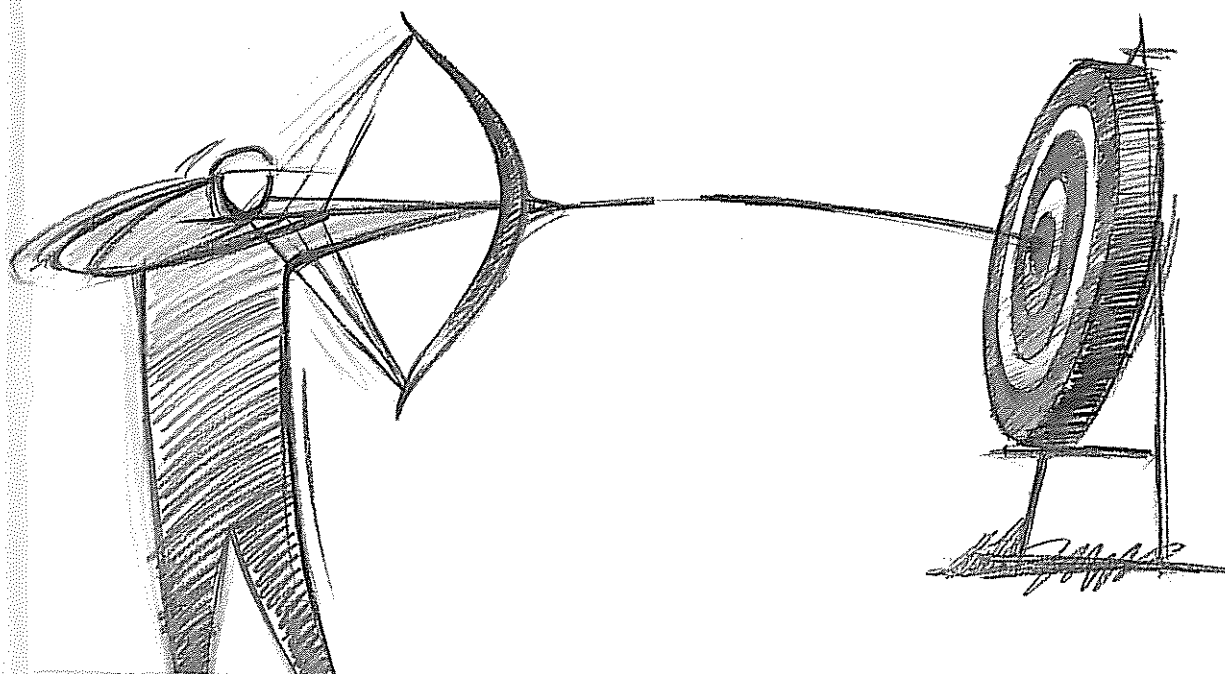


AUSTRALIAN SPORTS DRUG AGENCY



NATIONAL SPORT INFORMATION CENTRE
AUSTRALIAN SPORTS COMMISSION
LEVERIER STREET
BRUCE, A.C.T. 2612
AUSTRALIA

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AUSTRALIAN SPORTS

DRUG AGENCY

ANNUAL REPORT

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The Hon. Warwick Smith, MP
Minister for Sport, Territories and Local Government
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 1996. This report has been prepared according to the requirements of section 63(M) of the *Audit Act 1901* as required by sections 54 and 63 of the *Australian Sports Drug Agency Act 1990*.

Yours sincerely

Professor Peter Baume
Chairperson
Australian Sports Drug Agency

23 September 1996

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QUOTABLE QUOTES

Comments by Australian athletes and coaches about drugs in sport

'If you need performance-enhancing drugs to compete, you should get out of sport. Sport celebrates athletic talent; plus other important qualities such as dedication, training, application, team work and mind control. Elite sport is about pushing the human body and outstanding performance, unaided. We need to ensure that these values are community values. Using drugs is cheating, it's as simple as that.'

Kieren Perkins, Australian swimmer

'Australia (ASDA) has been proactive in its attempt to eradicate performance-enhancing drugs and has greatly contributed to the awareness and education of the harmful effects of drugs in sport and their far-reaching effect.'

Craig Hilliard, track and field coach

'The deliberate use of banned drugs in sport remains a major concern throughout the world, and threatens the credibility of international sport.'

Rebecca Joyce, Australian rower

'It will always be difficult to eliminate drugs, however, every attempt must be made to reduce the use of them.'

Cliff Mallett, track and field coach

'Drugs devalue all the things that make competing globally at a top level so special.'

David Wansborough, Australian hockey team member

'If you cheat, you should realise that you will be found out. We need to be much tougher.'

Matt Patterson, High Performance track and field coach

'There is absolutely no room and no need for drugs in sport.'

Dean Mercer, Australian ironman

'The aim is for a fair and true competition free from performance-enhancing substances.'

Steve Moneghetti, Australian athlete

'We know drugs exist in the international sporting arena, but as an Australian I want to win on my own merits, through hard work and commitment.'

Susie O'Neill, Australian swimmer

'It is very sad when an individual must resort to taking drugs to enhance performance. They are cheating and I am disgusted that the penalties are not uniform across sports and countries for drug abuse.'

Jill McIntosh, Australian netball coach

'I'd rather have the satisfaction of knowing I got to the top through hard work rather than artificially. Keep sport clean.'

Nick A'hern, Australian athlete

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Abbreviations and Acronyms

ASDA	Australian Sports Drug Agency
ASDTL	Australian Sports Drug Testing Laboratory
DCO	Drug Control Officials
EEO	equal employment opportunity
IADA	International Anti-Doping Arrangement
IDTM	International Doping Tests and Management
IOC	International Olympic Committee
MOU	Memorandum of Understanding
NSO	national sporting organisation
OHS	occupational health and safety
SDEU	Sports Drug Education Unit
SES	Senior Executive Service
SOCOG	Sydney Organising Committee for the Olympic Games

EXECUTIVE SUMMARY

Strategic performance targets

The following table provides the current status of achievement against the performance targets identified in the 1995–97 Strategic Plan.

Critical success factor	Key performance indicator (KPI)	Targets for 31 December 1997	Performance information at 30 June 1996
Deterrence	Percentage of negative drug test results in priority sports	Maintain at > 98%	99.3%
	Percentage of positive test results in priority sports where appropriate sanctions are applied	Maintain at > 95%	100%
	Percentage of positive test results that stand when contested	100%	100%
	Percentage of athletes in priority sports who perceive a deterrent effect	85%	55%
Education	Percentage of priority sports that are responding to the 'drugs in sport' issue in a comprehensive way	100%	Preliminary data only
	Percentage of athletes in priority sports who perceive banned doping practices as cheating	90%	81%
	Percentage of athletes in priority sports who are deterred	Maintain at > 98%	99.3%
International response	Percentage of drug tests conducted out of competition in priority sports worldwide	Increase of 10% on 1994 level: 33%	38% This is a 15% increase on the 1994 level of 33%
	Percentage of Australian athletes and coaches from priority sports who perceive a deterrent effect in their international sports	50%	38.3%
National response	Number of states and territories implementing 'drugs in sport' policies that are consistent with the National Drugs in Sport Framework	5	Evaluation plan and progress report to be finalised by December 1996

Critical success factor	Key performance indicator (KPI)	Targets for 31 December 1997	Performance information at 30 June 1996
Client participation	Client satisfaction index	Improve baseline once determined	69.93% Baseline
	Staff satisfaction index	Improve baseline once determined	61% Baseline
Efficiency and accountability	Number of breaches in the audit certificate	Zero	Zero
	Comparative cost of core testing activity	At or below 1994 level	\$426 per test Baseline
	Corporate costs per staff member	At or below 1994 level	1: \$27,318 Baseline
	Degree of compliance with the reporting requirements of the ASDA Act	No cases of non-compliance	No cases of non-compliance

Discussion

Against the critical success factor of 'deterrence', the Australian Sports Drug Agency (the Agency, or ASDA) has continued to maintain and/or exceed the targets outlined. The exception is the key performance indicator of the 'percentage of athletes in priority sports who perceive a deterrent effect'. In the 1995 Elite Athlete Survey, which was the source of information for this indicator, the question was different from that which had been used in previous years. The question did not clearly indicate whether it was about ASDA's testing program or testing programs generally.

It is expected that subsequent surveys will show a higher percentage when the question clearly indicates that it is asking about the Agency's testing program and the 'not sure' answer option is eliminated. To support this view, preliminary data from a survey of coaches in June 1996 indicates that some 80% of coaches perceive a deterrent effect from the Agency's testing program.

Against the critical success factor of 'education', a reporting matrix has been developed to record the progress of sport in responding to the issue of drugs in sport. Information collected to date indicates that all of the Agency's priority sports have developed doping policies that meet the Australian Sports Commission requirements. Almost half of these policies have integrated drugs in sport information into coach education courses for Levels 1 and 2 or as an update topic. ASDA receives cooperation from the priority national sporting organisations in the provision of information on contact officers and event program information; however, details of athlete contact information are less satisfactory.

All priority national sporting organisations effectively apply sanctions, provide input to improve the effectiveness of the test distribution plan, and assist the Agency to resolve problems arising from testing sessions.

A complete collection of data from national sporting organisations will commence as a priority in 1996–97 to formalise the baseline information for this key performance indicator, and provide a point of reference to measure improvement.

It appears, from the preliminary information available, that many athletes believe it is cheating to take performance-enhancing drugs. The 'Beat the Cheats' campaign promoted by ASDA during 1996 will be evaluated later in the year. This information, together with the results from future surveys, will complete the performance feedback for this key performance indicator.

The 'international response' critical success factor has shown substantial progress in relation to an increase in the percentage of drug tests that are conducted out of competition in priority sports worldwide. Australian athletes believe that the increasing number of drug testing programs conducted around the world are effective in deterring international athletes. However, the perception of the success of these worldwide programs is still well below the perceptions of the deterrent effect for the Agency's domestic program.

The national response to the drugs in sport issue has commenced in a substantial way with the endorsement of the National Drugs in Sport Framework by the Sport and Recreation Ministers' Council in November 1995. Collection of formal evaluative information will commence in late 1996 and will include information on this performance indicator.

The baseline information for the client and staff satisfaction indices has been determined and further surveys will be conducted during 1996–97 to assess improvement.

The efficiency and accountability factor continues to show strong results in the compliance area. Baseline information has been determined for the key cost indicators.

Testing, Research and Policy program

In 1995–96 the Agency conducted 3,296 tests (compared to 3,108 in 1994–95) on competitors in 57 sports.

The Agency conducted 957 tests (compared to 819 in 1994–95) for professional sports leagues, including the Australian Rugby League, the Australian Football League, the National Basketball League, the National Soccer League (the Ericsson Cup), the Queensland Rugby League and international sports federations.

Testing was also conducted at 25 international events in Australia, and on over 90 international athletes living or training in Australia. In addition, tests were carried out on 20 Australian athletes living or competing overseas.

The Agency recorded 27 positive test results, representing 0.82% of all tests (compared with 25 positive test results or 1.09% of all tests in 1994–95). Sporting organisations established that ten of the 27 positive test results were due to the inadvertent or legitimate therapeutic use of banned substances (compared to 10 of the 25 positive test results in 1994–95). The overall incidence of positive drug tests for the use of anabolic steroids and diuretics was 0.30% (compared to 0.26% in 1994–95).

The Agency entered the names of seven competitors on the Register of Notifiable Events for failing to comply with a request to provide a sample without reasonable cause (compared to nine failures to comply in 1994–95).

To conduct drug testing sessions across Australia, the Agency employs 29 Drug Control Officials. These officers are based in every state and territory capital city as well as Wollongong, Townsville and Newcastle. Two hundred and eighty-seven trained chaperones were also employed to assist in the sample collection process.

The Agency continued to provide assistance and advice to sporting organisations who were addressing the issue of drugs in sport. When providing advice on doping policies to these organisations, the Agency emphasises the need to complement testing with information and education programs designed to discourage drug use in sport and reduce the likelihood of inadvertent doping.

The Agency maintains a leadership role in matters concerning drugs in sport and endeavours to always achieve a fair and equitable approach. There is constant liaison with key government and non-government organisations to develop effective anti-doping strategies, improve effectiveness and efficiency of program delivery, and avoid duplication of services.

The Agency initiated a review of the ASDA legislation in July 1994. This identified a number of areas where the legislation could be more flexible to accommodate the drug testing procedural requirements of international sporting organisations that may ask the Agency to conduct testing before the 2000 Sydney Olympic Games. The changes will also enable the Agency to meet more effectively the expectations of the sporting community and minimise the opportunities for legal challenges to be made on the validity of test results due to technical reasons.

The Testing, Research and Policy program regularly consults with national sporting organisations about improvements to the effectiveness of responses to drug use in sport through modifications to the Agency's test distribution plan and sporting organisation doping policies. The awareness of, and uniform responses to, the issue of drugs in sport at a state level is also promoted.

Close liaison is also maintained with the Australian Sports Drug Testing Laboratory through the annual Memorandum of Agreement that details the laboratory-based analytical and research services for the forthcoming year. Through its work with the laboratory and other clients, the Agency also encourages research to improve the analytical detection of banned substances.

Education program

The primary objective of the Education program is to improve the comprehensive nature of the response by the sporting community to banned doping practices. This is accomplished by increasing the awareness and knowledge of target groups to the drugs in sport issue.

The main target groups for the program are elite level athletes, coaches, doctors, sports administrators, parents, teachers and students. The program has produced a variety of resources to assist all of these groups. Resources include videos, handbooks, fact sheets, guidelines and updates of information to ensure that all sections of the sporting community receive adequate information on drugs in sport, for either professional use or general information.

In addition to information provision, ASDA officers collaborate with national and state level sporting administrators to integrate drugs in sport education into their activities. This includes assistance in the development of doping policies, coaching courses, school education programs and presentations to sporting and social groups.

The Agency employs officers in a growing number of states to better coordinate a state-based approach to drugs in sport. Sports Drug Education Units are now established in the Australian Capital Territory, New South Wales, Victoria, South Australia and Queensland in conjunction with government sport authorities in each state. Project officers in each state have increased the number of local athletes, coaches and administrators who have access to current drugs in sport information and who are becoming actively involved in dealing with drugs in sport issues.

As the various state governments establish complementary legislation to commence drug testing at a state level, the Agency continues to work with representatives from state sporting communities and government officials in implementing the National Drugs in Sport Framework to ensure a coordinated, educative approach.

ASDA maintains a high profile in the media due to a growing demand for information on the activities and achievements of the Agency and an active public relations program. This profile assists in promoting awareness and understanding of ASDA's role and enhances the public image of a fair, independent and impartial organisation.

An initiative of the Agency in the lead-up to the Atlanta Olympics has been a 'Beat the Cheats' media campaign to reinforce and promote the view that the deliberate use of banned drugs in sport is cheating and is not part of the Australian ethos. This campaign has been very successful and has been supported by over 800 Australian elite athletes, coaches and administrators from a variety of sports.

International program

During 1995-96 the Agency maintained its international leadership role in the fight against the use of drugs in sport. The Agency helped increase the effectiveness of international anti-doping programs and increased the knowledge of Australian athletes and coaches regarding the international response to drugs in sport. It achieved these results by:

- maintaining an implementing role for the multilateral anti-doping agreement with Canada, the United Kingdom, Norway, New Zealand and France
- contributing to projects of the Council of Europe Anti-Doping Convention
- implementing the Agency's anti-doping agreement with the Chinese Olympic Committee Anti-Doping Commission
- planning and implementing strategies to influence the development of more effective international anti-doping policies and programs
- maintaining an important role in preparing and distributing information on the international response to drugs in sport

- providing advice to the Sydney Organising Committee for the Olympic Games (SOCOG) on the doping control program for the 2000 Games; in particular, advising on the facilities required for sample collection
- contributing to the development of an International Doping Control Standards Manual using the ISO9000 standard
- maintaining membership of the International Olympic Committee (IOC) Medical Commission Sub-Committee on 'Harmonisation of Rules in Doping Control'.

Corporate program

The Corporate program encompasses planning and evaluation, research, and executive functions and operations.

The 1995–96 Operational Plan was tabled and approved by Parliament without amendment. The plan details the Agency's program structure, resource allocations and operations for the year.

The Agency's Strategic Plan for 1995–97 continues to provide direction and focus for all program areas. The plan has been reviewed and held accountable through ongoing evaluation and monitoring.

Legislative reporting requirements were also satisfied through tabling of the *1994–95 Annual Report* and reporting on the implementation of social justice policies.

During the year two workplace change consultants were employed to conduct a review of the Agency's organisational structure and propose recommendations that would produce a more efficient and effective service delivery to clients. A review was also undertaken of the Agency's terms and conditions of employment and of the employment conditions of Drug Testing Officials.

ASDA launched its 'Quality Approach' to all Agency staff in October 1995 as a long-term approach to improving the way individuals, as well as the Agency in general, undertake work. The fundamental goal is to meet the reasonable needs and expectations of clients. A matrix and associated implementation plan have been developed which set out what the Agency hopes to achieve by the year 2000.

As part of the Quality Approach, the Agency re-introduced the use of teams to consider specific issues of importance. Two teams were established to address the operation of the drugs in sport hotline and the recruitment process.

The Agency conducted a survey of elite athletes in November 1995. Of the 1,645 elite athletes who were sent a survey 824 responded, representing a response rate of 50%. The survey focused on specific areas of ASDA's work, including the drug testing program, educational services and improving the international response to the drugs in sport issue.

A survey of elite coaches commenced in May 1996 to ascertain the views of this key group on drugs in sport issues. The survey will assist with the Agency planning and evaluation processes and will be available in September 1996.

Information technology enhancements made during the year improved the system's reliability and flexibility. Several articles of hardware were purchased to increase the security and efficiency of the computer system. Improvements included upgraded network and application licensing agreements, several laptop computers for key mobile staff and CD-ROM training software. Productivity gains are being achieved through the purchase of these items.

All Agency telephone and facsimile numbers were changed (details on page ii) due to the installation of a new telephone and cabling network. A new ISDN line has been installed which is fully digital and will provide for all communication needs into the next century. The system will now have enhanced capabilities to handle the volume of incoming and outgoing calls in a more effective and efficient manner.

CHAPTER 1

INTRODUCTION

The Australian Sports Drug Agency was established by the *Australian Sports Drug Agency Act 1990* (ASDA Act). Amendments were made to the Act in 1991–92, 1992–93, 1993–94 and 1994–95. The Australian Sports Drug Agency Amendment Bill 1996 received Royal Assent on 28 June 1996.

A Strategic Plan for 1995–97 was developed in consultation with clients and staff in 1995. This plan outlines the focus for the period and includes the Agency's mission and vision statements and corporate values.

For the purposes of this Annual Report, performance information has been presented in relation to the objectives of the 1995–97 Strategic Plan. Activities in the 1995–96 financial year have further contributed to the ongoing targets and performance objectives detailed in the plan.

At the operational level, the Agency has a four-program corporate structure. The programs work towards operational objectives that, in turn, contribute to success in each of the critical success factors. The primary functions of the programs are set out in Table 1.1.

Table 1.1: Primary functions of each program area

TESTING, RESEARCH & POLICY	EDUCATION	INTERNATIONAL	CORPORATE
<ul style="list-style-type: none">• administer the drug testing activities• provide policy advice• encourage the conduct of research on analytical methods	<ul style="list-style-type: none">• develop sports-based and school-based education programs• establish sports drug education units• provide information services• encourage the deployment of the National Drugs in Sport Framework	<ul style="list-style-type: none">• advocate the implementation of more effective international anti-doping programs• provide expert advice to international clients• develop international anti-doping agreements• participate in international drugs in sport forums	<ul style="list-style-type: none">• manage the Agency• liaise with the Minister, the Department and other bodies• administer the Agency, including financial administration, personnel and office systems• coordinate strategic and operational planning and conduct Agency-wide evaluation and research activities

Note: The objects, functions and powers of the Agency, as set out in the *Australian Sports Drug Agency Act 1990*, are at Appendix 1.

The Agency consults with numerous organisations in the government and non-government sectors (associated with sport, health and education), both in the development of policy and the delivery of programs and services. In particular, the Agency maintains a close liaison with state and territory governments; the Australian Sports Commission; the Health Advancement Division of the Department of Human Services and Health (now the Department of Family Services and Health); the Confederation of Australian Sport; and the Australian Olympic Committee. The Agency also provides policy advice to the Minister for Sport, Territories and Local Government and, before the March 1996 federal election, to the Minister for the Environment, Sport and Territories.

Responsible Minister

The responsible Minister is the Minister for Sport, Territories and Local Government, the Hon. Warwick Smith MP. Before 2 March 1996 the responsible Minister was Senator the Hon. John Faulkner. Details of the powers of the minister under the ASDA Act are at Appendix 2.

Membership

Section 19(1) of the *Australian Sports Drug Agency Act 1990* 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 Chief Executive who is appointed on a full-time basis as a Board member. All appointments to the ASDA Board are eligible for re-appointment.

Former Chief Executive of the Agency, Steve Haynes, resigned from the Agency, and his position on the Board, on 8 December 1995. He was replaced by former Deputy Chief Executive, Natalie Howson. Ms Tricia Kavanagh and Brother Bob Wallace ceased as members of the Agency Board on 17 February 1996.

As at 30 June 1996, membership of the ASDA Board and the periods of appointment were as follows:

Chairperson	Prof. Peter Baume, AO	18. 2.1994 – 17. 2.1997
Deputy Chairperson	Dr Brian Sando, OAM	6. 3.1995 – 5. 3.1997
Members	Ms Sharon Buchanan, OAM	8. 2.1994 – 17. 2.1999
	Mr Phil Coles, AM	18. 2.1996 – 17. 2.1998
	Ms Diane Sias	18. 2.1996 – 17. 2.1998
	Ms Natalie Howson	18.12.1995 – 17.12.2000
Chief Executive		

Professor Peter Baume is a former Senator for New South Wales and is currently Professor of Community Medicine at the University of New South Wales and Chancellor of the Australian National University. He has considerable expertise in the areas of health and drug policy, medicine and organisational leadership.

Dr Brian Sando

is a sports medicine specialist and has been appointed Senior Medical Director to the Australian Olympic team for the 1996 Atlanta Olympic Games. He works in an executive health practice and is past President of Sports Medicine Australia.

Ms Sharon Buchanan

is an Australian Olympian and former captain of the successful Australian women's hockey team. She has a comprehensive understanding of high-performance sport and health promotion.

Mr Phil Coles

is an International Olympic Committee member for Australia, and a Director of the Sydney Organising Committee for the Olympic Games. He is a former Olympian and was a canoeing representative at three Olympic Games. Mr Coles has an extensive knowledge of sports administration.

Ms Diane Sias

is currently employed as the General Manager of Change Implementation at Westpac Bank. She is a former representative basketball player and has coached and administered in sport. Ms Sias has a lengthy involvement in sports and organisational management.

Ms Natalie Howson

is the Chief Executive and former Deputy Chief Executive of ASDA. She is a former teacher and drug education consultant and has worked in the anti-doping field for seven years.



Board members, June 1996

The Agency employed 37 staff members at 30 June 1996 (excluding casual staff members) and had an average staffing level of 39.86 during 1995–96 (including casual staff members). The Chief Executive and the Deputy Chief Executive of the Agency were the only senior executive officers. Social justice issues and internal and external scrutiny are discussed in Chapter 5. The Agency's organisational structure as at 30 June 1996 is shown in Figure 1.1.

