

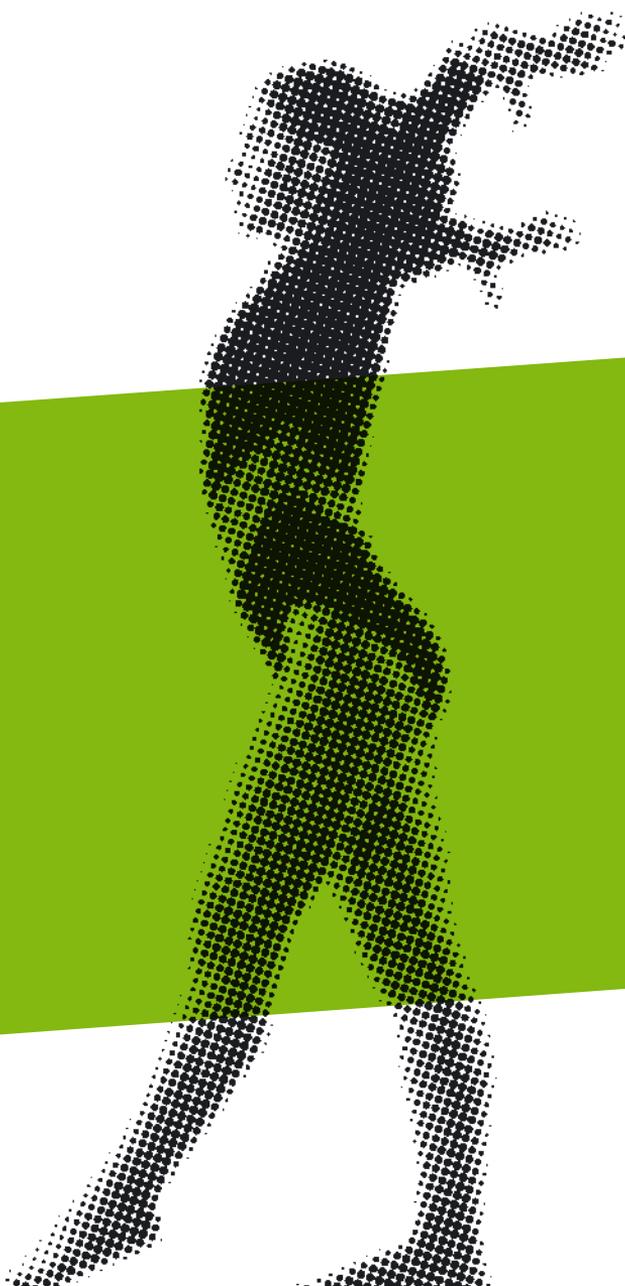


Australian Government

Australian Sports Anti-Doping Authority

AUSTRALIAN SPORTS ANTI-DOPING AUTHORITY  
**ANNUAL REPORT**

ASADA.GOV.AU



2015  
2016

# ABOUT THIS REPORT

Australian Sports Anti-Doping Authority

2015–16 Annual Report

Canberra

This report provides a detailed account of the operations and performance of the Australian Sports Anti-Doping Authority (ASADA) for the financial year ended 30 June 2016. It has been prepared for the Minister for Sport, to be tabled in both Houses of the Parliament of Australia.

## Online availability

The whole report is available at <[www.asada.gov.au/about-asada/corporate-information/annual-reports](http://www.asada.gov.au/about-asada/corporate-information/annual-reports)>.

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# LETTER OF TRANSMITTAL

19 October 2016

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

Dear Minister

I am pleased to present the Australian Sports Anti-Doping Authority's annual report for the financial year ended 30 June 2016.

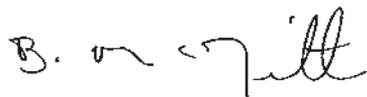
This report has been prepared in accordance with section 63 of the *Public Service Act 1999* and section 46 of the *Public Governance, Performance and Accountability Act 2013*.

Subsection 63(1) of the *Public Service Act 1999* requires me to provide you with a report for presentation to the Parliament. The report meets the requirements for non-corporate Commonwealth entities' annual reports as prescribed by Subdivision A of Division 3A of the *Public Governance, Performance and Accountability Rule 2014*.

This report also contains content required by subsection 74(1) of the *Australian Sports Anti-Doping Authority Act 2006* and is in line with Department of Finance's *Resource Management Guide No. 134 Annual performance statements for Commonwealth entities* and *Resource Management Guide No. 135 Annual reports for non-corporate Commonwealth entities*.

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

Yours sincerely



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

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ASADA CEO BEN MCDEVITT AM APM

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## MESSAGE FROM THE CEO

The 2015–16 reporting period was another year of achievement for ASADA.

Through a combination of our international and domestic efforts we have continued to work toward achieving our purpose of protecting the health of Australian athletes and the integrity of Australian sport by minimising the risk of doping.

The year began with ASADA entering into partnerships with the Australian Olympic Committee and the Australian Paralympic Committee to develop and implement anti-doping programs for the Australian teams heading to the Rio 2016 Olympic and Paralympic Games. By the end of the reporting period, 2,020 tests were conducted on athletes competing for Olympic or Paralympic selection. In addition, ASADA rolled out a range of anti-doping educational activities and resources for potential Olympians, Paralympians and support personnel in the lead up to the Games.

The detection of anti-doping rule violations is an information-dependent activity. Tip-offs, scientific analysis and information collected by partner agencies are important sources of intelligence for ASADA that assist us to optimally target our resources. Throughout 2015–16, we used confidentially supplied information from concerned sportspeople, members of the public, and partner agencies to detect instances of doping via both targeted testing and intelligence-led investigations.

Our intelligence-gathering and investigative capabilities were bolstered during the year through strategic secondments with the Australian Federal Police and the Australian Border Force, and the entry into information-sharing arrangements with South Australia Police and the Office of the Victorian Racing Integrity Commissioner.

Our participation in WADA's successful appeal to the Court of Arbitration for Sport (CAS) of the AFL Anti-Doping Tribunal decision in relation to the 34 current and former players of the Essendon Football Club is well known. I felt an appeal to the CAS, while not an option directly available to ASADA at that time, was necessary to protect Australia's reputation for clean

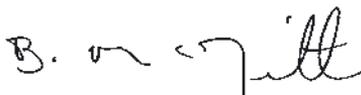
sport. I am proud that ASADA pursued this matter until the truth of what had occurred at the Essendon Football Club was revealed. Walking away from a case because it is too complex or too difficult or taking too long is not an option and never will be.

We also had other successes before the CAS, including a world-first sanction of an athlete for the intravenous use of the substance dextran. As well, through our enforcement work before and during 2015–16, 14 sports were able to impose sanctions on 63 athletes.

Australia, and the international community, will continue to experience threats to the integrity of sport arising from sophisticated doping. To counter these threats, the global anti-doping community needs to work together in new ways. A prime example of this was our work through the year with counterpart national anti-doping agencies on joint initiatives to promote clean, fair sport internationally, including the WADA-IOC taskforce. Formed in March 2016 in preparation for the Rio 2016 Games, the taskforce collected and shared regional intelligence to inform international testing plans, identified high risk sports and athletes, and implemented taskforce recommendations. In June 2016, we entered into a Memorandum of Understanding with WADA and the Indian National Anti-Doping Agency to underpin activities aimed at strengthening India's national anti-doping program.

On 14 March 2016, we commemorated the 10th anniversary of ASADA's establishment. Our establishment coincided with the 2006 Melbourne Commonwealth Games—ten years on, we are looking ahead to another Commonwealth Games, this time on the Gold Coast in 2018, where we will be working with stakeholders to implement an effective pre-Games anti-doping program.

Also looking ahead, we will continue to expand our intelligence and investigative functions through the negotiation of information-sharing arrangements with law enforcement and other regulatory agencies, and will be adding value to those relationships by developing strategic and operational intelligence products to share with them and other external stakeholders.



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



# 01

## OVERVIEW



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# 15:16 ANTI-DOPING AT A GLANCE

## ENGAGEMENT

**ALL  
94** 

RECOGNISED SPORTS HAVE  
ANTI-DOPING POLICIES

**88%**

SATISFACTION WITH  
ASADA'S PROGRAMS  
AND SERVICES

**157,808**

CHECK YOUR  
SUBSTANCES  
SEARCHES 

## DETERRENCE



**21,437**



COMPLETIONS OF ANTI-DOPING EDUCATION  
ACROSS 91 DIFFERENT SPORTS



**89%**

SATISFACTION  
WITH ANTI-DOPING  
EDUCATION 

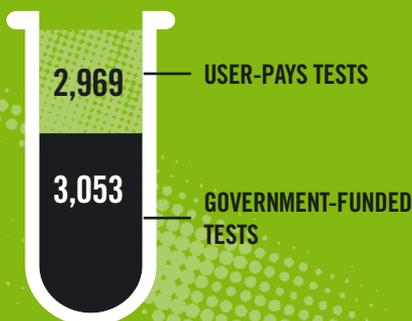


**88%**

ATHLETES WHO AGREED  
EDUCATION MINIMISED THEIR  
RISK OF ACCIDENTAL DOPING

## DETECTION

**6,022 TOTAL**  
ANTI-DOPING TESTS



**354**  
SAMPLES PLACED IN  
LONG-TERM STORAGE

63 EXTERNAL PARTY NOTIFICATIONS +  
134 ANONYMOUS TIP-OFFS +  
289 SCIENTIFIC ANALYSIS REPORTS +  
6 FIELD STAFF INCIDENT REPORTS =

**492 TOTAL**  
INTELLIGENCE  
INCIDENT REPORTS

**223**  
OFFSHORE  
GOVERNMENT-FUNDED  
TESTS IN 15 COUNTRIES



**26** INVESTIGATIONS  
PURSUED

## ENFORCEMENT

**18**  
SHOW CAUSE  
NOTICES  
ISSUED  
ACROSS  
**11**  
SPORTS

**100%**   
ASADA-LED CASES IN TRIBUNALS  
RESULTING IN DOPING VIOLATIONS

**33**   
SPORTS BANS  
PUBLICLY DISCLOSED

**63**  
SANCTIONS  
IMPOSED  
ACROSS  
**14**  
SPORTS

# 15:16 ANTI-DOPING AT A GLANCE

## CORPORATE

---

### REVENUE (MILLIONS)



### STAFF NUMBERS

42 ONGOING  
6 NON-ONGOING (FIXED TERM)  
185 CASUAL FIELD STAFF

# OLYMPIC AND PARALYMPIC PROGRAMS

---



**2,020 ANTI-DOPING TESTS**  
ON ATHLETES COMPETING FOR  
RIO OLYMPIC AND PARALYMPIC SELECTION

**100% PARALYMPIANS**  
**92% OLYMPIANS**  
COMPLETED ANTI-DOPING EDUCATION

## ASDMAC

---



**299**

**THERAPEUTIC USE EXEMPTIONS  
PROCESSED ACROSS 52 SPORTS**

# ANTI-DOPING: INTERNATIONAL

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*'In light of recent events, it is clear that WADA, and the anti-doping community, is facing a pivotal moment in its short history. The public's confidence has been shattered and it is up to us, the anti-doping community, to right the wrongs and turn this period of adversity into opportunity. Sport has had its wakeup call and the anti-doping community must find some of the answers to the questions posed today if we are to shore up trust, and give sport back its credibility.'*

**SIR CRAIG REEDIE, WADA PRESIDENT, 12TH ANTI-DOPING ORGANIZATION SYMPOSIUM, MARCH 2016**



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

The UNESCO Convention encourages States Parties to harmonise their laws on doping in sport and gives governments a practical tool for aligning their domestic legislation and policies with the Code. As a signatory to the UNESCO Convention, Australia implements anti-doping arrangements that are consistent with the principles of the Code. All States and Territories were consulted on the Australian Government's ratification of the UNESCO Convention through the Joint Standing Committee on Treaties process.

TABLE 1: MULTILATERAL ARRANGEMENTS

ARRANGEMENTS	TYPE OF ARRANGEMENT	PURPOSE OF ARRANGEMENT
UNESCO Convention	<p>A 'State Party' to the International Convention against Doping in Sport is a country that has ratified, accepted, approved or acceded to this international instrument, and is therefore legally bound by its provisions.</p> <p>As at 30 June 2016, 183 States Parties have ratified, accepted, approved or acceded to this international instrument.</p> <p>The Australian Government ratified the UNESCO Convention on 17 January 2006.</p>	<p>As the only United Nations agency with a sport mandate, UNESCO's role is to develop a comprehensive global anti-doping framework, which helps harmonise anti-doping rules and policies worldwide in support of the Code.</p> <p>Convention signatories meet every two years at an international conference. This conference provides an opportunity for discussion and debate on public policies in the fight against doping. The conference also determines the allocation of UNESCO funding to signatories recognised as requiring assistance to develop and implement effective anti-doping programs.</p>
International Anti-Doping Arrangement (IADA)	<p>IADA is an intergovernmental alliance between ten nations, including Australia, which works with each other to cooperatively pursue and promote anti-doping in sport.</p>	<p>The group meets annually to share experiences and gain a global perspective on international anti-doping practices. This helps enhance the expertise and knowledge throughout the network and work towards a best practice anti-doping control framework.</p>
Council of Europe Anti-Doping Convention	<p>The Anti-Doping Convention was opened for signature on 16 November 1989. To this day it has been ratified by 52 states and is open to non-Member States of the Council of Europe (it has been adopted by Australia).</p>	<p>The Convention sets a certain number of common standards and regulations requiring parties to adopt legislative, financial, technical, educational and other measures.</p> <p>The main objective of the Convention is to promote the national and international harmonisation of the measures to be taken against doping.</p>

The global harmonisation of anti-doping policies and practices is led by the World Anti-Doping Agency (WADA). There are three elements that together aim to encourage optimal harmonisation and best practice in international and national anti-doping programs:

01

**World Anti-Doping Code**

The Code is the core document that provides the framework for harmonised anti-doping policies, rules and regulations within sport organisations and among public authorities.

02

**International Standards**

The Standards are aimed at bringing harmonisation among anti-doping organisations responsible for specific technical and operational parts of anti-doping programs. These include the Prohibited List, Testing and Investigations, Laboratories, Therapeutic Use Exemptions (TUE), and the Protection of Privacy and Personal Information. Adherence to the International Standards is mandatory for compliance with the Code.

03

**Models of Best Practice**

The Models and Guidelines are based on the Code and International Standards that provide solutions in different areas of anti-doping.

# ANTI-DOPING: AUSTRALIA

*'Our clean athletes should take immense comfort knowing that ASADA is in their corner and willing and able to catch dopers.'*

**ASADA CEO, BEN MCDEVITT, PRESS CONFERENCE, JANUARY 2016**

Anti-doping has been a part of the Australian sporting landscape for 26 years. Oversight originally lay with the Australian Sports Drug Agency before the establishment of the Australian Sports Anti-Doping Authority (ASADA) in 2006.

The Australian Government is committed to the principle that prohibited drugs have no place in sport. To deliver on this commitment the Government has placed legislative responsibility for the administration of the national anti-doping program on ASADA.

## OUR VISION

**Clean, fair sport**

## OUR MISSION

**To protect clean sport through engagement, deterrence, detection and enforcement**

## OUR PURPOSE

We provide a comprehensive anti-doping program for the Australian sports community. Our purpose is to protect the health of Australian athletes and the integrity of Australian sport. We do this by working with sports, athletes, support personnel, government and law enforcement agencies to:

- > design and deliver education and communications programs
- > detect and manage anti-doping rule violations, from testing through to presenting cases at hearings and appeals
- > collect and analyse anti-doping intelligence, and conduct investigations of possible breaches of the anti-doping rules
- > monitor and report on sports' compliance with anti-doping policies
- > support athletes to meet their anti-doping obligations.

## PORTFOLIO

We sit within the Health portfolio, which is administered by the Minister for Sport, the Hon Sussan Ley MP.

Under section 24 of the *Australian Sports Anti-Doping Authority Act 2006* (the ASADA Act), the Minister may give directions to the ASADA Chief Executive Officer (CEO) in relation to the performance of their functions and powers. The Minister however cannot make a direction in relation to particular athletes or support people, or in relation to the testing of particular athletes. Ministerial directions are subject to disallowance by the Parliament.

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

## LEGISLATIVE BASIS

ASADA is a non-corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and its staff are employed under the *Public Service Act 1999*. We operate under the ASADA Act and the *Australian Sports Anti-Doping Authority Regulations 2006* (the ASADA Regulations), including the National Anti-Doping (NAD) scheme. Our activities are governed by a legislative framework and our obligations to implement the Code and International Standards in Australia.

### ASADA CEO functions and powers

The ASADA CEO's functions are generally set out in sections 21 and 22 of the ASADA Act.

## Statutory bodies

The ASADA Act includes the establishment of two statutory bodies—the Australian Sports Drug Medical Advisory Committee (ASDMAC) and the Anti-Doping Rule Violation Panel (ADRVP).

### *Anti-Doping Rule Violation Panel*

The role of the ADRVP is to assess information regarding possible anti-doping violations presented to it by the athlete or support person, ASADA and any other relevant party. After due consideration the ADRVP decides on whether to make an assertion that there has been a possible anti-doping rule violation by the athlete or support person. If the ADRVP makes an assertion that a possible anti-doping rule violation has been committed, the ASADA CEO notifies the sport. The athlete or support person then has the opportunity to elect to have a hearing before a sports tribunal.

ADRVP membership in 2015–16:

- > Professor Andrew McLachlan — Chair
- > Dr Diana Robinson
- > Zali Steggall OAM
- > Paul Carey
- > Stuart Thorn PSM
- > Professor Peter Fricker OAM
- > Hayden Opie (until 19 November 2015)

More information about the ADRVP is available in Chapter 7.

### *Australian Sports Drug Medical Advisory Committee*

As required under the Code, ASDMAC considers, and where appropriate approves, applications by athletes for the therapeutic use of a prohibited substance in sport. ASDMAC also provides a review mechanism for athletes to appeal an ASDMAC decision to reject a TUE application.

ASDMAC membership in 2015–16:

- > Dr Susan White — Chair
- > Dr Grace Bryant OAM
- > Dr Carolyn Broderick
- > Dr Charles Howse
- > Dr Anik Shawdon
- > Dr Geoff Thompson
- > Dr Larissa Trease

ASDMAC Review Panel membership:

- > Dr Peter Harcourt OAM
- > Dr Andrew Potter
- > Dr Mark Young

More information about ASDMAC is available in Chapter 8.

## OUTCOME

The Portfolio Budget Statements provide information on the funds allocated to ASADA to achieve the following outcome:

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

We work towards achieving our outcome through the delivery of activities encompassing the four key areas of anti-doping activity:

# 01

**Engagement** is achieved by strengthening relationships internally and externally to build anti-doping capabilities and sharing of information.

# 02

**Deterrence** is achieved through minimising the risk of doping through education, communications and testing.

# 03

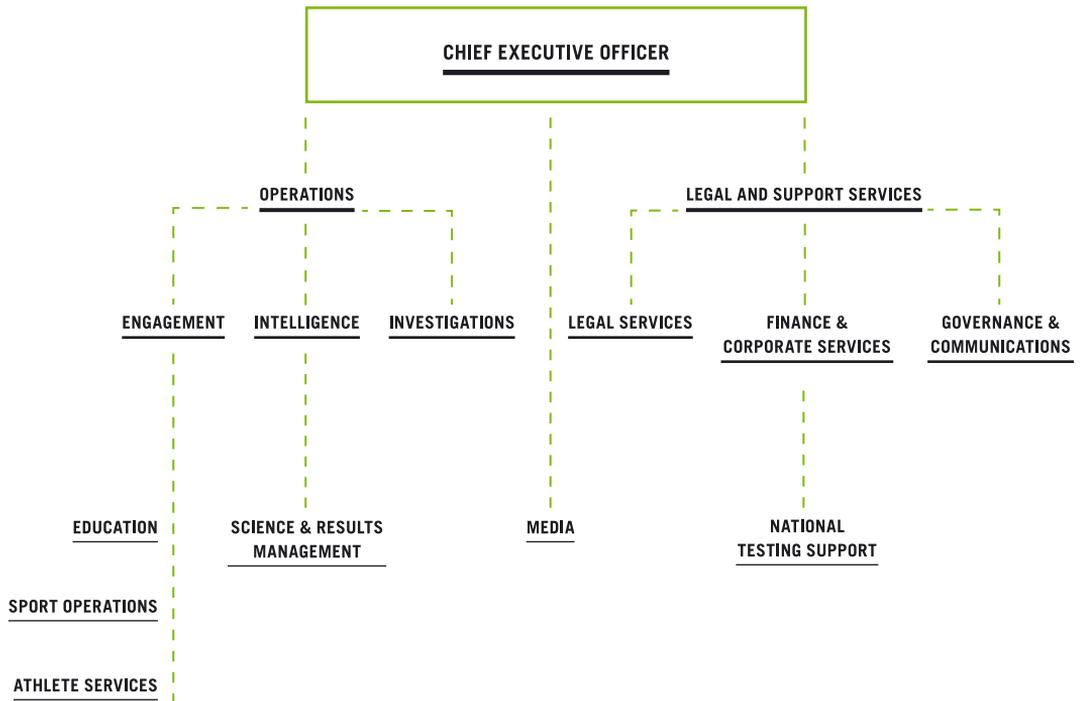
**Detection** is achieved through the gathering of intelligence, targeted testing, and investigation of possible breaches of the anti-doping rules.

# 04

**Enforcement** is achieved by managing possible anti-doping violations and presenting cases at hearings and appeals.

# ORGANISATIONAL STRUCTURE

FIGURE 1: ORGANISATIONAL STRUCTURE AS AT 30 JUNE 2016



# AUSTRALIA'S ANTI-DOPING FRAMEWORK

The purpose of the National Anti-Doping Framework (the Framework) is to align domestic anti-doping efforts in Australia through a set of agreed principles, alongside clearly identified areas for cooperation between the Australian and State and Territory Governments. Governments cannot act alone in this space. Success in fostering a culture hostile to doping requires cooperation with the sports sector.

FIGURE 2: DIAGRAMMATIC ILLUSTRATION OF AUSTRALIA'S ANTI-DOPING FRAMEWORK



## ASADA

Our responsibilities under the Framework are described under the heading 'Our purpose' earlier in the chapter.

The Framework also includes two statutory bodies established under the ASADA Act—ASDMAC and the ADRVP.

## AUSTRALIAN SPORTS COMMISSION

Under the Framework, the Australian Sports Commission's (ASC) role is to:

- > require National Sporting Organisations (NSO) as a condition of ASC recognition and funding to:
  - have an anti-doping policy conforming with the Code and approved by the ASADA CEO, and
  - acknowledge ASADA's powers and functions under the ASADA Act and NAD scheme
- > determine, in consultation with ASADA, whether to withhold recognition or funding from NSOs for non-compliance
- > require recipients of ASC athlete support grants to, as a condition of the grant, comply with the anti-doping policies of the ASC and the recipient's NSO, with the ASC having the right to require repayment of grant funds in the event of a breach, and
- > assist, cooperate and liaise with ASADA and other anti-doping organisations in relation to the conduct of any investigation and/or hearing into a potential violation.

## NATIONAL INTEGRITY OF SPORT UNIT

The National Integrity of Sport Unit (NISU), within the Department of Health, provides national oversight, monitoring and coordination of efforts to protect the integrity of sport in Australia from threats of match-fixing, doping and other forms of corruption.

## NATIONAL SPORTING ORGANISATIONS

Under the Framework, all ASC-recognised NSOs are:

- > required to have an anti-doping policy that complies with the Code, and acknowledges ASADA's powers and functions under the ASADA Act, ASADA Regulations and NAD scheme
- > required to implement anti-doping measures to the extent required by their respective International Federation, and
- > required to acknowledge ASADA's functions and powers under the ASADA Act and the NAD scheme and facilitate the execution of those functions and powers as reasonably required by ASADA.

## STATE AND TERRITORY GOVERNMENTS

Under the Framework, State and Territory Governments contribute to Australia's international obligations under the Convention and the Code through:

- > supporting the objectives of the Framework
- > expecting SSOs demonstrate compliance with the sports' anti-doping policy (as approved by ASADA) as a condition of receiving State/Territory funding
- > expecting athletes and their support staff at State institutes and academies of sport within their jurisdiction to be subject to a Code-compliant anti-doping policy
- > supporting anti-doping education, particularly at the sub-elite and community level, including the delivery of education by ASADA
- > supporting the enforcement of sanctions resulting from an anti-doping rule violation, including the appropriate withdrawal of funding for an athlete and/or athlete support person and access to State/Territory Government facilities (including State institutes of sport/State academies of sport) as provided for by the sanction

- > supporting cooperation between ASADA and relevant Australian/State Government law enforcement agencies in the investigation of potential violations (for example, where appropriate and feasible, the development of information sharing arrangements between ASADA and State/Territory agencies)
- > encouraging and assisting SSOs to support NSOs to fulfil their anti-doping roles and responsibilities
- > encouraging state-based organisations who deal directly with athletes or athlete support persons to support compliance with the anti-doping policies of their governing sporting organisation, and
- > advising ASADA of any possible anti-doping rule violations.

## OTHER AUSTRALIAN GOVERNMENT AGENCIES

Other Australian Government agencies contribute to Australia's anti-doping obligations under the Framework by:

- > sharing information that may assist ASADA in its investigations of doping allegations in Australian sport (Australian Federal Police, Department of Immigration and Border Protection, and Therapeutic Goods Administration)
- > analysing samples collected from athletes on behalf of ASADA and conducting anti-doping research (Australian Sports Drug Testing Laboratory).

## STATE SPORTING ORGANISATIONS

SSOs are obliged under the Framework to:

- > implement anti-doping measures to the extent required by their respective International Federations and NSOs, and
- > support the delivery of education to athletes, particularly junior athletes as to the dangers of doping and their obligations.

## PROFESSIONAL ASSOCIATIONS

Under the Framework, relevant professional associations (for example medical associations) have a role in:

- > developing and implementing codes of conduct, good practices and ethics relating to sport practices which are consistent with the principles of the Code
- > working with governments and the sporting community to develop such policies, and
- > making their members aware of the prohibited association anti-doping rule violation.

# ASADA OPERATING MODEL

During the reporting period we continued to implement changes to our operating model following an external review in 2014. The review identified opportunities to improve the efficiency, alignment and effectiveness of our core activities and deliver synchronised strategies addressing the risk of doping in sport. The operating model has four key areas of focus:

## 01

### **A more integrated strategy**

The model places ASADA in an ecosystem of Government agencies and sporting organisation integrity units that operate collaboratively to build and maintain integrity in sport.

## 02

### **An enhanced operating cycle**

The enhanced operating model represents a more integrated and holistic approach to anti-doping. It brings all of ASADA's capabilities to bear in a systematic manner.

## 03

### **Bringing engagement to the fore**

The model expands the existing focus on Deterrence–Detection–Enforcement to incorporate an additional focus up front on Engagement.

## 04

### **A focus on prevention**

An increased emphasis on engagement positions ASADA to expand activity in prevention as part of its anti-doping program.

We continued to implement the operating model during 2015–16 to improve the efficiency, alignment and effectiveness of our core activities.

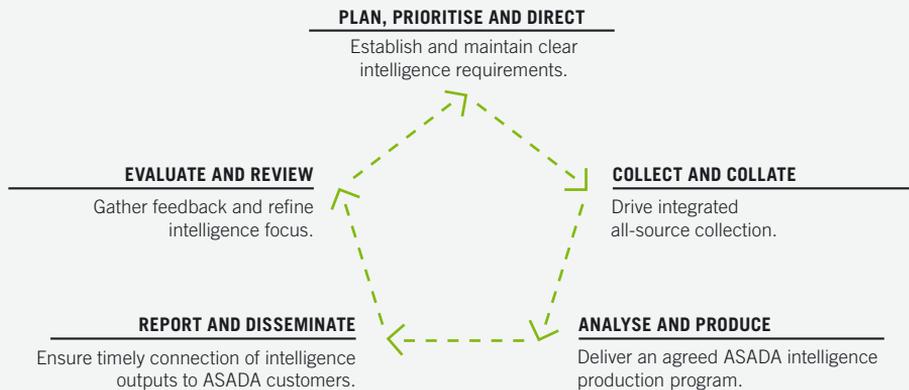
# ASADA OPERATING MODEL

## 01 ASSESSMENT

ASADA's intelligence capability provides strategic assessments, analysis of individuals, organisations and networks, and support to investigations. Assessments incorporate an environmental scan providing a snapshot of sports doping risk, segmented by sport or code, and by the nature of the doping or non-compliant behaviour.

