



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 1    Brief Title: Questions on Notice – Previous Responses

### SUBJECT / ISSUE

ASADA's previous responses to Questions on Notice (QoN's) and Departmental QoN's are provided for the visibility and information of the Executive.

### KEY POINTS

The following QoN's are provided to Executive:

- A list of QoN's along with ASADA's responses from the Senate Supplementary Estimates in October 2018 - Attachment A
- A list of QoN's along with ASADA's responses from the Senate Budget Estimates in May 2018 - Attachment B
- A list of QoN's along with ASADA's responses requested by various divisions throughout the Department of Health – September 2018 to January 2019 - Attachment C

### SENSITIVITIES: NO

Attachment A: Estimates QoN's - October 2018

Attachment B: Estimates QoN's - May 2018

Attachment C: Departmental Responses – Sep 18 to Jan 19

Subject Matter Lead:	s22(1)(a) Policy & Governance Officer		s22(1)(a)
Cleared by:	s22(1)(a) Director Office of the Executive		s22(1)(a)(ii)
Date Brief Created: 6 February 2019		Last Updated: 8 February 2019	

## Senate Community Affairs Committee

## ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

## HEALTH PORTFOLIO

## Budget Estimates, 2018 – 2019, 29 &amp; 30 May 2018

Ref No: SQ18-000874

**OUTCOME:** 3 - Sport and Recreation**Topic:** ASADA staffing**Type of Question:** Written Question on Notice**Senator:** Don Farrell**Question:**

a) Table 1.1 on Page 255 of the Health Portfolio Budget Statement shows total department resourcing at about the same levels - \$24.6 million as opposed to \$24.3 million. The same table also shows staffing increasing from 57 to 76. Please explain how 19 additional staff will be employed with an increase in resourcing of approximately \$300,000. What proportion of those 20 additional staff will be part time or casual and what classifications will they be employed under? b) What will the roles and responsibilities of those 19 additional staff be and will they be permanent or non-ongoing positions?

**Answer:**

- a) The Australian Sports Anti Doping Authority (ASADA) received new funding of \$3.797 million in 2018-19 for the *Sport – building a more active Australia* measure, primarily to fund an additional 26 ASL in 2018-19.

The increase of 19 ASL in 2018-19 is the net effect of the new staff (26) for the *Sport – building a more active Australia* measure, offset by a reduction (7) specifically related to the Gold Coast Commonwealth Games in 2017-18.

The funding for the *Sport – building a more active Australia* measure terminates on 30 June 2019, and as a result ASADA will be filling the 26 ASL via a range of recruitment options.

The proportion of staff employed on a part time basis is expected to be minimal, however will be negotiated on a case by case basis. Of the new recruits to 18 June 2018, there is currently one known part time arrangement in place. It is expected that 0.33 ASL will be recruited on a casual basis.

The classifications of the 26 ASL are expected to be as follows;  
EL2 x 2, EL1 x 5, APS6 x 14, APS5 x 2, APS4 x 1, APS1 x 2

- b) Due to the one year funding provided under the *Sport – building a more active Australia*, the 26 ASL will be recruited using a combination of;

- Non-ongoing recruitment and employment arrangements with ASADA for a fixed term, limited to 30 June 2019;
- Secondment employment arrangements from existing partner agencies, for development and/or career planning opportunity for the individual;
- Contracted engagement through labour hire or other contracted services agreements; and
- Casual labour agreement to help offset the pace of growing the required ASADA workforce in the longer term, or to meet different scales of pace throughout the financial year.

The new staff will be employed in roles that build ASADA's capability and capacity in the in the following key areas:

- Enhanced engagement and partnerships (11 ASL)
- Enhanced intelligence (9 ASL)
- Enhanced education and awareness (6 ASL)

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## Senate Community Affairs Committee

## ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

## HEALTH PORTFOLIO

## Budget Estimates, 2018 – 2019, 29 &amp; 30 May 2018

Ref No: SQ18-000877

**OUTCOME:** 3 - Sport and Recreation**Topic:** ASADA device use**Type of Question:** Written Question on Notice**Senator:** Don Farrell**Question:**

On 22 May, the ABC reported that ASADA was using a controversial smartphone-hacking device. a) Is this the same or a similar device to what reportedly has been used by the ATO? b) Could you outline why ASADA needs to use this sort of device? c) Is it correct that the use of these sorts of devices requires a warrant? d) In what circumstances might ASADA be able to get a warrant to use this sort of device? e) How many times has ASADA used this sort of device and has it had a warrant on all of those occasions? f) What measures does ASADA have in place to ensure that these devices are being used appropriately and that there is no unnecessary invasion of privacy or access to private, personal information beyond the scope of the warrant?

**Answer:**

- a) The Australian Sports Anti-Doping Authority (ASADA) obtained a 12 month Cellebrite license for the use of a Universal Forensic Extraction Device (UFED). ASADA is not in a position to comment on the ATO's forensic capabilities.
- b) The use of the mobile forensic product supports ASADA's ability to investigate breaches of the ASADA legislation.
- c) No, the use of such a capability does not require a warrant. There are robust policies in place governing ASADA's use of the product – see answer to part f).
- d) See answer to part c).
- e) For operational reasons ASADA does not make specific comments about the use of investigative methodologies.
- f) ASADA's use of the mobile forensic product is strictly in accordance with ASADA's lawful authorization to investigate breaches of the ASADA legislation. ASADA has a robust policy in place to govern the use of the product, and there is extensive internal and



external oversight of this capacity. In addition to Executive monitoring, ASADA has engaged auditing agency Protiviti to provide independent oversight and review of ASADA's use of the product every six months. Protiviti will report on their reviews to ASADA's independent Audit Committee.

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**Senate Community Affairs Committee****ANSWERS TO ESTIMATES QUESTIONS ON NOTICE****HEALTH PORTFOLIO****Budget Estimates, 2018 – 2019, 29 & 30 May 2018****Ref No: SQ18-000880****OUTCOME:** 3 - Sport and Recreation**Topic:** ASADA testing**Type of Question:** Written Question on Notice**Senator:** Don Farrell**Question:**

Who decides on the type of testing that is done – is that determined by ASADA or by the relevant sporting bodies?

**Answer:**

The Australian Sports Anti-Doping Authority (ASADA) maintains two main streams of testing:

1. Government-funded program, and
2. Fee for Service (user-pays) testing program.

The Government-funded program is solely ASADA driven testing and mainly focusses on sports participating in the Olympics, Commonwealth Games, or a sports recognised and funded by the Australian Sports Commission.

The user-pays program involves testing that professional, semi-professional sport, International Federations, or other National Anti-Doping Organisations contract ASADA to conduct on their behalf.

All testing ASADA conducts encompasses a suite of tools available to ASADA such as Intelligence, Investigations, Science and Education to inform an intelligent, target-led testing program.

Should Intelligence, Science or Investigations suggest testing is required at grass-roots level or on sub-elite athletes in any sport, in accordance with ASADA legislation, ASADA may test as required.

The World Anti-Doping Agency (WADA) International Standards for Testing and Investigations provides some guidelines on how testing programs should be constructed and the type of tests suggested to be conducted based upon the level and type of evaluated risk of each sport included in the program.

Finally, WADA mandates a minimum level of analysis that must be conducted on each sport as outlined within the WADA Technical Document for Sports Specific Analysis (TDSSA). The minimum level of analysis mandates that a minimum percentage of the analysis methods (listed below) must be conducted from the total number of tests conducted for each sport.

Analysis types:

- Erythropoietin Stimulating Agents (i.e. EPO and related substances),
- Human Growth Hormone and related substances, and
- Growth Hormone releasing Factors (i.e. peptides and related substances).

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**Senate Community Affairs Committee****ANSWERS TO ESTIMATES QUESTIONS ON NOTICE****HEALTH PORTFOLIO****Budget Estimates, 2018 – 2019, 29 & 30 May 2018****Ref No:** SQ18-000881**OUTCOME:** 3 - Sport and Recreation**Topic:** ASADA and WADA**Type of Question:** Written Question on Notice**Senator:** Don Farrell**Question:**

Does ASADA follow WADA testing procedures or does it have its own procedures?

**Answer:**

Yes.

The Australian Sports Anti-Doping Authority (ASADA) complies with the World Anti-Doping Agency (WADA) International Standard for Testing and Investigations (ISTI) and related guidelines. From the ISTI, ASADA has developed its own Sample Collection Manual outlining the sample collection procedures for ASADA's field staff. This Sample Collection Manual meets (and exceeds) the International Standards for testing and related sample collection procedures and guidelines.

**Senate Community Affairs Committee**

**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**

**HEALTH PORTFOLIO**

**Budget Estimates, 2018 – 2019, 29 & 30 May 2018**

**Ref No: SQ18-000883**

**OUTCOME:** 3 - Sport and Recreation

**Topic:** ASADA and WADA

**Type of Question:** Written Question on Notice

**Senator:** Don Farrell

**Question:**

Do we have a WADA accredited testing laboratory in Australia?

**Answer:**

Yes.

The Australian Sports Drug Testing Laboratory, part of the National Measurement Institute, located in Sydney (NSW), is a WADA Accredited Laboratory.

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## Senate Community Affairs Committee

## ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

## HEALTH PORTFOLIO

## Budget Estimates, 2018 – 2019, 29 &amp; 30 May 2018

Ref No: SQ18-000885

**OUTCOME:** 3 - Sport and Recreation**Topic:** Guidelines on public comment**Type of Question:** Written Question on Notice**Senator:** Don Farrell**Question:**

a) Does ASADA have internal rules or guidelines in relation to public comment on testing and results? b) Could you outline briefly, in simple terms, what those rules or guidelines are?

**Answer:**

The Australian Sports Anti-Doping Authority (ASADA) is guided by the legislative prescriptions of the *Australian Sports Anti-Doping Authority Act 2006* and the *Australian Sports Anti-Doping Authority Regulations 2006* (ASADA legislation).

The ASADA legislation prevents the disclosure of protected information (defined broadly as personal information obtained by an ASADA employee in the course of performing their duties) except in specific circumstances. In relation to public comment, these circumstances include where an athlete has consented to public comment being made, or where the Chief Executive Officer is responding to public comments attributed to an athlete or their representative, or where the information has already been lawfully made available to the public.

Where an anti-doping rule violation has been established ASADA is required (both pursuant to the ASADA legislation and the *World Anti-Doping Code*) to publish certain information related to that violation. ASADA must publish:

1. the name of the athlete or support person,
2. for an athlete:
  - a. the athlete's date of birth,
  - b. the athlete's sport, and
  - c. if the athlete is a member of a team – the name of the team,
3. the nature of the anti-doping rule violation,
4. the date of the anti-doping rule violation, and
5. the consequences (within the meaning of the *World Anti-Doping Code*) of the anti-doping rule violation, including the period of ineligibility (if any) for the anti-doping rule violation.

ASADA has in place Public Disclosure Procedures to ensure that these reporting requirements are met.

In addition, ASADA has a number of policies to ensure that any public comment by ASADA officials is made in accordance with the ASADA Act and other relevant Commonwealth laws, policies and guidelines. These include a:

- Communications Policy
- Media Management Policy
- Social Media Policy, and
- Privacy Policy.

ASADA also publishes statistical information relating to testing and results in its Annual Report as required.

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## Senate Community Affairs Committee

## ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

## HEALTH PORTFOLIO

## Budget Estimates, 2018 – 2019, 29 &amp; 30 May 2018

Ref No: SQ18-000887

**OUTCOME:** 3 - Sport and Recreation**Topic:** Guidelines on public comment**Type of Question:** Written Question on Notice**Senator:** Don Farrell**Question:**

Are any other organisations, including but not limited to the ASC, AIS and NSOs bound by any rules or guidelines regarding public comment on testing and results? If so, please outline those rules and guidelines and the organisations they apply to.

**Answer:**

The Australian Sports Anti-Doping Authority (ASADA) can respond in relation to the requirements imposed on the Australian Sports Commission (ASC) and National Sporting Organisations (NSO) under the World Anti-Doping Code (WADC) and the *Australian Sports Anti-Doping Authority Act 2006* (ASADA Act).

The ASC and NSO's fall within the definition of 'sporting administration body' (SAB) under the ASADA Act. A SAB must at all time have in place, maintain and enforce anti-doping policies and practices that comply with the mandatory provisions of the WADC. Article 14 of the WADC (page 88) [https://www.wada-ama.org/sites/default/files/resources/files/wada\\_anti-doping\\_code\\_2018\\_english\\_final.pdf](https://www.wada-ama.org/sites/default/files/resources/files/wada_anti-doping_code_2018_english_final.pdf) imposes strict confidentiality and reporting obligations and is a mandatory provision of the WADC that must be adopted for an organisation to be Code compliant.

Prior to the provision of protected information (as defined in the ASADA Act) to the ASC or an NSO by ASADA a confidentiality undertaking must be in place. These undertakings prohibit the on-disclosure of the protected information with exceptions to allow the information to be used for the purpose it was provided.



**Senate Community Affairs Committee**

**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**

**HEALTH PORTFOLIO**

**Budget Estimates 2018 - 2019, 29 & 30 May 2018**

**Ref No:** SQ18-000889

**OUTCOME:** 3 - Sport and Recreation

**Topic:** ASDMAC

**Type of Question:** Written Question on Notice

**Senator:** Don Farrell

**Question:**

There were four appointments to the Australian Sports Drug Medical Advisory Committee in March and April this year with current end dates in June and July this year. Is that normal and what is the reason behind those appointments being for just a few months?

**Answer:**

Appointments to the Australian Sports Drug Medical Advisory Committee (ASDMAC) made in March and April 2018 were consistent with legislative and government process requirements. The short term appointments allowed for consideration, at the same time, of substantive appointments for the six members whose terms expired in 2018.

## Senate Community Affairs Committee

## ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

## HEALTH PORTFOLIO

## Budget Estimates 2018 - 2019, 29 &amp; 30 May 2018

Ref No: SQ18-000890

**OUTCOME:** 3 - Sport and Recreation**Topic:** ASADA Anti-Doping Rule Violation Panel**Type of Question:** Written Question on Notice**Senator:** Don Farrell**Question:**

- a) There is a vacancy on the ASADA Anti-Doping Rule Violation Panel – what exactly is the role and what are the duties of that vacant position?
- b) How long has it been vacant?
- c) What are the implications or impacts of that position remaining vacant?
- d) When is it expected to be filled?

**Answer:**

- a) Under the *Australian Sports Anti-Doping Authority Act 2006* (ASADA Act 2006), the Anti-Doping Rule Violation Panel (ADRVP) is required to have at least four, and no more than nine members. The ADRVP currently has six members which is sufficient for current purposes.
- b) The ADRVP has always had a quorum of members.
- c) Nil.
- d) The membership of the ADRVP is the prerogative of the responsible Minister.

## Senate Community Affairs Committee

## ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

## HEALTH PORTFOLIO

## Budget Estimates 2018 - 2019, 29 &amp; 30 May 2018

Ref No: SQ18-000983

**OUTCOME:** 0 - Whole of Portfolio**Topic:** Australian Sports Anti-Doping Authority - Travel Expenditure**Type of Question:** Written Question on Notice**Senator:** Rex Patrick**Question:**

For FY 16/17:

1. Please provide details of the Qantas/Virgin split for official travel in terms of:
  - a. Total number of tickets
  - b. Total value spent for official travel?
2. In the event there is a disparity of greater than 65/35 in the split (either way), please provide a detailed reasons for the split in the context of a lowest practical fare policy.
3. How many people in your organisation have been invited to (on the basis of their official position), and accepted, memberships from only the Qantas Chairman's Lounge?
  - a. Could you please provide a breakdown of the travel for each of those individuals between Qantas and Virgin?
4. How many people in your organisation have been invited to (on the basis of their official position), and accepted, memberships from only Virgin's The Club?
  - a. Could you please provide a breakdown of the travel for each of those individuals between Qantas and Virgin?
5. How many people in your organisation have been invited to (on the basis of their official position), and accepted, memberships from both the Qantas Chairman's Lounge and Virgin's The Club?

**Answer:**

- 1a. Total number of tickets:
 

Qantas	295
Virgin	158
<b>Total</b>	<b>456</b>
- b. Total value spent for official travel:
 

Qantas	\$80,764
Virgin	\$34,995
<b>Total</b>	<b>\$116,763</b>

2. The Australian Sports Anti-Doping Authority (ASADA) equires all official travel to be booked consistent with *Resource Management Guide 404: Official Domestic Travel – use of the lowest practical fare* and *Resource Management Guide 405: Official International Travel- use of the best fare of the day*. These require that flights are booked based on the lowest practical fare policy without regard to the provider of those flights.
3. and 3a.  
One invitation and acceptance to the Qantas Chairmans Lounge with most travel in 2016–17 with Qantas.
4. Nil.
- 4a. Not applicable.
5. Nil.

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## Senate Community Affairs Committee

## ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

## HEALTH PORTFOLIO

## Supplementary Budget Estimates, 2018 – 2019, 26 October 2018

Ref No: SQ18-001045

**OUTCOME:** 3 - Sport and Recreation**Topic:** Anti-doping Hearings**Type of Question:** Written Question on Notice**Senator:** Richard Di Natale**Question:**

Senator DI NATALE: As a proportion of tests, are they broadly similar? Mr Mullaly: They are, there was only a five-sanction difference across those two years. Senator DI NATALE: And the same number of tests? Mr Mullaly: Proportionately, it's very similar. Senator DI NATALE: About 5,000 tests done? Mr Mullaly: Correct. Senator DI NATALE: How many of those have had their hearing through the Court of Arbitration for Sport? Mr Mullaly: I'll have to take that on notice. We have had some hearings before the Court of Arbitration for Sport. Senator DI NATALE: And how many—obviously accepting it was just a sanction after the violation? Perhaps you could take that on notice. With regard to the athlete biological passport, it's a pretty invasive testing procedure. Do you agree with that? Mr Sharpe: Yes.

**Answer:**

The following table has been prepared to summarise the Australian Sports Anti-Doping Authority's (ASADA) sanctions and hearings:

Year	Sanctions	CAS hearing filed	Other Sports Tribunal hearing filed
2016/2017	34	2	1
2017/2018	29	1	2

In all other cases (where there was no hearing filed) athletes have either accepted the sanction or have been deemed to have accepted the sanction.