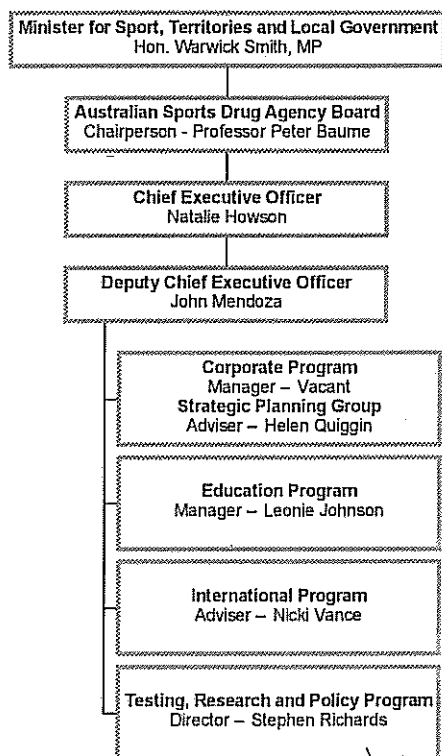


Figure 1.1: Organisation of ASDA

Agency contact

Contact officer for the Agency is Sue Strang, Executive Assistant.

Social justice and equity

The Agency continued to implement plans aimed at promoting the social justice policies of equal employment opportunity, occupational health and safety, access and equity, privacy and industrial democracy.

In 1995–96 the Agency's *Occupational Health and Safety Policy and Plan* and the *Equal Employment Opportunity Policy and Program* were revised and updated. For further information see the full report in Chapter 5.

Internal and external scrutiny

An unqualified audit report was issued in respect of the financial statements for the year ending 30 June 1996 (see Chapter 6). Two internal audit reviews were undertaken during 1995–96. There were no requests for information under the *Freedom of Information Act 1982*. A summary of financial and staffing resources is shown in Table 1.2. Expenditure by program is shown in Table 1.3.

Table 1.2: ASDA financial and staffing resources summary

	\$('000) and actual staff years		
	Actual 1994–95	Budget 1995–96	Actual 1995–96
BUDGETARY (CASH) BASIS			
Components of appropriations			
Operational costs	2,707	3,490	3,363
Program	687	694	618
Gross Expenditure	3,394	4,184	3,981
Less revenue	- 383	- 467	- 359
Variation on cash in hand	- 117	- 305	- 94
Total appropriations	2,894	3,412	3,528
STAFFING			
Staff years	35.9	41.0	39.9

Table 1.3: ASDA expenditure by program

Program	\$'000		Staff years	
	Budget (1995–96)	Actual (1995–96)	Budget (1995–96)	Actual (1995–96)
Testing, Research and Policy	1,713	1,660	14.9	14.7
Education	1,191	1,052	12.3	12.1
International	340	313	3.0	2.9
Corporate	939	914	10.8	10.2
Total expenditure*	4,184	3,939	41.0	39.9

*Minor variations exist as a result of roundings

CHAPTER 2

TESTING, RESEARCH AND POLICY

OBJECTIVES	
<ul style="list-style-type: none">• Increase the perceived risk of being selected for a drug test• Improve the standard of drug testing and sample collection procedures• Increase the comprehensive nature of the response by sport to banned doping practices	
RESOURCES	
Staffing	14.7 staff years
Expenditure	\$1,660,000

Drug testing

During the 1995–96 financial year, the Agency conducted 3,296 tests covering 57 sports. Samples were collected at 812 individual drug testing sessions comprising 345 event and 467 out of competition testing sessions.

A total of 34 entries were made to the Agency's Register of Notifiable Events for recording positive test results or failures to comply with requests to provide a sample.

Testing was concentrated in two main areas:

- a Commonwealth Government-funded testing program
- a user-pays contract testing program covering professional sports leagues and international sporting organisations.

All samples collected by the Agency were analysed by laboratories with full IOC accreditation (Appendix 4). Samples were tested for the presence of substances on the IOC List of Prohibited Classes of Substances and Prohibited Methods set out in the IOC Medical Code (Appendix 5).

A summary of testing conducted for each sport is at Appendix 6.

Government-funded testing

Under the government-funded testing program a total of 2,339 tests were conducted across 56 sports.

Each year the Agency is required to plan and implement an effective and efficient government-funded drug testing program. A Test Distribution Plan is prepared annually which determines the allocation of government-funded tests across sports.

The 1995–96 Test Distribution Plan determined the sports selected for drug testing and the degree to which drug testing occurred within the domestic and international sport programs. Approximately 85% of tests were allocated to domestic testing and 15% allocated to international testing.

In the lead-up to the 1996 Atlanta Olympic Games, greater emphasis was given to event and out of competition testing in Olympic sports. The Agency conducted tests on 81% of the 426-member Australian Olympic team in the 12 months before the Games (345 athletes). Testing focused on athletes in the priority sports of athletics, canoeing, cycling, rowing, swimming and weightlifting.

The Agency also conducted event and out of competition testing on Paralympic sports and squads in the lead-up to the 1996 Atlanta Paralympic Games.

The majority of testing was conducted at national championships and Olympic selection trials and through the domestic out of competition testing program. This testing was supplemented by using the services of national anti-doping agencies in other countries to test Australian athletes who were training and competing overseas in the lead-up to the Atlanta Olympics. With the cooperation of these organisations, the Agency was able to conduct testing on Australian athletes in countries including Mexico, the United States, Switzerland, Germany and the United Kingdom.

The Agency also made arrangements with the Australian Olympic Committee to conduct out of competition testing on Olympic team members attending an Australian team pre-Olympic training camp to be held in Athens, Georgia, USA, in July 1996.

Event testing

The Agency conducted 1,076 government-funded event tests in 1995–96 (compared to 885 event tests in 1994–95). Tests were conducted at Olympic selection trials, most national championships, and a range of other international, national, state and regional events.

To further enhance both the profile of the Agency and the deterrent effect of testing on athletes, the Agency displayed its promotional signs: 'Use banned drugs in sport and you are...cheating' and 'Beat the Cheats' at numerous events. National sporting organisations and event organisers also supported the Agency by printing these messages and another message: 'Drug testing may be conducted at this event', in many sporting event programs.

Out of competition testing

The Agency conducted 1,263 out of competition tests in 1995–96, which represented 54.0% of all government-funded tests.

Most out of competition testing is conducted on a 'short notice' basis. Agency drug testing officials contact selected athletes and ask them to come to a drug testing venue at a designated time in order to provide a sample. The testing session is organised to ensure the sample is collected within 24 hours of the athlete having been notified of the request to provide a sample. In many cases the period of notice is significantly shorter than 24 hours.

To enhance the effectiveness of its out of competition testing program, the Agency increased the number of 'no notice' tests that were conducted. When conducting 'no notice' tests, Agency testing officials arrive at athlete training sessions unannounced and request selected athletes to provide a sample at that time. Testing officials remain with an athlete until the athlete is able to provide a sample. For many international sporting federations, 'no notice' testing is increasingly becoming the preferred method for conducting out of competition tests.

While most testing occurred in major metropolitan centres, the Agency continued to conduct out of competition testing in provincial and country centres throughout the year. Centres visited included: Alice Springs, Rockhampton, Geelong, Bundaberg, Cairns, Thredbo and Mackay. The Agency also conducted out of competition testing on international athletes who were training and competing in Australia.

National sports leagues

During 1995–96 the Agency was contracted to provide testing programs for the following major national sports leagues and professional sports competitions.

- Australian Rugby League (1996 Optus Cup competition)
- Super League
- New South Wales Rugby League (1995 Winfield Cup competition)
- Queensland Rugby League
- Australian Football League
- Australian Rugby Football Union
- National Soccer League (Ericsson Cup competition)
- National Basketball League
- Uncle Toby's Professional Ironmen and Women's Super Series
- Australian Natural Bodybuilding Federation

A total of 774 tests were conducted, comprising 414 out of competition tests and 360 tests following competition games and series events.

The Agency entered into formal testing contracts with each organisation. The contracts defined the volume of testing required, test result reporting requirements, requirements for provision of information resources and presentations, and the cost ASDA charged for the provision of these services.

Contract negotiations addressed issues such as confirmation of substances banned by each sports league; extending the length of testing agreements to enable testing to occur as early as possible in the sport pre-seasons; and the number and manner of tests to be conducted (whether event or out of competition). Agreements were also reached with these sport leagues to ensure that players selected for out of competition tests, who were not attending the club training session at the time they were selected, would be required to provide a sample within 24 hours of their selection. These strategies increased the effectiveness of the testing service provided by the Agency.

The Agency conducted educational presentations for some of these sports leagues to better educate the players who would be subject to testing about testing procedures and the risk of inadvertent doping from the use of over-the-counter cough and cold medications containing banned substances. Agency testing officials made presentations to club delegates and players and distributed the Agency's *Drugs in Sport Handbook* and *Wallet Cards* to both junior and senior players of some sports. All presentations were well received and were considered a successful strategy for increasing the awareness of players of these sports.

A summary of testing conducted for national sports leagues during 1995–96 is at Appendix 7.

Standards to be satisfied by user-pays clients

Before ASDA enters into a user-pays testing agreement with any client, it needs to be satisfied that the client organisation meets certain minimum standards concerning its commitment to an effective response to the drugs in sport issue. If a client organisation does not demonstrate that it is able to meet the minimum standard, ASDA will not enter into a testing contract with that organisation.

The minimum standard requires a client organisation to demonstrate that they:

- are a recognised international, national or state sporting organisation
- have a doping policy that, as a minimum, is consistent with the requirements of their international sporting federation or the Australian Sports Commission
- where necessary, can impose effective sanctions (that is, sanctions consistent with the international federation or the commission)
- are committed to a comprehensive program of event and out of competition testing

- do not have a conflict of interest (that is, are not a relative, coach or rival competitor of a person who is subject of the request to test)
- are not seeking a one-off test to demonstrate a 'drug-free' status or to potentially obtain information of drug clearance times
- are willing to discuss policy, education and drug testing strategies for further improving the effectiveness of their organisation's response to drugs in sport.

In addition, ASDA's independence must not be compromised by the nature of the contract. ASDA must be able to act fairly and lawfully in the selection of athletes for testing.

In entering into contracts with clients that meet with the minimum standard, ASDA is not accepting that further work with a sporting organisation to improve its response is not necessary. It is merely an acknowledgment that the organisation meets a performance standard that will enable ASDA to provide assistance without compromising the Agency's independence or integrity.

International drug testing

As anticipated, the demand on the Agency's services to conduct international level drug testing increased during the year. The Agency conducted 503 international drug tests during 1995-96. These tests were conducted in the following categories:

Out of competition (government-funded)	26 tests
Out of competition (user-pays)	102 tests
Competition (government-funded)	253 tests
Competition (user-pays)	<u>122 tests</u>
TOTAL	503 tests

International events testing

The Agency conducted testing at the following 25 international events hosted by Australian sporting organisations.

- World Junior Squash Championships
- Australia v New Zealand Rugby League Test Matches
- Track Cycling World Cup
- Australia v New Zealand Rugby Union Test Match
- Challenge Australia International Epee Tournament
- Women's Water Polo World Cup
- Triathlon World Cup
- Triathlon International Women's Championships
- Sun Herald Cycle Tour
- Pacific Power Commonwealth Bank Cycle Classic

- Alpine Cycle Tour
- Australian Junior International Weightlifting Championships
- World Speed Roller Skating Championships
- World Junior Ice Skating Championships
- Australia v Hungary Water Polo Test
- Southern Cross International Diving Grand Prix
- Cycling Tour of Tasmania
- Oz Day Wheelchair Race
- NEC Classic (Track and Field)
- Moomba International Weightlifting Championships
- Oceania Boxing Championships
- Asian Volleyball Olympic Qualifying Championships
- Super 12 Rugby Union Series
- Australia v Wales Rugby Union Test Match
- Australia v Canada Rugby Union Test Match

The Agency negotiated an agreement with the relevant national or international sporting organisation for drug testing before each event. The agreements specified the funding arrangements and the procedures to be used for testing. For several events, ASDA accommodated the specific procedural requirements of the responsible international federation, including the use of Versapak sample collection equipment.

In addition to the Agency's involvement in conducting drug testing at international events hosted in Australia, the Agency was also contracted to provide testing services for the Oceania Weightlifting Championships in Western Samoa. At the request of the International Weightlifting Federation, the Agency provided sample collection services for 15 drug tests and organised for analysis of the samples at the IOC accredited laboratory in Cologne, Germany.

International out of competition testing

The level of out of competition testing conducted by the Agency on behalf of international sporting federations remained high throughout 1995-96.

The International Amateur Athletic Federation and the international swimming federation used the services of the International Doping Tests and Management (IDTM) organisation to coordinate worldwide out of competition drug testing programs. IDTM contracted ASDA's services to support the implementation of these programs by conducting specific testing on athletes living or training in Australia. The Agency conducted a total of 94 tests on behalf of the International Amateur Athletic Federation and the international swimming federation.

ASDA, in turn, used the services of IDTM to conduct testing on Australian Olympic athletes training and competing overseas. A total of 20 out of competition tests were conducted, covering the sports of rowing, cycling and swimming. Athletes were tested in Germany, Switzerland and the United States.

In addition, the Agency was contracted to conduct eight tests on behalf of the German Sports Federation. Individual tests were also conducted on behalf of the Indonesian Swimming Federation and the Swiss Anti-Doping Commission.

Inter-governmental agreements

The Agency renewed its involvement with national anti-doping agencies in Canada, the United Kingdom, Norway, New Zealand and France through the inter-governmental agreement renamed the International Anti-Doping Arrangement (IADA). During the year an annex to the IADA on reciprocal testing guidelines was completed. This annex confirms arrangements for members to seek the assistance of other member countries to have testing conducted on their athletes training in that particular member country.

Under the reciprocal testing guidelines of the IADA, the Agency requested the British Sports Council to conduct five tests on Australian Olympic track and field athletes training in London.

The Agency also conducted testing on behalf of IADA member countries. Seven tests were conducted on behalf of the New Zealand Sports Drug Agency throughout the year. A further four tests were conducted for the British Sports Council, with one test being completed for the Canadian Centre for Drug Free Sport.

Register of Notifiable Events

During 1995-96 the Agency made 34 entries on the Register of Notifiable Events. Entries to the register were made for the following reasons:

- failing to comply with a request to provide a sample without reasonable cause (seven competitors)
- recording a positive test result for the presence of banned substances (27 competitors).

Of the positive test results:

- 15 were for the presence of stimulants
- two were for the presence of narcotic analgesics
- nine were for the presence of anabolic steroids and other anabolic agents
- one was for the presence of diuretics.

Analysis of one other sample revealed the possibility of a positive test result, but a final confirmation of the result had not been made at the time of printing this Annual Report.

Sporting organisations are responsible for investigating the circumstances surrounding failures to comply and positive test results, and for determining whether sanctions are appropriate. Sporting organisations are required to notify the Agency and the Australian Sports Commission of action they take following these investigations. The Australian Sports Commission monitors the action taken by sporting organisations to ensure appropriate sanctions are applied.

Sporting organisations advised that 10 of the 27 positive results upon which actions were finalised were due to the inadvertent use of banned substances. The Agency was awaiting advice about the outcome of sporting organisation investigations into six positive test results recorded on the register in 1995–96.

Details of all entries on the Register of Notifiable Events are set out at Appendix 8. A summary of entries on the Register of Notifiable Events from 1994–95 for which sanctions had not been notified at the time of printing the 1994–95 Annual Report is at Appendix 9. A summary of entries on the register by doping class and sport is at Table 2.1. A summary of entries on the register by doping class for the years 1991–92 to 1995–96 is at Table 2.2.

Table 2.1: Summary of entries on Register of Notifiable Events by doping class and sport 1995–96

Sport	Failures to comply	Stimulants	Narcotic analgesics	Anabolic agents	Diuretics	Total
Athletics	2					2
Australian Football			1			1
Bodybuilding	3	1		1		5
Cycling				1		1
Powerlifting	1	1		6		8
Powerlifting – disabled			1		1	2
Taekwondo	1	1				2
Rugby League						11
• ARL		2				
• NSWRL		5				
• QRL		4				
Soccer – women's		1				1
Weightlifting				1		1
Total	7	15	2	9	1	34

Table 2.2: Summary of entries on the Register of Notifiable Events 1991–92 to 1995–96

	Refusals	Anabolic steroids	Beta blockers	Diuretics	Masking agent	Narcotic analgesic	Restricted	Stimulant	Total
1991–92	7	13	0	2	0	1	3	14	40
1992–93	21	4	0	1	1	1	4	21	53
1993–94	5	14	0	2	0	0	1	16	38
1994–95	9	7	1	1	0	1	1	14	34
1995–96	7	9	0	1	0	2	0	15	34

Drug testing officials

The Agency employed a network of Drug Control Officials (DCOs) to conduct sample collection sessions Australia-wide. At 30 June 1996 there were two full-time, one part-time and 26 casual DCOs who are based in every state and territory capital city as well as in Townsville, Wollongong and Newcastle. In addition, the Agency employed approximately 300 trained chaperones who assisted the DCOs with the sample collection process.

The Agency continued its commitment to the professional development of these officials by providing training programs for both DCOs and chaperones. A DCO Workshop was held in Canberra in April 1996, with 13 DCOs attending from around Australia. The workshop was predominantly for those DCOs who have worked for the Agency for less than 18 months. The workshop enabled the Agency to:

- increase DCO skills and knowledge of the drug testing program
- develop strategies to overcome difficult drug testing predicaments
- increase DCO knowledge of ASDA activities, particularly those activities which affect the Testing, Research and Policy program
- improve DCO management by developing strategies to minimise DCO administration and paperwork
- provide an opportunity for DCOs to comment on aspects of the testing program and administrative procedures.

In addition to the DCO Workshop, the Agency developed a Professional Development Program for DCOs. The program, to be implemented during 1996–97, is intended to provide DCOs with the skills and information to better perform the duties of a Drug Control Official.

The recruitment of DCOs continued during the year. Additional recruitment was undertaken for both DCOs and chaperones to allow the Agency to test elite athletes in rural and isolated country regions, enabling both a more effective and efficient distribution of tests per sport, and attendance at Olympic qualifying events in country areas.

Chaperones

DCOs maintain their own chaperone pools and are responsible for chaperone recruitment and training. Chaperones are required to attend drug testing sessions under DCO supervision in their chaperone role, and participate in a chaperone accreditation workshop before they are eligible to be appointed as accredited Agency chaperones.

During 1995–96 DCOs conducted five chaperone workshops that were attended by a total of 40 chaperones, all of whom were accredited after these workshops.

A review of the Chaperone Accreditation Program also began in 1996. It is expected that the new Chaperone Accreditation Program will provide chaperones with the information and skills to better perform the duties of a chaperone. The program will also provide for the regular re-accreditation of existing chaperones to ensure their performance is maintained at a high level.

Advice to sporting organisations

The Agency continued to provide assistance and advice to both government and non-government sporting organisations which were addressing the issue of drugs in sport. Advice was provided primarily in the context of the development of doping policies. The nature of the advice provided by the Agency emphasised the need to adopt a comprehensive response to the issue.

The Agency's policy advice reinforces the Commonwealth Government's position on drug use in sport by reminding sporting organisations of the need to identify the pool of athletes to be tested; provide a list of banned doping practices; recognise the Agency's sample collection and testing procedures; impose effective sanctions; and observe the athlete's legal rights during any hearing process.

The Agency emphasises the need to complement testing programs with information and education programs designed to discourage drug use in sport and reduce the likelihood of inadvertent doping. These programs are aimed at elite athletes and associated members of the sporting community in an attempt to increase their awareness of the drugs in sport issue.

The Agency encourages sporting organisations to incorporate recognised provisions of importance in their doping policies. These include outlining the manner in which they will satisfy their 'duty of care' obligations to inform athletes about the doping policy, banned doping practices and the consequences of either returning a positive test result or refusing to comply with a request to provide a sample. It also encourages sporting organisations to consider how they will address issues such as therapeutic and inadvertent use of banned substances, the needs of special interest groups such as children and disabled athletes, protecting the rights of athletes subject to testing and other legal issues.

The Agency also encourages sporting organisations to tailor their doping policies to meet the needs of their sport, while at the same time reminding them that some government and non-government organisations will have requirements that need to be reflected in the doping policy. These organisations include their international federation; the Australian Sports Commission if the sporting organisation receives funding from the commission; and ASDA, due to the Agency's role in conducting the drug testing program affecting the organisation.

During 1995–96, the Agency provided advice on aspects of doping policies to various national sporting organisations, including the Australian Commonwealth Games Association, the Australian Olympic Committee, Netball Australia, the Australian Paralympic Federation, the Australian Karate Federation, the Australian Lacrosse Council, the Australian Women's Rugby League, Powerlifting Australia, Squash Australia, the Women's National Basketball League, NSW Kickboxing, the Australian Eight Ball Association, and the Queensland Acrobatics Association.

Policy advice was also provided to the New South Wales, Queensland and Victorian state departments responsible for sport and recreation concerning further development and implementation of state drugs in sport policies.

Consultation with the Australian Sports Commission

The Agency consulted with the Australian Sports Commission on aspects of the commission's doping policy to ensure that, where applicable, the policy complements and reflects the requirements of the Agency's testing program.

The Australian Sports Commission initiated a review of its doping policy in early 1996. The Agency was invited to participate in the review and has identified and provided comment on a number of specific areas of the policy in need of reassessment. These areas include ensuring that the policy is consistent with the guidelines provided by the National Drugs in Sport Framework; including an education component; recognising the obligations of national sporting organisations to comply with the specific requirements of their international federations; and addressing specific drug testing issues. Specific issues include retirements and comebacks, correct athlete contact details, athlete obligations, inadvertent and therapeutic use of banned doping practices, and ensuring that national sporting organisations have authority to test and sanction as required.

The review group is scheduled to meet following the Atlanta Olympic Games and it is anticipated that the policy review will be finalised by the end of 1996.

Legislation

The Agency initiated a review of the ASDA legislation in July 1994. This identified areas where the legislation could be more flexible to accommodate the drug testing procedural requirements of international sporting organisations that may request the Agency to conduct testing before the 2000 Sydney Olympic Games. The changes to the legislation will also enable the Agency to more effectively meet the expectations of sporting organisations and will minimise the opportunities for legal challenges to be made on the validity of test results for technical reasons.

Throughout the review process, the Agency consulted widely with sporting organisations, legal professionals, state and territory departments responsible for sport and recreation, the Privacy Commission, and other interested organisations and individuals.

An Australian Sports Drug Agency Amendment Bill was introduced into the Senate on 29 November 1995, but lapsed following the calling of the 1996 federal election.

Following approval by the Minister for Sport, Territories and Local Government, the Australian Sports Drug Agency Amendment Bill 1996 was introduced into the Senate on 8 May 1996, passed through both Houses during the winter sittings and received Royal Assent on 28 June 1996. The amendments will come into effect on 24 July 1996.

The amendments:

- provide the Agency with the ability to comply with the doping control procedural requirements of international sporting federations
- provide for substantial, rather than strict, compliance in appropriate areas to reduce the risk of legal challenge on technical grounds
- simplify the legislation and make it easier to understand and to implement
- protect the rights of the athletes
- recognise the rights of sporting organisations.

Regulations

Complementary amendments covering a range of procedural and operational matters have been made to the ASDA Regulations to coincide with the commencement of the amended Act. The amendments were made in consultation with the Attorney-General's Department, the Privacy Commission, the Department of the Environment, Sport and Territories and ASDA's solicitors.

