



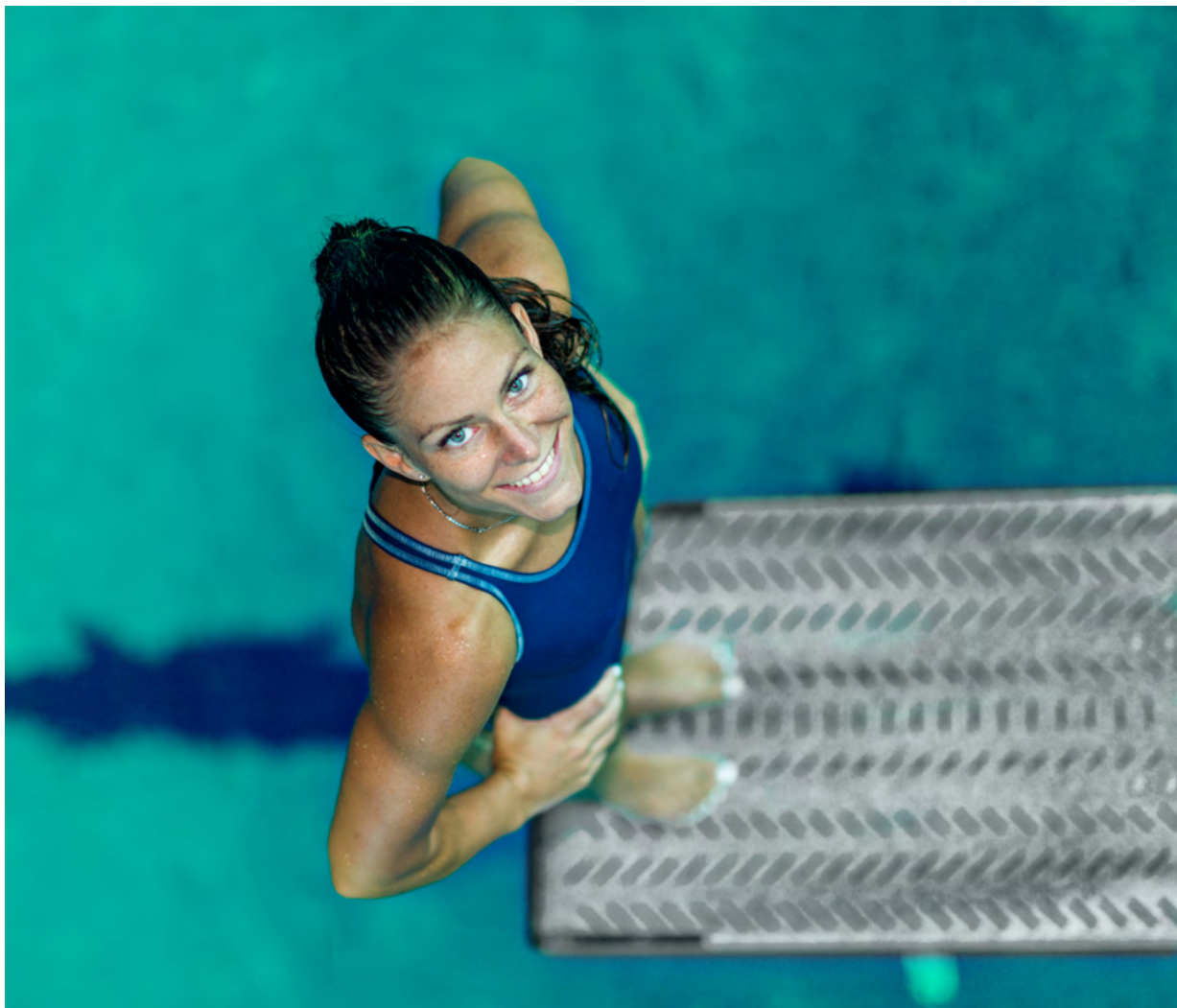
Australian Government
Sport Integrity Australia



SPORT INTEGRITY
AUSTRALIA

ANNUAL REPORT

2024–2025



ANNUAL REPORT

2024–2025

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CHAPTER 1 INTRODUCTION



ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, we acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea, rivers and community.

We pay our respect to their Elders past, present and future and extend that respect to all Aboriginal and Torres Strait Islander peoples.

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



Artwork by Chern'ee Sutton

1.1: CHIEF EXECUTIVE OFFICER'S MESSAGE

I am proud to present the 2024–25 Annual Report for Sport Integrity Australia as Chief Executive Officer.

This year marked a period of leadership transition and strong delivery against our strategic priorities. The evolving sport integrity landscape continued to shape our operations and drive initiatives to strengthen the integrity of Australian sport.

As Australia's National Anti-Doping Organisation, we remain committed to influence transparency and trust in global anti-doping frameworks with a focus on inadvertent doping and protecting the health and welfare of athletes. This year, we continued to influence change through active engagement with the World Anti-Doping Agency (WADA), including participation in key advisory groups and contributions to the 2027 World Anti-Doping Code review.

In May 2025, I publicly condemned the Enhanced Games for promoting performance-enhancing drug use, which undermines athlete safety and the values of sport.

Our National Integrity Framework remained central to addressing abuse and misconduct in sport. We advanced safeguarding through the Safeguarding in Sport Continuous Improvement Program and launched a new eLearning course on coaching young athletes, developed with the Australian Institute of Sport and Western Australia Institute of Sport.

We strengthened partnerships to address online abuse and inclusion, including work with the eSafety Commissioner and Pride in Sport. Our LGBTQ+ Sport Integrity Guideline supports fair and inclusive disciplinary processes. Our Culture and Safety team continued to develop and embed culturally safe practices for Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse communities, people with a disability, LGBTQ+ individuals, and women and girls.

Women's sport is growing at a rapid pace and we remain committed to addressing the associated integrity risks. Our Empowering Women and Girls in Sport Integrity Program aligns with government efforts to promote equity in governance, infrastructure and leadership.

In the past year, we hosted and supported key events to foster collaboration and intelligence sharing including the:

- **4th Annual Threats to Sport Integrity Law Enforcement Conference (July 2024)** focused on criminal infiltration risks in sport and reinforced our commitment to law enforcement partnerships.
- **CEO Sport Integrity Forum (February 2025)** bringing together leaders of Australian sport and key partners to discuss current and emerging integrity threats and providing a platform to listen, learn, and strengthen collaboration across the sector.
- **WADA Intelligence and Investigations (I&I) Capability and Capacity Building Project – Asia and Oceania (March 2025)** addressing anti-doping and law enforcement issues, aiming to boost intelligence-sharing and disrupt the trafficking of dangerous performance-enhancing drugs.



- **5th Annual Threats to Sport Integrity Law Enforcement Conference (March 2025)** coinciding with the WADA I&I Conference, and uniting law enforcement and National Anti-Doping Organisations from over 10 Pacific nations. It focused on emerging regional threats and building a robust sport integrity framework in preparation for the 2027 Pacific Games and Brisbane 2032 Olympic and Paralympic Games.

We advanced efforts to combat competition manipulation and match fixing, assuming sole responsibility as Australia's National Platform in January 2025. We now collect and disseminate information and intelligence relating to match fixing in Australia, allowing the agency greater visibility of gambling on sport in Australia as we work in collaboration with Wagering Service Providers, Sports Controlling Bodies, state and territory gambling regulators and law enforcement to protect sport from corruption.

Internationally, Australia was re-elected Chair of the Global Network of National Sport Integrity Agencies, reinforcing our leadership in global integrity frameworks. Following the Paris 2024 Olympics and Paralympics, we analysed integrity issues to inform future preparedness.

The year 2025 marks 5 years since our establishment. In this time, we've built strong foundations and partnerships grounded in evidence, trust, and collaboration. Looking ahead, we are focused on embedding integrity into every level of sport and proactively addressing emerging threats to ensure sport is safe, fair, and inclusive for all.



Dr Sarah Benson PSM
Sport Integrity Australia CEO

2024–25 AT A GLANCE

Our Purpose/Portfolio Budget Statement Outcome Statement

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

Our Vision

Safe, fair and inclusive sport for all.

Education

- **304** face-to-face sessions to 15,829 attendees
- **14** public webinars to 3,470 attendees
- **77** days of outreach at major sporting competitions
- **146,873** SIA integrity eLearning courses completed
- **25,957** Play by the Rules (PBTR) integrity eLearning courses completed

Communications

- **937,175** website views
- **71** news and media stories published highlighting the work of the agency
- **3,400+** podcast listens

Complaints

- **300** integrity matter cases closed
- **224** integrity matters evaluated
- **71** integrity matter cases managed through education
- **15** integrity matter cases were resolved with the support of the sport or managed through other means
- **19** investigations finalised and closed, which included 24 substantiated breaches of integrity policies

National Integrity Framework

- **100** sporting organisations have adopted the NIF or completed the Integrity Standards review process
- **66%** of integrity implementation action items completed by State Sporting Organisations and State Sporting Organisations for People with Disability

Integrity Capability

- **\$2.46 million** in funding provided to support 32 National Integrity Managers across 48 NSO/NSODs
 - 66% of National Integrity Managers are female
 - 50/50 split between full-time and part-time roles
- **3** State Sport Integrity Managers employed (WA, WAIS and QAS)
- **3** National Integrity Manager forums
- **1** CEO Sport Integrity forum attended by over 80 sports who gained access to information sharing, professional development and networking opportunities
- **8** State Integrity forums held in partnership with State & Territory Offices for Sport
- **32** National Sporting Organisations and National Sporting Organisations for People with Disability have engaged with the WA State Integrity Manager, through the WA pilot program
 - Over 540 sport representatives attended sport or state specific education sessions in WA, including 100 at the Football West Clubs Conference

Anti-Doping Investigations

- **22** anti-doping investigations underway during the period
- **15** anti-doping investigations finalised or progressed
- **9** progressing through the results management process
- **2** finalised with sanctions applied
- **1** finalised with Anti-Doping Rule Violation but no sanction due to application of no fault or negligence
- **3** finalised with no further action

Anti-Doping Testing

- **5,316** doping tests completed
 - 2,683 government funded tests
 - 1,900 user pays tests
 - 733 user pays international tests
- **6,331** samples collected
 - 5,012 urine samples
 - 445 dried blood spot samples
 - 874 blood samples
- **4,122** athletes tested
- **126** sports/disciplines tested

Information Coordination Centre & Law Enforcement Partnerships

- **1,200+** calls, webforms and emails from sport participants and organisations seeking guidance, or raising an integrity complaint
- **122** calls, webforms and emails reporting doping activity in sport
- **68** referrals to law enforcement and other government organisations to investigate serious integrity threats in the sport environment
- **30** referrals to sporting organisations to protect sporting participants from integrity threats
- **2,000+** integrity checks on athletes and support personnel in line for team selection, organisational award, grant or recruitment

1.2: LETTER OF TRANSMITTAL



The Hon Anika Wells MP
Minister for Aged Care
Minister for Sport
Parliament House Canberra ACT 2600

Dear Minister,

I am pleased to present Sport Integrity Australia's Annual Report for the financial year ended 30 June 2025.

This report has been prepared in accordance with all applicable obligations of the *Public Governance, Performance and Accountability Act 2013* including section 46 which requires that you table the report in Parliament.

This report also contains content required by subsection 74(1) of the *Sport Integrity Australia Act 2020*.

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

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

Yours sincerely,

A handwritten signature in black ink that reads "SBenson".

Dr Sarah Benson PSM
Chief Executive Officer

23 September 2025

ABOUT THIS REPORT

Sport Integrity Australia
Annual Report 2024–25
Canberra

This report provides a detailed account of the operations and performance of Sport Integrity Australia for the financial year ended 30 June 2025. 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: sportintegrity.gov.au/about-us/corporate and transparency.gov.au

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CHAPTER 2 OVERVIEW



2.1: OUR ROLE AND FUNCTIONS

We are part of the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts portfolio, established as an independent statutory agency to prevent and address threats to sports integrity and coordinate a national approach to matters relating to sports integrity in Australia with a view to:

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

We coordinate all elements of the national sports integrity threat response including prevention, monitoring, disruption and detection, investigation and enforcement. We provide a single point of contact for athletes, sporting organisations, law enforcement bodies and other stakeholders for matters relating to sports integrity.

Our responsibilities include being Australia's National Anti-Doping Organisation, providing a comprehensive anti-doping program for the Australian sport community and administering the National Integrity Framework (NIF), a suite of policies all members of sports need to follow when it comes to their behaviour and conduct in sport.

To protect the health of athletes and the integrity of Australian sport, we have 3 primary areas of focus:

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

We fulfil Australia's responsibilities to the Council of Europe Anti-Doping Convention and the United Nations Educational, Scientific and Cultural Organization (UNESCO) International Convention against Doping in Sport, which is a requirement for Australia to compete at international events such as the Olympic and Paralympic Games. As a signatory to the Council of Europe Convention on the Manipulation of Sports Competitions (Macolin Convention), we participate in the global response to combat the threat of competition manipulation on sports in Australia.

For the reporting period, we were accountable to Minister for Sport, the Hon Anika Wells MP.

Our function is to assist the Chief Executive Officer (CEO) in performing their functions. The CEO's functions are set out in the *Sport Integrity Australia Act 2020*.

Legislation

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

Our outcome and program

Outcomes are the government's intended results, benefits or consequences of a purpose or activity for the Australian community as defined in the annual appropriations Acts and the Portfolio Budget Statements. Outcome statements articulate the intended results, activities and target group of an Australian Government entity. The Government requires entities to use outcomes as a basis for budgeting, measuring performance and reporting. Annual departmental funding is appropriated on an outcome basis.

Outcome 1

Protection of the integrity of Australian sport and the health and welfare of those who participate in sport through the coordination of a national approach to all sports integrity¹ matters.

Program 1.1

Promote community confidence in sport by preventing and addressing threats² to sports integrity and the health and welfare of those who participate in sport, through the coordination of a national approach to all sports integrity matters in Australia.

Accountable authority

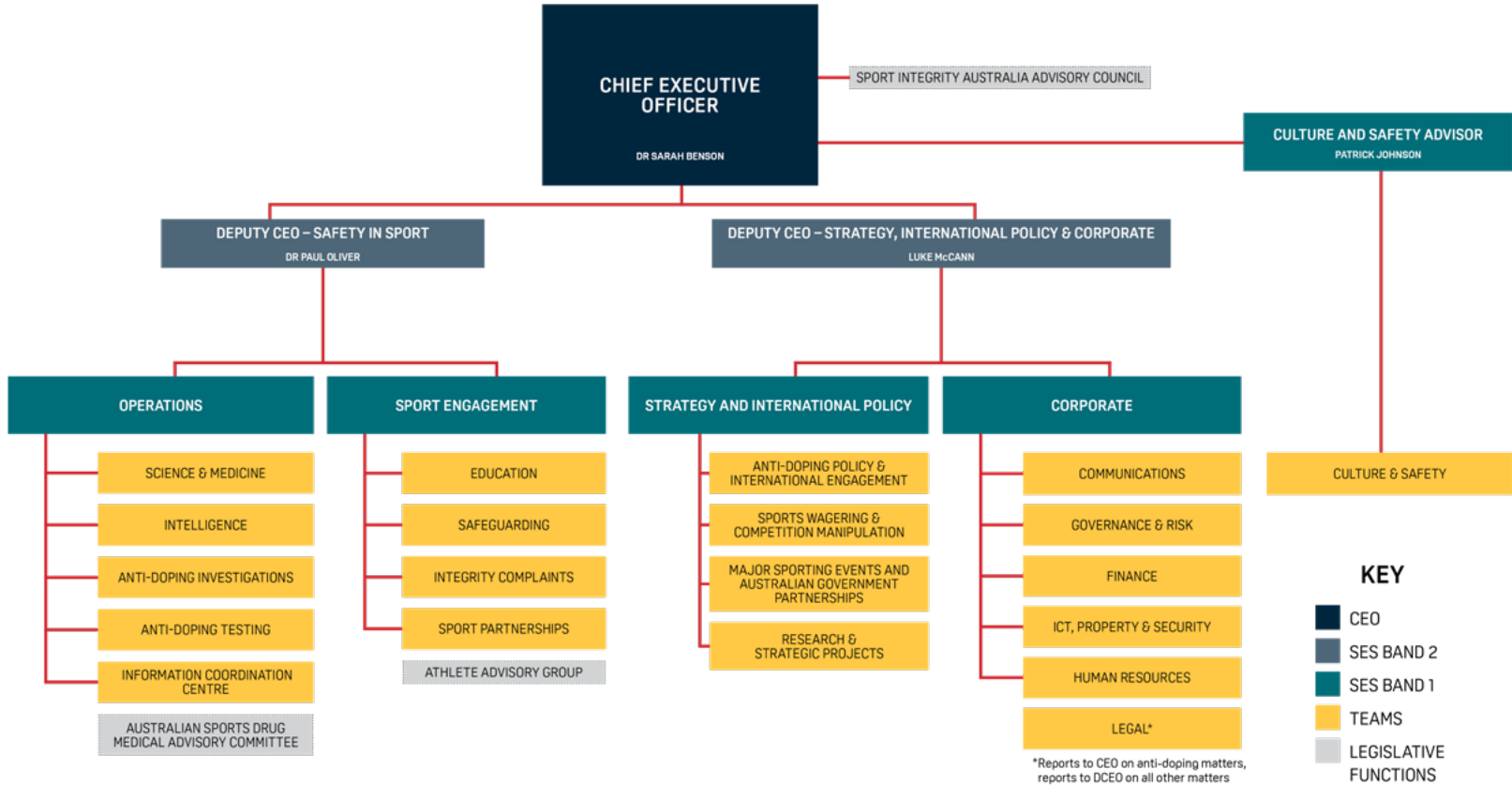
Our accountable authority for the reporting period 2024–25 was CEO, David Sharpe APM OAM from 1 July to 3 August 2024, and CEO, Dr Sarah Benson PSM thereafter.

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

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

2.2: OUR ORGANISATIONAL STRUCTURE

As at 30 June 2025





FEATURE STORY

2025 WADA INTELLIGENCE AND INVESTIGATIONS PROJECT

In a landmark moment for international collaboration in sport integrity, we proudly hosted the first advanced workshop of Phase 2 of the World Anti-Doping Agency's (WADA) Intelligence and Investigations (IGI) Capability and Capacity Building Project. Held on the Gold Coast, on 3 March 2025, this five-day event marked a significant step forward in building regional and global networks to combat doping and enhance investigative capabilities across the Asia and Oceania regions.

The workshop brought together representatives from Australia, New Zealand, and 8 Pacific nations—including Fiji, Samoa, Kiribati, and the Solomon Islands—alongside expert trainers from WADA's global offices in Canada, Ireland, and Switzerland. Participants included professionals from law enforcement, border protection, and National Anti-Doping Organisations (NADOs), all united by a shared mission: to strengthen the fight against doping through collaboration, training, and intelligence sharing.

The workshop is part of a broader WADA initiative to expand a successful European pilot project into Asia and Oceania. That earlier phase saw over 60 joint operations between European NADOs and law enforcement, the dismantling of steroid laboratories, and the seizure of 25 tonnes of performance-enhancing drugs, preventing an estimated 500 million doses from reaching the global market. The Asia/Oceania expansion aims to replicate and build upon these outcomes, with our agency playing a central role.

Our involvement in the project is both strategic and deeply aligned with our mission. Our intelligence and investigations experts actively contributed to the workshop's delivery, sharing best practice and mentoring regional counterparts. This engagement not only strengthens regional ties but also enhances our own understanding of performance-enhancing drug (PED) trafficking patterns across Asia and Oceania.

The workshop is a key milestone in WADA's vision to establish a Global Anti-Doping Intelligence and Investigations Network (GAIIN). This network will connect investigators and intelligence analysts from NADOs and law enforcement agencies worldwide. We have been invited to join the GAIIN Steering Committee, alongside INTERPOL, Drug Free Sport New Zealand (now part of NZ Sport Integrity Commission), and other key stakeholders.

The workshop's relevance was underscored by recent events. Australian Border Force highlighted a joint operation that dismantled a testosterone smuggling ring in Queensland, noting: "This operation shows the value of strong, collaborative relationships. Sharing intelligence and best practices is essential, and this workshop provides the perfect platform."

Participants engaged in hands-on training, real-time operations, and strategic discussions, all aimed at improving investigative techniques and fostering trust across borders. The emphasis on collaboration and information sharing reflects a growing recognition that doping is not just a sporting issue – it is a public health and criminal justice concern.

