

2 DAY  
LOAN

AUSTRALIAN SPORTS DRUG AGENCY

# *Annual Report*

1999 – 2000



NATIONAL SPORT INFORMATION CENTRE  
AUSTRALIAN SPORTS COMMISSION  
LEVERRIER STREET  
BRUCE A.C.T. 2617  
AUSTRALIA

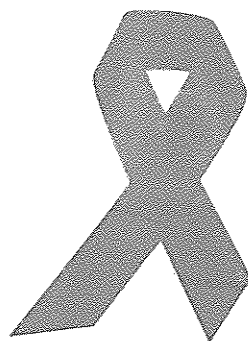
31 JAN 2001



AUSTRALIAN SPORTS DRUG AGENCY

*Annual Report*

1999 – 2000



**Australian Sports Drug Agency**

1999-2000 Annual Report

Canberra

© Commonwealth of Australia

ISSN 1037-378

This work is copyright. Apart from any use permitted under the Copyright Act 1968, no part may be reproduced by any process without prior written permission from the Australian Sports Drug Agency. Requests and inquiries concerning reproduction and rights should be directed to the Communications Manager, Australian Sports Drug Agency, PO Box 345, Curtin ACT 2605.

Inquiries regarding the agency and its operations should be addressed to:

Australian Sports Drug Agency

PO Box 345

Curtin ACT 2605

Phone: +61 (02) 6206 0200

Fax: +61 (02) 6206 0201

Email: [rdt@asda.org.au](mailto:rdt@asda.org.au)

Home page: [www.asda.org.au](http://www.asda.org.au)

This annual report is available at [www.asda.org.au](http://www.asda.org.au)

Design and layout by Brown & Co

Printed by Paragon Printers Australasia



The Hon Jackie Kelly MP  
Minister for Sport and Tourism  
Parliament House  
Canberra ACT 2600

My dear Minister

The Australian Sports Drug Agency is pleased to present its annual report for the year ending 30 June 2000. The report was prepared according to the requirements of section 63(M) of the Audit Act 1901 as required by section 54 and 63 of the Australian Sports Drug Agency Act 1990.

Yours sincerely

Brian Sando  
Chair  
Australian Sports Drug Agency  
31 October 2000

Australian Sports Drug Agency PO Box 345 Curtin ACT 2605  
Phone: +61 (0)2 6206 0200 Fax: +61 (0)2 6206 0201  
Email: [rdt@asda.org.au](mailto:rdt@asda.org.au) Internet: [www.asda.org.au](http://www.asda.org.au)



---

## Table of contents

Abbreviations	vii
<b>1. Australian Sports Drug Agency</b>	<b>1</b>
Purpose	1
Strategic direction	1
Key result areas	1
<b>2. ASDA highlights</b>	<b>2</b>
<b>3. Chairperson's summary</b>	<b>3</b>
<b>4. Corporate governance</b>	<b>6</b>
Constitution	6
Board Members	6
Accountability arrangements	8
Reporting Style	10
Ethical Standards of behaviour	10
Probity Audit	11
Athletes Rights	11
Regulatory compliance	12
Issues management	12
Corporate structure	13
<b>5. Critical success factors</b>	<b>14</b>
Quality of products and services	14
Communication	20
Client focus	24
Strategic alliances	27
Accountability	32
Staff partnerships	35
<b>6. Strategic breakthrough issues</b>	<b>40</b>
Enhance the credibility and affordability of our drug testing service	40
Grow the business to achieve a sustainable economic future	43
Invest in our people to build a dynamic, innovative and client focused organisation	45
Play a leading role in the development of drugs-in-sport policy in Australia	47
<b>7. Australian Sports Drug Medical Advisory Committee</b>	<b>49</b>
ASDMAC financial report	51

<b>8. Appendices</b>	52
Appendix A — Powers of the Minister under the ASDA Act	52
Appendix B — The objects, functions and powers of the agency as specified in the ASDA Act	53
Appendix C — Financial statements	55
Appendix D — Drug testing for 1999-2000	99
Appendix E — Olympic Movement Anti-Doping Code	107
Appendix F — Laboratories for doping control analyses accredited by the International Olympic Committee	112
Appendix G — Register of Notifiable Events	120
Appendix H — International List of Incidences	124
Appendix I — International anti-doping and drug testing agreements	125

## Tables

Table 1 — Relationship between old program structure and the new outcome structure	9
Table 2 — Strategic planning/outputs matrix	10
Table 3 — Quality of products and services performance indicators	14
Table 4 — Communication performance indicators	20
Table 5 — Client focus performance indicators	24
Table 6 — Strategic alliance performance indicators	28
Table 7 — Accountability performance indicators	32
Table 8 — Staff partnership performance indicators	35
Table 9 — Enhance the credibility and affordability of our drug testing service milestones	40
Table 10 — Grow the business milestones	43
Table 11 — Invest in our people to build a dynamic, innovative and client focused organisation milestones	45
Table 12 — Play a leading role in the development of drugs-in-sport policy in Australia	47

## Figures

Figure 1 — ASDA corporate structure	13
Figure 2 — <i>Drugs in Sport Handbook</i> , Wallet Card and Drugs in Sport Hotline comparative for 1998-1999 to 1999-2000	21
Figure 3 — External client satisfaction	25
Figure 4 — Staffing numbers, classifications and genders	37
Figure 5 — Staffing employment breakdown	38

---

## Abbreviations

AAT	Administrative Appeals Tribunal
ACS	Australian Customs Service
AFL	Australian Football League
AOC	Australian Olympic Committee
AQA	Australian Quality Awards
ARU	Australian Rugby Union
ASC	Australian Sports Commission
ASDA	Australian Sports Drug Agency
ASDTL	Australian Sports Drug Testing Laboratory
ASDMAC	Australian Sports Drug Medical Advisory Committee
CC	Consultative Committee
DCO	Drug Control Officer
DFSC	Drug Free Sport Consortium
DOFA	Department of Finance and Administration
DTT	Deloitte Touche Tohmatsu
EPO	Erythropoietin
IADA	International Anti-Doping Arrangement
IOC	International Olympic Committee
IPT2	International Project Team 2
ISDC	International Standard for Doping Control
ISO	International Standards Organisation
NRL	National Rugby League
NSWRL	New South Wales Rugby League
QRL	Queensland Rugby League
RNE	Register of Notifiable Events
SANFL	South Australian National Football League
SMA	Sports Medicine Australia
SMT	Senior Management Team
SOCOG	Sydney Organising Committee for the Olympic Games
SSO	Sport Service Officer
TGA	Therapeutic Goods Administration
UCI	Union Cycliste Internationale (International Cycling Federation)
WADA	World Anti Doping Agency

## 1. AUSTRALIAN SPORTS DRUG AGENCY

The Australian Sports Drug Agency (ASDA) plays a leading role, within the Australian and international sports communities. It has substantially achieved its vision to be the leading drug testing agency in the world through international recognition of its sound and innovative anti-doping initiatives.

In its ten years of operations, the agency has developed a world class program and is delivering its services and expertise to key international clients such as the World Anti-Doping Agency (WADA).

The agency is a Commonwealth statutory authority within the Commonwealth Government's Industry, Science and Resources portfolio under the *Australian Sports Drug Agency Act 1990* (ASDA Act).

### Purpose

ASDA is the custodian of Australia's anti-doping program.

The agency strives for drug-free Australian and international sport and provides the sporting community with a credible and effective anti-doping program. The program's objectives are to:

- deter the use of drugs or doping methods in sport;
- facilitate the safety of participants in sporting competitions;
- encourage the development of programs to educate the sporting community about matters relating to the use of drugs in sport;

- advocate the international adoption of consistent and effective anti-doping programs; and
- coordinate the development of a consistent and effective national response to matters relating to the use of drugs in sport.

### Strategic direction

The agency positions itself to operate in a global sports environment through the delivery of an independent, high quality and cost-effective anti-doping program.

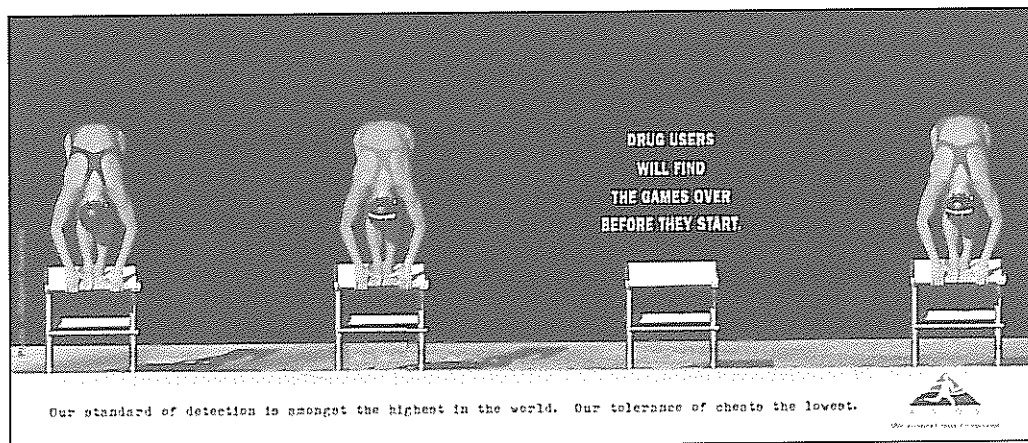
### Key result areas

A number of key strategic objectives were developed as part of the business planning process for the period 1998-2001:

- Achievement of third party International Standards Organisation (ISO) accreditation of drug testing services;
- Cost minimisation and increasing productivity;
- Implementation of enabling information technology (IT) infrastructure;
- Integration of business planning with the performance management system; and
- Increased flexibility and responsiveness through legislative amendments.

## 2. ASDA HIGHLIGHTS

- The deterrent effect of the national anti-doping program remained high with 84 percent of athletes believing it deterred use of banned drugs.
- A 37 percent increase in government-funded testing program, with increased out-of-competition focus, to ensure comprehensive coverage of Australian athletes training and competing for places on the Olympic and Paralympic teams.
- Implementation of the Field Staff Review including replacement of casual positions with full-time positions to enable the agency to conduct testing anytime, any place and improve capacity to deliver its increased testing program.
- Delivery of the *True Champions* campaign to approximately 1,800 Australian athletes training and competing for places on the Olympic and Paralympic teams.
- Support for the training of the Sydney Organising Committee for the Olympic Games (SOCOG) 150 doping control volunteers and the conduct of SOCOG's test event program that began in September 1998.
- Twenty-five international anti-doping arrangements secured or maintained to support increased testing in the lead-up to the Sydney Games.
- Amended ASDA legislation to provide the agency with increased flexibility to meet the changing anti-doping environment.
- Development and implementation of a process management framework and self-directed work team arrangements.
- Certification of business systems under ISO 9002 and the International Standard for Doping Control (ISDC)-one of only two drug testing authorities worldwide to achieve accreditation against the full scope of the ISDC.



### 3. CHAIRPERSON'S SUMMARY



Brian Sando,  
Chairperson

The spotlight of public opinion and the hopes of the global sporting community were firmly placed on Australia's ability to successfully stage the 2000 Sydney Games. Consequently

the Commonwealth Government has made a serious commitment to ensure the success of the Olympic and Paralympic Games.

For doping — the most serious problem facing sport today — this commitment was demonstrated through the development and implementation of the Government's *Tough on Drugs in Sport* strategy.

In its 10th year of operations, ASDA set out to deliver a world class anti doping program as part of Australia's commitment to a fair go for clean athletes.

As part of the *Tough on Drugs in Sport* strategy, ASDA led by example with increased drug testing, a sophisticated deterrence education campaign, greater international cooperation and best practice in doping control recognised at the international level.

#### **Drug testing**

ASDA achieved its target for government funded drug tests by conducting 3,321 against a planned 3,300. This was an outstanding result with the agency increasing last year's government-funded testing figure by 37 percent.

Included in this testing program was comprehensive coverage of the Australian Olympic and Paralympic teams.

The review of field staff enhanced ASDA's promise to Australian sport that athletes would be tested anytime and any place. More full-time, accredited Drug Control Officers (DCOs) were employed to support the agency's increasing out-of-competition focus.

In addition to its government-funded operations, the agency continued to develop its focus on non-government revenue. In particular ASDA expanded its user-pays client base to a point that it derives approximately 25 percent of its revenue from sources other than the Federal Government. The agency also established itself as a service provider internationally with the successful bid of the Drug Free Sport Consortium (DFSC) — made up of anti-doping agencies from Australia, Canada and Norway — to conduct the WADA out-of-competition testing program.

#### **Education**

ASDA's *True Champions* deterrence campaign was an integral part of the agency's approach to maximise deterrence in the lead up to the Games.

As part of the campaign, athletes competing for places on the Australian Olympic and Paralympic teams were regularly provided with anti-doping information.

For those athletes committed to clean sport, they were reassured that ASDA was delivering on its commitment to do everything it could to support them. For athletes tempted to use banned drugs the message was equally clear — the risk of being caught was greater than ever before.

Athletes were also provided with *True Champions* ribbons and tattoos so that they could tangibly demonstrate their commitment to clean sport.

The *True Champions* campaign will continue in the lead-up to the Games to help ensure that the ethos of clean sport is effectively communicated to Australia's elite athletes.

### **Partnerships**

The agency continued to forge stronger links with the Australian Customs Service (ACS). This relationship, which allows information to be shared between the two organisations, considerably strengthened Australia's anti-doping framework.

ASDA continued to expand its relationships with foreign anti-doping bodies by signing 14 new anti-doping

agreements. These agreements help strengthen the international anti-doping framework and level the playing field for all athletes.

### **Best practice**

The agency achieved certification against the ISO 9002 and the ISDC- ISO PAS 18873. ASDA is one of just two national anti-doping organisations to achieve this certification — the international benchmark for doping control.

Certification against these standards provides athletes, coaches and officials with confidence that ASDA's systems and procedures are consistent with world's best practice. Furthermore the achievement of these standards, which required an independent external evaluation of the agency's drug testing system, illustrate ASDA is committed to the ideals of transparency and accountability.

### **Investing in ASDA people**

The introduction of process-oriented management and learning and development frameworks provided ASDA staff with more opportunities to enhance their skills and competence.

### **Advocacy**

ASDA, along with like-minded anti-doping bodies and sporting organisations, has strongly advocated for a number of key drug testing improvements in the lead up to the Sydney Games. In this pre-Olympic year, many of these changes have come to fruition.



ASDA and Australian Customs forged stronger links to help keep banned drugs out of sport.

The first key improvement was greater transparency and accountability in Olympic drug testing. The International Olympic Committee (IOC), for the first time ever, will invite an independent WADA observation team to witness the results management process at the Games.

Second was the introduction of the WADA worldwide out-of-competition testing program. This program will subject athletes from all 28 summer Olympic sporting federations to year round out-of-competition drug testing. As part of the DFSC, ASDA will provide drug-testing services for WADA.

Third was the introduction of pre-Games out-of-competition testing once the Olympic village opens on 2 September. This will be the first time that athletes will be subject to IOC sanctioned, out-of-competition testing before an Olympic Games. ASDA will contribute 200 government-funded tests to this initiative.

Fourth is the funding of research into blood testing procedures to detect illegal use of the banned hormone erythropoietin (EPO).

The fifth improvement was the introduction of a fully documented and transparent results management process for the Games.

These improvements are a credit to the sustained efforts of the agency in advocating and working to strengthen the Olympic and worldwide anti-doping framework.

### **Acknowledgements**

I would like to thank former Chair Diane Sias for her vision, hard work and dedication. Ms Sias stepped down from the ASDA Board following relocation to an overseas posting. I also thank all of ASDA's people for their outstanding efforts this year. I offer a warm welcome to new ASDA board member Liz Ellis (appointed 14 June 2000) and acknowledge the promotion of existing board member Sharon Buchanan to the position of Deputy Chair. I am sure that both Liz and Sharon will fulfill their roles with great initiative and enthusiasm.

In addition I recognise the firm commitment of the Federal Government and the Minister for Sport and Tourism, the Hon Jackie Kelly, to clean sport.

I would also like to offer encouragement to the *True Champion* athletes who achieve their best through hard work and dedication without using banned drugs — they are truly inspirational and ASDA will continue to support them in their future sporting endeavors.

Finally, the agency has done everything in its power to help ensure that Sydney 2000 will be the cleanest and most outstanding Olympics on record.

Bring on the Games!



Brian Sando  
Chairperson  
Australian Sports Drug Agency



### 3. CORPORATE GOVERNANCE

#### Constitution

Section 19(1) of the ASDA Act provides for the agency to consist of a Chairperson, a Deputy Chairperson, up to three other members who are appointed on a part-time basis and a full-time Chief Executive. All appointments to the ASDA board are eligible for re-appointment.

The board oversees the agency's implementation of its objects, functions and powers.

#### Board Members

As at 30 June 2000, membership of the ASDA board and the periods of appointment were as follows:

#### Chairperson

Dr Brian Sando  
06.03.1995 to 14.06.2002

#### Deputy Chair

Ms Sharon Buchanan  
18.02.1994 to 14.06.2001

#### Members

Mr John Landy  
17.03.1998 to 01.03.2002

Dr Andrew McLachlan  
07.03.1999 to 23.02.2001

Ms Liz Ellis  
14.06.2000 to 14.06.2002

#### Chief Executive

Ms Natalie Howson  
18.12.1995 to 17.12.2000



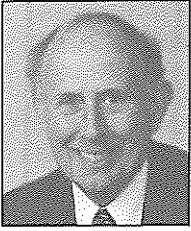
*Dr Brian Sando OAM*

Dr Brian Sando is a sports medicine practitioner and is also the Chairman of the Australian Olympic Committee (AOC) Medical Commission. Dr Sando has worked as a Senior Medical Director to the Australian Olympic team for the past four Olympic Games and is a former president of Sports Medicine Australia (SMA).

*Ms Sharon Buchanan OAM*

Ms Sharon Buchanan is an Australian Olympian and former captain of the highly successful Australian women's hockey team. Ms Buchanan has a comprehensive understanding of high-performance sport, health promotion and sports administration.





*Mr John Landy*

Mr John Landy dominated Australian middle-distance running from 1952 to 1956 and was a central figure in the much-publicised quest to break the four-minute mile. Mr Landy's diverse career includes scientific research, business administration and management.

*Dr Andrew McLachlan*

Dr Andrew McLachlan is a pharmacist, senior lecturer and research scientist with an interest in drug research and testing. Dr McLachlan is a consultant to the pharmaceutical industry and the Therapeutic Goods Administration (TGA).



*Ms Liz Ellis*

Ms Liz Ellis is a member of the Australian Netball team and an established lawyer. Ms Ellis has experience in sporting and legal issues.

*Ms Natalie Howson*

Ms Natalie Howson is the agency's Chief Executive. Ms Howson has qualifications in the fields of sports science and education. She is also a former teacher and drug education consultant. Ms Howson has worked in the anti-doping field for 10 years.



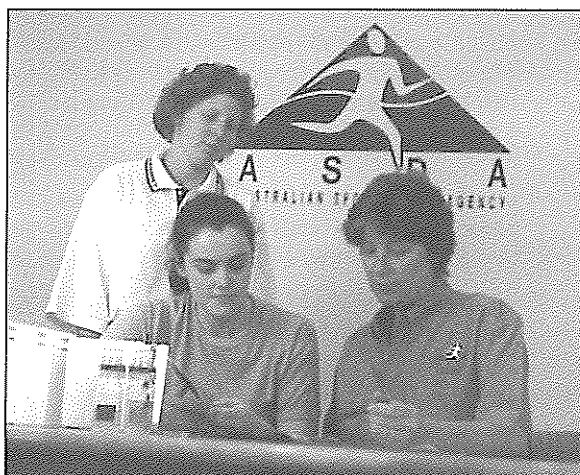
## Accountability arrangements

ASDA is prescribed by regulation to be a statutory authority for the purposes of the *Commonwealth Authorities and Companies Act 1997*.

The agency must prepare a strategic plan and operational plan, which is agreed between the responsible Minister (the Minister for Sport and Tourism, the Hon Jackie Kelly MP) and the agency. The powers of the Minister under the ASDA Act are set out in appendix A. The objects, powers and functions of the agency under the ASDA Act are set out in appendix B.

A strategic plan covering the period 1999-2001 was submitted to the Minister and addresses the following matters.

- a) Future direction (vision) is to be the leading drug testing agency in the world. ASDA should be the benchmark by which all drug testing authorities set their standards.
- b) Operating environment consideration (mission) is to
  - c) Strategic breakthrough issues (goals) to enhance the agency's capacity to realise its vision. These issues involve:
    - enhancing the credibility and affordability of drug testing services;
    - growing the business to achieve a sustainable economic future;
    - investing in our people to build a dynamic, innovative and client-focussed organisation; and
    - playing a leading role in the development of drugs-in-sport policy in Australia.
  - d) Critical success factors (objectives) to develop the agency's capability to fulfill its mission; these cover:
    - quality of products and services;
    - communication;
    - client focus;
    - strategic alliances;
    - accountability; and
    - staff partnerships.



ASDA's anti doping program allows Australian sport to deter athletes from banned doping practices.

e) Values (operating ethos) to guide the agency's decisions and client/stakeholder relations.

f) Financial targets and projections for the agency.

g) Non-financial performance measures for the agency.

A 1999-2000 Operational Plan consistent with the strategic plan was submitted to the Minister. The plan included:

- proposed projects and activities and allocated resources; and
- performance measures for monitoring and evaluation purposes.

The relationship between the agency's strategic plan and the required outputs are shown in table 2.

**Table 1 — Relationship between old program structure and the new outcome structure**

<b>Program Management Budgeting</b>	<b>Accrual Budgeting</b>
<b>Portfolio Program 11.0</b>	<b>Outcome 1</b>
Australian Sports Drug Agency	The Australian sporting community can deter athletes from using banned doping practices through the provision of a high quality independent and accessible anti-doping program, in order to preserve the value of sport.
<b>Subprograms</b>	<b>Outputs</b>
Nil	<b>OUTPUT 1.1:</b> Drug testing program
	<b>OUTPUT 1.2:</b> Education and information services
	<b>OUTPUT 1.3:</b> International advocacy
<b>Appropriations for program 11.0</b>	<b>Appropriations for Outcome 1</b>
<i>Appropriation Bill No 1</i>	<b>OUTCOME 1</b>
Division 389 — Australian Sports Drug Agency	Appropriation Bill 1
1. For expenditure under the ASDA Act	Departmental outputs: \$4.615 million

**Table 2 — Strategic planning/Outputs matrix**

<b>Strategic breakdown issue/critical success factor</b>	<b>Related output</b>
Enhancing the credibility and affordability of drug testing services	1.1
Growing the business to achieve a sustainable economic future	1.1; 1.2; 1.3
Investing in our people to build a dynamic, innovative and client-focussed organisation	1.1; 1.2; 1.3
Playing a leading role in the development of drugs-in-sport policy in Australia	1.1; 1.2
Quality of products and services	1.1; 1.2
Communication	1.2
Client focus	1.1; 1.2
Strategic alliances	1.1; 1.3
Accountability	1.1; 1.2; 1.3
Staff partnerships	1.1; 1.2; 1.3

### Reporting style

To provide a complete snapshot of its performance, the agency reports against each critical success factor and strategic breakthrough issue by addressing the following five dimensions.

- **Intent** — describes the agency's objectives in relation to the strategic breakthrough issue or critical success factor and the expected outcomes.
- **Approach** — describes the strategies and plans used to achieve the intent and how the approach is deployed throughout the agency.
- **Outcomes achieved** — describes the progress made towards achieving the intent. Data and information is

used to demonstrate the extent to which defined outcomes are realised.

- **Difficulties encountered** — describes the presence of any significant operating problems or performance shortfalls.
- **Proposed improvements** — describes what the agency intends to do to further improve outcomes.

### Ethical standards of behaviour

Division 4 of Part 3 of the *Commonwealth Authorities and Companies Act 1997* sets out the general duties of members, other officers and employees in regard to their conduct in running the business.

