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ASDA

Australian

SPORTS Drug Agency

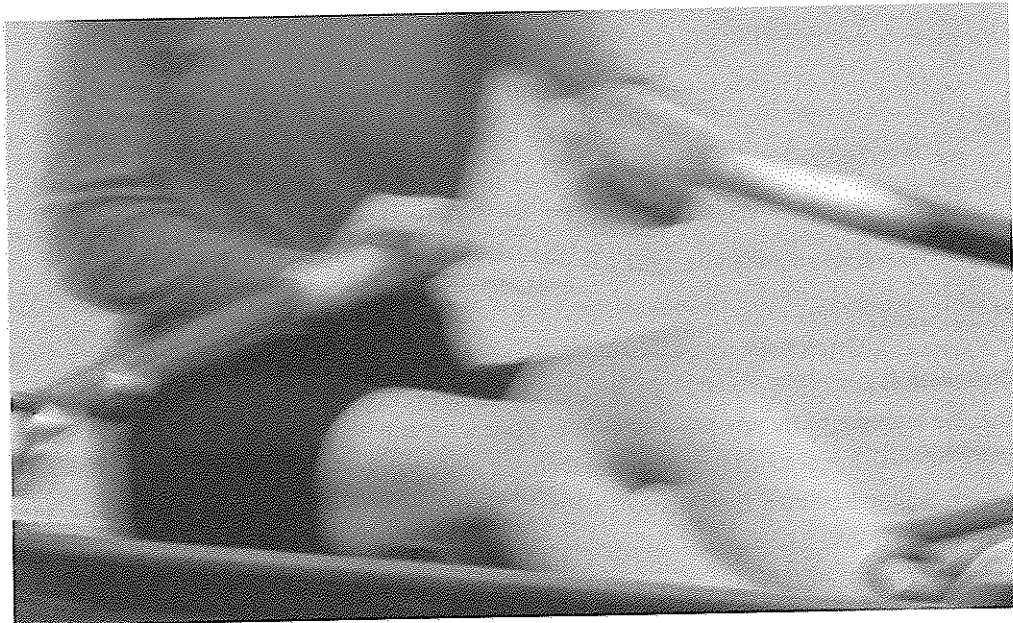
1996-1997 Annual Report

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

- 7 NOV 1997

Australian Sports Drug Agency

Annual Report



1996-97

Canberra

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

Resource Development Officer
Australian Sports Drug Agency
PO Box 345
CURTIN ACT 2605

Telephone: (02) 6206 0223

Facsimile: (02) 6206 0201

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ASDA

Australian Sports Drug Agency

The Hon. Andrew Thomson, MP
Minister for Sport and Tourism
Parliament House
CANBERRA ACT 2600

My dear Minister

The Australian Sports Drug Agency is pleased to present its Annual Report for the year ending 30 June 1997. The 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 AO
Chairman
Australian Sports Drug Agency

17 October 1997

1 Phillips Place, Deakin ACT 2600 - PO Box 345 Curtin ACT 2605
Telephone: +61 (02) 6206 0200 - Facsimile: +61 (02) 6206 0201 - Email: ASDA@mgdestmx01.crin.gov.au

The structure of this report

Previous annual reports of the Australian Sports Drug Agency have presented information on the basis of the agency's organisational structure. This has complicated the presentation of the reports as most issues involve two or more of the agency's organisational elements.

Because the agency was a single sub-programme of the Environment, Sport and Territories programme structure, and to provide clearer accountability against its identified objectives, this report focuses on the agency's performance against its key performance indicators from the 1995-97 Strategic Plan and outcomes identified in the 1996-97 Operational Plan.

The agency introduced the Instant Athlete Survey as a mechanism to obtain feedback on the provision of services and athletes' views on anti-doping issues. This survey mechanism has provided more timely information, however the results are not directly comparable with those obtained through the comprehensive Elite Athlete Survey in previous years.

This Annual Report refers to data from the Instant Athlete Survey as it is the most contemporary information available. The 1997 Elite Athlete Survey, which is currently underway, will provide a more comprehensive source of information to measure the agency's performance against the 1995-97 Strategic Plan.



Compliance index

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.

The various compliance components are indexed below.

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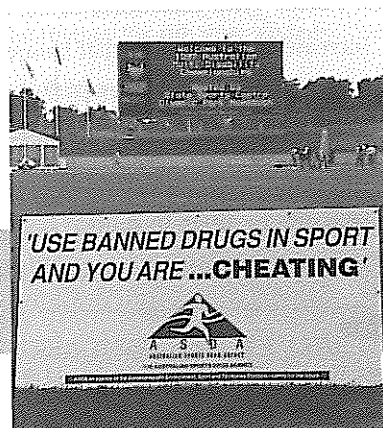


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Abbreviations

ASC	Australian Sports Commission
ASDA	Australian Sports Drug Agency
ASDTL	Australian Sports Drug Testing Laboratory
DCO	Drug Control Official
FINA	Federation Internationale de Natation Amateur (<i>International Swimming Federation</i>)
FISA	Federation Internationale des Societes d'Aviron (<i>International Rowing Federation</i>)
IAAF	International Amateur Athletic Federation
IADA	International Anti-Doping Arrangement
ICF	International Canoe Federation
IDTM	International Doping Tests and Management
IOC	International Olympic Committee
IPF	International Powerlifting Federation
ISF	International sporting federation
ITF	International Tennis Federation
ITU	International Triathlon Union
IWF	International Weightlifting Federation
NDISF	National Drugs in Sport Framework
NSO	national sporting organisation
SOCOG	Sydney Organising Committee for the Olympic Games
UCI	Union Cycliste Internationale (<i>International Cycling Federation</i>)

Chairman's Introduction

The past year has challenged the Australian Sports Drug Agency. ASDA has continued to strive for an Australian sports environment which is free from doping practices. There is wide-ranging support for the approach the government has taken on anti-doping. At the same time, scientific and legal issues have undermined the effectiveness of international anti-doping strategies. As in all government programmes, ASDA was required to demonstrate efficiency and clear achievement of outcomes. In this environment, the challenge for ASDA to meet its goals was greater than ever. Yet, as this report shows, ASDA continues to provide the Australian sporting community with a credible and effective anti-doping programme.

There were more tests conducted in 1996-97 than ever before in Australia. ASDA has deterred 99 per cent of athletes from banned doping practices through the application of testing and educational strategies. ASDA has also enhanced links with sporting organisations to assess and improve its service delivery without compromising the independence of the testing programme. The year has been one of technological and process innovation, leading to improvements in the distribution of government-funded tests and provision of athlete testing services. A great deal of effort has gone into improving ASDA's relationship with national sporting organisations to ensure educational activities in each sport complement the testing programme and thereby strengthen the deterrent effect. The testing service was provided to international and professional clients on a fee-for-service basis.

There were no successful legal challenges to sample collection procedures (as has been the case since the agency was established). Neither were there successful legal challenges against a sporting organisation based on procedures where ASDA was responsible for those procedures.

The deterrent created by ASDA's programme is dependent both on the effectiveness of sanctions applied to doping cases monitored by the Australian Sports Commission and the analytical effectiveness of the Australia Sports Drug Testing Laboratory. ASDA has concentrated on strengthening processes that link its work with these key stakeholders.

The testing of athletes must be complemented by educational initiatives that influence the culture of the sport in which an athlete competes. ASDA has gone beyond the presentation of information on sample collection procedures to athletes. The education programmes implemented at the national and state level have incorporated the development of sports doping policies, coach and athlete information and drug education strategies, promotion of sports ethics and orientation to the testing programme. Information services supported the

educational activities of ASDA. There was a high level of satisfaction expressed by target groups that accessed these services. The challenge for next year is to further improve access to information on drugs in sport, particularly amongst coaches.

ASDA continues to be recognised as a leader in its field internationally. The Agency maintained efforts to influence the effectiveness of anti-doping programmes overseas. ASDA provided international sporting organisations and national authorities with access to a professional and competent athlete testing service. Visiting athletes competing in national level competition were exposed to ASDA's doping control programme and subject to ASDA's governing legislation.

Through a range of formal agreements with other anti-doping authorities, ASDA influenced the development of anti-doping programmes in other countries. The most significant development in this regard is the 'Quality System for Doping Control' an international standard developed by the International Anti-Doping Arrangement (IADA). ASDA became responsible for the IADA secretariat. Links with the International Olympic Committee and the Council of Europe also provided opportunities to promote the need for more effective anti-doping programmes worldwide.

I believe that in a challenging environment, ASDA is working to continually improve service delivery and increase efficiency. The organisation delivered further reductions to corporate costs over the last 12 months. The staff are dedicated to the organisation's mission and work hard to provide the best programme possible.

Throughout my public life, I have been convinced of the need for public sector agencies to be accountable for outcomes. I am pleased to show that the development and measurement of appropriate performance indicators and targets is a feature of ASDA's approach to evaluation. This is the first report structured to describe agency performance in this way.

On behalf of my colleagues on the board, I am very pleased to present this report on the significant achievements of the Australian Sports Drug Agency for 1996-97.



Professor Peter Baume, AO
Chairman
Australian Sports Drug Agency

Board of Directors

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.

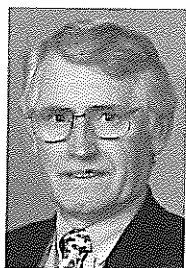
As at 30 June 1997, membership of the ASDA board and the periods of appointment were as follows:

Chairman	Professor Peter Baume, AO	18. 2.1997	-	17. 2.1999
Deputy Chairman	Dr Brian Sando, OAM	6. 3.1997	-	5. 3.1999
Members	Ms Sharon Buchanan, OAM	8. 2.1996	-	17. 2.1999
	Mr Phil Coles, AM	18. 2.1996	-	17. 2.1998
	Ms Diane Sias	18. 2.1996	-	17. 2.1998
Chief Executive	Ms Natalie Howson	18.12.1995	-	17.12.2000



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. Professor Baume has considerable expertise in the areas of health and drug policy, medicine and organisational leadership.



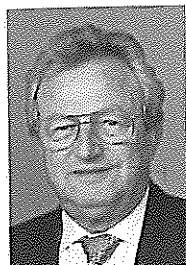
Dr Brian Sando

is a sports medicine practitioner and was appointed Senior Medical Director to the Australian Olympic team for the 1996 Atlanta Olympic Games. Dr Sando works in an executive health practice and is past President of Sports Medicine Australia. Dr Sando is also Chairman of the Australian Olympic Commission Medical Committee and the official team doctor for the Australian swimming team.



Ms Sharon Buchanan

is an Australian Olympian and former captain of the successful Australian women's hockey team. Ms Buchanan has a comprehensive understanding of high-performance sport, health promotion and sports administration. Ms Buchanan is also a Senior Sports Administrator with Women's Hockey Australia and a board member of the Australia-Korea Foundation.



Mr Phil Coles

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



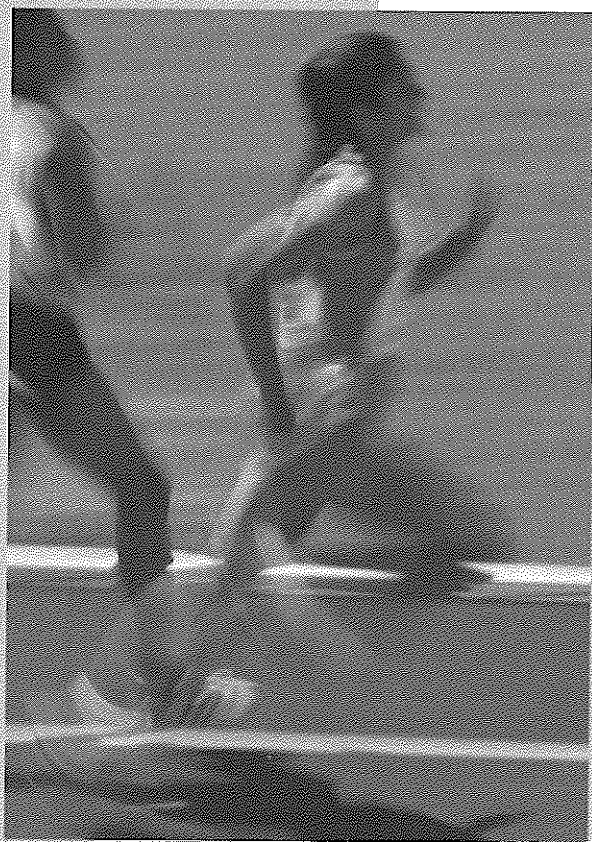
Ms Diane Sias

is currently employed as the General Manager of Operational Services and Telephone Banking at Westpac Bank. Ms Sias 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 agency's Chief Executive. Ms Howson is qualified in the sports science and education fields and is a former teacher and drug education consultant. Ms Howson has worked in the anti-doping field for eight years.