## Senate Community Affairs Committee

## ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

## HEALTH PORTFOLIO

## Supplementary Budget Estimates, 2018 – 2019, 24 October 2018

Ref No: SQ18-001251

**OUTCOME:** 3 - Sport and Recreation**Topic:** ASADA**Type of Question:** Written Question on Notice**Senator:** Farrell, Don**Question:**

- a) Mr Sharpe's opening statement referenced ASADA's inaugural 'Annual Assessment of Doping in Australian Sport' and to the establishment of an Athlete's Advisory Group. Has information gathered through the Assessment motivated, in part or in full, the establishment of the Advisory Group? If so, please outline on what information the need for the Advisory Group was identified.
- b) What risk assessment has ASADA undertaken into the decision to include athletes who have been caught doping in the Advisory Group?

**Answer:**

- a) One of the Chief Executive Officer (CEO) of the Australian Sports Anti-Doping Authority (ASADA) functions in the *Australian Sports Anti-Doping Authority Act 2006* is 'to support, encourage, develop and implement initiatives that increase the skills and knowledge of people involved in sporting activities about sports doping and safety matters'. The Athletes' Advisory Group was identified as an initiative to help ASADA understand the doping landscape through athletes who understand their environment and the pressures of sport better than anyone. ASADA will listen to the voices of these athletes and professionals and use the learnings to develop strategies to combat doping in sport, including key educational messaging and ASADA's interactions with athletes.
- b) ASADA considered the potential benefits of sanctioned athletes participating in the group outweighed any minimal risk their inclusion posed to the success of the group. All participating athletes were selected by the CEO following a risk assessment process being undertaken, balancing the risk and opportunity provided by the individual athlete.

**Senate Community Affairs Committee**

**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**

**HEALTH PORTFOLIO**

**Supplementary Budget Estimates 2018 - 2019, 24 October 2018**

**Ref No:** SQ18-001252

**OUTCOME:** 3 - Sport and Recreation

**Topic:** Australian Drug Testing Capability

**Type of Question:** Written Question on Notice

**Senator:** Don Farrell

**Question:**

The response to Budget Estimates QoN 869 refers to a \$3.3 million allocation to the Department of Industry, Innovation and Science to be used by the National Measurement Institute to improve national sports drug testing capability. Could you please outline how this funding will improve Australia's current drug testing capability?

**Answer:**

The \$3.3 million provides direct appropriation to support the operation, and increased technical capability required under WADA-accreditation rules, of the Australian Sport Drug Testing Laboratory (ASDTL) in Sydney.

## Senate Community Affairs Committee

## ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

## HEALTH PORTFOLIO

## Supplementary Budget Estimates 2018 - 2019, 24 October 2018

Ref No: SQ18-001253

**OUTCOME:** 3 - Sport and Recreation**Topic:** Anti-doping Funding**Type of Question:** Written Question on Notice**Senator:** Don Farrell**Question:**

- a) Is it correct that Australia contributed \$350,627 to WADA's 2018 budget and if not can you please detail how much Australia contributed?
- b) Is it correct the Australia also indirectly contributed a further \$60,000 through an Oceania Regional Anti-Doping Organisation donation?
- c) What budget or budgets do Australia's contributions to the WADA budget come from - are these contributions made directly by the Australian Government to WADA or provided for via ASADA?

**Answer:**

- a) Australia's contribution to the World Anti-Doping Agency (WADA) in 2018 is USD350,627.
- b) Australia contributed USD60,000 to WADA in 2018 to support the Oceania Regional Anti-Doping Organisation.
- c) Australia's annual WADA contributions come directly from the Sports Integrity Program in the Department of Health.



**Senate Community Affairs Committee**

**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**

**HEALTH PORTFOLIO**

**Supplementary Budget Estimates 2018 - 2019, 24 October 2018**

**Ref No:** SQ18-001254

**OUTCOME:** 3 - Sport and Recreation

**Topic:** Anti-Doping Summits

**Type of Question:** Written Question on Notice

**Senator:** Don Farrell

**Question:**

Was Australia represented at anti-doping summits in Paris and at the White House in October this year? If so, who represented Australia's anti-doping interests?

**Answer:**

An Australian Sports Anti-Doping Authority Deputy Chief Executive Officer attended the summit of National Anti-Doping Organisations in Paris on 29 October 2018.

The White House anti-doping summit was attended by a senior official from the Department of Health and the Deputy Head of Mission, Australian Embassy, Washington.

**Senate Community Affairs Committee**

**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**

**HEALTH PORTFOLIO**

**Supplementary Budget Estimates 2018 - 2019, 24 October 2018**

**Ref No:** SQ18-001255

**OUTCOME:** 3 - Sport and Recreation

**Topic:** Russian Anti-Doping Agency

**Type of Question:** Written Question on Notice

**Senator:** Don Farrell

**Question:**

What is Australia's position on the widespread dissatisfaction with WADA's decision in September this year to lift the suspension of the Russian Anti-Doping Agency?

**Answer:**

Australia was part of the Oceania delegation that voted against the proposal to declare the Russian Anti-Doping Agency (RUSADA) compliant with the World Anti-Doping Code on 20 September 2018. Australia expects the World Anti-Doping Agency (WADA) to apply a robust and timely response in the event the conditions for reinstatement are not met by the 31 December 2018 deadline.



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 2    Brief Title: Finance Matters

### SUBJECT / ISSUE

This brief outlines ASADA's budget (per the 2018-19 PBS).

### KEY POINTS

Table 1.1: ASADA Resource Statement (page 255)

	2017-18 PBS Estimated actual \$'000	2017-18 Annual Report actual \$'000	2018-19 PBS Estimate \$'000
<b>DEPARTMENTAL</b>			
Prior year appropriation available	6,021	6,021	6,847
<b>Annual appropriations</b>			
Ordinary annual services			
Departmental appropriation <sup>(1)</sup>	12,855	12,987	15,540
s74 retained revenue receipts <sup>(2)</sup>	4,468	5,455	2,147
Departmental capital budget	132	132	130
Other services			
Equity injection <sup>(3)</sup>	826	826	-
<b>Total departmental annual appropriations</b>	<b>18,281</b>	<b>19,400</b>	<b>17,817</b>
<b>Total departmental resourcing</b>	<b>24,302</b>	<b>25,421</b>	<b>24,664</b>
<b>Total resourcing for ASADA</b>	<b>24,302</b>	<b>25,421</b>	<b>24,664</b>
	<b>2017-18</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Average staffing level (number) <sup>(4)</sup></b>	57	50	76

1. Departmental appropriation at Budget 2018-19 of \$15.540m includes:
  - NPP funding for the 'Sport – building a more active Australia' measure (\$3.797m) and a further two years funding of \$7.594m at MYEFO (2019-20 and 2020-21).
2. s74 retained receipts in 2017-18 of \$4.468m included:
  - Commonwealth Games funding of \$2.400m (\$2.100m GOLDOC and \$0.300m DoH). Funding received for the Games over 16-17 and 17-18 was \$3.894m with total cost \$4.048m.
  - User Pays revenue of approx. \$2m.

- Equity injection in 2017-18 of \$0.826m was received under the Modernisation Fund for the new fitout. Spent in 2018-19.
- ASL increased by 7 in 2017-18 to 57 for the Commonwealth Games. An increase of 26 at Budget 2018-19 to 76 for the Sport – building a more active Australia’ measure, and at MYEFO (2019-20 and 2021).

**Table 2.1.1: Budgeted Expenses for ASADA (page 258)**

	2017-18 Estimated actual \$'000	2018-19 Budget \$'000	2019-20 Forward Year 1 \$'000	2020-21 Forward Year 2 \$'000	2021-22 Forward Year 3 \$'000
<b>Program 1.1: Engagement, Deterrence, Detection and Enforcement</b>					
Departmental expenses					
Departmental appropriation	17,323	17,687	13,940	14,019	14,085
Expenses not requiring appropriation in the budget year	277	374	374	374	374
Operating deficit (surplus)	-	-	-	-	-
<b>Total for Program 1.1</b>	<b>17,600</b>	<b>18,061</b>	<b>14,314</b>	<b>14,393</b>	<b>14,459</b>
<b>Total expenses for Outcome 1<sup>(1)</sup></b>	<b>17,600</b>	<b>18,061</b>	<b>14,314</b>	<b>14,393</b>	<b>14,459</b>
<b>Average staffing level (number)<sup>(1)</sup></b>					
	57	76			

- Increase in ASL from 57 to 76 with no corresponding increase in departmental appropriation from 2017-18 to 2019-20 is explained below.

**Table 3.1: Comprehensive Income Statement (page 263)**

	2017-18 Estimated actual \$'000	2018-19 Budget \$'000	2019-20 Forward estimate \$'000	2020-21 Forward estimate \$'000	2021-22 Forward estimate \$'000
<b>EXPENSES</b>					
Employee benefits <sup>(1)</sup>	7,732	10,741	7,922	8,066	8,212
Supplier expenses <sup>(2)</sup>	9,625	6,980	6,052	5,987	5,907
Depreciation and amortisation <sup>(3)</sup>	243	340	340	340	340
Other expenses	-	-	-	-	-
<b>Total expenses</b>	<b>17,600</b>	<b>18,061</b>	<b>14,314</b>	<b>14,393</b>	<b>14,459</b>

- Expenses in 2018-19 of \$18.061m includes an increase in employee benefits of \$3.797m for 26 additional staff under the Sport – building a more active Australia’ measure.
- Expenses in 2017-18 of \$17.600m included \$4.048m in supplier costs for the Commonwealth Games.

Subject Matter Lead:	s22(1)(a)(ii), CFO	s22(1)(a)	s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii), Dep CEO	s22(1)(a)	s22(1)(a)(ii)
Date Brief Created:	Last Updated:		

Table 3.5: Departmental Capital Budget Statement (page 267)

	2017-18 Estimated actual \$'000	2018-19 Budget \$'000	2019-20 Forward estimate \$'000	2020-21 Forward estimate \$'000	2021-22 Forward estimate \$'000
<b>CAPITAL APPROPRIATIONS</b>					
Equity injections - Bill 2 <sup>(1)</sup>	826	-	-	-	-
Capital budget - Bill 1 (DCB)	132	130	132	149	151
<b>Total capital appropriations</b>	<b>958</b>	<b>130</b>	<b>132</b>	<b>149</b>	<b>151</b>
<b>Total new capital appropriations represented by:</b>					
Purchase of non-financial assets	958	130	132	149	151
<b>Total items</b>	<b>958</b>	<b>130</b>	<b>132</b>	<b>149</b>	<b>151</b>
<b>PURCHASE OF NON-FINANCIAL ASSETS</b>					
Funded internally from departmental resources <sup>(2)</sup>	-	1,700	-	-	-
Funded by capital appropriation - DCB	132	130	132	149	151
<b>Total acquisitions of non-financial assets</b>	<b>132</b>	<b>1,830</b>	<b>132</b>	<b>149</b>	<b>151</b>
<b>RECONCILIATION OF CASH USED TO ACQUIRE ASSETS TO ASSET MOVEMENT TABLE</b>					
Total purchases	132	1,830	132	149	151
<b>Total cash used to acquire assets</b>	<b>132</b>	<b>1,830</b>	<b>132</b>	<b>149</b>	<b>151</b>

1. Equity injection – Bill 2 in 2017-18 of \$0.826m was received under the Modernisation Fund for the new fitout. Spent in 2018-19.
2. Purchase of non-financial assets funded internally of \$1.700m relates to the fitout of the new premises. Prior year appropriations available of \$6.021m used to fund this.

The total cost of the fitout is expected to arrive at \$2.805m, comprising \$0.826m equity injection and \$1.978m funded internally. The variance from estimate primarily reflects an increased floorspace requirement (30% and 26 ASL).

Subject Matter Lead:	s22(1)(a)(ii), CFO	s22(1)(a)	s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii), Dep CEO	s22(1)(a)	s22(1)(a)(ii)
Date Brief Created:	Last Updated:		



Australian Government

Australian Sports Anti-Doping Authority

## BACKGROUND

### Overseas Travel

- 2018-19 Overseas Travel (total spend to 31 January 2019 \$87,310)

Traveller	Departure	Return	Destination	Purpose of travel	Airfare	Accom	TA	Total
s22(1)	08/07/18	13/07/18	Singapore	Southeast Asia Anti Doping Education workshop	\$3,180	Paid by host	\$305	\$3,485
s22(1)(a)	28/08/18	30/08/18	Auckland, New Zealand	Assist DFSNZ	\$789	\$238	\$492	\$1,519
s22(1)(a)	2/11/18	12/11/18	Rome, Italy & Oslo, Norway	WADA ABP Conference	\$8,790	\$1,259	\$581	\$10,630
s22(1)(a)(ii)	2/11/18	9/11/18	Rome, Italy	WADA ABP Conference	\$7,084	\$331	\$1,754	\$9,169
s22(1)(a)	21/10/18	28/10/18	Beijing China	WADA 2nd World Education Conference	\$4,191	Paid by CHINADA	\$478	\$4,669
s22(1)	21/10/18	28/10/18	Beijing China	WADA 2nd World Education Conference	\$4,191	Paid by CHINADA	\$478	\$4,669
s22(1)(a)	23/09/18	3/10/18	Canada and US	CCES/USADA Symposium	\$9,715	\$1,485	\$608	\$11,808
s22(1)	23/10/18	30/10/18	France	Interpol	\$8,936	\$600	\$701	\$10,237
s22(1)(a)(ii)	23/10/18	30/10/18	France	Interpol	\$8,936	\$600	\$576	\$10,237
s22(1)(a)(ii)	11/10/18	18/10/18	Gold Coast Australia	Sport Integrity Conference	\$15,419	\$960		\$16,379
s22(1)	10/02/19	13/02/19	Auckland, New Zealand	TUEC Peer Review and Training of DFSNZ TUE Officer	\$1,072	\$1,012		\$2,085
s22(1)(a)	08/02/19	11/02/19	Queenstown and Auckland, New Zealand	ACSEP Conference & TUEC Peer Review	\$1,316	\$1,290		\$2,606
11 people				9 activities	\$73,549	\$7,785	\$5,976	\$87,310

- 2017-18 Overseas Travel – total spend \$259,812

Traveller	Departure	Return	Destination	Purpose of travel	Airfare	Accom	TA	Total
s22(1)(a)	28/09/17	5/10/17	Florida	16th Annual Symposium Participant Information	\$8,895	\$1,690	\$497	\$11,083
s22(1)(a)	10/09/17	17/09/17	Denver	NADO Leaders Summit	\$7,442	\$23,420	\$663	\$31,526



s22(1)(a)(ii)	16/09/17	23/09/17	Helsinki	TUE Symposium	\$7,717	\$665	\$1,570	\$9,952
s22(1)(a)(ii)	16/09/17	24/09/17	Helsinki	TUE Symposium	\$7,734	\$665	\$1,498	\$9,898
s22(1)(a)(ii)	9/09/17	28/09/17	Ashgabat, Turkmenistan	Provide DCO services at Asian Games	\$11,025	Paid by IF	\$877	\$11,902
s22(1)(a)(ii)	16/10/17	23/10/17	Colorado Springs, USA	USADA Education Summit	\$11,775	Paid by host	\$497	\$12,272
s22(1)(a)(ii)	26/10/17	3/11/17	Zurich, Switzerland	IADA & iNADO Leader+Athlete	\$8,446	\$3,240	\$761	\$12,447
s22(1)(a)(ii)	12/11/17	17/11/17	Seoul, South Korea	WADA Foundation/Exec Board meetings	\$4,971	\$1,870	\$499	\$7,341
s22(1)(a)(ii)	13/01/18	26/01/18	Canada and US	Code Revision	\$13,080	\$4,116	\$1,028	\$18,225
s22(1)(a)(ii)	13/01/18	26/01/18	Canada and US	Code Revision	\$13,080	\$4,116	\$880	\$18,077
s22(1)(a)(ii)	14/01/18	17/01/18	Bonn, Germany	Meeting with NADA	\$8,879	\$1,169	\$478	\$10,527
s22(1)(a)(ii)	17/03/18	24/03/18	Lausanne, Switzerland	Meeting with NADOs and WADA	\$10,247	\$1,911	\$594	\$12,752
s22(1)(a)(ii)	17/03/18	25/03/18	Lausanne, Switzerland	Meeting with NADOs and WADA	\$6,761	\$1,911	\$513	\$9,185
s22(1)(a)(ii)	17/03/18	25/03/18	Lausanne, Switzerland	Meeting with NADOs and WADA	\$6,761	\$1,911	\$1,953	\$10,625
s22(1)(a)(ii)	25/03/18	30/03/18	Helsinki	Meeting	\$6,148	\$1,842	\$420	\$8,411
s22(1)(a)(ii)	9/06/18	20/06/18	UK/Sri Lanka	Meeting -iNADO and Asia Oceania Governance	\$9,386	\$2,076	\$761	\$12,224
s22(1)(a)(ii)	9/06/18	28/06/18	UK/Germany/Switzerland/Hungary/Norway	Meetings - iNADO NADO IF	\$8,996	\$4,392	\$1,164	\$14,554
s22(1)(a)(ii)	15/06/18	20/06/18	Sri Lanka	Meetings - NADO IF	\$5,909		\$314	\$6,223
s22(1)(a)(ii)	2/06/18	6/06/18	Calgary, Canada	Conference	\$1,696		\$250	\$1,946
s22(1)(a)(ii)	4/06/18	10/06/18	Japan	Meeting - JADA	Paid by JADA	Paid by JADA	\$395	\$395
s22(1)(a)(ii)	4/06/18	10/06/18	Japan	Meeting - JADA	Paid by JADA	Paid by JADA	\$345	\$345
s22(1)(a)(ii)	26/06/18	1/07/18	Korea	KADA International Seminar	\$4,925	Paid by KADA	\$275	\$5,200
s22(1)(a)(ii)	26/06/18	1/07/18	Noumea, New Caledonia	Testing Mission	\$1,670	Paid by IF	\$1,305	\$2,975
s22(1)(a)(ii)	26/06/18	1/07/18	Noumea, New Caledonia	Testing Mission	\$1,670	Paid by IF	\$1,305	\$2,975
s22(1)(a)(ii)	26/06/18	1/07/18	Noumea, New Caledonia	Testing Mission	\$1,670	Paid by IF	\$1,305	\$2,975
s22(1)(a)(ii)	26/06/18	1/07/18	Noumea, New Caledonia	Testing Mission	\$1,754	Paid by IF	\$1,220	\$2,974

