

Retirement of ASADA CEO

After almost 40 years in the public sector [Ms Aurora Andruska PSM](#), Chief Executive Officer of the Australian Sports Anti-Doping Authority (ASADA) will retire on 9 May 2014 upon completion of her current term.

Ministerial statement [\[drop down\]](#)

THE HON PETER DUTTON MP
MINISTER FOR HEALTH
MINISTER FOR SPORT

STATEMENT
18 February 2014

ASADA CEO TO RETIRE

Ms Aurora Andruska, Chief Executive Officer (CEO) of the Australian Sports Anti-Doping Authority (ASADA), has informed me of her decision to retire from the public sector on completion of her current term on 9 May 2014.

Ms Andruska has had a long and distinguished career in the public service in addition to her current position as CEO of ASADA.

I would like to thank Ms Andruska for her dedication and service over 37 years and wish her well for future endeavours.

I know she will complete her current term unwaveringly to deliver the Australian Government's commitment to integrity in sport.

I have asked my Departmental Secretary to undertake a selection process and advise me of suitable candidates in due course.

The Secretary of the Department of Health will oversee the recruitment process, including the appointment of the assessment panel members and chairing the panel.

UK Anti-Doping (UKAD) and iNADO Chair, David Kenworthy [\[drop down\]](#)

UKAD Comment on the Retirement of ASADA Chief Executive Aurora Andruska

Tuesday 18 February 2014

Commenting on the retirement of Australian Sports Anti-Doping Authority (ASADA) Chief Executive Aurora Andruska announced on Tuesday 18 February, UK Anti-Doping (UKAD) and iNADO Chair David Kenworthy said:

"I am very sad that Aurora has decided to retire from ASADA at this time, our community and clean athletes are losing a great supporter and a great leader.

"Aurora came to ASADA with more than 30 years' experience in public sector leadership roles and despite not having a background in anti-doping, quickly won the respect of the global anti-doping community.

"Our mission is not complicated; safe and fair competition worldwide, but this mission is difficult to achieve and vulnerable to being attacked by those who value money and power over fair play and the health of competitors.

"Aurora's commitment to clean sport has been unwavering. She appreciated the importance of preventing doping through education, the use of intelligence, as well as testing and prosecuting, changing the focus of ASADA.

"Under her leadership, Australia has played a much larger role in the development of worldwide anti-doping policy and practice and has become a significant contributor to doping-free sport through the exchange of intelligence with other NADO's such as UKAD. She has gained professional respect personally and respect for ASADA from around the world.

"As an iNADO Board Member, Aurora made a fundamental contribution to iNADO's early development. She understood the need for a worldwide representative body for anti-doping practitioners and gave her full support as a project board member and then founding board member.

"On behalf of UK Anti-Doping and the iNADO community, I salute Aurora for her strength, determination and commitment to clean athletes and clean sport, we thank her deeply and wish her well in her future endeavours. She will be greatly missed."

UK Anti-Doping

UK Anti-Doping (UKAD) is responsible for ensuring sports bodies in the UK are compliant with the World Anti-Doping Code through implementation and management of the UK's National Anti-Doping Policy. UK Anti-Doping's functions include an education and information programme, athlete testing across more than 45 Olympic, Paralympic and professional sports, intelligence management and exclusive results management authority for the determination of anti-doping rule violations.

Source: [UKAD News](#)

iNADO Chair and Chief Executive Officer [drop down]

To a Leader: Aurora Andruska

Tuesday 18 February 2014

First of all, as some of you will have already seen today, iNADO Director Aurora Andruska has announced that she will retire in May when her current appointment as CEO of ASADA is complete. She had previously indicated that she would step down from the iNADO Board to create a vacancy allowing more rotation onto the Board. Chairman David Kenworthy and I [iNADO CEO, Joseph de Pencier, J.D.] want to say a few words in tribute.

Our community is losing a great leader. iNADO is losing a great supporter.

With Aurora at the helm, ASADA continued to develop world-leading anti-doping programmes. Already a model for other anti-doping organisations, under her direction ASADA has grown in international stature. Especially in the field of intelligence and investigations, ASADA sets the standard for work that is effective, fair and careful. It is a globally-recognised, driving force in this field. It has been extraordinarily generous in sharing its expertise with other NADOs, and in sharing the results of its intelligence gathering and investigations with anti-doping organisations around the world. This has significantly strengthened the international fight against doping.

Aurora's commitment to iNADO has been unwavering. Central to iNADO's beginning, she has been determined that NADOs have a global voice and be better connected to each other. As a Board Member she has made a fundamental contribution to iNADO's development. Her strategic counsel to the Chair and to the CEO has been particularly insightful and valuable.

On behalf of the entire NADO and RADO community, David and I salute Aurora and we thank her deeply. We offer her our best wishes – indeed, your best wishes – for the future.

Institute of National Anti-Doping Organisations

The Institute of National Anti-Doping Agencies (iNADO) is principally an advocacy organisation, working on behalf of its member organisations of National Anti-Doping Organisations (NADOs) and Regional Anti-Doping Organisations (RADOs). iNADO also assists developing NADOs to adopt quality practices and it will develop and maintain a repository of best practice processes and promote and monitor their use.

Source: [iNADO Update #44](#)

World Anti-Doping Agency former President, John Fahey [drop down]

In an interview with Fairfax Media following the announcement of Aurora's retirement, former President of the World Anti-Doping Agency, John Fahey said:

"I have the upmost respect for her integrity," Fahey said of Andruska.

"I believe she was gutsy and stood up to some bully boys in the system. And her prime objective, her only objective, was to achieve clean sport."