Doping risk assessments consider:

- > intelligence picture and forecasts
- > international experience and activity
- > medical and social harms
- > links to other forms of criminality



## 04 EVALUATION

ASADA evaluates the effectiveness of its programs in achieving key outcomes by:

- > monitoring effects
- > gathering structured feedback
- > judging impact
- > identifying opportunities for improvement and refinement

### DATA COLLECTION

Intelligence-driven monitoring, structured feedback from stakeholders and performance indicators.

### PROGRAM EVALUATION

Assessment of impact of ASADA programs on each key focus areas and aggregate effectiveness of program's key outcomes.

### CONTINUOUS IMPROVEMENT

Identification of opportunities for improvements in program targeting, program delivery and ASADA capability.

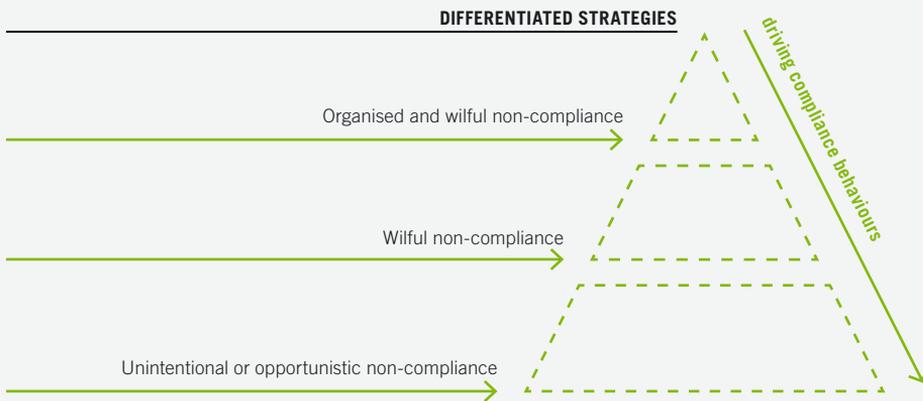
## 02 PRIORITISATION

Intelligence assessments inform strategy development:

- > Prioritises areas of focus
- > Areas to cooperate with partners to shape the sporting environment to reduce doping and encourage compliance
- > Indicates the mix of intervention strategies that may be appropriate to achieve desired levels of compliance
- > Identifies the effects being sought

Factors guiding anti-doping strategy development:

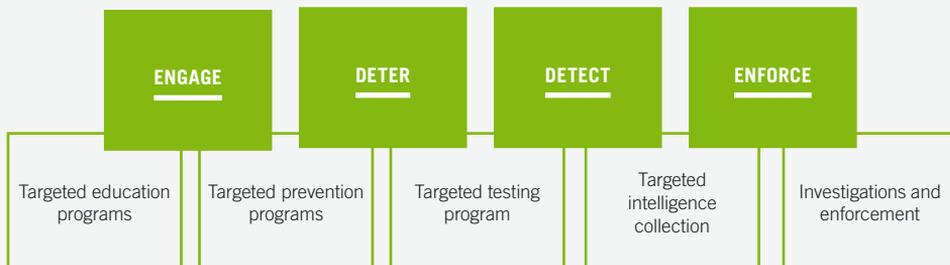
- > Priorities of Government
- > International obligations
- > Existing capabilities and capacity
- > Priorities of key stakeholders
- > Staff development and training needs
- > Information and intelligence collection priorities



## 03 INTERVENTION

Prioritisation assists ASADA to consider how to deploy its full spectrum of capabilities to achieve outcomes in each particular sporting discipline or focus area.

Interventions are combined and synchronised across ASADA, and with partner agencies, to drive tailored campaigns that deliver maximum sustained effects.







# 02

## ANNUAL PERFORMANCE STATEMENT

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**Australian Government**

**Australian Sports Anti-Doping Authority**

## STATEMENT BY THE ACCOUNTABLE AUTHORITY

As the accountable authority of the Australian Sports Anti-Doping Authority (ASADA), I present the ASADA Annual Performance Statement for 2015–16, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, and having considered the recommendations from the Audit Committee, the Annual Performance Statement accurately reflects ASADA's performance and complies with subsection 39(2) of the PGPA Act.

A handwritten signature in black ink, appearing to read 'B. McDevitt'.

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

# PURPOSE

**OUR PURPOSE IS TO PROTECT THE HEALTH OF AUSTRALIAN ATHLETES AND THE INTEGRITY OF AUSTRALIAN SPORT BY CARRYING OUT ACTIVITIES THAT ASSIST TO MINIMISE THE RISK OF DOPING.**

We provide a comprehensive anti-doping program for the Australian sports community consistent with our legislative framework. Our purpose is to protect the health of Australian athletes and the integrity of Australian sport. We do this by working with sports, athletes, support personnel, government and law enforcement agencies to:

- > design and deliver education and communications programs
- > detect and manage anti-doping rule violations, from testing through to the presentation of cases at hearings and appeals
- > collect and analyse anti-doping intelligence, and conduct investigations of possible breaches of the anti-doping rules
- > monitor and report on sports' compliance with anti-doping policies, and
- > support athletes to meet their anti-doping obligations.

# RESULTS

## ENGAGEMENT

### QUALITATIVE DELIVERABLE

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

### SOURCE

2015–16 ASADA Portfolio Budget Statements

### RESULT

#### Met

Engagement with sports is critical to the successful delivery of our anti-doping program. Our operating model strikes a balance between remaining independent, maintaining the confidence of key stakeholders and working collaboratively with partners to minimise the risk of doping in sport.

We are unable to protect the integrity of sport in isolation. We must form and maintain inclusive relationships with sporting organisations and work collaboratively to achieve the best outcomes for Australian athletes. To this end we are in regular contact with a number of sports administrators, legal representatives, support personnel and athlete representatives in the performance of our role.

We introduced a Sports Engagement Framework in 2015–16 to:

- ensure a customised and coherent approach to sports engagement across ASADA
- enable better-planned programs and services to sports and athletes
- provide a holistic and informed response to policy issues, and
- facilitate effective collaboration and information sharing.

Consistent with our Sports Engagement Framework, we met with a number of CEOs and executives of sporting bodies and major events during 2015–16. These meetings were intended to create a shared understanding of the doping risks relevant to each particular sport and enabled sports and ASADA to collaborate in the development of responses to harden against those risks.

We worked with the Australian Sports Commission (ASC) to review the performance of recognised sports against a set of key criteria set out in the Mandatory Sports Governance Principles. This process is designed to promote discussion about integrity and anti-doping issues at the executive level of sports, and provided us with the opportunity to explore areas of improvement with individual sports.

Of the national sporting organisations responding to the 2016 stakeholder survey:

- 75% agreed or strongly agreed ASADA had a good understanding of the conditions facing their sport
- more than 90% of sporting organisations thought ASADA assisted their organisation to meet their anti-doping requirements
- almost 80% of respondents viewed the way in which other sporting organisations responded to information about possible doping instances were good or very good.

### QUALITATIVE DELIVERABLE

Contribute to the global effort of combating doping in sport.

### SOURCE

2015–16 ASADA Portfolio Budget Statements

### RESULT

#### Met

During the reporting period we contributed to global discussions and shared our expertise through participation at a number of international forums and by hosting international delegates in Canberra.

In August 2015, we hosted the German anti-doping agency, Nationale Anti Doping Agentur Deutschland (NADA), and Drug Free Sport New Zealand (DFSNZ) for a three-day education exchange. The meetings, discussions and practical sessions covered all aspects of anti-doping education with a specific focus on eLearning, and how the three organisations could support and assist each other in this area.

On 26 and 27 August 2015, we hosted officials from the Indian National Anti-Doping Agency and WADA to initiate a project whereby we would share with India our expertise in delivering an effective and compliant anti-doping program. In June 2016, the three parties entered into a two-year Memorandum of Understanding to formalise the project.

On 2 and 3 October 2015, we attended a values-based education conference in Ottawa, Canada. The conference drew anti-doping experts from around the world to look at ways of improving global anti-doping education initiatives with a specific focus on values-based education.

In the latter half of 2015–16, we contributed our expertise to a number of international anti-doping forums and workshops.

In June 2016, we hosted a delegation from Japan. The delegation was provided with an overview of Australia's anti-doping policies and programs, with a specific focus on our intelligence and investigations work.

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**QUALITATIVE INDICATOR**

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

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**SOURCE**

2015–16 ASADA Portfolio Budget Statements

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**RESULT****Substantially met**

We aim for Australian sports to adopt harmonised anti-doping policies so everyone is subject to the same rules. This is expected to provide the consistency and clarity the sporting community needs to address current and future opportunities and challenges.

As a condition of Government funding, all Australian national sporting organisations must have an anti-doping policy approved by the ASADA CEO that complies with the mandatory provisions of the World Anti-Doping Code (the Code) and International Standards, and which acknowledges ASADA's powers and functions under the *Australian Sports Anti-Doping Authority Act 2006* and National Anti-Doping (NAD) scheme. As at 30 June 2016, all 94 recognised national sporting organisations had an approved anti-doping policy.

Of the national sporting organisations responding to the annual stakeholder survey:

- 81% felt ASADA had been effective or very effective in ensuring anti-doping policies were up-to-date and reflected the Code and ASADA's legislative framework
  - 68% felt ASADA's assistance in helping sports meet their anti-doping requirements were effective or very effective
  - 66% felt ASADA had effectively or very effectively explained changes in policies, procedures and processes.
-

## DETERRENCE

### QUANTITATIVE DELIVERABLE

Completion/attendance figures for ASADA's core education resources.

### SOURCE

2015–16 ASADA Portfolio Budget Statements

### 2015–16 TARGET

12,000

### 2015–16 ACTUAL

21,437 core anti-doping education resources completed

### RESULT

#### Met

Of the 21,437 core anti-doping education resources completed:

- 9,600 were online Level 1 courses<sup>1</sup>
- 5,753 were online Level 2 courses<sup>2</sup>
- 75 were face-to-face sessions attended by 3,184 athletes and support personnel
- 2,900 were outreach program exchanges with athletes and support personnel.

<sup>1</sup> The Level 1 anti-doping course covers the six key areas of anti-doping such as prohibited substances and methods, TUEs, doping control and whereabouts.

<sup>2</sup> The Level 2 anti-doping course covers more advanced topics in anti-doping and is updated annually to reflect current trends.

### QUALITATIVE INDICATOR

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

### SOURCE

2015–16 ASADA Portfolio Budget Statements

### RESULT

#### Substantially met

Anti-doping education was provided to 93% of recognised or funded national sporting organisations during 2015–16. Anti-doping education participants identified with 91 different sports, the majority of which were recognised by the ASC.<sup>3</sup>

During the period a total of:

- 15,353 Level 1 and 2 online courses were completed, and
- 6,084 athletes and support personnel attended face-to-face and outreach programs.

There were 9,600 online Level 1 courses completed in 2015–16. This course provided athletes and support personnel with the opportunity to learn about the key areas of anti-doping such as prohibited substances and methods, TUEs, doping control and whereabouts. The objective of the course is that participants build personal awareness of their anti-doping obligations. The 2015–16 completion rate for the online Level 1 course represented a 12% increase over the completion rate for 2014–15. Of the users completing the course during the reporting period, 94% claimed they had learnt something new and 87% found it relevant to their needs.

Of the athletes, support personnel and sports responding to the annual stakeholder survey:

- 89% were satisfied or very satisfied with the ASADA eLearning resource
- more than 90% were satisfied or very satisfied with the accessibility, delivery, accuracy and currency of anti-doping education
- 88% strongly agreed or agreed that ASADA's education and information services had minimised the risk of an accidental breach of the anti-doping regulations by an athlete
- 86% found ASADA's education program and materials were effective or very effective.

<sup>3</sup> A number of participants completing anti-doping education did not identify with a specific sport. For the purposes of reporting we have only counted those sports specifically identified by participants.

In addition to education, ASADA communicated a range of anti-doping messages to the sporting community throughout the year. A primary source of information for athletes and support personnel during the reporting period was the ASADA website, which experienced a total of 569,383 page views from 143,587 users in 2015–16. Of those who had visited the website and responded to our annual stakeholder survey:

- 89% were satisfied or very satisfied with the ASADA website
- 87% were satisfied or very satisfied with the ease of understanding the information on the website
- 87% were satisfied or very satisfied with the relevance of the content in meeting their needs.
- 80% were satisfied or very satisfied with the ease of finding specific information
- 90% of respondents were satisfied or very satisfied with the online 'Check Your Substances' resource
- 61% were satisfied or very satisfied with ASADA's social media platforms.

#### QUANTITATIVE INDICATOR

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

#### SOURCE

2015–16 ASADA Portfolio Budget Statements and 2015–16 Corporate Plan

#### 2015–16 TARGET

80%–85%

#### 2015–16 ACTUAL

97% awareness of ASADA legislation and 99% awareness of the Code

#### RESULT

**Met**

**QUALITATIVE INDICATOR**

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

**SOURCE**

2015–16 ASADA Portfolio Budget Statements

**RESULT****Met**

The 2016 annual stakeholder survey found 85% of stakeholders were confident or very confident that our activities reduced the risk of doping in sport.

**QUANTITATIVE INDICATOR**

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

**SOURCE**

2015–16 ASADA Portfolio Budget Statements and 2015–16 Corporate Plan

**2015–16 TARGET**

80%–85%

**2015–16 ACTUAL**

89% of participants who completed ASADA's education were satisfied with the anti-doping education and awareness-raising programs.

**RESULT****Met**

We continued to place great emphasis on our education and awareness-raising programs as a key tool in the prevention of doping in sport. The program is aimed at helping develop the essential knowledge, skills and attitudes and values required to maintain a level playing field in Australian sport.

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**PERFORMANCE MEASURE**

Percentage of athletes agreeing that ASADA's education and information services had minimised their risk of an accidental breach of the anti-doping regulations

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**SOURCE**

2015–16 Corporate Plan

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**2015–16 TARGET**

80–85%

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**2015–16 ACTUAL**

88% of athletes responding to the annual stakeholder survey strongly agreed or agreed that ASADA's education and information services had minimised their risk of an accidental breach of the anti-doping regulations.

---

**RESULT**

**Met**

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## DETECTION

### QUALITATIVE DELIVERABLE

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

### SOURCE

2015–16 ASADA Portfolio Budget Statements

### RESULT

#### Met

Our operating model identifies sports at risk of doping through an ongoing assessment process. These sports become the focus of our attention and tailored anti-doping programs are developed specific to the risk. Through the integration of anti-doping deterrence and detection functions (encompassing education, testing, intelligence and investigations) into a tailored program, we can provide a sport with a more holistic approach to the way it manages the risk of doping.

During 2015–16, we met with a number of sporting bodies and major event organisers to discuss the anti-doping needs specific to their sports. Of all these engagements, it was our work with the Australian Olympic Committee (AOC) and Australian Paralympic Committee (APC) that was a significant example during the reporting period.

The Rio 2016 anti-doping programs included:

- tailored online and face-to-face educational activities about specific rights and responsibilities at the Rio Olympic and Paralympic Games
- intelligence-led test plans that considered a range of factors in determining the allocation of tests, including the risk level of sports and athletes
- a targeted testing program beginning more than 12 months prior to the events, and
- the storage of selected samples for future testing.

The Olympic and Paralympic anti-doping programs were designed to maximise opportunities to detect cheating and protect clean athletes.

As with other sports under our responsibility, test distribution planning, sample collection and investigations for the Olympic and Paralympic teams were conducted in accordance with our policies and procedures which are based on the Code, the International Standard for Testing and Investigations (ISTI) and the NAD scheme.

Our efforts in delivering a leading deterrence and detection anti-doping program during the year received high levels of approval from respondents to our surveys:

- 89% of participants completing ASADA's education were satisfied with anti-doping education and awareness raising programs
- 83% of respondents found ASADA's testing activities and intelligence and investigative functions as effective or very effective.

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**QUANTITATIVE DELIVERABLE**

Number of Government-funded doping control tests conducted.

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**SOURCE**

2015–16 ASADA Portfolio Budget Statements

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**2015–16 TARGET**

2,700–3,400

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**2015–16 ACTUAL**

3,053 Government-funded doping control tests conducted.

---

**RESULT****Met**

In 2015–16, we carried out 3,053 Government-funded tests across 41 sports. The tests comprised 1,091 in-competition tests and 1,962 out-of-competition tests.

The sample collection process involves a series of activities with the athlete from the initial notification to the point when they leave the Doping Control Station, having provided urine and/or blood samples. Our sample collection is conducted by a trained team of accredited Doping Control Officers (DCO) and Chaperones. The blood collection service is provided by qualified phlebotomists and is conducted in the presence of a DCO and, if applicable, the athlete's representative.

---

**QUANTITATIVE DELIVERABLE**

Number of intelligence incident reports and referrals received by ASADA.

**SOURCE**

2015–16 ASADA Portfolio Budget Statements

**2015–16 TARGET**

500

**2015–16 ACTUAL**

492 intelligence incident reports received

**RESULT****Substantially met**

The intelligence incident reports received during 2015–16 comprised:

- 63 external party notifications
- 134 tip-offs
- 289 scientific analysis reports, and
- 6 field staff incident reports.

From just a single tip-off by a member of the public, we can start gathering intelligence on an athlete or support person. Tip-offs can be submitted through a secure online form, or by calling the ASADA hotline. These pieces of information can be as simple as seeing something suspicious, or overhearing people talk about doping.

Intelligence gathering can also arise from test results. While unusual blood or urine results on their own are not enough to establish a violation, they are recorded and used for target testing.

We also work with national sporting bodies, a number of which have specific employees assigned to protecting the integrity of the sport. We encourage the sporting community to report any concerns or suspicions about athletes or support staff.

Law enforcement and other government agencies are another valuable source of intelligence and we are committed to working collaboratively with these agencies to protect the integrity of sport from doping.

Our intelligence capability is only as good as the information people of integrity are willing to share with us.

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**QUANTITATIVE DELIVERABLE**

Number of incidents formally accepted as investigation cases.

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**SOURCE**

2015–16 ASADA Portfolio Budget Statements

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**2015–16 TARGET**

50

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**2015–16 ACTUAL**

Of the 98 intelligence incident reports accepted for further analysis, 26 matters were formally accepted as investigation cases.

---

**RESULT****Not met**

We have a number of complex cases under investigation. These cases involve multiple individuals and are more resource intensive in establishing possible anti-doping rule violations. To ensure we meet our requirements under the Code and the ISTI, we carry out a process of assessing each incident against a set of criteria. If an incident is assessed as meeting the criteria the Investigations team formally opens a case.

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**QUANTITATIVE INDICATOR**

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

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**SOURCE**

2015–16 ASADA Portfolio Budget Statements

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**2015–16 TARGET**

80%–85%

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**2015–16 ACTUAL**

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

---

**RESULT****Partially met**

The level of confidence has improved since previous periods, but remains lower than the target. We will continue to consider what actions are necessary to improve the outcome in this area.

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## ENFORCEMENT

### QUALITATIVE INDICATOR

All possible anti-doping rule violations are considered, and if action is deemed warranted, pursued in accordance with the Code and Australian legislation.

### SOURCE

2015–16 ASADA Portfolio Budget Statements

### RESULT

#### Met

Our policies and procedures require possible anti-doping rule violations to go through a process of evaluation, including:

- **Assessment:** Matters are assessed against a set of criteria to determine whether they should be investigated. This process involves the consideration of legislative requirements.
- **Investigation:** Each matter referred for investigation is supported by a case management process that ensures investigations are able to withstand administrative, management and external scrutiny. The process also ensures that critical decision making during an investigation is appropriate, made at the relevant level, and is robust and transparent.
- **Enforcement:** Following an investigation, matters are referred to the legal services area for enforcement consideration in accordance with Australian legislation and the Code. Following CEO notification of individuals, the CEO refers matters to the Anti-Doping Rule Violation Panel (ADRVP).

ASADA and its employees are required to act lawfully. The functions of ASADA's CEO are set out in the ASADA Act and Regulations, including the NAD scheme. The ASADA CEO's decisions are subject to judicial review and ASADA's work more generally is subject to scrutiny by Parliament and other entities, such as the Commonwealth Ombudsman.

Amongst other matters, the ASADA CEO is required to have regard to the Code in the exercise of powers under the NAD scheme. The Code is the document that applies consistent regulations regarding anti-doping across all sports and all countries. It provides a framework for anti-doping policies, rules and regulations for sport organisations and public authorities. Where ASADA acts on behalf of a sport and makes decisions under its anti-doping policy, WADA or a relevant International Federation (IF) can appeal those decisions to the CAS.

In 2015–16, there were no judicial reviews of decisions by the ASADA CEO and no successful challenges on procedural grounds for non-compliance with ASADA legislation and the Code in sports tribunals.

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**PERFORMANCE MEASURE**

Number of 'show cause' notices issued to athletes or support personnel.

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**SOURCE**

2015–16 Corporate Plan

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**2015–16 TARGET**

5% increase on the number issued in the previous year

---

**RESULT****Not met**

When the ASADA CEO reaches a conclusion that a possible doping violation has occurred, it is incumbent on the CEO under ASADA's legislative framework to put formal allegations (via a 'show cause' notice) to an athlete or support person and invite them to respond.

In 2015–16, the ASADA CEO issued 18 'show cause' notices to athletes compared to 54 notices in the previous reporting period. This represented a 66% decline in 'show cause' notices issued. The decrease can be attributed to a number of possible factors including:

- return to business-as-usual activities following the Operation Cobia investigation
  - greater scope for athletes testing positive to obtain retroactive TUEs
  - delays in obtaining intelligence information from external sources
  - complex and lengthy investigations
  - focus on Olympic and Paralympic anti-doping programs, and
  - increased awareness by athletes and support persons of the consequences resulting from doping in sport.
-

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**PERFORMANCE MEASURE**

Percentage of cases conducted by ASADA in tribunals that result in a finding of an anti-doping rule violation.

---

**SOURCE**

2015–16 Corporate Plan

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**2015–16 TARGET**

80–85%

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**RESULT**

**Met**

100% of cases conducted by ASADA at the CAS and sports tribunals resulted in a finding of an anti-doping rule violation.

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# ANALYSIS OF PERFORMANCE

Through a combination of our international and domestic efforts we have continued to work towards achieving our purpose of protecting the health of Australian athletes and the integrity of Australian sport by minimising the risk of doping.

During 2015–16, WADA and other national anti-doping agencies sought to share our expertise in areas such as intelligence and investigations. In Australia, we met with a number of CEOs and executives of sporting bodies and major events to discuss the doping risks relevant to each particular sport and possible responses to harden against those risks.

A key focus of our engagement with sports during the year was our collaboration with the AOC and the APC in the development and implementation of anti-doping programs for Australian teams heading to Rio 2016. The positive partnership resulted in 2,020 anti-doping tests on athletes competing for Olympic or Paralympic selection, as well as giving these athletes access to our award-winning anti-doping education.<sup>4</sup>

Anti-doping education is crucial to minimising the risk of doping amongst Australian athletes. Participants of our education program during 2015–16 completed more than 21,000 sessions and gave the experience an 89% satisfaction rating. In addition to this, almost nine out of ten respondents to our annual survey agreed that our education and information services had minimised the risk of athletes accidentally breaching the anti-doping regulations. This result is a strong endorsement of ASADA's efforts to reduce the risk of doping sport.

Our detection activities continued to evolve during the year with the further integration of our testing, intelligence and investigative functions. With the continued implementation of the operating model (see page 18), the integration of these functions is expected to enable better targeting of high threat matters.

Our enforcement area continued to undertake a large amount of work in 2015–16. In January 2016, the CAS found 34 past and present Essendon Football Club players had committed the anti-doping rule violation of use of a prohibited substance (Thymosin beta-4). The players' appeal to the Swiss Federal Tribunal was ongoing at the end of the reporting period.

Our overall achievement in minimising the risk of doping in Australian sport must however be seen through the prism of the environment in which we operate. Since the introduction of the revised Code in 2015, national anti-doping organisations globally are facing increasing compliance demands and greater expectations to reduce the risk of doping in sport. In addition to this, ASADA is subject to a number of internal and external factors affecting our work and the regulatory environment in which we operate.

## Operational factors

- > Delivering our services under increasingly tight fiscal conditions.
- > Meeting increased costs of sample analysis.
- > Engaging with sport stakeholders, while also operating independently as our legislation mandates.
- > Overseeing sports compliance with anti-doping policies.

<sup>4</sup> 2015 LearnX Foundation Platinum Award for Best Bespoke eLearning Design and Gold Award for Best Deployment of a Learning Management System

- > Assessing cost recovery measures for the services and activities provided to both Government-funded and user-pays sports.
- > Increased non-analytical (no positive drug test) violations requiring greater intelligence-gathering and investigative capabilities.
- > More complex, protracted and contested enforcement activities.

**Opportunities and challenges**

- > Enhancing our engagement with sports to build anti-doping capability.
- > Strengthening our relationships with law enforcement and other regulatory agencies.
- > Expanding our intelligence and investigative functions.
- > Developing targeted responses to specific doping risks in sports.
- > Determining appropriate user-pays funding arrangements.
- > Leveraging technological advances to improve our interactions with athletes.
- > Contributing to international anti-doping efforts and capacity building.

**Strategic risks**

- > Increasing sophistication of doping.
- > Any future review of the global anti-doping system.
- > Adequacy of funding to meet our capability and operating requirements.
- > Competition from other integrity issues resulting in sports diverting funding away from anti-doping programs.

By staying attuned to the opportunities and challenges in our environment, we plan to continue building on our capabilities to deliver an anti-doping program that provides the Government and community with a level of confidence about our work in protecting the integrity of Australian sport.





# 03

## OUR OPERATIONS

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# ACHIEVEMENTS

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

**ASADA ANNUAL STAKEHOLDER SURVEY 2016**

## OLYMPIC AND PARALYMPIC PROGRAMS

In the lead up to the Rio 2016 Olympic and Paralympic Games we carried out a comprehensive anti-doping program on athletes vying for selection. This involved:

- > implementing an intelligence-led test plan
- > storing selected samples in a long-term storage facility
- > inducting and supporting athletes to help them meet their whereabouts obligations, and
- > educating athletes and support personnel about their anti-doping responsibilities.

This program successfully contributed to protecting the integrity of the teams and Australia's sporting reputation.

Read more about our Olympic and Paralympic efforts on pages 59, 66 and 67.

## COURT OF ARBITRATION FOR SPORT DECISIONS

On 11 January 2016, the Court of Arbitration for Sport (CAS) delivered its decision on the most complex anti-doping case in Australia's history involving 34 past and present Essendon Football Club players. The CAS:

- > set aside the previous decision of the AFL Anti-Doping Tribunal
- > found 34 past and present Essendon Football Club players had each committed the anti-doping rule violation of using a prohibited substance (Thymosin beta-4), and
- > imposed a period of ineligibility of two years on the players, which was backdated by 12 months for delays not attributable to the players and credit for provisional suspensions served.

Read more about this case on pages 82–83.

Other noteworthy cases before the CAS during 2015–16 involved an:

- > Australian race walker banned for the presence and use of the prohibited substance dextran. This was the first time anywhere in the world that an athlete has been sanctioned for using dextran. Read more about this matter on pages 78 and 84.
- > international athlete banned for attempting to use a prohibited method, namely an intravenous (IV) drip. The athlete who lived and trained in Australia at the time of the violation was banned for two years. Read more about this matter on page 83.
- > Australian Olympic Gold medallist banned for the presence and use of 3'-hydroxystanozolol (a metabolite of Stanozolol), an anabolic steroid. Read more about this matter on page 83.

## BUILDING VALUABLE PARTNERSHIPS

During 2015–16, we entered into Memorandums of Understanding with the South Australia Police and the Office of the Victorian Racing Integrity Commissioner. Both organisations share a common interest with ASADA in disrupting the use of performance and image enhancing substances. We also commenced a secondment arrangement with the Australian Border Force to bolster our internal expertise in intelligence and investigations.

Read more about the agreements on pages 71–72.

## ENHANCED ONLINE OFFERINGS

The reporting period saw us successfully transition two of our online systems to capitalise on the enhanced functionality of systems developed by partner agencies overseas.

The first move involved the transition from our Athlete Whereabouts Online System (AWOS) to WADA's Anti-Doping Administration and Management System (ADAMS). ADAMS offers athletes a range of enhancements that makes it easier for them to enter, view and change their whereabouts information, compared to AWOS. Read more about this transition on page 50.

The other transition involved the replacement of our Check Your Substances online medication search tool with Global DRO. The advantage of Global DRO is that Australian athletes can search the status of ingredients and brands of medications that they might encounter outside Australia. Read more about this transition on page 52.

# ENGAGEMENT

**ENGAGEMENT IS ACHIEVED BY STRENGTHENING RELATIONSHIPS INTERNALLY AND EXTERNALLY TO BUILD ANTI-DOPING CAPABILITIES AND SHARING OF INFORMATION.**

Engagement with the sporting sector is critical to the successful delivery of our anti-doping program.