Subject Matter Lead:	s22(1)(a)(ii), CFO	s22(1)(a)	s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii), Dep CEO	s22(1)(a)	s22(1)(a)(ii)
Date Brief Created:	Last Updated:		

s22(1)(a)(ii)	26/06/18	1/07/18	Noumea, New Caledonia	Testing Mission /Educational Outreach	\$1,803	Paid by IF	\$1,270	\$3,074
s22(1)(a)(ii)	27/06/18	1/07/18	Noumea, New Caledonia	Testing Mission /Educational Outreach	\$1,167	Paid by IF	\$980	\$2,147
s22(1)(a)(ii)	27/06/18	1/07/18	Noumea, New Caledonia	Testing Mission /Educational Outreach	\$1,322	Paid by IF	\$980	\$2,30
s22(1)(a)(ii)	26/06/18	2/07/18	Noumea, New Caledonia	Testing Mission /Educational Outreach	\$1,742	Paid by IF	\$1,460	\$3,202
s22(1)(a)(ii)	26/06/18	2/07/18	Noumea, New Caledonia	Testing Mission /Educational Outreach	\$1,742	Paid by IF	\$324	\$2,066
31 people				17 activities	\$178,424	\$54,998	\$26,390	\$259,812

### Labour Hire Contractors

- 2018-19 – total spent to 31 January 2019 \$0.932m for 21 temporary staff throughout the year

Supplier	Number of Temp Staff	Total Spent
Forward IT	3	\$141,192
Hays Specialist Recruitment	13	\$482,026
Rubik3	2	\$21,260
Ignite	2	\$26,779
Capital Recruit	4	\$260,861
	21	\$932,118

- 2017-18 total spend on labour hire contractors \$1.360m for 29 temporary staff throughout the year

Supplier	Number of Temp Staff	Total Spent
Forward IT	3	\$203,845
Hays Specialist Recruitment	14	\$628,381
Rubik3	11	\$192,171
SOS Recruitment	1	\$109,480
Capital Recruit	3	\$226,214
	29	\$1,360,092

Subject Matter Lead:	s22(1)(a)(ii), CFO	s22(1)(a)	s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii), Dep CEO	s22(1)(a)	s22(1)(a)(ii)
Date Brief Created:	Last Updated:		



## Consultancies

- Consultancies valued at \$10,000 or above, active during the financial year and identified on AusTender as consultancies.
- 2018-19 – total value of consultancies \$632,334

Supplier	Period	Description	Total Value
Deloitte Touche Tohmatsu	02/07/18 to 17/02/19	Business Systems Analyst	143,073
Protiviti Pty Ltd	10/10/18 to 10/10/18	Internal Audit Services	11,187
Callida Consulting	01/08/18 to 31/08/18	Consultancy fees for Cost Recovery and Revenue Models	19,063
Callida Consulting	01/07/18 to 31/08/18	Test planning and collection and cultural change management	120,000
Xact Project Consultants Pty Ltd	16/08/18 to 30/06/19	Project management of tenancy compression	88,911
Xact Project Consultants Pty Ltd	20/08/18 to 30/09/18	Project management of tenancy fitout	250,100
<b>Total</b>			<b>632,334</b>

- 2017-18 – total value of consultancies \$238,477

Supplier	Period	Description	Total Value
SYFA Solutions Pty Ltd	28/11/16 to 14/08/17	Market Test for ICT Services Delivery, Penetration Testing of IT Environment & Phishing Training	13,200
Protiviti Pty Ltd	26/05/17 to 31/12/17	Strategic Direction Consulting	88,000
Thinkplace Unit Trust	01/06/17 to 31/08/17	Strategic review of ASADA's operating model	25,597
SYFA Solutions	10/01/18 to 30/06/18	ICT security services and awareness training	51,480
SYFA Solutions	10/01/18 to 30/06/18	ICT security documentation	17,600
Michael Miitze Mgmt. Consulting	23/02/18 to 15/08/18	DCO & Chaperone Training	42,600
<b>Total</b>			<b>238,477</b>

Subject Matter Lead:	s22(1)(a)(ii), CFO	s22(1)(a)	s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii), Dep CEO	s22(1)(a)	s22(1)(a)(ii)
Date Brief Created:	Last Updated:		

### Official Departmental Functions

- As per QoN 12 November 2018 – a ceremonious public or social gathering or occasion.
- 18-19 total spend on official functions to 31 January 2019

Date	Purpose	Number of Attendees	Cost
August 2018	National Press Club Government announcement of the Wood Review	8	834
October 2018	Sri Lankan Anti-Doping Authority delegates attending the ASADA DCO conference and to directly engage with ASADA operations to enhance SLADA capabilities.	5	391
October 2018	Korean Anti-Doping Authority delegates attended ASADA to directly engage with ASADA operations to enhance KADA capabilities.	6	612
		Total	1,837

- 2017-18 total spend on official functions \$6,160

Date	Purpose	Number of Attendees	Cost
March 2018	Japan Anti-Doping Agency (JADA) Delegates visit to Australian Sports Anti-Doping Authority (ASADA) in Feb 2018	4	448
March 2018	2018 Commonwealth Games - In recognition of the collaborative efforts of ASADA and key stakeholders, ASADA hosted a function including key stakeholders such as the Commonwealth Games Federation Medical Commission, Drug Free Sport New Zealand, and GOLDOC.	70	3,300
June 2018	Drug Free Sport New Zealand meeting (DFS NZ) - ASADA and DFS NZ met in Australia in late June 2018 to discuss new ways to support clean athletes and detect doping in the region.	12	1,377
May 2018	Launch of "The Future"- ASADA's new operating model	50	1,035
		Total	6,160

### ASL Staffing Profiles ASL

Level	2017-18	2018-19
SES 2	-	-
SES 1	2	2
EL2	6	8
EL1	16	21
APS6	8	24
APS5	8	10
APS4	6	7
APS3	1	2
APS1	2	2
Total ASL	49	76

Subject Matter Lead:	s22(1)(a)(ii), CFO	s22(1)(a)	s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii), Dep CEO	s22(1)(a)	s22(1)(a)(ii)
Date Brief Created:	Last Updated:		



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 3    Brief Title: Outcomes for ASADA – Additional Funding

### SUBJECT / ISSUE

This brief discusses the outcomes for ASADA in response to the Government's investment of additional funding in 2018-19.

### KEY POINTS

- The government provided ASADA additional funding of \$3.797m in 2018-19 to fund 26 ASL to implement 'The Future' operating model.
- The government directly funded the Australian Sports Drug Testing Laboratory (ASDTL) for analysis, allowing ASADA \$2.400m for reprioritisation.
- These funding arrangements were in response to The Wood Review:
  - The Australian Sports Anti-Doping Authority is under resourced; and
  - ASDTL fees for testing services are very high and that testing on behalf of Australian sports was heavily subsidised by ASADA's operating budget.

### BACKGROUND

- What has ASADA done with the additional funding of \$3.797m?
- 26 additional ASL to enhance intelligence, education and awareness, and engagement and partnerships.
  - Intelligence and Science – 7 additional ASL
  - Investigations – 2 additional ASL
  - Education – 4 additional ASL
  - Engagement and Partnerships – 10 additional ASL
  - Legal and Corporate Support – 3 additional ASL
- Key achievements to date include:

#### Enhanced Intelligence

- Production of Intelligence products enhancing engagement with domestic and international partners, particularly NSOs.

- The first Assessment of Doping in Australian Sport to inform tailored intelligence products for specific sports which guide sport-specific strategy development and anti-doping program enhancements.

#### Enhanced Education and Awareness

- Hiring of 17 casual education presenters, of which 15 are current or former Australian representative athletes.
- Developed five targeted education resources in partnership with sports including NRL, AFL and Swimming.
- Developed an online Parent's Course in partnership with WADA to target grassroots sport.
- ASADA delivered more than double the number of Face to Face sessions and Outreach completions versus the same period in 2017

#### **Face to Face completions**

<i>July 1, 2018 – Jan 31, 2019</i>	<i># of sports</i>	<i>July 1, 2017 – Jan 31, 2018</i>
48	21	29

#### **Outreach completions**

<i>July 1 2018 – Jan 31, 2019</i>	<i># of sports</i>	<i>July 1 2017 – Jan 31, 2018</i>
5	5	3

#### Enhanced Engagement and Partnerships

- Establishment of the Athlete Advisory Group, comprised of current and former athletes, to inform ASADA's organisational strategy and to represent the views and experiences of Australian athletes.
- Expanded domestic and international partnerships with a view to strengthening the collective anti-doping capability in the Asia/Oceania region.
- Signing a Memorandum of Understanding with the Sri Lankan and Indian Anti-Doping Agencies for the provision of support and advice to enhance their anti-doping program.
- Partnerships with Drug Free Sport NZ (ASADA's NZ equivalent), the Oceania Regional Anti-Doping Organisation, Korea Anti-Doping Agency and Japanese

Subject Matter Lead:	Rebecca Tyler, CFO	6222 4241	0408521894
Cleared by:	Darren Mullaly, Dep CEO	6222 4269	0401623782
Date Brief Created: 6 February 2019		Last Updated: 19 February 2019	

Anti-Doping Agency.

- Convened an inaugural Leadership in Sport Integrity Conference bringing together executive representatives of NSOs and key industry leaders.
- Partnership with the University of Canberra to further develop each organisations significant leadership roles in Australian Sport focusing on sports science, education, research and communications.

▪ **How has ASADA reprioritised the \$2.4m laboratory funding?**

- Invested in key reviews totaling \$0.300m in order to implement 'The Future':
  - ASADA's test planning and collection costs,
  - ASADA's Digital Business Strategy, incorporating ICT processes and systems to deliver a sustainable future platform,
  - ASADA workforce planning and cultural change management reform,
  - Enhancing compliance by National Sporting Organisations (NSOs) through improved engagement and targeted education, and
  - Realigning and remodelling ASADA business processes to be more intelligence-informed to meet current and future challenges in the anti-doping environment.
  - Foundation of the Inclusion, Development Initiative (IDI) has been established to support organisational change to enable ASADA to be a leading example in providing all staff with inclusion, diversity and development opportunities.
- Invested \$0.900m in enhanced and updated education products including:
  - World first award winning technology virtual reality (VR and augmented reality (AR) as well as deliver Australia's first smart phone application (App).
  - New targeted anti-doping education resources, online training programs, tailored to the needs of particular sports, athletes, support staff and parents.
  - Tailored brochure "The Parents Guide to Clean Sport" to assist parents in the education and awareness of supplements and Performance and Image Enhancing Drugs (PIEDs) at the grassroots level.
- Invested \$0.500m in ASADA's Digital Business Strategy:
  - First phase of the strategy aimed at supporting 'The Future' operating model and addressing interoperability of existing ASADA systems,

Subject Matter Lead:	s22(1)(a)(ii), CFO	s22(1)(a)	s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii), Dep CEO	s22(1)(a)	s22(1)(a)(ii)
Date Brief Created: 6 February 2019		Last Updated: 19 February 2019	



- Addressing critical and immediate security requirements to protect the information of athletes with a focus on the outcomes of Fancy Bears; and
  - Complementing the transition to a Sports Integrity Agency.
- Invested \$0.700m in:
- Partnership with University of Queensland to conduct research in wastewater and the prevalence of PIEDs in the community.
  - Intensive staff training (such as forensics, diploma in project management, government security, risk management);
  - Labour hire arrangements for temporary staff to assist with delivery of 44 recommendations from key reviews.
  - A new Engagement and Compliance portfolio responsible for coordinating the innovative Sports Risk Assessment (SRA) process and associated engagement strategies for NSOs, as well as providing reporting to Sport Australia on NSO compliance with anti-doping obligations.
  - Development of a new Customer Relationship Management tool (CRM) to map engagement with stakeholders;

RELEASED UNDER FOI

Subject Matter Lead:	s22(1)(a)(ii), CFO	s22(1)(a)	s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii), Dep CEO	s22(1)(a)	s22(1)(a)(ii)
Date Brief Created: 6 February 2019		Last Updated: 19 February 2019	



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 4    Brief Title: MEDIA AND COMMUNICATION CURRENT ISSUES

### SUBJECT / ISSUE

Summary of key media issues regarding ASADA and anti-doping since last Estimates appearance.

### KEY POINTS

- **Establishment of a National Sports Integrity Agency**
  - It will be a one-stop shop for sports, athletes and athlete support personnel for all sports integrity matters.
  - We will all be working together in a nationally coordinated response to rapidly evolving threats.
  - The agency will ensure the response is coordinated and effective.
  - It has many benefits:
    - + Co-location, working side by side
    - + Allow us to combine intelligence capabilities
    - + As well as bringing together specialists in the integrity in sport.
  - It broadens our capabilities in anti-doping, we will no longer be looking at anti-doping in isolation. It will give us additional capability to determine if there are other issues at play.
  - It will enhance national anti-doping capabilities, Commonwealth match fixing offences will be established, the Australian Sports Wagering Scheme will be established, as well as education and outreach programs.
  - A 2-year trial of a new National Sporting Tribunal.
- **Sporting Integrity Commission - Stage 2**
  - Will see the development of enhanced sports criminal intelligence capabilities, as well the implementation of a Sports Wagering Scheme to strengthen links between sports integrity and sports funding.
  - There is a lot to consider in terms of how we work as one and that will be the role of the steering committee.

▪ **Russia – WADA**

- ASADA's focus is "constructive reform". To do that the world anti-doping organisations and leaders need to really come together and be a strong voice in support of athletes.
- iNADO has offered assistance to WADA and we are supportive of this stance (attachment A) as we believe a constructive approach is required at this time and will make resources available.

▪ **UC Partnership**

- MOU between ASADA and University of Canberra announced on 17 January, 2019 (attachment B).
- Working on projects related to Science, Education, Innovation, Technology, and Intelligence, to name a few.
- It gives ASADA a chance to better understand athletes, with 130 elite athletes at UC and three professional sporting teams.
- We don't believe it will compromise our role as we remain an independent entity and the athletes and sports understand this.
- It gives us a chance to better understand what education models work best on athletes and how to best deliver our message by working with athletes and sports as opposed to being the "police".

▪ **Incorrect email sent**

- ASADA sent an email in error to an incorrect mail address.
- We take our responsibility under the Privacy Act very seriously.
- We voluntarily reported to the Office of the Australian Information Commissioner (OAIC).
- On 19 November 2018, the OAIC wrote to ASADA and confirmed that they were not going to take any further action in response to our voluntary data breach notification at this time and have closed their file.
- The email contained some details relating to a current matter being investigated.
- The error occurred when an incorrect email address was manually typed in, and in no way impacts the facts in the matter being investigated.
- ASADA has no information to suggest this information has been accessed by any third party.
- ASADA's governance structures and processes remain strong and this was simply a case of human error.
- A review of our processes has been undertaken that will ensure any future risk around human error has been removed.

Subject Matter Lead:	s22(1)	Work Phone	Mobile Phone: s22(1)(a)(ii)
Cleared by:	s22(1)(a)	Work Phone	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 4 October 2018		Last Updated: 18 February 2019	



- **Delay in ADRV proceedings**
  - A matter may be delayed at the agreement of ASADA and the athlete.
- **Bruce Francis**
  - We have done our best to answer all the questions presented on numerous occasions.
  - Any information which has been redacted prior to the release of documents has been done so in accordance with the exemption provisions of the *Freedom of Information Act 1982* (Cth).
  - To date, his Freedom of Information inquiries have cost ASADA \$68,157.58 (inc.GST) (attachment C).
- **Sport's war on drugs is being lost**
  - The establishment of a National Sports Integrity Agency will enhance national anti-doping capabilities.

#### SENSITIVITIES: YES/NO

- No.

#### BACKGROUND

- No.

Attachment A: Joint iNADO media statement

Attachment B: UC Partnership media statement

Attachment C: AGS invoices to ASADA Francis v ASADA matter (AAT 6886)

Subject Matter Lead:	s22(1)	Work Phone	Mobile Phone: s22(1)(a)(ii)
Cleared by:	s22(1)(a)	Work Phone	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 4 October 2018		Last Updated: 18 February 2019	

# **The Australian Sports Anti-Doping Authority supports strong stance on Russia Compliance Deadline**

2 January 2019

National Anti Doping Organisation (NADO) Leaders acknowledge the January 1, 2019 Release from WADA outlining the current status of the management of anti-doping compliance matters in Russia.

With a view to its 31 December 2018 deadline for Russia to provide the World Anti Doping Agency (WADA) with the critical LIMS data from the Moscow Laboratory, the anti-doping world fully expects a decisive response in support of the clean athletes of the world. After more than three years of review, indecision and capitulation in response to the worst doping scandal in the history of sport, the time has come to demonstrate that no individual nor nation is exempt from compliance with the World Anti Doping Code.

On 20 September 2018 the WADA Executive Committee created an opportunity by providing a new opportunity for Russia to demonstrate interest in protecting the rights of clean athletes and a willingness to play by the rules. Russia has failed to meet its obligations. Therefore, we now call on WADA to stand firm, enforce the missed deadline and move without delay towards a decision in this matter. Recognising WADA had previously scheduled a Compliance Review Committee meeting on January 14 15, 2019, NADO Leaders now call on WADA to acknowledge the gravity of this missed deadline and call for an immediate review and recommendation from the CRC.

We recognise RUSADA has been working with WADA in an effort to resolve these issues, but the conditions agreed on 20 September 2018 were unequivocal and without the data there can be only one outcome. The importance of this situation does not warrant providing a further two weeks for Russia to comply. With the interest of clean sport hanging in the balance, WADA must call for CRC to convene and consider this matter without further delay.

In October 2018 NADO Leaders signalled our steadfast commitment to the global athlete community in support of clean sport. Today, that commitment is stronger than ever, and that is why we believe Russia must be held accountable for its continuing failure to comply. A return to international sport should only be considered for Russia once full confidence in a clean Russian sporting culture is restored – in other words, only once WADA has received and verified the electronic LIMS data as well as access to the samples in the Moscow Laboratory.

