 56% |
| 02–03 | 1,960 | 31% | 4,303 | 69% | 6,263 | 2,707 | 43% | 3,556 | 57% |
| 03–04 | 2,443 | 37% | 4,172 | 63% | 6,615 | 2,819 | 43% | 3,796 | 57% |
| 04–05 | 1,741 | 28% | 4,393 | 72% | 6,134 | 2,285 | 37% | 3,849 | 63% |
| 05–06 | 2,814 | 37% | 4,771 | 63% | 7,585 | 3,038# | 40% | 4,547* | 60% |
| 06–07 | 2,916 | 42% | 4,037 | 58% | 6,953 | 2,376 | 38% | 4,264 | 62% |
| 07–08 | 3,168 | 48% | 3,469 | 52% | 6,637 | 2,395 | 36% | 4,242 | 64% |
| 08–09 | 3,122 | 42% | 4,376 | 58% | 7,498 | 3,286 | 44% | 4,212 | 56% |
| 09–10 | 2,591 | 39% | 4,113 | 61% | 6,704 | 2,876 | 43% | 3,828 | 57% |
| 10–11 | 2,749 | 39% | 4,341 | 61% | 7,090 | 3,225 | 45% | 3,865 | 55% |
| 11–12 | 2,640 | 37% | 4,556 | 63% | 7,196 | 3,200 | 44% | 3,996 | 56% |
| 12–13 | 2,421 | 33% | 4,955 | 67% | 7,376 | 3,209 | 44% | 4,167 | 56% |
| 13–14 | 2,211 | 34% | 4,313 | 66% | 6,524 | 3,037 | 47% | 3,487 | 53% |
| 14–15 | 1,671 | 32% | 3,475 | 68% | 5,146 | 2,404 | 47% | 2,742 | 53% |

Notes for Table 8:

Doping control statistics from 2001–02 to 14 March 2006 were collected by the Australian Sports Drug Agency and reported in its annual reports.

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

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

Long-term storage facility

ASADA operates a long-term storage facility located at the National Measurement Institute in Sydney. The facility is used to store frozen blood and urine samples collected over a number of years from athletes for possible re-testing using future advances in analytical technology.

Under the Code, a doping violation may be commenced against an athlete up to ten years after the alleged event. The re-testing of frozen blood and urine samples assists in catching those athletes who are using substances not yet detectable.

The long-term storage facility contains samples collected from athletes competing in a number of sports, including Australian athletes who competed at the Glasgow 2014 Commonwealth Games.



**5,450
LONG-TERM
STORAGE
SAMPLES**

Accreditation of DCOs and Chaperones

Our DCOs are highly regarded around the world and have worked at many international and national major sporting events since 1996. In November 2013, ASADA held its DCO conference where it re-accredited 27 DCOs in accordance with WADA's requirements. ASADA will conduct its next re-accreditation for DCOs in late 2015.

ASADA re-accredits its Chaperones every two years to ensure compliance with the ISTI and so that sample collection skills are maintained. Two hundred and seven Chaperones were re-accredited in workshops held around Australia throughout May and June 2014. The re-accreditation required the successful completion of both written and field assessments.

INTELLIGENCE

To protect the rights of clean athletes everywhere, WADA has known for some time that anti-doping organisations need to move beyond drug testing alone and develop additional ways of gathering, sharing and exploiting information and evidence about the supply to, and use of prohibited substances and methods by athletes under their jurisdiction. On its website, WADA points to the revolutionary model developed in Australia in which ASADA cooperates with other government agencies to identify athletes suspected of doping. Over time, the model has been refined to integrate traditional testing with the ability to investigate possible doping activity.

The detection of anti-doping rule violations is an information-dependent activity. Tip-offs, scientific analysis and information collected by partner agencies are each prized sources of intelligence for ASADA, that assist the agency to target its resources to best effect. In recognition of the increasingly sophisticated anti-doping environment, ASADA continued to deepen its strategic investment in intelligence in 2014–15. Recognised as a leader in role modelling intelligence-led anti-doping programmes, ASADA's ongoing investment in this field coincides with the increased emphasis the anti-doping community has placed on intelligence and investigations within the 2015 Code.

ASADA's intelligence resources were restructured in 2014–15, being integrated into a single organisational unit, with the leadership of the unit elevated to a Director level appointment. The Director of Intelligence is a serving member of the Australian Federal Police (AFP), seconded to ASADA. The changes have led to enhanced information sharing relationships with partner organisations, and the full integration of intelligence within the agency's operational decision making processes.

In May 2015, ASADA's information and communications technology infrastructure was certified to the PROTECTED level. The PROTECTED certification will further facilitate the enhancement of ASADA's strategic partnerships with law enforcement and other government agencies by enabling the secure sharing of information relevant to anti-doping.

Between March and May 2015, ASADA Intelligence supported a national programme of *Safeguarding the Integrity of Sport* forums, across seven states and territories. The forums were a partnership between Play by the Rules, the National Integrity of Sport Unit, the Australian Sports Commission and ASADA to address threats to the integrity of sport at the community and sub-elite levels. The forums and associated briefings reached 343 people connected with the leadership or administration of sport and were highly rated by attendees, with 98% agreeing that they had learned something new.

**35 EXTERNAL PARTY NOTIFICATIONS +
122 ANONYMOUS TIP-OFFS +
326 SCIENTIFIC ANALYSIS REPORTS +
19 FIELD STAFF INCIDENT REPORTS =
502 TOTAL
INTELLIGENCE
INCIDENT REPORTS**

The ASADA Intelligence team recorded 502 incident reports in 2014–15. This represents an increase of 111 reports or 28% from the previous reporting period. These reported incidents consisted of 35 derived from external party notifications, 122 derived from tip-offs, 326 from scientific analysis reports, and a further 19 from field staff incident reports. All of these incidents were analysed and assessed for further action.

Following detailed analysis, 55 of these incidents were formally accepted as cases and further analysis or investigation was undertaken.

INVESTIGATIONS

'While intelligence and investigation work is an area that has typically been dealt with by bodies such as the Police, there is now a requirement and expectation that anti-doping organisations should also deal with intelligence and investigation work in addition to testing. I believe this is a new and unknown area for many anti-doping organisations, which represents a challenge. Taking the nature of this kind of activity into consideration, it has become more apparent than ever that bodies responsible for intelligence, investigation, testing and prosecution need to be driven independently from sports federations, in order to avoid any possible conflicts of interest.'

Mrs Thorhild Widvey, Norwegian Minister of Culture and WADA Executive Committee member — June 2015

Changes to the ASADA Act in 2013 led to enhancements to ASADA's intelligence-gathering and investigation capacity. Prior to the changes, ASADA relied heavily on the powers of sports to assist it with investigations into possible anti-doping violations. Since the changes ASADA can, of its own volition, compel people to assist with an investigation. However, this reduction in the reliance on the powers of sports does not absolve sports as active partners in Australia's efforts to deal with the problem of doping.

Mirroring Australia's efforts in this area, WADA elevated the focus of investigations and use of intelligence in the fight against doping in the 2015 Code.

The *Australian Government Investigations Standards 2011* (AGIS) establish the minimum standards for Australian Government agencies conducting investigations. ASADA applies AGIS as a best practice model for all investigations of possible anti-doping rule violations under the NAD scheme.

All credible allegations or information of doping in a Code-compliant sport are assessed by ASADA against a broad range of criteria. This ensures we target our investigative resources efficiently, effectively, economically and ethically towards the sports and athletes at highest risk of doping. An allegation or information on its own, however, is not enough to prove a possible anti-doping violation. To do this, we need to turn the allegation or information into reliable, admissible and sufficient evidence to prove a possible violation, to the relevant standard.

During 2014–15, ASADA continued to work on aspects of Operation Cobia, as well as focused its investigative resources on other matters across a range of sports. During the period, the Investigations team accepted 48 investigations unrelated to Operation Cobia.



55
INCIDENT
REPORTS
ACCEPTED AS
INVESTIGATION
CASES

Disclosure notices

Amendments to the ASADA Act in 2013 enhanced ASADA's intelligence-gathering and investigation capacity. When necessary, the ASADA CEO can now require someone to assist with an investigation by issuing a notice (known as a disclosure notice). This notice can require a person to do one or more of the following:

- > attend an interview to answer questions
- > give information
- > produce documents or things.

The ASADA CEO can only issue a disclosure notice if he reasonably believes the person has information, documents or things that may be relevant to the administration of the National Anti-Doping (NAD) scheme. A notice may only be issued if three members of the Anti-Doping Rule Violation Panel agree in writing that the belief of the CEO is reasonable.

Subsection 74(1) of the ASADA Act requires the ASADA CEO to set out particular information relating to disclosure notices.

TABLE 9: DISCLOSURE NOTICES

| Description | 2014–15 outcome |
|--|--|
| The number of disclosure notices given in the financial year. | ASADA issued 13 disclosure notices to five individuals. A number of individuals received more than one notice (i.e. one requiring them to attend an interview; one requiring them to produce documents or things; and/ or one requiring them to provide information). Some individuals received replacement notices on the grounds the initially proposed date, time or location to comply with the notice would cause undue hardship to the person. |
| The number of proceedings for contraventions of section 13C (failure to comply with disclosure notice) that were commenced or concluded in the financial year. | No proceedings commenced or concluded in the financial year. |
| 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 ASADA Act. | No proceedings concluded in the financial year. |

ENFORCEMENT

Enforcement involves managing cases of possible anti-doping rule violations and presenting these cases at hearings and appeals.

ANTI-DOPING RULE VIOLATION PROCESS

We follow the principles set out under the World Anti-Doping Code (the Code) to establish a process for the administration of potential anti-doping rule violations. The process generally includes, among other things: the issuing of 'show cause' notices; a review by the independent Anti-Doping Rule Violation Panel; a hearing before a sport tribunal; and the public disclosure of an anti-doping violation.

'Show cause' notices

Once the ASADA CEO reaches a conclusion that a possible anti-doping rule violation has occurred, it is the CEO's duty under legislation to put formal allegations to athletes or support personnel and invite them to respond. This is often referred to as the process of issuing 'show cause' notices. Generally athletes and support personnel have ten days to lodge a submission in response to the 'show cause' notices. This information along with the evidence collected by ASADA will be put to the independent Anti-Doping Rule Violation Panel (ADRVP) for consideration.

Table 10 provides information on the number of 'show cause' notices issued by ASADA over the past three reporting periods. In 2014–15, the ASADA CEO issued a total of 54 'show cause' notices to athletes and support personnel across ten different sports. The sports involved include: Australian rules football (4); baseball (2); bodybuilding (10); cycling (1); darts (1); football (1); rugby league (29); surf lifesaving (3); weightlifting (1); and wrestling (2).

TABLE 10: SHOW CAUSE NOTICES ISSUED BY ASADA

| | 2012–13 | 2013–14 | 2014–15 |
|-------------------|-----------|-----------------|-----------------|
| Athletes | 38 | 68 ⁷ | 53 ⁸ |
| Support Personnel | 0 | 3 ⁷ | 1 |
| Total | 38 | 71 | 54 |
| Sports | 12 | 15 | 10 |

Anti-Doping Rule Violation Panel — Register of Findings

The ADRVP is an independent decision-making body established under the ASADA Act.

⁷ This includes 34 former and current AFL players and support person, Stephen Dank as part of the Operation Cobia investigation.

⁸ This includes 17 former and current NRL players as part of the Operation Cobia investigation.

54
SHOW CAUSE
NOTICES
ISSUED
ACROSS
10
SPORTS

Changes to the ADRVP's role were introduced with the *Australian Sports Anti-Doping Authority Amendment Act 2014*. Prior to 1 January 2015, the role of the ADRVP was to decide whether to make a 'finding' of a possible anti-doping rule violation by an athlete or support person. If it made a 'finding', the ADRVP placed those details on its Register of Findings (RoF). The ASADA CEO was required to notify the relevant sport of the 'finding', and this would normally then result in the athlete or support person receiving an 'infraction notice' in accordance with the relevant sport anti-doping policy.

From 1 July 2014 to 31 December 2014, the ADRVP entered the names and details of 67 athletes and no support personnel onto the RoF for possible anti-doping rule violations. The sports involved were: Australian rules football (36); bodybuilding (9); canoeing (3); rugby league (20); surf lifesaving (5); weightlifting (2); and wrestling (4).⁹

Anti-Doping Rule Violation Panel — Assertions

Following changes made by the *Australian Sports Anti-Doping Authority Amendment Act 2014*, the ADRVP no longer makes a 'finding' of a possible anti-doping rule violation by an athlete or support person. From 1 January 2015, the ADRVP decides whether it is satisfied a possible anti-doping rule violation has been committed, and if so, makes an 'assertion' that there has been a possible violation by the athlete or support person.¹⁰

From 1 January 2015 to 30 June 2015, the ADRVP made assertions in relation to 11 athletes and no support personnel for possible anti-doping rule violations. The sports involved were: baseball (1); bodybuilding (3); rugby league (5); rugby union (1); and surf lifesaving (2).¹¹

Anti-doping rule violations

Where the ADRVP enters an athlete or support person onto the RoF (pre-January 2015) or makes an assertion (on or after 1 January 2015) that a possible anti-doping violation has been committed, the athlete or support person is given the opportunity to have a hearing before a sports tribunal. The sports tribunal is responsible for finding whether an anti-doping rule violation has actually been committed and for imposing any relevant sanction under the sport's anti-doping policy. Athletes and support people can waive their right to a hearing. In these cases, the sport will decide the appropriate sanction in accordance with its anti-doping policy. Athletes or support people, ASADA, WADA, or an athlete or support person's International Federation may be able to appeal the sport tribunal's decision to the Court of Arbitration for Sport.

A total of 45 people (44 athletes and one support person) across 11 sports received a sanction for anti-doping rule violations in 2014–15. Due to the appeal process in the case of support person, Stephen Dank the sanction has not been confirmed by the sport in the 2014–15 reporting period.

ASADA was involved in 10 hearings at various courts and sporting tribunals during 2014–15. This involved presenting cases for consideration by tribunals and making submissions in regard to possible anti-doping rule violations and associated matters. Not all matters at the hearing stage have been the subject of a final decision as at 30 June 2015.

45
SANCTIONS
IMPOSED
ACROSS
11
SPORTS

⁹ The ADRVP records every sport an athlete or support person participates in. In some instances, athletes and support personnel are involved in multiple sports. As such, the number of people entered onto the RoF may not always correspond with the number of sports.

¹⁰ Refer to pages 23–24 for further explanation on changes to the ADRVP's role.

¹¹ The ADRVP records every sport an athlete or support person participates in. In some instances, athletes and support personnel are involved in multiple sports. As such, the number of people with an assertion may not always correspond with the number of sports.

Public disclosures of anti-doping rule violations

ASADA publicly discloses information about a violation of the anti-doping rules once a final determination has been made by the relevant sport or a sport tribunal (and pending any appeals).

Table 11 provides information pertaining to those matters publicly disclosed by ASADA in 2014–15. Matters in Table 11 do not always equate to the number of sanctions imposed by sports during a reporting period. Any discrepancy may be explained by:

- > matters where a sanction is imposed, but the appeal period concludes outside of the reporting period; or
- > matters commenced in previous reporting periods, but disclosed in the current period.

In August 2014, ASADA issued ‘show cause’ notices to 17 current and former National Rugby League (NRL) players. Following admissions by 12 of the players, the NRL imposed a 12-month sanction on the players for anti-doping rule violations. Table 11 does not include references to the 12 NRL players. As at 30 June 2015, the matters of the remaining five rugby league players are unresolved. While these matters are ongoing, the disclosure of the identity of the 12 players is delayed to ensure the privacy of the five players remains protected. This is a unique situation where ASADA is required to balance the issue of privacy of the five players against our normal protocol of publicly disclosing sanctioned athletes.

Our website at <www.asada.gov.au> has more information about individual sanctions.

TABLE 11: PUBLICLY ANNOUNCED ANTI-DOPING RULE VIOLATIONS IN 2014–15

| Sport | Rule violation | Substance / method | Sanction imposed | Sanction |
|-----------------|---|---|------------------|-------------------|
| Weightlifting | Presence and use | Oxandrolone and its metabolite 17-epiOxandrolone | 3 December 2013 | Two-year sanction |
| Bodybuilding | Presence | 1,3-dimethylpentylamine (methylhexaneamine) | 4 June 2014 | Two-year sanction |
| Surf lifesaving | Presence and use | Oxilofrine (methylsyneprine) | 13 June 2014 | Two-year sanction |
| Athletics | Tampering or attempted tampering with any part of doping control | Not applicable | 17 June 2014 | Two-year sanction |
| Powerlifting | Presence and use | Oxilofrine (methylsyneprine) | 25 June 2014 | Two-year sanction |
| Baseball | Presence and use | A metabolite of Nandrolone, Norandrostenedione or Norandrostenediol | 26 June 2014 | Two-year sanction |
| Bodybuilding | Presence and use | Clenbuterol | 2 July 2014 | Two-year sanction |
| Powerlifting | Presence and Use | N, N-dimethyl-2-phenylpropan-1-amine (N, alpha-trimethyl-benzeneethanamine), Phenpromethamine and β -methylphenethylamine | 3 July 2014 | 20-month sanction |
| Cycling | Use, administration or attempted administration and trafficking of a prohibited substance | 1, 3-Dimethylpentylamine (methylhexaneamine) | 7 July 2014 | Two-year sanction |

| Sport | Rule violation | Substance / method | Sanction imposed | Sanction |
|-----------------|--|---|------------------|---------------------|
| Rugby league | Presence and use | Boldenone and metabolite of exogenous origin | 23 July 2014 | Two-year sanction |
| Athletics | Presence and use | Dehydroepiandrosterone (DHEA) | 20 August 2014 | Two-year sanction |
| Bodybuilding | Presence and use | 1,3-dimethylpentylamine (methylhexaneamine) | 4 September 2014 | Two-year sanction |
| Athletics | Athlete whereabouts violation | Not applicable | 6 October 2014 | 18-month sanction |
| Bodybuilding | Presence and use | Oxilofrine (methylsynephrine) | 9 October 2014 | Two-year sanction |
| Tennis | Presence and use | Methylenedioxymethamphetamine (MDMA) and its metabolite Methylenedioxyamphetamine (MDA) | 15 October 2014 | One-year sanction |
| Powerlifting | Presence and use | Oxilofrine (methylsynephrine) | 17 October 2014 | 18-month sanction |
| Bodybuilding | Presence and use | Furosemide | 23 October 2014 | Two-year sanction |
| Bodybuilding | Presence and use | Glycerol | 28 October 2014 | Two-year sanction |
| Surf lifesaving | Presence and use | 3'-Hydroxystanozolol, 4beta-Hydroxystanozolol and 16beta-Hydroxystanozolol (metabolites of Stanozolol) | 6 November 2014 | Two-year sanction |
| Wrestling | Presence and use | 19-Norandrosterone and 19-Noretiocholanolone (metabolites of Nandrolone, Norandrostenedione or Norandrostenediol) | 3 December 2014 | Two-year sanction |
| Wrestling | Presence and use | 17 α -Trenbolone (a metabolite of Trenbolone) | 3 February 2015 | Two-year sanction |
| Weightlifting | Presence and use | 2-Aminoheptane | 13 February 2015 | Two-year sanction |
| Bodybuilding | Presence and use | 3'-Hydroxystanozolol and 16beta-Hydroxystanozolol (metabolites of Stanozolol) | 27 February 2015 | Eight-year sanction |
| Rugby league | Presence and use | Drostanolone | 16 March 2015 | Two-year sanction |
| Rugby league | Presence and use | Androst-3,5-diene-7,17-dione (Arimistane) | 16 March 2015 | Two-year sanction |
| Weightlifting | Use, attempted use, possession and trafficking | Clenbuterol and Methandienone | 10 April 2015 | Seven-year sanction |
| Bodybuilding | Failure to Comply | Not applicable | 24 April 2015 | Two-year sanction |

| Sport | Rule violation | Substance / method | Sanction imposed | Sanction |
|-----------------|------------------|--|------------------|-------------------|
| Surf lifesaving | Presence and use | Presence: Methylenedioxyamphetamine and its metabolite Methylenedioxyamphetamine and the metabolites of Methandienone (6b-Hydroxymethandienone, Epi-Metendiol, 18-norepimetendiol, 17a-methyl-5b-androstane-3a, 17b-diol and 17b-Hydroxymethyl-17a-methyl-18-norandrost-1,4,13-trien-3-one) Use: Methandienone | 20 May 2015 | Two-year sanction |
| Surf lifesaving | Presence and use | Presence: 2a-methyl-5a-androstan-3a-ol-17-one (metabolite of Drostanolone); and Methylenedioxyamphetamine and its metabolite Methylenedioxyamphetamine Use: Drostanolone | 20 May 2015 | Two-year sanction |
| Baseball | Presence and use | Presence: 5 α -androstane-3 α ,17 β -diol and 5 β -androstane- 3 α ,17 β -diol Use: testosterone of exogenous origin | 20 May 2015 | Two-year sanction |

OPERATION COBIA

'The task before the [AFL Anti-Doping] tribunal was not an easy one. They had to adjudicate over what was effectively the largest anti-doping case in Australia's history. As an example of its complexity, ASADA tendered almost 700 documents to the tribunal to support the case of possible doping. It actually took us six days to outline the case in our opening submission. In fact, I note in the report of the tribunal which came out yesterday, the tribunal itself actually described their job in adjudicating on these matters and they described their job as being beyond merely a challenging one. In their words, they described their task at arriving at a decision to be a formidable one.'

Press conference: ASADA CEO, Ben McDevitt — April 2015

Prior to Operation Cobia, the use of intelligence and investigations in Australia to catch drug cheats was heralded by the anti-doping community as a revolutionary model that solidifies cooperation between ASADA and other government agencies and law enforcement bodies. Such was the success of the programme, about one-third of anti-doping rule violations imposed by sports in Australia up to that point was a result of intelligence and investigative work. Operation Cobia would challenge the agency on a number of fronts. The sheer size of the investigation was unprecedented in terms of comparable anti-doping investigations conducted here and overseas. Our investigators conducted more than 300 formal interviews with witnesses and persons of interest while over 160,000 documents were searched, copied and analysed for relevant evidence.

The 16-month investigation and subsequent proceedings of possible anti-doping rule violations against the largest group of individuals is recognised as a turning point for ASADA. The experience and resilience the agency has gained during the investigation will strengthen its capability and resolve to protect clean athletes and fair competition in Australia.

Enforcement — Australian Football League

On 12 June 2014, the ASADA CEO issued 'show cause' notices to 34 current and former Australian Football League (AFL) players advising them that they are the subject of a possible anti-doping rule violation for the use of Thymosin Beta 4, during the 2012 season. However, a challenge in the Federal Court meant a postponement to the anti-doping rule violation proceedings. Following an unequivocal ruling in ASADA's favour in the Federal Court, the ASADA CEO issued amended 'show cause' notices in late October 2014. On 14 November 2014, the AFL issued infraction notices to 34 current and former Essendon players and former Essendon support person, Stephen Dank.

Prior to the AFL Anti-Doping Tribunal hearing, ASADA and the AFL made a joint subpoena application to the Victorian Supreme Court. This action was taken because the AFL Anti-Doping Tribunal did not have the power to compel certain witnesses, who do not wish to attend, to attend the tribunal and give evidence in person. While the Supreme Court action was ultimately unsuccessful, it was done with the intention of presenting the best evidence possible before the AFL Anti-Doping Tribunal, including firsthand testimony delivered in person by all witnesses. In the end, ASADA tendered to the tribunal written and recorded evidence previously gathered from those witnesses. What the Supreme Court case illustrated is that anti-doping tribunals established under contractual arrangements have no power to compel the attendance of third-party witnesses who do not want to be there.

On 15 December 2014, the AFL Anti-Doping Tribunal commenced hearing (in camera) the evidence collected by ASADA regarding the AFL players and former club support person, Stephen Dank. Final submissions from ASADA and the players were made to the AFL Tribunal on 18 February 2015 after which the Tribunal retired to consider the matter.

On 31 March 2015, the AFL Anti-Doping Tribunal handed down its decision with respect to the alleged violation by the 34 players. The Tribunal was comfortably satisfied that the substance Thymosin Beta-4 was at the relevant time a prohibited substance under the Code. The Tribunal, however, was not comfortably satisfied that any player used the substance in contravention of the AFL Anti-Doping Code. At the time, the Tribunal announced its decision in relation to former support person, Stephen Dank would be handed down at a later date.

There was extreme interest from the media and public to hear from ASADA following the release of the AFL Anti-Doping Tribunal's decision. On 1 April 2015, the ASADA CEO held an hour-long media briefing on the Operation Cobia investigation. The briefing provided ASADA with its first opportunity since the start of the investigation to discuss the work that was carried out and the positive changes the investigation had brought about in target hardening sports against would-be dopers.



BEN MCDEVITT – PRESS CONFERENCE – 1 APRIL 2015

On 17 April 2015, the AFL Anti-Doping Tribunal found to a comfortable satisfaction that former support person, Stephen Dank committed ten breaches of the AFL Anti-Doping Code. On 26 June 2015, following a further hearing on 9 June, the AFL Anti-Doping Tribunal handed down a lifetime ban to Stephen Dank for the breaches.

