



Australian Government  
Sport Integrity Australia



SPORT INTEGRITY  
AUSTRALIA

20/21

# ANNUAL REPORT

PROTECTING SPORT TOGETHER



# ACKNOWLEDGEMENT OF COUNTRY

Sport Integrity Australia acknowledges the Traditional Owners of the lands on which we work, live and play and we pay our respects to their Elders past, present and emerging.

We recognise the outstanding contribution Aboriginal and Torres Strait Islander people make to sport in Australia and celebrate the power of sport to promote reconciliation and reduce inequality.

## ABOUT THIS REPORT

Sport Integrity Australia  
Annual Report 2020–21  
Canberra

This report provides a detailed account of the operations and performance of Sport Integrity Australia for the financial year ended 30 June 2021. It has been prepared for the Minister for Sport to be tabled in both houses of the Parliament of Australia.

## Online availability

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

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**Australian Government**  
**Sport Integrity Australia**

## LETTER OF TRANSMITTAL

1 October 2021

**Senator the Hon Richard Colbeck**  
**Minister for Senior Australians and Aged Care Services**  
**Minister for Sport**  
Parliament House Canberra ACT 2600

Dear Minister

I am pleased to present Sport Integrity Australia's annual report for the financial year ended 30 June 2021.

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

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

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

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

Yours sincerely,

A handwritten signature in black ink, appearing to read 'D Sharpe'.

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

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A middle-aged man with short, graying hair is smiling slightly. He is wearing a dark blue blazer over a light blue button-down shirt. He is standing in what appears to be a factory or industrial setting, with blurred machinery and structures in the background. A bright yellow diagonal line runs from the top right towards the bottom left, passing behind the text.

CHAPTER 1

CEO MESSAGE

I am honoured to present the inaugural *Sport Integrity Australia Annual Report*.

At the time Sport Integrity Australia was established in July 2020, we declared our commitment to working in partnership with sports to protect the integrity of the Australian sporting landscape – from elite competition right through to the grassroots level of sport. We have used our first 12 months to listen to sports. We have learned how to better support sports and their athletes by building capability and trust. Collectively, we can strengthen sport.

With athletes' wellbeing in mind, Sport Integrity Australia has actively pursued improved results management processes in anti-doping through reform of our legislation, by influencing changes in the World Anti-Doping Code and via review of our own internal processes. We must protect sport together.

Importantly, changes to our legislation have resulted in streamlined and quicker processes to reduce the anguish placed on athletes. We have used greater flexibility to more appropriately handle cases of lower-level athletes. We have used our strengthened investigative powers and our improved disclosure notice regime. We have greater flexibility to respond to public comments and we will continue to directly address misinformation in the public domain, where necessary and where possible.

Sport is at the heart of Australian culture. Throughout a challenging 12 months, sport has provided an escape, an alternative focus and a shared opportunity to remain connected.

It has been inspiring to see Australian sporting organisations adapt and carry on with flexibility, resilience, courage and innovation, despite the unexpected and difficult restrictions COVID-19 has continued to impose.

COVID-19 has also exposed sports to other vulnerabilities and risks. Protecting the integrity of Australian sport has never been more important. By combining the government's integrity functions under one roof at Sport Integrity Australia, it has given us the opportunity to work together to put a protective ring around sport, shielding it from those seeking to corrupt or exploit the vulnerable for their own gain.

As a new agency, the first 6 months of operations were influenced by COVID-19 and the need to work from home, and we developed innovative business solutions to ensure we could operate effectively in the virtual world. An advanced business continuity plan enabled an effective transition.

We marked the second 6 months by undertaking our most important role – providing support to sports. Our strategic focus expanded following the global call for reform in sports administration. We have listened, learned and adapted as a result of the valuable insights we have had into the challenges sports face more broadly, enabling us to build trust and capability, and align our contribution to assist sports to meet those challenges head on.

Challenges have come from far and wide. Participants from all levels of sport and sporting organisations have sought our assistance to independently assess alleged breaches of sport integrity policies. Allegations reported to Sport Integrity Australia have ranged from breaches of child safeguarding and member protection policies to the improper use of drugs and medicine; sports wagering issues to criminal offences such as match-fixing and offences against children.

A key development in our short history was the release of the *Athlete A* documentary, which sparked allegations of abuse, bullying and misconduct by coaches and other administrators towards athletes in gymnastics around the world, including Australia. Gymnastics Australia engaged the Australian Human Rights Commission to examine the culture and practices of gymnastics in Australia. While the Australian Human Rights Commission was engaged to listen to people's experiences, its role was not to address specific allegations or refer matters to other agencies for investigation, unless they were required to mandatorily report a child safeguarding issue.

As a result, we supported Gymnastics Australia through provision of an independent complaints handling process to ensure consistency and independence from the sport.

As athlete discontent grew across the sport sector there were growing calls from other sports for assistance. A submission from Sport Integrity Australia to government led to funding to provide a model for all sports and resulted in the development of the National Integrity Framework and an independent complaints model. To aid sport in embedding a comprehensive culture of child safety and member protection, we have commenced work on developing a Safeguarding in Sport Continuous Improvement Program.

The National Integrity Framework is a streamlined suite of policies that sets out the broad expectations for the conduct of all participants in sport. These expectations relate to safeguarding children, member protection, competition manipulation and sports wagering, and the misuse of drugs and medicines.

A key to this Framework is the Complaints, Disputes and Discipline Policy, which outlines the procedures for managing, reporting, assessing and determining potential breaches of the integrity policies contained in the Framework. Under this policy, we will undertake the independent complaint assessment and review process, reducing the administrative burden on sports and providing better outcomes for sports and their members when disputes arise.

**David Sharpe APM OAM**

Sport Integrity Australia CEO

## KEY PROGRAMS

### Olympic and Paralympic Games

We worked in partnership with the Australian Olympic Committee and Paralympics Australia to deliver a comprehensive and robust pre-Games education and testing program. We were also involved in a Tokyo 2020 taskforce established to inform and make recommendations for testing selections to sample collections agencies.

### Review of Australia's Sport Integrity Arrangements – Stage 2 implementation

The development and implementation of the Australian Sports Wagering Scheme is a key pillar of the Government Response to the Review of Australia's Sport Integrity Arrangements. We commenced extensive stakeholder consultation in how to build capability across the sector and also commissioned economic modelling research to better understand the sports wagering environment.

In strengthening our commitment to protect the integrity of sport, we are working to establish a whistleblower framework to enable athletes, administrators and others from across all sports to confidentially raise concerns relating to sport integrity issues.

### World Anti-Doping Code Review

We participated in a 2-year, 3-phase World Anti-Doping Code review process, which resulted in an approved 2021 version of the World Anti-Doping Code coming into effect on 1 January 2021.

### Threats Conference

We also hosted a sport integrity threats conference to develop a platform for intelligence sharing between us and enforcement agencies to be able to effectively coordinate the national sport integrity threat response.

## Future considerations

We engaged with the eSports industry to understand how we might aid the coordination of integrity responses in a complex and rapidly growing industry.

## Advisory Council

The oversight and guidance for sport integrity matters in Australia was further strengthened with the appointment of a highly experienced 9-member Sport Integrity Australia Advisory Council. Chaired by Sarah Kenny, the Council includes leaders from a wide cross section of sport, governance, government administration, law enforcement and child protection.

## ACKNOWLEDGEMENTS

Sport Integrity Australia has continued to deliver real achievements in the face of an ever-changing and challenging time for sport in Australia.

I would like to take this time to sincerely thank our departing Athlete Advisory Group members Michael Gallagher, Petria Thomas, Chris Bond and Alicia Quirk, who have helped enrich our direction and ensured decisions that impact athletes are informed by athletes.

Finally, and most importantly, I would like to acknowledge and thank the staff at Sport Integrity Australia for their contributions and commitment to the establishment of the agency and to the sport integrity landscape. We leverage the expertise of our staff, including athletes, sports physicians, chemists, psychologists, high-performance coaches, finance professionals, lawyers, educators, investigators, intelligence analysts and sports administrators, to deliver a broad and unprecedented capability.

We have taken big strides, and with the help of our key partners, we have begun the important work to set the benchmark for sports integrity together.





# CHAPTER 2 OVERVIEW

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

## THE REVIEW OF AUSTRALIA'S SPORTS INTEGRITY ARRANGEMENTS

The Review of Australia's Sports Integrity Arrangements (Wood Review) was commissioned by the Australian Government in response to the growing global threat to the integrity of sport. Recognising a fair, safe and strong sport sector, free from corruption, is inherently valuable to sports participants, sporting organisations and the 14 million Australians who participate in sport annually.

The Report of the Wood Review was presented to the Australian Government in March 2018. In line with its terms of reference, the Review addresses key domestic and international threats to the integrity of sport and made 52 recommendations across 5 key themes:

1. A stronger national response to match-fixing
2. Australian Sports Wagering Scheme
3. Enhancing Australia's anti-doping capability
4. A National Sports Tribunal
5. A National Sports Integrity Commission.

The Australian Government released its response to the Wood Review on 12 February 2019. The key pillars of the government approach are:

### A National Sports Integrity Commission – Sport Integrity Australia

Sport Integrity Australia brought together the Australian Sports Anti-Doping Authority (ASADA), the National Integrity of Sport Unit (NISU) and the national sports integrity functions of Sport Australia. Sport Integrity Australia supports all sports integrity stakeholders to manage the range of existing and emerging integrity-related issues. Establishing the agency provides a single Commonwealth centre of coordination and point of reference for all stakeholders, right across the sports integrity spectrum.



## National Sports Tribunal

The new National Sports Tribunal (NST) hears anti-doping rule violation matters and other sports-related disputes in a cost-effective, efficient, independent and transparent way, with the power to call evidence from relevant parties. The refinement of the NST is being conducted, allowing for the development of capability against demand and improved operations and services.

## Convention on the Manipulation of Sports Competitions (Macolin Convention)

The Australian Government signed the Convention on the Manipulation of Sports Competitions (Macolin Convention) – the only multilateral treaty aimed at combatting match-fixing and related corruption in sport. Ultimately, becoming a party to the Macolin Convention will support national match-fixing criminal legislation to complement similar laws where they exist within the states and territories. It will also bring consistency in the national ability to protect sport from wagering-related corruption.

## Enhanced anti-doping and criminal intelligence capabilities

Anti-doping and criminal intelligence capabilities will be accelerated to protect sport from doping, sports betting-related corruption and other threats and risks to the integrity of sport.

**SEE ALSO:** 1.2. *Output and evaluation of shared intelligence products* on page 69

## Reforming sports wagering to protect the integrity of sport

The government will continue to build on the work of the Australian Criminal Intelligence Commission (Sports Betting Integrity Unit) by bringing together all stakeholders to consistently and proactively detect and respond to wagering related match-fixing, which continues to expand globally along with the growth of illegal wagering. It will issue alerts and ensure law enforcement and/or sports organisation response where corruption may be indicated.

## OUR PURPOSE

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

## OUR ROLE AND FUNCTIONS

The [Review of Australia's Sports Integrity Arrangements](#)<sup>1</sup> (Wood Review) found the vulnerability of Australian sport to future corruption is exacerbated by the lack of a clear and national regulatory, law enforcement, policy and program delivery response across the sports integrity threat continuum.

The Australian Government established Sport Integrity Australia to cohesively amalgamate and develop existing sport integrity capabilities, knowledge and expertise, and to coordinate all elements of a sport integrity threat response nationally, including prevention, monitoring and detection, investigation and enforcement. The agency provides a single point of contact for athletes, sporting organisations, law enforcement bodies and other stakeholders for matters relating to sports integrity.

Sport Integrity Australia prevents and addresses threats<sup>2</sup> to sports integrity<sup>3</sup> and coordinates a national approach to matters relating to sports integrity in Australia, with a view to:

- achieving fair and honest sporting performances and outcomes
- promoting positive conduct by athletes, administrators, officials, supporters and other stakeholders, on and off the sporting arena
- achieving a safe, fair and inclusive sporting environment at all levels
- enhancing the reputation and standing of sporting contests and of sport overall.<sup>4</sup>

The agency has 3 primary areas of focus:

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

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1 The Wood Review was commissioned by the Australian Government in August 2017 and was conducted by an independent expert panel. The Report of the Review was presented to the government in March 2018 and addressed key domestic and international threats to the integrity of sport through 52 recommendations. The Government Response to the Wood Review was released on 12 February 2019.

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

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

4 Section 3A – *Sport Integrity Australia Act 2020*.

Part of Sport Integrity Australia's responsibilities is to be Australia's National Anti-Doping Organisation, providing a comprehensive anti-doping program for the Australian sport community. It will become the national platform for the purposes of the Macolin Convention.<sup>5</sup>



*Deputy CEO Susan Ball with Sarah Cook OLY (Rowing Australia Chief Operating Officer, Dual International in Rowing and Sailing, and Member of National Sports Tribunal) celebrating Play True Day in April 2021.*

Sport Integrity Australia is responsible for leading further development and implementation of the Government's [Response](#) to the Wood Review, including those functions identified for stage 2.

Further detail on the role and functions of Sport Integrity Australia are set out in the [Sport Integrity Australia Act 2020](#), the [Sport Integrity Australia Regulations 2020](#) and the National Anti-Doping scheme. The agency is a non-corporate Commonwealth entity under the [Public Governance, Performance and Accountability Act 2013](#).

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<sup>5</sup> The Convention on the Manipulation of Sports Competitions (Macolin Convention) is the only multilateral treaty specifically aimed at combating match-fixing and other related corruption in sport.

# OUR OUTCOME AND PROGRAM

Outcomes are the government's intended results, benefits or consequences for the Australian community. The Australian Government requires entities, such as Sport Integrity Australia, to use outcomes as a basis for budgeting, measuring performance and reporting. Annual departmental funding is appropriated on an outcome basis.

## Outcome 1

Protection of the integrity of Australian sport and the health and welfare of those who participate in sport through the coordination of a national approach to all sports integrity<sup>6</sup> matters.

## Program 1.1

Promote community confidence in sport by preventing and addressing threats<sup>7</sup> to sports integrity, and the health and welfare of those who participate in sport, through the coordination of a national approach to all sports integrity matters in Australia.



***‘Sport Integrity Australia is delivering on the promise to protect sport together. The Australian Athletics team rely on support, advice and guidance from the Sport Integrity Australia team to ensure that the future unified athletics body is well equipped to govern and manage the integrity risks facing the sport. Sport cannot do this alone. I can’t thank the Sport Integrity Australia team enough for being in our corner when it counts.’***

Kate Palmer AM, One Athletics CEO

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

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

# ORGANISATIONAL STRUCTURE

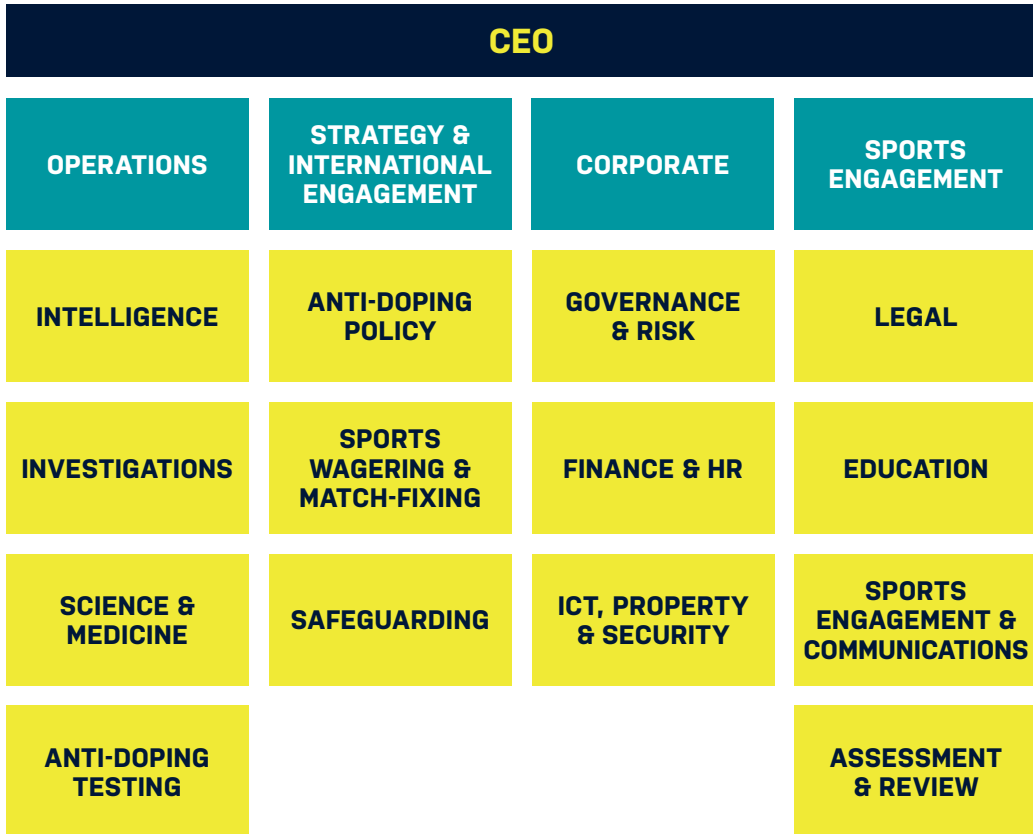


Figure 1: Sport Integrity Australia organisational chart as at 30 June 2021

## OPERATING ENVIRONMENT

The context in which Sport Integrity Australia operates is diverse, challenging and global in nature. The global anti-doping framework overseen by the World Anti-Doping Agency (WADA) is mature, well connected and effective. However, there are few all-encompassing sports integrity agencies internationally, like Sport Integrity Australia, charged with coordinating the national approach to addressing the manipulation of sporting competitions, keeping sport clean and fair, and improving member protection in sporting environments. The agency's engagement framework enabled it to leverage established and trusted relationships while exploring opportunities for new collaboration.

Australia has never had a 'one-stop shop' for sports integrity matters. With a new agency and a new way of doing things comes a period of adjustment for all. This is felt by the full range of stakeholders, including the Australian Government, the public, athletes and athlete support personnel, sporting organisations, regulatory agencies, sports wagering providers,

law enforcement and intelligence agencies. The agency focused on consistent and clear communication to all stakeholders to enable better understanding and engagement.

While pitched as a 'one-stop shop' for sport integrity matters, during this reporting period Sport Integrity Australia grew capability and capacity to be better resourced to execute its full remit. The agency was affected by the progress of legislative reforms to enable a national approach to match-fixing offences; stakeholder appetite to advance the Australian Sports Wagering Scheme; and government resourcing strategies (with limitations of funding cliffs) borne from the impact of COVID-19.

Across the broad remit of Sport Integrity Australia there is always uncertainty around what the next 'hot topic' will be. The global interest in member protection issues in gymnastics is an example of this. The agency was agile and adapted to meet these challenges head on while also managing the expectations of a diverse stakeholder group. Sport Integrity Australia's governance framework guided the agency's internal interactions and was a key enabler to seamlessly adjusting resource allocation and business processes to ever-changing priorities.

## NATIONAL ANTI-DOPING FRAMEWORK

The purpose of the National Anti-Doping Framework is to align domestic anti-doping efforts in Australia through a set of principles and clearly identified areas for cooperation, agreed between the federal, state and territory governments. To create and maintain a culture hostile to doping, governments must work in close cooperation with a range of partners, including sporting bodies, other government agencies and professional associations.

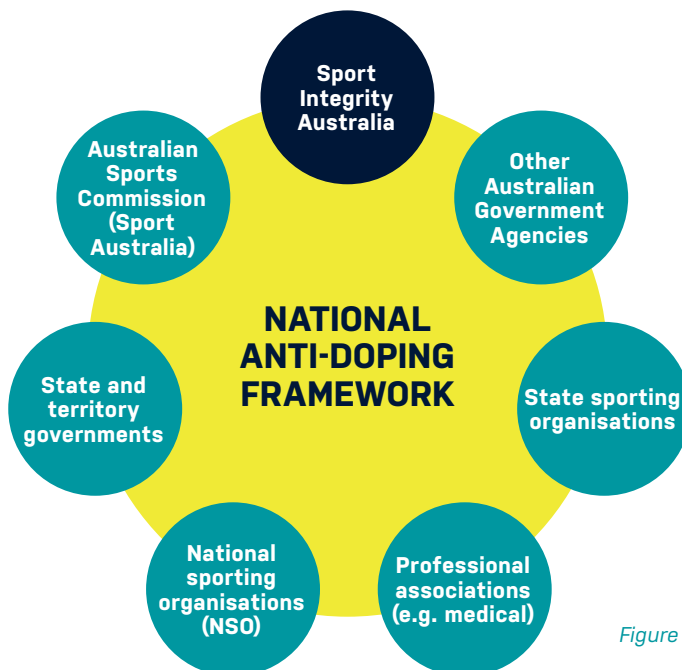


Figure 2: National Anti-Doping Framework

# Sport Integrity Australia

Sport Integrity Australia's responsibilities under the framework are described throughout this report.

In addition to Sport Integrity Australia, there were 2 independent committees established by the agency's legislation – the Advisory Council and Australian Sports Drug Medical Advisory Committee.

## Australian Sports Commission (Sport Australia)

The role of the Australian Sports Commission (ASC) in the anti-doping framework is to:

- require national sporting organisations (NSOs), as a condition of ASC recognition and funding, to:
  - have an anti-doping policy complying with the [World Anti-Doping Code](#) and approved by Sport Integrity Australia's CEO
  - acknowledge Sport Integrity Australia's powers and functions
- determine, in consultation with Sport Integrity Australia, whether to withhold recognition or funding from NSOs for non-compliance
- require athlete support grant recipients to, as a condition of their grant, comply with the anti-doping policies of the ASC and their NSO and to repay grant funds to the ASC if they breach these policies
- assist, cooperate and liaise with Sport Integrity Australia and other anti-doping organisations in relation to the conduct of any investigation or hearing concerning a potential violation.

## National sporting organisations

Under the framework, all ASC-recognised national sporting organisations – and by extension their affiliated state and regional sporting organisations – must:

- have an anti-doping policy complying with the [World Anti-Doping Code](#)
- implement anti-doping measures to the extent required by their respective international federations
- acknowledge Sport Integrity Australia's functions and powers and facilitate the execution of those functions and powers as reasonably required by Sport Integrity Australia.

## State and territory governments

Under the framework, state and territory governments contribute to meeting Australia's international obligations under the United Nations Educational, Scientific and Cultural Organisation (UNESCO) Convention and the [World Anti-Doping Code](#) by:

- supporting the objectives of the framework
- expecting state sporting organisations to demonstrate compliance with their sport's own Sport Integrity Australia-approved anti-doping policy as a condition of receiving state/territory funding
- expecting athletes and their support staff at institutes and academies of sport within their jurisdiction to be subject to a code-compliant anti-doping policy
- supporting anti-doping education, particularly at the sub-elite and community levels, including the education delivered by Sport Integrity Australia
- supporting the enforcement of anti-doping sanctions resulting from an anti-doping rule violation, including the withdrawal of funding for an athlete or support person and the denial of access to state/territory government facilities (including institutes and academies of sport) as provided for by the sanction
- cooperating with Sport Integrity Australia in investigations of potential violations (for example, by developing information-sharing arrangements with Sport Integrity Australia)
- encouraging and assisting state sporting organisations to support the work of national sporting organisations to fulfil their anti-doping roles and responsibilities
- encouraging state-based organisations dealing directly with athletes or their support people to promote compliance with the anti-doping policies of their sport
- advising Sport Integrity Australia of any possible anti-doping rule violations.

## Other Australian Government agencies

The role of other Australian Government agencies under the framework is to:

- share intelligence to help Sport Integrity Australia in its investigations (for example, the Australian Federal Police, the Australian Border Force and the Therapeutic Goods Administration)
- analyse samples collected from athletes on behalf of Sport Integrity Australia and conduct anti-doping research (the Australian Sports Drug Testing Laboratory).

## State sporting organisations

The role of these organisations under the framework is to:

- implement anti-doping measures to the extent required by their respective international federations and national sporting organisations
- support the delivery of education to athletes, particularly junior athletes, about their individual obligations and the dangers of doping.



## Professional associations

Under the framework, some professional associations (such as medical associations, strength and conditioning associations, players' associations) have a role in:

- developing and implementing codes of conduct, good practices and ethics relating to sport consistent with the principles of the [World Anti-Doping Code](#)
- working with governments and the sporting community to develop such policies
- educating their members on the anti-doping rules or including anti-doping education as an accreditation requirement
- making their members aware of the 'prohibited association' anti-doping rule violation.

## NATIONAL INTEGRITY FRAMEWORK

Refer to the National Integrity Framework content in:

- *National Integrity Framework* on page 44
- *Safeguarding Continuous Improvement Program* on page 32
- *4.1. Direct sourcing from sports for compliance with the National Integrity Framework* on page 94

## INTERNATIONAL FRAMEWORK

Sport Integrity Australia's work is carried out in a global anti-doping ecosystem.

The Copenhagen Declaration on Anti-Doping in Sport was agreed to by governments at the Second World Conference on Doping in Sport held in Copenhagen, Denmark, in March 2003. The Copenhagen Declaration was the political document through which governments, including Australia, signalled their intention to formally recognise and implement the [World Anti-Doping Code](#). This initiative was the first step taken by governments towards the [UNESCO International Convention against Doping in Sport 2005](#) (the UNESCO Convention).

The UNESCO Convention requires member countries to harmonise their laws on doping in sport and gives governments a practical tool for aligning their domestic legislation and policies with the World Anti-Doping Code. As a State Party to the UNESCO Convention, Australia implements anti-doping arrangements consistent with the principles of the [World Anti-Doping Code](#). The Australian Government ratified the convention on 17 January 2006.

## Multilateral arrangements

ARRANGEMENT	TYPE OF ARRANGEMENT	WHAT IT DOES
UNESCO Convention (2005)	An international instrument to which the participating State Parties (countries that have ratified it, accepted, approved or acceded to it) are legally bound by its provisions. As at 30 June 2021 there were 191 State Parties to the convention.	As the only United Nations agency with a sport mandate, UNESCO leads a comprehensive global anti-doping framework harmonising anti-doping rules and policies worldwide in support of the World Anti-Doping Code.  Convention signatories meet every 2 years. The conference provides an opportunity for discussion and debate on public policies in the fight against doping. It also determines the allocation of UNESCO funding to signatories recognised as requiring assistance to develop and implement effective anti-doping programs.
International Anti-Doping Arrangement (IADA) (1991)	A cooperative intergovernmental alliance between 10 nations including Australia.	IADA meets each year to share experiences and gain a global perspective on international anti-doping practices. This helps enhance expertise and knowledge throughout the alliance as its members work towards a best practice anti-doping control framework.
Council of Europe Anti-Doping Convention (1989)	An international instrument open for signature by member States of the Council of Europe, other States Parties to the European Cultural Convention and non-member States which have participated in the elaboration of this convention.  To date, it has been ratified by 52 states including Australia.	The Council of Europe Anti-Doping Convention sets a certain number of common standards and regulations requiring parties to adopt legislative, financial, technical, educational and other measures. Its main objective is to promote national and international harmonisation of measures against doping.

# Global policies and practices

There are 3 elements encouraging optimal harmonisation and best practice in international and national anti-doping programs:

<p><b>World Anti-Doping Code</b></p>	<p>The World Anti-Doping Code is the core document setting the framework for harmonised anti-doping policies, and rules and regulations among sporting organisations and public authorities. There are 11 anti-doping violations in the World Anti-Doping Code:</p> <ol style="list-style-type: none"> <li>1. Presence of a prohibited substance or its metabolites or markers in an athlete's sample (otherwise known as a positive doping test)</li> <li>2. Use or attempted use by an athlete of a prohibited substance or a prohibited method</li> <li>3. Evading, refusing or failing to submit to sample collection by an athlete</li> <li>4. Whereabouts failures by an athlete</li> <li>5. Tampering or attempted tampering with any part of doping control by an athlete or other person</li> <li>6. Possession of a prohibited substance or a prohibited method by an athlete or athlete support person</li> <li>7. Trafficking or attempted trafficking in any prohibited substance or prohibited method by an athlete or other person</li> <li>8. Administration or attempted administration by an athlete or other person to any other athlete in-competition of any prohibited substance or prohibited method, or administration or attempted administration to any athlete out-of-competition of any prohibited substance or any prohibited method that is prohibited out-of-competition</li> <li>9. Complicity or attempted complicity by an athlete or other person</li> <li>10. Prohibited association by an athlete or other person</li> <li>11. Acts by an athlete or other person to discourage or retaliate against reporting to authorities.</li> </ol>
<p><b>International Standards</b></p>	<p>There are 8 International Standards for anti-doping:</p> <ol style="list-style-type: none"> <li>1. Prohibited list</li> <li>2. Testing and investigations</li> <li>3. Laboratories</li> <li>4. Therapeutic use exemptions</li> <li>5. Protection of privacy and personal information</li> <li>6. Code compliance by signatories</li> <li>7. Education</li> <li>8. Results management</li> </ol> <p>They are aimed at harmonising the practices of organisations responsible for specific technical and operational parts of anti-doping programs. Adherence to the International Standards is mandatory for compliance with the World Anti-Doping Code.</p>
<p><b>Model rules, guidelines and protocols</b></p>	<p>The World Anti-Doping Agency (WADA) has developed model rules for national Olympic committees, international federations, major event organisations and national anti-doping organisations to assist these organisations in drafting anti-doping rules in line with the World Anti-Doping Code.</p>

## PORTFOLIO AND MINISTER

Sport Integrity Australia is an operating portfolio agency within the Department of Health portfolio.

For the 2020–21 reporting period, Sport Integrity Australia was accountable to the Minister for Sport, Senator the Hon Richard Colbeck.

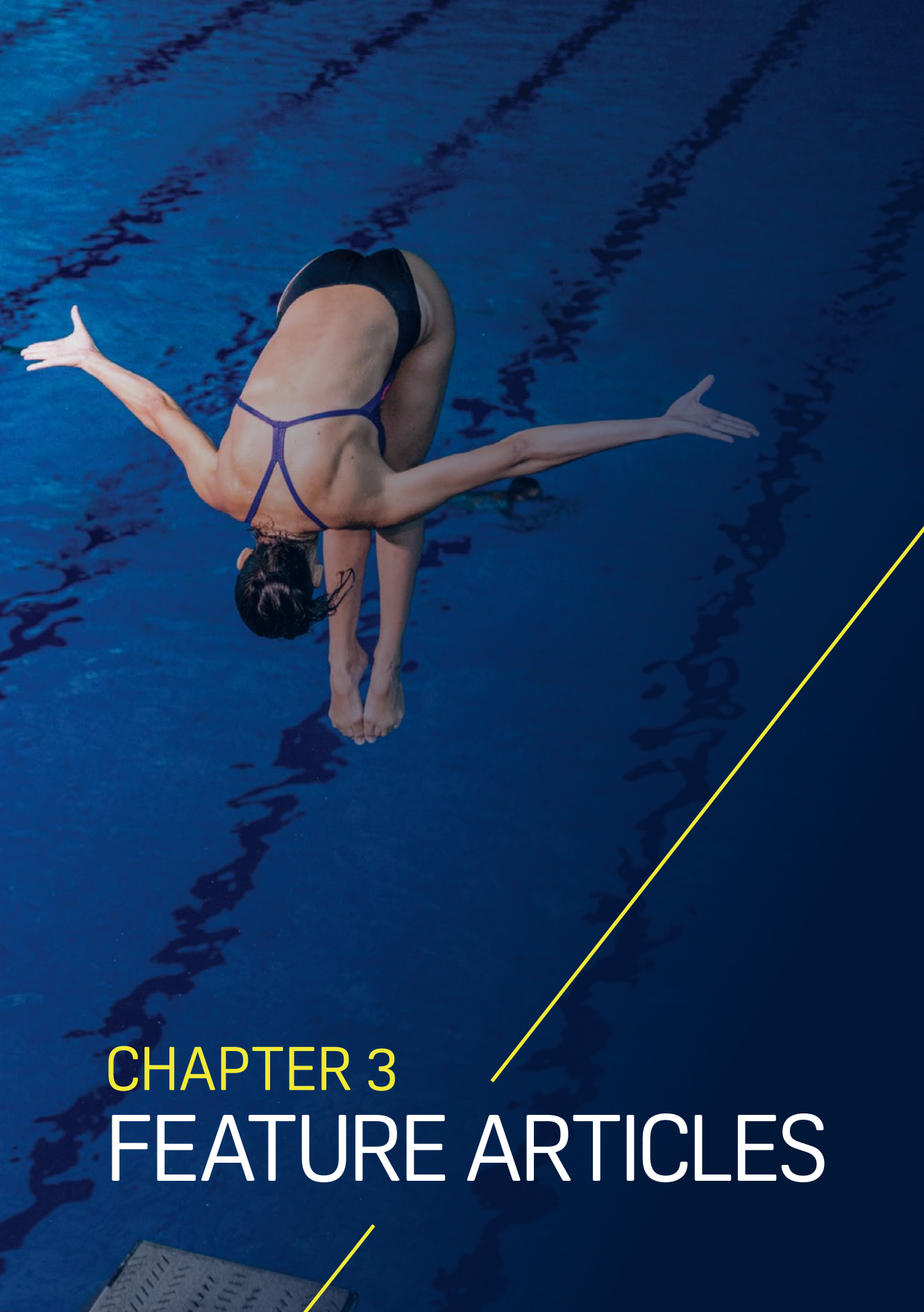


*‘Clean, fair sport is absolutely crucial. Without it, sport loses its integrity, its power to inspire, its ability to unite, and to define character. That’s why I became an athlete educator for Sport Integrity Australia as it’s up to us athletes to become role models within our community and to take a strong stance in the name of integrity.’*

Cruz Hogan, Javelin Thrower, Athlete educator







CHAPTER 3

FEATURE ARTICLES

# LAUNCH OF SPORT INTEGRITY AUSTRALIA

On 10 February 2019, the government released its Response to the Review into Australia's Sports Integrity Arrangements (Wood Review) – *Safeguarding the Integrity of Sport*. The Review was the most comprehensive look at any country's sports integrity vulnerabilities. Justice Wood and his colleagues made 52 recommendations; the centrepiece being the creation of a National Sports Integrity Commission.

That same day, the then Sports Minister, Senator Bridget McKenzie, announced the formation of Sport Integrity Australia as the National Sports Integrity Commission envisaged by Wood.