Source: *Age, Melbourne, 19 Feb 2014, by Samantha Lane Adrian Prosenko, Sport, page 60*

Carolyn Maher

From: Helen Thorne
Sent: Tuesday, 18 February 2014 12:40 PM
To: Aurora Andruska; Tony Baccari; Trevor Burgess; Elen Perdikogiannis
Subject: Release re ASADA CEO retirement [DLM=For-Official-Use-Only]

Hello

I've just had a call from Natasha Cole.

The Minister's MR is definitely going out this afternoon.

Advertisements for the position will appear in the press as follows :

Friday - Financial Review

Saturday - The Australian, the Canberra Times

All enquiries are to be directed to the recruitment agency (Natasha is going to send me the details).

Regards

Helen

Helen Thorne

Executive Officer to the CEO, Aurora Andruska PSM
Australian Sports Anti-Doping Authority

T +61 (0) 2 6222 4206

F +61 (0) 2 6222 4203

E helen.thorne@asada.gov.au

P O Box 1744 | Fyshwick ACT 2609 | Australia

ASADA Hotline 13 000 ASADA (13 000 27232)

Information and anti-doping services can also be found at :

ASADA Website <http://www.asada.gov.au>

Check your substances <https://checksubstances.asada.gov.au>

Online whereabouts <https://whereabouts.asada.gov.au>

Carolyn Maher

From: Aurora Andruska
Sent: Thursday, 8 May 2014 12:12 PM
To: Tony Baccari
Subject: RE: FOR APPROVAL: Communications regarding new CEO [DLM=For-Official-Use-Only]

Looks good to me

Thanks Tony

Aurora

Aurora Andruska PSM
Chief Executive Officer
Australian Sports Anti-Doping Authority

T +61 (0) 2 6222 4206
F +61 (0) 2 6222 4203
M +61 (0) 412 018 350
E aurora.andruska@asada.gov.au

P O Box 1744 | Fyshwick ACT 2609 | Australia

ASADA Hotline 13 000 ASADA (13 000 27232)

From: Tony Baccari
Sent: 08 May 2014 11:10 AM
To: Aurora Andruska
Cc: Elen Perdikogiannis; Trevor Burgess; Michelle Heins; Helen Thorne
Subject: FOR APPROVAL: Communications regarding new CEO [DLM=For-Official-Use-Only]

Hi Aurora

Michelle has spoken with the Minister's Press Secretary to ascertain when they plan to make the announcement about the new CEO. We also asked if they could provide us with the announcement so we can inform staff in line with the official announcement (i.e. so staff don't find out from the media in the first instance). At this stage the plan is to make the announcement tomorrow afternoon. The Press Secretary will contact Michelle tomorrow morning to confirm.

Please find attached for your approval:

1. Staff email – CEO appointment
2. Media holding lines – CEO appointment

I envisage we will be required to direct any media enquiries regarding the appointment to the Minister's office. However, if you did want to issue anything I put together a short statement from you (item 2).

Elen and Trevor – happy for your thoughts.

Regards
Tony

Tony Baccari

Communication and Media Manager
Australian Sports Anti-Doping Authority

T: +61 (0) 2 6222 4208
F: +61 (0) 2 6222 4308

E: tony.baccari@asada.gov.au
W: www.asada.gov.au

PO Box 1744, Fyshwick, ACT, 2609

ASADA Hotline 13 000 ASADA (27232)

Note to media: Unless otherwise agreed, the information contained in this email is for background and is not for attribution.

Carolyn Maher

From: Aurora Andruska
Sent: Monday, 17 February 2014 5:51 PM
To: Tony Baccari; Trevor Burgess
Subject: Fwd: draft statement [SEC=UNCLASSIFIED]

This looks better!

Aurora Andruska PSM
Chief Executive Officer
Australian Sports Anti-Doping Authority

T +61 (0) 2 6222 4206
F +61 (0) 2 6222 4203
M +61 (0) 412 018 350
E aurora.andruska@asada.gov.au

P O Box 1744 | Fyshwick ACT 2609 | Australia

ASADA Hotline 13 000 ASADA (13 000 27232)

Begin forwarded message:

From: Aurora Andruska <Aurora.Andruska@asada.gov.au>
Date: 17 February 2014 5:32:42 PM AEDT
To: "Travis.Haslam@health.gov.au" <Travis.Haslam@health.gov.au>
Subject: Re: draft statement [SEC=UNCLASSIFIED]

Dear Travis

Thanks - looks fine

Aurora

Aurora Andruska PSM
Chief Executive Officer
Australian Sports Anti-Doping Authority

T +61 (0) 2 6222 4206
F +61 (0) 2 6222 4203
M +61 (0) 412 018 350
E aurora.andruska@asada.gov.au

P O Box 1744 | Fyshwick ACT 2609 | Australia

ASADA Hotline 13 000 ASADA (13 000 27232)

On 17/02/2014, at 5:15 PM, "Travis.Haslam@health.gov.au" <Travis.Haslam@health.gov.au> wrote:

Hello Aurora,
Attached is the intended Ministerial statement for tomorrow afternoon - any queries, please let me know. As i mentioned, the Minister was trying to reach you earlier

today when I left my message, but I will make suitable arrangements between both of your commitments to touch base.

ASADA CEO to Retire

Ms Aurora Andruska, Chief Executive Officer (CEO) of the Australian Sports Anti-Doping Authority (ASADA), has informed me of her decision to retire from the public sector on completion of her current term on 9 May 2014.