On 20 April 2015, the ASADA CEO announced that ASADA would not appeal the AFL Anti-Doping Tribunal's decision in respect of the players and former support person, Stephen Dank. At the time the CEO stated that he was conscious that ASADA did not have a direct right of appeal to the Court of Arbitration for Sport (CAS) and the only appeal avenue open to ASADA at that time was to the AFL Appeals Board. The CEO also stated that appealing any of these decisions within the AFL framework would ultimately serve only to delay consideration of these matters by WADA. He therefore arranged to provide the entire case file encompassing all 35 matters to WADA for its independent review.

On 11 May 2015, WADA decided to appeal the decision to the CAS in the case of the 34 players. This was followed by a WADA decision to appeal to CAS in the matter of support person, Stephen Dank on 1 June 2015.

Enforcement — National Rugby League

On 20 August 2014, the ASADA CEO issued 'show cause' notices to 17 NRL players. The notices related to the alleged use of hormone-releasing peptides CJC-1295 and GHRP-6 during the 2011 season. Twelve of the players made doping admissions and on 23 August 2014, the NRL imposed 12-month back-dated suspensions on these players. None of these sanctions were appealed by the players. The cases against the other five players remain ongoing as at 30 June 2015.

Separate to the above 17 matters, the ASADA CEO issued 'show cause' notices to two further NRL players, Sandor Earl and Martin Kennedy, as a result of the Operation Cobia investigation. Both matters were reviewed by the ADRV and the players' details were entered onto the RoF for possible anti-doping rule violations. The players elected to have the ADRV's decision reviewed by the Administrative Appeals Tribunal (AAT). On 31 December 2014, the AAT delivered the following findings:

- > Sandor Earl — the AAT affirmed the ADRV's decision to make entries on the RoF in respect of the majority of anti-doping rule violations.
- > Martin Kennedy — the AAT affirmed the ADRV's decision to make entries on the RoF. The player subsequently appealed the AAT decision to the Federal Court, but withdrew their application prior to the matter being heard

Both matters remain ongoing as at 30 June 2015.

Positive changes initiated by Operation Cobia

There have been many positive changes in sport as a result of Operation Cobia and the Australia Crime Commission's Project Apero, including:

- > Australian athletes and support staff are now, more than at any other time, aware of anti-doping
- > establishment of integrity units and networks across a number of sports
- > sports changing their practices:
 - no needles policies
 - employment arrangements
 - improved testing programmes
 - enhancement of anti-doping policies to require athletes and support personnel to cooperate in investigations
- > the importance of intelligence-gathering and investigations to anti-doping efforts has been acknowledged with the inclusion of these functions in the 2015 Code
- > completions of anti-doping education have jumped more than 60% in a year.

These improvements are landmark initiatives in the way we as a nation deal with doping in sport.

Operation Cobia overview

TABLE 12: OPERATION COBIA: 'SHOW CAUSE' NOTICES ISSUED BY ASADA

| Notices issued | Total |
|--------------------------|-------|
| AFL players | 34 |
| NRL players | 19 |
| Support personnel | 3 |
| Operation Cobia combined | 56 |

TABLE 13: OPERATION COBIA: REGISTER OF FINDINGS ENTRIES (BY THE ANTI-DOPING RULE VIOLATION PANEL)

| Sport | Total |
|----------------------------|-------|
| Australian Football League | 35 |
| National Rugby League | 20 |

TABLE 14: OPERATION COBIA: SANCTIONS IMPOSED BY THE SPORT ^{12 13 14}

| Sport | Sanction length | Number of sanctions |
|---|-----------------|---------------------|
| Australian Football League (players) | n/a | 0 ¹² |
| Australian Football League (support person) | Lifetime | 1 ¹³ |
| National Rugby League | 12 months | 12 ¹⁴ |

Federal Court proceedings

On 13 June 2014, the Essendon Football Club and its senior coach, James Hird each filed applications to the Federal Court of Australia challenging the legality of the joint investigation and other processes, including the disclosure of information by ASADA to the AFL. The application sought a permanent injunction on the use of all information collected in the joint investigation.

The Australian Government Solicitor acted for ASADA in both cases, which received a large amount of media coverage, including televised broadcasts of parts of the proceedings. The case was heard by Justice John Middleton in the Federal Court between 11 and 13 August 2014.

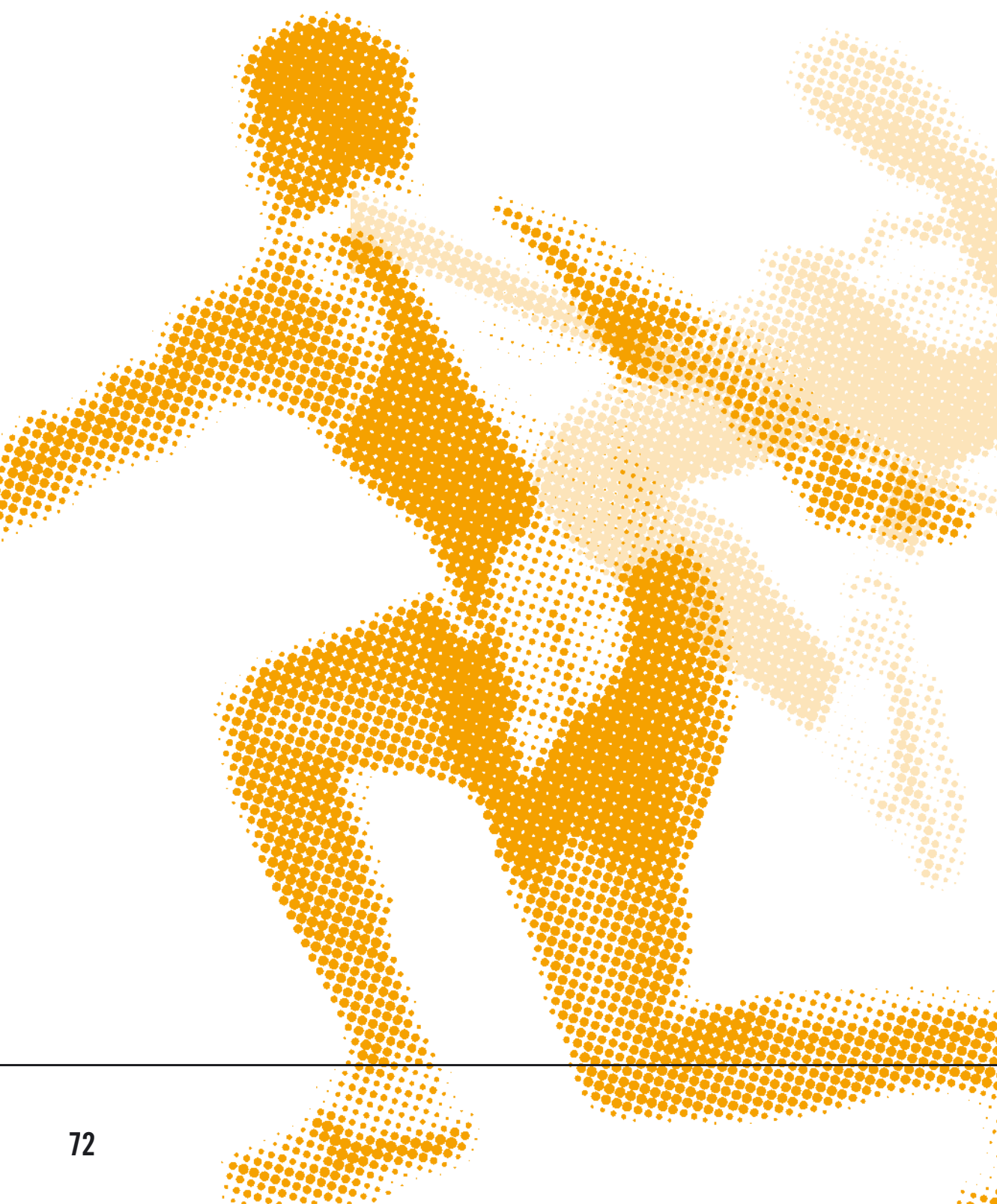
On 19 September 2014, Justice Middleton ruled that ASADA had acted lawfully in its investigation, including the conduct of a joint investigation and the provision of an interim report to the AFL. The Essendon Football Club and James Hird were ordered to pay ASADA's costs.

On 2 October 2014, James Hird appealed to the Full Federal Court, which was heard on 10–11 November 2014. On 30 January 2015, the Court unanimously dismissed the appeal and ordered James Hird to pay ASADA's legal costs. James Hird announced on 27 February 2015 that he would not seek special leave to appeal the decision to the High Court of Australia.

¹² As at 30 June 2015, the matters are subject to a WADA appeal to the Court of Arbitration for Sport.

¹³ As at 30 June 2015, the sanction had not been confirmed by the sport. The support person, Stephen Dank appealed the decision to the AFL Appeals Board and WADA appealed the matter to CAS.

¹⁴ As at 30 June 2015, seven matters were with the sport for consideration.



03: MANAGEMENT AND ACCOUNTABILITY

| | |
|-------------------------------|----|
| PUBLIC GOVERNANCE | 74 |
| EXTERNAL SCRUTINY | 79 |
| MANAGEMENT OF HUMAN RESOURCES | 81 |

PUBLIC GOVERNANCE

The Australian Sports Anti-Doping Authority (ASADA) values effective public governance. This assists us to achieve our objectives and desired outcomes and fulfils our obligations through sound:

- > strategic and business planning
- > risk management
- > financial management and reporting
- > human resource planning and control
- > compliance and accountability systems.

The main areas of public governance practices employed at ASADA are:

- > **management structure** — senior management responsibilities, organisational structure and senior committees operating with suitable terms of reference, appropriate controls and appropriate monitoring of activity and performance.
- > **management environment** — a coherent corporate planning framework, aligning vision, strategies, planning processes and performance measures to meet clearly articulated goals. This is enhanced through leadership protocols, investing in people, a learning environment and workforce planning.
- > **consistency and compliance** — 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 (AAIs) and financial rules that provide guidance on policies, procedures and behaviours.
- > **monitoring and reporting** — a focus on efficient and effective business and financial performance, achieved through regular reporting and the ongoing evaluation and review of programmes and performance.

Corporate and operational planning

The goals and strategies set out in our *Strategic Plan 2011–14* continued to provide the basis from which we achieved our objectives in 2014–15.

ASADA's five organisational goals include:

- > Leadership in anti-doping programme delivery
- > Engaged, motivated, ethical and skilled people
- > Productive stakeholder relationships
- > International engagement and influence
- > Robust corporate governance and financial sustainability.

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

Business plans are developed from the goals and strategies in the strategic plan. Our general business planning is augmented by functional plans, such as the engagement, education and test distribution plans.

In 2014–15, ASADA adopted the amended reporting requirements included in the Commonwealth Performance Framework. This process involved working with Government to develop performance measures, which accurately reflect our roles and responsibilities to key stakeholders through the Regulator Performance Framework. We also worked to address the requirements associated with articulating ASADA's strategic direction through the 2015–16 Corporate Plan.

Organisational structure and senior executive arrangements

Under the *Public Governance, Performance and Accountability Act 2013* (the PGPA Act) and the *Public Service Act 1999*, the ASADA CEO is accountable for the agency's management and strategic leadership.

In turn, each National Manager is accountable for their own group's management and strategic leadership and each business unit Director is accountable for their workgroup management and strategic leadership.

In 2013–14, ASADA's operations underwent a restructure. The restructure aimed to accommodate a work priority shifting to an operating model focused firmly on intelligence-led techniques to address the threat that doping poses to Australian sport. Our efforts during 2014–15 continued to consolidate the work commenced by the restructure.

ASADA's structure at 30 June 2015 is displayed in Chapter 1 of this report.

During 2014–15, ASADA continued to implement the updated workforce plan which has assisted in transitioning the organisation towards its new operating structure.

Governance committees

Audit Committee

An independent Audit Committee is an important element of good governance. The Audit Committee provides independent advice and assurance to the ASADA CEO on the appropriateness of the agency's accountability and control framework, including to independently verify and safeguard the integrity of its financial and performance reporting.

Section 45 of the PGPA Act requires the ASADA CEO to ensure that the agency has an Audit Committee. Section 17 of the PGPA Rules sets out minimum requirements for Audit Committees of Commonwealth entities.

The Audit Committee comprises three independent members: Ms Jennifer Clark (Chair), Mr David Lawler and Mr Peter Kennedy PSM.

Representatives from the Australian National Audit Office (ANAO), ASADA's internal auditors (Protiviti), the National Manager Legal and Support Services and the Chief Financial Officer – Director Corporate Services attend all Audit Committee meetings.

The functions of the Audit Committee under its charter must include reviewing the appropriateness of the ASADA CEO's:

- > financial reporting
- > performance reporting
- > systems of risk oversight and management
- > system of internal control
- > legislative and policy compliance.

The Committee engages with the ANAO, as ASADA's external auditor, in relation to the ANAO's financial statement and performance audit coverage. The Committee also reviews the proposed internal audit coverage from Protiviti to ensure the coverage takes into account ASADA's key risks, and recommends approval of the annual work plan by the CEO.

Workplace Health and Safety Committee

The Workplace Health and Safety (WHS) Committee provides management and employees with a consultative forum to discuss and resolve WHS issues in the workplace. The Committee comprises the:

- > National Manager Legal and Support Services
- > National Manager Operations
- > Chief Financial Officer and Director Corporate Services
- > Human Resources Manager, and
- > elected health and safety representatives (representing both office-based and field staff).

Senior Management Group

Our Senior Management Group is comprised of ASADA's Executive and business unit Directors.

The Senior Management Group is responsible for:

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

Employee consultation

Workplace Consultative Committee

The Workplace Consultative Committee is the formal consultative body established under the ASADA Enterprise Agreement 2012–14 and is the mechanism by which employees provide input into decision making about workplace matters affecting them.

Risk management

ASADA is committed to a comprehensive, coordinated and systematic approach to the management of risk, directing efforts towards helping managers anticipate uncertain events, exploit opportunities and respond appropriately to potential weaknesses.

Our Corporate Policy and Framework for Managing Risk and associated guidelines were first developed in 2007 and last updated in 2013–14. A future update is scheduled in early 2015–16. It is consistent with the *AS/NZS ISO 31000:2009 – Risk management – principles and guidelines*.

Operational and financial risks

Operational risk identification in ASADA occurs at several levels:

- > National Managers and business unit Directors identify the main pressures, challenges and risks that may affect the objectives in annual operational plans for each business unit. This includes consideration of the strategic risks identified by the Senior Management Group
- > the Senior Management Group identifies the key strategic risks that apply across all operations and these risks are taken into account in our operations.

Financial risk is managed through a range of specific initiatives including the following:

- > AAIs and associated procedural rules are available to all staff and give effect to PGPA Act requirements. These instructions and rules set out responsibilities and procedures that provide an overarching framework for transparent and accountable financial management. They also contain topics relating specifically to risk management and internal accountability.

- > A system of financial delegations ensures that commitment and spending authorities rest with appropriate staff who are informed of their responsibilities.
- > The Internal Audit Plan identifies services and functions for auditing. This plan incorporates issues raised by the ANAO in its financial audits of ASADA, policy evaluations, previous internal audits, strategic risk management issues and, where appropriate, ANAO reports on cross-agency matters.

Monitoring of risk occurs through:

- > ongoing monitoring of significant operational risks by the members of the Executive
- > regular monitoring of workgroup operational risks by business unit Directors
- > quarterly reports to the Audit Committee on risk management.

Risk mitigation plans have been developed for all risks identified as requiring active management. Insurable risks are covered by Comcover and Comcare.

Business continuity management

The Business Continuity programme brings ASADA's business continuity management in line with the ANAO better practice recommendations, and where necessary, responds to internal audit recommendations. The programme includes the following:

- > development of a Business Continuity Policy that governs the programme and provides a framework for the development, review and testing of plans
- > review and update of ASADA's Business Continuity Plan, including associated policies and procedures
- > formation of a Business Continuity and Disaster Recovery Team
- > training all staff on business continuity and testing of the Business Continuity Plan
- > conduct of a Business Impact Analysis and development of a report
- > review and update of ASADA's Disaster Recovery Plan.

ASADA is currently in the process of updating the Business Continuity Plan and Disaster Recovery Plan to incorporate the enhanced requirements from the agency's move to a PROTECTED information and communications technology environment.

Fraud risk

ASADA undertakes a variety of fraud and corruption risk management activities to meet our obligations under the PGPA Act, the PGPA Rule and the Commonwealth Fraud Control Framework. Our Fraud Control and Anti-Corruption Plan ensures we have appropriate fraud prevention, detection, investigation and reporting procedures and processes in place. Further, it ensures we have taken all reasonable measures to minimise the incidence of fraud in the agency and to investigate and recover the proceeds of fraud against the agency.

ASADA installed onto its education platform the online whole-of-government Fraud Awareness eLearning Training Package. The training was developed by the Attorney-General's Department to facilitate mandatory fraud and corruption awareness education for all staff. The Fraud Awareness training package was designed in collaboration with key Commonwealth entities to educate and raise awareness of fraud risks relating to Commonwealth entities. The training aims to assist staff in understanding their responsibilities and obligations regarding the prevention, detection and reporting of, and response to, fraud. All ASADA staff were required to complete the online training module by 31 May 2015.

Fraud against the Commonwealth is a serious matter for all Commonwealth entities, as well as for members of the Australian public. 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. In accordance with these requirements, ASADA submitted annual fraud data in 2014–15.

There were no instances of fraud during 2014–15.

Information technology risks

In May 2015, ASADA's information and communications technology infrastructure was certified to the PROTECTED level. The PROTECTED certification will enhance ASADA's strategic partnerships with law enforcement and other government agencies by enabling the secure sharing of information relevant to anti-doping.

Ethical standards

ASADA is committed to promoting and supporting the APS Values and Code of Conduct, as set out in the *Public Service Act 1999*. Our Performance Management System adheres to the APS Values and Code of Conduct as a key performance requirement for all staff.

Our strategic plan commits us to 'robust public governance and financial sustainability'. The strategies under this goal include:

- > implementing financial sustainability and accountability frameworks to guide and support planning and decision making
- > developing public governance and quality management frameworks to ensure compliance with legislative and regulatory requirements and managing risk
- > reviewing the efficiency and effectiveness of ASADA's structure, administrative arrangements, processes and systems to meet the current and future needs of the organisation and
- > safeguarding the privacy, security and confidentiality of individuals through robust policies and procedures.

Our AAls include guidance on ethical issues, such as conflicts of interest and receiving gifts and benefits.

Social justice and equity impacts

Athletes, support personnel, sporting organisations and other stakeholders need equitable access to the full range of our services. We recognise this need and commit to ensuring this occurs through our Customer Service Charter. We work with these groups to match services to individual circumstances, explain decisions and advise people of their rights and responsibilities.

We have mechanisms in place for people to make complaints and procedures to ensure these complaints are dealt with. Complainants are advised of the action taken in response to their complaint and of the further avenues of recourse available if they consider their complaint remains unresolved.

Internal audits

Our internal audit services are provided by Protiviti. The Internal Audit Plan endorsed by the Audit Committee addresses:

- > identified strategic risks
- > the Fraud and Corruption Control Plan
- > the results of the Compliance Report processes
- > feedback from the executive team and the Senior Management Group.

The following internal audits were conducted during 2014–15:

- > Work Health and Safety Compliance Management
- > Shared Services Transition Management
- > Case Management (Diagnostic).

Protiviti has provided advice to ASADA on its 2015–16 Corporate Plan. Protiviti also facilitated a risk analysis workshop with ASADA's Senior Management Group and conducted an agency-wide fraud risk assessment to inform fraud control activities and initiatives across ASADA.

Records management

ASADA's records management practices comply with the *Archives Act 1983* and are reviewed regularly to maintain compliance. In early 2014–15, ASADA's records management system was updated to meet the requirements of a PROTECTED information and communications technology environment.

In 2011, the Australian Government released the Digital Transition Policy to move agencies to digital information and records management. A key requirement for agencies is to complete annual submissions to the National Archives of Australia about their information and records management capability using the Check-up Digital online survey. Check-up Digital assists Australian Government agencies gauge their digital information management maturity and set clear direction for improved digital practices. In 2013–14, ASADA completed a whole-of-agency Check-up 2.0 assessment, achieving 'excellent levels' for its digital records management. In line with our ongoing efforts in this area, ASADA is scheduled to carry out the Check-up Digital online survey in early 2015–16.

Quality management

Customer Service Charter

ASADA is committed to understanding the needs of athletes, support personnel, sporting organisations and other stakeholders and where appropriate, meeting those needs to a consistent standard. Our Customer Service Charter sets out the standard of service that people who deal with us can expect, as well as ways in which customers can help us improve our service.

The charter explains how people can access our services and provides assurances that we will treat people with respect and courtesy. It also explains their options, including their rights and responsibilities.

The charter also indicates that feedback is welcome and explains how people can comment on our services. It can be found on the ASADA website <www.asada.gov.au>.

EXTERNAL SCRUTINY

ASADA is subject to external scrutiny through judicial decisions, the Commonwealth Auditor-General, Parliamentary Committees and Commonwealth Ombudsman reports.

Our work complies with the World Anti-Doping Code (the Code), which is applied by most countries following the unanimous adoption of the *International Convention against Doping in Sport* by the 33rd UNESCO General Conference in 2005. The Code is the document that applies consistent regulations regarding anti-doping across all sports and all countries. It provides a framework for anti-doping policies, rules, and regulations for sport organisations and public authorities.

Ultimately, all decisions in relation to anti-doping matters made by ASADA can be reviewed by the World Anti-Doping Agency (WADA) or a relevant International Federation. This means that if WADA or an International Federation disagrees with any anti-doping decision made by ASADA or an individual sport, they can appeal that decision to the Court of Arbitration for Sport.

DECISIONS AND REPORTS

Judicial decisions

Two matters involving ASADA were before the Federal Court in 2014–15. The first matter involved an athlete appealing the decision of the Administrative Appeals Tribunal upholding various Register of Findings entries. This matter was withdrawn by the athlete.

The second matter involved a judicial review of the ASADA CEO's exercise of powers under the ASADA Act and NAD scheme. The judicial review found that the ASADA CEO had exercised their powers lawfully. An appeal of that decision to the Full Federal Court was unsuccessful.

In 2014–15, ASADA and the Australian Football League (AFL) applied to the Supreme Court of Victoria to resolve the question of whether persons could be compelled to attend and give evidence at the AFL Anti-Doping Tribunal. The application was unsuccessful.

Decisions of the Court of Arbitration for Sport and other Sport Tribunals

In 2014–15, ASADA was a party to four applications filed in the Court of Arbitration for Sport involving athletes challenging the outcome of their matters. Two matters arose from a WADA appeal of decisions by the AFL Anti-Doping Tribunal and remain ongoing as at 30 June 2015. The two other matters have decisions pending.

Six matters were filed in sport tribunals. In four of these matters, the anti-doping rule violations were established and sanctions imposed. The decisions in the two outstanding matters were appealed by WADA to the Court of Arbitration for Sport.

Decisions of administrative tribunals

Two athletes appealed the decision of the independent Anti-Doping Rule Violation Panel to make entries onto the Register of Findings to the Administrative Appeals Tribunal. The Administrative Appeals Tribunal upheld all Anti-Doping Rule Violation Panel entries in one appeal matter and all but one entry in the other appeal matter. One athlete appealed to the Federal Court in the reporting period.

Decisions by the Australian Information Commissioner

The Australian Information Commissioner made no decisions in relation to ASADA in 2014–15.

Commonwealth Auditor-General reports

ASADA received an unmodified audit report on its 2014–15 financial statements with no instances of ratable findings. As a result of the outcome of its interim audit, the Auditor-General did not issue an audit report. There were no Auditor-General reports specifically on the operations of ASADA. We continue to implement recommendations (as appropriate) from reports of the Auditor-General dealing with issues relevant to all Australian Public Service agencies.

Parliamentary Committee reports

On 28 August 2014, the Senate referred the *Australian Sports Anti-Doping Authority Amendment Bill 2014* (the Bill) to the Senate Community Affairs Legislation Committee for inquiry and report. The purpose of the Bill was to align Australia's anti-doping legislation with the revised World Anti-Doping Code and International Standards that came into force on 1 January 2015.

The Committee heard from individuals and organisations through submissions to the inquiry and evidence at the public hearing. The Committee recommended that the Bill be passed.

Commonwealth Ombudsman reports

The Commonwealth Ombudsman received no complaints against ASADA during 2014–15.

Freedom of information

Agencies subject to the *Freedom of Information Act 1982* (FOI Act) are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part II 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. This information can be found on ASADA's website <www.asada.gov.au>. Documents released in response to FOI requests can be found on the Disclosure Log at <www.asada.gov.au/about/freedom-of-information/foi-disclosure-log>.