The hosting of the WADA workshops was organised as part of our wider Law Enforcement Partnership Program. The program aims to build collaboration with law enforcement partners, which is crucial to uncovering systemic and serious facilitation and trafficking of doping substances. We launched the Law Enforcement Partnership Program last year to ensure a proactive agency posture in preventing integrity threats to sports where a criminal nexus exists. The program brings focus, coordination and commitment to the diverse range of initiatives identified at the domestic and international level, in partnership with law enforcement.

As the Asia/Oceania phase of the WADA project continues, we remain committed to supporting our regional partners and advancing the global fight against doping. The workshop has laid the groundwork for future cooperation, professional development, and operational excellence. Since the Gold Coast workshop, we were also invited by WADA to attend the second and third workshops in New Delhi, India in May and July 2025 to present on open source material and assist WADA with the interviewing phase of the workshop.

With the Brisbane 2032 Games on the horizon and the GAIIN network taking shape, our leadership and commitment are helping to ensure that the future of sport in the Pacific—and beyond—is fair, safe, inclusive and drug-free.





CHAPTER 3

ADVISORY GROUPS

3.1: ADVISORY COUNCIL

The Sport Integrity Australia Advisory Council is established to strengthen the integrity of sport in Australia. It consists of a diverse group of members with extensive experience in various fields, including sports administration, law enforcement, governance, and child protection.

The current Advisory Council consists of a Chair and 9 members. Each member brings a unique skillset and experience that is critical to navigating the CEO's priorities across the integrity threats faced by sports, ensuring trust and future readiness, and reinforcing the work of the agency in sport across Australia.

Overview

The Advisory Council is established by section 26 of the *Sport Integrity Australia Act 2020* (the Act).

Functions

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

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

The advice:

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

Advisory Council Members and meetings

Four Advisory Council meetings were held during 2024-2025. Table 1 shows attendance at these meetings.

Table 1: Attendance at Advisory Council meetings during 2024–25

Position	Name	Appointment ends	Meetings attended
Chair	Ms Sarah Kenny	5 September 2025	4
Member	Ms Lynne Anderson	5 September 2025	4
Member	Ms Megan Mitchell	5 September 2025	4
Member	Mr James Sutherland	5 September 2025	4
Member	Ms Katarina Carroll	5 September 2026	3
Member	Mr Tim Goodwin	5 September 2026	3
Member	Ms Kathy Leigh	5 September 2026	3
Member	Ms Monique Murphy	5 September 2026	4
Member	Ms Sophia Nimphius	5 September 2026	3
Member	Dr Amber Halliday	5 September 2026	4

3.2: AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE

Overview

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

Functions

Part 3 of the Sport Integrity Australia Regulations 2020 and Part 5 of the National Anti-Doping scheme (Schedule 1 to the Sport Integrity Regulations) set out the committee’s functions.

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

ASDMAC members

Chair

- **Adjunct Professor Susan White** AM MBBS (Hons), FACSEP, HonFellowMonash

Members

- **Associate Professor Carolyn Broderick** MBBS (Hons), FACSEP, PhD
- **Dr David Humphries** MBBS (Hons), CCPU, DRACOG, FRACGP, FACSEP, FFSEM (UK)
- **Dr Anik Shawdon** MBBS, FACSEP, Diploma Sports Medicine (London)
- **Dr Larissa Trease** BMedSci (Hons), MBBS (Hons), FACSEP, Cert ED (ACEM)
- **Dr Peter Steele** MBBS, FACSP, FRACGP, Dip MSM (Otago)
- **Dr Warren McDonald** BSc, MBBS, FACSEP, GCACE (Sprt) HonD (University of Canberra)

ASDMAC Review Panel

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

Members

- **Dr Grace Bryant** OAM MBBS, Grad Dip Sports Sc, FASMF, FACSEP, FFESM (UK)
- **Dr Sharon Stay** MBBS (Hons), FRACGP, MSpMed, FACSEP
- **Dr Kira James** MBBS, FACSEP, GCSpMed, BAppSci (HMS, Ex-Sci)

Meetings, TUE reviews and expenses

In addition to 4 meetings in the financial year, ASDMAC considers TUE applications on a weekly basis. ASDMAC is funded from Sport Integrity Australia appropriation.

Tables below show the number of meetings attended by ASDMAC members (Tables 2 and 3), the number of TUE applications and decisions (Tables 4 and 5) and ASDMAC expenses (Table 6).

Table 2: ASDMAC meetings during 2024–25

Position	Name	Appointment ends	Meetings attended
Chair	Dr Susan White	2 July 2026	4
Member	Assoc Prof Carolyn Broderick	21 August 2029	4
Member	Dr David Humphries	8 September 2026	4
Member	Dr Anik Shawdon	2 July 2026	4
Member	Dr Larissa Trease	21 August 2029	3
Member	Dr Peter Steele	2 July 2026	4
Member	Dr Warren McDonald	2 July 2026	2

Table 3: Meetings of ASDMAC Review Panel members during 2024–25

Position	Name	Appointment ends	Meetings attended
Member	Dr Grace Bryant	25 July 2025	1
Member	Dr Sharon Stay	2 July 2026	1
Member	Dr Kira James	8 September 2026	1

Table 4: TUE applications 2020–21 to 2024–25

TUE applications category	2020–21	2021–22	2022–23	2023–24	2024–25
Approved	114	100	204	192	188
Closed	8	14	14	21	31
Pending	5	16	6	10	6
Rejected	2	2	3	3	1
Approval not required	23	31	61	35	29
Planned Retroactive	53	81	119	151	178

Table 5: TUE reviews by the ASDMAC Review Panel during 2024–25

	2024–25
ASDMAC decision upheld	0
ASDMAC decision overturned	0
Total TUE appeals	0

Table 6: ASDMAC Expenses 2024–25

ASDMAC Expenses	\$'000 (GST exc)
Members and professional fees	254
Meetings and conferences	43
Administration and communication	258
Total	555

3.3: ATHLETE ADVISORY GROUP

Our Athlete Advisory Group (AAG) provides invaluable input into our programs, products and initiatives ensuring the athlete’s voice is not only heard; it is used to shape strategic direction and ensure our education courses and resources are fit for purpose.

The AAG is empowered to challenge, provide ‘warts and all’ commentary and provide robust review of our work, providing the agency with insights into the pressures and influences that threaten integrity in sport. The group comprises current and former elite athletes and provides opportunities for sanctioned athletes to contribute meaningfully to the fight for clean, fair and safe sport.

We would like to acknowledge and thank outgoing AAG members Ellie Cole, Katrina Fanning, Tom Symonds and Cassie Fien for their commitment and contribution to the AAG. After conducting an Expression of Interest (EOI) process, attracting 70 applications from athletes representing 12 different sports, we welcomed 6 new members in May 2025, who joined the 7 existing AAG members.

The new members are: Alison Bai (Tennis), Natalie Butler (Netball), Cruz Hogan (Athletics), Alexandra Kiroi-Bogatyreva (Gymnastics), Ben O'Donnell (Rugby Union) and Melissa Wu (Diving). Indigenous woman Beki Smith (Athletics) was appointed to the AAG in June 2025. The expanded membership brings a new and refreshed approach to the AAG, from a broad range of sport experience.

The AAG convened 5 times in 2024–25 and engaged with all areas of our agency, sharing their insights and feedback to further enhance the impact of our work. The AAG also issued a strong statement, in May 2025, condemning the Enhanced Games.

The current Athlete Advisory Group members are:

- **Alison Bai:** Former Australian tennis player, professional debut 2005, career high singles 305 ranking, career high doubles ranking 12, 1 x International Tennis Federation (ITF) Singles title, 13 x ITF Doubles titles, Australian Junior Fed Cup team (2006), Australian Open Singles (2007, 2008, Australian Open Doubles (2008, 2009, 2016–2019).
- **Natalie Butler:** Former Australian international netball player. Diamond #144 (86 Test Caps), 3 x World Championship player with the Australian Diamonds (2007, 2011, 2015), Commonwealth Games Gold medalist (2014) and Silver medalist (2010), ANZ Championship premiership player and joint season MVP (2011), Suncorp Super Netball Player – 235 Domestic National League games, President of the Australian Netball Players Association 2018–2020.

- **Bronwen Downie:** Olympic rower, 2 x World Rowing Championship Gold medalist, 11 x Australian champion, former Rowing NSW board member and Co-Chair of the Athlete Advisory Group.
- **Blake Gaudry:** 2 x Olympic trampolinist, 11 x Australian National Champion, Gymnastics Australia Athletes' Committee member.
- **Jonathan Goerlach:** Paralympic triathlete, 5 x Australian National Paratriathlon Champion, Bronze medalist at 2022 Commonwealth Games in Birmingham, Member of World Triathlon Athlete Committee.
- **Cruz Hogan:** Australian javelin thrower. Australian Senior Team Member #1212, 2022 World Athletics Championships Representative, Oceania Champion, 3 x Open Australian National Championship and 2 x Oceania Championship medalist, Member of the WAIS Athlete Advisory Committee, Sport Integrity Australia Education Officer since 2019.
- **Damon Kelly:** 2 x Olympian in weightlifting, Commonwealth Games gold medalist, 11 x National Champion, former Australian Weightlifting Federation board director.
- **Alexandra Kiroi-Bogatyreva:** Former Australian rhythmic gymnast, Represented Australia at 2024 Olympics, 2 x Commonwealth Games (winning Gold, Silver and Bronze medals), 4 x Australian Championships All-around Champion (2018, 2019, 2022, 2023), Represented Australia at 5 x World Championships, Oceania Championships All-around Champion (2024), 5 x Maccabiah Games Bronze medalist (2022).
- **Bronwen Knox:** 4 x Olympian in water polo, 2 x Olympic Bronze medalist, Sport Integrity Australia education presenter, Australian Institute of Sport Respectful Behaviours education presenter, Deputy Chef de Mission 2024 Australian Olympic team.
- **Eric Mackenzie:** Former West Coast Eagles Australian Football League (AFL) player and players' delegate to the AFL Players Association, International Testing Agency athlete ambassador.
- **Ben O'Donnell:** Current rugby union player, ACT Brumbies 2022–2025, current Rugby Union Players Association Player Delegate, Australian Sevens player (2017–2020), Commonwealth Games Gold Coast 2018, Rugby Sevens World Cup San Francisco 2018, Shawn Mackay award for Australian Sevens player of the year (2018).
- **Ella Sabljak:** Australian wheelchair basketball and rugby player, Paralympian in both sports, member of Paralympics Australia Athlete Committee and WADA Athlete Council, Paralympic bronze medalist (2024 – wheelchair rugby) World Championship gold medalist (wheelchair rugby) and Commonwealth Games silver medalist (wheelchair basketball 3x3).
- **Beki Smith:** Former Australian race walker, represented Australia at 2012 Olympics and 2018 Commonwealth Games, fourth in the 20-kilometre walk at the 2012 Oceania & Australian Race Walking Championships.
- **Melissa Wu:** Former Australian diver, 5 x Olympian, Olympic Silver (2008) and Bronze (2020) medalist, 5 x Commonwealth Games (winning 3 x Gold, 2 x Silver medals), 8 x World Championships (winning 2 x Silver, 1 x Bronze medals), flag bearer at the Closing Ceremony of the 2022 Commonwealth Games, Australian team debut at 13 years of age at the 2006 Melbourne Commonwealth Games, Member of the Australian Diving Team for 19 years.



FEATURE STORY

LEADING THE WAY: SAFE AND EFFECTIVE COACHING OF YOUNG ATHLETES IN HIGH PERFORMANCE SPORT COURSE

In a global first, we played a major role in coach education that sets a new benchmark for the safety and wellbeing of young high performance athletes.

We continue to be at the forefront of athlete safety in Australia, particularly child safeguarding. In 2025, we also partnered with creators of the documentary *Unbreakable: The Jelena Dokic Story* to shine a spotlight on the importance of child safeguarding practices in sport with a suite of educational tools and resources.

We partnered with the Australian Institute of Sport (AIS) and the Western Australian Institute of Sport (WAIS) in 2025 to launch a groundbreaking eLearning course: *Safe and Effective Coaching of Young Athletes in High Performance Sport*.

The course is targeted at upskilling coaches working with athletes under the age of 18, guiding them on how to support the physical, emotional and psychological development of young athletes.

Sport culture reviews and complaints processes across the world have shown there is ongoing tension between the pressure to succeed in high performance sport and the risk of harm to young athletes.

The bespoke new coaching course stemmed from the review of the WAIS Women's Artistic Gymnastics Program in 2022, which identified critical gaps in safeguarding education for coaches of young athletes.

The course is informed by the latest research. Our CEO Dr Sarah Benson noted it was an important initiative to help shape the future of sport.

"We know that exceptional coaches are at the heart of any successful high performance sport program, and young athletes rely on their leadership, care and trust," Dr Benson said.

"In developing this course, it was important to consider all the unique challenges being faced by young athletes – such as their physical maturation, hormonal changes, and mental development and wellbeing – to provide coaches with the insights and tools necessary for safe and successful high performance programs.

"This course proactively supports coaches to bring out the best in junior athletes while also keeping sport safe for everyone, at all levels."

The course aligns with the goals of Australia's High Performance 2032+ Sport Strategy – Win Well. This prioritises a balance of both performance outcomes and athlete wellbeing.

WAIS coaches provided valuable input during the design of the course. The course was then launched nationwide in late May 2025, and early feedback from coaches has been overwhelmingly positive.

In official feedback surveys, coaches have almost unanimously reported:

- a greater understanding of the unique needs of young athletes in high performance sports and how to adapt their coaching accordingly
- increased confidence to identify, call out and avoid unsafe coaching practices
- increased confidence communicating and collaborating with parents, performance support teams, and other key stakeholders in their athletes' development.

The course is available on our eLearning platform, SIA Edge, which provides free and accessible online learning to anyone in Australian sport.

elearning.sportintegrity.gov.au/user_login



CHAPTER 4

ANNUAL PERFORMANCE STATEMENT



STATEMENT OF PREPARATION

As the accountable authority of Sport Integrity Australia, I present the 2024–25 Annual Performance Statement of the agency, as required under paragraph 39(1)(a) and (b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, the 2024–25 Annual Performance Statement is based on properly maintained records, accurately presents the performance of Sport Integrity Australia and complies with subsection 39(2) of the PGPA Act (section 16F of the *Public Governance, Performance and Accountability Rule 2014*).



Dr Sarah Benson PSM
Chief Executive Officer

8 September 2025

OVERVIEW OF PERFORMANCE FRAMEWORK

The Commonwealth Performance Framework is established by the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and requires accountable authorities to measure and assess the performance of the entity in achieving its purposes. It outlines the obligations of accountable authorities to prepare annual performance statements, with section 16F of the *Public Governance, Performance and Accountability Rule 2014* (PGPA Rule) prescribing the requirements for annual performance statements published by entities.

Our role is articulated in our enabling legislation and forms the foundation for our Performance Reporting Framework. Our legislated remit is aimed at:

- a. achieving fair and honest sporting performances and outcomes
 - aligns with key activity 2 and performance measures 2 and 3
- b. promoting positive conduct by athletes, administrators, officials, supporters and other stakeholders, on and off the sporting arena
 - aligns with key activity 1 and performance measure 1
- c. achieving a safe, fair and inclusive sporting environment at all levels
 - aligns with key activity 3 and performance measure 4
- d. enhancing the reputation and standing of sporting contests and of sport overall
 - an outcome of achieving all our key activities and performance measures.

Our Performance Reporting Framework, outlined in Figure 1, aligns with the Commonwealth Performance Framework. It establishes our intended results and how our performance in achieving our purpose will be measured and assessed. Our budget and performance are managed through the Portfolio Budget Statement (PBS) process in collaboration with the Department of Health and Aged Care. Our outcome statement/purpose, key activities, performance measures and planned performance results (PPR) are set out in the PBS and further described in our Corporate Plan.

In accordance with section 16EA(a) of the PGPA Rule, performance measures must relate directly to one or more of our purposes or key activities. Our 3 key activities align with our PBS outcome and program statements and are representative of the significant areas of work contributing to protecting the integrity of sport and the health and welfare of those who participate in Australian sport.

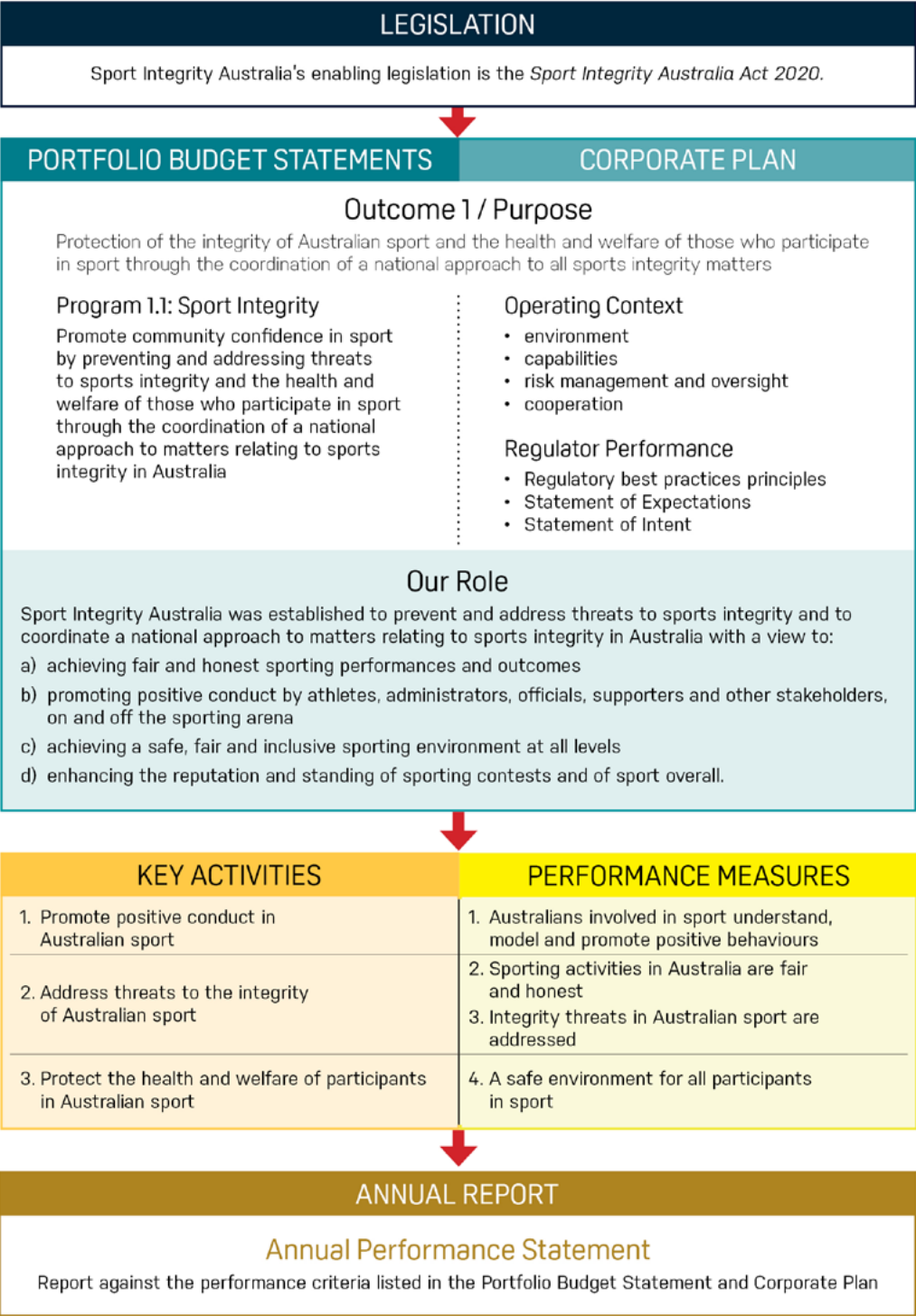
Our 4 performance measures and 6 PPRs directly link to our 3 key activities to ensure transparency, accountability and clearly demonstrate how achieving our performance measures leads to achieving our key activities which leads to achieving our purpose. Figure 1 maps each performance measure to the related key activity. Our 2024–25 PPRs include a mixture of qualitative, quantitative, output and proxy effectiveness measures to provide a picture of our impact.