Ms Andruska has had a long and distinguished career in the public service in addition to her current position as CEO of ASADA.

I would like to thank Ms Andruska for her dedication and service over 37 years and wish her well for future endeavours.

I know she will complete her current term unwaveringly to deliver the Australian Government's commitment to integrity in sport.

I have asked my Departmental Secretary to undertake a selection process and advise me of suitable candidates in due course.

The Secretary of the Department of Health will oversee the recruitment process, including the appointment of the assessment panel members and chairing the panel.

Any queries, please let me know.
thanks
Travis

Travis Haslam
Adviser - Sport
Office of the Hon Peter Dutton MP
Minister for Health
Minister for Sport

T: 02 6277 7220
F: 02 6273 4146
E: travis.haslam@health.gov.au

"Important: This transmission is intended only for the use of the addressee and may contain confidential or legally privileged information. If you are not the intended recipient, you are notified that any use or dissemination of this communication is strictly prohibited. If you receive this transmission in error please notify the author immediately and delete all copies of this transmission."

Carolyn Maher

From: Helen Thorne
Sent: Monday, 17 February 2014 12:18 PM
To: Tony Baccari; Trevor Burgess
Subject: FW: draft media release - for your comment please. [DLM=For-Official-Use-Only]
Attachments: Draft MR for announcement.docx

Importance: High

Gents

Aurora has asked for your views on this. She said it's very flat, but she recognises that it conveys the message that the Minister wants to put out.

No mention of the detail of her distinguished career. No mention of her PSM. No mention of the excellent work on the current investigation, the complexity and detail of which is unprecedented.

She also said that the announcement makes it very clear that they have no intention of asking her to stay in the role until her successor commences.

Trevor, would you please have a look and then call Aurora. She's keen to speak with you.

Thanks
HT

Helen Thorne

Executive Officer to the CEO, Aurora Andruska PSM
Australian Sports Anti-Doping Authority

T +61 (0) 2 6222 4206
F +61 (0) 2 6222 4203

E helen.thorne@asada.gov.au

P O Box 1744 | Fyshwick ACT 2609 | Australia

ASADA Hotline 13 000 ASADA (13 000 27232)

Information and anti-doping services can also be found at :
ASADA Website <http://www.asada.gov.au>
Check your substances <https://checksubstances.asada.gov.au>
Online whereabouts <https://whereabouts.asada.gov.au>

From: Helen Thorne
Sent: Monday, 17 February 2014 12:04 PM
To: Aurora Andruska
Subject: draft media release - for your comment please. [DLM=For-Official-Use-Only]

Here are the words (same as in the attachment) – thought it would be easier to read. Has been cleared by Jane Halton (via Kay McNeice).

Draft wording for announcement of ASADA CEO Retirement

Today Ms Aurora Andruska, Chief Executive Officer (CEO) of the Australian Sports Anti-Doping Authority (ASADA), has informed me of her decision to retire from the public sector on completion of her current term.

Ms Andruska has had a long and distinguished career in the public service in addition to her current position as CEO of ASADA.

I would like to thank Ms Andruska for her dedication and service over 37 years.

I have asked my Departmental Secretary to undertake a selection process and advise me of suitable candidates in due course.

The Secretary of the Department of Health will oversee the recruitment process, appoint assessment panel members and chair the assessment panel.

Ms Andruska's appointment is due to expire on 9 May 2014.

Helen Thorne

Executive Officer to the CEO, Aurora Andruska PSM
Australian Sports Anti-Doping Authority

T +61 (0) 2 6222 4206

F +61 (0) 2 6222 4203

E helen.thorne@asada.gov.au

P O Box 1744 | Fyshwick ACT 2609 | Australia

ASADA Hotline 13 000 ASADA (13 000 27232)

Information and anti-doping services can also be found at :

ASADA Website <http://www.asada.gov.au>

Check your substances <https://checksubstances.asada.gov.au>

Online whereabouts <https://whereabouts.asada.gov.au>

From: Greg.Morris@health.gov.au [mailto:Greg.Morris@health.gov.au]

Sent: Monday, 17 February 2014 12:03 PM

To: Helen Thorne

Subject: Re: Aurora Andruska - length of service [DLM=For-Official-Use-Only]

Hi Helen

draft MR for Aurora to review ASAP. Has cleared media guys here (who checked w Sec btw)

thanks for your help

Greg Morris

Director - Match-fixing Section

National Integrity of Sport Unit

Department of Health

Ph +61 2 6289 5363 | +61 438 272 720

MDP 705 – GPO Box 9848 Canberra ACT 2601

From: Helen Thorne <Helen.Thorne@asada.gov.au>
To: "greg.morris@health.gov.au" <greg.morris@health.gov.au>, "marko.todoroski@health.gov.au" <marko.todoroski@health.gov.au>,
Date: 17/02/2014 09:58
Subject: Aurora Andruska - length of service [SEC=UNCLASSIFIED]

Gents

Aurora commenced in the public service in September 1976.

She did have [REDACTED] so it depends on whether you want to use her commencement date of her length of service for Super purposes.

Please let me know if this is sufficient.

Regards
Helen

Helen Thorne
Executive Officer to the CEO, Aurora Andruska PSM
Australian Sports Anti-Doping Authority

T +61 (0) 2 6222 4206
F +61 (0) 2 6222 4203

E helen.thorne@asada.gov.au

P O Box 1744 | Fyshwick ACT 2609 | Australia

ASADA Hotline 13 000 ASADA (13 000 27232)

Information and anti-doping services can also be found at :
ASADA Website <http://www.asada.gov.au>
Check your substances <https://checksubstances.asada.gov.au>
Online whereabouts <https://whereabouts.asada.gov.au>

"Important: This transmission is intended only for the use of the addressee and may contain confidential or legally privileged information. If you are not the intended recipient, you are notified that any use or dissemination of this communication is strictly prohibited. If you receive this transmission in error please notify the author immediately and delete all copies of this transmission."