Chapter One

1

Corporate overview

Legislative basis

The Australian Sports Drug Agency was a Commonwealth statutory agency within the Environment, Sport and Territories Portfolio. It 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, 1994–95 and 1996–97. The Australian Sports Drug Agency Amendment Bill 1996 received Royal Assent on 28 June 1996. The objects, functions and powers of the agency as specified in the *Australian Sports Drug Agency Act 1990* are specified at Appendix 1.

Responsible Minister

The responsible Minister was the Minister for Sport, Territories and Local Government, the Hon. Warwick Smith MP. Details of the powers of the Minister under the ASDA Act are at Appendix 2.

Our mission and values

The agency's mission is to ensure that Australian athletes are able to compete in sport which is free from banned doping practices. We value:

- the contribution that all staff make to the agency
- people working together
- cooperation across the agency
- the participation of clients
- the principles of social justice
- achieving our optimal potential
- professionalism and integrity in the way we work.

Sharpening our focus

The development and implementation of the agency's services and policies occurs in close consultation with the Australian sports community and government agencies responsible for sport. The agency's structure was changed to build more effective partnerships with sport for the delivery of world class anti-doping programmes. The revised structure is shown in Figure 1.1.

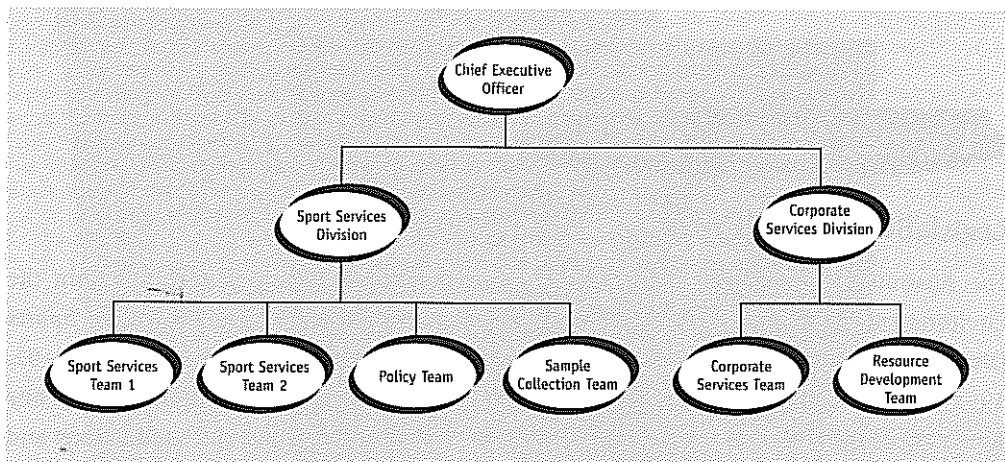


Figure 1.1: Australian Sports Drug Agency structure at 30 June 1997

Sport Services

Sport Services Teams are responsible for creating a strong working relationship with sport from the state to the international level. These teams carry out a broad range of functions. Their major roles are:

- liaison, policy advice and education
- testing administration, contract development and planning
- sport specific international advocacy
- ministerial advice.

The Sample Collection Team coordinates and organises testing, working closely with the Sport Services Teams to ensure the quality and independence of testing procedures. The team's major functions are:

- test planning and implementation
- field staff management
- laboratory liaison
- Drug Control Official and chaperone professional development.

The Policy Team is responsible for general sport initiatives as well as specialist research and international functions. The team's major functions are:

- policy development
- research into doping issues
- legal and legislative advice
- international activity.

Corporate Services

The Corporate Services Division is responsible for high level policy and planning, corporate management and resource development. Its major functions are:

- planning and evaluation
- information services
- public relations support
- provision of corporate services.

The division provides the internal support and resources necessary to ensure the Sport Services Division can function effectively. Included within the programme are strategic planning and quality management functions, information technology support, human resource management and finance activities.

Also included in the structure is the Executive Team, which is responsible for corporate leadership and management of the agency and providing high level advice to the board, the Minister and his department and other government and non-government bodies.

Table 1.1: ASDA expenditure by programme

Programme	\$'000		Staff years	
	Budget (1996-97)	Actual (1996-97)	Budget (1996-97)	Actual (1996-97)
Sport Services	2,484	2,531	27.9	28.6
Corporate Services	1,358	1,249	10.4	10.1
Total expenditure	3,842	3,780	38.3	38.7

The agency employed 35 staff members at 30 June 1997 (excluding casual staff members)

and had an average staffing level of 38.7 during 1996–97 (including casual staff members). The Chief Executive and the Sport Services General Manager were the only officers classified at the level equivalent to the senior executive service.

Our partners

ASDA and the Australian Sports Commission work together to ensure the effective implementation of the national anti-doping programme. In particular, the commission is responsible for monitoring the appropriateness of sports doping policies and their application. The agency provided policy advice to the Minister for Sport, Territories and Local Government on drugs in sport issues and closely liaised with the National Office of Sport and Recreation Policy. Analytical services for the agency are provided by the Australian Sports Drug Testing Laboratory, a division of the Australian Government Analytical Laboratories.

The Australian sporting community is a key player in the anti-doping field and ASDA values the input of athletes, coaches and administrators to assist in the targeting and improvement of services provided.

Social justice and equity

The agency continued to implement plans aimed at promoting the social justice policies of access and equity, equal employment opportunity, industrial democracy, occupational health and safety, and privacy. For further information, see the full report in Chapter 7.

Discretionary grants

There were no discretionary grants provided by the agency.

Internal and external scrutiny

An unqualified audit report was issued in respect of the financial statements for the year ending 30 June 1997 (see Chapter 8). Two internal audit reviews were undertaken during 1996–97. There were no requests for information under the *Freedom of Information Act 1982*. Expenditure by programme is shown in Table 1.1. A summary of financial and staffing resources is shown in Table 1.2.

Table 1.2: ASDA financial and staffing resources summary

	\$'000 and actual staff years		
	Actual 1995-96	Budget 1996-97	Actual 1996-97
BUDGETARY (CASH) BASIS			
Components of appropriations			
Operational costs	3,363	3,161	3,101
Programme	618	681	679
Gross Expenditure	3,981	3,842	3,780
Less revenue	- 359	- 687	- 660
Variation on cash in hand	- 94	- 1	+ 25
Total appropriations	3,528	3,144	3,144
STAFFING			
Staff years	39.9	38.3	38.7





Chapter Two

2

Critical Success Factor One: Deterrence

Key Performance Indicators	Targets for 31 December 1997	Performance Information at 30 June 1997
<ul style="list-style-type: none">• Percentage of negative drug tests in priority sports	<ul style="list-style-type: none">• Maintain at >98%	<ul style="list-style-type: none">• 99% (all sports)
<ul style="list-style-type: none">• Percentage of positive test results in priority sports where appropriate sanctions are applied	<ul style="list-style-type: none">• Maintain at >95%	<ul style="list-style-type: none">• 97% (all sports)
<ul style="list-style-type: none">• Percentage of positive test results that stand when contested	<ul style="list-style-type: none">• 100%	<ul style="list-style-type: none">• 100%
<ul style="list-style-type: none">• Percentage of athletes in priority sports who perceive a deterrent effect	<ul style="list-style-type: none">• 85%	<ul style="list-style-type: none">• 67% (all sports)

Key Performance Information

The Australian Sports Drug Agency is deterring athletes from the use of banned doping practices using a combination of testing, information and education strategies.

The implementation of the agency's test distribution plan contributed to the achievement of nearly all deterrence targets set for the period. The rate of positive test results has remained stable at less than two per cent for the 47 sports involved in the national doping control programme. Given the bias in test distribution towards out-of-competition testing (55 per cent of total) particularly in high risk sports, and testing in regional areas, the rate of positives

suggests Australian athletes are deterred from doping. This analysis is consistent with the qualitative findings of ASDA's 1996 Coaches Survey which indicated that 80 per cent of high performance coaches surveyed believe ASDA's programme deters athletes from cheating.

No positive test results have been successfully contested through the appeals process available to athletes under the ASDA Act. This is largely due to the quality application of ASDA's sample collection procedures by trained and experienced staff. All sample collection staff (chaperones and Drug Control Officials) are accredited by ASDA and the competence of the agency's staff instils a high level of confidence in Australia's sample collection system amongst the sport community. This view has been consistently expressed in the anecdotal data collected by the agency. The professional standards applied in sample collection will continue to be protected by ASDA's approach to staff training.

Sanctions applied to athletes who committed a doping offence were deemed appropriate in 97 per cent of the cases. National sporting organisations are responsible for determining sanctions applied to athletes who have committed doping offences. ASDA monitors sanctions applied in conjunction with the Australian Sports Commission (ASC) which has responsibility for ensuring sports (in receipt of ASC funding) comply with the ASC doping policy. Inappropriate sanctions undermine the deterrent effect of the doping control programme. ASDA and the ASC have responded to the sanctions applied by the Australian Rugby League in relation to notified positives for anabolic agents (see Appendix 3). While the Australian Rugby League acted in accordance with its policy, ASDA and the ASC continue to work with the sport to ensure future compliance with the ASC doping policy.

The percentage of athletes who perceive a deterrent effect has increased by 10 per cent on 1995-96 figures but remains 18 per cent short of the December 1997 target. Improvements to the distribution and timing of tests and promotional activities to raise awareness of testing will continue to be applied. Action has been taken to increase the accuracy of the athlete contact database. These combined improvements should promote this performance measure.

The impact of external factors also needs to be considered in the analysis of this indicator. For example, limitations in analytical detection methods and successful legal challenges by athletes overseas are undermining confidence in the ability of anti-doping programmes to deter athletes from doping. The International Anti-Doping Arrangement and the Council of Europe Anti-Doping Convention, to both of which Australia is a signatory, recognise the impact of these issues on the effectiveness of anti-doping programmes worldwide. Research and improvements to policy and doping control processes are therefore priorities in the collective work carried out under these arrangements.

Objective 1: Increase the perceived risk of being selected for a drug test

Strategies	Measures	Year to 30 June 1997
a) Conduct government-funded testing programme	% of tests completed within the financial year	99.7%
	% of completed tests compared with planned tests	99.7%
b) Conduct user-pays testing programme	% of tests completed by end of contract period	99.0% One out-of-competition testing session for a national sporting organisation was not conducted as planned
	% of contracts consistent with Standard Pricing Policy	100% contracts consistent with Standard Pricing Policy

Government-funded testing programme

The agency planned and implemented an effective government-funded drug testing programme. The Test Distribution Plan was completed in July 1996 to determine the allocation of government-funded tests to each sport, broken down into event testing and out-of-competition testing numbers for the year.

Testing was divided into two main areas:

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

The agency aimed to conduct 2400 government-funded tests. This figure was reduced to 2140 following the August Federal Budget. Under the government-funded testing programme a total of 2134 tests were conducted across 44 sports – this compares to 2329 tests in 52 sports in 1995–96.

The agency conducted 938 government-funded event tests (compared to 1076 in 1995-96). Most testing occurred at world, national or state championships or at internationally sanctioned events. This result was consistent with the goal of achieving a 55 to 45 per cent split between out-of-competition and event tests within the government-funded programme.

The agency also conducted 1196 government-funded out-of-competition tests (compared to 1263 in 1995-96). Most out-of-competition testing was conducted on a 'short notice' basis. Testing sessions were organised to ensure sample collection occurred within 24 hours of the athlete being notified. In many cases, the period of notice was significantly less than 24 hours.

To enhance the effectiveness of its out-of-competition testing programme, the agency committed to increasing the number of 'no notice' tests conducted. Agency testing officials arrived at athlete training sessions, camps and other locations unannounced and requested selected athletes to provide a urine sample. Testing officials remained with the athletes until the athlete produced the sample.