The amendments to the Regulations reflect the changes made to the ASDA Act, and give the Agency the flexibility needed to comply with the requirements of international sporting federations and to enable the use of both the currently used Envopak and the new Versapak sample collection equipment.

The Regulations will come into effect on 24 July 1996, the date of commencement of the amendments to substantive provisions of the Act.

Complementary state drug testing legislation

The ASDA Act does not empower the Agency to conduct drug testing on state level athletes who are not currently within the definition of 'competitor' provided by the legislation (that is, who are not identified as national or international level athletes).

In 1990 all Commonwealth, state and territory sport ministers agreed that there was a need to introduce complementary drug testing legislation at state and territory levels. They also agreed to confer power upon the Agency to enable it to test state elite level athletes in addition to national and international standard competitors.

With the passage of complementary legislation, state governments will be able to contract the Agency to conduct drug testing on state level athletes in accordance with the Agency's sample collection and testing procedures.

State sports drug testing legislation came into effect in Victoria and in New South Wales during 1995-96. The Queensland Parliament is expected to consider state drug testing legislation during 1996-97.

It is essential that state drug testing legislation remains consistent with the Commonwealth legislation to ensure that all athletes receive identical treatment when subject to drug testing procedures.

To facilitate legislative consistency, the Agency provided advice to the sport and recreation departments in Victoria, NSW and Queensland about the statutory requirements and operational limitations of the *Australian Sports Drug Agency Act 1990*. The Agency has also kept all state and territory governments informed of the amendments to the Commonwealth Act set out in the *Australian Sports Drug Agency Amendment Act 1996* to ensure that consistency is maintained between the state and national drug testing programs.

The Agency also continued to promote the national response to the drugs in sport issue. It provided assistance to states and territories in developing drugs in sport policies, drafting and enacting complementary legislation and identifying the type of drug testing program most appropriate for achieving the objectives of the National Drugs in Sport Framework. During 1995-96, the Agency worked closely with the NSW and Queensland state departments for sport in coordinating their response to the drugs in sport issue.

At this time, no state government has initiated a drug testing program. However, the Agency is in the final stages of negotiating a drug testing agreement with the NSW Department of Sport and Recreation that may see the commencement of a state testing program in that state during 1996–97. This program would focus on out of competition drug testing of state institute and academy athletes. Any state testing program will only commence after appropriate education programs have been implemented.

Analytical services

The Agency negotiated a Memorandum of Agreement with the Australian Sports Drug Testing Laboratory for the provision of analytical services in the 1995–96 financial year.

The Memorandum of Agreement set out the volume of testing to be undertaken by the Australian Sports Drug Testing Laboratory on samples collected by the Agency, the definitions of analytical services, and the cost for the provision of these services. The agreement required the laboratory to undertake analysis of all government-funded and contract samples collected during the period of the agreement.

A laboratory consultative committee comprising senior officers from both the Australian Sports Drug Testing Laboratory and the Agency was responsible for monitoring the implementation of the 1995–96 Memorandum of Agreement.

All samples collected by the Agency within Australia were sent to the laboratory for analysis, as were a number of samples collected on Australian athletes training overseas.

Quality assurance

The Agency requested the Australian Sports Drug Testing Laboratory to implement quality assurance procedures to ensure that test results were accurately reported to the Agency and that appropriate screening of all samples was conducted and verified.

The laboratory complied with the Agency's requests and developed appropriate quality systems to ensure compliance with these standards.

Research

Under the terms of the Memorandum of Agreement, the laboratory conducts research related to International Olympic Committee requirements for improving analytical detection of banned substances. Research projects undertaken by the laboratory in 1995–96 included detection of banned substances by mass spectrometry techniques, the detection of growth hormones and extractive alkylation of diuretics.

The Agency is able to commission additional research projects from the Australian Sports Drug Testing Laboratory but did not make any such requests in 1995–96.

Special interest groups

Consistent with its commitment to social justice and access and equity principles, the Agency has continued to respect the needs of athletes from special interest groups who are subject to drug testing. This includes veteran and masters athletes, athletes with disabilities and athletes under 18 years of age.

Veterans and masters

The Agency does not conduct testing in 'veteran' or 'masters' sporting competition unless specifically requested to do so by a national sporting organisation.

If requested to conduct testing, the Agency will not initiate testing until it is satisfied the sporting organisation has a doping policy that addresses the needs of athletes (that is, addresses issues including inadvertent doping and the use of banned substances for legitimate therapeutic purposes). The Agency must also be satisfied that those athletes likely to be subject to testing are properly informed about the organisation's doping policy and the intention to conduct testing.

Athletes with disabilities

The Agency continued to work with sporting organisations for the disabled and the Aussie Able division of the Australian Sports Commission to assist in developing responses to drug use in sport appropriate to the specific needs of athletes with disabilities.

The Agency worked closely with the Australian Paralympic Federation to obtain information on events and trials for the 1996 Paralympic team selection and athlete contact information for those athletes selected for the Australian team. This enabled out of competition testing to take place in the lead-up to the 1996 Atlanta Paralympic Games.

The Agency conducted over 45 tests on athletes with disabilities in 1995–96. Testing was organised at the following events: the Disabled Track and Field Championships, the Weightlifting National Wheelchair Championships, the Oz Day 10 kilometre Wheelrace and the Multi-Disability National Championships. Out of competition testing was also conducted on squad members in Paralympic sports including athletics, swimming, powerlifting and cycling.

The Agency continued to provide assistance with the development of doping policies to sporting organisations for the disabled. The Agency is aware that the physical conditions of some athletes may require the use of banned substances for legitimate therapeutic purposes. In discussions with sporting organisations, the Agency emphasises the need to properly address this issue in doping policies so that athletes with legitimate therapeutic needs are not disadvantaged.

Sporting organisations for the disabled continue to be provided by the Agency with relevant information about testing procedures, banned substances and permitted medications.

Competitors under 18 years of age

The Agency applies the principles of its drugs in sport policy to children and junior athletes through its policy, education and testing strategies to meet the needs of people under 18 years of age.

The Agency's primary objectives are to:

- promote an environment conducive to healthy participation in sport by people under the age of 18 years
- increase the awareness and level of knowledge of people under 18 years of age about drugs in sport
- provide people under 18 years of age with the information and skills necessary to understand and deal with situations associated with drug use in sport
- protect the rights of people under 18 years of age during the sample collection process
- encourage sports organisations to adopt a fair and equitable response when people under the age of 18 years record a positive test or fail to comply with a request to provide a sample.

While these objectives are generally addressed by the Agency's broader education and policy strategies for the sporting community, the Agency's sample collection and testing procedures also provide protection for the rights of people under 18 years of age under the *Australian Sports Drug Agency Amendment Act 1996*.

Agency testing officials are able to notify a parent, guardian or coach of a young athlete of the athlete's selection for testing and to notify a parent or guardian of the test result.

This procedure enables parents and coaches to provide support to a young athlete during the sample collection and result management processes.

Special operational issues

Submissions from individuals who failed to comply with a request to provide a sample

Section 13(1) of the *Australian Sports Drug Agency Act 1990* provides that, where a competitor has failed to comply with a request to provide a sample, the Agency must:

- '(a) give to the competitor a written notice stating:
 - (i) that the competitor has failed to comply;
 - (ii) that the competitor may within the submission period (usually 14 days), make submissions to the Agency to the effect that the competitor had reasonable cause for failing to comply; and
 - (iii) the Agency's obligations under sections 14, 17 and 18; and
- (b) subject to section 13(2), decide whether the competitor had reasonable cause for failing so to comply.'

In 1995–96, 18 individuals failed to comply with a request to provide a sample. Twelve made a submission under the provisions of section 13 of the ASDA Act stating their reasons for failing to comply. The remaining six individuals made no submission.

After considering the contents of the submission that were made, the names of seven competitors were entered on the Register of Notifiable Events for failing to comply with a request to provide a sample without reasonable cause. These competitors were the six who made no submission and one competitor who made a submission but could not show reasonable cause.

Of those who made a submission, and after consideration of the contents of each submission, the Agency determined that:

- one competitor could not show reasonable cause for failing to comply with a request and therefore was entered on the Agency's Register of Notifiable Events
- seven individuals could demonstrate that they had retired from their sport before the request to provide a sample was made and so no longer met the definition of competitor set out in the Act, and therefore could not be taken to have failed to comply with a request
- four competitors were able to show they had reasonable cause for failing to comply with a request and no further action was taken by the Agency.

Under section 13(4) of the Act, a person who makes a submission to the Agency that there was reasonable cause for failing to comply with a request, and is dissatisfied with the Agency's decision, has the right to seek a review of the Agency's decision by the Administrative Appeals Tribunal. No applications were made to the Tribunal during 1995–96 concerning decisions made by the Agency under section 13(4) of the Act.

Submissions from individuals who contended that test results should be invalidated due to procedural errors in the sample collection process

Section 16(1) of the *Australian Sports Drug Agency Act 1990* provides that, if a competitor returns a positive test result, the Agency must:

- '(a) notify the competitor of the result;
- (b) inform the competitor that, if the competitor has any information or evidence that may support the making of a determination under section 16(2), the competitor may within a period of 7 days after receiving the notice submit the information or evidence to the Agency; and
- (c) determine under section 16(2) whether or not the positive test result is valid.'

The Agency may determine that a positive test result is invalid only if the Agency is satisfied that:

- the applicable procedural requirements relating to the sealing of any container containing the sample were not complied with
- the sample was not tested at an accredited laboratory or
- the sample was tampered with by someone other than the competitor or a person chosen by the competitor to oversee any part of the collection or testing of the sample.

In 1995–96 a total of 27 competitors recorded positive test results. Five competitors made submissions under the provisions of section 16(1) of the Act in which they presented information that the applicable procedural requirements had not been complied with. Two of the five competitors who made submissions also contended that the sample provided may have been tampered with by an unauthorised person.

The Agency investigated the facts and circumstances surrounding each drug test, took the submissions of each competitor into consideration, and obtained legal advice in relation to each submission. In each case, after consideration of all available information and evidence, the Agency determined that there was no reason to invalidate the test result. The names of all competitors were therefore entered on the Agency's Register of Notifiable Events.

Under section 16(4) of the Act, a person who makes a submission to the Agency providing evidence to invalidate a positive test result, and is dissatisfied with the Agency's decision, has the right to seek a review of the Agency's decision by the Administrative Appeals Tribunal. One application was made to the Tribunal during 1995–96 concerning decisions made by the Agency under section 16 of the Act.

Action in relation to the application to the Administrative Appeals Tribunal was as follows.

The competitor's name was entered on the Register of Notifiable Events on 11 January 1996. The competitor's application to the tribunal for a review of the Agency's decision was lodged on 7 February 1996. The Agency lodged all documentation requested by the Tribunal. As at 30 June 1996 the Tribunal was still considering the matter.

One outstanding action before the Administrative Appeals Tribunal from 1994–95 was resolved in the Agency's favour. A competitor, whose name was entered on the Register of Notifiable Events on 5 June 1995, lodged an application to the tribunal on 20 June 1995. Following the Tribunal's consideration of documentation submitted by the Agency, the competitor withdrew the appeal in respect of the Agency's decision to enter the competitor's name on the Register of Notifiable Events. Following withdrawal of the appeal, the Administrative Appeals Tribunal dismissed the application without proceeding to review the decision.

Bid to bust drug cheats

Drug message reaches elite

Athletes favour tougher penalties for drugs

Stars rally against drug use

Athletes lobby to 'beat the cheats'

Sport pushes for drug-free image

More drug cheats 'will be caught'

Pressure mounting on athletes to use drugs

Aust team's drug warning



Stevenson ... 'onus on athletes'

Nicole warns on 'mistake' doping

Life gets tougher for drug cheats



Four men, including Australian hockey star, stand together and discuss the message in Perth stadium.

Heat on drugs cheats

Perkins heats up the war against cheats

Steroid penalties should be heavier, say athletes

Kick out the cheats

Drug Agency issues warning Knowledge the key to avoid drugs ban

Athletes say drug ban should be life

Media Headlines

CHAPTER 3

EDUCATION

OBJECTIVES	
<ul style="list-style-type: none">• Increase the comprehensive nature of the response by sport to banned doping practices• Increase the perception within priority target groups that banned doping practices are cheating• Increase the knowledge of Australian athletes and coaches about the international response to drugs in sport• Increase the sport community's awareness of ASDA activities	
RESOURCES	
Staffing	12.1 staff years
Expenditure	\$1,052,000

The Agency's education philosophy and initiatives are based on a recognition that an individual's behaviour in relation to drug use is significantly influenced by the environment in which that individual operates. This approach to education ensures that education initiatives focus beyond the drug and its effects to identify and address some of the many factors that influence drug use in sport. In keeping with sound health promotion and educational practice, the Agency's education initiatives are developed, implemented and evaluated in close consultation with, and participation from, the sporting community.

The range of education objectives and strategies outlined in ASDA's 1995–97 Strategic Plan has involved the Education program in a range of activities. Each of these activities affects specific target groups as outlined below.

National Drugs in Sport Framework

Following the July 1994 meeting of the Sport and Recreation Ministers' Council, a working party was established to develop the National Drugs in Sport Framework. ASDA provided the secretariat for the working party, which comprised representatives from all state and territory governments and the Australian Sports Commission.

The framework document, which was developed in close consultation with the sporting community, was endorsed at the November 1995 meeting of the Sport and Recreation Ministers' Council and was distributed to sporting organisations in early 1996. The goal of the framework is 'to achieve an internationally recognised drug-free environment in Australian sport that protects the well-being and rights of the individual and the ethical values of sport.'

In addition to the Agency, there are a range of other government and sports organisations, at both the federal and state level, that play a role in promoting a sports environment that is free from banned doping practices. The National Drugs in Sport Framework will provide a mechanism to ensure a collaborative effort by all of the organisations involved in dealing with drug use in sport. As a policy document, the framework provides guidelines for a coordinated, consistent and comprehensive response to the use of banned performance-enhancing drugs in Australian sport.

Implementation of the framework will be monitored and evaluated through the Sport and Recreation Ministers' Council.

A sub-committee comprising ASDA and members of the Sport and Recreation Ministers' Council Working Party from Victoria and the ACT has been formed to develop an evaluation plan for the framework. This has included the development of a proforma that will be used in assisting working party members to collect relevant information to feed into the evaluation process.

Sport-based education programs

Sports drug education units

Sports Drug Education Units (SDEUs) are now operating in Victoria, South Australia, Queensland, the Australian Capital Territory and New South Wales. The Queensland and New South Wales SDEUs are joint projects between ASDA and the respective state government Departments of Sport and Recreation.

These units work closely with the elite sporting community to provide and support education initiatives for key target groups including athletes, coaches and administrators. To achieve this, Project Officers work with state sporting organisations, state governments, state coaching centres, institutes and academies of sport and other peak sporting bodies such as Sports Medicine Australia and the Australian Society of Sports Administrators.

To assist in the development of SDEUs, advisory committees representing the respective sporting communities have been established in most states. These committees, who mainly comprise administrators, coaches or athletes, provide input into drug education initiatives. Committee members have also taken up the drugs in sport issue within their respective areas of work and expertise. Individual members have taken on an educative role in fields such as sports federations, pharmacy, the Athlete's Career Education program, regional sports assemblies and Sports Medicine Australia.

Since their inception, the roles and responsibilities of the advisory committees have continually been monitored and revised so that the issues being dealt with are relevant to the sporting community that they represent. The National Drugs in Sport Framework and the subsequent introduction of state drug testing legislation have significantly influenced the direction of the advisory committees, particularly in Victoria and South Australia. A review of the Mission Statement and objectives of the Victorian committee is planned for July 1996.

The compositions of the SDEU advisory committees are shown in Appendix 13.

ASDA's state-based Project Officers have enabled the Agency to assist the sporting community to identify and respond to their major concerns related to drug use in high-performance sport. The major achievements include:

- an increased awareness and understanding amongst administrators, coaches and athletes about drugs in sport issues
- an increased awareness of access to drugs in sport resources for athletes, coaches, administrators and medical professionals
- administrators and coaches taking on a leadership role in the drugs in sport area (for example, delivering drugs in sport courses, encouraging athletes to check medications, including drugs in sport in coaching courses and development plans)
- the inclusion of drugs in sport in a variety of coaching, administrator and athlete education programs.

Specific achievements of the individual units are outlined below.

Victoria

Over the past year there have been many achievements for the SDEU Project Officer, including a growing acceptance from the state sporting community to embrace the drugs in sport issue.

As a result of SDEU activities, all ASDA priority sports are now implementing drugs in sport education initiatives such as presentations and information dissemination to various degrees. Regional Sports Assembly Executive Officers also participated in drugs in sport training courses. This has enabled officers to conduct drugs in sport education sessions for country athletes through clubs and schools within their region.

As a joint initiative between ASDA and the Victorian Government, a state drug testing brochure has been developed and distributed to all state sporting organisations. In addition, general information on drugs in sport was also disseminated to elite athletes, officials and administrators.

Drugs in sport information is now included in the coaching courses of the following sports in Victoria: athletics, swimming, triathlon, rowing, weightlifting and powerlifting.

The Project Officer has also worked closely with the Victorian SDEU Advisory Committee in advising the Victorian Minister for Sport about drugs in sport issues. This has included providing advice about state testing legislation, the Victorian Government Drugs in Sport Policy and advice on the implementation of the National Drugs in Sport Framework.

Queensland

The Queensland SDEU has completed its first year of operation as a joint project of the Queensland Government and ASDA. The establishment of the unit has been well received by the Queensland sporting community. The Project Officer has worked closely with administrators, athletes and coaches to raise the profile of the drugs in sport issue.

An increased understanding of the issue has been achieved through various means. Administrators at the Office of Sport and Recreation, the Queensland Academy of Sport, the Queensland division of the Australian Institute of Sport and priority sports have been a primary target. The main objective has been to develop the role of the sports administrator in promoting drugs in sport education and to promote the delegation of responsibility to other members of their organisation.

As a result, sports such as rowing and triathlon have developed a drugs in sport component in their coaching courses. Other sports, including swimming and synchronised swimming, are developing the knowledge and skills of their coach educators to present at courses. Surf life saving and softball associations have ensured that their regional coaches have been updated on the issue at conferences and seminars.

In an attempt to lessen the incidence of inadvertent doping, the Queensland Institute and Academy squads will be offered drugs in sport education as part of their induction training. This includes the promotion of the *Drugs in Sport Handbook* and the hotline service. Development officers in many sports have promoted the 'Beat the Cheats' campaign, including emphasising the 'cheating message' to junior squads. Team managers at the Australian Institute of Sport have also received education resources for distribution to athletes when travelling to competitions.

Other achievements include the liaison with sport development officers at the Office of Sport and Recreation to achieve standards of practice with state sporting organisations relating to drugs in sport. The Project Officer has also offered assistance at sports administration courses conducted by the Australian Society of Sports Administrators. A quarterly newsletter produced by the Project Officer, titled *Queensland Drugs in Sport Update*, has been used by over 80 state sporting organisations to include articles from the update in their own newsletters and mailouts. Another encouraging result has been the success of information dissemination to members of Sports Medicine Australia.

Australian Capital Territory

As an outcome of the community participation model employed by the Sports Drug Education Units, drugs in sport awareness is now well entrenched in the ACT sporting community. Drugs in sport information has been successfully integrated within the ongoing programs for high-performance athletes, coaches and administrators. The last 12 months have seen the ACT SDEU project supporting high priority sports, the ACT Coaching Centre and the ACT Academy of Sport as well as addressing issues related to complementary drug testing legislation.

In addition to SDEU activities, the Project Officer has also initiated the development of a comprehensive education strategy at the Australian Institute of Sport. Presently an assessment of athlete and coach needs, as well as opportunities for educational activities, is being completed. The findings of this assessment will be used in the development of other education initiatives.

South Australia

The South Australian SDEU continues to support and assist sports with the successful implementation of drugs in sport programs. Coach education training has been a particular focus of the SDEU this year, with the Project Officer also assisting coach educators in Western Australia. The unit and its advisory committee also provided advice and assistance to the South Australian Government in relation to the state Drugs in Sport Policy, testing legislation and other roles and responsibilities associated with the National Drugs in Sport Framework.

In addition, the advisory committee was responsible for the initiation of the Sports Drug Awareness Project. This community awareness project, funded by the local health promotion organisation, Foundation SA, provides educational activities to the junior sporting community through school and sport-based programs.

The South Australian SDEU Project Officer played a significant role in the development of the *Drugs in Sport Drug Education Guidelines*. These have been designed to assist sports in identifying the roles and responsibilities of implementing drugs in sport education. They also provide a range of strategies aimed at encouraging easy integration of drugs in sport education into existing sports programs and activities. These guidelines originated from a South Australian sporting administrators conference.

The guidelines, which were developed in consultation with the sporting community, have already proved a valuable tool in assisting sporting organisations to meet educative responsibilities outlined in the National Drugs in Sport Framework. The education guidelines were disseminated to South Australian sporting organisations at a workshop in May 1996.

New South Wales

The New South Wales SDEU was re-established in November 1995 as a joint project of the Agency and the New South Wales Government. The main aim of the project is to provide a drugs in sport education focus in centres where high-performance athletes are located.

The employment arrangements for the NSW SDEU are different from other states as the Project Officer is an employee of the NSW Department of Sport and Recreation rather than the Agency. The Agency provides funding to support the unit and its activities.

Although the NSW priority sports are similar to those of ASDA, the work of the NSW SDEU reflects additional NSW Government objectives specific to a state response to drugs in sport. As a result, the target group for the NSW SDEU includes state level athletes who will be subject to testing under the pending NSW State Drug Testing program.

Over the last eight months, the Project Officer has worked with state sporting organisation administrators, departmental officers, athletes and coaches to ensure that high-performance athletes (including development squads and talent identification athletes) have access to current information on banned and permitted substances, drug testing procedures, athletes' rights and responsibilities and the NSW drug testing program. To assist the Project Officer with education in regional areas, the NSW Department of Sport and Recreation has employed another officer to deliver drugs in sport presentations.

As a result of the work of the NSW Project Officer, all general principle coaching courses for the seven priority sports now have a drugs in sport component. In addition, sports such as cycling, weightlifting, swimming and gymnastics include a drugs in sport section in their Level 1 or 2 courses. ASDA education resources have been promoted to all state sporting organisations, which has resulted in an increase in the number of hotline calls received from New South Wales.

The Project Officer has also worked extensively on finalising the NSW Government Drugs in Sport Policy and is establishing a database of state level athletes in preparation for the state government drug testing program.

Coaching community

The Agency continues to meet the needs of the coaching community by providing information and advice to a number of specific sports regarding the inclusion of drugs in sport material in their coaching courses. The Agency has also worked closely with state coaching centre coordinators to increase the awareness and understanding of the drugs in sport issue and its relevance to coaches. As a result, drugs in sport sections are now included in a growing number of general principle and Levels 1 and 2 coaching courses at the state level.

The *Drugs in Sport Coach Education Manual*, which was developed in conjunction with the Australian Coaching Council, was launched by the former Sports Minister, John Faulkner, at the Sydney Aquatic Centre on 25 July 1995. The manual has received very positive feedback from coach educators and coaches and Sports Medicine Australia has recommended this resource for use by sports trainers. As a result of the success and demand for the manual, a second edition was released in February 1996.

The manual provides course designers and presenters with material which will assist them in the development and delivery of drugs in sport education. Due to the comprehensive content and a flexible design that enables coach educators to select only the section required, the manual has proven an excellent resource. Material from the *Drugs in Sport Coach Education Manual* has been incorporated into accredited coaching courses in a large number of sports.