Seventeen months later, on 1 July 2020, in the midst of a global pandemic, Sport Integrity Australia opened its doors. In the newly commissioned office space in Canberra, it was an eerily quiet and uneventful start – very few were walking through those doors as the majority of staff were working from home, sheltering from COVID-19. The planned launch with pageantry, speeches and unveilings remains deferred. The new kid on the block just quietly got on with its work.

Seventeen months had been spent fusing the DNA of 3 bodies – the Australian Sports Anti-Doping Authority, the National Integrity of Sport Unit and (some elements of) Sport Australia – into a single nucleus. And that was how it was meant to stay, at least for 12 months – a bedding down period where those existing Commonwealth sports integrity functions learned to work together under the same banner, with the same mission.

Real life rarely respects the well-laid plans of government bureaucrats. Even before we had arrived on the scene, the Netflix documentary *Athlete A* (2020) had lit dry tinder in gymnastics and a slow burn rapidly became a raging conflagration as athlete after athlete, in sport after sport, came forward with stories of historical abuse and mistreatment.

True to our vision of Protecting Sport Together, we rose to the challenge and, with additional government funding, have implemented additional services to sport in the form of an end-to-end complaints handling system and the National Integrity Framework. We worked closely with the Australian Human Rights Commission into the review into gymnastics. And as we pass our first birthday, again quietly and without fanfare because of new public health restrictions, we look forward to making further positive contributions to sport, the athletes and the Australian public that supports them.

***‘Sport Integrity Australia is a great addition to the sporting landscape. In partnership, we are working to protect the integrity of the AFL and ensure that everyone can participate on a level playing field.’***

Tony Keane, AFL Head of Integrity and Security





# WOMEN IN LEADERSHIP

We are proud to promote gender diversity in our agency, which boasts an almost 50/50 balance. Promoting gender equality can be seen right from the top, with our executive comprising 2 male and 2 female deputy CEOs. Women make up 64% of our APS Level 6 staff, and 64% in the APS Level 5 category. In the agency's Senior Leadership Group (CEO, SES and EL2 levels), 53% are women.

Not only do we promote gender diversity, we recognise the potential of the women at Sport Integrity Australia and will continue to enable and develop their leadership qualities in innovative ways.



*Sport Integrity Australia female staff with International Women's Day special guest Tracey Menzies Stegbauer (centre)*

Emma Johnson joined the Australian Sports Anti-Doping Authority (ASADA) in 2018 as the Director of Testing and Sports Engagement and in 2019 she assumed the position of Deputy CEO. As well as having degrees in law and psychology, she had been a professional athlete, a bronze-medal swimmer at the Atlanta Olympics and a gold medalist at the 1997 World Short Course Championships. Emma has recently begun an MBA in Innovation and Leadership at the Ducere Global Business School and Torrens University.



*Deputy CEO Emma Johnson*

As an agency, we acknowledge that there is a very small number of women in leadership roles within our field – in fact, there are fewer than 5 female CEOs of sport in Australia. This being so, we partnered with Ducere on an industry project with a focus on women in sport leadership and integrity. The content for the program was developed by a key group that we assembled, including Lauren Jackson, Petria Thomas, Emma Johnson and Chyloe Kurdas. Results of this study will see us investing in future work to identify and build more female leaders in sport, especially ones with an integrity focus.

Our Deputy CEO – Operations, Susan Ball, joined us on a 2-year secondment from the Australian Federal Police, where she has 32 years' experience. She rose to Sergeant and worked in the Office of the Commissioner, and later was a Superintendent focused on reducing alcohol-related crime, family violence and mental health incidents. In 2019 she transferred to become a Superintendent in Specialist Response, a tactical operations unit with capabilities in areas such as search and rescue, maritime and bomb response.

Susan's work has taken her on postings to the Solomon Islands and Cambodia. In the latter country, she helped implement the Cambodian Criminal Justice Assistance Program. Among her many awards and qualifications, she is a graduate of the Australian Institute of Police Management (AIPM) Future Leaders Program, holding an AIPM Graduate Certificate in Applied Management (Policing and Emergency Services), and in 2017 she received a Deputy Commissioners Certificate – Investigations Adviser. For her time in investigations in the Northern Territory, she was awarded an Australia Day Achievement Medallion.



*Deputy CEO Susan Ball*

# WELLBEING

Now, more than ever, we are committed to maintaining positive mental health and wellbeing among our staff, athletes and stakeholders. The changed world that we live in due to COVID-19 has often prevented us from doing things the traditional way and has instead put a special onus on us to consider activities that keep us engaged with our peers.

Where face-to-face, socially distanced interactions were planned during the year, a backup alternative option was prepared, usually online. Indoors or out though, we were able to make wellness a priority and find some fun and safe ways to connect.



*Sport Integrity Australia wellbeing walk*

## Wellbeing walk

Thankfully, our wellbeing walk wasn't undertaken via a virtual platform or replaced with a PowerPoint presentation. We actually found an opportunity where the COVID-19 rules allowed us to enjoy time together in person. On many occasions beforehand we would have liked to celebrate the commencement of our new agency, but we were unable to do so until April 2021, when we decided to meet up outdoors.

We felt the need to reflect and reset. Why? To recognise the huge amount of work undertaken in the lead-up to the Machinery of Government change that created Sport Integrity Australia. There was the effort that went into implementing the National Integrity Framework and the great influx of 'business as usual' work associated with establishing a new and larger agency. Additionally, there were the obvious impacts of COVID-19 on the workforce. It was a fortuitous moment, born

of haste and teamwork, which saw a great turnout of enthusiastic staff and their dogs at Lake Burley Griffin early one Friday morning.

The Sport Integrity Australia tent was erected, the CEO cooked the BBQ and the local coffee van was prepared for the rush of people requiring caffeine and warmth.

We walked at speed (or other) around the lake, which gave us a chance to meet new staff as well as reconnect with those we had not seen face-to-face for some time. We chatted about the conditions that we now lived in, the new work we were doing and about sport, kids and family. The Sport Integrity Australia scarves removed the need to talk about just how cold it really is on a Canberra morning.

Bacon-and-egg rolls topped off a great event and reminded us just how much we need to appreciate the moments when life feels normal.

## Integra partnership

The partnership with Integra demonstrates our commitment to promoting a diverse range of mental health strategies. Integra provide highly trained service dogs for veterans and first responders, assisting those suffering from post-traumatic stress disorder (PTSD) and other mental-health-related conditions linked to service.

The partnership was officially launched in March 2021 at Sport Integrity Australia's head office, with invited guests attending from Integra and the local press. Our CFO and project sponsor, Rebecca Tyler, was joined by CEO and Co-Founder of Integra Ben Johnson to solidify the partnership and convey how it had already had a positive effect on those those involved. Libby, a trained service dog, drew more attention than anyone on the day and our staff member, Sally Cook, told of her experiences fostering an Integra service dog while in lockdown. Together with the positive response of her family, Sally praised the professional support Integra gave her.

As our partnership with Integra involves service dogs being in the workplace, within weeks of the event Poppy, an energetic but well-behaved black lab, was introduced into our office, where she visited from late March through to April 2021. Steve Northey was the fortunate staff member who fostered her. Poppy had a major effect on his family and immediately confirmed the benefits these dogs have on mental health, while also providing an opportunity for others in the workplace to enjoy their company and take a breather during the busy day.

The experience of fostering a service dog comes with many positives; the companionship, assistance and love they provide is felt first-hand. However, the lingering thought that one day they will have to say goodbye is always in the back of the fosterer's mind. Integra prepares the fosterer for when that time arrives. The person is also consoled by knowing the animal will go on to make an invaluable impact on someone's life.

Poppy was placed with an Australian Defence Force veteran in Sydney in mid-April 2021. She has provided wonderful support for her new handler and, as part of her Public Access Test (PAT) to become a fully accredited assistance dog, is learning a range of new skills and tasks.

This partnership has required us to develop a policy around dogs in the workplace and it has not only assisted Integra, our staff and the receiving handlers, but it will hopefully encourage people with a disability to come and work with us in the future.



*Integra's Ben Johnson and friend speak to staff in February 2021*

# PROJECT MANAGEMENT TRAINING

Sport Integrity Australia has so far trained more than 50 staff members in project management techniques. At the time of writing, close to 20 of these had completed their Certificate IV qualification, with 2 of those having completed their Diploma.

Beyond simply providing the necessary skills to run a project, the education encourages people to think more broadly about what they do every day and how things can be better and more effectively managed – including their impact on stakeholders.

Training in project management has turned out to be an investment in a variety of undertakings. The resulting skills have fed into major initiatives like the roll-out of the National Integrity Framework and the compliance changes required for the [World Anti-Doping Code 2021](#). Implementation of the Aurion Timesheet System likewise needed a coordinated, well-planned approach.

Lyndall Larkham, Senior Media and Communications Adviser, obtained her Certificate IV qualification during the successful delivery of the Inclusion and Diversity Initiative project. She has since extended her project management skills to event management, most recently acting as the project lead for the Sport Integrity Threats Conference held in June 2021. The closed conference united in-house experts with those from Commonwealth, state and territory agencies, leading to a discussion of sport integrity threat responses at the national level.



*Some of our project management graduates. (L–R): Robert Caruso, Christopher Hume, Diane Tucknott, Shelley Ray and Andrew McCowan*

# SAFEGUARDING CONTINUOUS IMPROVEMENT PROGRAM

**SEE ALSO:** *National Integrity Framework* on page 44

Several inquiries in recent years have highlighted failings in keeping children and members safe while participating in sport. Featuring detailed witness accounts of abuse, the case studies in the inquiries have sometimes revealed organisational flaws. The ensuing recommendations have made it clear that safeguarding is more than just policies and procedures: it means ensuring that sports embed a culture where all people can take part in sport in a safe and inclusive environment, free from abuse and harm.

The Safeguarding in Sport Continuous Improvement Program (SISCIP) will deliver a nationally consistent approach to keeping sporting environments safe. With action plans for sports to be delivered sequentially, the aim is to create genuine cultural change from national sporting organisations (NSOs) right through to grassroots community sports.

The SISCIP is a joint initiative with the National Office for Child Safety supported by a 3-year, \$4.7 million budget measure to enhance child safety in sport as part of the National Strategy to Prevent Child Sexual Abuse.

The project's success will rely on strong relationships, a willingness to share and learn, and a recognition that no one organisation can singlehandedly solve the problem of safeguarding sport. A collaborative approach is key. To this end, our program acknowledges the valuable safeguarding work already undertaken by the Commonwealth Government, state and territory governments, as well as by NSOs, state sporting organisations (SSOs) and local clubs and associations. Rather than replace these foundations, we aim to assist sports to complement and build on them.

Launching in late 2021, to align with the National Strategy to Prevent and Respond to Child Sexual Abuse, the SISCIP aims to foster a culture of child safety and member protection across every area of sport in Australia. To achieve this, it will:

- provide a mechanism through which sports can demonstrate their commitment to child safeguarding and member protection to the public
- address each sport's needs through action plans that are at once overarching and specifically tailored

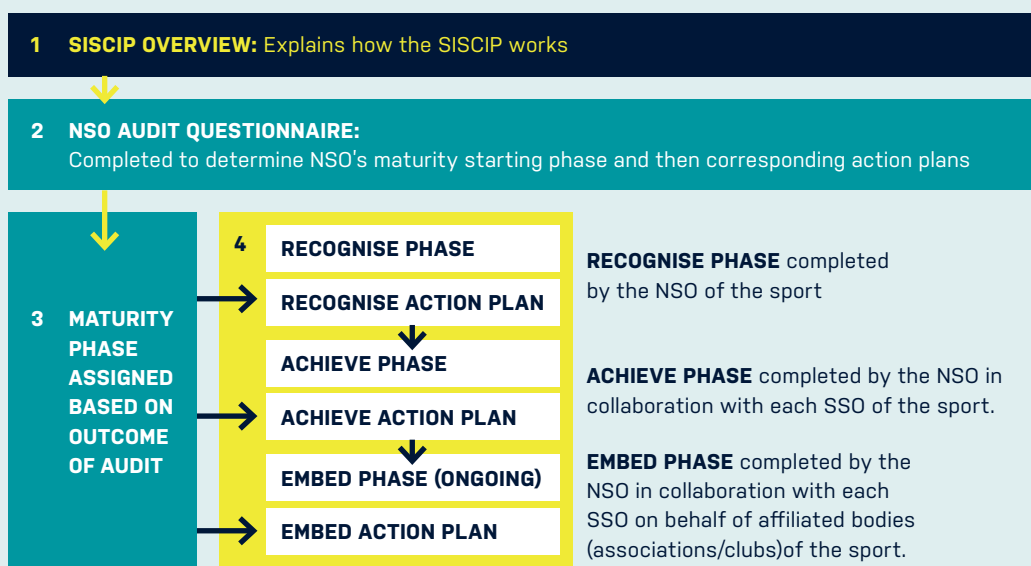


*National Integrity Framework social media post used in promoting the scheme to sports.*

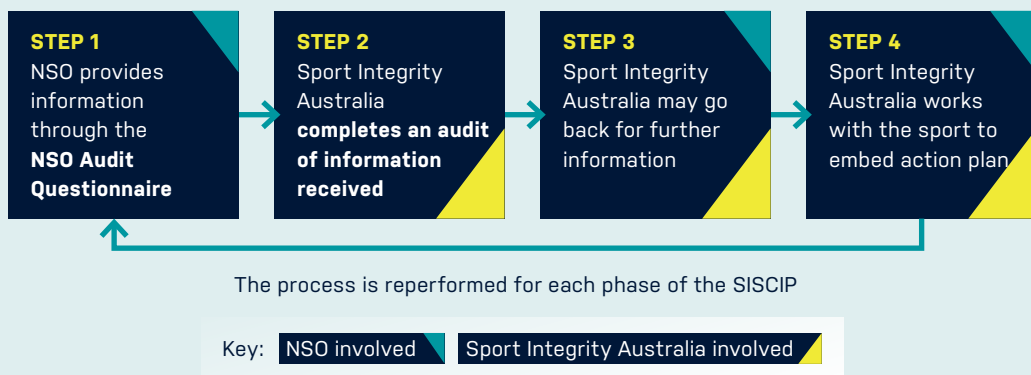


- assist sporting organisations to meet emerging and existing legislative and regulatory requirements, such as state-based Child Safe Standards
- promote a nationally consistent approach that accords with the National Principles for Child Safe Organisations
- identify high-risk areas, implementing strategies to both minimise and manage these with support and guidance
- hold sports to account to continuously progress their child safeguarding and member protection practices
- provide the leaders and governing bodies of sport with an independent perspective, offering oversight of their safeguarding plans.

**Figure 3: Safeguarding in Sport CIP overview**



**Figure 4: NSO Audit Questionnaire Process**



# COVID-19

Like all workplaces, we have had a disrupted year due to the pandemic. The Australian Sports Anti-Doping Authority, and now Sport Integrity Australia, had a well-developed business continuity plan coupled with state-of-the-art IT infrastructure that allowed us to continue services to sport with little disruption. We prioritised the establishment of a COVID-19 team in the early stages of the pandemic and have continued to monitor developments and provide regular updates to staff.

The COVID-19 team is responsible for:

- maintaining a COVID-19-safe workplace
- overseeing staff communication
- reporting to the Sport Integrity Australia executive on changes to travel arrangements, emerging cases and issues regarding organisational operations (such as the undertaking of testing missions and investigations)
- meeting Australian Public Service Commission reporting requirements
- maintaining records on staff travel.

Staff welfare has been the primary consideration in all operating decisions throughout the pandemic, with flexible working arrangements put in place and staff kept well informed of services available to them should they need assistance.



# RECONCILIATION ACTION PLAN

Sport Integrity Australia demonstrated its commitment to reconciliation with the formation of a Reconciliation Action Plan (RAP) Working Group to develop a 'Reflect' RAP.

Working closely with sporting communities from juniors to the elite level, Sport Integrity Australia is in a position to contribute to reconciliation outcomes through respectful engagement with Aboriginal and Torres Strait Islander peoples in the context of sport, a shared passion that unites communities.

Initial goals of the RAP Working Group include greater representation of First Nations Peoples within our workforce; increasing cultural knowledge and understanding of all staff to provide a welcoming and safe working environment for First Nations employees; and engaging with advisers from the local community to ensure culturally sensitive practices in how we work and the policies we create and put into effect.

Activities in our first year as an agency have included:

- celebration of National Reconciliation Week with a talk from Abby Cubillo, professional basketball player with the Capitals in the Womens National Basketball League. Of the Larrakia people of the Darwin region, Abby gave a powerful talk on what Reconciliation Day means to her
- a week of lunchtime screenings from the Reconciliation Film Club which gave staff a multi-dimensional view of culture and history
- a staff questionnaire asking about current knowledge, ideas for contributing to reconciliation and how the RAP can help change the workplace
- cultural training for members of the RAP Working Group
- planning for NAIDOC Week activities.



*Chief Operating Officer, Bill Turner with Reconciliation Week special guest Abby Cubillo from the Canberra Capitals (WNBL) on 27 May 2021*

# FIELD STAFF, THE 'FIRST FACE' OF THE AGENCY

## Doping Control Officer Profile – Paul Comino

Growing up in rural New South Wales, I became interested in sport and was a member of the local boys' club which was run by the local Aboriginal Elder Uncle Don. Uncle Don was a great teacher, mentor and coach and I learned how to box, swim, lift weights and play rugby league. I was not great at any of these sports but I enjoyed the camaraderie. I remember every Saturday morning Uncle Don pulling up in his station wagon with a load of boys and heading off for our weekly match.

After I finished school, I joined the NSW Police Force and initially worked in General Duties and Highway Patrol. Eventually I moved into the Crash Investigation Unit which investigates serious and fatal motor vehicle collisions. After some years I moved up to be team leader of the Unit. After finishing my operational policing career, I worked as a lecturer at the NSW Police Force Academy for 6 years and one of my main roles was being the Aboriginal Policing student mentor. In this role I assisted many Aboriginal men and women in their quest to become sworn operational police officers in New South Wales. This was a highlight of my career and I received a NSW Premier's commendation for my services to the community.



*Paul Comino before joining the agency – working for NSW Police Force*

After retiring early, I moved with my family to the Gold Coast, partly to be closer to other extended family members in Brisbane and also for the fact that it's a great place to live.

After a while I applied for the role of chaperone with the Australian Sports Anti-Doping Authority (ASADA) and was successful in my application. I enjoyed the work and found it very satisfying. About 2 years after starting, a position became available for a doping control officer (DCO) on the Gold Coast. I applied and was fortunate to gain the position. I applied for the role because I felt it suited my vocational abilities and capabilities.

What I like about the role is that you get to follow a mission from start to finish and are responsible for organising the operational aspects. I enjoy working with my colleagues and meeting the sports people who for the most part are wonderful and very appreciative of our role in ensuring sport is clean and fair.

My greatest challenge in the DCO role was probably just after I finished my training when the COVID-19 Pandemic hit. For some time, it was frustrating not being able to work, then when things opened up again, I was extremely busy on the Gold Coast. As I was new it was a steep learning curve, but I acquired confidence quickly and survived and prospered.

My proudest moment is working with my colleagues in the pre-Olympic camps which were numerous here in Queensland. We were able to complete many large missions with hundreds of samples taken from our Olympic team. It is an honour to complete these tasks and to meet many of our Olympic team who are wonderful ambassadors for our great country Australia.

My favourite moment is probably the last mission I completed at the Cairns pre-Olympic camp. We had a small team of myself and 5 chaperones to obtain samples from several Olympic athletes. This was achieved in one night by great team work and good preparation.

One of the things which makes me so proud is seeing our Indigenous athletes performing so well across all sports.

Finally, let me say that our work in Sport Integrity Australia is a team effort; I know my role in this team and understand the role of others who work around me.



*Queensland field staff working at a pre-Olympic camp. (L-R): Vicki Manly, Helen Stanton, Paul Comino, Heather Kemp and Alex Erwin*

# FORENSIC DRUG WORKSHOP

In May 2021, Sport Integrity Australia's science team attended and contributed to a Performance and Image Enhancing Drug Workshop. This was run by the Australia New Zealand Policing Advisory Agency National Institute of Forensic Science (ANZPAA NIFS) Drug Specialist Advisory Group (Drug SAG). Performance and Image Enhancing Drugs (PIEDs) were identified by the Drug SAG as a topic where knowledge and capability sharing would be valuable to address the increasing prevalence of seizures for analysis.

The workshop brought together many partners, including:

- Sport Integrity Australia
- National Measurement Institute
- state, territory, Commonwealth and New Zealand forensic drug analysis laboratories
- the Therapeutic Goods Administration
- racing laboratories
- other relevant experts.

Sport Integrity Australia played an active role in content development and were key presenters. Presentations from Sport Integrity Australia scientists addressed an overview of anti-doping, the World Anti-Doping Code Prohibited List and the properties and uses of various categories of PIEDs.

The workshop provided us with insight into the type of PIEDs being encountered by law enforcement. In addition to serving as an opportunity to strengthen our networks, the workshop gave us a greater understanding of the analysis of PIEDs from the perspective of the different stakeholders involved.

An important outcome is that Sport Integrity Australia has been accepted as an observer of the ANZPAA NIFS Drug SAG. This represents an important step in building stronger collaboration with these key partners and facilitating other-agency engagement with law enforcement.

# ‘OUR CULTURE’ PROJECT

Our *2020–2024 Corporate Plan* recognises Sport Integrity Australia's commitment to reflecting diversity in our workforce by building an inclusive culture. We will support our staff to feel included and enhance culture through improved work-life balance – recognising the challenges that the pandemic has brought and the need to prioritise staff welfare.

As a new agency, Sport Integrity Australia has begun a journey to define its culture. The merging of functions from 3 agencies through a Machinery of Government change means disparate cultural elements: some positive and some that require a new direction.

As a starting point, outcomes from the last Australian Public Service Employee Census were presented to staff. Next a survey was undertaken to gauge current sentiment, while workshops focused on how we would like the culture to evolve. Three culture leads from the originating agencies – Australian Sports Anti-Doping Authority, National Integrity of Sport Unit and Sport Australia – are now working to communicate key messages and engage employees in advancing goals.

Assisting us in developing a cultural blueprint is The Wellbeing Science Institute. Thanks to their expertise and guidance, a blueprint is emerging that will:

- integrate strategic processes, organisational infrastructure and people processes
- produce aligned and consistent, values-based decisions and behaviours at all work levels, with high levels of trust within the agency
- foster employee productivity, innovation and engagement
- hold a clear value proposition for employees, stakeholders and partners
- create a roadmap for sustainable organisational growth and performance
- deliver a best-practice model for the agency.



Feedback from staff on the journey to date is that they are grateful for the opportunity to speak about how they feel and to put forward ideas for an ideal workplace culture. It is still early days but there is clear excitement about what's to come.







CHAPTER 4  
KEY PROJECTS

Sport Integrity Australia's *2020–21 Corporate Plan* outlined the following key projects as priorities for the agency during the reporting period.

## ORGANISATION CULTURE AND DIVERSITY

**REFER TO** the culture-focused content in '*Our culture*' project on page 39

## THE GOVERNMENT RESPONSE TO THE WOOD REVIEW

In undertaking its role and functions, Sport Integrity Australia will develop and implement sports integrity reform initiatives as outlined in the Government Response to the Wood Review, including:

### The Australian Sports Wagering Scheme (ASWS)

The intent of the ASWS is to streamline current sports wagering regulation to provide clarity, transparency and consistency across Commonwealth, state and territory jurisdictions. It is, furthermore, to ensure sports wagering occurs within a regulatory framework, protecting the integrity of sport and ensuring Australian sporting competitions are more resistant to evolving manipulation tactics.

The Minister for Sport has granted a deferral of the presentation of a proposed model until Budget 2022–23.

We have continued to work with state and territory liquor and gaming regulators, policy makers and industry to develop the ASWS operating principles and work towards an operating model in line with the 2022 budget processes.

Key elements of the ASWS involve an approach to national consistency in:

- sports controlling bodies and the related product fee and integrity agreements
- wagering contingencies
- wagering data and suspicious activity alert handling.

## Commonwealth match-fixing offences

The intent of Commonwealth match-fixing offences is to make it an offence to intentionally corrupt or manipulate a sporting competition taking place in Australia (wherever the location of the perpetrator), and for Australians to corrupt or manipulate a sporting competition internationally in cases where Australia is represented as a nation.

It is not the intention that the investigation and prosecution of all match-fixing and related corruption in sport be elevated to the Commonwealth level. Rather, the Commonwealth offence framework is designed to fill gaps where they exist across and between jurisdictions, and to enable the transnational enforcement of relevant offences. It is also designed to allow sports to deal with behaviours that should not amount to a crime.

Drafting of the proposed amendments to the [Criminal Code Act 1995](#) (Cth) is progressing with relevant agencies including the Commonwealth Director of Public Prosecutions, the Australian Criminal Intelligence Commission, Australian Federal Police and other stakeholders. These reviews have provided valuable context and enhanced the broader understanding across government of the complex nature of sports corruption.

As these processes are completed, permission will be sought from the Prime Minister, through the appropriate channels, to progress to exposure draft as soon as practical.

## Ratification of the Council of Europe's Convention Against the Manipulation of Sports Competitions (Macolin Convention)

The purpose of the Macolin Convention is to prevent, detect, punish and discipline the manipulation of sports competitions. It is also to enhance cooperation and the exchange of information between the public authorities concerned, national and international, and sporting organisations and sports betting operators. On 1 February 2019, the Australian Government formally signed the convention and we continue with the process to ratify the convention.

We are currently assisting agencies in determining Australia's ability to comply with the obligations of all articles and intents of the convention, including making an analysis of the important role that state and territory regulatory regimes play in satisfying obligations related to sports wagering. This includes consultation with Commonwealth Government agencies such as the Office for International Law in the Department of Foreign Affairs and Trade, and the Australian Government Solicitor.

As wagering is regulated by a combination of Commonwealth and state and territory governments, the consultation has required a detailed assessment of relevant legislative instruments to ensure that current approaches are compliant, or to identify elements that have the potential to be dealt with by new legislation.

## NATIONAL INTEGRITY FRAMEWORK

The National Integrity Framework was developed to provide a streamlined suite of policies that sets out the broad expectations for the conduct of all participants to address the integrity risks under our remit, including:

- competition manipulation and sport wagering
- member protection
- child safeguarding
- improper use of drugs and medicine
- complaints, disputes and discipline.

The National Integrity Framework was developed in consultation with cross-jurisdictional and sport industry stakeholders, including representatives from the Committee of Australian Sport and Recreation Officials, Community Sport Australia, the Australian Olympic Committee, Commonwealth Games Australia, Paralympics Australia, the Commonwealth Ombudsman, the Australian Human Rights Commission, national and state sporting organisations, Sport Australia and the National Sports Tribunal.



**SEE ALSO:** *Safeguarding Continuous Improvement Program* on page 32

## INDEPENDENT COMPLAINTS HANDLING MODEL

The Independent Complaints Handling Model (ICHM), implemented through the National Integrity Framework's (NIF) Complaints, Disputes and Discipline Policy (CDDP), is operational. National sporting organisations (NSOs) adopting the NIF and the CDDP will now have access to our independent and transparent process. We will provide the necessary resources and expertise to carry out the process for NSOs, from the initial assessment of complaints to investigating and determining sanctions.

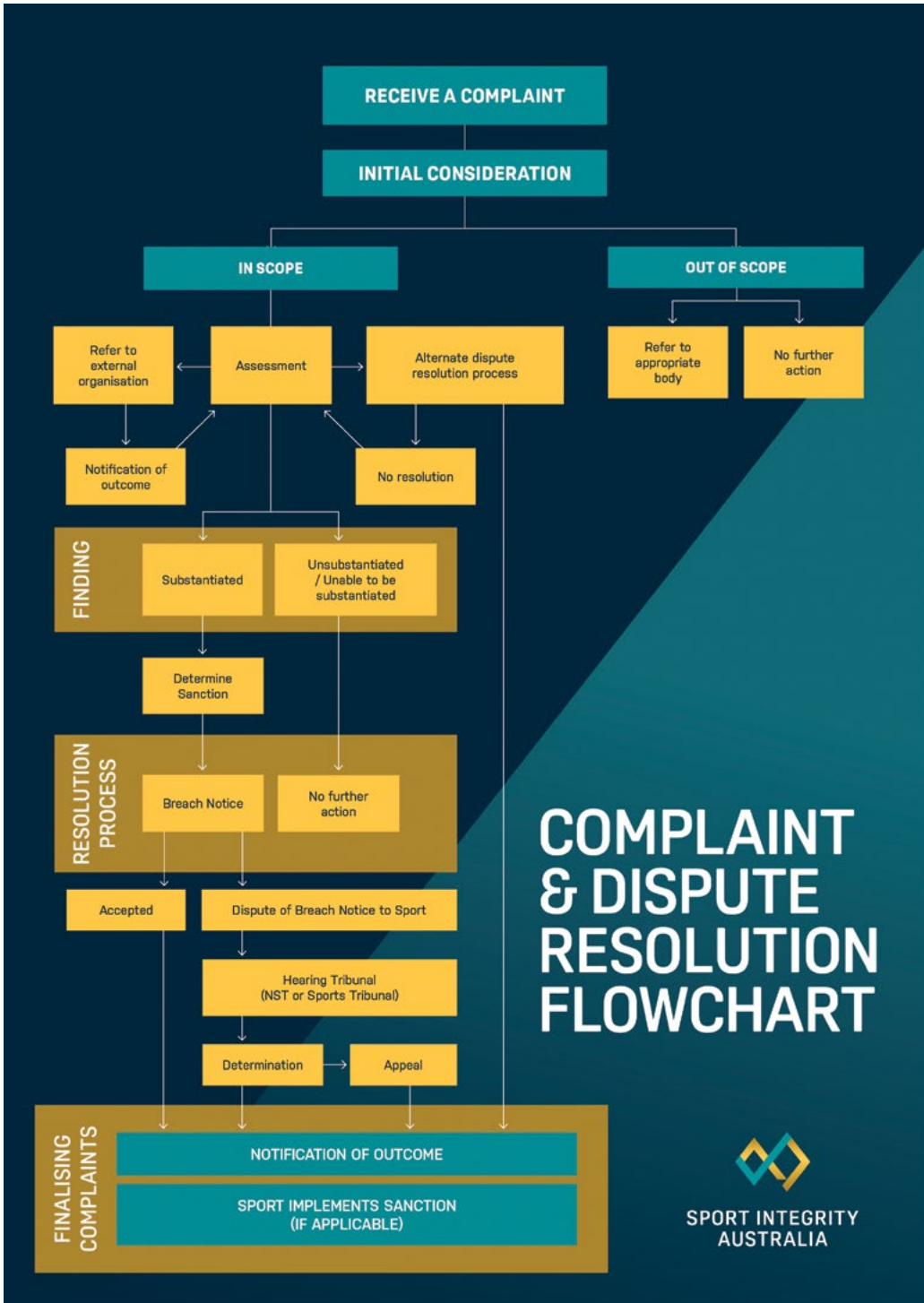


Figure 5: Complaint and dispute resolution flowchart

# EDUCATION

Education is critical to protecting sport from integrity threats. Through education, the agency:

- ensures athletes and support personnel are aware of their rights and responsibilities when it comes to safe and fair sport
- empowers the sporting community to speak up and report concerns
- instils positive behaviours in sport by providing tools, resources and information to enable the sporting community to be compliant with integrity rules
- prevents poor behaviour by building strong sporting cultures which value integrity.



In 2020–21, we delivered education to more than **75,000** members of the Australian sporting community through online education, face-to-face sessions, outreach events and interactive education tools like virtual reality and mobile apps.

These education experiences continue to be highly regarded by athletes and support personnel alike. In particular:

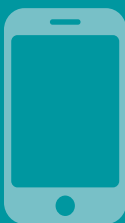


**99%** of attendees at our face-to-face education sessions

reported that they felt more informed about integrity threats after the session. In addition, our presenting team (comprised of current or former elite Australian athletes) are consistently rated higher than **9 out of 10** after each session.



**90%** of users who completed the 2021 Annual Update survey agreed they learned new things about integrity matters, and **91%** of users were satisfied with the course. Qualitative feedback showed that users genuinely value the course, with comments such as: *'Overall, this is one of the best update courses I take as part of my professional coaching requirements'*. For users of the flagship anti-doping course 'Anti-Doping Fundamentals', **95%** of people surveyed said they learned new information by completing the course.



The mobile Sport Integrity app was downloaded by more than **14,000** people, bringing the total number of downloads to **49,405** since April 2018.

The app continues to be used consistently by the sporting community to reduce their risk of inadvertent doping, with more than



**44,000** supplement searches and



**24,000** medication checks in 2020–21.

As well as broadening its reach, the education program for 2020–21 focused on a number of key projects.

First and foremost was the integration of existing sport integrity courses from multiple platforms, and the rebranding of existing courses to reflect the establishment of the agency. This required content revisions and the rebranding of 11 existing online anti-doping and ethics courses. There was also the complete redevelopment of 15 courses, including those formerly hosted by Play by the Rules and the former National Integrity of Sport Unit, which needed to be integrated from other platforms. There is now one single destination for all online sport integrity education – a key recommendation of the Wood Review.

Additionally, we developed the first ever Sport Integrity Annual Update course, which incorporated content from the full range of integrity threats including doping, match-fixing, member protection and illicit drugs. Qualitative feedback from survey respondents showed the approach was well received. Comments included:

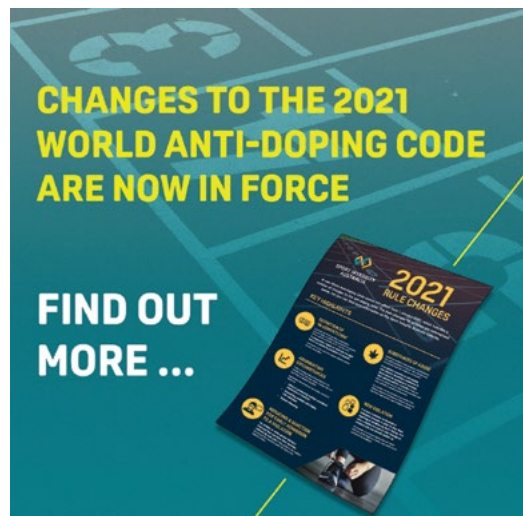
**'Great course. Really loved the athlete perspectives. Also think it is great that all of the major issues are dealt with under one organisation – makes life easier.'**

**'Enjoyed the new format covering not only the previous ASADA updates. The videos showing the personal connection to violations and ethics created a connection between the learner and the athlete.'**

With the implementation of the new [World Anti-Doping Code](#) on 1 January 2021, all anti-doping content across online, face-to-face and multimedia platforms needed to be reviewed and edited to reflect changes to the rules. The education team developed a number of resources to ensure members of the sporting community were aware of the changes, including hosting webinars and the development of flyers written in plain English.