In addition, the agency formally adopted a set of values setting standards of behaviour applicable to all personnel. These values are included in all position profiles and all officers are required to accept these values as a condition of their employment.

### Probity audit

In June 2000 the ASDA Audit Committee determined that the agency would carry out an independent probity audit of its drug testing process. Three qualified organisations were invited to submit proposals to undertake the probity audit. After assessing the proposals the Audit Committee engaged Deloitte Touche Tohmatsu (DTT), an international company with proven probity audit competence. DTT presented their final report to ASDA management and the Audit Committee on 18 July 2000.

The report found that:

- ASDA's drug testing system has a high degree of independence;
- there is a high level of accountability in all aspects of ASDA's drug testing system;
- ASDA's drug testing system has a high degree of transparency;
- ASDA's test distribution planning process provided an independent and effective distribution of athlete tests and complied with Sections 2.1.1 – 2.1.5 of ISO/PAS 18873 (ISDC);
- the athlete selection process achieves the objective to detect and deter the use of banned substances and methods through an

independent and unpredictable selection process which complies with Section 2.2.1 – 2.2.10 of ISO/PAS 18873 (ISDC);

- the athlete notification process complies with Sections 2.2.1 – 2.2.15, 2.2.17 – 2.2.19 of ISO/PAS 18873 (ISDC); and
- that the agency complies with 3.1.5.1 – 3.1.5.9 of ISO/PAS 18873 (ISDC) regarding sample collection personnel.

The DTT report was provided to Minister Kelly for her information. The WADA observation team responsible for scrutinising the Australian drug testing system prior to the Sydney Games also examined the report.

### Athlete rights

The ASDA Act and related legislation enshrines athletes' rights to natural justice. This is evidenced by a statement within Section 15 of the ASDA Act that outlines the rights of competitors throughout the drug testing process.



*ASDA adheres to the rights of athletes throughout the drug testing process.*

## Regulatory compliance

The agency identifies and complies with applicable laws pertaining to its business and operations. This annual report takes into consideration:

- ASDA Act requirements; and
- *Commonwealth Authorities and Companies Orders 1998.*

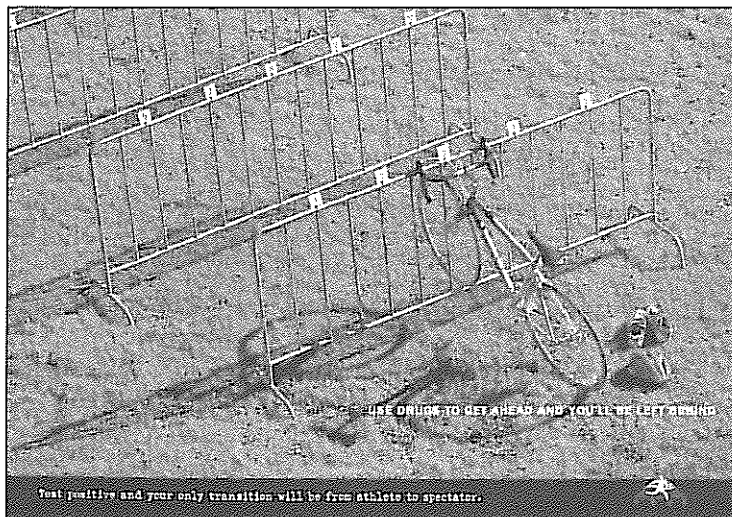
## Issues management

The agency's processes and procedures are conducted in a sensitive and increasingly litigious environment. ASDA has developed rigorous testing protocols to ensure that its activities meet stringent privacy and confidentiality requirements and are legally robust.

There were no privacy or confidentiality breaches. Two appeals to the Administrative Appeals Tribunal (AAT) were lodged. Neither appeal was upheld.

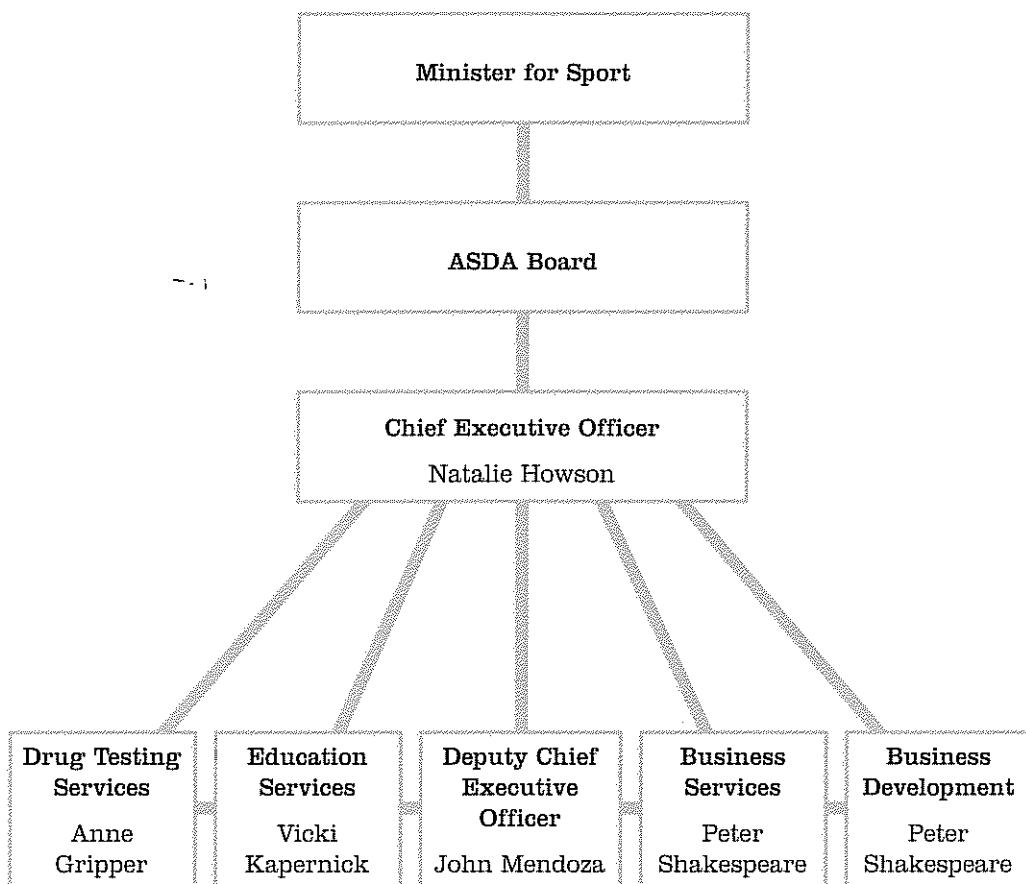
Major issues management initiatives for the period included:

- development of process management framework including documentation of drug testing and business service processes;
- achievement of third party ISO accreditation of drug testing services;
- development of improved information technology infrastructure to improve test planning and management;
- implementation of initiatives to improve field staff operations and safety;
- achievement of Y2k compliance; and
- GST compliance.



## Corporate structure

Figure 1 — ASDA corporate structure





## 4. CRITICAL SUCCESS FACTORS

### Quality of products and services

#### *Intent*

The agency aims to provide quality products and services that maintain the deterrent effect of its drug testing and education services.

#### *Approach*

Maximum deterrence is achieved through the delivery of a comprehensive anti-doping program, which includes:

- random, no-notice, out-of-competition testing at a level which creates the perception in the target athlete communities that they are likely to be tested in the immediate future and at a time when they are most likely to be using a banned substance;
- drug education that enables athletes to make informed decisions;

- publicity and visibility of the testing to maintain effectiveness;
- analysis methods that detect the majority of banned substances and are unlikely to result in a false positive finding;
- information services that build the legitimacy of the drug testing program;
- penalties (sanctions and other consequences such as media publicity, financial loss and social disapproval) which are severe relative to the potential benefits gained; and
- testing procedures that comply with requirements of the ASDA Act.

#### *Outcomes achieved*

Outcomes achieved addressed the defined performance indicators and targets contained in table 3.

**Table 3 — Quality of products and services performance indicators**

Performance indicators	Targets	Outcome achieved
Athletes perceive deterrent effect from ASDA programs	80 %	84 %
Athletes believe they will be tested in next twelve months	80 %	91 %
Government-funded tests conducted vs tests planned per quarterly plan	+/- 7%	+1%
Drug test cost reduction	5%	N/A

### *Athletes perceive deterrent effect from ASDA programs*

The deterrent effect perceived by athletes remained high at 84 percent (85 percent in 1998-99). This is an excellent result in view of the increased pressure on athletes to qualify for places on the Olympic and Paralympic teams and the increased publicity of drugs in sport issues due to Australia hosting the Games.

The Australian Olympic and Paralympic teams competing at the Sydney Games will be the biggest ever. Athletes competing for places on these teams were targeted for more out-of-competition testing in the lead-up to the Sydney Games than any previous Olympics. Particular emphasis was placed on out-of-competition testing of likely members of both squads.

ASDA strengthened its test distribution plan with:

- a 25 percent increase in government-funded tests with the majority intended for athletes competing for places on the Australian Olympic and Paralympic teams. Approximately 4,500 government-funded tests are planned for the 15 months from July 1999 to September 2000;
- 3,321 government-funded tests conducted in the 1999-2000 financial year (compared to 2,421 in 1998-1999); and
- a 25 percent increase in no-notice testing substantially achieved. The agency's emphasis on out-of-competition testing continued with 70 percent of tests on high priority sports conducted out-of-competition.

Recommendations arising from the Field Staff Review conducted in March 1999 were implemented. The replacement of casual field positions with full-time DCOs enabled the agency to conduct testing anytime, any place and thus improve capacity to deliver a more demanding, out-of-competition drug testing program.

Five State Coordinator positions were established to improve the communication and management of testing and education services. ASDA redefined positions for officers already based in major centres around Australia to increase their responsibility for field staff and field activity.

Testing and education services were promoted through the *True Champions* campaign. This campaign, launched in May 1999, featured a series of direct mail packages sent to approximately 1,800 elite athletes training and competing for places on the Olympic and Paralympic teams. The direct mail content emphasised the anti-doping initiatives that combined to maximise the deterrent effect of the national anti-doping program. These athletes were directly informed of the Government's *Tough on Drugs in Sport* activities such as:

- increased out-of-competition drug testing, nationally and internationally;
- developments in research for the detection of banned substances;
- strengthening of penalties relating to the prohibited import of banned substances; and
- developing international commitment to anti-doping.

The agency cooperated with the Australian Sports Drug Testing Laboratory (ASDTL) and ACS to promote improvements to the national anti-doping program such as:

- ASDA's new sample collection equipment (Berlinger);



ASDA's new Berlinger sample collection equipment

- ASDTL's analytical capacity including research achievements in detecting EPO and testosterone;
- ACS's role in reducing the supply of banned substances.

In particular, the three organisations held a media open day in July 1999 to increase awareness of Australia's whole of government response — *Tough on Drugs in Sport* — and further enhance the deterrent effect of the national anti-doping program.

In addition to the agency's Olympic and Paralympic anti-doping initiatives, ASDA continued to deliver testing and education services to non-Olympic and Paralympic sports and professional sports.

ASDA conducted 2,424 tests for user-pays clients such as the Australian Football League (AFL), Australian Rugby Union (ARU), National Rugby League (NRL), NSW Rugby League (NSWRL), Queensland Rugby League (QRL) and South Australian National Football League (SANFL).

Agency officers worked closely with sporting organisations and peak bodies to ensure the doping policy framework complemented the testing program. The Australian Sports Commission (ASC) and the AOC continued to work with sporting organisations to achieve consistent application of penalties across sports subject to the national anti-doping program.

*Athletes believe they will be tested in next 12 months*

High athlete expectation of being tested is a critical element of the national anti-doping program.

As Australian athletes competed for the largest Olympic and Paralympic teams ever, the testing program continued to maintain a high level of athlete perception (91 percent) that they would be tested in the next 12 months. The outcome for 1998-99 was 92 percent.

A total of 3,321 government-funded tests were conducted, exceeding the agency's plan of 3,300. Although the June and October quarters recorded a deficit against quarterly plans, the January and April quarters exceeded

the quarterly plan targets to achieve the final outcome of +1 percent.

The number of out-of-competition tests increased to 3,293, a six percent increase on 1998-1999 (3,096 tests). A systematic approach was taken to the out-of-competition testing of Australian athletes training and competing overseas. One hundred and one Australians were tested by foreign anti-doping authorities on ASDA's behalf.

Event testing also increased to 2,452 tests compared with 1,705 tests conducted in 1998-99. The increase was due to the large number of international events conducted in Australia during the lead up to the Olympic Games including SOCOG test events, the Pan Pacific Swimming Championships, and the Oceania Shooting Championships.

#### *Increased scope of drug testing*

The out-of-competition drug testing pool was increased due to the introduction of state testing agreements and the testing of overseas athletes training in Australia.

Two hundred and three tests were conducted under reciprocal arrangements with other national testing authorities and international federations. Seventy-eight tests were conducted on state level athletes in Queensland and the ACT.

A detailed breakdown of the testing conducted can be seen in the tables within appendix D.

#### *Supporting SOCOG anti-doping services*

A memorandum of understanding was signed between SOCOG and the Commonwealth Government paving

the way for Federal agencies to contract with SOCOG to provide specialist services before and during the Sydney Games. SOCOG contracted ASDA to provide three programs to support the Olympic anti-doping program.

#### **Volunteer training**

ASDA supported the training of 150 SOCOG volunteers who were responsible for sample collection during the Games period. In the 18 months leading up to the Games, the volunteers worked alongside ASDA DCOs during real life sample collection sessions, receiving expert guidance, training and support.

#### **Test Event program**

As part of ASDA's strategy to ensure that Australian and international Olympic athletes were subjected to a high level of doping control prior to the Games, 171 Government funded drug tests were allocated to pre-Olympic test events. ASDA also supported SOCOG in the conduct of an additional 181 user-pays tests. The test event program commenced in September 1998, with events covering a wide range of sports, the majority involving both Australian and international athletes.

#### **IOC pre-games out-of-competition testing**

For the first time the IOC agreed to conduct random out-of-competition drug testing commencing from the opening of the Olympic Village on 2 September. ASDA will contribute 200 government-funded tests to match the 200 tests funded by the IOC. In addition to the sample collection service provided by ASDA, agency staff will play a leading role in the coordination and administration of this program.

*SOCOG Doping Advisory Committee*

ASDA CEO Ms Natalie Howson was an invited member of the SOCOG Doping Advisory Committee. This committee was made up of representatives of organisations deemed by SOCOG to be strategic partners in the delivery of doping control programs for the Olympic and Paralympic Games. The committee met four times during 1999-2000. Members worked together to ensure the successful implementation of pre-Games out-of-competition testing, the introduction of blood testing to detect EPO, the improvement to the Olympic Movement Anti-Doping Code and transparency and accountability when dealing with drug test results.

*Drug test cost reduction*

The implementation of a drug test cost reduction strategy was not fully realised. Improvements were made to the selection of courier services for sample transportation. These improvements ensured that selected courier services met the ISDC standard and that costs could be more effectively managed.

Another area of improvement was the implementation of a new chart of accounts directly linking activities and processes to costs within the financial management information system.

*Special operational issues*

ASDA conducted 5,745 drug tests. Thirty-four entries involving 23 athletes were made to the Register of Notifiable Events (RNE). Twenty-two athletes recorded positive test results and one athlete failed to comply when notified for a drug test. No athletes made a submission under

the provisions of section 17L of the ASDA Act.

The agency determined that there was no reason to invalidate the test results. The names of all athletes were entered on the register.

The AAT heard two cases resulting from the 1998-99 testing program. In both cases, the agency's decision was upheld by the AAT, with the athletes' applications being overturned.

All ASDA testing was conducted in accordance with the prohibited substance lists kept by Australian sporting organisations. These lists are predominantly in accordance with Appendix A of the Olympic Movement Anti-Doping Code. This code appears at appendix E.

All samples collected were for the purpose of deterring the use of drugs or doping methods in sport and were analysed by IOC accredited laboratories. A list of IOC accredited laboratories appears at appendix F.

A summary of entries made to the RNE, including the Olympic Movement Anti-Doping Code categories and classes, appears at appendix G.

Six entries were made on the agency's List of International Incidences (appendix H). All entries were for competitors who recorded positive test results. One entry was made for an Australian athlete tested by ASDA on behalf of the International Cycling Federation (UCI).

*Difficulties encountered*

Obtaining and maintaining accurate athlete contact information continued to be the agency's greatest challenge to the effectiveness of its drug testing program. Although the number of

regularly “uncontactable” athletes decreased, the inability to contact some athletes needs to be addressed. The challenges of contacting athletes while training overseas highlighted the need for improvements in obtaining current athlete contact information.

Development of the data information management and planning system was slower than anticipated and enabling technology for information transfer was not implemented. Due to implementation problems agency management decided that the immediate focus should be on attaining the core system requirements, and that the implementation of functions such as connectivity to ASDA field staff, ASDTL and National Sporting Organisations (NSOs) be deferred. The elimination of manual data entry offers considerable efficiency gains as well as further enhancing the integrity of data held.

The introduction of a replacement financial management system while meeting fundamental accounting and financial management requirements, delayed the collection and analysis

date for the agency’s drug test cost reduction strategy.

### ***Future improvements***

Collective discussions will be held with NSOs and the ASC to improve the quality of athlete contact information. In addition, a process-improvement team will examine the process of obtaining and maintaining athlete contact information.

The prime drivers of drug test costs will be identified and tracked within the financial management information system in the next financial year. This will enable the drug test cost reduction strategy to be fully implemented.

Activity based costings for drug testing services and products will be undertaken in the first half of 2000-2001. This will provide a sound basis for sustainable drug test cost containment and reduction.

Further productivity gains, including the automated data transfer from ASDTL are expected with new releases of the data information management and planning system.

## Communication

### Intent

The agency's communication activities are developed and implemented to:

- enhance the deterrent effect of the national anti-doping program; and
- promote and enhance the credibility of anti-doping activities.

### Approach

ASDA's comprehensive response to clients' resource and information needs includes:

- information to support informed decision making of athletes and their support staff including *Drug Testing: An Athlete's Guide* pamphlet, *Drugs in Sport Handbook*, free call Drugs in Sport Hotline telephone service, wallet card, *Drugs in Sport Update* newsletter and drug education presentations and workshops;
- complementary media liaison and public relations support for agency activities including the *True Champions* campaign targeting athletes competing for places on the Olympic and Paralympic teams and their sports administrators; and

- regularly updated Internet presence ([www.asda.org.au](http://www.asda.org.au)) targeting the general sports public and media.

### Outcomes achieved

ASDA's achievements throughout the reporting period are set against the performance indicators and targets in table 4.

#### *Clients with increased knowledge from ASDA resources*

Approximately 64 percent of clients said use of the *Drugs in Sport Handbook* or Drugs in Sport Hotline increased their knowledge compared to 58 percent in 1998-1999. The *Drugs in Sport Handbook* remains the highest rated of the agency's resources.

Approximately 480 media inquiries were completed. The drugs in sport issue was included in more than 2,800 print articles and broadcast items ranging from news stories to features. In addition, the agency issued media releases covering anti-doping initiatives and drug testing statistics to ensure full transparency of the national program.

Table 4 — Communication performance indicators

Performance indicators	Targets	Outcomes achieved
Clients with increased knowledge from ASDA resources	85 %	64 %
Clients making use of ASDA resources and information	80 %	58 %

*Clients making use of ASDA resources and information*

Demand for the *Drugs in Sport Handbook* increased marginally from 8,770 in 1998-99 to 8,799 in 1999-00. Drugs in Sport Hotline calls rose to 6,250 from 6,098 (1998-99). Wallet card distribution increased dramatically from 16,560 to 27,881 (1999-00). The substantial increase in wallet card distribution included expansion of the education services to state level athletes in the Australian Capital Territory, Queensland and Western Australia.

More than 21,590 *Drug Testing: An Athlete's Guide* pamphlets were distributed to athletes who were subject to drug testing under the



*The Drugs in Sport Wallet Card*

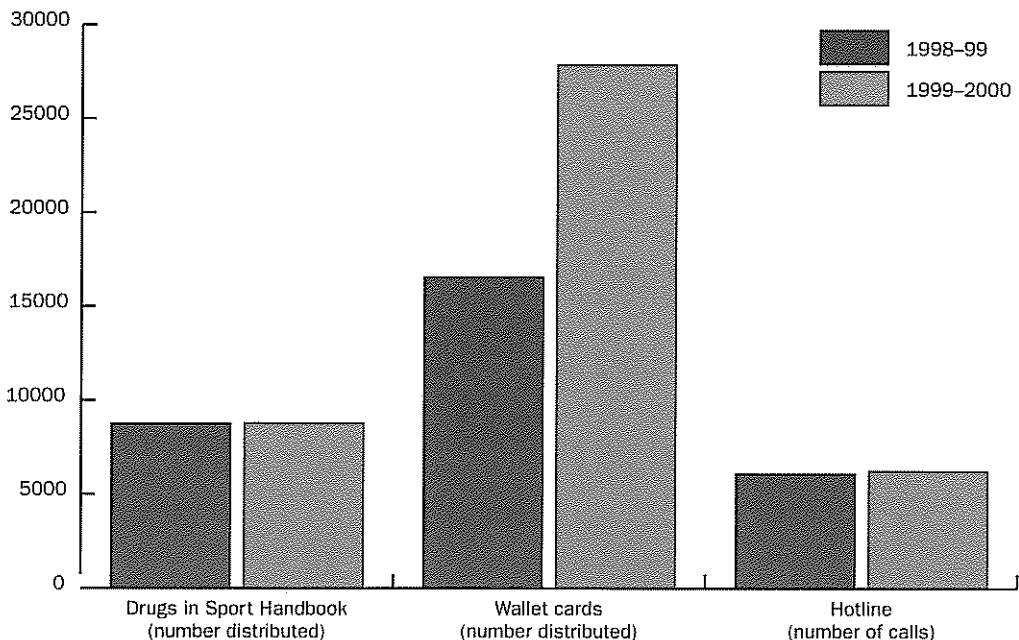
national and state level programs. These pamphlets, including an insert on variations to the procedure relating to foreign testing programs, were provided to foreign athletes tested by ASDA on behalf of overseas drug testing authorities.

An additional fact sheet outlining drug testing in Australia was distributed to National Olympic Committees as well as national and

international media to ensure that they were aware that foreign athletes training and competing in Australia could be tested by ASDA.

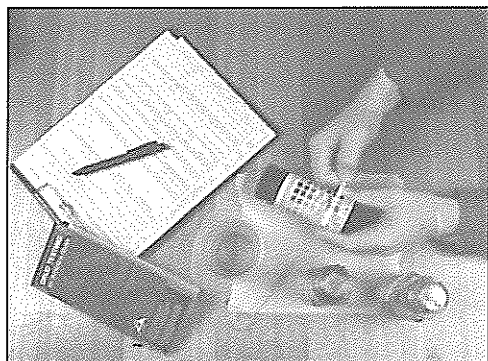
Two hundred and six presentations were delivered to athletes and their support staff. These presentations

**Figure 2 — *Drugs in Sport Handbook*, Wallet Card and Drugs in Sport Hotline comparative for 1998-1999 to 1999-2000**





focussed on doping policy, the drug testing procedure and information services available.



*Drug testing: An Athlete's Guide brochures were widely distributed to athletes.*

Three editions of the *Drugs in Sport Update* were distributed to national and international sporting organisations and peak bodies.

Use of the agency's web site increased by 59 percent to 166,508 hits (104,668 1998-99).

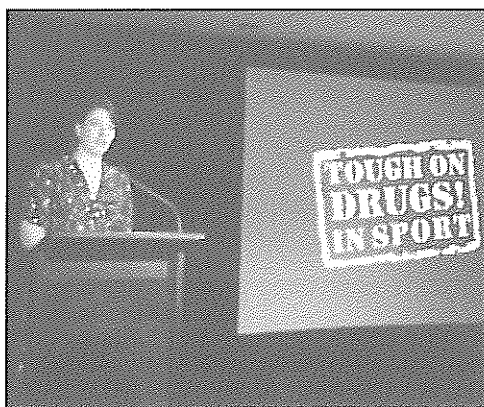
ASDA, in conjunction with the ASC, conducted a series of workshops designed to explain amendments made to the ASDA Act. These workshops were delivered to NSOs and communicated the effect of the new ASDA legislation on their anti-doping policies.