Our 2024–25 Annual Performance Statement reports on the achievement of our performance measures and PPRs set out in the Health and Aged Care Portfolio Budget Statements 2024–25³ (PBS) and our 2024–28 Corporate Plan and provides narrative and analysis relating to our performance.



³ On 13 May 2025, the Governor-General and Prime Minister signed an [Administrative Arrangements Order](#) transferring responsibility for the sport portfolio from the Department of Health and Aged Care to the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts.

Figure 1: Our Performance Reporting Framework



REGULATOR PERFORMANCE REPORTING REQUIREMENTS

As Australia's national anti-doping regulator, we are responsible for implementing an effective program consistent with international requirements and Australian legislation.

On 29 November 2023, the Hon Anika Wells MP issued a Ministerial Statement of Expectations (SoE) outlining performance expectations of how we will achieve our regulatory objectives, carry out our regulatory functions and exercise our powers. Our responding Statement of Intent (Sol) sets out our intentions on how we will deliver on those expectations. Both the SoE and Sol are available on our website⁴.

The SoE and Sol are drafted in line with the Australian Government's expectations for Commonwealth regulator performance as outlined in the Department of Finance's Regulator Performance Guide (Resource Management Guide 128). The Guide sets out expectations for regulator performance and reporting, underpinned by 3 principles of regulator best practice.

Our performance information has been designed with our regulatory function in mind. We have embedded the best practice principles within our performance framework by aligning each PPR with one or more of the best practice principles. Table 7 provides an overview of this alignment.

Table 7: Planned performance result alignment to regulator best practice principles

Principles of regulator best practice	Planned performance results
1. Continuous improvement and building trust: regulators adopt a whole-of-system perspective, continuously improving their performance, capability and culture to build trust and confidence in Australia's regulatory settings.	1.1
	1.2
	3.1
	4.1
	4.2
2. Risk-based and data-driven: regulators manage risks proportionately and maintain essential safeguards while minimising regulatory burden, and leveraging data and digital technology to support those they regulate to comply and grow.	3.1
3. Collaboration and engagement: regulators are transparent and responsive communicators, implementing regulations in a modern and collaborative way.	1.1
	2.1
	3.1

4 Available at: www.sportintegrity.gov.au/about-us/who-we-are

ASSESSMENT OF PERFORMANCE⁵

The overall achievement of each PPR and performance measure is recorded against the below percentage thresholds resulting in a rating of met, substantially met, partially met or not met.

Met: $\geq 98\%$ achieved

Substantially met: 75–97.9% achieved

Partially met: 50–74.9% achieved

Not met: $< 50\%$ achieved

Qualitative PPRs have been assessed based on the individual components required to achieve the target. These components are documented in the respective PPR audit trail.



⁵ Where composite performance measures comprise more than one PPR, each PPR has been assessed individually. Where PPRs have 2 or more (a. and b.) components, these have also been assessed individually based on the appropriate assessment methodology to determine an overall result. Refer to our 2024–28 Corporate Plan for more information on assessment methodologies.

PERFORMANCE OVERVIEW

In 2024–25, we met 2 performance measures, substantially met one and partially met one. Table 8 provides a summary of these results, including the results of each PPR component. An analysis of the individual factors contributing to our performance is discussed in the relevant PPR analysis of performance section under each performance measure table.

Table 8 also provides prior years' results at the performance measure level, recognising our performance measures for 2024–25 are consistent with 2023–24. We have not included comparative results for PPRs noting refinements to some PPRs relevant to performance measures 2 and 3, as detailed in our 2024–28 Corporate Plan, do not allow for direct comparison.

Table 8: 2024–25 results overview

Key Activity	Performance measure	2024–25 PPR components	2024–25 PPR component results	2024–25 overall PPR result	2024–25 performance measure result	2023–24 performance measure result ⁶
1	1	1.1	Met	Met	Met	Met
		1.2	Met	Met		
2	2	2.1a	Substantially met	Substantially met	Substantially met	Met
		2.1b	Met			
	3	3.1	Met	Met	Met	Substantially met
3	4	4.1	Met	Met	Partially met	Not met
		4.2	Not met	Not met		

Our 2024–25 performance results represent an evolution in our performance reporting framework, allowing us to establish trend data across some PPRs and demonstrate continuous improvement and adaptability in others. The lessons we learnt in this reporting period are reflected in our 2025–29 Corporate Plan where we have revised certain targets and refined our supporting information to show the progression in our performance.

While we continue to explore options to strengthen our suite of measures and the methodologies we use to ensure our performance information remains appropriate, reliable and verifiable, these results provide a foundation for us to move from proxy effectiveness to effectiveness reporting in future for some measures.

These annual performance statements provide an assessment of our delivery against the performance measures and PPRs published in the 2024–28 Corporate Plan and the supporting mechanisms enabling achievement of our overall purpose.

⁶ For comparative purposes, the 2023–24 results were re-assessed against the 2024–25 assessment methodology in response to the 'partially met' threshold being introduced in 2024–25. No moderation of the 2023–24 results was required after re-assessment.

Results

Key Activity 1: Promote positive conduct in Australian sport

Performance measure 1: Australians involved in sport understand, model, and promote positive behaviours

2024–25 Result: Met 

Overall assessment of performance measure 1

The Positive Behaviours in Sport Survey was delivered to 1,204 athletes and coaches and provided valuable data as to the incidence of poor behaviour in sport, the levels of reporting, barriers to reporting, and perceptions of safety in sport. In addition, we reported 165,786 total completions of education interventions – which includes completions of SIA eLearning courses and attendance at face-to-face sessions and webinars. Based on the following results, we assess performance measure 1 as **Met**.

2024–25 planned performance result 1.1	
2024–25 planned performance	2024–25 result
Deliver the positive behaviours in sport survey and establish baselines for survey data	Survey delivered and baseline data established.
	Result: Met 
Data/information source and methodology	
An external research provider has been engaged to assist us in delivering the online survey and analysing baseline data received through the survey.	

Source: 2024–25 Health Portfolio Budget Statement, p. 494 and 2024–28 Corporate Plan, p. 31

Planned performance result 1.1 analysis of performance

In 2023–24, we designed the Positive Behaviours in Sport Survey (the survey) and the underpinning National Sport Integrity Curriculum, which together established a measurable framework for assessing the understanding and demonstration of integrity-related behaviours in Australian sport. This foundational work defined the behavioural indicators and research methodology necessary to support longitudinal performance monitoring and informed the scope of future survey delivery.

In 2024–25, the first year of fieldwork for the survey was conducted. The survey was delivered in partnership with an external research provider and was completed by 1,204 coaches and athletes across 64 sports in Australia, spanning community, state, national, and international levels. Participants were selected to ensure broad representation across sporting codes, competitive levels, and geographic regions aligned with key demographic data from the Australian Sports Commission’s AusPlay study.

Key findings include:

- an overwhelming majority of Australian athletes and coaches (around 9-in-10) feel sport is safe, fair and fun
- eighty-eight per cent of athletes and 87% of coaches surveyed believe that Australian sport is safe and fair for everyone
- athletes and coaches who completed our education are more likely to be able to confidently locate their sport's integrity policies and information and, in turn, believe sport is safer and fairer for all.

These results provide a strong initial benchmark for assessing perceptions of integrity in sport and suggest a positive correlation between education and awareness of integrity frameworks.

The survey will be repeated for coaches and athletes for 3 more years which will enable us to identify and monitor trends over time. This longitudinal approach will support evidence-based adjustments to education and policy initiatives and allow for tracking progress against performance measure 1: Australians involved in sport understand, model, and promote positive behaviours.

In addition, in 2024–25, we completed the National Sport Integrity Curriculum for Administrators, which will underpin the design and delivery of the survey to administrators and parents in 2025–26, broadening the scope of behavioural insights across key stakeholder groups and enhancing the reach of integrity education across the sporting ecosystem.

2024–25 planned performance result 1.2	
2024–25 planned performance	2024–25 result
95,000 education program completions ⁷	165,786 education program completions.
	Result: Met 
Data/information source and methodology	
Number of online course completions collected via our learning management system and number of attendees at education sessions and public webinars.	

Source: 2024–25 Health Portfolio Budget Statement, p. 494 and 2024–28 Corporate Plan, p. 32

Planned performance result 1.2 analysis of performance

In 2024–25, we recorded 146,873 eLearning completions, 15,443 attendees at face-to-face (F2F) education sessions and 3,470 attendees from 14 public webinar sessions. This represents a 38.1% increase in eLearning completions, 71.2% increase in F2F education sessions and a 10.2% decrease in webinar attendance compared to 2023–24.

Our eLearning courses, F2F and public webinars covered anti-doping, safeguarding, competition manipulation, illicit drugs and other general integrity in sport topics. These delivery methods help us reach a wide audience and support learning in different formats.

7 Includes online completions and attendance at education sessions and public webinars.

All National Sporting Organisations (NSOs) and National Sporting Organisations for People with Disability (NSODs) are required to have integrity education plans in accordance with the Australia Sports Commission (ASC) criteria for NSO and NSOD recognition. We work with NSOs and NSODs to develop agreed plans prescribing the education requirements for target cohorts within those sports. From the eLearning completions and F2F education session attendance data, we are able to derive valuable insight into the reach of our education program across all ASC recognised sports.

Our eLearning courses are used to develop foundational knowledge in key topics and test understanding to assess whether learning objectives have been met. These courses are core deliverables and mandatory for specific cohorts in each sport to complete.

F2F education sessions offer a more tailored learning experience, allowing participants to ask questions and engage with the content in a hands-on way. These sessions are often used to supplement eLearning, particularly for athletes likely to be tested in competition.

Public webinars provide meaningful education to administrators, coaches, and parents across all levels of sport. Coordinated by us and delivered by internal and external experts, these webinars allow us to respond quickly to emerging or topical issues in sport integrity.

Increased completion levels of education can be correlated to:

- greater commitment by the sport sector to integrity education, through our work in building relationships
- our extended reach beyond the national level to state/territory level sport in the past 12 months.



Key Activity 2: Address threats to the integrity of Australian sport

Performance measure 2: Sporting activities in Australia are fair and honest
2024–25 Result: Substantially Met

Overall assessment of performance measure 2

Reviewing and assessing 91% of Australian Sports Commission recognised sports against the Integrity Policy Implementation Guide is a substantially met result, while full compliance with anti-doping requirements is rated as met. In line with the PGPA performance assessment methodology, the overall result for performance measure 2 is assessed as **Substantially Met**, reflecting the combined ratings of its components and the strong engagement with stakeholders.

2024–25 planned performance result 2.1	
2024–25 planned performance	2024–25 result
a. 100% of Australian Sports Commission (ASC) recognised sports have their progress against the integrity policy implementation guide reviewed and assessed.	a. 91% of ASC recognised sports had their progress against the integrity policy implementation guide reviewed and assessed.
b. 100% of ASC recognised sports are compliant with anti-doping policy requirements.	b. 100% of ASC recognised sports are compliant with anti-doping policy requirements.
Result: Substantially Met	
Data/information source and methodology NSOs/NSODs provide us with their integrity policies as required. Approval of integrity policies is conducted by subject matter expert teams for each sport policy including anti-doping, safeguarding, competition manipulation and sports wagering, member protection, improper use of drugs and medicine and complaints, disputes and disciplinary action. Review of policy compliance and implementation is also conducted by the agency in conjunction with subject matter experts.	

Source: 2024–25 Health Portfolio Budget Statement, p. 495 and 2024–28 Corporate Plan, pp. 33 and 34

Planned performance result 2.1 analysis of performance

We are responsible for safeguarding the integrity of Australian sport by ensuring that sporting activities are fair, honest, and free from integrity threats such as doping, abuse and competition manipulation. The National Integrity Framework (NIF) and Sport Integrity Policy Standards provide a framework for NSOs and NSODs to align with national and international best practice standards relevant to integrity threats.

This planned performance result (PPR) tracks how effectively these organisations are implementing integrity policies and complying with anti-doping requirements. Results are monitored by the Sports Partnerships team, who oversee NSO/NSOD compliance and provide support throughout the year.

In 2024–25, there were 95 ASC-recognised NSOs/NSODs. Of these, 86 (91%) adopted the NIF and were assessed against the Integrity Policy Implementation Guide. The remaining 9 sports followed an alternative assessment pathway, known as the Sport Integrity Policy Standards,

which is typically used by larger, more professional sports with existing integrity units. These sports were not assessed using the Implementation Guide, as it is not designed for the Standards pathway. Accordingly, we have updated PPR 2.1 in our 2025–29 Corporate Plan to recognise both NIF adoption and assessment against the Sport Integrity Policy Standards as criteria to satisfy this PPR.

At the conclusion of the anti-doping assessment in the final quarter of the reporting period, 95 of 95 (100%) ASC-recognised NSOs/NSODs were compliant with anti-doping policy requirements.

Further to our efforts in partnering with recognised sports to review and benchmark their integrity policies, support implementation, and track progress, some sports also received additional support through the National Integrity Capability Enhancement (NICE) Grant. This grant enabled those sports to recruit a National Integrity Manager to lead education and compliance efforts.

We are also developing a Sport Integrity Assurance Framework to provide a unified assessment approach for both NIF and Standards sports in future reporting periods.

Key Activity 2: Address threats to the integrity of Australian sport

Performance measure 3: Integrity threats in Australian sport are addressed
2024–25 Result: Met

In 2024–25, we published and disseminated 63 intelligence products to relevant external stakeholders. We assess the overall result of performance measure 3 as **Met**.

2024–25 planned performance result 3.1	
2024–25 planned performance	2024–25 result
Publish 15 intelligence products.	63 intelligence products published.
	Result: Met
Data/information source and methodology	
We rely on all-source intelligence reporting to inform our analysis. This includes, but is not limited to, internal data holdings, information from the public, partner reporting, and open-source information. We review and determine the credibility of available information, which is used to inform our analysis and incorporated into the relevant product for publication/distribution.	

Source: 2024–25 Health Portfolio Budget Statement, p. 495 and 2024–28 Corporate Plan, pp. 34 and 35

Planned performance result 3.1 analysis of performance

Our intelligence program is a key initiative designed to protect Australian sport from integrity threats, such as the manipulation of sporting competitions, improper use of drugs and medicine, abuse in sport environments, and protection from bullying, intimidation, discrimination, or harassment. The program supports strategic and operational decision-making by producing intelligence assessments and reports that inform testing, investigations, education, and stakeholder engagement.

In 2024–25, we published and disseminated 63 intelligence products to relevant external stakeholders, thereby meeting the planned performance result. Intelligence products relevant to this result include operational Intelligence Reports, Intelligence Briefs and Strategic Intelligence Products.

Throughout the reporting period, we enhanced our intelligence capability through several initiatives. These included developing a threat prioritisation model to guide resource allocation in the anti-doping environment and investing in advanced data analysis tools to support more sophisticated intelligence collection and analysis. This uplift supports our focus on producing meaningful and actionable intelligence products.

To increase rigour around quality and impact, our Strategic Intelligence Assessments require investment of more time, typically months not weeks to develop. The result is a product that is both researched and informed, driven by stakeholder needs, and best positions our stakeholders and ourselves to make decisions intended to address threats to the integrity of Australian Sport. While we are yet to determine how best to measure effectiveness of these assessments, we are aware of increased meaningful and targeted engagement with us from a specific sport following our assessment of cultural issues in that sport; this gives us confidence our assessments carry influence and can be a catalyst for change.

In addition to the externally shared products, we also developed a further 55 operational and 3 strategic intelligence products for internal use. These included tactical briefs, internal updates, and reports that supported real-time decision-making across a range of integrity functions. These products focused on operational outcomes including athlete testing, child safeguarding activities, and implementation of the National Integrity Framework. While these products supported broader operational outcomes, they are not counted toward the formal performance result for this reporting period. We are considering how best to measure the impact of these internal products to reflect a greater breadth of our intelligence capability in future performance reporting.

We also maintained and developed strategic partnerships with domestic and international law enforcement agencies, anti-doping organisations, national sporting bodies, and industry networks to help disrupt threats to sport. These collaborations supported the implementation of our Law Enforcement Partnership Program and coordination and information sharing across the sport integrity landscape including, for example, when we provided intelligence to our law enforcement partners on the Performance and Image Enhancing Drug supply chain impacting Australian sport.

Our intelligence program continues to underpin our efforts to prevent, detect, and disrupt integrity threats and helps reduce uncertainty in decision making, manage risk, and respond quickly to emerging and ongoing issues. Our 2025–26 Corporate Plan includes an increased target and refined definition of intelligence products to ensure this performance measure accurately reflects the evolution of our intelligence program.

Key Activity 3: Protect the health and welfare of participants in Australian sport

Performance measure 4: A safe environment for all participants in sport

2024–25 Result: Partially Met

Overall assessment of performance measure 4

While we successfully supported 17 NSOs, 13 State Sport Organisations (SSOs) and one State Sport Academy in implementing safe sport practices (PPR 4.1 – Met), the baseline survey for children's perception of safety in sport was completed on 7 July 2025, just after the reporting period ending 30 June 2025, and therefore did not meet the planned timeframe (PPR 4.2 – Not met). Despite this, substantial progress was made toward the intended outcome. Based on the following results, we assess performance measure 4 as **Partially Met**.

2024–25 planned performance result 4.1	
2024–25 planned performance	2024–25 result
Increasing percentage of NSOs/NSODs capable of implementing a safe sporting environment for their participants. Percentage to be determined once baseline established.	25% increase in NSOs/NSODs capable of implementing a safe sporting environment for their participants. The percentage increase is based on 16 NSOs/NSODs reaching the same stage in the previous reporting period. Result: Met
Data/information source and methodology	
We will review and analyse the data sourced from a combination of safeguarding reports and action plans conducted by the agency with sporting organisations, evaluation data from the GamePlan online assessment and survey results received from sports.	

Source: 2024–25 Health Portfolio Budget Statement, p. 496 and 2024–28 Corporate Plan, pp. 36 and 37

Planned performance result 4.1 analysis of performance

In 2024–25, we continued to deliver the Safeguarding in Sport Continuous Improvement Program (SISCIP), aimed at strengthening the capability of NSOs/NSODs to implement safe environments for children and young people.

The SISCIP aligns with the *Commonwealth Action Plan to Prevent and Respond to Child Sexual Abuse 2021–2024*, supporting its priority theme of education, awareness, and child-safe culture building. Participants completed a safeguarding self-assessment aligned to the 10 National Principles for Child Safe Organisations. We worked with each sport to evaluate their practices across 5 key operational areas: leadership and governance, safeguarding risk management, engagement with children and families, workforce capability and policy implementation.

During the reporting period, 17 new NSOs/NSODs participated in the SISCIP. Four of these organisations were deemed capable of implementing a safe sporting environment for their participants after receiving, from us, strengths-based reports and customised action plans outlining practical steps to enhance their safeguarding frameworks. This represents a 25% increase in NSOs/NSODs reaching this stage of the SISCIP, based on 16 NSOs/NSODs

reaching the same stage in the previous reporting period. The remaining 13 NSOs/NSODs are at different stages of progression and will receive their reports and action plans in due course, noting our Safeguarding team provides ongoing direct support to all NSOs/NSODs engaged in the SISCIP.

In addition to the NSOs/NSODs, we extended the SISCIP to state level sport for the first time. SSOs cater for more children and young people than NSOs/NSODs so the risk threat is often greater at this level, and in many cases, there is more direct contact between children and young people and the SSOs than there is with NSOs/NSODs. In 2024–25, 13 SSOs, and one State Academy signed up to the SISCIP and were supported through a community of practice co-facilitated by state and territory stakeholders. Seven of these SSOs received their report and recommended actions within the reporting period. These additional cohorts have not been considered in the overall result for this PPR, though we have updated PPR 4.1 in our 2025–29 Corporate Plan to include SSOs in recognition of the expanded scope of the SISCIP.

In alignment with our corporate plan obligation to increase the percentage of capable NSOs/NSODs, participating organisations were also invited to apply for targeted grants to support implementation of safeguarding initiatives. Baseline data to inform future measurement is being captured via GamePlan assessments, survey findings, and ongoing sector engagement. These insights will contribute to future performance reporting and strategic planning.

2024–25 planned performance result 4.2	
2024–25 planned performance	2024–25 result
Establish measurement baseline for Children's Perception of Safety in Sport survey data.	Data collection to establish measurement baseline was completed on 7 July 2025, after the 2024–25 reporting period ending 30 June 2025.
	Result: Not met 
Data/information source and methodology	
An external research provider will utilise an annual survey tool to gather data from a sample of children and young people, aged 12–18, who represent current junior sporting demographics across Australia with reports and data analysis provided to us.	
The information captured will align to Human Research Ethics guidelines, including for interviewing children and young people. We will own all Intellectual Property rights in material created under the contract and will have access to the raw, de-identified data which will be stored, accessed, and destroyed in accordance with the <i>Privacy Act 1988</i> .	