## ENGAGEMENT AT MULTIPLE LEVELS

Our operating model (described in Chapter 1) strikes a balance between remaining independent, maintaining the confidence of key stakeholders and working collaboratively with partners to minimise the risk of doping in sport.

We are unable to protect the integrity of sport in isolation, so we must form and maintain inclusive relationships with sporting organisations. To this end we are in regular contact with a number of sports administrators, legal representatives, support personnel and athlete representatives in the performance of our role.

### Sports Engagement Framework

ASADA works to maintain relationships with sports so they can actively fulfil their role under the national anti-doping framework described in Chapter 1. We build relationships with sporting organisations and work together to achieve the best outcomes for Australian athletes.

To facilitate this engagement, we introduced a Sports Engagement Framework in 2015–16 to:

- > ensure a customised and coherent approach to sports engagement across ASADA
- > enable better-planned programs and services to sports and athletes
- > provide a holistic and informed response to policy issues, and
- > facilitate effective collaboration and information sharing.

### Engaging with the sporting community

#### *Sporting organisations*

Consistent with our Sports Engagement Framework, we met with a number of CEOs and executives of sporting bodies and major events during 2015–16, including:

- > Athletics Australia
- > Australian Commonwealth Games Association
- > Australian Football League
- > Australian Olympic Committee

- > Australian Paralympic Committee
- > Australian Rugby Union
- > Australian Sports Commission (including the Australian Institute of Sport)
- > Cricket Australia
- > Gold Coast 2018 Commonwealth Games Corporation
- > National Rugby League
- > Rowing Australia.

These meetings were intended to create a shared understanding of the doping risks relevant to each particular sport and enabled sports and ASADA to collaborate in the development of responses to harden against those risks.

Along with the Australian Sports Commission (ASC) and the National Integrity of Sport Unit (NISU), ASADA supports Australian sporting organisations having appropriate governance and integrity frameworks in place to deal with a range of integrity threats including doping, illicit drug use, match fixing and other ethical and integrity issues. We worked with the ASC to review the performance of recognised sports against key criteria set out in the Mandatory Sports Governance Principles. This process is designed to promote discussion about integrity and anti-doping issues at the executive level of sports, and provided us with the opportunity to explore areas of improvement with individual sports.

An effective integrity framework should include, amongst other things, consistent anti-doping policies. We aim for Australian sports to adopt harmonised anti-doping policies so everyone is subject to the same rules. This is expected to provide the consistency and clarity the sporting community needs to address current and future opportunities and challenges.

As a condition of Government funding, all ASC-recognised National Sporting Organisations (NSO) must have an anti-doping policy approved by the ASADA CEO that complies with the mandatory provisions of the World Anti-Doping Code (the Code) and International Standards, and which acknowledges ASADA's powers and functions under the *Australian Sports Anti-Doping Authority Act 2006* and National Anti-Doping (NAD) scheme. As at 30 June 2016, all 94 recognised national sporting organisations had an approved anti-doping policy.

**ALL 94  
RECOGNISED  
SPORTS HAVE  
ANTI-DOPING  
POLICIES APPROVED  
BY ASADA**

#### *Evaluating our engagement with sports*

Since 2014–15, sporting organisations have been providing feedback through the annual stakeholder survey on ASADA's level of engagement with them. The results reveal improvements in a number of areas, with a continued need to focus on other areas.

TABLE 2: ASADA'S ENGAGEMENT WITH SPORTS — PERSPECTIVE OF SPORTS

MEASURE	2014–15 RESULTS	2015–16 RESULTS
	STRONGLY AGREE OR AGREE	STRONGLY AGREE OR AGREE
ASADA is professional in its dealings with the sport	92%	88%
ASADA is responsive to the sport's queries and concerns	77%	82%
ASADA has established a relationship of trust with the sports organisation	65%	77%
Any burden ASADA's processes place on the sport organisation is reasonable and proportionate	60%	58%

### *Athletes*

Supporting athletes to meet their anti-doping obligations is an important part of our daily work. Through our testing program, doping control staff reached thousands of athletes in 2015–16. These engagements provided us with the opportunity to share information about testing with athletes, as well as reinforce the critical role athletes play in promoting clean sport. The deterrence value of testing, including the visibility of doping control staff at sporting events and training venues, supports our suite of interventions, including education, outreach and trade stands, and workshop presentations. Further information on anti-doping education is provided later in this chapter.

Athletes, support persons, parents, and medical professionals contact us regularly for advice and assistance with respect to medications, supplements, Therapeutic Use Exemptions (TUE) and general information about athlete rights and responsibilities.

The redevelopment of our website to improve information provision on a mobile platform is a direct response to increasing demands for information in a convenient format. ASADA leverages a number of information portals to improve access to anti-doping information, including the ASC's *myAISplaybook*, a virtual community for Direct Athlete Support scheme athletes, and the *Play by the Rules Safeguarding Integrity* site aimed at community level sport administrators.

### *Conferences*

In addition to individual meetings with sports, we seek to take advantage of organised forums involving a number of sporting organisations to promote anti-doping messages. From 21 to 23 October 2015, we contributed to the largest gathering of national sporting organisations on the Gold Coast, as part of the ASC's *Our Sporting Future* conference. At the conference we were able to network with a range of sports to share our advice and expertise on a range of anti-doping related matters.

**88%**  
SATISFACTION  
WITH ASADA'S  
PROGRAMS AND  
SERVICES

## Assisting athletes

Athletes subject to an anti-doping policy are required to comply with a number of obligations and part of our role extends to supporting them meet those responsibilities.

### *Whereabouts*

In December 2015, we transitioned all Australian Registered Testing Pool (RTP) athletes to ADAMS administered by the World Anti-Doping Agency (WADA). The system allows athletes to comply with their obligations to file whereabouts information using web-based and mobile technology and SMS messaging. Read more information about this transition in the case study on page 50.

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

In order to operate an effective no-advance notice out-of-competition testing program, we need accurate whereabouts information from RTP athletes. Complying with whereabouts requirements is crucial. Three filing failures, or missed tests, or a combination of them within a 12-month period may constitute an anti-doping rule violation. Under the Code, the sanction for such a violation is a suspension which can range from a minimum of 12 months to a maximum of two years.

Significant efforts were made to assist RTP athletes and representatives meet whereabouts obligations in 2015–16, including:

- > 24/7 online access to AWOS/ADAMS
- > assistance to update their whereabouts information over the phone and via email
- > provision of initial induction training and ongoing assistance to new and existing RTP athletes
- > issuing reminder letters, calls, emails and/or SMS texts prior to quarterly whereabouts due dates, and
- > liaison with the relevant national sporting organisations to provide them with updates on the compliance levels of RTP athletes in their sport.

Of the 158 RTP athletes required to provide whereabouts information to ASADA for compliance purposes in 2015–16:

- > 97% complied
- > five athletes received filing failures, and
- > no athletes were sanctioned for a whereabouts anti-doping rule violation.

A number of Australian athletes (151) are also required to provide whereabouts information to their International Federation (IF) through ADAMS. We assisted a number of these athletes with their ADAMS compliance queries.

# CASE STUDY

## WHEREABOUTS TRANSITION



Athletes who are part of the Registered Testing Pool (RTP) are required to let us know where they are going to be, at specific times, so we can perform no-advance notice testing. This is an important compliance requirement under the World Anti-Doping Code (the Code).

For a number of years athletes were required to provide their whereabouts information on AWOS. While AWOS had served its purpose, its functionality was beginning to show its age. To provide Australian athletes with a suitable alternative to AWOS, we embarked on a project to leverage existing technology used by our international partners.

In late 2015, we transitioned all Australian RTP athletes to ADAMS, which was seen as a crucial step in minimising the burden placed on athletes submitting their whereabouts information. The project involved several months of meticulous work moving existing administrative information, including daily calendar entries, over to ADAMS. This extensive preparation provided athletes with a seamless transition to the new system.

Prior to the transition, we wrote to all athletes impacted by the change and provided them with information about the change, their individual ADAMS logon details and helpful tips.

The move to ADAMS provided Australian athletes with an online tool incorporating a range of enhancements making it easier to enter, view and change whereabouts information. This included giving the athlete, or their nominated representative, the ability to interact with ADAMS on an Android or iOS device (an option previously unavailable on AWOS).

The transition occurred successfully with athlete whereabouts information stored and accessible in ADAMS by the project deadline of January 2016.

### *Searching the status of substances online*

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

On 26 April 2016, we transitioned the search tool behind 'Check Your Substances' to the Global DRO online reference directory. More about this transition can be found in the case study on page 52.

TABLE 3: ONLINE SUBSTANCE SEARCHES

MEASURE	2014–15 RESULT	2015–16 RESULT	PERCENTAGE CHANGE
'Check Your Substances' searches	99,001	95,267 <sup>5</sup>	N/A
Global DRO searches	N/A	62,541 <sup>6</sup>	N/A
<b>Total searches</b>	<b>99,001</b>	<b>157,808</b>	<b>59% (up)</b>

5 Covers the period from 1 July 2015 to 25 April 2016

6 Covers the period from 26 April 2016 to 30 June 2016

# CASE STUDY

## GLOBAL DRO—AUSTRALIA'S NEW ONLINE MEDICATIONS SEARCH TOOL FOR SPORTS



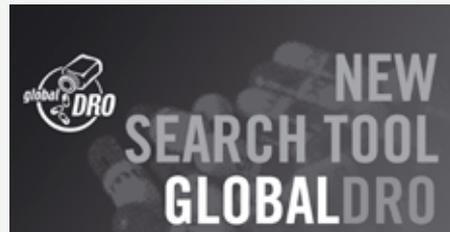
In April 2016, we transitioned our online medications search tool to Global DRO, a system already in use by athletes from the United States, the United Kingdom, Canada and Japan.

Global DRO is a mobile-enhanced replacement for our existing search tool, 'Check Your Substances', and while we have retained the 'Check Your Substances' name on our website (as it has become a familiar term amongst the Australian sporting community), searchers are now directed to the Global DRO online reference directory.

Global DRO provides critical information to athletes and support personnel about the prohibited status of specific substances under the rules of sport, based on the current WADA Prohibited List. Searchers can find the status of various ingredients and brands, and more specifically whether they are classified as 'Prohibited', 'Not Prohibited', or 'Conditional'.

The advantage of Global DRO over 'Check Your Substances' is that Australian athletes can now search the status of ingredients and brands of medications that they might encounter outside of Australia. Some medications obtained overseas have the same brand name as medications sold in Australia, but they may contain different ingredients. Although the name and logo may be identical to that in Australia, overseas products may contain substances that are prohibited in sport.

Global DRO offers Australian athletes the assurances they require should they find themselves in a situation where they need to purchase a medication in the United States, the United Kingdom, Canada or Japan. This is extremely important with more Australian athletes travelling overseas to train and compete.



## INTERNATIONAL ENGAGEMENT

During the reporting period we contributed to global discussions and shared our expertise at a number of international forums and by hosting international delegates in Canberra.

In August 2015, we hosted the German anti-doping agency, Nationale Anti Doping Agentur Deutschland (NADA) and Drug Free Sport New Zealand (DFSNZ) for a three-day education exchange. The meetings, discussions and practical sessions covered all aspects of anti-doping education with a specific focus on eLearning, and how the three organisations could support and assist each other in this area.



THOMAS BERGHOFF (GERMAN NADA)

On 26 and 27 August 2015, we hosted officials from the Indian National Anti-Doping Agency and WADA to initiate a project whereby we would share with India our expertise in delivering an effective and compliant anti-doping program. In June 2016, the three parties entered into a two-year Memorandum of Understanding to formalise the project.



FROM LEFT TO RIGHT: ROB KOEHLER (WADA), BHULINDER JEET VERMA (INDIA NADA), TREVOR BURGESS (ASADA), DR SARAVANA PERUMAL, (INDIA NADA), MICHELLE HEINS (ASADA) AND STEVE NORTHEY (ASADA)

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On 2 and 3 October 2015, we attended a values-based education conference in Ottawa, Canada. The conference drew anti-doping experts from around the world to look at ways of improving global anti-doping education initiatives with a specific focus on values-based education.

In the latter half of 2015–16, we contributed our expertise at a number of international anti-doping forums and workshops.

In June 2016, we hosted a delegation from Japan. The delegation was provided with an overview of Australia's anti-doping policies and programs, with a specific focus on our intelligence and investigations work.



FRONT ROW LEFT TO RIGHT: TATSUYA SUGAI (JAPAN SPORT COUNCIL), MITSUKUNI KATO (JAPAN GOVERNMENT, CABINET SECRETARIAT), AKIRA KATAOKA (JAPAN ANTI-DOPING AGENCY) AND TOKIMORI SOMEYA (JAPAN GOVERNMENT, CABINET SECRETARIAT). SECOND ROW LEFT TO RIGHT: ICHIRO TAKAHASHI (JAPAN GOVERNMENT, CABINET SECRETARIAT), YASUHIRO INOMATA (JAPAN GOVERNMENT, JAPAN SPORT AGENCY), SIMON HENRY (ASADA), ELEN PERDIKOIANNIS (ASADA), NAO NAKAMURA (JAPAN ANTI-DOPING AGENCY) AND AYA FURUKAWA (JAPAN SPORT COUNCIL)

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# CASE STUDY

## INDIA'S ANTI-DOPING PARTNERSHIP WITH ASADA



In June 2016, ASADA, the Indian National Anti-Doping Agency (NADA) and the World Anti-Doping Agency (WADA) signed a two-year Memorandum of Understanding aimed at bolstering India's national anti-doping program.

A detailed project plan was established between the three parties to ensure India implements a more effective anti-doping program that is fully compliant with the World Anti-Doping Code (Code). WADA's role is to oversee the partnership, including the timeline set for the project and to assist with the implementation of the work.

The scope of the agreement includes improvements in key aspects of the NADA's program, including testing and results

management structures, more timely appeals processes, and a review of the agency's structure to confirm that the current structures enable autonomous operational decision making.

We look forward to sharing our expertise with India as they strive to improve their anti-doping capacity. This partnership will be an important component to strengthening India's anti-doping capabilities especially in the lead up to the 2018 Gold Coast Commonwealth Games.

The ASADA—Indian NADA collaboration is part of a concerted drive by WADA to promote knowledge-exchange and enhance the quality of national anti-doping programs through its NADO Partnership Program.



FROM LEFT TO RIGHT: NAVIN AGARWAL (NADA), JUDITH LIND (ASADA) AND ROB KOEHLER (WADA)

# DETERRENCE

**DETERRENCE MINIMISES THE RISK OF DOPING THROUGH EDUCATION, COMMUNICATIONS AND TESTING.**

## EDUCATION

We continue to place great emphasis on our education program as a key tool in the prevention of doping in sport. During the reporting period we implemented an effective and efficient education program that provided learning opportunities for all members of the Australian sporting community. The program helped develop the essential knowledge, skills, attitudes and values required to maintain a level playing field. Central to our education program are the working relationships and partnerships formed with NSOs. We work with these organisations to help them develop and implement education programs relevant to the needs of their sport.

**89%**  
**PARTICIPANT**  
**SATISFACTION**  
**WITH ANTI-DOPING**  
**EDUCATION**

## Snapshot: anti-doping education in 2015–16

### Completed core education<sup>7</sup>



### New users



### Activities



### Other education products



<sup>7</sup> For the purposes of reporting, the following resources are considered part of our core education products: Level 1 online, Level 2 online, face-to-face workshops and outreach attendance.

TABLE 4: STAKEHOLDER VIEWS OF ANTI-DOPING EDUCATION

MEASURE	RESULT
Agreed or strongly agreed that ASADA education and information services had minimised the risk of an accidental breach of the anti-doping regulations by athletes	88%
Satisfied or very satisfied with the Level 1 Anti-Doping Course	89%
Agreed or strongly agreed Level 1 Anti-Doping Course helped participants learn new things about anti-doping	94%
Agreed or strongly agreed Level 1 Anti-Doping Course helped participants learn the material	91%
Agreed or strongly agreed Level 1 Anti-Doping Course (all six modules) was relevant to participants' needs	87%
Agreed or strongly agreed participants liked learning education material online	82%
Satisfied or very satisfied ASADA anti-doping education is accessible	95%
Satisfied or very satisfied ASADA anti-doping education is delivered in an efficient manner	90%
Satisfied or very satisfied ASADA anti-doping education provides correct and current information	94%

## Rio Olympic and Paralympic education

In the lead up to the Rio 2016 Olympic and Paralympic Games we reached an agreement with the Australian Olympic Committee (AOC) and Australian Paralympic Committee (APC) to deliver a comprehensive anti-doping program. Anti-doping education was a central component of the program.

Our educational activities and resources were aimed at raising the awareness of potential Olympians and Paralympians about their specific rights and responsibilities when it comes to the Rio Games. The activities included:

- > providing background information on anti-doping issues for the AOC to present at their 'Aspire' sessions
- > attending the AOC 'Aspire' sessions and capturing video interviews with past and potential Olympians
- > presenting to medical and support staff of the Paralympic team
- > production of a series of videos with athletes discussing the dedication it takes to reach the Olympics, and what it means to compete clean
- > re-branding our online learning system to a Rio Games theme
- > development of a Rio Games specific online learning module for all Olympic and Paralympic team members, and
- > presentation of Rio-specific face-to-face education sessions with Olympic and Paralympic teams.

**100%**  
OF PARALYMPIANS AND  
**92%**  
OF OLYMPIANS  
COMPLETED ANTI-  
DOPING EDUCATION

## International cooperation

In addition to our education activities in Australia, we actively share our expertise with other national anti-doping organisations.

In August 2015, we hosted the German anti-doping agency, Nationale Anti Doping Agentur Deutschland (NADA) and Drug Free Sport New Zealand (DFSNZ) for a three-day education exchange. During the period, DFSNZ licensed our award-winning<sup>8</sup> Level 1 course, and successfully re-themed and implemented it for their local audience. We look forward to continuing this partnership and collaboration with both DFSNZ and NADA.



FROM LEFT TO RIGHT: CHRIS BUTLER (ASADA), SIAN CLANCY (DRUG FREE SPORT NEW ZEALAND), THOMAS BERGHOFF (NATIONALE ANTI DOPING AGENTUR DEUTSCHLAND) AND SIMON RAY (ASADA)

## Online education

The foundation anti-doping course for Australian athletes and support personnel is the online Level 1 course. This course provides athletes and support personnel with the opportunity to learn about the key areas of anti-doping, such as prohibited substances and methods, TUEs, doping control and whereabouts. The objective of the course is that participants build personal awareness of their anti-doping obligations. In 2015–16, there were 9,600 online Level 1 courses completed, which represented a 12% increase in the 2014–15 completion rate.

## Trade stands

Trade stands provide an excellent opportunity for us to interact with the sporting community, offer anti-doping advice and information, and generally be available to answer questions from a wide range of people on any anti-doping topic.

<sup>8</sup> 2015 LearnX Foundation Platinum Award for Best Bespoke eLearning Design and Gold Award for Best Deployment of a Learning Management System.

We conducted seven stands at national events in 2015–16:

- > Australian Gymnastics Championships
- > Canoeing Sprint National Championships
- > Junior Track Cycling National Championships
- > Pacific School Games
- > Sydney International Rowing Regatta
- > Volleyball Schools Cup
- > World Dragon Boating Championships

### Face-to-face

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

Over the past year, 3,184 athletes and support personnel attended face-to-face anti-doping education sessions.

### Ethical decision making course

In 2015–16 we continued to present our face-to-face ethical decision making workshop to a number of Australian athletes. The workshop looks beyond the anti-doping rules and concentrates on the ethics and values which are so important to today's athletes.

In 2016, we were pleased to partner with NISU to begin development of an online version of this course. The online version will incorporate scenarios related to anti-doping, illicit drugs and match fixing. These are all areas that challenge an athlete's core values and principles. The online course is scheduled for completion in August 2016 and will be made available to all users of ASADA's online education system.

**88%**  
**ATHLETES WHO**  
**AGREED EDUCATION**  
**MINIMISED THEIR**  
**RISK OF ACCIDENTAL**  
**DOPING**

## AWARENESS-RAISING

In 2015–16, public interest in, and awareness of, anti-doping continued to increase as a result of high profile issues both domestically and internationally.

### Media activities

In Australia, CAS's decision to impose sanctions on 34 past and present Essendon Football Club players prompted much discussion in traditional and social media of the responsibilities of athletes, sports and anti-doping organisations. For many Australians, this was the first time they had heard of CAS, and their first introduction to the intricacies of the Code. ASADA attempted to address many of the public's questions regarding this process through an extended press conference, interviews, media releases, countless media responses, and through the Senate Estimates process.

As a result, much of ASADA's media coverage throughout 2015–16 focused on:

- > the CAS decision to impose sanctions on 34 past and present players from the Essendon Football Club for the use of Thymosin Beta 4
- > the Essendon Football Club players' subsequent appeal to the Swiss Federal Tribunal
- > other Operation Cobia matters regarding teams and individuals investigated by ASADA, and
- > queries from Senators regarding the CAS decision.

In addition to Operation Cobia matters, the awareness of doping in sport continued to rise in Australia through WADA's investigation into allegations of state-sponsored doping in Russia in the lead up to the 2016 Rio Games. Although ASADA was not involved in WADA's investigation in any way, we received many media enquiries about our processes and how they compared to reports of Russia's anti-doping system.

TABLE 5: ANTI-DOPING MEDIA COVERAGE

MEDIA	2013–14	2014–15	2015–16
Media mentions	259,120	304,332	189,994

## Communications activities

In addition to our work with the media, we produced a wide range of anti-doping information for a diverse sporting audience during 2015–16.

TABLE 6: COMMUNICATIONS TOPICS COVERED IN 2015–16

TOPIC	TOPIC
Olympic and Paralympic anti-doping programs	Status of Actovegin in sport
2016 Prohibited List update	What happens once an athlete is issued with an infraction notice?
Importance of whistleblowers to the anti-doping cause	Anti-doping education for Australia's Rescue 2016 squad
IV infusions and injections	Whereabouts fines in the AFL
Australia's new online medications search tool for sports	False claim that supplement product Spark is ASADA-approved
Supplements tainted with banned substances	Award-winning online anti-doping education
Prescription medication use in sport	Transitioning athlete whereabouts to ADAMS



# CASE STUDY

## ATHLETE ADVISORY— IV INFUSIONS AND INJECTIONS

*This case study replicates the blog we published online in April 2016 alerting athletes to the status of intravenous (IV) infusions and injections in sport. The blog was prompted by the increasing number of businesses offering IV drip services to the public.*

Receiving intravenous (IV) infusions and injections outside of clinical settings is risky with possible consequences to an athlete's health and sporting career.

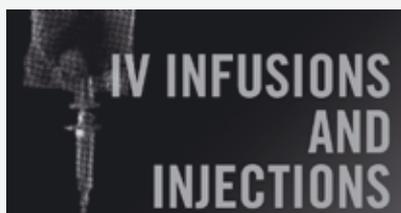
Following a global trend, a number of businesses offering IV drip services have opened in Australia. These businesses claim to assist in the recovery of a range of ailments, for example, hangovers, by offering clients vitamin drips and injections. These claims have raised concerns in the medical community with complaints being lodged with the Australian Competition and Consumer Commission and the Pharmacy Board of Australia. The NSW Department of Health was also investigating an incident in April 2016 where a client was hospitalised after receiving an intravenous infusion at one of these businesses in Sydney.

Athletes subject to anti-doping rules are required to know that intravenous infusions may get them banned from sport for a period of up to four years. Even if the substance in the infusion is permitted in sport, the method of administration is prohibited. Intravenous infusions and/or injections of more than 50mL (about 3 to 4 tablespoons) per six-hour period are prohibited at all times, except for those legitimately received in the course of hospital admissions, surgical procedures or clinical investigations.

According to the World Anti-Doping Agency, some athletes could use IV infusions to increase their plasma volume levels, mask the use of a prohibited substance, and/or distort the values of their Athlete Biological Passport. In sports with weight classifications, athletes may be encouraged to undertake significant, accelerated weight loss to qualify for a competition and then use IV infusion to rapidly rehydrate. This practice is risky to athlete health and safety.

In 2016, a case run by ASADA in CAS involved the attempted use of an intravenous drip by an athlete. The athlete claimed he was not aware IV drips were a prohibited method in sport. CAS rejected the athlete's defence noting he had received considerable education through ASADA and his sport's organisation. Failing to pay attention to his anti-doping education was no excuse according to the CAS. The athlete received a lengthy ban from sport for his breach of the anti-doping rules.

This advisory was supported by a round of social media messages.



## ASADA website

The ASADA website was a primary source of information for athletes and support personnel during the reporting period. The website had a total of 569,383 page views from 143,587 users and of the users coming to the site, 69% were new users.

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

- > 89% were satisfied or very satisfied with the ASADA website
- > 87% were satisfied or very satisfied with the ease of understanding the information on the website
- > 87% were satisfied or very satisfied with the relevance of the content in meeting their needs
- > 80% were satisfied or very satisfied with the ease of finding specific information
- > 90% of respondents were satisfied or very satisfied with the online 'Check Your Substances' resource
- > 61% were satisfied or very satisfied with ASADA's social media platforms.

## ASADA blog

The ASADA blog provides our audience with relevant and informative articles on anti-doping matters. All communications listed in Table 6 were supported with the publication of a blog on the topic.

## Social media

Athletes are a highly mobile group and are keen users of social media. A number of years ago, ASADA tapped into social media as a way of communicating anti-doping resources, alerting athletes to health advisories, and distributing media statements and blogs.

### *Twitter*

ASADA predominantly uses Twitter as a newsfeed to alert athletes and the media to emerging anti-doping information. We had 4,254 followers and tweeted 45 times during 2015–16.

### *Facebook*

ASADA uses Facebook to share education resources and anti-doping information with a younger audience. At 30 June 2016, we had a total of 524 likes on Facebook, which represented an increase over previous years.

### *YouTube*

During 2015–16, we produced a range of videos for our YouTube channel. Of particular note was the series of short videos posted in the run up to the Rio 2016 Olympics featuring some Australian Olympic hopefuls. In their own words, past and aspiring Olympians talked about what it takes to get to the Games, as well as what it means to compete clean and what advice they have for those wanting to follow in their footsteps.

During 2015–16, we recorded a total of 25,477 views of our videos and 72,561 estimated minutes watched. Of the people who viewed our videos, 76% accessed the videos embedded on other websites and apps, and 24% watched the videos on YouTube.

## Printed resources

ASADA produces an *Athlete Testing Guide* to inform athletes of what happens during and after a testing session, and what their rights and responsibilities are in relation to testing. A copy of the *Athlete Testing Guide* is offered to athletes at the time of their test. The *Athlete Testing Guide* can be viewed on our website <[www.asada.gov.au](http://www.asada.gov.au)>.

# DETECTION

**DETECTION INVOLVES THE GATHERING OF INTELLIGENCE, TARGETED TESTING, AND INVESTIGATION OF POSSIBLE BREACHES OF THE ANTI-DOPING RULES.**

Detection is a core component of any anti-doping program.

To enhance our detection capabilities we worked with the Australian Customs and Border Protection Service, the Australian Criminal Intelligence Commission, the Therapeutic Goods Administration, the Australian Federal Police, as well as State and Territory police in 2015–16. We also engaged with other NADOs and International Federations to keep up-to-date with worldwide trends and in the sharing of information across borders.

## ANTI-DOPING TESTING PROGRAM

Sample collection (also known as doping control or drug testing) is an essential part of detecting doping in sport. Our testing program includes a combination of Government-funded and user-pays arrangements, which is supported by a scientific- and intelligence-driven targeted test distribution plan. Testing is conducted in-competition and out-of-competition and is based on no-advance notice, which acts as a deterrent to athletes who are subject to testing any time, anywhere and without warning.

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

In 2015–16, we continued to apply steroid and hematological Athlete Biological Passport (ABP) capability in the development of our targeted testing programs. The ABP is an electronic record of an athlete's biological values that is developed over time from multiple collections of blood or urine samples. It differs from traditional detection methods by looking for the effects of blood doping or biological steroid markers rather than detecting the prohibited substances or methods used.

## 2016 Summer Olympic and Paralympic Games

A key focus for us in 2015–16 was the 2016 Rio Olympic and Paralympic Games anti-doping programs. Commencing in July 2015, we worked with the AOC and APC to identify and test athletes on their respective shadow teams.