While most testing occurred in major metropolitan centres, the agency continued to conduct out-of-competition testing in regional centres throughout the year. The agency also conducted out-of-competition testing on behalf of international sporting federations and national anti-doping agencies on international athletes who were training and competing in Australia. A summary of ASDA testing by sport is at Appendix 4.

User-pays testing programme

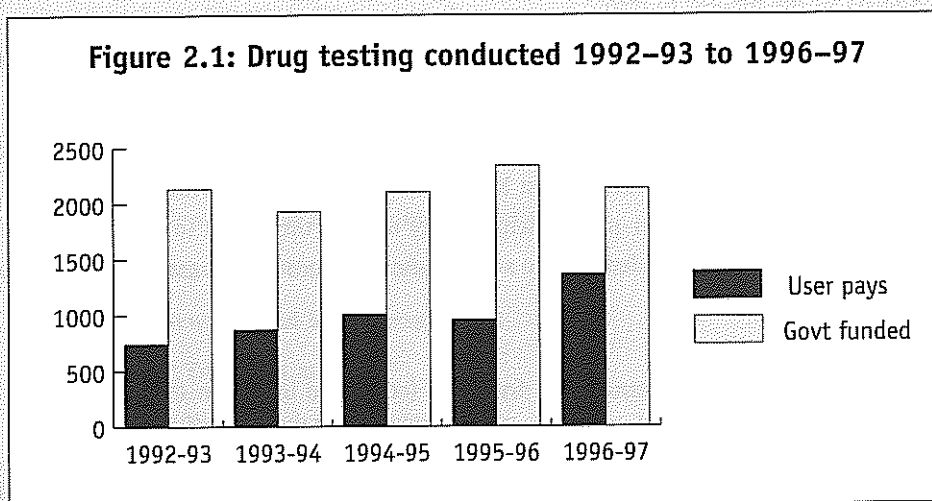
The agency negotiated 14 user-pays contracts with the following clients:

- National Basketball League
- Australian Football League
- Australian Rugby Football Union
- Australian Rugby League
- Super League
- Queensland Rugby League
- Target Rifle Australia
- National Soccer League
- Australasian Natural Body Building
- Australian Natural Body Building Federation
- Australian Iron Man
- Athletics Australia
- Australian Gymnastics Federation
- Oceania Amateur Athletics.

A total of 1365 tests were conducted for the above clients, comprising 716 out-of-competition tests and 649 tests following competition games and series events (compared to 957 tests in 1995-96, an increase of 43 per cent). The increase was due to:

- the development and implementation of a new pricing policy approved by the agency board in August 1996
- carry-over of tests from 1995-96 contracts into the first quarter of the 1996-97 financial year
- staging of the World Junior Athletics Championships in August 1996
- growth in the number of tests conducted in rugby league due to dual domestic competitions.

A listing of user-pays testing conducted for the year is at Appendix 5 and a summary of testing conducted for 1996-97 and previous years is at Figure 2.1.



User-pays pricing policy

The agency developed a 'user-pays' pricing policy that specified the minimum doping control standards a sporting organisation must satisfy before the agency would enter into a testing agreement with the organisation. It also provided guidelines on the allocation of government-funded tests to support user-pays testing programmes.

The pricing policy minimum standards required a national sporting organisation (NSO) to:

- be a recognised international, national or state sporting organisation
- have a doping policy that, as a minimum, was consistent with the requirements of their international sporting federation (ISF) or the Australian Sports Commission (ASC)
- where necessary impose effective sanctions (that is, sanctions consistent with the requirements of their ISF or the ASC)
- be committed to a comprehensive testing programme (that is, event and out-of-competition testing)
- be willing to discuss policy, education and drug testing strategies for further improving the effectiveness of their organisation's response to drugs in sport.

Under the pricing policy, the agency refused to conduct testing for individuals where the person making the request

- had a conflict of interest (was a relative, coach or rival competitor of person who was subject of the request to test)
- was seeking a one-off test to demonstrate a 'drug-free' status or potentially obtain information of drug clearance times.

Enforcement of the policy also ensured that the agency's independence was not compromised by the nature of the contract. ASDA must be able to act fairly and lawfully in the selection of athletes for testing. The 'user-pays' pricing policy defined the extent to which the agency could allocate government-funded tests to support user-pays testing programmes and events.

International testing

The agency conducted 448 international drug tests (compared to 503 in 1995-96). These tests were conducted in the following categories:

Event tests (government-funded)	245
Out-of-competition tests (government-funded)	12
Event tests (user-pays)	138
Out-of-competition (user-pays)	53
TOTAL:	448

The agency conducted testing at a number of internationally sanctioned events or series hosted by Australian sporting organisations.

- World Aerobics Championships
- Nike Classic (Track & Field)
- 6th World Junior Athletics Championships
- Oceania Track & Field Championships
- BMX World Championships
- International Canoe Polo Championships
- 2nd Asian Crossbow Championships
- VicHealth Herald Sun Cycle Tour
- Commonwealth Bank Cycle Classic
- World Diving Grand Prix
- Four Continent Rhythmic Gymnastics Tournament
- World Mountain Bike Championships
- Arafura (multi-sports) Games
- Oceania Powerlifting Championships
- Australia v New Zealand Rugby Union matches
- Super 12 Series Rugby Union matches
- Australia v New Zealand Super League Test
- Super League Tri-Series matches
- Super League World Club Challenge matches
- Shooting - Clay Target World Cup
- Oceania Shooting Championships
- Oceania Swimming Championships
- International Triathlon Selection Races
- World Cup Triathlon
- Telstra Junior International Weightlifting Tournament
- Moomba International Weightlifting Championships.

The agency negotiated agreements with the relevant national or international sporting organisations before each event as required under sections 3 and 3A of the ASDA Act. The agreements specified funding arrangements, procedures to be used for testing and result management processes.

The International Amateur Athletics Federation (IAAF) and the Federation Internationale de Natation Amateur (FINA – the international swimming federation), used the services of the International Doping Tests and Management (IDTM) organisation to coordinate worldwide out-of-competition drug testing programmes. IDTM contracted ASDA to conduct specific testing on athletes living or training in Australia. The agency conducted a total of 52 tests on behalf of the IAAF and FINA.

In addition, ASDA was contracted to conduct tests on behalf of the Swiss Anti-Doping Commission and the Netherlands Centre for Doping Affairs.

Register of Notifiable Events

The agency made a total of 35 entries on the Register of Notifiable Events (compared to 34 during 1995–96). The complete list of entries is at Appendix 3. Entries to the register were made for the following reasons:

- recording a positive test result for the presence of banned substances (30 competitors)
- failing to comply with a request to provide a sample without reasonable cause (four competitors).

Of the positive test results:

- 13 were for stimulants
- 12 were for anabolic steroids and other anabolic agents
- two were for diuretics
- one masking agent
- three were for other restricted substances.

Sporting organisations are responsible for investigating the circumstances surrounding failures to comply and positive test results, and for determining whether to impose sanctions. Sporting organisations are required to notify the agency, and those receiving government funding must also notify the Australian Sports Commission of action taken following test investigations. The Australian Sports Commission monitors the action taken to ensure appropriate sanctions are applied.

Sporting organisations advised that eight of the 30 positive results were due to the inadvertent use of banned substances. The agency was waiting for advice from sporting organisations for three positive test results on the register.

Entries on the Register of Notifiable Events from 1994–95 and 1995–96 for which sanctions had not been notified previously appear at Appendix 6. A summary of entries on the register by doping class and sport is at Appendix 7. A summary of entries on the register by doping class for the years 1991–92 to 1996–97 is at Appendix 8.

Register of International Incidences

The agency made a total of four entries on the Register of International Incidences. This register records incidences involving foreign athletes where the agency must rely on other parties to determine the result management process. The complete list of entries is at Appendix 9. A listing of entries to the register on previous years for which sanctions had not been advised is at Appendix 10. Entries to the register were made for the following reasons:

- recording a positive test result for the presence of banned substances (two competitors)
- failing to comply with a request to provide a sample (two competitors).

Of the positive test results:

- one was a stimulant
- one was a diuretic.

Analytical services

The agency extended the Memorandum of Agreement negotiated with the Australian Sports Drug Testing Laboratory that was established for the 1995-96 financial year.

The Memorandum of Agreement set out:

- the volume of analysis on samples collected by the agency to be undertaken by the Australian Sports Drug Testing Laboratory
- the definitions of analytical services
- the cost for the provision of these services
- that the laboratory undertake the analysis of all government-funded and contract samples collected during the 1996-97 financial year.

The agency sent all samples collected within Australia to the laboratory for analysis according to the International Olympic Committee's Medical Code. All samples were analysed according to the International Olympic Committee - Prohibited classes of substances and prohibited methods maintained by the agency (last updated January 1997 - see Appendix 11).

Special interest groups

The agency continued to work with sporting organisations to assist in developing responses to drug use in sport appropriate to the specific needs of athletes with disabilities. The agency conducted 36 event tests on athletes with disabilities.

Out-of-competition testing was also conducted on elite level competitors in Paralympic sports, including athletics, swimming, powerlifting and cycling, primarily in the lead-up to the Atlanta Paralympic Games.

The agency continued to assist sporting organisations for the disabled to develop doping policies and to provide them with relevant information about testing procedures, banned substances and permitted medications.

Special operational issues

Amendments made to ASDA's legislation during 1996 allowed the agency more flexibility in dealing with failures to comply. If an athlete claims to have retired, and therefore is no longer eligible for drug testing, the agency is now able to contact the appropriate national sporting organisation to confirm this information. This has significantly reduced the number of refusals that proceed to formal notification.

Five individuals failed to comply with requests to provide a sample. One athlete made a submission under the provisions of section 17 of the ASDA Act stating their reason for failing to comply. After considering the contents of the submission, the agency determined the competitor had shown reasonable cause for failing to comply with the request and no further action was necessary.

The remaining four athletes made no submission.

Thirty competitors recorded positive test results. Six competitors made submissions under the provisions of section 17L of the ASDA Act. However, four of these submissions were based on medical evidence or claims that were outside the grounds determined by section 17M and therefore were not considered.

The other two competitors contended the procedures relating to the containers' security were flawed. In both cases, after consideration of 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 17V of the ASDA Act, a person who makes a submission to the agency providing evidence to invalidate a positive test result and who 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 concerning decisions made by the agency. The agency has received informal notification from the Tribunal that this application was withdrawn.

One outstanding action before the Administrative Appeals Tribunal from 1995-96 was resolved when the competitor withdrew their application.

Objective 2: Increase the standard of drug testing and sample collection procedures

Strategies	Measures	Year to 30 June 1997
a) Finalise amendments to the Act and Regulations	<p>Timely completion of amendments for submission to Parliament</p> <p>1996 DEST Portfolio Bill</p> <p>Timely implementation of Regulations once Act comes into practice</p>	<p><i>ASDA Amendment Act 1996</i> came into effect on 24 July 1996</p> <p>awaiting passage (commenced on 7 July 1997)</p> <p>Amendments associated with <i>ASDA Amendment Act 1996</i> came into effect on 24 July 1996</p> <p>Drafting instructions prepared in response to recommendations of Senate Standing Committee on Regulations and Ordinances</p>
b) Introduce and maintain minimum accreditation standards for all drug testing staff	% of drug testing staff accredited within one month of hiring	100%
c) Update and maintain information on athletes and sample collection process	Maintain database of testing information including appropriate audit trails for equipment and results	<p>87% of athlete contact details are correct</p> <p>Appropriate audit trails exist for equipment distribution and result management</p> <p><i>Continued overleaf...</i></p>

Objective 2: Increase the standard of drug testing and sample collection procedures *cont'd*

d) Negotiate and monitor implementation of testing agreement with Australian Sports Drug Testing Laboratory	<p>Negotiation of contract by set date</p> <p>Test result turnaround time</p> <p>Accuracy of testing</p>	<p>1995-96 contract extended to cover 1996-97 financial year</p> <p>Data only tracked for last six months of financial year. Average turnaround time exceeded the agreed turnaround time. By year end this figure was reduced to 15 days, as agreed in the 1997-98 ASDA/ASDTL agreement.</p> <p>100%</p>
e) Monitor and respond to changes in International Olympic Committee banned list and testing technology	Timely and appropriate response to changes	<p>Changes to IOC list notified. Clarification of salbutamol, salmeterol and terbutaline directive provided.</p> <p>Ongoing liaison with Australian Sports Drug Testing Laboratory.</p>

Amendments to the ASDA Act and Regulations

The ASDA Act was amended by the *Australian Sports Drug Agency Amendment Act 1996* which commenced on 24 July 1996.