Source: 2024–25 Health Portfolio Budget Statement, p. 496 and 2024–28 Corporate Plan, pp. 37 and 38

Planned performance result 4.2 analysis of performance

In 2024–25, we progressed the Children's Perception of Safety in Sport survey to establish a baseline understanding of children and young people's perception of safety in sport. The survey forms part of a five-year initiative designed to inform future policy, youth-focused education, and safeguarding resources.

We developed the survey in conjunction with the Jurisdictional Sport Integrity Network, the National Office of Child Safety, and the eSafety Commissioner. We also consulted children and young people via cognitive interviews, facilitated by research partner OmniPoll, to ensure the survey language and structure were tailored to youth perspectives.

In August 2024, we sought ethics approval for the survey. In November 2024, while awaiting ethics approval, changes to the requirements of Protective Security Policy Framework (PSPF) were introduced. The initial survey platform provider was unable to meet updated PSPF requirements related to data storage and security and, despite extensive negotiations with the provider, compliance could not be achieved. This necessitated sourcing an alternative provider with proven PSPF compliance, revising the sample target and resubmitting the ethics application—resulting in delays.

The original survey design aimed to collect 2,520 responses, with equal representation across age and gender—specifically, 180 girls and 180 boys for each age group from 12 to 18. This structure was intended to ensure demographic balance and statistical robustness. In response to the delivery constraints, we reduced our target sample to 75 girls and 75 boys for each age group and received ethics approval for our new provider to conduct the survey.

Cognitive interviews were subsequently undertaken, and platform analytics confirmed 1,056 valid survey responses. These verified milestones demonstrate meaningful progress and allow us to now establish a strong baseline for future survey cycles.

We chose to extend the collection period for one week beyond the 2024–25 reporting period to ensure data quality and completeness. Notwithstanding the delivery constraints and our decision to extend, thereby impacting our ability to meet this PPR, the outcome still represents a substantial achievement aligned with the intent of the measure and demonstrates strong governance and delivery capability.

CHAPTER 5

MANAGEMENT AND ACCOUNTABILITY



5.1: CORPORATE GOVERNANCE

This section discusses the governance structures and processes in place to implement principles and objectives of corporate governance, providing a framework to promote accountability and overall effectiveness.

We employ 4 main corporate governance practices:

1. **Management structure:** our senior management responsibilities, organisational structure and committees operate with suitable terms of reference to enable the implementation of appropriate controls and the sound monitoring of activities and performance.
2. **Management environment:** we strive to meet our clearly articulated goals through a coherent vision aligned with our purpose and supported by our corporate planning framework, CEO priorities, strategies, planning processes and performance measures. This is enhanced through leadership protocols, investing in people and culture, a learning environment and workforce planning.
3. **Consistency and compliance:** our senior management and staff adhere to the Australian Public Service (APS) Values and Code of Conduct when undertaking their duties and functions. This is underpinned by the ongoing development and maintenance of policies and systems, including annual reviews of Accountable Authority Instructions and financial rules to inform policies, procedures and expected behaviours.
4. **Monitoring and reporting:** we focus on compliance with the Commonwealth Performance Framework, adherence to the principles of regulatory best practice and reporting performance in accordance with legislative and regulatory requirements.

Senior governance committees

Work Health and Safety Committee

We are committed to fostering a safe and healthy workplace.

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

The membership of the committee comprises broad representation to capture WHS matters affecting different parts of our agency. During 2024–25, it was chaired by our Director of Human Resources.

To allow for appropriate consultation and continuous improvement of safety processes, the minutes of the WHSC are published internally for discussion and review.

Risk Management Committee

Our weekly Executive Committee, chaired by our CEO and comprised of our senior executives and observers, is our Risk Management Committee and oversees our Risk Management Framework, including fraud and corruption risks. The Risk Management Committee was established as part of the oversight and management of our obligations in accordance with section 16 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

Our Deputy CEO Strategy, International Policy & Corporate fulfills the role of Chief Risk Officer (CRO) and is a member of the Executive Committee. During the reporting period, the CRO also chaired the Enterprise Meeting, a consultative forum to consider and discuss key issues, including when appropriate, our system of risk oversight, management, internal control and fraud and corruption risks.

Our risk registers guide discussions concerning current, changing and emerging risks at the management and leadership level.

Our internal audit service provider (BellchambersBarrett) is invited to the Risk Management Committee and Enterprise Meeting as an observer as required.

All agency officials are responsible for the day-to-day management of risk in the performance of their duties.

Information Governance Committee

Our Enterprise Meeting also acts as the Information Governance Committee and provides us with a mechanism to develop a consistent, systematic and whole-of-agency approach to managing our information. The Enterprise Meeting is used to discuss dashboard priority across the agency and enable feedback on our Digital Strategy implementation plan.

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

During the reporting period the committee was chaired by Deputy CEO Strategy, International Policy & Corporate.

Audit and Risk Committee

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

As described under its charter, the functions of the Audit and Risk Committee include reviewing and providing independent advice to our CEO on the appropriateness of our:

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

The Audit and Risk Committee's charter is available at: www.sportintegrity.gov.au/about-us/corporate/governance/audit-and-risk-committee

The Committee comprises 3 independent members (see Table 9).

Our Deputy CEO Strategy, International Policy & Corporate is the Chief Audit Executive. Together with our Chief Financial Officer, they are senior advisers to the Audit and Risk Committee and attend all meetings. Representatives from the Australian National Audit Office (ANAO) and our internal audit provider (BellchambersBarrett) attended all Audit and Risk Committee meetings as presenters and observers.



Table 9: Audit and Risk Committee members, meeting attendance and remuneration

Member name and position	Qualifications, knowledge, skills or experience	Number of meetings attended/total number of meetings held	Membership details	Total annual remuneration (GST inc.)
Jennifer Clark Chair	Ms Clark has an extensive background in business, finance and governance through a career as an investment banker and as a non-executive director. Ms Clark is an experienced board member, committee Chair and advisor. She has been the Chair or member of over 20 audit, risk and finance committees in the Australian Government and private sector over the past 30 years. Ms Clark is a Fellow of the Australian Institute of Company Directors and has substantial experience in performance reporting, audit and risk management.	5/5	Chair since the agency's establishment on 1 July 2020.	\$34,457.50
Loftus Harris AM Member	Mr Harris is an experienced company chairman, director, adviser and senior public servant. He has over 15 years' experience as a member of audit and risk committees. He has extensive corporate governance and strategic experience. Mr Harris held senior and chief executive leadership roles in Australian Government and state government departments for 20 years and is a former Australian Senior Trade Commissioner. Mr Harris is a Fellow of the Australian Institute of Company Directors and is a past National President of the Australian Institute of Export.	5/5	Member since 25 August 2020.	\$18,160

Member name and position	Qualifications, knowledge, skills or experience	Number of meetings attended/total number of meetings held	Membership details	Total annual remuneration (GST inc.)
Bruce Hunter Member	Mr Hunter has extensive experience in the Public and Private Sectors, having been a former Deputy Secretary in the Australian Public Service and partner of 2 global consulting firms (McKinsey & Company and EY). Mr Hunter has advised the highest levels of Government on strategic reform, operating models, governance and financial management, both locally and internationally. Mr Hunter is Fellow Certified Practicing Accountant, a Certified Advisory Board Chair, and completed the Advanced Management Programme at INSEAD, France.	5/5	Member since 29 May 2024.	\$29,150 ⁸
Carol Lilley Member	Ms Lilley is an independent board director and Chair or member of a number of Australian Government audit committees. She was previously a partner at a large accounting firm and has over 20 years' experience in financial statement audit, internal audit and project and risk management, with a particular focus on government. Ms Lilley holds a Bachelor of Commerce from the University of Western Australia. She is a graduate of the Australian Institute of Company Directors, a Fellow of Chartered Accountants Australia and New Zealand, a certified internal auditor and was a registered company auditor.	2/2	Member from 1 July 2020 to 4 September 2024.	\$4,950

⁸ Mr Hunter received no remuneration in 2023–24 due to the timing of his commencement as a member. Mr Hunter was remunerated for the meeting attended in 2023–24 during the 2024–25 financial year.

Organisational planning

Our Corporate Plan is our primary planning document and guides our corporate governance agenda. It sets out our Portfolio Budget Statement outcome statement/purpose, program objective and key activities to enable us to achieve our purpose over the next 4 years.

Business planning and risk management processes are reviewed annually. They direct individual and team activities and create a clear line of sight between our strategic and operational business planning, while allowing business areas to use a risk-based approach to manage budget and resource allocations to deliver government priorities consistent with our purpose.

Risk management

Our Risk Management Framework complies with the Commonwealth Risk Management Policy and supports the CEO to meet their duties under section 16 of the PGPA Act, which requires the CEO to establish and maintain systems and appropriate internal controls for the oversight and management of risk.

Our Risk Management Framework includes:

- Risk Management Policy and Procedure
- enterprise/emerging risk registers
- targeted and articulated risk appetite and tolerance statements, likelihood and consequence tables, and risk assessment matrix
- business planning and continuity processes
- budgeting processes.

Our Risk Management Framework assists staff in making more informed business decisions while managing risk and engaging with opportunity, consistent with our risk appetite and tolerance levels. We identify and monitor operational risk through our Risk Management Committee and other fora and have a variety of measures in place to manage financial risks.

In 2024–25, we further refined our risk management framework with a focus on how we articulate, monitor and report enterprise and emerging risks. Our enterprise risks are included in the risk management and oversight section of our 2025–29 Corporate Plan.

Fraud control and anti-corruption

We are committed to the prevention and minimisation of fraud and corruption and take all instances of fraud seriously. Our Fraud and Corruption Control Policy aligns with section 10 of the PGPA Rule and the current Commonwealth Fraud and Corruption Control Framework. It sets out the foundations and organisational arrangements for fraud and corruption prevention, detection, investigation and reporting strategies.

- We are active in strengthening fraud and corruption prevention and awareness across the agency through training, clear and accessible policies and processes including in the areas of conflict of interest, procurement, fraud and corruption.

The PGPA Act and section 10 of the PGPA Rule require all non-corporate Commonwealth entities to provide the Australian Institute of Criminology with fraud control information. We submitted annual fraud data in accordance with these requirements in 2024–25.

We investigate all matters where there is reasonable suspicion of fraudulent activity against the agency. Investigations are conducted in accordance with the Australian Government Investigations Standards.

Internal audit arrangements

BellchambersBarrett provided our internal audit services in line with our Internal Audit Program for 2024–25. This program outlined the broad strategic direction of internal audit activities over the medium term, taking into consideration our Risk Management Framework. BellchambersBarrett drafted the program in consultation with our executive, directors and Audit and Risk Committee. Internal audits conducted throughout the year supported compliance and provided assurance in relation to our key delivery objectives and the effectiveness of our control frameworks. During 2024–25, 3 internal audits were finalised.

Ethical standards

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

We have policies regarding:

- outside employment
- staff betting or wagering
- managing offers of gifts or benefits
- managing conflicts of interest
- official hospitality and business catering
- international and domestic travel.

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

Compliance reporting

In 2024–25, we had no significant issues of non-compliance with finance law, under paragraph 19(1)(e) of the PGPA Act, requiring notification to the Minister for Finance. We complied with the provisions and requirements of the:

- PGPA Act
- PGPA Rule
- Commonwealth Procurement Rules
- appropriation acts
- other instruments defined as finance law, including relevant ministerial directions.



FEATURE STORY

CHAMPIONING CLEAN SPORT: ADDRESSING THE RISK OF UNINTENTIONAL DOPING

Unintentional doping continues to pose a serious threat to athletes in Australia and around the world. Whether it's through contaminated supplements, medications containing banned substances, or procedural missteps such as failing to update whereabouts information, these violations—despite a lack of intent—can have significant consequences. They not only impact athlete wellbeing but also risk undermining confidence in the global anti-doping system.

We are actively contributing to international efforts to better understand and prevent unintentional doping. Our CEO, Dr Sarah Benson, is a member of the World Anti-Doping Agency (WADA) Working Group on Contamination, which is conducting a global review into how prohibited substances can inadvertently enter an athlete's system. This includes contamination from environmental sources or products that athletes may unknowingly consume.

The creation of the Working Group followed recommendations from the Cottier Report, which called for a holistic analysis of contamination in sport. The group is tasked with providing guidance to WADA's Executive Committee on how to improve regulations and processes to better account for contamination risks—while maintaining the integrity and effectiveness of the anti-doping system.

One of the challenges in this space is the advancement of scientific testing. Laboratories can now detect extremely small quantities of prohibited substances, but current science cannot always distinguish between low-level doping and low-level contamination. This creates ethical, legal, and reputational challenges for athletes and sporting bodies alike.

Our Director of Education, Alexis Cooper, is also playing a key role as one of 7 members of the WADA Taskforce on Unintentional Doping, which is focused on developing evidence-informed strategies to reduce these cases globally.

"Unintentional doping is a real risk facing athletes in Australia," Ms Cooper said. "The ultimate aim of the Taskforce is to reduce unintentional doping across the entire global system, for the benefit of every clean athlete who competes."

Australia has made progress in reducing supplement-related doping cases, but the threat remains.

"Recent research shows supplements in Australia are still a serious risk to athletes, and we still have too many unintentional cases caused by illicit drugs, for example, cocaine," commented Ms Cooper. "There is much we can learn from experts across the system on this subject. Being one of the 4 National Anti-Doping Organisations at the table on this Taskforce puts us in prime position to learn, improve and be better."

In May 2025, Ms Cooper led a national call for athletes, support personnel, and experts to contribute to WADA's global survey on unintentional doping.

"If we want to better understand the causes and consequences of unintentional doping, we need to hear from all people impacted by the anti-doping system," she said. "It will also help us better advocate for clean athletes, which is who the system is designed to protect."

Through active participation in international working groups, research initiatives, and education efforts, we continue to champion clean sport and support athlete wellbeing—ensuring athletes are informed, protected, and empowered.



5.2: OUR EXECUTIVE

Our executive team is responsible for performance, leadership, monitoring the achievement of corporate strategies and priorities, fostering a positive workplace culture, overseeing financial management and resourcing needs and coordinating activities across all areas of our organisation. As at 30 June 2025, our executive team was:

- **Dr Sarah Benson PSM** – Chief Executive Officer
- **Mr Luke McCann** – Deputy Chief Executive Officer, Strategy, International Policy and Corporate
- **Dr Paul Oliver** – Acting Deputy Chief Executive Officer, Safety in Sport
- **Mr Patrick Johnson** – Culture and Safety Advisor
- **Mr Chris Butler** – Head of Anti-Doping Operations
- **Mr James Moller** – Head of Strategy and International Policy

5.3: PEOPLE

Our people

During 2024–25, we farewelled our founding CEO, Mr David Sharpe APM OAM and welcomed our new CEO Dr Sarah Benson PSM. In addition, small organisational structure changes occurred, providing opportunities for new leadership capability and senior executive appointments.

Our Flexible Working Arrangements Policy has supported an increase in the number of interstate employees, working and living away from Canberra headquarters. This contributes to a diverse workforce that can best provide the support and services to National Sporting Organisations all around Australia. In 2024–25, we secured new office space within the Australian Sports Commission premises in Melbourne. This new location provides shared workspaces to foster collaboration and connectivity between our Melbourne-based colleagues.

Our results in the 2025 APS Census indicate a positive trend in metrics pertaining to leadership, communication and appropriate behaviour. Our overall Employee Engagement Score of 74% is well positioned alongside other APS agencies.

Agency Values

With the support of our leaders, we continued to embed our agency values that were agreed in 2024. These core values provide a strong framework that define what we stand for, how our employees interact with each other and with our external stakeholders. They are accompanied by a set of behaviours that outline the attitudes, mindsets and actions we demonstrate and expect from ourselves and each other, fostering an environment of trust and cooperation with both internal and external stakeholders. A summary of these values follow.

Accountability

Everyone is responsible for their actions, performance and decisions. We recognise that everyone at the agency has a part to play in delivering on our purpose, for the people of Australia.

Respect

We engage professionally, treating each other and our external stakeholders with dignity, courtesy and openness.

We care about different perspectives and are mindful of our impact on others.

We put the agency and the public before our own ego or personal gain and believe that everyone is trying their best.

Collaboration

We share knowledge, information and ideas, working together to achieve positive outcomes for the agency. We engage with others in a way that is genuine, timely and constructive.

Trust

We foster positive and professional relationships with each other and our stakeholders. We do the right thing for the agency, each other and the people of Australia.

Inclusive

We are a safe workplace that champions diversity and equity. We have a sense of belonging and connectedness with each other and the agency.

We are an organisation where people and their contributions are welcomed, respected and valued.

Learning and development

We are committed to developing the skills and capabilities of our people and support contemporary learning opportunities for staff through a mix of formal and informal learning and development opportunities.

Staff continue to be supported by our Study Assistance Policy which provides financial and leave-related assistance to employees undertaking tertiary education that is relevant to their roles, the agency and more broadly, the APS.

Work Health and Safety

We recognise our moral and legal responsibility to provide a safe and healthy work environment for staff and those we interact with. Significant agency-wide work has been undertaken in 2024–25 to build skills and knowledge that are important to support mental health and wellbeing.

During 2024–25 we undertook the following WHS actions:

- facilitated our corporate vaccination program through in-house clinics in our Canberra office and via vouchers redeemable at various pharmacies nationwide
- provided vicarious trauma training for all employees. These sessions were run over several days, face-to-face and received excellent feedback from all attendees
- conducted an all-staff expression of interest process to refresh our employees who are designated WHS representatives, First Aid Officers and Bullying & Harassment Contact Officers
- promoted the completion of the APS Compassionate Foundations, APS Suicide Prevention eLearning suite
- Continued to manage return to work rehabilitation plans for staff on workers compensation and staff returning to work following a serious illness or injury.

Fifteen WHS incidents were reported in the 2024–25 financial year. None of these incidents were severe enough to require notification to Comcare or necessitated a review of current systems or processes. No formal WHS investigations were undertaken, nor were any notices issued under part 10 of the *Work Health and Safety Act 2011*.

Workforce composition

At 30 June 2025, we had a workforce of 443 (one full time Public Office holder, 192 ongoing/non-ongoing and 250 casual APS staff). This is an increase from 404 at 30 June 2024 and reflective of our continued growth and support provided to sport in Australia. We rely on a large casual workforce relative to our headcount. This reflects the irregular and intermittent nature of our anti-doping operations.

Employment arrangements

Enterprise agreement

Our 2 Enterprise Agreements came into effect from 19 April 2024. The Sport Integrity Australia Enterprise Agreement 2024–2027 (Ongoing and Non-ongoing Employees) and the Sport Integrity Australia Enterprise Agreement 2024–2027 (Casual Employees) sets out the terms and conditions of our non-SES staff.

Section 24(1) determinations

- In 2024–25, the terms and conditions of employment of SES employees were set by determination under section 24(1) of the *Public Service Act 1999*.

Performance pay

We do not pay performance pay or bonuses. In accordance with our enterprise agreements, our performance scheme enables incremental salary advancements. Employees receiving an annual performance rating of fully effective or higher are eligible for incremental salary advancement where they are below the maximum salary range for their classification. Senior Executive staff do not receive performance pay.

Executive Remuneration

During 2024–25, our remuneration for SES employees was consistent with equivalent public sector entities with base salaries and inclusions consistent with government policy and guidelines. Remuneration for SES officers considers the parameters provided in the APS Bargaining Framework, the APS Remuneration Management Policy and any data or advice provided by the Australian Public Service Commission (APSC). Comprehensive terms and conditions of employment for our SES officers are set out in individual determinations made under section 24(1) of the *Public Service Act 1999*.

National Disability Strategy

Australia's Disability Strategy 2021–2031 (the Strategy) is the overarching framework for inclusive policies, programs and infrastructure that will support people with a disability to participate in all areas of Australian life. The Strategy sets out where practical changes will be made to improve the lives of people with a disability in Australia. It acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia's policies and programs that affect people with a disability, their families and carers. All levels of government have committed to deliver more comprehensive and visible reporting under the Strategy. A range of reports on progress of the Strategy's actions and outcome areas will be published and available at www.disabilitygateway.gov.au/ads

Disability reporting is included the APSC's State of the Service reports and the APS Statistical Bulletin. These reports are available at www.apsc.gov.au

We advertise all roles with RecruitAbility through the APS Jobs website ensuring accessibility for everyone to participate in selection processes.