Research into the attitudes of coaches was conducted as part of the *True Champions* campaign. The findings indicated that coaches were ambivalent about their role in respect to anti-doping and regarded team doctors and other medical support staff as more appropriate counsellors and advisers for athletes. These findings will guide the development of ASDA resources for coaches.

### ***Difficulties encountered***

The changing international anti-doping response placed the drugs in sport issue under greater scrutiny than ever before. There were major changes to the anti-doping landscape with substantial initiatives such as the Australian Government's *Tough on Drugs in Sport* strategy and the establishment of WADA. These developments were not always well understood and needed considerable resources to inform various stakeholders and the media of the roles and responsibilities of drug testing authorities and sporting organisations.

In the lead-up to the Sydney Games, the agency experienced greater media interest than ever before. As a small agency, it was difficult to respond to all inquiries at peak times. The major issue was the influx of international journalists with limited knowledge of the national anti-doping program and roles and responsibilities relating to the Olympic testing program.



*ASDA is an integral part of the Federal Government's Tough on Drugs in Sport strategy.*

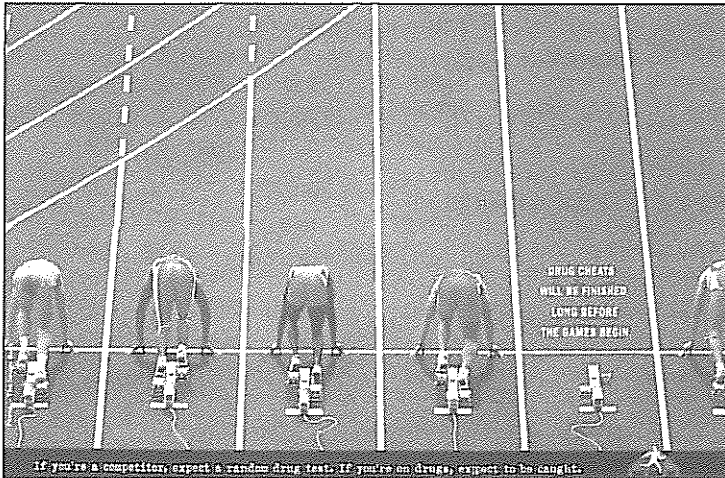
### **Future improvements**

Growing sophistication and international commitment to respond to the drugs in sport issue is increasing the need for new and more technical information to support drug-testing activities.

The credibility of future activities will continue to depend on the delivery of high quality information that ensures drug testing process and procedure is

well understood. It is essential that the increasing numbers of athletes who are subject to drug testing understand and trust the programs they are subject to and are able to make informed decisions about drugs in sport.

Education and information services will be reviewed in 1999-2000 to ensure that they remain appropriate and of high quality.



## Client focus

### Intent

The agency aims to develop and deliver products and services which meet external and internal client needs.

### Approach

ASDA officers foster close working relationships with national, state and commercial sporting organisations to provide relevant and timely information, education and advice on drug testing, education and policy.

Clients are surveyed at regular intervals to measure their satisfaction with products and services.

### Outcomes achieved

Outcomes for this year are addressed in table 5.

#### *External client satisfaction with all ASDA services*

Overall client satisfaction was 89 percent, a marginal increase on last year's figure of 88 percent.

The main products and services measured were testing sessions, *Drugs in Sport Handbook* and *Drugs in Sport Hotline*.

Athlete satisfaction with test sessions remained high at 95 percent (94 percent in 1998-99) in an environment where they were

**One mistake  
could cost you  
everything**



**DRUGS IN SPORT HOTLINE**  
**1800 020 506**

9am to 9pm Monday to Friday  
9am to 5pm Weekends



The ASDA Drugs in Sport Hotline extended its operating hours to better meet the needs of athletes.

subjected to more testing than ever before.

The *Drugs in Sport Handbook* continued to be a major source of drugs in sport information for athletes and their support staff. Client satisfaction with this resource increased to 89 percent compared to 87 percent in 1998-99.

**Table 5 — Client focus performance indicators**

Performance indicators	Targets	Outcomes achieved
External client satisfaction with all ASDA services	80 %	89 %
Internal client satisfaction with support services	80 %	70 %

In response to client feedback, the Federal Government provided funding for the extension of the Drugs in Sport Hotline hours from 9am to 5pm (EST), Monday to Friday; to 9am to 9pm (EST), Monday to Friday and 9am to 5pm (EST) weekends.

In addition, the hotline database was commissioned to further improve the consistency and quality of information provided. The new database program introduced a system-generated call reference number. This system allows clients to follow up on calls and for quality of call content to be monitored. Hotline client satisfaction increased from 76 percent in 1998-99 to 80 percent in 1999-2000.

The agency continued to distribute its *Client Service Charter* to communicate its vision and mission and promote its client focus. Together with ongoing client contact the charter assisted in



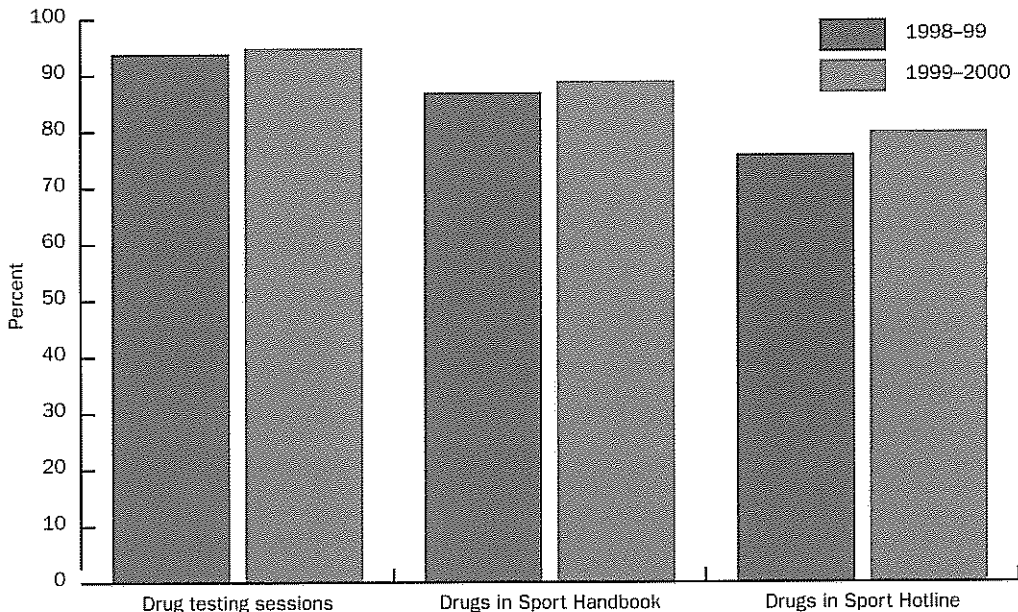
ASDA's new hotline database improved client service.

communicating the impact of changes to the ASDA Act and invited client comment on agency services.

#### *Internal client satisfaction with support services*

Internal clients are surveyed annually by those who work in the business services process as a guide to how well the support needs of management and staff are being met and where improvements are required.

**Figure 3 — External client satisfaction**



This year's survey identified the agency's learning and development and information management processes as the two areas requiring the most attention.

### ***Difficulties encountered***

The identification of athletes at no-notice testing sessions is often difficult. The logistics of no-notice sessions where large numbers of athletes are training has challenged field staff in their aim to identify athletes accurately in a timeframe that ensures pre-selected athletes are notified.

Some athletes have been involved in lengthy testing sessions where the pH or specific gravity levels of their sample were above or below analytical limits.

Athletes continue to request information about the status of herbal preparations and food supplements. The agency has little information about these substances and continues to advise athletes that they should approach the manufacturer for information about the ingredients included in these products.

### ***Proposed improvements***

DCOs will be supported more effectively in the field as the *Field Services Manual* continues to be enhanced. The introduction of laptops

to the field will enable on-line access to the *Field Services Manual* and the data information management and planning system. Field staff will receive specific guidance and training in the logistics of no-notice testing sessions and will be provided with tools to assist in the identification of athletes.

The agency is involved in the Doping Safety Taskforce with the ASC, TGA, Australian and New Zealand Food Authority (ANZFA), AOC, ASDTL, and NSW Institute of Sport (NSWIS). This taskforce is looking into the status of various common herbal preparations and supplements.

Work will be undertaken during the first half of 2000-01 to rationalise the agency's electronic and physical filing systems with a view to removing redundant information and improving accessibility to, and management of, information essential to the agency's effectiveness.

Improvements to the agency's learning and development process will receive the highest priority. This will entail a comprehensive assessment of training and development needs from the dual perspective of the individual and the organisation, and the matching of individual needs with agency needs through the performance management process.

## Strategic alliances

### *Intent*

The agency aims to develop alliances with national and international sporting organisations and drug testing authorities that encourage:

- development of a cooperative global response to the anti-doping issue;
- implementation of harmonised, high quality doping control standards and procedures;
- increased out-of-competition testing across all sports and nations; and
- coordinated and collaborative approach to scientific research.

### *Approach*

ASDA initiates and maintains strategic alliances with NSOs, international sporting organisations, national and international peak sport bodies, Commonwealth and state/territory government authorities and key suppliers, to promote a comprehensive and consistent response to doping in sport.

The agency's approach to this critical success factor is broad and multifunctional and includes:

- sharing intelligence on drug testing programs, education, testing policy and research with organisations and governments to assist them in establishing effective anti-doping programs;
- developing and promoting harmonious drug testing procedures that reassure athletes of the worldwide efficacy of drug testing procedures;
- increasing the ability to test athletes where ever they choose to train and compete; and

- consolidating international research efforts into new detection methods.

To help meet its performance targets the agency has developed anti-doping arrangements and a series of different testing agreements with international organisations. This includes bilateral testing agreements, with national anti-doping agencies, that make provision for the reciprocal testing of each other's athletes. The agreements provide mutual benefits to ASDA and its partners by:

- providing access to ASDA's high-quality testing services;
- increasing the size of the out-of-competition testing program at international level;
- promoting adoption of international standards for doping control; and
- promoting the sharing of information and expertise between countries providing clear guidelines and jurisdictions to facilitate the management of unusual or positive analytical results. On the domestic scene, the agency also strives to establish service agreements with particular national and state sporting organisations where such arrangements will strengthen Australia's position on drugs in sport issues.

The agency works with the ASC, the AOC and other peak sporting bodies to promote a harmonised approach to doping control.

### *Outcomes achieved*

ASDA's achievements throughout the reporting period are set against the performance indicators and targets in table 6.

Table 6 — Strategic alliance performance indicators

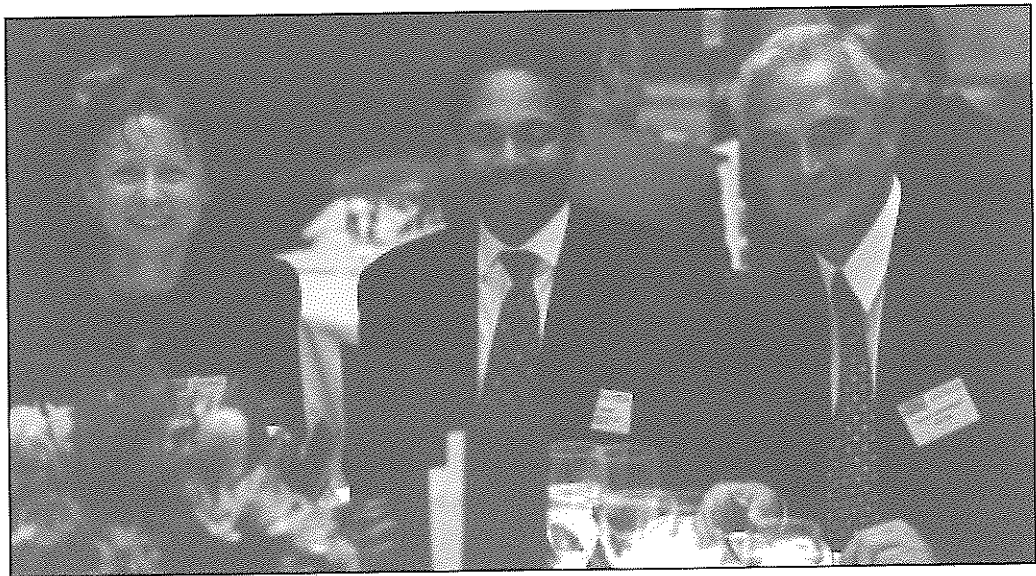
Performance indicators	Targets	Outcome achieved
Tests conducted vs tests planned through international agreements and contracts	70%	78%
Long term international anti-doping arrangements	14	25

*Tests conducted vs tests planned through international agreements and contracts*

The agency successfully negotiated 14 new anti-doping agreements (and maintained 11), which exceeded the performance target by 78 percent. Under the various agreements ASDA conducted 302 tests from 389 planned tests. This result bettered the agency's desired target of conducting 70 percent of tests planned on international athletes.

ASDA played a key role for the Australian Government at the International Summit on Drugs in

Sport. The Australian Government hosted representatives from 26 countries in November 1999. ASDA provided expert advice and support for the Minister for Sport and Tourism, the Hon Jackie Kelly MP and the Minister for Justice and Customs, Senator Amanda Vanstone, on Australia's anti-doping program. In addition, the agency used the opportunity to meet with government representatives to secure drug testing agreements. Fourteen governments committed in principle to developing drug testing agreements with ASDA in the lead-up to the Sydney Games. These agreements provided a



ASDA CEO Natalie Howson with USA and Polish delegates at the International Summit on Drugs in Sport.

cooperative arrangement that enabled ASDA to test foreign athletes training and competing in Australia.

ASDA participated in a number of working groups including:

- the EPO Research Project 2000 Steering Group which was instrumental in gaining the introduction of EPO testing for the Sydney 2000 Games; and
- the interdepartmental *Tough on Drugs in Sport* Steering Group which oversaw the implementation of the Australian Government's anti-doping strategy.

International agreements were signed or maintained with the following drug testing authorities and sporting federations:

- Canadian Centre for Ethics in Sport bilateral testing agreement;
- Chinese Olympic Committee Anti-Doping Commission bilateral testing agreement;
- Danish Olympic Committee bilateral testing agreement;
- Doping Control Netherlands bilateral testing agreement;
- Finnish Anti-Doping Commission bilateral testing agreement;
- French Ministry of Sport Anti-Doping Agreement;
- Germany (Deutsche Sportbund) bilateral testing agreement;
- International Drug Testing Management (IDTM) commercial testing agreement;
- Norwegian Olympic Committee and Confederation of Sports bilateral testing agreement;

- South African Institute for Drug Free Sport bilateral testing agreement;
- Swedish Sports Confederation/The Doping Commission bilateral testing agreement;
- Swiss Anti-Doping Commission unilateral testing agreement; and
- United States Olympic Committee bilateral testing agreement.

As a result, ASDA was party to 25 testing agreements including four anti-doping arrangements. All agreements are detailed at appendix I.

Australia is a signatory to the International Anti-Doping Arrangement (IADA). IADA members continued to work towards increased government involvement in anti-doping and the harmonisation of doping control standards worldwide.

Two new countries, Finland and Denmark, were invited to join the arrangement. IADA member countries are:

- Australia;
- Canada;
- Denmark;
- Finland;
- New Zealand;
- Norway;
- The Netherlands;
- Sweden; and
- United Kingdom.

IADA's ISDC was published as an ISO specification (ISO/PAS 18873). All countries participating in the International Summit on Drugs in



Sport committed to use the ISO/PAS 18873 specification as the standards reference for their domestic doping control programs.

In March 2000, at the 11th meeting of the convention's monitoring group, the 43 member countries that have acceded to the Council of Europe's Anti-Doping Convention committed to use the ISO/PAS 18873 as a reference for their domestic anti-doping programs.

The IADA group, led by ASDA, established the Quality Project Taskforce comprising Australia, Canada and Norway. The taskforce prepared a strategy for the long term development and management of the IADA International Standard for Doping Control. The strategy was approved at the November 1999 IADA meeting in Sydney. In addition the taskforce is developing a detailed

manual for assisting anti doping authorities implementing the ISO quality system. Work is continuing to develop the ISO/PAS 18873 specification as ISO's "full international standard". In addition the agency, on behalf of IADA, is leading the development of accreditation guidelines through the International Accreditation Forum and the Joint Accreditation and Standards of Australia and New Zealand.

The agency played the lead role in achieving these outcomes.

In collaboration with Canada and Norway, the agency also facilitated the establishment of International Project Team 2 (IPT2). The project team, made up of the national anti-doping authorities for Portugal, South Africa, Denmark, Finland, Netherlands and Austria, worked to



*The Australian Government and ASDA continued to work towards increased international government involvement in anti-doping.*

implement the ISDC. The project is playing a major role in expanding the operation of this standard to more jurisdictions and promoting greater harmonisation of doping control procedures. The participating members will complete their involvement in the IPT2 in December 2000. The agency provided project management and expert assistance to the participating countries and co-facilitated a meeting of the IPT2 training group in Helsinki.

ASDA and other IADA countries worked with WADA to extend the international project team concept to include more countries and international federations. The WADA Board will consider these initiatives in November 2000 when IADA and WADA jointly meet.

The agency provided expertise and technical advice on results management procedures to WADA for the Olympic Movement Anti-Doping Code and to the (SOCOG) for the development of their doping control guidelines.

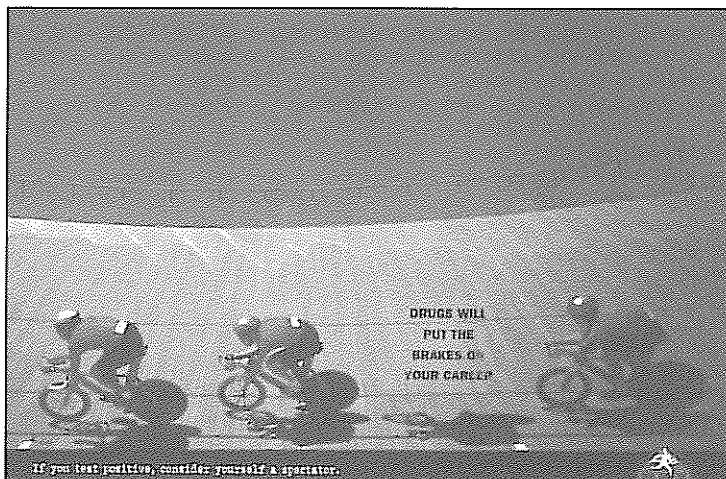
ASDA also participated in the initial meeting of WADA's Standards and Harmonisation Committee, which is committed to greater international cooperation to develop consistent national and international anti-doping programs.

### ***Difficulties encountered***

The development of international testing agreements that comply with requirements of all legal jurisdictions and accommodate nuances and cultural sensitivities of all parties is labour intensive and extremely time consuming. To advance the fight against doping internationally, more resources will need to be committed.

### ***Proposed improvements***

ASDA, through WADA and its other international alliances, will continue to work for increased harmonisation of doping control standards around the world.



## Accountability

### Intent

ASDA aims to:

- meet legislative and regulatory requirements; and
- increase its people's capacity to manage financial and material resources effectively and be accountable for their actions and decisions.

### Approach

The agency's approach includes the monitoring, amendment and application of legislative framework and regulatory requirements to agency operations. Key initiatives are as follows:

- finalisation and application of major legislative review of the ASDA Act;
- development and implementation of strategic plan and operational plans including appropriate measurements;
- delegation of authority in accordance with the operational needs of teams and individuals; and
- application of appropriate levels of internal and external scrutiny to ensure that the agency's operations are meeting their corporate governance requirements.

### Outcomes achieved

Table 7 identifies the outcomes for this year against each of the accountability measures.

#### *Development of strategic and operational plans*

The agency developed and submitted a strategic plan for the 1999-2001 period and an operational plan for the period 1999-2000. Performance and achievements against these plans were assessed on a monthly basis at the team and corporate levels and reported to the board on a quarterly basis.

#### *Overheads as percentage of total costs*

As the agency extends its commercial activities, understanding the overhead component of its cost structure becomes important. This new indicator focuses attention on this need and provides a baseline for improvements.

#### *GST compliance*

On 17 April 2000 following a whole of government compliance survey, Department of Finance and Administration (DOFA) advised that ASDA's progress in preparing for implementation of the GST was unsatisfactory. ASDA immediately revised its timeframe and took advice from Deloitte Consulting on its GST

**Table 7 — Accountability performance indicators**

Performance indicators	Targets 1999-2000	Outcomes 1999-2000
Overheads as percentage of total costs	30%	30%
AQA self-assessment rating	60%	N/A

readiness. Deloitte Consulting found that the required process was in place to achieve compliance and that as long as the process was sustained ASDA would have no major difficulties in being GST compliant by 1 July 2000. This conclusion was reported to DOFA. ASDA was ready to manage its financial processes under the new tax system before the end of the financial year.

#### *Internal and external scrutiny*

The agency received an unqualified audit report in respect of the financial statements.

The board oversees the development and implementation of the agency's strategic and operational plans. It met four times as follows:

1. 17 September 1999
2. 3 December 1999
3. 18 February 2000
4. 25 May 2000

Diane Sias, former ASDA Chair resigned from the Board effective 5 June 2000. Ms Sias's resignation was necessary as she accepted a position based overseas. Dr Brian Sando was appointed as Chair and Sharon Buchanan was appointed Deputy Chair effective from 14 June 2000.

The Audit Committee, consisting of Committee Chair Sharon Buchanan, Natalie Howson and Andrew McLachlan met on the following three occasions:

1. 14 July 1999
2. 22 November 1999
3. 2 June 2000

The Audit Committee monitors financial management activities. In addition the committee oversees all aspects of probity and record keeping and enables a forum where the views of board members, executive



*Former ASDA Chair Diane Sias (left) and fellow board members ensured that the agency met its legislative and regulatory requirements.*

management, internal audits and external audits can be discussed.

Two third party audits were conducted on the drug testing and related business operations. Both audits confirmed the transparency and accountability of these processes and compliance with the ISO/PAS 18873 and the ASDA Act.

*Discretionary grants*

The agency provided no discretionary grants.

*Freedom of information*

No information requests were received under the *Freedom of Information Act 1982*.

*AQA self-assessment rating*

The agency did not undertake self-assessment against the Australian Quality Council's Business Excellence Framework.

***Difficulties encountered***

Some difficulty was experienced in identifying and capturing overhead costs given the introduction of a new

financial management information system and process management.

With limited resources at its disposal for other than core business activities, those that were available for quality management projects were dedicated to the work associated with ISO certification.

***Proposed improvements***

The overhead target for 2000-01 will be reduced to 25 percent. The continuing introduction of process management will facilitate understanding of overheads and related improvements that will be necessary if we are to achieve this target.

Self-assessment against the Business Excellence Framework will be undertaken during the second half of 2000-01. The results will inform a decision on when the agency will apply for recognition at the 'Award' level of the Australian Business Excellence Awards.

## Staff partnerships

### *Intent*

ASDA seeks to fulfil its mission to be the leading drug testing agency in the world by supporting its people to develop their competence and gain satisfaction from their work in achieving the agency's strategic objectives.

### *Approach*

To support effective staff partnerships, the agency focused on developing and maintaining working relationships among staff and between staff and management. These relationships are grounded in the agency's core values of: realising our potential; acting with integrity; respecting the individual; and embracing challenge.

The agency actively promotes an organisational culture that ensures staff consultation, provides staff with high levels of job satisfaction and values individual staff through appropriate recognition, remuneration and other rewards.

The two key initiatives undertaken to promote staff partnerships were:

- continuation of the Consultative Committee (CC) to implement the enterprise agreement action plan. The committee is made up of elected staff representatives and a

management representative and has adopted a consultative approach to carrying out its functions; and

- adoption of a management approach which facilitates staff involvement in direction setting and operational management. It is an approach that promotes staff consultation and 'upward management', provides an appropriate balance of responsibility and direction to staff and supports appropriate recognition, reward and remuneration.