The major effect of the amendment was to:

- ensure ASDA was able to comply with sample collection and testing requirements of international sporting federations when testing at international events in Australia
- require substantial, rather than strict, compliance in appropriate areas to reduce the risk of a legal challenge on technical grounds

- protect the rights of the athletes and recognise the rights of sporting organisations
- refine the objects and functions of ASDA
- simplify the legislation and make it easier to understand and implement.

The amendments were developed in consultation with the Australian Sports Commission, national and international sporting organisations, the legal profession and the Commonwealth Privacy Commission.

Portfolio Amendment Act

Two minor amendments to the ASDA Act were included in the *Environment, Sport and Territories Legislation Amendment Act 1997* which commenced on 7 July 1997. The amendments penalise competitors who wilfully interfere with samples. They also enable ASDA to impose a fee with a profit component for the delivery of commercial services for and related to drug testing and drugs in-sport education on a non-compulsory basis.

The 'wilful interference' amendment provides that a competitor who interferes with a sample by deliberately disrupting the sample collection and sealing process will be deemed to have failed to comply with a request to provide a sample. The agency will then be able to notify the relevant NSO which will sanction the competitor if they deem it to be necessary.

This amendment restores the ground of 'wilful interference with the sample collection process' as a notifiable event.

The 'profit-making' amendment will apply only to commercial services.

Further Amendments to the Regulations

The Australian Sports Drug Agency Regulations are to be amended as a result of the agreement of the Minister for Sport, Territories and Local Government, Warwick Smith, to address some concerns of the Senate Standing Committee on Regulations and Ordinances following its scrutiny of the Australian Sports Drug Agency Regulations (Amendment) Statutory Rules 1996 No. 163.

The regulations are to be amended to protect the rights of intellectually disabled competitors, for companies to apply to be prescribed couriers, and to provide for Administrative Appeals Tribunal review of a decision not to prescribe a courier service as one which may be used by ASDA for the purposes of the legislation. In addition, Schedule 6 to Regulation 43 listing international anti-doping arrangements will be updated to reflect changes in the list of anti-doping arrangements to which the Commonwealth is a party.

Once the amendments to the regulations are finalised they will be forwarded to Executive Council. The amendments are expected to come into effect from August 1997.

Drug Control Officials

The agency employs a network of Drug Control Officials (DCOs) to conduct sample collection sessions Australia-wide. There were two state-based DCOs who were full-time employees, one state-based DCO in part-time employment and 24 casual DCOs. These officials were located in every state and territory capital city.

DCOs maintain their own chaperone pools and are responsible for chaperone recruitment and training. Chaperones attend drug testing sessions under DCO supervision and must participate in a chaperone accreditation workshop before they are eligible for appointment.

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 and to enable a more effective and efficient distribution of tests per sport.

The agency ensured that the professional development of DCOs and chaperones continued. An extensive re-accreditation programme for DCOs and chaperones was developed to further enhance the basic skills developed during initial accreditation training. As field staff become more experienced, they are introduced to a wide variety of scenarios to update their knowledge and introduce new skills. These programmes will be revised and implemented across Australia during the 1997-98 financial year.

The agency undertook an extensive review of the Terms and Conditions for casual field staff. This review resulted in a number of changes including improved and more equitable pay rates and allowances (according to market comparisons) and more comprehensive employment contracts. All casual staff are now required to sign annual employment contracts, including confidentiality agreements, and their terms and conditions will be reviewed annually.

Process improvements

Athlete testing database

The agency completed a comprehensive review of the athlete testing database and methods for collecting and reporting information. As a result, a new database was designed and implemented. Information is now able to be accessed more quickly and efficiently, and a wider range of reporting functions are available. The new system allows the agency to more efficiently track the numbers of tests which are planned and completed for both event and out-of-competition testing (in both the government-funded and user-pays programmes) and provides more comprehensive information to clients.

From September 1996, in accordance with the Privacy Commission Audit report, the database provided enhanced security and appropriate levels of access for all agency staff required to use the database.

The drug testing database was one element in a range of process improvements that were made to the sample collection process. Another significant improvement was a review and modification of all drug testing documentation. Many of the agency's drug testing forms were revised to a more logical and efficient layout, which facilitated the collection of correct and relevant testing information.

Benchmarking

The agency observed the doping control processes of the IOC-accredited laboratory in Montreal, Canada, and the Canadian Centre for Ethics in Sport in May 1997. The Centre's drug testing processes and the relationship between the Centre and the Montreal laboratory were also examined to identify potential improvements for the agency.

In addition, the FirstLab drug test agency in Philadelphia, USA, was observed in May 1997 to assess quality control and establish benchmarks for the agency. The laboratory uses highly sophisticated information management hardware and software to provide quality drug testing services to clients. The links established by the visit have provided opportunities for benchmarking the agency's testing service.

International System for Doping Control

As part of the commitment to the International Anti-Doping Arrangement's Quality System for Doping Control project, the agency began process improvements to ensure ASDA's standards for sample collection meet, or exceed, internationally sanctioned standards. This project is due for completion by June 1998.

The objectives of the project are to:

- develop Australia's doping programme in accordance with international best practice
- increase the level of harmony between ASDA's procedures and those of as many other participating agencies as possible
- ensure the principles of natural justice are applied
- ensure the sample collection process is comprehensive and able to withstand legal challenges.

The agency established a project team to develop a national programme which meets the national standards. The first steps undertaken by the National Project Team were to define and interpret the guiding parameters of the project. These are the criteria by which the success of the project will be determined, and include such critical elements as:

- finding cost savings
- increasing efficiency
- maximising chain-of-custody controls
- minimising or removing legal liability
- having a client focus.

Once these parameters were established, the team completed a review of the sample collection process, documenting every step of the process, from the planning through to the result management. This required a comprehensive analysis of each phase and determination of which clients and providers (both internal and external) were involved, influenced or affected by the process.

The start of the 1997–98 financial year will see the team working with a number of different clients, including national sporting organisations and athletes, to discuss their needs and identify whether aspects of the process could be revised to better suit their requirements.

The agency has collaborated with a best practice organisation in the electricity industry, PowerNet Victoria, in the use of a process improvement model for this project.

Agreement with ASDTL for analytical services

The Australian Sports Drug Testing Laboratory (ASDTL) extended the terms of its existing Memorandum of Agreement on the provision of analytical services to apply throughout 1996–97. The agreement required ASDTL to undertake the analysis of all government-funded and user-pays contract samples collected by the agency to 30 June 1997.

Two joint consultative committees monitored the implementation of the agreement and met four times. A Strategic Management Committee, comprising senior executive representatives from each organisation, focused on:

- developing a cooperative and collaborative partnership
- developing joint policy positions on relevant research, analytical and sample collection issues
- ensuring effective quality management systems are in place and reviewing overall laboratory performance
- exploring and developing, as appropriate, joint marketing and business development opportunities.

An Operational Management Committee monitored the agreement's day-to-day implementation and met twice. It focused on monitoring and reporting on the samples provided by ASDA and increasing the efficiency and effectiveness of sample collection, testing and reporting systems.

In order to confirm the cooperative relationship that exists between the agency and ASDTL and the strategic importance of the relationship in the lead-up to the 2000 Sydney Olympic Games, the Strategic Management Committee negotiated the terms and conditions of a four year service agreement that will operate from 1 July 1997 until 30 June 2001. The service agreement defines the range of services ASDTL will provide to ASDA; commits both organisations to process improvements; and sets performance standards for each organisation. These standards will be assessed regularly to ensure sample collection, analysis and reporting systems are efficient, effective and reliable.

The agency also maintained a close interest in quality assurance procedures being implemented by ASDTL to ensure that samples are subject to required analytical techniques and test results are accurately reported to the agency in a timely manner. At year's end the laboratory had consistently achieved the agreed turn-around time of 15 days.

Research to enhance analytical capacity

ASDTL continued its analytical research programme related to International Olympic Committee requirements for improving analytical detection of banned substances. The agency supported ASDTL's Sydney Olympic Research Programme proposal, which will be the framework for ASDTL's research work over the next four years. The programme was designed to improve current analytical procedures and develop and implement new methods for identifying drugs unable to be detected. It includes those areas of drugs in sport research that ASDA believes are a priority, including improved methods for detection of exogenous steroids (testosterone) and methods to detect recombinant human erythropoietin and human growth hormone.

Monitoring of developments in drugs in sport and the IOC banned list

The agency prepared papers on a number of issues of importance to drugs in sport. These papers included:

- haematocrit levels and blood testing
- erythropoietin
- human growth hormone
- salbutamol, salmeterol and terbutaline.

United States Olympic Committee Symposium

The agency's Chief Executive was invited to attend the International Research Symposium and Consensus Conference held by the United States Olympic Committee in January 1997. The agency's research priorities were promoted in the forum and supported by most of the participants from around the world. The outcomes of the symposium were communicated to the executive of the Committee and used to influence the allocation of resources into research of detection methods.

Sample Collection Equipment

The agency developed generic specifications for sample collection equipment. The specifications were developed in consultation with the IOC Medical Commission sub-committee examining sample collection equipment specifications and IADA member countries to ensure a consistent approach.

These specifications set requirements for sample collection that provide appropriate protection for the sample. Key criteria include the need for tamper-evident equipment, security, a unique numbering system that does not identify the athlete, and a robust structure to ensure it can be safely transported to analytical laboratories.

The agency entered into discussions with a number of sample collection equipment suppliers, including Versapak International Limited, to assess whether these suppliers could satisfy the agency's specifications and demand. Discussions with potential sample collection equipment suppliers included consideration of the extent to which terms and conditions of purchase provided appropriate protection for both the supplier and customer.

The agency will continue to work with equipment suppliers to ensure that the sample collection equipment it uses meets the highest international standards for protecting the security and integrity of samples collected.

Objective 3: Increase the comprehensive nature of the response by sports to banned doping practices

Strategies	Measures	Year to 30 June 1997
a) Assess priority sports in terms of comprehensive response to the drugs in sport issue	% of priority sports that have implemented a comprehensive response matrix	Based on a benchmark of 80% on the comprehensive response matrix, six out of eight priority sports have achieved a comprehensive response
b) Develop and maintain model policies for 'best practice'	Develop and implement a defined list of best practices	Education Guidelines distributed; Policy Guidelines developed
c) Develop, maintain and deploy sport specific action plans from comprehensive response priority sports	% of annual sport specific action plans that have been developed and implemented for priority sports	100% of sport specific action plans developed and implemented for all

Comprehensive response

The agency worked with sports, in particular the priority sports of swimming, cycling, weightlifting, triathlon, powerlifting, athletics, rowing and canoeing at a state and national level, to assist them to increase the comprehensive nature of their response to banned doping practices. In relation to deterrence, this involved improving the effectiveness of the testing programme (supported by a sound doping policy and education strategies) and reinforcement of the anti-doping ethical message.

This work involved liaising with sporting organisations to raise awareness of the drugs in sport issue and to assist in identifying roles and responsibilities in dealing with banned doping practices.

The roles and responsibilities of national sporting organisations include:

- providing accurate athlete and event information to facilitate planning and implementation of an effective event and out-of-competition testing programme
- promoting the profile and visibility of the drug testing programme through signage, notices in sport newsletters and event programmes and information sessions for athletes and coaches
- working with ASDA to improve the general implementation of domestic and international testing sessions and programmes
- working with ASDA, the Australian Sports Commission and international sporting federations to develop and apply a doping policy that effectively supports testing programmes and is consistent with the rules of their federation
- dissemination of drugs in sport information to administrators, athletes and coaches including details of sports policy and amendments, changes to the IOC Medical Code, updates on the status of new substances, athletes' rights and responsibilities in drug testing and other general drugs in sport information related to testing
- integration of testing information into coach education programmes
- promotion of the 'cheating message' at events and through newsletters and magazines.

A comprehensive response matrix is used as a measure of a sport's response to banned doping practices. Based on a benchmark score of 80 per cent on this matrix, six out of eight priority sports are considered to have a comprehensive response. The agency continues to work with all sports to increase the effectiveness of their approach to drugs in sport. Particular strategies for improvement include policy development, coach education courses, promotion of anti-doping messages and provision of information required to implement testing.