Commonwealth Child Safe Framework

We are committed to protecting the safety and wellbeing of children and are compliant with the 4 requirements of the Commonwealth Child Safe Framework: risk assessment, training and compliance, national principles for child safe organisations and annual reporting.

In undertaking their roles, certain members of our staff have direct or indirect contact with children. As well as holding a responsibility to ensure our policies and processes are child safe, we give advice and education to the sport sector on how to create a child safe sporting environment.

Our annual Statement of Compliance is published on our website by 31 October each year.



FEATURE STORY

CULTURE AND SAFETY ADVISORY COMMITTEE

The Culture and Safety Advisory Committee was established to drive meaningful change by listening to communities, and co-designing initiatives grounded in respect. This includes engagement with Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse (CALD) communities, people with a disability, LGBTI+ individuals and those of diverse gender identities.

We have a zero-tolerance stance on racial abuse, discrimination, sexism, and homophobia. The committee plays a vital role in guiding our agency and championing initiatives that foster safer, fairer, and more inclusive sporting environments for all Australians.

The committee provides a vital voice directly into the agency, ensuring that people from diverse backgrounds and lived experience help shape our Cultural Safety Strategy and culturally appropriate activities, impacting the long-term integrity and safety of sport and creating a positive legacy for future generations.

The committee plays a key role in our journey toward Brisbane 2032 and beyond, helping to connect sport, health, and inclusion as we prepare for the Olympics/Paralympics.

Members will provide independent, external advice to our agency including:

- Expert advice: Strategic insights to enhance integrity initiatives addressing culture, safety, racism, discrimination, vilification, bullying, and harassment.
- Constructive feedback: Guidance to refine internal culture and safety programs and resources.
- Strategic recommendations: Ideas to support and strengthen the Cultural Safety Strategy, including the Culture & Safety Toolkit and Blueprint.
- Priority setting: Sharing information on current sport priorities, gaps, and opportunities in cultural safety practices.
- Research guidance: Input to support ongoing research into cultural safety protocols and practices.

A comprehensive selection process took place to identify highly qualified experts who are also strong representatives of their communities. The Culture and Safety Advisory Committee was appointed on 16 June 2025. Those appointed to the committee bring

exceptional expertise, lived experience and a deep commitment to advance the culture and safety work for the agency and broader sporting sector. The inaugural meeting of the committee was held on 31 July 2025.

The committee comprises the following members:

- **Dean Barton-Smith AM OLY**
- **Libby Burke**
- **Mark deWeerd**
- **Phil Doorgachurn**
- **Lauren Jauncey**
- **Mitch Nivalis**
- **Kyle Vander-Kuyp OLY.**



5.4: FINANCIAL AND PROPERTY MANAGEMENT

Financial accountability responsibilities

Our financial accountability responsibilities are set out in the PGPA Act and subordinate legislation and the Commonwealth Procurement Rules, collectively known as finance law.

In support of the finance law, our Accountable Authority Instructions are issued in accordance with section 20A of the PGPA Act. The finance law, supporting instructions and rules provide a framework to ensure the efficient, effective, economical and ethical use of public resources. The finance law also mandates the production of audited financial statements prepared in accordance with the Australian Accounting Standards. Our complete set of financial statements is included in Chapter 6: Financial Statements.

Asset management

Our categories of non-financial assets mainly comprise information and communications technology (ICT) hardware and software applications required to deliver our core activities, leasehold improvements and the right-of-use asset for our leased accommodation. Funding of ongoing capital is through the provision of approved departmental and capital budgets based on agreed capital requirements.

During 2024–25, we capitalised \$1.467M in assets.

Procurement

Purchasing

Our approach to procurement activity is driven by the core principles of the Commonwealth's financial management framework. The framework encourages competition, value for money, transparency and accountability, as well as the efficient, effective, ethical, and economical use of Commonwealth resources.

We complied with the Commonwealth Procurement Rules issued by the Minister for Finance under section 105B(1) of the PGPA Act. We validated our compliance with a review of all applicable legislation and the internal processes and procedures we have in place to ensure compliance.

Our procurement policies mandate the use of whole-of-government panels or standing offers, where available, and the use of Indigenous suppliers. We also respect and comply with the Commonwealth Modern Slavery Statement, published pursuant to the *Modern Slavery Act 2018*.

We had a range of purchaser and provider arrangements during the year, including:

- testing services – international sample collection and analysis services, domestic blood collection services, transport services and the supply of collection and testing equipment
- ICT services – contracted ICT gateway, internet, online education and equipment hosting arrangements
- finance and payroll – Memorandum of Understanding (MoU) arrangements for the provision of portfolio-based shared services encompassing human resources, payroll and financial transaction processing, management of property and security requirements
- sample analysis – MoU arrangements for the provision of laboratory sample testing services
- research – MoU with the University of Canberra, partnering to collaborate on research, innovation and professional education projects
- contracts for legal, investigative, educational and training services.

Initiatives to support small business

We support small business participation in the Commonwealth Government procurement market 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.

Small and medium enterprises and small enterprise participation statistics are available on the Department of Finance's website.

Reportable consultancy contracts

In appointing consultants, we considered the skills and resources required for the task, skills available internally and the cost-effectiveness of engaging external expertise.

Decisions to engage consultants were made in accordance with the PGPA Act and related regulations, including the Commonwealth Procurement Rules and other internal policies.

During 2024–25, no new consultancy contracts were entered into involving total actual expenditure of \$0. In addition, 2 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$21,000 (see Table 10). Table 11 outlines the top 5 organisations who received a share of reportable consultancy contract expenditure in 2024–25.

Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.

Table 10: Expenditure on reportable consultancy contracts in 2024–25

Reportable consultancy contracts in 2024–25	Number	Expenditure (\$'000) (GST inc)
New contracts	0	0
Ongoing contracts	1	21
Total	1	21

Table 11: Top 5 organisations receiving a share of reportable consultancy contract expenditure in 2024–25

Name of organisations	Organisation ABN	Expenditure (\$'000) (GST inc)	Proportion of 2024–25 total spend on consultancy contracts (%)
Ernst and Young	75 288 172 749	21	100%
Total of the largest shares		21	100%

Reportable non-consultancy contracts

During 2024–25, 86 new non-consultancy contracts were entered into involving total actual expenditure of \$4.930m and 52 non-consultancy contracts were ongoing from a previous year with total actual expenditure of \$3.893m. Total actual expenditure on non-consultancy contracts in 2024–25 was \$8.823m (see Table 12). Table 13 outlines the top 5 organisations who received a share of reportable non-consultancy contract expenditure in 2024–25.

Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on AusTender website.

Table 12: Expenditure on reportable non-consultancy contracts in 2024–25

Reportable non-consultancy contracts in 2024–25	Number	Expenditure (\$'000) (GST inc)
New contracts	86	4,930
Ongoing contracts	52	3,893
Total	138	8,823

Table 13: Top 5 organisations receiving a share of reportable non-consultancy contract expenditure in 2024–25

Name of organisations	Organisation ABN	Expenditure (\$'000) (GST inc)	Proportion of 2024–25 total spend on non-consultancy contracts (%)
Evolve FM	52 605 472 580	1,690	46%
World Anti-Doping Agency	N/A	915	25%
The Distillery Pty Limited	69 080 932 467	446	12%
Capital Recruit Pty Ltd	77 600 244 040	320	8.7%
Anabelle Bits Pty Ltd	40 068 649 972	311	8.3%
Total of the largest shares		3,682	100%

Exempt contracts and Australian National Audit Office (ANAO) access

Exempt contracts

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

ANAO access clauses

We did not enter into any contracts that excluded the Auditor-General from having access to its contractors.

Grants

Information on grants we have awarded during 2024–25 is available on the Australian Government's grant information system, GrantConnect, available at: www.grants.gov.au

Advertising and market research

In 2024–25, our total reportable expenditure for market research was \$61,700 (GST inclusive). There were no advertising campaigns. Details of these payments are included in Table 14.

Table 14: Expenditure for market research and advertising campaigns 2024–25

Organisation	Services procured	Expenditure \$ (GST inclusive)
Market research		
Sportradar AG	Wagering Market Risk Assessment	61,700
Advertising campaigns		Nil

Property management and environmental impact

Ecologically sustainable development principles

We supply the following information 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 taken action as appropriate.

Measures taken to minimise environmental impact

We are a single-site agency with 52 employees working remotely. Our lease and fit out approvals are in accordance with Australian Government lease density requirements and meet the government guidance under the National Australian Built Environment Rating System.

We have continued to focus on minimising our environmental impact by:

- allowing greater access to flexible and remote working arrangements enabled by internet-based conferencing and collaboration tools with 46% of staff accessing arrangements to work away from the office or from home
- implementing a comprehensive digital strategy involving reduced printer and paper use through electronic document management and recycling of printer ink cartridges
- using energy-efficient fixtures and fittings, using individual sensors, power and water savers and automatic switch-off features
- revising tenancy waste management arrangements to promote increased recycling
- installing site-based environmental monitors
- implementing a Building Management System
- adopting Whole-of-Australian Government energy arrangements that incorporate the use of renewable energy.
- replacing all fluorescent lighting with LED technology
- exploring if the addition of solar to the premises is possible.

Australian Public Service (APS) Net Zero 2030

APS Net Zero 2030 is the government's policy for the APS to reduce its greenhouse gas emissions to net zero by 2030 and transparently report on its emissions. As part of the [Net Zero in Government Operations Strategy](#), and the reporting requirements under section 516A of the [Environment Protection and Biodiversity Conservation Act 1999](#), non-corporate Commonwealth entities, corporate Commonwealth entities and Commonwealth companies are required to report on their operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory shown in Table 15 and Electricity Greenhouse Gas Emissions shown in in Table 16 present greenhouse gas emissions over the 2024–25 financial year. The greenhouse gas emissions reported are calculated on the basis of Carbon Dioxide Equivalent (CO₂-e) and in line with the [Emissions Reporting Framework](#). This is consistent with a Whole-of-Australian Government approach, outlined in the Net Zero in Government Operations Strategy, and [Commonwealth Climate Disclosure](#) requirements.

Not all data sources were available at the time of the report and amendments to data may be required in future reports.

Reporting on refrigerants is being phased in over time as emissions reporting matures.

Table 15: 2024–25 greenhouse gas emissions inventory – location-based method

Emission Source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (Location Based Approach)	N/A	189.94	11.51	201.45
Natural Gas	-	N/A	-	-
Solid Waste*	-	N/A	6.79	6.79
Refrigerants	-	N/A	N/A	-
Fleet and Other Vehicles	-	N/A	-	-
Domestic Commercial Flights	N/A	N/A	250.09	250.09
Domestic Hire Car†	N/A	N/A	-	-
Domestic Travel Accommodation	N/A	N/A	83.62	83.62
Other Energy	-	N/A	-	-
Total t CO₂-e	-	189.94	352.01	541.95

Note: the table above presents emissions related to electricity usage using the location-based accounting method. CO₂-e = Carbon Dioxide Equivalent.

* Solid waste emissions are being reported by SIA for the first time in 2024–25 as the quality of this data has improved. However, some data was unable to be separated from Landlord data or sourced from a third party and may be incomplete due to a lack of robust data. The quality of data is expected to improve over time as emissions reporting matures.

† Data was not available for hire car emissions

N/A = not applicable

Table 16: 2024–25 electricity greenhouse gas emissions

Emission Source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Electricity kWh
Electricity (Location Based Approach)	189.94	11.51	201.45	287,789.50
Market-based electricity emissions	5.35	0.73	6.08	6,604.77
Total renewable electricity consumed	N/A	N/A	N/A	281,184.73
Renewable Power Percentage ¹	N/A	N/A	N/A	52,363.30
Jurisdictional Renewable Power Percentage ^{2,3}	N/A	N/A	N/A	228,821.43
GreenPower ²	N/A	N/A	N/A	-
Large-scale generation certificates ²	N/A	N/A	N/A	-
Behind the meter solar ⁴	N/A	N/A	N/A	-
Total renewable electricity produced	N/A	N/A	N/A	-
Large-scale generation certificates ²	N/A	N/A	N/A	-
Behind the meter solar ⁴	N/A	N/A	N/A	-

Note: The table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO₂-e = Carbon Dioxide Equivalent. Electricity usage is measured in kilowatt hours (kWh).

- 1 Listed as Mandatory renewables in 2023–24 Annual Reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).
- 2 Listed as Voluntary renewables in 2023–24 Annual Reports.
- 3 The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).
- 4 Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

5.5: EXTERNAL SCRUTINY AND COMPLIANCE

Parliamentary scrutiny

On 3 March 2025, the Auditor-General published a performance audit report on Sport Integrity Australia's Management of the National Anti-Doping Scheme. There were no other reports on our operations by the Auditor-General, or a committee of either or both Houses of the Parliament or the Commonwealth Ombudsman. No capability reviews of the agency were released in the period.

Decisions

Judicial decisions

We were not the subject of any judicial decisions in 2024–25.

Decisions of the Administrative Appeals Tribunal

In 2024–25, no applications for review of Freedom of Information decisions were lodged with the Administrative Appeals Tribunal.

As at 30 June 2025, there were no Freedom of Information decisions with the Administrative Appeals Tribunal for review.

Decisions by the Office of the Australian Information Commissioner

As at 30 June 2025, one Freedom of Information decision was with the Office of the Australian Information Commissioner for review.

Freedom of information

In 2024–25, we received 29 requests for access to information under the *Freedom of Information Act 1982* (FOI Act), including two FOI requests processed under administrative access arrangements (an additional request for information was received and processed as an administrative access request); and one internal review request.

Entities subject to the FOI Act are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part 2 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.

Our plan, outlining the information we publish in accordance with the IPS requirements, is available on our website at: www.sportintegrity.gov.au/about-us/corporate/freedom-of-information

The plan includes a link to our FOI disclosure log, available at: www.sportintegrity.gov.au/about-us/corporate/freedom-of-information/foi-disclosure-log

FEATURE STORY

**STRENGTHENING THE SHIELD: SPORT INTEGRITY
AUSTRALIA TAKES THE LEAD IN THE FIGHT AGAINST
MATCH-FIXING**

On 1 January 2025, a new chapter began in Australia's fight against the manipulation of sports competitions. We officially assumed sole responsibility as the nation's National Platform for Information Sharing, marking a significant milestone in the country's commitment to clean and fair sport.

Since our inception on 1 July 2020, we worked side-by-side in a successful partnership with the Australian Criminal Intelligence Commission (ACIC), to build a robust framework for detecting and responding to suspicious betting activity. That collaboration concluded on 31 December 2024, with our agency now fully at the helm – streamlining operations and enhancing agility in responding to integrity threats.

The National Platform is more than just a data hub – it's the nerve centre of Australia's efforts to combat match-fixing and betting-related corruption. It connects the dots between wagering service providers, sporting organisations, law enforcement agencies, and regulators, both domestically and internationally. Through this platform, we:

- receive and collate information on irregular and suspicious bets
- issue Requests for Market Reviews (RFMRs) to domestic wagering providers
- refer suspicious activity to law enforcement and sporting bodies for investigation
- produce intelligence products to inform and educate stakeholders.

This work is part of Australia's ongoing commitment to the Council of Europe's Macolin Convention and engagement with the Group of Copenhagen – the only international legal instrument dedicated to preventing and sanctioning the manipulation of sports competitions. Our Deputy CEO Strategy, International Policy & Corporate, Luke McCann, represents Australia at Group of Copenhagen meetings to ensure Australia is connected to and driving global efforts to combat match fixing.

"In the fight against match-fixing, coordination is our strongest defense," said Mr. McCann. "By uniting intelligence from across sport, wagering, and law enforcement, the National Platform ensures Australia can respond swiftly and decisively to integrity threats—at home and abroad."



CHAPTER 6

FINANCIAL STATEMENTS





INDEPENDENT AUDITOR'S REPORT

To the Minister for Sport

Opinion

In my opinion, the financial statements of Sport Integrity Australia (the Entity) for the year ended 30 June 2025:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2025 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2025 and for the year then ended:

- Statement by the Chief Executive Officer and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to and forming part of the financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and their delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Accountable Authority's responsibility for the financial statements

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

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

Auditor's responsibilities for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Fiona Sheppard
Executive Director

Delegate of the Auditor-General

Canberra
23 September 2025



STATEMENT BY THE CHIEF EXECUTIVE OFFICER AND CHIEF FINANCIAL OFFICER

In our opinion, the attached financial statements for the year ended 30 June 2025 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that Sport Integrity Australia will be able to pay its debts as and when they fall due.

Signed.....

Dr. Sarah Benson
Chief Executive Officer

23 September 2025

Signed.....

Andrew Deamer
Chief Financial Officer

23 September 2025

Sport Integrity Australia
Statement of Comprehensive Income
for the year ended 30 June 2025

		2025	2024	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	29,042	22,390	29,037
Suppliers	1.1B	19,438	15,880	21,430
Grants	1.1C	100	60	-
Depreciation and amortisation	3.2A	2,609	2,521	1,752
Impairment loss on financial instruments	1.1D	5	-	-
Interest on right-of-use-building		63	68	85
Total expenses		51,257	40,919	52,304
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	1,874	2,234	1,800
Other revenue	1.2B	278	250	186
Total own-source revenue		2,152	2,484	1,986
Gains				
Resources received free of charge	1.2C	6,991	4,529	7,406
Total gains		6,991	4,529	7,406
Total own-source income		9,143	7,013	9,392
Net cost of services		(42,114)	(33,906)	(42,912)
Revenue from Government	1.2D	41,943	36,029	41,943
Surplus/(deficit) attributable to the Australian Government		(171)	2,123	(969)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		619	-	-
Total comprehensive income/(loss)		448	2,123	(969)

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

Budget Variances Commentary

Statement of Comprehensive Income

Depreciation for leasehold improvements not included in original budget.

Total resources received free of charge budget variance is primarily due to sample analysis services received from the National Measurement Institute less than original budget amount.

Changes in asset revaluation reserve relate to earlier than planned office fitout works.

Sport Integrity Australia
Statement of Financial Position
as at 30 June 2025

		2025	2024	Original
	Notes	\$'000	\$'000	Budget
				\$'000
ASSETS				
Financial assets				
Cash and cash equivalents		4,088	4,923	5,310
Trade and other receivables	3.1A	10,655	10,254	5,932
Total financial assets		14,743	15,177	11,242¹
Non-financial assets¹				
Buildings	3.2A	11,118	11,258	10,782
Plant and equipment	3.2A	436	540	1,008
Computer software	3.2A	1,523	1,227	2,173
Inventories	3.2B	136	219	179
Other non-financial assets	3.2C	451	513	189 ¹
Total non-financial assets		13,664	13,757	14,331
Total assets		28,407	28,933	25,573
LIABILITIES				
Payables				
Suppliers	3.3A	755	2,187	2,800
Other payables	3.3B	1,118	1,127	797
Total payables		1,873	3,314	3,597
Interest bearing liabilities				
Leases	3.4A	6,936	7,164	7,580
Total interest bearing liabilities		6,936	7,164	7,580
Provisions				
Employee provisions	6.1A	5,859	6,006	5,163
Total provisions		5,859	6,006	5,163
Total liabilities		14,668	16,483	16,340
Net assets		13,739	12,450	9,233
EQUITY				
Contributed equity		10,524	9,684	10,524
Reserves		2,011	1,392	1,393
Retained surplus/(Accumulated deficit)		1,204	1,374	(2,684)
Total equity		13,739	12,450	9,233

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

1. Right-of-use assets recognised under AASB 16, are included in Buildings.

Accounting Policy

Cash and Cash Equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash in bank account.

Budget Variances Commentary

Statement of Financial Position

The budget variance in total financial assets relates to current year appropriations receivable. The use of s74 retained revenue receipts and prior year unspent appropriations was not considered in the original budget.

Total payables variance is attributable to the criminal intelligence capability being brought in house rather than outsourced to the Australian Criminal Intelligence Commission. Employee provisions was higher than budget due to an increase in staff attributable to SIA's increased remit and additional funding.