### *Outcomes achieved*

Outcomes achieved address the performance indicators and targets contained in table 8.

#### *Achieve Enterprise Agreement action plan*

This year was the second year of the agency's latest Enterprise Agreement. The action plan covered job evaluation, the development of the performance management system, the development of an ASDA Award and the implementation of a rewards and recognition system.

Work was completed on the job evaluation project, giving confidence that the position profiles articulate the requirements of ASDA

**Table 8 — Staff partnership performance indicators**

<b>Performance indicators</b>	<b>Targets 1999–2000</b>	<b>Outcomes 1999–2000</b>
Achieve Enterprise Agreement action plan	100%	80%
Staff satisfaction from annual staff survey	80%	69%

management and staff and these requirements are met with a competitive salary structure. The performance management system was simplified and enhanced and the ASDA Award was certified on 17 December 1999. Substantial progress was made with the rewards and recognition system with recommendations from the project team scheduled for July 2000.

*Staff satisfaction from annual staff survey*

The overall result of the staff survey was below the target of 80 percent but at 69 percent was considered encouraging. The survey measures the gap between importance and satisfaction for a number of factors affecting life in ASDA.

In summary, staff members were largely satisfied with their level of

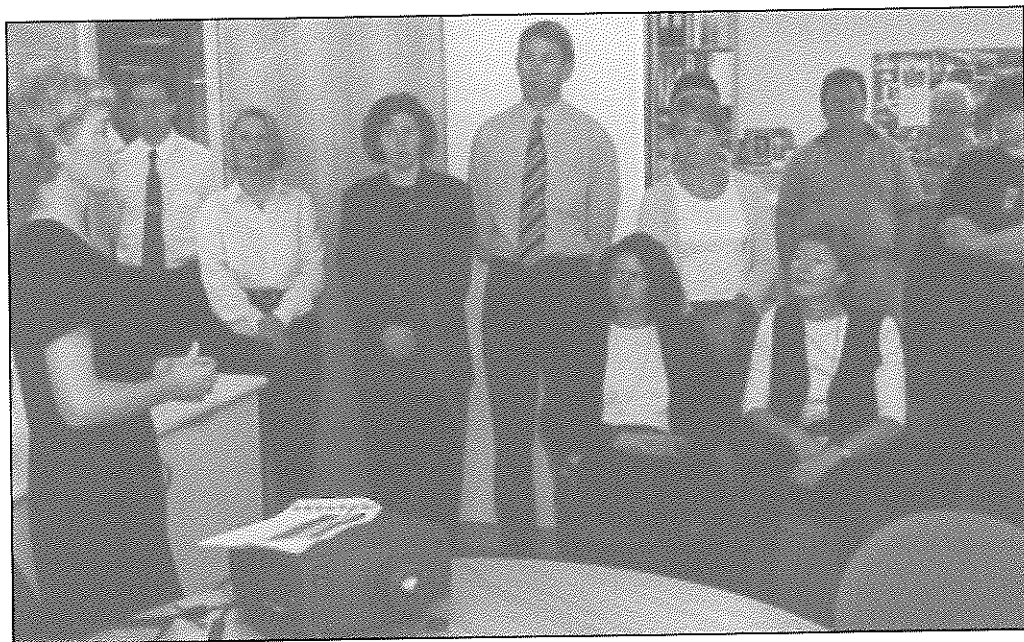
remuneration and working conditions, but were looking for greater challenge and personal development opportunities in the work they are required to undertake.

*Equal employment opportunity*

The agency continued its commitment to a working environment that supports the rights and legitimate needs of staff — a commitment embedded in its core values.

*Workplace diversity*

Workplace diversity is reflected in the agency's core values where, in this case, respect for the individual is particularly important. ASDA's values are integral to the performance management process, a process designed in consultation with staff through the CC and the primary means of assessing individual, team



*ASDA worked hard to develop its peoples' skills through training initiatives.*

and corporate performance against these values.

#### *Occupational health and safety*

Occupational health and safety policies and practices continued to improve following a review and recommendations from Comcare.

Field staff working conditions and training continued as a priority. The CC, in its occupational health and safety role, continued to monitor the implementation of the 1999-2001 OH&S policy and plan.

There was one worker's compensation claim.

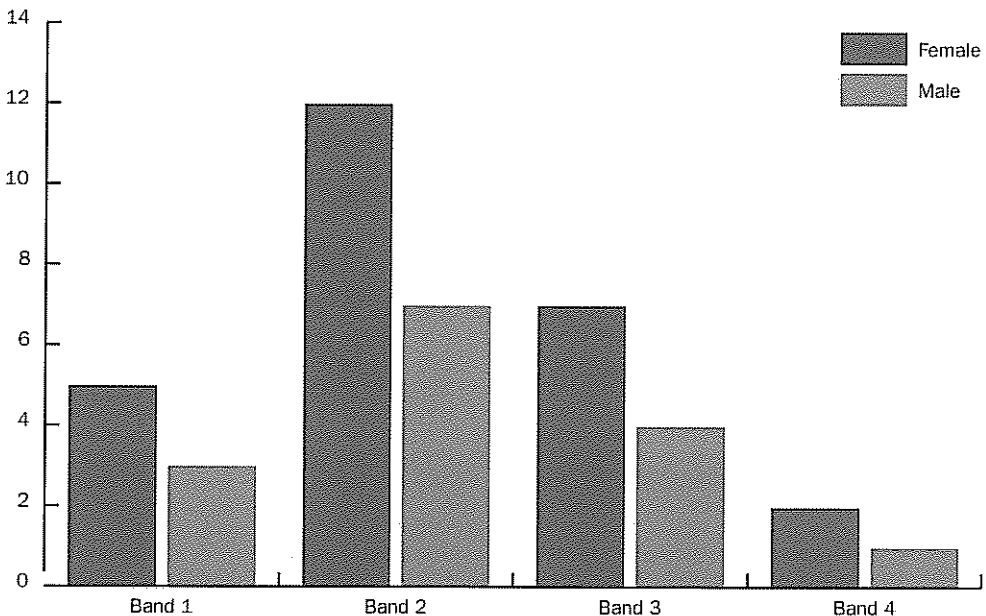
#### *Staffing overview*

At 30 June 2000 the agency employed 43.41 staff (full time equivalent). ASDA employed 355 casual staff (7.99 full time equivalent) across Australia to undertake sample collection activities.

The employment locations of full time staff are as follows:

- Thirty two in the agency's Canberra office;
- Two male state based DCOs in Sydney, New South Wales
- One female State Coordinator in Sydney, New South Wales
- One male DCO in Perth, Western Australia
- One male State Coordinator in Adelaide, South Australia
- One male DCO in Melbourne, Victoria
- One female DCO in Melbourne, Victoria
- One female State Coordinator in Melbourne, Victoria
- One male DCO in Brisbane, Queensland

**Figure 4 — Staffing numbers, classifications and genders**





- One female SSO in Brisbane, Queensland
- One male State Coordinator in Brisbane, Queensland

#### **Staff classification and gender**

One male Senior Executive, One female Senior Executive  
 1 male ASDA Band 4, 2 Female ASDA Band 4  
 4 male ASDA Band 3, 7 female ASDA Band 3  
 7 male ASDA Band 2, 12 female ASDA Band 2  
 3 male ASDA Band 1, 5 female ASDA Band 1

The disaggregation of operative staff classification and gender is shown at Figure 4.

#### **Staff employment conditions**

8 temporary full time, 4 temporary part time  
 25 permanent full time, 6 permanent part time

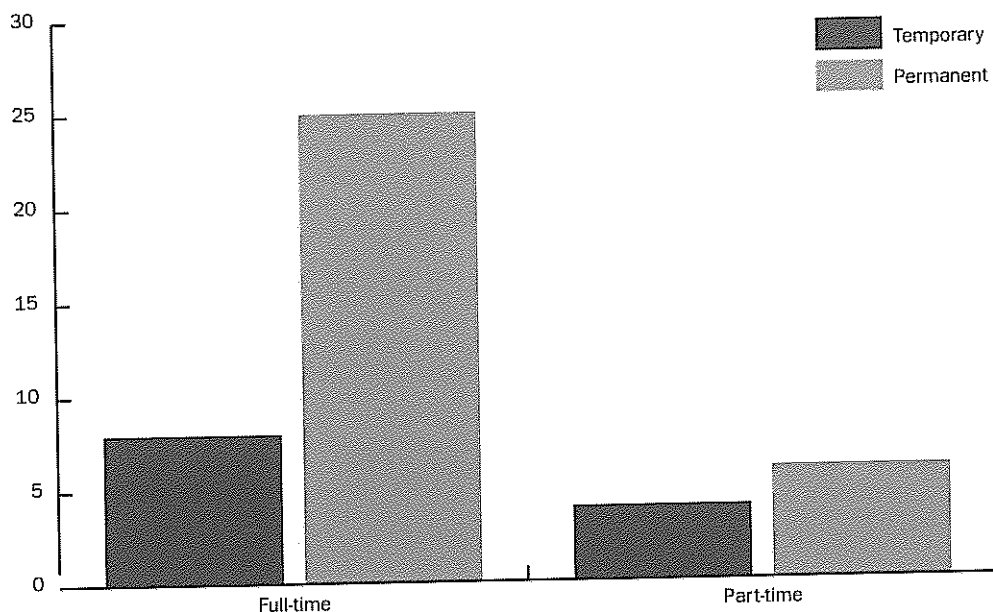
Staffing numbers from the perspective of employment conditions as defined in the agency's enterprise agreement are as shown in Figure 5.

#### **Difficulties encountered**

The certification of the ASDA Award 1999 proved far more time consuming than originally anticipated. The Award was certified on 17 December 1999.

One of the most significant challenges was the integration of process management. The transition from

**Figure 5 — Staffing employment conditions breakdown**

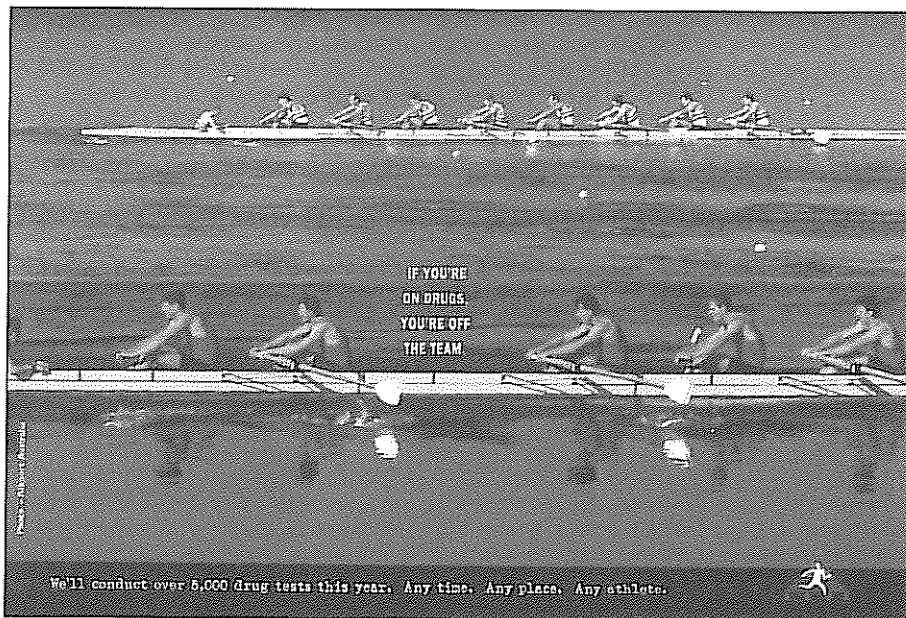


a functional to process-oriented structure has not been easy and there is still some way to go before the full benefits are realised. Process management removes traditional controls and creates an operational style that requires flexibility and a preparedness to accept responsibility and accountability at all levels in the organisation. The significance of these requirements became apparent as the year progressed and the willingness of staff to embrace them was encouraging — the task

is to maintain the momentum into 2000-01.

### ***Proposed improvements***

The results of both the staff survey and the internal client survey reinforce the importance of attending to learning and development and presenting opportunities that challenge and extend ASDA's people. This will be undertaken within the context of the agency's performance management system and its process orientation.



## 5. STRATEGIC BREAKTHROUGH ISSUES

### Enhance the credibility and affordability of our drug testing service

#### Intent

The agency aims through innovation and application of state-of-the-art analytical testing methods to enhance both the credibility and affordability of drug testing. Clients must have confidence that drug testing is an effective counter measure to the use of banned substances in sport.

#### Approach

Through extensive and ongoing consultation with clients, the agency has identified three major challenges for drug testing activities. These are:

- the cost of drug testing;
- the failure of doping control policies and procedures to withstand challenges and scrutiny resulting in cases being overturned in sports tribunals or civil courts; and
- the use of undetectable substances.

In response, the agency initiated two major strategies to address these challenges:

- design and documentation of core business processes in accordance with the ISO 9002 and the ISDC, leading to certification under both standards; and
- implementation of a new computer system to support and improve the execution and reduce the cost of the three main drug testing processes of planning, sample collection and results management.

The agency advocates for the introduction of new testing methods for undetectable, performance-enhancing substances.

#### Outcomes achieved

The outcomes achieved address the defined milestones detailed in table 9.

#### Achieve third party ISO accreditation

ASDA's business systems were certified under ISO 9002 and the ISDC

**Table 9 — Enhance the credibility and affordability of our drug testing service milestones**

Milestones	Timeframes
Achieve third Party ISO accreditation	January 1999–March 2000
Develop a strategy for advancing analytical testing methods	July 1999–September 2000
Develop a drug test cost reduction strategy	July 1999–October 1999
Implementation of enabling IT infrastructure	November 1998–April 2000
Achieve full Y2k compliance	February 1998–December 1999

in May 2000. The agency was one of only two drug testing authorities in the world to achieve accreditation against the full scope of the ISDC. The accreditation process reinforced the agency's drug testing policies and procedures and the program's ability to withstand legal challenges. There were no successful legal challenges against the agency's drug testing process.

*Develop a strategy for advancing analytical testing methods*

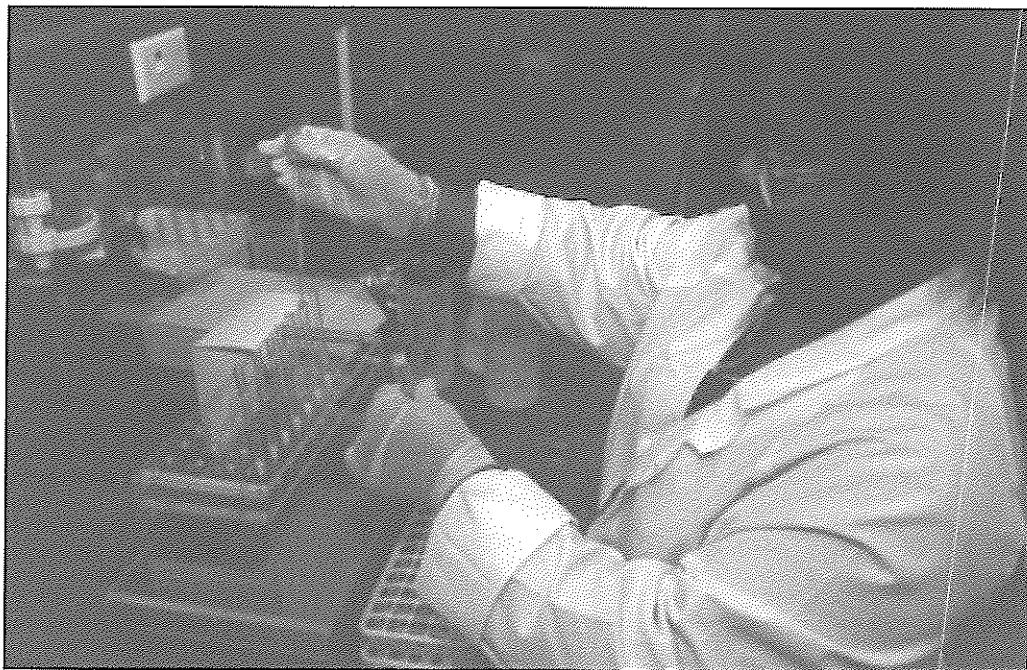
ASDA continued its support for the jointly-funded research being undertaken by the ASDTL, the Australian Institute of Sport and IOC into detection methods for substances such as EPO and human growth hormone in the lead up to the Sydney 2000 Olympics.

*Develop a drug test cost reduction strategy*

The development of the agency's data information management and planning system is a vital element of the agency's drug test cost reduction strategy.

*Implementation of enabling IT infrastructure*

The introduction and implementation of the agency's new data information management and planning system resulted in a more transparent and independent test distribution process for the government-funded, out-of-competition testing program. It marks the single most significant IT initiative undertaken. Coupled with this was the extension of electronic communication capabilities in State offices and the extension of the IT infrastructure to enable secure



ASDA advocated strongly for the research into finding an EPO detection method.

national and international access to the agency's systems.

### *Achieve full Y2k compliance*

ASDA achieved Y2k compliance prior to 31 December 1999 and experienced no Y2k-related problems in the second half of the year.

### *Difficulties encountered*

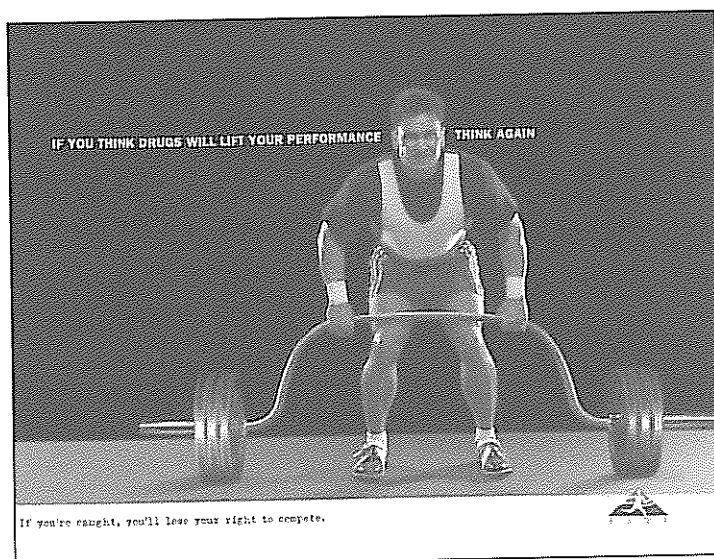
The introduction of a replacement financial management information system while meeting the fundamental accounting and financial management requirements, delayed the collection and analysis of data for the agency's drug test cost reduction strategy.

The extension of the data information management and planning system into the field was delayed when

difficulties with communications technology were encountered. This stage was postponed until the second half of 2000-2001 to allow field staff to concentrate on sample collection in the lead up to the Olympics.

### *Proposed improvements*

DCOs will be provided with access to the data information management and planning system via a secure link during the second half of 2000-2001. While this will improve communications with the field and achieve some productivity improvements it will only be an interim step until such time as communications technology allows reliable, online communications with field staff before, during and after test sessions.



## Grow the business to achieve a sustainable economic future

### *Intent*

The agency aims to develop a sustainable economic base with a range of domestic and international clients.

### *Approach*

Strengthening commercial relationships with existing domestic clients and pursuit of a major international contract was the main thrust of the agency's business development activity.

### *Outcomes achieved*

The outcomes relate to the defined milestones in table 10.

#### *Prepare a business development framework*

A business development framework was introduced to guide and inform decisions on which business development opportunities to pursue. The framework is a precursor to a business development strategy and was introduced as an interim measure to ensure that the agency's business development activities remained consistent in the absence of a broader strategy.

#### *Prepare a business development strategy including growth target*

A decision to contain business within the existing commercial client base was taken to ensure resources were not over extended during the lead up to the Olympics.

With the decision to contain ASDA's domestic commercial activity to existing clients, no work was undertaken on the development of this strategy. The one exception was the pursuit of an international contract with WADA to conduct 2,500 tests worldwide between May and December 2000. The agency formed



ASDA, as part of the DFSC, will help WADA conduct its drug testing program.

Table 10 — Grow the business milestones

Milestones	Targets
Prepare a business development framework	May 1999–July 1999
Prepare a business development strategy including growth target	August 1999–January 2000

the DFSC with its Canadian and Norwegian counterparts, which secured the contract to the end of 2000.

### ***Difficulties encountered***

The size of the domestic program caused the agency to take a modest approach to the extension of its commercial activity. This situation will continue until post-Olympics.

### ***Proposed improvements***

An in-depth analysis of ASDA's business development strategy will be undertaken in early 2001. The agency's experience with the WADA contract will provide valuable input into this process and will guide direction of the strategy. Equally valuable will be the input from key stakeholders who will be approached as part of the strategy development process.



## **Invest in our people to build a dynamic, innovative and client focused organisation**

### **Intent**

The agency aims to create an environment where staff have the desire and capacity to play an active role in achieving their organisation's vision of being the leading drug testing agency in the world.

### **Approach**

The agency identified the following three initiatives that must be achieved within the timeframe of its 1999–2001 Strategic Plan:

1. staff are provided with clear leadership and direction through the development and implementation of an integrated planning and performance management framework for the achievement of agency objectives;
2. staff competencies are developed in direct relation to the agency's strategic direction through a planned approach to learning and development; and

3. staff members have appropriate structures to enable autonomous decision making.

### **Outcomes achieved**

The outcomes achieved address the milestones detailed in table 11.

#### ***Integrate business planning with the performance management system***

A process-oriented structure was introduced to enable the implementation of the agency's business plan. This structure provided staff with opportunities to participate in a range of activities and develop and use a broad base of skills.

To facilitate the integration of planning and performance management, a simplified framework was developed to improve management of individual performance and ensure individual activities focussed on achieving business objectives. Substantial progress was made towards introduction of a reward and recognition system linked to the agency's key performance indicators.

**Table 11 — Invest in our people to build a dynamic, innovative and client focused organisation milestones**

<b>Milestones</b>	<b>Timeframes</b>
Integrate business planning with performance management system	December 1998–July 1999
Implement a learning and development framework	July 1999–December 1999
Establish self-directed work teams across the organisation	January 1999–December 2000



### *Implement a learning and development framework*

Improvements to the performance management process provided an opportunity to identify individual learning and development needs as well as those required at the organisational level. This allowed individual needs and aspirations to be matched with the skills and expertise required for the achievement of business objectives.

### *Establish self-directed work teams across the organisation*

The introduction of a process-oriented structure enabled self-directed teams to work in core processes or on a project basis. The identification and mapping of the drug testing and business services processes allowed officers working within these processes to exercise greater autonomy in their operational decision-making.

Staff shared responsibility for team performance and had direct input into the operation of the team(s). The structure also supported cross-

functional project teams or working groups established to address specific tasks. These projects provide learning and development opportunities and build management skills.

### **Difficulties encountered**

The agency's limited human resource management capacity was almost totally consumed by infrastructure initiatives such as the completion of job evaluation covering all staff positions, substantial progress on a reward and recognition system, and the introduction of a simplified and improved performance management system.

### **Proposed improvements**

The budget allocation for learning and development is to be increased substantially. This will ensure that the agency realises the full benefits of the infrastructure created to enable individuals to develop their skills and expertise to match the core competencies required to achieve organisational objectives.



ASDA staff demonstrate the agency's client focus to the Minister for Sport Jackie Kelly.

## Play a leading role in the development of drugs in sport policy in Australia

### Intent

The agency aims to:

- ensure legislative flexibility that allows a timely response to developments in drug testing and introduction of measures to suit today's anti-doping environment; and
- work with key stakeholders to address anti-doping policy issues facing Australian sport, such as safety checking services and blood testing for sport.

### Approach

ASDA must operate within a legislative and national anti-doping framework that provides operational flexibility to quickly act upon national and international best practice.

The agency approach is as follows:

1. Provide a best-practice drug testing service that meets the needs of national and international sporting organisations through the enactment of the new ASDA legislative framework.
2. Cooperate with peak national sports bodies such as the ASC and the AOC to influence their design of the national anti-doping policy framework.