National Sporting Organisation Doping Policy Guidelines

National Sporting Organisation Doping Policy Guidelines were prepared by the agency in response to requests for policy development from national sporting organisations (NSOs).

In particular, NSOs expressed concerns relating to testing procedures; satisfying the requirements of other organisations; satisfying their obligations to members by advising them about the policy and the consequences of a breach; and the need for assistance when drafting policies to ensure the policy was, and remains, legally enforceable.

As part of the NSO Doping Policy Guidelines the agency has included a summary of the requirements of a doping policy of an NSO. This provides a general guide outlining the need to comply with the requirements of their international sporting federation, the ASC's conditions of funding, and ASDA's testing procedures. The summary identifies some legal concepts NSOs may need to address to minimise the risk of legal challenges to drug testing results and the imposition of sanctions. It also provides information on the current review process of the ASC Doping Policy and outlines the major areas subject to review.

The doping policy guidelines provide information on provisions that should be considered by NSOs when developing a doping policy. The guidelines address issues including:

- NSO position on doping
- definition of a banned doping practice
- a list of the drugs banned by sport
- a list of the anti-doping organisations the NSO will recognise for the purpose of investigating positive test results
- how to manage athlete retirements and when an athlete returns to a sport
- obligations of the NSO including their duty of care to make information available to athletes about their doping policy, what drugs are banned, the definition of a doping offence and so on
- obligations of the athlete including familiarity with the relevant doping policy
- inadvertent and therapeutic use of banned substances
- the hearing and appeal process
- sanctions.

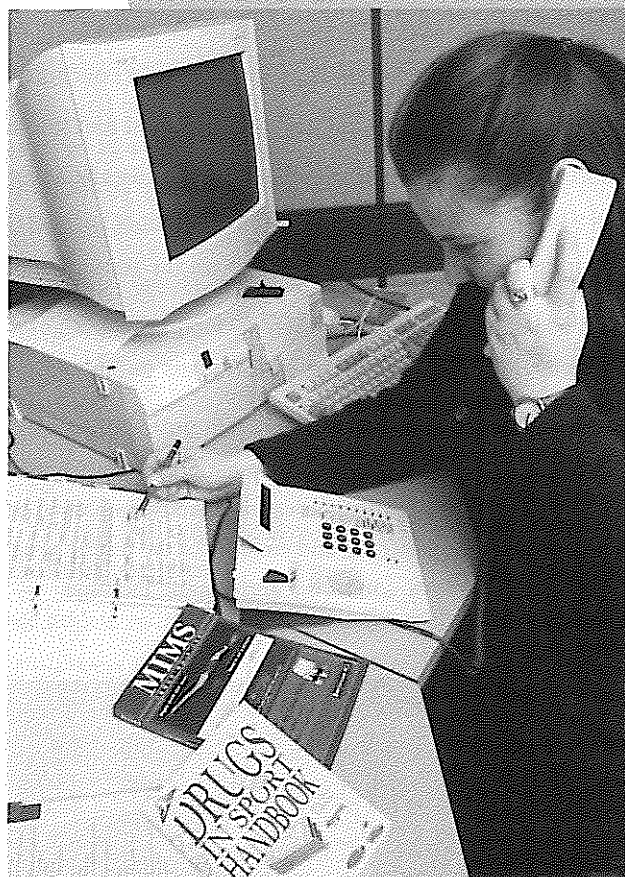
Sport-specific action plans

Following the agency's organisational restructure, sport-specific action plans were developed and implemented by Sport Service Teams for all sports. The activities undertaken with each sport depend on its profile and nature. In general, sport-specific action plans include the following type of activities:

- liaising and keeping up-to-date with current issues in the sport
- reviewing, interpreting and advising on the sport's doping policy
- provision of up-to-date drugs in sport information to the sport in the form of articles, news alerts, testing and hotline statistics and so on
- assisting sport to identify efficient methods for communicating drugs in sport information to athletes, coaches and other key people
- provision of material to assist sport to promote ASDA resources and ethical message
- conducting, or assisting sport to conduct, drugs in sport presentations for athletes, coaches and administrators
- assisting sport to develop up to date drugs in sport units in coaching courses
- developing and implementing testing contracts for national and international events
- liaising with sport to obtain accurate event and athlete details to enable an effective event and out-of-competition testing programme
- maintaining accurate and up-to-date information on the testing database
- providing sport with regular summaries of testing results
- monitoring and reviewing progress against action plans on an ongoing basis to ensure the needs of the sport are being met.

As a result of implementing the plans, agency staff have a more intimate knowledge of the sports they deal with and the athletes involved. Communication has also improved between the agency and sports on all issues including the planning and conduct of the testing programme; education and provision of information and promotion of the anti-doping message.





Chapter Three

Critical Success Factor Two: Education

Key Performance Indicators	Targets for 31 December 1997	Performance Information at 30 June 1997
<ul style="list-style-type: none">• Percentage of priority sports that are responding to the drugs in sport issue in a comprehensive way• Percentage of athletes in priority sports who perceive banned doping practices as cheating• Percentage of athletes in priority sports who are deterred	<ul style="list-style-type: none">• 100%• 90%• Maintain at >98%	<ul style="list-style-type: none">• 75%• 88% (all sports)• 99% (all sports)

Key Performance Information

Sound progress towards the targets set for anti-doping related attitudes and behaviours were achieved through ASDA's education strategies.

The lower rate of doping offences was illustrated by the fact that less than two per cent of Australian athletes returned a positive test result. This high rate of desirable behaviour was complemented by the strong anti-doping ethos held by athletes and coaches. Eighty-eight per cent of athletes agreed with the idea that banned doping practices are cheating. There was strong support among athletes and coaches for ASDA's education campaign dedicated to an ethics message. This was demonstrated by the high level of recognition and support for the 'Beat the Cheats' campaign conducted before the 1996 Atlanta Olympics.

Seventy-five per cent of priority sports dealt with the doping issue in a comprehensive manner. Drug education initiatives for athletes and coaches were being integrated into the sport education curriculum of these national and state organisations. The agency supported this integration by providing policy development support, information services and athlete and coach workshops. The location of education advisers in Melbourne, Brisbane, Canberra, Sydney and Adelaide (with support from relevant government and community authorities) was a key factor in providing education services to sport.

The level of satisfaction with the agency's educational resources was generally high among athletes and coaches. The Drugs in Sport Hotline experienced a 14 per cent increase in calling rates. Distribution rates for the Drugs in Sport Infopac also increased. Results from athlete and coach surveys indicate that the level of use of these resources needs to improve. The agency has relied heavily on national sporting organisations to disseminate information to athletes and coaches. While this approach will continue, other strategies were designed to reach athletes and coaches directly.

Objective 4: Increase the perception that banned doping practices are cheating

Strategies	Measures	Year to 30 June 1997
a) Promotion of testing procedures, drugs in sport issues promotion activities and cheating message	% of athletes who are aware of ASDA	70%

Promotion of ethical practices

The agency continued to work with national sporting organisations to promote the drug testing procedures, drugs in sport issues and the ethical message, 'Use banned drugs in sport and you are...CHEATING!' Drug testing procedures were promoted as part of the agency's education programmes (see section under Objective 5). These procedures were also included in agency resources including the Drugs in Sport Handbook and the Rights and Responsibilities information sheet, given to all athletes during the sample collection process.

The National Event Strategy involved the agency working with sporting organisations to continue the promotion of the 'Use banned drugs in sport and you are...CHEATING!' message at their major events. This strategy built on the momentum of the 'Beat the Cheats' campaign, which was launched with the support of more than 800 elite Australian athletes, coaches, psychologists and sporting administrators prior to the Atlanta Olympic Games.

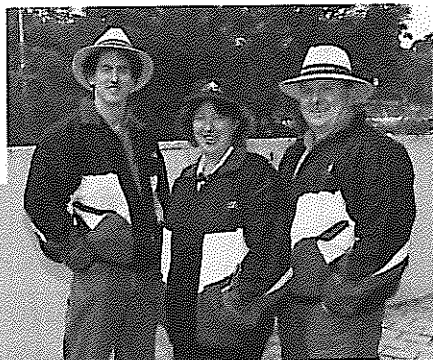
The agency provided event organisers and national sporting organisations with promotion packs that contained bromides, posters and other drugs in sport information. These resources were used in various ways. For example, the Australian Canoe Federation and the Australian Cycling Federation promoted drug testing in their event programmes; Women's Hockey Australia promoted an anti-doping message over their loud speaker at events and the Australian Football League promoted their drug testing programme through the media.

In addition, the agency's A-frame signs promoting its hotline and the cheating message were displayed at numerous events throughout Australia including the Australian Madison (cycling), 1997 Short Course Swimming Championships, Nike Classic (athletics), Multi-Disabilities Championships, World Cup Clay Target Shooting, National Cross Country Championships and the Pan Pac Trials (swimming). ASDA's presence at these events was further emphasised through the introduction of new uniforms for Drug Control Officials and chaperones.

The Instant Athlete Survey found 87.1 per cent were aware of ASDA's drug testing procedures, 68.8 per cent had heard or seen the cheating message and 88.0 per cent agreed with cheating message's principles. Additional analysis is underway to determine the correlation between the awareness of athletes and their attitude towards drug testing and the impact these factors have on contributing to a deterrent effect. This information will be used to further develop strategies that contribute to this objective.

The agency engaged a consultant, Ingrid Roepers Public Relations, to assist in developing a public relations strategy to be included in future strategic and operational plans. The first phase included a communication audit of key stakeholders in sport using the agency's identified objectives to focus this preliminary research. Information gathered was used to develop a draft public relations strategy including possible campaign themes to build on the outcomes of the 'Beat the Cheats' campaign.

The consultant found the cheating campaign was remembered and well regarded by most people contacted. The draft strategy was presented to the Senior Management Team in mid-June 1997 and the final strategy will be presented to all staff in August 1997.



Objective 5: Increase the skills and knowledge of government and non-government clients

Strategies	Measures	Year to 30 June 1997
a) Provide advice on drugs in sport issues to Minister and Federal Government	% of requests that are satisfactorily responded to within time frame nominated	100%
b) Maintain and develop drugs in sport hotline	% of athletes who are satisfied with ASDA's hotline Timely implementation of database	79% of athletes satisfied with ASDA's resources Database development deferred pending completion of related programmes
c) Develop, promote and distribute resources appropriate to client needs	% of athletes, coaches and national sporting organisations who are satisfied with ASDA's resources	80% of athletes and coaches satisfied with ASDA's resources
d) Collect relevant information on drugs in sport	% of clients satisfied with information provided	100%
e) Develop, deliver and evaluate education programmes for client needs on an annual basis	% of education programmes identified in action plans which have been completed	100% education programmes identified in action plans completed

Ministerial and Federal Government advice

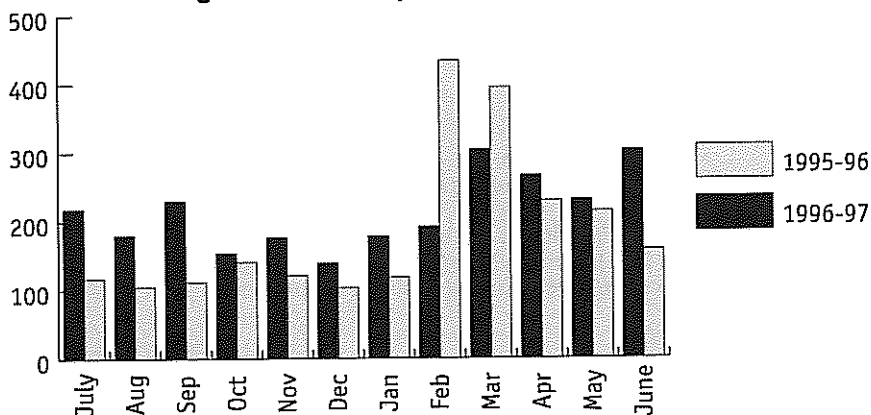
The agency maintained close liaison with the office of the Minister for Sport, Territories and Local Government. The agency also liaised with other Commonwealth departments including Finance, Attorney-General's, Foreign Affairs and Trade, Human Services and Health, and Administrative Services.