Sport Integrity Australia
Statement of Changes in Equity
for the year ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
CONTRIBUTED EQUITY				
Opening balance as at 1 July				
Balance carried forward from previous period		9,684	8,306	9,684
Adjusted opening balance		9,684	8,306	9,684
Transactions with owners				
Contributions by owners				
Equity injection - Appropriations		-	-	-
Departmental capital budget		840	1,378	840
Total transactions with owners		840	1,378	840
Closing balance as at 30 June		10,524	9,684	10,524
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		1,374	(749)	(1,715)
Adjusted opening balance		1,374	(749)	(1,715)
Comprehensive income				
Surplus/(deficit) for the period		(171)	2,123	(969)
Total comprehensive income/(loss)		(171)	2,123	(969)
Closing balance as at 30 June		1,204	1,374	(2,684)
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		1,392	1,392	1,393
Adjusted opening balance		1,392	1,392	1,393
Comprehensive income				
Other comprehensive income		619	-	-
Total comprehensive income		619	-	-
Closing balance as at 30 June		2,011	1,392	1,393
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		12,450	8,949	9,362
Adjusted opening balance		12,450	8,949	9,362
Comprehensive income				
Surplus/(Deficit) for the period		(171)	2,123	(969)
Other comprehensive income		619	-	-
Total comprehensive income		448	2,123	(969)
Transactions with owners				
Contributions by owners				
Departmental capital budget		840	1,378	840
Total transactions with owners		840	1,378	840
Closing balance as at 30 June		13,739	12,450	9,233

Accounting Policy

Equity Injections

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

Budget Variances Commentary

Statement of Changes in Equity

The budget variance in other comprehensive income is due to an asset revaluation of the office fit-out.

Sport Integrity Australia
Cash Flow Statement
for the year ended 30 June 2025

		2025	2024	Original Budget
	Notes	\$'000	\$'000	\$'000
OPERATING ACTIVITIES				
Cash received				
Appropriations		41,128	31,300	41,943
Sale of goods and rendering of services (including section 74 receipts)		2,759	3,788	1,800
GST received		647	612	-
Other		167	239	186
Total cash received		44,700	35,939	43,929
Cash used				
Employees		24,556	21,916	29,037
Suppliers		19,166	13,519	14,024
Interest payments on lease liabilities		63	68	85
Total cash used		43,785	35,503	43,146
Net cash from/(used by) operating activities		915	436	783
INVESTING ACTIVITIES				
Cash used				
Purchase of property, plant and equipment		640	381	590
Purchase of intangibles		827	368	250
Total cash used		1,467	749	840
Net cash used by investing activities		(1,467)	(749)	(840)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		582	740	840
Total cash received		582	740	840
Cash used				
Principal payments of lease liabilities		865	814	783
Total cash used		865	814	783
Net cash from/(used by) financing activities		(283)	(74)	57
Net increase/(decrease) in cash held		(835)	(387)	-
Cash and cash equivalents at the beginning of the reporting period		4,923	5,310	5,310
Cash and cash equivalents at the end of the reporting period		4,088	4,923	5,310

Budget Variances Commentary

Cash Flow Statement

The variance in net cashflows from investing activities is attributed to purchase of property, plant and equipment and intangible assets not considered at original budget.

Sport Integrity Australia**Administered Schedule of Comprehensive Income***for the year ended 30 June 2025*

		2025	2024	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	2.1A	426	3,664	-
Suppliers	2.1B	1,710	2,918	4,684
Total expenses		2,136	6,582	4,684
Net cost of services		(2,136)	(6,582)	(4,684)
Total comprehensive loss		(2,136)	(6,582)	(4,684)

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

Budget Variances Commentary**Schedule of Comprehensive Income**

Employee Benefits: The variance in employee expenses reflects the reallocation of staff resources to support activities under the Departmental Sport Integrity Program, resulting in lower administered staffing costs than originally budgeted.

Suppliers: The variance in supplier expenses is primarily due to delays in the implementation of planned activities within the Departmental Sport Integrity Program.

Sport Integrity Australia Administered Schedule of Assets and Liabilities as at 30 June 2025				
	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
ASSETS				
Financial assets				
Cash and cash equivalents		161	146	808
Trade and other receivables	4.1A	10	51	280
Total financial assets		171	197	1,088
Total assets administered on behalf of Government		171	197	1,088
LIABILITIES				
Payables				
Suppliers	4.2A	187	37	636
Total payables		187	37	636
Total liabilities administered on behalf of Government		187	37	636
Net assets		(16)	160	452
The above schedule should be read in conjunction with the accompanying notes.				
Budget Variances Commentary <u>Schedule of Assets and Liabilities</u> The variance in financial assets and liabilities is primarily due to delays in the planning and delivery of program activities.				

Sport Integrity Australia			
Administered Reconciliation Schedule			
<i>for the year ended 30 June 2025</i>			
	Notes	2025	2024
		\$'000	\$'000
Opening assets less liabilities as at 1 July		160	452
Net cost of services			
Expenses			
Payments to entities other than corporate Commonwealth entities		(2,136)	(6,582)
Transfers from the Australian Government			
Appropriation transfers from Official Public Account			
Annual appropriations		1,960	6,290
Closing assets less liabilities as at 30 June		(16)	160
Accounting Policy			
<i>Administered Cash Transfers to and from the Official Public Account (OPA)</i>			
Cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of Government. These transfers to and from the OPA are adjustments to the administered cash held by the entity on behalf of the Government and reported as such in the schedule of administered cash flows and in the administered reconciliation schedule.			

Sport Integrity Australia Administered Cash Flow Statement for the year ended 30 June 2025				
	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
OPERATING ACTIVITIES				
Cash used				
Employees		426	3,664	-
Suppliers		1,565	3,532	4,684
Total cash used		1,991	7,196	4,684
Net cash used by operating activities		(1,991)	(7,196)	(4,684)
Cash from Official Public Account				
Appropriations		2,005	6,534	4,684
Total cash from official public account		2,005	6,534	4,684
Net increase/(decrease) in cash held		15	(662)	-
Cash and cash equivalents at the beginning of the reporting period		146	808	808
Cash and cash equivalents at the end of the reporting period		161	146	808
Budget Variances Commentary				
<u>Cashflow Statement</u>				
The budget variance in suppliers and appropriations is attributable to a delay in undertaking planned activities in the Sport Integrity Program.				

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

Overview

Principal activities undertaken by Sport Integrity Australia include providing a comprehensive anti-doping program and to be the national platform for information sharing on match-fixing threats under the Macolin Convention. The agency also administers the National Integrity Framework which is a set of rules that all members of sport need to follow when it comes to their behaviour and conduct in sport.

Sport Integrity Australia conducts activities on behalf of the government for the protection of the integrity of Australian sport and the health and welfare of those who participate in sport through the coordination of a national approach to all sports integrity matters.

Sport Integrity Australia is an Australian Government non corporate entity.

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

The Basis of Preparation

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

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars and are rounded to the nearest thousand (\$'000), except where otherwise indicated.

Unless otherwise included, budget variances commentary in the primary statements is based on items that vary from the Original Budget by more than 10 per cent.

New Accounting Standards

Adoption of New Australian Accounting Standard Requirements

Several amending standards were issued prior to the signing of the financial statements and were applicable to the current reporting period. The amendments did not have a material impact on Sport Integrity Australia's financial statements for the current reporting period and will not have a material impact on future reporting periods. Where applicable, additional disclosures have been added to the financial statements as a result of adopting these standards and relevant accounting policies are disclosed within the notes.

Taxation

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

Significant Events

Dr Sarah Benson PSM was appointed by the Federal Government as the new Chief Executive Officer of Sport Integrity Australia on 14 March 2025.

Reporting of Administered activities

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes.

Except where otherwise stated, administered items are accounted for on the same basis and using the same policies as departmental items, including the application of Australian Accounting Standards.

Events After the Reporting Period

Departmental

No events occurred after balance date that should be brought to account or noted in the 2024-25 financial statements.

Administered

No events occurred after balance date that should be brought to account or noted in the 2024-25 financial statements.

Sport Integrity Australia**Notes to and forming part of the financial statements**

for the year ended 30 June 2025

Financial Performance

This section analyses the financial performance of Sport Integrity Australia

1.1 Expenses

	2025 \$'000	2024 \$'000
1.1A: Employee benefits		
Wages and salaries	20,727	16,29
Superannuation		
Defined contribution plans	2,846	2,11
Defined benefit plans	1,855	65
Leave and other entitlements	3,566	3,06
Separation and redundancies	48	26
Total employee benefits	29,042	22,39

Total average staffing levels in 2025 were 193 (2024: 172).

Accounting Policy

Accounting policies for employee related expenses is contained in the People and relationships section.

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

Consultants	19	25
Contractors	761	1,27
Audit Fees - Australian National Audit Office	50	4
Audit Fees - internal audit function contract for service	120	11
Committee expenses	358	34
HR - recruitment and training	389	39
Legal	226	12
Testing - sample analysis, storage and external collection expenses	7,737	5,28
Travel	1,825	1,78
IT services	2,158	1,63
Other	4,336	2,22
Property operating expenses	257	27
Total goods and services supplied or rendered	18,236	13,74
Goods supplied	210	21
Services rendered	18,026	13,52
Total goods and services supplied or rendered	18,236	13,74

Other suppliers

Australia's Contribution to the World Anti-Doping Agency	915	83
Criminal Intelligence Capability - Australian Criminal Intelligence Commission	-	1,15
Workers compensation expenses	287	15
Total other suppliers	1,202	2,13
Total suppliers	19,438	15,88

1.1C: Grants

World Anti-Doping Agency to fund the Oceania Regional Anti-Doping Organisation	100	
United Nations Educational, Scientific and Cultural Organisation (UNESCO) to eliminate doping in sport	-	6
Total grants	100	6

1.1D: Impairment loss on financial instruments

Impairment on trade and other receivables	5	
Total impairment on financial instruments	5	

Note: Other suppliers variance is attributable to the criminal intelligence capability being brought in house rather than outsourced to the Australian Criminal Intelligence Commission

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

1.2 Own-Source Revenue and gains	2025	2024
	\$'000	\$'000

Own-Source Revenue

1.2A: Revenue from contracts with customers

Sample collection and testing services	1,874	2,234
Total revenue from contracts with customers	1,874	2,234

Accounting Policy

Revenue recognition

Revenue from the sale of goods is recognised when control has been transferred to the buyer.

Sport Integrity Australia recognised revenue at an amount that reflects the consideration entitled in exchange for transferring goods or services to a customer under AASB 15. In relation to AASB 1058, transactions where consideration to acquire the asset, good or services was less than its fair value, Sport Integrity Australia recognised revenue as the difference between the consideration for the asset and the asset's fair value, after recognising any other related amounts.

The following is a description of principal activities from which the agency generates revenue: Sport Integrity Australia contracts with professional sporting bodies to undertake an agreed level and type of sample collections, analysis and results management as part of their anti-doping programs. The contracts for testing can be for varying periods. Some contracts cover specific events and are in place for one day as opposed to a full calendar or financial year. Other contracts cover a 12-month period but might not align to either a calendar or financial year depending on the 'season' that the sporting body adheres to. Revenue is recognised as services are provided 'at point in time' when testing has been undertaken.

Each contract contains essentially the same elements which determine the application of AASB 15 for the recognition of the associated revenue. The essential elements determining this are an enforceable contract being in place; distinct undertakings or performance obligations; a defined transaction price i.e. cost per test and an ability to allocate that transaction price to a performance obligation. Recognition of revenue is when Sport Integrity Australia has provided goods and services as set out in the contract. An accounting estimate may be used to determine service completion if actual results are unavailable at the reporting date. The estimate is based upon judgement of the average time it takes to complete each service, with the applicable price of the service applied.

Accounts receivables

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

Sport Integrity Australia
Notes to and forming part of the financial statements
for the period ended 30 June 2025

	2025	2024
	\$'000	\$'000
1.2B: Other revenue		
Play By the Rules partner contributions	278	234
Other	-	16
Total other revenue	278	250
1.2C: Resources received free of charge		
Australian Sports Drug Testing Laboratory	6,941	4,487
Remuneration of auditors	50	42
Total for Resources received free of charge	6,991	4,529
1.2D: Revenue from Government		
Appropriations		
Departmental appropriations	41,943	36,029
Total revenue from Government	41,943	36,029

Accounting Policy

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) were recognised as Revenue from Government when Sport Integrity Australia gained control of the appropriation, except for certain amounts that related to activities that were reciprocal in nature, in which case revenue was recognised only when it had been earned. Appropriations receivable were recognised at their nominal amounts.

Funding received or receivable from non-corporate Commonwealth entities (appropriated to the non-corporate Commonwealth entity as a corporate Commonwealth entity payment item for payment to Sport Integrity Australia) is recognised as Revenue from Government by the corporate Commonwealth entity unless the funding is in the nature of an equity injection or a loan.

Resources received free of charge

Sport Integrity Australia receives services at no consideration from the Australian National Audit Office (ANAO) for the provision of auditing its annual financial statements, and the National Measurement Institute (NMI) for sample analysis performed by the Australian Sports Drug Testing Laboratory. Services received from NMI are determined in a Memorandum of Understanding (MOU) with the value of services appropriated directly to the Department of Industry, Science and Resources (DISR).

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

Income and Expenses Administered on Behalf of Government

This section analyses the activities that Sport Integrity Australia does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

2.1 Administered - Expenses		
	2025	2024
	\$'000	\$'000
2.1A: Employee benefits		
Wages and salaries	337	2,773
Superannuation		
Defined contribution plans	50	20
Defined benefit plans	-	440
Leave and other entitlements	39	431
Total employee benefits	426	3,664
Accounting Policy		
Accounting policies for employee related expenses is contained in the People and relationships section.		
2.1B: Suppliers		
Goods and services supplied or rendered		
Consultants	-	16
Contractors	-	455
Contract for services	878	2,351
Travel	539	31
Conferences & seminars	201	42
Other	92	23
Total goods and services supplied or rendered	1,710	2,918
Goods supplied	-	-
Services rendered	1,710	2,918
Total goods and services supplied or rendered	1,710	2,918

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

Financial Position

This section analyses Sport Integrity Australia's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

3.1 Financial Assets

	2025	2024
	\$'000	\$'000
3.1A: Trade and other receivables		
Goods and services receivables		
Goods and services	956	1,628
Total goods and services receivables	956	1,628
Appropriation receivables		
Appropriation receivable	9,699	8,626
Total appropriation receivables	9,699	8,626
Total trade and other receivables (gross)	10,655	10,254
Total trade and other receivables (net)	10,655	10,254

Credit terms for goods and services were within 30 days (2024: 30 days).

Accounting Policy

Financial assets

Trade and other receivables that are held for the purpose of collecting the contractual cash flows, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

3.2 Non-Financial Assets

3.2A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles

	Buildings \$'000	Plant and equipment ¹ \$'000	Computer Software \$'000	Total \$'000
As at 1 July 2024				
Gross book value	15,668	867	3,614	20,149
Accumulated depreciation, amortisation and impairment	(4,410)	(327)	(2,387)	(7,124)
Total as at 1 July 2024	11,258	540	1,227	13,025
Additions				
Purchase or internally developed	439	201	827	1,467
Right-of-use assets	574	-	-	574
Revaluations and impairments recognised in other comprehensive income	619	-	-	619
Depreciation and amortisation	(924)	(304)	(531)	(1,759)
Depreciation of right-of-use assets	(849)	-	-	(849)
Total as at 30 June 2025	11,118	436	1,523	13,077
Total as at 30 June 2025 represented by				
Gross book value	17,301	1,068	4,441	22,809
Accumulated depreciation, amortisation and impairment	(6,183)	(631)	(2,918)	(9,733)
Total as at 30 June 2025	11,118	436	1,523	13,077
Carrying amount of right-of-use assets	6,127	-	-	6,127

All revaluations were conducted in accordance with the revaluation policy stated in the accounting policy note.

Contractual commitments for the acquisition of property, plant and equipment and intangible assets

There are no significant contractual commitments required to be disclosed for the acquisition of property (buildings), plant and equipment or intangibles (computer software assets).

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

Accounting Policy

Acquisition of Assets

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

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

Following initial recognition at cost, property, plant and equipment are carried at fair value. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the asset's fair value as at the reporting date.

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

Asset class	Fair value measure at
Leasehold improvements (Buildings)	Depreciated replacement cost
Plant and equipment	Market selling price

Asset Recognition Threshold

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

Leased Right-of-Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned. Sport Integrity Australia's current leased ROU assets comprise property leases.

AASB 136 *Impairment of Assets* is applied to determine any indications of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Leased ROU assets continue to be measured at cost after initial recognition.

Revaluations

Following initial recognition at cost, buildings (excluding ROU assets) and property, plant and equipment are carried at fair value (or an amount not materially different from fair value) less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends on the volatility of movements in market values for the relevant assets. There was a desktop revaluation in 2024-25 of the office fitout, due to increased construction costs. The last independent revaluation was performed in 2022-23 and the next independent revaluation of all asset classes is scheduled for 2025-26.

The Fair Value Framework underpins the valuation methodology.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to Sport Integrity Australia, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate. Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

Asset class	2025	2024
Leasehold improvements (Buildings)	Lease term	Lease term
Plant and equipment	3 to 10 years	3 to 10 years

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Impairment

All cash-generating assets and assets held at cost, including intangibles and ROU assets, were assessed for impairment at 30 June 2025. 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. For non-cash generating assets held at fair value, the recoverable amount is expected to be materially the same as fair value at 30 June 2025.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if Sport Integrity Australia were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

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

Sport Integrity Australia's intangibles comprise off-the-shelf and internally developed software and associated enhancement costs. These assets were carried at cost less accumulated amortisation and accumulated impairment losses.

Software is amortised on a straight-line basis over its anticipated useful life. The useful life of Sport Integrity Australia's software is 3 to 5 years (2024: 3 to 5 years).

Sport Integrity Australia**Notes to and forming part of the financial statements***for the year ended 30 June 2025*

	2025	2024
	\$'000	\$'000

3.2B: Inventories**Inventories held for sale**

Inventories held for distribution - education materials	17	24
Inventories held for use - sample collection	119	195
Total inventories	136	219

Accounting Policy

Inventories held for use or distribution are valued at cost, adjusted for any loss of service potential.

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

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

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

3.2C: Other non-financial assets

Prepayments	451	513
Total other non-financial assets	451	513

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

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

3.3 Payables

	2025	2024
	\$'000	\$'000
3.3A: Suppliers		
Trade creditors and accruals	546	2,013
Credit card facilities	209	174
Total suppliers	755	2,187
Suppliers expected to be settled		
No more than 12 months	755	2,187
More than 12 months	-	-
Total suppliers	755	2,187

Credit terms for trade creditors were within 30 days (2024: 30 days).

3.3B: Other payables

Salaries and wages	743	643
Superannuation	122	108
Other	253	376
Total other payables	1,118	1,127

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

3.4 Interest Bearing Liabilities		
	2025	2024
	\$'000	\$'000
3.4A: Leases		
Lease liabilities	6,936	7,164
Total leases	6,936	7,164
Maturity analysis - contractual undiscounted cash flows		
Within 1 year	944	840
Between 1 to 5 years	4,122	3,669
More than 5 years	2,091	2,922
Total leases	7,157	7,431

Accounting Policy

Leases

For all new contracts entered into, the Sport Integrity Australia considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

Assets and Liabilities Administered on Behalf of the Government

This section analyses assets used to conduct operations and the operating liabilities incurred as a result, that Sport Integrity Australia does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

4.1 Administered - Financial Assets		
	2025	2024
	\$'000	\$'000
4.1A: Trade and other receivables		
Goods and services	10	51
Total goods and services receivables	10	51
Credit terms for goods and services were within 30 days (2024: 30 days).		

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

Assets and Liabilities Administered on Behalf of the Government

This section analyses assets used to conduct operations and the operating liabilities incurred as a result, that Sport Integrity Australia does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

4.2 Administered - Financial liabilities		
	2025	2024
	\$'000	\$'000
4.2A: Suppliers		
Trade creditors and accruals	187	37
Total suppliers	187	37

Credit terms for supplier payables were within 30 days (2024: 30 days).

Sport Integrity Australia

Notes to and forming part of the financial statements

for the year ended 30 June 2025

Funding

This section identifies Sport Integrity Australia's funding structure.