NADO Leaders implore WADA to use its full authority and resources to expedite this matter.

This statement is supported by the National Anti-Doping Organisations of Australia, Austria, Canada, Denmark, Finland, France, Germany, Ireland, Japan, Netherlands, New Zealand, Norway, Poland, Singapore, Sweden and USA.



# MEDIA STATEMENT

17 January 2019

## ASADA-UC partnership 'limited only by imagination'

The new partnership between the Australian Sports Anti-Doping Authority (ASADA) and the University of Canberra (UC) will see both organisations further develop their major leadership roles in Australian sport.

The Collaborative Research partnership will see ASADA working alongside the UC's Research Institute of Sport and Exercise on a range of projects related to Science, Education, Innovation, Technology and Intelligence, to name a few.

ASADA CEO David Sharpe says the relationship between ASADA and UC is "only limited by our imagination".

"The partnership is innovative and ground breaking with the potential to push the barriers. We have plans to bring the world's sports leaders to UC," Sharpe says.

University of Canberra Vice Chancellor Professor Deep Saini says the collaboration further enhances UC's status as Australia's leading sporting university.

"The benefits to UC staff and students are significant with the partnership providing opportunities in range of areas related to research and innovation," Saini says.

The first stage of the agreement sees the creation of professional placement opportunities for UC students in the ASADA Science Department, working under the direction of ASADA's Chief Science Officer. The placement will allow ASADA to leverage off the expertise offered by the UC student in order to advance a priority project, all the while providing the student exposure to a Government agency, ASADA's operating environment and Australia's sport integrity landscape.

Under the Collaborative Research partnership, ASADA will coordinate two conferences themed around leadership in sports integrity, and a series of complementary workshops, at the University of Canberra campus in 2019.

The two conferences will cover a range of issues including Athlete Engagement and Education, Science and Medical, Intelligence and Investigations, Major Event Security and Risk Management, Media and Social Media, and Legal and Compliance.

The conferences will see leaders in sport, research, enforcement, intelligence and integrity come together at the University of Canberra with the intent to positively influence Australia's sports integrity partnerships, systems and governance heading into the future.

ASADA, at its core, is here to protect the health of athletes and the integrity of Australian sport through providing a world leading anti-doping program for Australia.

As one of the leading sports universities in Australia, UC is well positioned to collaborate with ASADA across a range of shared goals in research and education. UC has a strong sports

Doc 1: Table summary of the AGS invoices to ASADA – Francis v ASADA matter (AAT 6886)

Document Number	Document Date	Amount in Local Currency	Reference	Text	General Ledger Amount
1900004940	4/10/2018	-41.25	3117629	*Advice - Francis FOI request	-41.25
5100001343	7/09/2018	-3,322.33	3114223	*Matter: 3114223 Fees 14-23 Aug 2018	-3,322.33
5100001218	13/08/2018	-18,581.11	3111134	*Travel and Expenses 24.05.18 - 30.07.18	-18,581.11
1900004378	6/07/2018	-8,660.30	3106596	*AGS Francis FOI request	-8,660.30
5100001094	5/06/2018	-4,327.73	3101309	*ASADA Francis FOI request 27.04-31.05.2018	-4,327.73
5100001093	13/03/2018	-8,025.38	3091037	*ASADA Francis FOI req. 05-28.02.18	-8,025.38
5100001046	8/05/2018	-7,386.72	3097767	*ASADA-Francis FOI 12 Feb - 24 April 2018	-7,386.72
5100001042	12/04/2018	-10,975.25	3094706	*ASADA-Francis FOI REQUEST	-10,975.25
1900003437	13/02/2018	-3,538.17	3087664	*ASADA - Francis FOI request	-3,538.17
1900003229	10/01/2018	-2,395.69	3084298	*Francis FOI request 12/12/17 - 21/12/17	-2,395.69
1900003086	8/12/2017	-412.50	300081109	*Matter: 17010491 ASADA-Francis FOI request	-412.50
				<b>Total</b>	<b>67,666.43</b>



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 5    Brief Title: International Activities

### SUBJECT / ISSUE

ASADA is committed to working in partnership with international anti-doping partners to assist in the development of anti-doping programs to help ‘close the gap’ between varying capabilities.

### INDIA – KEY POINTS

- Under the extension of a two year Memorandum of Understanding (MOU) signed in June 2016, ASADA, in conjunction with WADA, continues to assist the Indian National Anti-Doping Agency (NADA) to bolster their anti-doping capabilities.
- This assistance has included multiple visits of senior ASADA staff to Delhi in order to work with and mentor NADA officials.
- ASADA is currently in communication and negotiations regarding the formal extension of the MOU with NADA.

### SRI LANKA – KEY POINTS

- Under a four year Memorandum of Understanding (MOU) signed in June 2018, ASADA, in conjunction with WADA, continues to assist the Sri Lankan Anti-Doping Agency (SLADA) to bolster their anti-doping capabilities.
- Under the MOU, ASADA agreed to identify appropriate opportunities to develop SLADA’s capabilities by sharing knowledge and experience in relation to our Education, Intelligence, Investigations, Legal, Science and Testing functions.
- In October 2018, SLADA officials accepted ASADA’s invitation to visit Australia to attend a Doping Control Officer (DCO) conference and then to directly engage with the broader ASADA functions to expedite development of SLADA’s capabilities.





**Australian Government**

**Australian Sports Anti-Doping Authority**

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 6a Brief Title: Athletes Advisory Group

### SUBJECT / ISSUE

This brief outlines ASADA's establishment of an Athletes Advisory Group

### KEY POINTS

- ASADA is in the process of establishing an Athlete's Advisory Group (AAG). The AAG will inform ASADA's strategic direction and help ASADA understand the doping landscape through athletes who understand their environment and the pressures of sport better than anyone. ASADA believes establishing a group of current and former athletes to advise ASADA is an effective way to inform organizational strategy armed with a better understanding of the sporting environment and the perspective of athletes.
- The AAG will be made up of 'clean' athletes, and athletes who have inadvertently or deliberately doped. The AAG provides opportunities for sanctioned athletes to contribute meaningfully to the fight against doping which is likely to enhance their rehabilitation and recovery from being sanctioned. ASADA considered the potential benefits of sanctioned athletes participating in the group outweighed any minimal risk their inclusion posed to the success of the group.
- All participating athletes were selected by the CEO following a risk assessment process being undertaken, balancing the risk and opportunity provided by the individual athlete. Athletes were selected to represent a broad cross-section of sports and experience, in order to provide ASADA with the broadest perspective possible. The group will be made up of current and former athletes, from Olympic and professional sporting backgrounds.

Subject Matter Lead:	Name/Position s22(1)(a)(ii) Director Sports Operations	Work Phone	Mobile Phone s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii) Deputy CEO	Work Phone	Mobile Phone s22(1)(a)(ii)
Date Brief Created: 8 October 2018		Last Updated: 18 February 2019	

- In November 2018, ASADA further engaged with SLADA to ascertain how both agencies can continue working together to give meaningful effect to the provision of the material discussed during the meetings held in October. ASADA has provided corporate information to SLADA (consisting of its Annual Report, Corporate Plan and copies of the ASADA Bulletin) to further assist them with their anti-doping knowledge base and capabilities.
- ASADA has also provided SLADA with our “lessons learned” from our experience in developing the ASADA App, to inform their own App development.
- ASADA is also in contact with Sri Lankan regional section of Department of Foreign Affairs and Trade to share opportunities for the Australian government to leverage off the ASADA/SLADA arrangement.

#### KOREA – KEY POINTS

- In June 2018, an ASADA representative was invited by the Korean Anti-Doping Agency (KADA) to attend and present at a two-day conference in South Korea. ASADA’s presentation focused on ASADA’s investigations processes.
- In October 2018, officials from KADA visited ASADA to share knowledge and experience in relation to our Education, Intelligence, Investigations, Sport Operations, Science and Testing functions.

#### NEW ZEALAND – KEY POINTS

- In June 2018, representatives from ASADA and Drug Free Sport New Zealand (DFSNZ) met in Australia to discuss new ways to support clean athletes and detect doping in the region. The meeting focused on the sharing of key trends, outcomes and challenges across education, intelligence, investigations and testing operations.
- ASADA and DFSNZ have agreed to conduct a similar meeting on an annual basis.

Subject Matter Lead:	Name/Position s22(1)(a)	Work Phone	Mobile Phone s22(1)(a)(ii)
Date Brief Created: 5 February 2019	Last Updated:		

- Since August 2018 ASADA has provided scientific support to DFSNZ during a period of staff transition. This support has included:
  - travel of an ASADA Scientist to New Zealand for 3 days in August 2018
  - ASADA conducting scientific work (in particular the reviews of athlete biological passports) for DFSNZ in September and October 2018
  - ASADA providing training to a new DFSNZ Scientist from October 2018 to present, which has included the DFSNZ Scientist visiting ASADA for 2 days in October 2018 and ongoing support since then.

#### OTHER INTERNATIONAL ENGAGEMENTS

- ASADA has redeveloped its virtual reality in partnership with WADA to give global reach
- ASADA is in the process of developing MOUs with NADA Austria and Anti-Doping Denmark, which will focus on sharing resources and reducing duplication, especially in regards to online learning
- ASADA has shared our Ethical Decision Making resources with Sport Ireland
- ASADA officials also presented at the WADA Global Education Conference

#### SENSITIVITIES: YES/NO

- No

Subject Matter Lead:	Name/Position s22(1)(a)	Work Phone	Mobile Phone s22(1)(a)(ii)
Date Brief Created: 5 February 2019	Last Updated:		





Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 6b Brief Title: Compliance Framework

### SUBJECT / ISSUE

ASADA's revised compliance framework

### KEY POINTS

- Compliance is a fundamental tool for ASADA to develop and maintain a strong anti-doping culture amongst National Sporting Organisations (NSOs).
- For funded NSOs, the compliance component is mandated through the Sport Investment Agreement with Sport Australia.
- ASADA's compliance framework relates to ASADA's fundamental pillars of:
  - Enhanced Engagement and Partnerships,
  - Enhanced Intelligence
  - Enhanced Education and Awareness
- A Strategic Risk Assessment (SRA) will identify areas of improvement in relation to anti-doping in order to assist an NSO to build their anti-doping capabilities.
- Based on the findings of the SRA, engagement and education strategies will be developed to underpin the enhanced compliance framework.

### SENSITIVITIES: NO

### BACKGROUND

- Currently the compliance process is undertaken annually and includes a check of whether an organisation has an ASADA approved WADA compliant Anti-Doping Policy, current Confidentiality Undertaking, education plan, registered testing pool and domestic testing pool lists and whether a sport provides timely information to ASADA. An annual report is provided to Sport Australia outlining the NSO's assessment against the Mandatory Sports Governance Principles.
- The revised Compliance Framework builds on the current requirements through consideration of strategic aspects and a collaborative approach with NSOs.

Subject Matter Lead:	Name/Position s22(1)(a)(ii) Director Sports Operations	Work Phone	Mobile Phone s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii) Deputy CEO	Work Phone	Mobile Phone s22(1)(a)(ii)
Date Brief Created: 8 October 2018		Last Updated:	



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 6c Brief Title: Japan (2020) Olympics (Games of the XXX11 Olympiad)

### SUBJECT / ISSUE

This brief outlines ASADA's involvement to date with the preparations for the Tokyo 2020 Olympic Games.

### KEY POINTS

- ASADA have provided feedback to JADA and the Tokyo 2020 Organising Committee on our learnings from conducting the taskforce and anti-doping program for the 2018 Commonwealth Games and offered to provide ongoing support in this area.
- At the request of the Tokyo 2020 Organising Committee ASADA have endorsed the nomination of ten (10) ASADA Doping Control Officers, who met the published criteria, to work at the Tokyo 2020 Olympic Games.
- The Tokyo 2020 Organising Committee have indicated to ASADA that they currently have a number of unfilled positions in their 2020 Operations Centre that they will be seeking support from other National Anti-Doping Agencies (including ASADA) to fill.

Subject Matter Lead:	Name/Position s22(1)(a)(ii) Director Sports Operations	Work Phone	Mobile Phone s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii) Deputy CEO	Work Phone	Mobile Phone s22(1)(a)(ii)
Date Brief Created: 8 October 2018		Last Updated: 8 February 2019	



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number: 7A

Brief Title: Key Statistics: 2017–18 and Year-to-Date  
(1/7/2018 to 31/1/2019)

*NOTE: Activities are placed in alphabetical order*

ACTIVITY	MEASURE	RESULT 2017–18	RESULT–YTD 1 July 18 – 31 Jan 19
Check your substances	Check Your Substances searches	340,657 <sup>1</sup>	217,825
Disclosure notices	Disclosure Notices issued by the CEO	55 (to 24 individuals or entities)	24 <sup>2</sup> (to 8 individuals or entities)
	Infringement Notices issued by the CEO	0	1
Education	Core anti-doping education resources completed	22,649	12,454
	Satisfaction with anti-doping education	87%	88.55%
	Athletes that agreed anti-doping education minimised their risk of accidental doping	85%	-

<sup>1</sup> This is the number of searches on Check Your Substances as at 30 April 2018. Due to technical issues a figure was not available as at 30 June 2018.

<sup>2</sup> An additional three were produced and signed as replacements (change of date for interview)

ACTIVITY	MEASURE	RESULT 2017-18	RESULT-YTD 1 July 18 – 31 Jan 19
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#### Employees

	Headcount	ASL	Headcount	ASL
<b>Total employees</b>	<b>343</b>	<b>49.5</b>	<b>363</b>	<b>65.3</b>
Ongoing employees	44	40.5	49	52.6
Non-ongoing (fixed-term) employees	6	5	15	9.7
Casual field employees	293	4	299	3

#### Freedom of Information

FOI requests received		39 <sup>3</sup>	17
FOI requests finalised		40 <sup>4</sup>	14
Office of the Australian Information Commissioner	Reviews requested	9	0 <sup>5</sup>
	Reviews outstanding	7	6
Administrative Appeals Tribunal	Reviews requested	1	0
	Reviews outstanding	1	0
Internal reviews	Received	5	2
	Outstanding	0	0

#### Cobia related FOI requests

	Total FOI requests received	Total Cobia related requests received	% of Cobia related requests per total
1 Jan 2016-31 Jan 2019	112	76	67%

- ASADA has the 3<sup>rd</sup> highest FOI requests received compared to similar sized agencies (1=OAIC, 2=APSC)
- Two thirds of the requests received and a significant portion of the \$225,801 spent on processing requests is attributed to a small number of individuals

<sup>3</sup> Reported to the OAIC

<sup>4</sup> Of the 40 requests processed by ASADA during 2017-18, a total of 14 matters were the subject of a review.

<sup>5</sup> We have been informed by an applicant that at least 2 (if not more) are coming. Haven't received formal notification from the OAIC yet though.

Intelligence reports	Total intelligence incident reports	558	277
	external party notifications	78	22
	tip-offs	105	69
	scientific analysis reports	347	168
	field staff incident reports	26	18
	media reports	2	NIL

ACTIVITY	MEASURE	RESULT 2017-18	RESULT-YTD 1 July 18 – 31 Jan 19
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#### Investigations

Investigation cases	31	20
Emanated from a positive test	22	14

#### Long-term storage

Samples placed in long-term storage facility	693 <sup>6</sup>	123 (as at 31/12/2018)
Samples re-analysed	250	0
Positive result from reanalysis	1 <sup>7</sup>	0

#### Public disclosures

Sport bans publicly disclosed	31 (across 17 sports)	11 (across 10 sports <sup>8</sup> )
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#### Sanctions

Sanctions imposed	29 (across 14 sports)	9 (across 7 sports)
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#### Show cause notices

'Show cause' notices issued	31 (across 17 sports)	14 (across 10 sports)
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<sup>6</sup> High due to samples from 2018 Commonwealth Games

<sup>7</sup> As at 30 June 2018, this matter remained an ongoing investigation.

<sup>8</sup> 3 Cycling, 2 Rugby League, 1 Rugby Union, 1 Soccer, 1 Powerlifting, 1 Baseball, 1 Tennis, 1 Volleyball

<b>Testing program</b>  <b>Whole anti-doping program</b>	<b>Total anti-doping tests</b>	<b>5,205</b>	<b>2,812</b>
	User-pays tests	2,232	1,416
	Government-funded tests	2,973	1,396
	Number of sports government-funded tested	61	43
	Offshore government-funded tests on Australian athletes	332	152
	Number of countries where offshore government-funded tests took place	15	17

ACTIVITY	MEASURE	RESULT 2017-18	RESULT-YTD 1 July 18 - 31 Jan 19
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<b>TUEs</b>	<b>Total TUE applications processed</b>	<b>291</b>	<b>135</b>
	Applications approved	170	61
	Applications closed and pending	36	33
	Applications rejected	2	1
	Application approval not required	43	21
	Applications planned retroactive	39	19
	Applications recognised from other NADOs	1	0

Subject Matter Lead:	s22(1)(a)(ii) Strategic Advisor Office of the Executive	Work Phone s22(1)(a)	Mobile Phone s22(1)(a)(ii)
Cleared by:	s22(1)(a) Director, Office of the Executive	Work Phone	Mobile Phone s22(1)(a)(ii)
Date Brief Created: 5 February 2019		Last Updated: 19 February 2019	



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number: 7B

Brief Title: Trend Statistics to 2017–18

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Sanctions.....	page 4
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Anti-doping tests.....	page 6
Government-funded tests.....	page 7

## CHECK YOUR SUBSTANCE SEARCHES

YEAR	NUMBER OF SEARCHES	% CHANGE BY YEAR	% CHANGE 2009-10 TO 2016-17
2009-10	16,355	—	+1,979%
2010-11	42,512	+160%	
2011-12	49,935	+18%	
2012-13	74,126	+48%	
2013-14	84,773	+14%	
2014-15	99,001	+17%	
2015-16	157,808	+59%	
2016-17	339,933	+115%	
2017-18	340,657 <sup>1</sup>	—	

<sup>1</sup> This is the number of searches on CYS as at 30 April 2018. Due to technical issues a figure was not available as at 30 June 2018.