TABLE 15: ASADA FREEDOM OF INFORMATION STATISTICS

| FOI matters | Number of matters |
|------------------------------------|-------------------|
| Matters on hand (start 2014–15) | 1 |
| Requests received (2014–15) | 21 |
| Requests finalised (2014–15) | 20 |
| Requests outstanding (end 2014–15) | 2 |

MANAGEMENT OF HUMAN RESOURCES

At ASADA, we aim to foster an innovative, ethical and high-performing organisational culture that allows our people to meet the demands of government, the expectations of stakeholders and the public, and fulfil legislated requirements.

Our strategies to achieve this include:

- > fostering a culture of collaboration, innovation, high performance and commitment to ASADA's purpose
- > promoting shared understanding of our goals, and those of the Government
- > empowering staff to harness opportunities to use and develop their expertise, experience and knowledge and
- > nurturing future leaders.



**STAFF
NUMBERS**
46 ONGOING
4 NON-ONGOING
197 CASUALS

TABLE 16: FULL-TIME, PART-TIME AND CASUAL STAFF AT 30 JUNE 2015¹⁵

| Ongoing employee | | | | Non-ongoing employee | | | | Casual employee | | Total |
|------------------|--------|-----------|--------|----------------------|--------|-----------|--------|-----------------|--------|-------|
| Full-time | | Part-time | | Full-time | | Part-time | | Casual | | |
| Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| 26 | 15 | 0 | 5 | 2 | 2 | 0 | 0 | 114 | 83 | 247 |

TABLE 17: ONGOING, NON-ONGOING AND CASUAL STAFF BY CLASSIFICATION GROUPS AND LOCATION AT 30 JUNE 2015¹⁶

| State | APS1 | APS2 | APS3 | APS4 | APS5 | APS6 | EL1 | EL2 | SES | CEO | Total |
|--------------|------------|------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|------------|
| ACT | 15 | | 2 | 4 | 11 | 10 | 8 | 6 | 2 | 1 | 59 |
| NSW | 48 | | 2 | 2 | | | | | | | 52 |
| NT | | | 1 | | | | | | | | 1 |
| QLD | 37 | | 4 | 1 | | | | | | | 42 |
| SA | 17 | | 2 | | | | | | | | 19 |
| TAS | 16 | | 2 | | | | | | | | 18 |
| VIC | 31 | | 2 | 3 | | | 1 | | | | 37 |
| WA | 16 | | 3 | | | | | | | | 19 |
| Total | 180 | | 18 | 10 | 11 | 10 | 9 | 6 | 2 | 1 | 247 |

TABLE 18: SES STAFF AT 30 JUNE 2015

| SES staff | Male | Female | Total |
|--------------|----------|----------|----------|
| SES Band 1 | 1 | 1 | 2 |
| Total | 1 | 1 | 2 |

15 These figures indicate staff substantively employed by ASADA at 30 June 2015, including temporary re-assignment into the agency. These figures include the ASADA CEO.

16 This table indicates ongoing and non-ongoing staff totalling 50 and casual staff totalling 197 employed by ASADA at 30 June 2015.

WORKFORCE PLANNING

ASADA began implementing an updated workforce plan in June 2014 as a result of a strategic review of our future priorities and capability requirements. The aim of the plan was to realign available resources to better achieve ASADA's outcomes.

Implementation of the new workforce plan throughout 2014–15 included:

- > strengthening of our intelligence-gathering, investigations and legal capabilities in response to a global focus by the anti-doping community in this area
- > repositioning our capability in the areas of testing, athlete services and communications
- > aligning with Government policy by transitioning to shared and managed service arrangements for corporate service functions and
- > implementing a revised executive management structure.

ATTRACTION AND RETENTION

Recruitment activities during 2014–15 were significantly lower than in previous years. There was one ongoing staff movement into ASADA, while other new engagements were restricted to short-term non-ongoing arrangements in priority areas to ensure ASADA continued to meet strategic objectives. This strategy jointly reflected the implementation of the revised workforce plan from June 2014 coupled with the requirements of the interim Australian Public Service Commission's recruitment arrangements.

Staff turnover during 2014–15 was 25%, the equivalent of 16 ongoing staff members from both the APS and Executive Level classifications. Separations were mainly attributable to a combination of voluntary redundancies and movement to other Government agencies consistent with ASADA's workforce plan. ASADA continues to review its management arrangements and support functions to ensure ongoing productivity and efficiency.

EMPLOYMENT AGREEMENTS

The terms and conditions of ASADA's non-SES staff are provided through the ASADA Enterprise Agreement 2012–14, which nominally expired on 30 June 2014, but continues operating.

During 2014–15, ASADA progressed a bargaining process regarding the terms and conditions of employment. As at 30 June 2015, the bargaining process remains ongoing.

SECTION 24(1) DETERMINATIONS

In 2014–15, the terms and conditions of employment of the SES employees were set by determination under section 24(1) of the *Public Service Act 1999*.

In addition, at 30 June 2015, section 24(1) determinations covered three non-SES employees.

TABLE 19: NUMBER OF STAFF IN THE ENTERPRISE AGREEMENT OR SECTION 24(1) DETERMINATIONS¹⁷

| Classification | Enterprise agreement | Section 24(1) determinations | Total |
|-----------------------|-----------------------------|-------------------------------------|--------------|
| SES | 0 | 2 | 2 |
| EL2 | 4 | 2 | 6 |
| EL1 | 8 | 1 | 9 |
| APS 2–6 | 229 | 0 | 229 |
| Total | 241 | 5 | 246 |

NON-SALARY BENEFITS

Non-salary benefits provided to staff in 2014–15 included:

- > free influenza vaccinations for all ongoing and non-ongoing staff
- > an employee assistance programme
- > a health and fitness allowance for all ongoing and non-ongoing staff
- > study assistance consistent with provisions of ASADA's Enterprise Agreement.

PERFORMANCE PAY

Performance pay is not available to ASADA staff. In accordance with the ASADA Enterprise Agreement 2012–14, the Performance and Career Enrichment 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.

TABLE 20: SALARY RANGES OF EMPLOYEES

| Classification | Enterprise agreement | | Section 24(1) determinations | |
|-----------------------|-----------------------------|----------------|-------------------------------------|----------------|
| | Salary range \$ | | Salary range \$ | |
| | Lowest | Highest | Lowest | Highest |
| EL2 | \$114,418 | \$138,067 | \$138,689 | \$153,417 |
| EL1 | \$101,210 | \$110,307 | \$115,572 | \$115,572 |
| APS6 | \$88,090 | \$96,137 | | |
| APS5 | \$78,350 | \$87,241 | | |
| APS4 | \$69,457 | \$78,349 | | |
| APS3 | \$58,615 | \$65,748 | | |
| APS2 | \$48,053 | \$56,742 | | |
| APS1 | \$38,456 | \$45,608 | | |

¹⁷ Excludes the CEO whose terms and conditions of employment are set by the Remuneration Tribunal.

LEARNING AND DEVELOPMENT

General staff training in 2014–15 focused on key knowledge requirements and organisational priorities including:

- > Work, Health and Safety Refresher
- > Security Awareness
- > ICT Training in preparation for a move to a PROTECTED environment
- > Work Health and Safety responsibility training including Health and Safety Representative, First Aid Officers, Harassment Contact Officers and Emergency Wardens
- > Australian and New Zealand Sports Law Association conference
- > Australian Federal Police's *Effective Internet Searching* workshop
- > CPA Congress.

As part of the move to a Shared Services arrangement with the Department of Health, our employees now have access to a range of core skill eLearning modules.

COMMONWEALTH DISABILITY STRATEGY

Since 1994, Commonwealth departments and agencies have reported on their performance as policy adviser, purchaser, employer, regulator and provider under the Commonwealth Disability Strategy. In 2007–08, reporting on the employer role was transferred to the Australian Public Service Commission's State of the Service Report and the *APS Statistical Bulletin*. These reports are available at <www.apsc.gov.au>. From 2010–11, departments and agencies have no longer been required to report on these functions.

The Commonwealth Disability Strategy has been overtaken by the National Disability Strategy 2010–2020, which sets out a ten-year national policy framework to improve the lives of people with disability, promote participation and create a more inclusive society. A high level two-yearly report will track progress against each of the six outcome areas of the strategy and present a picture of how people with disability are faring. The reports can be found at <www.dss.gov.au>.

INDIGENOUS EMPLOYMENT

As a part of its response to the Forrest Review, *Creating Parity*, the Australian Government announced a new Indigenous employment target across the Commonwealth public sector. Agencies are required to report on their rates of Indigenous employment in annual reports for 2014–15 and annually thereafter.

As at 30 June 2015, ASADA had no ongoing or non-ongoing employees for the current and preceding year who identified as Indigenous.

WORK HEALTH AND SAFETY

Information regarding work health and safety is included at Appendix A.





04: FINANCIAL INFORMATION

| | |
|---|----|
| SUMMARY OF FINANCIAL PERFORMANCE 2014–15 | 88 |
| ASSET MANAGEMENT | 89 |
| PROCUREMENT | 90 |
| ENGAGEMENT OF CONSULTANTS AND CONTRACTORS | 90 |
| GRANT PROGRAMMES | 91 |

SUMMARY OF FINANCIAL PERFORMANCE 2014–15

OVERALL FINANCIAL RESULTS (MILLIONS)

$$\begin{array}{ccccccc} \mathbf{\$12.934m} & + & \mathbf{\$3.318m} & - & \mathbf{\$15.527m} & = & \mathbf{\$0.725m} \\ \text{ANNUAL} & & \text{OWN SOURCE} & & \text{EXPENSES LESS} & & \text{SURPLUS 2014-15} \\ \text{APPROPRIATIONS} & & \text{INCOME} & & \text{UNFUNDED DEPRECIATION} & & \end{array}$$

The comprehensive income result (prior to depreciation and amortisation costs) attributable to ASADA's operations for 2014–15 was \$0.73 million (refer to Note 3 to the Financial Statements), in comparison to a comprehensive loss of \$1.25 million for 2013–14.

During the year ASADA's operating environment continued to be significantly influenced by the Operation Cobia enforcement phase and related activities.

As was the case in the 2013–14, ASADA carried out a range of strategies to ensure it operated within its approved resources during 2014–15. These included:

- > strong engagement with the Office for Sport (within the Department of Health) and Government on resource issues as they emerged. This resulted in an initial approval by the Minister for Finance to operate within a maximum operating loss of \$0.75 million, and later in the provision of \$0.81 million in short-term resources to assist ASADA with the additional one-off legal expenses associated with the Operation Cobia enforcement phase
- > rigorous financial monitoring and forecasting processes
- > the implementation of appropriate loss mitigation strategies.

After adjustment, for the effect of additional resources received from Government (\$0.81 million), ASADA operated within the maximum comprehensive loss of \$0.75 million approved by the Minister for Finance.

ASADA was required to explain the major variances to the approved estimates included in the 2014–15 Portfolio Budget Statements. Explanations of material variances are provided at Note 18(B) to the Financial Statements in chapter five.

Significant variations from the 2013–14 financial year results include:

- > A reduction in total expenses for the year of \$3.20 million comprising:
 - \$2.77 million in employee benefits as a result of ASADA's June 2014 restructure (inclusive of restructuring expenses of \$0.58 million), and the use of short-term contract employees to fill vacant positions
 - a reduction of \$0.24 million in supplier expenses
 - a reduction of \$0.19 million in depreciation and amortisation expenses as a result of the accelerated depreciation assessments on ASADA's internally developed software included in the 2013–14 Financial Statements
- > An increase of \$0.07 million in own-source income reflecting:
 - the net impact of the differences in additional short-term resources provided by the Government in 2013–14 and 2014–15
 - revenues from the provision of anti-doping services to major professional sports
 - estimates relating to matters currently before the Federal Court
- > A decrease in revenues from the Government of \$1.11 million. This is mainly the result of one-off restructuring funding of \$0.67 million received in 2013–14 and the lapsing of the 2013–14 additional funding measure (\$0.34 million).

Further details of movements in key revenues and expenses are provided in Notes 4, 5 and 6 to the Financial Statements in chapter five.

ASSET MANAGEMENT

Non-financial assets are mainly comprised of Information and Communications Technology (ICT) hardware and software applications required to deliver ASADA's core activities and leasehold improvements on rental accommodation.

Under the Australian Government's net cash funding reforms, the funding of ongoing capital is through the provision of approved Departmental Capital Budgets based on agreed capital requirements.

During 2014–15, ASADA spent \$0.28 million (\$0.16 million in 2013–14) as part of a conservative position on capital investment. This was consistent with our strategic decision to transition to industry available software platforms (including entering into shared service arrangements with the Department of Health) and the development of enhanced intelligence sharing arrangements with law enforcement bodies and other Commonwealth agencies. ASADA's 2014–15 capital investment also focused on the cyclical refresh of ICT hardware and the enhancement of security and disaster recovery infrastructure to enable the certification of the ICT network to PROTECTED status.

In 2015–16 ASADA in conjunction with the Department of Health under managed service arrangements will commence the development of a new policy proposal encompassing ASADA's accommodation requirements on the expiry of its current ten-year lease in October 2017.

PROCUREMENT

In 2014–15 ASADA complied with the Commonwealth Procurement Rules (CPR's) issued by the Minister for Finance under section 105B of the *Public Governance, Performance and Accountability Act 2013* (the PGPA Act).

ASADA has a range of purchaser and provider arrangements, the most significant of which is with the Australian Sports Drug Testing Laboratory (part of the National Measurement Institute), the only laboratory in Australia with World Anti-Doping Agency (WADA) accreditation to conduct sample analysis for doping control in sport. The laboratory provides analytical and scientific services for the ASADA anti-doping detection programme.

ASADA has a number of additional purchaser and provider arrangements, including:

- > blood collection and pathology services
- > transport services
- > the supply of collection and testing equipment
- > the provision of legal, investigative, educational and training services.

Our procurement framework guides staff in considering value for money, encouraging competition and using resources efficiently and effectively. To achieve this ASADA's procurement policies mandate the use of Department of Health procurement arrangements, or whole of government panel or standing offers, where available and fit for purpose.

ENGAGEMENT OF CONSULTANTS AND CONTRACTORS

CONSULTANTS

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

The most common reasons for engaging consultancy services are:

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

During 2014–15, six new consultancy contracts were entered into involving total actual expenditure of \$195,532. In addition, six ongoing consultancy contracts were active during 2014–15 involving a total expenditure of \$69,378.

TABLE 21: EXPENDITURE ON NEW AND EXISTING CONSULTANCY CONTRACTS 2014–15

| Contract information | | Totals |
|----------------------|--|-----------|
| A | New contracts during the period | 6 |
| B | Total expenditure on new consultancy contracts (GST-inclusive) | \$195,532 |
| C | Number of ongoing (that is, pre-existing) consultancy contracts active during the period | 6 |
| D | Total expenditure on ongoing consultancy contracts during the period (GST-inclusive) | \$69,378 |

TABLE 22: TRENDS IN CONSULTANCIES

| Consultancies | 2012–13 | 2013–14 | 2014–15 |
|--------------------------------|------------------|------------------|----------------|
| Existing consultancy contracts | 6 | 6 | 6 |
| New consultancy contracts | 4 | 5 | 6 |
| Total consultancy contracts | 10 | 11 | 12 |
| Total expenditure | \$280,708 | \$554,586 | 264,910 |

A list of consultancy services valued at \$10,000 or more is available on the AusTender site at <<https://www.tenders.gov.au/?event=public.senateOrder.list>>.

Annual reports contain information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website <www.tenders.gov.au>.

COMPETITIVE TENDERING AND CONTRACTING

ASADA's objectives in outsourcing services are to obtain value for money, encourage innovation and improve accountability and performance in the service delivery process, in line with the Commonwealth Procurement Guidelines.

PROCUREMENT INITIATIVES TO SUPPORT SMALL BUSINESS

ASADA 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 <www.finance.gov.au/procurement/statistics-on-commonwealth-purchasing-contracts/>.

Although ASADA has low levels of procurement activity, it seeks to support SMEs 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.

AUDITOR-GENERAL ACCESS

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

EXEMPT CONTRACTS

There are no current contracts or standing offers that have been exempted from publication in AusTender on the basis that they would disclose exempt matters under the *Freedom of Information Act 1982*.

GRANT PROGRAMMES

ASADA did not issue any grants in 2014–15.





05: FINANCIAL STATEMENTS

Table of Contents

| |
|--|
| Independent Auditor's Report |
| Statement by Officers |
| Statement of Comprehensive Income |
| Statement of Financial Position |
| Statement of Changes in Equity |
| Cash Flow Statement |
| Schedule of Commitments |
| Table of Contents - Notes |
| Note 1: Summary of Significant Accounting Policies |
| Note 2: Events After the Reporting Period |
| Note 3: Net Cash Appropriation Arrangements |
| Note 4: Expenses |
| Note 5: Own-Source Income |
| Note 6: Fair Value Measurements |
| Note 7: Financial Assets |
| Note 8: Non-Financial Assets |
| Note 9: Payables |
| Note 10: Provisions |
| Note 11: Cash Flow Reconciliation |
| Note 12: Contingent Assets and Liabilities |
| Note 13: Senior Management Personnel Remuneration |
| Note 14: Financial Instruments |
| Note 15: Financial Assets Reconciliation |
| Note 16: Appropriations |
| Note 17: Reporting of Outcomes |
| Note 18: Budgetary Reports and Explanations of Major Variances |



INDEPENDENT AUDITOR'S REPORT

To the Minister for Sport

I have audited the accompanying annual financial statements of the Australian Sports Anti-Doping Authority for the year ended 30 June 2015, which comprise:

- Statement by the Accountable Authority and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Schedule of Commitments; and
- Notes comprising a Summary of Significant Accounting Policies and other explanatory information.

Chief Executive's Responsibility for the Financial Statements

The Chief Executive of the Australian Sports Anti-Doping Authority is responsible under the *Public Governance, Performance and Accountability Act 2013* for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards and the rules made under that Act. The Chief Executive is also responsible for such internal control as is necessary to enable the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I have conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. These auditing standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Australian Sports Anti-Doping Authority's preparation and fair

statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Australian Sports Anti-Doping Authority's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the Chief Executive of the Australian Sports Anti-Doping Authority, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

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

Opinion

In my opinion, the financial statements of the Australian Sports Anti-Doping Authority:

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

Australian National Audit Office



Mark Vial
Senior Director
Delegate of the Auditor-General
Canberra
4 September 2015



Australian Government
Australian Sports Anti-Doping Authority

STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCIAL OFFICER

In our opinion, the attached financial statements for the year ended 30 June 2015 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 Australian Sports Anti-Doping Authority will be able to pay its debts as and when they fall due.

A handwritten signature in black ink, appearing to read 'T Burgess', written over a dotted line.

Signed.....

T Burgess
Chief Executive A/g

4 September 2015

A handwritten signature in black ink, appearing to read 'S Fitzgerald', written over a dotted line.

Signed.....

S Fitzgerald
Chief Financial Officer

4 September 2015

Australian Sports Anti-Doping Authority
Statement of Comprehensive Income
for the period ended 30 June 2015

| | Notes | 2015 \$'000 | 2014 \$'000 |
|--|-------|-----------------|-----------------|
| NET COST OF SERVICES | | | |
| Expenses | | | |
| Employee benefits | 4A | 7,530 | 10,312 |
| Suppliers | 4B | 7,997 | 8,234 |
| Depreciation and amortisation | 4C | 509 | 694 |
| Total expenses | | 16,036 | 19,240 |
| Own-Source Income | | | |
| Own-source revenue | | | |
| Sale of goods and rendering of services | 5A | 3,285 | 3,212 |
| Other revenue | 5B | 33 | 33 |
| Total own-source revenue | | 3,318 | 3,245 |
| Total own-source income | | 3,318 | 3,245 |
| Net (cost of)/contribution by services | | (12,718) | (15,995) |
| Revenue from Government | 5C | 12,934 | 14,048 |
| Surplus/(Deficit) attributable to the Australian Government | | 216 | (1,947) |
| OTHER COMPREHENSIVE INCOME | | | |
| Total comprehensive income/(loss) | | 216 | (1,947) |
| Total comprehensive income/(loss) attributable to the Australian Government | | 216 | (1,947) |

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

Australian Sports Anti-Doping Authority
Statement of Financial Position
as at 30 June 2015

| | Notes | 2015 \$'000 | 2014 \$'000 |
|--|-------|----------------|----------------|
| ASSETS | | | |
| Financial assets | | | |
| Cash and cash equivalents | 7A | 271 | 159 |
| Trade and other receivables | 7B | 5,097 | 6,030 |
| Total financial assets | | 5,368 | 6,189 |
| Non-financial assets | | | |
| Land and buildings | 8A,C | 543 | 779 |
| Property, plant and equipment | 8B,C | 271 | 298 |
| Intangibles | 8D,E | 324 | 295 |
| Inventories | 8F | 141 | 145 |
| Other non-financial assets | 8G | 88 | 112 |
| Total non-financial assets | | 1,367 | 1,629 |
| Total assets | | 6,735 | 7,818 |
| LIABILITIES | | | |
| Payables | | | |
| Suppliers | 9A | 1,311 | 988 |
| Other payables | 9B | 376 | 398 |
| Total payables | | 1,687 | 1,386 |
| Provisions | | | |
| Employee provisions | 10A | 2,250 | 3,046 |
| Other provisions | 10B | 160 | 1,343 |
| Total provisions | | 2,410 | 4,389 |
| Total liabilities | | 4,097 | 5,775 |
| Net assets | | 2,638 | 2,043 |
| EQUITY | | | |
| Parent entity interest | | | |
| Contributed equity | | 2,716 | 2,337 |
| Reserves | | 243 | 243 |
| Retained surplus/(Accumulated deficit) | | (321) | (537) |
| Total equity | | 2,638 | 2,043 |

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

Australian Sports Anti-Doping Authority
Statement of Changes in Equity
for the period ended 30 June 2015

| | Retained earnings | | Asset revaluation surplus | | Contributed equity/capital | | Total equity | |
|--|-------------------|-------------|---------------------------|-------------|----------------------------|-------------|--------------|-------------|
| | 2015 \$'000 | 2014 \$'000 | 2015 \$'000 | 2014 \$'000 | 2015 \$'000 | 2014 \$'000 | 2015 \$'000 | 2014 \$'000 |
| Opening balance | | | | | | | | |
| Balance carried forward from previous period | (537) | 1,409 | 243 | 242 | 2,337 | 2,033 | 2,043 | 3,684 |
| Adjustment for errors | - | 1 | - | 1 | - | - | - | 2 |
| Adjusted opening balance | (537) | 1,410 | 243 | 243 | 2,337 | 2,033 | 2,043 | 3,686 |
| Comprehensive income | | | | | | | | |
| Surplus/(Deficit) for the period | 216 | (1,947) | - | - | - | - | 216 | (1,947) |
| Total comprehensive income | 216 | (1,947) | - | - | - | - | 216 | (1,947) |
| Transactions with owners | | | | | | | | |
| Contributions by owners | - | - | - | - | 379 | 304 | 379 | 304 |
| Departmental capital budget | - | - | - | - | 379 | 304 | 379 | 304 |
| Total transactions with owners | (321) | (537) | 243 | 243 | 2,716 | 2,337 | 2,638 | 2,043 |
| Closing balance as at 30 June | | | | | | | | |

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

Australian Sports Anti-Doping Authority

Cash Flow Statement

for the period ended 30 June 2015

| | Notes | 2015 \$'000 | 2014 \$'000 |
|---|-------|-----------------|-----------------|
| OPERATING ACTIVITIES | | | |
| Cash received | | | |
| Appropriations | | 14,803 | 13,974 |
| Sale of goods and rendering of services | | 1,490 | 1,951 |
| Net GST received | | 718 | 386 |
| Other | | 1,110 | 342 |
| Total cash received | | 18,121 | 16,653 |
| Cash used | | | |
| Employees | | (8,724) | (9,616) |
| Suppliers | | (9,386) | (7,309) |
| Other | | (3) | (7) |
| Total cash used | | (18,113) | (16,932) |
| Net cash from/(used by) operating activities | 11 | 8 | (279) |
| INVESTING ACTIVITIES | | | |
| Cash used | | | |
| Purchase of property, plant and equipment | | (95) | (48) |
| Purchase of Intangibles | | (180) | (117) |
| Total cash used | | (275) | (165) |
| Net cash from/(used by) investing activities | | (275) | (165) |
| FINANCING ACTIVITIES | | | |
| Cash received | | | |
| Contributed equity | | 379 | 200 |
| Total cash received | | 379 | 200 |
| Net cash from/(used by) financing activities | | 379 | 200 |
| Net increase/(decrease) in cash held | | 112 | (244) |
| Cash and cash equivalents at the beginning of the reporting period | | 159 | 403 |
| Cash and cash equivalents at the end of the reporting period | 7A | 271 | 159 |

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

Australian Sports Anti-Doping Authority

Schedule of Commitments

as at 30 June 2015

| | 2015 | 2014 |
|--|--------------|--------------|
| BY TYPE | \$'000 | \$'000 |
| Commitments receivable | | |
| Net GST recoverable on commitments | 228 | 298 |
| Total commitments receivable | <u>228</u> | <u>298</u> |
| Commitments payable | | |
| Other commitments | | |
| Operating leases | 1,462 | 2,056 |
| Other | 1,043 | 1,219 |
| Total other commitments | <u>2,505</u> | <u>3,275</u> |
| Total commitments payable | <u>2,505</u> | <u>3,275</u> |
| Net commitments by type | <u>2,277</u> | <u>2,977</u> |
| BY MATURITY | | |
| Commitments receivable | | |
| GST Recoverable | | |
| Within 1 year | 121 | 120 |
| Between 1 to 5 years | 107 | 178 |
| Total GST Recoverable | <u>228</u> | <u>298</u> |
| Total commitments receivable | <u>228</u> | <u>298</u> |
| Commitments payable | | |
| Operating lease commitments | | |
| Within 1 year | 602 | 590 |
| Between 1 to 5 years | 860 | 1,466 |
| Total operating lease commitments | <u>1,462</u> | <u>2,056</u> |
| Other Commitments | | |
| Within 1 year | 731 | 725 |
| Between 1 to 5 years | 312 | 494 |
| Total other commitments | <u>1,043</u> | <u>1,219</u> |
| Total commitments payable | <u>2,505</u> | <u>3,275</u> |
| Net commitments by maturity | <u>2,277</u> | <u>2,977</u> |

Note: Commitments are GST inclusive where relevant.