Carolyn Maher

From: Aurora Andruska
Sent: Monday, 17 February 2014 5:33 PM
To: Travis Haslam
Subject: Re: draft statement [SEC=UNCLASSIFIED]

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Travis

Thanks - looks fine

Aurora

Aurora Andruska PSM
Chief Executive Officer
Australian Sports Anti-Doping Authority

T +61 (0) 2 6222 4206
F +61 (0) 2 6222 4203
M +61 (0) 412 018 350
E aurora.andruska@asada.gov.au

P O Box 1744 | Fyshwick ACT 2609 | Australia

ASADA Hotline 13 000 ASADA (13 000 27232)

On 17/02/2014, at 5:15 PM, "Travis.Haslam@health.gov.au" <Travis.Haslam@health.gov.au> wrote:

Hello Aurora,
Attached is the intended Ministerial statement for tomorrow afternoon - any queries, please let me know. As i mentioned, the Minister was trying to reach you earlier today when I left my message, but I will make suitable arrangements between both of your commitments to touch base.

ASADA CEO to Retire

Ms Aurora Andruska, Chief Executive Officer (CEO) of the Australian Sports Anti-Doping Authority (ASADA), has informed me of her decision to retire from the public sector on completion of her current term on 9 May 2014.

Ms Andruska has had a long and distinguished career in the public service in addition to her current position as CEO of ASADA.

I would like to thank Ms Andruska for her dedication and service over 37 years and wish her well for future endeavours.

I know she will complete her current term unwaveringly to deliver the Australian Government's commitment to integrity in sport.

I have asked my Departmental Secretary to undertake a selection process and advise me of suitable candidates in due course.

The Secretary of the Department of Health will oversee the recruitment process, including the appointment of the assessment panel members and chairing the panel.

Any queries, please let me know.
thanks
Travis

Travis Haslam
Adviser - Sport
Office of the Hon Peter Dutton MP
Minister for Health
Minister for Sport

T: 02 6277 7220
F: 02 6273 4146
E: travis.haslam@health.gov.au

"Important: This transmission is intended only for the use of the addressee and may contain confidential or legally privileged information. If you are not the intended recipient, you are notified that any use or dissemination of this communication is strictly prohibited. If you receive this transmission in error please notify the author immediately and delete all copies of this transmission."

Carolyn Maher

From: Tony Baccari
Sent: Tuesday, 18 February 2014 5:36 PM
To: John Wiseman
Cc: Rohan Lindeman
Subject: Ministerial statement regarding ASADA CEO [SEC=UNCLASSIFIED]

Follow Up Flag: Follow up
Flag Status: Flagged

Hi John

We are receiving a number of media enquiries regarding the Minister's statement about Aurora's retirement. Are you able to email the statement to me.

Regards
Tony

Tony Baccari

Communication and Media Manager
Australian Sports Anti-Doping Authority

T: +61 (0) 2 6222 4208
F: +61 (0) 2 6222 4308

E: tony.baccari@asada.gov.au
W: www.asada.gov.au

PO Box 1744, Fyshwick, ACT, 2609

ASADA Hotline 13 000 ASADA (27232)

Note to media: Unless otherwise agreed, the information contained in this email is for background and is not for attribution.

Carolyn Maher

From: Tony Baccari
Sent: Thursday, 20 February 2014 3:49 PM
To: Aurora Andruska
Cc: Trevor Burgess; Helen Thorne
Subject: FOR CONSIDERATION/APPROVAL: ASADA CEO retirement - web page [SEC=UNCLASSIFIED]
Attachments: ASADA CEO retirement (no John Fahey).docx
Follow Up Flag: Follow up
Flag Status: Flagged

Hi Aurora

Thank you for letting me know you approved of the website content I sent through yesterday.

Since sending it to you I have added another section called 'Contributions to Australia's anti-doping efforts'. This section covers some key areas of work taken on by ASADA under your leadership. It is only a first draft, so please let me know if I have overlooked something that you would like included. You will find this new section at the end of the attached document.

Once approved I will work with Nick to load the page to the website.

Regards
Tony

Tony Baccari

Communication and Media Manager
Australian Sports Anti-Doping Authority

T: +61 (0) 2 6222 4208
F: +61 (0) 2 6222 4308

E: tony.baccari@asada.gov.au
W: www.asada.gov.au

PO Box 1744, Fyshwick, ACT, 2609

ASADA Hotline 13 000 ASADA (27232)

Note to media: Unless otherwise agreed, the information contained in this email is for background and is not for attribution.

From: Tony Baccari
Sent: Wednesday, February 19, 2014 1:57 PM
To: 'Aurora Andruska'
Cc: Trevor Burgess (Trevor.Burgess@asada.gov.au); Helen Thorne
Subject: FOR APPROVAL: ASADA CEO retirement - web page [SEC=UNCLASSIFIED]

Hi Aurora

Please find attached for your approval content for the web page regarding your retirement. This content is reached via the web slider image I passed by you yesterday.

As yet I have not heard back from John Fahey following my email to him this morning. Should he supply us with a statement we can update the page as necessary.

I am putting together other material we could potentially post to this page. Once I have it drafted I can run it past you.