Drugs in Sport Hotline

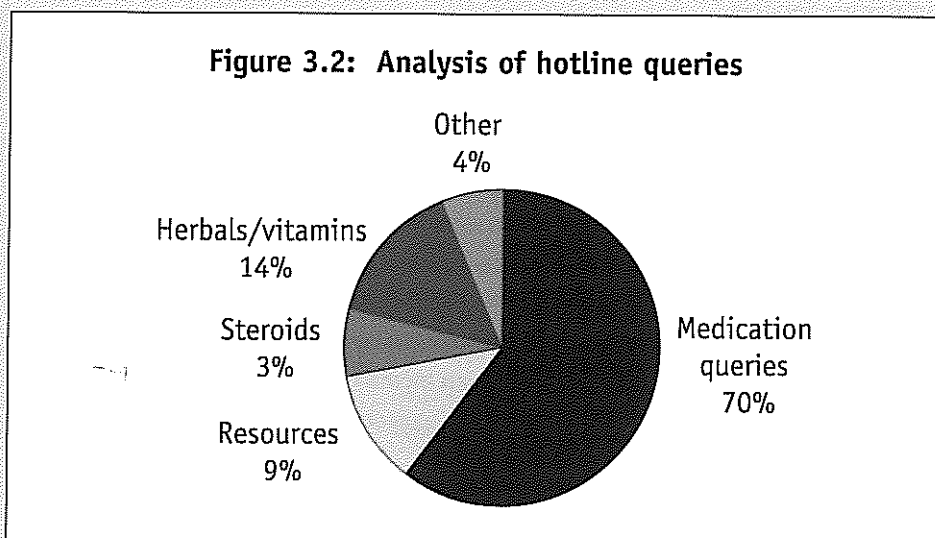
The Drugs in Sport Hotline is a free call 1800 telephone service. It provides elite athletes, coaches and medical professionals with information about permitted and banned medications. The hotline service operates Monday to Friday from 9am to 5pm. Two additional resources, the Wallet Card and the 'If in doubt - check it out' poster, continued to promote the hotline service. The Wallet Card is a quick and easy reference guide for permitted over-the-counter medications used to treat common complaints and includes the hotline phone number. Approximately 18,600 cards were distributed - an increase of more than 1500 from 1995-96. Five hundred and fifty 'If in doubt - check it out' posters were distributed.

The hotline received more than 2500 calls representing an increase of approximately 14 per cent on 1995-96 figures. Calls were received from 64 sports with the top ten sports using the hotline service being swimming, athletics, cycling, rugby league, basketball, body building, triathlon, hockey, powerlifting and rowing. The agency's Instant Athlete Survey indicated that 62 per cent of athletes were aware of the Drugs in Sport Hotline. This information is supported by the steady increase in the number of calls that the agency has received.

Figure 3.1: Comparison of hotline usage.



The majority of callers sought clarification on medications and were mainly athletes or their relatives. A significant number of callers were concerned about herbal preparations and vitamins which do not have stringent labelling requirements.



The planned design and implementation of a database to support the hotline was delayed to 1997-98. The database will provide staff with on-line support on general drugs in sport information, detailed drug and medical information and sport specific data.

Drugs in sport information services

Following the restructure of the agency in August 1996, the Resource Development Team was established to develop, promote and distribute resources. The team's first task was a review of the agency's publications to ensure the needs of its key clients were being met. The review identified services which:

- could be consolidated to be more cost-effective
- required detailed evaluation prior to further action
- could be more effectively delivered using multimedia methods
- should be discontinued.

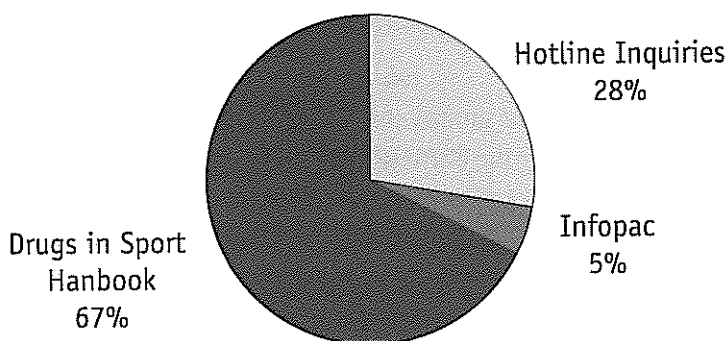
The agency targets coaches through the National Coach Accreditation Scheme established by the Australian Coaching Council. Its major service to sport within this scheme is the Coach Education Manual. The need for evaluation of this service was identified by the agency. An evaluation of the Coach Education Manual began in May 1997 and focused on coach education trends, the continuing effectiveness of the manual to meet these developing trends

and the need for other services. Early findings indicated that the quality of coach education varies significantly depending on the capacity of sporting organisations to deliver training programmes. The need for a more broad-based package of services to deliver drugs in sport information to coaches was suggested.

The third edition of the Drugs in Sport Handbook was revised to include changes to the IOC Medical Code introduced at the start of 1997. The handbook has become the most recognised and used resource of elite-level athletes of whom 65.1 per cent own a handbook. Fifty-nine per cent of coaches rated the handbook highly.

The Infopac continues to increase in distribution (426 in 1996-97 compared to 379 in 1995-96). It is a comprehensive resource that examines drugs in sport issues in detail and contains topics such as laboratory analysis procedures, drug testing statistics, international issues and the ethical issue of cheating.

Figure 3.3: Handbook, hotline and Infopac distribution



The handbook (5972 copies), Wallet Card (18,581 copies), hotline (2572 calls) and Infopac (426 copies) were the most widely used information services in 1996-97.

Other information services distributed included: Coach Education Manual (51); drug testing video (107); Drugs in Sport Isn't Just About Steroids (89); Fools Gold (30) and Value of Sport (61).

Collection of information

The collection and distribution of newspaper and magazine articles ensured the agency and key contacts were kept up-to-date with the media's presentation of drugs in sport issues. A total of 805 press clippings were received that covered drugs in sport issues and ASDA was mentioned in the press on 45 occasions. The media monitoring service was upgraded to include articles from

international newswire services received via the Internet. Regular media summaries were distributed through electronic mail to inform agency staff and key contacts of emerging trends.

Education programmes

The agency developed and delivered a range of education programmes including presentations through the National Sports Programme.

Athletes participating in 27 National Sports Programme camps participated in workshops conducted by ASDA Sports Service Officers. Agency staff delivered more than 100 presentations to athletes, coaches and administrators including induction programmes for athletes at state academies and institutes, modules within coach education courses and presentations to administrators on drugs in sport issues.

The agency continued to support a state-based officer at the NSW Academy of Sport. The employment of this officer is a joint project between ASDA and the NSW Department of Sport and Recreation.

Drug Control Officers also delivered numerous presentations to athletes as part of user-pay contracts to various professional clients including the Australian Rugby League, Australian Rugby Union, Australasian Natural Body Building, Super League, National Soccer League and Australian Football League.

A significant development was the introduction of the Drugs in Sport Unit within the Sports Administration course offered by the University of Western Sydney. The agency collaborated with the university during 1995 and 1996 to design, prepare and promote the course. As a result teachers have the option to choose drugs in sport as a topic when completing graduate qualifications or when completing short update courses.

Objective 6: Increase the knowledge of athletes and coaches of the international response to drugs in sport

Strategies	Measures	Year to 30 June 1997
a) Develop and implement coordinated strategies to keep the sporting community current with drugs in sport issues	% of coaches and athletes in priority sports who believe that information from ASDA has increased their knowledge of the international response to drugs in sport	53% of coaches are knowledgeable about international response to drugs in sport issues

Strategies to communicate international issues

The agency continued to promote developments in doping control in the international arena. This was achieved through presentations at level one and two coach workshops, presentations to athletes, use of sports' newsletters and information through the media.

For the first time, the agency obtained quantitative information to indicate performance in this area. ASDA's 1996 coaches survey indicated that 53 per cent of coaches believe they are well informed about international drug testing issues in their sport although it was unclear where this information was obtained.

Qualitative information indicates the agency has made significant progress in disseminating information on international issues to athletes. In 1995-96 less than 10 per cent of athletes surveyed reported receiving international drugs in sport information from ASDA.

Further communication to coaches and elite athletes on international issues is planned in 1997-98 as a result of the coaches survey and the continuing feedback from athletes.

Objective 7: Increase the sporting community's awareness of ASDA activities

Strategies	Measures	Year to 30 June 1997
a) Respond to requests for information	% of priority target groups that are aware of ASDA's activities	55% athletes aware of ASDA's activities

Requests for information

The agency has provided drugs in sport information to athletes, sports administrators, coaches, medical professionals and the general community using a range of different strategies.

In response to findings from the Elite Coaches Survey, a quarterly newsletter, the Drugs in Sport Update, was established to provide regular information on drugs in sport to a range of clients including national sporting organisations and sports institutes and academies.

Drugs in sport information was also promoted through a variety of sports specific publications from organisations including Powerlifting Australia, Victorian Institute of Sport, Australian Swimming and Super League.

Drugs in sport presentations were also delivered to a number of national teams, including swimming, prior to their departure for international events.

The agency processed more than 2100 requests for drugs in sport information during 1996-97. These requests were from a variety of sources, including secondary and tertiary students, drug and alcohol authorities and medical professionals.

Results from the Instant Athlete Survey indicate 55 per cent of athletes had been aware of ASDA's presence at an event in the previous three months, while 46.7 per cent of athletes had noticed ASDA in the media.



Chapter Four

4

Critical Success Factor Three: International Response

Key Performance Indicators	Targets for 31 December 1997	Performance Information at 30 June 1997
<ul style="list-style-type: none">• Percentage of drug tests conducted out-of-competition in priority sports worldwide• The percentage of Australian athletes and coaches from priority sports who perceive an increased deterrence of doping practices in their international sport	<ul style="list-style-type: none">• Increase of 10% on 1994 level: 33%• 50%	<ul style="list-style-type: none">• Revised 1995 outcome 36%• 38% at 30 June 1996. <p>No new information available</p>

Key Performance Information

ASDA has had a direct impact on the effectiveness of international anti-doping programmes. The agency provided a high quality testing service for 26 international events, an increase of one event from the previous year, for a total of 383 tests. Of tests conducted at these events, 245 were government-funded and 138 tests were provided on a fee-for-service basis. This compares to 253 government-funded and 122 user-pays tests conducted in 1995-96. Due to the increasing number of international events being held in Australia in the lead-up to the Sydney 2000 Olympic Games, this upward trend in testing is expected to continue and will ensure athletes competing in Australia are exposed to doping control.

The level of out-of-competition testing being conducted around the world has increased by 10 per cent on 1994-95 levels. Overall testing increased during the last three years with the introduction of out-of-competition testing programmes by international sporting federations, most notably, the International Amateur Athletic Federation, the International Swimming Federation and the International Weightlifting Federation. While this is positive, out-of-competition testing only accounts for one-third of the testing conducted worldwide. ASDA provided a testing service in Australia to international sporting federations and national anti-doping agencies that conduct out-of-competition testing worldwide.

The 1996 Coaches Survey found the majority of coaches felt the response to drugs in sport internationally was ineffective. Lobbying international sporting federations and national anti-doping authorities to conduct effective out-of-competition testing remains a priority for the agency. ASDA was able to meet with key individuals from six priority international sporting federations and discuss a range of testing and policy-related issues.

The International Anti-Doping Arrangement (IADA) between Australia, Canada, Norway, New Zealand and the United Kingdom has provided an important avenue for the development of an international standard for doping control. This project has facilitated the continuous improvement of the doping control programmes for all partners of IADA, with the intention being for international sports federations and other national agencies to adopt the standard.

The formal arrangements in place with government anti-doping authorities have led to collective advocacy for research into the detection of peptide hormones such as erythropoietin and human growth hormone; harmonisation and improved quality of doping control systems; and effective test distribution. ASDA continued to support the development of the anti-doping programme in China by facilitating the opportunity for the Chinese Anti-Doping Commission to participate in the Council of Europe Anti-Doping Convention Monitoring group meeting.

Objective 8: Increase the effectiveness of international anti-doping programmes

Strategies	Measures	Year to 30 June 1997
a) Develop and implement strategies for working with priority international sporting federations and countries	% of strategies implemented	100% implemented

Testing agreements

The agency continues to work with international sports federations to develop and implement one off and ongoing agreements for event and out-of-competition testing; to advocate for increased out-of-competition testing worldwide; to share information on anti-doping programmes, research initiatives, and other doping issues; to advocate for high quality anti-doping programmes; and to assist and encourage key people within national and international sporting federations to pursue anti-doping issues at the international level.