Leases for office accommodation

Lease payments are subject to annual increases in accordance with the lease agreement. The initial period of the Authority's ten year office accommodation lease (to October 2017) on its Canberra premises is still current. As at 31 December 2014, the Authority chose not to exercise its option to renew the lease on its Sydney premises.

Leases in relation to storage facilities.

The Authority has various lease agreements ranging from one month to three years for the provision of facilities for the storage of sample collection inventory designated as necessary to fulfil supply contracts. The Authority may vary its original designated requirements at no penalty.

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

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 1: Summary of Significant Accounting Policies**1.1 Objectives of the Australian Sports Anti-Doping Authority**

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

ASADA is structured to meet the following outcome:

Outcome 1: Protection of the health of athletes and the integrity of Australian sport including through deterrence, detection and enforcement to eliminate doping.

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

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

1.2 Basis of Preparation of the Financial Statements

The financial statements are general purpose financial statements and are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- a) The Financial Reporting Rule (FRR) for reporting periods ending on or after 1 July 2014; and
- b) Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

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

The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

Unless an alternative treatment is specifically required by an accounting standard or the FRR, assets and liabilities are recognised in the statement of financial position when and only when it is probable that future economic benefits will flow to ASADA or a future sacrifice of economic benefits will be required and the amounts of the assets or liabilities can be reliably measured. However, assets and liabilities arising under executory contracts are not recognised unless required by an accounting standard. Liabilities and assets that are unrecognised are reported in the schedule of commitments or the contingencies note.

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

1.3 Significant Accounting Judgements and Estimates

In the process of applying the accounting policies listed in this note, ASADA has made the following judgements that have the most significant impact on the amounts recorded in the financial statements:

- The fair value of leasehold improvements and property, plant and equipment is assessed at market value or depreciated replacement cost as determined by an independent valuer and is subject to management assessment between formal valuations; and
- Leave provisions involve assumptions based on the expected tenure of existing staff, patterns of leave claims and payouts, future salary movements and future discount rates.
- Recovery of legal fees have been included in Own-source revenue - Sale of goods and rendering of services and Trade and other receivables. The amounts reported are based upon management's assessment of the range of potential outcomes still in progress at year end taking into account legal advice. The range of potential outcomes have not been disclosed as the matters remain unresolved.

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

1.4 New Australian Accounting Standards**Adoption of New Australian Accounting Standard Requirements**

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

No new or revised pronouncements were issued prior to finalisation of the financial statements that were applicable to the current reporting period and had a financial impact on ASADA.

For the 2014-15 financial year ASADA has adopted AASB 1055 *Budgetary Reporting*. Refer to Note 18 for disclosure.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 1: Summary of Significant Accounting Policies

Future Australian Accounting Standard Requirements

No new or revised pronouncements were issued by the AASB prior to the finalisation of the financial statements which are expected to have a material financial impact on ASADA in future reporting periods.

1.5 Revenue

ASADA receives revenue from Parliamentary appropriations and the rendering of services. Revenue from the rendering of services is recognised by reference to the stage of completion of contracts at the reporting date. The revenue is recognised when:

- the amount of revenue, stage of completion and transaction costs incurred can be reliably measured; and
- the probable economic benefits associated with the transaction will flow to ASADA.

The stage of completion of contracts at the reporting date is determined by reference to the proportion that costs incurred to date bear to the estimated total costs of the transaction.

Revenue from Government

Amounts appropriated for departmental outputs for the year (adjusted for any formal additions and reductions) are recognised as revenue when ASADA gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned.

Appropriations receivable are recognised at their nominal amounts.

1.6 Gains

Resources Received Free of Charge

Resources received free of charge are recognised as gains when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

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

1.7 Transactions with the Government as Owner

Equity Injections

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

1.8 Employee Benefits

Liabilities for 'short-term employee benefits' (as defined in AASB 119 Employee Benefits) and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees of ASADA is estimated to be less than the annual entitlement for sick leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including ASADA'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.

Separation and Redundancy

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

Superannuation

ASADA staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS) or the PSS accumulation plan (PSSap). Alternatively staff may elect for superannuation contributions to be forwarded to an eligible defined contribution scheme of their choice.

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.

ASADA makes employer contributions to the employees' superannuation schemes at rates determined by an actuary to be sufficient to meet the current cost to the Government and accounts for the contributions as if they were contributions to defined contribution plans.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 1: Summary of Significant Accounting Policies

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

1.9 Leases

Operating lease payments are expensed on a straight-line basis which is representative of the pattern of benefits derived from the leased assets.

1.10 Financial Assets**Cash and cash equivalents**

Cash is recognised at its nominal amount. Cash and cash equivalents includes:

- a) cash on hand;
- b) deposits on demand in bank accounts.

Receivables

Trade receivables are classified as 'receivables' and recorded at face value less any impairment. Trade receivables are recognised where ASADA becomes party to a contract and has a legal right to receive cash. Trade receivables are derecognised on payment.

Impairment of Financial Assets

Receivables are assessed for impairment at the end of each reporting period. Allowances are made when collectability of the debt is no longer probable.

1.11 Financial Liabilities

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). Supplier and other payables are derecognised on payment.

1.12 Contingent Liabilities and Contingent Assets

ASADA had no quantifiable or unquantifiable contingent assets or liabilities as at 30 June 2015 (2014: nil).

1.13 Acquisition of Assets

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

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

1.14 Property, Plant and Equipment

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 furniture and fittings, and
- \$5,000 for leasehold improvements.

which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

Purchases of intangible assets are recognised initially at cost in the statement of financial position, except for:

- purchased software costing less than \$10,000,
- internally developed software costing less than \$2,000, and
- enhancements to existing software costing less than \$2,000.

Revaluations

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

| Asset Class | Fair value measures at: |
|------------------------|------------------------------|
| Leasehold improvements | Depreciated replacement cost |
| Plant and equipment | Market selling price |

Following initial recognition at cost, property, plant and equipment are carried at fair value. 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. The regularity of independent valuations depends on the volatility of movements in market values for the relevant assets. The most recent independent valuation was conducted by the Australian Valuation Office as at 30 April 2013. The next independent valuation is scheduled for 30 April 2016.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 1: Summary of Significant Accounting Policies

Depreciation

Depreciable plant and equipment assets are written off to their estimated residual values over their estimated useful lives to ASADA, using in all cases, the straight-line method of depreciation. Leasehold improvements are depreciated over the lesser of the estimated useful life of the improvement or the lease term.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

| | 2015 | 2014 |
|------------------------|--------------|--------------|
| Leasehold improvements | Lease term | Lease term |
| Plant and equipment | 3 to 6 years | 3 to 6 years |
| Furniture and fittings | 3 to 6 years | 3 to 6 years |

Impairment

All assets were assessed for impairment at 30 June 2015. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment loss recognised if the asset's recoverable amount is less than its carrying amount.

No indicators of impairment were noted.

Derecognition

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

1.15 Intangibles

ASADA's intangibles comprise off-the-shelf software and associated enhancement costs. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Amortisation

Software is amortised on a straight-line basis over its anticipated useful life. The useful life of ASADA's software is 3 years (2013-14: 3 years).

All software assets were assessed for indications of impairment as at 30 June 2015. None were found to be impaired.

1.16 Inventories

Inventories held for sale are valued at the lower of cost and net realisable value. Inventories held for distribution are valued at cost, adjusted for any loss of service potential.

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

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

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

1.17 Taxation

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

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 2: Events After the Reporting Period

Departmental

No events have occurred after the balance date that should be brought to account or noted in the 2014-15 financial statements.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 3: Net Cash Appropriation Arrangements

| | 2015 | 2014 |
|---|-------------------|-----------------------|
| | \$'000 | \$'000 |
| Total comprehensive income/(loss) less depreciation/amortisation expenses previously funded through revenue appropriations¹ | 725 | (1,253) |
| Plus: depreciation/amortisation expenses previously funded through revenue appropriation | <u>(509)</u> | <u>(694)</u> |
| Total comprehensive income/(loss) - as per the Statement of Comprehensive Income | <u>216</u> | <u>(1,947)</u> |

1. From 2010-11, the Government introduced net cash appropriation arrangements, where revenue appropriations for depreciation/amortisation expenses ceased. Entities now receive 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.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 4: Expenses

| | 2015 | 2014 |
|---|--------------|---------------|
| | \$'000 | \$'000 |
| Note 4A: Employee Benefits | | |
| Wages and salaries | 5,843 | 7,325 |
| Superannuation | | |
| Defined contribution plans | 519 | 623 |
| Defined benefit plans | 547 | 823 |
| Leave and other entitlements | 551 | 962 |
| Separation and redundancies | 70 | 579 |
| Total employee benefits | <u>7,530</u> | <u>10,312</u> |
| Note 4B: Suppliers | | |
| Goods and services supplied or rendered | | |
| Consultants | 245 | 504 |
| Contractors | 416 | 261 |
| Freight & Postage | 152 | 127 |
| HR - recruitment & training | 83 | 156 |
| Legal | 2,480 | 2,056 |
| Travel | 366 | 384 |
| Testing - Sample Analysis, storage and external collection expenses | 2,823 | 3,100 |
| IT services | 415 | 420 |
| Other | 452 | 680 |
| Total goods and services supplied or rendered | <u>7,432</u> | <u>7,688</u> |
| Goods supplied in connection with | | |
| External parties | 234 | 278 |
| Total goods supplied | <u>234</u> | <u>278</u> |
| Services rendered in connection with | | |
| Related parties | 5,779 | 4,200 |
| External parties | 1,419 | 3,210 |
| Total services rendered | <u>7,198</u> | <u>7,410</u> |
| Total goods and services supplied or rendered | <u>7,432</u> | <u>7,688</u> |
| Other suppliers | | |
| Operating lease rentals in connection with | | |
| External parties | | |
| Minimum lease payments | 510 | 483 |
| Workers compensation expenses | 55 | 63 |
| Total other suppliers | <u>565</u> | <u>546</u> |
| Total suppliers | <u>7,997</u> | <u>8,234</u> |

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 4: Expenses

| | 2015 | 2014 |
|---|------------|------------|
| | \$'000 | \$'000 |
| Note 4C: Depreciation and Amortisation | | |
| Depreciation | | |
| Property, plant and equipment | 118 | 128 |
| Buildings | 240 | 237 |
| Total depreciation | 358 | 365 |
| Amortisation | | |
| Intangibles - purchased computer software | 10 | 47 |
| Intangibles - internally developed software | 141 | 282 |
| Total amortisation | 151 | 329 |
| Total depreciation and amortisation | 509 | 694 |

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 5: Own-Source Income

| | 2015 | 2014 |
|---|---------------|---------------|
| | \$'000 | \$'000 |
| Own-Source Revenue | | |
| Note 5A: Sale of Goods and Rendering of Services | | |
| Rendering of services in connection with | | |
| Related parties | 1,110 | 1,230 |
| External parties | 2,175 | 1,982 |
| Total rendering of services | <u>3,285</u> | <u>3,212</u> |
| Total sale of goods and rendering of services | <u>3,285</u> | <u>3,212</u> |
| Note 5B: Other Revenue | | |
| Resources received free of charge | | |
| Remuneration of auditors - ANAO | 33 | 33 |
| Total other revenue | <u>33</u> | <u>33</u> |
| Note 5C: Revenue from Government | | |
| Appropriations | | |
| Departmental appropriations | 12,934 | 14,048 |
| Total revenue from Government | <u>12,934</u> | <u>14,048</u> |

Note 6: Fair Value Measurements

The following tables provide an analysis of assets and liabilities that are measured at fair value. The different levels of the fair value hierarchy are defined below.

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at measurement date.
Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
Level 3: Unobservable inputs for the asset or liability.

Note 6A: Fair Value Measurements, Valuation Techniques and Inputs Used

| | Fair value measurements at the end of the reporting period | | | For Levels 2 and 3 fair value measurements | |
|---|--|--------------|---|--|--|
| | 2015 \$'000 | 2014 \$'000 | Category (Level 1, 2 or 3) ^a | Valuation technique(s) ¹ | Inputs used |
| Non-financial assets³ | | | | | |
| Buildings/Leasehold Improvements | 543 | 779 | Level 3 | Depreciated Replacement Cost | No reliable market information, specialised assets. Depreciated replacement cost assessment. |
| Property, plant and equipment | 271 | 298 | Level 2 | Market Comparables | Quoted prices, sale price or buying price of comparable assets. |
| Total non-financial assets | 814 | 1,077 | | | |
| Total fair value measurements of assets in the statement of financial position | 814 | 1,077 | | | |

1. Valuation Technique

No change in valuation technique occurred during the period.

2. Fair value measurements - highest and best use differs from current use for non-financial assets (NFAs)

The highest and best use of all non-financial assets are the same as their current use.

ASADA does not hold liabilities at fair value.

3. Recurring and non-recurring Level 3 fair value measurements - valuation processes

In 2012-13 ASADA procured valuation services from the Australian Valuation Office (AVO). ASADA tests the valuation model at least once every 3 years. The valuation methodology used by the AVO was developed in compliance with the requirements of AASB 13.

Australian Sports Anti-Doping Authority
 Notes to and forming part of the financial statements
 for the period ended 30 June 2015
Note 6: Fair Value Measurements

Note 6B: Level 1 and Level 2 Transfers for Recurring Fair Value Measurements

ASADA's policy for determining when transfers between levels are deemed to have occurred can be found in Note 1. No assets were transferred between level 1 and level 2 during 2015 (2014: Nil)

Note 6C: Reconciliation for Recurring Level 3 Fair Value Measurements

Recurring Level 3 fair value measurements - reconciliation for assets

| | Financial assets | | | |
|----------------------------|---------------------------------|--------|--------|--------|
| | Building/Leasehold Improvements | | Total | |
| | 2015 | 2014 | 2015 | 2014 |
| | \$'000 | \$'000 | \$'000 | \$'000 |
| As at 1 July | 779 | 1,009 | 779 | 1,009 |
| Purchases | 4 | 7 | 4 | 7 |
| Depreciation Expense | (240) | (237) | (240) | (237) |
| Total as at 30 June | 543 | 779 | 543 | 779 |

ASADA's policy for determining when transfers between levels are deemed to have occurred can be found in Note 1. No transfers in or out of levels occurred during 2015 (2014: Nil).

Australian Sports Anti-Doping AuthorityNotes to and forming part of the financial statements
for the period ended 30 June 2015**Note 7: Financial Assets**

| | 2015 | 2014 |
|---|--------------|--------------|
| | \$'000 | \$'000 |
| Note 7A: Cash and Cash Equivalents | | |
| Cash on hand or on deposit | 271 | 159 |
| Total cash and cash equivalents | 271 | 159 |
| Note 7B: Trade and Other Receivables | | |
| Goods and services receivables in connection with | | |
| Related parties | 924 | 763 |
| External parties | 1,662 | 895 |
| Total goods and services receivables | 2,586 | 1,658 |
| Appropriations receivables | | |
| Existing programs | 2,472 | 4,341 |
| Total appropriations receivables | 2,472 | 4,341 |
| Other receivables | | |
| GST receivable from the Australian Taxation Office | 39 | 31 |
| Total other receivables | 39 | 31 |
| Total trade and other receivables (gross) | 5,097 | 6,030 |
| Trade and other receivables (net) expected to be recovered | | |
| No more than 12 months | 5,097 | 6,030 |
| Total trade and other receivables (net) | 5,097 | 6,030 |
| Trade and other receivables (gross) aged as follows | | |
| Not overdue | 4,680 | 5,934 |
| Overdue by | | |
| 0 to 30 days | 73 | 70 |
| 31 to 60 days | 7 | 1 |
| 61 to 90 days | 19 | 25 |
| More than 90 days | 318 | - |
| Total trade and other receivables (gross) | 5,097 | 6,030 |

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 8: Non-Financial Assets

| | 2015 | 2014 |
|-------------------------------------|------------|------------|
| | \$'000 | \$'000 |
| Note 8A: Land and Buildings | | |
| Leasehold improvements | | |
| Fair value | 2,211 | 2,207 |
| Accumulated depreciation | (1,668) | (1,428) |
| Total leasehold improvements | <u>543</u> | <u>779</u> |
| Total land and buildings | <u>543</u> | <u>779</u> |

No indicators of impairment were found for land and buildings.

No land or buildings are expected to be sold or disposed of within the next 12 months.

Note 8B: Property, Plant and Equipment**Infrastructure, plant and equipment**

| | | |
|--|------------|------------|
| Fair value | 1,436 | 1,345 |
| Accumulated depreciation | (1,208) | (1,100) |
| Total infrastructure, plant and equipment | <u>228</u> | <u>245</u> |

Furniture and Fittings

| | | |
|--|------------|------------|
| Fair value | 520 | 520 |
| Accumulated depreciation | (477) | (467) |
| Total furniture and fittings | <u>43</u> | <u>53</u> |
| Total property, plant and equipment | <u>271</u> | <u>298</u> |

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

No property, plant or equipment is expected to be sold or disposed of within the next 12 months.

Revaluations of non-financial assets

All revaluations were conducted in accordance with the revaluation policy stated at Note 1. On 30 April 2013, an independent valuer, the Australian Valuation Office (AVO), conducted the revaluations.

Note 8C: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment

Reconciliation of the opening and closing balances of property, plant and equipment for 2015

| | Building/Leasehold Improvements \$'000 | Other Infrastructure, plant and equipment \$'000 | Other Infrastructure, furniture and fittings \$'000 | Total other Infrastructure PP&E F&F \$'000 | Total \$'000 |
|--|--|--|---|---|-----------------|
| As at 1 July 2014 | | | | | |
| Gross book value | 2,207 | 1,345 | 520 | 1,865 | 4,072 |
| Accumulated depreciation and impairment | (1,428) | (1,100) | (467) | (1,567) | (2,995) |
| Total as at 1 July 2014 | 779 | 245 | 53 | 298 | 1,077 |
| Additions | | | | | |
| Purchase or internally developed | 4 | 91 | - | 91 | 95 |
| Depreciation | (240) | (108) | (10) | (118) | (358) |
| Total as at 30 June 2015 | 543 | 228 | 43 | 271 | 814 |
| Total as at 30 June 2015 represented by | | | | | |
| Gross book value | 2,211 | 1,436 | 520 | 1,956 | 4,167 |
| Accumulated depreciation and impairment | (1,668) | (1,208) | (477) | (1,695) | (3,353) |
| Total as at 30 June 2015 | 543 | 228 | 43 | 271 | 814 |

Australian Sports Anti-Doping Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 8: Non-Financial Assets

Reconciliation of the opening and closing balances of property, plant and equipment for 2014

| | Building/Leasehold Improvements \$'000 | Other infrastructure, plant and equipment \$'000 | Other infrastructure, furniture and fittings \$'000 | other Infrastructure PP&E, F&F \$'000 | Total |
|---|--|--|---|---|---------|
| As at 1 July 2013 | | | | | |
| Gross book value | 2,200 | 1,304 | 520 | 1,824 | 4,024 |
| Accumulated depreciation and impairment | (1,191) | (982) | (457) | (1,439) | (2,630) |
| Total as at 1 July 2013 | 1,009 | 322 | 63 | 385 | 1,394 |
| Additions | | | | | |
| By Purchase | 7 | 41 | - | 41 | 48 |
| Depreciation | (237) | (118) | (10) | (128) | (365) |
| Total as at 30 June 2014 | 779 | 245 | 53 | 298 | 1,077 |
| Total as at 30 June 2014 represented by | | | | | |
| Gross book value | 2,207 | 1,345 | 520 | 1,865 | 4,072 |
| Accumulated depreciation and impairment | (1,428) | (1,100) | (467) | (1,567) | (2,995) |
| Total as at 30 June 2014 | 779 | 245 | 53 | 298 | 1,077 |

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 8: Non-Financial Assets

| | 2015 | 2014 |
|------------------------------------|----------------|----------------|
| | \$'000 | \$'000 |
| Note 8D: Intangibles | | |
| Computer software | | |
| Internally developed – in progress | 40 | 100 |
| Internally developed – in use | 1,894 | 1,680 |
| Purchased | 519 | 494 |
| Accumulated amortisation | <u>(2,129)</u> | <u>(1,979)</u> |
| Total computer software | <u>324</u> | <u>295</u> |
| Total intangibles | <u>324</u> | <u>295</u> |

No indicators of impairment were found for intangible assets.

Australian Sports Anti-Doping Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 8: Non-Financial Assets

Note 8E: Reconciliation of the Opening and Closing Balances of Intangibles

Reconciliation of the opening and closing balances of intangibles for 2015

| | Computer software purchased \$'000 | Computer Software internally developed \$'000 | Other intangibles internally developed \$'000 | Total \$'000 |
|--|--|---|---|-----------------|
| As at 1 July 2014 | | | | |
| Gross book value | 1,679 | 494 | 100 | 2,273 |
| Accumulated amortisation and impairment | (1,505) | (473) | - | (1,978) |
| Total as at 1 July 2014 | 174 | 21 | 100 | 295 |
| Additions | | | | |
| By purchase | 25 | 155 | - | 180 |
| Internally developed | - | 60 | (60) | - |
| Amortisation | (137) | (14) | - | (151) |
| Total as at 30 June 2015 | 62 | 222 | 40 | 324 |
| Total as at 30 June 2015 represented by | | | | |
| Gross book value | 1,704 | 709 | 40 | 2,453 |
| Accumulated amortisation and impairment | (1,642) | (487) | - | (2,129) |
| Total as at 30 June 2015 | 62 | 222 | 40 | 324 |

Note 8: Non-Financial Assets

Reconciliation of the opening and closing balances of intangibles for 2014

| | Computer software purchased \$'000 | Computer Software Internally developed \$'000 | Other intangibles internally developed \$'000 | Total \$'000 |
|---|--|---|---|-----------------|
| As at 1 July 2013 | | | | |
| Gross book value | 1,662 | 494 | - | 2,156 |
| Accumulated amortisation and impairment | (1,223) | (426) | - | (1,649) |
| Total as at 1 July 2013 | 439 | 68 | - | 507 |
| Additions | | | | |
| By purchase | - | - | 100 | 100 |
| Internally developed | 17 | - | - | 17 |
| Amortisation | (282) | (47) | - | (329) |
| Total as at 30 June 2014 | 174 | 21 | 100 | 295 |
| Total as at 30 June 2014 represented by | | | | |
| Gross book value | 1,679 | 494 | 100 | 2,273 |
| Accumulated amortisation and impairment | (1,505) | (473) | - | (1,978) |
| Total as at 30 June 2014 | 174 | 21 | 100 | 295 |

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 8: Non-Financial Assets

| | 2015 | 2014 |
|-----------------------------------|------------|------------|
| | \$'000 | \$'000 |
| Note 8F: Inventories | | |
| Inventories held for sale | | |
| Inventories held for distribution | <u>141</u> | <u>145</u> |
| Total inventories | <u>141</u> | <u>145</u> |

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

All inventories are expected to be sold or distributed in the next 12 months.

Note 8G: Other Non-Financial Assets

| | | |
|---|-----------|------------|
| Prepayments | <u>88</u> | <u>112</u> |
| Total other non-financial assets | <u>88</u> | <u>112</u> |
| Total other non-financial assets - expected to be recovered in | | |
| No more than 12 months | <u>88</u> | <u>112</u> |
| Total other non-financial assets | <u>88</u> | <u>112</u> |

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

Australian Sports Anti-Doping AuthorityNotes to and forming part of the financial statements
for the period ended 30 June 2015**Note 9: Payables**

| | 2015 | 2014 |
|---|--------------|------------|
| | \$'000 | \$'000 |
| Note 9A: Suppliers | | |
| Trade creditors and accruals | 1,311 | 988 |
| Total suppliers | <u>1,311</u> | <u>988</u> |
| Suppliers expected to be settled | | |
| No more than 12 months | 1,311 | 988 |
| Total suppliers | <u>1,311</u> | <u>988</u> |
| Suppliers in connection with | | |
| Related parties | 635 | 524 |
| External parties | 676 | 464 |
| Total suppliers | <u>1,311</u> | <u>988</u> |

ASADA's policy is to settle all supplier payments in accordance with Commonwealth Government policy or within contracted settlement terms.