## EDUCATION

YEAR	NUMBER OF eLEARNING COMPLETIONS	% CHANGE over the previous year	% CHANGE 2014-15 TO 2017-18
2010-11	1,451	—	—
2011-12	7,837	+440%	—
2012-13	13,104	+67%	—
2013-14	30,779	+135%	—
2014-15 <sup>2</sup>	13,589	-56%	+67%
2015-16	15,353	+13%	
2016-17	20,190	+32%	
2017-18	22,649	+12%	

<sup>2</sup> Change in methodology resulted in drop in numbers. From this point onwards ASADA counts the completion of core education products only. Core education products include Level 1 online, Level 2 online and face-to-face workshops.

## SHOW CAUSE NOTICES

YEAR	NUMBER OF SHOW CAUSE NOTICES ISSUED	% CHANGE BY YEAR
2014-15	54 (across 10 sports)	—
2015-16	18 (across 11 sports)	-67%
2016-17	33 (across 13 sports)	+83%
2017-18	31 (across 17 sports)	-6%

## SANCTIONS IMPOSED BY SPORTS

YEAR	NUMBER OF SANCTIONS IMPOSED	% CHANGE BY YEAR
2014-15	45 (across 11 sports)	—
2015-16	63 <sup>3</sup> (across 14 sports)	+40%
2016-17	34 (across 13 sports)	-46%
2017-18	29 (across 14 sports)	-15%

<sup>3</sup> Includes 34 past and present Essendon players.

## PUBLIC DISCLOSURES

YEAR	NUMBER OF PUBLIC DISCLOSURES	% CHANGE BY YEAR
2005-06	27	—
2006-07	24	-11%
2007-08	24	0%
2008-09	36	+50%
2009-10	35	-3%
2010-11	46	+31%
2011-12	24	-48%
2012-13	32	+33%
2013-14	41	+28%
2014-15	30	-27%
2015-16	33	+10%
2016-17	83 <sup>4</sup>	+152%
2017-18	31	-63%

<sup>4</sup> Includes disclosure of 34 past and present Essendon players and 17 past and present Cronulla Sharks players.

## ANTI-DOPING TESTS

Year	In-comp	% In-comp	Out-of-comp	% Out-of-comp	Total	User-pays	% User-pays	Govt-funded	% Govt-funded
2001-02	2,486	36%	4,383	64%	6,869	3,020	44%	3,849	56%
2002-03	1,960	31%	4,303	69%	6,263	2,707	43%	3,556	57%
2003-04	2,443	37%	4,172	63%	6,615	2,819	43%	3,796	57%
2004-05	1,741	28%	4,393	72%	6,134	2,285	37%	3,849	63%
2005-06	2,814	37%	4,771	63%	7,585	3,038 <sup>5</sup>	40%	4,547 <sup>6</sup>	60%
2006-07	2,916	42%	4,037	58%	6,953	2,376 <sup>7</sup>	38%	4,264	62%
2007-08	3,168	48%	3,469	52%	6,637	2,395	36%	4,242	64%
2008-09	3,122	42%	4,376	58%	7,498	3,286	44%	4,212	56%
2009-10	2,591	39%	4,113	61%	6,704	2,876	43%	3,828	57%
2010-11	2,749	39%	4,341	61%	7,090	3,225	45%	3,865	55%
2011-12	2,640	37%	4,556	63%	7,196	3,200	44%	3,996	56%
2012-13	2,421	33%	4,955	67%	7,376	3,209	44%	4,167	56%
2013-14	2,215	34%	4,325	66%	6,524	3,037	47%	3,503	53%
2014-15	1,673	33%	3,468	67%	5,141	2,404	47%	2,737	53%
2015-16	1,965	33%	4,057	67%	6,022	2,969	49%	3,053	51%
2016-17	1,779	31%	3,879	69%	5,658	2,629	46%	3,029	54%
2017-18	1,635	31%	3,570	69%	5,205	2,232	43%	2,973	57%

### NOTE

Drop in User Pays testing from 3,037 in 2013-14 to 2,232 in 2017-18 anecdotally can be attributed to;

- ASADA transitioning towards a more target testing program,
- Increased cost of testing,
- Sports investing and creating their own Integrity Units.

<sup>5</sup> Includes 1,005 user-pays tests conducted at the Melbourne 2006 Commonwealth Games.

<sup>6</sup> Government-funded tests for 2005-06 included 282 tests conducted under a specific Australian Government-funded testing program in connection with the Melbourne 2006 Commonwealth Games.

<sup>7</sup> Excludes 313 samples collected during the Melbourne 2007 FINA World Swimming Championships.

## GOVERNMENT-FUNDED TESTS

YEAR	Number of Government-funded tests	Number of sports where tests occurred
2005-06	4,547	82
2006-07	4,264	65
2007-08	4,242	73
2008-09	4,212	57
2009-10	3,828	56
2010-11	3,865	38
2011-12	3,996	45
2012-13	4,167	42
2013-14	3,503	36
2014-15	2,737	25
2015-16	3,053	41
2016-17	3,029	39
2017-18	2,973	61

### NOTE

Drop in Government funded tests since 2013-14 due to an organisational decision to restructure which required a 30% drop in the number of Government funded tests. An emphasis was placed on increasing ASADA's Intelligence and Investigation capability.

Subject Matter Lead:	s22(1)(a)(ii) Strategic Advisor Office of the Executive	Work Phone s22(1)(a)	Mobile Phone s22(1)(a)(ii)
Cleared by:	s22(1)(a) Director Office of the Executive	Work Phone	Mobile Phone s22(1)(a)(ii)
Date Brief Created: 6 February 2019		Last Updated: 12 February 2019	



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 8a Brief Title: 2018–2022 Corporate Plan

### SUBJECT / ISSUE

Publishing of the ASADA Corporate Plan 2018–2022.

### KEY POINTS

- 2018-2022 Corporate Plan met all appropriate deadlines
  - sent to Minister for Sport on 20 August 2018,
  - noted by Minister for Sport on 23 August 2018,
  - published on ASADA website 24 August 2018.

### BUDGET ALLOCATION

- N/a

### SENSITIVITIES: NO

- N/a

### BACKGROUND

- Subsection 35(1) of the *Public Governance, Performance and Accountability Act 2013* requires the accountable authority of Commonwealth entity to prepare a corporate plan for the entity at least once each reporting period for the entity.
- Subsection 16E(3) of the *Public Governance, Performance and Accountability Rule 2014* requires that an entity's corporate plan be published on its website by the last day of the second month of the reporting period for which the plan is prepared (i.e. August).

Attachment A: ASADA Corporate Plan 2018–2022

Subject Matter Lead:	s22(1)(a)(ii) Strategic Advisor Office of the Executive	Work Phone s22(1)(a)	Mobile Phone s22(1)(a)(ii)
Cleared by:	s22(1)(a) Director, Office of the Executive	Work Phone	Mobile Phone s22(1)(a)(ii)
Date Brief Created: 5 February 2019		Last Updated: 8 February 2019	









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# MESSAGE FROM THE CEO

Sport is an integral part of Australia's cultural landscape. As individuals, it teaches us the values of hard-work, persistence and sacrifice. As active participants, it can lead to a happier and healthier lifestyle. As fans it excites us, and as a nation, it unites us. However for all its benefits and the passion that it inspires, we must acknowledge there are ongoing threats to the integrity of Australian sport. It is in this dark corner that doping exists. As such, an empowered and sophisticated independent anti-doping organisation (ADO) is critical to the Australian sporting landscape.

For a small country, and as a small government organisation, the Australian Sports Anti-Doping Authority (ASADA) has led the charge to set global benchmarks for ADOs in intelligence, investigation and education, and been resilient in upholding the integrity of Australian sport and protecting clean athletes. But we can, and should, always strive to be better. To this end, this document outlines the future direction of ASADA as we work to minimise the risk of doping in Australian sport and protect Australian athletes.

The initiatives in this document outline a sustainable path forward for ASADA, and will prepare us for our future operating environment. Driving the operational environment are three fundamental pillars:

- enhanced engagement and partnerships,
- enhanced intelligence, and
- enhanced education and awareness.

And while we will always continue to improve our own operations and the strength of the Australian sports integrity landscape, it is crucial that we also support less-resourced anti-doping agencies around the world in order to protect the rights of Australian athletes, and all clean athletes on the global stage.

Influencing ASADA's direction is the knowledge that doping has become increasingly sophisticated and complex. Its reach spans from our grassroot sports to the elite levels. The future ASADA will deliver a stronger intelligence focus achieved through enhanced partnerships with all stakeholders, which will permeate every facet of our operations. It is based on the simple premise that as one agency, we cannot stop doping alone.

Critical to the future of ASADA is the use of intelligence to inform every single aspect of our work. Practically, this means using intelligence to:

- develop targeted education interventions based on moments when athletes are most receptive to information or more susceptible to doping,
- better target people working to undermine our clean athletes, both in and outside of sport, through testing, investigations, and new intervention strategies,
- help sports identify and manage points of vulnerability in their codes, and
- help inform government policy on sport integrity and health.

At ASADA our shared mission is to build trust with athletes, sports and fans alike to allow everyone the opportunity to compete on a level playing field, and I look forward to working with all our partners in our pursuit of clean fair sport.

As the accountable authority of ASADA, I present this Corporate Plan, which covers the periods 2018–19 to 2021–22, as required under section 35(1)(b) of the *Public Governance, Performance and Accountability Act 2013* (the PGPA Act).



David Sharpe APM OAM



# PURPOSE



To PROTECT the **HEALTH** of Athletes  
and the **INTEGRITY** of Australian sport  
by MINIMISING the risk of doping

# ROLE

Australia is a signatory to the UNESCO International Convention against Doping in Sport and is required to implement anti-doping arrangements in accordance with the principles of the World Anti-Doping Code (the Code). We collaborate with the World Anti-Doping Agency (WADA), overseas anti-doping organisations and other stakeholders to further the Australian Government's efforts to strengthen anti-doping practices globally and in Australia.

Our role and functions are set out in the *Australian Sports Anti-Doping Authority Act 2006*, the *Australian Sports Anti-Doping Authority Regulations 2006* and the National Anti-Doping scheme.



Doping does more than threaten our national love of, and pride in, sport. Doping involves dangerous substances and methods that are a serious threat to the health of athletes. If left unchecked, doping can affect the willingness of Australians to participate in sport, and the health of our community.

To truly understand the doping landscape, we need to work closely in partnership with everyone who holds a piece to the puzzle. This means engaging with athletes, who understand their environment and the pressures of sport better than anyone, and see and hear things we would otherwise be blind to. It means engaging with sports, who understand commercial implications as well as the demands on their athletes, both physical and mental. It also means aligning with law enforcement bodies who monitor intelligence including the circulation and seizures of performance and image enhancing drugs (PIEDs), both within Australia and internationally. This engagement will be replicated across all our stakeholder groups, including the health sector, academic institutions and other National Anti-Doping Organisations (NADOs). All of this will enable us to better understand the broader picture of doping in Australia.

## Internal environment

Like any dynamic organisation, constant review and a desire for continuous improvement is a part of ASADA's culture. As a consequence, ASADA commissioned a series of reviews, including:

### **2014 – ASADA Operating Model Review**

Aimed at driving innovation and a more holistic approach to developing and implementing an anti-doping strategy.

### **2016 – Post-Implementation Review of the Operating Model**

Examined the degree to which the new model put forward in 2014 had been put into effect, and whether – two years later – it remained valid.

### **2016 – ASADA Funding Model Review**

Looked to the development of a sustainable funding blueprint for the future.

### **2018 – Intelligence Operating Model Review**

Yielded an independent external view on the necessary strength, structure and functions of an intelligence capability to meet current and future challenges in the anti-doping environment.

### **2018 – Compliance Model Review**

Will establish a system of formal communication channels with sports to address anti-doping matters and capabilities with the aim of protecting the integrity of sports and ensuring compliance obligations are met.

Securing additional funding from government and being recognised as a key player in the area of sport integrity means ASADA can now move ahead with building on the good work of the past. The way forward for ASADA will be to embrace the outcomes and recommendations of past reviews—each of which are consistent with the CEO's intent and vision. In particular, the holistic application of ASADA's suite of capabilities, to achieve strategic anti-doping outcomes (the need for which was highlighted in the Operating Model Review and the Post-Implementation Review of the Operating Model).

Importantly, the next step is to “operationalise” the findings of these reviews, and to realign the structure of ASADA to deliver an innovative and effective anti-doping program that best protects clean athletes.

## External environment

There are two policy initiatives that will influence ASADA's future.

1. The Wood review into the integrity of Australian Sport, including the merits of establishing a national sports integrity commission.
2. The formulation of the National Plan for Elite Sport and Participation, including the four pillars of “the plan”: participation, performance, prevention through physical activity, and integrity.

Both processes represent opportunities for ASADA.

The Wood review, and the enhanced focus of government on sports integrity, provides the opportunity to inform government and key decision makers of the current doping risk environment, and of the capabilities and resources required to effectively combat the future threat. The Wood review affords a unique opportunity for ASADA and the broader sports integrity community to refresh priorities at better protecting clean athletes and sport.

The increasing focus on health promotion signalled under the National Plan positions ASADA well to assist in deterring cheats and protecting the general public by making it harder to access illicit doping substances. By targeting the facilitators of doping, both nationally and internationally, and in partnership with federal and state agencies, ASADA can contribute to the broader health issues affecting sport.

ASADA has received additional funding from government to build capability and capacity in key areas. Policy development will be fundamental to ASADA's future strategy. ASADA will keep government better informed on anti-doping issues and will use operational insights and an evidence base to guide policy and legislative outcomes.





# PRIORITIES

ASADA is looking to build a sustainable anti-doping agency capable of meeting future challenges and opportunities in a complex environment. This will involve the delivery of short-term and long-term initiatives.

## Short-term initiatives

### ***Internal cultural reform***

The type of transformational change that ASADA is undertaking cannot be achieved without an internal culture built on fundamentals believed and practiced by all staff. The transition to implement the CEO's intent and vision for ASADA will be coupled with a review of ASADA's culture: What is the culture? What does the culture mean to staff? How can the culture strengthen and protect staff? How can the culture project into ASADA's pursuit of clean fair sport?

### ***Structural realignment***

The structure of ASADA will change to better deliver on the CEO's intent. Changes will aim to bring each capability stream within ASADA together in a collegiate model to achieve clear strategic objectives.

### ***New Office of the Executive***

Establishment of this team will help drive corporate strategy, Executive projects, policy development and strategic partnerships across the agency and externally.

### ***Relocation to a new headquarters***

In late 2018 ASADA will move to new premises, which will mark an exciting phase for ASADA with the design and layout being a critical element of building the ethos of a united ASADA working towards a shared mission.

### ***A review of ASADA's brand***

The fresh intelligence-driven, innovative and athlete-centred approach to anti-doping will be symbolised in new branding.

## Long-term initiatives – the CEO's Intent

The CEO's intent introduces three fundamental pillars that will direct ASADA's focus for the next four years and beyond. These pillars are mutually supportive—enhanced engagement and partnerships will lead to better intelligence, which will better inform targeted and effective education programs. All three pillars will achieve ASADA's core business to protect clean athletes.

### **Enhanced engagement and partnerships**

This refers to both increased engagement with athletes and support personnel, and enhanced partnerships with law enforcement, border protection agencies, regulatory agencies, the health sector, academic institutions and international ADOs. These relationships will allow ASADA to better understand and respond to the doping threats in the sports environment, as well as fostering proactive engagement with ASADA to develop a culture of clean sport.



ASADA will enhance partnerships with the WADA and other international ADOs to build the collective capability of the ADO community so Australian athletes can compete on a level playing field wherever that may be.

In the pursuit of clean sport ASADA will enhance its engagement with athletes. The insights gained from a strong and focussed engagement program will critically inform ASADA's strategy, including how best to support athletes in making the right decisions, and how best to deliver education and prevention programs that work.

## **Enhanced Intelligence**

A professional and flexible intelligence capability is critical to the future viability of anti-doping agencies and to the enhancement of anti-doping testing in the face of sophisticated and evasive doping techniques.

Enhanced intelligence capability will provide ASADA with a comprehensive strategic picture of doping in Australia to inform high-level strategy and policy (including public policy), as well as informing and supporting operations such as a more sophisticated testing regime. A robust intelligence picture will guide ASADA in applying its suite of capabilities to those sports, and at those levels, where the highest concentrations of doping risk lie.

Enhanced intelligence will also serve to highlight emerging over-the-horizon risks and opportunities, ensuring that ASADA is prepared to act on them. In addition, ASADA will use a well-developed domestic and international intelligence network to target the high-level facilitators and suppliers of doping to ensure dangerous substances are kept out of sport and away from athletes.

Enhanced engagement and partnerships will underpin the successful establishment of a world-leading anti-doping intelligence capability at ASADA, by giving it access to new and valuable sources of information.

## **Enhanced education and awareness**

Education is key to preventing doping. ASADA's education resources serve as a key example of the benefits to be derived from a strategy that is led by intelligence, and coordinated across the agency. Education will only ever be successful when all functional arms of ASADA come together to guide and influence the way in which it is planned, developed and delivered. When coupled with enhanced engagement, partnerships and intelligence, education will allow ASADA to deliver the type and extent of anti-doping awareness that is needed, where it is needed, and in a way that is likely to achieve "cut through" within the sporting community.

Innovation and technology will connect ASADA with a new generation of athletes, ensuring that ASADA's resources at the cutting edge of the sector and that they can be analysed, measured, reported on and constantly refined as required.

Given the subject matter expertise held, the interdependence on other functional areas, and the crucial stakeholder relationships involved, ASADA is uniquely placed to implement and constantly evolve an education program that will be the benchmark for all other anti-doping organisations.

# PERFORMANCE

The 2018–19 cycle will be a period of transition for the agency as it moves from the four current enabling activities (Engagement, Deterrence, Detection and Enforcement) to the three mutually supportive pillars of the CEO's intent. This plan focuses on the three pillars of the CEO's intent. Measuring performance helps us understand, manage, and improve what we do to protect the health of athletes and the integrity of Australian sport by minimising the risk of doping.