**2,020**  
**ANTI-DOPING**  
**TESTS ON ATHLETES**  
**COMPETING FOR**  
**RIO OLYMPIC**  
**AND PARALYMPIC**  
**SELECTION**

In addition to our work with the AOC and APC, we were invited in 2016 to participate in two international anti-doping initiatives in preparation for the 2016 Rio Games:

1. In February 2016, ASADA, the Fédération Internationale de Natation (FINA) and 14 other leading NADOs commenced a global collaborative testing initiative in preparation for the Games. The intensive testing program targeted medal tally swimmers in each jurisdiction (i.e. the top ten swimmers in the world for each discipline), allowing FINA to focus on testing foreign athletes not covered by participating NADOs.
2. In March 2016, the WADA–IOC taskforce was formed to deliver a coordinated effort by a representative group of NADOs (including Anti-Doping Denmark, Japan Anti-Doping Agency, South African Institute of Drug-Free Sport, UK Anti-Doping, the United States Anti-Doping Agency, and ASADA), under the leadership of the IOC and management of WADA (through a secretariat located at UK Anti-Doping). This group was responsible for collecting and sharing regional intelligence to inform international testing plans, identification of high-risk sports and athletes, and implementation of taskforce recommendations.

Our participation on these taskforces provides real examples of how we contribute and collaborate with our international partners to promote clean sport on a global scale.

### Sample collection

The sample collection process involves a series of activities with the athlete from the initial notification to the point when they leave the Doping Control Station having provided a urine and/or blood sample(s). Our sample collection is conducted by a skilled team of accredited Doping Control Officers (DCO) and Chaperones. The blood collection service is provided by qualified phlebotomists and is conducted in the presence of a DCO and, if applicable, the athlete's representative.

# CASE STUDY

## UNITED EFFORTS LEADING UP TO RIO 2016

In the lead up to Rio 2016, the Australian Olympic Committee (AOC), the Australian Paralympic Committee (APC) and ASADA were united in efforts to maintain Australia's reputation as a nation committed to clean and fair sport.

This commitment was encapsulated by putting the Australian Olympic or Paralympic teams through a comprehensive anti-doping program, with targeted testing beginning in July 2015.

In 2015–16, we conducted 2,020 anti-doping tests on athletes competing for Olympic or Paralympic selection.

The aim of the programs was to maximise opportunities to detect cheating and protect clean athletes. Athletes in different sports could benefit from different substances taken at different times, and the testing schedule for aspiring Olympians and Paralympians was highly targeted to reflect that.

With the international spotlight firmly on doping allegations in sport leading into Rio 2016, it was extremely important for Australia to maintain its strong stance against doping. It was the view of the AOC, APC and ASADA that a clean athlete should not miss out on being selected to compete in Rio because an athlete who had doped took his or her place.

The program we put in place for the Australian teams was consistent with the AOC and APC's zero tolerance approach for those who choose to gain an advantage through doping.

As well as targeted testing, the anti-doping program also included online and face-to-face education programs, which was as much about prevention as it was about catching any athlete who was doing the wrong thing.

The program for Rio 2016 also included the storage of selected samples for future testing, and use of information gained through the whereabouts program and broader intelligence activities to focus and realign testing throughout the running of the anti-doping program.



AUSTRALIAN  
PARALYMPIC  
COMMITTEE



Australian Government  
Australian Sports  
Anti-Doping Authority



AUSTRALIAN  
OLYMPIC  
COMMITTEE

# UNITED FOR RIO

## Anti-doping tests 2015–16

$$\begin{array}{rcl}
 \underline{3,053} & + & \underline{2,969} & = & \underline{6,022} \\
 \text{GOVERNMENT-FUNDED} & & \text{USER-PAYS TESTS} & & \text{TOTAL GF AND UP TESTS} \\
 \text{TESTS} & & & & 
 \end{array}$$

$$\begin{array}{rcl}
 \underline{1,091} & + & \underline{1,962} & = & \underline{3,053} \\
 \text{GOVERNMENT-FUNDED} & & \text{GOVERNMENT-FUNDED} & & \text{TOTAL GOVERNMENT-} \\
 \text{IN-COMPETITION TESTS} & & \text{OUT-OF-COMPETITION TESTS} & & \text{FUNDED TESTS}
 \end{array}$$

41

SPORTS WHERE ASADA CONDUCTED GOVERNMENT-FUNDED TESTING

$$\begin{array}{rcl}
 \underline{874} & + & \underline{2,095} & = & \underline{2,969} \\
 \text{USER-PAYS IN-} & & \text{USER-PAYS OUT-OF-} & & \text{TOTAL USER-PAYS TESTS} \\
 \text{COMPETITION TESTS} & & \text{COMPETITION TESTS} & & 
 \end{array}$$

$$\begin{array}{rcl}
 \underline{4,652} & + & \underline{1,370} & = & \underline{6,022} \\
 \text{URINE TESTS} & & \text{BLOOD TESTS} & & \text{TOTAL URINE AND BLOOD} \\
 & & & & \text{TESTS}
 \end{array}$$

$$\begin{array}{rcl}
 \underline{455} & + & \underline{325} & = & \underline{780} \\
 \text{GOVERNMENT-FUNDED} & & \text{USER-PAYS ATHLETE} & & \text{TOTAL ATHLETE} \\
 \text{ATHLETE BIOLOGICAL} & & \text{BIOLOGICAL PASSPORT} & & \text{BIOLOGICAL PASSPORT} \\
 \text{PASSPORT TESTS} & & \text{TESTS} & & \text{TESTS}
 \end{array}$$

223

GOVERNMENT-FUNDED TESTS CONDUCTED OVERSEAS

Further statistics for anti-doping tests from 2001–02 to 2015–16 are available at Appendix A.

## Government-funded tests carried out overseas

Modern day athletes compete and train in locations around the world and anti-doping programs in response to this have to plan for overseas tests. During 2015–16, we conducted Government-funded testing on Australian athletes in a number of countries:

- > Austria
- > Belgium
- > Canada
- > China
- > France
- > Germany
- > Hungary
- > Italy
- > Monaco
- > Portugal
- > Spain
- > Sweden
- > Thailand
- > United Kingdom
- > United States of America

## User-pays tests

In addition to conducting a Government-funded testing program, we are engaged by a range of sports to carry out testing under user-pays arrangements. By engaging ASADA these sports have access to:

- > a comprehensive doping control program
- > accredited sample collection personnel for the collection of urine, with no-advance notice, in accordance with international standards, and
- > WADA-accredited laboratories for sample analysis.

### *Australian sports*

In 2015–16, we worked with a number of Australian sports to ensure that each had a user-pays anti-doping testing program that maximised the chances of detecting the use of any prohibited substances. During the period we conducted testing under user-pays arrangements for:

- > Australian Canoeing
- > Australian Football League
- > Australian Natural Body Building
- > Australian Rugby Union
- > Badminton Australia
- > Boxing Australia
- > Confederation of Australian Motor Sport
- > Cricket Australia
- > Darts Federation of Australia
- > Diving Australia
- > Football Federation Australia
- > Judo Federation of Australia
- > Motorcycling Australia
- > National Basketball League
- > National Rugby League
- > Royal Life Saving Society of Australia
- > SA National Football League
- > Stawell Athletic Club
- > Triathlon Australia
- > Victorian Football League
- > Volleyball Australia

A user-pays arrangement with the Western Australian Government was in place during the year to allow for the testing of athletes competing at State level. This relationship was important in ensuring that up-and-coming athletes competing at the State level experience a thorough anti-doping testing program.

### *International events*

During the reporting period we collected samples under contractual arrangements on behalf of International Federations in the lead up to a number of international sporting events held in Australia:

- > Federation Internationale Basketball Amateur
- > Fédération Internationale de l'Automobile
- > International Association of Athletics Federations
- > International Dragon Boat Federation
- > International Federation of Bodybuilding
- > International Natural Bodybuilding Association
- > International Paralympic Committee
- > International Shooting Sports Federation
- > International Triathlon Union
- > International Netball Federation
- > International Va'a Federation (outrigger canoe racing)
- > World Triathlon Corporation

### *Foreign athletes*

Each year we are asked to conduct anti-doping tests under contractual arrangements on foreign athletes who come to Australia for the purposes of training and competition. These tests are often conducted on behalf of NADOs or International Federations responsible for these foreign athletes. In 2015–16, we conducted 154 anti-doping tests on foreign athletes under these arrangements.

There are also occasions when an Australian national sporting body engages ASADA to test foreign athletes. During 2015–16, we were contracted by Swimming Australia to conduct testing on a number of foreign swimmers training at Swimming Australia's podium swimming pools throughout Australia.

### Long-term storage facility

ASADA operates a long-term storage facility to store frozen blood and urine samples collected from athletes for possible re-testing using future advances in analytical technology. Under the Code, a doping violation may be commenced against an athlete up to ten years after the alleged event. The re-testing of frozen blood and urine samples assists in identifying those athletes who are using substances not yet detectable.

More than 400 samples from the long-term storage facility were re-tested in 2015–16. The re-testing did not result in the identification of any adverse analytical findings (that is, no positive results for prohibited substances).

Samples added to long-term storage facility in 2015–16:

**256**

URINE SAMPLES

+

**98**

BLOOD SAMPLES

=

**354**

TOTAL SAMPLES STORED IN  
2015–16

## INTELLIGENCE

The reporting period saw the global anti-doping community contend with major issues such as state-sponsored doping, corruption and bribery allegations. While not directly impacting on Australia's program, these issues highlight the need for focused strategic investment in intelligence, which ASADA has carried out since 2014.

The sooner doping misconduct is identified, the more effectively it can be disrupted and prevented from becoming further entrenched within a sporting culture. Throughout 2015–16 our investment in intelligence functions continued to mature with an emphasis on enhancing our systems, information-gathering and partnerships.

### Systems

Our information handling systems are examples of best practice within the anti-doping community. We have continued to develop those systems, to further integrate intelligence within the day-to-day decision making that underpins our operational activities.

In 2015–16, our information management system underwent a significant reconfiguration to enable it to fulfil an end-to-end case management function. All ASADA operational units now have access to the case management system, and all cases can be tracked from the receipt of the initial piece of information through to the finalisation of enforcement action and recording of sanctions. The reconfiguration has facilitated greater managerial visibility of operational activity, more effective synchronisation of operational resources, and deeper insight into doping trends.

### Information-gathering

The detection of anti-doping rule violations is an information-dependent activity. Tip-offs, scientific analysis and information collected by partner agencies are important sources of intelligence for ASADA that assist the agency to optimally target its resources. Throughout 2015–16, we were able to use confidentially supplied information from concerned sportspeople, members of the public, and partner agencies to detect instances of doping via both targeted testing and intelligence-led investigations.

The information we collect is not only of operational value internally, but will often be of value to our partner organisations. The disclosure of information to partner agencies can influence their own operational decision making and contribute to a national environment that is more resilient to doping. In that regard, we achieved a significant milestone in 2015–16 with our first contribution of information to the Australian Criminal Intelligence Database.

### Partnership

The abuse of performance enhancing drugs is an issue that transcends ASADA's interest, and is relevant to a range of law enforcement agencies and regulators within Australia and other anti-doping organisations internationally. In recognition of that, we have pursued partnerships with those organisations that have a common interest in disrupting the abuse of performance enhancing drugs. Important partnership developments during 2015–16 include:

- > Memorandums of Understanding with South Australia Police and Office of the Victorian Racing Integrity Commissioner, and
- > secondment arrangement with the Australian Border Force.



FROM LEFT TO RIGHT: SAL PERNA (VICTORIAN RACING INTEGRITY COMMISSIONER) AND BEN MCDEVITT

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FROM LEFT TO RIGHT: BEN MCDEVITT AND GRANT STEVENS APM (COMMISSIONER OF POLICE, SAPOL)

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## ASADA Intelligence incident reports in 2015–16



Each piece of information received is recorded and evaluated. Of the 492 intelligence incident reports we received, 98 were accepted for further analysis or investigation. The remaining incidents are recorded and inform future operational activities, including the further testing of high-threat athletes. Intelligence incident reports can also be disclosed to other regulatory bodies to take action under their jurisdiction.

## INVESTIGATIONS

Around the world doping has traditionally been detected through the testing of blood and urine samples to identify the presence of a prohibited substance. The Code however contains violations that do not rely solely on analytical findings. This, together with the increasing sophistication of doping, is making it less likely that anti-doping rule violations will be detected through testing alone.

In Australia, we have been at the forefront of conducting investigations into possible anti-doping rule violations with the establishment of this function as an essential part of our anti-doping program in 2006. Seen as a revolutionary model by the anti-doping community in the early days, our work solidified cooperation with other government agencies in the pursuit of suspected breaches of the anti-doping rules. Over the years the investigative function at ASADA has been refined to meet the evolving threats to the integrity of sport.

Reflecting the increasing importance of investigations in detecting doping, we enhanced our existing investigative and intelligence capabilities to:

- > obtain, assess and process anti-doping intelligence from all available sources to form the basis of an investigation into a possible doping violation
- > investigate Atypical Findings<sup>10</sup> and Adverse Passport Findings, and
- > investigate any other analytical or non-analytical information or intelligence that indicates a possible doping violation.

Our role is to either rule out the possible violation or to develop evidence that would support the initiation of a doping violation proceeding.<sup>11</sup>

<sup>9</sup> An external party notification can come from a number of sources, such as sporting bodies, law enforcement agencies and other Government regulatory agencies.

<sup>10</sup> An Atypical Finding is when a report from a WADA-accredited laboratory requires further investigation.

<sup>11</sup> Investigations are required because nine of the ten anti-doping rule violations do not require a positive test to prove a violation.

Under clause 3.27 of the NAD scheme, an investigation conducted by ASADA is required to comply, or substantially comply, with the Code and International Standards. To ensure we meet our requirements we carry out a process of assessing each incident against a set of criteria. If an incident is assessed as meeting the criteria the Investigations team formally opens a case.

**26**  
**INVESTIGATIONS**  
**PURSUED**

During 2015–16, we pursued 26 investigations, including the targeting of specific distribution networks of prohibited substances. Some of these networks involved multiple athletes and athlete support persons across a number of sports. As at 30 June 2016, a number of these investigations remained active.

### Disclosure notices

When necessary, the ASADA CEO can require someone to assist with an investigation by issuing a disclosure notice. This notice can require a person to do one or more of the following:

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

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

Subsection 74(1) of the ASADA Act requires the ASADA CEO to report particular information relating to disclosure notices in the annual report.

TABLE 7: DISCLOSURE NOTICES

DESCRIPTION	2015–16 OUTCOME
The number of disclosure notices given in the financial year.	ASADA issued 15 disclosure notices to 12 individuals or entities.  A number of individuals received more than one notice (that is, one requiring them to attend an interview; one requiring them to produce documents or things; and/or one requiring them to provide information). Some individuals received replacement notices on the grounds the initially proposed date, time or location to comply with the notice would cause undue hardship to the person.
The number of proceedings for contraventions of section 13C (failure to comply with disclosure notice) that were commenced or concluded in the financial year.	No proceedings commenced or concluded in the financial year.
The number of proceedings concluded in the financial year in which a person was ordered to pay a civil penalty for contravening section 13C of the ASADA Act.	No proceedings concluded in the financial year.

# ENFORCEMENT

**ENFORCEMENT MANAGES THE PROCESS OF POSSIBLE ANTI-DOPING VIOLATIONS AND PRESENTATION OF CASES AT HEARINGS AND APPEALS.**

## ANTI-DOPING RULE VIOLATION PROCESS

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

### ‘Show cause’ notices

When the ASADA CEO reaches a conclusion that a possible doping violation has occurred, they are lawfully required under ASADA’s legislative framework to put formal allegations (via a ‘show cause’ notice) to an athlete and invite them to respond. Generally, athletes and support personnel have ten days to lodge a submission in response to the ‘show cause’ notices. This information along with the evidence collected by ASADA is put to the ADRVP for consideration.

**18**  
**SHOW CAUSE**  
**NOTICES ISSUED**  
**ACROSS 11 SPORTS**

TABLE 8: SHOW CAUSE NOTICES ISSUED BY ASADA

	2013–14	2014–15	2015–16
Athletes	68 <sup>12</sup>	53 <sup>13</sup>	18
Support Personnel	3 <sup>12</sup>	1	0
<b>Total</b>	<b>71</b>	<b>54</b>	<b>18</b>

<sup>12</sup> This includes 34 former and current Essendon Football Club players and support person Stephen Dank as part of the Operation Cobia investigation.

<sup>13</sup> This includes 17 former and current Cronulla-Sutherland Sharks Football Club players as part of the Operation Cobia investigation.

TABLE 9: SHOW CAUSE NOTICES BY SPORT IN 2015–16

SPORTS	SHOW CAUSE NOTICES ISSUED
Athletics	2
Baseball	2
Basketball	1
Bodybuilding	4
Hockey	1
Powerlifting	2
Rugby league	2
Swimming	1
Table tennis	1
Triathlon	1
Weightlifting	1
<b>Total</b>	<b>18</b>

### Anti-Doping Rule Violation Panel (ADRVP)

The ADRVP decides whether it is satisfied a possible anti-doping rule violation has been committed, and if so, makes an 'assertion' that there has been a possible violation by the athlete or support person.

From 1 July 2015 to 30 June 2016, the ADRVP made assertions in relation to 21 people for possible anti-doping rule violations.

TABLE 10: ADRVP ASSERTIONS BY SPORT IN 2015–16<sup>14</sup>

SPORT	ADRVP ASSERTIONS
Australian Football League	2
Athletics	1
Baseball	2
Bodybuilding	6
Cycling	1
Football (Soccer)	1
Hockey	1
Rugby League	3

<sup>14</sup> The ADRVP records every sport an athlete or support person participates in. In some instances, athletes and support personnel are involved in more than one sport. As such, the number of people with an assertion may not always correspond with the number of sports.

SPORT	ADRVP ASSERTIONS
Swimming	1
Table Tennis	1
Triathlon	1
Weightlifting	1
<b>Total</b>	<b>21</b>

## Anti-doping rule violations

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

Every athlete or support person notified of a possible doping violation is offered free access to an independent and confidential counselling service. Initiated by ASADA in 2011, the service is provided by Davidson Trahaire Corpsych, an independent organisation providing wellbeing and performance services to more than 2,000 organisations throughout the private, public and not-for-profit sectors.

In 2015–16, 63 sanctions were imposed on athletes across 14 sports. We were directly involved in nine hearings during 2015–16 that involved presenting cases for consideration by tribunals and making submissions in regard to possible anti-doping rule violations and associated matters. Not all matters at the hearing stage were the subject of a final decision as at 30 June 2016. All cases concluded in 2015–16 and conducted by ASADA at the CAS and sports tribunals resulted in a finding of at least one anti-doping rule violation.

**63**  
SANCTIONS  
IMPOSED ACROSS  
14 SPORTS

**100%**  
ASADA-LED CASES IN TRIBUNALS  
RESULTING IN DOPING VIOLATIONS

# CASE STUDY

## WORLD FIRST SPORT BAN FOR DEXTRAN



During 2015–16, the Court of Arbitration for Sport (CAS) sanctioned an Australian race walker for the presence and use of the prohibited substance dextran.

This was the first time an athlete had been sanctioned for using dextran anywhere in the world, and ASADA's success in proving the violation was ultimately determined by complex scientific evidence.

Dextran is a prohibited substance because it increases the amount of oxygen carried by blood cells, and can be a masking agent for steroids. It is not effective if consumed orally, so the substance is only banned if it is administered to an athlete intravenously.

This meant that although the athlete returned a positive sample, ASADA was required to prove to the CAS how the substance had entered the athlete's body.

Scientific testimony showed that the level of dextran found in the athlete's 'B' sample was 26 times higher than the level permitted under the World Anti-Doping Code (the Code).

In handing down its decision, CAS found, "No expert accepted the significant level of dextran found analytically could have been absorbed orally." CAS was "comfortably satisfied on the evidence the dextran detected in the athlete's sample was by intravenous administration."

CAS handed the athlete a two-year ban, as well as voiding the athlete's results from the 2013 Australian 50km Race Walking Championship and the 2016 Australian 20km Race Walking Championship.

## Public disclosures of anti-doping rule violations

Generally, we will publicly disclose an anti-doping rule violation once a final determination has been made by the relevant sport or a sports tribunal, and any appeal is concluded.

Table 11 provides information pertaining to those matters publicly disclosed by ASADA in 2015–16. The matters in Table 11 do not always equate to the number of sanctions imposed by sports during a reporting period. Any discrepancy may be explained by:

- > matters where a sanction is imposed, but the appeal period concludes after the end of the reporting period, or
- > matters had commenced in previous reporting periods, but were concluded in the current reporting period.

**33**  
**SPORT BANS**  
**PUBLICLY**  
**DISCLOSED**

TABLE 11: PUBLICLY ANNOUNCED ANTI-DOPING RULE VIOLATIONS IN 2015–16

SPORT	RULE VIOLATION	SUBSTANCE/METHOD	SANCTION IMPOSED	SANCTION
Bodybuilding	Presence and Use	A metabolite of Androst-3,5-diene-7,17-dione (Arimistane)	3 June 2015	Two-year sanction
Bodybuilding	Presence and Use	Clenbuterol	10 June 2015	Two-year sanction
Rugby League (CRL)	Attempted Use	Clenbuterol	10 June 2015	Two-year sanction
Rugby League (NSWRL)	Attempted Use	Growth Hormone Releasing Peptide 6 (GHRP-6)	10 June 2015	Two-year sanction
Australian Football League	Presence	Methadone	11 June 2015	One-year sanction
WAFL	Presence	Benzoyllecgonine (a metabolite of Cocaine)	24 June 2015	Four-year sanction
Rugby Union	Use or Attempted Use; Trafficking or Attempted Trafficking	Use: Testosterone esters (Sustanon 250) and Trenbolone Trafficking: Testosterone	27 July 2015	Four-year sanction (18 months suspended)
Rugby League (NSWRL)	Presence and Use	19-Norandrosterone (a metabolite of Nandrolone; Norandrostenedione or Norandrostenediol)	12 August 2015	Two-year sanction
Rugby League (NSWRL)	Presence	Benzoyllecgonine (a metabolite of Cocaine)	12 August 2015	Two-year sanction

SPORT	RULE VIOLATION	SUBSTANCE/METHOD	SANCTION IMPOSED	SANCTION
Bodybuilding	Presence and Use	Oxilofrine (methylnephrine); b-methylphenethylamine; N-methyl-1-phenyl-1-propanamine (a-ethyl-N-methyl-Benzenemethamine); and a-ethyl-Benzylamine (a-ethyl-Benzenemethamine)	13 August 2015	Two-year sanction
Rugby League	Attempted Use	Anabolic Sustanon Testosterone and Anabolic Durabolin (Nandrolone)	9 September 2015	Two-year sanction
Rugby League	Presence, Use and Trafficking	Presence and Use: 17a-Trenbolone Use: Trenbolone Trafficking: Testosterone (Sustanon 250) and Trenbolone	9 September 2015	Four-year sanction (18 months suspended)
Rugby League	Presence and Use	Presence and Use: 19-Norandrosterone (a metabolite of Nandrolone, Norandrostenedione or Norandrostenediol) Use and Administration: Sustanon 250 Use: Trenbolone and Clenbuterol	9 September 2015	Four-year sanction (24 months suspended)
Bodybuilding	Presence and Use	Presence: Oxilofrine; Anastrozole; Amiloride; Hydrochlorothiazide; Oxandrolone and its metabolite (17-Epiroxandrolone); Clenbuterol; the metabolite of Trenbolone (17a-Trenbolone) and 3'-Hydroxystanozolol; 4b-Hydroxystanozolol and 16b-Hydroxystanozolol (metabolites of Stanozolol) Use: Anastrozole; Amiloride; Hydrochlorothiazide; Oxandrolone; Clenbuterol; Trenbolone and Stanozolol	25 September 2015	Two-year sanction
Baseball	Presence	Methylenedioxyamphetamine (MDA)	2 October 2015	15-month sanction
Rugby League	Attempted trafficking, Possession, Trafficking and Use	CJC-1295; Somatropin; Clenbuterol; Selective Androgen Receptor Modulators (SARMs) and Testosterone	14 October 2015	Four-year sanction
Australian Canoe	Presence and Use	Presence (21 and 22 July 2014): 3'-hydroxystanozolol glucuronide (a metabolite of Stanozolol) Use (on or before 22 July 2014): 3'-hydroxystanozolol glucuronide (a metabolite of Stanozolol)	16 October 2015	Two-year sanction

SPORT	RULE VIOLATION	SUBSTANCE/METHOD	SANCTION IMPOSED	SANCTION
Surf Life Saving Australia	Presence and Use	Presence (21 and 22 July 2014): 3'-hydroxystanozolol glucuronide (a metabolite of Stanozolol)  Use (on or before 22 July 2014): 3'-hydroxystanozolol glucuronide (a metabolite of Stanozolol)	16 October 2015	Two-year sanction
Australian Rules Football	Presence and Use	Clenbuterol	4 November 2015	Two-year sanction
Australian Rules Football	Presence and Use	Clenbuterol	4 November 2015	Two-year sanction
Table Tennis	Presence	D-amphetamine	27 November 2015	15-month sanction
Rugby League (NRL)	Attempted Use	Selective Androgen Receptor Modulators S22 (SARMS22); Growth Hormone; Chorionic Gonadotrophin and Insulin	3 December 2015	Two years and nine months sanction
Baseball	Presence	D-amphetamine and 11-nor-delta-9-tetrahydrocannabinol-9-carboxylic acid (a metabolite of Cannabis)	13 January 2016	12-month sanction
Rugby League (QRL)	Presence and Use	17a-methyl-5a-androstan-2a,3a,17b-triol (a metabolite of Desoxymethyltestosterone)	21 January 2016	Two-year sanction
Bodybuilding	Presence	Oxandrolone and its metabolite 17-Epiroxandrolone; 3-Hydroxy-4-Methoxy-Tamoxifen; Clenbuterol; Amiloride and Hydrochlorothiazide	12 February 2016	Four-year sanction
Bodybuilding	Presence	Anastrozole; Oxandrolone and its metabolite 17-Epiroxandrolone; Clenbuterol; Amiloride; Hydrochlorothiazide and D-amphetamine	12 February 2016	Four-year sanction
Powerlifting	Presence and Use	4-chloro-18-nor-17β-hydroxymethyl-17α-methyl-5β-androst-13-en-3α-ol (a metabolite of Dehydrochloromethyltestosterone and Methylclostebol)	22 February 2016	Four-year sanction
Bodybuilding	Presence and Use	Clenbuterol	22 February 2016	Three-years and seven months sanction

SPORT	RULE VIOLATION	SUBSTANCE/METHOD	SANCTION IMPOSED	SANCTION
Triathlon	Refusal to submit to Doping Control	N/A	14 March 2016	Three years and six months sanction
Athletics	Presence and Use	Dextran	24 March 2016	Two-year sanction
Cycling	Attempted use (prohibited method)	Intravenous Infusion	4 April 2016	Two-year sanction
Swimming	Presence and Use	Clenbuterol; 1,3-dimethylpentylamine (methylhexaneamine)	9 May 2016	Four-year sanction
Bodybuilding	Presence and Use	Drostanolone and its metabolite	9 May 2016	Four-year sanction

### *Exclusions to public disclosures*

In August 2014, ASADA issued 'show cause' notices to 17 current and former National Rugby League (NRL) players. Twelve players made admissions of doping at the time and received 12-month sanctions from the NRL.

As at 30 June 2016, the matters of the remaining five rugby league players were unresolved so Table 11 does not include references to the 12 NRL players. While the outstanding matters are ongoing, the disclosure of the identity of the 12 players is delayed to minimise prejudice to the ongoing matters of the five players. This is a unique situation where ASADA is required to balance the issue of privacy of these five players against our normal protocol of publicly disclosing sanctioned athletes.

Information about current sanctions is available on the website <[www.asada.gov.au](http://www.asada.gov.au)>.

## **SIGNIFICANT ENFORCEMENT MATTERS**

### **Past and present Essendon Football Club players: CAS case**

On 8 May 2015, WADA appealed a decision of the AFL Anti-Doping Tribunal in relation to 34 past and present Essendon Football Club players. The appeal was lodged with the CAS and we applied successfully to the CAS to become a party to the arbitration proceedings.

The CAS held the hearing from 16–20 November 2015 in Sydney.

On 12 January 2016 (Australian time), the CAS handed down an Award that:

- > set aside the previous decision of the AFL Anti-Doping Tribunal

- > found 34 past and present Essendon Football Club players had each committed the anti-doping rule violation of using a prohibited substance (Thymosin beta-4), and
- > imposed a period of ineligibility of two years on the players, which was backdated by 12 months for delays not attributable to the players and gave credit for provisional suspensions served.

In February 2016, the 34 past and present Essendon Football Club players filed an appeal to the Swiss Federal Tribunal against a decision of the CAS to hear the appeal on a de novo (a new hearing) basis. ASADA is a party to the Swiss Federal Tribunal Appeal as it was a party to the CAS proceedings.