Note 9B: Other Payables

| | | |
|--|------------|------------|
| Wages and salaries | 238 | 256 |
| Superannuation | 81 | 85 |
| Other | 57 | 57 |
| Total other payables | <u>376</u> | <u>398</u> |
| Other payables expected to be settled | | |
| No more than 12 months | 363 | 380 |
| More than 12 months | 13 | 18 |
| Total other payables | <u>376</u> | <u>398</u> |

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 10: Provisions

| | 2015 | 2014 |
|---|--|--------------|
| | \$'000 | \$'000 |
| Note 10A: Employee Provisions | | |
| Leave | 1,810 | 1,866 |
| Separations and redundancies | 143 | 621 |
| Other | 297 | 559 |
| Total employee provisions | <u>2,250</u> | <u>3,046</u> |
| Employee provisions expected to be settled | | |
| No more than 12 months | 944 | 1,265 |
| More than 12 months | 1,306 | 1,781 |
| Total employee provisions | <u>2,250</u> | <u>3,046</u> |
| Note 10B: Other Provisions | | |
| Provision for legal costs | - | 1,144 |
| Provision for restoration obligation | 160 | 199 |
| Total other provisions | <u>160</u> | <u>1,343</u> |
| Other provisions expected to be settled | | |
| No more than 12 months | - | 1,144 |
| More than 12 months | 160 | 199 |
| Total other provisions | <u>160</u> | <u>1,343</u> |
| | Provision for restoration obligation | Total |
| | \$'000 | \$'000 |
| As at 1 July 2014 | <u>199</u> | <u>199</u> |
| Amounts reversed | (39) | (39) |
| Total as at 30 June 2015 | <u>160</u> | <u>160</u> |

Provision for restoration obligations

ASADA currently has one agreement for the leasing of premises which has provisions requiring the entity to restore the premises to their original condition at the conclusion of the lease. ASADA has made a provision to reflect the present value of this obligation.

Provision for legal costs

Provision for legal costs recognised in 2013-14 was fully settled in 2014-15.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 11: Cash Flow Reconciliation

| | 2015 | 2014 |
|--|----------|--------------|
| | \$'000 | \$'000 |
| Reconciliation of cash and cash equivalents as per statement of financial position to cash flow statement | | |
| Cash and cash equivalents as per | | |
| Cash flow statement | 271 | 159 |
| Statement of financial position | 271 | 159 |
| Discrepancy | <u>-</u> | <u>-</u> |
| | | |
| Reconciliation of net cost of services to net cash from/(used by) operating activities | | |
| Net (cost of)/contribution by services | (12,718) | (15,995) |
| Revenue from Government | 12,934 | 14,048 |
| Adjustments for non-cash items | | |
| Depreciation/amortisation | 509 | 694 |
| Movements in assets and liabilities | | |
| Assets | | |
| (Increase)/Decrease in net receivables | 932 | (936) |
| (Increase)/Decrease in inventories | 4 | (34) |
| (Increase)/Decrease in prepayments | 24 | 37 |
| Liabilities | | |
| Increase/(Decrease) in employee provisions | (796) | 880 |
| Increase/(Decrease) in suppliers payables | 323 | (6) |
| Increase/(Decrease) in other payables | (22) | (90) |
| Increase/(Decrease) in other provisions | (1,182) | 1,123 |
| Net cash from/(used by) operating activities | <u>8</u> | <u>(279)</u> |

Australian Sports Anti-Doping Authority
 Notes to and forming part of the financial statements
 for the period ended 30 June 2015

Note 12: Contingent Assets and Liabilities

| | Claims for | | | |
|--|------------------|--------|--------|--------|
| | damages or costs | | Total | |
| | 2015 | 2014 | 2015 | 2014 |
| | \$'000 | \$'000 | \$'000 | \$'000 |
| Contingent assets | | | | |
| Balance from previous period | - | 55 | - | 55 |
| Assets realised | - | (20) | - | (20) |
| Expired | - | (35) | - | (35) |
| Total contingent assets | - | - | - | - |
| Net contingent assets/(liabilities) | - | - | - | - |

Significant Remote Contingencies

ASADA had no significant remote contingencies as at the reporting date.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 13: Senior Management Personnel Remuneration

| | 2015 | 2014 |
|---|----------------|----------------|
| | \$ | \$ |
| Short-term employee benefits | | |
| Salary | 613,429 | 678,452 |
| Motor vehicle and other allowances | 81,781 | 48,062 |
| Total short-term employee benefits | <u>695,210</u> | <u>726,514</u> |
| Post-employment benefits | | |
| Superannuation | 142,833 | 173,192 |
| Total post-employment benefits | <u>142,833</u> | <u>173,192</u> |
| Other long-term employee benefits | | |
| Annual leave | 51,833 | 59,745 |
| Long-service leave | 23,325 | 16,172 |
| Total other long-term employee benefits | <u>75,158</u> | <u>75,917</u> |
| Total senior executive remuneration expenses | <u>913,201</u> | <u>975,623</u> |

The total number of senior management personnel that are included in the above table are 3 (2014: 4). The total number for 2014 reflects the May 2014 term-end and commencement of Chief Executive Officer appointments.

2014 comparatives have been restated for consistency with the 2015 disclosure guidance.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 14: Financial Instruments

| | 2015 | 2014 |
|---|--------------|--------------|
| | \$'000 | \$'000 |
| Note 14A: Categories of Financial Instruments | | |
| Financial Assets | | |
| Loans and receivables | | |
| Cash and cash equivalents | 271 | 159 |
| Trade receivables | 2,586 | 1,658 |
| Total loans and receivables | <u>2,857</u> | <u>1,817</u> |
| Total financial assets | <u>2,857</u> | <u>1,817</u> |
| Financial Liabilities | | |
| Financial liabilities measured at amortised cost | | |
| Suppliers payables | 1,311 | 988 |
| Total financial liabilities measured at amortised cost | <u>1,311</u> | <u>988</u> |
| Total financial liabilities | <u>1,311</u> | <u>988</u> |

Note 14B: Net Gains or Losses on Financial Assets

ASADA did not incur any income or expense associated with financial assets in 2014 - 15.

Note 14C: Net Gains or Losses on Financial Liabilities

ASADA did not incur any income or expense associated with financial liabilities in 2014 - 15.

Note 14: Financial Instruments

Note 14D: Fair Value of Financial Instruments

| | Carrying amount | | Fair value | | Fair value | |
|------------------------------------|-----------------|--------|--------------|--------|--------------|--------|
| | 2015 | \$'000 | 2015 | \$'000 | 2014 | \$'000 |
| Financial Assets | | | | | | |
| Cash and cash equivalents | 271 | | 271 | | 159 | |
| Trade receivables | 2,586 | | 2,586 | | 1,658 | |
| Total financial assets | 2,857 | | 2,857 | | 1,817 | |
| Financial Liabilities | | | | | | |
| Suppliers payables | 1,311 | | 1,311 | | 988 | |
| Total financial liabilities | 1,311 | | 1,311 | | 988 | |

The net fair value of the financial assets and liabilities approximate their carrying amounts.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements for the period ended 30 June 2015

Note 14: Financial Instruments

Note 14E: Credit Risk

ASADA is exposed to minimal credit risk as its financial assets consist only of cash and trade receivables. The maximum exposure to credit risk is the risk that arises from the potential default of a debtor. The amount is equal to the total amount of trade receivables.

The following table illustrates the entity's gross exposure to credit risk, excluding any collateral or credit enhancements.

| | 2015 \$'000 | 2014 \$'000 |
|--|----------------|----------------|
|--|----------------|----------------|

Financial assets carried at amount not best representing maximum exposure to credit risk

| | 2015 \$'000 | 2014 \$'000 |
|---|----------------|----------------|
| Cash and receivables | | |
| Cash and cash equivalents | 271 | 159 |
| Trade receivables | 2,586 | 1,658 |
| Total financial assets carried at amount not best representing maximum exposure to credit risk | 2,857 | 1,817 |

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

| | Not past due nor impaired | | Not past due or impaired | | Past due or impaired | |
|---------------------------|---------------------------|----------------|--------------------------|----------------|----------------------|----------------|
| | 2015 \$'000 | 2014 \$'000 | 2015 \$'000 | 2014 \$'000 | 2015 \$'000 | 2014 \$'000 |
| Cash and receivables | | | | | | |
| Cash and cash equivalents | 271 | 159 | - | - | - | - |
| Trade receivables | 2,169 | 1,562 | 417 | 96 | 417 | 96 |
| Total | 2,440 | 1,721 | 417 | 417 | 417 | 96 |

Note 14: Financial Instruments

Ageing of financial assets that were past due but not impaired in 2015

| | 0 to 30 days | 31 to 60 days | 61 to 90 days | 90+ days | Total |
|-------------------|-----------------|------------------|------------------|------------|------------|
| | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| Trade receivables | 73 | 7 | 19 | 318 | 417 |
| Total | 73 | 7 | 19 | 318 | 417 |

Ageing of financial assets that were past due but not impaired in 2014

| | 0 to 30 days | 31 to 60 days | 61 to 90 days | 90+ days | Total |
|-------------------|-----------------|------------------|------------------|-----------|-----------|
| | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| Trade receivables | 70 | 1 | - | 25 | 96 |
| Total | 70 | 1 | - | 25 | 96 |

Note 14F: Liquidity Risk

ASADA's financial liabilities are supplier payables and other payables. The exposure to liquidity risk is based on the notion that ASADA will encounter difficulty in meeting its obligations associated with financial liabilities. This is unlikely as ASADA is an appropriated Authority, with approximately 80% of its revenue coming from this source. The remaining 20% of the revenue comes from user-pays testing, which incurs suppliers expenses (associated laboratory, pathology and inventory costs). Thus a reduction in user-pays testing activity would result in an associated reduction in supplier expenses.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements for the period ended 30 June 2015

Note 14: Financial Instruments

Maturities for non-derivative financial liabilities in 2015

| | On demand | within 1 year | between 1 to 2 years | between 2 to 5 years | more than 5 years | Total |
|-------------------|-----------|---------------|----------------------|----------------------|-------------------|--------------|
| | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| Other liabilities | - | - | - | - | - | - |
| Supplier payables | - | 1,311 | - | - | - | 1,311 |
| Total | - | 1,311 | - | - | - | 1,311 |

Maturities for non-derivative financial liabilities in 2014

| | On demand | within 1 year | between 1 to 2 years | between 2 to 5 years | more than 5 years | Total |
|-------------------|-----------|---------------|----------------------|----------------------|-------------------|------------|
| | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| Other liabilities | - | - | - | - | - | - |
| Supplier payables | - | 988 | - | - | - | 988 |
| Total | - | 988 | - | - | - | 988 |

Note 14G: Market Risk

ASADA holds basic financial instruments that do not expose it to significant market risks. ASADA is not exposed to interest rate, currency, or other price risks.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 15: Financial Assets Reconciliation

| | Notes | 2015 \$'000 | 2014 \$'000 |
|--|-------|---------------------|---------------------|
| Total financial assets as per statement of financial position | | 5,368 | 6,189 |
| Less: Non-financial instrument components | | | |
| Appropriations receivable | 7B | 2,472 | 4,341 |
| Other receivables | 7B | <u>39</u> | <u>31</u> |
| Total non-financial instrument components | | <u>2,511</u> | <u>4,372</u> |
| Total financial assets as per financial instruments note | | <u>2,857</u> | <u>1,817</u> |

Australian Sports Anti-Doping Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 16: Appropriations

Note 16A: Annual Appropriations (Recoverable GST exclusive)

| Annual Appropriations for 2015 | Appropriation Act | | FSPA Act | | Total applied in 2015 Appropriation \$'000 | Appropriation applied in 2015 (current and prior) \$'000 | Variance ¹ \$'000 | Section 51 determinations \$'000 |
|--------------------------------|-----------------------------------|---------------|----------------------|----------------------|--|--|---------------------------------|--|
| | Annual Appropriation \$'000 | AFM \$'000 | Section 74 \$'000 | Section 75 \$'000 | | | | |
| Departmental | 13,313 | - | 2,600 | - | 15,913 | (16,388) | (2,475) | - |
| Ordinary annual services | 13,313 | - | 2,600 | - | 15,913 | (16,388) | (2,475) | - |
| Total departmental | | | | | | | | |

1. The variance in appropriations and appropriations applied in 2014-15 is a result of a combination of significant redundancy and legal costs recognised in 2013-14 but settled in 2014-15, and funding under a Memorandum of Understanding recognised 2014-15 but settled in 2015-16.

| Annual Appropriations for 2014 | Appropriation Act | | FMA Act | | Total applied in 2014 Appropriation \$'000 | Appropriation applied in 2014 (current and prior) \$'000 | Variance ¹ \$'000 | Section 51 determinations \$'000 |
|--------------------------------|-----------------------------------|---------------|----------------------|----------------------|--|---|---------------------------------|--|
| | Annual Appropriation \$'000 | AFM \$'000 | Section 30 \$'000 | Section 32 \$'000 | | | | |
| Departmental | 14,752 | - | 2,283 | - | 17,045 | (17,097) | (52) | - |
| Ordinary annual services | 14,752 | - | 2,283 | - | 17,045 | (17,097) | (52) | - |
| Total departmental | | | | | | | | |

1. The variance in appropriations and appropriations applied for 2013 - 14 is the result of the operating deficit attributable to ASADA.

Note 16: Appropriations

Note 16B: Departmental and Administered Capital Budgets (Recoverable GST exclusive)

| 2015 Capital Budget Appropriations | | Capital Budget Appropriations applied in 2015 | | | |
|---|-------------------|---|--|-----------------------------|-----------------------|
| Appropriation Act | FGPA Act | Total Capital Budget Appropriations | Payments for non-financial assets ² | Payments for other purposes | Variance ³ |
| Annual Capital Budget \$'000 | Section 75 \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| 379 | - | 379 | (275) | - | 104 |
| Departmental | | | | | |
| Ordinary annual services - Departmental Capital Budget ¹ | | | | | |

1. Departmental and Administered Capital Budgets are appropriated through Appropriation Acts (No.1.3.5). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts. For more information on ordinary annual services appropriations, please see Table A: Annual Appropriations.

2. Payments made on non-financial assets include purchases of assets, expenditure on assets which has been capitalised, costs incurred to make good an asset to its original condition, and the capital repayment component of finance leases.

3. The variance in ASADA's Departmental Capital Budget reflects a conservative approach to capital commitments as the Authority re-evaluates its ongoing investment in internally developed software.

| 2014 Capital Budget Appropriations | | Capital Budget Appropriations applied in 2014 | | | |
|---|-------------------|---|--|-----------------------------|-----------------------|
| Appropriation Act | FMA Act | Total Capital Budget Appropriations | Payments for non-financial assets ² | Payments for other purposes | Variance ³ |
| Annual Capital Budget \$'000 | Section 32 \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| 304 | - | 304 | (165) | - | 139 |
| Departmental | | | | | |
| Ordinary annual services - Departmental Capital Budget ¹ | | | | | |

1. Departmental and Administered Capital Budgets are appropriated through Appropriation Acts (No.1.3.5). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts. For more information on ordinary annual services appropriations, please see Table A: Annual Appropriations.

2. Payments made on non-financial assets include purchases of assets, expenditure on assets which has been capitalised, costs incurred to make good an asset to its original condition, and the capital repayment component of finance leases.

3. The variance in ASADA's Departmental Capital Budget reflects a conservative approach to capital commitments as the Authority re-evaluates its ongoing investment in internally developed software.

Australian Sports Anti-Doping Authority
 Notes to and forming part of the financial statements
 for the period ended 30 June 2015

Note 16: Appropriations

Note 16C: Unspent Annual Appropriations (Recoverable GST exclusive)

| | 2015 \$'000 | 2014 \$'000 |
|----------------------------------|----------------|----------------|
| Departmental | | |
| Appropriation ACT No.1 2012 - 13 | 295 | 589 |
| Appropriation ACT No.1 2013 - 14 | 304 | 3,240 |
| Appropriation ACT No.5 2013 - 14 | 73 | 671 |
| Appropriation ACT No.1 2014 - 15 | 2,071 | - |
| Total departmental | 2,743 | 4,500 |

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 17: Reporting of Outcomes

Note 17A: Net Cost of Outcome Delivery

| | Outcome 1 | | Total | |
|--|---------------|--------|---------------|--------|
| | 2015 | 2014 | 2015 | 2014 |
| | \$'000 | \$'000 | \$'000 | \$'000 |
| Departmental | | | | |
| Expenses | 16,036 | 19,240 | 16,036 | 19,240 |
| Own-source income | 3,318 | 3,245 | 3,318 | 3,245 |
| Net cost/(contribution) of outcome delivery | 12,718 | 15,995 | 12,718 | 15,995 |

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 18: Budgetary Reports and Explanations of Major Variances

The following tables provide a comparison of the original budget as presented in the 2014-15 Portfolio Budget Statements (PBS) to the 2014-15 final outcome as presented in accordance with Australian Accounting Standards for the entity. The Budget is not audited.

Note 18A: Departmental Budgetary Reports**Statement of Comprehensive Income**

for the period ended 30 June 2015

| | Actual | Budget estimate | |
|--|-----------------|-----------------------|-----------------------|
| | | Original ¹ | Variance ² |
| | 2015 | 2015 | 2015 |
| | \$'000 | \$'000 | \$'000 |
| NET COST OF SERVICES | | | |
| Expenses | | | |
| Employee benefits | 7,530 | 8,073 | (543) |
| Suppliers | 7,997 | 6,646 | 1,351 |
| Depreciation and amortisation | 509 | 554 | (45) |
| Other expenses | - | 11 | (11) |
| Total expenses | 16,036 | 15,284 | 752 |
| Own-Source Income | | | |
| Own-source revenue | | | |
| Sale of goods and rendering of services | 3,285 | 1,762 | 1,523 |
| Other revenue | 33 | 34 | (1) |
| Total own-source revenue | 3,318 | 1,796 | 1,522 |
| Total own-source income | 3,318 | 1,796 | 1,522 |
| Net (cost of)/contribution by services | (12,718) | (13,488) | 770 |
| Revenue from Government | 12,934 | 12,934 | - |
| Surplus/(Deficit) attributable to the Australian Government | 216 | (554) | 770 |
| OTHER COMPREHENSIVE INCOME | | | |
| Total comprehensive income/(loss) attributable to the Australian Government | 216 | (554) | 770 |

1. ASADA's original budgeted financial statement that was first presented to Parliament in respect of the reporting period (i.e. from ASADA's 2014-15 Portfolio Budget Statements (PBS)).

2. Explanations of major variances between the actuals and original estimate amounts for 2014-15 are provided at Note 18B.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 18: Budgetary Reports and Explanations of Major Variances (Contd)

Statement of Financial Position
as at 30 June 2015

| | Actual | Budget estimate | |
|--|--------------|-----------------------|-----------------------|
| | 2015 | Original ¹ | Variance ² |
| | 2015 | 2015 | 2015 |
| | \$'000 | \$'000 | \$'000 |
| ASSETS | | | |
| Financial assets | | | |
| Cash and cash equivalents | 271 | 130 | 141 |
| Trade and other receivables | 5,097 | 3,727 | 1,370 |
| Other financial assets | - | 63 | (63) |
| Total financial assets | 5,368 | 3,920 | 1,448 |
| Non-financial assets | | | |
| Land and buildings | 543 | 532 | 11 |
| Property, plant and equipment | 271 | 123 | 148 |
| Intangibles | 324 | 815 | (491) |
| Inventories | 141 | 111 | 30 |
| Other non-financial assets | 88 | 147 | (59) |
| Total non-financial assets | 1,367 | 1,728 | (361) |
| Total assets | 6,735 | 5,648 | 1,087 |
| LIABILITIES | | | |
| Payables | | | |
| Suppliers | 1,311 | 743 | 568 |
| Other payables | 376 | 606 | (230) |
| Total payables | 1,687 | 1,349 | 338 |
| Provisions | | | |
| Employee provisions | 2,250 | 2,231 | 19 |
| Other provisions | 160 | 17 | 143 |
| Total provisions | 2,410 | 2,248 | 162 |
| Total liabilities | 4,097 | 3,597 | 500 |
| Net assets | 2,638 | 2,051 | 587 |
| EQUITY | | | |
| Parent entity interest | | | |
| Contributed equity | 2,716 | 2,716 | - |
| Reserves | 243 | 249 | (6) |
| Retained surplus/(Accumulated deficit) | (321) | (914) | 593 |
| Total parent entity interest | 2,638 | 2,051 | 587 |
| Total equity | 2,638 | 2,051 | 587 |

Australian Sports Anti-Doping Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 18: Budgetary Reports and Explanations of Major Variances (Contd)

Statement of Changes in Equity
for the period ended 30 June 2015

| | Retained earnings | | | | | | Asset revaluation surplus | | | | | | Contributed equity/capital | | | | | | Total equity | | | | | | | |
|--|-------------------|--------|-----------------|--------|-----------------------|--------|---------------------------|--------|-----------------|--------|-----------------------|--------|----------------------------|--------|-----------------|--------|-----------------------|--------|-----------------------|--------|--------|--------|--------|--------|---|--|
| | Actual | | Budget estimate | | Variance ² | | Actual | | Budget estimate | | Variance ² | | Actual | | Budget estimate | | Variance ² | | Original ¹ | | 2015 | | 2015 | | | |
| | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | 2015 | | |
| | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | | |
| Opening balance | (537) | (360) | (177) | 243 | 249 | (6) | 2,337 | 2,337 | - | 2,043 | 2,226 | (183) | - | - | - | - | - | - | - | - | - | - | - | - | | |
| Balance carried forward from previous period | (537) | (360) | (177) | 243 | 249 | (6) | 2,337 | 2,337 | (6) | 2,043 | 2,226 | (183) | - | - | - | - | - | - | - | - | - | - | - | - | | |
| Adjusted opening balance | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Comprehensive Income | 216 | (554) | 770 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Surplus/(Deficit) for the period | 216 | (554) | 770 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Total comprehensive Income | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Transactions with owners | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Contributions by owners | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Departmental capital budget | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Total transactions with owners | (321) | (914) | 593 | 243 | 249 | (6) | 2,716 | 2,716 | (6) | 2,116 | 2,116 | (6) | 379 | 379 | - | 379 | 379 | - | - | - | - | - | - | - | - | |
| Closing balance as at 30 June | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | |

1. ASADA's original budgeted financial statement that was first presented to Parliament in respect of the reporting period (i.e. from ASADA's 2014-15 Portfolio Budget Statements (PBS)).

2. Explanations of major variances between the actuals and original estimate amounts for 2014-15 are provided at Note 18B.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 18: Budgetary Reports and Explanations of Major Variances (Contd)

Cash Flow Statement

for the period ended 30 June 2015

| | Actual | Budget estimate | |
|---|---------------|-----------------------|-----------------------|
| | 2015 | Original ¹ | Variance ² |
| | \$'000 | 2015 | 2015 |
| | | \$'000 | \$'000 |
| OPERATING ACTIVITIES | | | |
| Cash received | | | |
| Appropriations | 14,803 | 12,934 | 1,869 |
| Sale of goods and rendering of services | 1,490 | 1,445 | 45 |
| Net GST received | 718 | 412 | 306 |
| Other | 1,110 | 300 | 810 |
| Total cash received | 18,121 | 15,091 | 3,030 |
| Cash used | | | |
| Employees | 8,724 | 8,073 | 651 |
| Suppliers | 9,386 | 6,640 | 2,746 |
| Net GST paid | - | 367 | (367) |
| Other | 3 | 11 | (8) |
| Total cash used | 18,113 | 15,091 | 3,022 |
| Net cash from/(used by) operating activities | 8 | - | 8 |
| INVESTING ACTIVITIES | | | |
| Cash used | | | |
| Purchase of property, plant and equipment | 95 | - | 95 |
| Purchase of Intangibles | 180 | 379 | (199) |
| Total cash used | 275 | 379 | (104) |
| Net cash from/ (used by) investing activities | (275) | (379) | 104 |
| FINANCING ACTIVITIES | | | |
| Cash received | | | |
| Contributed equity | 379 | 379 | - |
| Total cash received | 379 | 379 | - |
| Net cash from/(used by) financing activities | 379 | 379 | - |
| Net increase/(decrease) in cash held | 112 | - | 112 |
| Cash and cash equivalents at the beginning of the reporting period | 159 | 130 | 29 |
| Cash and cash equivalents at the end of the reporting period | 271 | 130 | 141 |

1. ASADA's original budgeted financial statement that was first presented to Parliament in respect of the reporting period (i.e. from ASADA's 2014-15 Portfolio Budget Statements (PBS)).