Outcome	Measure	Alignment to CEO Intent	Methodology	Performance Target				PBS KPI
				2018–19	2019–20	2020–21	2021–22	
Achievement in building the collective capability of the anti-doping community.	ASADA engages and contributes its expertise with international stakeholders at forums, through information sharing and Memorandums of Understanding, so Australian athletes can compete on a level playing field wherever that may be.	Enhanced engagement and partnerships	International meetings and forums.  Memorandums of Understanding.	Contributes expertise at key international anti-doping forums, such as the WADA Symposium.  Provision of assistance to build capability to ≥2 other counterpart international anti-doping organisations, including to adopt proactive joint approach with Drug Free Sport New Zealand to build the anti-doping capacity in the Oceania region.	Contributes expertise at key international anti-doping forums, such as the WADA Symposium.  Provision of assistance to build capability to ≥2 other counterpart international anti-doping organisations, including to adopt proactive joint approach with Drug Free Sport New Zealand to build the anti-doping capacity in the Oceania region.	Contributes expertise at key international anti-doping forums, such as the WADA Symposium.  Provision of assistance to build capability to ≥2 other counterpart international anti-doping organisations, including to adopt proactive joint approach with Drug Free Sport New Zealand to build the anti-doping capacity in the Oceania region.	Contributes expertise at key international anti-doping forums, such as the WADA Symposium.  Provision of assistance to build capability to ≥2 other counterpart international anti-doping organisations, including to adopt proactive joint approach with Drug Free Sport New Zealand to build the anti-doping capacity in the Oceania region.	N/a
Achievement of ASADA legislation and the World Anti-Doping Code awareness amongst sporting organisations, athletes and support personnel.	Percentage of sporting organisations, athletes and support personnel aware of ASADA legislation and the World Anti-Doping Code.	Enhanced education and awareness	Annual stakeholder survey.	≥80% level of awareness	≥80% level of awareness	≥80% level of awareness	≥80% level of awareness	A(a) p. 260
Achievement of satisfaction with anti-doping education and awareness raising activities in the sporting community.	Percentage of national sporting organisations, athletes and support personnel who are satisfied with anti-doping education and awareness raising programs.	Enhanced education and awareness	Education participant feedback survey.	≥80% level of satisfaction	≥80% level of satisfaction	≥80% level of satisfaction	≥80% level of satisfaction	B(a) p. 260
Achievement in anti-doping education and awareness-raising.	Delivery of anti-doping education and awareness-raising resources to athletes and support personnel.	Enhanced education and awareness	(a) Number of athletes and support personnel reached through core education products <sup>1</sup> .  (b) Education outputs and education survey results from targeted high-risk sports <sup>2</sup> .  (c) Education outputs and survey of teachers.  (d) App statistics.	Target includes: (a) Core education products delivered to 20,000 athletes and support personnel.  (b) Tailored online and/or face-to-face anti-doping education products produced for ≥3 high risk sports.  (c) ≥3 professional development programs <sup>3</sup> for teachers delivered across Australia that are based on the anti-doping element of the National Health and Physical Education Curriculum with a focus on specialist sport schools.  (d) 7,500 downloads of the ASADA app. <sup>4</sup>	Target includes: (a) Core education products delivered to 20,000 athletes and support personnel.  (b) Tailored online and/or face-to-face anti-doping education products produced for ≥3 sports.  (c) ≥3 professional development programs for teachers delivered across Australia that are based on the anti-doping element of the National Health and Physical Education Curriculum. <sup>5</sup>  (d) 10,000 downloads or visits to the ASADA app.	Target includes: (a) Core education products delivered to 20,000 athletes and support personnel.  (b) Tailored online and/or face-to-face anti-doping education products produced for ≥3 sports.  (c) ≥3 professional development programs for teachers delivered across Australia that are based on the anti-doping element of the National Health and Physical Education Curriculum.  (d) 11,000 downloads or visits to the ASADA app.	Target includes: (a) Core education products delivered to 20,000 athletes and support personnel.  (b) Tailored online and/or face-to-face anti-doping education products produced for ≥3 sports.  (c) ≥3 professional development programs for teachers delivered across Australia that are based on the anti-doping element of the National Health and Physical Education Curriculum.  (d) 12,000 downloads or visits to the ASADA app.	N/a
Achievement in compliance with anti-doping requirements.	All recognised sports assessed under the ASADA Compliance Framework meet ASADA's compliance requirements. <sup>6</sup>	Enhanced engagement and partnerships	Direct sourcing from sports.  Desk research.	≥80% compliance	≥80% compliance	≥85% compliance	≥85% compliance	N/a

Outcome	Measure	Alignment to CEO Intent	Methodology	Performance Target				PBS KPI
				2018–19	2019–20	2020–21	2021–22	
Achievement in delivering effective anti-doping intelligence and investigative functions.	Percentage of national sporting organisations, athletes and support personnel who view ASADA's intelligence and investigative functions as effective at deterring athletes and support personnel from doping.	Enhanced engagement and partnerships  Enhanced Intelligence	Annual stakeholder survey	≥80% level of satisfaction	≥80% level of satisfaction	≥80% level of satisfaction	≥80% level of satisfaction	C(a) p. 261
Achievement in the demonstrated sharing of anti-doping intelligence with external stakeholders.	Collecting and providing timely, high-quality intelligence and undertaking assessments that inform the picture of doping in Australia and overseas.	Enhanced Intelligence	Feedback from external stakeholders  Stakeholder survey	≥80% level of client satisfaction with at least 12 intelligence reports provided to external stakeholders.	≥80% level of client satisfaction with at least 12 intelligence reports provided to external stakeholders.	≥80% level of client satisfaction with at least 12 intelligence reports provided to external stakeholders.	≥80% level of client satisfaction with at least 12 intelligence reports provided to external stakeholders.	N/a
Achievement in intelligence-led anti-doping program.	Number of total referrals <sup>7</sup> to the testing program based on intelligence reports <sup>8</sup> .	Enhanced Intelligence	Intelligence referrals	600 intelligence reports referred to testing.	600 intelligence reports referred to testing.	600 intelligence reports referred to testing.	600 intelligence reports referred to testing.	N/a
Achievement in intelligence-led anti-doping program.	Number of intelligence-led operational activities <sup>9</sup> on high-risk athletes <sup>10</sup> .	Enhanced Intelligence	Intelligence data  Testing data  Education Data	≥90 intelligence-led operational activities carried out on high-risk athletes.	≥90 intelligence-led operational activities carried out on high-risk athletes.	≥90 intelligence-led operational activities carried out on high-risk athletes.	≥90 intelligence-led operational activities carried out on high-risk athletes.	N/a
Achievement in intelligence-led anti-doping program.	Investment in intelligence leads to matters referred to investigations.	Enhanced Intelligence	Adverse analytical findings  Investigations	15 intelligence-led products <sup>11</sup> referred to investigations.	15 intelligence-led products referred to investigations.	15 intelligence-led products referred to investigations.	15 intelligence-led products referred to investigations.	N/a
Achievement in compliance with investigations standards.	Percentage of investigations conducted by ASADA that are in compliance with the Australian Government Investigations Standards and International Standard for Testing and Investigations.	Enhanced Intelligence	Notification of breaches of investigation standards through Tribunal decisions and/or ASADA Legal identification.	≥90% of investigations comply with standards.	≥90% of investigations comply with standards.	≥90% of investigations comply with standards.	≥90% of investigations comply with standards.	N/a
Achievement of anti-doping rule violation findings in tribunals.	Percentage of investigations conducted by ASADA and referred to the ADRV that result in a finding of an anti-doping rule violation.	Enhanced Intelligence	ADRV findings	≥80% of ADRV findings result in an anti-doping rule violation.	≥80% of ADRV findings result in an anti-doping rule violation.	≥80% of ADRV findings result in an anti-doping rule violation.	≥80% of ADRV findings result in an anti-doping rule violation.	N/a
Achievement of anti-doping rule violation findings in tribunals.	Percentage of cases conducted by ASADA in tribunals that result in a finding of an anti-doping rule violation.	Enhanced Intelligence	Independent tribunal result	≥80% of tribunal findings result in an anti-doping rule violation.	≥80% of tribunal findings result in an anti-doping rule violation.	≥80% of tribunal findings result in an anti-doping rule violation.	≥80% of tribunal findings result in an anti-doping rule violation.	D(a) p. 261

**Performance measure footnotes:**

- 1 Core education products include ASADA's online Level 1 and 2 courses and Face-to-Face workshops.
- 2 High-risk sports are determined through an ASADA intelligence assessment, including inputs from the ASADA Compliance program.
- 3 Professional Development programs teach teachers to teach anti-doping content to students.
- 4 Through downloads of the app ASADA is providing athletes with timely anti-doping information and access to online anti-doping education.
- 5 Yearly measure will be updated based on intelligence at the appropriate time as to ASADA's area of focus.
- 6 ASADA's Compliance Framework is based on a sport being fully compliant with all aspects of the ASADA Act, ASADA Regulations and World Anti-Doping Code that jointly establish the requirements all recognised sports must comply with.
- 7 Total referrals include both high-risk referrals and lower risk referrals.
- 8 An intelligence report contains information that has been collected, evaluated and disseminated to inform operational decision making. It may be produced in connection with a tip-off, notification from an external organisation, or be derived from internal sources, such as field staff observations, or the review of analytical results by ASADA's science team. A higher percentage of testing based on intelligence reports is desirable, and represent better value for money, and effectiveness over testing that was simply risk-led, random, or based on place-getter strategies.
- 9 An operational activity can include targeted testing, investigation, targeted education and/or intelligence probe.
- 10 A high-risk athlete is an athlete that is the subject of ASADA's Target Athlete Monitoring processes, an intelligence probe, or an investigation.
- 11 An intelligence-led product is a referral to investigations concerning a person or other entity, which ASADA held intelligence on, and that intelligence was responsible for the decision to refer the matter to investigations as a non-analytical finding case, or was primarily responsible for testing of an athlete, which led to a positive test.

## Workforce capability

To realise the CEO's intent, ASADA will develop a range of key capabilities and capacity to position it as a world-leading NADO.

Additional capacity will add strength to key business areas of:

- Intelligence analysis, including science intelligence
- Data science / analytics
- Outreach and communications, education and training
- Innovation and technology
- Sports engagement / partnerships
- Sports accreditation and compliance
- Testing
- Investigations
- Legal services
- Policy
- ICT, HR and enabling services

In particular, ASADA will:

- deliver an intelligence-led model informing all functional arms of ASADA business which will enhance outcomes such as more sophisticated testing missions, targeted education interventions or strategic policy development,
- develop an online/cyber capability to better assess and combat the risk of the online environment as it relates to PIEDs,
- deliver a coordinated policy response to better inform government on anti-doping issues relying on operational experiences and evidence-based views to guide policy and legislative outcomes,
- implement a coordinated engagement strategy with partners to ensure a collaborative approach towards all business including sharing information and experiences, joint agency efforts, and research and project development,
- pursue new and innovative education technologies, and social media strategy to better reach and influence a wide range of audiences including athletes, support personnel, coaches, parents, medical practitioners and others. Through an expanded anti-doping outreach and awareness program, ASADA's strategy will promote a clean sport culture and lead to a more informed and better engaged Australian sporting community, and
- invest in and prioritise enhancement of its ICT and business support services to facilitate a more effective and agile work environment.

## ICT capability

Technology plays an important part in how we work from managing our processes to delivering anti-doping information to athletes and sports. In recent years, ASADA has moved away from bespoke applications that are expensive to produce and maintain to applications that are mandated for use internationally, and are used and supported internationally. We have also invested in advanced data analysis tools and capabilities to further support our push towards an intelligence-led anti-doping program.



Australians wanting to search the status of a medication in sport are now directed to Global DRO, a mobile-enhanced replacement for our Check Your Substances search tool. The advantage of Global DRO for Australian athletes is that they can search the status of ingredients and brands of medications that they might encounter outside of Australia. The transition to Global DRO has been successful with searches increasing 115% since the change.

Building on our innovative efforts ASADA launched the ASADA Clean Sport App in 2018. The App has been designed with athletes in mind giving a complete list of all supplements sold in Australia that have been screened for prohibited substances by an independent laboratory. These cannot give athletes a 100% safety guarantee, but does significantly lower the risk of a positive test. For non-tested supplements the App gives athletes access to a quiz to assess the risk posed by highlighting key risk factors. The App can also be used to report doping, check if a medication is banned in sport, give ASADA feedback on testing missions, and complete online education modules.

An effective out-of-competition testing program is a fundamental part of the anti-doping framework. Timely, accurate and complete information about the whereabouts of athletes is critical to conducting this testing program. Since 2016, Australian athletes have been providing their whereabouts information on the WADA's Administration and Management System (ADAMS). With a range of enhancements, ADAMS makes it easier for athletes to enter, view and change their whereabouts information. Through the continued implementation of the ADAMS system, Australian athletes are now offered the additional functionality of submitting applications for Therapeutic Use Exemptions (TUE). Athletes may at times need to use a prohibited medication to treat a legitimate medical condition. A TUE is an exemption that allows an athlete to use, for therapeutic purposes only, an otherwise prohibited substance or method (of administering a substance).

To secure the full benefits offered by ADAMS, ASADA has transitioned fully to the system. The move improves the effectiveness and efficiency of our work by minimising the duplication of data processing, as well as increasing information-sharing capabilities with our international counterparts.

ASADA uses Gracenote Sports which captures, curates and delivers in-depth sports data including schedules, scores, statistics, play-by-play details and team and player information for the world's major sporting events. When combined with our other information sources Gracenote provides additional internal capability to support our work.

Our ICT network continues to be certified to PROTECTED status, which enables the sharing of information between ASADA and law enforcement agencies. We are committed to maintaining our ICT infrastructure to a standard that provides confidence to the sporting, law enforcement and regulatory communities.

Over the next four years we will look to further enhancements to our ICT infrastructure that will support the requirements of the enhanced operating model and achievement of our purpose.





# RISK OVERSIGHT AND MANAGEMENT

ASADA operates in a complex and changing environment which requires flexibility and adaptability to succeed. ASADA cannot eliminate risk from its operations, we must engage with and respond to risk in a way that is proportionate to the circumstances.

Our level of risk management capability is aligned with the requirements of section 16 of the PGPA Act and is founded upon principles set out in *ISO 31000 Risk Management – Principles and Guidelines* and the *Commonwealth Risk Management Policy*.

Risk management and fraud control at ASADA is governed by the Risk Management and Fraud Control Framework, which includes:

- fraud control processes
- internal audit function
- business continuity processes
- corporate planning, and
- budgeting processes.

The Risk Management Framework embeds risk management in all ASADA's operational and corporate activities. We do not view risk management as a stand-alone process. It is entrenched in our business planning and resource processes and is closely aligned with a range of other business processes that are performed within the agency, including fraud control, internal audit and business continuity processes.

ASADA encourages its Directors to engage with and take risk-based decisions. The ASADA Executive recognises that it is not necessary or desirable to eliminate all risk inherent in its activities. Acceptance of risk is often necessary to foster innovation and efficiencies within business practices. ASADA expects all its employees to manage the business in such a manner that risk is minimised to appropriate levels and objectives are maximised.

Supporting the framework is the ASADA Risk Management and Fraud Control Policy, which acts as a practical guide for the implementation of the risk management and fraud control framework. Our risk management program helps us to proactively manage our risks, reduce our exposure to financial and reputational harm and optimise our use of resources.







**Australian Government**

**Australian Sports Anti-Doping Authority**

#### **Further Information**

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For detailed and up to date information about the  
Australian Sports Anti-Doping Authority visit our website at:  
[www.asada.gov.au](http://www.asada.gov.au)

This publication can be found in electronic format on the  
Australian Sports Anti-Doping Authority's website at:  
[www.asada.gov.au/about-asada/corporate-information/corporate-plan](http://www.asada.gov.au/about-asada/corporate-information/corporate-plan)

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Updated August 2018

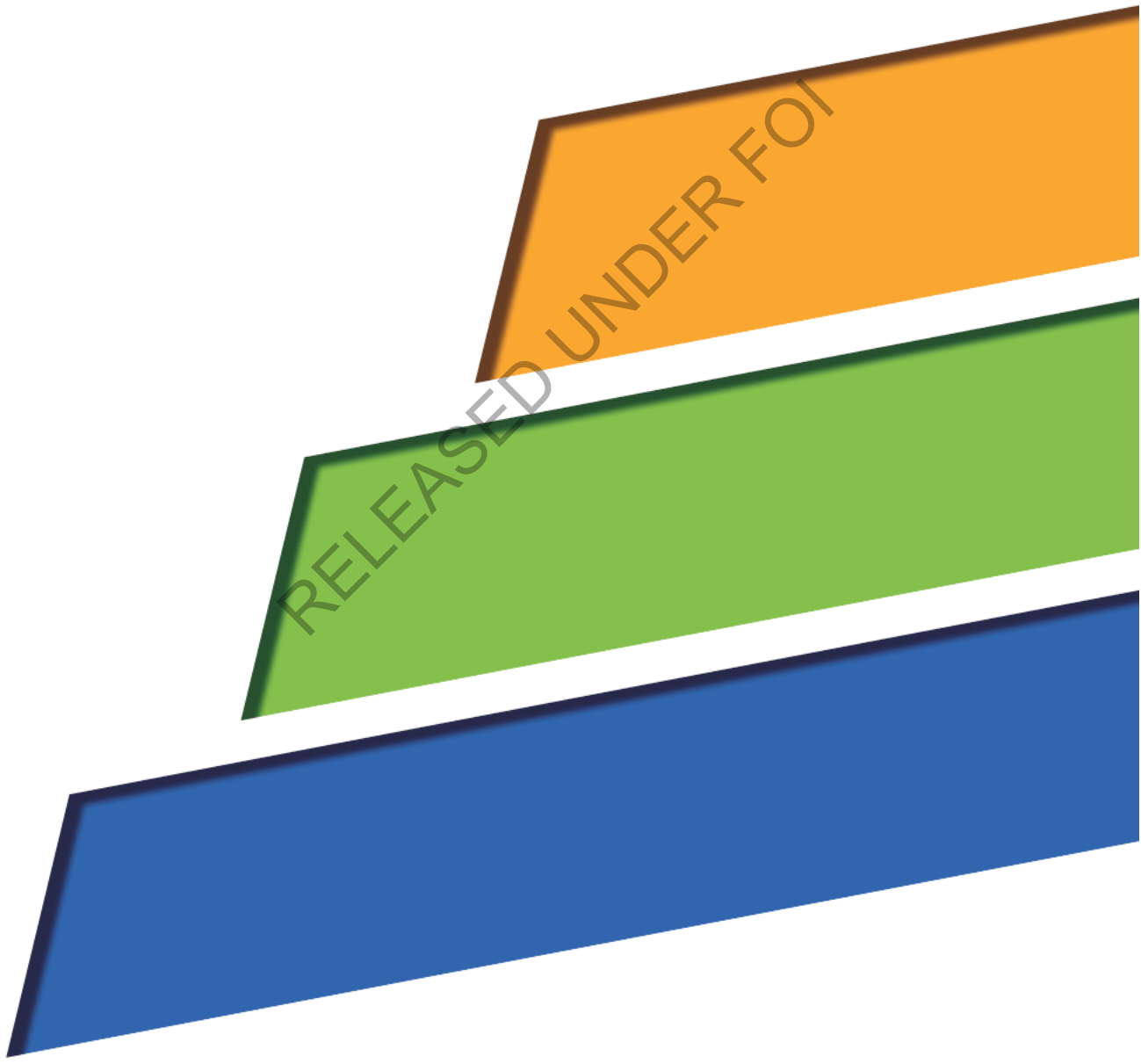
# AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY

[asada.gov.au](http://asada.gov.au)

**13 000 ASADA (13 000 27232)**

Unit 6, 5 Tennant St Fyshwick ACT 2609 (PO Box 1744 Fyshwick ACT 2609)

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Three overlapping parallelogram shapes are positioned diagonally across the lower half of the page. The top shape is orange with a brown border. The middle shape is green with a dark green border. The bottom shape is blue with a dark blue border. They overlap such that the green shape is partially behind the orange one, and the blue shape is partially behind the green one.