Another key priority for 2020–21 was our continued work in partnering with sports to design and develop education programs. Among the achievements here were agency-endorsed education plans with 45 sports, a Tokyo Olympic and Paralympic team education program approved and supported by both the Australian Olympic Committee and Paralympics Australia, and the provision of 3 outreach events at major sporting events during a year where COVID-19 prevented many events from taking place.

With the integration of existing sport integrity education into a single platform complete, the education program for 2021–22 can now focus on entirely new education interventions to help sports implement the National Integrity Framework.



## SAFEGUARDING

All sporting organisations have an obligation to promote the welfare of their participants and protect them from harm. Where our agency is concerned, we are committed to working with national sporting organisations to develop policies and practices that embed a safeguarding culture at all levels of sport.

The Member Protection Policy seeks to ensure that everyone involved in sport is treated with respect and dignity, and is protected from discrimination, harassment, bullying and abuse. It works towards everyone involved in sport being aware of their rights and responsibilities, legal and ethical, as well as the standards of behaviour expected of them.

The Child Safeguarding Policy likewise seeks to create and maintain a safe culture in sport, and is aimed towards children. A proactive and preventative approach, it empowers people to uphold the safety and wellbeing of all children who participate in sport. Both the Member Protection Policy and the Child Safeguarding Policy form part of our recently released National Integrity Framework.

To better assist national sporting organisations to operationalise the above policies, we are developing the *Safeguarding Continuous Improvement Program* (see page 32).

## LEADERSHIP IN SPORTS INTEGRITY AND INFORMATION SHARING

The value of the intelligence function is evident in informing decision-making at the executive and operational levels, and in partnership with our key stakeholders.

Internally, this is achieved through the sharing of information, analysed and made contextually relevant, across all branches within the agency. In producing timely and actionable assessments, our Intelligence:

- informs and influences strategic planning and operational priorities
- provides advice to the executive on operational issues of high complexity and/or sensitivity
- informs anti-doping testing programs
- provides insights and analytical support to investigations, legal matters and the handling of integrity-related complaints
- identifies education and engagement opportunities, so as to inform priorities and planning
- contributes towards a greater understanding of the wider threat environment, so as to inform sport integrity policy-making.

Externally, the intelligence team works with key partners such as the Australian Criminal Intelligence Commission (ACIC), the Australian Federal Police, the Therapeutic Goods Administration, the Australian Transaction Reports and Analysis Centre (AUSTRAC), the Department of Home Affairs (including the Australian Border Force) and all state and territory police jurisdictions to ensure we understand and can respond together to the ever-changing landscape of integrity threats to sport.





*ACIC's Michael Phelan and Sport Integrity Australia's David Sharpe signing the Memorandum of Understanding on 1 July 2020*

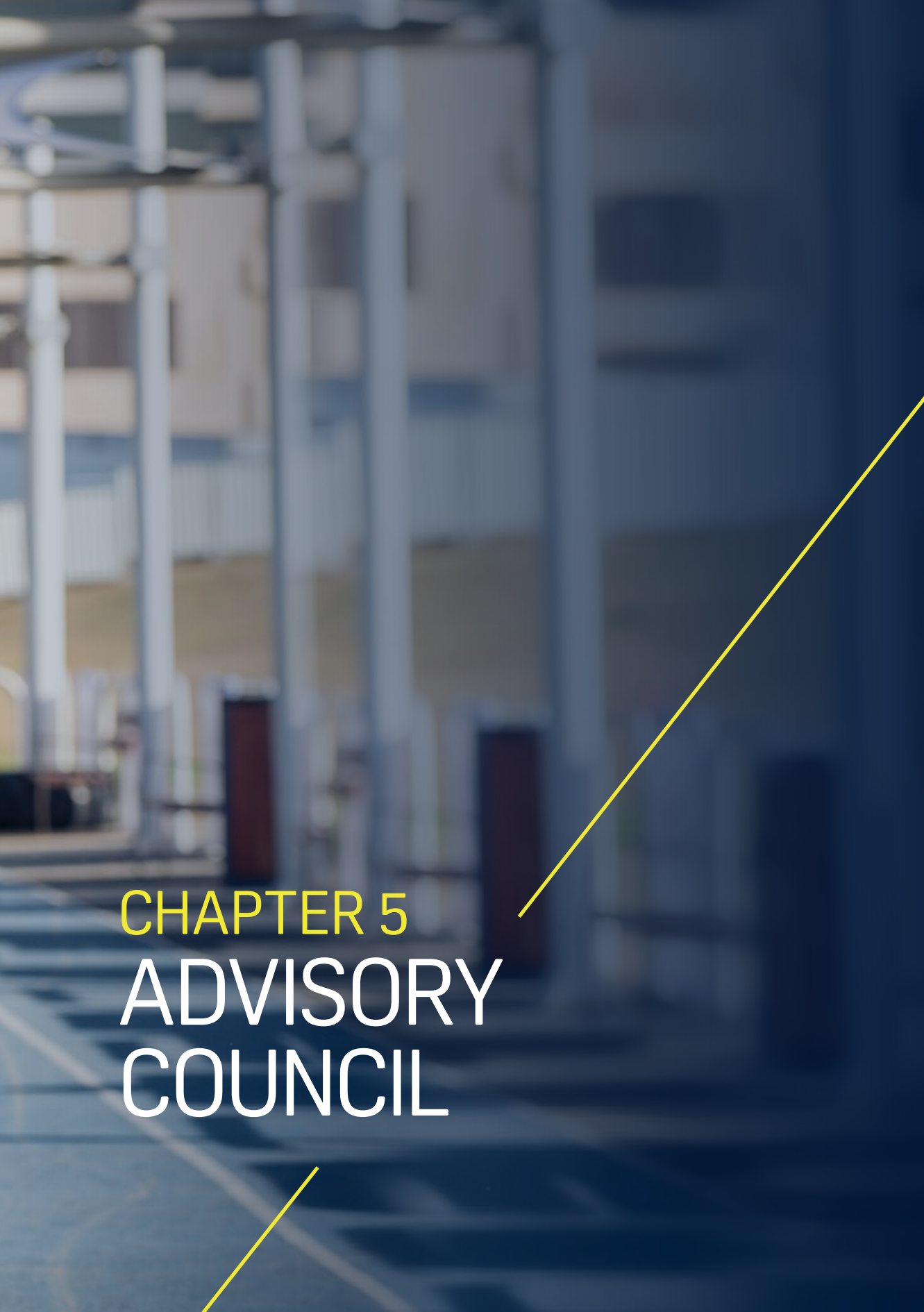
**SEE ALSO:** 1.1. *Output and evaluation of information sharing agreements (i.e., Memoranda of Understanding, from the perspective of sharing intelligence)* on page 68  
1.2. *Output and evaluation of shared intelligence products* on page 69  
2.4. *Attendance and evaluation of Leadership in Sport conferences* on page 79

## DIGITAL TRANSFORMATION

We continue to enhance our digital capability after the successful implementation of a PROTECTED Microsoft 365 environment that includes advanced collaborative tools. These tools allowed us to keep operating during the Canberra bushfires and COVID-19 by supporting a 100% remote-working outcome. We operate a highly secure environment that shields against the constantly developing and emerging cyber threats that are being seen globally.

The next phase will build on the installed technology, enhancing usability and protection against ongoing threats via end-to-end information and communications technology (ICT) support of the National Integrity Framework and complaints handling system. Also important will be the establishment of a government 'Cyber Hub', which will further expand our ability to prepare, plan and respond to ongoing cyber threats.





CHAPTER 5  
ADVISORY  
COUNCIL

## AT A GLANCE

Appointed by the Minister for Sport, the inaugural Sport Integrity Australia Advisory Council was established in December 2020 and met for the first time in April 2021.

The Advisory Council consists of a Chair and members with a wealth of expertise across a cross section of sport, governance, government administration, law enforcement and child protection.



*The Sport Integrity Australia Advisory Council met for the first time in April 2021. (L-R): Lynne Anderson, Ken Moroney AO APM, Megan Mitchell, Margot Foster AM, Sarah Kenny (Chair), James Sutherland and Scott Draper. (Absent: Peter Conran AM and Jason Marocchi)*

## OVERVIEW

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

# FUNCTIONS

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

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

The advice:

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

# CHAIR

- Ms Sarah Kenny

# MEMBERS

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

# MEETINGS

## MEETINGS OF THE ADVISORY COUNCIL

POSITION	NAME	APPOINTMENT ENDS	MEETINGS ATTENDED
Chair	Ms Sarah Kenny	18 December 2022	2
Member	Ms Lynne Anderson	18 December 2022	2
Member	Ms Margot Foster AM	18 December 2022	2
Member	Ms Megan Mitchell	18 December 2022	2
Member	Mr James Sutherland	18 December 2022	2
Member	Mr Peter Conran AM	18 December 2022	2
Member	Mr Scott Draper	18 December 2022	2
Member	Mr Ken Moroney AO APM	18 December 2022	2
Member	Mr Jason Marocchi	18 December 2022	2





CHAPTER 6

AUSTRALIAN  
SPORTS DRUG  
MEDICAL ADVISORY  
COMMITTEE

## OVERVIEW

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

## FUNCTIONS

Part 3 of the [Sport Integrity Australia Regulations 2020](#) and Part 5 of the National Anti-Doping scheme (Schedule 1 to the Sport Integrity Regulations) sets out ASDMAC's functions.

The committee performs those functions in accordance with the [World Anti-Doping Code](#), the [International Standard for Therapeutic Use Exemptions](#) and the Act.

## ENHANCING ANTI-DOPING EDUCATION FOR MEDICAL PERSONNEL

The appointment of an in-house medical adviser, a secondment arrangement of a sport and exercise physician from the Australian Sports Drug Medical Advisory Committee (ASDMAC), was a recommendation from the Wood Review and enacted in March 2019.

This in-house medical expertise allows us to enhance our educational brief to specifically target clinicians working with athletes. The opportunity to engage clinician-to-clinician has resulted in the identification of knowledge needs and the development of specific resources, with the aim of improving clinicians' anti-doping and integrity-in-sport knowledge. Our education team and medical adviser have worked together to provide education specific to various professions: sport and exercise physicians, physiotherapists, sports dietitians, sports psychiatrists, strength and conditioning coaches and sports scientists.

In the last 12 months, we have revised our medical practitioner online education course to be a more focused and streamlined resource. Taking a case-based learning approach, the course includes frequently asked questions directed to the ASDMAC and its secretariat. Open to medical practitioners who work or have an interest in sport, it is a component of compulsory Continuing Professional Development (CPD) for members of the Australasian College of Sport and Exercise Physicians. In the first 6 months of the year, 100 doctors completed it and there has been very positive feedback about its targeted nature.

We have also developed an online, recorded presentation coaching practitioners through the steps to consider before prescribing medicines and supplements. The resource offers a much-needed framework for the assessment of regulation and anti-doping risk. Collaborating with the education team, we have additionally produced a complementary summary document, providing information that has been welcomed across the clinical disciplines, especially by sports doctors and dietitians.

The medical adviser's appointment has facilitated participation in other projects too, such as collaborations with the Australian Institute of Sport (AIS). One project requested by sport, involves quantifying the anti-doping risk of protein-fortified products. Another consists of



joint presentations addressing the complexities of supplements, including assessment of their efficacy, regulation and anti-doping risk and combining the expertise of our medical adviser with that from different disciplines at the AIS. This presentation received excellent feedback from the Research to Practice 2021 conference hosted virtually by Exercise and Sports Science Australia (ESSA), and will be presented to sports doctors, physiotherapists and other clinicians at Sports Medicine Australia in Melbourne in October.

## ASDMAC MEMBERS

### CHAIR

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

### MEMBERS

- Associate Professor Carolyn Broderick MBBS (Hons), FACSEP, PhD
- Dr David Humphries MB BS (Hons), FACSEP, FFSEM (UK)
- Dr Andrew Potter MBBS, DRCOG, FACSEP, FASMF
- Dr Anik Shawdon MBBS, FACSEP, Diploma Sports Medicine (London)
- Dr Larissa Trease BMedSci (Hons), MBBS (Hons), FACSEP
- Dr Mark Young MBBS, FACSEP, DRCOG

## ORDER OF AUSTRALIA MEDAL FOR DR KENNETH FITCH



*Dr Kenneth Fitch OAM*

Dr Kenneth Fitch, who served as the Deputy Chair of the Australian Sports Drug Agency advisory board and the inaugural Chair of ASDMAC, was awarded an Order of Australia for distinguished service to sports medicine at the national and international level through a range of roles, and to medical education. Dr Fitch has been instrumental to the development of anti-doping in Australia and abroad.

## ASDMAC REVIEW PANEL

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

### MEMBERS

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

## MEETINGS

In addition to the 4 face-to-face meetings in the financial year, ASDMAC holds weekly electronic meetings to assess any TUE applications received.

### MEETINGS OF ASDMAC MEMBERS

POSITION	NAME	APPOINTMENT ENDS	MEETINGS ATTENDED
Chair	Dr Susan White	24 March 2022	4
Member	Associate Professor Carolyn Broderick	26 July 2021	4
Member	Dr David Humphries	8 September 2022	4
Member	Dr Andrew Potter	26 July 2021	4
Member	Dr Anik Shawdon	24 March 2022	4
Member	Dr Larissa Trease	26 July 2021	4
Member	Dr Mark Young	24 March 2022	4

### MEETINGS OF ASDMAC REVIEW PANEL MEMBERS

POSITION	NAME	APPOINTMENT ENDS	MEETINGS ATTENDED
Member	Dr Grace Bryant OAM	30 July 2021	1
Member	Dr Kylie Shaw	26 July 2020	1
Member	Dr Geoffrey Thompson	24 March 2022	1

# RESOURCES

ASDMAC is funded from Sport Integrity Australia appropriation.

## ASDMAC EXPENSES 2020–21

ASDMAC EXPENSES	(\$) 000'S
Members' and professional fees	229
Meetings and conferences	10
Administration and communication	110
<b>TOTAL</b>	<b>349.31</b>

# THERAPEUTIC USE EXEMPTION APPLICATIONS

## THERAPEUTIC USE EXEMPTION APPLICATIONS

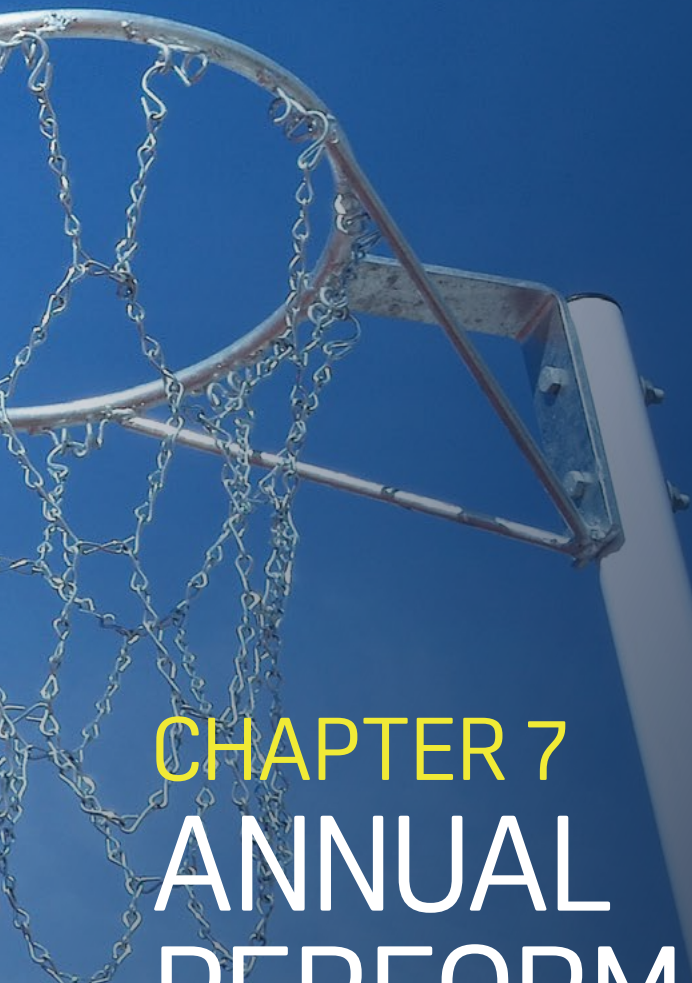
TUE APPLICATIONS	2017–18	2018–19	2019–20	2020–21
Approved	169	145	117	114
Closed	30	26	24	8
Pending	7	6	4	5
Rejected	2	1	3	2
Approval not required	43	33	34	23
Planned retroactive	39	35	43	46
<b>TOTAL</b>	<b>290</b>	<b>246</b>	<b>225</b>	<b>198</b>

# THERAPEUTIC USE EXEMPTION REVIEWS BY THE ASDMAC REVIEW PANEL

## TUE REVIEWS

	2020–2021
ASDMAC decision upheld	0
ASDMAC decision overturned	0
<b>TOTAL TUE APPEALS</b>	<b>0</b>





CHAPTER 7  
ANNUAL  
PERFORMANCE  
STATEMENT



## STATEMENT BY THE CHIEF EXECUTIVE OFFICER

As the accountable authority of Sport Integrity Australia, I present the 2020–21 annual performance statement of the agency, as required under paragraph 39(1)(a) and (b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, the 2020–21 annual performance statement is based on properly maintained records, accurately presents the performance of Sport Integrity Australia and complies with subsection 39(2) of the PGPA Act.



**David Sharpe APM OAM**  
Chief Executive Officer

## Our Purpose

The 2020–21 annual performance statement outlines our agency's performance against the Outcome, Program Objective and Performance Criteria published in the [Department of Health 2020–21 Portfolio Budget Statements](#) and the performance measures in our [2020–24 Corporate Plan](#).

Our performance results show our achievements against our Purpose:

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

## Establishment of Sport Integrity Australia

The Review of Australia's Sports Integrity Arrangements<sup>1</sup> (Wood Review) found the vulnerability of Australian sport to future corruption is exacerbated by the lack of a clear and national regulatory, law enforcement, policy and program delivery response across the sports integrity threat continuum.

The Australian Government established Sport Integrity Australia on 1 July 2020 to amalgamate and develop existing sports integrity capabilities, knowledge and expertise, and to coordinate all elements of a sports integrity threat response nationally, including prevention, monitoring and detection, investigation and enforcement. The agency provides a single point of contact for athletes, sporting organisations, law enforcement bodies and other stakeholders for matters relating to sports integrity.

<sup>1</sup> The Wood Review was commissioned by the Australian Government in August 2017 and was conducted by an independent expert panel. The Report of the Review was presented to the Government in March 2018 and addressed key domestic and international threats to the integrity of sport through 52 recommendations. The Government Response to the Wood Review was released on 12 February 2019.

# Reporting alignment



Figure 6: Reporting alignment

## PERFORMANCE OVERVIEW

Sport Integrity Australia created our first performance reporting framework around a mutually supportive operating cycle of:

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

We used 5 performance measures to enable flexibility in appraising our sports integrity activities against our Purpose. While there were no performance measure targets for 2020–21, by design, our performance reporting revolves around a mix of qualitative and quantitative data drawn from reliable and verifiable sources and methodologies.

We prioritised a balanced assessment of performance drawn from activities identified as being relevant for each measure. Our consideration to report an activity included whether there was enough data to report on performance. The performance stories contained within are a sample of our activities throughout the year.

While we do not have any performance measure targets, we have 'met'<sup>2</sup> all 5 performance measures.

Number	Strategic objective	Measure	Result
1	Adapt to our environment	Evidence of Sport Integrity Australia sharing useful insights with partners	Met
2	Strengthen our environment	Evidence of productive partnerships and contributions to interagency fora and committees	Met
3		Evidence of stakeholders using Sport Integrity Australia resources	Met
4		Evidence of Sport Integrity Australia's activities to influence positive behavioural change across the sporting community	Met
5	Address threats to our environment	Evidence of Sport Integrity Australia's activities and coordination efforts to address sport integrity threats	Met

2 Met – the Deputy CEOs collectively determined a performance measure where the evidence supporting that determination was sufficient both in terms of quality (the evidence was appropriate to the performance measure) and quantity (there was sufficient evidence in terms of impact to support the determination).



# Analysis of overall performance

Sport Integrity Australia commenced on 1 July 2020 and faced the immediate challenges of consolidating the Commonwealth's integrity functions in one place, while maintaining services to sports and establishing our presence in the sporting landscape as something new and beneficial to our stakeholders. The performance results for 2020–21 indicate we have been successful in achieving our Purpose and creating strong awareness of who we are and why we are here.

Ninety-eight per cent of respondents to our first annual stakeholder survey indicated we have made a positive overall impact on Australia's sporting community. Pleasingly, while awareness of our work transferred from the Australian Sports Anti-Doping Authority, 70% or more of our stakeholders were aware of the 'new' functions around protection of sporting functions from manipulation (competition manipulation) and safeguarding (child protection and member protection).

It appears that a lack of awareness of our functions is not a barrier to reporting to us. While awareness of our roles in protecting from the manipulation of competitions and protecting children and others in a sporting environment from bullying, harassment and discrimination was in the low seventies, more than 80% of our sporting stakeholders would report information relating to those matters to us. Regardless of whether those stakeholders are fully aware of our functions, they have confidence in reporting to us. This is a great outcome because we are meeting the Wood Review vision of being a 'one-stop shop' for sports integrity matters.

Finally, we have the trust and confidence of our stakeholders, with 90% saying they have confidence in our ability to positively contribute to the integrity of sport in Australia and 93% indicating they trust us as a credible source of information.

We are still finding our feet. The first year has been one of both consolidating existing functions while reacting to emerging issues in the sporting landscape. The stakeholder survey indicates we rose to those challenges and will continue to do so. We have established a solid foundation for our important work of protecting sport together, now and into the future.

# ANNUAL STAKEHOLDER SURVEY

Sport Integrity Australia's 2020–21 stakeholder survey was contracted to an independent service provider, generating 1,769 responses from our broad stakeholder group including, but not limited to, athletes, support personnel, sporting organisation representatives, and non-sporting organisation representatives. These results will better inform our strategy development and how we do our key activities.

## AGENCY'S PURPOSE AND FUNCTIONS

**98%** of respondents said the agency had an overall positive impact on Australia's sporting community, with **56%** of those rating that impact as high

**81%** of respondents said the agency is successfully contributing towards achieving fair and honest sporting performances and outcomes

**79%** of respondents said the agency is successfully contributing towards promoting positive conduct by athletes, administrators, officials, supporters and other stakeholders, on and off the sporting arena

**77%** of respondents said the agency is successfully contributing towards achieving a safe, fair and inclusive sporting environment at all levels

**79%** of respondents said the agency is successfully contributing towards enhancing the reputation and standing of sporting contests and of sport overall

**93%** of respondents trust in the agency as a credible source of information on the integrity of sport

**90%** of respondents have confidence in the agency to positively contribute towards protecting the integrity of sport in Australia

**83%** of respondents said the agency is successful in coordinating a national approach to protecting the integrity of sport and the health and welfare of those who participate in sport in Australia

# RESULTS

## Strategic objective 1

### Adapt to our environment

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



### Performance measure 1

Strategic objective	Adapt to our environment
Measure	Evidence of Sport Integrity Australia sharing useful insights* with partners
Methodology	<p>* <i>Insights = All intelligence products, policy output</i></p> <p>Output and evaluation of information sharing agreements (that is, Memoranda of Understanding, from the perspective of sharing intelligence)</p> <p>Output and evaluation of shared intelligence products</p> <p>Output and evaluation of policy engagement</p> <p>Annual stakeholder survey</p>
Result	MET

### Summary

Sport Integrity Australia leverages the expertise of our staff, the access and integrity of our systems and the strength of our partnership network to derive and share greater insights into the sports integrity environment.

We harnessed our information-sharing partnerships with both government and industry stakeholders to bring a coordinated, holistic effort to address sports integrity threats. This included developing a close working relationship with other government agencies to enhance and extend our capability in detecting and identifying potential non-analytical anti-doping rule violations, such as trafficking or attempted trafficking of any prohibited substance or method by an athlete or other person.

We also worked closely with national sporting organisations (NSOs) to identify opportunities to educate sports members on their anti-doping compliance responsibilities. Specifically, we supported several NSOs to ensure their sanctioned athletes comply with their sanction conditions and that members are aware of their obligations to avoid prohibited associations. The sharing of information and insights with our partners is a critical part of our commitment to protecting sport together.

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

### 1.1. Output and evaluation of information sharing agreements

(i.e., Memoranda of Understanding, from the perspective of sharing intelligence)

The diagrams below provide an overview of our partnership framework, which is referred to throughout the annual performance statement.

Figure 7: Agency’s overall framework for partnerships

#### PARTNERSHIP AGREEMENT BY ENTITY TYPE

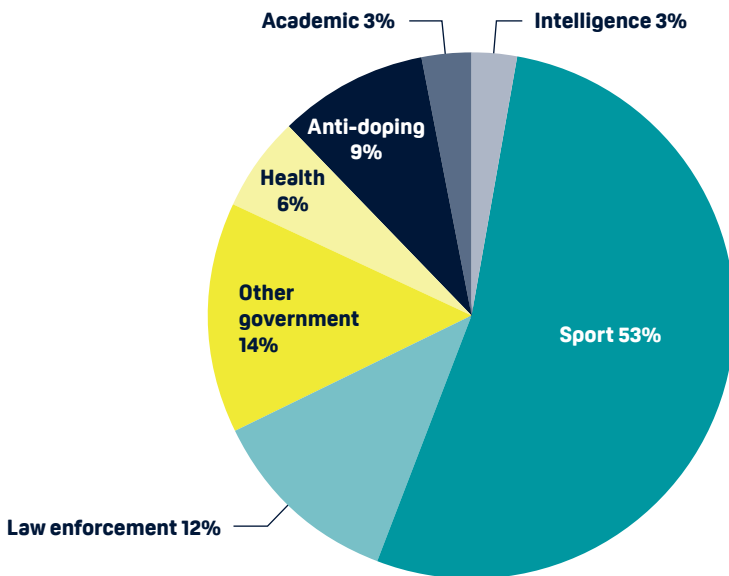
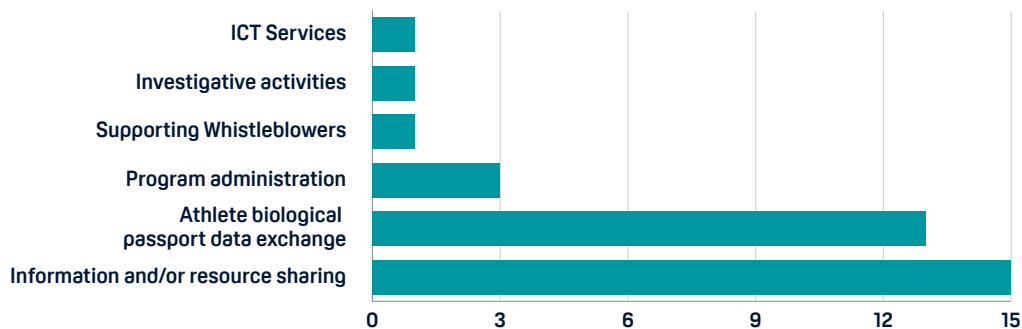


Figure 8: Nature of partnerships agreement



Sport Integrity Australia has intelligence-related Memoranda of Understanding arrangements in place with:

- Australian Criminal Intelligence Commission
- Australian Taxation Office
- Australian Electoral Commission

## Australian Criminal Intelligence Commission

We work with the Australian Criminal Intelligence Commission (ACIC) to deliver a collaborative and coordinated response to a broad range of existing and emerging domestic and global threats to sport in Australia.

We support the Sport Betting Integrity Unit (SBIU), which is housed within the ACIC and acts as a central hub to collect, analyse and disseminate betting-related information and intelligence. The SBIU, in turn, supports our work with a pipeline of strategic and tactical intelligence assessments, informing the threat picture of serious and organised crime threats to the environment and building a key understanding of the risks these entities pose to Australia's sport and wagering integrity.

For example, the SBIU's strategic assessment of criminal threats to, and regulatory vulnerabilities within, the Australian sports wagering industry informed our strategic policy work, including the development of the Australian Sports Wagering Scheme.

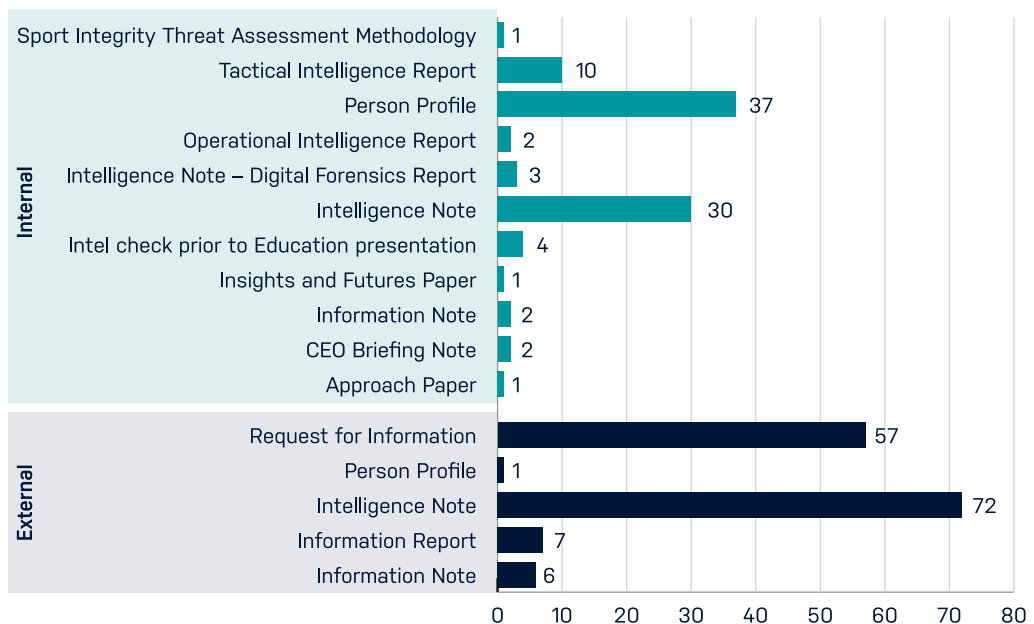
The partnership includes the secondment of an experienced ACIC staff member to assist with delivering Stage 2 of the Australian Government's response to the Wood Review.

### 1.2. Output and evaluation of shared intelligence products

There were 236 Intelligence Products disseminated in the 2020–21 financial year.

Figure 9: Intelligence products disseminated in 2020–21

#### TOTAL NUMBER OF INTELLIGENCE PRODUCTS DISSEMINATED IN 2020–21 FINANCIAL YEAR – BY STAKEHOLDER TYPE



### ***Breach of sanction by weightlifting athlete – our partnership with United Kingdom Anti-Doping (UKAD)***

UKAD is the national anti-doping organisation in the United Kingdom. Sport Integrity Australia's Intelligence section works closely with UKAD to share information on doping activities affecting our countries.

In December 2020, we received allegations about a sanctioned UK weightlifting athlete who continued to be coached and/or participate in sport, despite being sanctioned. This information was disseminated via an Intelligence Note to UKAD, as they are responsible for working with the relevant sport to ensure the athlete adheres to their sanction.

This allowed UKAD to consider further options for addressing the behaviour of this athlete – some of which may not have been known or immediately identified without direction from Sport Integrity Australia.

### ***Arrest and charge of individual following involvement in child abuse matter – our partnership with Western Australia Police (WAPOL)***

Sport Integrity Australia's Intelligence section regularly shares sport integrity threat information to Australian law enforcement agencies. This also includes the referral of matters outside of our remit, such as the investigation of child abuse.

In December 2020, we disseminated an Intelligence Note to WAPOL in relation to allegations of indecently dealing with children by a coach working at a gymnastics club.

The information allowed WAPOL to undertake further investigation into the person of interest, resulting in charges being laid against them.

## ***1.3. Output and evaluation of policy\* engagement***

*\* Policy = relates to the agency's work to develop whole-of-government positions and includes the Public Authority role fulfilled by the agency*

### ***Developing Commonwealth offences for the manipulation of sporting events***

We continue to engage with the Commonwealth Attorney General's Department and the Australian Government Solicitor on an amendment to the [Commonwealth Criminal Code Act 1995](#). This engagement aims to have specific offences relating to sport integrity threats drafted for parliamentary consideration. Drafting of specific offences to prosecute competition manipulation and other corrupting behaviours is underway.

Criminal offences of this type exist in most, but not all, states and territories of Australia. Contemporary examples of potential gaps in coverage have been discussed in various fora and improving the response was agreed to by the Australian Government in its response to the Wood Review. Advisory groups provided input and the relevant departments have been testing the draft legislation against a variety of scenarios to ensure a robust draft for consultation. We have been

providing expert policy advice and examples of the types of competition manipulation witnessed around the world and contemporary approaches to address such behaviour.

Competition manipulation is a growing global problem for sports to address and the appropriate criminalisation of the behaviours is a priority for many nations. The current Australian approach relies on legislation that is at various stages of maturity; providing Commonwealth legislation that allows for more complete and adaptable coverage is crucial to protecting Australian sport. For example, the maximum penalties are proposed to complement or exceed those in other legislation to reflect the complex and organised nature of sophisticated competition manipulation activity. Where necessary, the captured behaviour is proposed to apply extraterritorially.

This drafting work has provided valuable awareness to partner agencies of our capability and interest in providing the best possible protections for Australian sport. The global focus on the required response to sports integrity threats is increasing in profile, with interest in the sporting environment being the focus of discussions at the G20 Anti-Corruption Working Group and the United Nations General Assembly Special Session in June 2021. Engagement with this issue provides vital support for the Australian Government's compliance with several international obligations, including the Council of Europe's Convention on the Manipulation of Sports Competitions (Macolin Convention) and the United Nations Convention against Corruption.