Tony

Tony Baccari

Communication and Media Manager
Australian Sports Anti-Doping Authority

T: +61 (0) 2 6222 4208
F: +61 (0) 2 6222 4308

E: tony.baccari@asada.gov.au
W: www.asada.gov.au

PO Box 1744, Fyshwick, ACT, 2609

ASADA Hotline 13 000 ASADA (27232)

Note to media: Unless otherwise agreed, the information contained in this email is for background and is not for attribution.

Retirement of ASADA CEO

After almost 40 years in the public sector [Ms Aurora Andruska PSM](#), Chief Executive Officer of the Australian Sports Anti-Doping Authority (ASADA) will retire on 9 May 2014 upon completion of her current term.

Ministerial statement [\[drop down\]](#)

**THE HON PETER DUTTON MP
MINISTER FOR HEALTH
MINISTER FOR SPORT**

**STATEMENT
18 February 2014**

ASADA CEO TO RETIRE

Ms Aurora Andruska, Chief Executive Officer (CEO) of the Australian Sports Anti-Doping Authority (ASADA), has informed me of her decision to retire from the public sector on completion of her current term on 9 May 2014.

Ms Andruska has had a long and distinguished career in the public service in addition to her current position as CEO of ASADA.

I would like to thank Ms Andruska for her dedication and service over 37 years and wish her well for future endeavours.

I know she will complete her current term unwaveringly to deliver the Australian Government's commitment to integrity in sport.

I have asked my Departmental Secretary to undertake a selection process and advise me of suitable candidates in due course.

The Secretary of the Department of Health will oversee the recruitment process, including the appointment of the assessment panel members and chairing the panel.

UK Anti-Doping (UKAD) and iNADO Chair, David Kenworthy [\[drop down\]](#)

UKAD Comment on the Retirement of ASADA Chief Executive Aurora Andruska

Tuesday 18 February 2014

Commenting on the retirement of Australian Sports Anti-Doping Authority (ASADA) Chief Executive Aurora Andruska announced on Tuesday 18 February, UK Anti-Doping (UKAD) and iNADO Chair David Kenworthy said:

"I am very sad that Aurora has decided to retire from ASADA at this time, our community and clean athletes are losing a great supporter and a great leader.

"Aurora came to ASADA with more than 30 years' experience in public sector leadership roles and despite not having a background in anti-doping, quickly won the respect of the global anti-doping community.

"Our mission is not complicated; safe and fair competition worldwide, but this mission is difficult to achieve and vulnerable to being attacked by those who value money and power over fair play and the health of competitors.

"Aurora's commitment to clean sport has been unwavering. She appreciated the importance of preventing doping through education, the use of intelligence, as well as testing and prosecuting, changing the focus of ASADA.

"Under her leadership, Australia has played a much larger role in the development of worldwide anti-doping policy and practice and has become a significant contributor to doping-free sport through the exchange of intelligence with other NADO's such as UKAD. She has gained professional respect personally and respect for ASADA from around the world.

"As an iNADO Board Member, Aurora made a fundamental contribution to iNADO's early development. She understood the need for a worldwide representative body for anti-doping practitioners and gave her full support as a project board member and then founding board member.

"On behalf of UK Anti-Doping and the iNADO community, I salute Aurora for her strength, determination and commitment to clean athletes and clean sport, we thank her deeply and wish her well in her future endeavours. She will be greatly missed."

UK Anti-Doping

UK Anti-Doping (UKAD) is responsible for ensuring sports bodies in the UK are compliant with the World Anti-Doping Code through implementation and management of the UK's National Anti-Doping Policy. UK Anti-Doping's functions include an education and information programme, athlete testing across more than 45 Olympic, Paralympic and professional sports, intelligence management and exclusive results management authority for the determination of anti-doping rule violations.

Source: [UKAD News](#)

iNADO Chair and Chief Executive Officer [drop down]

To a Leader: Aurora Andruska

Tuesday 18 February 2014

First of all, as some of you will have already seen today, iNADO Director Aurora Andruska has announced that she will retire in May when her current appointment as CEO of ASADA is complete. She had previously indicated that she would step down from the iNADO Board to create a vacancy allowing more rotation onto the Board. Chairman David Kenworthy and I [iNADO CEO, Joseph de Pencier, J.D.] want to say a few words in tribute.

Our community is losing a great leader. iNADO is losing a great supporter.

With Aurora at the helm, ASADA continued to develop world-leading anti-doping programmes. Already a model for other anti-doping organisations, under her direction ASADA has grown in international stature. Especially in the field of intelligence and investigations, ASADA sets the standard for work that is effective, fair and careful. It is a globally-recognised, driving force in this field. It has been extraordinarily generous in sharing its expertise with other NADOs, and in sharing the results of its intelligence gathering and investigations with anti-doping organisations around the world. This has significantly strengthened the international fight against doping.

Aurora's commitment to iNADO has been unwavering. Central to iNADO's beginning, she has been determined that NADOs have a global voice and be better connected to each other. As a Board Member she has made a fundamental contribution to iNADO's development. Her strategic counsel to the Chair and to the CEO has been particularly insightful and valuable.

On behalf of the entire NADO and RADO community, David and I salute Aurora and we thank her deeply. We offer her our best wishes – indeed, your best wishes – for the future.

Institute of National Anti-Doping Organisations

The Institute of National Anti-Doping Agencies (iNADO) is principally an advocacy organisation, working on behalf of its member organisations of National Anti-Doping Organisations (NADOs) and Regional Anti-Doping Organisations (RADOs). iNADO also assists developing NADOs to adopt quality practices and it will develop and maintain a repository of best practice processes and promote and monitor their use.