2. Explanations of major variances between the actuals and original estimate amounts for 2014-15 are provided at Note 18B.

Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 18: Budgetary Reports and Explanations of Major Variances (Contd)**Note 18B: Departmental Major Budget Variances for 2015**

| Explanations of major variances | Affected line items (and statement) |
|--|--|
| Subsequent to the 2014-15 Portfolio Budget Statements (PBS) ASADA received approval from the Minister for Finance in March 2015 to incur a maximum comprehensive loss attributable to the Agency before depreciation and amortisation expenses of \$0.750m for the 2014-15 financial year. The forecast loss arose from one-off resources required to respond to the scope of the enforcement phase of the Authority's investigation following on from the Australian Crime Commission's report 'Organised Crime and Drugs in Sport'. In June 2015 ASADA received \$0.810m in additional resources from the Department of Health under a Memorandum of Understanding (MOU) to assist the Authority in the investigation's enforcement phase. | Total comprehensive income (loss) attributable to the agency in the Statement of Comprehensive Income |
| The variance of \$0.543m reflects the combination of an average of two vacant full time equivalent positions throughout the year as part of the Authority's loss mitigation strategy and a further two positions budgeted as employee costs but sourced through contract arrangements (\$0.178m). | Employee benefits in the Statement of Comprehensive Income |
| The \$1.351m variance in supplier expenses is a result of legal costs exceeding the initial estimate included in the PBS (\$1.563m), offset by planned reductions across supplier costs in accordance with the Authority's approved loss application. | Suppliers expenses in the Statement of Comprehensive Income |
| The variance of \$1.523m in Own-source revenue arises from additional MOU funding from the Department of Health received by the Authority to assist with increased legal expenses (refer above), and estimates relating to matters currently before the Federal Court. | Sale of goods and rendering of services in the Statement of Comprehensive Income |
| The variance of \$0.770m arises from a combination of additional funding from the Department of Health to assist the Authority in the enforcement phase of the investigation following on from the Australian Crime Commission's report 'Organised Crime and Drugs in Sport', estimates relating to matters currently before the Federal Court and the net of increased suppliers expenses (refer above), and loss mitigation activities undertaken by the Authority consistent with the loss approval by the Minister for Finance. | Total comprehensive income/(loss) attributable to the Australian Government in the Statement of Comprehensive Income |
| The variance of \$1.370m arises from a combination of factors including lower than forecast capital spending in 2014-15 (\$0.104m), higher than anticipated trade debtors at balance date, and estimates related to matters currently before the Federal Court. | Trade and other receivables in the Statement of Financial Position |
| The variance of \$0.491m in Intangibles results from a combination of lower capital investment in 2014-15 and accelerated depreciation assessments in the 2013-14 financial statements on internally developed software as a consequence of the Authority's decision to review its investment in internally developed software solutions, and increased investment in IT hardware (Property, plant and equipment) to support ASADA's certification of its ICT Network to a PROTECTED security classification (\$0.095m). | Intangibles in the Statement of Financial Position |

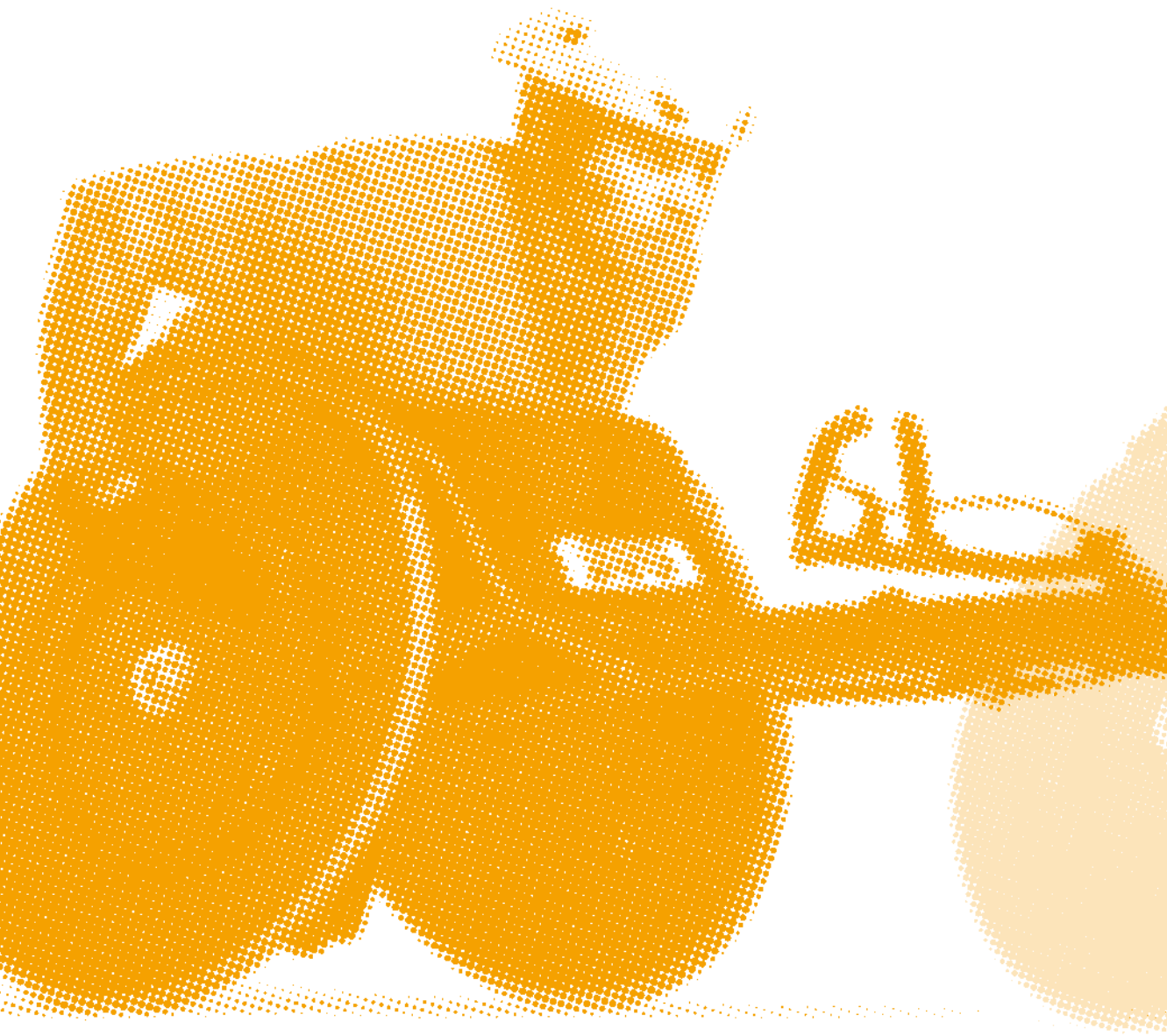
Australian Sports Anti-Doping Authority

Notes to and forming part of the financial statements
for the period ended 30 June 2015

Note 18: Budgetary Reports and Explanations of Major Variances (Contd)

Note 18B: Departmental Major Budget Variances for 2015

| Explanations of major variances | Affected line items (and statement) |
|---|---|
| The variance of \$0.587m arises from those factors outlined in the comprehensive income variance above, combined with the variance between the estimated actual 2013-14 comprehensive loss included in the 2014-15 PBS and the actual result. | Net assets and Total equity in the Statement of Financial Position and the closing balance as at 30 June in the Statement of Changes in Equity. |
| The variance in Appropriations of \$1.869m primarily arises from a combination of legal expenses (\$1.144m) and redundancy provisions (\$0.579m) recognised in the 2013-14 financial statements but settled in the 2014-15 financial year. | Appropriations in the Cash Flow Statement |
| The \$0.306m variance in Net GST received arises from cash used for Suppliers exceeding the budget by \$2.746 (Refer below). | Net GST received in the Cash Flow Statement |
| The variance in Other cash received is a result of additional MOU funding from the Department of Health. | Cash received - Other in the Cash Flow Statement |
| Cash used for Employees exceeded the PBS estimate by \$0.651m as a result of redundancy provisions (\$0.579m) recognised on 30 June 2014, but settled in the 2014-15 financial year. | Cash used - Employees in the Cash Flow Statement |
| Cash used for Suppliers exceeded the PBS estimate by \$2.746m primarily due to a combination of \$1.144m in legal expenses included in the 2013-14 financial statements but settled in 2014-15, 2014-15 supplier expenses \$1.238m above the PBS budget as a result of increased one-off legal expenses (\$1.563m), offset by planned reductions across supplier costs in accordance with the Authority's approved loss application, and movements in levels of Supplier and Other Payables at 30 June 2015 (\$0.235m). | Cash used - Suppliers in the Cash Flow Statement |



06:ASADA ADVISORY GROUP

| | |
|------------------------|-----|
| OVERVIEW | 146 |
| ADVISORY GROUP MEMBERS | 146 |
| RESOURCES | 147 |

OVERVIEW

The ASADA Advisory Group was established on 1 January 2010 to act as an advisory forum for the ASADA CEO on anti-doping matters. It also provided advice more broadly on matters relating to engagement with sporting bodies and provided one-on-one advice to the CEO in specific areas relating to the individual member's area of expertise. The group comprised experts in sport, health, law and law enforcement. No meetings of the group took place during the period.

In the 2014–15 Mid-Year Economic and Fiscal Outlook (MYEFO), the Government announced its third phase of abolitions and amalgamations of government bodies. Included in the Government's announcement was the cessation of the ASADA Advisory Group. The group ceased operation in March 2015.

ADVISORY GROUP MEMBERS

Brian Ward OAM — Chair

Brian Ward is a graduate of the University of Melbourne. He was admitted to practice in 1970. He is the founder and current Managing Director of the highly regarded Melbourne-based corporate law firm, Brian Ward and Partners Pty Ltd. Over his long period in practice, Mr Ward was professionally engaged in many of the seminal developments in sport. He is a foundation member of the Australian and New Zealand Sports Law Association. He has presented papers at international law conferences, has published widely on this subject and is an occasional lecturer in the Master of Laws programme at his alma mater. In 2008, Mr Ward was awarded the Medal of the Order of Australia for services to the community and in particular, the Red Cross.

John Drury PSM — Member

John Drury was formerly Deputy CEO of the Australian Customs Service where he worked in both regional and central office positions. In 2003, Mr Drury was awarded the Public Service Medal in the Australia Day Honours list for outstanding public service in the development of standards in the Australian Customs Service, including cargo management and border control procedures. Mr Drury has extensive experience and knowledge in both law enforcement and regulatory environments, which has been extremely useful in light of the increasing role of the investigative and intelligence work that ASADA undertakes.

Anne Gripper — Member

Anne Gripper has an extensive history of working with key national and international organisations on anti-doping issues. Ms Gripper is currently the CEO of Triathlon Australia and was formerly the Director of the Anti-Doping Foundation at the International Cycling Union (UCI) and General Manager of Operations at the Australian Sports Drug Agency (the forerunner to ASADA).

Professor David Handelsman — Member

Professor David Handelsman is the Professor of Reproductive Endocrinology and Andrology at the University of Sydney, Director of the ANZAC Research Institute and Head of the Andrology Department at Concord Hospital. Professor Handelsman has been adviser to ASDMAC since 1999, served on the Australian Government's Anti-Doping Research Panel since 2002 and is a member of the World Anti-Doping Agency's Health, Medical and Research Committee.

Steve Moneghetti AM — Member

While best known for his sporting achievements, Steve Moneghetti also has an Engineering Degree and a Diploma in Teaching. He chaired the State Review into Physical and Sport Education in Victorian Schools and is currently a consultant to Nike Australia. Mr Moneghetti was Chef-de-Mission at the 2014 Commonwealth Games in Glasgow, a role he previously held at the 2010 Commonwealth Games. Steve brings both an athlete and administrator's view to the Advisory Group.

Kate Palmer — Member

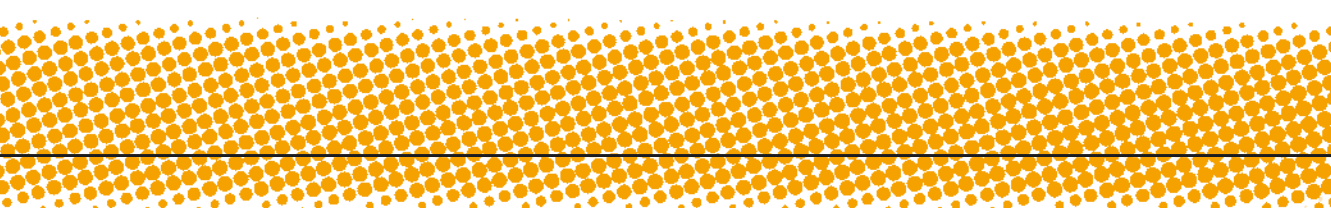
Ms Palmer was appointed Chief Executive of Netball Australia in November 2007. Since then she has overseen the relocation of the national netball headquarters from Sydney to Melbourne, led Australia's successful bid for the 2015 World Netball Championships, and increased corporate and government partnerships as well as successful broadcast and digital strategies. A Williamson Fellow, Ms Palmer is currently a Trustee of the MCG, an International Netball Federation Director, Chair of the Victorian Institute of Sport and an Ambassador for disability organisation Connect GV.

RESOURCES

The Advisory Group is funded from an ASADA appropriation. A breakdown on the 2014–15 expenses is provided in Table 23.

TABLE 23: ADVISORY GROUP EXPENSES 2014–15

| Expenses | (\$) 000's |
|----------------------------------|------------|
| Members' and professional fees | 0.0 |
| Meetings | 0.0 |
| Administration and communication | 1.1 |
| Total | 1.1 |





07:ANTI-DOPING RULE VIOLATION PANEL

| | |
|---------------|-----|
| OVERVIEW | 150 |
| FUNCTIONS | 150 |
| ADRVP MEMBERS | 150 |
| MEETINGS | 152 |
| RESOURCES | 152 |

OVERVIEW

The Anti-Doping Rule Violation Panel (ADRVP) was established on 1 January 2010 under Part 5 of the ASADA Act. From 1 July 2014 to 30 June 2015, the ADRVP held 21 meetings.

FUNCTIONS

Section 40 of the ASADA Act provides for the establishment of the ADRVP and section 41 sets out its functions. In addition to the functions of the ADRVP mentioned in paragraphs 41(1) (b) and (c) of the Act, under the National Anti-Doping (NAD) scheme, the ADRVP has the function to consider whether there have been possible anti-doping rule violations by participants, and to make assertions in relation to participants, in accordance with clauses 4.08, 4.09, 4.09A and 4.10. ADRVP members also perform functions associated with disclosure notices: refer to section 13A(1A) of the ASADA Act.

ADRVP MEMBERS

Professor Andrew McLachlan — Chair

Andrew McLachlan is the Professor of Pharmacy at the University of Sydney and Concord Hospital, with expertise in clinical pharmacology and drug analysis. He has been involved with ASADA (and its predecessor, the Australian Sports Drug Agency) since 1999. Professor McLachlan has authored over 200 research papers related to medicines. He is actively involved in training pharmacists and other health professionals, and serves as the Chair of the Human Research Ethics Committee at Concord Hospital and on expert committees related to the evaluation of medicines.

Hayden Opie — Member

Hayden Opie is the Director of Studies of the Sports Law Programme at the University of Melbourne. He pursues research and teaching interests in all areas of sports law and is recognised internationally for his work in the field. He has been researching and writing on legal aspects of anti-doping since 1987 and has served on various committees and advisory boards in the anti-doping field. He is the founding President of the Australian and New Zealand Sports Law Association.

Dr Diana Robinson — Member

Dr Diana Robinson is a practising Sport and Exercise Physician with more than 20 years of clinical experience. She is currently the Chief Project Manager for the Specialist Training Programme Education Projects and is a member of the Triathlon Australia Ethics and Integrity Panel. Recently, she has cared for the Hockeyroos and is providing medical services to the Netball World Cup. Dr Robinson has been an Australian Team Doctor for the Commonwealth Games and was Medical Director of Triathlon at the Sydney 2000 Olympic Games. She was Medical Director of Triathlon Australia from 1993 to 2002. She has been involved with the International Triathlon Union (ITU) Doping Commission and the ITU Medical Commission. Dr Robinson has been the Chair of Training of the Australasian College of Sports Physicians and is a member of the Court of Examiners. She has represented the ACSP at the EMEAC (Enhanced Medical Education Advisory Committee) and the MTRP (Medical Training Review Panel). She has been the medical director of the Uncle Toby's Surf Life Saving Ironman Series, the

Devondale Women's surf lifesaving series, the Triathlon Grand Prix, and many international World Cup and World Championship Triathlons. She has also worked with rugby league, rugby union, track cycling, women's hockey, judo, rowing, tennis, gymnastics, sailing, ballet and modern dance at an elite level. Dr Robinson was the Warringah Rugby Union Chief Medical Officer for seven years. Dr Robinson has an interest in women in sport and has been a member of a Ministerial Taskforce for Women in Sport and the Active Girls Role Model Programme aimed at curbing the sport drop-out rate by teenage girls.

Zali Steggall OAM — Member

Zali Steggall is Australia's most successful international skier. She is a four time Olympian, having first represented Australia in the 1992 Albertville Games, when she was aged only 17, followed by the 1994 Lillehammer Games. Her Olympic bronze medal at the 1998 Nagano Games was the first skiing medal ever won by an individual Australian at Olympic Games level. Becoming World Champion the following year catapulted her to international sports star status. Zali announced her retirement from international competition at the 2002 Salt Lake City Winter Olympics. She was awarded a Medal of the Order of Australia (OAM) in 2007 for her services to alpine skiing, and to the community through support for a range of charitable groups. Following her successful international sporting career, Zali was admitted as a Barrister in 2008 practising in Commercial, Sports and Family Law.

Paul Carey — Member

Paul Carey joined the NSW Police in 1973. In 1996, Mr Carey became the Patrol Commander at Manly and the following year the Local Area Commander at St Marys until his transfer to Kogarah in 1999. Mr Carey was appointed as the Local Area Commander of City Central in 2003 and performed these duties until 2007. In 2008, Mr Carey was promoted to the rank of Assistant Commissioner and the Commander of Professional Standards. Mr Carey is a qualified Counter Terrorism Commander, a senior Operational Commander and has represented the NSW Police Force at a number of national and international events. Mr Carey retired from the NSW Police Force in December 2012 after almost 40 years of service.

Stuart Thorn PSM — Member

Stuart Thorn has 31 years' experience in the APS commencing as a Senior Investigator with Telecom Australia in 1983 before moving to the Attorney General's (AG) portfolio. He remained within the AG's portfolio since 1985, apart from a four-year attachment to the Department and Foreign Affairs and Trade as a Political Counsellor in the Australian Embassy, Washington DC. Mr Thorn was promoted into the SES in 1997 and has worked in various SES positions within the AG's portfolio focusing on national security issues. He has been responsible for the management of a range of national security related investigations and the development and implementation of national security policy. Mr Thorn retired from the APS in September 2013, having served his last seven years as a Deputy Secretary equivalent responsible for the management of four Divisions. His final role focused on the co-ordination of Commonwealth and state responses to national security threats. In 2012, Mr Thorn was awarded the Public Service Medal for services to national security.

Professor Peter Fricker OAM — Member

MBBS FACSP FRACP (Hon) FFSEM(UK)(Hon) GAICD

Professor Peter Fricker joined the Australian Institute of Sport (AIS) in 1981 as its first sports physician. In 1983, he joined the AIS as staff medical officer and was later appointed as Head of Sports Science and Sports Medicine, before becoming Deputy Director of the AIS. From 2005 to 2011, Professor Fricker was Director of the AIS and for a short time acted as CEO of the Australian Sports Commission. He has also served as medical officer and medical director for Australian teams to six Commonwealth Games (1986–2006) and five Olympic Games (1988–2004). He serves as Chair of the Medical Commission of the Australian Olympic Committee, has served as Chair of the Medical Commission of the Australian Commonwealth Games Association, as a Member of ASDMAC, a Member of the National Anti-doping Research Panel, as advisor to WADA on anti-doping research, and as a member of the AFL Research Committee. He was awarded the Medal of the Order of Australia in 1993, the Australian Sports Medal in 2001, the Citation for Distinguished Service to Sports Medicine by the Australasian College of Sports Physicians in 2010, and the Order of Merit of the Australian Olympic Committee in 2012. Professor Fricker is chair

of the Research Advisory Board of the IOC accredited Australian Centre for Research into Injuries in Sport and their Prevention (ACRISP) at Federation University, Ballarat. He is also currently consulting in Sports Medicine, Sports Science, Physical Activity and Health, serves on the Boards of Robert de Castella's Smart Start for Kids and the Indigenous Marathon Project Foundation, is a Councillor of the Australian Pharmacy Council, and holds professorial appointments at Griffith University (Gold Coast), the University of Canberra and Victoria University, amongst other professional appointments.

MEETINGS

TABLE 24: ADRVP MEMBERS

| Position | Name | Appointment expires | Meetings eligible to attend | Meetings attended |
|----------|-----------------------------|---------------------|-----------------------------|-------------------|
| Chair | Professor Andrew McLachlan | 6 December 2015 | 21 | 17 |
| Member | Hayden Opie | 19 November 2015 | 21 | 14 |
| Member | Dr Diana Robinson | 4 July 2017 | 21 | 16 |
| Member | Zali Steggall OAM | 19 November 2017 | 12 | 9 |
| Member | Paul Carey | 14 April 2016 | 21 | 21 |
| Member | Stuart Thorn PSM | 14 April 2016 | 21 | 18 |
| Member | Professor Peter Fricker OAM | 31 March 2016 | 21 | 17 |

RESOURCES

The ADRVP is funded from the ASADA appropriation. A breakdown of the 2014–15 expenses is provided in Table 25.

TABLE 25: ADRVP EXPENSES 2014–15

| Expenses | (\$) 000's |
|----------------------------------|-------------|
| Members' and professional fees | 86.7 |
| Meetings | 1.1 |
| Administration and communication | 0.0 |
| Total | 87.8 |





08: AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE

| | |
|---|-----|
| OVERVIEW | 156 |
| FUNCTIONS | 156 |
| THERAPEUTIC APPROVALS FOR PROHIBITED SUBSTANCES | 157 |
| ASDMAC MEMBERS | 157 |
| ASDMAC REVIEW MEMBERS | 158 |
| MEETINGS | 159 |
| RESOURCES | 160 |
| THERAPEUTIC USE EXEMPTIONS | 160 |
| SUBSTANCES AND METHODS APPROVED FOR THERAPEUTIC USE | 162 |

OVERVIEW

The Australian Sports Drug Medical Advisory Committee (ASDMAC) was established under section 51 of the ASADA Act and Part 5 of the National Anti-Doping (NAD) scheme. ASDMAC performs its functions in accordance with the World Anti-Doping Code (the Code), the *International Standard for Therapeutic Use Exemptions* (ISTUE), the ASADA Act and the NAD scheme.

In line with the new ISTUE, ASDMAC implemented new guidelines which took effect from 1 January 2015. The new guidelines set out who should apply for an in-advance Therapeutic Use Exemption (TUE), or alternatively be eligible for a planned retroactive TUE.

Dr Peter Harcourt and Dr Andrew Potter completed their ASDMAC appointments during 2014–15 and were appointed with Dr Mark Young to review athlete appeals where they contest the original decision by ASDMAC.

Replacing Dr Harcourt and Dr Potter on ASDMAC were Dr Anik Shawdon and Dr Geoff Thompson. Their appointment to ASDMAC took effect from 25 March 2015.

ASDMAC processed 369 TUE applications in 2014–15.



369
THERAPEUTIC
USE
EXEMPTIONS
PROCESSED
ACROSS
51 SPORTS

FUNCTIONS

CLAUSE 5.01 NAD SCHEME — FUNCTIONS OF ASDMAC

Under the NAD scheme, ASDMAC's functions are as follows:

- > ASDMAC may give an athlete approval, in accordance with the Code and the ISTUE, to use a prohibited substance or a prohibited method for therapeutic purposes.
- > ASDMAC may develop and implement its own procedure for the issuing of TUEs in accordance with the ISTUE.
- > If an athlete has an approval for the use of a prohibited substance or a prohibited method for therapeutic purposes, ASDMAC may investigate the sample analysis result for a sample given by the athlete to find out whether the athlete has complied with the conditions of the approval.
- > ASDMAC may investigate an atypical finding or an adverse analytical finding for a sample given by an athlete to find out whether the atypical finding or adverse analytical finding was caused by naturally occurring levels of the substance concerned.
- > ASDMAC may review the procedures adopted by a sporting administration body for approving the use of a prohibited substance or a prohibited method.
- > ASDMAC may provide advice relating to TUEs and ASDMAC functions to ASADA, sporting administration bodies, participants or other TUE committees.
- > If ASADA consults with ASDMAC about whether an approval for the use of a prohibited substance or a prohibited method for therapeutic purposes was given:
 - by ASDMAC, or
 - by a TUE committee, or

- because of a decision by the World Anti-Doping Agency (WADA) following a review or appeal, ASDMAC may investigate the approval and give its opinion to ASADA.
- > ASDMAC may participate in a review or an appeal that is related directly or indirectly to a decision made by ASDMAC to:
 - approve the use of a prohibited substance or a prohibited method for therapeutic purposes, or
 - refuse to approve the use of a prohibited substance or a prohibited method for therapeutic purposes.