## Strategic objective 2

### *Strengthen our environment*



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

## Performance measure 2

Strategic objective	Strengthen our environment
Measure	Evidence of <i>productive</i> partnerships and contributions to interagency fora and committees*
Methodology	<p>* <i>Committees = permanent panels or groups established through governance to have recognised members and authority. Includes WADA standing committees (for example, Finance and Administration; Health, Medical and Research; Education)</i></p> <p>Number of engagements with stakeholders</p> <p>Participation in domestic and international interagency meetings</p> <p>Evaluation of membership on domestic and international committees</p> <p>Attendance and evaluation of Leadership in Sport conferences</p> <p>Output and evaluation of bi-lateral arrangements</p> <p>Output and evaluation of joint interagency projects</p> <p>Output of Athlete Advisory Group meetings</p> <p>Annual stakeholder survey</p>
Result	MET

### Summary

Sport Integrity Australia's effectiveness is contingent on meaningful partnerships. We take a leadership role in interagency capacity building, collaboration and consultation, both nationally and abroad, via formal and informal engagements, fora, committees and working groups.

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

### 2.1. Number of engagements with stakeholders

We have engaged significantly with wide-ranging and varied domestic and international stakeholders throughout our first year. The engagements outlined through methodologies 2.2 to 2.7 provide examples of our engagements.



## ***2.2. Participation in domestic and international interagency meetings***

### ***Domestic interagency meetings***

We hosted, facilitated and attended a range of domestic interagency meetings during 2020–21. Examples of domestic partners include:

- Jurisdictional Sport Integrity Network (JSIN)
- Australian Federal Police
- Australian Criminal Intelligence Commission
- Commonwealth Senior Officers Fraud Forum
- Threat to Sports Integrity Conference
- Serious and Organised Crime Coordination Committee.

### ***The Jurisdictional Sports Integrity Network (JSIN)***

JSIN is a forum through which Commonwealth and state and territory governments collaborate on sports integrity issues including, but not limited to, competition manipulation, doping and illicit drug use. Through JSIN, we can collaborate with colleagues to develop sport integrity policies and guidelines for the use of jurisdictions on an as-required basis. JSIN, and the experts who make up its membership, have never been more important or valuable to sport integrity given the growing priority placed on the agency's role in safeguarding.

### ***International interagency meetings***

We attended and contributed to a range of international interagency meetings during 2020–21. Examples of international partners include:

- The OneVoice Public Authority Group
- Institute of National Anti-Doping Organisations (iNADO)
- International Partnership Against Corruption (IPACS)
- Global Learning and Development Framework meetings
- United States Anti-Doping Agency (USADA) Science Symposium
- United Nations Office on Drugs and Crime (UNODC).

### ***The OneVoice Public Authority Group***

We engage with other governments involved in World Anti-Doping Agency (WADA) management and governance through a forum known as OneVoice. The purpose of OneVoice is to build consensus among the governments represented on WADA's Foundation Board and Executive Committee.

Our involvement in the OneVoice group has resulted in several successfully nominated candidates from the Oceania region to key and influential positions within WADA working groups. In doing so, we can ensure our region is properly represented on issues relating to WADA governance.

### ***Institute of National Anti-Doping Organisations (iNADO)/National Anti-Doping Organisation (NADO) Leaders Forum***

We continue to be an active voice within the international anti-doping community. Throughout 2020–21, we maintained our engagement with iNADO – the international member body of National Anti-Doping Organisations. Australia was instrumental in initiating the work led by iNADO to create an international capability register. The register provides a valuable overview of where and how NADOs and Regional Anti-Doping Organisations use their resources. At the same time, it provides valuable information regarding the collective capabilities of our organisations. Our partnership with iNADO and the completion of the register have resulted in significant resources for all NADOs to enhance their capability, thus strengthening the global anti-doping framework.

Our CEO is a member of the National Anti-Doping Organisation Leaders Forum. This forum provides the opportunity for anti-doping leaders to discuss issues and provide support and advice to their communities. In 2020–21, we have used this forum to discuss and influence several topics. The NADO leaders' platform has provided Australia an opportunity to share our opinions on best-practice governance and influence the public commentary and debate around several key anti-doping issues.

### ***United States Anti-Doping Agency (USADA) Symposium***

The 19th Annual USADA Symposium on Anti-Doping Science was held virtually across 5 sessions in September and October 2020. The Symposium included discussion around anti-doping testing and sport event issues in the pandemic, the prohibited list, alternative testing methods and the impact of COVID-19 on laboratories. Six members of our Science and Medicine section attended and met with participants from USADA, Drug Free Sport NZ (DFSNZ) and the Japan Anti-Doping Agency (JADA) after each session to discuss the presentations. These discussions were invaluable to building knowledge and improving relationships. The Symposium demonstrated the variety of approaches different countries utilised to overcome issues caused by the pandemic.

## 2.3. Evaluation of membership on domestic and international committees

### Domestic committees

Committee name	Committee purpose
Commonwealth Sports Supplements Group	To provide a forum for Commonwealth agencies dealing with sports supplements to share information and collaborate on key projects, improving government responses to any threats posed by sports supplements
Australian Institute of Sport (AIS) Supplement Steering Committee	The Steering Committee advises and reports to the AIS executive and provides continuity and oversight to activities related to the AIS's role in promoting safe and effective use of sports supplements by Australian high performance athletes. We attend to ensure joint direction and actions
Australian Government Inter-Departmental Committee Meeting on Major Sporting Events	Commonwealth role in the Olympic Games Candidature process. Input into sports integrity responses relating to anti-doping and other integrity issues
University of Canberra Course Advisory Group	Input into sports integrity curricula

#### Commonwealth Sports Supplements Group

The Commonwealth Sports Supplements Group (CSSG) provides a forum for Commonwealth agencies dealing with sports supplements to share information and collaborate on key projects to improve government responses to any threats posed to the community by sports supplements. We participate in this group along with the Department of Health, the Department of Agriculture, Water and the Environment (Imported Foods), Food Standards Australia New Zealand (FSANZ) and the Therapeutic Goods Administration (TGA).

The CSSG promotes agency initiatives and improves the regulation of sports supplements through regular collaboration and coordination. There is an opportunity through this group to impact the regulation of sports supplements and push for regulatory action to be taken – actions that are beyond our scope.

As an agency, we contribute information about the use of sports supplements by athletes and raise awareness of potential harms and threats to the wider community. Through our Sports Supplements Analysis Survey, we support the regulatory and enforcement actions of other agencies. We have used our membership to highlight and coordinate our proposed survey of supplement products and ensure other regulators approve the methodology to be suitable and acceptable for regulatory action in the case where prohibited substances are discovered.

Through the CSSG, our expert advice has informed the development and adoption of the TGA section 7 declaration, which has exposed many more sports supplements to more stringent regulation – in turn providing better protections for athletes.

### **University of Canberra – Course Advisory Group**

The University of Canberra (UC) has a number of Course Advisory Groups (CAGs) that bring together stakeholders to provide feedback on the quality and appropriateness of its courses.

The CAGs operate as an external reference point to ensure their courses continue to meet the needs of students, employers, industry, the disciplines, the professions and the community, both local and international.

As a result of a close partnership with UC, we currently sit on the Canberra Business School's Course Advisory Group for their Bachelor of Business (Sport Management) degree. Other participating members include executives from Sport Australia, professional sporting clubs, Australian universities and national sporting organisations.

The committee meets annually to provide advice on the structure of the course and to propose key speakers and topics that would be relevant to the next cohort of sport managers in Australia. Through this forum, we ensure students in this degree have access to internal expertise through guest lecturer opportunities, as well as ensuring alignment with recent sport integrity policy developments. In 2020–21, we were able to raise the development of new sport integrity policies, which will be fed into the 2021–22 teaching program.

### **International committees**

Committee name	Committee purpose
WADA Foundation Board	The 38-member Foundation Board is WADA's highest decision-making body
WADA Finance and Administration Committee	The Finance and Administration Committee provides expert advice, recommendations and guidance to WADA's management and Executive Committee with respect to budget development, funding and financial and administrative policy
International Partnership Against Corruption in Sport (IPACS) Bureau	The objective of the International Partnership Against Corruption in Sport is to bring together international sports organisations, governments, international organisations and other relevant stakeholders to strengthen and support efforts to reduce the risks of corruption and promote a culture of good governance in sport
WADA Strategic Testing Expert Group	The Strategic Testing Expert Advisory Group provides advice, recommendations and guidance to WADA regarding the review of the implementation and the further development of testing programs, as well as other related processes linked to the International Standard for Testing and Investigations (ISTI) and the Technical Document for Sport Specific Analysis (TDSSA), to enhance the overall effectiveness of testing programs
Council of Europe Protection of Whistleblowers Expert Group	The objective of this expert group is to develop a recommended whistleblower framework for anti-doping matters

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## **WADA Foundation Board**

The Foundation Board is WADA's highest decision-making body and primarily considers the agency's long-term strategy. Its 38 members (composed equally of representatives from the Olympic Movement and governments of the world) are appointed by their respective constituency groups. Minister Colbeck represents Australia/Oceania on the Foundation Board.

We provide policy advice to the minister and act as his registered deputy in these Board meetings.

The Australian Government, using our policy advice, has positively influenced the evolution of WADA's proposed code of ethics and WADA Governance Working Group proposals. The minister and our agency have been strong supporters of a more independent WADA and a stronger, independent athlete voice.

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## **WADA Strategic Testing Expert Group**

We are a member of the World Anti-Doping Agency Strategic Testing Expert Group (STEG). The Expert Group was established in 2020 and builds on the work of the Technical Document for Sport Specific Analysis Expert Group (TDSSA EG). The Expert Group includes athlete representation and members from National Anti-Doping Organisations (NADOs), International Sporting Federations (IFs) and WADA-Accredited Laboratories. The role of the STEG is to provide advice, recommendations and guidance to WADA regarding the review, implementation and further development of testing programs to enhance the overall effectiveness of those programs.

During 2020–21, the focus of the STEG was on the impact and responses to testing during COVID-19, including:

- impact of COVID-19 on anti-doping testing, athletes, anti-doping organisations and laboratories
- innovative sample collection strategies implemented during COVID-19
- revision of guidance for testing during COVID-19.

Through membership of the STEG, we are contributing to international guidance, development of best practice and innovation in anti-doping testing.



*‘Sport Integrity Australia continues to lead the way in showing how a joined-up approach to all aspects of integrity across sports can work. From NZ it appears to be doing the right thing for sport and with sport, and with athletes at the heart. This is how we see the world too. We continue to value our relationship with Sport Integrity Australia enormously and know our athletes continue to benefit from our joint projects such as the Health Effects of Doping app and the Tokyo 2020 e-learning course.’*

Nick Paterson, Drug Free Sport New Zealand CEO

### **International Partnership Against Corruption in Sport (IPACS) Bureau**

IPACS was launched at the International Olympic Committee's International Forum on Sport Integrity (IFSI) held in February 2017. It is a multi-stakeholder platform with the mission 'to bring together international sports organisations, governments, inter-governmental organisations and other relevant stakeholders to strengthen and support efforts to eliminate corruption, and promote a culture of good governance in and around sport', as agreed at IPACS' first working group meeting in June 2017.

The partnership aims to provide guidance and resources to the sporting community across a range of topical integrity-related challenges. The partnership sponsors 4 taskforces centred on the integrity elements of:

- major event procurement
- major event bidding
- good governance in sports organisations
- cross sector cooperation in the area of information sharing.

Australia has well established our commitment to ensuring sport events and organisations are run with high integrity. Our input into resources and publications provides an opportunity to influence global partners and work towards fairness for all sport stakeholders.

Our engagement and impact on the IPACS initiative is influencing a range of other anti-corruption fora. The United Nations and G20 Anti-Corruption Working Group have referred to the work of IPACS in their recent high-level communications.



*CEO of Sport Integrity Australia, David Sharpe presents to the attendees at the Sport Integrity Threat Conference in June 2021*

## 2.4. Attendance and evaluation of Leadership in Sport conferences

### *Sport Integrity Threat conference for Australian law enforcement agencies*

As proposed in the Wood Review, Sport Integrity Australia has been designated as an enforcement agency for the purposes of information sharing, to have the confidence of international and Australian law-enforcement agencies as both a receiver and provider of personal information and material alleging criminality. This enables us to collect and analyse information from key partners on a broad range of sports integrity issues.

On 16 and 17 June 2021, we hosted a conference for Australian Commonwealth, state and territory law enforcement agencies and Commonwealth regulators. The agencies represented were the Australian Transaction Reports and Analysis Centre, the Therapeutic Goods Administration, the Australian Federal Police, the Australian Criminal Intelligence Commission, the Department of Home Affairs, the Australian Border Force, Australian Capital Territory Policing, Western Australia Police, Northern Territory Police, Queensland Police, Tasmania Police, New South Wales Police and Victoria Police.

The purpose of the conference was for law enforcement and regulatory partners to understand our role and remit, the nature and extent of sport integrity threats currently affecting Australia and to engage partners on how they can best support the sport integrity threat response we coordinate nationally. The 2-day conference brought together key representatives from each agency and resulted in tangible outcomes, including the identification of relevant information that could be proactively shared between agencies, the establishment of regular meetings to share subject matter expertise on specific sport integrity threats and the provision by law enforcement of contact points in agencies we seek to partner with (for example, child protection agencies). The conference set the platform for future success, with another conference scheduled in December 2021 so we can continue to drive outcomes with law enforcement agency partners.



***‘Collaboration with agencies like Sport Integrity Australia is vitally important. It is invaluable to reach out to our partner agencies, draw on their resources and the abilities that they can bring to the table for the greater good, rather than us trying to do it all ourselves.’***

Detective Superintendent Marty Fileman, NSW Police Force

## 2.5. Output and evaluation of bi-lateral arrangements

### University of Canberra

In April 2021, we implemented our first formal agreement with a tertiary institution, joining the University of Canberra (UC) in signing a Memorandum of Understanding (MOU). The MOU provides for a collaboration between us and UC on research, innovation and professional education projects – providing an exciting platform for 2 innovative organisations to join forces in work to protect the integrity of sport. Both organisations share a passion and belief in the important role sport plays in society and, importantly, both organisations are committed to ensure sport remains free from corruption and all participants can enjoy a clean, safe and inclusive environment. In June 2021, the UC launched their 'Game On' sport strategy, with research into sport integrity featured as a central pillar. It is fitting then the agreement has already provided us with several benefits, including access to university-level research and innovation, access to professional university staff and support for further research into sport integrity. Stemming from this agreement, we have agreed to co-fund 2 collaborative research projects with UC targeted at our research priorities.



*(L–R) Luke McCann (Sport Australia), David Sharpe (Sport Integrity Australia) and Carrie Graff (UC) at the 'Game On' sport strategy launch June 2021*

The first project seeks to better understand athletes' experiences in the anti-doping system and how they can be improved: from education through to results management. The second project seeks to understand sports' capacity to mitigate and respond to integrity threats (including how they prioritise sport integrity). The MOU was a significant milestone in 2021–22 and one that is anticipated to provide ongoing impacts and deliverables for many years to come.

**“Sport Integrity Australia hosts a Sport Integrity Threat Conference that assists law enforcement with knowledge exchange regarding the threats to the integrity of sport. This level of engagement and collaboration between law enforcement agencies is crucial to combatting these threats.”**

Superintendent Steve White, Victoria Police Force



***‘Deaf Sport Australia appreciates Sport Integrity Australia’s passion to ensure deaf and hard-of-hearing sport organisations are knowledgeable about governance principles and responsibilities. Access has become an important objective for ensuring Sport Integrity Australia’s services and information is accessible to all.’***

Phil Harper, Deaf Sports General Manager

## ***International capacity building***

We are committed to strengthening regional and global efforts to maintain the integrity of sport. We have actively sought opportunities to leverage off our international relationships to build an understanding of the risks, vulnerabilities and threats to Australian sport, while exploring opportunities for new collaboration. We seek to learn from, and assist, our regional partners to build capacity in the international community and better protect the integrity of sport for Australian and international participants.

In 2020–21, we signed a new collaboration agreement with the Azerbaijan National Anti-Doping Agency (AMADA), which allows us to share subject matter expertise in the education, intelligence and legal areas. AMADA and Sport Integrity Australia share a vision of anti-doping programmes which are innovative and athlete centred, making this partnership an easy choice for the agency when approached to consider working together. The collaboration agreement allows us to influence the continued improvement of anti-doping programs internationally. Improving the anti-doping outcomes of other nations has a positive impact on the ability of Australian athletes to compete internationally on a level playing field.

We have continued the Australian Government’s long-standing support for the Oceania Regional Anti-Doping Organisation (ORADO), providing funding to support key projects and outcomes as ORADO continues its work of protecting the Pacific region from the threat of doping. Australia contributed additional funding to ORADO in 2020–21 for the implementation of an organisational review. With the assistance of WADA, the review provided the opportunity for independent advice on how best to manage and structure ORADO’s operations moving forward. The impact of the report, and the funding from Australia, will ensure ORADO can align its operations and resources in the most effective manner and continue its valued work in the Pacific region.

We demonstrate our impact on the global environment through our involvement in a range of international fora. These include the Global Anti-Doping Intelligence and Investigations Network, which serves as a platform of support and a resource network to assist organisations conducting high-level, complex and sophisticated investigations without the need to rely on external providers. The network also serves as a leader for identifying and promoting investigative standards of best practice. Throughout 2020–21, we have maintained an ongoing collaboration with the United States Anti-Doping Agency and Drug Free Sport New Zealand, including the development of the Tokyo 2020 online education course. We have also provided information to support UK Anti-Doping as it prepares for the Birmingham Commonwealth Games in 2022, and we have continued to support India and Sri Lanka in strengthening their anti-doping efforts.

## *Sport Integrity Australia bilateral meetings*

We held bilateral meetings with a range of international stakeholders throughout 2020–21, all of which continued, or created, relationships of mutual benefit to advance the cause of sports integrity internationally. This work included 3 meetings with Azerbaijan, with the topics of education, intelligence and legal aid covered by directors and subject matter experts of both AMADA and Sport Integrity Australia.

For both the education and intelligence meetings, our role was to lead the meetings and present on our functions and methods of operating, while the legal aid meeting was led by the experts within AMADA.

We shared multiple education resources, which are available for AMADA to adapt and use as they see fit. The agency also linked the AMADA education team with resources from other anti-doping agencies.

Our intelligence experts shared best practice approaches to the collection and use of intelligence information in an anti-doping setting. The information provided will better enable AMADA to collect and use intelligence – particularly in aid of their targeted testing program.

Selected examples of other meetings held include:

- with Drug Free Sport New Zealand in continuance of our close and established relationship to advance anti-doping issues in the Oceania region
- with the Swiss Olympic Committee who were looking into the establishment of a central body for sports integrity matters. We discussed the model implemented by Australia and also our experiences in creating Sport Integrity Australia
- with Anti-Doping Norway to discuss the possible establishment of anti-doping legislation in their country, and to share experiences of our own legislation
- with the Uruguay Ambassador to Australia to discuss opportunities to collaborate and share technical advice on anti-doping regulation across sport.



***‘We have a great working relationship with Sport Integrity Australia and are grateful for all the work they do to support Rowing Australia. They not only work hard to ensure all sport remains clean, they also help to educate our athletes, coaches and support staff from grassroots to elite.’***

Ian Robson, Rowing Australia CEO

## 2.6. Output and evaluation of joint interagency projects\*

\*Threshold for 'projects' is an agreement with one or more partners to deliver a defined outcome or output

### Sports data research

We have partnered with Gambling Research Australia to commission research into the provision of sports data and its effect on the sport integrity environment. Gambling Research Australia is a partnership between representatives from each Commonwealth, state and territory department with responsibility for gambling regulation to initiate and manage a national gambling research program.

We commissioned the sports data research to examine the official and unofficial collection, dissemination and use of sports data, and its direct and indirect impact on the regulated Australian sports wagering environment in terms of:

- market loss and regulator enforcement
- the impact on effectively implementing consumer protection measures
- the impact on sport integrity specifically in relation to facilitating match-fixing.

The research project will build an evidence base to understand the nature and extent of the impact of data flows into offshore wagering markets as they relate to sport integrity and consumer protection outcomes in Australia. To support the research, we are undertaking detailed engagements with stakeholders across industry and government, including industry peak bodies, sport organisations, wagering service providers and regulators domestically and internationally. The purpose of these consultations is to seek comprehensive evidence-based insight into this expanding industry sector.

Once complete, the research project will provide important insights and evidence that we may consider as part of the broader development of the Australian Sports Wagering Scheme. Additionally, for the partners involved, it will provide insights into areas of regulation such as consumer protections and the economic impact of lost wagering activity in Australia. We anticipate the impact of this research to be realised over the coming year.

### Educating athletes on changes to the World Anti-Doping Code with Drug Free Sport New Zealand (DFSNZ)

In January 2021, a new [World Anti-Doping Code](#) came into effect. It included several changes to the rules and responsibilities applicable to athletes and support personnel.

We reviewed and rewrote our existing anti-doping education materials – 5 online courses, all face-to-face content, content in the Sport Integrity app and website and several video and print resources – to ensure athletes and support personnel receive the correct information.

One key task required was the review and rebuilding of the flagship online anti-doping course 'Anti-Doping Fundamentals' (previously known as Level 1), which more than 25,000 people complete annually. This course was developed in Australia in 2016 and later shared with our neighbouring NADO, Drug Free Sport New Zealand (DFSNZ).

As part of our collaboration on this project, we initially reviewed content and provided code-compliant updates to DFSNZ. DFSNZ then built their own course and we were able to duplicate that build as our new flagship anti-doping course.

## *Global Learning Development Framework*

In November 2020, the [World Anti-Doping Agency](#) (WADA) commenced a new strategic project to develop professional standards, competency frameworks and training for anti-doping practitioners titled the 'Global Learning Development Framework'.

WADA established 5 Technical Working Groups (TWGs) for the key areas of:

1. Education
2. Results Management
3. Intelligence and Investigations
4. Data Privacy
5. Media Relations and Communications.

In recognition of our international standing and experience, we were invited to be a part of 2 of the TWGs – Education and Intelligence and Investigations.

Through these TWGs, our staff work with anti-doping professionals from other NADOs and WADA officials to establish international professional standards and develop training and development opportunities for their respective roles.

Each TWG meets monthly, with a pilot education program to be delivered to European NADOs in late 2021.

## **2.7. Output of Athlete Advisory Group meetings**

### *Athlete Advisory Group*

The Sport Integrity Australia Athlete Advisory Group provides a voice for athletes and is a mechanism for us to receive direct feedback from those often most effected by our operations.

Over the course of the 2020–21 financial year, the Athlete Advisory Group met on 3 occasions. These 3 meetings took place in August 2020, December 2020 and March 2021. Meetings are ordinarily held each quarter; however, the meeting for quarter 4 of the financial year did not take place as the group was undertaking an expression of interest process to identify new members following the expiration of the term of several original members.

The meetings focused on a broad variety of topics, including:

- the [Athlete's Anti-Doping Rights Act](#)
- operation of the National Sports Tribunal
- the future of child safeguarding in sport
- operation of the WADA Athlete Commission and the international anti-doping eco-system
- a booklet for sanctioned athletes
- changes to sample collection equipment.

Critically, the Athlete Advisory Group (which includes some athletes who have committed anti-doping rule violations) assisted in providing feedback for the sanctioned athletes booklet to deliver a more tailored and informed product.

The Athlete Advisory Group also provided key feedback to us in relation to the equipment being used for sample collection and the athlete experience in the testing process. This feedback has helped to inform the equipment selection process for our sample collection work.

## Performance measure 3

Strategic objective	Strengthen our environment
Measure	Evidence of stakeholders using Sport Integrity Australia resources*
Methodology	<p>* Resources = website, governance templates, social media tiles, flyers, posters, education plans, facts sheets, Sport Integrity app, Health Effects app, On Side podcast</p> <p>Output and evaluation of information sharing agreements (that is, Memoranda of Understanding, from the perspective of sharing resources)</p> <p>Output and evaluation of stakeholders' requests for resources</p> <p>Number of website page views</p> <p>Output and evaluation of <i>On Side</i> podcast</p> <p>Use and evaluation of Sport Integrity Australia app</p> <p>Use and evaluation of Health Effects app</p> <p>Number of education and awareness outreach events</p> <p>Annual stakeholder survey</p>
Result	MET

### Summary

As a relatively smaller agency with a broad regulatory remit, it is incumbent on us to effectively share impactful resources as a key enabler to empowering stakeholders to collectively strengthen the sports integrity environment.

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

### 3.1. Output and evaluation of information sharing agreements (that is, Memoranda of Understanding, from the perspective of sharing resources)

#### Play by the Rules

As part of its establishment on 1 July 2020, we became a leading partner of the existing education platform Play by the Rules (PBTR). We are responsible for the coordination of an MOU bringing together 20 partner organisations to promote safe, fair and inclusive sport, with a particular focus on education in community sport.

The MOU includes Sport Integrity Australia, Sport Australia, the Australian Human Rights Commission, all state and territory departments of sport and recreation, all state and territory anti-discrimination and human rights agencies, the NSW Office of the Children's Guardian and the Anti-Discrimination Board of NSW. These partners promote PBTR through their networks and integrate the program with their own child safety, anti-discrimination and diversity and inclusion programs.

In 2020–21, a key priority for the partnership was the integration of PBTR's 13 online courses into our learning management system. This included an updated and refreshed Child Protection Course to align with the National Child Safe Standards, where we provided subject matter expertise. This project was completed in June 2021 and the co-branded platform now ensures the Australian sporting community has a single destination for sport integrity education. In 2020–21, total course completions of all PBTR courses reached 47,059.



*“Our office has had the privilege of working closely with Sport Integrity Australia since its establishment and appreciate their commitment to child safety and willingness to share their expertise with other sectors. Earlier this year, the Prime Minister announced \$4.7 million for NOCS and Sport Integrity Australia to work together to help sporting organisations across Australia implement the National Principles for Child Safe Organisations and the Sport Integrity Australia Child Safeguarding Policy. I am looking forward to continuing to work with Sport Integrity Australia and improve the safety and wellbeing of the millions of children and young people who engage with sporting organisations each year.”*

Rebekah Kilpatrick, Head of the National Office for Child Safety

*‘Paralympics Australia is a big supporter of Sport Integrity Australia and its efforts to engrain a holistic approach to addressing and educating Australian sports about contemporary integrity challenges. In our engagements with Sport Integrity Australia, the leadership and staff have been first class and their knowledge and support have been exemplary. We look forward to continuing the integrity journey with Sport Integrity Australia as we work to ensure our organisation provides a safe, fair and inclusive environment for all.’*

Dr Paul Oliver, Paralympics Australia General Manager Stakeholder Engagement

## **3.2. Output and evaluation of stakeholders’ requests for resources**

### **Azerbaijan National Anti-Doping Agency (AMADA)**

During the May 2021 meeting with Azerbaijan, AMADA requested access to a number of our education resources of specific interest to their own anti-doping education program, which had a strong focus on young athletes and supplement use.

As a result of these discussions, we sent AMADA our youth education slide deck, 3 ‘food first’ posters designed to discourage supplement use, a ‘sport integrity in schools’ resource pack to promote anti-doping in schools and an animation video explaining the 11 anti-doping rule violations for younger audiences. We supplied these resources for AMADA to help inform the development of their own material.

### **Education before testing**

In January 2021, a new WADA [International Standard for Education](#) (ISE) came into effect. One of the underpinning principles of the new ISE is that an athlete’s first experience with anti-doping should be through education rather than doping control.

Although we strongly support this position, there are challenges when operationalising this principle, such as the possibility that athletes may decline to participate in education and the potential for a strict interpretation of the principle preventing some critical testing missions.

Several NADOs were wrestling with how to integrate this principle into their education and testing operations. Through an international group of education professionals, one NADO put out a call for assistance to understand how other NADOs were solving this problem.

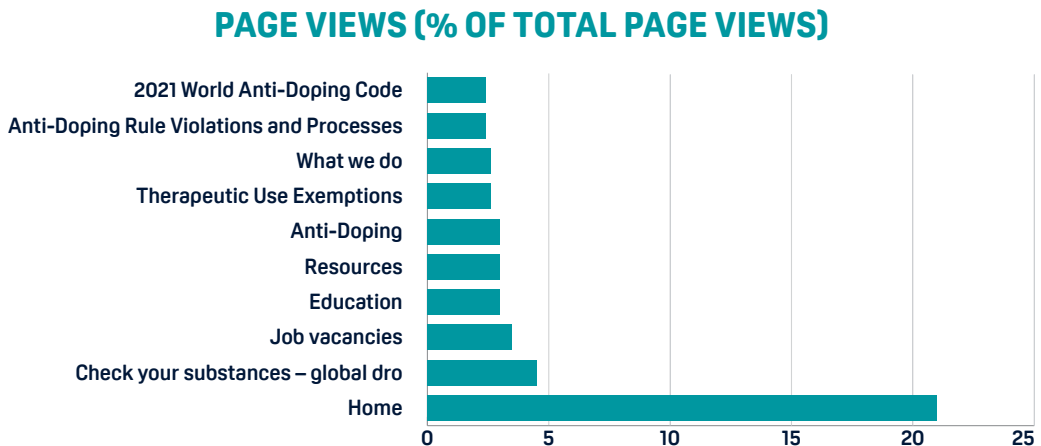
To ensure our compliance with the ISE, we produced a paper to guide our education and testing teams on this issue. Following the NADO request, we shared this paper with 2 other NADOs who were able to use the paper in their own conversations and internal planning. In addition to assisting other agencies, the collaboration was also an opportunity for us to learn from other NADOs on alternative approaches and ideas on how to strengthen our own position.

### 3.3. Number of website page views



Between 30 September 2020 and 30 June 2021, our website had 400,354 page views from 90,539 unique users. Analysis was not available for the period 1 July 2020 to 29 September 2020.

**Figure 10: Top 10 most-viewed Sport Integrity Australia website pages, 1 July 2020 to 30 June 2021**



People are still predominantly visiting our website for anti-doping related information. Aside from anti-doping, the most popular page for other sport integrity information is the National Integrity Framework, coming in at 14 on the list with 1.5% of page views. Over time, we expect to see this change as awareness of our broader remit grows and content on the website is balanced across each of the sports integrity functions.



### 3.4. Output and evaluation of On Side podcast

The Sport Integrity Australia podcast, *On Side*, began as an opportunity to showcase the expertise and compelling professional stories of our staff working in anti-doping. Over time, the podcast's focus has shifted to providing listeners with an opportunity to learn about integrity issues through athletes, coaches and administrators talking about contemporary and historical sporting moments.

In 2020–21, we published 12 episodes of *On Side* covering topics such as racism in sport, match-fixing pressures on officials and the push for greater gender equality. Over the year, *On Side* featured interviews with prominent commentator Peter FitzSimons, swimming coach Tracey Menzies and Socceroo legend John Aloisi.

In May 2021, the *On Side* episode discussing concussion was featured as the ABC Canberra Grandstand podcast of the week.

We also released a special series of *On Side* episodes called 'Clean and Gold', which focus on the experiences of those involved in competing at prestigious events. The first of these was released in June 2021 bringing the total number of podcasts released for the year to 13.



#### ANNUAL STAKEHOLDER SURVEY RESPONSE



**88%** of respondents were satisfied with the *On Side* podcast as a resource on sports integrity issues

*Caroline Buchanan, 3 x BMX World Champion, 5 x Mountain Bike World Champion and Dual Olympian athlete on the On Side podcast*

# 3.5. Use and evaluation of Sport Integrity Australia app

## ANNUAL STAKEHOLDER SURVEY RESPONSE



**88%**

of respondents were satisfied with the Sport Integrity app as a resource for sports integrity issues



**87%**

of respondents were satisfied the Sport Integrity app provided good advice on the use of supplements



**87%**

of respondents were satisfied the Sport Integrity app has been a useful tool for athletes and support personnel



**78%**

of respondents were satisfied the Sport Integrity app helped athletes and support personnel understand Therapeutic Use Exemption (TUE) requirements

The Sport Integrity app is available for free on Apple and Android devices. The app is a single platform to provide athletes, coaches, medical practitioners and others the ability to:



check whether a medication is banned in sport



find low-risk supplements to reduce the risk of positive tests because of contaminated supplements



check if a Therapeutic Use Exemption is required



report doping or other concerns



access information on all sport integrity issues, anti-doping rules, testing programs, health effects of doping, supplement and nutrition advice and more.

In 2020–21, the app was downloaded by **14,583** users.



On average, each month the app is downloaded **1,200** times, and is used to:



check **3,700** supplements



conduct **2,000** medication searches



undertake **760** TUE checks.

In 2020–21, the app had on average **115** active users per day with **75%** of users identifying as athletes.

### 3.6. Use and evaluation of Health Effects of Doping app

The Health Effects of Doping app was developed in collaboration with Drug Free Sport New Zealand to show what happens to the human body when certain performance enhancing drugs are consumed, using the pioneering technology of augmented reality (AR).

With this technology, users create an avatar and use their phone's camera to peer inside the body to see how various Performance and Image Enhancing Drugs (PIEDs) change their avatar's heart, lungs and nervous system.

The app also has a journal function that allows the user to refer back to when the experience of a given substance has been completed. A user will see their avatar growing facial hair, having a stroke and experiencing tendon rupture.

In the last financial year, the app has been downloaded 492 times.

### 3.7. Number of education and awareness outreach events

#### ANNUAL STAKEHOLDER SURVEY RESPONSE



**82%** of respondents were satisfied with the information or resources provided at outreach events

Education outreach provides an opportunity for us to have an education presence at major sporting events and to engage with athletes, support personnel and spectators on integrity issues. This more personal environment provides an opportunity for one-on-one discussions with our staff, which includes our athlete educators, where stakeholders can ask questions and learn more about Sport Integrity Australia and how to protect themselves from sports integrity risks. Our attendance at major sporting events allows for interactions with stakeholders who may not have the opportunity to engage with us in such a personal and engaging way during their career. Due to the impact of COVID-19 on sporting events, there were only 3 Sport Integrity Australia outreach events in 2020–21.