Source: [iNADO Update #44](#)

Contributions to Australia's anti-doping efforts [drop down]

As the head of ASADA over the past four years, Aurora Andruska has helped guide the anti-doping organisation to more effectively deal with the challenges of modern-day sophisticated doping regimes.

During her tenure Aurora has:

Implemented comprehensive anti-doping programs to protect the integrity of Australian teams competing at major sporting events:

- Delhi 2010 Commonwealth Games
- Singapore 2010 Youth Olympic Games
- London 2012 Olympic and Paralympic Games
- 2014 Winter Olympic and Paralympic Games
- Glasgow Commonwealth Games 2014 (program is underway)

Worked with Australian and international partners to promote the use of intelligence and investigation methods in anti-doping programs:

- Worked with anti-doping experts to develop the World Anti-Doping Agency's (WADA) guidelines for Coordinating Investigations and Sharing Anti-Doping Information and Evidence
- Signed a Memorandum of Understanding with the Australian Crime Commission to share information and intelligence
- Reached an agreement with UK Anti-Doping to bridge the intelligence and investigation strengths of the two anti-doping organisations
- Shared anti-doping intelligence theory and procedures with anti-doping agencies from Canada, Denmark, Finland, Germany, Ireland, Japan, Lithuania, the Netherlands, New Zealand, Qatar, Singapore, South Africa, Sweden and Switzerland
- Assisted Drug Free Sport New Zealand to establish its own intelligence program
- Partnered with Australian law enforcement bodies in joint exercises

Initiated complex investigations to establish evidence of possible anti-doping rule violations in accordance with the World Anti-Doping Code and Australian legislation:

- Australian cycling investigation—commenced after two former elite Australian cyclists admitted to doping during their career
- Operation Cobia investigation—commenced after the release of the Australian Crime Commission findings into organised crime and drugs in sport

Supported Government initiatives to strengthen ASADA's anti-doping capabilities:

- Welcomed the appointment of the first Advisory Group to ASADA in 2011
- Assisted in the preparation of the *Australian Sports Anti-Doping Authority Amendment Bill 2013*
- Updated the ASADA Regulations in 2013 to complement changes to the ASADA Act
- Assisted in the review of the World Anti-Doping Code in preparation for 2015

Oversaw the introduction of new initiatives into Australia's anti-doping program:

- Launched ASADA e-Learning in 2010
- Started a world-first counselling service for athletes and support personnel in 2011

- Introduced Australia's first Athlete Biological Passport program in 2012

Issued advisories to Australian athletes and sports:

- Cautioned athletes in 2010 about the use of supplements following nine positive test result in quick succession for the prohibited stimulant methylhexanamine
- Shared concerns in 2011 with sports and with international anti-doping colleagues about the increase in the acquisition and movement of peptides and hormones at the Australian border
- Alerted athletes in 2012 of the risks of meat products contaminated with the prohibited substance clenbuterol in some overseas locations including China, Mexico and countries in the European Union
- Cautioned athletes in 2013 to be aware of the black market substance GW501516 a developmental drug that was withdrawn from research when serious toxicities were discovered

Played a leading role in the development of worldwide anti-doping policy and practice by sharing Australia's experience at various international forums:

- The Conference of Parties to the International Convention Against Doping in Sport (UNESCO)
- WADA Symposium for Anti-Doping Organisations
- Association of National Anti-Doping Organisations (ceased operation in 2010)
- Institute of National Anti-Doping Organisations (Aurora was elected to the iNADO Board of Directors in 2013)
- Monitoring Group for the Council of Europe Anti-Doping Convention
- International Anti-Doping Arrangement
- World Sports Law Report Tackling Doping in Sport Conference
- Anti-Doping Norway symposium

Prior to joining ASADA, Aurora was the Deputy Chief Executive Officer of Centrelink and held senior roles at the former Department of Education, Science and Training. In the 2006 Australia Day Honours List, Aurora was awarded the Public Service Medal for outstanding public service in the development and implementation of a new national framework for vocational education and training in Australia.

Carolyn Maher

From: Rohan Lindeman
Sent: Wednesday, 12 March 2014 9:51 AM
To: Kay Mcniece; Health News; 'Neil.Branch@health.gov.au'
Cc: Andrew Godkin; Aurora Andruska; Callum Campbell; 'david.learmonth@health.gov.au'; Elen Perdikogiannis; Greg Morris; John Wiseman; Michelle Heins; 'natasha.cole@health.gov.au'; Health News; Tony Baccari; Travis Haslam; Trevor Burgess
Subject: ASADA response - Canberra Times - CEO recruitment and staffing levels [SEC=UNCLASSIFIED]
Follow Up Flag: Follow up
Flag Status: Flagged

Hi Kay and Neil

Please note below ASADA's response to questions from Phillip Thomson at the Canberra Times:

Just had a couple of quick questions about the job ad for the new CEO of ASADA for a story I'm writing.

1. *What is the salary range for the job?*
2. *What is happening to the staffing level at ASADA? If it's being reduced, how much by over the next year? If being increased, how much by and over what timeframe?*

Please advise if you have any questions/concerns with the response. Please note his deadline of 11am.

Regards

Rohan

RESPONSE

Dear Phillip

The following can be attributed to an ASADA spokesperson:

1. What is the salary range for the job?

The recruitment process for the new ASADA CEO is being undertaken by the Department of Health. Enquiries regarding this process should be directed to the Department.

2. What is happening to the staffing level at ASADA? If it's being reduced, how much by over the next year? If being increased, how much by and over what timeframe?