THERAPEUTIC APPROVALS FOR PROHIBITED SUBSTANCES

ASDMAC operates as the Australian Therapeutic Use Exemption Committee, providing approval for therapeutic use of prohibited substances to certain athletes if:

- > their National Sporting Organisation's anti-doping policy allows for, or permits, the athlete to seek approval to use a medication prohibited in sport for a legitimate therapeutic purpose
- > there is no alternative and permitted therapeutic substance available that could be prescribed to treat the athlete's medical condition
- > there is no evidence that the athlete will gain a performance enhancement effect by using the substance.

ASDMAC MEMBERS

Dr Susan White — Chair¹⁸

MBBS (Hons), FACSP, FASMF

Dr Susan White is a Sports Physician at the Olympic Park Sports Medicine Centre in Melbourne; a Member of the Medical Commission of the Australian Olympic Committee; was the Deputy Medical Director for the Australian Olympic Team in London 2012; Chief Medical Officer of Swimming Australia; is on the Editorial Boards of the Clinical Journal of Sports Medicine and the British Journal of Sports Medicine; is a Member of the Anti-Doping Panel of Cricket Australia; the Australian Football League Tribunal (Anti-Doping); the WADA TUE Expert Group; Team Physician for the Australian Swim Team; and Team Physician Melbourne Vixens Netball Team.

Dr Grace Bryant OAM — Member

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

Sports Physician

Dr Grace Bryant is the Chief Medical Officer of the Australian Women's Water Polo team; Team Physician for the Men's and Women's Australian Olympic teams in London 2012; Team Physician for the National Netball Competition; Member of the Medical Commission of the Australian Commonwealth Games Association; Chief Medical Officer for the Australian Commonwealth Games team for Glasgow 2014; Member of the Education Committee of Sports Medicine Australia (NSW Branch); and a Member of the International Netball Medical Panel.

Dr Carolyn Broderick — Member

MBBS (Hons), FACSP, PhD

Dr Carolyn Broderick is a staff specialist in sport and exercise medicine at the Children's Hospital at Westmead; senior lecturer in the Faculty of Medicine at the University of NSW; a member of the Medical Commission of the Australian Olympic Committee; Medical Director of the Australian Youth Olympic Team Nanjing 2014; headquarters

¹⁸ Dr White was reappointed as Chair from 25 March 2015 until 24 March 2017

doctor for the Australian team for the London 2012 Olympic Games; Team Physician Australian Women's Tennis (Fed Cup) team; member IOC panel on Age Determination in Elite Adolescent Athletes; and a member of the Sports Medicine Australia (SMA) Scientific Committee.

Dr Charles Howse — Member

BM BS, FACSP, FFESM, FAMA, Dip Forensic Med

Dr Howse is a Specialist Sports Physician working in private practice in Canberra. Other roles include Lieutenant Commander RAN Reserve; Deputy Doping Control, IOC Medical Commission, Sydney Olympics; Sports Physician, Commonwealth Games, Melbourne 2006; Sports Physician, Volleyball venue, London Olympics 2012; Member AIS Ethics Committee; Professional Services Review Panel; Sports Physician Tennis Australia, ACT; Team Physician Australian Men's Volleyball Team; and Medical Officer Prime Ministerial overseas delegations.

Dr Anik Shawdon — Member

MBBS, FACSP, Diploma Sports Medicine (London)

Dr Anik Shawdon is a Sport and Exercise Physician in private practice in Melbourne. Other roles include acting Medical Coordinator at the Victorian Institute of Sport; Talent Pathway Medical Officer for the Australian Football League; Player Sports Physician at the Australian Open Tennis, member of the Australian Football League Anti-Doping Tribunal; member of the ICC TUE committee; medical officer for 2015 Rowing World Championships team; former chief Medical Officer for Melbourne Victory Football Club; and deputy Chief Medical Officer Melbourne Commonwealth Games.

Dr Geoff Thompson — Member

MBBS

Dr Geoff Thompson commenced his career as an aviation medicine specialist in the RAAF following his graduation from Adelaide University in 1969. After his last posting, Dr Thompson spent the next 14 years in General Practice in Darwin. During this time he trained in Paediatrics in London and Exercise Medicine in Dallas, Texas. He also spent a period as Medical Director of RFDS (WA branch); flying his own aircraft to conduct clinics in remote Arnhem land. He graduated as a Specialist Sport and Exercise Physician in 1990, and has conducted a private practice in the specialty in both Darwin and Alice Springs. He has been the Medical Director of the Alice Springs Masters Games; the Arafura Games; the Pacific School Games; and the Australian University Games. Dr Thompson was a Sports Physician at the Sydney Olympics and has been the Chief Medical Officer for the Australian Paralympic Games, serving in Beijing, Vancouver, London, and Sochi.

ASDMAC REVIEW MEMBERS

Dr Peter Harcourt OAM — Member¹⁹

MBBS, FACSP, FASMF, Dip Obs

Dr Peter Harcourt is the Sports Physician Chair of the Australian Commonwealth Games Association; Medical Coordinator for the Victorian Institute of Sport; a Director of Sports Medicine Australia; Clinical Convenor for the Health Services Group (WorkSafe and Transport Accident Commission) Victoria; Chief Medical Officer for Basketball Australia; Medical Director of the Australian Football League; Anti-Doping Medical Officer of Cricket Australia; Chair of the International Cricket Council Medical Committee and Therapeutic Use Exemption Committee; Chairman of the Federation Internationale de Basketball Medical Council and Therapeutic Use Exemption Committee; Member of the Commonwealth Games Federation Medical Commission; Team Physician for the Melbourne Victory Football Club; and Senior Fellow of the Faculty of Law at the University of Melbourne.

¹⁹ Dr Harcourt completed his appointment with ASDMAC on 24 March 2015. He was subsequently appointed on 25 March 2015 until 24 March 2018 to a group responsible for reviewing original ASDMAC TUE decisions.

Dr Andrew Potter — Member²⁰**MBBS, DRCOG, FACSP, FASMF**

Dr Andrew Potter is a Sport and Exercise Medicine Physician in private practice in association with Orthopaedics-SA at Ashford, Adelaide; a Senior Visiting Medical Officer in the Department of Orthopaedics at the Flinders Medical Centre and Repatriation and General Hospital; Senior Medical Officer at the Adelaide Football Club; a medical consultant to Thoroughbred Racing SA; President of the AFL Medical Officers Association; a member of the Court of Examiners of the Australasian College of Sports Physicians; coordinator of the Sports Medicine in General Practice course for Sports Medicine Australia, SA Branch.

Dr Mark Young —Member**MBBS FACSP FFSEM DRCOG**

Dr Young is a Sports Physician at Qsportsmedicine in Brisbane, Queensland. He is the Medical Director of Triathlon Australia, Australian Diving, Softball Australia and the National Cricket Centre. Dr Young is also the Medical Officer to Queensland Roar (Football) and Queensland Bulls (Cricket). His research interest is in cellular biotherapies and he has experience as the chief investigator on a phase 1 clinical trial and has authored several book chapters.

MEETINGS

ASDMAC held three meetings during 2014–15.

TABLE 26: ASDMAC MEMBERS

| Position | Name | Appointment ends | Meetings eligible to attend | Meetings attended |
|----------|-----------------------|------------------|-----------------------------|-------------------|
| Chair | Dr Susan White | 24 March 2017 | 3 | 3 |
| Member | Dr Peter Harcourt OAM | 24 March 2018 | 3 | 3 |
| Member | Dr Grace Bryant OAM | 30 June 2018 | 3 | 3 |
| Member | Dr Carolyn Broderick | 13 March 2018 | 3 | 3 |
| Member | Dr Andrew Potter | 24 March 2018 | 3 | 3 |
| Member | Dr Charles Howse | 28 May 2016 | 3 | 3 |
| Member | Dr Anik Shawdon | 24 March 2017 | 1 | 1 |
| Member | Dr Geoff Thompson | 24 March 2017 | 1 | 1 |
| Member | Dr Mark Young | 24 March 2017 | 1 | 1 |

²⁰ Dr Potter completed his appointment with ASDMAC on 24 March 2015. He was subsequently appointed on 25 March 2015 to 24 March 2018 to a group responsible for reviewing original ASDMAC TUE decisions.

RESOURCES

ASDMAC is funded from the ASADA appropriation. A breakdown of the 2014–15 expenses is provided in Table 27.

TABLE 27: ASDMAC EXPENSES 2014–15

| Expenses | (\$) 000's |
|----------------------------------|--------------|
| Members' and professional fees | 169.5 |
| Meetings and conferences | 13.1 |
| Administration and communication | 94.5 |
| Total | 277.1 |

THERAPEUTIC USE EXEMPTIONS

TABLE 28: THERAPEUTIC USE EXEMPTIONS

| Sport | Approved | Closed | Pending | Rejected | Approval not required | Planned | Total |
|---------------------|----------|--------|---------|----------|-----------------------|---------|-------|
| Alpine skiing (APC) | 1 | | | | | | 1 |
| Archery | 1 | 1 | 1 | | | | 3 |
| Athletics | 13 | 2 | 4 | | 5 | 1 | 25 |
| Australian football | 19 | 1 | 1 | 1 | 1 | 1 | 24 |
| Badminton | 1 | | | | | | 1 |
| Baseball | 2 | 5 | | | | | 7 |
| Basketball | 7 | | | | 2 | | 9 |
| Biathlon | 2 | | | | | | 2 |
| Billiards | 3 | | | | | | 3 |
| Bocce | 8 | | | | | | 8 |
| Body building | 4 | 2 | | 2 | 1 | | 9 |
| Boxing | 1 | 1 | | | 1 | | 3 |
| Canoeing | 4 | | 1 | | 1 | | 6 |
| Cricket | 5 | 3 | | | | | 6 |
| Cycling | 15 | | 3 | 1 | 5 | 1 | 28 |

| Sport | Approved | Closed | Pending | Rejected | Approval not required | Planned | Total |
|-----------------------------------|----------|--------|---------|----------|-----------------------|---------|-------|
| Darts | 4 | | 1 | | | 1 | 6 |
| Diving | 1 | | | | | | 1 |
| Dragon boating | 4 | | | 1 | 1 | 8 | 14 |
| Eightball | | | 1 | | 2 | | 3 |
| Fencing | 1 | | | | | | 1 |
| Football | 5 | | | | 2 | 1 | 8 |
| Golf | 2 | | | | | | 2 |
| Gridiron | 1 | | | | | | 1 |
| Gymnastics | 2 | 1 | 1 | | | | 4 |
| Handball | 1 | | | | 1 | | 2 |
| Hockey | 10 | | | | 2 | 2 | 14 |
| Ice hockey | 2 | | | | | | 2 |
| Ice skating | 1 | | | | | | 1 |
| In-line hockey (roller sports) | 2 | | | | | | 2 |
| Lawn bowls | 9 | 1 | | | | | 10 |
| Motor cycling | 2 | | 1 | | | 2 | 5 |
| Motor racing | 6 | 2 | | | | 2 | 10 |
| Netball | 2 | | | | 2 | | 4 |
| Polocrosse | | | | | 4 | | 4 |
| Powerlifting | 6 | 1 | 1 | | 1 | | 9 |
| Rowing | 6 | | | | 2 | 1 | 9 |
| Rugby league | 16 | 3 | | | 4 | | 23 |
| Rugby union | 3 | | | | | | 3 |
| Sailing | 2 | | | | | 1 | 3 |
| Shooting | 4 | | 1 | | | | 5 |
| Snow sports | 1 | | | | | | 1 |
| Snowboarding | 4 | | | | | | 4 |
| Softball | 1 | 1 | | | 1 | | 3 |
| Surf lifesaving | 1 | 1 | | | 1 | | 3 |

| Sport | Approved | Closed | Pending | Rejected | Approval not required | Planned | Total |
|-----------------------|------------|-----------|-----------|----------|-----------------------|-----------|------------|
| Swimming | 22 | 1 | 1 | | 4 | 3 | 31 |
| Table tennis | 3 | | | | | 2 | 5 |
| Tenpin bowling | 3 | | | | | | 3 |
| Triathlon | 10 | 3 | | | 5 | 3 | 21 |
| Water polo | 4 | | | | 2 | 1 | 7 |
| Weightlifting | 3 | 1 | | | 2 | | 6 |
| Wheelchair basketball | 4 | | | | | | 4 |
| Grand Total | 234 | 31 | 17 | 5 | 52 | 30 | 369 |

SUBSTANCES AND METHODS APPROVED FOR THERAPEUTIC USE

- > Acetazolamide
- > Adrenaline
- > Aldactone
- > Amiloride
- > Anastrozole
- > Atenolol
- > Betaloc
- > Bisoprolol
- > Blood transfusion
- > Budesonide (oral)
- > Clomiphene
- > Darbopoietin
- > Desmopressin
- > Dexamethasone
- > Dexamphetamine
- > DHEA
- > Diamox
- > Eformoterol
- > Fentanyl
- > Fludrocortisone
- > Flurocortisone Acetate
- > Fluticasone
- > Frusemide
- > Growth Hormone
- > Human Chorionic Gonadotrophin (hCG)
- > Hydrene (Hydrochlorothiazide/Triamtererene)
- > Hydrochlorothiazide
- > Hydrocortisone
- > Hydromorphone Hydrochloride (Jurnista)
- > Indapamide
- > Insulin
- > Letrozole

- > Lisdexamfetamine dimesylate (Vyanse)
- > Methlyphenidate
- > Metropolol
- > Minerin
- > Modafinil
- > Morphine
- > Nafarelin acetate
- > Naxalone Hydrochloride
- > Normal saline IV
- > Oxycodone
- > Prednisolone
- > Prednisolone (as Predsol enema)
- > Prednisolone Hexonoate
- > Prednisone
- > Probenecid
- > Raloxifene Hydrochloride
- > Salbutamol
- > Spirolactone
- > Tamoxifen
- > Terbutaline
- > Testosterone
- > Tetracosactide
- > Tibolone
- > Vilanterol Trifenatate





09:APPENDIXES

| | |
|---|-----|
| APPENDIX A: WORK HEALTH AND SAFETY | 166 |
| APPENDIX B: ADVERTISING AND MARKET RESEARCH | 167 |
| APPENDIX C: ECOLOGICALLY SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL PERFORMANCE | 168 |
| APPENDIX D: EXPENSES FOR OUTCOME 1 | 169 |
| APPENDIX E: ASADA RESOURCE STATEMENT 2014–15 | 170 |
| APPENDIX F: CORRECTION OF ERROR— 2013–14 ANNUAL REPORT | 171 |

APPENDIX A: WORK HEALTH AND SAFETY

ASADA commenced a refreshment of its work, health and safety policies and guidelines in 2014–15 to ensure the ongoing health and wellbeing of our staff.

The Work Health and Safety Management Arrangements, along with all other WHS policies and guidelines are accessible to workers via the intranet and form a key component of the employee induction programme.

An internal audit was conducted on ASADA's Work Health and Safety Management Arrangements in November 2014, which required only minimal adjustments to existing arrangements.

Work Health and Safety refresher training was provided to office-based staff in June 2015, which included:

- > Work Health and Safety legislative framework refresher
- > strategies to prevent workplace injuries
- > bullying and harassment
- > mental health and wellbeing.

ASADA has scheduled a training programme adapted to the requirements of field-based staff early in the new financial year.

ASADA continues to implement early intervention strategies to provide staff with the best possible opportunity to recover and continue to effectively participate in the work environment. If required, office-based staff are provided with work station assessments and additional equipment to carry out their work in a comfortable and safe manner.

We continue to provide free annual flu vaccinations to all full- and part-time staff, as well as access to an Employee Assistance Program. To further support the health and well-being of our employees the ASADA Enterprise Agreement provides full- and part-time staff with a Health and Fitness Allowance.

ASADA received five internal incident reports, none of which resulted in incapacity. There were no notifiable incidents and no investigations conducted during the year under Part 10 of the *Work Health and Safety Act 2011*.

APPENDIX B: ADVERTISING AND MARKET RESEARCH

In accordance with reporting requirements under the *Commonwealth Electoral Act 1918*, no payments were made to advertising agencies, market research or polling companies, direct mail, or for media advertising over the reporting threshold of \$12,565 (inclusive of GST) during 2014–15. No advertising campaigns were undertaken by ASADA during the reporting period.

APPENDIX C: ECOLOGICALLY SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL PERFORMANCE

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

PRINCIPLES OF THE LEGISLATION

Section 3A of the EPBC Act sets out the principles of ecologically sustainable development. We have considered these principles in relation to our activities and administration, and have taken action as appropriate.

The effect ASADA has on the environment is the energy-consuming impact of one office space and two leased vehicles.

MEASURES TAKEN TO MINIMISE ENVIRONMENTAL IMPACT

We operate offices that remain well lit during the day on safety and security grounds. However, the following measures have been implemented to minimise our environmental impact:

- > using power savers and auto switch-off features on equipment
- > providing paper recycling bins for all staff
- > turning off computer monitors when they are not in use
- > encouraging fuel efficiency when using motor vehicles
- > electricity contract includes 10% green power
- > continuing the lease of smaller, more fuel-efficient motor vehicles
- > recycling ink jets in printers.

ASADA continues to monitor its compliance with the *Australian Government's ICT Sustainability Plan 2010–15*.

APPENDIX D: EXPENSES FOR OUTCOME 1

The following information shows how the 2014–15 Budget appropriations translate to total resourcing for ASADA activities, including revenue from government (appropriation) and other resources available to be used and the total costs of the programme.

EXPENSES FOR OUTCOME 1

| | Budget* 2014–15 \$'000 | Actual Expenses 2014–15 \$'000 | Variation 2014–15 \$'000 |
|---|------------------------------|---|--------------------------------|
| | (a) | (b) | (a) – (b) |
| Outcome 1: Protection of the health of athletes and the integrity of Australian Sport, through deterrence, detection and enforcement to eliminate doping | | | |
| Programme 1.1: Deterrence, Detection and Enforcement | | | |
| Departmental expenses | | | |
| Departmental appropriation ¹ | 14,696 | 15,494 | (798) |
| Expenses not requiring appropriation in the Budget year | 588 | 542 | 46 |
| Total for Programme 1.1 | 15,284 | 16,036 | (752) |
| Total expenses for Outcome 1 | 15,284 | 16,036 | (752) |
| | | 2013-14 | 2014–15 |
| Average Staffing Level (number) | | 80 | 58 |

* Full year budget, including any subsequent adjustment made to the 2014–15 Budget at Additional Estimates.

¹ Departmental Appropriation combines Ordinary annual services (Appropriation Act Nos. 1, 3 and 5) and Retained Revenue Receipts under section 74 of the PGPA Act 2013.

APPENDIX E: ASADA RESOURCE STATEMENT 2014–15

| | Actual available appropriation for 2014–15 \$'000 | Payments made 2014–15 \$'000 | Balance remaining 2014–15 \$'000 |
|---|---|---------------------------------------|---|
| | (a) | (b) | (a) – (b) |
| Ordinary Annual Services¹ | | | |
| Departmental appropriation ² | 13,295 | 13,295 | - |
| Prior year departmental appropriations | 4,500 | 1,757 | 2,743 |
| s74 retained revenue receipts | 1,984 | 1,984 | - |
| Adjustment to s74 revenue receipts ³ | 1,352 | 1,352 | - |
| Total | 21,131 | 18,388 | 2,743 |
| Total ordinary annual services | A | 21,131 | 18,388 |
| Departmental non-operating | | | |
| Equity injections | - | - | - |
| Total | - | - | - |
| Total other services | B | - | - |
| Total Available Annual Appropriations and payments | 21,131 | 18,388 | |
| Total resourcing and payments | | | |
| A+B | 21,131 | 18,388 | |
| Total net resourcing and payments for ASADA | 21,131 | 18,388 | |

- 1 Appropriation Act (No.1) 2014–15 and Appropriation Act (No.3) 2014–15 and Appropriation Act (No. 5) 2014–15. This also includes prior year departmental appropriation and section 74 Retained Revenue Receipts.
- 2 Includes an amount of \$0.379m in 2014–15 for the Departmental Capital Budget. For accounting purposes this amount has been designated as 'contributions by owners'.
- 3 The adjustment to the s74 receipts reflects the differences between estimated actuals at the time of 2015-16 PBS and the annual actuals as at 30/06/2015.

APPENDIX F: CORRECTION OF ERROR— 2013–14 ANNUAL REPORT

The following error was detected after the publication of the 2013–14 Annual Report.

Page 46—Disclosure notices

It was incorrectly reported that there were 28 disclosure notices issued by ASADA in 2013–14. This information should read: ASADA issued 27 disclosure notices to 13 individuals.





10: ABBREVIATIONS AND GLOSSARY

LIST OF ABBREVIATIONS
GLOSSARY

174
176

LIST OF ABBREVIATIONS

| Term | Definition |
|-----------|---|
| AAI | Accountable Authority Instructions |
| AAT | Administrative Appeals Tribunal |
| ABL | Australian Baseball League |
| ABP | Athlete Biological Passport |
| ACC | Australian Crime Commission |
| ADRVP | Anti-Doping Rule Violation Panel |
| AFL | Australian Football League |
| AGIS | Australian Government Investigations Standards |
| ANAO | Australian National Audit Office |
| AOC | Australian Olympic Committee |
| APS | Australian Public Service |
| ARLC | Australian Rugby League Commission |
| ARU | Australian Rugby Union |
| ASADA | Australian Sports Anti-Doping Authority |
| ASADA Act | <i>Australian Sports Anti-Doping Authority Act 2006</i> |
| ASC | Australian Sports Commission |
| ASDMAC | Australian Sports Drug Medical Advisory Committee |
| AWOS | Athlete Whereabouts Online System |
| CA | Cricket Australia |
| CEO | Chief Executive Officer |
| DCO | Doping Control Officer |
| DMBA | 1,3-dimethylbutylamine (often listed on supplement labels as AMP Citrate) |
| EL | Executive Level |
| EPO | Erythropoietin |
| FFA | Football Federation Australia |
| FOI | Freedom of information |
| IADA | International Anti-Doping Arrangement |

| Term | Definition |
|-----------------|--|
| iNADO | Institute of National Anti-Doping Organisations |
| IOC | International Olympic Committee |
| IPS | Information Publication Scheme |
| ISO | International Organisation for Standardisation |
| ISTI | International Standard for Testing and Investigations |
| LMS | Learning Management System |
| MYEFO | Mid-Year Economic and Fiscal Outlook |
| n/a | Not applicable |
| NAD | National Anti-Doping |
| NAD scheme | National Anti-Doping scheme |
| NADO | National Anti-Doping Organisation |
| NISU | National Integrity of Sport Unit |
| NRL | National Rugby League |
| NSO | National sporting organisation |
| PGPA Act | Public Governance, Performance and Accountability Act |
| Prohibited List | The List of Prohibited Substances and Methods |
| RADO | Regional Anti-Doping Organisations |
| RoF | Register of Findings |
| RTP | Registered Testing Pool |
| SES | Senior Executive Service |
| SLSA | Surf Life Saving Australia |
| the Code | World Anti-Doping Code |
| TUE | Therapeutic Use Exemption |
| UNESCO | United Nations Educational, Scientific and Cultural Organization |
| WADA | World Anti-Doping Agency |
| WHS | Work Health and Safety |

GLOSSARY

Adverse analytical finding

A report from a laboratory or other approved testing entity that identifies, in a specimen, the presence of a prohibited substance or its metabolites or markers (including elevated quantities of endogenous substances) or evidence of the use of a prohibited method.

Anti-doping organisation

An organisation that is responsible for adopting and executing rules for initiating, implementing or enforcing any part of the doping control process. This includes, for example, the International Olympic Committee, the International Paralympic Committee, other major event organisations that conduct testing at their events, the World Anti-Doping Agency, International Sports Federations and National Anti-Doping Organisations.

Athlete

See the National Anti-Doping scheme definition for the legal definition. For the purposes of doping control, an athlete is a person participating in sport at international level or national level or at a lower level if designated by a National Anti-Doping Organisation. For the purposes of anti-doping information and education, an athlete is a person participating in sport under the authority of any organisation that has signed or accepts the World Anti-Doping Code.

Athlete Biological Passport

Introduced into Australia's testing programme in July 2012 the ABP is an electronic record of an athlete's biological values that is developed over time from multiple collections of blood samples. From 1 January 2014, WADA introduced a Steroidal Module addition to the Athlete Biological Passport programme.

Athlete support personnel

This includes, but is not limited to, any coach, trainer, manager, agent, team staff, official, medical or paramedical personnel, working with or treating athletes in or preparing for sports competition.

Chaperone

An ASADA staff member working under the direction of a Doping Control Officer. They are responsible for notifying athletes of their selection for doping control, keeping the athlete in sight at all times from notification until the completion of the sample collection process. The Chaperone will be the sole party to witness the provision of the sample leaving the athlete's body into a collection vessel.