#### Judo outreach

The Judo National Championships, which featured junior and senior athletes, were held at the Gold Coast, Queensland from 11 to 14 June 2021. With the delay of the Tokyo 2020 Olympics, this event was an opportunity to hold an education outreach with an Olympic sport. The outreach was held on 12 to 13 June 2021. We engaged with athletes, coaches, parents and spectators in a sport with limited previous education interaction opportunities.

## Athletics outreach

The Australian Track and Field Championships featured junior and senior athletes from across Australia and were held in Sydney, New South Wales from 12 to 19 April 2021. The championships were a great opportunity for outreach as the competitor and spectator numbers were high, it was an Olympic qualifying event and previous outreaches at this event were successful. The outreach was held on 15 to 17 April 2021 by members of our education team, which included a clean sport athlete educator, who also competed at the event and claimed a silver medal.

## Rowing outreach

The Australian Rowing Championships were held at Lake Barrington, Tasmania from 22 to 28 March 2021 and included junior and senior athletes, including Olympians, along with school athletes, parents and coaches. We ran an education outreach from 25 to 27 March. We planned to attend the event in 2020, but it was cancelled due to COVID-19. This event was one of the first major national championships for 2021 and was the first education outreach conducted under the Sport Integrity Australia name. Despite COVID-19 restrictions, the event had high attendance numbers and great interactions.

## Performance measure 4

Strategic objective	Strengthen our environment
Measure	Evidence of Sport Integrity Australia's <i>activities to influence</i> positive behavioural change across the sporting community
Methodology	Direct sourcing from sports for compliance with the National Integrity Framework Output of social media Output and evaluation of education elements (core products, online, face-to-face, clean sport educators) Annual stakeholder survey
Result	MET

## Summary

Activities to influence positive behavioural change revolve around enabling and empowering the sporting community to make better decisions. These activities are culturally or operationally themed and may relate to reporting information, resisting an opportunity to cheat, supporting or defending a teammate, or advocating the cause to promote sports integrity.

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

## Engagement on changes to the World Anti-Doping Code

The [World Anti-Doping Code](#) (WADC) undergoes a detailed review every 6 years and a new code is subsequently published. As of 30 June 2021, 93 of the 96 national sporting organisations (NSOs) had a fully compliant, Sport Integrity Australia-approved anti-doping policy in line with the new WADC.

The introduction of the new WADC was an opportunity to streamline both the implementation and operation of anti-doping policies in Australia. Previously, each NSO adopted an anti-doping policy based on an Australian Sports Anti-Doping Authority template. For the 2021 WADC, we adopted a single national policy, the Australian National Anti-Doping Policy, which NSOs could adopt. In doing this, we reduced both the administrative burden on ourselves, as well as on sports, by providing a more coherent and consistent set of anti-doping rules across sport.

In October and November of 2020, we ran 2 live webinars for NSOs to attend to assist them in understanding the key changes to the WADC. We used real-time interpretation into Auslan to ensure accessibility across the sporting community. There were over 60 attendees, not only from NSOs but also from state level organisations such as state institutes of sport. The recording has been viewed over 400 times.

Participants said the webinars were clear, concise, informative and very well presented.



*2021 Code webinar invite*

## Anti-Doping integrity engagement

We had several positive anti-doping integrity engagements with NSOs throughout the year. There were themes in common, yet each scenario meant arriving at solutions specific to the sport in question.

With the Australian Federation of Jujitsu, we discussed the often non-competitive nature of the sport. Many of the participants in jujitsu are involved for fitness or recreation. Given this, the sport had concerns about the 2021 World Anti-Doping Code and how it might be best communicated to an unfamiliar audience. Under the Anti-Doping Policy, all sport members, whether competitive or not, are bound to the anti-doping rules. Working closely with the Federation, we produced an awareness campaign for recreational members. Among other things, upon registration, members would now be given a bespoke factsheet ensuring they were adequately aware of their responsibilities.

Snow Australia had issues with whereabouts requirements. Some athletes had multiple missed tests or whereabouts failures, heightening the danger of them inadvertently committing anti-doping rule violations (ADRVs). In collaboration with the NSO, we developed an action plan across multiple business units – engagement, education and testing. Snow Australia was grateful for the assistance and fully supported the action plan with a view to reducing the risk of ADRVs.

We led another positive anti-doping integrity engagement with Baseball Australia. Some athletes were not applying for Therapeutic Use Exemptions. We created a tailor-made action plan featuring additional engagement at the club and administrative level and targeted education to coincide with the influx of overseas-based players returning as the Australian season commenced.

### 4.1. Direct sourcing from sports for compliance with the National Integrity Framework

## ANNUAL STAKEHOLDER SURVEY RESPONSE



**65%**

of sporting organisation representative respondents said athlete and support personnel in their sport have a good understanding of the sports integrity threats in that sport



**63%**

of sporting organisation representative respondents rated the way in which sporting organisations respond to information about possible sports integrity threats in their sport as good



**72%**

of national sporting organisation representative respondents said Sport Integrity Australia was effective in providing best practice policy templates to address sports integrity threats at all levels of their sport

The [National Integrity Framework](#) (NIF) provides NSOs with a streamlined approach to addressing sports integrity threats and sets out the broad expectations for the conduct of all participants, including procedures for managing, reporting, investigating and determining potential breaches of integrity policies.

The Complaints, Disputes and Disciplinary Policy underpins all the other policies and ensures complaints are managed consistently, impartially and effectively at all levels of sport, with a focus on resources towards serious prohibited conduct.



Participating NSOs must have integrity policies complying with our standards, either by adopting the NIF or by ensuring that their existing policies meet these standards.

In March 2021, we provided the NIF to all 96 NSOs for consideration, followed by direct engagement from us about how their sport could adopt the framework and the steps needed to be taken around implementation.

Following the release of the NIF, we worked both directly with integrity staff and sport CEOs as well as presenting to NSO Boards and ethics, risk and integrity committees.

The Boards of UniSport Australia, Australian Taekwondo, Triathlon Australia and the Australian Underwater Federation have all adopted the NIF in full.

For many NSOs, the framework will require some time to put in place. We are providing guidance during this process, as well as resources and education to assist with its implementation.



*“Our team at MAXART has had the great privilege to work alongside our colleagues at Sport Integrity Australia to develop exciting and innovative programs to educate young athletes on many aspects of integrity in Sports. Together, our teams have developed award-winning and industry-leading virtual (VR) and augmented reality (AR) education programs that are transforming the education experience for young athletes across Australia. The success of these education programs is a testament to the strong bond between the amazing people across both organisations, as well as our shared vision for delivering education programs that make a difference in the lives of athletes.”*

Peter Clowes, MAXART Founder and Director

## 4.2. Output of social media

**We utilised our social media platforms to:**

Establish our corporate identity, organisational goals and objectives

Communicate our vision, purpose and key messages

Promote partnerships within sport





**Our social media posts have focused on:**

**PROMOTION**  
Brand, vision and key messages (that is, who we are, what we do)

**EDUCATION**  
Supplements, side effects of drugs, raise a concern.

In November 2020, we launched our LinkedIn account to complement existing social media accounts.

LinkedIn has provided a valuable resource to promote employment opportunities and expand the reach of job advertisements, build relationships with potential partners, raise awareness of the work we do and obtain resources and industry support. Our LinkedIn account has become our most followed platform and enjoyed an overall engagement rate of 4.65%.

	<b>LINKEDIN</b> <i>(launched 23 November)</i>	<b>1,397</b> Followers	<b>91</b> Posts	<b>4.65%</b> Overall engagement rate
	<b>TWITTER</b>	<b>958</b> Followers	<b>492</b> Tweets	<b>657.3K</b> Overall engagement rate
	<b>INSTAGRAM</b> <sup>1</sup>	<b>1,006</b> Followers	<b>405</b> Posts	
	<b>FACEBOOK</b>	<b>1,009</b> Followers	<b>462</b> Posts	<b>75,068</b> Reached

### ANNUAL STAKEHOLDER SURVEY RESPONSE



**79%** of respondents were satisfied with the information or resources provided through the agency's social media channels

**85%** of respondents were satisfied the social media channels provided correct and current information

**82%** of respondents were satisfied the social media channels have been informative

**74%** of respondents were satisfied the social media channels have been engaging

1 Instagram does not track engagement/impressions



# 4.3. Output and evaluation of education elements

*(core products, online, face-to-face, clean sport educators)*

In 2020–21, we delivered education to more than **73,000** sporting participants:



**55,405**  
via online  
education



**3,920** via  
face-to-face  
education



**14,583** via  
the Sport Integrity  
app

We provided this education on a range of topics, including anti-doping, competition manipulation and illicit drugs.

**We design our education interaction to do one or more of the following:**

Reduce the risk  
of inadvertent  
doping

Educate athletes on  
the consequences of  
breaking rules

Influence positive behaviour regarding  
anti-doping rules, reporting match-fixing  
approaches and discouraging illicit drug use

## ANNUAL STAKEHOLDER SURVEY RESPONSE

**88%** of respondents were satisfied with the information or resources provided through e-Learning

**94%** of athlete and support personnel respondents were satisfied the e-Learning education provided correct and current information

**92%** of athlete and support personnel respondents were satisfied the e-Learning education increased their knowledge of the topic(s), including the associated harms and risks

**89%** of athlete and support personnel respondents were satisfied the e-Learning education was delivered in an efficient manner

**86%** of athlete and support personnel respondents were satisfied the e-Learning education was accessible (easy to locate and use on chosen device)

**91%** of athlete and support personnel respondents were satisfied with the information or resources provided through face-to-face education

**98%** of athlete and support personnel respondents were satisfied the face-to-face education provided correct and current information

**91%** of athlete and support personnel respondents were satisfied the face-to-face education increased their knowledge of the topic(s), including the associated harms and risks

**88%** of athlete and support personnel respondents were satisfied the face-to-face education was engaging

### Face-to-face education

In 2020–21, we delivered 106 (45 in person, 61 virtual) face-to-face education sessions. We tailor the sessions to the specific needs of each group in an engaging and interactive way. Content creation considers the athlete level, from elite to grassroots, and relevant integrity threats. Our cohort of 15 clean sport educators delivers these sessions. The group is a mix of active and retired athletes who have all competed at the national and international level of their sport. Feedback from the sessions is always extremely positive, with 99% of attendees feeling better informed about integrity rules after attending. The sessions and presenters also received an average rating of 9/10 across during the 2020–21 financial year.

### Online education

In 2020–21, we offered 11 online courses, which were collectively completed over 50,000 times. The courses reflect a number of integrity threats, including doping, competition manipulation and illicit drugs, and target athletes, coaches, medical practitioners and community participants. From those surveyed:

**95%** of people said they learned new things by completing the Anti-Doping Fundamentals course

**91%** of people said they were satisfied with the Annual Update 2021 course

**90%** of people said they were satisfied with the Match-Fixing course.

### Community integrity threats

In March 2021, we collaborated with a local sporting league and their NSO to develop an education program targeting community-level players, because of intelligence that suggested a risk of integrity breaches.

The program aimed to develop positive behaviour to prevent the use of performance enhancing and illicit substances. We developed a suite of email campaigns and social media tiles for Instagram, Facebook and Twitter covering anti-doping, supplements, health effects and competition manipulation issues. We tailored these to the sport with appropriate images and language, and provided them to the sport to use on their own social media platforms.

We supported this with a face-to-face education campaign. An initial government-funded face-to-face education session was delivered to 59 participants including community-level coaches, captains and team managers. We also provided a further 3 government-funded virtual sessions to community player groups, which reached 81 players and support personnel.

We reached more than 140 people and the number of concerning reports has decreased significantly. The partnership also opened further discussions with the NSO to roll out face-to-face education programs to other community-level competitions.

## *Sporting event pack*

We work with sports to help them promote education to their athletes, coaches and support personnel, especially prior to competitions and events where athletes and support personnel are more likely to be engaged.

In May 2021, we developed and provided NSOs with an 'Event and Competition Education Pack'. We developed the pack with sports and athletes in mind, providing a suite of electronic posters, email templates and social media tiles with accompanying messages to help NSOs promote sport integrity in the lead-up to events and competitions.

The pack can be used prior to any sporting event. We encouraged NSOs to share it with their stakeholders, including state sporting organisations and their local clubs. COVID-19 restrictions limited the use of the resources because of the lower number of sporting events taking place.

## *Decision Making in Sport Virtual Reality (VR) Experience*

Building on our innovative approach to education, in 2020–21 we developed the Decision Making in Sport VR Experience. This educational game is designed to help athletes understand how their values can guide them through some of the difficult decisions they face throughout their careers.

The Decision Making in Sport VR Experience offers a choose-your-own-adventure-style experience that gives the user first-hand insight into some of the potential career-changing choices elite athletes face. Should they accept a free drink from a stranger, take a suspicious-but-legal substance, or report a teammate acting suspiciously? All these scenarios present real-life examples of the predicaments some athletes will encounter, while also offering an insight into the potential career-changing consequences they entail.

The experience has been created to allow users a safe space to make decisions and see the potential outcomes so that when faced with a similar scenario in real life they are armed with the knowledge needed to understand the repercussions of their choices.

Although we completed the project in June 2021, we will launch the program in 2021–22.



# 4.4. ANNUAL STAKEHOLDER SURVEY

## TIP-OFFS AND REPORTING IN THE PAST

**23%** of athlete and support personnel respondents thought they had, or definitely, witnessed behaviour (or conduct) detrimental to promoting a safe, fair and inclusive environment in their sport over the last 12 months

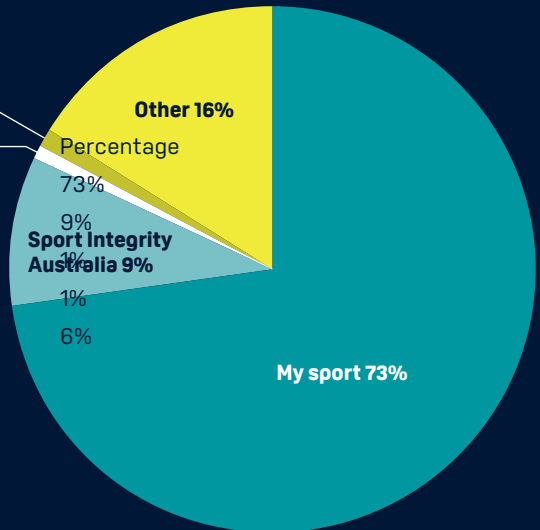
**52%** of those respondents did not report the behaviour (or conduct)

**48%** of those respondents did report the behaviour (or conduct)

- OF THOSE,**
- 44%** did not do so because they couldn't be sure the behaviour (or conduct) really was reportable
  - 33%** did not do so because they worried about the repercussions to them, their team or their club
  - 17%** did not do so because they worried about the repercussions to the athlete in question
  - 14%** did not do so because they did not know who to go about reporting it

- OF THOSE,**
- 73%** reported it to their sport
  - 9%** reported it to Sport Integrity Australia
  - 1%** reported it to Sport Australia
  - 1%** reported it to law enforcement
  - 16%** reported it via other means

**Athlete and support personnel reporting for behaviour (or conduct) detrimental to promoting a safe, fair and inclusive environment in their sport over the last 12 months**



# ANNUAL STAKEHOLDER SURVEY RESPONSE – TIP-OFFS AND REPORTING IN THE FUTURE

If the athlete and support personnel respondents were to witness, or become aware of, behaviour (or conduct) detrimental to promoting a safe, fair and inclusive environment in their sport in the future,

**85%** of them probably or definitely would report the behaviour (or conduct)

Of those 85%, the preferred method to report to Sport Integrity Australia the behaviour (or conduct) would be:

**33%** via the Sport Integrity app

**24%** via the website

**23%** via email

**18%** via phone call

**2%** via other means

Of those 85%, the main reasons for reporting behaviour (or conduct) would be:

**76%** to protect the integrity of the sport

**55%** because they hate cheating in their sport

**15%** of them possibly would, probably would not or definitely would not report the behaviour (or conduct) because:

**26%** might not be sure the behaviour (or conduct) was really reportable

**8%** are discouraged from reporting due to the perceptions of it (that is, dobbing someone in)

**71%** because of concern for the welfare of the athlete

**37%** because of concern that they would breach policy by not reporting it

**34%** worried about the repercussions to them, their team or their club

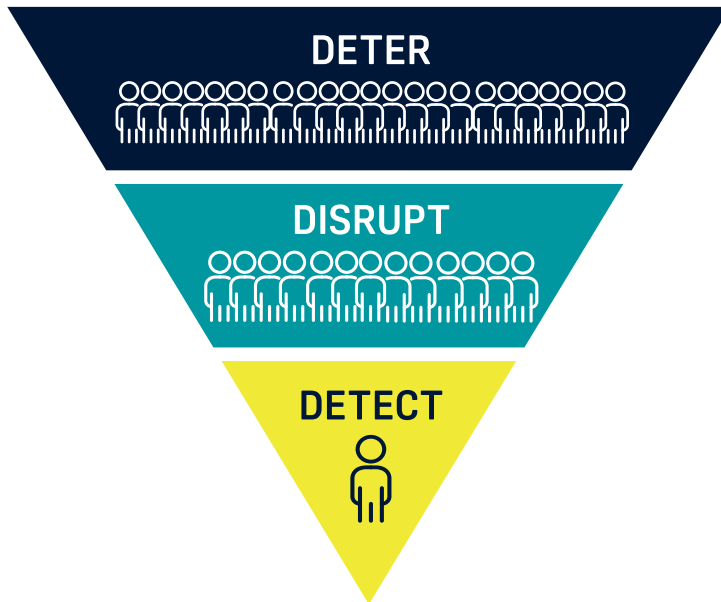
**14%** worried about the repercussions to the athlete in question

**10%** had other reasons

**63%** because of concern the behaviour would have a negative effect on other athletes

**8%** would not know how to go about reporting it

## Strategic objective 3



### Address threats to our environment

In collaboration with our partners, Sport Integrity Australia takes a leading role, through activities and coordination efforts, to address threats to sport integrity framed around a variety of intervention options and effective application of those options. These activities influence *deterrence* (to discourage from acting or proceeding), *disruption* (to cause disorder to the normal continuance of something), and *detection* (to discover the existence of something).

### Performance measure 5

Strategic objective	Address threats to our environment
Measure	Evidence of Sport Integrity Australia's <i>activities and coordination efforts</i> to address sport integrity threats
Methodology	<ul style="list-style-type: none"> <li>Output of media campaigns</li> <li>Output and evaluation of education to high-priority sports and athletes</li> <li>Output of Sport Integrity Australia's information assessment framework</li> <li>Output and evaluation of testing strategies</li> <li>Output of science review and analysis</li> <li>Output of legal processes (that is, show cause notices, sanctions, public disclosures)</li> <li>Output of investigations</li> <li>Annual stakeholder survey</li> </ul>
Result	MET

## Summary

Our activities and coordination efforts to address threats to sports integrity is framed around a variety of intervention options and effective application of those options.

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

### 5.1. Output of media campaigns

#### Agency launch

On 1 July 2020, we undertook a low-key launch because the COVID-19 pandemic had most staff working remotely. Minister for Sport, Richard Colbeck, launched the agency virtually, noting in his media statement that 'from today, sporting organisations and athletes will have access to a single source of assistance and guidance under one roof.

'Athletes will benefit from having greater access to education on sports integrity issues and knowing they have an 'even playing field'.

#### Media appearances

During 2020–21, we engaged with the media to ensure the broadest possible reach of key messages. This has included our CEO appearing on the ABC's *The Ticket* to talk about the intersection of crime and sport as well as *The 7.30 Report* to discuss the need for independent complaints handling in sport and the ramifications of the Australian Human Rights Commission's report into the sport of gymnastics.

Experts such as Director of Science and Medicine, Dr Naomi Speers, appeared on radio to discuss the science behind anti-doping. Dr Speers appeared on ABC Radio National's *Science Friction* to talk about the advancements in detecting banned substances and provide the public with a better understanding of the work we undertake.

#### Other media

The Australian Human Rights Commission's (AHRC) review into the sport of gymnastics saw integrity brought to the forefront in 2020–21, in what was a challenging year for sports. We publicly commended Gymnastics Australia's commitment to, and courage for, engaging in the process. Our CEO commented in the media that 'the release of the report marks an opportunity for meaningful reform across sport.'

We also highlighted more needs to be done to identify, develop and promote women to leadership roles in Australian sport. In November 2020, we drew attention to fact that of the 68 funded NSOs, fewer than 13% have a female CEO and only 26% have a female Chair.

Across the year, we promoted or commented on the following issues in the media through the publication of statements and engaging with journalists:

- the risks associated with sports investigating themselves
- the AHRC report into gymnastics

- the need for all sports to work with Commonwealth agencies to improve responses to integrity threats
- the sanction imposed on Russia by WADA
- funding announcements for integrity in sport
- the importance of women leaders in sport.

## ***5.2. Output and evaluation of education to high-priority sports and athletes***

We provide free online education resources to support members of all sports, at all levels. This includes 11 courses, 3 mobile applications, videos and a social media strategy to promote education content.

In addition, we provide free face-to-face education targeted towards high-priority sports and groups. A sport or group can be considered high-priority based on several factors, including upcoming major events (such as approaching Olympic Games), a lack of recent education, or other information that indicates education should be a priority. This could include tip-offs, intelligence reports, new betting markets, internal risk assessments or recent trends in sanctions.

### ***Educating our Tokyo teams***

A key focus for 2020–21 was the delivery of an education program to the Australian team in advance of the Tokyo 2020 Games.

This education program included:

- the development of an online course specific to the anti-corruption and anti-doping rules in place at Tokyo 2020. This course was completed by 877 Australian team members prior to the Games
- the delivery of Tokyo-specific, face-to-face sessions to 6 individual teams, as well as the delivery of one virtual face-to-face session made available to all team members, which cumulatively reached 158 athletes. A further 2 sessions were cancelled due to COVID-19
- the delivery of one-on-one advice to Australian long-list team members at Australian Olympic Committee and Paralympics Australia processing days.



Of attendees at face-to-face sessions, **100%** said they felt better informed about the integrity rules heading into the Games.



Of online completions, **95%** of people who completed the survey said they felt more confident in the integrity rules heading into the Games.



## Minimising the risk of integrity breaches in the Australian Baseball League

In 2020–21, the Australian Baseball League was recognised as a high-priority group to receive integrity education on account of:

- the global nature of the league and significant number of international import players who may not have received prior education
- betting markets available in the league
- internal reports that showed a lack of understanding of Therapeutic Use Exemption (TUE) rules applying to players in Australia, but not to overseas leagues.

We worked with Baseball Australia to deliver an education program designed to reach all players prior to the season commencing. The education program included:

- mandatory online training
- the provision of 3 face-to-face sessions that emphasised changes to the World Anti-Doping Code, TUE requirements and content related to match-fixing.

The sessions reached 132 players.



Of the face-to-face attendees who completed our survey, **90%** said they felt better informed as a result of the education session.

### 5.3. Output of Sport Integrity Australia's information assessment framework

We receive complaints and reports from participants of sport and non-participants. In total, we have received more than 300 complaints through various means (website, phone, email) in the last financial year. Of those, more than 200 relate to matters within the remit of sport integrity threats as defined by the *Sport Integrity Australia Act 2020*. While we have no legislative authority to investigate or enforce possible breaches of a sport's integrity policies (except for doping matters), we provide advice on the progression of those complaints and, where possible, we are referring these to appropriate bodies such as sporting organisations and law enforcement and regulatory agencies. Of the complaints received, 109 related to matters outside the remit of the *Sport Integrity Australia Act 2020*.

We are currently building systems to allow recording of timeframes for responsiveness regarding acknowledgement of complaints and completion of triage and assessment. While timeframes for acknowledgment and triage can be set, timeframes for assessment are more difficult due to the variability in the nature of the complaints.

## *Gymnastics Australia*

In September 2020, Gymnastics Australia engaged the Australian Human Rights Commission (AHRC) to implement a review of the culture within gymnastics in Australia, as part of a global response to the allegations of abuse, bullying and misconduct by coaches and other administrators towards athletes in gymnastics over many years. With the National Sports Tribunal, we provided support to Gymnastics Australia with an independent complaints management process during the AHRC review period, providing an avenue of reporting individual complaints relating to misconduct, bullying, abuse, sexual harassment and assault.

The AHRC review identified systemic issues within the sport of gymnastics, resulting in 5 key findings and 12 recommendations to address these issues. These could have broad applicability across sport in Australia.

During the submission period, we received 35 separate allegations, which resulted in 7 investigations into 14 of the allegations, some of which are still ongoing. The investigations included both historical and recent events, Olympic and club-level complaints, and corroborated some of the systemic issues the review identified. These included those that affect athlete experience and wellbeing, a 'win at all costs' mentality, an unhealthy focus on the ideal body as well as an authoritarian and outdated approach to coaching.

The independent complaints handling process for gymnastics identified process improvements regarding the triaging, assessment and investigation of complaints. The learnings were applied to the development of the Complaints, Disputes and Disciplinary Policy under the National Integrity Framework.

### **5.4. Output and evaluation of testing strategies**

## ANNUAL STAKEHOLDER SURVEY RESPONSE



**96%** of athlete respondents were knowledgeable of anti-doping rules prior to testing



**95%** of athlete respondents were satisfied with the explanation provided by Sport Integrity Australia staff about the testing process

**93%** of athlete respondents were satisfied with the information provided by Sport Integrity Australia staff during the sample collection

**92%** of athlete respondents were satisfied with the professionalism of Sport Integrity Australia staff during testing

We deliver an informed national anti-doping testing program in accordance with the World Anti-Doping Agency and International Standard for Testing and Investigations. Our testing program in 2020–21 had 4 strategic objectives:

- to allocate testing resources in a way that maximises our ability to detect doping
- to allocate testing resources in a way that maximises our ability to deter doping
- to plan available testing resources in a way that maximises our ability to protect the integrity of the Australian teams to compete at the 2020 Tokyo Olympic and Paralympic Games
- to ensure we meet or exceed our World Anti-Doping Code compliance requirements.

## *Testing during the COVID-19 pandemic*

The COVID-19 pandemic has had a substantial impact on athletes and the sporting community. The health and welfare of our staff and athletes has been our number one priority.

Throughout the year, we continued to collect anti-doping samples. To facilitate this, we regularly reviewed our processes and procedures to ensure they were in line with government advice and state and territory health requirements.

In locations where testing was possible, the process was modified to maintain social distancing requirements. We took additional steps to minimise the number of doping control staff at missions without compromising the test collection, and we introduced enhanced safety processes, including the wearing of personal protection equipment and increased cleaning and sanitising.

We developed a Q&A publication to share information regarding the COVID-19 pandemic and the changes to our testing procedures. This helped to explain the changes made to testing procedures in response to the COVID-19 pandemic.

## *International Testing Agency pre-Games Expert Group testing recommendations*

We worked in partnership with the World Anti-Doping Agency (WADA), the International Testing Agency (ITA), international sporting federations, the Australian Olympic Committee (AOC) and Paralympics Australia (PA) to deliver a comprehensive pre-Games testing program for Australian athletes for the Tokyo 2020 Games.

This was the first Olympics where ITA had responsibility for the Olympic Games. This was achieved through partnership with the Japanese Anti-Doping Agency and the Tokyo 2020 Organising Committee.

In the lead-up to the Games, the Organising Committee established a Tokyo 2020 Taskforce consisting of several key National Anti-Doping Organisations (NADOs), including Sport Integrity Australia, to make recommendations for testing selections to sample collection agencies (other NADOs and international federations) with testing authority over athletes on the long or short lists as part of pre-Olympic testing.

In December 2020, we received 957 testing recommendations.

We delivered a comprehensive pre-Olympic anti-doping testing program, including the storage of anti-doping samples for up to 10 years to allow for retrospective testing should new information or testing methods become available.

We had a presence at the 2020 Tokyo Olympic and Paralympic Games at the request of the Tokyo Organising Committee. We provided one Doping Control Officer and 2 specialist staff to assist in the operations centre managing the testing program.

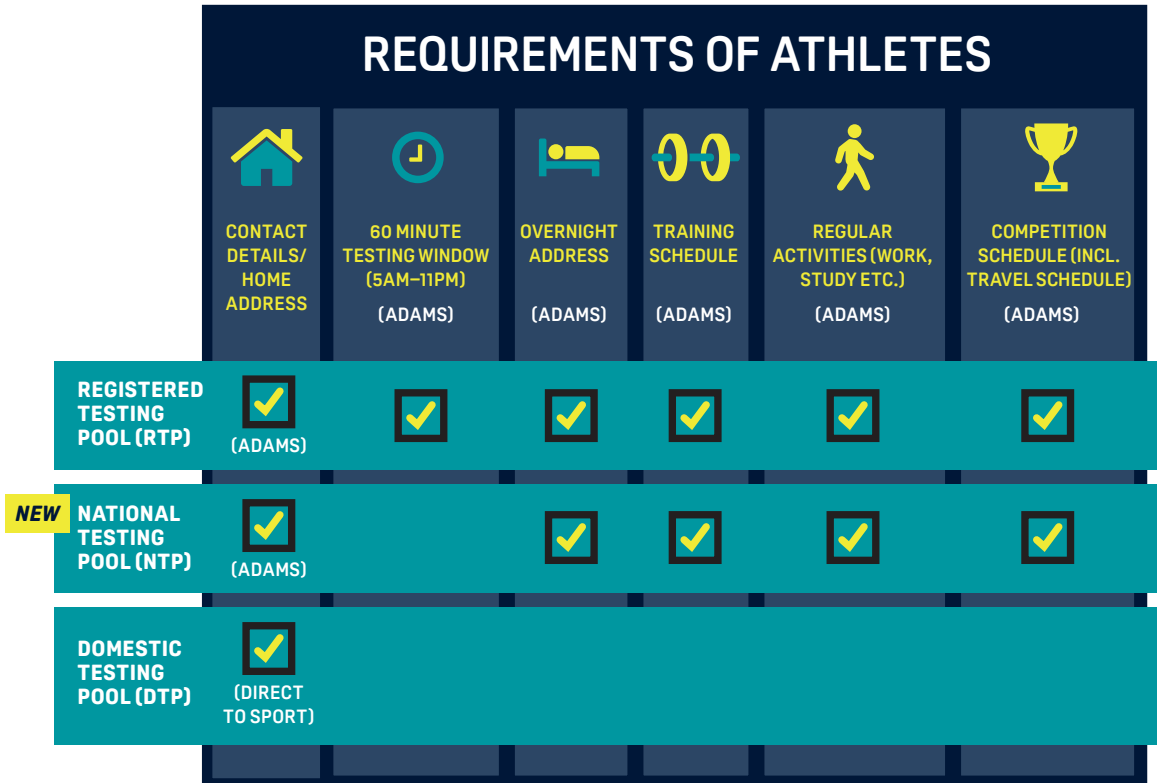
### A new testing pool for sub-elite and elite level athletes

On 27 January 2021, we established a new anti-doping testing pool called the National Testing Pool (NTP). The NTP increases our ability to effectively conduct anti-doping testing on a wider range of athletes using reliable whereabouts information. This testing pool is in addition to the existing Domestic Testing Pool (DTP) and Registered Testing Pool (RTP).

The NTP was established with 5 sports, with an additional 11 sports subsequently added. The NTP requires athletes to complete our online education (Anti-Doping Fundamentals and the Annual Update) and to provide whereabouts information into the WADA Anti-Doping Administration and Management System (ADAMS) system.

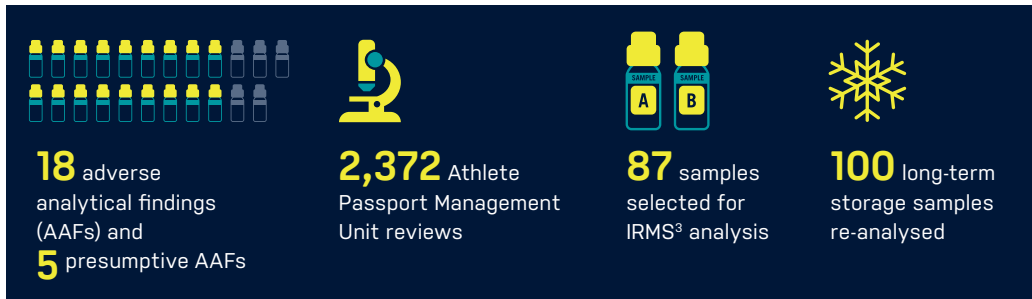
We continue to review and expand the NTP. Expanding the NTP to other sports will provide greater flexibility with testing plans and allow the operations division to be more dynamic and proactive with targeted testing as there will be greater data to draw on when trying to locate athletes.

Figure 11: Testing Pool requirements of athletes



*New National Testing Pool requirements*

## 5.5. Output of science review and analysis



### Athlete Passport Management Unit

The Sydney Athlete Passport Management Unit (APMU) manages the Athlete Biological Passport (ABP) reviews of passports in our custody. ABPs are established for each athlete from data relating to haematological and steroid information obtained through the analysis of blood and urine samples.

The current key stakeholders of the Sydney APMU are the Australian Sports Doping Testing Laboratory (ASDTL), Sport Integrity Australia, Drug Free Sport New Zealand (DFSNZ) and the Korean Anti-Doping Agency (KADA). ASDTL manages the Sydney APMU and staff from ASDTL, Sport Integrity Australia and DFSNZ conduct scientific reviews of the ABPs when new results are available.

These reviews lead to development of informed test plans, further analysis, long-term storage of samples and reviews by experts to establish an atypical passport finding. The stakeholders meet weekly to discuss ABPs that require management, planning, or delegation of tasks related to the reviews undertaken, as well as to define procedures as they evolve and learn from each other's review experiences.

This collaborative approach allows us to effectively coordinate and execute reviews of profiles for the ABP in our custody, learn and develop skills and knowledge and provide support to partners in our region. In 2020–2021, we have reviewed 2,372 ABP profiles.

### Re-analysis of samples from long-term storage

Anti-doping samples can be stored for up to 10 years and re-analysed within this time frame. This is an important component of our anti-doping program. It enables us to take advantage of advances in scientific knowledge and capability to detect doping that wasn't detectable at the time a sample was collected. We have an ongoing program of storing and re-analysing samples.

This year, we selected 100 samples previously collected from potential Olympians and Paralympians for re-analysis. There were no adverse analytical findings (AAFs or positive tests) from this re-analysis.

3 IRMS<sup>3</sup>— Isotope Ratio Mass Spectrometry is a specialised analytical technique which is used in Anti-Doping to differentiate between exogenous (administered) and endogenous (natural) steroids.