ASDA also developed an international matrix to assess ASDA's achievements with international sports federations. This matrix assesses the relationship between the agency and the federation; knowledge of the federation's anti-doping response; the development and implementation of agency strategies to work with international sporting federations; and the consistency of international sporting federations' policies and programmes with ASDA's anti-doping objectives. ASDA reached its targets on the matrix for all priority international sporting federations.

ASDA's involvement with international sporting federations

International Amateur Athletics Federation

- ASDA has done testing on behalf of the IAAF at specific international events held in (IAAF) Australia.
- ASDA started work on an arrangement with Athletics Australia to develop a standard one-year contract that will enable testing to occur at IAAF sanctioned events under agreed testing procedures and rules.

The IAAF has a worldwide out-of-competition testing programme that requires no-notice testing of world ranked athletes on a regular basis. IDTM has sub-contracted ASDA to conduct testing on world ranked Australian athletes.

International Canoe Federation (ICF)

- Testing was done on behalf of the federation at international events held in Australia.

Continued overleaf...

Union Cycliste Internationale (UCI – cycling)

- In early 1997 ASDA and the UCI reached agreement for ASDA to conduct testing for most UCI events in Australia, according to UCI policy, with approved variations. In previous years ASDA negotiated event-by-event agreements with the UCI to conduct testing at these events. 1997 was a trial period and the agreement covers major events such as the Adelaide World Cup, Commonwealth Bank Cycle Classic, the Herald-Sun Tour, the Alpine Classic, and the Summer Tour.
- There is no formal UCI out-of-competition testing programme but ASDA continued to lobby the UCI to conduct a formal out-of-competition testing programme.

International Powerlifting Federation (IPF)

- ASDA tested on behalf of the IPF at specific events.

Federation Internationale des Societes d'Aviron (FISA – rowing)

- ASDA conducted testing on behalf of FISA.

Federation Internationale de Natation Amateur (FINA – aquatic sports)

- ASDA carried out testing for FINA through the International Doping Tests and Management. FINA uses IDTM to coordinate its worldwide out-of-competition testing programme.

International Tennis Federation (ITF)

- Negotiations began with the International Tennis Federation to provide a testing service in Australia.

International Triathlon Union (ITU)

- ASDA conducted testing on behalf of the ITU at specific events.

International Weightlifting Federation (IWF)

- ASDA conducted testing on behalf of the IWF at major international events both in Australia and overseas. ASDA has also conducted some out-of-competition tests on behalf of the IWF.

International Olympic Committee

The International Olympic Committee Medical Commission Sub-Commission, Harmonisation of Rules in Doping Control, was established in 1994 following the signature of more than 50 international sporting federations to an agreement with the IOC to harmonise doping rules.

The agency, through the Chief Executive's membership of the Sub-Commission, continued to seek an effective and consistent international response to the drugs in sport issue. At a meeting of the Sub-Commission in April 1997 the Chief Executive reported on the recent work of the agency including an improved capacity to work cooperatively with international sporting federations. In her role as IADA Chairperson and at the invitation of the Chair, the Chief Executive provided a report on progress in the development and implementation of the IADA Quality Project and the potential for its adoption by all anti-doping organisations.

The IOC Medical Code details the policy and procedure for the IOC's doping control programmes at the Olympic Games. The Code defines the IOC's doping control requirements for sample collection and analytical procedures, laboratory performance standards, sanctions and appeals. It also contains the IOC list of prohibited classes of substances and prohibited methods. The IOC Medical Code is also the basis upon which most international sporting federations and other anti-doping organisations have developed their own policies and procedures. Information on changes to the IOC list of prohibited substances and methods (as contained in the Code and as tested for under the ASDA Act) were disseminated to Australian sporting organisations.

In February 1997, the IOC Medical Commission initiated a review of the IOC Medical Code. The agency made a submission to the IOC Medical Commission suggesting consideration be given to reviewing the status of some substances on the IOC list (eg salbutamol, salmeterol and terbutaline); reviewing the sanctions for inadvertent use of prohibited substances found in over-the-counter cold and flu preparations; and setting definitive performance standards for IOC accredited laboratories. It is understood the IOC Medical Commission will consider all submissions from international sporting federations and national anti-doping agencies including ASDA, during its October 1997 meeting.

Objective 9: Increase the skills and knowledge of international clients

Strategies	Measures	Year to 30 June 1997
a) Develop, service and evaluate international anti-doping agreements	Compliance	1997-98 IADA Action Plan developed and issued based on outcomes from February meeting of Steering Committee in Canberra IADA International Advocacy Strategy action plan developed Action plans for China, IOC and Council of Europe developed
b) Determine ASDA objectives and responsibilities for Sydney 2000 and provide advice to the SOCOG	Determined objectives and responsibilities by specified time Agreement in place by specified time	Draft Memorandum of Understanding developed in June 1997. ASDA has provided advice to SOCOG through working parties Agreement drafted in June 1997

International Anti-Doping Arrangement (IADA)

The International Anti-Doping Arrangement (IADA) was signed in 1996 by a representative of each of the governments of Australia, Canada, New Zealand, Norway and the United Kingdom. The French Government, a signatory to the predecessor of IADA (the then Memorandum of Understanding Concerning the Reciprocal Development and Enforcement of Measures Against Doping in Sport), chose not to renew France's membership of this alliance.

IADA seeks to 'facilitate the development and harmonisation of high quality domestic programmes of the signatories through continuous improvement and, by example of good

practice, to positively influence the sporting community'. IADA is implemented through an agreed plan of action with the following five areas of emphasis:

- mutual exchange of information and expertise
- reciprocal testing
- mutual assessment of programme achievement
- international advocacy
- the creation and maintenance of effective coordination.

The Australian Government confirmed ASDA as Australia's implementing authority for IADA under the terms of the arrangement.

Australia is responsible for the secretariat role and chairing of IADA for the 1997 and 1998 calendar years. The secretariat is responsible for organising and conducting IADA Steering Group meetings, developing and monitoring the implementation of biannual action plans, and evaluating performance in achieving strategic objectives.

In February 1997 the agency hosted the following IADA meetings:

- Steering Group Meeting
- International (Quality) Project Team Meeting
- International Advocacy Working Group Meeting.

The Steering Group meeting was officially opened by the Australian Minister for Sport, Territories and Local Government, Warwick Smith, who reaffirmed the government's commitment to IADA and domestic and international drugs in sport endeavours. The meetings were attended by representatives of the agency and the four other IADA participating parties. The International Amateur Athletic Federation, the Swedish Sports Confederation and the United States Olympic Committee also were represented at selected sessions.

The major outcomes of these meetings were:

- an agreed IADA Plan of Action for 1997-98 which provides for:
 - completion of the ISO Quality Project as an international standard for doping control
 - continuing to support and conduct reciprocal testing of athletes among member countries
 - developing a more focused and effective advocacy role for the IADA group
- an approved International Quality Manual (the central document to the IADA Quality Project) and approval of the Activity Plan for the national implementation phase of the Quality Project (in which each of the participating parties seeks, through international cooperation and coordination, to design, develop and implement internationally harmonised national quality systems for doping control)

- agreement to seek a limited expansion of the IADA Quality Project to verify that other representative anti-doping organisations can develop and implement a quality doping control system, and to test the support services needed to secure the process of developing and implementing quality systems for doping control worldwide, (the Swedish Sports Confederation and the United States Olympic Committee have now joined the Quality Project)
- an agreed IADA International Advocacy Strategy
- agreement that the 1998 meeting of the Steering Group be held in Australia.

IADA Quality Project

A major strategy identified in the 1997-98 action plan was the development and implementation of a quality control system for national anti-doping programmes based on an agreed international standard, the ISO 9000.

The IADA Quality Project has four components. They are:

- the establishment of an International Standard for Doping Control (ISDC)
- the establishment of national quality systems
- the implementation of the ISDC and the national quality systems by each member country
- the audit and certification of the ISDC and national quality systems by an independent certifying agency.

The International Standard for Doping Control was incorporated into the IADA Quality Manual, endorsed at the February 1997 IADA Steering Group meeting. Member countries also re-affirmed their commitment to implement the Standard at the national level. Each country established National Project Teams to begin implementing the Quality Standard. Implementation at the national level is expected to take place over the following 12 to 18 months.

IADA member countries agreed to expand membership of the International Project Team to include representatives of an international sporting organisation, a National Olympic Committee, a country with a developing national anti-doping agency, and a major event organiser. Expansion was considered necessary to test the applicability of the Quality Manual to the doping control requirements in a range of settings.

Accordingly, the International Amateur Athletic Federation, the United States Olympic Committee, the Swedish Sports Confederation and the Sydney Olympic Games Organising Committee were invited to join the team.

The United States Olympic Committee and the Swedish Sports Confederation accepted the invitation to join the project but SOCOG declined. The International Amateur Athletic Federation is yet to make a final decision.

Council of Europe

Australia continued to be a signatory to the Council of Europe Anti-Doping Convention, designed to complement the work of sporting organisations. It encourages the parties to address such areas as the harmonisation of regulations and doping control procedures, education, the provision of analytical services, and regulating the availability of banned substances such as anabolic steroids and research issues.

The agency attended the annual meeting of the Convention Monitoring Group. This meeting reviewed the progress of anti-doping initiatives in member states – as reported through the Convention's annual questionnaire of countries party to the Convention. The agency facilitated responses to this questionnaire by organisations within two countries not currently party to the Convention, China and Japan. The meeting also considered reports from its working parties (education, science, technical questions and legal issues) on a range of issues including harmonisation of doping control procedures, the development of standard procedures for blood sampling, the definition of doping and the non-sport use of prohibited substances.

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

This bilateral memorandum of understanding concerning cooperation in the development of measures against doping in sport was originally signed in October 1994. The memorandum establishes a programme to encourage the negotiation of plans to assist in the pursuit of drug-free sport. Plans in effect included provision for mutual support, assessment, evaluation and sharing of information, mutual testing to support domestic testing programmes, reciprocal visits and support for international testing programmes.

The agency met with representatives of the Chinese Olympic Committee Anti-Doping Committee Anti-Doping Commission at the Council of Europe meeting in May 1997 and agreed on an implementation plan for 1997–98.

United States Olympic Committee

The agency is finalising a trilateral anti-doping agreement with Canada and the United States Olympic Committee which will be endorsed by the Australian Olympic Committee. The Australian Olympic Committee has acknowledged the proposed agreement and confirmed that it has no objection to its execution on the basis that it does not impact on the independent delivery of the Sydney 2000 Olympic Games doping control programme or the development of its own anti-doping policies.

The agreement acknowledges a range of principles and elements and the implementation of bilateral testing arrangements to enhance the anti-doping programmes of each party.

The proposed desirable outcomes from the agreement are to:

- enable the United States Olympic Committee to request ASDA to test United States athletes training and/or competing in Australia in the lead-up to the Sydney 2000 Olympic Games
- enable ASDA to request the United States Olympic Committee to test Australian athletes training or competing in the United States
- promote the exchange of information and sharing of ideas on anti-doping matters
- support the participation of the United States Olympic Committee in the IADA Quality Project.

The trilateral agreement is expected to be formally signed in November 1997.

Other countries and organisations

The agency received a joint study mission from the Japanese Olympic Committee and the Japanese Ministry of Education, Science, Culture and Sports. The study mission indicated that what they had learnt through their visit to the agency would be useful in setting up a 'Japanese anti-doping coordination agency'. The agency has monitored the progress of this project and will continue to support the establishment of a Japanese anti-doping agency.

The agency also presented a keynote address at a Singapore Olympic Academy Drugs in Sport Conference and an Indonesian Anti-Doping Programme Conference.

The agency met with representatives of the Medical and Doping Committee of the Olympic Council of Malaysia as a follow-up to a visit by a Malaysian delegation to the agency in 1995 which focused on the potential for Australian cooperation in the event of a Malaysian anti-doping agency being established.

The agency provided information and advice to a wide range of international clients including the Swedish Sports Confederation, the Hong Kong Sports Institute, various South African sports officials and the Uruguayan Chief of Doping Control.

Drug testing arrangements

As required under section 66D of the ASDA Act, the agency must approve any foreign anti-doping organisation to act on its behalf. The agency developed an assessment questionnaire for use by prospective organisations which will be used with each of the IADA countries and IDTM to enable the agency to engage these organisations to test Australian athletes training overseas.