The appeal to the Swiss Federal Tribunal was ongoing at the end of the reporting period.



ASADA CEO PRESS CONFERENCE FOLLOWING CAS DECISION ON ESSENDON FOOTBALL CLUB PLAYERS

### Tate Smith: CAS case

On 2 October 2015, the CAS issued an Award finding that Canoeist and Olympic Gold medallist, Tate Smith, had committed anti-doping rule violations of presence and use of a prohibited substance. The prohibited substance found in Mr Smith's system was 3'-hydroxystanozolol (a metabolite of Stanozolol), an anabolic steroid. Mr Smith received a two-year sanction commencing from 8 September 2014. His competitive results from 22 July 2014 were invalidated with all resulting consequences including the forfeiture of any medals, points or prizes.

### Jeone Park: CAS case

On 17 March 2016, the CAS issued an Award finding that South Korean cyclist Jeone Park had committed an anti-doping rule violation of attempted use of a prohibited method, namely an intravenous infusion of greater than 50mL over a period of six hours. The CAS imposed a two-year sanction on Mr Park commencing from 11 June 2015. The CAS also disqualified all competitive results obtained by Mr Park from 11 June 2015, including the 2015 Junior Track Cycling World Championship title in the Men's individual sprint.

### **Kim Mottrom: CAS case**

On 21 March 2016, the CAS issued an Award finding that race walker, Kim Mottrom, had committed anti-doping rule violations of presence and use of a prohibited substance. The prohibited substance found in Mr Mottrom's system was a diuretic and masking agent called dextran. Dextran is prohibited at all times if intravenously administered. The CAS was comfortably satisfied that the dextran found in Mr Mottrom's sample was due to intravenous administration. Mr Mottrom received a two-year sanction commencing on 21 March 2014 with credit for provisional suspension already served. The case represented the first time anywhere in the world that an athlete had been sanctioned for using dextran.

### **Stephen Dank: AFL Anti-Doping Appeal Board**

In April 2015, Stephen Dank lodged an appeal against the decision of the AFL Anti-Doping Tribunal to impose a lifetime sanction on him for numerous anti-doping rule violations. As at 30 June 2016, the appeal remains ongoing.

### **Administrative Appeals Tribunal matter**

An athlete support person lodged an appeal with the Administrative Appeals Tribunal (AAT) challenging an assertion by the ADRVP of a possible anti-doping rule violation. A hearing was conducted in the AAT on 14 April 2016. As at 30 June 2016, ASADA and the ADRVP were awaiting the AAT's decision.





## 04

**MANAGEMENT AND  
ACCOUNTABILITY**

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# CORPORATE GOVERNANCE

*Events in the world of anti-doping highlight the importance of proper governance practices:*

*On 14 January 2016, the WADA Independent Commission reported it had discovered behaviour at the International Association of Athletics Federations (IAAF) that began with breaches of anti-doping rules and extended to criminal acts of conspiracy, corruption and bribery within the organisation's leadership. The Commission found that individuals at the governing body extorted money from athletes in exchange for covering up doping results—actions that ultimately kept athletes in competition who should have been sanctioned for doping.*

**WADA NEWS: WADA WELCOMES CONCLUSION OF INDEPENDENT COMMISSION INTO DOPING IN INTERNATIONAL ATHLETICS, 14 JANUARY 2016**



The Australian Sports Anti-Doping Authority (ASADA) adheres to the principles of effective corporate governance.

Governance assists us to achieve our objectives and fulfils our obligations to our stakeholders through sound:

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

The main areas of corporate governance practices employed at ASADA:



## MANAGEMENT STRUCTURE

Senior management responsibilities, organisational structure and senior committees operating with suitable terms of reference, appropriate controls and sound monitoring of activity and performance.



## MANAGEMENT ENVIRONMENT

A coherent corporate planning framework, aligning vision, mission, strategies, planning processes and performance measures to meet clearly articulated goals. This is enhanced through leadership protocols, investing in people, a learning environment and workforce planning.



## CONSISTENCY AND COMPLIANCE

Management and staff adhere to the Australian Public Service Values and Code of Conduct when undertaking their duties and functions. This is underpinned by the ongoing development and maintenance of policies and systems, including the review and redevelopment of Accountable Authority Instructions (AAIs) and financial rules that provide guidance on policies, procedures and expected behaviours.



## MONITORING AND REPORTING

A focus on efficient and effective business and financial performance, achieved through reporting and the ongoing evaluation and review of programs and performance.

## CORPORATE PLAN

In August 2015, ASADA published its Corporate Plan covering the periods 2015–16 to 2018–19 as required under section 35(1)(b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). Available online at <[www.asada.gov.au](http://www.asada.gov.au)>, the Corporate Plan sets out our purpose and performance measures, and is an important tool in articulating ASADA's strategic direction to staff and external audiences.

## SENIOR MANAGEMENT

### Executive



**Mr Ben McDevitt AM APM**  
**Chief Executive Officer**

Responsible for management and strategic leadership of ASADA.



**Ms Judith Lind**  
**National Manager**  
**Operations**

Responsible for intelligence, investigations, science, sports engagement and education.



**Ms Elen Perdikogiannis**  
**National Manager Legal**  
**and Support Services**

Responsible for corporate support, national testing support and legal services, including anti-doping case management and the presentation of those cases to relevant tribunals.

### Senior Management Group

The Senior Management Group is comprised of the CEO, National Managers and Business Unit Directors.

The Senior Management Group is responsible for:

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

## ORGANISATIONAL STRUCTURE

ASADA's structure at 30 June 2016 is displayed in Chapter 1 of this report.

## COMMITTEES

### Audit Committee

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

Section 45 of the PGPA Act requires the ASADA CEO to ensure that the agency has an Audit Committee. Section 17 of the *Public Governance, Performance and Accountability*

*Rule 2014* (the PGPA Rule) sets out minimum requirements for Audit Committees of Commonwealth entities.

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

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

#### *Audit Committee role*

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

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

In performing its role, the Audit Committee engages with the ANAO on the ANAO's financial statement and performance audit coverage. The Audit Committee also reviews the proposed internal audit coverage to ensure it takes into account ASADA's key risks and recommends approval of the annual work plan by the ASADA CEO.

### Workplace Health and Safety Committee

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

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

### Risk Management Committee

The Risk Management Committee focusses on risk analysis and management, the currency of our internal policies and implementing Protiviti's and ANAO's recommendations and process improvements. The Committee comprises:

- > ASADA CEO
- > National Manager Legal and Support Services
- > National Manager Operations
- > Chief Financial Officer—Director Corporate Services
- > Director Legal Services
- > Director Investigations
- > Director Intelligence
- > Director Stakeholder Engagement
- > Governance Officer

## Information Governance Committee

In accordance with National Archives of Australia's *Digital Continuity 2020 Policy*, we formed the Information Governance Committee. The Committee comprises:

- > National Manager, Legal and Support Services (Chair)
- > Chief Financial Officer—Director Corporate Services
- > Director Intelligence
- > Governance Officer
- > Records Manager

## RISK MANAGEMENT

Risk management in ASADA is governed by the Risk Management Framework, which includes internal controls for the identification and management of ASADA's business and financial risks. Supporting the framework is the Risk Management Strategy, which is based upon the principles set out in the *Commonwealth Risk Management Policy* and *ISO 31000 Risk Management*. The strategy acts as a practical guide for the implementation of the framework and was endorsed by the ASADA CEO in December 2015.

### Operational risks

Operational risk identification in ASADA occurs at several levels:

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

### Financial risks

Financial risk is managed by ASADA through a range of specific initiatives:

- > AAls and associated procedural rules are available to all staff and give effect to PGPA Act requirements. These instructions and rules set out responsibilities and procedures that provide an overarching framework for transparent and accountable financial management. They also contain topics relating specifically to risk management and internal accountability.
- > A system of financial delegations ensures that commitment and spending authorities rest with appropriate staff who are informed of their responsibilities.
- > The Internal Audit Plan identifies services and functions for auditing. This plan incorporates issues raised by the ANAO in its financial audits of ASADA, policy evaluations, previous internal audits, strategic risk management issues and, where appropriate, ANAO reports on cross-agency matters.

### Fraud risk

Our Fraud Control and Anti-Corruption Plan ensures we have appropriate fraud prevention, detection, investigation and reporting procedures and processes in place. Further, it ensures we have taken all reasonable measures to minimise the incidence of fraud in the agency and to investigate and recover the proceeds of fraud against the agency.

All staff are required to annually complete the online whole-of-government Fraud Awareness eLearning Training. The training assists staff to understand their responsibilities and obligations regarding the prevention, detection and reporting of, and response to, fraud.

The PGPA Act and section 10 of the PGPA Rule requires all non-corporate Commonwealth entities to provide the Australian Institute of Criminology with fraud control information. In accordance with these requirements, we submitted annual fraud data in 2015–16.

We had no instances of fraud during 2015–16.

## Monitoring risks

Monitoring of risk occurs through:

- > regular meetings of the Risk Management Committee, which is used as the forum to consider and discuss our system of risk oversight, management and internal control
- > regular monitoring of workgroup operational risks by Business Unit Directors, and
- > quarterly reports to the Audit Committee on risk management.

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

## Compliance with finance law

We have complied with the provisions and requirements of the:

- > PGPA Act
- > PGPA Rule
- > Appropriation Acts, and
- > other instruments defined as finance law including relevant Ministerial directions.

We had no significant non-compliance issues with finance law during the reporting period. Where immaterial non-compliances were identified they were managed in accordance with our policies and procedures, including analysis to detect and rectify any breakdowns of internal controls.

## INTERNAL AUDITS

Our internal audit services are provided by Protiviti in line with our Internal Audit Plan. The Internal Audit Plan is endorsed by the Audit Committee and approved by the ASADA CEO. It addresses:

- > identified strategic risks and control arrangements
- > ASADA's Fraud Control and Anti-Corruption Plan
- > compliance reporting processes
- > the adequacy of performance information and reporting, and
- > feedback from the executive team and Senior Management Group.

The following internal audits were conducted during 2015–16:

- > ADAMS Implementation Review
- > Internal Audit of Payroll and Payment Data Integrity
- > Issue Communication and Escalation—Internal Audit Diagnostic
- > Internal Audit of Public Interest Disclosure Management
- > Investigation Process Management.

In addition to the audits, Protiviti carried out a range of other services during 2015–16, including:

- > the provision of advice in the development of ASADA's 2015–16 Corporate Plan
- > the facilitation of a risk analysis workshop with the Risk Management Committee, and
- > an agency-wide fraud risk assessment to inform fraud control activities and initiatives across ASADA.

## BUSINESS CONTINUITY MANAGEMENT

Our Business Continuity Program aims to ensure that the business continuity management is appropriate to the agency's risk profile, consistent with the assessment of all business interruption response requirements and is in line with the ANAO better practice recommendations.

The program encompasses:

- > a Business Continuity Policy that governs the program and provides a framework for the development, review and testing of plans
- > reviews and updates of ASADA's Business Continuity Plan (BCP), including associated policies and procedures
- > formation of a Business Continuity and Disaster Recovery Team and associated governance arrangements
- > training and awareness of relevant staff on business continuity and testing of the BCP
- > the conduct of a Business Impact Analysis and inclusion in the BCP, and
- > reviews and updates of ASADA's Disaster Recovery Plan.

The BCP underwent a testing exercise with the Business Continuity and Disaster Recovery Team in October 2015. As a result of the exercise ASADA carried out a full review and redevelopment of the BCP, which is due for finalisation in early 2016–17. The revised BCP encompassed the flow-on impacts of the certification of the Information and Communications Technology (ICT) environment to PROTECTED, the transition of key systems to shared services arrangements and the implementation of revised disaster recovery arrangements.

## INFORMATION TECHNOLOGY

### Information and communications technology

In May 2015, our ICT infrastructure and supporting policies and processes were certified to the PROTECTED level. The PROTECTED certification is instrumental to our strategic priority of enhancing partnerships with law enforcement and other government agencies by enabling the secure sharing of information relevant to anti-doping.

To manage information technology risks we undertake annual reviews to ensure compliance with the Government's Protective Security Policy Framework (PSPF) and Information Security Manual (ISM) requirements. In addition to this, a biennial independent assessment is undertaken under the Information Security Registered Assessors Program (IRAP) as part of the PROTECTED certification process.

For the past three reporting periods we have achieved a high level of compliance against the requirements of the PSPF and ISM. In preparation for the next IRAP assessment we have carried out a full review of our ICT, security policies and waivers.

## Records management

Our records management practices comply with the *Archives Act 1983* and are reviewed regularly to maintain compliance.

In accordance with the *Digital Continuity 2020 Policy* released by the National Archives of Australia, we established the Information Governance Committee to ensure we transition to a fully digital environment by 2020.

During 2015–16, the state of our digital readiness was assessed as part of the *Check-up Digital* evaluation. We achieved a ranking of 41 out of 165 agencies, which is our highest ranking to date. We anticipate our ranking will improve in 2016–17 as we further transition to operating digitally.

Moving to a digital environment required us to review the status of our physical records, which saw the disposal of more than 300 boxes of old records and another 900 boxes prepared for future destruction.

## ETHICAL STANDARDS

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

In February 2016, the Australian Public Service Commission (APSC) released a new edition of *APS Values and Code of Conduct in practice*. To ensure our policies accurately reflected the latest changes by the APSC we initiated a review, which resulted in revised policies in ethical behaviour and integrity, outside employment and managing conflicts of interest. These revisions were communicated to all staff.

Changes to policies were supported by:

- > APS Ethics and Values training presented by an APSC representative to all office-based staff in June 2016.
- > key messages on ethical issues, such as conflicts of interest and receiving gifts and benefits were reinforced in ASADA's AAIs and formed a key part of the training conducted by the APSC.
- > the continued inclusion of, and compliance with, the APS Values and Code of Conduct as a key performance requirement in all staff performance agreements.

## CUSTOMER SERVICE CHARTER

We are committed to understanding the needs of athletes, support personnel, sporting organisations and other stakeholders. Our Customer Service Charter sets out the standard of service that people who deal with us can expect, as well as ways in which customers can help us improve our service. The charter also indicates that feedback is welcome and explains how people can comment on our services. The charter can be found on the ASADA website <[www.asada.gov.au](http://www.asada.gov.au)>.

# EXTERNAL SCRUTINY

ASADA and its employees are required to act lawfully. The functions of ASADA's CEO are set out in the ASADA Act and Regulations, including the National Anti-Doping (NAD) scheme. The ASADA CEO's decisions are subject to judicial review and ASADA's work more generally is subject to scrutiny by Parliament and other entities, such as the Commonwealth Ombudsman.

Amongst other matters, the ASADA CEO is required to consider the World Anti-Doping Code (the Code) in the exercise of powers under the NAD scheme. The Code is the document that applies consistent regulations regarding anti-doping across all sports and all countries. It provides a framework for anti-doping policies, rules, and regulations for sport organisations and public authorities.

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

## PARLIAMENTARY SCRUTINY

### Attendance at Senate Estimates hearings

#### *Senate Standing Committees on Community Affairs*

ASADA appeared before the Community Affairs Legislation Committee (Senate Estimates) on two occasions during 2015–16:

- > Additional Budget Estimates – 3 March 2016.
- > Budget Estimates – 6 May 2016.

### Evidence and/or submissions to Parliamentary Committee inquiries

#### *Senate Standing Committees on Community Affairs*

Legislation Committee:

- > Nil to report

References Committee:

- > Nil to report

## DECISIONS AND REPORTS

### Judicial decisions

ASADA was not the subject of any judicial decisions for 2015–16.

## Decisions of the Court of Arbitration for Sport and other sports tribunals

In 2015–16, ASADA was a party to four applications filed in the CAS involving athletes challenging the outcome of their matters. One matter arose from a WADA appeal of a decision of the AFL Anti-Doping Tribunal and three other matters related to athletes attending CAS for a first instance hearing. In all four matters, anti-doping rule violations were established against the athletes.

Three matters were filed in sports tribunals for first instance hearings. In all instances, anti-doping rule violations were established and sanctions imposed.

One appeal was filed with a sports tribunal. The matter remains ongoing as at 30 June 2016.

## Decisions of administrative tribunals

An athlete support person lodged an appeal with the Administrative Appeals Tribunal (AAT) challenging an assertion by the ADRVP of a possible anti-doping rule violation. A hearing was conducted in the AAT on 14 April 2016. As at 30 June 2016, ASADA and the ADRVP were awaiting the AAT's decision.

## Decisions by the Australian Information Commissioner

One individual lodged a review with the Australian Information Commissioner in 2015–16 in relation to a Freedom of Information request decision. The matter remained under review as at 30 June 2016.

## Parliamentary Committee reports

ASADA was not the subject of any Parliamentary Committee reports in 2015–16.

## Commonwealth Ombudsman reports

The Commonwealth Ombudsman received one complaint against ASADA during 2015–16. The Commonwealth Ombudsman decided after a preliminary review that an investigation of ASADA was not warranted.

## Commonwealth Auditor-General reports

ASADA received an unmodified audit report on its 2015–16 financial statements with no instances of ratable findings. The Auditor-General did not issue an audit report as a result of the ANAO's interim audit. There were also no Auditor-General reports specifically on the operations of ASADA. We continue to implement recommendations (as appropriate) from reports of the Auditor-General dealing with issues relevant to all Australian public sector agencies.

## FREEDOM OF INFORMATION

Entities subject to the *Freedom of Information Act 1982* (FOI Act) are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements.

Information on Freedom of Information (FOI) at ASADA, including access to documents released in response to FOI requests can be found online at [www.asada.gov.au/about-asada/freedom-information](http://www.asada.gov.au/about-asada/freedom-information).

The right to access documents held by government is subject to certain limitations that ensure that sensitive information, including personal, secret or national security information, is properly protected.

### Freedom of information requests in 2015–16



### Freedom of information reviews in 2015–16

Of the 21 requests processed by ASADA during 2015–16, a total of four matters became the subject of a review.

#### *Internal review applications*



#### *Review by the Office of the Australian Information Commissioner*



# MANAGEMENT OF HUMAN RESOURCES

*'... I thank the hard working officers at ASADA, both past and present, who have persevered against much adversity to bring this case to its rightful conclusion.'*

**ASADA CEO, BEN MCDEVITT, PRESS CONFERENCE FOLLOWING CAS DECISION TO BAN 34 FORMER AND PRESENT ESSENDON FOOTBALL CLUB PLAYERS, JANUARY 2016**

The ASADA CEO is appointed under section 24A of the *Australian Sports Anti-Doping Authority Act 2006* (the ASADA Act) and is supported by staff engaged under the *Public Service Act 1999*.

We regularly review our workforce to ensure we have the right mix of skills, experience and capability. In 2015–16, our primary focus was building capability in three areas of priority:

- > Intelligence-gathering and analysis: To enable us to form stronger relationships with law enforcement and other regulatory bodies working in the integrity area
- > Science and results management: To enable the integration of scientific analysis and advice into ASADA's detection strategy
- > Legal services: Ensuring efficient and effective management of enforcement activities.



Ongoing staff at 30 June 2016<sup>15</sup>

$$\begin{array}{r}
 \underline{21} \\
 \text{FULL-TIME} \\
 \text{MALES}
 \end{array}
 +
 \begin{array}{r}
 \underline{18} \\
 \text{FULL-TIME} \\
 \text{FEMALES}
 \end{array}
 +
 \begin{array}{r}
 \underline{0} \\
 \text{PART-TIME} \\
 \text{MALES}
 \end{array}
 +
 \begin{array}{r}
 \underline{3} \\
 \text{PART-TIME} \\
 \text{FEMALES}
 \end{array}
 =
 \begin{array}{r}
 \underline{42} \\
 \text{TOTAL ONGOING} \\
 \text{STAFF}
 \end{array}$$

Non-ongoing (fixed term) staff at 30 June 2016<sup>16</sup>

$$\begin{array}{r}
 \underline{5} \\
 \text{FULL-TIME} \\
 \text{MALES}
 \end{array}
 +
 \begin{array}{r}
 \underline{1} \\
 \text{FULL-TIME} \\
 \text{FEMALES}
 \end{array}
 +
 \begin{array}{r}
 \underline{0} \\
 \text{PART-TIME} \\
 \text{MALES}
 \end{array}
 +
 \begin{array}{r}
 \underline{0} \\
 \text{PART-TIME} \\
 \text{FEMALES}
 \end{array}
 =
 \begin{array}{r}
 \underline{6} \\
 \text{TOTAL NON-} \\
 \text{ONGOING} \\
 \text{(FIXED TERM)} \\
 \text{STAFF}
 \end{array}$$

## Non-ongoing (casual) field staff at 30 June 2016

$$\begin{array}{r}
 \underline{113} \\
 \text{MALE CASUALS}
 \end{array}
 +
 \begin{array}{r}
 \underline{72} \\
 \text{FEMALE CASUALS}
 \end{array}
 =
 \begin{array}{r}
 \underline{185} \\
 \text{TOTAL CASUAL FIELD STAFF}
 \end{array}$$

TABLE 12: ONGOING, NON-ONGOING AND CASUAL STAFF BY CLASSIFICATION GROUPS AND LOCATION AT 30 JUNE 2016<sup>17</sup>

ACT	12	3	5	10	8	11	5	3	1	58
NSW	44	4	1							49
NT	1	1								2
QLD	35	4	1							40
SA	17	2								19
TAS	15	2								17
VIC	28	2	1			1				32
WA	14	3								17
<b>Total</b>	<b>166</b>	<b>21</b>	<b>8</b>	<b>10</b>	<b>8</b>	<b>12</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>234</b>

15 Information indicates staff substantively employed by ASADA at 30 June 2016, including temporary transfers into the agency. Information excludes the ASADA CEO, who is appointed under the ASADA Act.

16 Information indicates staff substantively employed by ASADA at 30 June 2016, including temporary transfers into the agency. Information excludes the ASADA CEO, who is appointed under the ASADA Act.

17 Table 12 indicates ongoing and non-ongoing (fixed-term) staff totalling 49 and casual staff totalling 185 employed by ASADA at 30 June 2016.

TABLE 13: SES STAFF AT 30 JUNE 2016 <sup>18</sup>

SES STAFF	MALE	FEMALE	TOTAL
SES Band 1	1 <sup>18</sup>	2	3

## Workforce planning

In June 2014, ASADA began implementing an updated workforce planning process following a strategic review of our future priorities and capability requirements. The aim of the process was to continue the delivery of a leading anti-doping program through a realignment of available resources and maintaining consistency with government policy on Average Staffing Levels (ASL).

Throughout 2015–16, we maintained an ongoing review and further implementation of the workforce planning process that included:

- > continuation and establishment of strategic secondments with the Australian Federal Police and the Australian Border Force to further boost our intelligence and information-sharing capability, and
- > a restructure of ASADA's field-based collection workforce.

The increase in recruitment activity experienced during 2015–16 was in the key priority areas of Intelligence, Science and Results Management and Legal Services, and was consistent with our workforce capability requirements.

Staff turnover during 2015–16 was 19%, a decrease from 25% in 2014–15. This included nine ongoing staff members from both the APS and Executive Level classifications. Separations were attributable to a combination of voluntary redundancies and movement to other Government agencies.

## Employment agreements

The ASADA Enterprise Agreement 2012–14 provides the terms and conditions of ASADA's non-SES staff. The agreement nominally expired on 30 June 2014, but continues operating whilst negotiations for a new agreement continue.

On 22 January 2016, the ASADA CEO issued the Notice of Employee Representational Rights to initiate bargaining for the next enterprise agreement. As at 30 June 2016, no enterprise agreement had been voted on by staff.

## Section 24(1) determinations

In 2015–16, the terms and conditions of employment of the SES employees were set by determination under section 24(1) of the *Public Service Act 1999*.

In addition, section 24(1) determinations covered four non-SES employees as at 30 June 2016.

<sup>18</sup> From 1 April 2016, ASADA implemented a SES succession strategy with an SES officer on leave and transitioning to retirement on 1 July 2016.

TABLE 14: NUMBER OF STAFF COVERED BY THE ENTERPRISE AGREEMENT OR SECTION 24(1) DETERMINATIONS AS AT 30 JUNE 2016<sup>19</sup>

CLASSIFICATION	ENTERPRISE AGREEMENT	SECTION 24(1) DETERMINATIONS	TOTAL
SES	0	3	3
EL2	1	3	4
EL1	10	1	11
APS 2–6	213	0	213
<b>Total</b>	<b>224</b>	<b>7</b>	<b>231</b>

## Performance pay

Performance pay is not available to ASADA staff. In accordance with the ASADA Enterprise Agreement 2012–14, the Performance and Career Enrichment Scheme enables incremental salary advancements. Employees receiving a rating of fully effective or higher are eligible for incremental salary advancement where they are below the maximum salary range for their classification.

TABLE 15: SALARY RANGES OF EMPLOYEES

CLASSIFICATION	ENTERPRISE AGREEMENT		SECTION 24(1) DETERMINATIONS	
	SALARY RANGE \$		SALARY RANGE \$	
	LOWEST	HIGHEST	LOWEST	HIGHEST
EL2	\$114,418	\$138,067	\$138,689	\$153,417
EL1	\$101,210	\$110,307	\$115,572	\$115,572
APS6	\$88,090	\$96,137		
APS5	\$78,350	\$85,064		
APS4	\$69,457	\$76,376		
APS3	\$58,615	\$65,748		
APS2	\$48,053	\$56,742		
APS1	\$38,456	\$45,608		

## Learning and development

Staff training during 2015–16 focused on key knowledge requirements and organisational priorities, including:

- > comprehensive WHS refresher training provided to our Doping Control Officers (DCO) with a particular emphasis on risk management processes in the field
- > IT and security awareness refresher training aimed at supporting the PROTECTED environment, and
- > APS Ethics and Values training.

<sup>19</sup> Excludes the ASADA CEO whose terms and conditions of employment are set by the Remuneration Tribunal.

During the reporting period we started using the APSC core skills program to build on the foundation skills of our staff and encourage them to meet the high levels of performance required of public servants. We continued to support a study assistance program for high performing employees looking to build on their current knowledge and expertise.

### Accreditation of Doping Control Officers and Chaperones

DCOs and Chaperones play an important role in the anti-doping process. They are the representatives of ASADA in the field and are responsible for organising and managing the sample collection process, ensuring that all procedures are followed.

In December 2015, we re-accredited 23 DCOs in accordance with WADA's requirements. Chaperones are re-accredited every two years to ensure compliance with the International Standard for Testing and Investigations (ISTI) and upkeep of sample collection skills. Re-accreditation requires the successful completion of both field assessments and the refresh of theoretical knowledge of the sample collection process.

### Rewards and Recognition

During 2015–16, we implemented a CEO Commendation award that recognises the dedication and achievements of staff throughout the year. In the reporting period the ASADA CEO presented six awards to employees for outstanding achievements on specific projects and ongoing dedication and commitment to ASADA on a daily basis. The Minister for Sport, the Hon. Sussan Ley, presented two of these awards during her visit to ASADA in February 2016.



FROM LEFT TO RIGHT: HON SUSSAN LEY MP, MINISTER FOR SPORT AND BEN MCDEVITT

## Commonwealth Disability Strategy

Since 1994, non-corporate Commonwealth entities have reported on their performance as policy adviser, purchaser, employer, regulator and provider under the Commonwealth Disability Strategy. In 2007–08, reporting on the employer role was transferred to the APSC's *State of the Service* reports and the *APS Statistical Bulletin*. These reports are available at <[www.apsc.gov.au](http://www.apsc.gov.au)>. From 2010–11, entities have no longer been required to report on these functions.

The Commonwealth Disability Strategy has been succeeded by the *National Disability Strategy 2010–2020*, which sets out a 10-year national policy framework to improve the lives of people with disability, promote participation and create a more inclusive society. A high-level, two-yearly report will track progress against each of the six outcome areas of the strategy. The first of these progress reports was published in 2014, and can be found at <[www.dss.gov.au](http://www.dss.gov.au)>.

## Employees who identify as Indigenous

As at 30 June 2016, we had no employees for the current and preceding year who identified as Indigenous.

## Work health and safety

Information regarding WHS is included at Appendix B.





# 05

## FINANCIAL INFORMATION

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# SUMMARY OF 2015–16 FINANCIAL PERFORMANCE

FINANCIAL REPORTING IS A CRITICAL PART OF GOOD MANAGEMENT. IT IS THE PRIME MEANS BY WHICH AN ENTITY RECEIVES THE INFORMATION IT NEEDS TO MEET ITS ACCOUNTABILITY REQUIREMENTS.



The information in Chapters 5 and 6 sets out the financial resources used by ASADA to achieve its purpose of protecting the health of athletes and the integrity of Australian sport.