## 5.6. Output of legal processes (that is, show cause notices, public disclosures)

Over the 2020–21 period, we issued 17 'show cause' notices or notice of anti-doping rule violation/s across 10 sports (as of 1 January 2021, 'notice of anti-doping rule violation/s' are issued rather than 'show cause' notices).

We publicly disclosed 21 sanctions across 11 sports (noting this figure includes 4 sanctions which we did not have results management authority over but could publicly disclose the matters under the [Sport Integrity Australia Act 2020](#) (the Act). This figure does not include one sanction the CEO did not publicly disclose, pursuant to section 19A of the Act. Of the 21 sanctions publicly disclosed, the CEO has removed one sanction due to extenuating circumstances.

During 2020–21, 6 matters were heard before a tribunal. Of those, 5 have been finalised, with one subject to appeal proceedings. In all cases, the anti-doping rule violation/s were upheld. The matters were heard in:

- NRL Anti-Doping Tribunal
- National Sports Tribunal
- AFL Anti-Doping Tribunal
- QRL Anti-Doping Tribunal
- Court of Arbitration for Sport.

### 'Show cause' notices issued

	2017–18	2018–19	2019–20	2020–21
Athletes	31	19	20	17
Support personnel	0	0	0	0
<b>TOTAL</b>	<b>31</b>	<b>19</b>	<b>20</b>	<b>17</b>

### Anti-doping rule violations publicly announced in 2020–21

SPORT	RULE VIOLATION <sup>1</sup>	SUBSTANCE/METHOD	SANCTION <sup>2</sup>
Weightlifting	Presence and Use	LGD-4033 and its metabolite Di-hydroxy LGD-4033	4 years
Softball	Presence	Benzoyllecgonine (metabolite of Cocaine)	2 years
Powerlifting	Presence, Use and/or Attempted Use and Possession	2a-methyl-3a-hydroxy-5a-androstan-17-one (metabolite of Drostanolone), Metandienone, Testosterone Propionate and/or Testosterone and/or Testosterone Decanoate and/or Dromostanolone Enanthate and/or Testosterone Isocaproate and/or Testosterone Enanthate	4 years
Weightlifting	Presence, Use and Possession	Drostanolone and its metabolite 2a-methyl-3a-hydroxy-5a-androstan-17-one, Testosterone	4 years
Rugby Union	Presence and Use	Higenamine	2 years

SPORT	RULE VIOLATION <sup>1</sup>	SUBSTANCE/METHOD	SANCTION <sup>2</sup>
Athletics	Presence and Use	Exogenous Androsterone, Etiocholanolone and 5-androstane-3,17-diol, Dehydroepiandrosterone	4 years
Rugby Union	Presence, Use and Possession	LGD-4033 and its metabolite Di-hydroxy LGD-4033	4 years
Powerlifting*	Presence	Dehydrochloromethyl-testosterone (DHCMT)	4 years
Cycling / BMX	Presence and Use	Clenbuterol; Bis (4-cyanophenyl) methanol (metabolite of letrozole); Exogenous Androsterone, Etiocholanolone, 5 $\beta$ -androstane-3 $\alpha$ ,17 $\beta$ -diol, Letrozole, Testosterone	4 years
Para Powerlifting	Presence, Use, Use and/or Attempted Use and Possession	Exogenous Testosterone, Androsterone, Etiocholanolone, 5 $\beta$ -androstane-3 $\alpha$ ,17 $\beta$ -diol, Growth Hormone, Testosterone	4 years
Triathlon*	Presence	Di-hydroxy LGD-4033 (metabolite of LGD-4033)	4 years
Cycling*	Presence and Use	LGD-4033 and its metabolite Bishydroxy-metabolite (metabolite of LGD-4033)	15 months
Handball*	Presence	Phentermine	4 years
Rugby League	Presence	Benzoyllecgonine and Methylecgonine (metabolites of Cocaine)	1 month
AFL	Use of a Prohibited Method and Presence	Urine substitution, Carboxy-THC (11-nor-9-carboxy-delta9-tetrahydrocannabinol)	2 years
Water Polo	Presence	Benzoyllecgonine (metabolite of Cocaine)	3 months
Weightlifting	Failure to Submit to Sample Collection	N/A	3 years
Rugby League	Presence and Use	LGD-4033 and its metabolite Di-hydroxy LGD-4033	20 months
Rugby League	Presence, Use and Possession	Exogenous Testosterone and its metabolites Androsterone, Etiocholanolone and 5 $\beta$ -androstereone-3 $\alpha$ ,17 $\beta$ -diol, Testosterone	4 years
Rugby Union	Presence, Use, Use and/or Attempted Use, Possession and Tampering or Attempted Tampering	Methasterone and its metabolite 17 $\beta$ -hydroxymethyl-2 $\alpha$ ,17 $\alpha$ -dimethyl-18-nor-5-androst-13-en-3-one, GW1516 and its metabolites GW1516 Sulfone and GW1516 Sulfoxide, Ostarine, RAD140, S-23	3 years
Athletics	Presence and Use	Norethandrolone and/or Ethylestrenol and its metabolites 17 $\alpha$ -ethyl-5 $\beta$ -estrane-3 $\alpha$ ,17 $\beta$ -diol and 17 $\alpha$ -hydroxyethyl-5 $\beta$ -estrane-3 $\alpha$ ,17 $\beta$ -diol	3 years

1 'Use' means use of a banned substance or method. 'Presence' means that a banned substance (or its metabolites or markers) was found in a sample. 'Possession' means possession of a banned substance. 'Tampering' means intentional conduct which subverts the doping control process (which would not otherwise be included in the

definition of prohibited methods). 'Failure to Submit to Sample Collection' means failing to submit to sample collection without compelling justification after being notified of selection for doping control.

- <sup>2</sup> No athlete or other person who has been declared ineligible or is subject to a provisional suspension may, during a period of ineligibility or provisional suspension, participate in any capacity in a competition or activity (other than authorised anti-doping education or rehabilitation programs) authorised or organised by any signatory, signatory's member organisation, or a club or other member organisation of a signatory's member organisation, or in competitions authorised or organised by any professional league or any international- or national-level event organisation or any elite or national-level sporting activity funded by a governmental agency.

\* Australian athletes Sport Integrity Australia did not have results management authority over

## 5.7. Output of investigations

### Investigations in 2020–21

In 2021–21, we commenced conducting integrity investigations related to misconduct, bullying and abuse of participants in sport. Given many remain active and are subject to privacy concerns, we are not reporting on the details of these at this time.

	COMMENCED IN 2020–21	ONGOING INTO 2021–22
AAF investigations	7	3
Non-AAF investigations	3	4
Integrity investigations	20	7
<b>TOTAL</b>	<b>30</b>	<b>14</b>

### Disclosure notices (DNs)

We issued 25 disclosure notices to 10 individuals or entities in 2020–21. We did not serve 2 of these disclosure notices due to extenuating circumstances. Three of these disclosure notices were not served due to travel restrictions associated with the COVID-19 pandemic. There were also 2 replacement disclosure notices issued due to claims of hardship, which have not been counted in the below statistics.

	ISSUED	SERVED
Attend interview DN	10	9
Give information DN	7	6
Produce docs or things DN	8	7
<b>TOTAL</b>	<b>25</b>	<b>22</b>



## 5.8. Annual stakeholder survey

### ADDRESSING SPORTS INTEGRITY THREATS



**60%** of national sporting organisation representative respondents said Sport Integrity Australia was effective in helping them detect sports integrity threats in their sport through testing and investigations



#### Sport stakeholder respondents knowledge of Sport Integrity Australia's work:

**73%** know about work to address, and/or coordinate the response to, the use of drugs in sport

**89%** know about work to address, and/or coordinate the response to, the manipulation of sporting competitions

**90%** know about work to address, and/or coordinate the response to, doping in sport

**74%** know about work to address, and/or coordinate the response to, the abuse of children and other persons in a sporting environment

**89%** know about work to address, and/or coordinate the response to, the failure to protect members of sporting organisations, and other persons in a sporting environment, from bullying, intimidation, discrimination or harassment

# Appendix to Annual Performance Statement: Sport Integrity Australia 2020–21 Annual Stakeholder Survey and additional statistics

## AGENCY'S PURPOSE AND FUNCTIONS

Sport stakeholder<sup>1</sup> respondents rated the extent to which the work of Sport Integrity Australia contributed to each of the following:

**73%** said, to at least some extent, the agency contributed to protecting them and their sport from manipulation of sporting competitions

**84%** said, to at least some extent, the agency contributed to protecting them and their sport from doping in sport

**70%** said, to at least some extent, the agency contributed to protecting members of sporting organisations and other persons in a sporting environment from bullying, intimidation, discrimination or harassment

**83%** said, to at least some extent, the agency contributed to protecting them and their sport from the use of drugs in sport

**73%** said, to at least some extent, the agency contributed to protecting children and other persons in their sporting environment from abuse

Non-sport stakeholder<sup>2</sup> respondents rated the extent to which the work of Sport Integrity Australia contributed to each of the following:

**70%** said, to at least some extent, the agency contributed to protecting Australian sport in general from manipulation of sporting competitions

**89%** said, to at least some extent, the agency contributed to protecting Australian sport in general from doping in sport

**59%** said, to at least some extent, the agency contributed to protecting members of sporting organisations and other persons in a sporting environment from bullying, intimidation, discrimination or harassment

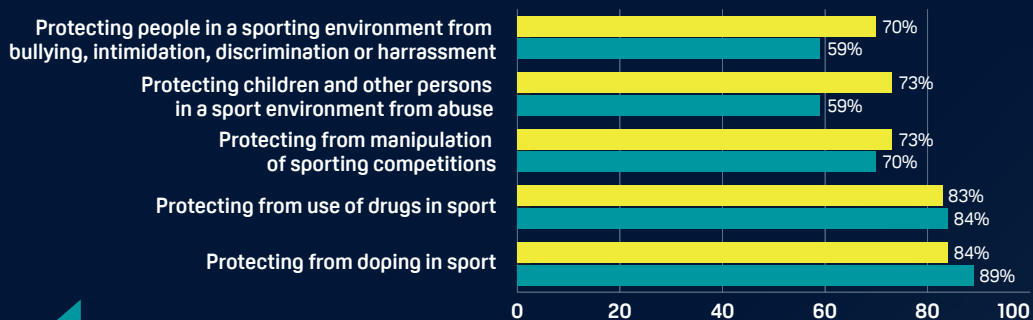
**84%** said, to at least some extent, the agency contributed to protecting Australian sport in general from the use of drugs in sport

**59%** said, to at least some extent, the agency contributed to protecting children and other persons in the Australian sporting environment from abuse

<sup>1</sup> 'Sport stakeholder' comprises athletes, support personnel, representatives of national sporting organisations and representatives of another sporting organisation.

<sup>2</sup> 'Non-sport stakeholder' comprises representatives (a) from sport industry, sport integrity or a racing body, (b) of an Australian law enforcement agency, (c) of a non-law enforcement Australian Government agency, (d) from an international (non-Australian) organisation.

The agency's contribution is, at least to some extent...



## EDUCATION AND INFORMATION SERVICES

**86%** of respondents agree the agency's education and information services reduce the risk of an accidental breach of anti-doping regulations

**75%** of respondents agree the agency's education and information services increased their awareness of the effects of illicit drugs in sport

**76%** of respondents agree the agency's education and information services reduce the risk of deliberate doping

**68%** of national sporting organisation representative respondents said Sport Integrity Australia was effective in helping them prevent sports integrity threats in their sport through education and information sharing

**67%** of respondents agree the agency's education and information services reduced their risk of breaching competition manipulation (for example, match-fixing) rules in their sport



# REPORTING SPORTS INTEGRITY INFORMATION

**84%** of sporting stakeholder respondents said, to at least some extent, they felt they knew to report information related to protecting their sport from manipulation of sporting competitions to Sport Integrity Australia

**93%** of non-sport stakeholder respondents said, to at least some extent, they felt they knew to report information related to protecting Australian sport in general from doping methods to Sport Integrity Australia

**83%** of non-sport stakeholder respondents said, to at least some extent, they felt they knew to report information related to protecting Australian sport in general from manipulation of sporting competitions to Sport Integrity Australia

**83%** of sport stakeholder respondents said, to at least some extent, they felt they knew to report information related to protecting children and other persons in their sporting environment from abuse to Sport Integrity Australia

**91%** of sport stakeholder respondents said, to at least some extent, they felt they knew to report information related to protecting their sport from the use of drugs to Sport Integrity Australia

**78%** of non-sport stakeholder respondents said, to at least some extent, they felt they knew to report information related to protecting children and other persons in Australian sporting environments from abuse to Sport Integrity Australia

**93%** of non-sport stakeholder respondents said, to at least some extent, they felt they knew to report information related to protecting Australian sport in general from the use of drugs to Sport Integrity Australia

**83%** of sport stakeholder respondents said, to at least some extent, they felt they knew to report information related to protecting members of sporting organisations, and other persons in a sporting environment, from bullying, intimidation, discrimination or harassment to Sport Integrity Australia

**91%** of sport stakeholder respondents said, to at least some extent, they felt they knew to report information related to protecting their sport from doping methods to Sport Integrity Australia

**75%** of non-sport stakeholder respondents said, to at least some extent, they felt they knew to report information related to protecting members of sporting organisations, and other persons in a sporting environment, from bullying, intimidation, discrimination or harassment to Sport Integrity Australia

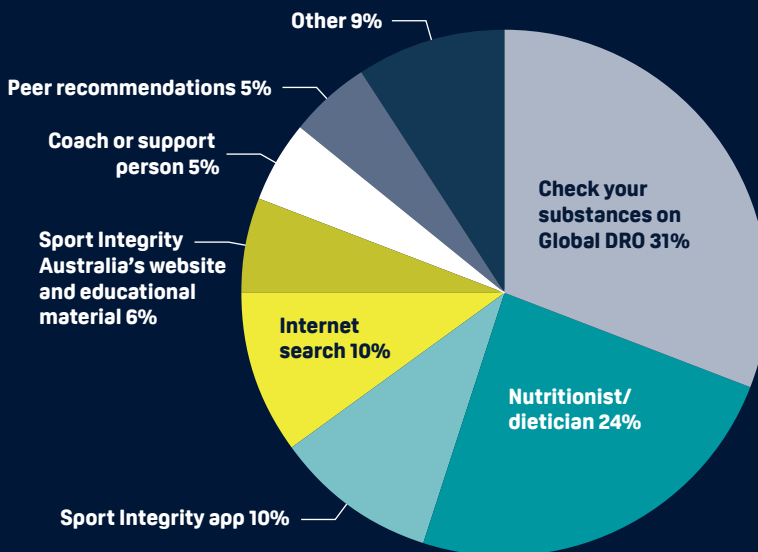


## Supplements

Of the athlete respondents who used supplements in the last 12 months, their main source of information about the effectiveness, quality and safety of supplements was:



Main source of athlete respondent supplements information



# SPORTING ORGANISATION COMPLIANCE



**81%** of sporting organisation respondents rate athlete and support personnel compliance with anti-doping requirements in their sport as good

**91%** of sporting organisation respondents rate their understanding of their role and responsibilities under current anti-doping requirements as good

**75%** of national sporting organisation respondents stated Sport Integrity Australia effectively explained changes in policies, procedures and processes

**90%** of national sporting organisation respondents stated Sport Integrity Australia effectively ensured anti-doping policies were up-to-date and reflected the World Anti-Doping Code and Sport Integrity Australia's legislative framework

**80%** of national sporting organisation respondents stated Sport Integrity Australia effectively assisted their organisation to meet their anti-doping requirements

**75%** of sporting organisation respondents rated the compliance burden imposed on their sport and its athletes by Sport Integrity Australia as reasonable

## ANTI-DOPING TESTING



**1,645**  
testing  
missions



**2,523**  
individual  
athletes tested



**4,593** total anti-doping tests across **51** sports

**1,219** GOVERNMENT-FUNDED TESTING MISSIONS

**426** USER-PAYS TESTING MISSIONS

**2,870**  
GOVERNMENT-FUNDED TESTS across 50 sports

**610** in-competition / **2,260** out-of-competition tests

**153** government-funded tests conducted overseas

**1,723**  
USER-PAYS TESTS  
across 21 sports

**361** in-competition /  
**1,362** out-of-competition tests

**57**  
TESTS BY SPORT  
INTEGRITY AUSTRALIA  
on foreign athletes training  
and competing in Australia

**1,926** RTP, NTP AND DTP ATHLETES  
across 41 sports

**141** Registered Testing Pool (RTP) athletes across 10 sports

**188** National Testing Pool (NTP) athletes across 17 sports

**1,597** Domestic Testing Pool (DTP) athletes across 41 sports

# SCIENCE AND MEDICINE

## 18 ATHLETES TESTED RETURNED AN ADVERSE ANALYTICAL FINDING



- 9 athletes were covered by a Therapeutic Use Exemption, or used an allowed route of administration
- 9 athletes were progressed as possible violations.

### THERAPEUTIC USE EXEMPTIONS (TUE)



**75%** of athlete respondents who applied for a Therapeutic Use Exemption were satisfied with the process

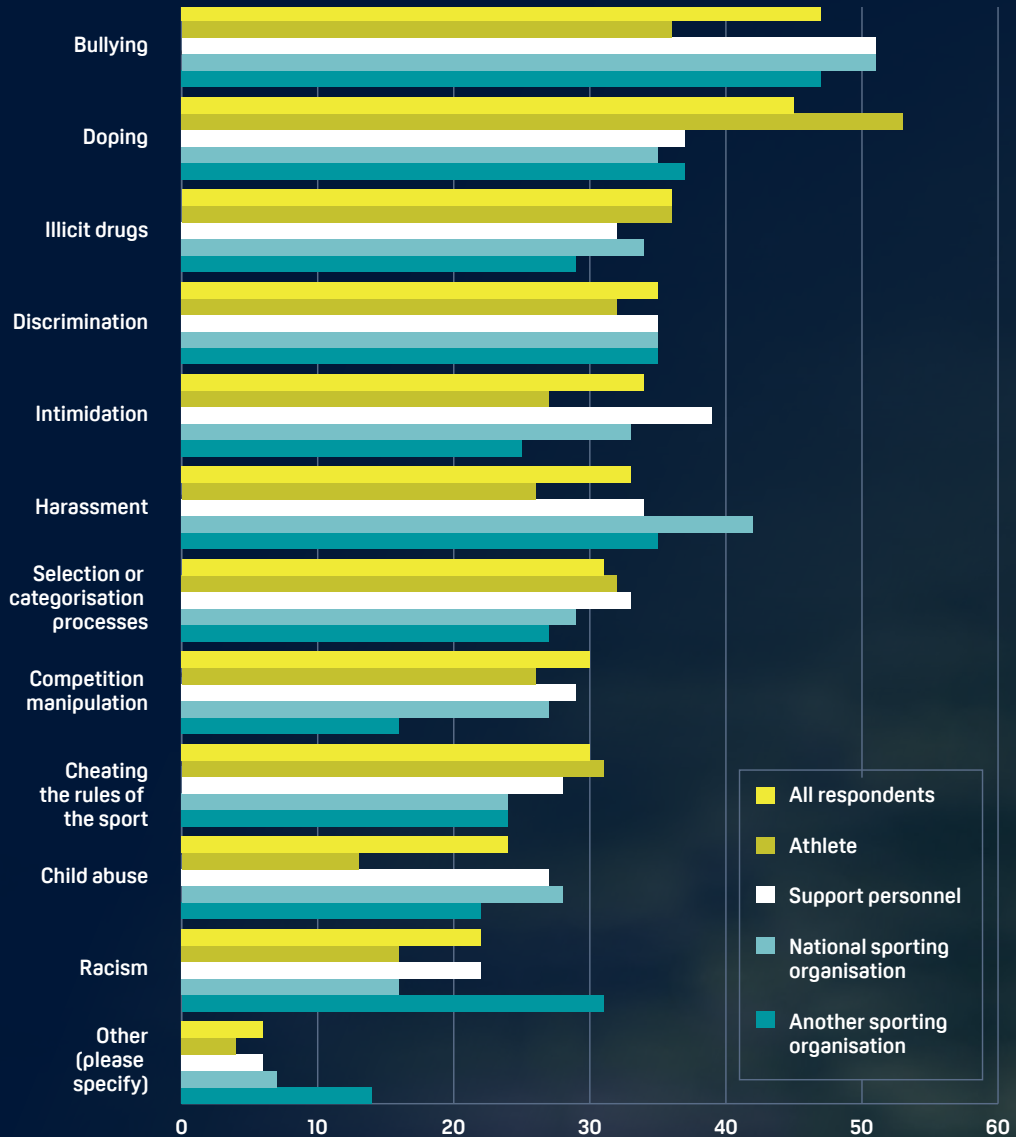


More than 1,100 samples added to long-term storage facility



# STAKEHOLDER VIEWS ON SPORTS INTEGRITY THREATS TO SPORT

The main sports integrity threats in your sport or sport in general  
(respondents could select multiple answers)



\* All respondents includes:

- athletes
- support personnel (including coach, trainer, medical, administrative or family)
- representatives of:
  - a national sporting organisation
  - another sporting organisation
  - sport industry, sport integrity or racing bodies
  - an Australian law enforcement agency
  - an Australian Government agency (non-law enforcement)
  - an international (non-Australian) organisation
- other.









CHAPTER 8

MANAGEMENT AND  
ACCOUNTABILITY



*Staff celebrating International Women's Day in March 2021*

## PEOPLE

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

We are embarking on a whole-of-agency journey to define our culture and create our own identity. The outcomes will inform strategies around wellbeing, innovation and engagement. We are committed to diversity and continue to work on improving and promoting diversity in our workforce.

We actively engage and share resources with relevant government departments, law enforcement and regulatory agencies through staff secondments.

As an agency we nourish and develop our workforce to bring expertise, shared experiences and ideas that challenge our current thinking. This is achieved through internal higher duties opportunities, cross skilling and temporary transfers to other agencies, along with internal and external training activities.

# Workforce composition

**TABLE 1: ALL ONGOING EMPLOYEES CURRENT REPORT PERIOD (2020-21)**

	MALE			FEMALE			INDETERMINATE			TOTAL
	Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total indeterminate	
ACT	41	1	42	41	8	49	0	0	0	91
NSW	0	0	0	1	0	1	0	0	0	1
Qld	0	0	0	1	0	1	0	0	0	1
SA	0	0	0	0	0	0	0	0	0	0
Tas	0	0	0	0	0	0	0	0	0	0
Vic	0	0	0	1	0	1	0	0	0	1
WA	0	0	0	0	0	0	0	0	0	0
NT	0	0	0	0	0	0	0	0	0	0
External territories	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>41</b>	<b>1</b>	<b>42</b>	<b>44</b>	<b>8</b>	<b>52</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>94</b>

**TABLE 2: ALL NON-ONGOING EMPLOYEES CURRENT REPORT PERIOD (2020-21)**

	MALE				FEMALE				INDETERMINATE				TOTAL
	Full-time	Part-time	Casual	Total male	Full-time	Part-time	Casual	Total female	Full-time	Part-time	Casual	Total indeterminate	
ACT	2	0	7	9	9	2	13	24	0	0	1	1	34
NSW	0	0	29	29	0	0	22	22	0	0	0	0	51
Qld	0	0	28	28	0	0	27	27	0	0	0	0	55
SA	0	0	10	10	0	0	8	8	0	0	0	0	18
Tas	0	0	10	10	0	0	6	6	0	0	0	0	16
Vic	0	0	25	25	0	0	17	17	0	0	0	0	42
WA	0	0	14	14	0	0	12	12	0	0	0	0	26
NT	0	0	0	0	0	0	0	0	0	0	0	0	0
External territories	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>2</b>	<b>0</b>	<b>123</b>	<b>125</b>	<b>9</b>	<b>2</b>	<b>105</b>	<b>116</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>242</b>

**TABLE 3: AUSTRALIAN PUBLIC SERVICE ACT ONGOING EMPLOYEES CURRENT REPORT PERIOD (2020–21)**

	MALE			FEMALE			INDETERMINATE			TOTAL
	Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total indeterminate	
SES 3	1	0	1	0	0	0	0	0	0	1
SES 2	0	0	0	0	0	0	0	0	0	0
SES 1	2	0	2	1	0	1	0	0	0	3
EL 2	6	0	6	5	0	5	0	0	0	11
EL 1	14	0	14	10	2	12	0	0	0	26
APS 6	12	1	13	23	4	27	0	0	0	40
APS 5	5	0	5	4	1	5	0	0	0	10
APS 4	1	0	1	1	1	2	0	0	0	3
APS 3	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>41</b>	<b>1</b>	<b>42</b>	<b>44</b>	<b>8</b>	<b>52</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>94</b>

**TABLE 4: AUSTRALIAN PUBLIC SERVICE ACT NON-ONGOING EMPLOYEES CURRENT REPORT PERIOD (2020–21)**

	MALE			FEMALE			INDETERMINATE			TOTAL			
	Full-time	Part-time	Casual	Total male	Full-time	Part-time	Casual	Total female	Full-time		Part-time	Casual	Total indeterminate
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	
EL 2	0	0	0	0	0	1	0	1	0	0	0	0	
EL 1	1	0	0	1	2	0	0	2	0	0	0	0	
APS 6	0	0	0	0	4	1	0	5	0	0	0	0	
APS 5	1	0	0	1	2	0	0	2	0	0	0	0	
APS 4	0	0	0	0	0	0	0	0	0	0	0	0	
APS 3	0	0	19	19	0	1	27	28	0	0	0	0	
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	
APS 1	0	0	104	104	0	0	78	78	0	0	1	1	
Other	0	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTAL</b>	<b>2</b>	<b>0</b>	<b>123</b>	<b>125</b>	<b>8</b>	<b>3</b>	<b>105</b>	<b>116</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>242</b>

**TABLE 5: AUSTRALIAN PUBLIC SERVICE ACT INDIGENOUS EMPLOYMENT CURRENT REPORT PERIOD (2020–21)**

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

**TABLE 6: AUSTRALIAN PUBLIC SERVICE ACT EMPLOYMENT SALARY RANGES BY CLASSIFICATION LEVEL (MINIMUM/MAXIMUM) CURRENT REPORT PERIOD (2020–21)**

	MINIMUM SALARY	MAXIMUM SALARY
SES 3	\$310,380	\$310,380
SES 2	0	0
SES 1	\$206,040	\$230,765
EL 2	\$121,410	\$162,792
EL 1	\$107,395	\$124,233
APS 6	\$93,473	\$104,828
APS 5	\$83,138	\$90,262
APS 4	\$75,920	\$81,043
APS 3	\$67,176	\$70,861
APS 2	0	0
APS 1	\$44,235	\$44,235
Other	0	0
<b>MINIMUM/MAXIMUM RANGE</b>	<b>\$44,235</b>	<b>\$310,380</b>

**TABLE 7: AUSTRALIAN PUBLIC SERVICE ACT EMPLOYEES BY FULL-TIME AND PART-TIME STATUS CURRENT REPORT PERIOD (2020–21)**

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

**TABLE 8: AUSTRALIAN PUBLIC SERVICE ACT EMPLOYMENT TYPE BY LOCATION CURRENT REPORT PERIOD (2020–21)**

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

## Workforce planning

We are committed to the continued development of our staff.

To build a dynamic and capable workforce, we focus on different training methods and provide learning opportunities to address the future challenges our staff face. We support secondment opportunities to other agencies and internal opportunities to learn new roles. We provide study assistance and participate in surge placements throughout the COVID-19 pandemic.

We continue to promote flexible work arrangements for our staff members to enhance work-life balance and productivity.

Staff training during 2020–21 focused on key knowledge requirements and organisational priorities, including:

- mental health first aid
- work health and safety
- recruitment and selection panels
- writing executive and ministerial briefs
- project management
- record keeping
- security awareness.

## Learning and development

**REFER TO:** The feature article on project management training on page 31.



# Employment arrangements

## AUSTRALIAN PUBLIC SERVICE ACT EMPLOYMENT ARRANGEMENTS CURRENT REPORT PERIOD (2020–21)

	SES	NON-SES	TOTAL
<i>Enterprise Agreement 2017–20</i>	0	332	<b>332</b>
Section 24(1) determinations	3	0	<b>3</b>
<b>TOTAL</b>	<b>3</b>	<b>332</b>	<b>335</b>

## Enterprise agreement

The *Australian Sports Anti-Doping Authority (ASADA) Enterprise Agreement 2017–20* sets out the terms and conditions of Sport Integrity Australia's non-SES staff. We are currently negotiating a new enterprise agreement.

## Section 24(1) determinations

In 2018–19, the terms and conditions of employment of the SES employees were set by determination under section 24(1) of the [Public Service Act 1999](#).

## Performance pay

We do not pay performance pay. In accordance with the *ASADA Enterprise Agreement 2017–20*, the performance scheme enables incremental salary advancements. Employees receiving a rating of fully effective or higher are eligible for incremental salary advancement where they are below the maximum salary range for their classification.

## Work health and safety

### INFORMATION REGARDING WORK HEALTH AND SAFETY CAN BE FOUND UNDER:

*Work Health and Safety Committee* on page 135.

## National Disability Strategy

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

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

# CORPORATE GOVERNANCE

## Corporate governance practices

We employ 4 main corporate governance practices.

### Management structure

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

### Management environment

A coherent vision aligned with our corporate planning framework and with mission, strategies, planning processes and performance measures helps us meet our clearly articulated goals. This is enhanced through leadership protocols, investing in people and culture, 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 and financial rules to provide guidance on policies, procedures and expected behaviours.

### Monitoring and reporting

We focus on compliance with the enhanced [Commonwealth Performance Framework](#), Regulator Performance Framework and reporting performance in accordance with legislative and regulatory requirements.

# Management

## Executive

Sport Integrity Australia's executive team as at 30 June 2021:

- Mr David Sharpe APM OAM – Chief Executive Officer
- Mr Bill Turner – Chief Operating Officer
- Ms Emma Johnson OLY – Deputy Chief Executive Officer, Sports Engagement
- Mr Darren Mullaly – Deputy Chief Executive Officer, Strategy and International Engagement
- Ms Susan Ball – Deputy Chief Executive Officer, Operations\*
- Mr Peter Crozier – Law Enforcement Capability Adviser\*

\* Executive member was seconded from the Australian Federal Police to Sport Integrity Australia.

## Senior leaders

- Ms Alexis Cooper – Director, Education
- Ms Anne-Marie Phippard – Director, Safeguarding
- Mr Chris Butler – Director, Anti-Doping Policy
- Mr Dion McVie – Director, Governance and Risk
- Mr Douglas Stubbs – Director, Assessment and Review
- Mr Jason Whybrow – Director, Sports Wagering and Match-Fixing
- Mr Jeff Gough – Australian Criminal Intelligence Commission Liaison Officer\*
- Ms Justine Crawford – Director, Intelligence
- Ms Karen Smith – Director, Investigations (Acting)
- Mr Michael Harkins – Director, Anti-Doping Testing
- Dr Naomi Speers – Chief Science Officer / Director, Science and Medicine
- Mr Patrick Dale – Director, Sports Engagement and Communication
- Ms Rebecca Tyler – Chief Financial Officer
- Ms Regina Weiss – Director, Legal
- Mr Simon Anderson – Chief Information Officer
- Mr Steven Fitzgerald – Director, Projects.

\* Member was seconded to Sport Integrity Australia

## Senior Leadership Group

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

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

## Corporate planning and reporting

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

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

## Governance committees

### Audit and Risk Committee

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

The committee's role is to review, and provide independent advice to the CEO, on the appropriateness of our financial and performance reporting responsibilities, risk oversight and management, and system of internal control.

The committee comprises 4 independent members:

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

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

As described under its charter, the functions of the Audit and Risk Committee include independently reviewing the appropriateness of our:

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

## Audit and Risk Committee

MEMBER NAME	QUALIFICATIONS, KNOWLEDGE, SKILLS OR EXPERIENCE (INCLUDE FORMAL AND INFORMAL AS RELEVANT)	NUMBER OF MEETINGS ATTENDED/TOTAL NUMBER OF MEETINGS	TOTAL ANNUAL REMUNERATION (GST INC.)
Jennifer Clark (Chair)	<p>Ms Clark has an extensive background in business, finance and governance through a career as an investment banker and as a non-executive director.</p> <p>Ms Clark is an independent board director and she has been the chair or member of over 20 audit, risk and finance committees in the Commonwealth and private sectors over the past 30 years. Ms Clark is a Fellow of the Australian Institute of Company Directors and has substantial experience in performance reporting, audit and risk management.</p>	5/5	\$27,500
Carol Lilley (member)	<p>Ms Lilley is an independent board director and chair or member of a number of Commonwealth Government audit committees. She was a partner at PricewaterhouseCoopers and has over 20 years' experience in financial statement audit, internal audit and project and risk management, with a particular focus on government.</p> <p>Ms Lilley holds a Bachelor of Commerce from the University of Western Australia. She is a graduate of the Australian Institute of Company Directors, a Fellow of Chartered Accountants Australia and New Zealand, a certified internal auditor and was a registered company auditor.</p>	5/5	\$17,667 <sup>1</sup>

MEMBER NAME	QUALIFICATIONS, KNOWLEDGE, SKILLS OR EXPERIENCE (INCLUDE FORMAL AND INFORMAL AS RELEVANT)	NUMBER OF MEETINGS ATTENDED/TOTAL NUMBER OF MEETINGS	TOTAL ANNUAL REMUNERATION (GST INC.)
Jenet Connell (member)	<p>Ms Connell is a senior public servant with over 19 years' experience across a range of Commonwealth Government agencies. She holds a Master's degree in Organisational Psychology and has extensive experience in organisational development and design, strategy and governance, project management, program design, and systems and process improvement.</p> <p>Ms Connell is currently the Deputy Australian Statistician and Chief Operating Officer at the Australian Bureau of Statistics.</p> <p>Ms Connell is a graduate of the Australian Institute of Company Directors and has experience on NFP company boards.</p>	4/5	\$0 <sup>2</sup>
Loftus Harris AM (member)	<p>Mr Harris is an experienced company chairman, director and adviser, and has been an experienced audit and risk committee member for over 15 years.</p> <p>Mr Harris has extensive corporate governance and strategic experience.</p> <p>Mr Harris has had senior and chief executive leadership roles in Commonwealth and state government departments, and is a former Australian Senior Trade Commissioner.</p> <p>Mr Harris is a Fellow of the Australian Institute of Company Directors and is a past National President of the Australian Institute of Export.</p>	5/5	\$16,000

1 \$1,667 of this amount is related to 2019–20

2 Ms Connell received no payment for her role as she is a member of the Commonwealth public service



*Staff wellbeing walk 2021*

## Work Health and Safety Committee

We are committed to fostering a safe and healthy workplace.