Code (the)

The Code is the short form of the World Anti-Doping Code.

Doping control

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

Doping Control Officer

An ASADA staff member who is responsible for the entire doping control session. They undertake all paperwork during the session, manage and direct the Chaperones, distribute athlete allocations and ensure the doping control session is completed in line with policies and procedures.

In-competition test

Unless provided for otherwise in the rules of an International Federation, or other anti-doping organisation, an in-competition test is a test which occurs when an athlete is selected for testing in connection with a specific competition.

Marker

A compound, group of compounds or biological parameters that indicates the use of a prohibited substance or prohibited method.

Metabolite

Any substance produced by a biotransformation process.

Minor

A person who has not reached the age of majority as established by the applicable laws of their country of residence.

National Anti-Doping Organisation

The entity (or entities) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules, and direct the collection of samples, the management of test results, and the conduct of hearings, all at the national level. If this designation has not been made by the competent public authority(ies), the entity shall be the country's national Olympic Committee or its designee. ASADA is Australia's National Anti-Doping Organisation.

No-advance notice test

A doping control test that takes place with no advance warning to the athlete and where the athlete is continuously chaperoned from the moment of notification through to sample provision.

Non Analytical Positive

Terminology sometimes used to describe an anti-doping rule violation other than the presence of a prohibited substance, or its metabolites, or markers in an athlete's bodily specimen.

Out-of-competition test

Any doping control test that is not undertaken during a competition.

Prohibited List

The List identifies the substances and methods prohibited in sport. The Prohibited List is one of the five WADA International Standards and is mandatory for signatories to the World Anti-Doping Code.

Prohibited method

Any method so described on the Prohibited List.

Prohibited substance

Any substance so described on the Prohibited List.

Register of Findings

A register established under the ASADA Act, and maintained by the Anti-Doping Rule Violation Panel (ADRVP) under the National Anti-Doping scheme, on which ADRVP enters the relevant details and its findings. Following changes made by the *Australian Sports Anti-Doping Authority Amendment Act 2014*, from 1 January 2015 the ADRVP no longer maintains a Register of Findings.

Registered Testing Pool

Pool of top level athletes established separately by each International Federation (IF) and National Anti-Doping Organisation (NADO) who are subject to both in-competition and out-of-competition testing as part of that IF's or NADO's test distribution plan. These athletes must also provide daily whereabouts information to ASADA.

Sample/specimen

Any biological material collected for the purposes of doping control.

Target testing

Selection of athletes for testing in which specific athletes or groups of athletes are selected on a non-random basis for testing at a specified time.

Testing

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

UNESCO International Convention against Doping in Sport

The International Convention against Doping in Sport (UNESCO Convention) was developed by governments under the aegis of UNESCO and unanimously adopted by UNESCO General Conference on 19 October 2005. It is a legal tool enabling governments to align domestic policy with the World Anti-Doping Code. The purpose of the Convention is to promote the prevention of, and the fight against, doping in sport, with a view to its elimination.

Violations List

Under the *Australian Sports Anti-Doping Authority Act 2006* the CEO is required to establish and maintain a list, known as the Violations List. The List includes details about the person, and the nature and consequences of the violation. The CEO may also include other information.

World Anti-Doping Code (the Code)

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



11:INDEXES

| | |
|--------------------|-----|
| COMPLIANCE INDEX | 182 |
| ALPHABETICAL INDEX | 186 |

COMPLIANCE INDEX

| Description | Requirement | Page |
|---|-----------------------------------|---------------|
| Letter of transmittal | Mandatory | 3 |
| Table of contents | Mandatory | 5–9 |
| Index | Mandatory | 186 |
| Glossary | Mandatory | 176 |
| Contact officer(s) | Mandatory | 2 |
| Internet home page address and internet address for report | Mandatory | 2 |
| Review by CEO | | |
| Review by CEO | Mandatory | 10 |
| Summary of significant issues and developments | Suggested | 10 |
| Overview of department's performance and financial results | Suggested | 10 |
| Outlook for following year | Suggested | 11 |
| Significant issues and developments – portfolio | Portfolio departments – suggested | Nil to report |
| Departmental overview | | |
| Role and functions | Mandatory | 18 |
| Organisational structure | Mandatory | 21 |
| Outcome and programme structure | Mandatory | 21 |
| Where outcome and programme structures differ from PB Statements/PAES or other portfolio statements accompanying any other additional appropriation bills (other portfolio statements), details of variation and reasons for change | Mandatory | Nil to report |
| Portfolio structure | Portfolio departments – mandatory | Nil to report |
| Report on performance | | |
| Review of performance during the year in relation to programmes and contribution to outcomes | Mandatory | 29 |
| Actual performance in relation to deliverables and KPIs set out in PB Statements/PAES or other portfolio statements | Mandatory | 29 |
| Where performance targets differ from the PBS/PAES, details of both former and new targets, and reasons for the change | Mandatory | Nil to report |
| Narrative discussion and analysis of performance | Mandatory | 36 |

| Description | Requirement | Page |
|---|--------------------------|---------------|
| Trend information | Mandatory | 29 |
| Significant changes in nature of principal functions/services | Suggested | Nil to report |
| Performance of purchaser/provider arrangements | If applicable, suggested | 90 |
| Factors, events or trends influencing departmental performance | Suggested | 29 |
| Contribution of risk management in achieving objectives | Suggested | 76 |
| Performance against service charter customer service standards, complaints data, and the department's response to complaints | If applicable, mandatory | 79 |
| Discussion and analysis of the department's financial performance | Mandatory | 88 |
| Discussion of any significant changes in financial results from the prior year, from budget or anticipated to have a significant impact on future operations. | Mandatory | 88 |
| Agency resource statement and summary resource tables by outcomes | Mandatory | 169–170 |
| Management and accountability | | |
| Corporate governance | | |
| Agency heads are required to certify their agency's actions in dealing with fraud. | Mandatory | 3–77 |
| Statement of the main corporate governance practices in place | Mandatory | 74 |
| Names of the senior executive and their responsibilities | Suggested | 75 |
| Senior management committees and their roles | Suggested | 75 |
| Corporate and operational plans and associated performance reporting and review | Suggested | 74 |
| Internal audit arrangements including approach adopted to identifying areas of significant financial or operational risk and arrangements to manage those risks | Suggested | 75 |
| Policy and practices on the establishment and maintenance of appropriate ethical standards | Suggested | 78 |
| How nature and amount of remuneration for SES officers is determined | Suggested | 83 |
| External scrutiny | | |
| Significant developments in external scrutiny | Mandatory | 79 |
| Judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner | Mandatory | 80 |
| Reports by the Auditor-General, a Parliamentary Committee, the Commonwealth Ombudsman or an agency capability review | Mandatory | 80 |
| Management of human resources | | |
| Assessment of effectiveness in managing and developing human resources to achieve departmental objectives | Mandatory | 81 |

| Description | Requirement | Page |
|--|--------------------------|---------------|
| Workforce planning, staff retention and turnover | Suggested | 83 |
| Impact and features of enterprise or collective agreements, individual flexibility arrangements (IFAs), determinations, common law contracts and Australian Workplace Agreements (AWAs) | Suggested | 83 |
| Training and development undertaken and its impact | Suggested | 85 |
| Work health and safety performance | Suggested | 85, 166 |
| Productivity gains | Suggested | Nil to report |
| Statistics on staffing | Mandatory | 82 |
| Statistics on employees who identify as Indigenous | Mandatory | 85 |
| Enterprise or collective agreements, IFAs, determinations, common law contracts and AWAs | Mandatory | 83 |
| Performance pay | Mandatory | 84 |
| Assets management | | |
| Assessment of effectiveness of assets management | If applicable, mandatory | 89 |
| Purchasing | | |
| Assessment of purchasing against core policies and principles | Mandatory | 90 |
| Consultants | | |
| The annual report must include a summary statement detailing the number of new consultancy services contracts let during the year; the total actual expenditure on all new consultancy contracts let during the year (inclusive of GST); the number of ongoing consultancy contracts that were active in the reporting year; and the total actual expenditure in the reporting year on the ongoing consultancy contracts (inclusive of GST). The annual report must include a statement noting that information on contracts and consultancies is available through the AusTender website. | Mandatory | 90 |
| Australian National Audit Office access clauses | | |
| Absence of provisions in contracts allowing access by the Auditor-General | Mandatory | 91 |
| Exempt contracts | | |
| Contracts exempted from publication in AusTender | Mandatory | 91 |
| Small business | | |
| Procurement initiatives to support small business | Mandatory | 91 |
| Financial statements | | |

| Description | Requirement | Page |
|--|--------------------------|---------------|
| Financial statements | Mandatory | 94 |
| Other mandatory information | | |
| Work health and safety (Schedule 2, Part 4 of the <i>Work Health and Safety Act 2011</i>) | Mandatory | 166 |
| Advertising and Market Research (Section 311A of the <i>Commonwealth Electoral Act 1918</i>) and statement on advertising campaigns | Mandatory | 167 |
| Ecologically sustainable development and environmental performance (Section 516A of the <i>Environment Protection and Biodiversity Conservation Act 1999</i>) | Mandatory | 168 |
| Compliance with the agency's obligations under the <i>Carer Recognition Act 2010</i> | If applicable, mandatory | Nil to report |
| Grant programmes | Mandatory | 91 |
| Disability reporting – explicit and transparent reference to agency level information available through other reporting mechanisms | Mandatory | 85 |
| Information Publication Scheme statement | Mandatory | 81 |
| Correction of material errors in previous annual report | If applicable, mandatory | 171 |
| Agency Resource Statements and Resources for Outcomes | Mandatory | 169–170 |
| List of requirements | Mandatory | 182 |

ALPHABETICAL INDEX

- A**
- abbreviations 174–5
 - Acts Interpretation Act 1901* 18
 - Administrative Appeals Tribunal proceedings 70, 80
 - administrative tribunals 80
 - advertising 167
 - anti-doping
 - Australia
 - ASADA, role of *see* Australian Sports Anti-Doping Authority (ASADA)
 - co-regulatory arrangement 11, 28
 - Council of Europe Anti-Doping Convention, adoption of 17
 - framework 22, 25
 - IADA, participation in 17
 - legislation 18–20, 23
 - policies 10, 28, 39
 - rule violations 19–20
 - UNESCO Convention, ratification of 16–7
 - uniform rules 10, 28, 39
 - harmonisation of policies 10, 16, 28, 39
 - international
 - global harmonisation of policies and practices 16
 - International Standards 16
 - Models of Best Practice 16
 - multilateral arrangements 17
 - World Anti-Doping Code 16
 - testing programme 57–61
 - anti-doping legislation 18–9, 23
 - key changes to 19–20
 - anti-doping policies
 - ASADA approval requirement 39
 - template anti-doping policy 39
 - harmonisation of 10, 16, 28
 - revision of 39
 - uniform 10, 28, 39
 - anti-doping rule violation
 - ADRVP *see* Anti-Doping Rule Violation Panel (ADRVP)
 - changes to 19
 - process 64–8
 - prohibited association 19
 - public disclosure of 66–8
 - Violations List 20
 - Anti-Doping Rule Violation Panel (ADRVP) 19, 25, 62, 64, 150–2
 - assertions 65
 - establishment 23, 64, 150
 - meetings 152
 - members 24, 150–2
 - overview 150
 - resources 152
 - Register of Findings 64–5
 - review by 64, 70, 80
 - role 150
 - changes to 23, 65
 - anti-doping testing programme 57–61
 - Archives Act 1983* 79
 - ASADA Advisory Group 25, 145–7
 - cessation 23, 146
 - establishment 22, 146–7
 - members 22, 146
 - overview 146
 - resources 147
 - role 22, 25, 146
 - asset management 89
 - Athlete Biological Passport 58
 - athlete services
 - athlete whereabouts 40
 - Check Your Substances 40, 56
 - counselling service 41
 - telephone support 40
 - Athlete Testing Guide 56

- athlete whereabouts 40
 - Athlete Whereabouts Online System 40
- audit committee 75
- Auditor-General *see* Commonwealth Auditor-General
- Australian Baseball League (ABL) 36
- Australian Crime Commission 56
 - Project Aperió 70
- Australian Customs and Border Protection Service 56
- Australian Federal Police 56
- Australian Football League (AFL) 10, 28, 36, 51
 - Anti-Doping Code 69–70
 - Anti-Doping Tribunal 51, 69–70, 80
 - Appeals Board 70
 - enforcement 69–70
 - Essendon Football Club 28, 51, 69
 - Stephen Dank 10, 51, 69–70
 - user-pays testing 59
- Australian Government Investigations Standards 2011* 62
- Australian Information Commissioner 80
- Australian National Audit Office 75
- Australian Olympic Committee 11, 36
- Australian Paralympic Committee 11
- Australian Public Service (APS)
 - Code of Conduct 74, 78
 - Values 74, 78
- Australian Rugby League Commission
 - user-pays testing 59
- Australian Rugby Union 36
 - user-pays testing 59
- Australian Sports Anti-Doping Authority (ASADA)
 - about 18
 - achievements 10, 28
 - Advisory Group *see* ASADA Advisory Group
 - annual report, about 2
 - blog 53, 54
 - contact information 2
 - delegations 20
 - duty 10–1
 - establishment 18
 - Facebook 54
 - legislative basis 19
 - mission 18
 - online annual report 2
 - operating model, new 28, 29
 - organisational structure 21, 75
 - outcome 21
 - predecessor 11
 - priority 18
 - public governance 74–9
 - responsible Ministers 18
 - role 10–1, 18, 21, 25
 - restructure 11, 75
 - Twitter 54
 - vision 18
 - website 28, 54, 55
 - year ahead 11
 - YouTube 54
- Australian Sports Anti-Doping Authority Act 2006* (ASADA Act) 18, 19, 20, 21, 22, 23, 63, 80, 150, 156
 - amendments to 19, 62, 63, 65
- Australian Sports Anti-Doping Authority Amendment Act 2014* 23, 39
- Australian Sports Anti-Doping Authority Amendment Bill 2014* 80
- Australian Sports Anti-Doping Authority Regulations 2006* 19
- Australian Sports Commission 10, 25, 36, 37, 61
- Australian Sports Drug Agency 11
- Australian Sports Drug Medical Advisory Committee (ASDMAC) 25, 44, 155–163
 - establishment 23, 156
 - functions 23, 25, 156–7
 - meetings 159
 - members 23, 157–8
 - overview 156
 - resources 160
 - review members 158–9
 - therapeutic approvals for prohibited substances 157
 - therapeutic use exemption decisions 20, 160–2
- Australian Therapeutic Use Exemption Committee 157
- awareness raising 51–6

- B**
- Baseball Australia 36
 - blog 53, 54
 - Broderick, Dr Carolyn 23, 157, 159
 - Bryant, Dr Grace, OAM 23, 157, 159
- C**
- Carey, Paul 24, 151, 152
 - CEO
 - delegations 20
 - functions 20, 64
 - message 10–1
 - powers 21, 63, 80
 - Chaperones 58
 - accreditation 61
 - Check Your Substances 40, 56
 - Clark, Jennifer 75
 - co-regulatory arrangement 11, 28
 - committees, governance 75–6
 - Commonwealth Auditor-General 80, 91
 - reports 80
 - Commonwealth Disability Strategy 85
 - Commonwealth Electoral Act 1918* 167
 - Commonwealth Fraud Control Framework 77
 - Commonwealth Ombudsman 81
 - Commonwealth Performance Framework 74
 - Commonwealth Procurement Guidelines 90–1
 - communications activities 52
 - compliance index 182–5
 - consultants 90
 - expenditure 90
 - trends 91
 - contractors
 - Auditor-General access 91
 - exempt 91
 - tendering 91
 - corporate planning 74
 - Council of Europe Anti-Doping Convention 17
 - Australia, adoption by 17
 - counselling service 41
 - Davidson Trahaire Corpsych 41
 - Country Rugby League of New South Wales 36
 - Court of Arbitration for Sport 10, 51, 70, 79, 80
 - Cricket Australia (CA)
 - user-pays testing 59
 - Customer Service Charter 78, 79
 - Cycling Australia 36
- D**
- Dank, Stephen 10, 51, 69–70
 - Davidson Trahaire Corpsych 41
 - deliverables
 - qualitative 30–1
 - quantitative 32
 - Department of Health 41, 44, 90
 - Office for Sport 88
 - detection 21, 29, 56–63
 - anti-doping testing programme 57–61
 - Chaperones, accreditation of 61
 - DCOs, accreditation of 61
 - deliverables 30–2
 - disclosure notices 63, 171
 - intelligence 61–2
 - investigations 62
 - key performance indicators 33–5
 - long-term storage facility 60
 - sample collection 58
 - user-pays tests
 - deterrence 21, 29, 47–56
 - awareness raising 51–6
 - deliverables 30–2
 - education 47–51
 - key performance indicators 33–5
 - disclosure notices 63, 171
 - Doping Control Officer (DCO) 58
 - accreditation 61
 - Drury, John, PSM 22, 146
 - Dutton, Hon. Peter 18

E

ecologically sustainable development 168

education 47–51

- eLearning 47, 48, 49, 77
- face-to-face 50
- online 10, 28
- satisfaction with 51
- trade stands 48

eLearning 47, 48, 49

employees 81–5

- agreements 83
 - ASADA Enterprise Agreement 2012-14 76, 83, 84, 166
- Commonwealth Disability Strategy 85
- consultation 76
- Indigenous employment 85
- learning and development 85
- non-salary benefits 84
- recruitment 83
- retention 83
- National Disability Strategy 2010–2020 85
- Performance and Career Enrichment Scheme 84, 85
- performance pay 84
- salaries 84
- section 24(1) determinations 83–4
- work health and safety 85, 166
- workforce planning 83

enforcement 21, 29, 64–71

- ADRVP assertions 65
- ADRVP Register of Findings 64–5
- AFL 60–70
- anti-doping rule violation process 64–8
- deliverables 30–2
- key performance indicators 33–5
- NRL 70
- Operation Cobia *see* Operation Cobia
- Project Aperiio 70
- public disclosures of violations 66–9
- show cause notices 64
- sports tribunal 65

- engagement 21, 29, 36–46
 - anti-doping policies 39
 - athlete services 40–1
 - international 41–6
- enterprise agreement 76, 83, 84, 166
- Environment Protection and Biodiversity Conversation Act 1999* 168
- environmental performance 168
- equity impacts 78
- Essendon Football Club 28, 51, 69, 71
- ethical standards 77
- expenses 169
- external scrutiny 79–81

F

Facebook 54

Federal Court proceedings 69, 71, 80

financial performance summary 88–9

financial statements 93–142

First Advisory 52

Football Federation Australia

- user-pays testing 59

Freedom of Information 81

Freedom of Information Act 1982 81, 91

Fricker, Professor Peter, OAM 24, 151, 152

G

Glasgow 2014 Commonwealth Games 60

glossary 176–8

governance committees 75–6

grant programmes 91

Gripper, Anne 22, 146

H

Handelsman, Professor David 22, 146

Harcourt, Dr Peter, OAM 23, 156, 158, 159

Hird, James 71

Hockey Australia 36

Howse, Dr Charles 23, 158, 159

human resources 81–5

I

- Information Commissioner *see* Australian Information Commissioner
- Institute of National Anti-Doping Organisations (iNADO) 44
- intelligence 61–2
 - Safeguarding the Integrity of Sport forums 61
- internal audits 78
- international
 - engagement 41–6
 - global harmonisation of policies and practices 16
 - International Standards 16
 - Models of Best Practice 16
 - multilateral arrangements
 - Council of Europe Anti-Doping Convention 17
 - IADA 17
 - UNESCO Convention 16–7
 - visitors 45–6
 - WADA 16
 - World Anti-Doping Code 16
- International Federations 16, 41, 56, 59, 79
- International Olympic Committee 16
- International Paralympic Committee 16
- International Standard for Testing and Investigations (ISTI) 58, 61
- International Standard for Therapeutic Use Exemptions (ISTUE) 156
- International Standards 10, 16
 - Prohibited List 16
- investigations 62

J

- judicial decisions 80

K

- Kennedy, Peter, PSM 75
- key performance indicators
 - qualitative 33–4
 - quantitative 34–5

L

- Lawler, David 75
- letter of transmittal 3
- Ley, Hon. Sussan 18
- long-term storage facility 60

M

- market research 167
- McDevitt, Ben, AM APM 10–1, 18, 68
- McLachlan, Professor Andrew 24, 150, 152
- Middleton, Justice John 71
- Minister for Sport 25
- Moneghetti, Steve, AM 22, 147

N

- National Anti-Doping Organisations (NADO) 56, 59
 - Ad-Hoc Working Group 42
- National Anti-Doping (NAD) scheme 10, 58, 62, 63, 150, 156
 - amendments to 19
- National Disability Strategy 2010–2020 85
- National Integrity of Sport Unit 36, 37, 61
- National Rugby League (NRL) 10, 36, 51, 66
 - enforcement 70
 - user-pays testing 59
- National Sporting Organisations (NSO) 25, 36
 - relationships with 47
- Nationale Anti Doping Agentur Deutschland (NADA Germany) 42

O

- Operation Cobia 36, 51, 62, 68–71, 88
 - AFL 60–70
 - NRL 70
 - overview 71
 - positive changes initiated by 70
- operational planning 74
- Opie, Hayden 24, 150, 152

P

Palmer, Kate 22, 147
 Parliamentary Committee 80–1
 reports 80
 Play by the Rules 36–7, 61
 Portfolio Budget Statements 29
 Potter, Dr Andrew 23, 156, 159
 Powerlifting Australia 36
 printed resources 56
 procurement 90
 small business, support for 91
 Prohibited List
 review of 41, 44
 Protiviti 75, 78
 public governance 74–9
Public Governance, Performance and Accountability Act 2013 (PGPA Act) 18, 19, 21, 75, 77, 90
Public Governance, Performance and Accountability Rule 2014 75, 77
Public Service Act 1999 18, 19, 75, 78, 83–4

Q

quality management 79

R

records management 79
 Registered Testing Pool (RTP) athletes 40
 whereabouts 40
 Regulator Performance Framework 74
 resource statement 170
 Rio 11
 risk management
 business continuity 77
 financial 76
 fraud 77
 information technology 78
 mitigation plans 77
 monitoring 77
 operational 76–7
 Robinson, Dr Diana 24, 150, 151, 152

S

sample collection 58
 scrutiny, external 79–81
 Second Advisory 52
 senior executive arrangements 74
 Senior Management Group 76
 Shawdon, Dr Anik 23, 156, 158, 159
 show cause notices 64
 social justice 78
 social media 54
 South East Asian Regional Anti-Doping Organisation 41
 sporting administration bodies 25
 sports 22
 sports tribunal 65, 80
 Steggall, Zali, OAM 24, 151, 152
 Strategic Plan 2011–14 74
 Surf Life Saving Australia 36, 38
 Swimming Australia 36
 user-pays testing 59

T

Tackling Doping in Sports Summit 42
 telephone support 40
 Therapeutic Goods Administration 56
 therapeutic use exemptions
 approvals for prohibited substances 157
 Australian Therapeutic Use Exemption Committee 157
 decisions 20, 160–2
 ISTUE 156
 methods approved 162–3
 substances approved 162–3
 Thompson, Dr Geoff 23, 156, 158, 159
 Thorn, Stuart, PSM 24, 151, 152
 Triathlon Australia 36
 Twitter 54

U

UNESCO *International Convention against Doping in Sport* (UNESCO Convention) 16–7, 79
 ratification by Australia 16, 39
 user-pays testing 59

V

Victorian Supreme Court proceedings 69, 80
visitors, international 45–6

W

WADA accredited laboratories 25, 56
 Australian Sports Drug Testing Laboratory 90
Ward, Professor Brian, OAM 22, 146
website 28, 54, 55
White, Dr Susan 23, 157, 159
work health and safety 166
 Employee Assistance Program 166
 Work Health and Safety Management
 Arrangements 166
 Workplace Consultative Committee 76
 Workplace Health and Safety Committee 76
Work Health and Safety Act 2011 166
Workplace Consultative Committee 76
Workplace Health and Safety Committee 76
World Anti-Doping Agency (WADA) 61, 62, 79
 AFL decision 70
 Anti-Doping Organisation symposium 43
 global harmonisation of policies and practices 16
 ISTI 58
 liaison with 41
 National Anti-Doping Organisation (NADO)
 Ad-Hoc Working Group 42
 Prohibited List, review of 41, 44
 World Anti-Doping Code 41
World Anti-Doping Code 10, 16, 58, 64, 79, 156
 review 41
 revised 19, 39, 53, 62, 70
 ASADA blog 53
 implementation of 43, 53
 UNESCO Convention 16–7

Y

Young, Dr Mark 23, 156, 159
YouTube 54



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AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY
asada.gov.au

13 000 ASADA (13 000 27232)
Unit 6, 5 Tennant St Fyshwick ACT 2609 (PO Box 1744 Fyshwick ACT 2609)