3. Continue to work with state and territory sports government agencies to facilitate the implementation of a comprehensive approach to drugs in sport at the state level.

### Outcomes achieved

The outcomes achieved address the defined milestones detailed in table 12.

#### *Enact amended ASDA legislation*

In August 1999, the ASDA Act 1990 and the ASDA Regulations 1999 were enacted.

A new legislative instrument called the ASDA Drug Testing (Scheme A) Orders 1999 (the orders) was added. Previous legislation was highly prescriptive and contained considerable operational detail in the primary Act. Operational detail was moved to ASDA Regulations 1999 and the ASDA Drug Testing (Scheme A) Orders 1999. This framework provided greater flexibility to respond to a changing anti-doping environment.

In addition the agency conducted the State / Territory level drug testing under the Australian Capital Territory (ACT) government's complementary sports drug testing legislation.

New legislative initiatives included the establishment of the Australian Sports Drug Medical Advisory Committee (ASDMAC). It is an

**Table 12 — Play a leading role in the development of drugs in sport policy in Australia**

Milestones	Time frames
Enact amended ASDA legislation	April 1999–August 1999

independent, specialist, medical advisory body consisting of medical practitioners from fields such as sports medicine, endocrinology and pharmacology, appointed by the Minister. The aim of ASDMAC is to make ASDA's drug testing program fairer for athletes. The agency established and supported the committee's operations while maintaining appropriate separation of roles and information.

#### *Oakley report*

The Minister for Sport and Tourism the Hon Jackie Kelly MP established the Sport 2000 Task Force to conduct a review of Commonwealth Government involvement in Australian sport and recreation.

The agency presented its views on the Commonwealth's role in supporting sport to fight drug use to the Task Force.

The Chief Executive Officer presented to the full membership of the Task Force and reinforced the importance of the role of the Commonwealth



ASDA's testing program has contributed to a more level playing field for Australian athletes.

Government in deterring athletes from doping.

The *Tough on Drugs in Sport* Strategy was recommended to the Task Force with emphasis being placed on the guiding principles of an effective anti-doping program — independence, transparency, accountability and legitimacy. International obligations including those outlined in the Anti-Doping Convention of the Council of Europe and IADA were also outlined to the Task Force. The evidence of the positive impact of the programs developed and managed by ASDA was presented to the panel. In their report the Task Force concluded that:

"Australia's anti-drugs in sport programs, in particular the excellent testing regime conducted by the Australian Sports Drug Agency (ASDA) has contributed to a more level playing field in Australian sport. The Government has outlined its position in the Tough on Drugs in Sport policy which the Task Force supports."  
— p14 *Shaping Up A Review of the Commonwealth Involvement in Sport and Recreation in Australia*, November 1999.

#### **Difficulties encountered**

Achievement of a more flexible legislative framework was delayed due to the complexity of the required amendments.

#### **Proposed improvements**

The agency will initiate operational amendments for the introduction of blood testing procedures should a detection method for EPO be approved.

## 6. AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE

The Australian Sports Drug Medical Advisory Committee (ASDMAC) is an independent, specialist, medical advisory body that aims to make ASDA's drug testing program fairer for athletes.

ASDMAC consists of medical practitioners appointed by the Minister for Sport and Tourism from fields such as sports medicine, endocrinology and pharmacology.

The committee was formed in August 1999 under the ASDA Amendment Bill 1998.

The ASDMAC's role is to:

- provide independent approval of athlete requests to use prohibited substances for therapeutic reasons. ASDMAC will only do this where the rules of the sporting organisation permit therapeutic usage;
- review national sporting organisations' systems for prior approval and prior notification for the therapeutic use of asthma medications;
- assist laboratories to determine whether the presence of a banned endogenous substance is due to the substance being present at naturally high levels for that competitor, or due to doping; and
- provide expert medical advice to the sports doping tribunals that hear cases of alleged doping offences.

ASDMAC can also:

- provide advice to ASDA and the ASC on ASDMAC functions and

matters relating to drugs in sport and the safety of athletes; and

- provide services, information or advice where ASDA enters into a contract with clients to provide those services.

ASDMAC is grateful to the ASC for:

- its cooperation in the transfer of responsibilities of therapeutic use from the Medical Advisory Panel (MAP) to ASDMAC; and
- its approach and assistance in having NSOs embrace the concept of therapeutic use and the advice and authority of ASDMAC.

Since ASDMAC's formation it has:

- established mechanisms to receive and process applications for therapeutic approval;
- processed 40 applications for therapeutic approval (31 approved, 9 rejected);
- conducted three testosterone/epitestosterone investigations;
- established a group of consultants from various fields including andrology, endocrinology, rheumatology and paediatric neurology from which ASDMAC can seek advice;
- provided advice or opinions regarding the ACS Performance Enhancing Drugs Index, nandrolone reviews and blood doping; and
- conducted a mailout informing NSOs of ASDMAC's formation.

## Membership

Section 65B of the ASDA Act 1990 provides for ASDMAC to consist of a Chairperson and not more than six, but not fewer than three, other members. All appointments to ASDMAC are eligible for re-appointment.

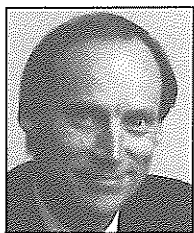
As at 30 June 2000, membership of ASDMAC and the periods of appointment were:

Prof Ken Fitch, AM	11 August 1999 to 11 August 2002
Prof Peter Fricker, OAM	11 August 1999 to 11 August 2001
Dr Susan White	11 August 1999 to 11 August 2001
Dr Peter Harcourt	11 August 1999 to 11 August 2001
Dr Hugh Hazard	11 August 1999 to 11 August 2001

### *Prof Ken Fitch, AM (Chairman)*

Professor Ken Fitch is the secretary of the Medication Advisory Committee of the IOC Medical Commission.

He is also a sports physician with the Mount Hospital Medical Centre, an Adjunct Professor with the University of Western Australia and head of the Sports and Soft Tissue Injury Clinic at Royal Perth Hospital.



### *Prof Peter Fricker, OAM*

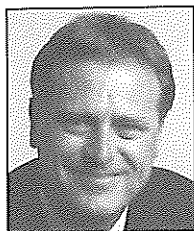
Professor Peter Fricker is the Director of Medical Service at the AIS and an Adjunct Professor of Sports Medicine at the University of Canberra.

### *Dr Susan White*

Dr Susan White is a member of the Australian Paralympic Committee Medical Commission.

She is also the Chief Medical Officer for Netball Australia, the team doctor for the Australian Netball team and the Victorian Training Coordinator for the Australian College of Sports Physicians.





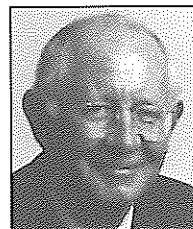
*Dr Peter Harcourt*

Dr Peter Harcourt is the Medical Coordinator for the AIS, the Victorian Institute of Sport and the Olympic Athlete Program in Victoria.

He is also the Chief Medical Officer for Basketball Australia, an Olympic medical officer, a medical officer for the AFL and a doping medical officer for the ACB.

*Dr Hugh Hazard*

Dr Hugh Hazard is a sports physician, Chief Medical Officer for the NRL and team physician for the NBL.



## ASDMAC Financial Report

ASDA funded ASDMAC, providing \$113,000 for the period 1999-2000. ASDMAC's expenditure for this period was:

	Budget	Expenditure	Variance
Remuneration	\$86,400	\$82,855	\$3,545
Consultants	\$3,000	\$250	\$2,750
Administration	\$11,400	\$7,256	\$4,144
Travel	\$12,200	\$11,563	\$637
<b>Total</b>	<b>\$113,000</b>	<b>\$101,924</b>	<b>\$11,076</b>

## 7. APPENDICES

### Appendix A — Powers of the Minister under the ASDA Act

The Minister has powers under the following sections of the ASDA Act (as at 30 June 2000) to:

- appoint members to the ASDA board 20 (1)
- determine members' terms and conditions of appointment not otherwise provided for in the Act 31
- grant leave of absence to the Chairperson 33 (1)
- approve the Chief Executive engaging in paid employment outside the duties of the Chief Executive office 35 (1)
- appoint an Acting Chairperson, Deputy Chairperson, Chief Executive and members 37 (1)(2)(3) & (4)
- terminate a member's appointment under certain circumstances 36 (1) & (2)
- approve the agency's strategic plan 48 (1) & (2)
- approve variations to the agency's strategic plan 49 (2)
- approve the agency's annual operational plan 52 (1) & (2)
- approve the agency entering into contracts involving payment or the receipt of more than \$100,000, or into lease arrangements of land for ten years or more. 62 (1)

The Minister also has statutory powers under the following sections of the ASDA Act to direct the Chairperson or agency to:

- provide the Minister with details of positive and negative test results 18 (1)(2) & (2a)
- convene a meeting of the agency board 21 (2)
- revise the agency's annual operational plan if of the opinion that the plan is inconsistent with the agency's strategic plan 51 (1)
- perform its functions or exercise its powers in accordance with a written direction. 68 (1)

## **Appendix B — The objects, functions and powers of the agency as specified in the ASDA Act**

### ***Objects***

The objects of the establishment of the agency are to:

- deter the use of scheduled drugs or doping methods in sport;
  - facilitate the safety of participants in sporting competitions;
  - encourage the development of programs to educate the sporting community about matters relating to drugs in sport;
  - advocate the international adoption of consistent and effective anti-doping programs; and
  - coordinate the development of a consistent and effective national response to matters relating to drugs in sport.
- provide safety checking services;
  - develop and implement initiatives that increase the skills and knowledge of the people involved in sporting activities about matters relating to the use of drugs in sport;
  - collect, analyse, interpret and disseminate information about matters relating to the use of drugs in sport and the safety of participants in sporting competitions;
  - carry out research relating to the use of drugs in sport and the safety of participants in sporting competitions;
  - advocate and support research in and outside Australia relating to the use of drugs in sport and the safety of participants in sporting competitions;

### ***Functions***

The functions of the agency include provisions to:

- employ functions that are conferred on the Agency by a drug testing scheme;
- provide drug testing services;
- advocate the international development and implementation of consistent and effective anti-doping programs;
- encourage Australian national sporting organisations, state and territory sporting organisations and professional sporting organisations to develop and implement comprehensive and consistent anti-doping initiatives and use the services of the agency and accredited laboratories;
- implement anti-doping arrangements;
- encourage the establishment of means for the carrying out by government Departments and authorities of the States and Territories of initiatives relating to the use of drugs in sport;
- cooperate with those departments and authorities and with non-government sporting organisations to implement those initiatives;
- any other functions conferred on the Agency under the ASDA Act;
- advise the Minister on matters falling within any of the abovementioned functions and related matters;



- do anything incidental to, or conducive to, the performance of any of the above functions.

### **Powers**

The agency has the power to do all things necessary or convenient for or in connection with the performance of its functions and, in particular, may:

- enter into contracts;
- acquire, hold and dispose of real and personal property;
- obtain goods and services on credit from any person by the use of a credit card;
- form, or participate in the formation of, companies;
- occupy, use and control any land or building owned or held under lease by the Commonwealth and made available for the purposes of the agency;
- appoint agents and attorneys, and act as an agent for other persons;
- engage persons to perform services for the agency;
- accept gifts, grants, bequests and devises made to the agency (whether on trust or otherwise) and act as trustee of money or other property vested in the agency on trust;
- develop, maintain, distribute and publish information on procedures for, and developments concerning, the collection and testing of samples; and
- do anything incidental to any of its powers.

The agency may charge fees for providing services, information or advice.

The amount of a fee must not be such as to amount to taxation.

ASDA can exercise these powers within or outside Australia.

## Appendix C — Financial statements



### INDEPENDENT AUDIT REPORT

To the Minister for Sport and Tourism

#### Scope

I have audited the financial statements of the Australian Sports Drug Agency for the year ended 30 June 2000. The financial statements comprise:

- Statement by the Directors;
- Operating Statement;
- Balance Sheet;
- Statement of Cash flows;
- Schedule of Commitments;
- Schedule of Contingencies; and
- Notes to and forming part of the Financial Statements.

The Directors are responsible for the preparation and presentation of the financial statements and the information they contain. I have conducted an independent audit of the financial statements in order to express an opinion on them to you.

The audit has been conducted in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards, to provide reasonable assurance as to whether the financial statements are free of material misstatement. Audit procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Standards and other mandatory professional reporting requirements and statutory requirements in Australia so as to present a view of the agency which is consistent with my understanding of its financial position, its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

GPO Box 707 CANBERRA ACT 2601  
 Centenary House 19 National Circuit  
 BARTON ACT  
 Phone (02) 6203 7300 Fax (02) 6203 7777

**Audit Opinion**

In my opinion,

- (i) the financial statements have been prepared in accordance with Schedule 2 of the Finance Minister's Orders; and
- (ii) the financial statements give a true and fair view, in accordance with applicable Accounting Standards, other mandatory professional reporting requirements and Schedule 2 of the Finance Minister's Orders of the financial position of the Australian Sports Drug Agency as at 30 June 2000 and the results of its operations and its cash flows for the year then ended.

Australian National Audit Office



Willie Tan  
Senior Director

Delegate of the Auditor-General  
Canberra

22 September 2000

## AUSTRALIAN SPORTS DRUG AGENCY

### STATEMENT BY DIRECTORS

In our opinion, the attached financial statements give a true and fair view of the matters required by Schedule 2 to the Finance Minister's Orders made under the *Commonwealth Authorities and Companies Act 1997* for the year ended 30 June 2000.

Signed.....  
N Howson  
Director

21 September 2000

Signed.....  
B Sando  
Director

September 2000

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**OPERATING STATEMENT**  
*for the period ended 30 June 2000*

	Notes	1999-00 \$	1998-99 \$
<b>Operating revenues</b>			
Revenues from government	2A	4,615,000	4,416,500
Sales of goods and services	2B	1,592,626	1,131,424
Interest	2C	16,292	21,010
Net foreign exchange gains	2D	489	(1,934)
<b>Total operating revenues (before abnormal items)</b>		<b>6,224,407</b>	<b>5,567,000</b>
<b>Operating expenses</b>			
Employees	3A	2,516,214	2,218,483
Suppliers	3B	3,541,035	2,748,039
Depreciation and Amortisation	3C	218,323	97,573
Net write-down of assets	3D	100,676	-
Net losses from sale of assets	4	-	40,952
<b>Total operating expenses</b>		<b>6,376,248</b>	<b>5,105,047</b>
<b>Operating surplus (deficit)</b>		<b>(151,841)</b>	<b>461,953</b>
<b>Equity interests</b>			
<b>Net surplus (deficit) attributable to the Commonwealth</b>		<b>(151,841)</b>	<b>461,953</b>
Opening accumulated results attributable to the Agency at the beginning of the period		427,849	(34,104)
<b>Total available for appropriation</b>		<b>276,008</b>	<b>427,849</b>
Capital use provided or paid		(26,236)	-
<b>Accumulated surpluses at end of reporting period</b>		<b>249,772</b>	<b>427,849</b>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**BALANCE SHEET**  
*as at 30 June 2000*

	Notes	1999-00 \$	1998-99 \$
<b>ASSETS</b>			
<b>Financial asset</b>			
Cash	5A	507,964	427,593
Receivables	5B	247,637	499,064
Other financial assets	5C	1,801	-
<b>Total financial assets</b>		<u>757,402</u>	<u>926,657</u>
<b>Non-financial assets</b>			
Land and buildings	6A,D	146,940	-
Infrastructure, plant and equipment	6B,D	156,408	235,722
Intangibles	6C	394,050	256,329
Inventories	6E	30,901	28,156
Other non-financial assets	6F	16,318	2,626
<b>Total non-financial assets</b>		<u>744,617</u>	<u>522,833</u>
<b>Total assets</b>		<u><u>1,502,019</u></u>	<u><u>1,449,490</u></u>
<b>LIABILITIES</b>			
<b>Provisions and payables</b>			
Employees	7A	556,838	419,509
Suppliers	7B	492,160	334,973
Other provisions and payables	7C	26,236	93,150
<b>Total provisions and payables</b>		<u>1,075,234</u>	<u>847,632</u>
<b>Total liabilities</b>		<u><u>1,075,234</u></u>	<u><u>847,632</u></u>
<b>EQUITY</b>			
Capital	8	174,009	174,009
Reserves	8	3,005	-
Accumulated results	8	249,772	427,849
<b>Total equity</b>		<u>426,786</u>	<u>601,858</u>
<b>Total Liabilities and Equity</b>		<u><u>1,502,019</u></u>	<u><u>1,449,490</u></u>
<b>Current liabilities</b>		839,953	649,946
<b>Non-current liabilities</b>		235,282	197,686
<b>Current assets</b>		804,621	957,439
<b>Non-current assets</b>		697,398	492,051

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**STATEMENT OF CASH FLOWS**  
*for the period ended 30 June 2000*

	Notes	1999-00 \$	1998-99 \$
<b>OPERATING ACTIVITIES</b>			
Cash received			
Appropriations for outputs		4,615,000	4,416,500
Sales of goods and services		1,715,744	1,016,666
Interest		16,292	21,010
Other		489	45,353
<b>Total cash received</b>		<b>6,347,525</b>	<b>5,499,529</b>
Cash used			
Employees		(2,378,884)	(2,230,694)
Suppliers		(3,388,397)	(2,624,101)
<b>Total cash used</b>		<b>(5,767,281)</b>	<b>(4,854,795)</b>
<b>Net cash from operating activities</b>	9	<b>580,244</b>	<b>644,734</b>
<b>INVESTING ACTIVITIES</b>			
Cash received			
Proceeds from sale of property, plant and equipment		-	1,480
<b>Total cash received</b>		<b>-</b>	<b>1,480</b>
Cash used			
Purchase of property, plant and equipment		(499,873)	(333,064)
<b>Total cash used</b>		<b>(499,873)</b>	<b>(333,064)</b>
<b>Net cash from (used by) investing activities</b>		<b>(499,873)</b>	<b>(331,584)</b>
<b>FINANCING ACTIVITIES</b>			
<b>Total cash received</b>		<b>-</b>	<b>-</b>
<b>Total cash used</b>		<b>-</b>	<b>-</b>
<b>Net cash from (used by) financing activities</b>		<b>-</b>	<b>-</b>
<b>Net increase / (decrease) in cash held</b>		<b>80,371</b>	<b>313,150</b>
Cash at the beginning of the reporting period		427,593	114,443
<b>Cash at the end of the reporting period</b>		<b>507,964</b>	<b>427,593</b>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**SCHEDULE OF COMMITMENTS**  
*as at 30 June 2000*

	1999-00 \$	1998-99 \$
<b>BY TYPE</b>		
<b>OTHER COMMITMENTS</b>		
Operating leases	532,446	427,252
Other commitments	-	131,550
<b>Total other commitments</b>	<u>532,446</u>	<u>558,802</u>
<b>Net commitments</b>	<u>532,446</u>	<u>558,802</u>
<b>BY MATURITY</b>		
<b>All net commitments</b>		
One year or less	315,013	296,938
From one to two years	175,675	165,388
From two to five years	41,758	96,476
Over five years	-	-
<b>Net commitments</b>	<u>532,446</u>	<u>558,802</u>
<b>Operating Lease Commitments</b>		
One year or less	315,013	165,388
From one to five years	217,433	165,388
Over five years	-	96,476
<b>Net commitments</b>	<u>532,446</u>	<u>427,252</u>

1. Operating leases are in relation to office accommodation, motor vehicles & computer equipment.

The accompanying notes form part of these financial statements.



**Australian Sports Drug Agency**  
**SCHEDULE OF CONTINGENCIES**  
*as at 30 June 2000*

	Note	1999-2000 \$	1998-1999 \$
<b>CONTINGENT LOSSES</b>			
Total contingent losses		-	-
Net contingencies		-	-

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
*for the period ended 30 June 2000*

**INDEX**

<b>Description</b>	<b>No.</b>
Summary of significant accounting policies	1
Revenues from Government	2A
Sales of goods and services	2B
Interest	2C
Net foreign exchange gains	2D
Employees	3A
Suppliers	3B
Depreciation and amortisation	3C
Net write-down of assets	3D
Net losses from sale of assets	4
Cash	5A
Receivables	5B
Other financial assets	5C
Land and buildings	6A
Infrastructure, plant and equipment	6B
Intangibles	6C
Asset movement schedule	6D
Inventories	6E
Other non-financial assets	6F
Employees	7A
Suppliers	7B
Other provisions and payables	7C
Total equity	8
Cashflow reconciliation	9
Appropriations	10
Price of outputs	11
Remuneration of Directors	12
Related party disclosures	13
Remuneration of officers	14
Remuneration of auditors	15
Financial Instruments	16A
Financial Instruments	16B
Financial Instruments	16C

The accompanying notes form part of these financial statements.

## 1. Summary of Significant Accounting Policies

### 1.1 Basis of accounting

The financial statements are a general purpose financial report.

They have been prepared in accordance with

*the requirements for the preparation of Financial Statements of Commonwealth Agencies and Authorities* issued by the Minister for Finance and Administration in August 1999 (Schedule 2 to the Commonwealth Authorities and Companies (CAC) Orders), which require that the financial statements are prepared

- in compliance with Australian Accounting Standards and Accounting Guidance Releases issued by the Australian Accounting Research Foundation and
- having regard to Statements of Accounting Concepts, and
- the Consensus Views of the Urgent Issues Group.

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

### 1.2 Rounding

Amounts are rounded to the nearest dollar.

### 1.3 Taxation

The Agency is exempt from all forms of taxation except fringe benefits tax, and the goods and services tax.

### 1.4 Inventories

All inventories held for sale are stated at the lower of cost or net realisable value. Stocks of obsolete items are valued at nil.

### 1.5 Property, plant and equipment

All assets with a cost of less than \$1,000 are expensed in the year of acquisition. Assets include additions and enhancements that form part of the whole of the item.

Consistent with the requirements of AAS 10 *Accounting for the Revaluation of Non-current Assets*, the carrying amounts of non-current assets of the Australian Sports Drug Agency have been reviewed to determine whether they are in excess of their recoverable amounts. Where the carrying amount of a non-current asset has been found to exceed its recoverable amount the asset has been written down to reflect the recoverable amount. All other assets are reported at cost value.

The Australian Sports Drug Agency performed valuations on its plant and equipment as at 30 June 2000, based on the deprival methodology.

Details of the valuation are as follows:

- A function point based cost of valuation was carried out.

Revaluation increments of \$3,005 for infrastructure, plant and equipment were made to the asset revaluation reserve; decrements of \$9,593 for leasehold improvements. Items of plant and equipment are depreciated using the reducing balance method. Leasehold improvements are amortised on a straight line basis over the lesser of the estimated useful life of the improvements or the unexpired period of the lease.

The accompanying notes form part of these financial statements.

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

	2000	1999
Infrastructure, plant and equipment	3 to 6 years	3 to 6 years

The aggregate amount of depreciation allocated for each class of asset during the reporting period is disclosed in Note 8.

### 1.5.1

#### Intangibles

The Australian Sports Drug Agency performed valuations on its in-house developed computer software as at 30 June 2000, based on the deprival methodology.

Details of the valuation are as follows:

- The revaluation was performed by the Australian Valuation Office. The Australian Valuation Office also employed the services of independent valuers Charismatek Software Metrics Pty Ltd.
- Only costs directly related to particular software development projects are included in the cost calculation.

An amount of \$54,337, representing a revaluation decrement, for software and intangibles during the year.

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

	2000	1999
• Internally Developed Software	2 to 4 years	n/a

### 1.6 Employee Entitlements

The provision for employee entitlements encompasses annual leave and long service leave. No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken by employees is less than the annual entitlement for sick leave.

The provision for annual leave reflects the value of total annual leave entitlements of all employees at 30 June 2000 and is recognised at its nominal value.

The non-current portion of the liability for long service leave is recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at 30 June 2000. In determining the present value of the liability, attrition rates and pay increases through promotion and inflation have been taken into account.