REVENUE (MILLIONS):

**\$12.227M**

APPROPRIATION FROM GOVERNMENT

**\$3.171M**

OWN SOURCE INCOME AND OTHER GAINS

**\$0.373M**

APPROPRIATION DEPARTMENTAL CAPITAL BUDGET

During the year our operating environment continued to be influenced by the:

- > enforcement phase of the Operation Cobia investigation and related activities, and
- > ongoing requirement to position ASADA to sustainably operate within available resources over the forward estimates.

The comprehensive income result (prior to depreciation and amortisation costs) attributable to our operations for 2015–16 was \$1.33 million (refer to Note 3.2 to the Financial Statements), in comparison to \$0.73 million for 2014–15.

The factors contributing to the comprehensive income result for the year primarily reflected a combination of:

- > the finalisation of recovery actions on Federal Court costs orders on terms which exceeded the estimates included in the 2014–15 Financial Statements
- > staff vacancies over the financial year exceeding initial forecasts, and
- > conservative management of supplier costs throughout the year aimed at achieving a financially sustainable position for 2016–17 and the forward estimates.

ASADA is required to explain the major variances to the approved estimates included in the 2015–16 Portfolio Budget Statements. Explanations of material variances are provided at the foot of each of the Financial Statements.

Significant variations from the 2014–15 financial year results include:

- > A reduction in total expenses for the year of \$1.43 million comprising:
  - a net increase in employee benefits of \$0.14 million primarily resulting from an increase in restructuring costs (refer to Note 1.1A); offset by
  - a net reduction of \$1.59 million in supplier expenses primarily due to a reduction in external legal expenses of \$2.11 million as a result of the transition from the domestic enforcement phase of the Cobia investigation, offset by an increase of \$0.50 million in testing costs in response to increased pre-Rio commitments to the Australian Olympic Committee and Australian Paralympic Committee, and demand for testing services from International Federations and other National Anti-Doping Organisations (NADO).
- > An increase of \$0.15 million in own-source income reflecting the net impact of:
  - differences in short-term resources provided by Government in the 2014–15 and 2015–16 financial years,
  - increases in revenues from the provision of pre-Olympic anti-doping services to International Federations and NADOs, and
  - the variance between the actual settlement outcomes relating to Federal Court cost orders and the estimates included in the 2014–15 financial statements.
- > A decrease in revenues from Government of \$0.707 million, primarily the combined result of the lapsing of the 2013–14 additional funding measure and Government savings measures relating to the implementation of whole-of-government shared services initiatives.

Further details of movements in key revenues and expenses are provided in Notes 1.1 and 1.2 to the Financial Statements in Chapter 6.

# EXPENSES FOR OUTCOME 1

The following information shows how the 2015–16 Budget appropriations translate to total resourcing for ASADA activities, including revenue from government (appropriation) and other resources available to be used and the total costs of the program.

<b>Expenses for Outcome 1</b>	<b>BUDGET*</b>	<b>ACTUAL</b>	<b>VARIATION</b>
	<b>2015–16</b>	<b>EXPENSES</b>	<b>2015–16</b>
	<b>\$'000</b>	<b>2015–16</b>	<b>\$'000</b>
		<b>\$'000</b>	
	<b>(A)</b>	<b>(B)</b>	<b>(A) – (B)</b>
<b>Outcome 1: Protection of the health of athletes and the integrity of Australian Sport, through deterrence, detection and enforcement to eliminate doping</b>			
<b>Program 1.1: Deterrence, Detection and Enforcement</b>			
Departmental expenses			
Departmental appropriation <sup>1</sup>	14,218	14,050	168
Expenses not requiring appropriation in the Budget year	548	556	(8)
<b>Total for Program 1.1</b>	<b>14,766</b>	<b>14,606</b>	<b>160</b>
<b>Total expenses for Outcome 1</b>	<b>14,766</b>	<b>14,606</b>	<b>160</b>
		<b>2014–15</b>	<b>2015–16</b>
Average Staffing Level (number)		58	53

\* Full year budget, including any subsequent adjustment made to the 2015–16 Budget at Additional Estimates.

<sup>1</sup> Departmental Appropriation combines Ordinary Annual Services (Appropriation Act Nos. 1, 3 and 5) and Retained Revenue Receipts under section 74 of the PGPA Act 2013.

# ASADA RESOURCE STATEMENT 2015–16

		ACTUAL AVAILABLE APPROPRIATION FOR 2015–16 \$'000	PAYMENTS MADE 2015–16 \$'000	BALANCE REMAINING 2015–16 \$'000
		(A)	(B)	(A) – (B)
<b>Ordinary Annual Services<sup>1</sup></b>				
Departmental appropriation <sup>2</sup>		12,600	7,090	5,510
Prior year departmental appropriations		2,743	2,464	279
s74 retained revenue receipts		2,872	2,872	-
Adjustment to s74 revenue receipts <sup>3</sup>		2,103	2,103	-
<b>Total</b>		<b>20,318</b>	<b>14,529</b>	<b>5,789</b>
<b>Total ordinary annual services</b>	<b>A</b>	<b>20,318</b>	<b>14,529</b>	
<b>Departmental non-operating</b>				
Equity injections		-	-	
<b>Total</b>		<b>-</b>	<b>-</b>	
<b>Total other services</b>	<b>B</b>	<b>-</b>	<b>-</b>	
<b>Total Available Annual Appropriations and payments</b>		<b>20,318</b>	<b>14,529</b>	
<b>Total resourcing and payments</b>				
A+B		20,318	14,529	
<b>Total net resourcing and payments for ASADA</b>		<b>20,318</b>	<b>14,529</b>	

<sup>1</sup> Appropriation Act (No.1) 2015–16 and Appropriation Act (No.3) 2015–16 and Appropriation Act (No. 5) 2015–16. This also includes prior year departmental appropriation and section 74 Retained Revenue Receipts.

<sup>2</sup> Includes an amount of \$0.373m in 2015–16 for the Departmental Capital Budget. For accounting purposes this amount has been designated as 'contributions by owners'.

<sup>3</sup> The adjustment to the s74 receipts reflects the differences between estimated actuals at the time of 2016–17 PBS and the annual actuals as at 30 June 2015.

## ASSET MANAGEMENT

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

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

During 2015–16, the capital expenditure of \$0.19 million was below the investment of \$0.28 million in 2014–15 (which reflected an increase in capital directed to our ICT environment to support the certification of the security environment to PROTECTED) pending the ongoing review of future capital requirements arising from the completion of a revised capital management plan. Factors that will influence the development of a revised capital management plan include the:

- > ongoing requirements to support our PROTECTED security environment
- > migration from internally developed core ICT applications to industry standard platforms, including data migration requirements
- > establishment of the capital requirements to support further enhancement of our intelligence-gathering, analytic, and investigative capabilities, and
- > expiry of our current ten-year lease in October 2017 and future accommodation requirements.

## PROCUREMENT

In 2015–16, ASADA complied with the Commonwealth Procurement Rules (CPR) issued by the Minister for Finance under section 105B(1) of the *Public Governance, Performance and Accountability Act 2013* (the PGPA Act).

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

We have a number of additional purchaser and provider arrangements, including:

- > international sample collection and analysis services
- > domestic blood collection services
- > transport services
- > the supply of collection and testing equipment
- > contracted ICT Gateway, internet, online education and equipment hosting arrangements
- > MOU arrangements for the provision of portfolio-based shared services encompassing human resources, payroll and financial transaction processing, and management of our property and security requirements, and
- > the provision of legal, investigative, educational and training services.

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

## ENGAGEMENT OF CONSULTANTS AND CONTRACTORS

### CONSULTANTS

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

The most common reasons for engaging consultancy services are:

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

TABLE 16: EXPENDITURE ON NEW AND EXISTING CONSULTANCY CONTRACTS 2015–16

CONTRACT DESCRIPTION	
New contracts during the period	10
Total expenditure on new consultancy contracts (GST-inclusive)	\$239,626
Number of ongoing (that is, pre-existing) consultancy contracts active during the period	5
Total expenditure on ongoing consultancy contracts during the period (GST-inclusive)	\$85,986

TABLE 17: TRENDS IN CONSULTANCIES

CONSULTANCIES	2013–14	2014–15	2015–16
Existing consultancy contracts	6	6	5
New consultancy contracts	5	6	10
Total consultancy contracts	11	12	15
<b>Total expenditure</b>	<b>\$554,586</b>	<b>\$264,910</b>	<b>\$325,612</b>

Annual reports contain information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website <[www.tenders.gov.au](http://www.tenders.gov.au)>.

## COMPETITIVE TENDERING AND CONTRACTING

Our objective in outsourcing services is to obtain value for money, encourage innovation and improve accountability and performance in the service delivery process, in line with the Commonwealth Procurement Guidelines.

## PROCUREMENT INITIATIVES TO SUPPORT SMALL BUSINESS

ASADA supports small business participation in the Commonwealth Government procurement market. Small- and medium-sized enterprise and small enterprise participation statistics are available on the Department of Finance's website <[www.finance.gov.au/procurement/statistics-on-commonwealth-purchasing-contracts/](http://www.finance.gov.au/procurement/statistics-on-commonwealth-purchasing-contracts/)>.

Although ASADA has low levels of procurement activity, it seeks to support small- to medium-sized enterprises through the adoption of simplified processes and credit card settlements for purchases below \$10,000, combined with the use of existing panel and standing order arrangements where available.

ASADA recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website <[www.treasury.gov.au](http://www.treasury.gov.au)>.

## AUDITOR-GENERAL ACCESS

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

## EXEMPT CONTRACTS

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

# GRANT PROGRAMS

ASADA did not issue any grants in 2015–16.



## 06

**FINANCIAL  
STATEMENTS**



## INDEPENDENT AUDITOR'S REPORT

### To the Minister for Sport

I have audited the accompanying annual financial statements of the Australian Sports Anti-Doping Authority for the year ended 30 June 2016, which comprise:

- Statement by the Accountable Authority and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes comprising significant accounting policies and other explanatory information.

### *Opinion*

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

- (a) comply with Australian Accounting Standards and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Australian Sports Anti-Doping Authority as at 30 June 2016 and its financial performance and cash flows for the year then ended.

### *Chief Executive's Responsibility for the Financial Statements*

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

### *Auditor's Responsibility*

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the

circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the Chief Executive of the entity, as well as evaluating the overall presentation of the financial statements.

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

***Independence***

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

Australian National Audit Office



Mark Vial  
Senior Director  
Delegate of the Auditor-General

Canberra  
2 September 2016



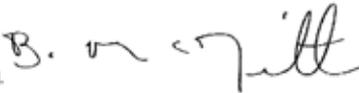
Australian Government

Australian Sports Anti-Doping Authority

**STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCIAL OFFICER**

In our opinion, the attached financial statements for the year ended 30 June 2016 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Sports Anti-Doping Authority will be able to pay its debts as and when they fall due.

Signed. 

B McDevitt AM APM  
Chief Executive

2 September 2016

  
Signed.....

S Fitzgerald  
Chief Financial Officer

2 September 2016

**Australian Sports Anti-Doping Authority**  
**Statement of Comprehensive Income**  
*for the period ended 30 June 2016*

	Notes	2016 \$'000	2015 \$'000	Original Budget \$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee Benefits	1.1A	7,451	7,311	7,746
Suppliers	1.1B	6,630	8,216	6,506
Depreciation and amortisation	2.2A	525	509	514
<b>Total expenses<sup>1</sup></b>		<b>14,606</b>	<b>16,036</b>	<b>14,766</b>
<b>Own-Source Income</b>				
<b>Own-source revenue</b>				
Sale of Goods and Rendering of Services	1.2A	1,928	1,605	1,684
Other Revenue	1.2B	1,242	1,713	334
<b>Total own-source revenue<sup>2</sup></b>		<b>3,170</b>	<b>3,318</b>	<b>2,018</b>
<b>Gains</b>				
Other Gains	1.2C	1	-	-
<b>Total gains</b>		<b>1</b>	<b>-</b>	<b>-</b>
<b>Total own-source income</b>		<b>3,171</b>	<b>3,318</b>	<b>2,018</b>
<b>Net cost of services</b>		<b>(11,435)</b>	<b>(12,718)</b>	<b>(12,748)</b>
Revenue from Government	1.2D	12,227	12,934	12,234
<b>Surplus/(Deficit) on continuing operations</b>		<b>792</b>	<b>216</b>	<b>(514)</b>
<b>OTHER COMPREHENSIVE INCOME</b>				
<b>Items not subject to subsequent reclassification to net cost of services</b>				
Changes in asset revaluation surplus		10	-	-
<b>Total other comprehensive income</b>		<b>10</b>	<b>-</b>	<b>-</b>
<b>Total comprehensive income</b>		<b>802</b>	<b>216</b>	<b>(514)</b>

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

**Budget Variances Commentary**

**Statement of Comprehensive Income**

1. The net variance of \$0.160m in Total expenses primarily arises from Employee benefits expenses at \$0.295m below budget due to a combination of higher than forecast staff vacancies throughout the reporting period, and the misclassification of contracted employees and committee expenses in the PBS budget. This was offset by higher than forecast restructuring expenses. The variance in supplier expenses of \$0.124m is a result of a number of factors the most significant of which is higher than budgeted test analysis costs arising from the increased demand for pre-Olympic testing services.
2. Total own-source revenue exceeded the budget by \$1.152m primarily as a result of:
  - a) Sale of goods and rendering of services \$0.245m above budget due to increased demand for test collection services from international anti-doping organisations and sport federations for pre-Olympic testing services.
  - b) Other Revenue exceeding the initial forecast by \$0.908m including \$0.765m from recoveries relating to Federal Court matters, exceeding the estimates included in the 2014-15 financial statements, and \$0.092m in one-off funding from the Department of Health under a Memorandum of Understanding (MOU) for the further development of education modules deployed on the Authority's on-line learning management system (LMS).

**Australian Sports Anti-Doping Authority**  
**Statement of Financial Position**

as at 30 June 2016

	Notes	2016 \$'000	2015 \$'000	Original Budget \$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and Cash Equivalents	2.1A	93	271	159
Trade and Other Receivables	2.1B	7,029	5,097	2,769
<b>Total financial assets<sup>1</sup></b>		<b>7,122</b>	<b>5,368</b>	<b>2,928</b>
<b>Non-financial assets</b>				
Land and Buildings	2.2A	293	543	302
Property, Plant and Equipment	2.2A	307	271	409
Intangibles	2.2A	213	324	347
Inventories	2.2B	114	141	145
Other Non-Financial Assets	2.2C	112	88	112
<b>Total non-financial assets</b>		<b>1,039</b>	<b>1,367</b>	<b>1,315</b>
<b>Total assets</b>		<b>8,161</b>	<b>6,735</b>	<b>4,243</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	2.3A	1,738	1,311	1,170
Other Payables	2.3B	158	376	199
<b>Total payables</b>		<b>1,896</b>	<b>1,687</b>	<b>1,369</b>
<b>Provisions</b>				
Employee Provisions	4.1A	2,351	2,250	2,610
Other Provisions	2.4A	101	160	28
<b>Total provisions</b>		<b>2,452</b>	<b>2,410</b>	<b>2,638</b>
<b>Total liabilities</b>		<b>4,348</b>	<b>4,097</b>	<b>4,007</b>
<b>Net assets</b>		<b>3,813</b>	<b>2,638</b>	<b>236</b>
<b>EQUITY</b>				
Contributed equity		3,089	2,716	3,089
Reserves		253	243	249
Retained surplus/(Accumulated deficit)		471	(321)	(3,102)
<b>Total equity<sup>2</sup></b>		<b>3,813</b>	<b>2,638</b>	<b>236</b>

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

**Budget Variances Commentary**

**Statement of Financial Position**

- The net variance in Total Financial assets arises as a result of a combination of factors including:
  - A variance in Trade and Other Receivables of \$2.328m between the forecast 2014-15 estimated actuals position included in the PBS and the final position reflected in the 2014-15 financial statements, primarily due to early 2015-16 receipt of MOU funding from the Department of Health recognised in the 2014-15 financial statements (\$1.110m), the inclusion of estimates of recoveries related to Federal Court cost orders (\$0.555m), and movements in appropriations receivable from government (\$0.405m) not forecast at the time of finalisation of the PBS.
  - The variance in the 2015-16 forecast movement in Trade and Other Receivables totalling \$1.954m due to:
    - The impact on Appropriations receivables of the higher than forecast 2015-16 comprehensive income result, including the settlement of recoveries relating to Federal Court matters included in the 2014-15 financial statements (\$0.769m).
    - Variances totalling \$0.28m in the departmental capital budget over the 2014-15 and 2015-16 financial years due to a conservative approach to capital investment as ASADA undertakes the assessment of a revised capital management plan incorporating the impact of the transition from internally developed software solutions to industry standard platforms.
    - The net movement of liabilities and provisions including an increase in supplier payables of \$0.527m due primarily to accrual of additional test analysis costs as a result of test volumes exceeding the initial expectations (\$0.256m) and various contractor and consultancy services finalised at year end but settled in 2016-17, and a decrease in Employee and Other Provisions of \$0.186m over the financial year due to a larger than forecast reduction in Employee Provisions resulting from restructuring activities undertaken in late 2015-16.
- Refer to the Statement of Changes in Equity for a detailed variance explanation.

**Australian Sports Anti-Doping Authority**  
**Statement of Changes in Equity**  
for the period ended 30 June 2016

	2016	2015	Original Budget
	\$'000	\$'000	\$'000
<b>CONTRIBUTED EQUITY</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	2,716	2,337	2,716
<b>Contributions by owners</b>			
Departmental capital budget	373	379	373
<b>Total transactions with owners</b>	<b>373</b>	<b>379</b>	<b>373</b>
<b>Closing balance as at 30 June</b>	<b>3,089</b>	<b>2,716</b>	<b>3,089</b>
<b>RETAINED EARNINGS</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	(321)	(537)	(2,588)
<b>Comprehensive income</b>			
Surplus	792	216	(514)
<b>Total comprehensive income</b>	<b>792</b>	<b>216</b>	<b>(514)</b>
<b>Closing balance as at 30 June<sup>1</sup></b>	<b>471</b>	<b>(321)</b>	<b>(3,102)</b>
<b>ASSET REVALUATION RESERVE</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	243	243	249
<b>Other Comprehensive income</b>			
Other comprehensive income	10	-	-
<b>Total other comprehensive income</b>	<b>10</b>	<b>-</b>	<b>-</b>
<b>Closing balance as at 30 June</b>	<b>253</b>	<b>243</b>	<b>249</b>
<b>Total Equity as at 30 June</b>	<b>3,813</b>	<b>2,638</b>	<b>236</b>

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

**Accounting Policy**

Equity Injections

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

**Budget Variances Commentary**

**Statement of Changes in Equity**

1. The total variance of \$3.577m in Total Equity as at 30 June 2016 arises from a combination of factors including:
  - a) A variance of \$2.267m in the balance carried forward from the 2014-15 financial year due to a difference between the approved comprehensive income loss of \$1.304m included in the estimated actuals forecast in the PBS and the actual surplus comprehensive income result of \$0.216m due to a combination of the inclusion of initial estimates of recoveries relating to Federal Court matters and the receipt of additional resources from the Department of Health under an MOU to assist the Authority in the enforcement phase of the Authority's investigation into the Australian Crime Commission's report 'Organised Crime and Drugs in Sport'. A further component of the variance (\$0.741m) reflects an adjustment recognising MOU funding which increased the 2013-14 comprehensive income result subsequent to the material clearance process, not reflected in the 2014-15 PBS due to budget operating rules.
  - b) The variance of \$1.317m in the 2015-16 Comprehensive income result is detailed in the statement of comprehensive income.

**Australian Sports Anti-Doping Authority**
**Cash Flow Statement**
*for the period ended 30 June 2016*

	Notes	2016 \$'000	2015 \$'000	Original Budget \$'000
<b>OPERATING ACTIVITIES</b>				
<b>Cash received</b>				
Appropriations <sup>1</sup>		9,031	14,803	12,234
Sale of goods and rendering of services <sup>2</sup>		2,343	1,490	1,667
Net GST received <sup>3</sup>		233	718	574
Other <sup>4</sup>		2,371	1,110	300
<b>Total cash received</b>		<b>13,978</b>	<b>18,121</b>	<b>14,775</b>
<b>Cash used</b>				
Employees		7,704	8,724	7,746
Suppliers		6,636	9,386	6,489
Other		-	3	-
<b>Total cash used</b>		<b>14,340</b>	<b>18,113</b>	<b>14,775</b>
<b>Net cash used by operating activities</b>	3.3A	<b>(362)</b>	<b>8</b>	<b>-</b>
<b>INVESTING ACTIVITIES</b>				
<b>Cash used</b>				
Purchase of property, plant and equipment		129	95	373
Purchase of Intangibles		60	180	-
<b>Total cash used</b>		<b>189</b>	<b>275</b>	<b>373</b>
<b>Net cash used by investing activities</b>		<b>(189)</b>	<b>(275)</b>	<b>(373)</b>
<b>FINANCING ACTIVITIES</b>				
<b>Cash received</b>				
Contributed Equity		373	379	373
<b>Total cash received</b>		<b>373</b>	<b>379</b>	<b>373</b>
<b>Net cash from financing activities</b>		<b>373</b>	<b>379</b>	<b>373</b>
<b>Net increase/(decrease) in cash held</b>		<b>(178)</b>	<b>112</b>	<b>-</b>
Cash and cash equivalents at the beginning of the reporting period		271	159	159
<b>Cash and cash equivalents at the end of the reporting period</b>	2.1A	<b>93</b>	<b>271</b>	<b>159</b>

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

**Budget Variances Commentary**
**Cash Flow Statement**

- The variance in cash received from appropriations of \$3.203m reflects the cumulative impacts on the drawing of appropriations of variations in cashflows including increased cash received from the sale of goods and rendering of services (\$0.676m), cash used in operating activities of (\$0.435m), differences between cash received, from contributed equity and cash used by investing activities (\$0.184m), the decrease in the projected cash position over the year (\$0.066m); offset by the variance in the forecast net GST received of \$0.341m.
- Cash received from the sale of goods and rendering of services exceed the budgeted position by \$0.676m primarily due to:
  - Additional revenues from increased demand for contracted pre-Olympic test collection services (\$0.245m).
  - Movements in the Trade and other Receivables for the year.
- The variance of \$0.341 in Net GST received is a result of cashflow variations in revenue items between the 2014-15 and 2015-16 financial years.
- Cash received from Other revenues exceeds the forecast by \$2.071m due to the settlement of recoveries relating to Federal court matters not forecast at the time of the 2015-16 PBS (\$1.259m), the receipt of MOU funding from the Department of Health (\$0.810m) included in the 2014-15 financial statements but not included in the 2014-15 PBS estimated actuals, and \$0.92m in 2015-16 MOU funding to assist in the development of additional modules for deployment on ASADA's LMS.

## Overview

### Objectives of the Entity Australian Sports Anti-Doping Authority

The Australian Sports Anti-Doping Authority (ASADA) is an Australian Government controlled not-for-profit entity. The objective of ASADA is to protect Australia's sporting integrity through elimination of doping.

ASADA is structured to meet the following outcome:

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

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

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

### The Basis of Preparation

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

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR) for reporting periods ending on or after 1 July 2015; and
- b) Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

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

### New Accounting Standards

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

### Future Australian Accounting Standards Requirements

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

### Events After the Reporting Period

No events have occurred after balance date that should be brought to account or noted in the 2015-16 financial statements.

### Taxation

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

### Budget Variances Commentary

The notes to each of the primary statements include a comparison of the original budget as presented in the 2015-16 Portfolio Budget Statements (PBS) to ASADA's 2015-16 financial outcome in accordance with Australian Accounting Standards. The budget has not been subject to audit.

In accordance with guidance provided under the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (the FRR), variances are considered to be major when:

- a) the variance between budget and actual for line items is greater than 10%; or
- b) the variance between budget and actual is greater than 2% of total expenses or total own source revenue, or
- c) a variance is below the threshold but is considered relevant to the reader's understanding of ASADA's performance.

**Australian Sports Anti-Doping Authority**
**Financial Performance**

This Section Analyses the financial performance of ASADA for the year ended 30 June 2016.

**1.1 Expenses**

	2016	2015
	\$'000	\$'000
<b>1.1A: Employee Benefits</b>		
Wages and salaries	5,291	5,624
Superannuation		
Defined contribution plans	512	519
Defined benefit plans	475	547
Leave and other entitlements	845	551
Separation and redundancies	328	70
<b>Total employee benefits</b>	<u>7,451</u>	<u>7,311</u>

**Accounting Policy**

Accounting policies for employee related expenses are contained in the people and relationships section.

**1.1B: Suppliers**
**Goods and services supplied or rendered**

Consultants	296	245
Contractors	448	416
Committee Expenses	223	219
Freight & Postage	140	152
HR - recruitment & training	104	83
Legal	370	2,480
Travel	385	366
Testing - Sample Analysis, storage and external collection expenses	3,321	2,823
IT services	354	415
Other	457	452
<b>Total goods and services supplied or rendered</b>	<u>6,098</u>	<u>7,651</u>
Goods supplied	64	234
Services rendered	6,034	7,417
<b>Total goods and services supplied or rendered</b>	<u>6,098</u>	<u>7,651</u>

**Other suppliers**

Operating lease rentals in connection with minimum lease payments	490	510
Workers compensation expenses	42	55
<b>Total other suppliers</b>	<u>532</u>	<u>565</u>
<b>Total suppliers</b>	<u>6,630</u>	<u>8,216</u>

**Australian Sports Anti-Doping Authority**
**Financial Performance**

This Section Analyses the financial performance of ASADA for the year ended 30 June 2016.

**1.1 Expenses**

	2016 \$'000	2015 \$'000
<b>Leasing commitments</b>	<b>824</b>	1,462

**Leases for Office Accommodation**

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

**Leases in relation to storage facilities**

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

**Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:**

Within 1 year	613	602
Between 1 to 5 years	211	860
<b>Total operating lease commitments</b>	<b>824</b>	1,462

**Accounting Policy**

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

**Australian Sports Anti-Doping Authority**
**Financial Performance**

This Section Analyses the financial performance of ASADA for the year ended 30 June 2016.

**1.2 Income**

	2016	2015
	\$'000	\$'000
<b>Own-Source Revenue</b>		
<b>1.2A: Rendering of Services</b>		
Rendering of services	1,928	1,605
<b>Total rendering of services</b>	<b>1,928</b>	<b>1,605</b>
<b>1.2B: Other Revenue</b>		
Resources received free of charge - Remuneration of auditors - ANAO	32	33
Other Revenue	1,210	1,680
<b>Total other revenue</b>	<b>1,242</b>	<b>1,713</b>
<b>Gains</b>		
<b>1.2C: Other Gains</b>		
Gain - on sale of asset	1	-
<b>Total other gains</b>	<b>1</b>	<b>-</b>
<b>1.2D: Revenue from Government</b>		
Appropriations		
Departmental appropriations	12,227	12,934
<b>Total revenue from Government</b>	<b>12,227</b>	<b>12,934</b>

**Accounting Policy**
Own-source Revenue

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

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

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

Resources received free of charge

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

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

Sale of Assets

Gains from disposal of assets are recognised when control of the asset has passed to the buyer.

Revenue from Government

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

## Australian Sports Anti-Doping Authority

### Financial Position

This section analyses ASADA's assets used to conduct its operations and the operating liabilities incurred as a result.

#### 2.1 Financial Assets

	2016	2015
	\$'000	\$'000
<b>2.1A: Cash and Cash Equivalents</b>		
Cash on hand or on deposit	93	271
<b>Total cash and cash equivalents</b>	<b>93</b>	<b>271</b>
<b>2.1B: Trade and Other Receivables</b>		
Goods and services	1,232	2,586
Appropriation receivable	5,696	2,472
GST receivable from the Australian Taxation Office	101	39
<b>Total trade and other receivables</b>	<b>7,029</b>	<b>5,097</b>
<b>Trade and other receivables expected to be recovered</b>		
No more than 12 months	7,029	5,097
<b>Total trade and other receivables</b>	<b>7,029</b>	<b>5,097</b>
<b>Trade and other receivables aged as follows</b>		
Not overdue	6,539	4,680
Overdue by		
0 to 30 days	429	73
31 to 60 days	15	7
61 to 90 days	-	19
More than 90 days	46	318
<b>Total trade and other receivables (net)</b>	<b>7,029</b>	<b>5,097</b>

#### Accounting Policy

##### Cash and Cash equivalents

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

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

##### Trade Receivables

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

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance account. The collectability of debts is reviewed at end of the reporting period. Allowances are made when the collectability of a debt is no longer probable.

## Australian Sports Anti-Doping Authority

### Financial Position

This section analyses ASADA's assets used to conduct its operations and the operating liabilities incurred as a result.