5.1 Appropriations**5.1A: Annual appropriations ('recoverable GST exclusive')****Annual Appropriations for 2025**

	Annual Appropriation ¹ \$'000	Adjustments to appropriation ² \$'000	Total appropriation \$'000	Appropriation applied in 2025 (current and prior years) \$'000	Variance ³ \$'000
Departmental					
Ordinary annual services	41,943	5,543	47,486	46,869	617
Capital Budget ⁴	840	-	840	1,220	(380)
Equity Injections	-	-	-	-	-
Total departmental	42,783	5,543	48,326	48,089	237
Administered					
Administered items	4,684	-	4,684	1,945	2,739
Total administered	4,684	-	4,684	1,945	2,739

1. No amounts of current year annual appropriation are being withheld under section 51 of the PGPA Act or were quarantined for administrative purposes.

2. Adjustments to appropriations includes adjustments to current year annual appropriations including PGPA Act section 74 receipts.

3. The variance in Departmental Capital Budget is driven by the office fitout and capital enhancement costs. This utilised prior unspent capital appropriation. The variance in Administered is due to delay in Sport Integrity Australia Program related activities.

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

Annual Appropriations for 2024

	Annual Appropriation ¹ \$'000	Adjustments to appropriation ² \$'000	Total appropriation \$'000	Appropriation applied in 2024 (current and prior years) \$'000	Variance ³ \$'000
Departmental					
Ordinary annual services	36,029	8,492	44,521	40,179	4,342
Capital Budget ⁴	1,378	-	1,378	740	638
Equity Injections	-	-	-	-	-
Total departmental	37,407	8,492	45,899	40,919	4,980
Administered					
Administered items	6,752	-	6,752	6,290	462
Total administered	6,752	-	6,752	6,290	462

1. No amounts of current year annual appropriation are being withheld under section 51 of the PGPA Act or were quarantined for administrative purposes.

2. Adjustments to appropriations includes adjustments to current year annual appropriations including PGPA Act section 74 receipts.

3. The variance in Departmental ordinary annual services is due additional annual appropriation received for Safety In Sport in January 2024 with not all applied in 2024. The variance in Administered is due to 2022-2023 closing cash at bank applied in 2023-2024.

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

5.1B: Unspent annual appropriations ('recoverable GST exclusive')

	2025 \$'000	2024 \$'000
Departmental		
Appropriation Act (No. 1) 2023-2024	-	4,267
Appropriation Act (No. 3) 2023-2024	-	3,721
Appropriation Act (No. 3) 2023-2024 (Departmental Capital Budget)	-	638
Appropriation Act (No. 1) 2024-2025	9,441	-
Appropriation Act (No. 1) 2024-2025 (Departmental Capital Budget)	258	-
Cash and cash equivalents	4,088	4,923
Total departmental	13,787	13,549
Administered		
Appropriation Act (No. 1) 2021-2022	-	2,907
Supply Act (No. 3) - 2022-2023	-	2,226
Appropriation Act (No. 1) 2023-2024	462	462
Appropriation Act (No. 1) 2024-2025	2,724	-
Cash and cash equivalents	161	146
Total administered	3,347	5,741

There were no adjustments to the prior year unspent departmental and administered annual appropriations under Section 74 of the PGPA Act or section 75 of the PGPA Act.

Appropriation Act (No. 1) 2021-22 ceased on 30 June 2024. Remaining balances were either expended prior to sunset or returned to the CRF.

Sport Integrity Australia**Notes to and forming part of the financial statements***for the year ended 30 June 2025***5.2 Net Cash Appropriations Arrangements**

	2025 \$'000	2024 \$'000
Total comprehensive income/(loss) - as per the Statement of Comprehensive Income	448	2,123
Plus : depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections) ¹	1,759	1,711
Plus : depreciation of right-of-use assets ²	849	810
Less : lease principal repayments ²	(865)	(814)
Net Cash Operating Surplus	2,191	3,830

1. From 2010-11, the Government introduced net cash appropriation arrangements where revenue appropriations for depreciation/amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity appropriations. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.

2. The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the impact of AASB 16 Leases, which does not directly reflect a change in appropriation arrangements.

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

People and relationships

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

6.1 Employee Provisions

	2025	2024
	\$'000	\$'000
6.1A: Employee provisions		
Leave		
Annual Leave	2,042	2,019
Long Service Leave	3,817	3,987
Total employee provisions	5,859	6,006

Accounting policy

Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts.

Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

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

Superannuation

Sport Integrity Australia's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), or the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

Sport Integrity Australia makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. Sport Integrity Australia accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents outstanding contributions.

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

6.2 Key Management Personnel Remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of Sport Integrity Australia. Key management personnel are determined to be the:

- 1) Minister
- 2) Chief Executive Officer
- 3) Deputy CEO Safety In Sport
- 4) Deputy CEO Corporate, Strategy & International Policy
- 5) Culture and Safety Advisor

The total number of key management personnel included in the above table is 5 (2024: 6).
 (2024: Minister, Chief Executive Officer and 4 SES officers).

Key management personnel remuneration is reported in the table below:

	2025 \$'000	2024 \$'000
Short-term employee benefits	1,402	1,755
Post-employment benefits	175	211
Other long-term employee benefits	102	34
Total key management personnel remuneration expenses¹	1,679	2,000

Remuneration expenses include acting and secondment arrangements where the individual met the definition of key management personnel, and the pro-rata remuneration of individuals commencing or leaving during the year.

1. The above key management personnel remuneration excludes the cost of remuneration and other benefits of the Minister. The Minister's remuneration and other benefits are set by the Remuneration Tribunal and were not paid by the entity.

Sport Integrity Australia**Notes to and forming part of the financial statements***for the year ended 30 June 2025***6.3 Related Party Disclosures****Related party relationships:**

Sport Integrity Australia is an Australian Government non corporate entity. Sport Integrity Australia's related parties were its Key Management Personnel (KMP) including the Portfolio Minister, close family members of KMP, other entities controlled by KMP and/or close family members, and other Australian Government entities.

Transactions with related parties:

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. These transactions have not been separately disclosed in this note.

Sport Integrity Australia transacted with other Australian Government controlled entities consistent with normal day-to-day business operations provided under normal terms and conditions, including the payment of workers compensation and insurance premiums, purchase of corporate, IT and legal services. These are not considered individually significant to warrant separate disclosure as related party transactions.

The following transactions with related parties occurred during the financial year:

1. The National Measurement Institute provides Sport Integrity Australia with sample analysis services, represented as resources received free of charge. Expenses to the value of \$6.941m were entered into in 2024-25 (2023-24: \$4.5m). There were no outstanding balances at 30 June 2025 (2023-24: Nil).
2. The Australian Sports Commission (ASC) facilitates payments on behalf of Sport Integrity Australia to sporting organisations that qualify for a National Integrity Capability Enhancement Program (NICE) payment and Safety In Sport Continuous Improvement Program (SISCIP) payment. In 2024-25 a Departmental amount of \$2.365m and an Administered amount of \$0.150m was recognised for the NICE (2023-24: \$2.060m) and an Administered amount of \$0.210m for SISCIP (2023-24: \$0.210m). The conditions of the arrangements require payment within 30 days of receipt of an invoice from the ASC. There were no outstanding balances at 30 June 2025 (2023-24: Nil).

Refer to Note 6.1 Employee Provisions for details on superannuation arrangements with the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), and the PSS accumulation plan (PSSap).

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

Managing uncertainties	This section analyses how Sport Integrity Australia manages financial risks within its operating environment.
7.1A: Contingent assets and liabilities	

Quantifiable Contingencies

At 30 June 2025 Sport Integrity Australia had no quantifiable contingent assets or liabilities (2023-24: nil).

Unquantifiable Contingencies

At 30 June 2025 Sport Integrity Australia has one unquantifiable contingent liability (2023-24: nil).

Accounting Policy Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

7.1B: Administered - contingent assets and liabilities

Quantifiable Administered Contingencies

At 30 June 2025 Sport Integrity Australia had no quantifiable contingent administered assets or liabilities (2023-24: nil).

Unquantifiable Administered Contingencies

At 30 June 2025 Sport Integrity Australia had no unquantifiable contingent administered assets or liabilities (2023-24: nil).

Notes: As at 30 June 2025, SIA has identified one unquantifiable contingent liability. This relates to a legal matter. As the outcome and any potential financial impact is uncertain, no provision has been recognised.

Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

7.2 Financial Instruments

	2025	2024
	\$'000	\$'000

7.2A: Categories of financial instruments

Financial assets

Financial assets at amortised cost

Cash & cash equivalents	4,088	4,923
Trade receivables	956	1,628

Total financial assets at amortised cost

	5,044	6,551
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Total financial assets	5,044	6,551
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Financial liabilities

Financial liabilities measured at amortised cost

Supplier payables	755	2,187
Other payables	1,118	1,127

Total financial liabilities measured at amortised cost

	1,873	3,314
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Total financial liabilities	1,873	3,314
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Accounting Policy

Financial assets

Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria:

1. the financial asset is held in order to collect the contractual cash flows; and
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

The simplified approach for trade and contract receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

Financial Liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Amortised Cost

Financial liabilities are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

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

7.2B: Administered categories of financial instruments

Financial assets

Financial assets at amortised cost

Cash and cash equivalents	161	146
Trade receivables	10	51

Total financial assets at amortised cost

	171	197
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Financial Liabilities		
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Financial liabilities measured at amortised cost

Supplier payables	187	37
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Total financial liabilities measured at amortised cost	187	37
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Sport Integrity Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2025

Other information

8.1 Current/non-current distinction for assets and liabilities

	2025	2024
	\$'000	\$'000
8.1A: Current/non-current distinction for assets and liabilities		
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	4,088	4,923
Trade and other receivables	10,655	10,254
Inventories	136	219
Other non-financial assets	451	513
Total no more than 12 months	15,330	15,908
More than 12 months		
Land and buildings	11,118	11,258
Plant and equipment	436	540
Computer software	1,523	1,227
Total more than 12 months	13,077	13,025
Total assets	28,407	28,933
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	755	2,187
Other payables	1,118	1,127
Leases	885	779
Employee provisions	1,587	1,827
Total no more than 12 months	4,346	5,920
More than 12 months		
Leases	6,051	6,385
Employee provisions	4,271	4,179
Total more than 12 months	10,322	10,564
Total liabilities	14,668	16,484

8.1B: Administered - current/non-current distinction for assets and liabilities

Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	161	146
Trade and other receivables	10	51
Total no more than 12 months	171	197
Total assets	171	197
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	187	37
Total no more than 12 months	187	37
Total liabilities	187	37

CHAPTER 7

APPENDICES





APPENDIX A: WORKFORCE STATISTICS

The following tables show our workforce statistics and executive remuneration for 2024–25. For information on our workforce composition, human resource policies, and executive remuneration practices, refer to part 5.3: People.

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Table A1a: Ongoing employees by location at 30 June 2025

[illegible]

Table A1b: Ongoing employees by location at 30 June 2024

State/territory	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
New South Wales	2	0	2	5	0	5	0	0	0	0	0	0	0	0	0	7
Queensland	3	0	3	5	0	5	0	0	0	0	0	0	0	0	0	8
South Australia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tasmania	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Victoria	4	0	4	2	0	2	0	0	0	0	0	0	0	0	0	6
Western Australia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Australian Capital Territory	53	1	54	70	15	85	0	0	0	0	0	0	0	0	0	139
Northern Territory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	62	1	63	82	15	97	0	0	0	0	0	0	0	0	0	160

Table A2a: Non-ongoing employees by location at 30 June 2025

[illegible]

Table A2b: Non-ongoing employees by location at 30 June 2024

State/territory	Man/Male				Woman/Female				Non-binary				Prefers not to answer				Uses a different term				Total
	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	
New South Wales	0	0	25	25	0	1	21	22	0	0	0	0	0	0	0	0	0	0	0	0	47
Queensland	0	0	30	30	0	0	29	29	0	0	0	0	0	0	0	0	0	0	0	0	59
South Australia	0	0	14	14	0	0	8	8	0	0	0	0	0	0	0	0	0	0	0	0	22
Tasmania	0	0	7	7	0	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	14
Victoria	1	0	20	21	0	0	16	16	0	0	0	0	0	0	0	0	0	0	0	0	37
Western Australia	0	0	10	10	0	0	11	11	0	0	0	0	0	0	0	0	0	0	0	0	21
Australian Capital Territory	8	1	12	21	9	0	12	21	0	0	1	1	0	0	0	0	0	0	0	0	43
Northern Territory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	9	1	117	128	9	1	104	114	0	0	1	1	0	0	0	0	0	0	0	0	243

Table A3a: Ongoing employees by classification at 30 June 2025

[illegible]

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[illegible]

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Table A5a: Employment type by location at 30 June 2025

State/territory	Ongoing	Non-ongoing	Casual	Total
New South Wales	12	1	52	65
Queensland	18	1	65	84
South Australia	1	0	29	30
Tasmania	0	0	9	9
Victoria	16	1	45	62
Western Australia	0	1	29	30
Australian Capital Territory	138	2	21	161
Northern Territory	0	1	0	1
External	0	0	0	0
Overseas	0	0	0	0
Total	185	7	250	442⁹

Table A5b: Employment type by location at 30 June 2024

State/territory	Ongoing	Non-ongoing	Casual	Total
New South Wales	7	1	46	54
Queensland	8	0	58	66
South Australia	0	0	22	22
Tasmania	0	0	14	14
Victoria	6	1	36	43
Western Australia	0	0	21	21
Australian Capital Territory	139	19	25	183
Northern Territory	0	0	0	0
External Territories	0	0	0	0
Overseas	0	0	0	0
Total	160	21	222	403

⁹ This table does not include the CEO. See table Table A7 for total number of employees.

Table A6: Indigenous staff by employment status at 30 June 2025

Employment status	Total
Ongoing	1
Non-ongoing	1
Casual	4
Total	6

Table A7: Employment arrangements at 30 June 2025

Arrangement title	SES	Non-SES	Total
Enterprise Agreement	0	434 ¹⁰	434
Agency Determination under subsection 24 of <i>Public Service Act 1999</i>	5	0	5
Individual Flexibility Agreement	0	3	3
Full time Public Officer holder	1	0	1
Total	6	437	443

¹⁰ The 3 staff with an Individual Flexibility Agreement are also covered by the Enterprise Agreement. To avoid duplication, these staff are not included in the overall Enterprise Agreement total as they are recorded separately.

Table A8a: Employees by full time, part time and casual status at 30 June 2025

	Ongoing			Non-ongoing			Total	Total
	Full time	Part time	Total	Full time	Part time	Casual		
SES 3	0	0	0	0	0	0	0	0
SES 2	1	0	1	0	0	0	0	1
SES 1	3	0	3	1	0	0	1	4
EL 2	18	0	18	0	1	0	1	19
EL 1	54	6	60	0	1	0	1	61
APS 6	56	10	66	2	1	0	3	69
APS 5	24	3	27	0	0	0	0	27
APS 4	8	1	9	1	0	0	1	10
APS 3	0	1	1	0	0	65	65	66
APS 2	0	0	0	0	0	8	8	8
APS 1	0	0	0	0	0	177	177	177
Other	0	0	0	0	0	0	0	0
Total	164	21	185	4	3	250	257	442

Table A8b: Employees by full time, part time and casual status at 30 June 2024

Classification	Ongoing			Non-ongoing			Total	Total
	Full time	Part time	Total	Full time	Part time	Casual		
SES 3	0	0	0	0	0	0	0	0
SES 2	2	0	2	0	0	0	0	2
SES 1	3	0	3	0	0	0	0	3
EL 2	17	0	17	0	1	0	1	18
EL 1	46	7	53	2	0	0	2	55
APS 6	51	5	56	8	0	0	8	64
APS 5	18	3	21	5	1	0	6	27
APS 4	7	0	7	3	1	13	17	24
APS 3	0	1	1	0	0	41	41	42
APS 2	0	0	0	0	0	7	7	7
APS 1	0	0	0	0	0	161	161	161
Other	0	0	0	0	0	0	0	0
Total	144	16	160	18	3	222	243	403

Table A9: Salary ranges by classification level at 30 June 2025

Classification	Minimum salary \$	Maximum salary \$
SES 3	N/A ¹¹	N/A ¹²
SES 2	332,800	332,800
SES 1	233,451	259,504
EL 2	147,011	184,449
EL 1	121,683	136,660
APS 6	105,907	115,583
APS 5	94,199	102,269
APS 4	86,019	91,824
APS 3	70,741	80,287
APS 2	59,520	68,219
APS 1	54,516	57,787
Other	-	-
Minimum/Maximum range	54,516	332,800

Table A10: Non-salary benefits 2025

Non-SES staff
Access to the Employee Assistance Provider
Car parking
Access to Individual Flexibility Arrangements
Influenza vaccinations
Study assistance
Contributions to relevant professional memberships
SES staff
All of the above
Airline lounge memberships

11 SES remuneration is determined on an individual basis. We did not have any SES 3's during the reporting period therefore a salary range is unavailable.

12 Ibid.

Table A11: Remuneration for key management personnel during 2024–25

Key management personnel are included in the table below if they are the permanent incumbent in the role or have acted in the position for 6 months or more during the reporting period. In the notes to the financial statements (Note 6.2 key management personnel remuneration), Sport Integrity Australia disclosed \$1.679 million in total KMP remuneration during 2024–25. In accordance with the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule), this information is disaggregated as follows:

Name	Position title	Base salary ¹⁴	Short term benefits \$		Post-employment benefits \$ Superannuation contributions	Other long-term benefits \$		Termination benefits \$ ¹³	Total remuneration \$
			Bonuses	Other benefits and allowances		Long service leave	Other long-term benefits		
David Sharpe	Chief Executive Officer (former)	57,015	0	0	6,305	62,286	0	0	125,606
Sarah Benson	Chief Executive Officer (current)	427,996	0	0	64,231	19,193	0	0	511,420
Luke McCann	Deputy CEO Strategy, International Policy & Corporate	340,932	0	0	50,288	13,538	0	0	404,758
Paul Oliver	a/g Deputy CEO Safety in Sport	279,528	0	4,503	37,443	5,819	0	0	327,293
Patrick Johnson	Culture and Safety Advisor	291,539	0	0	16,241	1,730	0	0	309,510

¹³ No termination payments were made to key management personnel during 2024–25.

¹⁴ Base salary includes higher duties allowances and total leave accruals.

Table A12: Remuneration for other highly paid staff during 2024-25

Remuneration band \$	Number of other highly paid staff	Short term benefits \$			Post-employment benefits \$	Other long term benefits \$		Termination benefits \$	Total remuneration \$
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long term benefits	Average termination benefits	Average total remuneration
295,001 – 320,000	1	229,958	0	0	42,796	10,219	0	0	282,973

Table A13: Remuneration for senior executives during 2024-25

Total remuneration bands \$	Number of senior executives ¹⁵	Short term benefits \$			Post-employment benefits \$	Other long-term benefits \$		Termination benefits \$	Total remuneration \$
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
0 – 220,000	1	\$95,993	0	0	18,045	8,464	0	0	122,502
270,001 – 295,000	1	229,958	0	0	42,796	10,219	0	0	282,973

15 Any employee who held a substantive senior executive or equivalent position during 2024-25 is represented as one. This excludes those executives who have been disclosed in Table A11.

APPENDIX B:

DOPING CONTROL STATISTICS AND DISCLOSURE NOTICES

Table B1: Doping control statistics¹⁶

Sport	Tests completed ¹⁷	Sport	Tests completed ¹⁷	Sport	Tests completed ¹⁷
Archery	11	Lifesaving	98	Rugby Union	341
Artistic Swimming	17	Mixed Martial Arts	1	Sailing	18
Athletics	413	Modern Pentathlon	14	Shooting	30
Australian Rules Football	317	Motorcycle Racing	31	Skateboarding	10
Automobile Sports	18	Muay Thai	3	Skating	10
Badminton	13	Netball	64	Skiing	40
Baseball	26	Para-Football	11	Softball	16
Basketball	195	Para-Rowing	7	Sport Climbing	30
Biathlon	10	Para-Shooting	6	Squash	12
Bobsleigh	3	Para-Alpine Skiing	3	Sumo	1
Boxing	52	Para-Archery	7	Surfing	6
Canoe	95	Para-Athletics	67	Swimming	240
Cricket	114	Para-Badminton	8	Table Tennis	14
Cycling	412	Para-Canoe	17	Taekwondo	20
Diving	23	Para-Climbing	3	Tennis	398
Equestrian	18	Para-Cycling	41	Triathlon	175
Fencing	6	Para-Equestrian	4	Volleyball	74
Field Hockey	95	Para-Powerlifting	7	Water Polo	59
Flag Football	8	Para-Snowboard	3	Weightlifting	121
Football	313	Para-Swimming	121	Wheelchair Basketball	23
Golf	20	Para-Table Tennis	6	Wheelchair Rugby	26
Gymnastics	19	Para-Taekwondo	4	Wheelchair Tennis	2
Ice Hockey	32	Para-Triathlon	30	Wrestling	26
Ice Racing	6	Powerlifting	27	Total	5316
Judo	29	Rowing	89		
Karate	26	Rugby League	658		
Lacrosse	3				

¹⁶ These statistics represent only the testing conducted under our authority. They do not represent the full extent of doping control tests conducted on Australian athletes. We work closely to coordinate our program with other International Federations and organisations such as the International Testing Agency who also have the authority to conduct testing on Australian athletes.