There are no immediate plans to alter ASADA's staffing levels.

From: Phillip Thomson [mailto:phillip.thomson@fairfaxmedia.com.au]
Sent: Tuesday, 11 March 2014 10:21 PM
To: ASADA media
Subject: Questions-Canberra Times

Hi ASADA media,

Just had a couple of quick questions about the job ad for the new CEO of ASADA for a story I'm writing.

1. What is the salary range for the job?

2. What is happening to the staffing level at ASADA? If it's being reduced, how much by over the next year? If being increased, how much by and over what timeframe?

DEADLINE: 11am this Thursday (March 13).

Cheers

Phillip Thomson
canberratimes.com.au | Reporter
Twitter: @ThomsonPhillip



[Download The Canberra Times iPad App. It's free for a limited time](#)

The information contained in this e-mail message and any accompanying files is or may be confidential. If you are not the intended recipient, any use, dissemination, reliance, forwarding, printing or copying of this e-mail or any attached files is unauthorised. This e-mail is subject to copyright. No part of it should be reproduced, adapted or communicated without the written consent of the copyright owner. If you have received this e-mail in error please advise the sender immediately by return e-mail or telephone and delete all copies. Fairfax Media does not guarantee the accuracy or completeness of any information contained in this e-mail or attached files. Internet communications are not secure, therefore Fairfax Media does not accept legal responsibility for the contents of this message or attached files.

Carolyn Maher

From: Tony Baccari
Sent: Thursday, 10 April 2014 5:35 PM
To: Health News
Cc: Andrew Godkin; Aurora Andruska; Callum Campbell; 'david.learmonth@health.gov.au'; Elen Perdikogiannis; John Wiseman; Kay Mcniece; Michelle Heins; Travis Haslam; Trevor Burgess; Melissa Munro; 'Neil.Branch@health.gov.au'; Greg Morris
Subject: Media enquiry - Channel Nine Melbourne - deadline was COB today [SEC=UNCLASSIFIED]
Attachments: TRIM: Media enquiry - Channel 9 Melbourne
Importance: High
Follow Up Flag: Follow up
Flag Status: Flagged

Hi Kay

Please find attached a late media enquiry (sent at 4.42pm) from Channel Nine Melbourne who has requested a response by COB today. The reporter's questions vary in topic, so I have included below our response that has been approved by Aurora and Elen. Please let me know if you have any concerns regarding our response.

I will respond to the reporter, once I hear back from you.

Please note that in the response below I advise him that his ADRVP enquiry will be referred to the department.

Tony

RESPONSE:

Dear Mitch

The following is provided as background information:

A statement regarding the ASADA ADRVP meeting held today and what occurred.

The Anti-Doping Rule Violation Panel (ADRVP) operates independently of ASADA. It would be inappropriate for ASADA to comment on matters related to the ADRVP. We will refer your enquiry to the Department of Health.

Aurora Andruska's end date with ASADA.

After almost 40 years in the public sector [Ms Aurora Andruska PSM](#), Chief Executive Officer of the Australian Sports Anti-Doping Authority (ASADA) will retire on 9 May 2014 upon completion of her current term.

Garry Downes' end date with ASADA.

We refer you to the [media release](#) issued by the Minister for Sport, The Hon Peter Dutton MP in relation to the engagement of the Hon Garry Downes (AM QC FCI Arb). The release makes reference to certain timeframes.

Can you confirm whether Aurora Andruska is on stress leave from ASADA currently?

ASADA CEO, Aurora Andruska is at work and conducting her official duties as head of the agency.

Regards

Tony Baccari

Communication and Media Manager
Australian Sports Anti-Doping Authority

T: +61 (0) 2 6222 4208
F: +61 (0) 2 6222 4308

E: tony.baccari@asada.gov.au
W: www.asada.gov.au

PO Box 1744, Fyshwick, ACT, 2609

ASADA Hotline 13 000 ASADA (27232)

Note to media: Unless otherwise agreed, the information contained in this email is for background and is not for attribution.

Carolyn Maher

From: Mitch Cleary <[REDACTED]>
Sent: Thursday, 10 April 2014 4:42 PM
To: ASADA media
Subject: TRIM: Media enquiry - Channel 9 Melbourne

Hi,

Wondering if I can get a response to a few questions by COB today?

- a statement regarding the ASADA ADRVP meeting held today and what occurred
- Aurora Andruska's end date with ASADA
- Garry Downes' end date with ASADA
- Can you confirm whether Aurora Andruska is on stress leave from ASADA currently?

Thanks for your time.

Regards,

Mitch Cleary
News reporter/producer
[REDACTED]

Carolyn Maher

From: Tony Baccari
Sent: Thursday, 24 April 2014 2:14 PM
To: Glenn Barry; Andrew Godkin
Cc: Greg Morris; Aurora Andruska; Elen Perdikogiannis; Trevor Burgess; Travis Haslam; John Wiseman; 'Neil.Branch@health.gov.au'; 'david.learmonth@health.gov.au'; Michelle Heins; Callum Campbell; Kay Mcniece
Subject: ASADA proposed response to Herald Sun enquiry [SEC=UNCLASSIFIED]
Attachments: DRAFT - Media response - Grant Baker - Herald Sun - CEO replacement.docx
Follow Up Flag: Follow up
Flag Status: Flagged

Hi Glenn and Andrew

I am forwarding this to you in Greg's absence.

Please find attached a proposed response to a media enquiry from Grant Baker (Herald Sun) about Aurora's replacement.