#### 2.2 Non-Financial Assets

##### 2.2A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles

###### Reconciliation of the opening and closing balances of property, plant and equipment for 2016

	Building/ Leasehold Improvements	Infrastructure, Plant and equipment	Computer Software Purchased	Computer Software Internally Developed	Other Intangibles Internally Developed	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>As at 1 July 2015</b>						
Gross book value	2,211	1,956	519	1,894	40	6,620
Accumulated depreciation, amortisation and impairment	(1,668)	(1,685)	(487)	(1,642)	-	(5,482)
<b>Total as at 1 July 2015</b>	<b>543</b>	<b>271</b>	<b>32</b>	<b>252</b>	<b>40</b>	<b>1,138</b>
<b>Additions</b>						
Purchase	-	129	-	-	60	189
Internally developed	-	-	-	40	(40)	-
Revaluations and impairments recognised in other comprehensive income	(11)	21	-	-	-	10
Other	1	-	-	-	-	1
Depreciation and amortisation	(240)	(114)	(12)	(159)	-	(525)
<b>Total as at 30 June 2016</b>	<b>293</b>	<b>307</b>	<b>20</b>	<b>133</b>	<b>60</b>	<b>813</b>
<b>Total as at 30 June 2016 represented by</b>						
Gross book value	293	307	519	1,934	60	3,113
Accumulated depreciation, amortisation and impairment	-	-	(499)	(1,801)	-	(2,300)
<b>Total as at 30 June 2016</b>	<b>293</b>	<b>307</b>	<b>20</b>	<b>133</b>	<b>60</b>	<b>813</b>

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

##### Revaluations of non-financial assets

All revaluations were conducted in accordance with the revaluation policy stated at Note 5.2. The most recent valuation was conducted by Australian Valuation Solutions as at 30 June 2016.

**Australian Sports Anti-Doping Authority  
Financial Position**

This section analyses ASADA's assets used to conduct its operations and the operating liabilities incurred as a result.

**2.2 Non-Financial Assets**

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

	Building/ Leasehold Improvements \$'000	Infrastructure, Plant and equipment \$'000	Computer Software Purchased \$'000	Computer Software Internally Developed \$'000	Other Intangibles Internally Developed \$'000	Total \$'000
As at 1 July 2014						
Gross book value	2,207	1,865	494	1,679	100	6,345
Accumulated depreciation, amortisation and impairment	(1,428)	(1,567)	(473)	(1,505)	-	(4,973)
Total as at 1 July 2014	779	298	21	174	100	1,372
Additions						
Purchase	4	91	25	155	-	275
Internally developed	-	-	-	60	(60)	-
Depreciation and amortisation	(240)	(118)	(14)	(137)	-	(509)
Total as at 30 June 2015	543	271	32	252	40	1,138
Total as at 30 June 2015 represented by						
Gross book value	2,211	1,956	519	1,894	40	6,620
Accumulated depreciation, amortisation and impairment	(1,668)	(1,685)	(487)	(1,642)	-	(5,482)
Total as at 30 June 2015	543	271	32	252	40	1,138

## Australian Sports Anti-Doping Authority

### Financial Position

This section analyses ASADA's assets used to conduct its operations and the operating liabilities incurred as a result.

#### 2.2 Non-Financial Assets

##### Accounting Policy

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

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

##### Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$2,000 for plant and equipment and \$5,000 for leasehold improvements, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

##### Revaluations

Following initial recognition at cost, property, plant and equipment are carried at fair value. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets. The most recent independent valuation was conducted by Australian Valuation Solutions as at 30 June 2016.

##### Depreciation

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

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

each class of depreciable asset are based on the following useful lives:

	2016	2015
Leasehold improvements	Lease term	Lease term
Plant and Equipment and Furniture and Fittings	3 to 6 years	3 to 6 years

##### Impairment

All assets were assessed for impairment at 30 June 2016. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

No indicators of impairment were assessed.

##### Derecognition

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

##### Intangibles

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

Software is amortised on a straight-line basis over its anticipated useful life. The useful life of ASADA's software is 3 years (2014-15: 3 years).

All software assets were assessed for indications of impairment as at 30 June 2016. None were found to be impaired.

**Australian Sports Anti-Doping Authority****Financial Position**

This section analyses ASADA's assets used to conduct its operations and the operating liabilities incurred as a result.

**2.2 Non-Financial Assets**

	2016	2015
	\$'000	\$'000

**2.2B: Inventories****Inventories held for sale**

Inventories held for distribution	114	141
<b>Total inventories</b>	<b>114</b>	<b>141</b>

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

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

**Accounting Policy**

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

Costs incurred in bringing each item of inventory to its present location and condition are assigned as raw materials and stores at the purchase cost on a first in first out basis.

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

**2.2C: Other Non-Financial Assets**

Prepayments	112	88
<b>Total other non-financial assets</b>	<b>112</b>	<b>88</b>

**Other non-financial assets expected to be recovered**

No more than 12 months	112	88
<b>Total other non-financial assets</b>	<b>112</b>	<b>88</b>

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

**Australian Sports Anti-Doping Authority**
**Financial Position**

This section analyses ASADA's assets used to conduct its operations and the operating liabilities incurred as a result.

**2.3 Payables**

	2016	2015
	\$'000	\$'000
<b>2.3A: Suppliers</b>		
Trade creditors and accruals	1,738	1,311
<b>Total suppliers</b>	<b>1,738</b>	<b>1,311</b>
<b>Suppliers expected to be settled</b>		
No more than 12 months	1,738	1,311
<b>Total suppliers</b>	<b>1,738</b>	<b>1,311</b>

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

**2.3B: Other Payables**

Salaries and wages	45	238
Superannuation	52	81
Other	60	57
<b>Total other payables</b>	<b>157</b>	<b>376</b>
<b>Other payables to be settled</b>		
No more than 12 months	150	363
More than 12 months	7	13
<b>Total other payables</b>	<b>157</b>	<b>376</b>

**Accounting Policy**
***Financial Liabilities***

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced). Supplier and other payables are derecognised on payment.

**Australian Sports Anti-Doping Authority****Financial Position**

This section analyses ASADA's assets used to conduct its operations and the operating liabilities incurred as a result.

**2.4 Other Provisions**

	2016	2015
	\$'000	\$'000
<b>2.4A: Other Provisions</b>		
Straight-line lease provision	101	160
<b>Total suppliers</b>	<b>101</b>	<b>160</b>
<b>Other provisions expected to be settled</b>		
More than 12 months	101	160
<b>Total other provisions</b>	<b>101</b>	<b>160</b>

**Provision for restoration obligations**

ASADA currently has one agreement for the leasing of premises which does not include a provision requiring ASADA to restore the premises to their original condition at the conclusion of the lease.

**Australian Sports Anti-Doping Authority**
**Funding**

This section identifies ASADA's funding structure.

**3.1 Appropriations**
**3.1A: Annual Appropriations (Recoverable GST exclusive)**
**Annual Appropriations for 2016**

	Appropriation Act		PGPA Act		Appropriation applied in 2016 (current and prior years)		Variance <sup>1</sup> \$'000
	Annual Appropriation \$'000	Advance to the Finance Minister \$'000	Section 74 Receipts \$'000	Section 75 Transfers \$'000	Total appropriation \$'000		
<b>Departmental</b>							
Ordinary annual services	12,227	-	4,714	-	16,941	14,340	2,601
Capital Budget <sup>2</sup>	373	-	-	-	373	189	184
<b>Total departmental</b>	<b>12,600</b>	<b>-</b>	<b>4,714</b>	<b>-</b>	<b>17,314</b>	<b>14,529</b>	<b>2,785</b>

1. The variance in appropriations and appropriations applied in 2015-16 is a result of a combination of the net movement in receivables and liabilities and other revenue amounts detailed in the explanation of major variances in the cashflow statement.

2. Departmental Capital Budgets (DCB) are appropriated through Appropriation Acts (No.1,3,5). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

**Annual Appropriations for 2015**

	Appropriation Act		PGPA Act		Appropriation applied in 2015 (current and prior years)		Variance <sup>1</sup> \$'000
	Annual Appropriation \$'000	Advance to the Finance Minister \$'000	Section 74 Receipts \$'000	Section 75 Transfers \$'000	Total appropriation \$'000		
<b>Departmental</b>							
Ordinary annual services	12,934	-	2,600	-	15,534	18,113	(2,579)
Capital Budget <sup>2</sup>	379	-	-	-	379	275	104
<b>Total departmental</b>	<b>13,313</b>	<b>-</b>	<b>2,600</b>	<b>-</b>	<b>15,913</b>	<b>18,388</b>	<b>(2,475)</b>

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

2. Departmental Capital Budgets (DCB) are appropriated through Appropriation Acts (No.1,3,5). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

**3.1B: Unspent Annual Appropriations (Recoverable GST exclusive)**

	2016 \$'000	2015 \$'000
<b>Departmental</b>		
Appropriation Act No.1 2012 - 13	-	295
Appropriation Act No.1 2013 - 14	-	304
Appropriation Act No.5 2013 - 14	-	73
Appropriation Act No.1 2014 - 15	279	2,071
Appropriation Act No.1 2015 - 16	5,510	-
<b>Total departmental</b>	<b>5,789</b>	<b>2,743</b>

**Australian Sports Anti-Doping Authority**
**Funding**

This section identifies ASADA's funding structure.

**3.2 Net Cash Appropriation Arrangements**

	2016	2015
	\$'000	\$'000
<b>Total comprehensive income/(loss) less depreciation/amortisation expenses previously funded through revenue appropriations</b>	<b>1,327</b>	725
Plus: depreciation/amortisation expenses previously funded through revenue appropriation	<u>(525)</u>	<u>(509)</u>
<b>Total comprehensive income/(loss) - as per the Statement of Comprehensive Income</b>	<b><u>802</u></b>	<b><u>216</u></b>

**Australian Sports Anti-Doping Authority**
**Funding**

This section identifies ASADA's funding structure.

**3.3 Cash Flow Reconciliation**
**3.3A: Cash Flow Reconciliation**

	2016	2015
	\$'000	\$'000
<b>Reconciliation of cash and cash equivalents as per statement of financial position and cash flow statement</b>		
<b>Cash and cash equivalents as per</b>		
Cash flow statement	93	271
Statement of financial position	93	271
<b>Discrepancy</b>	<b>0</b>	<b>0</b>
<b>Reconciliation of net cost of services to net cash from/(used by) operating activities</b>		
Net(cost of)/contribution by services	<b>(11,435)</b>	(12,718)
Revenue from Government	<b>12,227</b>	12,934
<b>Adjustments for non-cash items</b>		
Depreciation/amortisation	525	509
<b>Movement in assets and liabilities</b>		
<b>Assets</b>		
(Increase)/Decrease in net receivables	<b>(1,932)</b>	932
(Increase)/Decrease in inventories	27	4
(Increase)/Decrease in prepayments	<b>(24)</b>	24
<b>Liabilities</b>		
Increase/(Decrease) in employee provisions	<b>101</b>	(796)
Increase/(Decrease) in suppliers payables	<b>427</b>	323
Increase/(Decrease) in other payables	<b>(219)</b>	(22)
Increase/(Decrease) in other provisions	<b>(59)</b>	(1,182)
<b>Net cash from/(used by) operating activities</b>	<b>(362)</b>	<b>8</b>

## Australian Sports Anti-Doping Authority

### People and Relationships

This section describes a range of employment and post employment benefits provided to our people and our relationship with other key people

#### 4.1 Employee Provisions

	2016	2015
	\$'000	\$'000
<b>4.1A: Employee Provisions</b>		
Leave	1,818	1,810
Separations and redundancies	213	143
Other	320	297
<b>Total employee provisions</b>	<b>2,351</b>	<b>2,250</b>
<b>Employee provisions expected to be settled</b>		
No more than 12 months	1,036	944
More than 12 months	1,315	1,306
<b>Total employee provisions</b>	<b>2,351</b>	<b>2,250</b>

#### **Accounting policy**

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

#### *Leave*

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

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including ASADA's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by reference to the Financial Reporting Rule using the shorthand method. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

#### *Separation and Redundancy*

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

#### *Superannuation*

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

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes. ASADA makes employer contributions to the employees' superannuation schemes at rates determined by an actuary to be sufficient to meet the current cost to the Government and accounts for the contributions as if they were contributions to defined contribution plans. The liability for superannuation recognised as at 30 June 2016 represents outstanding contributions for the final fortnight of the year.

**Australian Sports Anti-Doping Authority**
**People and Relationships**

This section describes a range of employment and post employment benefits provided to our people

**4.2 Senior Management Personnel Remuneration**

	2016	2015
	\$'000	\$'000
<b>Short-term employee benefits</b>		
Salary	631	613
Motor vehicle and other allowances	121	82
<b>Total short-term employee benefits</b>	<u>752</u>	<u>695</u>
<b>Post-employment benefits</b>		
Superannuation	150	143
<b>Total post-employment benefits</b>	<u>150</u>	<u>143</u>
<b>Other long-term employee benefits</b>		
Annual leave	55	52
Long-service leave	18	23
<b>Total other long-term employee benefits</b>	<u>73</u>	<u>75</u>
<b>Total senior executive remuneration expenses</b>	<u>975</u>	<u>913</u>

The total number of senior management personnel that are included in the above table is 4 (2015: 3). From 1 April 2016 ASADA implemented a senior management succession strategy with a senior executive service (SES) officer transitioning to retirement on 1 July 2016.

**Australian Sports Anti-Doping Authority****Managing uncertainties**

This section analyses how ASADA manages financial risks within its operating environment.

**5.1 Financial Instruments**

	2016	2015
	\$'000	\$'000
<b>5.1A: Categories of Financial Instruments</b>		
<b>Financial Assets</b>		
<b>Loans and receivables</b>		
Cash and cash equivalents	93	271
Trade receivables	1,232	2,586
<b>Total loans and receivables</b>	<b>1,325</b>	<b>2,857</b>
<b>Financial Liabilities</b>		
<b>Financial liabilities measured at amortised cost</b>		
Supplier payables	1,738	1,311
<b>Total financial liabilities measured at amortised cost</b>	<b>1,738</b>	<b>1,311</b>

**5.1B: Credit Risk**

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

**5.1C: Liquidity Risk**

All liabilities are current. ASADA has sufficient available financial assets to meet all financial liabilities at 30 June 2016.

### Australian Sports Anti-Doping Authority

#### Managing uncertainties

This section analyses how ASADA manages financial risks within its operating environment.

#### 5.2 Fair Value Measurement

The following tables provide an analysis of assets and liabilities that are measured at fair value. The remaining assets and liabilities disclosed in the statement of financial position do not apply the fair value hierarchy.

The different levels of the fair value hierarchy are defined below.

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at measurement date.

Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3: Unobservable inputs for the asset or liability.

#### Accounting Policy

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

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

Following initial recognition at cost, property, plant and equipment are carried at fair value. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the asset's fair value as at the reporting date. The regularity of independent valuations depends on the volatility of movements in market values for the relevant assets. ASADA engaged Australian Valuation Solutions (AVS) in 2015-16 to undertake a revaluation of all plant and equipment assets as at 30 June 2016 and confirm that the models developed comply with AASB 13.

#### 5.2A: Fair Value Measurement

	Fair value measurements at the end of the reporting period		Valuation Technique(s) and Inputs Used
	2016 \$'000	2015 \$'000	
<b>Non-financial assets<sup>1</sup></b>			
Building/Leasehold Improvements	293	543	Level 3 Depreciated Replacement Cost - Replacement Cost New (price per square metre)
Property, plant and equipment	258	228	Level 2 Market Approach - Adjusted market transactions
Property, plant and equipment	49	43	Level 3 Depreciated Replacement Cost - Replacement Cost New

ASADA does not hold liabilities at fair value.

- The highest and best use of all non-financial assets are the same as their current use.
- No assets were transferred between level 1 and level 2 during 2016 (2015: Nil)

**Australian Sports Anti-Doping Authority**  
**Other Information**

**6.1 Reporting of Outcomes**

ASADA is structured to meet Outcome 1 as described in the Overview. Revenues, expenses, assets and liabilities for the Authority are disclosed in the principal statements.



## 07

**ANTI-DOPING RULE  
VIOLATION PANEL**

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# OVERVIEW

The Anti-Doping Rule Violation Panel (ADRVP) was established on 1 January 2010 under section 40 of the *Australian Sports Anti-Doping Authority Act 2006* (ASADA Act).

# FUNCTIONS

Section 41 of the ASADA Act sets out the ADRVP's functions and section 13A(1A) of this Act authorises ADRVP members to perform functions associated with disclosure notices.

Under clauses 4.08, 4.09, 4.09A and 4.10 of the National Anti-Doping (NAD) scheme the ADRVP has the function to consider whether there have been possible anti-doping rule violations by participants, and to make assertions in relation to those participants.

# ADRVP MEMBERS

## **PROFESSOR ANDREW MCLACHLAN — CHAIR**

Andrew McLachlan is the Professor of Pharmacy at the University of Sydney and Concord Hospital, with expertise in clinical pharmacology and drug analysis. He has been involved with ASADA (and its predecessor, the Australian Sports Drug Agency) since 1999. Professor McLachlan has authored over 200 research papers related to medicines. He is actively involved in training pharmacists and other health professionals, and serves as the Chair of the Human Research Ethics Committee at Concord Hospital and on expert committees related to the evaluation of medicines.

## **HAYDEN OPIE — MEMBER<sup>20</sup>**

Hayden Opie is the Director of Studies of the Sports Law Program at the University of Melbourne. He pursues research and teaching interests in all areas of sports law and is recognised internationally for his work in the field. He has been researching and writing on legal aspects of anti-doping since 1987 and has served on various committees and advisory boards in the anti-doping field. He is the founding President of the Australian and New Zealand Sports Law Association.

## **DR DIANA ROBINSON — MEMBER**

Dr Diana Robinson is a Sport and Exercise Physician with more than 25 years of clinical experience. She is currently the Chief Project Manager for the Specialist Training Programme Education Projects of the Australasian College of Sport and Exercise Physicians (ACSEP) and is a Member of the Triathlon Australia Ethics and Integrity Panel. She is an associate Editor for the British Journal of Sports Medicine (BJSM), and the BJSM's Open Journal on sport and exercise medicine. In February 2016 she was awarded a distinguished service citation from the ACSEP, having served in a variety of roles over 20 years which include Chair of Training, Member of the Board of Censors, State Training Coordinator and Chair of Curriculum Development and Review Committee. She has worked with A-league soccer, Hockeyroos and netball and in the past was the Medical Director of Triathlon Australia, and a Member of the International Triathlon Union Doping Commission and Medical Commission. She has been a Team Doctor at the Commonwealth Games, and was the Medical Director of Triathlons at the Sydney 2000 Olympic Games. She was a Member of the Federal Government Enhanced Medical Education Advisory Committee and Medical Training Review Panel. Dr Robinson has also worked extensively in surf-lifesaving, rugby union, tennis and dance medicine. She has been involved with providing medical care to track cycling, rugby league, sailing, gymnastics and rowing teams and athletes at an elite level.

## **ZALI STEGGALL OAM — MEMBER**

Zali Steggall is Australia's most successful international skier. She is a four-time Olympian, having first represented Australia in the 1992 Albertville Games, when she was aged only 17, followed by the 1994 Lillehammer Games. Her Olympic bronze medal at the 1998 Nagano Games was the first skiing medal ever won by an individual Australian at Olympic Games level. Becoming World Champion the following year catapulted her to international sports star status. Ms Steggall announced her retirement from international competition at the 2002 Salt Lake City Winter Olympics. She was awarded a Medal of the Order of Australia (OAM) in 2007 for her services to alpine skiing, and to the community through support for a range of charitable groups. Following her successful international sporting career, Ms Steggall was admitted as a Barrister in 2008, practising in commercial, sports and family law.

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<sup>20</sup> Mr Opie completed his appointment with the ADRVP on 19 November 2015.

## PAUL CAREY — MEMBER

Paul Carey joined the NSW Police in 1973. In 1996, Mr Carey became the Patrol Commander at Manly and the following year the Local Area Commander at St Marys until his transfer to Kogarah in 1999. Mr Carey was appointed as the Local Area Commander of City Central in 2003 and performed these duties until 2007. In 2008, Mr Carey was promoted to the rank of Assistant Commissioner and the Commander of Professional Standards. Mr Carey is a qualified Counter Terrorism Commander, a senior Operational Commander and has represented the NSW Police Force at a number of national and international events. Mr Carey retired from the NSW Police Force in December 2012 after almost 40 years of service.

## STUART THORN PSM — MEMBER

Stuart Thorn has 31 years of experience in the APS commencing as a Senior Investigator with Telecom Australia in 1983 before moving to the Attorney General's (AG) portfolio. He remained within the AG's portfolio since 1985, apart from a four-year attachment to the Department of Foreign Affairs and Trade as a Political Counsellor in the Australian Embassy, Washington DC. Mr Thorn was promoted into the SES in 1997 and has worked in various SES positions within the AG's portfolio focusing on national security issues. He was responsible for the management of a range of national security-related investigations and the development and implementation of national security policy. Mr Thorn retired from the APS in September 2013, having served his last seven years as a Deputy Secretary equivalent responsible for the management of four Divisions. His final role focused on the co-ordination of Commonwealth and State responses to national security threats. In 2012, Mr Thorn was awarded the Public Service Medal for services to national security.

## PROFESSOR PETER FRICKER OAM — MEMBER

*MBBS FACSP FRACP (Hon) FFSEM (UK) (Hon) GAICD*

Professor Peter Fricker joined the Australian Institute of Sport (AIS) in 1981 as its first sports physician. In 1983, he became an AIS Staff Medical Officer and was later appointed as Head of Sports Science and Sports Medicine, before becoming Deputy Director of the AIS. From 2005 to 2011, Professor Fricker was Director of the AIS and for a short time acted as CEO of the Australian Sports Commission. He has also served as Medical Officer and Medical Director for Australian teams in six Commonwealth Games (1986–2006) and five Olympic Games (1988–2004). He serves as Chair of the Medical Commission of the Australian Olympic Committee, has served as Chair of the Medical Commission of the Australian Commonwealth Games Association, as a Member of ASDMAC, a Member of the National Anti-doping Research Panel, advisor to WADA on anti-doping research, and was a Member of the AFL Research Committee. He was awarded the Medal of the Order of Australia in 1993, the Australian Sports Medal in 2001, the Citation for Distinguished Service to Sports Medicine by the Australasian College of Sports Physicians in 2010, and the Order of Merit of the Australian Olympic Committee in 2012. Professor Fricker is Chair of the Research Advisory Board of the IOC accredited Australian Collaboration for Research into Injuries in Sport and their Prevention (ACRISP) at Federation University, Ballarat. He is also currently consulting in sports medicine, sports science, physical activity and health, serves on the Boards of Robert de Castella's 'Smart Start for Kids' and the Indigenous Marathon Project Foundation, is a Councillor of the Australian Pharmacy Council, and holds professorial appointments at Griffith University (Gold Coast), the University of Canberra and Victoria University, amongst other professional appointments.

## MEETINGS

The ADRVP held 17 meetings during 2015–16.

TABLE 18: MEETING OF ADRVP MEMBERS

POSITION	NAME	APPOINTMENT EXPIRES	MEETINGS ATTENDED
Chair	Professor Andrew McLachlan	6 December 2018	14
Member	Dr Diana Robinson	4 July 2017	16
Member	Zali Steggall OAM	19 November 2017	12
Member	Paul Carey	14 April 2018	16
Member	Stuart Thorn PSM	14 April 2018	17
Member	Professor Peter Fricker OAM	2 April 2018	12
Member	Hayden Opie	19 November 2015	4

## RESOURCES

The ADRVP is funded from the ASADA appropriation.

TABLE 19: ADRVP EXPENSES 2015–16

ADRVP EXPENSES	(\$) 000'S
Members' and professional fees	62.7
Meetings	16.5
Administration and communication	0
<b>Total</b>	<b>79.2</b>



## 08

**AUSTRALIAN SPORTS  
DRUG MEDICAL ADVISORY  
COMMITTEE**

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## OVERVIEW

The Australian Sports Drug Medical Advisory Committee (ASDMAC) was established under section 51 of the *Australian Sports Anti-Doping Authority Act 2006* (ASADA Act).

## FUNCTIONS

Part 5 of the National Anti-Doping (NAD) scheme sets out ASDMAC's functions and it performs those functions in accordance with the World Anti-Doping Code (the Code), the *International Standard for Therapeutic Use Exemptions* (ISTUE) and the ASADA Act.

# ASDMAC MEMBERS

## DR SUSAN WHITE — CHAIR

*MBBS (Hons), FACSP, FASMF*

Dr White is a Sports Physician at the Olympic Park Sports Medicine Centre in Melbourne. She is currently a Member of the WADA TUE Expert Group and FINA's Doping Control Review Board (as at 30 June 2016). She is also a Member of the International Golf TUE group, the Anti-Doping Panel of Cricket Australia and the Australian Football League Tribunal (Anti-Doping). Dr White is on the Editorial Boards of the Clinical Journal of Sports Medicine and the British Journal of Sports Medicine. She has previously been on the Medical Commission of the Australian Olympic Committee, and has served as Deputy Medical Director for the Australian Olympic Team in London 2012, Chief Medical Officer of Swimming Australia and Netball Australia and Vice President of the Australasian College of Sports and Exercise Medicine

## DR GRACE BRYANT OAM — MEMBER

*MBBS, Grad Dip Sports Science, FASMF, FACSP, FFESM (UK)*

*Sports Physician*

Dr Bryant is the Chief Medical Officer of the Australian Women's Water Polo team; Team Physician for the Men's and Women's Australian Olympic teams in London 2012; Team Physician for the National Netball Competition; Member of the Medical Commission of the Australian Commonwealth Games Association; Chief Medical Officer for the Australian Commonwealth Games team for Glasgow 2014; Member of the Education Committee of Sports Medicine Australia (NSW Branch); and a Member of the International Netball Medical Panel.

## DR CAROLYN BRODERICK — MEMBER

*MBBS (Hons), FACSP, PhD*

Dr Broderick is a staff specialist in sport and exercise medicine at the Children's Hospital at Westmead; senior lecturer in the Faculty of Medicine at the University of NSW; a Member of the Medical Commission of the Australian Olympic Committee; Medical Director of the Australian Youth Olympic Team Nanjing 2014; Headquarters Doctor for the Australian team for the London 2012 Olympic Games; Team Physician for the Australian Women's Tennis (Fed Cup) team; Member of the IOC panel on Age Determination in Elite Adolescent Athletes; and a Member of the Sports Medicine Australia (SMA) Scientific Committee.

## DR CHARLES HOWSE — MEMBER

*BM BS, FACSP, FFESM, FAMA, Dip Forensic Med*

Dr Howse is a Specialist Sports Physician working in private practice in Canberra. Other roles include Lieutenant Commander RAN Reserve; Deputy Doping Control, IOC Medical Commission, Sydney Olympics; Sports Physician, Commonwealth Games, Melbourne 2006; Sports Physician, Volleyball venue, London Olympics 2012; Member of the AIS Ethics Committee; Member of the Professional Services Review Panel; Sports Physician for Tennis Australia, ACT; Team Physician for the Australian Men's Volleyball Team; and Medical Officer Prime Ministerial overseas delegations.

## DR ANIK SHAWDON — MEMBER

*MBBS, FACSP, Diploma Sports Medicine (London)*

Dr Shawdon is a Sport and Exercise Physician in private practice in Melbourne. Other roles include acting Medical Coordinator at the Victorian Institute of Sport; Talent Pathway Medical Officer for the Australian Football League; Player Sports Physician at the Australian Open Tennis; Member of the Australian Football League Anti-Doping Tribunal; Member of the ICC TUE Committee; Medical Officer for the 2015 Rowing World Championships team; former Chief Medical Officer for Melbourne Victory Football Club; and deputy Chief Medical Officer for the 2006 Melbourne Commonwealth Games.

## DR GEOFF THOMPSON — MEMBER

*MBBS*

Dr Thompson commenced his career as an aviation medicine specialist in the RAAF following his graduation from Adelaide University in 1969. After his last posting, Dr Thompson spent the next 14 years in general practice in Darwin. During this time he trained in paediatrics in London and exercise medicine in Dallas, Texas. He also spent a period as Medical Director of RFDS (WA branch); flying his own aircraft to conduct clinics in remote Arnhem land. He graduated as a specialist sport and exercise physician in 1990, and has conducted a private practice in the specialty in both Darwin and Alice Springs. He has been the Medical Director of the Alice Springs Masters Games; the Arafura Games; the Pacific School Games; and the Australian University Games. Dr Thompson was a Sports Physician at the Sydney Olympics and has been the Chief Medical Officer for the Australian Paralympic Games, serving in Beijing, Vancouver, London, and Sochi.