¹⁷ Number reflects the number of times we have notified and collected a sample(s) from an athlete. For each test collected, single or multiple samples (e.g. blood and urine) may have been collected and analysed. This is counted as one test in the above calculations.

Table B2: Disclosure notices

The information in the table below reflects data relevant to the administration of the National Anti-Doping Program and does not include delivery of our broader integrity capability.

Description	2024–25 outcome
Number of disclosure notices (DNs) given in the financial year	• Total number of DNs issued: 33 • Number of people interviewed: 8¹⁸ • Number of DNs: - for interview: 15 - to provide information: 7 - to produce documents or things: 11 - served: 26 - not served: 7¹⁹ - not complied with: 3 • Number of replacement DNs: 7
The number of proceedings for contraventions of section 13C of the <i>Sport Integrity Australia Act 2020</i> (failure to comply with DN) that were commenced or concluded in the financial year	Nil.
The number of proceedings concluded in the financial year in which a person was ordered to pay a civil penalty for contravening section 13C of the <i>Sport Integrity Australia Act 2020</i>	Nil.

¹⁸ 5 x replacement DNs due to date changes, one unserved DN and one withdrawn resulting in 8 people from 15 issued DNs

¹⁹ 4 x DNs unserved and withdrawn and 3 x DNs unable to be served and replacements issued to allow for compliance with statutory timeframes

APPENDIX C:

ENTITY RESOURCE STATEMENT AND EXPENSES BY OUTCOME

Table C1: Entity resource statement

	Current available appropriation (a)	Payments made (b)	Balance remaining (a)-(b)
	\$'000	\$'000	\$'000
Departmental			
Annual appropriations – ordinary annual services ¹	48,973	35,186	13,788
Prior year appropriations available – ordinary annual services ²	8,626	8,626	-
Total departmental annual appropriations	57,600	43,812	13,788
Total departmental resourcing	57,600	43,812	13,788
Administered			
Annual appropriations – ordinary annual services ³	4,684	1,800	2,884
Total administered annual appropriations	4,684	1,800	2,884
Total administered resourcing	4,684	1,800	2,884
Total resourcing and payments for Sport Integrity Australia	62,284	45,612	16,674

1 Appropriation Act (No.1) – Operating 2024–25, Appropriation Act (No.1) – Departmental Capital Budget (DCB) 2024–25. Also include PGPA Act section 74 receipts.

2 Appropriation Act (No.1 & 3) – Operating 2023–24, Appropriation Act (No.3) – Departmental Capital Budget (DCB) 2023–24.

3 Appropriation Act (No. 1) – Operating 2024–25.

Table C2: Expenses for Outcome 1

OUTCOME 1: Protection of the integrity of Australian sport and the health and welfare of those who participate in sport through the coordination of a national approach to all sports integrity matters.	Budget 2024–25 \$'000 (a)	Actual expenses 2024–25 \$'000 (b)	Variation 2024–25 \$'000 (a) – (b)
Program 1.1: Sport Integrity			
Administered expenses			
Ordinary annual services (Appropriation Act No. 1)	4,684	2,142	2,542
Administered total	4,684	2,142	2,542
Departmental expenses			
Departmental appropriation	43,929	40,633	3,296
s74 External Revenue ¹	1,800	1,874	(74)
Expenses not requiring appropriation in the Budget year ²	6,575	8,750	(2,175)
Departmental total	52,304	51,257	1,047
Total expenses for Program 1.1	56,988	53,399	3,589
Total expenses for Outcome 1	56,988	53,399	3,589
Average staffing level (number)	178	193	(15)

1 Estimated expenses incurred in relation to receipts retained under section 74 of the PGPA Act 2013.

2 Expenses not requiring appropriation in the Budget year are made up of depreciation expenses, amortisation expenses, audit fees and resources received free of charge from service providers.

APPENDIX D: ERRORS AND OMISSIONS

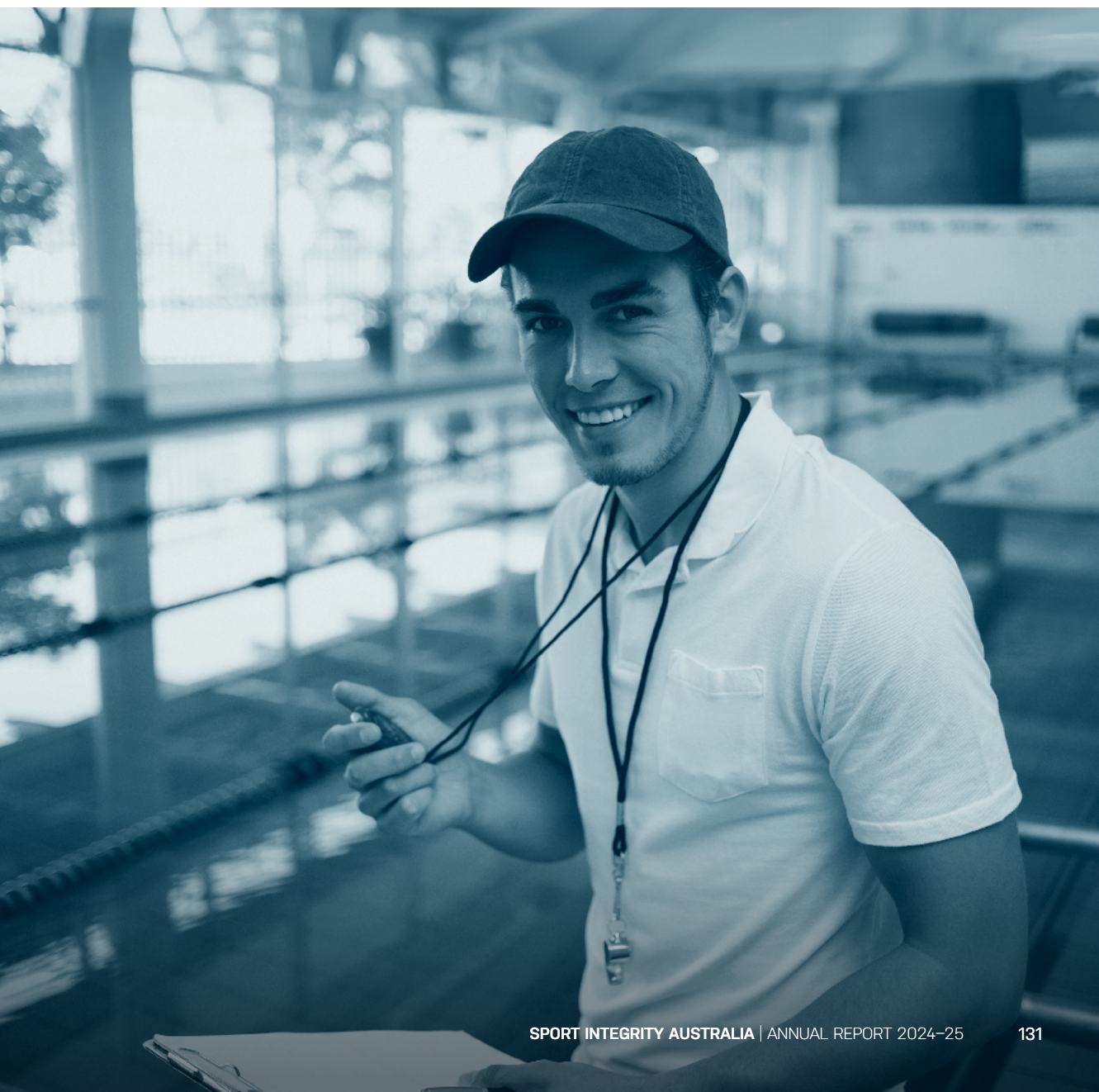
This appendix provides correction of material errors in the 2023–24 Annual Report in accordance with paragraph 17AH(1)(e) of the Public Governance, Performance and Accountability Rule 2014.

On page 124, Table A5a: Employment type by location at 30 June 2024, contained incorrect statistics in the Totals column. The corrected table is provided below.

Table A5a: Employment type by location at 30 June 2024

State/territory	Ongoing	Non-ongoing	Casual	Total
New South Wales	7	1	46	54
Queensland	8	0	58	66
South Australia	0	0	22	22
Tasmania	0	0	14	14
Victoria	6	1	36	43
Western Australia	0	0	21	21
Australian Capital Territory	139	19	25	183
Northern Territory	0	0	0	0
External Territories	0	0	0	0
Overseas	0	0	0	0
Total	160	21	222	403

NAVIGATION AIDS



LIST OF REQUIREMENTS

The list below outlines compliance with key annual performance reporting information, as required in section 17AJ(d) of the Public Governance, Performance and Accountability Rule 2014.

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AD(g)	Letter of transmittal			
17AI	Letter of transmittal	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory	9
17AD(h)	Aids to access			
17AJ(a)	Contents	Table of contents (print only).	Mandatory	ii
17AJ(b)	Index	Alphabetical index (print only).	Mandatory	146
17AJ(c)	Glossary	Glossary of abbreviations and acronyms.	Mandatory	144
17AJ(d)	List of requirements	List of requirements.	Mandatory	132
17AJ(e)	About this report	Details of contact officer.	Mandatory	10
17AJ(f)	About this report	Entity's website address.	Mandatory	10
17AJ(g)	About this report	Electronic address of report.	Mandatory	10
17AD(a)	Review by accountable authority			
17AD(a)	CEO message	A review by the accountable authority of the entity.	Mandatory	4
17AD(b)	Overview of the entity			
17AE(1)(a)(i)	Our role and functions	A description of the role and functions of the entity.	Mandatory	14
17AE(1)(a)(ii)	Our organisational structure	A description of the organisational structure of the entity.	Mandatory	16

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AE(1)(a)(iii)	Our role and functions	A description of the outcomes and programs administered by the entity.	Mandatory	16
17AE(1)(a)(iv)	2023–24 at a glance	A description of the purposes of the entity as included in corporate plan.	Mandatory	6
17AE(1)(aa)(i)	Our role and functions	Name of the accountable authority or each member of the accountable authority.	Mandatory	16
17AE(1)(aa)(ii)	Our role and functions	Position title of the accountable authority or each member of the accountable authority.	Mandatory	16
17AE(1)(aa)(iii)	Our executive	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory	55
17AE(1)(b)	N/A	An outline of the structure of the portfolio of the entity.	Portfolio departments – mandatory	N/A
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, mandatory	N/A
17AD(c)	Report on the performance of the entity			
	Annual Performance Statements			
17AD(c)(i); 16F	Annual Performance Statement	Annual Performance Statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	29
17AD(c)(ii)	Report on financial performance			
17AF(1)(a)	Financial Statements	A discussion and analysis of the entity's financial performance.	Mandatory	83

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AF(1)(b)	Entity resource statement and expenses by outcome	A table summarising the total resources and total payments of the entity.	Mandatory	127
17AF(2)	Financial Statements	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	69
17AD(d)	Management and accountability			
	Corporate governance			
17AG(2)(a)	Letter of transmittal	Information on compliance with section 10 (fraud systems).	Mandatory	9
17AG(2)(b)(i)	Letter of transmittal	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	9
17AG(2)(b)(ii)	Letter of transmittal	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory	9
17AG(2)(b)(iii)	Letter of transmittal	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory	9
17AG(2)(c)	Corporate governance	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	46

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(2)(d)–(e)	Corporate governance	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to noncompliance with Finance law and action taken to remedy noncompliance.	If applicable, mandatory	52
Audit committee				
17AG(2A)(a)	Corporate governance	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory	47
17AG(2A)(b)	Corporate governance	The name of each member of the entity's audit committee.	Mandatory	49
17AG(2A)(c)	Corporate governance	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	49
17AG(2A)(d)	Corporate governance	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	49
17AG(2A)(e)	Corporate governance	The remuneration of each member of the entity's audit committee.	Mandatory	49
External scrutiny				
17AG(3)	External scrutiny and compliance	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	67
17AG(3)(a)	External scrutiny and compliance	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	67

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(3)(b)	External scrutiny and compliance	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, mandatory	67
17AG(3)(c)	External scrutiny and compliance	Information on any capability reviews on the entity that were released during the period.	If applicable, mandatory	67
Management of human resources				
17AG(4)(a)	People	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	55
17AG(4)(aa)	People and workforce statistics	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees (b) statistics on part-time employees (c) statistics on gender (d) statistics on staff location.	Mandatory	109
17AG(4)(b)	People and workforce statistics	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: - Statistics on staffing classification level - Statistics on fulltime employees - Statistics on parttime employees - Statistics on gender - Statistics on staff location - Statistics on employees who identify as Indigenous.	Mandatory	109

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(4)(c)	People and workforce statistics	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	57 109
17AG(4)(c)(i)	Workforce statistics	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	119
17AG(4)(c)(ii)	Workforce statistics	The salary ranges available for APS employees by classification level.	Mandatory	122
17AG(4)(c)(iii)	Workforce statistics	A description of non-salary benefits provided to employees.	Mandatory	122
17AG(4)(d)(i)	People	Information on the number of employees at each classification level who received performance pay.	If applicable, mandatory	58
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, mandatory	N/A
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, mandatory	N/A
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, mandatory	N/A
Assets management				
17AG(5)	Financial and property management	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, mandatory	60
Purchasing				
17AG(6)	Financial and property management	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory	61

PGPA Rule Reference	Part of Report	Description	Requirement	Page
Reportable consultancy contracts				
17AG(7)(a)	Financial and property management	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	62
17AG(7)(b)	Financial and property management	A statement that <i>"During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]"</i> .	Mandatory	62
17AG(7)(c)	Financial and property management	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	61
17AG(7)(d)	Financial and property management	A statement that <i>"Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website"</i> .	Mandatory	62

PGPA Rule Reference	Part of Report	Description	Requirement	Page
Reportable non-consultancy contracts				
17AG(7A)(a)	Financial and property management	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	63
17AG(7A)(b)	Financial and property management	A statement that <i>"Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website"</i> .	Mandatory	62
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts			
17AGA	Financial and property management	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	62 63
Australian National Audit Office Access Clauses				
17AG(8)	Financial and property management	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	63

PGPA Rule Reference	Part of Report	Description	Requirement	Page
Exempt contracts				
17AG(9)	Financial and property management	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	63
Small business				
17AG(10)(a)	Financial and property management	A statement that <i>"[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website"</i> .	Mandatory	61
17AG(10)(b)	Financial and property management	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	61
17AG(10)(c)	N/A	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that <i>"[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website"</i> .	If applicable, mandatory	N/A

PGPA Rule Reference	Part of Report	Description	Requirement	Page
Financial Statements				
17AD(e)	Financial Statements	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	69
Executive Remuneration				
17AD(da)	People and workforce statistics	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 23 of the Rule.	Mandatory	58 123
17AD(f)	Other Mandatory Information			
17AH(1)(a)(i)	Financial and property management	If the entity conducted advertising campaigns, a statement that <i>"During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website"</i> .	If applicable, mandatory	N/A
17AH(1)(a)(ii)	N/A	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, mandatory	64
17AH(1)(b)	Financial and property management	<i>A statement that "Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website]"</i> .	If applicable, mandatory	64
17AH(1)(c)	People	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	58
17AH(1)(d)	External Scrutiny	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	67

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AH(1)(e)	Errors and omissions	Correction of material errors in previous annual report.	If applicable, mandatory	129
17AH(2)	Management and accountability and appendices.	Information required by other legislation.	Mandatory	47 105

ACRONYMS AND ABBREVIATIONS

AAG	Athlete Advisory Group
AFL	Australian Football League
AFP	Australian Federal Police
ANAO	Australian National Audit Office
APS	Australian Public Service
APSC	Australian Public Service Commission
ASC	Australian Sports Commission
ASDMAC	Australian Sports Drug Medical Advisory Committee
CEO	Chief Executive Officer
Deputy CEO	Deputy Chief Executive Officer
DN	Disclosure notice
EL	Executive Level
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
FOI	Freedom of Information
FOI Act	<i>Freedom of Information Act 1982</i>
ICT	Information and Communications Technology
INTERPOL	International Criminal Police Organization
IPS	Information Publication Scheme
MOU	Memorandum of Understanding
NADO	National Anti-Doping Organisation
NIF	National Integrity Framework
NIM	National Integrity Manager
NSO	National Sporting Organisation
NSOD	National Sporting Organisation for People with Disability
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	Public Governance, Performance and Accountability Rule 2014
RMC	Risk Management Committee
SES	Senior Executive Service
TUE	Therapeutic Use Exemption
UNESCO	The United Nations Educational, Scientific and Cultural Organisation
WADA	World Anti-Doping Agency
WCC	Workplace Consultative Committee
WHS	Work Health and Safety
WHSC	Work Health and Safety Committee

GLOSSARY

Anti-doping organisation

A World Anti-Doping Code signatory that is responsible for adopting rules for initiating, implementing or enforcing any part of the doping control process. This includes the International Olympic Committee, the International Paralympic Committee, other major event organisations that conduct testing at their events, WADA, international federations and national anti-doping organisations.

APS employee

A person engaged under section 22 of the *Public Service Act 1999* or a person who is engaged as an Australian Public Service (APS) employee under section 72 of the same Act.

Athlete

As defined in the *Sport Integrity Australia Act 2020*, an 'athlete' means a person a) who competes in sport or who has at any time in the last 6 months competed in sport; and b) who is subject to the National Anti-Doping Scheme.

Corporate Plan

A Commonwealth entity's primary planning document. It provides Parliament, the public and stakeholders with an understanding of the purposes of an entity, its objectives, functions or role. It sets out how the entity undertakes its key activities and role and how it will measure performance in achieving its purposes.

Doping control

All steps and processes from test distribution planning through to the conclusion of any appeal, including all steps and processes in between, such as provision of whereabouts information, sample collection and handling, laboratory analysis, Therapeutic Use Exemptions, results management and hearings.

International Standards

Six standards adopted by WADA in support of the World Anti-Doping Code: the Prohibited List, the International Standard for Testing and Investigations, the International Standard for Laboratories, the International Standard for Therapeutic Use Exemptions (TUEs), the International Standard for the Protection of Privacy and Personal Information and the International Standard for Code Compliance by Signatories.

National Anti-Doping Organisation

The independent entity (or entities) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules and direct the collection of samples, management of test results and conduct of hearings.

National Integrity Framework

A set of policies all members of sports need to follow when it comes to their behaviour and conduct in sport.

National Sporting Organisation

The national governing body for the sport they represent in Australia.

National Sporting Organisation for People with Disability

The national governing body for the sport they represent in Australia.

Non-ongoing employee

A person engaged as an Australian Public Service (APS) employee under subsection 22(2)(b) or 22(2)(c) of the *Public Service Act 1999*.

Ongoing employee

A person engaged as an ongoing Australian Public Service employee under subsection 22(2)(a) of the *Public Service Act 1999*.

Operations

Functions, services and processes performed in pursuing the objectives or discharging the functions of an entity.

Outcomes

The results, impacts or consequences of actions by the Australian Government on the Australian community. These should be consistent with those listed in the entity's Portfolio Budget Statements and Portfolio Additional Estimates Statements.

Portfolio Budget Statements (PBS)

Statements prepared by portfolios to explain the budget appropriations in terms of outcomes and programs.

Programs

An activity or group of activities that deliver benefits, services or transfer payments to individuals, industry or business, or the community as a whole and are the primary vehicles for Australian Government entities to achieve the intended results of their outcome statements.

Testing

The parts of the doping control process involving test distribution planning, sample collection, sample handling and sample transport to the laboratory.

World Anti-Doping Code

The document that harmonises regulations regarding anti-doping in sport across all sports and all countries. It provides a framework for anti-doping policies, and rules and regulations for sport organisations and public authorities.

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