National sporting organisations

The development of a National Promotion Pack was identified as a resource which would assist national sporting organisations to play a role in promoting an awareness of ASDA and its services to athletes in their sport. The promotion packs were sent to sporting organisations which were hosting a national event in Australia. The packs included examples of ASDA's resources, such as the *Drugs in Sport Handbook*, *Wallet Card*, posters and flyers, as well as bromides which could be placed in event programs and newsletters. As a result, many sports including softball, men's and women's hockey, swimming, triathlon, weightlifting and water polo included drugs in sport information in their event programs.

Additional assistance was offered by Sports Drug Education Unit officers in that state if the sport was a high priority. The response from sporting organisations was very positive, with some organisations including Australian Swimming, Triathlon Australia and Athletics Australia offering additional resources for their athletes. Posters and A-frame signs promoting the Agency and the 'cheating message' were also displayed at a number of events.

As another initiative, all national sporting organisations were contacted in early 1996 and asked to supply the Agency with their current national and international doping policies. The returned policies are being reviewed and collated to assist with advice provided through the hotline service and other Agency-wide activities.

In addition to a quarterly update that provided general information on current drugs in sport issues, all national sporting organisations were informed of the major changes affecting their sport as a result of amendments to the IOC Medical Code.

A review was conducted during the year to examine how the Agency could increase the comprehensive response by the sporting community to banned doping practices. This involved assessing the manner in which ASDA works with both national and state sporting organisations, and highlighted strengths and weaknesses in the Agency's current approach.

School-based education programs

National Professional Development Program for Teachers

A coordinated approach that links the Agency with the School Development in Health Education project, and which has produced a national support program for teachers, has led to the integration of drugs in sport into the school curriculum.

The achievements in Phase 1 include:

- an increased understanding of the drugs in sport issue among teachers and teacher consultants
- the linking of one of ASDA's school resources to the national health and physical education statements (a statement which provides a framework for the development of curriculums by education systems and schools)
- a number of schools establishing drugs in sport as part of their curricula
- an increased awareness among school communities of ASDA's range of school resources.

The project is currently in its second phase. Each state has submitted an action plan for Phase 2 of the project which outlines activities that have progressed or have been completed.

While some states are close to finalising projects, others have had to extend their timelines until December 1996 due to industrial action during the year. Project outcomes have been diverse, reflecting the unique environment in each state. The outcomes achieved to date are outlined below.

Northern Territory

A forum to introduce teachers to drugs in sport and the Agency's school resources was conducted and a draft of the senior syllabus drugs in sport course is currently awaiting approval by the Northern Territory Board of Studies. Further work with teachers will commence once the industrial dispute has been resolved.

Western Australia

Promotion of ASDA resources occurred through a series of workshops in health and physical education projects including the Physical Steps Project, WA School Health Project, Be Active Schools Communities Project and the state Australian Council for Health, Physical Education and Recreation Conference. Two drugs in sport workshops were also held to familiarise teachers with drugs in sport issues and to introduce teachers to the Agency's school resources.

Tasmania

A state-wide drugs in sport workshop was conducted for nine schools. As a result, sports studies teachers have included drugs in sport into school and college programs and have increased the awareness of drugs in sport issues in other sectors of the school community.

New South Wales

A drugs in sport workshop was held for health and personal development and drug education regional consultants in September 1995. The aim of the workshop was to educate the consultants about drugs in sport to a level at which they could assist teachers in their regions to integrate drugs in sport into their classroom curriculum.

The project has enabled the Agency to provide a more direct and efficient means of teacher support than it has been able to provide in the past. Each state coordinator is aware of how their particular educational systems operate, and how to most effectively use existing networks and structures. Coordinators are able to keep updated with continual changes in the system and have the support of the Directors General of Education. Details on the state coordinators are provided in Appendix 11.

Drugs in sport unit of studies for pre-service teachers

In conjunction with Dr Mel Bergin from the University of Western Sydney, Nepean Campus, a unit of studies has been drafted as an elective for students studying the Bachelor of Health Studies. This project will be trialled next year as part of a Personal Development, Health and Physical Education major for pre-service teachers. The course includes 14 three-hour lectures on topics including the history of drugs in sport, the Australian response, pressures to use performance-enhancing drugs, legal issues and drug education teaching methods.

Educational resources

To complement the National Professional Development Program for teachers, and in response to a continuing demand, ASDA has maintained school resources for use by primary and high school level teachers. Some of these resources are described below.

Fool's Gold

The Fool's Gold resource is a complete package of lessons based on an episode of the television series *A Country Practice* which dealt with drug use in sport. The resource kit aims to develop skills and increase knowledge as well as reinforce the attributes of fair play. The kit contains a teacher's booklet, support materials and a video tape.

Drugs in sport isn't just about steroids (second edition)

This is a collection of activities that can be used by teachers to incorporate the issue of drugs in sport into their existing curriculum units. It covers a wide variety of issues, allowing teachers to choose the activities that are most appropriate for their students. It is aimed at students between 12 and 16 years of age.

Drugs in sport – an in-service manual for teachers and consultants (second edition)

This in-service manual is designed to help teachers and consultants implement effective drugs in sport education programs.

Super Athletes (second edition)

This is a resource designed for the science curriculum. It consists of a series of lessons aimed at health and ethical issues associated with drug use in sport.

Evaluation of teacher resources

An evaluation was conducted by the Agency in 1995–96 to determine the value of these resources to teachers and to make recommendations to assist with planning for future production of school resources.

Although teachers were satisfied with all four resources, some of the resources were more valuable than others. The final recommendations were to:

- update and continue to produce *Drugs in sport isn't just about steroids*
- update and continue to produce *Super Athletes*
- phase out *Fools Gold*
- discontinue *Drugs in sport – an in-service manual for teachers and consultants*.

Information services

To support the field work that the Agency does in the sporting community, the Education program also provides a variety of information resources and services. Demand for information resources has been very high in 1995–96.

The dissemination of resources continued to be stable, with a dramatic increase in demand for the *Drugs in Sport Handbook* and the *Wallet Card*, particularly after the announcement of Samantha Riley's positive drug test in February 1996. This is clearly illustrated in Figure 3.1.

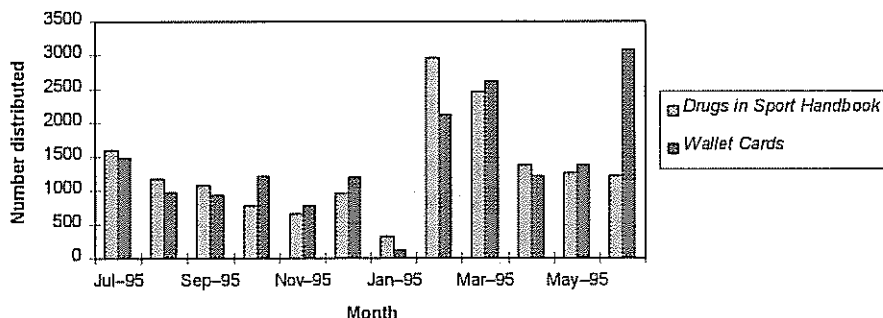


Figure 3.1 *Drugs in Sport Handbook* and *Wallet Card* distribution 1995–96

Many of the Agency's educational resources have required updating and in some cases complete revision. In addition, a number of monitoring systems have been developed and implemented to allow for more efficient and effective resource production, increased accountability for resource dissemination and greater control of stock levels.

The following information services were provided by the Education program in 1995–96.

Atlanta information

The Agency assisted in the preparation of Australian Olympic Team athletes by providing information about banned and permitted drugs and drug testing procedures at the Atlanta Games to athletes and team managers. A number of drugs in sports presentations were conducted in the lead-up to Atlanta, including at the Olympic Team Management meeting in Sydney, and for athletes (including Paralympians) at sessions in both Melbourne and Canberra.

In addition, the Agency developed an *Atlanta Information Brochure* which provided guidelines on permitted medications, banned substances and testing procedures for dissemination to athletes, coaches and team administrators. ASDA also gave advice to Mr Malcolm Holmes, Q.C., the Athlete Advocate for Atlanta, before he wrote to Olympic athletes to update them on relevant drugs in sport issues such as the IOC doping rules and the status on testing for marijuana at the 1996 Olympic Games.

Wallet Card

The *Wallet Card* is designed as a quick and easy reference which details permitted over-the-counter medications used to treat common complaints including asthma, pain, inflammation, nausea, colds and allergies. In 1995–96 over 17,000 *Wallet Cards* were distributed to elite Australian athletes, coaches, administrators and other appropriate personnel such as sports medical staff.

Drugs in Sport Handbook

The *Drugs in Sport Handbook* provides athletes with information about the drugs used in sport, drug testing procedures and legal issues affecting the athlete. The handbook also contains lists of prescription and non-prescription medications that may be used by athletes. The handbook proved to be one of the Agency's most popular resources with 15,784 copies distributed during the 1995–96 financial year.

Infopac

The *Infopac* has been completely revised and updated to cater for general information requests from school and tertiary students and the general sporting community. It is a comprehensive resource that examines the drugs in sport issue in detail and contains new topics such as laboratory analysis, drug testing statistics, international issues and the ethical issue of cheating.

Sports Monthly Update: Drugs in Sport

The *Sports Monthly Update: Drugs in Sport* provides a listing of drugs in sport references that have been added to the international SPORT database during the previous month. The update is disseminated to many of the Agency's key contacts, including sports physicians, IOC accredited laboratories and international organisations.

Media monitoring service

The collection and distribution of newspaper and magazine articles ensures that the Agency and key contacts are kept up to date with information on current drugs in sport issues.

Requests for information

The Agency processed over 2,600 requests for drugs in sport information during 1995–96, an increase of 45% from 1994–95. In addition, many of the requests during the last 12 months were for multiple copies of several different resources. These requests were received from a variety of sources, including secondary and tertiary students, drug and alcohol authorities, and medical professionals.

Drugs in Sport Hotline

The ASDA Drugs in Sport Hotline is a free call 1800 telephone service. It continues to provide elite athletes, coaches and medical professionals with information on permitted and banned medications. The hotline service operates Monday to Friday from 9 a.m. to 5 p.m. During 1995–96 over 2,200 calls were received, representing a 58% increase over the number of calls received during 1994–95. The number of calls received in February 1996 after the release to the media of Samantha Riley's positive drug test increased fourfold (as shown in Figure 3.2). Whilst the number of calls decreased in the following months, this is still 67% higher than for the same period last year. A breakdown of information on the hotline service is detailed at Table 3.1.

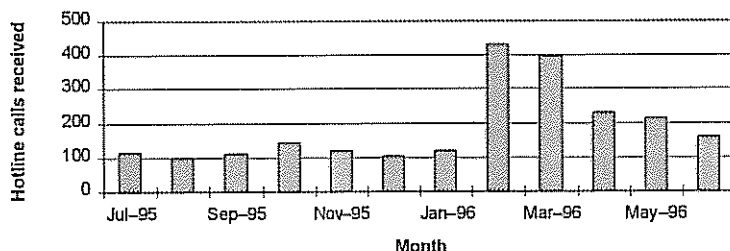


Figure 3.2: Hotline statistics 1995–96

Table 3.1: Drugs in Sport Hotline summary 1995–96

Total number of calls received:	2,242
State breakdown:	
New South Wales	593
Victoria	392
Queensland	318
South Australia	161
Western Australia	140
Australian Capital Territory	99
Tasmania	46
Northern Territory	3
Unknown	486
Overseas (visiting athletes):	
New Zealand	2
US/Canada	2
Type of questions asked:	
Pharmacological inquiries	1,489
Resource requests	356
Herbal substance inquiries	214
Other	122
Anabolic steroid information	75
Who called?	
Athletes	924
Relatives	558
Medical professionals	180
Coaches	140
Other	213

A process improvement team consisting of members from across Agency programs participated in a review of the hotline service during the year. The team reviewed the hotline's hours of operation, methods and systems to ensure the accuracy of information and to improve the efficiency of operations, and reviewed the type of information that athletes, coaches, medical professionals and other clients sought when calling the hotline.

As a result of the team's report, the Agency will develop an internal database to be used for hotline information. The database will provide information on banned and permitted substances and specific information regarding the individual policy requirements of sports at the national and international level. It is expected that the database will be developed and operational during the next financial year. Various options for providing the best service to clients will also be explored during the next year. As recommended by the team, a detailed list has been collated to refer hotline callers on to other agencies when ASDA can not meet their request for information.

Public relations

The objectives of the Agency's public relations initiative are to:

- promote awareness and understanding, especially within the sporting community, of the role of the Agency in addressing the issue of drugs in sport
- enhance the public image of the Agency as a fair, independent and impartial organisation dedicated to reducing the harm associated with drug use in sport.

'Beat the Cheats' campaign

On 19 March 1996, Australian elite athletes Kieren Perkins, Susie O'Neill and Rebecca Joyce and Agency Board member, Sharon Buchanan, launched the 'Beat the Cheats' campaign at the Queensland Academy of Sport. The Minister for Sport, Territories and Local Government, the Honorable Warwick Smith MP, opened the launch.

The aim of the campaign was to reinforce and promote the view held by the majority of Australian elite athletes that the deliberate use of banned drugs in sport is cheating and not in the Australian ethos of sport. This is part of the culture in Australian sport and is, to a large extent, taken for granted. Visible promotion of the message has served to raise the profile of this ethos and reinforce some of the implications of 'cheating'.

The campaign's objectives were achieved, with the involvement of over 800 Australian elite athletes, coaches, psychologists, nutritionists and sporting administrators from a variety of sports who agreed to be involved in the promotion of the 'cheating message'. By involving so many people in the promotion, ASDA demonstrated that the Australian sporting community is united in fighting the deliberate use of banned drugs in sport.



Rebecca Joyce, federal Sports Minister Warwick Smith, Susie O'Neill and Kieren Perkins at the 'Beat the Cheats' campaign launch

The campaign was successful in receiving significant coverage from all sections of the media, providing the forum for Australia's elite athletes to express their views and disapproval of the use of banned performance-enhancing drugs in sport. This was encouraging, given that more than 50% of athletes surveyed by ASDA in 1995 indicated that they obtained the majority of their drugs in sport information through the media. In the 16 newspaper articles that covered the Cheating Campaign launch, the key word 'cheating' was mentioned on 48 occasions.

In addition to media activities, athletes, coaches and administrators promoted the cheating message by wearing a 'Beat the Cheats' T-shirt in the lead-up to the Atlanta Olympics. More than 1,500 campaign posters were also disseminated for display at sports events and venues. This message reinforced the strong anti-doping culture in Australian sport.

'Beat the Cheats' campaign activities included the following.

1995 Elite Athlete Questionnaire

In May 1995 the Agency released a media statement announcing the results of the 1995 Elite Athlete Questionnaire. This highlighted the supportive views of athletes for drug testing and educational activities that deter athletes from using performance-enhancing substances. This information was disseminated through the national sporting community.

Inadvertent doping

A media release was issued in June 1996 raising awareness of the inadvertent doping problem within Australian sport and reiterating how elite athletes can assist in preventing inadvertent positive drug tests. Australian elite athletes Nicole Stevenson and Tim Forsyth participated in media articles associated with this release.

'Beat the Cheats' banner

A 'Beat the Cheats' banner was developed and displayed at a number of sporting events in the lead-up to the Atlanta Olympics, including the Australian Olympic Swimming Trials held at the Homebush Stadium in Sydney.

Media coverage

Each campaign activity that ASDA promoted received extensive national media coverage. Importantly, the media coverage continually reinforced the campaign message that the *deliberate use of banned drugs in sport is cheating!* Media coverage was dominated by the views of Australian elite athletes on the drugs in sport issue. Australian elite athletes who acted as spokespersons for the campaign included Kieren Perkins, Susie O'Neill, Rebecca Joyce, Nicole Stevenson, Tim Forsyth, Jonathon Crowe, Ramon Andersson, Katrina Powell, Phil Rogers, Mark Carroll and Shelley Oates.

Other public relations activities

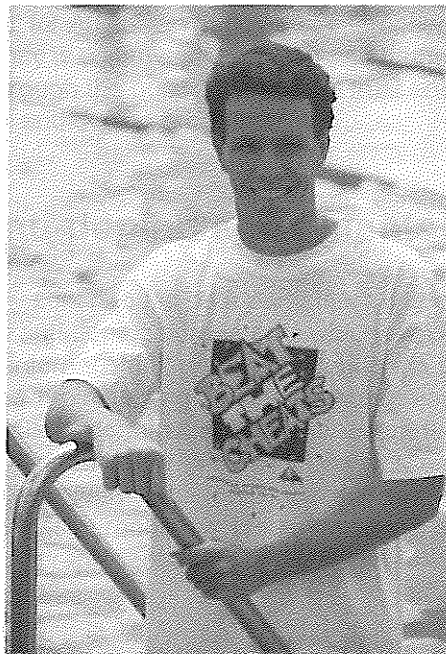
In order to raise the profile of ASDA's presence and to promote the perception that athletes may be tested at any time, the Agency has implemented the following additional public relations activities.

ASDA A-frame signs

The Agency has produced A-frame signs to promote the ASDA Hotline and the ASDA message '*Use banned drugs in sport you are ...cheating!*' The signs were displayed at numerous sporting events throughout Australia, including the Women's Water Polo World Cup and the Australian Olympic Swimming Trials held at Homebush Olympic Pool, Sydney, and the Australian Weightlifting Olympic Trials in Melbourne. The display of the A-frame signs complemented the drugs in sport advertisements that have been included in event programs as a result of the work that the Agency has done with national sporting organisations.

ASDA display stand

Through the support of the Insurance Exchange of Australia, who sponsor the ASDA display stand, the Agency has raised awareness about its role amongst the sporting community. The display stand, which provides a visual portrayal of ASDA's major activities, was exhibited at various sporting events and public venues throughout Australia. Venues included the South Australian Sports Institute, the Australian Institute of Sport, West Australian Institute of Sport, Victorian Institute of Sport and the Australian Swimming Coaches Conference.



'Beat the Cheats' media spokesperson Kieren Perkins

CHAPTER 4

INTERNATIONAL

OBJECTIVES	
<ul style="list-style-type: none">• Increase the effectiveness of international anti-doping programs• Increase the skills and knowledge of international clients• Increase the knowledge of Australian athletes and coaches of the international response to drugs in sport	
RESOURCES	
Staffing	2.9 staff years
Expenditure	\$313,000

The international work of the Agency is directed towards facilitating the provision of a 'drug-free playing field' for Australian athletes at international sporting competitions. The Agency is committed to raising and harmonising the international anti-doping response through the building of mutual trust and cooperation between the various international anti-doping programs.

International anti-doping agreements

Australia and the Agency continued to be a party to a number of bilateral and multilateral international anti-doping agreements which provide important means for achieving the Agency's international objectives. During the year the Agency focused on servicing and implementing these existing agreements. A number of cooperative initiatives were undertaken with partner countries, with the most important of these summarised below. While no new agreements were entered into during 1995–96, Australia re-signed the International Anti-Doping Arrangement (previously known as the Memorandum of Understanding), and preliminary discussions were held with representatives of the South African Ministry of Sport.

International Anti-Doping Arrangement

The International Anti-Doping Arrangement (Appendix 14) was re-signed by the Minister for Sport, Territories and Local Government, on behalf of the Australian Government, on 18 April 1996. This followed the expiry of the original five-year Memorandum of Understanding between the Governments of Australia, Canada, France, New Zealand, Norway and the United Kingdom.

The Agency continued to be the organisation fulfilling Australia's obligations under the terms of this arrangement. The IADA Secretariat was based in Norway in 1995-96, but Australia will take on this responsibility in January 1997 for two years.

Through its membership of IADA, the Agency was involved in a number of key projects provided for by the IADA strategic plan. During the year the most significant of these projects was the ISO9000 Quality Project for Doping Control. A Doping Control Standards Manual was under development and is expected to be finalised in late 1996. The next phase of the project will involve the development of national systems using the Quality Manual and the ISO9000 system. It is expected that the establishment of this standard will contribute to the harmonisation of doping control internationally. ASDA's involvement in this phase will depend on funding and the commitment of other member countries.

Other key projects were the development of reciprocal testing guidelines and a laboratories workshop which will lead to a project involving collaborative research on 'Peptide Hormones and Doping' coordinated by the French and Canadian laboratories.

Council of Europe Anti-Doping Convention

Australia continued to be a signatory to the Council of Europe Anti-Doping Convention. The convention is an international agreement, accessible to European and non-European countries, which complements the work of sporting organisations. It encourages parties to address such areas as the harmonisation of regulations and doping control procedures, education, the provision of analytical services, regulating the availability of banned substances such as anabolic steroids, and research issues.

During the year, issues considered by the convention's working parties on technical issues and legal questions included blood sampling, the development of a 'Doping Passport' and disciplinary measures with regard to the athlete's entourage. The Agency was involved in the development of a number of papers for consideration by the working parties.

The Agency participated in the annual survey by the Convention's Monitoring Group of the anti-doping response in countries which are party to the convention. The Agency's International Adviser subsequently attended the May 1996 annual meeting of the Monitoring Group at which the development of anti-doping work in member countries was reviewed.

Memorandum of Understanding between the Chinese Olympic Committee Anti-Doping Commission and the Australian Sports Drug Agency

This 1994 bilateral Memorandum of Understanding is concerned with cooperation in the development of measures against doping in sport. The Memorandum of Understanding provides for its implementation through the negotiation of annual implementation plans which detail activities to be supported under the terms of the Memorandum for the year in question.

The 1995 Implementation Plan provided for the Agency to assist in the establishment of a Chinese 'Anti-Doping Agency', the sharing of information, and to arrange for formal acknowledgments to be sent to priority international federations supporting the implementation of more effective out of competition testing programs and for mutual assessment and evaluation. In July 1995 ASDA's International Adviser visited China to see how ASDA could assist in the development of the Chinese Anti-Doping Commission.

In December 1995 three officers from the Chinese Anti-Doping Commission visited ASDA and the Australian Sports Drug Testing Laboratory. The Chinese officials expressed interest in adopting many of ASDA's processes in the development of their own program.

The 1996 Implementation Plan extended this cooperation to include support for each other's domestic testing programs through the implementation of a Reciprocal Out of Competition Testing Program. In June 1996, during the lead-up to the 1996 Atlanta Olympic Games, a Reciprocal Visit Program was undertaken to enable officers to review the respective out of competition testing programs and doping control procedures, including athlete selection and sample collection.

There are strong indications that, over the past 18 months, the Chinese Olympic Team athletes were subject to increasing numbers of out of competition drug tests, in particular during May and June 1996. During the visit to China, the ASDA official witnessed sample collection procedures that met standards approved by the International Olympic Committee.

The Chinese Anti-Doping Commission has indicated that it places a high value on its relationship with ASDA and is eager to continue to develop its anti-doping program along the lines of ASDA's more established program. Sharing the knowledge and expertise ASDA has developed with the Chinese officials is a constructive and appropriate way for the Agency to respond to Australian athletes' concerns about drug use by Chinese athletes.



Mr Shi Kangcheng, Head of the Administrative Office of the Chinese Anti-Doping Commission and former Chief Executive Steve Haynes during the December 1995 visit to ASDA

Bilateral agreement between Australia and New Zealand

In 1992, before New Zealand joined the International Anti-Doping Arrangement, Australia signed a bilateral anti-doping agreement with New Zealand. While this agreement has primarily been superseded by the two countries' involvement in the International Anti-Doping Arrangement, there continues to be a close link between the Agency and the New Zealand Sports Drug Agency. In April 1996 the Chief Executive of the New Zealand Sports Drug Agency, accompanied by a consultant, visited ASDA to discuss educational programs and ASDA's testing database.