The provision for superannuation benefits is based on the notional accumulation of superannuation benefits by the Agency for short-term and highly casual staff. Interest is accumulated as part of the benefit. The provision is included under current liabilities.

The accompanying notes form part of these financial statements.

### **1.7 Leases**

ASDA does not have any finance leases.

Operating lease payments are charged to the Operating Statement on a basis which is representative of the pattern of benefits derived from the leased assets.

### **1.8 Foreign currency transactions**

Transactions denominated in a foreign currency are converted at the rate of exchange prevailing at the date of the transaction. At balance date, amounts receivable and payable in foreign currency are translated at the exchange rate prevailing at that date and any exchange differences are brought to account in the Operating Statement.

### **1.9 Bad and doubtful debts**

Bad debts are written off during the year in which they are identified. A provision is raised for doubtful debts based on a review of all outstanding accounts at year end.

### **1.10 Cash**

Cash includes notes and coins held and any deposits held at call with a bank or financial institution.

### **1.11 Comparative figures**

Where necessary, comparative figures have been adjusted to conform with changes in presentation in these financial statements.

### **1.12 Capital Usage Charge**

A capital usage charge of 12% is imposed by the Commonwealth on the net assets of the Authority. The charge is adjusted to take account of asset gifts and revaluation increments during the financial year.

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

<u>Note 2A - Revenues from Government</u>	<u>1999-00</u>	<u>1998-99</u>
	\$	\$
Appropriation Act 1	4,615,000	4,416,500
Total	<u>4,615,000</u>	<u>4,416,500</u>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000*

<u>Note 2B - Sales of Goods and Services</u>	<b>1999-00</b>	<b>1998-99</b>
	<b>\$</b>	<b>\$</b>
User pays income	1,556,051	1,086,071
Sales of goods	26,360	45,353
Freight	3,812	-
Presentations	5,055	-
Other	1,348	-
<b>Total</b>	<b>1,592,626</b>	<b>1,131,424</b>

The accompanying notes form part of these financial statements.



**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000***Note 2C - Interest**

	<b>1999-00</b>	<b>1998-99</b>
	<b>\$</b>	<b>\$</b>
Interest income	16,292	21,010
Total	<u>16,292</u>	<u>21,010</u>

The accompanying notes form part of these financial statements.



**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

<u>Note 2D - Net foreign exchange gains</u>	<u>1999-00</u>	<u>1998-99</u>
	\$	\$
Foreign exchange gain	489	(1,934)
Total	<u>489</u>	<u>(1,934)</u>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000***Note 3A - Employee Expenses**

	<b>1999-00</b>	<b>1998-99</b>
	<b>\$</b>	<b>\$</b>
Salaries & Wages	2,123,980	1,987,587
Superannuation	251,299	226,818
Long Service Leave	16,365	(1,876)
Superannuation On-Cost	15,747	-
Recreation Leave	34,302	5,954
Other	74,521	-
<b>Total</b>	<b>2,516,214</b>	<b>2,218,483</b>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000*

<u>Note 3B- Suppliers Expenses</u>	<b>1999-00</b>	<b>1998-99</b>
	<b>\$</b>	<b>\$</b>
Consultants	526,642	-
Testing - Analysis & Collection	1,606,367	-
Rent	201,721	179,990
Supply of Goods & Services	1,206,305	2,568,049
<b>Total</b>	<b>3,541,035</b>	<b>2,748,039</b>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000*

<u>Note 3C - Depreciation and Amortisation</u>	<b>1999-00</b>	<b>1998-99</b>
	<b>\$</b>	<b>\$</b>
Depreciation - Propert, plant & equipment	<b>118,831</b>	<b>80,857</b>
Amortisation - Intangibles	<b>99,492</b>	<b>16,716</b>
<b>Total</b>	<b><u>218,323</u></b>	<b><u>97,573</u></b>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

<u>Note 3D - Write-down of assets</u>	1999-00	1998-99
	\$	\$
Net Write Down of Non Financial Assets - I,P&E	79,207	-
Net Write Down of receivables - bad debts	9,654	-
Net Write Down of receivables - doubtful debts.	11,815	-
Total	<u>100,676</u>	<u>-</u>

The accompanying notes form part of these financial statements.



**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000*Note 4 - Net losses from sale of assets

	1999-00	1998-99
	\$	\$
Loss on sale - Plant and Equipment	-	9,466
Loss on sale - Intangibles	-	31,486
Total	<u>-</u>	<u>40,952</u>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

<u>Note 5A - Cash</u>	1999-00	1998-99
	\$	\$
Cash at bank and on hand	507,964	427,593
Total	<u>507,964</u>	<u>427,593</u>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000*

<u>Note 5B - Receivables</u>	<b>1999-00</b>	<b>1998-99</b>
	<b>\$</b>	<b>\$</b>
Trade debtors	<b>259,452</b>	499,064
<i>Less</i> Provision for Doubtful Debts	<b>(11,815)</b>	-
<b>Total</b>	<b><u>247,637</u></b>	<b><u>499,064</u></b>
 <b>Receivables (gross) are aged as follows:</b>		
less than 30 days	<b>162,188</b>	-
30 to 60 days	<b>5,390</b>	149,308
60 to 90 days	<b>72,361</b>	5,560
more than 90 days	<b>19,513</b>	344,196
<b>Total receivables (gross)</b>	<b><u>259,452</u></b>	<b><u>499,064</u></b>

The accompanying notes form part of these financial statements.



**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

<u>Note 5C - Other financial assets</u>	<u>1999-00</u>	<u>1998-99</u>
	\$	\$
GST paid	1,801	-
Total	<u>1,801</u>	<u>-</u>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000*

<u>Note 6A - Land and buildings</u> <sup>1</sup>	1999-00	1998-99
	\$	\$
Leasehold Improvements (at cost) - 1	181,801	-
Lease Improvements Acc Amortisation (at cost)	(50,479)	-
Leasehold Improvements (at 1999/2000 valuation)	90,100	-
Lease Improvements Acc Amortisation (at 1999/2000 valuation) - 1	(74,482)	-
<b>Total</b>	<b>146,940</b>	<b>-</b>

<sup>1</sup> For details relating to the revaluations and revaluation policy see note 1.

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000*

<u>Note 6B - Infrastructure, plant and equipment</u> <sup>1</sup>	<b>1999-00</b>	<b>1998-99</b>
	<b>\$</b>	<b>\$</b>
Furniture & Fittings (at cost)	-	225,726
Furniture & Fittings - Accumulated Depreciation (at cost)	-	(153,941)
Plant & Equipment (at cost)	31,293	359,312
Plant & Equipment - Accumulated Depreciation (at cost)	(9,666)	(195,375)
Furniture & Fittings (at 1999/2000 valuation)	72,590	-
Furniture & Fittings - Accumulated Depreciation (at 1999/2000 valuation)	(54,131)	-
Plant & Equipment (at 1999/2000 valuation)	346,205	-
Plant & Equipment - Accumulated Depreciation (at 1999/2000 valuation)	(229,883)	-
<b>Total</b>	<b><u>156,408</u></b>	<b><u>235,722</u></b>

<sup>1</sup> For details relating to the revaluations and revaluation policy see note 1.

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

<u>Note 6C - Intangibles</u> <sup>1</sup>	1999-00	1998-99
	\$	\$
Computer Software (at cost)	36,364	36,365
Computer Software Accumulated Amortisation (at cost)	(32,314)	(30,036)
Testing Database - Eugene (at 1999/2000 valuation)	390,000	-
Work in progress	-	250,000
<b>Total</b>	<b>394,050</b>	<b>256,329</b>

<sup>1</sup> For details relating to the revaluations and revaluation policy see note 1.

The accompanying notes form part of these financial statements.

Australian Sports Drug Agency  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
for the period ended 30 June 2000

Note 6D - Asset Movement table

A) Movement Summary

Item	Land	Buildings	Total Land & Buildings	Furniture & Fittings	Infrastructure, plant and equipment	Total Infrastructure, Plant and Equipment	Computer Software - Total Intangibles	Total
Gross value as at 30 June 1999	0	0	0	25,726	359,311	385,038	286,364	871,402
Adjustments (reclassification)	0	0	156,576	(156,576)	0	(156,576)	0	0
Gross value as at 1 July 1999	0	0	156,576	69,150	359,311	424,462	286,364	871,402
Additions	0	0	0	0	0	0	0	0
Purchase of new assets	0	0	177,031	0	31,293	31,293	291,549	499,873
Revaluations: write-ups/(write-downs)	0	0	6,137	3,440	(13,107)	(9,667)	(54,373)	(57,867)
Write-offs	0	0	(67,843)	0	0	0	0	(67,843)
adjustment to equal replacement cost per valuation	0	0	0	0	0	0	(97,212)	(97,212)
Gross value as at 30 June 2000	0	0	271,901	72,590	377,497	450,087	426,364	1,146,352
Accumulated Depreciation/ Amortisation	0	0	0	0	0	0	0	0
As at 30 June 1999	0	0	0	151,941	195,375	340,316	30,035	379,351
Adjustments (reclassification)	0	0	105,725	(105,725)	0	(105,725)	0	(105,725)
As at 1 July 1999	0	0	105,725	46,216	195,375	243,591	30,035	379,351
Depreciation / Amortisation - charge for assets held at 1 July <sup>1</sup>	0	0	8,408	3,418	59,543	62,761	99,492	170,661
Depreciation / Amortisation - Charge on additions	0	0	47,662	0	0	0	0	47,662
Revaluations: write-ups/(write-downs)	0	0	15,730	2,497	(15,169)	(1,672)	0	2,048
Write-offs	0	0	(52,564)	0	0	0	0	(52,564)
adjustment for accum depreciation per valuation	0	0	0	0	0	0	(97,213)	(97,213)
Accumulated Depreciation/Amortisation as at 30 June 2000	0	0	124,961	54,131	239,549	293,680	32,314	440,955
Net book value as at 30 June 2000	0	0	146,940	18,459	137,948	156,407	394,050	697,397
Net book value as at 1 July 1999	0	0	50,851	20,934	163,936	184,870	256,329	497,050

B) Assets at valuation

Item	Land	Buildings	Total Land & Buildings	Furniture & Fittings	Infrastructure, plant and equipment	Total Infrastructure, Plant and Equipment	Computer Software - Total Intangibles	Total
As at 30 June 2000	0	0	0	0	0	0	0	0
Gross value	0	0	90,100	72,590	146,205	418,795	390,069	899,859
Accumulated depreciation/amortisation	0	0	74,482	54,131	239,883	294,014	0	358,496
Other movements	0	0	0	0	0	0	0	0
Net book value	0	0	15,618	18,459	116,322	134,781	390,069	440,399
As at 30 June 1999	0	0	0	0	0	0	0	0
Gross value	0	0	0	0	0	0	0	0
Accumulated depreciation/amortisation	0	0	0	0	0	0	0	0
Other movements	0	0	0	0	0	0	0	0
Net book value	0	0	0	0	0	0	0	0

The accompanying notes form part of these financial statements.



**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

<u>Note 6E - Inventories</u>	<u>1999-00</u>	<u>1998-99</u>
	\$	\$
Inventories for Sale	30,903	4,465
Consumables not held for sale*	-	23,691
<b>Total</b>	<b>30,903</b>	<b>28,156</b>

\* Consumables not held for sale have been expensed rather than capitalised in the accounts in the year ended 30 June 2000. Hence, these items are no longer included in inventory.

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

<u>Note 6F - Other non-financial assets</u>	<b>1999-00</b>	<b>1998-99</b>
	<b>\$</b>	<b>\$</b>
Prepayments	<b>16,318</b>	<b>2,626</b>
Total	<b><u>16,318</u></b>	<b><u>2,626</u></b>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000*

<u>Note 7A - Employees</u>	<u>1999-00</u>	<u>1998-99</u>
	<u>\$</u>	<u>\$</u>
Superannuation	55,781	40,399
Recreation Leave	188,962	154,659
Long Service Leave	214,051	197,686
Accrued Salary and Wages	74,722	26,765
Accrued Superannuation	6,567	-
Superannuation On-Cost	15,747	-
Salaries clearing account	1,008	-
<b>Total</b>	<b>556,838</b>	<b>419,509</b>

The accompanying notes form part of these financial statements.



**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000*

<u>Note 7B - Suppliers</u>	<b>1999-00</b>	<b>1998-99</b>
	<b>\$</b>	<b>\$</b>
Trade creditors	<b>436,009</b>	<b>334,973</b>
Other Creditors	<b>1,299</b>	<b>-</b>
Accrued Expenses	<b>54,851</b>	<b>-</b>
<b>Total</b>	<b><u>492,160</u></b>	<b><u>334,973</u></b>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000*Note 7C - Other provisions and payables

	1999-00	1998-99
	\$	\$
Fees received in advance	-	93,150
Capital User Charge payable	26,236	-
<b>Total</b>	<b>26,236</b>	<b>93,150</b>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

**Note 8 - Equity**

	Capital		Accumulated results		Asset revaluation reserve		Total equity	
	1999-2000	1998-1999	1999-2000	1998-1999	1999-2000	1998-1999	1999-2000	1998-1999
	\$	\$	\$	\$	\$	\$	\$	\$
Balance at 1 July 1999	174,009	174,009	427,849	(34,104)	-	-	601,858	139,905
Operating result	-	-	(151,841)	461,953	-	-	(151,841)	461,953
Net revaluation increases (decreases)	-	-	-	-	3,005	-	3,005	-
Transfers to/(from) reserves	-	-	-	-	-	-	-	-
Injection / (Disposal) of capital	-	-	-	-	-	-	-	-
Capital use charge	-	-	(26,236)	-	-	-	(26,236)	-
Other movements	-	-	-	-	-	-	-	-
<b>Balance as at 30 June 2000</b>	<b>174,009</b>	<b>174,009</b>	<b>249,772</b>	<b>427,849</b>	<b>3,005</b>	<b>-</b>	<b>426,786</b>	<b>601,858</b>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the period ended 30 June 2000***Note 9 - Cash Flow Reconciliation****1999-00****1998-99****\$****\$****Agency Reconciliation**

Reconciliation of operating surplus to net cash provided by operating activities:

Net cost of services	4,766,841	4,878,453
Revenue from government	4,615,000	4,416,500
<b>Net surplus (deficit)</b>	<b>( 151,841)</b>	<b>461,953</b>
Depreciation / Amortisation	218,323	97,573
Loss on disposal of assets	-	40,952
Write-down of Infrastructure, plant and equipment	79,209	-
Capital use charge	( 26,236)	-
Change in assets and liabilities		
Decrease (Increase) in Receivables	251,427	(150,308)
Decrease (Increase) in Inventories	( 2,745)	18,954
Decrease (Increase) in Other Financial Assets	( 1,801)	-
Decrease (Increase) in Other Non-financial Assets	( 13,692)	34,785
Increase (Decrease) in Provisions and Payable for suppliers	157,187	79,647
Increase (Decrease) in Provisions and Payable for employees	137,329	(12,211)
Increase (Decrease) in Other Provision and Payables	( 66,914)	73,389
<b>Net cash provided by operating activities</b>	<b>580,244</b>	<b>644,734</b>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

*for the period ended 30 June 2000*

Note 10: Appropriations

Annual appropriations for Departmental items (price of outputs)

	1999-00 \$	1998-99 \$
Annual Appropriation Acts No 1 & 3 - basic appropriation	4,615,000	4,416,500
Total appropriations available for the year	<u>4,615,000</u>	<u>4,416,500</u>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

Note 11 - Price of outputs

	Price of Outputs	
	Budget \$'000	Actual \$'000
Output 1.1 - Drug Testing Program	4,498	4,672
Output 1.2 Education & Information Services	1,131	1,212
Output 1.3 International Advocacy Services	219	492
<b>Total Cost of Outputs</b>	<b>5,848</b>	<b>6,376</b>

Less Revenue from Independent Sources	1,233	1,609
<b>Net Cost of Departmental Outputs</b>	<b>4,615</b>	<b>4,767</b>

The accompanying notes form part of these financial statements.



**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the year ended 30 June 2000*Note 12 - Remuneration of Directors

a)

		1999-2000 No.'s	1998-1999 No.'s
nil	-	\$10,000	5
\$100,000	-	\$110,000	-
\$110,001	-	\$120,000	1
\$120,001	-	\$130,000	-
\$130,001	-	\$140,000	-
\$140,001	-	\$150,000	1
\$150,001	-	\$160,000	-
<b>Total:</b>			6

1999-2000  
\$1998-1999  
\$

b) The aggregate amount of total remuneration of Directors shown above.

154,792

121,193

The Chief Executive of the Agency is a Director, but receives no additional remuneration for these duties. The remuneration band describe above reflects the full year remuneration entitlement of the Chief Executive position.

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the year ended 30 June 2000*

---

Note 13 - Related Party Disclosures

*Directors of the Agency*

The Directors of the Agency during the year were:

Ms D Sias (Chairperson)

Dr B Sando, OAM

Ms S Buchanan, OAM

Mr J Landy

Dr A McLachlan

Ms N Howson

The aggregate remuneration of Directors is disclosed in Note 12.

The accompanying notes form part of these financial statements.



**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the year ended 30 June 2000*

**Note 14 - Remuneration of Officers**

	<b>1999-2000</b>	<b>1998-1999</b>
	<b>\$</b>	<b>\$</b>
The aggregate amount of total remuneration of Officers shown above.	119,696	109,023

The remuneration includes all Officers classified at equivalent Senior Executive Service levels during the financial year except the Chief executive. Details of the Chief Executive are disclosed in note 12.

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS***for the year ended 30 June 2000*Note 15 – Remuneration of Auditors

	1999-00	1998-99
	\$	\$
Remuneration to the Auditor-General for auditing the financial statements.	<u>22,400</u>	<u>24,000</u>
	<u>22,400</u>	<u>24,000</u>
Remuneration to Bates & Pickering for the internal audit services and the review of the financial statements.	<u>17,200</u>	<u>8,770</u>
	<u>17,200</u>	<u>8,770</u>

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
for the period ended 30 June 2000**

**Note 16 Financial Instruments**

**(A) Terms, conditions & accounting policies**

2000 Financial Instrument Class	Notes	Accounting Policies and Methods (recognition criteria and measurement basis)	Nature of underlying instrument (including terms and conditions affecting the amount, timing and certainty of cash flows)
<i>Financial Assets (Recognised):</i>		<i>Financial assets are recognised when control over future economic benefits is established and the amount of the benefits can be reliably measured</i>	
Cash	5A	Cash is recognised at its nominal amount.	
Receivables - goods and services	5B	These receivables are recognised at the nominal amounts due less any provision for bad and doubtful debts. Provisions are made when collection of the debt is judged to be less rather than more likely.	Credit terms are net 30 days.
Accrued revenue	5B	Accrued revenue is recognised when a service has been provided but billing has not yet occurred.	As for receivables for goods and services once billed.
Other financial assets	5C	This represents GST paid or payable on acquisitions that is recoverable from the Australian Taxation Office.	
<i>Financial Liabilities (Recognised):</i>		<i>Financial liabilities are recognised when a present obligation to another party is entered into and the amount of the liability can be reliably measured.</i>	
Trade creditors	7B	Creditors and accruals are recognised at their nominal amounts, being the amounts at which the liabilities will be settled. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).	Settlement is usually made net 30 days.

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**for the period ended 30 June 2000**

**(B) Interest Rate Risk**

Financial Instrument	Notes	Floating Interest Rate				Fixed Interest Rate			Non-Interest Bearing	Total	Weighted Average Effective	
		98-00	98-99	1 year or less	1 to 2 years	2 to 5 years	5 to 10 years	> 10 years			98-00	98-99
<b>Financial Assets</b>		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Cash at Bank	2A	-	427,937	-	-	-	-	-	-	506,099	427,937	-
Loans on hand	5A	-	-	-	-	-	-	-	963	963	-	1,756
Grants and Services	5C	-	-	-	-	-	-	-	247,637	499,064	247,637	499,064
Other Financial Assets		-	-	-	-	-	-	-	1,801	1,801	-	N/A
<b>Total Financial Assets (Reclassified)</b>		506,099	427,937	-	-	-	-	-	250,403	757,402	977,537	-
<b>Total Agency Assets</b>										1,805,019	1,449,890	
<b>Financial Liabilities</b>												
Trade creditors & accruals	7D	-	-	-	-	-	-	-	-	483,168	314,573	-
<b>Total Financial Liabilities (Reclassified)</b>		-	-	-	-	-	-	-	-	483,168	314,573	-
<b>Total Agency Liabilities</b>										1,875,235	847,551	

The accompanying notes form part of these financial statements.

**Australian Sports Drug Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
*for the period ended 30 June 2000*

(c) Net Fair Values of Agency Financial Assets and Liabilities

	Note	1999-2000		1998-1999	
		Total carrying amount	Aggregate net fair value	Total carrying amount	Aggregate net fair value
		\$	\$	\$	\$
<b>Financial Assets (Recognised)</b>					
Cash at bank	5A	507,964	507,964	427,593	427,593
Cash on hand	5A	965	965	900	900
Receivables - goods and services	5B	247,637	247,637	499,064	499,064
Other financial assets	5C	1,801	1,801	-	-
<b>Total Financial Assets (Recognised)</b>		<b>758,367</b>	<b>758,367</b>	<b>927,557</b>	<b>927,557</b>
<b>Financial Liabilities (Recognised)</b>					
Trade creditors & other accruals	7B	492,160	492,160	334,973	334,973
<b>Total Financial Liabilities (Recognised)</b>		<b>492,160</b>	<b>492,160</b>	<b>334,973</b>	<b>334,973</b>

*Financial assets*

The net fair values of cash, deposits on call and non-interest bearing monetary financial assets approximate their carrying amounts.

*Financial liabilities*

The net fair value of trade creditors, all of which are short term in nature, are approximated by their carrying amounts.

(d) Credit Risk Exposure

The economic entity's maximum exposures to credit risk at reporting date in relation to each class of recognised financial assets is the carrying amount of those assets as indicated in the Statement of Assets and Liabilities.

The economic entity has no significant exposures to any concentrations of credit risk.

All figures for credit risk do not take into account the value of any collateral or other security.

The accompanying notes form part of these financial statements.