Please let me know if you have any concerns with the response.

Regards
Tony

Tony Baccari

Communication and Media Manager
Australian Sports Anti-Doping Authority

T: +61 (0) 2 6222 4208
F: +61 (0) 2 6222 4308

E: tony.baccari@asada.gov.au
W: www.asada.gov.au

PO Box 1744, Fyshwick, ACT, 2609

ASADA Hotline 13 000 ASADA (27232)

Note to media: Unless otherwise agreed, the information contained in this email is for background and is not for attribution.

Media enquiry: Grant Baker (Herald Sun)

Enquiry:

From: Baker, Grant [mailto: [REDACTED]]
Sent: 24 April 2014 1:11 PM
To: Tony Baccari
Subject: TRIM: Replacement for Aurora Andruska

Hi Tony,

Has a replacement for Aurora Andruska been found?

If so, who is it?

If not, when do you expect that ASADA will be in a position to name a new CEO?

Regards,

Grant
Grant Baker | Sport Reporter
The Herald & Weekly Times Pty Limited
HWT Tower | 40 City Road | Southbank VIC 3006 Australia
T: [REDACTED]
E: [REDACTED] W: www.heraldsun.com.au

Herald Sun
WE'RE FOR VICTORIA



Herald Sun
WE'RE FOR VICTORIA

Response:

Dear Grant

The recruitment process for the new ASADA CEO is being undertaken by the Department of Health. Enquiries regarding this process should be directed to the Department.

Regards

Carolyn Maher

From: Helen Thorne
Sent: Thursday, 8 May 2014 10:57 AM
To: Aurora Andruska
Subject: Email - Resignation from Department [SEC=UNCLASSIFIED]

Follow Up Flag: Follow up
Flag Status: Flagged

Email to jane.halton@health.gov.au
Cc to SESHR@health.gov.au

Dear Prof Halton

As you are aware, I will retire from the APS tomorrow. Please accept this email as my resignation from my substantive position as SES Band 3 from the Department of Health, effective 9 May 2014.

Yours sincerely
Aurora Andruska

Helen Thorne

Executive Officer to the CEO, Aurora Andruska PSM
Australian Sports Anti-Doping Authority

T +61 (0) 2 6222 4206
F +61 (0) 2 6222 4203

E helen.thorne@asada.gov.au

P O Box 1744 | Fyshwick ACT 2609 | Australia

ASADA Hotline 13 000 ASADA (13 000 27232)

Information and anti-doping services can also be found at :
ASADA Website <http://www.asada.gov.au>
Check your substances <https://checksubstances.asada.gov.au>
Online whereabouts <https://whereabouts.asada.gov.au>

Carolyn Maher

From: Tony Baccari
Sent: Thursday, 22 May 2014 2:11 PM
To: Health News
Cc: Kay Mcniece; 'david.learmonth@health.gov.au'; Greg Morris; 'Neil.Branch@health.gov.au'; Andrew Godkin; Ben McDevitt; Callum Campbell; John Wiseman; Michelle Heins; Trevor Burgess; Travis Haslam; Melissa Munro; Elen Perdikogiannis
Subject: Media enquiry - Grant Baker (Herald Sun) - Aurora's consultancy [SEC=UNCLASSIFIED]
Attachments: Media enquiry Grant Baker (Herald Sun).docx
Follow Up Flag: Follow up
Flag Status: Flagged

Hi Kay

Please find attached a media enquiry from the Herald Sun's Grant Baker and our response.

This response has been approved by our CEO.

FYI – the reason for coming out in the first line and saying the information is incorrect is because once the consultancy finishes, I believe a number of journalists will be calling Aurora seeking comment. I would prefer we minimise the chance of this happening.

The radio report Grant refers to in his enquiry is most likely off the back of yesterday's tweet:

Subject: Tweet from The Run Home (@therunhome)



The Run Home (@therunhome)

[21/05/2014 4:36 pm](#)

Rebecca Wilson says former ASADA CEO Aurora Andruska has been asked to stay on as a consultant until the end of next week

I am unavailable for the next hour and a bit, but can be contacted on mobile or via email from 3.30 pm.

Let me know if you have any questions.

Tony

Tony Baccari

Communication and Media Manager
 Australian Sports Anti-Doping Authority

T: +61 (0) 2 6222 4208
 F: +61 (0) 2 6222 4308

E: tony.baccari@asada.gov.au
 W: www.asada.gov.au

PO Box 1744, Fyshwick, ACT, 2609

ASADA Hotline 13 000 ASADA (27232)

Note to media: Unless otherwise agreed, the information contained in this email is for background and is not for attribution.

Media enquiry: Grant Baker (Herald Sun)

Enquiry:

Thanks for this.

It was said on Melbourne radio yesterday that Aurora Andruska would remain as a consultant until the end of next week (end of May).

Is that correct, is that when she will finish?

Regards,

Grant

Grant Baker | Sport Reporter

The Herald & Weekly Times Pty Limited

HWT Tower | 40 City Road | Southbank VIC 3006 Australia

T: [REDACTED]

E: [REDACTED] W: www.heraldsun.com.au

Herald Sun
WE'RE FOR VICTORIA



Response:

Dear Grant

Information circulating in the public domain regarding the completion date of Aurora Andruska's consultancy with ASADA (end of May) is incorrect.

While we are unable to confirm the length of the consultancy, Ms Andruska will act as a consultant to the ASADA CEO, Ben McDevitt for as long as he requires the service.

Mr McDevitt values Ms Andruska's contribution as he familiarises himself with a number of important matters before ASADA.

Regards