International anti-doping policies and programs

The Agency worked directly with a number of international sporting federations and other organisations and countries to achieve the Agency's international objectives.

International sporting federations

The Agency continued to identify the following eight sports as priorities for its international work: athletics, canoeing, cycling, powerlifting, rowing, swimming, triathlon and weightlifting. The Agency's International program monitored the anti-doping policies and programs of the international federations of each of these sports. Through the International program, the Agency implemented strategies to influence the development of more effective anti-doping policies and programs consistent with the Agency's international objectives. The Agency focused on the sport of swimming and, to a lesser degree, cycling.

The Agency provided feedback to the international swimming federation on its anti-doping policy, advocated that the Federation increase the number of out of competition tests it conducts and encouraged the organisation to adopt a more open approach to information dissemination with regard to its anti-doping activities. The Agency attended an Extraordinary Congress, run by the international swimming federation, on anti-doping to provide advice to Australian Swimming delegates regarding anti-doping proposals and to monitor developments.

The Agency continued to lobby the International Cycling Federation, primarily through Australian Cycling Federation President and Vice President of the International Cycling Federation, Mr Ray Godkin, to encourage the development of an out of competition testing program for their organisation. A meeting will be held in Australia in September 1996 to further advance this issue.

The Agency also responded to requests for information on the development of anti-doping policies and programs. This included requests from the International Powerlifting Federation and the International Triathlon Federation, through their respective national federations, for assistance in the establishment and development of out of competition testing programs.

International Olympic Committee

The Agency, through its membership on the IOC Medical Commission Sub-Committee 'Harmonisation of Rules in Doping Control', continued to push for a consistent international approach to the drugs in sport issue. Membership of the sub-committee is by invitation of the Chair, Prince de Merode. Steve Haynes, the then Chief Executive of ASDA, was a member of this IOC sub-committee but withdrew on leaving ASDA in late 1995. Prince de Merode has indicated his intention to invite the new Chief Executive of ASDA, Natalie Howson, to join the sub-committee.

Issues addressed by the sub-committee this year were:

- certification of International Doping Control Officers
- sampling procedures for out of competition testing
- sample collection equipment system specification
- an approach to the standardisation of sanctions resulting from doping violations.

The Agency contributed feedback to the development of sub-committee papers on these issues.

The Chief Executive accompanied the then federal Sports Minister (Senator John Faulkner) to the World Conference on Sport and the Environment, which was jointly sponsored by the IOC and the United Nations Environment Program, in Lausanne in July 1995. During this conference the Minister, the IOC and the Sydney Organising Committee for the Olympic Games (SOCOG) signed an historic cooperative agreement 'to continue to pursue to their utmost ability a drug-free Sydney Olympiad'.

Signatories to the agreement are Mr Juan Antonio Samaranch, President of the IOC; Prince Alexandre de Merode, Vice President of the IOC and President of the IOC's Medical Commission; Mr Phil Coles, board member of SOCOG; and Senator John Faulkner, the then federal Sports Minister.

Medical Director of the IOC Medical Commission, Dr Patrick Schamasch, visited the Agency in May 1996 and congratulated ASDA on its work. Issues discussed included the High Resolution Mass Spectrometry analytical equipment, the activities of the IOC Harmonisation Group, dealing with the IOC reporting requirements for Salbutamol, and the doping control program for the Sydney Olympics.

Sydney 2000

ASDA, as part of its commitment to SOCOG, provided advice on doping control for the Games and, in particular, advised on the facilities required for sample collection. SOCOG has appointed ASDA's International Adviser, Nicki Vance, as the Doping Control Manager for the Sydney Olympics. Ms Vance will take up the position with SOCOG in July 1997.

SOCOG established a Doping Control Advisory Committee to ensure that doping control is conducted at the highest possible standard at the Sydney 2000 Olympics. The committee, which met twice this year, draws on the expertise of ASDA, the Australian Sports Drug Testing Laboratory and the Australian Olympic Committee, and provides advice to SOCOG on all drug testing matters.

The advisory committee agreed that ASDA will develop an operational plan for the Sydney Olympics doping control program for SOCOG by December 1996. ASDA identified the need to establish a Memorandum of Understanding with SOCOG which will outline the working relationship between the two organisations; in particular, the services that ASDA will provide to SOCOG. The development of this memorandum will be addressed after the completion of the Atlanta Olympics.

The Medical Director of the IOC Medical Commission, Dr Patrick Schamasch, visited SOCOG and ASDA in May 1996 and expressed his pleasure at the progress of the Sydney Olympic Doping Control Program.

Other organisations and countries

The Agency was a member of the Asian Task Force project coordinated by the Department of the Environment, Sport and Territories. The task force was established to examine strategies for increasing Australia's commercial and cultural sporting and recreational links with Asia.

The Agency joined with representatives of the Australian Sports Commission, the Department of Foreign Affairs and Trade, Sports Project and AUSTRADE to discuss international issues relating to the parties.

The South African Minister for Sport and Recreation visited the Agency in November 1995. Discussions focused on raising the level of anti-doping assistance and cooperation between Australia and South Africa, possibly through the development of a formal agreement. The Minister expressed his interest in the concept of an independent statutory authority with responsibility for administering a comprehensive national anti-doping program.

The Agency also met with a delegation of Philippine Sports Commission officials to discuss anti-doping issues and the development of an anti-doping program.

Provision of information and advice

To facilitate the achievement of the Agency's international objectives, the International program acted as a two-way conduit for the transfer of information and advice on anti-doping issues between the Australian and international sporting communities.

International Update

The Agency produced five editions of *International Update*. This newsletter was designed to keep Australian athletes and coaches informed of the international response to the drugs in sport issue. Copies of *International Update* were disseminated through ASDA's Drug Control Officials and Sports Drug Education Unit Project Officers to athletes and coaches, and sent directly to Australian Institute of Sport coaches, national sporting organisations, state institutes and other interested parties.

International drug testing statistics project

The Agency completed its second annual survey of international drug testing during the financial year. The data was tabulated and a report distributed to survey participants, relevant national sporting organisations and the Australian media. Sections of the report were sent to Australian athletes and coaches. A summary of the results is at Appendix 15.

For the second survey, the number of competition tests, out of competition tests and positive test results during the 1994 calendar year were sought from the Agency's eight international priority sporting federations and from 35 countries. The countries the Agency sought information from were the Agency's partners in anti-doping agreements and other countries where it was understood there was a drug testing program. The response rate for the selected countries was 83%. Seven of the eight priority international sporting federations responded, but only four provided the requested data. Statistics on accredited laboratories were provided by the IOC.

The Agency commenced collection of data for its third annual survey of international drug testing covering the 1995 calendar year. The response rate is similar to that of the second survey. A preliminary comparison shows that many countries conducted significantly more out of competition tests in 1995 than in 1994. It is expected that the completed report of the third survey will be distributed during the second half of 1996.

International clients

A number of international clients sought additional information and advice on anti-doping issues (Appendix 16). To facilitate these requests, the Agency established an in-house library of international 'drugs in sport' resources for use by Agency officers.

CHAPTER 5

CORPORATE

OBJECTIVES	
<ul style="list-style-type: none">• Increase the skills and knowledge of government and non-government clients• Increase the effectiveness of client involvement in the planning, implementation and evaluation of ASDA activities• Increase the effectiveness of systems and structures to enable staff to meet their responsibilities• Increase the skills of staff to meet Agency requirements• Increase the effectiveness of the planning and evaluation process	
RESOURCES	
Staffing	10.2 staff years
Expenditure	\$914,000

The Corporate program covers planning and evaluation, research and executive functions and operations.

Planning and evaluation

The ASDA Strategic Plan 1995–97, developed and approved in 1994–95, continued to provide the direction and focus for the Agency during 1995–96. No amendments were made to the plan during the year beyond some changes to key performance indicators.

The progress towards achieving the performance targets is outlined in the Executive Summary (page ix). The Agency is confident that programs will deliver the expected outcomes and achieve the objectives detailed in the strategic plan.

The ASDA Operational Plan 1995–96 was tabled in Parliament in November 1995. As required under section 50 of the *Australian Sports Drug Agency Act 1990*, the plan sets out the program structure, the resources proposed for each program and the monitoring and evaluation mechanisms to be applied. A review of the plan was conducted in March 1996 and progress reported to the Agency Board. Assessment at this level of planning is still largely qualitative in nature; however, significant effort has gone into developing appropriate performance indicators and performance targets to enhance the key performance indicator data collected.

Research

Survey of elite athletes

The Agency conducted a survey of elite athletes in November 1995. Of the 1,645 elite athletes who were sent a survey, 824 responded, representing a response rate of 50%. The survey focused on specific areas of ASDA's work, including the drug testing program, educational services and improving the international response to the drugs in sport issue. The survey was similar in design and methodology to that which had been undertaken previously by ASDA. A summary report of the findings was released in April 1996.

The key findings, as reported in the summary, were as follows.

- Overall, 81% of athletes surveyed have been drug tested in Australia, with those in sports rated a high risk for drug abuse and professional sport groups having a higher percentage of athletes tested.
- 62% of athletes think it is likely that they will be tested out of competition in the next 12 months. Compared to results from previous years, these figures show an increased awareness by athletes of the likelihood of being tested. This may be a reflection of ASDA's expanded testing program.
- Continuing the trend of increased awareness of testing, 75% of all athletes think it is likely they will be tested at an event within the next 12 months.
- Athletes believe the program is an effective deterrent because of the severity of sanctions and the fear of negative publicity of a positive drug test.
- A significant number of athletes thought the sanctions were not severe enough for a first incident of deliberate, rather than accidental, use of stimulants or steroids. These athletes showed strong support (over 42% in both cases) for life suspension for athletes using these banned drugs.
- Athletes in the high-risk category have made greater use of the educational services.
- While the majority (66%) of athletes are unsure as to whether the use of banned drugs has changed in 1995, they are perceiving greater pressure on them to use banned drugs. As expected, athletes in the high category and professional sports feel the greatest pressure.

- Despite the increased awareness by athletes of international out of competition testing and its effectiveness, athletes are still concerned that the use of drugs in sport is a problem in some countries. The two main countries that they are concerned about are China (23%) and the USA (17%). However, athletes also identified China as the main country where the drugs in sport situation has improved over the last 12 months.

In addition, the Agency is assisting Anne Chester, a student at Deakin University, to undertake a study into the pressures facing athletes to use drugs in the lead-up to the Sydney Olympics. The results of this study will be available in late 1996.

Survey of elite coaches

The Agency engaged Peak Performance Consultants in May 1996 to undertake a survey of elite coaches to ascertain the views of this key group on drugs in sport issues. The survey will assist with the Agency planning and evaluation processes. A mail questionnaire was distributed in June 1996 and this will be followed up by a number of in-depth telephone interviews. The final report will be available in August 1996.

Quality Approach

ASDA launched its 'Quality Approach' to all Agency staff in October 1995. The Quality Approach is a long-term approach to improving the way individuals, as well as the Agency in general, undertake work. The fundamental goal is in meeting the reasonable needs and expectations of clients. A matrix and associated implementation plan have been developed which set out what the Agency hopes to achieve by the year 2000.

The matrix is organised under the seven key elements of the Quality Approach: client focus, leadership and support, planning and action, evaluation, people (involvement and development), people (communication and recognition), and process.

As part of the ASDA Quality Approach, the Agency re-introduced use of teams to consider specific issues of importance. Two teams were established to address the operation of the drugs in sport hotline telephone service and the recruitment process.

The team members received specific training in team skills and conflict resolution and were supported by a steering committee who provided facilitators to assist with the team process. Both teams presented final reports to management in April 1996. Clear actions have been determined as a result of the findings of the teams. In addition, the feedback on the team process itself has been of particular value in planning for the implementation of process improvement teams in 1996-97.

Staff satisfaction survey

In compliance with the requirement to develop internal client feedback mechanisms, a survey of all staff, excluding casual field staff, was carried out in November and December 1995. Staff were asked to identify how satisfied they were in relation to 12 key areas, and asked to state their views on the importance of a work area, giving it a ranking on its perceived importance to overall satisfaction.

Across all staff, the overall satisfaction rating was 61%. The importance rating of individual areas has been used to prioritise what activities should be undertaken to rectify issues that were raised. The areas that staff indicated they were most satisfied with were the good working environment and having worthwhile, purposeful work to undertake. It was pleasing to note that, in most areas, staff satisfaction exceeded 60%, although the survey highlighted performance recognition and fairness and equality amongst staff as specific areas of concern.

Senior management reviewed the findings of the survey and provided a prioritised list of recommendations to areas in the survey with low satisfaction ratings.

A further survey to gauge the satisfaction levels of all staff, including casuals, will be conducted in late 1996.

Financial management

Internal audit

Internal audit services continued to be provided by Bates & Pickering, Chartered Accountants. The service consisted of a mid-year and end of year review of internal systems, and reports on the adequacy of the internal controls in place and their application. The recommendations in the reports have been actioned in full.

External audit

The financial statement audit was conducted by the Australian National Audit Office. An unqualified audit report was again issued. The Audit Report and Financial Statements are detailed in Chapter 6.

Financial and accounting operations

Financial and accounting operations continued to improve in 1995–96 with the automation of the inventory system. Shortfalls in the current accounting systems have been identified and specifications have been drawn up to provide a basis for the purchase of a more advanced accounting program.

Income-generating activities

The Agency continues to investigate ways to increase income from its activities in order to maintain and extend services. The income-generating activities of the Agency are listed below.

- Provision of drug testing services – national sports leagues
- Provision of drug testing services – international events in Australia
- Provision of drug testing services – major events overseas
- Provision of drug testing services – consultancies with international federations and other countries
- Sale of educational resources
- Sponsorship

Analysis of the cost of producing educational resources has been undertaken. Charges have been adjusted accordingly to ensure a greater degree of cost recovery.

Human resource management

Employment of consultants

In November 1995 Michael Gill and Associates were employed to review the operations of the corporate services area of the Agency and to make recommendations on improvements to its structure. Three options were presented and the preferred option was implemented in December 1995. This option more effectively uses the existing staff, along with creating a unit titled Strategic Planning Group.

The changes planned in the restructure were not completely implemented due to staffing changes, financial considerations and workload commitments. Andersen Consulting commenced a comprehensive review of the Agency's staffing structure and programs in May 1996, to be finalised by the end of July. The structural review will enable the Agency to better service client needs.

Andersen Consulting were also employed to undertake a review of the new Australian Public Sector Award, titled the General Employment Conditions Award, to determine whether it is flexible enough to allow the Agency to function cost-effectively. Advice received from the Department of Industrial Relations had required that ASDA either become a party to the award or develop an enterprise agreement under the ASDA Act. The review found that the award was not entirely suitable for the Agency, and that the Agency should develop its own relevant terms and conditions under a new enterprise agreement.

Andersen Consulting were also contracted to review and develop new terms and conditions of employment for casual Drug Control Officials and chaperones. The process included developing an understanding of current terms, drafting revised terms, reviewing with management and selected staff groups, and finalising the conditions. The review will be completed by the end of August 1996.

Site-Safe Risk Management Consultants were engaged to undertake an occupational health and safety review of the working conditions for field-based testing and education program staff. The audit was completed in June and will provide the basis for a three-year Occupational Health and Safety Plan for the Agency (see the occupational health and safety section on page 61).

Compensation claims

One compensation claim was made during the year which related to a workplace injury. This claim was accepted by Comcare. No days were lost as a result of employee injuries in 1995–96.

Enterprise agreement

The Agency's Mirror Agreement *Improving Productivity, Jobs and Pay in the Agency: 1993–94* and the subsequent *Australian Sports Drug Agency Interim Agreement* expired in July 1995.

ASDA is no longer permitted to mirror Australian Public Service agreements and must develop a specific Agency-wide agreement or become a respondent to the *Public Service Act 1922* and the associated awards. Consultation with staff in preparation for the negotiation of the enterprise agreement commenced in early 1996. The review by Andersen Consulting and consultation with the Department of Industrial Relations and staff resulted in the decision to develop an enterprise agreement specifically for the Agency. The agreement is expected to be certified by the Industrial Relations Commission in late 1996.

Recruitment

Recruitment activity was reasonably high during 1995–96. Four additional permanent employees were recruited and a further 15 staff were recruited on a fixed term basis to meet short-term needs. Ten staff resigned from the Agency. The staffing overview based on actual positions is shown in Table 5.1 and the organisation chart is shown in Chapter 1.

Table 5.1: Total number of employees at 30 June 1996

Level	Full-time	Part-time	Gender	Location
ASO 2	3	1	F	Canberra
	1		M	Canberra
ASO 4	5		F	Canberra
	1		M	Sydney
	1		M	Melbourne
		1	M	Perth
ASO 5	1	3	F	Canberra
	1		M	Canberra
ASO 6	3		M	Canberra
	4	1	F	Canberra
	1		M	Adelaide
	1		F	Melbourne
	1		M	Brisbane
Senior officer C	2		F	Canberra
Senior officer B	1		M	Canberra
	2	1	F	Canberra
SES Level 1	1		M	Canberra
Statutory office holder-SES Level 2	1		F	Canberra
Total	30	7		

One employee included above was on maternity leave and another two were on leave without pay at 30 June 1996.

The Agency employed 287 casuals at 30 June 1996 to undertake sample collection. These employees are not included in the above table.

Officers of the Agency are engaged under the *Australian Sports Drug Agency Act 1990* and not under the *Public Service Act 1922*.

The former Chief Executive, Steve Haynes, resigned from the Agency on 8 December 1996. Natalie Howson, the former Deputy Chief Executive, was appointed by the Minister to take up the position.

During the year, one Senior Executive Service member was seconded from the Department of the Environment, Sport and Territories to replace the Chief Executive who was on leave. The secondment was for a period of three months.

In 1995 the Agency created a new Senior Executive Service Level 1 position of Deputy Chief Executive Officer.

A team of staff reviewed the Agency's recruitment practices in response to an identified concern over a lack of standardised procedures. The team's five staff members prepared a report to the executive on their findings in April 1996. Some of these recommendations were implemented immediately, and others will be adopted under the new enterprise agreement. The Agency's recruitment guidelines will be revised and all staff will be informed of the changes. These revisions will ensure 'best practice' in all recruitment actions.

Staff development

The Agency's commitment to the professional development of staff continued in 1995–96. A summary of training undertaken is in Table 5.2. Training courses included professional and technical training, financial resource management and teamwork skills. The categories of training undertaken are outlined in Table 5.3.

Table 5.2: Summary of training undertaken

Number of personnel at 30 June 1996	37
Days spent on eligible training	76
Net eligible training expenditure	\$58,500.00

Table 5.3: Categories of training

Category of training	Days
Professional and technical training	46
Financial resource management	6
Teamwork skills	24

Social justice

The Agency's social justice objective is concerned with the equitable distribution of opportunity, rights, power and resources expressed in terms of participation, equality, access and equity.

The principles of gender equity have been implemented throughout the Agency at all levels of management and operations.

Equal employment opportunity

The Equal Employment Opportunity (Commonwealth Authorities) Act 1987 (EEO Act) requires Commonwealth authorities which employ 40 or more staff to develop and implement equal employment opportunity policies and programs.

The Agency's EEO policy was revised, with staff involvement, during 1995–96. A revised EEO plan, based on the new policy, was approved by the Agency Board on 7 June. The plan is a simple and specific two-page document with relevant objectives and strategies to be implemented and maintained during the period of the plan.

Industrial democracy

An industrial democracy plan was developed and incorporated within the strategic and operational plans of the Agency. The following strategies to promote industrial democracy were implemented:

- Active staff participation in and 'ownership' of development of the strategic and operational plans.
- Active staff participation in the development and implementation of a team approach to Agency operations, including participation in a staff steering committee responsible for overseeing the process.
- Modification of management practice to reflect a team approach and ensure opportunity for greater involvement of staff throughout the organisation.
- Increased staff input into decision-making regarding Agency activities, through the introduction of cross-functional project teams.
- Provision of information update sessions to meet staff needs.

Occupational health and safety

In accordance with the requirements of the *Occupational Health and Safety (Commonwealth Employment) Act 1991*, the Agency developed, in 1992, an Agency Occupational Health and Safety (OH&S) Policy and Employer–Employee Agreement following a process of consultation with Agency employees, relevant unions, and Comcare.

This policy was reviewed and updated in early 1995 to incorporate new mechanisms which will ensure that a safe and healthy working environment is maintained.

An OH&S plan outlining the activities required to achieve the objectives of the policy has also been developed. This includes measures to enhance staff awareness of occupational health and safety, the training of a health and safety representative and the establishment of a designated work group at the workplace.

The OH&S policy and agreement established consultative mechanisms through which Agency employees can raise occupational health and workplace safety matters for discussion. These mechanisms, while recognising the role of involved unions, focused primarily on staff consultations. All Agency staff have endorsed the new policy and agreement.

In May 1996 a consultant was employed to undertake a review of the working conditions of staff based outside the Agency's Canberra office (Drug Control Officials, Sports Drug Education Unit Officers and chaperones).

The consultant undertook an inspection of home-based office environments and a sample of field sites in three different states at typical drug testing venues. This identified hazards and concerns to ensure legal compliance and acceptance with various standards and codes of practice.

A report was provided by the consultant in June 1996 which detailed health and safety issues affecting these staff members that had not been addressed by the Agency. An action plan will be developed that prioritises the report's recommendations and sets a timeframe for the implementation of these improvements to current practice. The action plan will be incorporated into the Agency's Occupational Health and Safety Plan.

Fire and evacuation procedures were developed with the assistance of the ACT Fire Brigade. Fire wardens have been appointed and trained and training for all staff will commence in August 1996.

Freedom of information

There were no requests for information under the *Freedom of Information Act 1982*.

Administrative services

Ministerial and departmental liaison

The Agency maintained close liaison with the office of the Minister for the Environment, Sport and Territories and his department, and after the federal election with the Minister for Sport, Territories and Local Government. The Agency also liaised with other Commonwealth departments, including Finance, Attorney General's, Foreign Affairs and Trade, Human Services and Health, and Administrative Services.

During the financial year, 37 ministerial briefings, 27 Possible Parliamentary Questions and 28 Ministerial replies were prepared.

Records management

During 1995–96 the records management system was maintained. A file registry database (created last financial year) has proved to be an effective and efficient system of keeping records of file details and locations.

Information technology

The Agency employs an Information Technology Officer to maintain and provide support on phone and data networks.

Enhancements made during the year were aimed at improving the system's reliability and flexibility. The major enhancements were:

- installation of Category 5 cabling and hubs to increase speed and reduce the risk of system failure
- installation of a second server and enhancements of the primary server providing greater processing speed, memory, disk space and reliability
- the use of digital tape for backing up Agency data
- upgrading of all desktop computers to a minimum standard of 486 DX-66
- acquisition of three laptops with data/modem capabilities to enable staff whilst interstate or overseas to access the Agency systems directly
- purchase of Novell Managewise licences to enable better system support and problem identification
- purchase of Windows and Office 95 licences ready for installation in late 1996
- purchase of CD-ROM-based software learning programs to enhance staff skills.

Productivity gains are being achieved as a result of these acquisitions and installations.

The Agency is preparing to establish a computer link with the Australian Sport Commission's Sport Network and Internet access. This will enable both organisations to transfer and access data more effectively and will assist with eliminating duplication of resources. The link will be implemented during 1996-97.