## Appendix D — Drug testing for 1999–2000

### Quarterly breakdown of drug testing

	1-Jul-99 to 30-Sep-99	1-Oct-99 to 31-Dec-99	1-Jan-00 to 31-Mar-00	1-Apr-00 to 30-Jun-00	Total 99-00
Govt Funded	475	608	1157	1081	3321
User Pay	588	471	658	707	2424
<b>Total 99/00</b>	<b>1063</b>	<b>1079</b>	<b>1815</b>	<b>1788</b>	<b>5745</b>

### Summary of government-funded and user-pays drug testing by sport

	Govt Funded	User Pay	Total
Archery	24	0	24
Athletics	414	4	418
Australian Football	15	409	424
Badminton	22	0	22
Baseball	44	0	44
Basketball	96	33	129
BMX	8	0	8
Body Building	0	23	23
Boxing	49	0	49
Canoeing	99	0	99
Cricket	0	49	49
Cycling	280	24	304
Darts	0	4	4
Disabled athletes	167	37	204
Diving	38	0	38
Equestrian	21	0	21

**Summary of government-funded and user-pays drug testing by sport (cont)**

	<b>Govt Funded</b>	<b>User Pay</b>	<b>Total</b>
Fencing	23	0	23
Gymnastics	28	0	28
Handball	35	0	35
Hockey	163	0	163
Ironman	0	8	8
Judo	63	9	72
Karate	29	0	29
Lacrosse	2	4	6
Lawn Bowls	0	4	4
Modern pentathlon	15	0	15
Mountain Bike	24	0	24
Motorcycling	0	90	90
Motor Sport	0	8	8
Netball	25	0	25
Powerlifting	63	0	63
Roller Sports	3	6	9
Rowing	171	0	171
Rugby League	0	614	614
Rugby Union	0	311	311
Shooting	51	80	131
Soccer	109	98	207
Softball	42	0	42
Squash	14	0	14
Strongman	0	2	2



**Summary of government-funded and user-pays drug testing by sport (cont)**

	<b>Govt Funded</b>	<b>User Pay</b>	<b>Total</b>
Surf Lifesaving	15	10	25
Swimming	270	144	414
Synchronised Swimming	21	0	21
Table Tennis	25	0	25
Taekwondo	18	0	18
Ten Pin Bowling	0	8	8
Tennis	9	0	9
Touch Football	34	0	34
Trampolining	13	0	13
Triathlon	91	10	101
Volleyball	98	0	98
Waterpolo	128	0	128
Waterskiing	32	0	32
Weightlifting	120	0	120
Wrestling	51	0	51
Yachting (Sailing)	22	0	22
Multiple sport clients	0	0	0
SOCOG	123	154	277
International athletes in Australia	84	203	287
Qld Government	0	73	73
ACT Government	0	5	5
Miscellaneous	30	0	30
<b>Total</b>	<b>3321</b>	<b>2424</b>	<b>5745</b>



**Government-funded testing 1999-2000**

	Event Tests			Out of Competition Tests			Total Tests
	Domestic	International	Total	Domestic	International	Total	
Archery	22	0	22	2	0	2	24
Athletics	79	42	121	282	11	293	414
Australian Football	15	0	15	0	0	0	15
Badminton	4	0	4	18	0	18	22
Baseball	6	0	6	28	10	38	44
Basketball	4	16	20	72	4	76	96
BMX	8	0	8	0	0	0	8
Boxing	19	0	19	30	0	30	49
Canoeing	22	0	22	77	0	77	99
Cycling	165	20	185	85	10	95	280
Disabled Athletes	0	15	15	152	0	152	167
Diving	16	0	16	22	0	22	38
Equestrian	0	0	0	21	0	21	21
Fencing	4	0	4	18	1	19	23
Gymnastics	6	0	6	22	0	22	28
Handball	12	0	12	23	0	23	35
Hockey	52	8	60	83	20	103	163
Judo	4	4	8	55	0	55	63
Karate	8	0	8	21	0	21	29
Lacrosse	0	2	2	0	0	0	2

**Government-funded testing 1999–2000 (cont)**

	Event Tests			Out of Competition Tests			Total Tests
	Domestic	International	Total	Domestic	International	Total	
<b>Modern</b>							
Pentathlon	4	0	4	11	0	11	15
Mountain Bike	8	0	8	16	0	16	24
Netball	8	4	12	13	0	13	25
Powerlifting	17	0	17	46	0	46	63
Roller Sports	0	3	3	0	0	0	3
Rowing	59	0	59	102	10	112	171
Shooting	38	13	51	0	0	0	51
Soccer	42	0	42	64	3	67	109
Softball	13	4	17	21	4	25	42
Squash	4	0	4	8	2	10	14
Surf Lifesaving	5	0	5	10	0	10	15
Swimming	32	52	84	185	1	186	270
<b>Synchronised</b>							
swimming	4	0	4	17	0	17	21
Table Tennis	4	0	4	21	0	21	25
Taekwondo	0	8	8	10	0	10	18
Tennis	0	0	0	9	0	9	9
Touch Football	18	0	18	16	0	16	34
Trampolining	4	0	4	9	0	9	13
Triathlon	25	3	28	63	0	63	91
Volleyball	18	0	18	80	0	80	98
Waterpolo	26	8	34	89	5	94	128

**Government-funded testing 1999-2000** (cont)

	Event Tests			Out of Competition Tests			Total Tests
	Domestic	International	Total	Domestic	International	Total	
Waterskiing	21	0	21	9	2	11	32
Weightlifting	15	0	15	105	0	105	120
Wrestling	15	0	15	36	0	36	51
Yachting (Sailing)	2	6	8	12	2	14	22
SOCOG	123	0	123	0	0	0	123
International athletes in Australia	0	0	0	0	84	84	84
Miscellaneous	0	0	0	30	0	30	30
<b>Total</b>	<b>951</b>	<b>208</b>	<b>1159</b>	<b>1993</b>	<b>169</b>	<b>2162</b>	<b>3321</b>

**User-pays testing 1999-2000**

	Event Tests			Out of Competition Tests			Total Tests
	Domestic	International	Total	Domestic	International	Total	
Athletics	4	0	4	0	0	0	4
Australian Football	153	0	153	256	0	256	409
Basketball	11	0	11	22	0	22	33
Bodybuilding	23	0	23	0	0	0	23
Cricket	31	0	31	18	0	18	49
Cycling	0	24	24	0	0	0	24
Darts	4	0	4	0	0	0	4
Disabled Athletes	17	20	37	0	0	0	37
Ironman	8	0	8	0	0	0	8
Judo	9	0	9	0	0	0	9
Lacrosse	4	0	4	0	0	0	4
Lawn Bowls	0	4	4	0	0	0	4
Motorcycling	90	0	90	0	0	0	90
Motor Sport	8	0	8	0	0	0	8
Rugby League	253	0	253	361	0	361	614
Roller Sports	6	0	6	0	0	0	6
Rugby Union	165	0	165	146	0	146	311
Shooting	0	80	80	0	0	0	80
Soccer	51	0	51	47	0	47	98
Strongman	2	0	2	0	0	0	2
Surf Lifesaving	10	0	10	0	0	0	10

**User-pays testing 1999-2000** (cont)

	Event Tests			Out of Competition Tests			Total Tests
	Domestic	International	Total	Domestic	International	Total	
Swimming	44	80	124	20	0	20	144
Ten Pin Bowling	4	2	6	2	0	2	8
Triathlon	0	10	10	0	0	0	10
SOCOG	0	154	154	0	0	0	154
International Athletes in Australia	0	0	0	0	203	203	203
Qld Government	22	0	22	51	0	51	73
ACT Government	0	0	0	5	0	5	5
Miscellaneous	0	0	0	0	0	0	0
<b>Total</b>	<b>919</b>	<b>374</b>	<b>1293</b>	<b>928</b>	<b>203</b>	<b>1131</b>	<b>2424</b>

## Appendix E — Olympic Movement Anti-Doping Code Appendix A

### PROHIBITED CLASSES OF SUBSTANCES AND PROHIBITED METHODS

1 April 2000

#### I. PROHIBITED CLASSES OF SUBSTANCES

##### A. Stimulants

Prohibited substances in class (A) include the following examples:

**amineptine, amiphenazole, amphetaminès, bromantan, caffeine\*, carphedon, cocaine, ephedrine\*\*, fencamfamin, mesocarb, pentetrazol, pipradrol, salbutamol\*\*\*, salmeterol\*\*\*, terbutaline\*\*\*,**

**... and related substances.**

\* For caffeine the definition of a positive is a concentration in urine greater than 12 micrograms per millilitre.

\*\* For cathine, the definition of a positive is a concentration in urine greater than 5 micrograms per millilitre. For ephedrine and methylephedrine, the definition of a positive is a concentration in urine greater than 10 micrograms per millilitre. For phenylpropanolamine and pseudoephedrine, the definition of a positive is a concentration in urine greater than 25 micrograms per millilitre.

\*\*\* Permitted by inhaler only to prevent and/or treat asthma and exercise-induced asthma. Written notification of asthma and/or exercise-induced asthma by a respiratory or team physician is necessary to the relevant medical authority.

NOTE: All imidazole preparations are acceptable for topical use. Vasoconstrictors may be administered with local anaesthetic agents. Topical preparations (eg nasal, ophthalmological, rectal) of adrenaline and phenylephrine are permitted.

##### B. Narcotics

Prohibited substances in class (B) include the following examples:

buprenorphine, dextromoramide, diamorphine (heroin), methadone, morphine, pentazocine, pethidine, ... and related substances.

NOTE: codeine, dextromethorphan, dextropropoxyphene, dihydrocodeine, diphenoxylate, ethylmorphine, pholcodine, propoxyphene and tramadol are permitted.

##### C. Anabolic agents

Prohibited substances in class (C) include the following examples:

##### 1. Anabolic androgenic steroids

a. clostebol, fluoxymesterone, metandienone, metenolone, nandrolone,

19-norandrostenediol, 19-norandrostenedione, oxandrolone, stanozolol,

... and related substances.

b. androstenediol, androstenedione, dehydroepiandrosterone (DHEA), dihydrotestosterone, testosterone\*,

... and related substances.

Evidence obtained from metabolic profiles and/or isotopic ratio measurements may be used to draw definitive conclusions.

\* The presence of a testosterone (T) to epitestosterone (E) ratio greater than six (6) to one (1) in the urine of a competitor constitutes an offence unless there is evidence that this ratio is due to a physiological or pathological condition, eg low epitestosterone excretion, androgen producing tumour, enzyme deficiencies.

In the case of T/E greater than 6, it is mandatory that the relevant medical authority conducts an investigation before the sample is declared positive. A full report will be written and will include a review of previous tests, subsequent tests and any results of endocrine investigations. In the event that previous tests are not available, the athlete should be tested unannounced at least once per month for three months. The results of these investigations should be included in the report. Failure to co-operate in the investigations will result in declaring the sample positive.

2. **Beta-2 agonists**  
bambuterol, clenbuterol, fenoterol, formoterol, reproterol, salbutamol\*, salmeterol\*, terbutaline\*,

... and related substances.

\* Authorised by inhalation as described in Article (IA).

For salbutamol the definition of a positive under the anabolic agent category is a concentration in urine greater than 1000 nanograms per millilitre.

#### *D. Diuretics*

Prohibited substances in class (D) include the following examples:

acetazolamide, bumetanide, chlortalidone, etacrynic acid,

furosemide, hydrochlorothiazide, mannitol\*, mersalyl, spironolactone, triamterene,

... and related substances.

\* Prohibited by intravenous injection.

#### *E. Peptide hormones, mimetics and analogues*

Prohibited substances in class (E) include the following examples and their analogues and mimetics:

1. **Chorionic Gonadotrophin** (hCG) prohibited in males only;
2. **Pituitary and synthetic gonadotrophins** (LH) prohibited in males only;
3. **Corticotrophins** (ACTH, tetracosactide);
4. **Growth hormone** (hGH);
5. **Insulin-like Growth Factor** (IGF-1);

and all the respective releasing factors and their analogues;

#### 6. **Erythropoietin** (EPO);

#### 7. **Insulin;**

permitted only to treat athletes with certified insulin-dependent diabetes. Written certification of insulin-dependent diabetes must be obtained from an endocrinologist or team physician.

The presence of an abnormal concentration of an endogenous hormone in class (E) or its diagnostic marker(s) in the urine of a competitor constitutes an offence unless it has been proven to be due to a physiological or pathological condition.

## II. PROHIBITED METHODS

The following procedures are prohibited:

1. blood doping;
2. administering artificial oxygen carriers or plasma expanders; and
3. pharmacological, chemical and physical manipulation.

## III. CLASSES OF PROHIBITED SUBSTANCES IN CERTAIN CIRCUMSTANCES

### A. Alcohol

Where the rules of a responsible authority so provide, tests will be conducted for ethanol.

### B. Cannabinoids

Where the rules of a responsible authority so provide, tests will be conducted for cannabinoids (eg Marijuana, Hashish). At the Olympic Games, tests will be conducted for cannabinoids.

A concentration in urine of 11-nor-delta 9-tetrahydrocannabinol-9-carboxylic acid (carboxy-THC) greater than 15 nanograms per millilitre constitutes doping.

### C. Local anaesthetics

Injectable local anaesthetics are permitted under the following conditions:

- a) bupivacaine, lidocaine, mepivacaine, procaine, and related substances, can be used but not cocaine. Vasoconstrictor agents may be used in conjunction with local anaesthetics;
- b) only local or intra-articular injections may be administered; and
- c) only when medically justified.

Where the rules of a responsible authority so provide, notification of administration may be necessary.

### D. Glucocorticosteroids

The systemic use of glucocorticosteroids is prohibited when administered orally, rectally, or by intravenous or intramuscular injection.

### E. Beta-blockers

Prohibited substances in class (E) include the following examples:

**acebutolol, alprenolol, atenolol, labetalol, metoprolol, nadolol, oxprenolol, propranolol, sotalol, ... and related substances.**

Where the rules of a responsible authority so provide, tests will be conducted for beta-blockers.

Summary of urinary concentrations above which IOC accredited laboratories must report findings for specific substances

caffeine  
> 12 micrograms/millilitre

carboxy-THC  
> 15 nanograms/millilitre

cathine  
> 5 micrograms / millilitre

ephedrine  
> 10 micrograms / millilitre

epitestosterone  
> 200 nanograms / millilitre

methylephedrine  
> 10 micrograms / millilitre

morphine  
> 1 microgram / millilitre

19-norandrosterone  
> 2 nanograms /millilitre in males

19-norandrosterone



> 5 nanograms/millilitre in females

phenylpropanolamine

> 25 micrograms / millilitre

pseudoephedrine

> 25 micrograms / millilitre

salbutamol

(as stimulant)

> 100 nanograms/millilitre

(as anabolic agent)

> 1000 nanograms/millilitre

T/E ratio

> 6

#### IV. OUT-OF-COMPETITION TESTING

Unless specifically requested by the responsible authority, out-of-competition testing is directed solely at prohibited substances in class I.C. (Anabolic Agents), I.D. (Diuretics), I.E. (Peptide Hormones, Mimetics and Analogues), and II (Prohibited Methods).

##### *List of examples of prohibited substances*

CAUTION: This is not an exhaustive list of prohibited substances. Many substances that do not appear on this list are considered prohibited under the term "and related substances".

Athletes must ensure that any medicine, supplement, over-the-counter preparation or any other substance they use does not contain any prohibited substance.

#### **STIMULANTS:**

amineptine, amfepramone, amiphenazole, amphetamine, bambuterol, bromantan, caffeine, carphedon, cathine, cocaine, cropropamide, crotethamide, ephedrine, etamivan, etilamphetamine, etilefrine, fencamfamin, fenetylline,

fenfluramine, formoterol, heptaminol, mefenorex, mephentermine, mesocarb, methamphetamine, methoxyphenamine, methylenedioxyamphetamine, methylephedrine, methylphenidate, nikethamide, norfenfluramine, parahydroxyamphetamine, pemoline, pentetrazol, phendimetrazine, phentermine, phenylephrine, phenylpropanolamine, pholedrine, pipradrol, prolintane, propylhexedrine, pseudoephedrine, reproterol, salbutamol, salmeterol, selegiline, strychnine, terbutaline,

#### **NARCOTICS:**

buprenorphine, dextromoramide, diamorphine (heroin), hydrocodone, methadone, morphine, pentazocine, pethidine,

#### **ANABOLIC AGENTS:**

androstenediol, androstenedione, bambuterol, boldenone, clenbuterol, clostebol, danazol, dehydrochlormethyltestosterone, dehydroepiandrosterone (DHEA), dihydrotestosterone, drostanolone, fenoterol, fluoxymesterone, formebolone, formoterol, gestrinone, mesterolone, metandienone, metenolone, methandriol, methyltestosterone, mibolerone, nandrolone, 19-norandrostenediol, 19-norandrostenedione, norethandrolone, oxandrolone, oxymesterone, oxymetholone, reproterol, salbutamol, salmeterol, stanozolol, terbutaline, testosterone, trenbolone,

#### **DIURETICS**

acetazolamide, bendroflumethiazide, bumetanide, canrenone, chlortalidone, ethacrynic acid, furosemide, hydrochlorothiazide,

indapamide, mannitol (by intravenous injection), mersalyl, spironolactone, triamterene,

**MASKING AGENTS**

bromantan, diuretics (see above), epitestosterone, probenecid,

**PEPTIDE HORMONES, MIMETICS AND ANALOGUES**

ACTH, erythropoietin (EPO), hCG\*, hGH, insulin, LH\*, clomiphene\*, cyclofenil\*, tamoxifen\*,

\* prohibited in males only

**BETA BLOCKERS**

acebutolol, alprenolol, atenolol, betaxolol, bisoprolol, bunolol, carteolol, celiprolol, esmolol, labetalol, levobunolol, metipranolol, metoprolol, nadolol, oxprenolol, pindolol, propranolol, sotalol, timolol.

— 3

## Appendix F — Laboratories for doping control analyses accredited by the International Olympic Committee

Location	Head of the laboratory	Address
Athens Greece	Dr Costas Georgakopoulos	Olympic Center of Athens "Spiros Louis" Hellenic Sports Research Institute Doping Control Laboratory of Athens 37, Kifissias Ave 15123 Maroussi Athens Tel: (30 1) 683 85 49 Fax: (30 1) 683 40 21 Email: oaka@athena.compulink.gr
Bangkok Thailand	Dr Tongtavuch Anukarahanonta Director	National Doping Control Centre Mahidol University New Biology Building 6th floor Rama 6 Road Bangkok 10400 Tel: (66 2) 245 6701 / 03 Fax: (66 2) 245 67 04
Barcelona Spain	Prof Jordi Segura	Institut Mucipal D'Investigacio Medica (IMIM) Departament de Farmacologia I Toxicologia c/ Doctor Aiguader 80 08003 Barcelona Tel: (34.93) 221 10 09 Fax: (34.93) 221 32 37 Email: jsegura@imim.es
Beijing People's Republic of China	Dr Moutian Wu	National Research Institute of Sports Medicine China Doping Control Center 1 An Ding Road Beijing 100029 Tel: (86 10) 649 80 525 Fax: (86 10) 649 12 136 Email: moutianw@public.bta.net.cn

## Appendix F — Laboratories for doping control analyses accredited by the International Olympic Committee (cont)

Location	Head of the laboratory	Address
Bloemfontein Republic of South Africa	Dr P.J. Van der Merwe	Department of Pharmacology University of the Orange Free State FARMOVS Research Centre for the Clinical Pharmacology and Drug Development Division of Prohibited Substances P.O Box 339 (G6) Bloemfontein 9300 Tel: (27 51) 401 31 82 Fax: (27 51) 444 15 23 Email: gnfmpvdm@frm.uovs.ac.za
Cologne Germany	Dr Wilhelm Schänzer Director	German Sports University Institute of Biochemistry Carl-Diem-Weg 6 50933 Köln 41 Tel: (49 221) 497 13 13 Fax: (49 221) 497 32 36 Email: schaenzer@biochem. dshs-koeln.de
Copenhagen Denmark *Phase II	Prof Henrik Engusen Poulsen Professor and Chief, MD.	Copenhagen University Hospital Dept. of Clinical Pharmacology Q7642 Rigshospitalet Tagensvej 20 DK-2200 Copenhagen Denmark Tel: (45) 35 45 76 71 Tel: (45) 35 45 76 91 (secre.) Fax: (45) 35 45 27 45 Email: henrikep@rh.dk

## Appendix F — Laboratories for doping control analyses accredited by the International Olympic Committee (cont)

Location	Head of the laboratory	Address
Gand Ghent Belgium	Prof Dr. F. T. Delbeke	Universiteit Gent Faculteit van de Diergeneeskunde Vakgroep Farmacologie Farmacie en Toxicologie Salisburylaan 133 B-9820 Merelbeke Tel: (32 09) 264 73 47 Fax: (32 09) 264 74 97 Email: frans.delbeke@rug.ac.be
Helsinki Finland	Prof Kimmo Kuoppasalmi	United Laboratories Ltd Doping Control Laboratory Höyläämötie 14 FIN-00380 Helsinki Tel: (358 9) 50 60 51 / 52 Fax: (358 9) 50 60 54 10 Email: kimmo.kuoppasalmi@ yhtyneetlaboratoriot.fi Email: kimmo.kuoppasalmi@ktl.fi
Huddinge Sweden	Dr Mats Garle Scientific Director	Huddinge University Hospital Doping Control Laboratory C2-78 Department of Medical Laboratory Sciences and Technology S-141 86 Huddinge Tel: (46 8) 58 58 10 75 Fax: (46 8) 58 58 10 76 Email: mats.garle@pharmlab.hs.sll.se

# **Appendix F — Laboratories for doping control analyses accredited by the International Olympic Committee (cont)**

<b>Location</b>	<b>Head of the laboratory</b>	<b>Address</b>
Indianapolis United States of America	Dr Larry D. Bowers Director	Athletic Drug Testing and Toxicology Laboratory Department of Pathology and Laboratory Medicine Medical Science Building A-128 635 Barnhill Drive Indianapolis Indiana 46202-5120 Tel: (1 317) 274 32 20 Fax: (1 317) 274 32 23 Email: lbowers@iupui.edu
Kreischa Germany	Prof Klaus Müller	Institut Für Doping Analytik und Sportbiochemie Dresdner Strasse 12 D-01731 Kreischa b. Dresden Allemagne Tel: (49 352) 06 20 60 Fax: (49 352) 062 06 20 Fax: (49 341) 971 51 09 Email: dopinganalytik. kreischa@t-online.de.
Lausanne Switzerland	Dr Laurent Rivier Directeur Scientifique	Laboratoire Suisse D'Analyse du Dopage Institut Universitaire de Médecine Légale Rue du Bugnon 21 1005 Lausanne Tel: (41 21) 314 73 30 Fax: (41 21) 314 73 33 / 70 90 Email: lad.central@inst.hospvd.ch Email: laurent.rivier@inst.hospvd.ch

## Appendix F — Laboratories for doping control analyses accredited by the International Olympic Committee (cont)

Location	Head of the laboratory	Address
Lisbon Portugal	Prof Lesseps Lourenco Reis Scientific Director	Instituto Nacional do Desporto (INDESP) Laboratório de Análises de Dopage e Bioquímica Direcção de Serviços de Medicina Desportiva Av. Professor Egas Moniz (Estádio Universitário) 1600-190 Lisboa Tel: (351 1) 795 40 00 Fax: (351 1) 797 75 29 Email: cmd.lisboa@mail.telepac.pt
London England	Prof David Cowan	Drug Control Centre King's College London The Franklin-Wilkins Building 150 Stamford Street London SE1 8WA Tel: (44 20) 7848 4848 Fax: (44 20) 7848 4980 Email: david.cowan@kcl.ac.uk
Los Angeles United States of America	Prof Don Catlin, MD	UCLA Olympic Analytical Laboratory Department of Pharmacology UCLA School of Medicine 2122 Granville Avenue Los Angeles CA 90025 Tel: (1 310) 825 26 35 Fax: (1 310) 206 90 77 Email: dcatlin@ucla.edu

## Appendix F — Laboratories for doping control analyses accredited by the International Olympic Committee (cont)

Location	Head of the laboratory	Address
Madrid Spain	Dr Cecilia Rodriguez Directora	Consejo Superior de Deportes Laboratorio de Control del Dopaje c/ El Greco, s/n 28040 Madrid Tel: (34 91) 589 68 89 / 88 Fax: (34 91) 543 72 90 Email: cecilia.rodriguez@csd.mec.es
Montreal Canada	Prof Christiane Ayotte Professor and Director of the Doping Control Laboratory	Institut Nationale de la Recherche Scientifique INRS — santé Université du Québec 245, Blvd. Hymus Pointe-Claire Québec H9R 1G6 Tel: (1 514) 630 88 06 Fax: (1 514) 630 88 50 / 89 99 Email: cayotte@total.net
Moscow Russian Federation	Dr Vitaly Semenov	Antidoping Centre. Moscow Dope Control Laboratory Elizavetinskii proezd, 10 107005 Moscow Tel: (70 95) 261 92 22 Fax: (70 95) 267 73 20 Email: antidope@cityline.ru
Oslo Norway	Prof Egil Haug Director Dr Peter Hemmersbach Scientific Director	Hormone Laboratory Section for Doping Analysis Aker Hospital Trondheimsveien 235 N-0514 Oslo Tel: (47 22) 89 43 68 / 89 40 07 Fax: (47 22) 89 41 51 Email: Peter.Hemmersbach@ ioks.uio.no



## Appendix F — Laboratories for doping control analyses accredited by the International Olympic Committee (cont)

Location	Head of the laboratory	Address
Paris France	Dr Jacques de Ceaurriz	Laboratoire National de Depistage du Dopage Creps 143 Avenue Roger Salengro 92290 Châtenay-Malabry Tel: (33 1) 46 60 28 69 Fax: (33 1) 46 60 30 17 Email: LNDD.FRANCE@wanadoo.fr
Penang Malaysia	Dr Aishah A. Latiff	Doping Control Center Universiti Sains Malaysia 11800 Minden Penang Tel: (60 4) 659 56 05 Fax: (60 4) 656 98 69 Email: aishah@dcc.usm.my
Prague Czech Republic	Dr R. Slechtova	General Faculty Hospital Department of Doping Control Nehvizdská 8 198 00 Prague 9 Tel/ Fax: (420 2) 8186 2332 / 1733 Email: odkusm@mbox.vol.cz.
Rome Italy	Dr Francesco Botre Scientific Director	Federazione Medico Sportiva Italiana Laboratorio Antidoping Largo Giulio Onesti 1 00197 Rome Tel: (39 06) 808 30 11 Fax: (39 06) 807 89 71 Email: antidoping.lab@flashnet.it

## Appendix F — Laboratories for doping control analyses accredited by the International Olympic Committee (cont)

Location	Head of the laboratory	Address
Seoul Korea	Dr Myungsoo Kim Director	Doping Control Center Korea Institute of Science and Technology (KIST) P.O Box 131, Cheongryang 130-650 Seoul Tel: (82 2) 958 50 65 Fax: (82 2) 958 50 59 Email: msk3380@kist.re.kr
Sydney Australia	Dr Ray Kazlauskas Director	Australian Sports Drug Testing Laboratory ASDTL 1 Suakin Street Pymble NSW 2073 Tel: (61 2) 94 49 01 11 Fax: (61 2) 94 49 16 53 Email: ray.kazlauskas@agal.gov.au
Tokyo Japan	Dr M. Ueki Ph.D Scientific Director	Mitsubishi Kagaku Bio-Clinical Laboratories Inc Dope Control Laboratory 3-30-1 Shimura, Itabashi-ku TOKYO 174 Tel: (81 3) 59 94 23 51 Fax: (81 3) 59 94 29 90 Email: wd3m-uek@ asahi-net.or.jp

**\*Phase I:** The laboratory is temporarily suspended from international testing. At the national level (samples originating from the country in which the laboratory is located), the laboratory may perform screening procedures but another IOC accredited laboratory must confirm analytically positive A samples. The IOC accredited laboratory which has provided confirmation of the A sample will also analyse the corresponding B sample.