**Australian Government**  
**Australian Sports Anti-Doping Authority**

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6 November 2018

Senator the Hon Bridget McKenzie  
Minister for Regional Services, Sport,  
Local Government and Decentralisation  
PO Box 6100  
Senate  
Parliament House  
Canberra ACT 2600

Dear Minister

I write to advise you of the circumstances surrounding the delay in furnishing you with a copy of the Australian Sports Anti-Doping Authority (ASADA) 2017–18 Annual Report (the Report) by the required date.

Relevant Legislation

Subsection 46(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) states that I must provide you with the Report by 15 October 2018.

Section 34C(7) of the *Acts Interpretation Act 1901* requires that where a Report is not furnished to the Minister within time, ASADA shall, not later than 14 days after the due date, provide you with a written statement explaining why the Report was not furnished as required. A copy of that statement must be laid before each House of Parliament within three sitting days after the date on which the statement is received.

Delivery of ASADA's Annual Report

The Report was delivered to your office on 17 October 2018, however upon review of the *Acts Interpretation Act 1901*, we are now aware that a request for a two day extension for provision of the Report needed to be submitted prior to 15 October 2018. ASADA did seek approval for an extension of time, however this was forwarded to your office on 16 October 2018 in email format not as formal written notification.

Reason for Delay

ASADA is required to do a stakeholder survey, which feeds into the Annual Performance Statement (APS). This statement is then audited and placed into the Annual Report.

For the first time in eight years, ASADA reviewed processes and sought efficiencies in relation to our survey service provider. We consequently engaged a new firm to conduct the 2018 survey which necessitated extended setup time and led to an unavoidable delay in disseminating the survey for completion and subsequent analysis of the results. This delay impacted timeframes around finalisation of content for the production of the Report.

Significantly, it is important to note that despite a small delay of two days in submitting the Report to you, the engagement of a new firm resulted in a 200% increase in the distribution list for the 2018 survey and a 400% increase in survey completions.

Meeting of Tabling Obligations

As you have now noted the Report, we will ensure that it is presented for tabling before each House of the Parliament within 15 sitting days of your receipt of it, in accordance with the *Acts Interpretation Act 1901*.

Also, in compliance with the *Acts Interpretation Act 1901*, we will arrange for copies of this correspondence to be presented to the House of Representatives Table Office and Senate Table Office for tabling in Parliament, within three days of the next sitting, on your behalf.

Of note, the Senate next sits on 12 November 2018, and both Houses next sit on 26 November 2018. Please acknowledge receipt of this correspondence prior to the next sitting of the Senate.

Yours sincerely



**David Sharpe APM OAM**  
Chief Executive Officer

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Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number: 8b

Brief Title: 2017–18 Annual Report

### SUBJECT / ISSUE

ASADA's Annual Report 2017–18.

### KEY POINTS

- Addendum
  - ASADA's 2017-18 Annual Report required an addendum to be tabled out of sitting. This was tabled 22 January 2019,
  - due to an issue with the print version missing the second page of the ANAOs approval letter,
  - all copies of the 2017-18 Annual Report now have the addendum included.
- 2017-18 Annual Report timeline:
  - submitted to the Hon Bridget McKenzie on 17 October 2018 (two days late) - missed deadline due to waiting for stakeholder survey results which feeds performance measures in Annual Report,
  - missed 30 October 2018 deadline for tabling to parliament,
  - received approval for tabling by the Minister on 31 October 2018,
  - tabled out-of-sitting to the Senate on 8 November 2018.

### BUDGET ALLOCATION

- N/a

### SENSITIVITIES: YES

- Timing sensitivity—Section 46 of the PGPA Act requires that the accountable authority prepare and present the annual report for their entity to the responsible Minister by the 15th day of the fourth month after the end of the reporting period (i.e. 15 October). ASADA submitted the report to the Minister on 17 October.

- ASADA missed the required date for tabling (30 October 2018) due to not having approval from the Minister (ASADA received approval for tabling by the Minister on 31 October 2018)
- The ASADA CEO wrote to the Minister on 6 November 2018 with an explanation of the circumstances surrounding the delay in furnishing the report.
- Addendum required due to the print version of the annual report missing the second page of the ANAOs approval letter. This forms part of the required Financial Statements.
- The addendum was presented out-of-sitting to the President of the Senate on 22 January 2019.

## BACKGROUND

- ASADA CEO letter to the Minister dated 6 November 2018 – Attachment A.
- Corporate reporting lessons learnt:
  - Elevate corporate reporting amongst organisational priorities to ensure knowledge of procedures and protocols is spread amongst roles (no single point of risk).
  - Improve education of the senior leadership group as to the nuances of corporate reporting, their responsibilities and give clearer guidance as to the expectations of them.
  - Engagement with the Department of Finance reporting department to quality assure ASADA procedures and protocols.

Subject Matter Lead:	s22(1)(a)(ii) Strategic Advisor Office of the Executive	Work Phone s22(1)(a)	Mobile Phone s22(1)(a)(ii)
Cleared by:	s22(1)(a) Director, Office of the Executive	Work Phone	Mobile Phone s22(1)(a)(ii)
Date Brief Created: 5 February 2019		Last Updated: 8 February 2019	





Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 9: Use of ASADA's Mobile Forensics capability – Cellebrite digital forensic products

### SUBJECT / ISSUE

To inform about the use of ASADA's Mobile Forensics capability (Cellebrite digital forensic products) for gathering evidence using Disclosure Notice powers.

### KEY POINTS

- ASADA has developed a base mobile forensics capability to gather evidence using Cellebrite digital forensics products.
- There have been media reports regarding ASADA's use of Cellebrite products to 'hack phones'.
- ASADA's use of Cellebrite mobile forensics products is strictly in accordance with lawful authorisation (i.e. Disclosure Notices) into investigations of breaches of the ASADA legislation.
- There is extensive internal and external oversight of ASADA's use of Cellebrite. In addition to Executive monitoring, ASADA has engaged auditing agency Protiviti to provide independent oversight and review of ASADA's use of Cellebrite every six months, reporting to ASADA's independent Audit Committee.
- The first audit was conducted November 2018.
- For operational reasons ASADA does not make specific comments about the use of investigative methodologies.
- ASADA has used the Cellebrite tool four (4) times this financial year

### BACKGROUND

- In 2013 ASADA was legislated various coercive powers under Clause 3.26B of the NAD scheme, which authorised the CEO to issue a Disclosure Notice to a person.
- Disclosure Notices must not be issued unless the CEO has declared in writing they reasonably believe that the person has information, documents or things that may be relevant to the administration of the NAD scheme; and three members of the independent Anti-Doping Rule Violation Panel agree in writing that the CEO's belief is reasonable.

- ASADA developed a base mobile forensics capability using a Cellebrite product for mobile digital devices such as Apple iPads, Samsung Galaxy and other Android OS tablets, mobile phones, portable GPS devices, SIM and memory cards.
- s47E(d) [REDACTED]
- Through this process ASADA is able to lawfully, efficiently and effectively gather evidence to prove or disprove the commission of a possible anti-doping rule violation.
- Without this capability, ASADA's legislated power to require persons to produce documents or things, and to give information for investigative purposes would be significantly less effective.
- ASADA has successfully implemented the mobile forensics capability which has supported ASADA's capabilities to gather evidence in relation to anti-doping rule violations.
- Based on expert advice, ASADA chose Cellebrite's product as it was judicially proven and fit for ASADA's purpose.
- There have been media reports, regarding other Australian Government agencies and law enforcement bodies using Cellebrite products to hack phones. The reports appear sensationalised in regards to the circumstances in which forensic products are used and disregard the Authorities obtained that govern their use. The media reports come after Cellebrite gained global attention in 2015 after the FBI was believed to have used it to help by pass the password on the iPhone of San Bernardino terrorist attacker Syed Rizwan Farook. ASADA does not 'hack' phones. ASADA uses its legislative powers to gather evidence lawfully.
- In May 2018, ASADA received media enquiries about the use of Cellebrite products by ASADA, which appears to have been instigated by the tender being placed on the AusTender website.
- On 23 May 2018 a media report was published by the ABC - 'ASADA access to smartphone-hacking technology raising fresh privacy concerns'.
- ASADA's use of Cellebrite mobile forensics products is strictly in accordance with lawful authorisation (i.e. Disclosure Notices) for investigations into breaches of the ASADA legislation.

## SENSITIVITIES: NO

## ATTACHMENTS: YES

A - Media Article: Phone Hacking Technology

B - AusTender Contract CN3496262

C - Media Article: ASADA access to smartphone-hacking technology raising fresh privacy concerns

Subject Matter Lead:	s22(1)(a) Acting Director Investigations	Work Phone s22(1)(a)(ii)	Mobile Phone s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii) Deputy CEO Operations	Work Phone s22(1)(a)(ii)	Mobile Phone s22(1)(a)(ii)
Date Brief Created: 4 October 2018		Last Updated: 31 January 2019	



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 10 Brief Title: Laboratory Documentation Package

### SUBJECT / ISSUE

At estimates in October 2018, questions were asked about Laboratory Documentation Package.

### KEY POINTS

- A laboratory documentation pack can be prepared by a WADA-accredited Laboratory when an adverse analytical finding (AAF – Positive Test) (or Atypical Finding (ATF)) has been reported.
- A laboratory documentation pack is a compilation of records from the laboratory related to the particular sample. It enables a scientific expert to review the laboratory processes, data, analysis and conclusions.
- It is not necessary for ASADA to obtain a laboratory documentation package for each positive result. Laboratory documentation packages are primarily obtained if requested by the athlete.
- Athletes are advised in a notification letter that a laboratory documentation package is available to them at a cost of \$1,250. This is the direct cost which the laboratory charge to ASADA for the production of a laboratory documentation package.
- ASADA receive an abridged version of a laboratory documentation package, known as a guidance report, for each positive result. This is provided free of charge to the Athlete during the legal process. The A and B guidance reports are provided at the 4.09 stage of the RM process—when the athlete is notified that the ADRVP is satisfied that there has been a possible ADRVP, as this information is presented to the ADRVP.

### SENSITIVITIES: NO

### BACKGROUND

- A laboratory documentation package includes
  - Chain of custody
  - Summary of the laboratory processes applied to the sample

- Analytical data from instrumental analysis including quality control results
- The criteria used to assess whether or not a result is positive
- A copy of the laboratory test results
- It's contents are prescribed by the WADA Technical Document on Laboratory Documentation Packages (TD2017LDOC)
- Laboratory documentation packages are rarely requested by athletes.
- Charges to athletes for B sample analysis and Laboratory Documentation Packages vary between ADOs. ASADA does not charge for B sample analysis but does charge for Laboratory Documentation Packages. A survey of limited NADOs showed that more than half charge athletes for the provision of a documentation package.

#### Other ADO Arrangements Table

	ADOs who do charge athlete	ADOs who don't charge athlete
Documentation Package	9 including ASADA (64%)	5 (36%)
B sample	5 (50%)	5 including ASADA (50%)

ADO	B sample (\$AUD)	Documentation Package (\$AUD)
ASADA	Nil cost to athlete	\$1,250
New Zealand (DFSNZ)	Nil cost to athlete	Nil requests received but would charge cost to athlete
Sweden (Swedish Sports Confederation)	s47G	s47G
Germany (National Anti Doping Agency Germany)	\$790-\$3,300	\$945 - \$2,100
The Netherlands (The Anti-Doping Authority Netherlands)	\$865	\$865
Switzerland (Anti-Doping Switzerland)	\$600	\$577 (Costs recovered during the disciplinary procedure)
Finland	Unknown	Cost to athlete
France	Unknown	Cost to athlete
Russia	Unknown	Cost to athlete
Denmark (Anti-Doping Denmark)	Nil cost to athlete	Nil cost to athlete
UK (UKAD)	\$2,150	Nil cost to athlete
Ireland (Sport Ireland)	Nil cost to athlete	Nil cost to athlete
USA (USADA)	Nil cost to athlete	Nil cost to athlete
Canada	Unknown	Nil cost to athlete

Source:

iNADO Basecamp legal discussion

Emails from NADOs

Subject Matter Lead:	s22(1)(a)(ii) Chief Science Officer	Work Phone s22(1)(a)(ii)	Mobile Phone s22(1)(a)(ii)
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## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 11

Brief Title: ASADA File List

### SUBJECT / ISSUE

In accordance with the Senate Standing Order (commonly known as the Harradine Motion) Departments and Government Agencies are required to place indexed lists of relevant files they create on their websites every six months.

The following is a list of current files 1 July 2018 to 31 December 2018 as published on ASADA's website.

### BACKGROUND

1	GOVERNMENT RELATIONS	-	Reviewing	-	Report of the review of Australia's Sports Integrity Arrangements – Justice Woods – The Wood Review
2	GOVERNMENT RELATIONS	-	Addresses (Presentations)	-	2018 WADA ABP Symposium - Rome - Italy - Presentations
3	GOVERNMENT RELATIONS		Addresses (Presentations)		Office of the Executive Stakeholder Presentations 2018
4	GOVERNMENT RELATIONS		Joint Ventures		ASADA and University of Canberra
5	GOVERNMENT RELATIONS		Reporting		2018 ASADA Framework Review
6	INFORMATION MANAGEMENT		Data Administration		iADA Data Exploitation Conference - Gold Coast 17 October 2018
7	PROCUREMENT		Contracting-out		Employee Assistance Program (EAP) - Contracts
8	STAFF DEVELOPMENT		Policy		Inclusion and Development Initiative
9	STRATEGIC MANAGEMENT		Meetings		Gold Coast - Leadership and Governance in Sport - IADA and Data Exploitation - October 2018
10	STRATEGIC MANAGEMENT		Implementation		Sri Lanka Anti-Doping Authority (SLADA) Correspondence
11	STRATEGIC MANAGEMENT		Implementation		The Code Review (third phase) and International Standards Review (second review)
12	STRATEGIC MANAGEMENT		Meetings		Leadership in Sport Integrity Conferences and Workshops 2019
13	STRATEGIC MANAGEMENT		Meetings		Overseas Engagement - Travel Reports

14	STRATEGIC MANAGEMENT	Implementation	The Code Review (second phase) and International Standards Review (first phase) - Comments from ASADA
15	STRATEGIC MANAGEMENT	Compliance	NSO Compliance Framework
16	TECHNOLOGY AND TELECOMMUNICATIONS	Agreements	TRIM Service Support with *** - October 2018

**SENSITIVITIES: NO**

RELEASED UNDER FOI

Subject Matter Lead:	Name/Position: s22(1)(a)(ii) CFO	Work Phone:	Mobile Phone: s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii) Deputy CEO	Work Phone: s22(1)(a)(ii)	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 4 October 2018		Last Updated: 12 February 2019	





Australian Government

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## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 12(a)

Brief Title: AAT Matters (Bruce Francis—FOI)

### SUBJECT / ISSUE

Finalised Administrative Appeals Tribunal (**AAT**) Matter about a Freedom of Information request.

### KEY POINTS

- In June 2016 ASADA received a request under the FOI Act for access to Doping Control Forms signed by players at the Essendon Football Club.
- ASADA refused access to those forms and the applicant sought review by the Australian Information Commissioner.
- On 14 November 2017 the Australian Information Commissioner held that the documents were exempt.
- The applicant sought review by the Administrative Appeals Tribunal. A hearing took place on 3 July 2018 in Brisbane.
- On 4 January 2019 the Tribunal affirmed the decision under review.
- On 24 January 2019, in response to a request by ASADA, the Tribunal made orders prohibiting access to certain ASADA Confidential Information.

### BUDGET ALLOCATION

- At 8 Feb 19, the Australian Government Solicitor's costs in this matter amount to \$68,157.58 (inc. GST).

## SENSITIVITIES: YES

- Although the decision in this matter is public, the matter dealt with documents that have been found to be confidential and remain as such.
- The matter has attracted media attention in Victoria.