Tenders were invited in March 1996 to provide a quote for the supply, installation and maintenance of a new telephone system. Sedcom Communications were selected to install an Ericsson PABX network, voicemail capability and a monitoring and management system. Diverse Computer Services were contracted to supply and install data and voice cabling. Both projects will be complete in August 1996.

All Agency telephone and facsimile numbers have now changed (details on page ii). A new ISDN line has been installed which is fully digital and will provide for all communication needs into the next century. The system will now have enhanced capabilities to handle the volume of incoming and outgoing calls in a more effective and efficient manner.

Legal services

The Agency's legal services were provided by the Sydney-based firm of solicitors, Moray and Agnew. During the year, advice was provided on:

- the Agency's obligations to protect personal information of competitors selected for testing
- submissions made by competitors in respect of having reasonable cause for failing to comply with a request to provide a sample under section 13 of the ASDA Act
- submissions made by competitors on the validity of positive test results under section 16 of the ASDA Act
- a competitor's application to the Administrative Appeals Tribunal that an Agency decision to enter the competitor's name on the Register of Notifiable Events be reviewed
- the Agency's obligations to notify specific sporting organisations of drug test results
- amendments for incorporation in the ASDA legislation review
- the implications of changes to the IOC Medical Code for the ASDA legislation
- preparation of the annual Memorandum of Agreement between the Agency and the Australian Sports Drug Testing Laboratory
- preparation of drug testing contracts between the Agency and national and international sporting organisations
- preparation of Memorandums of Understanding between the Agency and various state departments responsible for sport and recreation concerning joint funding arrangements for the establishment of Sports Drug Education Units.

FINANCIAL STATEMENTS

Independent audit report by the Australian National Audit Office

Statement by Directors

Operating statement for year ending 30 June 1996

Statement of financial position as at 30 June 1996

Statement of cash flows for the year ending 30 June 1996

Notes to, and forming part of, the financial statements for the year ending 30 June 1996

INDEPENDENT AUDIT REPORT

To the Minister for Sport, Territories and Local Government

Scope

I have audited the financial statements of the Australian Sports Drug Agency for the year ended 30 June 1996. The statements comprise:

- Statement of Financial Position.
- Operating Statement
- Statement of Cash Flows
- Statement by Directors, and
- Notes to and forming part of the Financial Statements.

The members of the Board are responsible for the preparation and presentation of the financial statements and the information contained therein. I have conducted an independent audit of the financial statements in order to express an opinion on them to the Minister for Sport, Territories and Local Government.

The audit has been conducted in accordance with Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards, to provide reasonable assurance as to whether the financial statements are free from 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 whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Concepts and Standards, other mandatory professional reporting requirements and statutory requirements so as to present a view which is consistent with my understanding of the entity's financial position, the results of its operations and its cash flows.

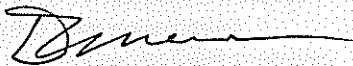
The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In accordance with section 63 of the *Australian Sports Drug Act 1990*, I now report that the statements are in agreement with the accounts and records of the Australian Sports Drug Agency, and in my opinion:

- (i) the statements are based on proper accounts and records;
- (ii) the statements show fairly in accordance with Statements of Accounting Concepts, applicable Accounting Standards, and other mandatory professional reporting requirements the financial transactions and results, and cash flows, for the year ended 30 June 1996 and the state of affairs of the Australian Sports Drug Agency as at that date;
- (iii) the receipt, expenditure and investment of moneys, and the acquisition and disposal of assets, by the Australian Sports Drug Agency during the year have been in accordance with the Australian Sports Drug Agency Act, and
- (iv) the statements are in accordance with the Guidelines for Financial Statements of Commonwealth Authorities.

Australian National Audit Office



David C. McKean
Executive Director

For the Auditor-General
Canberra

23 August 1996

AUSTRALIAN SPORTS DRUG AGENCY

STATEMENT BY DIRECTORS

In our opinion, the attached financial statements present fairly the information required by the Minister for Finance Guidelines on Financial Statements of Commonwealth Authorities.

Signed.....
N Howson
Director

23 August 1996

Signed.....
P Baume
Director

23 August 1996

AUSTRALIAN SPORTS DRUG AGENCY

OPERATING STATEMENT

for the year ended 30 June 1996

	Notes	1996	1995
NET COST OF SERVICES			
Operating expenses			
Administrative expenses	5	1,975,801	1,727,717
Employee expenses	6	1,943,176	1,774,639
Losses arising from the disposal of non-current assets		19,764	1,835
Total operating expenses		3,938,741	3,504,190
Operating revenues from independent sources			
Sales revenue		319,666	362,116
Other operating income	3	22,139	23,343
Investment and other income	4	27,405	31,447
Total operating revenues from independent sources		369,210	416,907
Net cost of services		3,569,530	3,087,283
REVENUES FROM GOVERNMENT			
Revenues from government			
Parliamentary appropriations received	2	3,528,000	2,894,000
Total revenues from government		3,528,000	2,894,000
Surplus (deficit) of revenues from government over net cost of services		(41,530)	(193,283)
Accumulated surpluses at beginning of reporting period		30,101	223,384
Accumulated surpluses (deficits) at end of reporting period		(11,429)	30,101

The accompanying notes form part of these financial statements.

AUSTRALIAN SPORTS DRUG AGENCY

STATEMENT OF FINANCIAL POSITION

as at 30 June 1996

	Notes	1996	1995
CURRENT ASSETS			
Cash	7	211,010	305,257
Receivables	8	121,237	74,177
Inventories	9	63,108	33,291
Other	10	10,007	14,728
Total current assets		405,362	427,453
NON-CURRENT ASSETS			
Property, plant and equipment	11	346,581	279,225
Total non-current assets		346,581	279,225
Total assets		751,943	706,678
CURRENT LIABILITIES			
Creditors	12	204,398	153,979
Provisions	13	198,638	185,432
Other	14	58,321	57,078
Total current liabilities		461,357	396,489
NON-CURRENT LIABILITIES			
Provisions	13	128,008	106,081
Total non-current liabilities		128,008	106,081
Total liabilities		589,364	502,570
Net assets		162,580	204,110
EQUITY			
Capital		174,009	174,009
Accumulated surpluses (deficits)		(11,429)	30,101
Total Equity		162,580	204,110

The accompanying notes form part of these financial statements.

AUSTRALIAN SPORTS DRUG AGENCY

STATEMENT OF CASH FLOWS

for the year ended 30 June 1996

	Notes	1996	1995
CASH FLOWS FROM OPERATING ACTIVITIES			
Inflows:			
Parliamentary appropriations		3,528,000	2,894,000
Interest received		27,821	32,402
Operating income		271,463	320,111
Other receipts		50,639	30,760
		<u>3,877,923</u>	<u>3,277,273</u>
Outflows:			
Payments to suppliers and employees		3,802,749	3,286,498
		<u>3,802,749</u>	<u>3,286,498</u>
Net cash provided (used) by operating activities	21	<u>75,174</u>	<u>(9,225)</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Inflows:			
Proceeds from sale of property, plant & equipment		8,805	1,000
		<u>8,805</u>	<u>1,000</u>
Outflows:			
Payments for property, plant & equipment		178,225	106,315
		<u>178,225</u>	<u>106,315</u>
Net cash used by investing activities		<u>(169,420)</u>	<u>(105,315)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Outflows:			
Repayments of Lease Liabilities		-	2,490
Net cash used by financing activities		<u>-</u>	<u>(2,490)</u>
Net increase (decrease) in cash held		<u>(94,247)</u>	<u>(117,030)</u>
Cash at beginning of reporting period	7	<u>305,257</u>	<u>422,287</u>
Cash at end of reporting period	7	<u>211,010</u>	<u>305,257</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 year ended 30 June 1996*

Note	Description
1.	Summary of Significant Accounting Policies
2.	Parliamentary Appropriations
3.	Other Operating Income
4.	Investment Income
5.	Administrative Expenses
6.	Employee Expenses
7.	Cash
8.	Receivables
9.	Inventories
10.	Other Assets
11.	Property, Plant and Equipment
12.	Creditors
13.	Provisions
14.	Other Liabilities
15.	Superannuation
16.	Agreements Equally Proportionately Unperformed
17.	Remuneration of Directors
18.	Remuneration of Executive Officers
19.	Related Party Disclosures
20.	Remuneration of Auditors
21.	Cash Flow Reconciliation
22.	Economic Dependency
23.	Segment Reporting

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 Guidelines on Financial Statements of Commonwealth Authorities issued by the Minister for Finance which require compliance with Statements of Accounting Concepts, Australian Accounting Standards, Accounting Guidance Releases and other mandatory professional reporting requirements (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 the financial position.

1.2 Rounding

Amounts are rounded to the nearest dollar.

1.3 Taxation

The authority is exempt from all forms of taxation except fringe benefits tax.

1.4 Inventories

All inventories held for sale are stated at the lower of cost or net realisable value. Non-saleable inventories are valued at cost. 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, other than land and buildings, are reported at cost value. Land and buildings are revalued every three years.

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. In assessing recoverable amounts, the relevant cash flows have not been discounted to their present value.

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 1996 and is recognised at its nominal value.

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 1996. 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.

1.7 Leases

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of leased assets and operating leases under which the lessor effectively retains all such risks and benefits.

Where a non-current asset is acquired by means of a finance lease, the asset is capitalised at the present value of minimum lease payments at the inception of the lease and a liability for lease payments recognised at the same amount. Lease payments are allocated between the principal component and the interest expense. Leased assets are amortised over the period of the lease.

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

For the purpose of the Statement of Cash Flows, cash includes deposits held at call with a bank and investments in money market instruments.

1.11 Comparative figures

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

	1996	1995
2. Parliamentary Appropriations		
Appropriation Act No. 1	3,412,000	2,894,000
Appropriation Act No. 3	<u>116,000</u>	<u>..</u>
	<u>3,528,000</u>	<u>2,894,000</u>
3. Other Operating Income		
User charges and service fees	20,000	-
Grants	-	7,000
Other	<u>2,139</u>	<u>16,343</u>
	<u>22,139</u>	<u>23,343</u>
4. Investment Income		
Interest	<u>27,405</u>	<u>31,447</u>
5. Administrative Expenses		
Bad debts - trade debtors	709	210
General administration expenses	1,892,791	1,664,240
Depreciation of property, plant and equipment	82,301	60,425
Operating lease expenses	-	271
Amortisation of leased assets	-	2571
	<u>1,975,801</u>	<u>1,727,717</u>
6. Employee Expenses		
Salaries	1,623,770	1,368,627
Superannuation	198,607	280,261
Other	110,624	82,599
Annual Leave provision	(11,753)	12,886
Long Service Leave provision	<u>21,927</u>	<u>30,266</u>
	<u>1,943,176</u>	<u>1,774,639</u>
7. Cash		
Cash at bank and on hand	<u>211,010</u>	<u>305,257</u>

1996

1995

8. Receivables**Current**

Trade debtors

121,23774,177

Current receivables includes receivables overdue by:

- less than 30 days

101,449

39,109

- 30 to 60 days

13,834

29,124

- more than 60 days

5,954

5,944

121,23774,177**9. Inventories**

Inventories held for sale

48,090

19,012

Consumable stores not held for sale

15,018

14,279

63,10833,291**10. Other Assets**

Prepayments

10,00714,728**11. Property, Plant and Equipment**

Plant and equipment - at cost

557,863

485,608

Accumulated depreciation

(211,282)

(206,383)

346,581279,225**12. Creditors****Current**

Trade creditors

204,398

148,479

Other creditors

-

5,500

204,398153,979

1996

1995

13. Provisions**Current**

Annual Leave	152,577	164,330
Superannuation Benefits	19,124	15,054
Salary Payments	26,936	6,048
	<u>198,638</u>	<u>185,432</u>

Non-current

Long Service Leave	<u>128,008</u>	<u>106,081</u>
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Aggregate employee entitlement liability	346,467	338,591
--	---------	---------

The aggregate employee entitlement liability comprises leave and superannuation provisions and accrued salaries.

14. Other Liabilities**Current**

Accrued salaries	19,821	47,078
Fees received in advance	38,500	10,000
	<u>58,321</u>	<u>57,078</u>

15. Superannuation

The Economic Entity contributes to the Commonwealth Superannuation (CSS) and the Public Sector (PSS) superannuation schemes which provide retirement, death and disability benefits to employees. Contributions to the schemes are at rates calculated to cover existing and emerging obligations. Current contribution rates are 17% of salary (CSS) and 10% of salary (PSS). An additional 3% is contributed for employer productivity benefits. Short term and casual employees accrue benefits consistent with the requirements of the Superannuation Guarantee Act. For 1995-96 the relevant rate was 6% of salary. Contributions to all superannuation schemes during the year are detailed at Note 6.

16. Agreements Equally Proportionately Unperformed**Operating Leases**

Commitments under non-cancelable operating leases at the reporting date are payable as follows:

Not later than one year	104,601	182,816
Later than one year and not later than two years	-	104,601
Later than two years and not later than five years	-	-
Later than five years:	-	-
	<u>104,601</u>	<u>287,417</u>

	1996	1995
17. Remuneration of Directors		
Remuneration received or due and receivable by directors of the Authority:	131,732	111,754
The number of directors of the Authority as at 30 June are shown below in the relevant remuneration bands		
\$ Nil - \$10,000	5	6
\$100,000 - \$110,000		1
\$110,000 - \$120,000	1	
	<u>6</u>	<u>7</u>

The Chief Executive of the Authority is a director, but receives no additional remuneration for these duties. During 1995-96 the Chief Executive position was held by 3 individuals. The remuneration band described above reflects the full year remuneration entitlement of the Chief Executive position.

18. Remuneration of Executive Officers

Income received or due and receivable by Executives: 49,046 -

The executive officer engaged at 30 June 1996 and included in the above figures is within the income band \$80,000 to \$90,000. This position was not filled for the entire year.

The executive remuneration includes all Executive Officers classified at equivalent Senior Executive Service levels during 1995-96 except the Chief Executive. Details in relation to the Chief Executive have been incorporated into Note 17 - Remuneration of Directors.

19. Related Party Disclosures

Directors of the Authority

The Directors of the Authority during the year were:

Professor P Baume, AO (Chairperson)

Dr B Sando, OAM

Ms S Buchanan, OAM

Ms N Howson (Appointed 18/12/95)

Mr P Coles (Appointed 18/2/96)

Ms D Sias (Appointed 18/2/96)

Miss T Kavanagh (Resigned 17/2/96)

Br B Wallace (Resigned 17/2/96)

Mr S Haynes (Resigned 8/12/95)

The aggregate remuneration of Directors is disclosed in Note 17.

20. Remuneration of Auditors

Remuneration to the Auditor-General for auditing the financial statements for the reporting period.	28,000	35,000
Remuneration to Bates & Pickering for internal audit services and the preparation of the financial statements for the reporting period.	<u>13,570</u>	<u>12,360</u>

21. Cash Flow Reconciliation

Reconciliation of net cash flows from operating activities to Net Cost of Services.

Net Cost of Services	3,569,530	3,087,283
Revenues from Government	<u>3,528,000</u>	<u>2,894,000</u>
Operating Surplus (Deficit)	(41,530)	(193,283)
Depreciation and amortisation	82,301	62,996
Loss on disposal of fixed assets	19,764	1,835
Decrease/(increase) in receivables	(47,060)	(40,859)
Increase/(decrease) in provisions	35,133	64,254
Decrease/(increase) in inventory	(29,817)	4,137
Increase/(decrease) in lease liability	-	(2,583)
Increase/(decrease) in creditors	50,419	45,035
Increase/(decrease) in other liabilities	1,243	61,129
Decrease/(increase) in other assets	<u>4,721</u>	<u>(11,884)</u>
Net cash provided/(used) operating activities	<u>75,174</u>	<u>(9,225)</u>

22. Economic Dependency

The Authority is dependent on appropriations from the Parliament to carry out its normal activities.

23. Segment Reporting

The Authority operates in the sporting sector where it promotes the practice of drug free sport. The Agency primarily operates throughout Australia, however as sport is international, it is at times required to perform limited functions in other countries, where Australians may be competing.

APPENDICES

- 1 Objects, functions and powers of the Australian Sports Drug Agency as specified in the *Australian Sports Drug Agency Act 1990*
- 2 Powers of the Minister under the *Australian Sports Drug Agency Act 1990*
- 3 Presentations by ASDA officials 1995–96
- 4 Doping control laboratories accredited by the International Olympic Committee (at 30 June 1996)
- 5 International Olympic Committee Medical Code
- 6 ASDA-testing for period 1 July 1995 to 30 June 1996
- 7 ASDA user-pays testing for period 1 July 1995 to 30 June 1996
- 8 Summary of entries on Register of Notifiable Events 1995–96
- 9 Outcome of 1994–95 entries on Register of Notifiable Events for which sanctions were to be advised
- 10 1995–96 Memorandum of Agreement between the Australian Sports Drug Testing Laboratory and the Australian Sports Drug Agency
- 11 State Coordinators of the School Development in Health Education Project
- 12 Educational resource material distribution 1995–96
- 13 Sports Drug Education Unit advisory committees 1995–96
- 14 The International Anti-Doping Arrangement
- 15 International drug testing statistics 1994
- 16 International clients 1995–96
- 17 Summary of compliance with reporting guidelines

Objects, functions and powers of the Australian Sports Drug Agency as specified in the *Australian Sports Drug Agency Act 1990*

- encourage the practice of sport free from the use of drugs in a manner consistent with protecting the health of competitors, the values of fair play and competition, and the rights of those who take part in sport;
- encourage the development of programs to educate the sporting community and the community at large about the danger of using drugs in sport;
- provide leadership in the development of a national strategy concerning drugs in sport;
- encourage the establishment of a centralised drug sampling and testing program that exposes all competitors to drug sampling and testing at short notice both in and out of competition;
- encourage State and Territory governments, and national, State and Territory sporting organisations to adopt uniform drug sampling and testing procedures;
- encourage the development and maintenance of sports drug testing laboratories accredited by the International Olympic Committee; and
- promote and encourage the adoption of uniform drug sampling and testing procedures and educational programs relating to the use of drugs in sport internationally.

Functions

The functions of the Agency include provisions to:

- maintain a schedule of substances and practices referred to in the International Olympic Committee List of Doping Classes and Methods;
- establish and maintain a Register of Notifiable Events;
- notify persons and bodies of entries to the Register of Notifiable Events;
- disseminate information about the penalties likely to be imposed if competitors record positive test results or fail to comply with requests to provide samples for testing;

- select competitors who are to be requested to provide samples for testing;
- collect samples from competitors and arrange for the testing of samples by accredited laboratories and the secure transit of samples to accredited laboratories;
- develop and implement education programs to discourage the use of drugs in sport;
- consult with and provide information to government and non-government organisations and other persons within Australia and overseas;
- take steps aimed at ensuring Australian compliance with international agreements and arrangements concerning the use of scheduled drugs and doping practices in sport to which Australia is a party;
- undertake research, and arrange for research to be undertaken, into the use of drugs in sport; and
- encourage the pursuit of optimal sports performance in an environment free from the use of drugs.

Powers

The powers of the Agency include provisions to:

- enter into contracts;
- acquire, hold and dispose of real and personal property;
- 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;
- engage persons to perform services for the Agency;
- accept gifts, grants, bequests and devises made to the Agency and act as trustee of money or other property vested in the Agency on trust; and
- develop, maintain, distribute and publish information on procedures for, and developments concerning, the collection and testing of samples.

**Powers of the Minister under the
Australian Sports Drug Agency Act 1990**

The Minister has powers under the following sections of the ASDA Act (as at 30 June 1996) to:

- | | |
|---------------------|---|
| 20(1) | appoint members to the Australian Sports Drug Agency Board; |
| 31 | determine member's terms and conditions of appointment not otherwise provided for in the Act; |
| 33(1) | grant leave of absence to the Chairperson; |
| 35(1) | approve the Chief Executive engaging in paid employment outside the duties of the Chief Executive office; |
| 37(1)(2)(3) and (4) | appoint an Acting Chairperson, Deputy Chairperson, Chief Executive and members; |
| 36(1) and (2) | terminate a member's appointment under certain circumstances; |
| 48(1) and (2) | approve the Agency's strategic plan; |
| 49(2) | approve variations to the Agency's strategic plan; |
| 52(1) and (2) | approve the Agency's annual operational plan; and |
| 62(1) | 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. |

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

- | | |
|-------------------|---|
| 18(1)(2) and (2a) | provide the Minister with details of positive and negative test results; |
| 21(2) | convene a meeting of the Agency Board; |
| 51(1) | revise the Agency's annual operational plan if of the opinion that the plan is inconsistent with the Agency's strategic plan; |

- 59(1) and (2) prepare estimates in a form, and for any period of time, determined by the Minister;
- 68(1) perform its functions or exercise its powers in accordance with a written direction; and
- 69 report to the Minister on the conduct of its activities.

The Minister did not exercise any statutory powers of direction during the financial year 1995–96.

Presentations by ASDA officials 1995–96

Presentation	Presenter	Occasion/Audience	Venue	Date
ASDA overview	Tony Wynd	ASC Sports Management Consultants	ACT	July 1995
Drug testing club responsibilities	Graeme Turnbull	National Soccer League Chief Executives	NSW	July 1995
Drug testing, education	Graeme Turnbull	Junior cycling development squad	NSW	July 1995
Drug testing, education	Brian Graham/ Anne Doring	Water skiing Level 1 coaches course	NSW	July 1995
Drug testing, education	Graeme Turnbull	NSW Sport Council for the Disabled	NSW	August 1995
Drug testing, education, inadvertent doping	Graeme Turnbull	World Cup Senior canoe squad	NSW	September 1995
School drugs in sport education	Julie Martin-Wynd	NSW teacher consultants	NSW	September 1995
Drug testing, education	Lynda Nicholson	Queensland diving squad	QLD	September 1995
Role of national agencies	Steve Haynes	International Amateur Athletic Federation delegation	Paris, France	October 1995
Drug testing, education	David Packwood	North Coast Academy of Sport	NSW	October 1995
Drug testing, education	Graeme Turnbull	Aust. men's softball squad, NSW state softball squad	NSW	October 1995
Drug testing, education	David Packwood	Under 17 Australian netball squad	ACT	October 1995
Inadvertent doping	Graeme Turnbull	World Short Course Swimming Championships squad	NSW	November 1995
Drugs in sport	David Meyer	Professional Sportsperson course	WA	November 1995
Drug testing, education	David Packwood	Clay target shooting camp	ACT	November 1995
Education, inadvertent doping	David Meyer	WA swimming coaches	WA	February 1996
Pre-Atlanta drug testing, education	Tony Wynd/ Julie Martin-Wynd	Australian Olympic Team Management meeting	NSW	February 1996
Drug testing, education	David Packwood	Australian Rugby League youth squad	ACT	March 1996
Drug testing, education	David Packwood	Karate camp	ACT	April 1996

**Presentations by ASDA officials 1995-96
(continued)**

Presentation	Presenter	Occasion/Audience	Venue	Date
Drug testing, education	David Meyer	Ice skating national squad	WA	May 1996
Drug testing, education, inadvertent doping	David Packwood	Under 21 netball squad	ACT	May 1996
ASDA overview	Julie Martin-Wynd	Graduate Diploma of Coaching students	ACT	May 1996
Drug testing, education	David Packwood	Youth development squad members from Stirling College, ACT	ACT	May 1996
Pre-Atlanta drug testing, education	Julie Martin-Wynd	ACT Olympic athletes	ACT	June 1996

In addition to these presentations, the following presentations on various aspects of drugs in sport were conducted by the Sports Drug Education Unit project officers from July 1995 to June 1996.