**\*Phase II:** The laboratory is temporarily suspended from confirmation of analytically positive A samples and analysing B samples. Another IOC accredited laboratory will confirm the A sample and perform the analysis of the B sample.

## Appendix G — Register of Notifiable Events

### Entries on Register of Notifiable Events for 1999–2000 by Class and Substance

Category	Class	Substance	Sport	Sanction	Date of Entry	Type of Test	Date of Test
Prohibited substance agents	Anabolic	Testosterone	Cycling (ACF)	2 year suspension	2.7.99	OOC*	25.3.99
		Testosterone	Cycling (ACF)	2 year suspension	2.7.99	OOC*	25.3.99
		Nandrolone	Powerlifting (PA)	3 year suspension	6.7.99	OOC*	18.5.99
		Stanozolol	Powerlifting (PA)	3 year suspension	29.11.99	OOC*	16.9.99
		Nandrolone	Rugby League (NSWRL)	2 year ban	16.11.99	Event	7.8.99
		Nandrolone	Bodybuilding (ANBB) (1)	7 year suspension	12.12.99	Event	4.9.99
		Amiloride	Bodybuilding (ANBB) (1)	7 year suspension	12.12.99	Event	4.9.99
		Stanozolol	Bodybuilding (ANBB) (1)	7 year suspension	12.12.99	Event	4.9.99
		Boldenone	Bodybuilding (ANBB) (1)	7 year suspension	12.12.99	Event	4.9.99
		Stanozolol	Bodybuilding (ANBB) (2)	7 year suspension	13.12.99	Event	4.9.99
		Elevated T/E	Powerlifting (PA) (3)	Life ban	17.2.00	OOC*	24.5.99
		Stanozolol	Powerlifting (PA) (3)	Life ban	17.2.00	OOC*	1.10.99
		Stanozolol	Bodybuilding (INBA) (4)	Life ban	25.2.00	Event	10.10.99
		Elevated T/E	Athletics (Ath.A)	2 year ban	28.4.00	OOC*	8.10.99

## Entries on Register of Notifiable Events for 1999–2000 by Class and Substance (cont)

Category	Class	Substance	Sport	Sanction	Date of Entry	Type of Test	Date of Test
<b>Prohibited substance</b>	<b>Diuretics</b>	Furosemide	Bodybuilding (ANBB) (1)	7 year suspension	12.12.99	Event	4.9.99
		Canrenone	Bodybuilding (INBA) (4)	Life ban	25.2.00	Event	10.10.99
		Furosemide	Bodybuilding (INBA) (4)	Life ban	25.2.00	Event	10.10.99
<b>Prohibited substance</b>	<b>Stimulants</b>	Pseudo-ephedrine	Karate (AKF)	Warning	21.10.99	Event	24.7.99
		Pseudo-ephedrine	Basketball (NBL)	Warning	5.11.99	Event	12.3.99
		Amphetamine	Rugby League (QRL) (5)	3 month suspension	16.11.99	Event	25.7.99
		Methamphetamine	Rugby League (QRL) (5)	3 month suspension	16.11.99	Event	25.7.99
		D-amphetamine	Cycling (ACF)	2 year ban	12.11.99	Event	5.9.99
		Pseudo-ephedrine	Cycling (ACF)	3 month suspension and fine	12.11.99	Event	5.9.99
		D-amphetamine	Motorcycling (MA)	No sanction imposed	5.12.99	Event	24.10.99
		Pseudo-ephedrine	Bodybuilding (ANBB) (2)	7 year suspension (multiple offences)	13.12.99	Event	4.9.99
		Ephedrine	Taekwondo (TAI)	3 month ban	14.1.00	Event	24.10.99
		Amphetamine	Motorcycling (MA) (6)	2 year ban	25.2.00	Event	4.12.99
		Methamphetamine	Motorcycling (MA) (6)	2 year ban	25.2.00	Event	4.12.99

# **Entries on Register of Notifiable Events for 1999–2000 by Class and Substance (cont)**

Category	Class	Substance	Sport	Sanction	Date of Entry	Type of Test	Date of Test
<b>Restricted substance</b>	<b>Cannabinoids</b>	Cannabis	Ten Pin Bowling (TPBA)	6 month ban	13.12.99	Event	4.9.99
		Cannabis	Motorcycling (MA)	2 year ban	5.12.99	Event	24.10.99
		Cannabis	Motorcycling (MA) (6)	2 year ban	25.2.00	Event	4.12.99
		Cannabis	Motorcycling (MA)	2 year ban	25.2.00	Event	4.12.99
		Cannabis	Archery (AA)	TBA	29.6.00	Event	10.5.00
<b>Failure to comply</b>	NA	NA	Powerlifting (PA)	3 year ban	24.12.99	OOC*	12.10.99

\* Out-of-Competition; (1), (2), (3), (4), (5), (6) relate to individual athletes with multiple entries;

AA: Archery Australia; Ath.A: Athletics Australia; ACF: Australian Cycling Federation; AKF: Australian Karate Federation; ANBB: Australian Natural Body Building; INBA: International Natural Bodybuilding Association; MA: Motorcycling Australia; NBL: National Basketball League; NSWRL: New South Wales Rugby League; PA: Powerlifting Australia Inc; QRL: Queensland Rugby League; TAI: Taekwondo Australia Inc; TPBA: Ten Pin Bowling Australia

## Entries on Register of Notifiable Events from previous years where outcomes were to be advised

Category	Class	Substance	Sport	Sanction	Date of Entry	Type of Test	Date of Test
<b>Prohibited substance</b>	<b>Anabolic Agents</b>	Nandrolone	Athletics (1)	2 year suspension	18/5/99	OOC*	23/3/99
		Norethandrolone	Athletics (1)	2 year suspension	18/5/99	OOC*	23/3/99
		Stanozolol	Rugby League	2 year suspension	10/2/99	OOC*	15/12/98
		Terbutaline	Boxing	Warning	15/12/98	Event	1/11/98
	<b>Diuretics</b>	Canrenone	Canoe Polo	No sanction	7/1/99	OOC*	24/11/98
	<b>Stimulants</b>	Methylamphetamine	Athletics — disabled	No sanction	1/6/99	Event	18/4/99
		Methylphenidate	Athletics — disabled	No sanction	1/6/99	Event	18/4/99

\* Out-of-Competition; (1) relates to individual athlete with multiple entries.

## Appendix H — International List of Incidents

### Entries on the International List of Incidences

Sport	Test Type	Test Date	Class of substance	Substance	Sanction
Cycling (Australia)	Event	8.12.99	Stimulant	Caffeine	3 months suspension and \$505 fine
Cycling (New Zealand)	Event	14.12.99	Stimulant	Pseudoephedrine	No sanction imposed
Weightlifting (Nigeria)	Event	26.3.00	Anabolic Agent	Nandrolone	2 year suspension
Weightlifting (Nigeria)	Event	26.3.00	Anabolic Agent	Nandrolone	2 year suspension
Wrestling (Iran)	Event	22.8.99	Anabolic Agent	Nandrolone	TBA
Wrestling (Iran)	Event	22.8.99	Anabolic Agent	Elevated T/E	TBA

## Appendix I — International anti-doping and drug testing agreements

### Government to government arrangements

Arrangements	Type of agreement	Purpose of agreement
1. International Anti-Doping Arrangement (IADA)	Multi-lateral government agreement involving Australia, Canada, Denmark, Finland, Netherlands, New Zealand, Norway, Sweden, United Kingdom	<ul style="list-style-type: none"> <li>• Pursue best practice in doping control and encourage international community to implement effective programs.</li> <li>• Provide for reciprocal testing agreements between IADA member's countries.</li> </ul>
2. Council of Europe Anti-Doping Convention	Multi-lateral government to government agreement involving 43 signatories from Australia, Canada, South Africa and most European nations. China, New Zealand and United States Olympic Committee are included as observers	<ul style="list-style-type: none"> <li>• Provide for parties to cooperate in fight against doping through doping control programs (not including drug testing services).</li> </ul>
3. France-Australia Bilateral Arrangement	Bilateral arrangement between the Minister for Sport and Tourism of the Government of the Commonwealth of Australia and the Minister for Youth and Sports of the Government of the French Government relating to cooperation in the area of the fight against doping in sport	<ul style="list-style-type: none"> <li>• Promote mutual exchange of anti-doping information and expertise.</li> <li>• Provide for reciprocal testing of French and Australian competitors.</li> </ul>



**Agency to agency agreements**

<b>Parties to the agreement</b>	<b>Type of agreement</b>	<b>Purpose of agreement</b>
1. Canadian Centre for Ethics in Sport (CCES), United States Olympic Committee (USOC) and ASDA	Trilateral agreement with implementation plan developed annually	<ul style="list-style-type: none"> <li>• Encourage international anti-doping cooperation.</li> <li>• Provide for members to conduct reciprocal tests on behalf of other members.</li> </ul>
2. Canadian Centre for Ethics in Sport (CCES) and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for reciprocal testing of Canadian and Australian competitors.</li> </ul>
3. Chinese Olympic Committee Anti-doping Commission (COCADC) and ASDA	Memorandum of Understanding between ASDA and COCADC concerning cooperation in the development of measures against doping in sport	<ul style="list-style-type: none"> <li>• Mutual exchange of anti-doping information and expertise.</li> </ul>
4. Chinese Olympic Committee Anti-doping Commission (COCADC) and ASDA	Bilateral drug testing agreement (Annexed to Chinese-Australian Bilateral Memorandum of Understanding)	<ul style="list-style-type: none"> <li>• Provide for reciprocal testing of Chinese and Australian competitors.</li> </ul>
5. Team Danmark and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for reciprocal testing of Danish and Australian competitors.</li> </ul>
6. Deutscher Sportbund (DSB) and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for reciprocal testing of German and Australian competitors.</li> </ul>
7. Finnish Anti-Doping Committee (FADC) and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for reciprocal testing of Finnish and Australian competitors.</li> </ul>

**Agency to agency agreements (cont)**

<b>Parties to the agreement</b>	<b>Type of agreement</b>	<b>Purpose of agreement</b>
8. Instituto Nacional Do Deporto (CNAD) and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for reciprocal testing of Portuguese and Australian competitors.</li> </ul>
9. International Drug Testing Management (IDTM) and ASDA	Commercial testing agreement	<ul style="list-style-type: none"> <li>• Provide for testing on behalf of each organisation and allow ASDA to test in more than 75 countries.</li> </ul>
10. Doping Control Netherlands (Do Co Ned) and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provides for reciprocal testing of Dutch and Australian competitors.</li> </ul>
11. New Zealand Sports Drug Agency (NZSDA) and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provides for reciprocal testing of New Zealand and Australian competitors.</li> </ul>
12. Norwegian Olympic Committee and Confederation of Sports (NIF) and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provides for reciprocal testing of Norwegian and Australian competitors.</li> </ul>
13. South African Institute for Drug Free Sport (SAIDFS) and ASDA	Memorandum of understanding	<ul style="list-style-type: none"> <li>• Promote mutual exchange of information and expertise.</li> </ul>
14. South African Institute for Drug Free Sport (SAIDFS) and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for reciprocal testing of South African and Australian competitors.</li> </ul>

**Agency to agency agreements (cont)**

<b>Parties to the agreement</b>	<b>Type of agreement</b>	<b>Purpose of agreement</b>
15. Swedish Sports Confederation/The Doping Commission and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for reciprocal testing of Swedish and Australian competitors.</li> </ul>
16. Swiss Anti-Doping Commission (SADC) and ASDA	Unilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Enable ASDA to conduct drug testing on Swiss athletes training and competing in Australia on behalf of SADC.</li> </ul>
17. United States Olympic Committee (USOC) and ASDA	Bilateral drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for reciprocal testing of American and Australian competitors.</li> </ul>

**Agency to international sports federation agreements**

<b>Parties to the agreement</b>	<b>Type of agreement</b>	<b>Purpose of agreement</b>
1. International Amateur Athletics Federation (IAAF) and ASDA	User-pays drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for ASDA to conduct drug testing on behalf of IAAF in the lead up to the Sydney 2000 Games.</li> </ul>
2. International Cycling Union (UCI) and ASDA	User pays out-of-competition drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for ASDA to conduct drug testing on behalf of UCI in the lead up to the Sydney 2000 Games.</li> </ul>
3. International Triathlon Union (ITU) and ASDA Australia and ASDA	Part user-pays drug testing agreement between: ITU, Triathlon	<ul style="list-style-type: none"> <li>• Enable ASDA to conduct drug testing on behalf of ITU in the lead up to the Sydney 2000 Games.</li> </ul>
4. International Archery Federation (FITA) and ASDA	User-pays drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for ASDA to conduct drug testing on behalf of FITA in the lead up to the Sydney 2000 Games.</li> </ul>
5. International Swimming Federation (FINA) and ASDA	User-pays drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for ASDA to conduct drug testing on behalf of FINA in the lead up to the Sydney 2000 Games.</li> </ul>
6. International Canoe Federation (ICB) and ASDA	User-pays drug testing agreement	<ul style="list-style-type: none"> <li>• Provide for ASDA to conduct drug testing on behalf of ICB in the lead up to the Sydney 2000 Games.</li> </ul>

## Index

- accountability, 8-10, 32-4
- accrual budgeting structure, 9-10
- Administrative Appeals Tribunal (AAT)
  - cases, 18
- affordability of drug testing service, 10, 40-2
- agency agreement, 35-6, 38-9
- analytical testing methods, 41
- analytical testing laboratories, 112-19
- annual staff survey, 36
- appropriations, 9
- AQA self-assessment rating, 32, 34
- ASDA Award, 35-6, 38-9
- ASDA Drug Testing (Scheme A) Orders 1999, 47
- athletes, 11
  - ASDA resources and services for, 20-5
  - beliefs and perceptions about drug testing, 14, 15-17
  - contacting, 19
  - drug test outcomes, 18, 120-4
- Audit Committee, 11, 33-4
- audits, 11, 33-4
- Australian Customs Service, 4
- Australian Institute of Sport, 41
- Australian Olympic Committee (AOC), 16
- Australian Sports Commission (ASC), 16, 22
- Australian Sports Drug Agency Act 1990*, 1, 11, 47-8, 52-4
  - workshops, 22
- Australian Sports Drug Medical Advisory Committee, 49-51
- Australian Sports Drug Testing Laboratory, 16, 41
- behaviour, standards of, 10-11
- beliefs about testing, 14, 16-17
- board, 5, 6-7, 33
- Buchanan, Sharon, 6, 33
- business growth and development, 10, 43-4
- business planning, 45
- business systems, 40-1
- casual staff, 15, 37
- Chief Executive (CEO), 7, 18, 33
- client communications, 20-3
- client focus, 10, 24-6
- Client Service Charter*, 25
- coaches, 22
- Comcare, 37
- commercial development, 10, 43-4
- Commonwealth Authorities and Companies Act 1997*, 8
- communications, 20-3
- confidentiality, 12
- constitution of ASDA, 6
- contacting athletes, 19
- corporate governance, 6-13
- corporate structure, 13
- costs
  - overheads as percentage of, 32, 34
  - test cost reduction strategy, 14, 18, 19, 41
- courier services, 18
- credibility of drug testing service, 40-2
- critical success factors, 10, 14-39

- data information management and planning system, 19, 26
- Deloitte Consulting, 32-3
- Deloitte Touche Tohmatsu, 11
- Department of Finance and Administration, 32-3
- deterrent effect, 14, 15-16
- direct mail campaign, 15
- discretionary grants, 34
- diversity, 36-7
- domestic event tests, 102-6
- domestic testing arrangements, 17
- Doping Safety Taskforce, 26
- Drug Control Officers (DCOs), 15, 26, 37
- Drug Free Sport Consortium (DFSC), 44
- Drug Testing: An Athlete's Guide*, 21
- drug testing program (output 1.1), 10, 14-19, 26, 40-2, 99-106
- athlete satisfaction, 24
- Australian Sports Drug Medical Advisory Committee, 49-51
- international agreements and contracts, 27-31, 125-9
- legislation, 47-8
- probity audit, 11
- Drugs in Sport Handbook*, 20, 21, 24
- Drugs in Sport Hotline, 20, 21, 25
- Drugs in Sport Update*, 22
- economic growth, 10, 43-4
- education and information services (output 1.2), 10, 15, 16, 20-5
- Ellis, Liz, 7
- Enterprise Agreement, 35-6, 38-9
- EPO, 29, 41, 48
- EPO Research Project 2000 Steering Group, 29
- equal employment opportunity, 36
- ethical standards of behaviour, 10-11
- event testing, 17, 102-6
- Register of Notifiable Events, 18, 120-3
- external client satisfaction, 24-5
- female staff, 37-8
- Field Services Manual*, 26
- field staff, 15, 26, 37
- Field Staff Review, 15
- filing systems, 26
- finance, 9, 32-4, 55-98
- Australian Sports Drug Medical Advisory Committee, 51
- see also costs*
- financial management system, 18, 19, 34, 42
- financial statements, 33, 55-98
- Fitch, Prof Ken, 50
- food supplements, 26
- foreign testing arrangements, 17, 28-9
- freedom of information, 34
- Fricker, Prof Peter, 50
- full-time staff, 15, 37-8
- functions of ASDA, 53-4
- government-funded tests, 14, 15, 16-17, 99-104
- grants, 34
- GST compliance, 32-3

- Harcourt, Dr Peter, 50, 51
- harmonisation of international programs, 31
- Hazard, Dr Hugh, 50, 51
- herbal preparations, 26
- hotline, 20, 21, 25
- Howson, Natalie, 7, 18, 33
- human growth hormone, 41
- information technology, 19, 26, 41-2
  - hotline database, 25
  - web site use, 22
- internal client satisfaction, 24, 25-6
- internal scrutiny, 33-4
- International Accreditation Forum, 30
- international advocacy program (output 1.3), 10, 27-31
- international agreements and contracts, 27-31, 125-9
- International Anti-Doping Arrangement (IADA), 29-31
- international event tests, 102-6
- International List of Incidents, 124
- International Olympic Committee (IOC), 5, 17
  - accredited laboratories, 112-19
- International Project Team 2 (IPT2), 30-1
- International Standard for Doping control (ISDC), 18, 29-31, 40-1
- International Summit on Drugs in Sport, 28-30
- international testing arrangements, 17, 28-9
- internet site, 22
- ISDC, 18, 29-31, 40-1
- ISO 9002, 40-1
- ISO/PAS 18873, 29-31
- issues management, 12
- Joint Accreditation and Standards of Australia and New Zealand, 30
- key result areas, 1
- knowledge gained from ASDA resources, 20
- laboratories accredited by IOC, 112-19
- Landy, John, 7
- learning and development framework, 46
- legislation, 1, 8, 11, 47-8, 52-4
- List of International Incidents, 124
- McLachlan, Dr Andrew, 7, 33
- male staff, 37-8
- media interest, 16, 20, 22
- membership of ASDMAC, 50-1
- membership of board, 5, 6-7, 33
- Minister responsible, 8
  - powers of, 52
- no-notice testing, 15, 26
- notifiable events register, 18, 120-3
- Oakley report, 48
- objects of ASDA, 53
- occupational health and safety, 37
- Olympic Games, 15, 17, 18
- Olympic Movement Anti-Doping Code, 31, 107-11
- operational plan, 8, 9, 32

- organisation and structure, 9-10, 13
- out-of-competition tests, 17, 102-6
- outcome and outputs, 9-10, 14-48
- overheads, 32, 34
  
- Paralympic Games, 15, 18
- part-time staff, 38
- perceived deterrent effect, 14, 15-16
- performance management system, 45
- permanent staff, 38
- policy development, 10, 47-8
- portfolio membership, 1
- positive tests, 18, 120-4
- powers of ASDA, 54
- powers of Minister, 52
- presentations delivered, 21-2
- privacy, 12
- probity audit, 11
- program structure, 9
- prohibited substances, 107-11, 120-4
- purpose of ASDA, 1
  
- quality of products and services, 10, 14-19
- Quality Project Taskforce, 30
  
- Register of Notifiable Events, 18, 120-3
- regulatory compliance, 12
- reporting style, 10
- research, 22
- resources, clients using, 20-3
- responsible Minister, 8
  - powers of, 52
- rights of athletes, 11
  
- Sando, Dr Brian, 6, 33
- satisfaction of staff, 36
- satisfaction with ASDA services, 24-6
- self-directed work teams, 46
- Senior Executive staff, 38
- service charter, 25
- Sias, Diane, 5, 33
- SOCOG, 17-18, 31
- SOCOG Doping Advisory Committee, 18
- sport, drug testing by, 99-106, 120-4
- Sport 2000 Task Force, 48
- staff, 10, 15, 35-9, 45-6
- staff partnerships, 10, 35-9
- standards of behaviour, 10-11
- State Coordinator positions, 15, 37-8
- state testing arrangements, 17
- strategic alliances, 10, 27-31
- strategic breakdown issues, 10, 40-8
- strategic direction, 1
- strategic plan, 8-9, 10, 32
- structure and organisation, 9-10, 13
- sustainable economic growth, 10, 43-4
- Sydney Organising Committee for the Olympic Games (SOCOG), 17-18, 31
  
- teams, 46
- temporary staff, 38
- test cost reduction strategy, 14, 18, 19, 42
- Test Event program, 17
- therapeutic approvals, 49
- third party audits, 34
- third party ISO accreditation, 40-1
- Tough on Drugs in Sport* Steering Group, 29



*Tough on Drugs in Sport Strategy*, 15, 16,  
48

*True Champions* campaign, 3-4, 15-16, 22

user-pays tests, 16, 17, 99-101, 105-6

volunteer training program, for SOCOG,  
17

wallet cards, 21

web site, 22

White, Dr Susan, 50

women staff, 37-8

work teams, 46

worker's compensation, 37

workplace diversity, 36-7

workplace safety, 37

workshops about ASDA Act amendments,  
22

World Anti-Doping Agency (WADA), 31,  
43-4

Y2K compliance, 42