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

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

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

We continue to create a safe work environment for all staff and visitors. COVID-19 presented numerous challenges in managing the work health and safety of our diverse and geographically dispersed staff. When COVID-19 emerged, we enacted our business-continuity plan to ensure staff were kept safe and to minimise disruption to operations as much as possible.

Maintaining the mental health of our staff has been a priority over the past 12 months and we have trained over 30 staff in mental health first aid.

We improved infection control measures in the office environment including additional cleaning requirements, sanitiser and disinfectant availability, and limits on the number of employees in meeting rooms and communal spaces.

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

During 2020–21, we undertook the following WHS actions:

- endorsement and display of the agency Work Health and Safety Policy in the office
- adoption and promotion of Australian Public Service Commission (APSC) e-learning module on workplace health and safety
- workstation assessments – members of the human resources team were trained in how to conduct workstation assessments and these are offered to all staff
- Flexible Work Arrangements Policy – revised and updated
- office hygiene – we have upgraded our bathrooms to be hands-free, installed sanitising stations throughout the office and in all meeting rooms, adopted COVID-19 guidelines, promoted kitchen hygiene
- Employee Assistance Program – renewal of contract for EAP provider
- influenza vaccinations were offered to staff via an in-house clinic in the Canberra office or with a voucher to use at 3 different pharmacy chains across Australia
- mental health first aid training – over 30 staff trained
- appointment of Harassment Contact Officers and creation of a Mental Health First Aid Officer role
- COVID-19 team – a team was established to maintain business continuity, and respond to and advise on emerging issues related to COVID-19
- staff wellbeing walk – promoting the importance of looking after one's own wellbeing
- return to work rehabilitation plans – have been implemented for staff on workers compensation and staff returning to work following a serious illness or injury.

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

## Workplace Consultative Committee

The Workplace Consultative Committee (WCC) is the formal consultative body established under the ASADA Enterprise Agreement 2017–20. It provides our employees with a mechanism to facilitate communications, consultation and cooperation, and considers input from employees on workplace-related matters. The WCC comprises:

- Chief Operating Officer
- Chief Financial Officer
- Assistant Director Human Resources
- 3 elected employee representatives.



## Risk Management Committee

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

The RMC oversees our risk management framework, including fraud risks. All Sport Integrity Australia officials are responsible for the day-to-day management of risk in the performance of their duties.

The RMC:

- considered and discussed our systems of risk oversight, management and internal control
- developed our inaugural enterprise (operational) and strategic risk registers
- oversaw the introduction of the Chief Risk Officer role
- mapped the way forward for risk management within the agency at 3 levels: enterprise, branch and section.

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

The committee comprised the agency's executive, directors and representatives from the agency's Governance and Risk section, with the internal audit service provider ([BellchambersBarrett](#)) as observers.

## Information Governance Committee

The Information Governance Committee provides us with a mechanism to develop a consistent, systematic and whole-of-agency approach to managing our information and ensuring authorised staff have the right information at the right time in the place they need it.

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

The Chief Operating Officer chairs the committee comprising the agency's directors.

## Internal audit arrangements

[BellchambersBarrett](#) provided our internal audit services in line with our Internal Audit Program for 2020–21. This program outlined the broad strategic direction of internal audit activities over the medium term, taking into consideration the agency's Risk Management and Fraud Control Framework. BellchambersBarrett drafted the program in consultation with Sport Integrity Australia's executive, directors and the agency's Audit and Risk Committee. Internal audits conducted in 2020–21 were:

- Cyber security
- 2021 World Anti-Doping Code and International Standards
- Work health and safety
- Anti-doping testing (athlete selection).

## Risk management

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

Risk management and fraud control at Sport Integrity Australia are governed by the agency's Risk Management and Fraud Control Framework, which includes:

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

The Sport Integrity Australia Risk Management and Fraud Control Policy gives practical guidance on implementing the framework. It is based on the principles set out in the [Commonwealth Risk Management Policy](#), *ISO 31000 Risk Management, section 10 of the PGPA Rule* and the [Commonwealth Fraud Control Framework](#).

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

The [PGPA Act](#) and section 10 of the [PGPA Rule](#) require all non-corporate Commonwealth entities to provide the Australian Institute of Criminology with fraud control information. In accordance with these requirements, Sport Integrity Australia submitted annual fraud data in 2020–21.

## Operational risk

We identify and monitor operational risk through:

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

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

## Financial risk

We manage financial risk through a variety of measures:

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

## Ethical standards

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

We have policies regarding:

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

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

## Compliance reporting

We had no significant issues of non-compliance with finance law during 2020–21 requiring notification to the Minister for Finance. During the reporting period, the agency complied with the provisions and requirements of the:

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

## EXTERNAL SCRUTINY

### Parliamentary scrutiny

#### Senate Standing Committee on Community Affairs

We did not appear before the Community Affairs Legislation Committee in 2020–21.

### Decisions and reports

#### Judicial decisions

Sport Integrity Australia was not the subject of any judicial decisions in 2020–21.

#### Decisions of Administrative Tribunals

In 2020–21, one application for review was lodged with the Administrative Appeals Tribunal (AAT) challenging a freedom of information (FOI) decision.

As at 30 June 2021, a total of 5 FOI matters remain with the AAT for review.

#### Decisions by the Australian Information Commissioner

At the commencement of 2020–21, there was one application for review with the Australian Information Commissioner. As at 30 June 2021, the matter remains with the Australian Information Commissioner. No further applications were lodged during 2020–21.

## Parliamentary Committee reports

We were not the subject of any Parliamentary Committee reports in 2020–21.

## Commonwealth Ombudsman reports

We were not the subject of any Commonwealth Ombudsman reports in 2020–21.

## Commonwealth Auditor-General reports

We were not the subject of any Commonwealth Auditor-General reports in 2020–21.

## Freedom of information (FOI)

In 2020–21, Sport Integrity Australia received 9 FOI requests.

Entities subject to the [Freedom of Information Act 1982](#) are required to publish information to the public as part of the Information Publication Scheme (IPS). On its website, Sport Integrity Australia displays a plan showing what information it publishes in accordance with the IPS requirements.

## FINANCIAL AND PROPERTY MANAGEMENT

Our financial accountability responsibilities are set out in the [Public Governance, Performance and Accountability Act 2013](#) (PGPA Act) and subordinate legislation and the [Commonwealth Procurement Rules](#), collectively known as finance law. In support of the finance law, our Accountable Authority Instructions are issued in accordance with section 20A of the PGPA Act. The finance law, supporting instructions and rules provide a framework to ensure the efficient, effective, economical and ethical use of public resources. The finance law also mandates the production of audited financial statements prepared in accordance with the [Australian Accounting Standards](#). The complete set of financial statements for the agency is provided in the Financial Statements section.

## Significant non-compliance issues with finance law

**REFER TO:** *Compliance reporting on page 140*

## Asset management

Our categories of non-financial assets mainly comprise information and communications technology (ICT) hardware and software applications required to deliver our core activities, leasehold improvements and the Right-Of-Use (ROU) asset for our leased accommodation.

Funding of ongoing capital is through the provision of approved departmental capital budgets based on agreed capital requirements.

During 2020–21, we invested **\$0.659 million** in capital expenditure. This included a small extension in our office fit-out to accommodate an additional 25 staff to respond to child safeguarding and member protection – a priority highlighted by the government in January 2021, along with investment in ICT education platforms.

## Purchasing

### Procurement

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

We engaged a dedicated procurement officer to develop training material for staff and assist in educating staff on proper procurement practice.

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

- testing services – international sample collection and analysis services, domestic blood collection services, transport services and the supply of collection and testing equipment
- IT services – contracted information and communications technology (ICT) gateway, internet, online education and equipment hosting arrangements
- finance and payroll – Memorandum of Understanding (MoU) arrangements for the provision of portfolio-based shared services encompassing human resources, payroll and financial transaction processing, management of property and security requirements
- sample analysis – MoU arrangements for the provision of laboratory sample testing services
- research – MoU with the University of Canberra, partnering to collaborate on certain research, innovation and professional education projects
- contracts for legal, investigative, educational and training services.

Our procurement framework assists our staff in considering value for money, encouraging competition and using resources efficiently and effectively. To achieve this, our procurement policies mandate the use of whole-of-government panels or standing offers, where available, and the use of Indigenous suppliers. We also respect and comply with the Commonwealth Modern Slavery Statement, published pursuant to the [Modern Slavery Act 2018](#).

## Initiatives to support small business

We supported small business participation in the Commonwealth Government procurement market. Small and medium enterprises and small enterprise participation statistics are available on the Department of Finance's website.

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

We encouraged small businesses to look at opportunities to join government panels such as the Digital Marketplace.

## Consultants

**TABLE 9: EXPENDITURE ON REPORTABLE CONSULTANCY CONTRACTS CURRENT REPORT PERIOD (2020–21)**

	NUMBER	EXPENDITURE \$ (GST INC.)
New contracts entered into during the reporting period	4	\$161,527
Ongoing contracts entered into during a previous reporting period	0	0
<b>TOTAL</b>	<b>4</b>	<b>\$161,527</b>

In appointing consultants, Sport Integrity Australia took into account the skills and resources required for the task, skills available internally and the cost-effectiveness of engaging external expertise. Decisions to engage consultants were made in accordance with the [PGPA Act](#) and related regulations, including the Commonwealth Procurement Rules and other internal policies.

During 2020–21, 4 new consultancy contracts were entered into involving total actual expenditure of \$0.162 million.

Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.

**TABLE 10: EXPENDITURE ON REPORTABLE NON-CONSULTANCY CONTRACTS CURRENT REPORT PERIOD (2020–21)**

	NUMBER	EXPENDITURE \$ (GST INC.)
New contracts entered into during the reporting period	149	\$9,936,616
Ongoing contracts entered into during a previous reporting period	8	\$712,801
<b>TOTAL</b>	<b>157</b>	<b>\$10,649,417</b>

During 2020–21, 149 new non-consultancy contracts were entered into involving total actual expenditure of \$9.937 million and 8 non-consultancy contracts were ongoing from a previous year with total actual expenditure of \$0.713 million. Total actual expenditure on non-consultancy contracts in 2020–21 was \$10.649 million.

Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.

## Exempt contracts

There were no current contracts or standing offers that were exempted from publication in AusTender on the basis that they would disclose exempt matters under the [Freedom of Information Act 1982](#).

## Australian National Audit Office access clauses

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

## Grants

We did not issue any grants in 2020–21.



# Executive remuneration

**TABLE 11: INFORMATION ABOUT REMUNERATION FOR KEY MANAGEMENT PERSONNEL**

NAME	POSITION TITLE	SHORT-TERM BENEFITS			POST-EMPLOYMENT BENEFITS	OTHER LONG-TERM BENEFITS	TERMINATION BENEFITS	TOTAL REMUNERATION
		Base salary	Bonuses	Other benefits and allowances				
David Sharpe	Chief Executive Officer	\$410,335	0	0	\$50,536	\$8,459	0	<b>\$469,330</b>
Bill Turner	Deputy CEO	\$241,261	0	0	\$38,809	\$5,784	0	<b>\$285,854</b>
Darren Mullaly	Deputy CEO	\$229,473	0	0	\$34,443	\$5,953	0	<b>\$269,869</b>
Emma Johnson	Deputy CEO	\$216,344	0	\$857	\$26,788	\$5,379	0	<b>\$249,367</b>
Susan Ball	Deputy CEO	\$140,359	0	\$1,185	\$22,695	\$4,538	0	<b>\$168,776</b>
Peter Crozier	Law Enforcement Capability Adviser	\$236,487	0	\$2,385	\$42,271	\$7,469	0	<b>\$288,612</b>

**TABLE 12: ENTITY RESOURCE STATEMENT SUBSET SUMMARY CURRENT REPORT PERIOD (2020–21)**

	ACTUAL AVAILABLE APPROPRIATION – CURRENT YEAR (A) \$'000	PAYMENTS MADE (B) \$'000	BALANCE REMAINING (A)-(B) \$'000
<b>Departmental</b>			
Annual appropriations – ordinary annual services	\$29,913	\$21,669	\$8,244
Annual appropriations – other services – non-operating	\$1,588	\$1,306	\$282
<b>TOTAL DEPARTMENTAL ANNUAL APPROPRIATIONS</b>	<b>\$31,501</b>	<b>\$22,975</b>	<b>\$8,526</b>
<b>TOTAL DEPARTMENTAL RESOURCING (A)</b>	<b>\$31,501</b>	<b>\$22,975</b>	<b>\$8,526</b>
<b>Administered</b>			
Annual appropriations - ordinary annual services	\$4,387	\$1,320	\$3,067
<b>TOTAL ADMINISTERED ANNUAL APPROPRIATIONS</b>	<b>\$4,387</b>	<b>\$1,320</b>	<b>\$3,067</b>
<b>TOTAL ADMINISTERED RESOURCING (B)</b>	<b>\$4,387</b>	<b>\$1,320</b>	<b>\$3,067</b>
<b>TOTAL RESOURCING AND PAYMENTS FOR ENTITY X (A + B)</b>	<b>\$35,888</b>	<b>\$24,295</b>	<b>\$11,593</b>





CHAPTER 9

FINANCIAL  
STATEMENTS



## INDEPENDENT AUDITOR'S REPORT

### To the Minister for Sport

#### Opinion

In my opinion, the financial statements of the Sport Integrity Australia (the Entity) for the year ended 30 June 2021:

- (a) comply with Australian Accounting Standards – Reduced Disclosure Requirements and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2021 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2021 and for the year then ended:

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

#### Basis for opinion

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

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

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

In preparing the financial statements, the Chief Executive is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an

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administrative restructure or for any other reason. The Chief Executive is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the assessment indicates that it is not appropriate.

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

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

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

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

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

Australian National Audit Office



Rahul Tejani

Executive Director

Delegate of the Auditor-General

Canberra

10 September 2021

# STATEMENT BY THE CHIEF EXECUTIVE OFFICER AND CHIEF FINANCIAL OFFICER

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

In our opinion, the attached financial statements for the year ended 30 June 2021 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

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



David Sharpe  
Chief Executive Officer

10 September 2021



Rebecca Tyler  
Chief Financial Officer

10 September 2021

# STATEMENT OF COMPREHENSIVE INCOME CURRENT REPORT PERIOD (2020–21)

**TABLE 13: STATEMENT OF COMPREHENSIVE INCOME FOR THE PERIOD ENDED 30 JUNE 2021**

	NOTES	30 JUNE 2021 \$'000	ORIGINAL BUDGET \$'000
<b>Net cost of services</b>			
<b>Expenses</b>			
Employee benefits	1.1A	13,777	13,888
Suppliers	1.1B	15,529	15,435
Depreciation and amortisation	3.2A	1,962	1,752
Write-down and impairment of other assets	1.1C	522	0
Interest on Right of Use-Building		85	0
Impairment loss on financial instruments	1.1D	1	0
<b>TOTAL EXPENSES</b>		<b>31,876</b>	<b>31,075</b>
<b>Own source income</b>			
<b>Own-source revenue</b>			
Revenue from contracts with customers	1.2A	1,335	800
Other revenue	1.2B	185	186
<b>TOTAL OWN-SOURCE REVENUE</b>		<b>1,520</b>	<b>986</b>
<b>Gains</b>			
Resources received free of charge	1.2C	3,209	2,894
<b>TOTAL GAINS</b>		<b>3,209</b>	<b>2,894</b>
<b>TOTAL OWN-SOURCE INCOME</b>		<b>4,729</b>	<b>3,880</b>
Net cost of services		(27,147)	(27,195)
Revenue from government	1.2D	28,697	26,226
Surplus/(deficit) on continuing operations		1,550	(969)
<b>TOTAL COMPREHENSIVE PROFIT/(LOSS)</b>		<b>1,550</b>	<b>(969)</b>

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

There are no comparative figures as the agency was established on 1 July 2020.

## Budget variances commentary

### *Statement of comprehensive income*

The budget represents the 2020–21 Portfolio Budget Statements.

Total expenses and revenue from government were higher than original budget due to additional funding received on 1 January 2021 to pilot an Independent Complaints Handling Model. The surplus position is due to the timing of receiving additional funds and our ability to recruit staff and engage suppliers to fully expend the funds.

# STATEMENT OF FINANCIAL POSITION CURRENT REPORT PERIOD (2020–21)

**TABLE 14: STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021**

	NOTES	30 JUNE 2021 \$'000	ORIGINAL BUDGET \$'000
<b>ASSETS</b>			
<b>Financial assets</b>			
Cash and cash equivalents		837	0
Trade and other receivables	3.1A	8,689	644
<b>TOTAL FINANCIAL ASSETS</b>		<b>9,526</b>	<b>644</b>
<b>Non-financial assets<sup>1</sup></b>			
Buildings	3.2A	14,209	15,448
Plant and equipment	3.2A	434	435
Computer software	3.2A	1,487	2,073
Inventories	3.2B	194	136
Other non-financial assets	3.2C	204	147
<b>TOTAL NON-FINANCIAL ASSETS</b>		<b>16,528</b>	<b>18,239</b>
<b>TOTAL ASSETS</b>		<b>26,054</b>	<b>18,883</b>
<b>Liabilities</b>			
<b>Payables</b>			
Suppliers	3.3A	4,069	1,419
Other payables	3.3B	421	304
Lease liabilities	3.4A	9,107	9,027
<b>TOTAL PAYABLES</b>		<b>13,597</b>	<b>10,750</b>
<b>Provisions</b>			
Employee provisions	6.1A	4,105	3,321
<b>TOTAL PROVISIONS</b>		<b>4,105</b>	<b>3,321</b>
<b>TOTAL LIABILITIES</b>		<b>17,702</b>	<b>14,071</b>
<b>NET ASSETS</b>		<b>8,352</b>	<b>4,812</b>
<b>Equity</b>			
Contributed equity		7,136	6,115
Reserves		461	461
Accumulated surplus/(deficit)		755	(1,764)
<b>TOTAL EQUITY</b>		<b>8,352</b>	<b>4,812</b>

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

There are no comparative figures as the agency was established on 1 July 2020.

<sup>1</sup> Right-of-use assets are included in Buildings.



## Budget variances commentary

### Statement of financial position

The budget represents the 2020–21 Portfolio Budget Statements Statements.

Total financial assets are higher than budget due to appropriations not drawn down – representing appropriation receivable. June accruals and supplier payables contributed to the variance.

# STATEMENT OF CHANGES IN EQUITY CURRENT REPORT PERIOD (2020–21)

**TABLE 15: STATEMENT OF CHANGES IN EQUITY FOR THE PERIOD ENDED 30 JUNE 2021**

	NOTES	30 JUNE 2021 \$'000	ORIGINAL BUDGET \$'000
<b>Contributed equity</b>			
<i>Opening balance</i>			
Restructuring	9.1A	5,920	5,920
Adjusted opening balance		5,920	5,920
<b>Transactions with owners</b>			
<i>Contributions by owners</i>			
Equity injection – appropriations		950	0
Departmental capital budget		266	195
<b>TOTAL TRANSACTIONS WITH OWNERS</b>		<b>1,216</b>	<b>195</b>
<b>CLOSING BALANCE AS AT 30 JUNE</b>		<b>7,136</b>	<b>6,115</b>
<b>Retained earnings</b>			
<i>Opening balance</i>			
Restructuring	9.1A	(795)	(795)
Adjusted opening balance		(795)	(795)
<b>Comprehensive income</b>			
Surplus/(deficit) for the period		1,550	(969)
<b>TOTAL COMPREHENSIVE INCOME</b>		<b>1,550</b>	<b>(969)</b>
<b>CLOSING BALANCE AS AT 30 JUNE</b>		<b>755</b>	<b>(1,764)</b>
<b>Asset revaluation reserve</b>			
<i>Opening balance</i>			
Restructuring	9.1A	461	461
<b>TOTAL COMPREHENSIVE INCOME</b>		<b>461</b>	<b>461</b>
<b>CLOSING BALANCE AS AT 30 JUNE</b>		<b>461</b>	<b>461</b>
<b>Total equity</b>			
<b>CLOSING BALANCE AS AT 30 JUNE</b>		<b>8,352</b>	<b>4,812</b>

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

There are no comparative figures as the agency was established on 1 July 2020.

## Accounting policy

### Equity injections

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

## Budget variances commentary

### Statement of changes in equity

The budget represents the 2020–21 Portfolio Budget Statements.

The equity injection was received on 1 January 2021 and was not reflected in the Original Budget. The budget reflected a loss equivalent to unfunded depreciation as opposed to the surplus result.

# CASH FLOW STATEMENT CURRENT REPORT PERIOD (2020–21)

TABLE 16: CASH FLOW STATEMENT FOR THE PERIOD ENDED 30 JUNE 2021

	NOTES	30 JUNE 2021 \$'000	ORIGINAL BUDGET \$'000
<b>Operating activities</b>			
<b>Cash received</b>			
Appropriations		22,869	26,226
Sale of goods and rendering of services (inc section 74 receipts)		1,588	986
GST received		797	403
<b>TOTAL CASH RECEIVED</b>		<b>25,254</b>	<b>27,615</b>
<b>Cash used</b>			
Employees		11,851	14,089
Suppliers		11,326	12,743
Interest payments on lease liabilities		85	0
<b>TOTAL CASH USED</b>		<b>23,262</b>	<b>26,832</b>
<b>NET CASH FROM OPERATING ACTIVITIES</b>		<b>1,992</b>	<b>783</b>
<b>Investing activities</b>			
<b>Cash used</b>			
Purchase of property, plant and equipment	3.2A	437	195
Purchase of Intangibles	3.2A	222	0
<b>TOTAL CASH USED</b>		<b>659</b>	<b>195</b>
<b>NET CASH USED BY INVESTING ACTIVITIES</b>		<b>(659)</b>	<b>(195)</b>

	NOTES	30 JUNE 2021 \$'000	ORIGINAL BUDGET \$'000
<b>Financing activities</b>			
<b>Cash received</b>			
Contributed equity		220	195
<b>TOTAL CASH RECEIVED</b>		<b>220</b>	<b>195</b>
<b>Cash used</b>			
Principal payments of lease liabilities		717	783
<b>TOTAL CASH USED</b>		<b>717</b>	<b>783</b>
<b>NET CASH FROM FINANCING ACTIVITIES</b>		<b>(497)</b>	<b>(588)</b>
<b>NET INCREASE IN CASH HELD</b>		<b>837</b>	<b>0</b>
<b>Cash at the end of the reporting period</b>			
Cash at the beginning of the reporting period		0	0
<b>CASH AT THE END OF THE REPORTING PERIOD</b>		<b>837</b>	<b>0</b>

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

There are no comparative figures as the agency was established on 1 July 2020.

## Budget variances commentary

### *Cash flow statement*

The budget represents the 2020–21 Portfolio Budget Statements.

The variance to Original Budget in both cash received and cash used is due to the timing of supplier payments and June accruals.

# ADMINISTERED SCHEDULE OF COMPREHENSIVE INCOME CURRENT REPORT PERIOD (2020–21)

**TABLE 17: ADMINISTERED SCHEDULE OF COMPREHENSIVE INCOME FOR THE PERIOD ENDED 30 JUNE 2021**

	NOTES	30 JUNE 2021 \$'000	ORIGINAL BUDGET \$'000
<b>Net cost of services</b>			
<b>Expenses</b>			
Suppliers	2.1A	1,174	4,387
Other expenses	2.1B	620	0
<b>TOTAL EXPENSES ADMINISTERED ON BEHALF OF THE GOVERNMENT</b>		<b>1,794</b>	<b>4,387</b>
<b>NET CONTRIBUTION BY SERVICES</b>		<b>(1,794)</b>	<b>(4,387)</b>
<b>TOTAL COMPREHENSIVE LOSS</b>		<b>(1,794)</b>	<b>(4,387)</b>

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

There are no comparative figures as the agency was established on 1 July 2020.

## **Budget variances commentary**

### *Schedule of comprehensive income*

The budget represents the 2020–21 Portfolio Budget Statements.

The variance to Original Budget is due to a delay in the establishment of the framework for administration of the Sport Integrity Program fund and impact of COVID-19 on planned face-to-face activities.

# ADMINISTERED SCHEDULE OF ASSETS AND LIABILITIES

TABLE 18: ADMINISTERED SCHEDULE OF ASSETS AND LIABILITIES AS AT 30 JUNE 2021

	NOTES	30 JUNE 2021 \$'000	ORIGINAL BUDGET \$'000
<b>Assets</b>			
<b>Financial assets</b>			
Cash and cash equivalents		483	0
Trade and other receivables	4.1A	64	0
<b>TOTAL FINANCIAL ASSETS</b>		<b>547</b>	<b>0</b>
<b>TOTAL ASSETS ADMINISTERED ON BEHALF OF GOVERNMENT</b>		<b>547</b>	<b>0</b>
<b>Liabilities</b>			
<b>Payables</b>			
Suppliers	4.2A	538	0
<b>TOTAL PAYABLES</b>		<b>538</b>	<b>0</b>
<b>TOTAL LIABILITIES ADMINISTERED ON BEHALF OF GOVERNMENT</b>		<b>538</b>	<b>0</b>
<b>NET ASSETS</b>		<b>9</b>	<b>0</b>

The above schedule should be read in conjunction with the accompanying notes. There are no comparative figures as the agency was established on 1 July 2020.

## Budget variances commentary

### *Schedule of assets and liabilities*

There was no Original Budget in the 2020–21 Portfolio Budget Statements.

# ADMINISTERED RECONCILIATION SCHEDULE CURRENT REPORT PERIOD (2020–21)

**TABLE 19: ADMINISTERED RECONCILIATION SCHEDULE FOR THE PERIOD ENDED 30 JUNE 2021**

	NOTES	30 JUNE 2021 \$'000
Opening assets less liabilities as at 1 July		0
<b>Net cost of services</b>		
<b>Expenses</b>		
Payments to entities other than corporate Commonwealth entities	2.1	(1,794)
<b>Transfers from the Australian Government</b>		
<i>Appropriation transfers from Official Public Account</i>		
Annual appropriations		0
Payments to entities other than corporate Commonwealth entities		1,803
<b>CLOSING ASSETS LESS LIABILITIES AS AT 30 JUNE</b>		<b>9</b>

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

There are no comparative figures as the agency was established on 1 July 2020.

## Accounting policy

### *Administered cash transfers to and from the Official Public Account (OPA)*

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

# ADMINISTERED CASH FLOW STATEMENT CURRENT REPORT PERIOD (2020–21)

TABLE 20: ADMINISTERED CASH FLOW STATEMENT FOR THE PERIOD ENDED 30 JUNE 2021

	30 JUNE 2021 \$'000	ORIGINAL BUDGET \$'000
<b>Operating activities</b>		
<b>Cash received</b>		
GST received	14	0
<b>TOTAL CASH RECEIVED</b>	<b>14</b>	
<b>Cash used</b>		
Suppliers	1,334	4,387
<b>TOTAL CASH USED</b>	<b>1,334</b>	<b>4,387</b>
<b>NET CASH USED BY OPERATING ACTIVITIES</b>	<b>(1,320)</b>	<b>(4,387)</b>
<b>Cash from Official Public Account</b>		
Appropriations	1,803	4,387
<b>TOTAL CASH FROM OFFICIAL PUBLIC ACCOUNT</b>	<b>1,803</b>	<b>4,387</b>
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD</b>	<b>483</b>	<b>0</b>

There are no comparative figures as the agency was established on 1 July 2020.

## Budget variances commentary

### *Cashflow statement*

The budget represents the 2020–21 Portfolio Budget Statements.

The variance to Original Budget is due to a delay in the establishment of the framework for administration of the Sport Integrity Program fund and impact of COVID-19 on planned face-to-face activities.

# NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

## Overview

Sport Integrity Australia is an Australian Government controlled entity and was formed on 1 July 2020 under the [Sport Integrity Australia Act 2020](#), as such there are no comparative numbers shown in these financial statements (refer note 9.1 Restructuring). It is a not-for-profit entity.

## Objectives of Sport Integrity Australia

The objective of the agency is to provide a single point of reference for athletes, sporting organisations, law enforcement bodies and other stakeholders for matters regarding sports integrity.

The agency is structured to meet the following outcomes:

**Outcome 1: Protection of the integrity of Australian sport and the health and welfare of those who participate in sport through the coordination of a national approach to all sports integrity matters.**

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

Entity activities contributing toward these outcomes are classified as either departmental or administered. Departmental activities involve the use of assets, liabilities, income and expenses controlled or incurred by Sport Integrity Australia in its own right. Administered activities involve the management or oversight by the agency, on behalf of the government, of items controlled or incurred by the government.

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



## ***The Basis of preparation***

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

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations – Reduced Disclosure Requirements issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

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

## **New Accounting Standards**

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

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

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

### ***Application of AASB 1059 Service Concession Arrangements: Grantors***

Sport Integrity Australia has reviewed all arrangements (including leasing arrangements) that are controlled and administered by Sport Integrity Australia to assess whether AASB 1059 applies. There were no arrangements identified that would require application of AASB 1059.

For arrangements within the scope of AASB 1059, on transition and at initial recognition a public sector grantor is required to record the asset(s) used in the service concession arrangement at current replacement cost in accordance with the cost approach to Fair Value under AASB 13 Fair Value Measurement, with a related liability, which could be a financial liability, an accrued revenue liability or a combination of both.

After initial recognition, service concession assets are measured applying the property, plant and equipment and intangible assets (refer Note 3.2) subsequent measurement accounting policies.

## **Taxation**

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

## Significant events

The COVID-19 pandemic had a significant impact on Sport Integrity Australia. For the most part of the financial year, the agency was unable to travel domestically or internationally which is a significant part of its engagement strategy. The impact on the financial statements was a decline in revenue from user pays clients, and lower than usual spend on testing, travel and associated expenditure. Other than this management has assessed there was no significant impact on the financial statements, including the potential for movement in the fair value of non-financial assets and recoverability of receivables.

### Reporting of administered activities

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

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

### *Events after the reporting period*

#### *Departmental*

No events have occurred after balance date that should be brought to account or noted in the 2020–21 financial statements.

#### *Administered*

No events have occurred after balance date that should be brought to account or noted in the 2020–21 financial statements.

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

After conducting an appropriate risk assessment, Sport Integrity Australia determined that there was low risk of breach of Section 83 of the constitution, and there are no actual breaches during 2020–21.

# FINANCIAL PERFORMANCE

This section analyses the financial performance of Sport Integrity Australia for the year ended 30 June 2021.

	2021
<b>1.1 EXPENSES</b>	<b>\$'000</b>
<b>1.1A: Employee benefits</b>	
Wages and salaries	10,393
<b>Superannuation</b>	
Defined contribution plans	1,080
Defined benefit plans	627
Leave and other entitlements	1,677
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>13,777</b>
<b>TOTAL AVERAGE STAFFING LEVELS IN 2021 WERE 87.5</b>	

## Accounting policy

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

	2021
<b>1.1B: SUPPLIERS</b>	<b>\$'000</b>
<b>Goods and services supplied or rendered</b>	
Consultants	158
Contractors	3,718
Committee expenses	310
HR – recruitment and training	430
Legal	451
Testing – sample analysis, storage and external collection expenses	3,214
Travel	482
IT services	1,131
Other suppliers	5,224
Property operating expenses	411
<b>TOTAL GOODS AND SERVICES SUPPLIED OR RENDERED</b>	<b>15,529</b>
Goods supplied	406
Services rendered	15,123
<b>TOTAL GOODS AND SERVICES SUPPLIED OR RENDERED</b>	<b>15,529</b>
<b>TOTAL SUPPLIERS</b>	<b>15,529</b>

<b>1.1C: WRITE-DOWN AND IMPAIRMENT OF OTHER ASSETS</b>	<b>2021</b>
	<b>\$'000</b>
Impairment on intangible assets	522
<b>TOTAL WRITE-DOWN AND IMPAIRMENT OF OTHER ASSETS</b>	<b>522</b>
<b>1.1D: IMPAIRMENT LOSS ON FINANCIAL INSTRUMENTS</b>	<b>2021</b>
	<b>\$'000</b>
Impairment on trade and other receivables	1
<b>TOTAL IMPAIRMENT LOSS ON FINANCIAL INSTRUMENTS</b>	<b>1</b>
<b>1.2 OWN-SOURCE REVENUE AND GAINS</b>	<b>2021</b>
	<b>\$'000</b>
<b>Own-source revenue</b>	
<b>1.2A: Revenue from contracts with customers</b>	
Sample collection and testing services	1,335
<b>TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS</b>	<b>1,335</b>
<b>Disaggregation of revenue from contracts with customers</b>	
<i>Service line:</i>	
Service delivery	1,335
<i>Type of customer:</i>	
Non-government entities	1,335
<i>Timing of transfer of goods and services:</i>	
Point in time	1,335

### Accounting policy

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

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

The following is a description of principal activities from which Sport Integrity Australia generated revenue: Sport Integrity Australia had contracts in place with professional sporting bodies to undertake an agreed level of collections and type of analysis. The contracts for testing were for varying periods. Some contracts covered specific events and may have only been in place for several months as opposed to a full calendar or financial year. Other contracts covered a 12-month period but did not align to either a calendar or financial year depending on the 'season' that the sporting body adheres to.

Each contract contained essentially the same elements which determine the application of AASB 15 for the recognition of the associated revenue. The essential elements determining this are an enforceable contract being in place; distinct undertakings or performance obligations; a defined transaction price i.e. cost per test and an ability to allocate that transaction price to a performance obligation. Recognition of revenue is when Sport Integrity Australia has provided all goods and services set out in the contract. An accounting estimate may be used to determine

service completion if actual results are unavailable at the reporting date. The estimate is based upon judgement of the average time it takes to complete each service, with the applicable price of the service applied.