Project Officer	Athlete groups	Coaches	Administrators/ others
Tim Burke - ACT	6	4	2
Stephen Cornish - SA	15	6	7
Suzanne Henderson - VIC	18	14	14
Dave Woods - NSW	19	24	12

Doping control laboratories accredited by the International Olympic Committee (at 30 June 1996)

Location	Head of the laboratory	Address
Athens Grece Greece	Dr Costas Georgakopoulos Director	OAKA Doping Control Laboratory The Olympic Athletic Center of Athens 'Spiros Louis' 37 Kifissias Ave 15123 Maroussi Fax: (30 1) 683 4021 Tel: (30 1) 686 8549
Phase II		
Barcelona Espagne Spain	Dr Jordi Segura	Institut Municipal d'Investigacio Medica Department de Farmacologia i Toxicologia (IMIM) c/ Dr Aigauder 80 08003 BARCELONA Tel: (34 3) 221 1009 Fax: (34 3) 221 3237
Beijing Republique Populaire de Chine People's Republic of China	Dr Zeyi Yang Director	Doping Control Laboratory National Research Institute of Sports Medicine 1st Anding Road Anwai BEIJING 100029 Tel: (861) 491 2131 Fax: (861) 491 2136
Bloemfontein Republique d'Afrique du Sud Republic of South Africa	Dr PJ Van der Merwe	The University of the Orange Free State Department of Pharmacology Faculty of Medicine Analysis for Banned Substances PO Box 339 Bloemfontein 9300 Republic of South Africa Tel: (27 51) 401 31 82 Fax: (27 51) 447 1779
Cologne Allemagne Germany	Dr Wilhelm Schanzer Director	Institute of Biochemistry Deutsche Sporthochschule Carl-Diem-Weg 6 50933 Koln 41 Tel: (49 221) 497 1313 Fax: (49 221) 497 3236

Location	Head of the laboratory	Address
Copenhagen Copenhagen Danemark Denmark	Dr Henrik Olesen	University Hospital Doping Analytical Section Department of Clinical Biochemistry 20 Tagensvej DK - 2200 Copenhagen Tel: (45 35) 457 642 Fax: (45 35) 452 745
Helsinki Finlande Finland	Prof. Kimmo Kuoppasalmi	United Laboratories Höyläämötie 00380 HELSINKI Tel: (35 80) 506 051 Fax: (35 80) 506 054 10
Huddinge Suède Sweden	Dr Igermar Bjorkhem Medical Director Dr Mats Garle Scientific Director	Huddinge University Hospital Doping Control Laboratory C2-78 S-141 86 HUDDINGE Tel: (46 8) 746 1526 Fax: (46 8) 746 8203
Indianapolis Etats-Unis USA	Dr Larry Bowers	Department of Pathology and Laboratory Medicine Indiana University Medical Centre 635 Barnhill Drive INDIANAPOLIS INDIANA 46202-5120 Tel: (13 17) 274 4345 Fax: (13 17) 274 3223
Kreischa Allemagne Germany	Prof. Klaus Muller	Institut für Dopinganalytik und Sportbiochemie Dresdner Strasse 12 D-01731 KREISCHA b.Dreseden Tel: (49 35206) 2060 Fax: (49 35206) 20620
Lausanne Suisse Switzerland	Dr Laurent Rivier	Unite d'analyse du dopage Institut universitaire de medicine legale Rue de Bugnon 21 1005 Lausanne Tel: (41 21) 314 7330 Fax: (41 21) 314 7333

Location	Head of the laboratory	Address
Lisbon Portugal	Prof. Lesseps Lourenco Reys	Laboratorio de analises do doping e biuquímica Direccoa-geral dos desportos Estadio Universitario Av Professor Egas Moniz 1600 LISBOA Tel: (35 11) 795 4000 Fax: (35 11) 797 7529
London Angleterre England	Dr David Cowan	Drug Control Centre King's College London Manresa Road LONDON SW3 6LX Tel: (44 171) 352 3838 Fax: (44 171) 351 2591
Los Angeles Etats-Unis USA	Prof. Don Catlin MD	UCLA Olympic Analytical Laboratory UCLA School of Medicine 2122 Granville Avenue LOS ANGELES, California 90025 Tel: (1 310) 825 2635 Fax: (1 310) 206 9077
Madrid Espagne Spain	Dr Cecilia Rodriguez	Laboratorio de Control del Dopaje Consejo Superior de Deportes c/Greco, s/n 28040 MADRID Tel: (34 1) 589 6889/589 6890 Fax: (34 1) 543 7290
Montreal Canada	Dr Christiane Ayotte Chief of laboratory	INRS-Santé, Institut National de la Recherche Scientifique, Université du Québec 245 Blvd. Hymus POINT-CLAIRE Québec H9R 1G6 Tel: (15 14) 630 8800 Fax: (15 14) 630 8850
Moscow République de Russie Republic of Russia Phase II	Dr Vitaly Semenov	Moscow Dope Control Laboratory Anti-Doping Centre Elizavetinskyi projezd, 10 103064 MOSCOW Tel: (7095) 261 8012 Fax: (7095) 230 2503

Location	Head of the laboratory	Address
Oslo Norvège Norway	Prof. Egil Haug Director Dr Peter Hemmersbach Scientific Director	Hormone Laboratory Section for Doping Analysis Aker Hospital N-0514 OSLO Tel: (47 22) 894 368/894 005 Fax: (47 22) 894 151
Paris France	Prof. J P Lafarge	Laboratoire anti-dopage 143 Avenue Roger Salengro 92290 CHATENAY-MALABRY Tel: (33 1) 466 02869 Fax: (33 1) 466 03017
Prague République Tchèque Czech Republic	Dr R Slechtowa	Institute of Sports Medicine Department of Doping Control Nehvizdská 8 194 00 PRAHA 9 Tel: (42 2) 866 762 Fax: (42 2) 866 762
Rome Italie Italy		Federazione Medio-Sportiva Italiana Palazzo Delle Federazioni Via Tiziano 70 Tel: (39 6) 808 3011 Fax: (39 6) 807 8971
Seoul Coree Korea	Dr Jongsei Park Director	Doping Control Centre Korea Institute of Science and Technology (KIST) PO Box 131 Cheongryang SEOUL Tel: (82 2) 969 2871 Fax: (82 2) 958 5059
Sydney Australie Australia	Dr Ray Kazlauskas	Australian Sports Drug Testing Laboratory 1 Suakin Street PYMBLE NSW 2073 Tel: (61 2) 9449 0111 Fax: (61 2) 9449 1653
Tokyo Japon Japan Phase II	Dr Iwad Mase	Mitsubishi-Yuka Bio-Clinical Laboratories Inc. Dope control laboratory 3-30-1 Shimura, Itabashi-ku TOKYO 174 Japan Tel: (81 3) 5994 2222 Fax: (81 3) 5994 2922

International Olympic Committee Medical Code

Prohibited Classes of Substances and Prohibited Methods January 1996

Doping contravenes the ethics of both sport and medical science.

Doping consists of:

1. the administration of substances belonging to prohibited classes of pharmacological agents and/or
2. the use of various doping methods.

I. PROHIBITED CLASSES OF SUBSTANCES

- A. Stimulants
- B. Narcotics
- C. Anabolic Agents
- D. Diuretics
- E. Peptide and glycoprotein hormones and analogues

II. PROHIBITED METHODS

- A. Blood doping
- B. Pharmacological, chemical and physical manipulation

III. CLASSES OF DRUGS SUBJECT TO CERTAIN RESTRICTIONS

- A. Alcohol
- B. Marijuana
- C. Local anaesthetics
- D. Corticosteroids
- E. Beta-blockers

Article I. PROHIBITED CLASSES OF SUBSTANCES

Article I: Prohibited substances fall into the following classes of substances:

- A. Stimulants
- B. Narcotics
- C. Anabolic Agents
- D. Diuretics
- E. Peptide and glycoprotein hormones and analogues

A. Stimulants

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

amiphenazole	amphetamines
amineptine	caffeine *
cocaine	ephedrines
fencamfamine	mesocarb
pentylentetrazol	pipradol
salbutamol **	terbutaline **

salmeterol **

...and related substances

* For caffeine the definition of a positive depends on the concentration of caffeine in the urine. The concentration in urine may not exceed 12 micrograms per milliliter.

** Permitted by inhaler only and must be declared in writing, prior to the competition to the relevant medical authority.

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

B. Narcotics

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

dextromoramide	dextropropoxyphene
diamorphine (heroin)	methadone
morphine	pentazocine
pethidine	

...and related substances

NOTE: CODEINE, DEXTROMETHORPHAN, DIHYDROCODEIN, DIPHENOXYLATE AND PHOLCODINE ARE PERMITTED.

C. Anabolic agents

The Anabolic class includes anabolic androgenic steroids (AAS) and Beta-2 agonists.

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

1. Anabolic and androgenic steroids

clostebol	fluoxymesterone
metandienone	metenolone
nandrolone	oxandrolone
stanozolol	testosterone *

...and related substances

* 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 evidence that this ratio is due to a physiological or pathological condition, e.g. low epitestosterone excretion, androgen production of tumor, enzyme deficiencies.

In the case of T/E higher than 6, it is mandatory that a responsible medical authority conduct an investigation before the sample is declared positive. A full report will be written and will include a review of previous, 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 cooperate in the investigations will result in declaring the sample positive.

2. Beta-2 agonists

clenbuterol
salbutamol
terbutaline
salmeterol
fenoterol
...and related substances

D. Diuretics

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

acetazolamide bumetanide

chlorthalidone	ethacrynic acid
furosemide	hydrochlorothiazide
mannitol	mersalyl
spironolactone	triamterene
...and related substances	

E. Peptide and glycoprotein hormones and analogues

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

1. Chorionic Gonadotrophin (HCG - human chorionic gonadotrophin)
2. Corticotrophin (ACTH)
3. Growth hormone (HGH, somatotrophin)
and all the respective releasing factors for such substances.
4. Erythropoietin (EPO)

Article II: PROHIBITED METHODS

The following procedures are prohibited:

Blood doping

Blood doping is the administration of blood, red blood cells and related blood products to an athlete. This procedure may be preceded by withdrawal of blood from the athlete who continues to train in this blood depleted state.

Pharmaceutical, chemical and physical manipulation

Pharmacological, chemical and physical manipulation is the use of substances and of methods which alter, attempt to alter or may reasonably be expected to alter the integrity and validity of urine samples used in doping controls, including, without limitation, catheterisation, urine substitution and/or tampering, inhibition of renal excretion such as by probenecid and related compounds and epitosterone application.

The success or failure of the use of a prohibited substance or method is not material. It is sufficient that the said substance or procedure was used or attempted for the infraction to be considered as consummated.

Article III: CLASSES OF DRUGS SUBJECT TO CERTAIN RESTRICTIONS

A. Alcohol

In agreement with the International Sports Federations and the responsible authorities, tests may be conducted for ethanol. The results may lead to sanctions.

B. Marijuana

In agreement with the International Sports Federations and the responsible authorities, tests may be conducted for cannabinoids (Marijuana, Hashish...). The results may lead to sanctions.

C. Local anaesthetics

Injectable local anaesthetics are permitted under the following conditions:

- a) that bupivacaine, lidocaine, mepivacaine, procaine, etc. are used but not cocaine. Vasoconstrictor agents (e.g. adrenaline) may be used in conjunction with local anaesthetics;
- b) only local or intra-articular injections may be administered;
- c) only when medically justified (e.g. the details including diagnosis) dose and route of administration must be submitted prior to the competition or immediately, if administered during the competition, in writing to the relevant medical authority.

D. Corticosteroids

The use of corticosteroids is banned except:

- A. for topical use (aural, dermatological and ophthalmological) but not rectal;
- B. by inhalation;
- C. by intra-articular or local injection.

The IOC Medical Commission has introduced mandatory reporting of athletes requiring corticosteroids by inhalation during competitions.

ANY TEAM DOCTOR WISHING TO ADMINISTER CORTICOSTEROIDS BY LOCAL OR INTRA-ARTICULAR INJECTION, OR BY INHALATION, TO A COMPETITOR MUST GIVE WRITTEN NOTIFICATION PRIOR TO THE COMPETITION TO THE RELEVANT MEDICAL AUTHORITY.

E. Beta-blockers e.g.

- Some examples of beta-blockers are:

acebutolol alprenolol

atenolol labetalol

metoprolol nadolol

oxprenolol propranolol

sotalol

...and related substances.

In agreement with the rules of the International Sporting Federations, tests will be conducted in some sports at the discretion of the responsible authorities.

Article IV

Except as specifically otherwise provided in the IOC Medical Code, the detected presence of any amount of substances in classes (a), (b), (c), (d) and (e) in respect of a test conducted in connection with a competition shall constitute a definitive case of doping. The quantity of the substance detected is not material to a definitive case of doping.

Article V

The presence of ephedrine, pseudoephedrine, phenylpropanolamine and cathine in respect of a test conducted in connection with a competition shall constitute a prima facie case of doping. The person affected shall have the opportunity to rebut the presumption of doping by providing evidence that the substance was present under circumstances which, on a balance of probabilities, including the quantity of substance detected, would support a conclusion that doping was neither intended, nor the result of gross negligence, willful negligence nor imprudence. In all cases, the onus of rebutting the presumption of doping, when the substance has been detected, shall rest with the person affected.

Article VI

Out-of-competition testing is directed solely at prohibited substances in classes (c), (d) and (e). The only Positive results for purposes of out-of-competition testing and the application of the IOC Medical Code will be in respect of such classes of prohibited substances and pharmacological, chemical and physical manipulation (class II b).

ASDA testing for period 1 July 1995 to 30 June 1996

SPORT	EVENT TESTS			OUT OF COMPETITION TESTS			TOTAL TESTS
	DOMESTIC	INTER NATIONAL	TOTAL EVENT	DOMESTIC	INTER NATIONAL	TOTAL OOC	
Aerobics	4	0	4	0	0	0	4
Archery	5	0	5	14	0	14	19
Athletics	113	18	131	175	38	213	344
Australian Football	62	0	62	153	0	153	215
Badminton	4	0	4	13	0	13	17
Baseball	5	0	5	11	0	11	16
Basketball	49	0	49	60	0	60	109
Biathlon	1	0	1	1	0	1	2
Bodybuilding	5	0	5	13	0	13	18
BMX	21	0	21	15	0	15	36
Boxing	4	8	12	19	5	24	36
Canoeing	26	0	26	64	9	73	99
Clay target shooting	5	0	5	2	0	2	7
Cricket	4	0	4	3	0	3	7
Cycling	89	129	218	79	0	79	297
Diving	20	8	28	20	0	20	48
Duathlon	4	0	4	0	0	0	4
Equestrian	5	0	5	5	0	5	10
Fencing	5	10	15	6	0	6	21
Golf	0	0	0	5	0	5	5
Gymnastics	32	1	33	31	0	31	64
Hockey	5	0	5	54	0	54	59
Ice hockey	8	0	8	23	0	23	31
Ice racing	6	0	6	5	0	5	11
Ice skating	4	14	18	1	5	6	24
Judo	10	0	10	24	0	24	34
Karate	10	0	10	26	1	27	37
Modern pentathlon	6	0	6	8	0	8	14
Motorcycling	3	0	3	0	0	0	3
Motor sport	0	0	0	0	0	0	0
Mountain bike	20	0	20	6	0	6	26
Netball	4	0	4	3	0	3	7
Pistol shooting	5	0	5	4	0	4	9
Powerlifting	77	0	77	105	0	105	182
Roller sports	20	36	56	10	0	10	66
Rowing	22	0	22	63	5	68	90
Rugby league	186	0	186	212	0	212	398
Rugby union	18	85	103	14	0	14	117
Skiing	11	0	11	16	0	16	27
Small bore shooting	1	0	1	2	0	2	3
Soccer	30	0	30	16	0	16	46
Softball	6	0	6	14	0	14	20
Squash	4	9	13	9	0	9	22

ASDA testing for period 1 July 1995 to 30 June 1996
(continued)

SPORT	EVENT TESTS			OUT OF COMPETITION TESTS			TOTAL TESTS
	DOMESTIC	INTER NATIONAL	TOTAL EVENT	DOMESTIC	INTER NATIONAL	TOTAL OOC	
Surf life saving	41	0	41	42	0	42	83
Swimming	71	0	71	117	64	181	252
Synchronised swimming	5	0	5	5	0	5	10
Table tennis	5	0	5	5	0	5	10
Taekwondo	10	0	10	6	0	6	16
Tennis	0	0	0	8	0	8	8
Touch football	0	0	0	0	0	0	0
Triathlon	30	15	45	36	0	36	81
Volleyball	4	16	20	9	0	9	29
Water polo	4	11	15	22	0	22	37
Waterskiing	4	0	4	13	0	13	17
Weightlifting	44	15	59	63	1	64	123
Wrestling	0	0	0	11	0	11	11
Yachting	5	0	5	10	0	10	15
TOTAL	1142	375	1517	1651	128	1779	3296

ASDA user-pays testing for period 1 July 1995 to 30 June 1996

SPORT AND CLIENT	DOMESTIC TESTS			INTERNATIONAL TESTS			TOTAL TESTS
	EVENT	OOC*	TOTAL	EVENT	OOC	TOTAL	
Athletics			0			33	33
• International Amateur Athletics Federation	0	0		0	33		
Australian Football			209			0	209
• Australian Football League	56	153		0	0		
Basketball			62			0	62
• National Basketball League	34	28		0	0		
Bodybuilding			13			0	13
• Australian Natural Bodybuilding Federation	0	13		0	0		
Canoeing			0			8	8
• Australian Canoe Federation	0	0		0	8		
Cycling			0			45	45
• International Cycling Union	0	0		45	0		
Diving			0			2	2
• Australian Diving Association	0	0		2	0		
Ice Skating			0			14	14
• National Ice Skating Association of Australia	0	0		14	0		
Roller Sports			0			11	11
• Roller Sports Australia	0	0		11	0		
Rugby League			398			0	398
• Australian Rugby League	12	0		0	0		
• British Sports Council	0	10		0	0		
• NSW Rugby League	123	150		0	0		
• Super League	0	4		0	0		
• Queensland Rugby League	51	48		0	0		
Rugby Union			4			41	45
• Australian Rugby Football Union	4	0		41	0		
Soccer			24			0	24
• National Soccer League	24	0		0	0		
Surf Life Saving			23			0	23
• Uncle Toby's Iron Man Series	15	8		0	0		
Swimming			0			61	61
• International Swimming Federation	0	0		0	61		
Volleyball			0			8	8
• International Volleyball Federation	0	0		8	0		
Weightlifting			0			1	1
• International Weightlifting Federation	0	0		1	0		
TOTAL	319	414	733	122	102	224	957

Summary of entries on Register of Notifiable Events 1995–96

Sport	Test date	Type of test	Reason for entry	Substance	Class of substance	Sanction
Australian Football League	27/07/95	Event	Positive	Dextropropoxyphene	Narcotic analgesic	Inadvertent doping – warning
NSW Rugby League	23/07/95	Event	Positive	Pseudoephedrine	Stimulant	Caution in writing
Powerlifting	05/08/95	Event	Positive	Testosterone	Anabolic agent	To be advised (action delayed pending outcome of AAT appeal)
NSW Rugby League	06/08/95	Event	Positive	Pseudoephedrine	Stimulant	Caution in writing
NSW Rugby League	06/08/95	Event	Positive	Pseudoephedrine	Stimulant	Caution in writing
Powerlifting	06/08/95	Event	Positive	Testosterone	Anabolic agent	Three years suspension
Taekwondo	08/08/95	OOC*	Failure to comply	N/A	N/A	Athlete retired. Six month suspension to apply if athlete returns to sport
Taekwondo	13/08/95	Event	Positive	Pseudoephedrine	Stimulant	Reprimand and event disqualification
NSW Rugby League	20/08/95	Event	Positive	Pseudoephedrine	Stimulant	Caution in writing
NSW Rugby League	02/09/95	Event	Positive	Pseudoephedrine	Stimulant	Caution in writing
Weightlifting	10/09/95	Event	Positive	Stanozolol	Anabolic agent	Two years suspension
Athletics	13/09/95	OOC	Failure to comply	N/A	N/A	Four years suspension
Powerlifting – disabled	23/09/95	Event	Positive	Hydrochlorothiazide	Diuretic	Event disqualification
Powerlifting	24/09/95	Event	Positive	Pseudoephedrine	Stimulant	Event disqualification
Soccer – women's	30/09/95	Event	Positive	Pseudoephedrine	Stimulant	Reprimand
Powerlifting	08/10/95	Event	Positive	Testosterone	Anabolic agent	To be advised
Bodybuilding	10/10/95	OOC	Failure to comply	N/A	N/A	Two years suspension
Bodybuilding	26/10/95	OOC	Failure to comply	N/A	N/A	Life suspension

Summary of entries on Register of Notifiable Events 1995–96 (continued)

Sport	Test date	Type of test	Reason for entry	Substance	Class of substance	Sanction
Cycling	03/11/95	Event	Positive	Testosterone	Anabolic agent	Two year suspension
Athletics	08/11/95	OOC	Failure to comply	N/A	N/A	Four year suspension
Bodybuilding	11/11/95	Event	Positive	Triameterene/ Stanozolol	Diuretic/ anabolic agent	Five year suspension
Bodybuilding	11/11/95	Event	Positive	Pseudoephedrine	Stimulant	Event disqualification
Powerlifting	09/12/95	OOC	Positive	Stanozolol	Anabolic agent	Three year suspension
Bodybuilding	09/02/96	OOC	Failure to comply	N/A	N/A	Life suspension
Powerlifting	12/02/96	OOC	Failure to Comply	N/A	N/A	Life suspension
Powerlifting	19/04/96	OOC	Positive	Stanozolol	Anabolic agent	Three year suspension
Powerlifting – disabled	19/04/96	Event	Positive	Pethidine	Narcotic analgesic	To be advised
Queensland Rugby League	20/04/96	Event	Positive	Prolintane	Stimulant	Official warning
Australian Rugby League	19/05/96	Event	Positive	Pseudoephedrine	Stimulant	Caution in writing
Australian Rugby League	19/05/96	Event	Positive	Pseudoephedrine	Stimulant	Caution in writing
Powerlifting	12/06/96	OOC	Positive	Stanozolol	Anabolic agent	To be advised
Queensland Rugby League	23/06/96	Event	Positive	Pseudoephedrine	Stimulant	To be advised
Queensland Rugby League	29/06/96	Event	Positive	Pseudoephedrine	Stimulant	Suspended for balance of 1996 season and four matches of 1997 season
Queensland Rugby League	30/06/96	Event	Positive	Pseudoephedrine	Stimulant	To be advised

* Out-of-competition

Outcome of 1994–95 entries on Register of Notifiable Events for which sanctions were to be advised

Sport	Test date	Type of test	Reason for entry	Substance	Class of substance	Sanction
Powerlifting	14/07/94	OOC*	Failure to Comply	N/A	N/A	Six month suspension
Volleyball	06/08/94	Event	Positive	Pseudoephedrine	Stimulant	Warning – inadvertent use
Motorcycling	04/09/94	Event	Positive	Phentermine	Stimulant	To be advised
Motorcycling	04/09/94	Event	Positive	Cannabis	Tetrahydro-cannabinol acid	Warning issued
Karate	12/09/94	OOC	Failure to Comply	N/A	N/A	Two year suspension
Athletics	15/12/94	Event	Positive	Testosterone	Anabolic Steroid	To be advised
Modern pentathlon	21/12/94	OOC	Positive	Canrenone – a metabolite of spironolactone	Diuretic	Caution issued
Life saving	15/02/94	OOC	Failure to Comply	N/A	N/A	Two year suspension
Shooting	20/04/95	Event	Positive	Propranolol	Beta Blocker	Two year suspension overturned on appeal – one year suspension for coach
Boxing	26/04/95	OOC	Failure to Comply	N/A	N/A	Two year suspension
Judo	13/05/95	Event	Positive	Prolintane	Stimulant	Disqualified from event – one year suspension
Powerlifting	14/06/95	Event	Positive	Pseudoephedrine	Stimulant	Warning – inadvertent use
Rugby league	23/06/95	Event	Positive	Pseudoephedrine	Stimulant	Caution issued

* Out-of-competition

1995-96 Memorandum of Agreement between the Australian Sports Drug Testing Laboratory and the Australian Sports Drug Agency

1. PREAMBLE

This document sets out the Agreement that has been reached between the Australian Sports Drug Testing Laboratory of the Australian Government Analytical Laboratories, Department of Administrative Services (hereinafter referred to as "ASDTL") and the Australian Sports Drug Agency (hereinafter referred to as "ASDA") as to the Services to be provided by ASDTL to ASDA, and to the conditions attached to those Services.