## BACKGROUND

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### 01.01.2016 - YTD (31.01.2019)

- 112 total FOI requests received by ASADA in the period
- 76 Cobia related FOI requests
- s47F

### 2017/2018 FY

- 39 total FOI requests received by ASADA in the period
- \$225,801.13 in salary and associated costs in order to respond to the increase in number of FOI requests
  - \$68,157.58 in legal fees to the AGS (24.11.2017 – January 2019)
- The funds were spent as per ASADA's obligation to protect the privacy of athletes under the WADA Code Privacy Act and contracts with sports (AFL) including obligations of privacy and confidentiality
- ASADA protects the information of athletes and generally does not disclose information relating to testing to ensure the protection of sensitive information
- In the collection of athlete information ASADA advises the athlete their information is protected
- Documents in question found to be exempt on release by both the OAIC and AAT

Subject Matter Lead:	s22(1)(a)(ii) Director Legal Services	Work Phone	Mobile Phone:
Cleared by:	s22(1)(a)(ii) Deputy CEO	Work Phone	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 4 October 2018		Last Updated: 20 February 2019	



Australian Government

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## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 12b

Brief Title: AAT Matters (Athlete v ADRV)

### SUBJECT / ISSUE

Current matter before the AAT.

### KEY POINTS

- On 2 January 2019, the Athlete lodged an application with the AAT for review of the ADRV decision (assertion of possible ADRVs)
- This matter has been listed for a teleconference on 28 March 2019.
- The case remains confidential pending finalization of the matter in accordance with the requirements of the WADC and subject to any orders made by the AAT.

### BUDGET ALLOCATION

- The Australian Government Solicitor has been engaged to instruct Counsel in this matter on behalf of the ADRV.
- There are likely to be significant legal costs in this matter.

### SENSITIVITIES: YES

- The matter relates to ongoing litigation and it would be inappropriate to comment in detail until the matter is concluded.
- The Athlete is currently subject to a mandatory provisional suspension, which prohibits him from coaching other members of Athletics Australia. As the Athlete has breached this requirement, ASADA has recommended that he does not receive any credit for the period of the provisional suspension.
- The matter has not attracted media attention.

### BACKGROUND

Nil

Subject Matter Lead:	Name/Position: s22(1)(a)(ii) Director Legal Services	Work Phone:	Mobile Phone:
Cleared by:	s22(1)(a)(ii), Deputy CEO	Work Phone: (02) s22(1)(a)	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 4 October 2018		Last Updated: 6 February 2019	



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## SENATE ADDITIONAL ESTIMATES - FEBRUARY 2019

Brief Number 13

Brief Title: Operation Cobia

### SUBJECT / ISSUE

This brief outlines the details relating to Operation Cobia.

### KEY POINTS

What is the status of ASADA's Operation Cobia?

- ASADA's Operation Cobia investigation is finished.
- ASADA's investigation was subject to a level of external scrutiny that has never before been seen in an Australian anti-doping investigation. This included:
  - multiple Federal Court challenges;
  - multiple anti-doping hearings;
  - Swiss Federal Court review;
  - complaints made by third parties to the Commonwealth Ombudsman; and
  - complaints made to this Senate Committee.
- At all times the conduct of ASADA and its staff were vindicated.
- In addition, ASADA reviewed key aspects of the investigation such as what worked well and areas where we would give greater focus in the future. Organisations like the AFL and NRL conducted their own analysis and strengthened their governance and integrity units.
- The fight against doping continues and it is important that ASADA moves on from the investigation and continues work with our partners and invests in innovative education programmes and intelligence to stop doping scandals before they happen.

Subject Matter Lead:	Name/Position: s22(1)(a)(ii), Director Legal Services	Work Phone:	Mobile Phone:
Cleared by:	s22(1)(a)(ii), Deputy CEO	Work Phone: (02) s22(1)(a)	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 4 October 2018		Last Updated: 19 February 2019	



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Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 14

Brief Title: Education and Strategy Programs

### SUBJECT / ISSUE

Overview of current education and innovation programs.

### KEY POINTS

A key component of the \$6.2m in government funding provided to ASADA for the 2018/19 FY has contributed to the development and implementation of ASADA's enhanced Education and Innovation Programs.

ASADA's education and innovation priorities are:

- Develop tailored education resources in partnership with sports
- Expand the reach of anti-doping education to grassroots and community levels, including through schools
- Develop innovative resources using cutting-edge technology to increase athlete engagement
- Expand the reach and effectiveness of face-to-face education through the implementation of a new presenter network and new engaging content
- Enhance the relevance of online content through the development of bite-sized courses on specific anti-doping issues

### Face to Face completions

<i>July 1, 2018 – Jan 31, 2019</i>	<i># of sports</i>	<i>July 1, 2017 – Jan 31, 2018</i>
48	21	29

### Outreach completions

<i>July 1 2018 – Jan 31, 2019</i>	<i># of sports</i>	<i>July 1 2017 – Jan 31, 2018</i>
5	5	3

Note: ASADA has just employed 17 new casual education presenters, which will enable ASADA to increase its face to face delivery output significantly. 14 of the 17 presenters have represented or currently represent Australia in their sport.

### Online completions

<i>Course name</i>	<i>Completions July 1, 2018 – Jan 31, 2019</i>
Level 1	7214

Level 2	4011
Ethical Decision Making	1316
<b>Total core course completions:</b>	<b>12541</b>

### ASADA innovation statistics

<i>Activity</i>	<i>Total completions since launch</i>
App downloads	12,292
Supplements added to app	~750
Virtual Reality online completions	7500+

<i>Activity</i>	<i>July 1, 2018 – Jan 31, 2019</i>
App downloads	6,139
Virtual Reality online completions	6851

### Completed resources

<i>Resource name</i>	<i>Audience</i>
Three Food First posters	Sub-elite NRL players
Customised testing guide	AFLW Elite players
Parents Guide to Support Clean Sport online course	Parents at community sport level
Parents Guide to Support Clean Sport Brochure	Parents at community sport level
Parents Guide to Support Clean Sport Brochure – NRL customised	Parents of sub-elite NRL players
TUE process flow chart	AFL players
Enhanced doping control virtual reality experience in partnership with WADA	All sports: elite and sub-elite
Dangers of Doping brochure	All sports: all levels
Effectiveness of Supplements video	All sports: all levels
Health Effects of Supplements video	All sports: all levels
Three Whereabouts posters	Swimming Australia athletes
Ethical Decision Making online course	All sports: all levels
Level 2 online course	All sports: elite

### Projects underway

Resource name		Audience	
Subject Matter Lead:	Name/Position: s22(1)(a) Director Education & Innovation	Work Phone:	Mobile Phone: s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii) Deputy CEO	Work Phone: s22(1)(a)(ii)	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 23 October 2018		Last Updated: 18 February 2019	



Online anti-doping 101 course	Community sport participants and school students
Online supplements course	All sports: all levels
Health Effects VR	All sports: all levels
Enhancement of the ASADA app	All sports: all levels
Clean Sport resources for the education sector	Teachers
Development of education strategies with high priority sport	NSO's
Health effects videos in collaboration with USADA	All sports: all levels

## BACKGROUND

ASADA's Education and Innovation budget has increased from \$0.568m in 2017-18 to \$1.8m in 2018-19. In the mid-year review, the figure was revised to \$1.5m for 2018-19.

This additional funding has supported:

- Three new staff members
- The development of education strategies with high priority sports
- Increased face to face and outreach events, at no cost to the sport
- The development of tailored education resources for high priority sports
- New innovative technologies to cut through with the younger audience on key anti-doping issues
- New online resources to enhance reach to all Australians
- Enhanced engagement within schools
- Enhanced engagement at the community sport level

## BUDGET ALLOCATION – \$1.5m

## SENSITIVITIES: NO

Subject Matter Lead:	Name/Position: s22(1)(a) Director Education & Innovation	Work Phone:	Mobile Phone: s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii) Deputy CEO	Work Phone: s22(1)(a)(ii)	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 23 October 2018		Last Updated: 18 February 2019	

RELEASED UNDER FOI

Subject Matter Lead:	Name/Position: s22(1)(a) Director Education & Innovation	Work Phone:	Mobile Phone: s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii) Deputy CEO	Work Phone: s22(1)(a)(ii)	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 23 October 2018		Last Updated: 18 February 2019	



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 15

Brief Title: Accommodation

### SUBJECT / ISSUE

This brief outline details relating to ASADA's new tenancy arrangements.

### KEY POINTS

- After receiving Department of Finance approval, on 23 July 2018 ASADA entered into an Agreement for Lease for a new tenancy (within our existing location) for a period of ten (10) years with a further option for 2 years.
- The project was conducted under managed services arrangements with Health Property Services and was completed on schedule on 7 December 2018.
- The floorplan provides for 83 dedicated workpoints and accommodates additional staffing levels incorporated in ASADA's 2018-19 budget measure (an increase in 50% in the average staffing level (ASL) from 50 to 76).
- The tenancy has been designed to support the strategic capability requirements incorporated in the 2018-19 Sport – Building a more active Australia Measure and anticipating the requirements of a National Sport Integrity Commission.

### BUDGET ALLOCATION

- The current PBS had an initial estimate of \$2.200m (including \$1.700m in capital costs) for the tenancy project of which \$0.826m was provided in the 2017-18 Modernisation Fund Measure.
- After the conclusion of the detailed specification and procurement processes the revised project cost is \$2.736m (excluding GST) which reflects a combination of an increase in the floorspace requirement (30% and 26 ASL)

and specification to support the strategic capability requirements incorporated in the 2018-19 Sport – Building a more active Australia Measure.

- On-going property costs are planned to achieve a reduction of 50% in accordance with the 2017-18 Modernisation Fund Measure through a combination of improved staff density, revised market lease costs, and reductions in property related costs due to a reduced footprint.
- The planned 83 workpoints is consistent with the government current staff density guidelines (PRODAC).

#### SENSITIVITIES: YES

- ASADA may be asked if the tenancy planning makes provision for any potential outcomes from the Wood Integrity Review.
- Project planning for the National Sport Integrity Commission (NSIC) will consider the strategic capability requirements of the commission, including options at the current site.

▪ s47D



#### BACKGROUND

Nil

Subject Matter Lead:	Name/Position: s22(1)(a)(ii) CFO	Work Phone:	Mobile Phone: s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii) Deputy CEO	Work Phone: s22(1)(a)(ii)	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 4 October 2018		Last Updated: 6 February 2019	



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBURARY 2019

Brief Number 16

Brief Title: ASADA ICT Strategy

### SUBJECT / ISSUE

This brief described the ASADA ICT strategy required to implement the ASADA business strategy.

### KEY POINTS

- Digital strategy aligns to Government Cloud Strategy and Security Policy
- Significant uplift in Cyber Security Resilience in response to Fancy Bears threat
- Discussed with DTA (Digital Transformation Agency) and ASCS (Australian Cyber Security Centre) staff. Both groups strongly supported the approach.
- Response to changing business focus to being intelligence led.
- Strong focus on cloud services and platforms at Unclassified and Protected levels.
- Significant capability already delivered and digitization of business processes planned this year with a significant enhancement to security posture.

### BUDGET ALLOCATION

- \$0.500M additional investment in FY18-19 to date.
- Planned expenditure in FY18-19 is \$0.955m with \$1.4m in FY19-20.

### SENSITIVITIES: YES/NO

- No

### BACKGROUND

ASADA business model is changing from logistics management to an intelligence informed organisation, this requires changes to the way ASADA works and our ability to integrate with other organisations locally and globally.

Key points of the strategy are:

- Strategy agreed with ASADA executive in November 2018. Funding for FY18-19 is being absorbed within ASADA budgets. Additional funding approved for FY19-20.
- Design is aligned to the Government Cloud Strategy and Cyber Security Policy.

Implemented so far:

- First phase of the strategy aimed at supporting 'The Future' operating model and addressing interoperability of existing ASADA systems,
- Addressing critical and immediate security requirements to protect the information of athletes with a focus on the outcomes of Fancy Bears; and
- Establishing core communications tooling.

Key outcomes for this calendar year:

- Moving to a Desktop security model which is industry best security practice.
- Complementing the transition to a National Sports Integrity Commission.
- Implementing team based collaboration tooling.
- Implementation of Protected data intelligence and analytics to drive intelligence led outcomes across ASADA.

RELEASED UNDER FOI

Subject Matter Lead:	s22 [REDACTED] CIO	s22 [REDACTED]	
Cleared by:	s22 [REDACTED] CFO	s22 [REDACTED]	s22 [REDACTED]
Date Brief Created: 6 February 2019		Last Updated: 6 February 2019	





Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number: 17

Brief Title: Cyber Environment

### SUBJECT / ISSUE

Significant investment and uplift in Cyber Security capability in response to Fancy Bears Phishing attacks.

### KEY POINTS

- Addressing critical and immediate security requirements to protect the information of athletes with a focus on the outcomes of Fancy Bears
- Focus has been on staff behavior and end user security, further technical investment needed in 2019 and 2020.

### SENSITIVITIES: YES/NO

- No.

### BACKGROUND

The security risk profile for ASADA increased significantly in late 2018 due to media coverage of WADA decisions around inclusions of Russia in international competition; resulting in a period of sustained attack by APT10 (Fancy Bears) a well-known Russian Cyber group aligned with Russian Government messaging.

- Focus of attacks was on using Phishing emails to ASADA staff, A type of attack which has been successful against WADA in the past.
- ASADA implemented technical controls, increased DHS Gateway monitoring, emergency incident escalation processes and an education program combined with continuous Phishing testing of staff in response to the threat.
- Measurement of responses (clicks) to these Phishing tests has shown ASADA now has a low risk level to this type of attack.
- Undertook an external and internal penetration test to measure the effectiveness of technical controls. No external vulnerabilities were found, but issues around password strength and user access rights were identified.
- Technical controls have been implemented to restrict user rights, improve password strength and limit the ability of an attacker to compromise information if an attack was successful.

Subject Matter Lead:	s22(1)(a)(ii) CIO	s22(1)(a)	
Cleared by:	s22(1)(a)(ii) CFO	s22(1)(a)	s22(1)(a)(ii)
Date Brief Created: 6 February 2019		Last Updated: 6 February 2019	



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 18

Brief Title: ANAO Enterprise Bargaining Outcomes

### SUBJECT / ISSUE

Summarise the outcomes of the ANAO's performance audit on 'Implementation of the Australian Government's Workplace Bargaining Framework' as it applies to ASADA.

### KEY POINTS

- Audit of seven entities ranging from Extra Large (DHS) to micro (ASADA), offering remuneration increases of 2.6% (CSC), 4.5% (APSC) and 6% all others.
- The bargaining timelines from first ballot to implementation ranged from 358 days (CSC) to 1311 days (ASADA). The duration of ASADA's bargaining process was mainly due to:
  - ASADA was undergoing a contestability review
  - ASADA was unable to find productivity offsets
  - Waited for Department of Health to bargain and use their process as a template.
- Governance Arrangements: ASADA was found to have 'Limited' governance arrangements.
  - ASADA maintains that the size of the agency allowed for regular communication with the bargaining team and staff;
  - Strategic decision making and risk management was conducted regularly and at the appropriate levels;ASADA maintains that the entity did assess, manage and monitor risk through this governance arrangement.  
**ASADA will establish appropriate levels of governance in future bargaining.**

- Communications Strategy: ASADA was found to have established a communications strategy and staff engagement activities, but not timely or complete.

**ASADA will establish appropriate communications plans in future bargaining**

- Affordability: ASADA was unable to provide evidence that the offer could be funded from within existing future resources.

**ASADA will utilise a robust costing model to demonstrate affordability and provide to the CEO in future bargaining.**

## BACKGROUND

Nil

RELEASED UNDER FOI

Subject Matter Lead:	Name/Position: s22(1)(a)(ii) CFO	Work Phone:	Mobile Phone: s22(1)(a)(ii)
Cleared by:	s22(1)(a)(ii) Deputy CEO	Work Phone: s22(1)(a)(ii)	Mobile Phone: s22(1)(a)(ii)
Date Brief Created: 4 October 2018		Last Updated: 12 February 2019	



Australian Government

Australian Sports Anti-Doping Authority

## SENATE ADDITIONAL ESTIMATES – FEBRUARY 2019

Brief Number 19

Brief Title: 1 and 2 Year Funding Arrangements

### SUBJECT / ISSUE

Discuss the funding arrangements for 2019-20 and 2020-21

### KEY POINTS

- ASADA received \$3.8m in 2018-19 to fund 26 ASL to enhance its Anti-Doping framework.
- The Government's announcement on 12<sup>th</sup> Feb 2019, further committed to funding \$3.8m for 26 additional ASL in 2019-20 and 2020-21, in response to Wood Review recommendations.
- ASADA ceases to exist on 30 June 2020 with the commencement of Sport Integrity Australia (SIA) and ASADA's funding transfers to SIA in 2020-21.
- ASADA's permanent staff will automatically transfer to SIA 2020-21.
- ASADA must risk manage the employment arrangements of 26 non-ongoing staff during 2019-20 and 2020-21 to ensure the ongoing commitment to enhancing the Anti-Doping framework.
- There is no funding allocated to ASADA or SIA in the forward estimates beyond 2020-21. Whilst ASADA's profile and support for SIA is high, this presents uncertainty for the agencies around funding, staffing arrangements, performance metrics and governance.

### BACKGROUND

- The new measure states that ASADA's 26.3 ASL terminate at the end of 2019-20 and that the SIA 44.3 (including ASADA's 26) ASL terminate at the end of 2020-21.

- Whilst there is nothing preventing ASADA from recruiting permanent ongoing staff to fill the 26, it is inferred by the terminating funding arrangement that the additional ASL have not be approved on an ongoing basis.
- Risks associated with the terminating funding and the fact that ASADA and SIA have uncertainty beyond the forward estimates include;
  - Reduced staff satisfaction due to job insecurity, low morale, high attrition
  - Reduced productivity as staff might be job hunting.
  - Disruption to operations and delivery of ASADA/SIA strategy.
  - Increased recruitment cost.
- ASADA's intention is to offer the 26 non-ongoing staff two-year contracts to ensure that the work commenced in 2018-19 will continue, and that the best possible expertise will be available to assist the Taskforce in implementing SIA.
- Non-ongoing contracts provide some level of flexibility should the direction of SIA change, however terminating these contracts comes at an administrative and financial cost due to ASADA's EA provisions.
- Due to the timing of the Minister's announcement, the funding measure "Sport-Building a more active Australia" is reported in the PAES 2018-19 as a Decision Taken But Not Yet Announced (DTBNA)

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