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

<b>1.2B: OTHER REVENUE</b>	<b>2021</b>
	<b>\$'000</b>
Play by the Rules partner contributions	185
<b>TOTAL OTHER REVENUE</b>	<b>185</b>
<b>1.2C: Resources received free of charge</b>	
Resources received free of charge – Australian Sports Drug Testing Laboratory	2,869
Resources received free of charge – remuneration of auditors	52
Resources received free of charge – employee benefits	288
<b>TOTAL OTHER GAINS</b>	<b>3,209</b>
<b>1.2D: Revenue from Government</b>	
<b>Appropriations</b>	
Departmental appropriations	28,697
<b>TOTAL REVENUE FROM GOVERNMENT</b>	<b>28,697</b>

## Accounting policy

### *Revenue from Government*

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

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

### *Resources received free of charge*

Sport Integrity Australia receives services from the Australian National Audit Office (ANAO) for the provision of auditing its annual financial statements, and the National Measurement Institute (NMI) for sample analysis – at no consideration. Services received from NMI are determined in a Memorandum of Understanding (MOU) with the value of services appropriated directly to the Department of Industry, Science, Energy and Resources (DISER).

## INCOME AND EXPENSES ADMINISTERED ON BEHALF OF GOVERNMENT

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

<b>2.1 ADMINISTERED – EXPENSES</b>	<b>2021 \$'000</b>
<b>2.1A: Suppliers</b>	
<b>Goods and services supplied or rendered</b>	
Consultants	37
Contractors	1,070
Travel	7
Conferences and seminars	10
IT services	49
Other Suppliers	1
<b>TOTAL GOODS AND SERVICES SUPPLIED OR RENDERED</b>	<b>1,174</b>
Services rendered	1,174
<b>TOTAL GOODS AND SERVICES SUPPLIED OR RENDERED</b>	<b>1,174</b>
<b>2.1B: Other expenses</b>	
International obligations World Anti-Doping Agency	620
<b>TOTAL OTHER EXPENSES</b>	<b>620</b>
<b>TOTAL SUPPLIERS</b>	<b>1,794</b>

## FINANCIAL POSITION

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

<b>3.1 FINANCIAL ASSETS</b>	<b>2021 \$'000</b>
<b>3.1A: Trade and other receivables</b>	
<b>Goods and services receivables</b>	
Goods and services	1,001
<b>TOTAL GOODS AND SERVICES RECEIVABLES</b>	<b>1,001</b>
<b>Appropriation receivables</b>	
Appropriation receivable	7,689
<b>TOTAL APPROPRIATION RECEIVABLES</b>	<b>7,689</b>
<b>TOTAL TRADE AND OTHER RECEIVABLES (GROSS)</b>	<b>8,690</b>
Less impairment loss allowance	1
<b>TOTAL TRADE AND OTHER RECEIVABLES (NET)</b>	<b>8,689</b>

Credit terms for goods and services were within 30 days.

## Accounting policy

### Financial assets

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

3.2 NON-FINANCIAL ASSETS	BUILDINGS \$'000	PLANT AND EQUIPMENT \$'000	COMPUTER SOFTWARE <sup>1</sup> \$'000	TOTAL \$'000
<b>3.2A: Reconciliation of the opening and closing balances of property, plant and equipment and intangibles</b>				
<b>Reconciliation of the opening and closing balances of property, plant and equipment for 2021</b>				
From restructuring	15,448	435	2,073	<b>17,956</b>
<b>TOTAL FROM RESTRUCTURING AS AT 1 JULY 2020</b>	<b>15,448</b>	<b>435</b>	<b>2,073</b>	<b>17,956</b>
Additions				
Purchase	226	211	222	<b>659</b>
Impairments recognised in net cost of services	0	0	(522)	<b>(522)</b>
Depreciation and amortisation	(671)	(211)	(286)	<b>(1,168)</b>
Depreciation on right-of-use assets	(794)	0	0	<b>(794)</b>
Disposals	0	(1)	0	<b>(1)</b>
<b>TOTAL AS AT 30 JUNE 2021</b>	<b>14,209</b>	<b>434</b>	<b>1,487</b>	<b>16,130</b>
<i>Total as at 30 June 2021 represented by</i>				
Gross book value	15,674	646	2,295	<b>18,615</b>
Depreciation, amortisation and impairment	(1,465)	(212)	(808)	<b>(2,485)</b>
<b>TOTAL AS AT 30 JUNE 2021</b>	<b>14,209</b>	<b>434</b>	<b>1,487</b>	<b>16,130</b>

<sup>1</sup> The carrying amount of computer software included \$19,000 of purchased software and \$1,468,000 of internally generated software.

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

An impairment assessment was undertaken at 30 June 2021. A total of \$522,000 was written off from property, plant and equipment as the assets were obsolete.

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

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

## Accounting policy

### Acquisition of assets

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

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

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

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

ASSET CLASS	FAIR VALUE MEASURES AT
Leasehold improvements	Depreciated replacement cost
Plant and equipment	Market selling price

### ***Asset recognition threshold***

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

### ***Leased Right-of-Use (ROU) assets***

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

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

### ***Revaluations***

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value (or an amount not materially different from fair value) less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depended upon the volatility of movements in market values for the relevant assets. Next independent revaluation is scheduled in 2022–23.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the



surplus/deficit except to the extent that they reversed a previous revaluation increment for that class.

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

### **Depreciation**

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to Sport Integrity Australia, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate. Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

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

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

### **Impairment**

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

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Sport Integrity Australia were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

### **Derecognition**

Sport Integrity Australia's intangibles comprise off-the-shelf and internally developed software and associated enhancement costs. These assets were carried at cost less accumulated amortisation and accumulated impairment losses.

Software is amortised on a straight-line basis over its anticipated useful life. The useful life of Sport Integrity Australia's software is 3 to 5 years.

All intangible assets were assessed for indications of impairment at 30 June 2021. No indications of impairment were found.

<b>3.2B: INVENTORIES</b>	<b>2021</b>
	<b>\$'000</b>
Inventories held for distribution – education materials	26
Inventories held for use – sample collection	168
<b>TOTAL INVENTORIES</b>	<b>194</b>

During 2021, \$20,550 worth of education inventories were recognised as an expense.  
During 2021, \$88,477 worth of sample collection inventories were recognised as an expense.

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

### Accounting policy

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

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

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

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

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

<b>3.2C: OTHER NON-FINANCIAL ASSETS</b>	<b>2021</b>
	<b>\$'000</b>
Prepayments	204
<b>TOTAL OTHER NON-FINANCIAL ASSETS</b>	<b>204</b>

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

<b>3.3 PAYABLES</b>	<b>2021</b>
	<b>\$'000</b>
<b>3.3A: Suppliers</b>	
Trade creditors and accruals	4,069
<b>TOTAL SUPPLIERS</b>	<b>4,069</b>

Credit terms for Suppliers payables were within 30 days.

<b>3.3B: OTHER PAYABLES</b>	<b>2021</b>
	<b>\$'000</b>
Salaries and wages	352
Superannuation	55
Other	14
<b>TOTAL OTHER PAYABLES</b>	<b>421</b>

<b>3.4 INTEREST BEARING LIABILITIES</b>	<b>2021</b>
<b>3.4A: Leases</b>	<b>\$'000</b>
Lease liabilities	9,107
<b>TOTAL LEASES</b>	<b>9,107</b>
<i>Maturity analysis – contractual undiscounted cash flows</i>	
Within 1 year	657
Between 1 to 5 years	3,807
More than 5 years	4,643
<b>TOTAL LEASES</b>	<b>9,107</b>

Sport Integrity Australia in its capacity as lessee has a 10 year lease on its premises in Canberra, ACT. At 30 June 2021, the agency is in its first years into the lease, with a remaining 9 years left on the lease. There is an extension option at the end of the 10 year lease of 2 years which has been included in the lease liability on the probability that Sport Integrity Australia will exercise the option. Rent is reviewed on an annual basis and rental increases are 3.5% per annum.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B and 3.2.

## Accounting policy

### Leases

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

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

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

## ASSETS AND LIABILITIES ADMINISTERED ON BEHALF OF THE GOVERNMENT

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

<b>4.1 ADMINISTERED – FINANCIAL ASSETS</b>	<b>2021 \$'000</b>
<b>4.1A: Trade and other receivables</b>	
Goods and services	64
<b>TOTAL TRADE AND OTHER RECEIVABLES</b>	<b>64</b>

Credit terms for goods and services were within 30 days.

<b>4.2 ADMINISTERED – FINANCIAL LIABILITIES</b>	<b>2021 \$'000</b>
<b>4.2A: Suppliers</b>	
Trade creditors and accruals	538
<b>TOTAL SUPPLIERS</b>	<b>538</b>

Credit terms for Suppliers payables were within 30 days.

At 30 June 2021, Sport Integrity Australia had no financial liabilities relating to prepaid taxes or rates for which the taxable event has yet to occur, and the future period(s) to which those taxes or rates relate.

# FUNDING

This section identifies Sport Integrity Australia's funding structure.

5.1 APPROPRIATIONS	ANNUAL APPROPRIATION <sup>1</sup> \$'000	ADJUSTMENTS TO APPROPRIATION <sup>2</sup> \$'000	TOTAL APPROPRIATION \$'000	APPROPRIATION APPLIED IN 2021 (CURRENT AND PRIOR YEARS) \$'000	VARIANCE <sup>3</sup> \$'000
<b>5.1A: Annual appropriations ('recoverable GST exclusive')</b>					
<b>Annual appropriations for 2021</b>					
<i>Departmental</i>					
Ordinary annual services	18,493	11,792	30,285	23,262	7,023
Capital Budget <sup>4</sup>	133	133	266	220	46
Equity Injections	950	0	950	0	950
<b>TOTAL</b>	<b>19,576</b>	<b>11,925</b>	<b>31,501</b>	<b>23,482</b>	<b>8,019</b>
<b>DEPARTMENTAL</b>					
<b>Administered</b>					
Administered items	4,387	0	4,387	1,320	3,067
<b>TOTAL</b>	<b>4,387</b>	<b>0</b>	<b>4,387</b>	<b>1,320</b>	<b>3,067</b>
<b>ADMINISTERED</b>					

<sup>1</sup> No amounts were withheld under Section 51 of the PGPA Act.

<sup>2</sup> Adjustments represent PGPA Act section 74 receipts and PGPA Act section 75 transfers.

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

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

5.1B: UNSPENT ANNUAL APPROPRIATIONS ('RECOVERABLE GST EXCLUSIVE')	2021 \$'000
<b>Departmental</b>	
Appropriation Act (No. 1) 2020–21	4,222
Appropriation Act (No. 1) 2020–21 (DCB)	46
Appropriation Act (No. 3) 2020–21	2,471
Appropriation Act (No. 4) 2020–21 (Equity injections)	950
Cash and cash equivalents	837
<b>TOTAL DEPARTMENTAL</b>	<b>8,526</b>
<b>Administered</b>	
Appropriation Act (No. 1) 2020–21	2,584
Cash and cash equivalents	483
<b>TOTAL ADMINISTERED</b>	<b>3,067</b>

## PEOPLE AND RELATIONSHIPS

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

	<b>2021</b>
<b>6.1 EMPLOYEE PROVISIONS</b>	<b>\$'000</b>
<b>6.1A: Employee provisions</b>	
Leave	4,105
<b>TOTAL EMPLOYEE PROVISIONS</b>	<b>4,105</b>

### Accounting policy

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

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

#### Leave

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

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

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

#### Superannuation

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

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

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

Sport Integrity Australia makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. Sport Integrity Australia accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents outstanding contributions.

## 6.2 Key management personnel remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Sport Integrity Australia, directly or indirectly. Sport Integrity Australia determined the key management personnel to be the Chief Executive Officer (CEO), and 5 officers that directly report to the CEO with substantial decision making responsibilities. Key management personnel remuneration is reported in the table below:

<b>6.2 KEY MANAGEMENT PERSONNEL REMUNERATION</b>	<b>2021 \$'000</b>
Short-term employee benefits	1,479
Post-employment benefits	216
Other long-term employee benefits	38
<b>TOTAL KEY MANAGEMENT PERSONNEL REMUNERATION EXPENSES<sup>1</sup></b>	<b>1,733</b>

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

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

## 6.3 Related party disclosures

### *Related party relationships:*

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

### *Transactions with related parties:*

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

Sport Integrity Australia transacted with other Australian Government controlled entities consistent with normal day-to-day business operations provided under normal terms and conditions, including the payment of workers compensation and insurance premiums, purchase of corporate, analytical and legal services. These are not considered individually significant to warrant separate disclosure as related party transactions.

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

## MANAGING UNCERTAINTIES

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

### 7.1 Contingent assets and liabilities

#### Quantifiable contingencies

At 30 June 2021 Sport Integrity Australia had no quantifiable contingent assets or liabilities.

#### Unquantifiable contingencies

At 30 June 2021 Sport Integrity Australia had one ongoing legal matter that may eventuate in the agency either having to pay or being awarded associated costs. The amount is unable to be quantified, or estimated as either an asset or liability at the reporting date.

#### Accounting policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

### 7.1A: Administered contingent assets and liabilities

#### Quantifiable administered contingencies

At 30 June 2021 Sport Integrity Australia had no quantifiable contingent administered assets or liabilities.

#### Unquantifiable administered contingencies

At 30 June 2021 Sport Integrity Australia had no unquantifiable contingent administered assets or liabilities.



<b>7.2 FINANCIAL INSTRUMENTS</b>	<b>2021</b>
	<b>\$'000</b>
<b>7.2A: Categories of financial instruments</b>	
<b>Financial assets</b>	
<i>Financial assets at amortised cost</i>	
Cash and cash equivalents	837
Trade receivables	1,001
<b>TOTAL FINANCIAL ASSETS AT AMORTISED COST</b>	<b>1,838</b>
<b>TOTAL FINANCIAL ASSETS</b>	<b>1,838</b>
<b>Financial liabilities</b>	
<i>Financial liabilities measured at amortised cost</i>	
Supplier payables	4,069
Other payables	421
<b>TOTAL FINANCIAL LIABILITIES MEASURED AT AMORTISED COST</b>	<b>4,490</b>
<b>TOTAL FINANCIAL LIABILITIES</b>	<b>4,490</b>

## Accounting policy

### *Financial assets*

#### **Financial assets at amortised cost**

Financial assets included in this category need to meet 2 criteria:

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

Amortised cost is determined using the effective interest method.

#### **Impairment of financial assets**

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

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

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

### *Financial liabilities*

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

### Financial liabilities at amortised cost

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

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

7.2B: ADMINISTERED CATEGORIES OF FINANCIAL INSTRUMENTS		2021 \$'000
<b>Financial assets</b>		
<b>Financial assets at amortised cost</b>		
Cash and cash equivalents		483
Trade receivables		64
<b>TOTAL FINANCIAL ASSETS AT AMORTISED COST</b>		<b>547</b>
<b>Financial liabilities</b>		
<b>Financial liabilities measured at amortised cost</b>		
Suppliers payables		538
<b>TOTAL FINANCIAL LIABILITIES MEASURED AT AMORTISED COST</b>		<b>538</b>

## OTHER INFORMATION

8.1 CURRENT/NON-CURRENT DISTINCTION FOR ASSETS AND LIABILITIES		2021 \$'000
<b>8.1A: Current/non-current distinction for assets and liabilities</b>		
<b>Assets expected to be recovered in:</b>		
<i>No more than 12 months</i>		
Cash and cash equivalents		837
Trade and other receivables		8,689
Inventories		194
Other non-financial assets		204

	2021
<b>8.1 CURRENT/NON-CURRENT DISTINCTION FOR ASSETS AND LIABILITIES</b>	<b>\$'000</b>
<b>TOTAL NO MORE THAN 12 MONTHS</b>	<b>9,924</b>
<i>More than 12 months</i>	
Land and buildings	14,209
Plant and equipment	434
Computer software	1,487
<b>TOTAL MORE THAN 12 MONTHS</b>	<b>16,130</b>
<b>TOTAL ASSETS</b>	<b>26,054</b>
<b>Liabilities expected to be settled in:</b>	
<i>No more than 12 months</i>	
Suppliers	4,069
Other payables	421
Leases	657
Employee provisions	1,265
<b>TOTAL NO MORE THAN 12 MONTHS</b>	<b>6,412</b>
<i>More than 12 months</i>	
Leases	8,450
Employee provisions	2,840
<b>TOTAL MORE THAN 12 MONTHS</b>	<b>11,290</b>
<b>TOTAL LIABILITIES</b>	<b>17,702</b>
<b>8.1B: Administered – current/non-current distinction for assets and liabilities</b>	
<b>Assets expected to be recovered in:</b>	
<i>No more than 12 months</i>	
Cash and cash equivalents	483
Trade and other receivables	64
<b>TOTAL NO MORE THAN 12 MONTHS</b>	<b>547</b>
<b>TOTAL ASSETS</b>	<b>547</b>
<b>Liabilities expected to be settled in:</b>	
<i>No more than 12 months</i>	
Suppliers	538
<b>TOTAL NO MORE THAN 12 MONTHS</b>	<b>538</b>
<b>TOTAL LIABILITIES</b>	<b>538</b>

	AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY \$'000	NATIONAL INTEGRITY OF SPORT UNIT DEPARTMENT OF HEALTH <sup>1</sup> \$'000	CHILD SAFEGUARDING AND PLAY BY THE RULES SPORT AUSTRALIA <sup>2</sup> \$'000
<b>9.1 RESTRUCTURING</b>			
<b>9.1A Restructuring</b>			
On 1 July 2020, Sport Integrity Australia was formed under the <i>Sport Integrity Australia Act 2020</i> . The new agency assumed all functions from the Australian Sports Anti-Doping Authority and the National Integrity of Sport Unit from the Department of Health, and some functions from Sport Australia. All amounts were transferred to the new entity in 2021.			
<b>Functions assumed as at 1 July 2020</b>			
<i>Assets recognised</i>			
Non-financial assets	18,289	0	0
Trade and other receivables	1,111	0	0
<b>TOTAL ASSETS RECOGNISED</b>	<b>19,400</b>	<b>0</b>	<b>0</b>
<i>Liabilities recognised</i>			
Employee provisions	2,870	566	63
Suppliers and other payables	1,205	0	0
Leases payables	9,739	0	0
<b>TOTAL LIABILITIES RECOGNISED</b>	<b>13,814</b>	<b>566</b>	<b>63</b>
<b>NET ASSETS/(LIABILITIES) RECOGNISED</b>	<b>5,586</b>	<b>(566)<sup>3</sup></b>	<b>(63)<sup>3</sup></b>
<i>Contributed Equity</i>	5,920	0	0
<b>TOTAL CONTRIBUTED EQUITY ASSUMED</b>	<b>5,920</b>	<b>0</b>	<b>0</b>
<i>Retained earnings</i>	(795)	0	0
<b>TOTAL RETAINED EARNINGS ASSUMED</b>	<b>(795)</b>	<b>0</b>	<b>0</b>
<i>Asset Revaluation Reserve</i>	461	0	0
<b>TOTAL ASSET REVALUATION RESERVE ASSUMED</b>	<b>461</b>	<b>0</b>	<b>0</b>

<sup>1</sup> National Integrity of Sport Unit was assumed from the Department of Health on 1 July 2020 due to the commencement of Sport Integrity Australia and the combining of Sport Integrity functions.

<sup>2</sup> Child Safeguarding and Play by the Rules was assumed from Sport Australia on 1 July 2020 due to the commencement of Sport Integrity Australia and the combining of Sport Integrity functions.

<sup>3</sup> Amounts bought to account through a cash transfer, not received through equity.







CHAPTER 10

APPENDIXES,  
ABBREVIATIONS  
AND GLOSSARY

## A: DOPING CONTROL STATISTICS

YEAR	IN-COMP		OUT-OF-COMP		TOTAL NUMBER	USER-PAYS		GOVERNMENT-FUNDED	
	NUMBER	%	NUMBER	%		NUMBER	%	NUMBER	%
2001–02	2,486	36%	4,383	64%	<b>6,869</b>	3,020	44%	3,849	56%
2002–03	1,960	31%	4,303	69%	<b>6,263</b>	2,707	43%	3,556	57%
2003–04	2,443	37%	4,172	63%	<b>6,615</b>	2,819	43%	3,796	57%
2004–05	1,741	28%	4,393	72%	<b>6,134</b>	2,285	37%	3,849	63%
2005–06	2,814	37%	4,771	63%	<b>7,585</b>	3,038	40%	4,547	60%
2006–07	2,916	42%	4,037	58%	<b>6,953</b>	2,376	38%	4,264	62%
2007–08	3,168	48%	3,469	52%	<b>6,637</b>	2,395	36%	4,242	64%
2008–09	3,122	42%	4,376	58%	<b>7,498</b>	3,286	44%	4,212	56%
2009–10	2,591	39%	4,113	61%	<b>6,704</b>	2,876	43%	3,828	57%
2010–11	2,749	39%	4,341	61%	<b>7,090</b>	3,225	45%	3,865	55%
2011–12	2,640	37%	4,556	63%	<b>7,196</b>	3,200	44%	3,996	56%
2012–13	2,421	33%	4,955	67%	<b>7,376</b>	3,209	44%	4,167	56%
2013–14	2,215	34%	4,325	66%	<b>6,540</b>	3,037	47%	3,503	53%
2014–15	1,673	33%	3,468	67%	<b>5,141</b>	2,404	47%	2,737	53%
2015–16	1,965	33%	4,057	67%	<b>6,022</b>	2,969	49%	3,053	51%
2016–17	1,779	31%	3,879	69%	<b>5,658</b>	2,629	46%	3,029	54%
2017–18	1,635	31%	3,570	69%	<b>5,205</b>	2,232	43%	2,973	57%
2018–19	1,780	32%	3,743	68%	<b>5,523</b>	2,648	48%	2,875	52%
2019–20	1,262	29%	3,152	71%	<b>4,414</b>	2,190	49.6%	2,224	50.4%
2020–21	971	21%	3,622	79%	<b>4,593</b>	1,723	37.5%	2,870	62.5%

## B: DISCLOSURE NOTICES

DESCRIPTION	2020-21 OUTCOME
Number of disclosure notices given in the financial year	We issued 25 disclosure notices for 10 individuals or entities in 2020–21. We did not serve 2 of these disclosure notices due to extenuating circumstances. Three of these disclosure notices were not served due to travel restrictions associated with the COVID-19 pandemic. There were also 2 replacement disclosure notices issued due to claims of hardship, which have not been counted in the above statistics.
The number of proceedings for contraventions of section 13C of the <i>Sport Integrity Australia Act 2020</i> (failure to comply with disclosure notice) that were commenced or concluded in the financial year	No proceedings commenced or concluded.
The number of proceedings concluded in the financial year in which a person was ordered to pay a civil penalty for contravening section 13C of the <i>Sport Integrity Australia Act 2020</i>	No proceedings concluded.



## C: ADVERTISING AND MARKET RESEARCH

Under section 311A of the *Commonwealth Electoral Act 1918*, Sport Integrity Australia is required to disclose payments for advertising and market research made during the financial year.

In 2020–21, the agency's total reportable expenditure for market research was \$54,754.70 (GST inclusive) and it did not undertake any advertising campaigns.

## D: ECOLOGICALLY SUSTAINABLE DEVELOPMENT AND ENVIRONMENT PERFORMANCE

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

### Principles of the legislation

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

The ongoing pandemic continued to affect our environmental footprint with staff required to work from home in accordance with government guidelines. Our investment in information and communication technology (ICT) infrastructure and remote working solutions allowed this. We are seeking to further build on this success with considered changes to flexible working arrangements in a post-pandemic environment.

### Measures taken to maximise environmental impact

We are a single-site agency with up to 5 staff located in full-time, work-from-home arrangements. Our lease and fit-out approvals are in accordance with Commonwealth lease density requirements and meet the Commonwealth guidance under the National Australian Built Environment Rating System.

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

- greater access to flexible and remote working arrangements enabled by internet-based conferencing and collaboration tools
- implementation of a comprehensive digital strategy involving reduced printer and paper use through electronic document management and recycling of printer ink cartridges

- use of energy-efficient fixtures and fittings, using individual sensors, power and water savers, and automatic switch-off features
- introduction of revised tenancy waste management arrangements to promote increased recycling
- installation of site-based environmental monitors
- adoption of whole-of-Australian-Government energy arrangements that incorporate the use of renewable energy.

## E: LEGAL SERVICES EXPENDITURE

### LEGAL SERVICES EXPENDITURE 2020–21

Total <b>internal</b> legal services expenditure	\$ 936,505
Total <b>external</b> legal services expenditure	\$ 448,159
Total legal services expenditure (internal + external)	\$ 1,384,664
<b>Including:</b>	
Total value of briefs to counsel	\$ 219,362
Total value of briefs to male counsel	\$ 46,194
Total value of briefs to female counsel	\$ 173,168
Total value of briefs to gender X counsel	0
Total value of disbursements (excluding counsel)	\$ 42,477
Total value of professional fees	\$ 186,320
Total value of professional fees – 10% off-Panel allowance	0
Total value of professional fees – Exemption from AGD	0
Total number of briefs to counsel	8

## LIST OF ABBREVIATIONS

AAF	Adverse analytical finding
AASB	Australian Accounting Standards Board
ABP	Athlete Biological Passport
ACIC	Australian Criminal Intelligence Commission
ADRV	Anti-doping rule violation
AHRC	Australian Human Rights Commission
AIS	Australian Institute of Sport
AMADA	Azerbaijan National Anti-Doping Agency
ANAO	Australian National Audit Office
ANZPAA	Australia New Zealand Policing Advisory Agency
APMU	Athlete Passport Management Unit
APS	Australian Public Service

ASADA	Australian Sports Anti-Doping Authority
ASC	Australian Sports Commission
ASDMAC	Australian Sports Drug Medical Advisory Committee
ASDTL	Australian Sports Drug Testing Laboratory
DCO	Doping control officer
DFSNZ	Drug Free Sport New Zealand
FOI	Freedom of information
FSANZ	Food Standards Australia New Zealand
IADA	International Anti-Doping Arrangement
ICT	Information and communications technology
iNADO	Institute of National Anti-Doping Organisations
IOC	International Olympic Committee
MOU	Memorandum of Understanding
NADO	National Anti-Doping Organisation
NAIDOC	National Aborigines and Islanders Day Observance Committee
NIF	National Integrity Framework
NOCS	National Office for Child Safety
NSO	National Sporting Organisation
NST	National Sports Tribunal
ORADO	Oceania Regional Anti-Doping Organisation
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	<i>Public Governance, Performance and Accountability Rule 2014</i>
PTSD	Post-traumatic stress disorder
ROU	Right-of-use
RTP	Registered Testing Pool
SES	Senior Executive Service
SISCIP	Safeguarding in Sport Continuous Improvement Program
TGA	Therapeutic Goods Administration
TUE	Therapeutic Use Exemption
UC	University of Canberra
UKAD	UK Anti-Doping
UNESCO	The United Nations Educational, Scientific and Cultural Organisation
USADA	United States Anti-Doping Agency
WADA	World Anti-Doping Agency
WCC	Workplace Consultative Committee
WHS	Work health and safety

# GLOSSARY

## Adverse analytical finding

A report from a WADA-accredited or other WADA-approved laboratory that, consistent with the International Standard for Laboratories and related technical documents, identifies in a sample 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

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

## APS employee

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

## Athlete

For the purposes of doping control – 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 – a person participating in sport under the authority of any organisation that has signed or accepts the World Anti-Doping Code.

## Athlete Biological Passport

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

## Athlete support person

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

## Corporate governance

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

## Doping control

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

## **Financial results**

The results shown in the financial statements of an entity.

## **Grant**

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

## **In-competition**

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

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

## **International-level athlete**

An athlete who competes in sport at the international level, as defined by each international federation, consistent with the International Standard for Testing and Investigations.

## **International Standards**

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

## **National anti-doping organisation**

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

## **National-level athlete**

An athlete who competes in sport at the national level, as defined by each national anti-doping organisation, consistent with the International Standard for Testing and Investigations.

## **Non-ongoing APS employee**

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

## **Ongoing APS employee**

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

**Operations**

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

**Outcomes**

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

**Out-of-competition**

Any time other than the in-competition period.

**Performance information**

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

**Programs**

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

**Prohibited List**

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

**Prohibited method**

Any method on the Prohibited List.

**Prohibited substance**

Any substance or class of substances on the Prohibited List.

**Purchaser–provider arrangements**

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

**Registered Testing Pool**

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

## **Sample collection**

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

## **Sample or specimen**

Any biological material collected for the purposes of doping control.

## **Test distribution plan**

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

## **Testing**

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

## **Therapeutic Use Exemption**

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

## **TUE checker**

A tool or questionnaire to guide athletes and support people through the process of assessing whether an athlete requires a TUE and whether that TUE should be applied for in advance or retroactively.

## **User-pays testing**

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

## **Whereabouts**

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

## **World Anti-Doping Code**

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







CHAPTER 11  
INDEXES

# LIST OF REQUIREMENTS – NON-CORPORATE COMMONWEALTH ENTITIES

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT
<b>17AD(g) Letter of transmittal</b>			
17AI	Letter of transmittal	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
<b>17AD(h) Aids to access</b>			
17AJ(a)	N/A	Table of contents.	Mandatory
17AJ(b)	Indexes	Alphabetical index.	Mandatory
17AJ(c)	Appendixes, Abbreviations, Glossary	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	List of Requirements – non-corporate Commonwealth entities	List of requirements.	Mandatory
17AJ(e)	About this report	Details of contact officer.	Mandatory
17AJ(f)	About this report	Entity's website address.	Mandatory
17AJ(g)	About this report	Electronic address of report.	Mandatory
<b>17AD(a) Review by accountable authority</b>			
17AD(a)	CEO Message	A review by the accountable authority of the entity.	Mandatory
<b>17AD(b) Overview of the entity</b>			
17AE(1)(a)(i)	Overview	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	Organisation structure	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	Our outcome and program	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	Our purpose	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	Management	Name of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(ii)	Management	Position of the accountable authority or each member of the accountable authority.	Mandatory

<b>PGPA RULE REFERENCE</b>	<b>PART OF REPORT</b>	<b>DESCRIPTION</b>	<b>REQUIREMENT</b>
17AE(1)(aa)(iii)	Management	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory
17AE(1)(b)	Portfolio and Minister	An outline of the structure of the portfolio of the entity.	Portfolio departments - mandatory
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
<b>17AD(c)</b>	<b>Report on the Performance of the entity</b>		
	<b>Annual performance Statements</b>		
17AD(c)(i); 16F	Statement by the CEO	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
<b>17AD(c)(ii)</b>	<b>Report on Financial Performance</b>		
17AF(1)(a)	Financial performance	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	Financial performance	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory.
<b>17AD(d)</b>	<b>Management and Accountability</b>		
	<b>Corporate Governance</b>		
17AG(2)(a)	Letter of Transmittal	Information on compliance with section 10 (fraud systems).	Mandatory
17AG(2)(b)(i)	Letter of Transmittal	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	Letter of Transmittal	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	Letter of Transmittal	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT
17AG(2)(c)	Corporate Governance practices	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	N/A	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory
<b>Audit Committee</b>			
17AG(2A)(a)	Audit and Risk Committee	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	Audit and Risk Committee	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	Audit and Risk Committee	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	Audit and Risk Committee	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	Audit and Risk Committee	The remuneration of each member of the entity's audit committee.	Mandatory
<b>External Scrutiny</b>			
17AG(3)	External Scrutiny	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	Decisions and reports	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	N/A	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	N/A	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
<b>Management of Human Resources</b>			
17AG(4)(a)	Learning and development	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	Workforce composition	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: <ul style="list-style-type: none"> <li>(a) statistics on full-time employees;</li> <li>(b) statistics on part-time employees;</li> <li>(c) statistics on gender;</li> <li>(d) statistics on staff location.</li> </ul>	Mandatory

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT
17AG(4)(b)	Workforce composition	<p>Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following:</p> <p>Statistics on staffing classification level;</p> <p>Statistics on full-time employees;</p> <p>Statistics on part-time employees;</p> <p>Statistics on gender;</p> <p>Statistics on staff location;</p> <p>Statistics on employees who identify as Indigenous.</p>	Mandatory
17AG(4)(c)	Enterprise Agreement	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory
17AG(4)(c)(i)	Workforce composition	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	Workforce composition	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	Performance pay	A description of non-salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	N/A	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	Performance pay	Information on aggregate amount of performance payments.	If applicable, Mandatory
<b>Assets Management</b>			
17AG(5)	Asset Management	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, Mandatory
<b>Purchasing</b>			
17AG(6)	Procurement	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT
<b>Reportable consultancy contracts</b>			
17AG(7)(a)	Consultants	A summary statement detailing the number of new contracts engaging consultants entered into during the period; the total actual expenditure on all new consultancy contracts entered into during the period (inclusive of GST); the number of ongoing consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting year on the ongoing consultancy contracts (inclusive of GST).	Mandatory
17AG(7)(b)	Consultants	A statement that <i>'During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million].'</i>	Mandatory
17AG(7)(c)	Consultants	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory
17AG(7)(d)	Consultants	A statement that <i>'Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.'</i>	Mandatory
<b>Reportable non-consultancy contracts</b>			
17AG(7A)(a)	Consultants	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7A)(b)	Consultants	A statement that <i>'Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.'</i>	Mandatory

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT
17AD(daa)	<b>Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts</b>		
17AGA	N/A	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
<b>Australian National Audit Office Access Clauses</b>			
17AG(8)	N/A	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory
<b>Exempt contracts</b>			
17AG(9)	N/A	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
<b>Small business</b>			
17AG(10)(a)	Initiatives to support small business	A statement that  <i>'[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website.'</i>	Mandatory
17AG(10)(b)	Purchasing	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	Initiatives to support small business	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that  <i>'[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website.'</i>	If applicable, Mandatory

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT
<b>Financial Statements</b>			
17AD(e)	Statement of financial position current report period (2020–21)	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
<b>Executive Remuneration</b>			
17AD(da)	Executive remuneration	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory
<b>17AD(f) Other Mandatory Information</b>			
17AH(1)(a)(i)	Advertising and market research	If the entity conducted advertising campaigns, a statement that  <i>'During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website.'</i>	If applicable, Mandatory
17AH(1)(a)(ii)	Advertising and market research	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	Grants	A statement that  <i>'Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website].'</i>	If applicable, Mandatory
17AH(1)(c)	National Disability Strategy	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	External Scrutiny	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	N/A	Correction of material errors in previous annual report.	If applicable, mandatory
17AH(2)	External Scrutiny	Information required by other legislation.	Mandatory



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