2. ANNEXES

- 2.1 All annexes to the Agreement as specified below are to be read with and form part of the Agreement and the whole will constitute the agreement between the parties.

ANNEX A: Scope of Services

ANNEX B: Basis of Payment

ANNEX C: Schedule of Costs

ANNEX D: Terms of Reference, ASDTL Consultative Committee

3. COMMENCEMENT AND DURATION

- 3.1 The Agreement will commence from 1 July 1995 and will supersede all documents or written agreements in respect of the subject matter thereof.
- 3.2 ASDTL will perform the Services described in this Agreement and, in particular Annex A (the "Services") during the period from the date of the commencement of this Agreement to 30 June 1996.
- 3.3 This Agreement is only effective whilst ASDTL can provide services consistent with the provisions of the *Australian Sports Drug Agency Act 1990* and Regulations.

4. FINANCIAL LIMITATION

- 4.1 The financial limitation of the Agreement is as set out at Annex C. ASDTL will not charge ASDA more than the amounts specified in Annex C for the provision of the Services. The cost of transporting samples to ASDTL in Sydney for analyses is not included in this limitation, and will be the only additional charge borne by ASDA.

5. SERVICE LIMITATION

- 5.1 ASDTL agrees that its role in sports drug testing is limited to the analysis of samples, reporting on results of sports drug tests, and undertaking research on drugs in sport issues. ASDTL recognises that ASDA has a role under the ASDA Act to liaise with competitors, sporting organisations, the Australian Sports Commission, media representatives and so on about sports drug testing and drugs in sport. ASDTL shall ensure that it does not impinge upon such role of ASDA.
- 5.2 Except with the approval of ASDA, ASDTL agrees not to communicate details of its testing protocol about sports drug testing except as provided for in this Agreement. ASDTL may however liaise with the media on general specific aspects of sports drug testing and research which do not relate to a specific competitor.
- 5.3 ASDTL is the only laboratory in Australia accredited by the International Olympic Committee (IOC). Throughout the term of this Agreement and for so long as ASDTL maintains its full IOC accreditation, ASDTL will be recognised by ASDA as its sole laboratory in Australia for the provision of analytical services. ASDTL is responsible for all costs associated with maintaining IOC accreditation. If ASDTL's accreditation is downgraded or lost, the conditions of clause 6.2 shall apply.
- 5.4 Consistent with IOC requirements, ASDTL shall undertake a research program for the development and validation of new or improved methods of analysis applicable to drugs in sport. ASDTL will, in consultation with ASDA, appoint a Medical Adviser to assist in the supervision of the research program. ASDTL will consult with ASDA in the identification of research priorities, and will advise ASDA on the outcomes of all research projects. ASDA may report the outcomes of ASDTL research in the ASDA Annual Report. There will be no charge to ASDA for ASDTL research related to IOC requirements. ASDA may however commission additional research projects from ASDTL outside the terms of this Agreement.
- 5.5 ASDTL may negotiate contracts for analysis of samples and related consulting services with Australian or overseas clients who do not involve ASDA in the collection of samples. The terms of this Agreement do not apply to any such contracts, and ASDTL is free to negotiate any appropriate terms and conditions for such analyses and services, provided however that, as an overriding requirement, ASDTL shall ensure that its employees comply with the confidentiality and other provisions of the ASDA Act and Regulations in the event that ASDA is or becomes involved in the collection of samples.
- 5.6 ASDTL will provide statistical details to ASDA of all sports drug tests undertaken outside the terms of this Agreement, including tests conducted for overseas clients, provided that such disclosure does not contravene any agreement that ASDTL may have with such clients. However as an overriding requirement, ASDTL will not enter into any contract or agreement with another party which would prevent ASDTL from providing ASDA with the results of any testing where ASDTL:

- (a) is aware that ASDA is the collecting agent for the relevant drug testing program; or
- (b) is aware that ASDA is likely to become such collecting agent.

5.7 ASDTL and ASDA will consult on any opportunities that may arise for the marketing of ASDTL and ASDA services overseas, with the objective of a joint approach wherever appropriate. The terms and conditions of any joint ASDTL-ASDA agreements reached with overseas clients will be negotiated outside this Agreement.

6. STANDARD OF PERFORMANCE

6.1 ASDTL will provide personnel or agents with the experience, skills and qualifications necessary to perform the services. ASDTL will diligently, efficiently, and in conformity with sound professional practices perform the services within the specified term and financial limitation set out in this Agreement to the satisfaction of ASDA.

6.2 Should ASDTL's International Olympic Committee accreditation status be downgraded or lost, ASDTL will seek to regain full accreditation at the earliest possible time during the period of Agreement.

- (a) If the accreditation is downgraded, and as a result ASDTL is able to provide services consistent with the requirements of clause 3.3 and the requirements of the IOC, ASDA will use a different accredited IOC laboratory to conduct all sample analysis.
- (b) If the accreditation is downgraded, and as a result ASDTL is able to provide preliminary sample analysis in a manner consistent with the requirements of clause 3.3, and ASDA wishes ASDTL to do so, ASDTL will forward samples to a fully accredited IOC laboratory to conduct confirmatory analysis on behalf of ASDTL. ASDTL will meet all freight costs to send samples to a fully accredited laboratory for confirmatory analysis, and will meet the analytical and reporting costs of such confirmatory analyses.
- (c) Should ASDTL be unsuccessful in regaining full accreditation, ASDA will be free to cancel the Agreement, including any payments proposed under the Agreement, for the remainder of the period during which it would have been in force and to use another laboratory for analysis of samples collected for sports drug testing.

6.3 As agreed, ASDA reserves the right to undertake one or more independent efficiency audit of ASDTL procedures and practices relating to sports drug testing while the Agreement remains in force.

7. CONSULTATION

- 7.1 ASDTL and ASDA agree to consult regularly on the operation of this Agreement and on related matters, through the ASDTL Consultative Committee. The Terms of Reference of the Committee are in Annex D.

8. CONFIDENTIALITY

- 8.1 ASDTL and its personnel and agents shall not, without the prior written approval of ASDA, disclose other than to ASDA any information acquired in connection with performing these Services or release other than to ASDA any material created in connection with performing the Services.
- 8.2 ASDA and its personnel and agents shall not, without the prior written approval of ASDTL, disclose any commercial information relating to this Agreement, other than such disclosure as may be necessary for ASDA to undertake its User Pays Program and to meet its accountability obligations.

9. CONFLICT OF INTEREST

- 9.1 ASDTL shall use its best endeavours to avoid any conflict of interest on the part of ASDTL, its personnel or agents.
- 9.2 If ASDTL becomes aware that any of its personnel or agents has a direct or indirect interest in the result of any part of the services performed, ASDTL shall immediately inform ASDA in writing. ASDTL will not, unless directed by ASDA, authorise such a person or agent to continue to be engaged in the performance of those services.

10. SUB-CONTRACTING

- 10.1 Any sub-contractual arrangement or agreement entered into by ASDTL in respect of the provision of services under the Agreement, other than for services provided by other units of the Australian Government Analytical Laboratories, may only be entered into with the prior knowledge and written approval of ASDA.

11. NOTICES

- 11.1 Any notice or other communication under or in relation to the agreement shall be deemed to have been duly given if it is in writing and served by post, courier or facsimile. Posted notices shall be deemed to have been received when they would have been delivered in the ordinary course of the post.

- 11.2 Notices or communications between ASDTL and ASDA in relation to the Agreement shall unless otherwise notified in writing be addressed as:

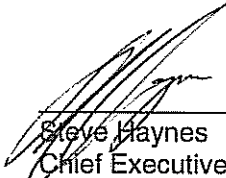
General Manager
Australian Government
Analytical Laboratories
PO Box 65
BELCONNEN ACT 2616
Fax: (06) 252 4981

Chief Executive
Australian Sports Drug Agency
PO Box 345
CURTIN ACT 2605
Fax: (06) 281 1226


12. VARIATION OF UNDERSTANDING

- 12.1 Alterations to the Agreement will be made in writing and signed for and on behalf of the parties to the Agreement. Any such variation to the Agreement will be formalised before the limitations specified in Clauses 4 and 5 above are exceeded and shall form part of the Agreement.

SIGNED, in duplicate, this^{20th}..... day of July..... 19 95..



Steve Haynes
Chief Executive
Australian Sports Drug Agency



Drew Clarke
General Manager
Australian Government
Analytical Laboratories

State Coordinators of the School Development in Health Education Project

SDHE National Hub Office

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ADELAIDE SA 5000

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Educational resource material distribution 1995–96

Resource	Number distributed
<i>Drugs in Sport Handbook</i>	15,784
<i>Wallet Card</i>	17,040
<i>Resource Catalogue</i>	4,035
<i>Infopac</i>	379
<i>Drugs in sport – how it may affect you</i>	6,354
<i>Drug Testing in Sport brochure</i>	5,103
<i>Drug Testing in Sport video</i>	328
<i>Coach Education Manual</i>	298
<i>Coach Education Manual brochure</i>	847
<i>Drugs in Sport isn't just about steroids</i>	95
<i>Fool's Gold</i>	69
<i>Super Athletes</i>	70
<i>Drugs in Sport – let's start at the beginning</i>	28
<i>The Value of Sport, Ethics and the Control of Performance Enhancing Drugs: A Study in the Australian Sports Community</i>	130
<i>If In Doubt – poster</i>	3,246
Cheating Campaign T-shirts	910
Cheating Campaign stickers	2,861
Cheating Campaign badges	1,094
Cheating Campaign posters	1,599

Sports Drug Education Unit advisory committees 1995–96

Australian Capital Territory

Tim Burke	Sports Drug Education Unit Project Officer
Steve Dobbie	ACT Sport/ACT Australian Football League
Cherie Holloway	Sports Medicine Australia
Janine Sloan	ACT Academy of Sport
Tony Wynd	Australian Sports Drug Agency
Dale Inabinet	ACT Office of Sport and Recreation
John Armstrong	ACT Coaching Centre

South Australia

Stephen Cornish	Sports Drug Education Unit Project Officer
Barry Stanton	Chairperson/Junior Sports Advisory Council
Peter Barnes	Sport Medicine Australia/Division of sport
Tony Wynd/Julie Martin-Wynd	Australian Sports Drug Agency
Kathy Sambell	Teacher/elite athlete
Mark Blackburn	State Coaching Director/SA Sports Institute
Mike Flynn	High Performance Manager – diving
Kevin Knox	Flinders University media/elite athlete
Roger Nicholas	Drug and Alcohol Services Council
Brenda Hosking-Brown	Drug Control Official

Victoria

Suzanne Henderson	Sports Drug Education Unit Project Officer
Graham Weideman, MP	Chairperson
Anne-Marie Harrison	Chief Executive Officer, VicSport
Elaine Canty	Radio presenter for 3LO
David Heale	Department of the Arts, Sport and Tourism
Christine Burrows	Australian Drug Foundation
Deidre Anderson	Victorian Institute of Sport
Tony Wynd	Australian Sports Drug Agency
Dr Andrew Garnham	Sports Medicine Australia
Geoff Sussman	Victorian Gymnastic Association

Advisory committees are not yet established in Queensland and New South Wales.

The International Anti-Doping Arrangement

PRINCIPLES

- 1 This International Anti-doping Arrangement (the Arrangement) is based upon the conviction of the governments of the signatory countries (hereinafter referred to as the "Participating Parties") that international cooperation in the field of anti-doping should aim to create an ethical sports environment which provides for mutual trust and shared values, where athletes compete without the use of prohibited drugs.

PURPOSE

- 2 This Arrangement is intended to facilitate the development and harmonisation of high quality domestic programmes of the Participating Parties through continuous improvement and thus, by example of good practice, positively influence the international sporting community.

SCOPE

- 3 The Participating Parties will draw up, and thereafter implement, a realistic and achievable plan of action in respect of the following five areas of emphasis:
 - 3.1 mutual exchange of information and expertise
 - 3.2 reciprocal testing
 - 3.3 mutual assessment of programme achievement
 - 3.4 international advocacy
 - 3.5 the creation and maintenance of effective coordination
- 4 The plan of action will be based upon consensus among the Participating Parties. The content, scope and quality of the plan of action will be reviewed annually and modified and developed to the extent allowable by available resources and against an agreed budget.
- 5 All activities undertaken under the auspices of the Arrangement will be subject to the applicable laws and policies of the Participating Parties.

Mutual Exchange of Information and Expertise

- 6 Participating Parties will participate in a programme of free and continuous exchange of information on a range of relevant anti-doping subjects which will be determined by the plan of action.

- 7 Participating Parties will engage in exchanges of expertise and participation in specialist workshops, as appropriate, to facilitate mutual learning and the exchange of knowledge.

Reciprocal Testing

- 8 Participating Parties will agree procedures and implement a system for the testing of athletes staying in another Participating Party country or, by agreement, of athletes staying in a third country. These procedures will guarantee the integrity and ownership of the sample.

Mutual Assessment and Report of Achievement

- 9 Participating Parties will annually report on the achievements and progress of their domestic anti-doping programme. These programmes will be monitored against agreed quality standards with the aim of facilitating harmonisation and improving the quality of domestic programmes.

International Advocacy

- 10 Participating Parties will identify issues and agree collective strategies for the advancement of the international anti-doping campaign.

Creating and Maintaining Effective Coordination

- 11 Each Participating Party will nominate an implementing authority which is responsible for the coordination and implementation of this Agreement. A Participating Party may at any time, following notice in writing to the other Participating Parties, nominate a new implementing authority.
- 12 A Steering Group will be established to develop and manage the plan of action which will run for a period of twelve months commencing in January each year. The plan of action will be agreed by all Participating Parties no later than December of the year prior to its implementation.
- 13 The Steering Group will meet up to twice a year in locations to be mutually agreed.
- 14 The Chairing of the Steering Group will rotate among the Participating Parties on a two yearly cycle. The secretariat to the group will be the responsibility of the Chair.
- 15 Participating Parties will be responsible for their own costs related to participation in the Arrangement.

AMENDMENT AND DURATION OF THE ARRANGEMENT

- 16 This Arrangement may be amended at any time by mutual consent of the Participating Parties.
- 17 Countries seeking to become party to the Arrangement should demonstrate their commitment to the principles of the Arrangement and, in particular, their ability to achieve the common standards of operation and to contribute to the plan of action. Participating Parties will agree by consensus the addition of new countries to the Arrangement.
- 18 This Arrangement will become effective upon signature by all representatives of the Participating Parties and will continue for a period of five years. A Participating Party may withdraw from this Arrangement at any time by giving six months advance notice in writing to the secretariat of the Steering Group.
- 19 This Arrangement has been signed in the English and French languages. The English text of the Arrangement will be used in the case of a dispute of interpretation.

International drug testing statistics 1994

Total number of tests conducted in priority sports in listed countries
(1993 figures are provided for the purposes of comparison)

COUNTRY	1993				1994			
	EVENT	OOC	TOTAL	%OOC	EVENT	OOC	TOTAL	%OOC
Australia	734	777	1511	51.5%	609	707	1316	54%
Canada	539	470	1009	46.5%	455	424	879	48%
China	879	236	1115	21%	555	431	986	44%
Czech Republic	436	81	517	16%	395	51	446	11%
Denmark	172	196	368	53%	111	271	382	71%
Finland	126	221	347	64%	268	157	425	37%
France	3411	134	3545	4%	3396	290	3686	8%
Hungary	260	172	432	40%	232	88	320	28%
Italy	3245	428	3673	12%	2317	1006	3323	30%
New Zealand	75	54	129	42%	121	96	217	44%
Norway	383	372	755	49%	359	559	918	61%
Poland	599	202	801	25%	475	191	666	29%
Slovakia	237	2	239	0.8%	144	14	158	9%
Sweden	451	655	1106	59%	260	553	813	68%
Switzerland	482	104	586	18%	476	142	618	23%
Turkey	71	29	100	29%	35	8	43	19%
Thailand	19	20	39	51%	56	10	66	15%
United Kingdom	1525	632	2157	29%	1427	886	2313	38%
USA	1616	350	1966	18%	1773	637	2410	26%
TOTAL	15260	5135	20395	-	13464	6521	19985	-

International drug testing statistics 1994 (continued)

1994 drug testing conducted in priority sports in listed countries and by international federations

	ATHLETICS			CANOEING			CYCLING			POWERLIFTING			ROWING			SWIMMING			TRIATHLON			WEIGHTLIFTING		
	Event	OOO	Total	Event	OOO	Total	Event	OOO	Total	Event	OOO	Total	Event	OOO	Total	Event	OOO	Total	Event	OOO	Total	Event	OOO	Total
Australia	139	250	389	31	35	66	180	103	283	70	71	141	20	60	80	65	98	163	36	19	55	68	71	139
Austria	64	35	99	0	0	0	100	4	104	18	1	19	0	3	3	16	2	8	6	0	6	26	0	26
Belgium(Flemish)	106	0	106	17	0	17	656	0	656	6	0	6	0	0	0	38	0	38	13	0	13	0	0	0
Bulgaria	0	0	0	0	0	0	32	0	32	0	0	0	0	0	0	0	0	0	8	0	8	0	0	0
Canada	80	180	260	21	36	57	107	41	148	72	1	73	8	22	30	78	71	149	2	0	2	87	73	160
China	180	216	396	15	18	33	82	11	93	0	0	0	61	36	97	105	83	188	0	0	0	112	67	179
Czech Republic	98	30	128	27	4	31	151	0	151	23	0	23	27	0	27	23	5	28	26	0	26	20	12	32
Denmark	13	52	65	0	9	9	29	0	29	9	82	91	0	21	21	16	29	45	25	0	25	19	78	97
Finland	178	61	239	0	3	3	0	2	2	47	40	87	6	2	8	4	23	27	23	4	27	10	22	32
France	752	84	836	154	20	174	1619	10	1629	327	38	365	66	49	115	186	33	219	136	38	174	156	18	174
Germany	-	1284	1284	-	191	191	-	150	150	-	-	-	-	199	199	-	354	354	-	29	29	-	165	165
Hungary	72	38	110	72	7	79	0	0	0	0	0	0	0	18	18	22	0	22	37	9	46	29	16	45
Italy	421	190	611	0	0	0	1591	688	2279	142	128	270	77	0	77	71	0	71	15	0	15	0	0	0
Lithuania	0	13	13	0	4	4	0	4	4	0	0	0	0	0	0	0	2	2	0	0	0	2	6	8
Luxembourg	22	2	24	0	0	0	29	0	29	0	3	3	0	0	0	0	1	1	4	0	4	0	0	0
Netherlands	30	60	90	12	0	12	338	0	338	10	0	0	-	-	0	-	0	0	20	0	20	-	-	0
New Zealand	39	24	63	4	2	6	14	19	33	21	0	21	0	12	12	6	11	17	30	21	51	7	7	14
Norway	180	165	345	0	12	12	28	24	52	102	207	309	0	9	9	36	68	104	0	0	0	13	74	87
Poland	171	44	215	22	36	58	61	9	70	86	2	88	22	8	30	56	24	80	7	0	7	50	68	118
Portugal	262	-	262	0	-	0	422	-	422	67	-	67	36	-	36	21	-	21	32	-	32	-	-	-
Romania	132	42	174	16	0	16	24	0	24	0	0	0	18	0	18	32	0	32	0	0	0	28	20	48
Slovakia	26	1	27	9	0	9	54	8	62	28	5	33	5	5	5	11	0	11	6	0	6	5	0	5
Spain	659	279	938	120	-	120	2790	16	2806	1	0	1	123	0	123	44	18	62	48	0	48	141	157	298
Sweden*	64	104	168	5	13	18	18	30	48	37	224	261	6	4	10	106	26	132	0	2	2	24	150	174
Switzerland	110	72	182	12	8	20	264	13	277	0	0	0	20	22	42	36	16	52	19	11	30	15	0	15
Thailand	7	5	12	0	0	0	3	0	3	0	0	0	0	0	0	3	0	3	0	0	0	43	5	48
Turkey	18	0	18	0	0	0	0	0	0	0	0	0	0	0	0	12	0	12	5	0	5	0	8	8
United Kingdom	488	379	867	54	33	87	400	18	418	138	152	290	60	36	96	157	36	193	46	30	76	84	202	286
USA	840	326	1166	45	-	45	244	34	278	-	-	0	200	67	267	154	102	256	24	-	24	266	108	374
Totals	5151	3936	9087	636	431	1067	9236	1184	10420	1204	954	2148	755	568	1323	1288	1002	2290	568	163	731	1205	1327	2532
International Federations		0	0		87	87			0	113		113	192	304	722		0					680	440	1120

*Power/Weight Lifting are located in the same federation in Sweden. It is estimated that 65% of the tests are conducted in powerlifting, and 65% of the positive tests are in powerlifting.

International clients 1995–96

During 1995–96, clients requesting information and advice from the Agency included:

- Australian journalists based in China
- Australian journalists in Australia
- Australian Olympic Committee
- Australian Sports Drug Testing Laboratory
- Australian Swimming
- Chinese Olympic Committee Anti-Doping Commission
- Council of Europe Secretariat
- Don Catlin, Head of the Los Angeles IOC accredited laboratory
- French Ministry of Youth and Sports
- Ken Fitch, IOC Medical Commission
- Hong Kong Sports Institute
- International Cycling Federation
- International Doping Tests and Management
- International Basketball Federation
- International Gymnastics Federation
- International Olympic Committee
- International Powerlifting Federation
- International Rowing Federation
- International Swimming Federation
- Japanese Olympic Committee Anti-Doping Committee
- New Zealand Sports Drug Agency
- Norwegian Confederation of Sports Anti-Doping Program
- Ray Godkin, Australian Cycling Federation
- Swedish Government Commission on Doping
- Sydney Organising Committee for the Olympic Games

Summary of compliance with reporting guidelines

This Annual Report has been prepared in consideration of *The guidelines for the content, preparation and presentation of Annual Reports by statutory authorities* (Senate Hansard 11 November 1982), the *Terms of Reference - Senate resolution of 14 December 1989* cited in Appendix 1 of *Report on the examination of annual reports No. 1 of 1992* and the *Revised annual report requirements for departments* approved by the Joint Committee of Public Accounts under subsection 25(7) of the *Public Service Act 1922* on 17 March 1994.

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