## DR LARISSA TREASE — MEMBER

*BMedSci (Hons), MBBS (Hons) FACSP*

Dr Trease is the Principal Medical Officer for Rowing Australia and a Sport and Exercise Medicine Physician based in Melbourne. She was a Team Doctor for the 2014 Australian Olympic Winter Team for the Sochi Games and the Medical Director of the 2012 Australia Youth Olympic Winter Team. Dr Trease was also the Chief Medical Officer for the Australian Paralympic Team for the 2008 Beijing Games. She currently serves as a Member of the Oceania National Olympic Committees Medical Commission.

# ASDMAC REVIEW PANEL

## DR PETER HARCOURT OAM — MEMBER

*MBBS, FACSP, FASMF, Dip Obs*

Dr Harcourt is the Sports Physician Chair of the Australian Commonwealth Games Association; Medical Coordinator for the Victorian Institute of Sport; a Director of Sports Medicine Australia; Clinical Convenor for the Health Services Group (WorkSafe and Transport Accident Commission) Victoria; Chief Medical Officer for Basketball Australia; Medical Director of the Australian Football League; Anti-Doping Medical Officer of Cricket Australia; Chair of the International Cricket Council Medical Committee and Therapeutic Use Exemption Committee; Chairman of the Federation Internationale de Basketball Medical Council and Therapeutic Use Exemption Committee; Member of the Commonwealth Games Federation Medical Commission; Team Physician for the Melbourne Victory Football Club; and Senior Fellow of the Faculty of Law at the University of Melbourne.

## DR ANDREW POTTER — MEMBER

*MBBS, DRCOG, FACSP, FASMF*

Dr Potter is a Sport and Exercise Medicine Physician in private practice in association with Orthopaedics-SA at Ashford, Adelaide; a Senior Visiting Medical Officer in the Department of Orthopaedics at the Flinders Medical Centre and Repatriation and General Hospital; Senior Medical Officer at the Adelaide Football Club; a medical consultant to Thoroughbred Racing SA; President of the AFL Medical Officers Association; a Member of the Court of Examiners of the Australasian College of Sports Physicians; Coordinator of the Sports Medicine in General Practice course for Sports Medicine Australia, SA Branch.

## DR MARK YOUNG — MEMBER

*MBBS FACSP FFSEM DRCOG*

Dr Young is a Sports Physician at Qsportsmedicine in Brisbane, Queensland. He is the Medical Director of Triathlon Australia, Australian Diving, Softball Australia and the National Cricket Centre. Dr Young is also the Medical Officer to Queensland Roar (Football) and Queensland Bulls (Cricket). His research interest is in cellular biotherapies and he has experience as the chief investigator on a phase 1 clinical trial. Dr Young has authored several book chapters.

## MEETINGS

ASDMAC held four face-to-face meetings during 2015–16.

TABLE 20: MEETING OF ASDMAC MEMBERS

POSITION	NAME	APPOINTMENT ENDS	MEETINGS ATTENDED
Chair	Dr Susan White	24 March 2017	4 of 4
Member	Dr Grace Bryant OAM	30 June 2018	4 of 4
Member	Dr Carolyn Broderick	13 March 2018	3 of 4
Member	Dr Charles Howse	28 May 2018	4 of 4
Member	Dr Anik Shawdon	24 March 2017	3 of 4
Member	Dr Geoff Thompson	24 March 2017	4 of 4
Member	Dr Larissa Trease	27 April 2018	1 of 1
Member	Dr Peter Harcourt OAM	24 March 2018	1 of 1
Member	Dr Andrew Potter	24 March 2018	1 of 1
Member	Dr Mark Young	24 March 2017	1 of 1

In addition to the four face-to-face meetings, ASDMAC meets on a weekly basis via electronic meetings to assess any TUE applications which have been received.

## RESOURCES

ASDMAC is funded from the ASADA appropriation.

TABLE 21: ASDMAC EXPENSES 2015–16

ASDMAC EXPENSES	(\$) 000'S
Members' and professional fees	182.9
Meetings and conferences	15.9
Administration and communication	95.3
<b>Total</b>	<b>294.1</b>

## TUE CRITERIA

ASDMAC operates as the Australian Therapeutic Use Exemption Committee, providing approval for the therapeutic use of prohibited substances to athletes if:

- > their National Sporting Organisation's anti-doping policy allows for, or permits, the athlete to seek approval to use a medication prohibited in sport for a legitimate therapeutic purpose
- > there is no alternative and permitted therapeutic substance available that could be prescribed to treat the athlete's medical condition, and
- > there is no evidence that the athlete will gain a performance enhancement effect by using the substance.

## TUE APPLICATIONS

TABLE 22: TUE APPLICATIONS 2015–16

SPORT	APPROVED	CLOSED	PENDING	REJECTED	APPROVAL NOT REQUIRED	PLANNED	TOTAL
Archery		1			2		3
Athletics	17	1				3	21
Australian Football	11		2		3	4	20
Baseball	7	1			1	2	11
Basketball	2		1			3	6
Billiards	2	1			3	1	7
Bocce						2	2
Boccia					1		1
Bodybuilding	1		1	1		1	4
Boxing	1						1
Canoeing	2	1					3
Cricket	3	1					4
Cycling	7	1	2	1	3	3	17
Croquet						1	1

SPORT	APPROVED	CLOSED	PENDING	REJECTED	APPROVAL NOT REQUIRED	PLANNED	TOTAL
Darts		1				6	7
Dragon Boating	4	1			2	3	10
Duathlon	2						2
Fencing	1						1
Football	6				1	1	8
Gliding	1						1
Gymnastics	18		2		3	3	26
Hockey	2			1	1	1	5
Ice Hockey						2	2
Ice Skating	1				1		2
In-line Hockey (Roller Sports)		1					1
Judo					1		1
Lawn Bowls	3						3
Motor Sports	1				2	1	4
Netball	1						1
Outrigger Canoeing	2						2
Polocrosse					1		1
Powerlifting	2		4		3	2	11
Rowing	8		1		1	2	12
Rugby League	12		1		1		14
Rugby Union	10					1	11
Sailing	3						3
Shooting	3		1		1		5
Skating					1	1	2
Skeleton	2						2
Snowboarding	1						1
Softball	1						1
Surf Lifesaving	3		1		2		6
Swimming	13				7	3	23
Tennis	2					1	3

SPORT	APPROVED	CLOSED	PENDING	REJECTED	APPROVAL NOT REQUIRED	PLANNED	TOTAL
Tenpin Bowling	5					4	9
Triathlon	5		1		1	1	8
Ultimate Frisbee					1		1
Underwater Hockey						1	1
Volleyball	1						1
Water Polo	3				1		4
Weightlifting					1	1	2
Wrestling	1						1
<b>Totals</b>	<b>170</b>	<b>10</b>	<b>17</b>	<b>3</b>	<b>45</b>	<b>54</b>	<b>299</b>

TABLE 23: TUE APPLICATIONS – TREND

TUE APPLICATIONS	2013-14	2014-15	2015-16
Approved	256	234	170
Closed	15	31	10
Pending	17	17	17
Rejected	13	5	3
Approval not required	73	52	45
Planned	—	30	54
<b>Total</b>	<b>374</b>	<b>369</b>	<b>299</b>

# SUBSTANCES AND METHODS APPROVED FOR THERAPEUTIC USE

Substances and methods approved for therapeutic use 2015–16:

- |                           |                                      |                                  |
|---------------------------|--------------------------------------|----------------------------------|
| > Acetazolamide           | > hGH                                | > Morphine                       |
| > Adrenaline              | > Hormone Replacement                | > Oxycodone                      |
| > Anastrolole             | > Human Chorionic Gonadotrophn (hCG) | > Phentermine                    |
| > Budesonide              | > Hydrochlorothiazide                | > Platlete Derived Growth Factor |
| > Cortisone               | > Hydrocortisone                     | > Prednisolone                   |
| > Desmopressin            | > Indapamide                         | > Probenicid                     |
| > Dexamethasone           | > Insulin                            | > Propranolol                    |
| > Dexamphetamine          | > IV Fluid                           | > Salbutamol (inhaled)           |
| > Dextroamphetamine       | > Lisdexamfetamine                   | > Spironolactone                 |
| > DHEA                    | > Mannitol                           | > Tamoxifen                      |
| > Epinephrine (as EpiPen) | > Methadone                          | > Terbutaline                    |
| > Fentanyl                | > Methylphenidate                    | > Testosterone                   |
| > Fludrocortisone         | > Modafinil                          | > Vilenterol (Breo Ellipta)      |
| > Frusemide               |                                      |                                  |

## TUE REVIEWS

The ASDMAC Review Panel was established in 2015 under the revised World Anti-Doping Code (the Code) and provides a process for athletes to appeal ASDMAC's decision to reject their TUE application. Reviews of TUE decisions are conducted in strict accordance with the criteria set out under the Code and ISTUE.

The Panel received two appeals in 2015–16, of which it upheld ASDMAC's decision in one matter and overturned another.







# 09

## APPENDIXES

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# APPENDIX A: DOPING CONTROL STATISTICS — 2001–02 TO 2015–16

TABLE 24: DOPING CONTROL STATISTICS — 2001–02 TO 2015–16

YEAR	IN-COMP	% IN-COMP	OUT-OF-COMP	% OUT-OF-COMP	TOTAL	USER-PAYS	% USER-PAYS	GOVT-FUNDED	% GOVT-FUNDED
01–02	2,486	36%	4,383	64%	6,869	3,020	44%	3,849	56%
02–03	1,960	31%	4,303	69%	6,263	2,707	43%	3,556	57%
03–04	2,443	37%	4,172	63%	6,615	2,819	43%	3,796	57%
04–05	1,741	28%	4,393	72%	6,134	2,285	37%	3,849	63%
05–06	2,814	37%	4,771	63%	7,585	3,038 <sup>#</sup>	40%	4,547 <sup>*</sup>	60%
06–07	2,916	42%	4,037	58%	6,953	2,376 <sup>†</sup>	38%	4,264	62%
07–08	3,168	48%	3,469	52%	6,637	2,395	36%	4,242	64%
08–09	3,122	42%	4,376	58%	7,498	3,286	44%	4,212	56%
09–10	2,591	39%	4,113	61%	6,704	2,876	43%	3,828	57%
10–11	2,749	39%	4,341	61%	7,090	3,225	45%	3,865	55%
11–12	2,640	37%	4,556	63%	7,196	3,200	44%	3,996	56%
12–13	2,421	33%	4,955	67%	7,376	3,209	44%	4,167	56%
13–14	2,211	34%	4,313	66%	6,524	3,037	47%	3,487	53%
14–15	1,673	33%	3,468	67%	5,141	2,404	47%	2,737	53%
15–16	1,965	33%	4,057	67%	6,022	2,969	49%	3,053	51%

Notes for Table 24:

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

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

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

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

# APPENDIX B: WORK HEALTH AND SAFETY

We are strongly committed to the health, safety and wellbeing of all our staff.

The Work Health and Safety (WHS) Management Arrangements, along with a comprehensive suite of WHS policies and guidelines, are accessible to our staff and form a key component of the employee induction program.

Our Health and Safety Committee continues to meet quarterly, ensuring a proactive approach to the health and safety of all staff.

Comprehensive WHS refresher training was provided to our field-based Doping Control Officers in November 2015 with a particular focus on risk management assessment processes in the field. Casual employee reaccreditation processes were updated to include a much more comprehensive WHS component.

Work station assessments form part of the induction process for our office-based staff with reasonable adjustments being made to ensure work can be conducted in a comfortable and safe manner.

We implement early intervention strategies to provide staff with the best possible opportunity to recover and effectively participate in the work environment.

We provide programs promoting health and wellbeing to ongoing and non-ongoing staff, including:

- > influenza vaccinations
- > access to an employee assistance program
- > health and fitness allowance, and
- > eye testing.

There were no notifiable incidents and no investigations conducted during the reporting period under Part 10 of the *Work Health and Safety Act 2011*. There were also no Provisional Improvement Notices issued.

# APPENDIX C: ADVERTISING AND MARKET RESEARCH

In accordance with reporting requirements under the *Commonwealth Electoral Act 1918*, no payments were made to advertising agencies, market research or polling companies, direct mail, or for media advertising over the reporting threshold of \$12,700 (inclusive of GST) during 2015–16. No advertising campaigns were undertaken by ASADA during the reporting period.

# APPENDIX D: ECOLOGICALLY SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL PERFORMANCE

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

The principles of ecologically sustainable development are set out in section 3A of the EPBC Act. We have considered these principles in relation to our activities and administration, and have taken action as appropriate.

The effect ASADA has on the environment is the energy-consuming impact of one office space and two leased vehicles.

We operate offices that remain well lit during the day on safety and security grounds. However, the following measures have been implemented to minimise our environmental impact:

- > using power savers and auto switch-off features on equipment
- > providing paper recycling bins for all staff
- > turning off computer monitors when they are not in use
- > encouraging fuel efficiency when using motor vehicles
- > electricity contract includes 10% green power
- > continuing the lease of smaller, more fuel-efficient motor vehicles
- > recycling ink jets in printers.

## APPENDIX E: CORRECTION OF ERROR IN 2014–15 ANNUAL REPORT

The following error was detected after the publication of the 2014–15 Annual Report:

Page 84—Section 24(1) Determinations

Table 19 included an error in the number of staff at the EL2 classification covered under the enterprise agreement or section 24(1) determination. The table should have read:

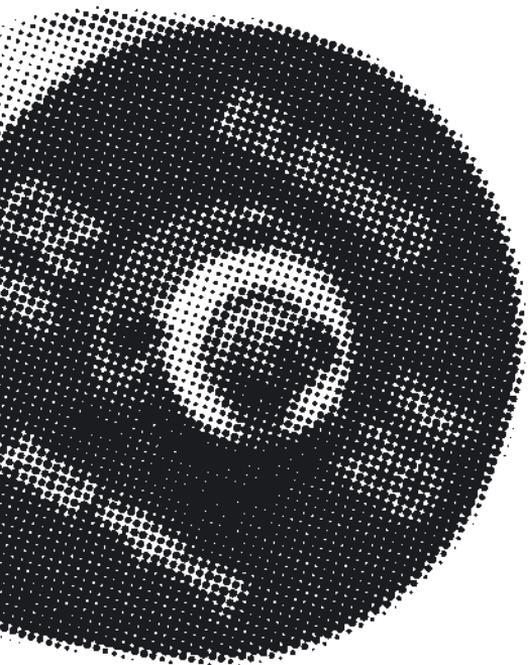
TABLE 19: NUMBER OF STAFF IN THE ENTERPRISE AGREEMENT OR SECTION 24(1) DETERMINATIONS AS AT 30 JUNE 2015<sup>21</sup>

CLASSIFICATION	ENTERPRISE AGREEMENT	SECTION 24(1) DETERMINATIONS	TOTAL
SES	0	2	2
EL2	2	3	5
EL1	8	1	9
APS 2–6	229	0	229
<b>Total</b>	<b>239</b>	<b>6</b>	<b>245</b>

<sup>21</sup> Excludes the CEO whose terms and conditions of employment are set by the Remuneration Tribunal.







# 10

## ABBREVIATIONS AND GLOSSARY

LIST OF ABBREVIATIONS

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GLOSSARY

174

# LIST OF ABBREVIATIONS

AAI	Accountable Authority Instructions
AAT	Administrative Appeals Tribunal
ABP	Athlete Biological Passport
ADAMS	Anti-Doping Administration and Management System
ADRVP	Anti-Doping Rule Violation Panel
AWOS	Athlete Whereabouts Online System
ANAO	Australian National Audit Office
AOC	Australian Olympic Committee
APC	Australian Paralympic Committee
APS	Australian Public Service
ASADA	Australian Sports Anti-Doping Authority
ASADA Act	<i>Australian Sports Anti-Doping Authority Act 2006</i>
ASADA Regulations	<i>Australian Sports Anti-Doping Authority Regulations 2006</i>
ASC	Australian Sports Commission
ASDMAC	Australian Sports Drug Medical Advisory Committee
ASL	Average Staffing Level
BCP	Business Continuity Plan
CEO	Chief Executive Officer
CPR	Commonwealth Procurement Rules
CAS	Court of Arbitration for Sport
DCO	Doping Control Officer
EL	Executive Level
FOI	Freedom of information
ICT	Information and Communications Technology
IADA	International Anti-Doping Arrangement
IF	International Federation
IOC	International Olympic Committee
IPS	Information Publication Scheme
ISM	Information Security Manual
ISTI	International Standard for Testing and Investigations
IRAP	Information Security Registered Assessors Program

MOU	Memorandum of Understanding
N/A	Not applicable
NAD	National Anti-Doping
NAD scheme	National Anti-Doping scheme
NADO	National Anti-Doping Organisation
NISU	National Integrity of Sport Unit
NSO	National Sporting Organisation
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	<i>Public Governance, Performance and Accountability Rule 2014</i>
Prohibited List	The List of Prohibited Substances and Methods
PSPF	Protective Security Policy Framework
RTP	Registered Testing Pool
SES	Senior Executive Service
SSO	State Sporting Organisations
the Code	World Anti-Doping Code
TUE	Therapeutic Use Exemption
UNESCO	United Nations Educational, Scientific and Cultural Organization
WADA	World Anti-Doping Agency
WHS	Workplace Health and Safety

# GLOSSARY

**Adverse analytical finding**

The presence of a substance or method on the WADA's Prohibited List, or evidenced of the use of a prohibited method.

**Anti-doping organisation**

An organisation that is responsible for adopting and executing rules for initiating, implementing or enforcing any part of the doping control process. This includes, for example, the IOC, the IPC, other major event organisations that conduct testing at their events, or WADA, International Sports Federations and NADOs.

**Athlete**

See the NAD scheme definition for the legal definition of athlete. For the purposes of doping control, an athlete is a person participating in sport at international level or national level or at a lower level if designated by a NADO. For the purposes of anti-doping information and education, an athlete is a person participating in sport under the authority of any organisation that has signed or accepts the Code.

**Athlete Biological Passport (ABP)**

Introduced into Australia's testing program in July 2012, the ABP is an electronic record of an athlete's biological values that is developed over time from multiple collections of blood samples. From 1 January 2014, WADA introduced a Steroidal Module addition to the ABP program.

**Athlete support personnel**

This includes, but is not limited to, any coach, trainer, manager, agent, team staff, official, medical or paramedical personnel, working with or treating athletes in or preparing for sports competition.

**'A' sample**

Part of a sample is placed in the 'A' bottle, and this is analysed first.

**Assertions**

The ASADA Act authorises the ADRVP to make assertions relating to investigations of possible violations of the anti-doping rules and to notify the ASADA CEO of such assertions. The CEO then notifies the athlete, support person and sporting administration body of the assertion.

**Atypical findings**

The presence of prohibited substances or methods in samples requiring further investigation before potentially becoming an Adverse Analytical Finding.

**'B' sample**

Part of a sample is placed in the 'B' bottle, and may be analysed if the 'A' sample returns an adverse analytical finding.

**Chaperone**

An ASADA representative responsible for notifying, accompanying and witnessing the athlete providing the sample.

**Code (the)**

The Code is the short form of the World Anti-Doping Code.

**Doping control**

The process that includes test distribution planning, sample collection and handling, laboratory analysis, TUEs, results management, hearings and appeals.

**Doping Control Officer**

An ASADA representative responsible for organising and managing the sample collection. They ensure all procedures are followed.

**In-competition test**

Unless provided for otherwise in the rules of an International Federation, or other anti-doping organisation, an in-competition test is a test which occurs when an athlete is selected for testing in connection with a specific competition.

**Marker**

A compound, group of compounds or biological parameters that indicates the use of a prohibited substance or prohibited method.

**Metabolite**

Any substance produced by a biotransformation process.

**Minor**

A person who has not reached the age of majority as established by the applicable laws of their country of residence.

**National Anti-Doping Organisation**

The entity (or entities) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules, and direct the collection of samples, the management of test results, and the conduct of hearings, all at the national level. If this designation has not been made by the competent public authority(ies), the entity shall be the country's national Olympic Committee or its designee. ASADA is Australia's NADO.

**No-advance notice test**

A doping control test that takes place with no advance warning to the athlete and where the athlete is continuously chaperoned from the moment of notification through to sample provision.

**Non Analytical Positive**

Terminology sometimes used to describe an anti-doping rule violation other than the presence of a prohibited substance, or its metabolites, or markers in an athlete's bodily specimen.

**Out-of-competition test**

Any doping control test that is not undertaken during a competition.

**Prohibited List**

The List identifies the substances and methods prohibited in sport. The Prohibited List is one of the four WADA International Standards and is mandatory for signatories to the Code.

**Prohibited method**

Any method so described on the Prohibited List.

**Prohibited substance**

Any substance so described on the Prohibited List.

**Registered Testing Pool**

Pool of top level athletes established separately by each International Federation (IF) and NADO who are subject to both in-competition and out-of-competition testing as part of that IF's or NADO's test distribution plan. These athletes must also provide daily whereabouts information to ASADA.

**Sample collection**

The process of collecting a sample, including notification, provision of the sample, securing the sample and finalisation of the paperwork.

**Sample/specimen**

Any biological material collected for the purposes of doping control.

**Target testing**

Selection of athletes for testing in which specific athletes or groups of athletes are selected on a non-random basis for testing at a specified time.

**Testing**

The parts of the doping control process involving test distribution planning, sample collection, sample handling, and sample transport to the laboratory.

**UNESCO International Convention against Doping in Sport**

The International Convention against Doping in Sport (UNESCO Convention) was developed by governments under the aegis of UNESCO and unanimously adopted by UNESCO General Conference on 19 October 2005. It is a legal tool enabling governments to align domestic policy with the Code. The purpose of the UNESCO Convention is to promote the prevention of, and the fight against, doping in sport, with a view to its elimination.

**Violations List**

Under the ASADA Act the CEO is required to establish and maintain a list, known as the Violations List. The List includes details about the person, and the nature and consequences of the violation. The CEO may also include other information.

**World Anti-Doping Code (the Code)**

The Code is the document that harmonises regulations regarding anti-doping in sport across all sports and all countries of the world. The Code provides a framework for anti-doping policies, rules, and regulations for sport organisations and public authorities.







# 11 INDEXES

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# COMPLIANCE INDEX

Section 17AJ(d) of the PGPA Rule requires a list of requirements to be included in the annual report of the entity as an aid of access.

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT	PAGE
17AD(g)	<b>Letter of transmittal</b>			
17AI		A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the PGPA Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory	iii
17AD(h)	<b>Aids to access</b>			
17AJ(a)		Table of contents	Mandatory	iv
17AJ(b)		Alphabetical index	Mandatory	186
17AJ(c)		Glossary of abbreviations and acronyms	Mandatory	172, 174
17AJ(d)		List of requirements	Mandatory	180
17AJ(e)		Details of contact officer	Mandatory	ii
17AJ(f)		Entity's website address	Mandatory	ii
17AJ(g)		Electronic address of report	Mandatory	ii
17AD(a)	<b>Review by accountable authority</b>			
17AD(a)		A review by the accountable authority of the entity.	Mandatory	x
17AD(b)	<b>Overview of the entity</b>			
17AE(1)(a)(i)		A description of the role and functions of the entity.	Mandatory	9
17AE(1)(a)(ii)		A description of the organisational structure of the entity.	Mandatory	13
17AE(1)(a)(iii)		A description of the outcomes and programs administered by the entity.	Mandatory	12
17AE(1)(a)(iv)		A description of the purposes of the entity as included in the corporate plan.	Mandatory	10
17AE(1)(b)		An outline of the structure of the portfolio of the entity.	Portfolio departments mandatory	Nil to Report

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT	PAGE
17AE(2)		Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, mandatory	Nil to Report
17AD(c)	<b>Report on the performance of the entity</b>			
	<b>Annual Performance Statement</b>			
17AD(c)(i); 16F		Annual performance statement in accordance with paragraph 39(1)(b) of the PGPA Act and section 16F of the PGPA Rule.	Mandatory	22
17AD(c)(ii)	<b>Report on Financial Performance</b>			
17AF(1)(a)		A discussion and analysis of the entity's financial performance.	Mandatory	108
17AF(1)(b)		A table summarising the total resources and total payments of the entity.	Mandatory	110–111
17AF(2)		If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, mandatory.	108
17AD(d)	<b>Management and accountability</b>			
	<b>Corporate Governance</b>			
17AG(2)(a)		Information on compliance with section 10 of the PGPA Act (fraud systems).	Mandatory	92
17AG(2)(b)(i)		A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	iii
17AG(2)(b)(ii)		A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory	iii

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT	PAGE
17AG(2)(b)(iii)		A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory	iii
17AG(2)(c)		An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	88–95
17AG(2)(d)–(e)		A statement of significant issues reported to Minister under paragraph 19(1)(e) of the PGPA Act that relates to non-compliance with finance law and action taken to remedy non-compliance.	If applicable, mandatory	93
<b>External Scrutiny</b>				
17AG(3)		Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	96
17AG(3)(a)		Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, mandatory	96–97
17AG(3)(b)		Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the PGPA Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, mandatory	97
17AG(3)(c)		Information on any capability reviews on the entity that were released during the period.	If applicable, mandatory	Nil to Report
<b>Management of Human Resources</b>				
17AG(4)(a)		An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	99
17AG(4)(b)		Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: <ul style="list-style-type: none"> <li>statistics on staffing classification level</li> <li>statistics on full-time employees</li> <li>statistics on part-time employees</li> <li>statistics on gender</li> <li>statistics on staff location</li> <li>statistics on employees who identify as Indigenous.</li> </ul>	Mandatory	100–101, 104

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT	PAGE
17AG(4)(c)		Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory	101
17AG(4)(c)(i)		Information on the number of SES and non-SES employees covered by agreements etc. identified in paragraph 17AG(4)(c).	Mandatory	101–102
17AG(4)(c)(ii)		The salary ranges available for APS employees by classification level.	Mandatory	102
17AG(4)(c)(iii)		A description of non-salary benefits provided to employees.	Mandatory	165
17AG(4)(d)(i)		Information on the number of employees at each classification level who received performance pay.	If applicable, mandatory	102
17AG(4)(d)(ii)		Information on aggregate amounts of performance pay at each classification level.	If applicable, mandatory	Nil to Report
17AG(4)(d)(iii)		Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, mandatory	Nil to Report
17AG(4)(d)(iv)		Information on aggregate amount of performance payments.	If applicable, mandatory	Nil to Report
<b>Asset management</b>				
17AG(5)		An assessment of effectiveness of asset management where asset management is a significant part of the entity's activities.	If applicable, mandatory	112
<b>Purchasing</b>				
17AG(6)		An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory	112–113
<b>Consultants</b>				
17AG(7)(a)		A summary statement detailing the number of new contracts engaging consultants entered into during the period; the total actual expenditure on all new consultancy contracts entered into during the period (inclusive of GST); the number of ongoing consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting year on the ongoing consultancy contracts (inclusive of GST).	Mandatory	113–114

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT	PAGE
17AG(7)(b)		A statement that “During [reporting period], [specified number] new consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]”.	Mandatory	114
17AG(7)(c)		A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory	113–114
17AG(7)(d)		A statement that “Annual reports contain information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website.”	Mandatory	114
<b>Australian National Audit Office Access Clauses</b>				
17AG(8)		If an entity entered into a contract with a value of more than \$100,000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor’s premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, mandatory	Nil to Report 115
<b>Exempt contracts</b>				
17AG(9)		If an entity entered into a contract or there is a standing offer with a value greater than \$10,000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, mandatory	Nil to Report 115
<b>Small business</b>				
17AG(10)(a)		A statement that “[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”	Mandatory	114

PGPA RULE REFERENCE	PART OF REPORT	DESCRIPTION	REQUIREMENT	PAGE
17AG(10)(b)		An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	114
17AG(10)(c)		If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	If applicable, mandatory	114
<b>Financial statements</b>				
17AD(e)		Inclusion of the annual financial statements in accordance with subsection 43(4) of the PGPA Act.	Mandatory	117
17AD(f)	<b>Other mandatory information</b>			
17AH(1)(a)(i)		If the entity conducted advertising campaigns, a statement that “During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.”	If applicable, mandatory	Nil to Report
17AH(1)(a)(ii)		If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, mandatory	166
17AH(1)(b)		A statement that “Information on grants awarded to [name of entity] during [reporting period] is available at [address of entity’s website].”	If applicable, mandatory	115
17AH(1)(c)		Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	104
17AH(1)(d)		Website reference to where the entity’s Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	97–98
17AH(1)(e)		Correction of material errors in previous annual report	If applicable, mandatory	168
17AH(2)		Information required by other legislation	Mandatory	163

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