Mutual testing provisions are included in the International Anti-Doping Arrangement and the Memorandum of Understanding with the Chinese Olympic Committee. The aims of such testing arrangements are to enhance the domestic testing programmes of parties by requesting the testing of their athletes when those athletes are competing, training, or living in other countries and to permit and encourage the selection and testing of foreign athletes by parties when those athletes are in their country.

The agency has entered a testing agreement with IDTM, which provides a sample collection service to international sporting federations and national anti-doping agencies who conduct worldwide out-of-competition testing programmes. IDTM can request ASDA to collect samples from non-Australian athletes training or competing in Australia on IDTM's behalf with reciprocal arrangements also applying. This ability will serve to further enhance the effectiveness of ASDA's domestic testing programme.

The agency has also entered a bi-lateral testing agreement with the Swiss Anti-Doping Commission at their request. The agreement was facilitated largely to enable the commission to allow the agency to test Swiss athletes training and competing in Australia on its behalf. The agreement also provides for the agency to request the testing of Australian athletes training and competing in Switzerland.

Sydney Organising Committee for the Olympic Games

The agency provided technical and specialist advice to SOCOG on drugs in sport matters.

The agency has performed this role in two ways. Firstly, ASDA is a member of the SOCOG Doping Control Sub-Committee, and provided technical and specialist advice on doping control matters to SOCOG through this forum. ASDA will continue to perform this role in the lead-up to the Sydney 2000 Olympic Games.

ASDA has also assisted SOCOG to draft an implementation plan for the conduct of drug testing at the Sydney 2000 Olympic Games and the 2000 Paralympic Games. The implementation plan addressed issues such as:

- staffing and equipment requirements
- budget requirements
- pre-event recruitment and training of drug testing officials
- conduct of 'test events' in the years preceding the Games to trial facilities, systems and staff.

As part of the Commonwealth Government's ongoing commitment of resources to support the Sydney 2000 Olympic and Paralympic Games, the agency and SOCOG have commenced drafting a Memorandum of Understanding identifying areas of mutual cooperation and support in the area of doping control. To date, negotiations have focused on the provision of training programmes for doping control officials who will conduct drug testing at the Olympic and Paralympic Games; the provision of government-funded tests to supplement testing at the SOCOG 'test events'; and, in consultation with the Australian Sports Drug Testing Laboratory, support for enhancements in laboratory detection of prohibited substances.

The ASDA-SOCOG memorandum is expected to be finalised before the end of 1997.



Chapter Five

Critical Success Factor Four: National Response

Key Performance Indicators	Targets for 31 December 1997	Performance Information at 30 June 1997
<ul style="list-style-type: none">• Number of states and territories implementing drugs in sport policies that are consistent with the National Drugs in Sport Framework	<ul style="list-style-type: none">• Five	<ul style="list-style-type: none">• One state has a drugs in sport policy approved. Four states/territories are drafting drugs in sport policies. One state has a departmental drugs in sport policy

Key Performance Information

Policies developed, or being developed, by states and territories are consistent with the National Drugs in Sport Framework. Progress in this area has been hampered by the development of state drug testing legislation that is consistent with the ASDA Act. Due to amendments to the ASDA Act over the last two years, legislation enacted in Victoria and New South Wales is no longer consistent with the Commonwealth drug testing legislation. This has not led to athletes being treated inconsistently as no testing under a state policy has occurred to date.

Objective 10: Increase the effectiveness of the national response to the drugs in sport issue

Strategies	Measures	Year to 30 June 1997
a) Facilitate the deployment of the National Drugs in Sport Framework	<p>Number of states and territories which have produced drugs in sport policies consistent with the Framework</p> <p>Provide National Drugs in Sport Framework secretariat for 1996-97</p>	<p>One state has a drugs in sport policy approved. Four states/territories are drafting drugs in sport policies.</p> <p>One state has a departmental drugs in sport policy</p> <p>Secretariat role conducted in 1996-97</p>

The National Drugs in Sport Framework

The National Drugs in Sport Framework (NDISF) defines the roles and responsibilities of all stakeholders for a national response to drugs in sport.

The agency provided the secretariat to the NDISF during 1996-97. The main functions performed by the secretariat were:

- the development of key performance indicators
- preparation of a questionnaire and the summary report on implementation of NDISF to mid-1997 by all key stakeholders
- preparation of briefings
- ongoing liaison with all states and key stakeholders on the evaluation plan.

Evaluation plan

The NDISF Evaluation Plan 1996-2000 was drafted by a working party comprising representatives from ASDA and the Victorian and ACT departments responsible for sport and recreation. A draft evaluation plan was circulated for comment in September 1996 and subsequently endorsed by the Commonwealth and state and territory governments.

The evaluation plan lists performance indicators that are used to assess how parties to the NDISF are meeting their responsibilities. These are:

1. consistency between state and territory and Commonwealth legislation in relation to administration of drugs in sport legislation
2. the number of states and territories that have produced drugs in sport policies consistent with the NDISF
3. the proportion of state and territory sporting organisations that have adopted drugs in sport policies consistent with those of their NSO
4. the percentage of athletes who are in priority sports at the national level and those who are in the state and territory sports classified for drug testing who perceive that banned doping practices are cheating
5. problems in administering drugs in sport legislation due to uncoordinated implementation of state and territory drugs in sport legislation
6. the percentage of athletes who are in priority sports at the national, state and territory levels who have been deterred from using performance enhancing substances.

Implementation report to Sport and Recreation Ministers' Council (SRMC)

The agency prepared a summary report on implementation of NDISF by all key stakeholders for presentation to the SRMC meeting scheduled for July 1997. The report focused on the extent to which state and territory drugs in sport policies were consistent with the requirements of the NDISF (Appendix 12). The report also considered the extent to which state and territory drug testing legislation (to the extent it had been enacted or drafted by individual states and territories) was consistent with the ASDA legislation.

Australian Sports Commission Doping Policy Review

The agency is a member of a working group assisting the Australian Sports Commission to review its doping policy. The policy was originally developed in 1992 to meet the commission's requirements for Australian Institute of Sport and Federal Government-funded or assisted athletes and to provide a policy which could be readily adopted by national sporting organisations. Also represented on the working group are national sporting organisations and a representative from the Australia New Zealand Sports Law Association.

Other sporting organisations will be provided with the opportunity to comment on drafts of the revised policy throughout the review process. The policy is expected to be finalised by the end of 1997.

Complementary state legislation

The National Office of Sport and Recreation Policy within the Department of Environment, Sport and Territories coordinated the drafting and implementation of complementary state drug testing legislation by state and territory governments.

ASDA provided advice to the Policy Office on technical aspects of draft state bills to ensure the agency will be able to implement testing under state legislation which is consistent with ASDA's legislative requirements and obligations under the *Australian Sports Drug Agency Act 1990*.

ASDA and the Policy Office emphasised that the aims of legislation are to be consistent, flexible, and able to be adapted to future amendments to Commonwealth legislation. In consultation with the Attorney-General's Department, the Commonwealth Office of Parliamentary Counsel and their relevant state and territory counterparts, progress was made towards achieving this outcome.

The agency also drafted a generic state drug testing agreement to enable ASDA to be contracted by state and territory governments and other state sporting organisations to conduct drug testing programmes once complementary legislation is in place.



Chapter Six

6

Critical Success Factor Five: Client Participation

Key Performance Indicators	Targets for 31 December 1997	Performance Information at 30 June 1997
<ul style="list-style-type: none">• Client satisfaction index• Staff satisfaction index once determined	<ul style="list-style-type: none">• Improve baseline• Improve baseline once determined	<ul style="list-style-type: none">• 71%• 73%

Key Performance Information

Client satisfaction was rated at 71 per cent against a matrix of criteria. Through athlete and coach surveys ASDA provides opportunities for the involvement of clients in the development of services. The liaison between ASDA and sport is such that feedback on performance is sought and expressed. The sporting community consistently rated ASDA's drug testing service highly, as was the level of satisfaction with the education and information services. This suggested the services provided by the agency reflect the needs of sport.

ASDA staff were supported in an environment conducive to the achievement of organisational objectives. Despite the significant change undertaken by ASDA as a result of restructuring for an improved client focus and the resignation of ten members of staff, the overall satisfaction of staff increased by 16 per cent. The overall satisfaction level of 73 per cent was considered high against benchmarks available in other areas of the public service. This analysis was also supported by the satisfaction of staff with the agency's training programme and the bargaining process that lead to a certified enterprise agreement between staff and the Chief Executive.

Objective 11: Increase the effectiveness of client involvement in planning, implementation and evaluation of agency activities

Strategies	Measures	Year to 30 June 1997
a) Conduct survey of athletes, coaches, National Sporting Organisations and international clients and produce feedback reports	<p>% of satisfaction with client involvement</p> <p>Responsiveness of agency to feedback received</p>	<p>70.8% satisfied with ASDA's client involvement</p> <p>Actions commenced on issues arising from the Coaches Survey and the Instant Survey</p>
b) Conduct survey of staff and feedback sessions	<p>% increase in survey results</p> <p>Responsiveness of Agency to feedback received</p> <p>Turnover</p> <p>Absenteeism</p>	<p>16% increase from 1995</p> <p>Management responded to December 1996 survey in February 1997; implementation to be monitored quarterly</p> <p>22%</p> <p>2%</p>
c) Implement restructure of organisation	% of staff satisfied with process	47% satisfied

Coaches and athletes surveys

The agency continued to place high importance on client participation in the planning, implementation and evaluation of agency activities. In relation to external clients, ASDA completed a survey of elite Australian coaches. This was the first comprehensive study conducted of this important client group.

An instant survey of athletes was introduced to provide ongoing information on ASDA services, rather than sole reliance on a more comprehensive biennial survey. The instant survey provided timely information to enable the agency to respond to significant issues more quickly and effectively.

Coaches Survey

A survey of the attitude of coaches towards drugs in sport was finalised in August 1996. More than six hundred elite-level coaches were questioned through the survey, and 325 responded (a rate of 52 per cent). The key findings of the coaches survey were as follows:

- Australian elite coaches strongly supported the work of ASDA in preventing the use of banned drugs in sport, but lacked specific knowledge about its role
- coaches were not generally familiar with ASDA's resources, however, the Drugs in Sport Handbook and the hotline were the most widely known. Coaches who had used these resources indicated they were highly satisfied with these resources (97 per cent and 90 per cent satisfaction ratings respectively)
- most coaches were confident in dealing with drugs in sport issues, but coaches rarely got actively involved in attempts to prevent the use of drugs
- the international drugs in sport situation was still of concern to coaches. They were critical of international testing and suggest improvements need to be made.

The agency is investigating ways to improve the knowledge of coaches about drugs in sport and their skills in dealing with situations involving drugs. In the lead-up to the Sydney 2000 Olympic Games, international drug testing issues will be a central focus for ASDA.

Instant Athlete Survey

In previous years, the agency has conducted a comprehensive survey of the attitudes of elite-level athletes towards drugs in sport. The next survey of this type will be conducted in August 1997. As an interim measure to obtain more timely feedback on athlete views, the agency introduced a short survey for athletes at drug testing sessions. More than 100 surveys from athletes were returned, providing the agency with timely feedback to be incorporated into future strategies.

Staff survey

The agency undertakes an annual survey of staff as part of an ongoing strategy to obtain the views of staff on workplace issues. Thirty-five Canberra-based office staff and 65 staff external to the central Canberra office participated in the survey. Staff were asked to complete the survey form and return it anonymously to an external consultant, Dr Leigh Tooth, to ensure the independence and confidentiality of responses. Dr Tooth prepared a report for the agency analysing the responses. The major results of the survey were:

- higher satisfaction ratings in all areas compared to 1995, an improvement of 16 per cent
- the four areas of challenges/opportunities, working environment, working relationships, and ASDA in general were all rated higher than 75 per cent
- the next four areas of communication, fairness and equity, leadership, and immediate supervisor were rated above 65 per cent
- the remaining area of achievement and recognition was rated at 60 per cent – an increase of 13 per cent on the 1995 survey satisfaction rating.

Management responded to the survey results by proposing a number of actions to address those areas that were of concern to staff. In particular, the commitment to the development of human resource management policies in the Enterprise Agreement, a review of communication mechanisms, training opportunities for staff, and clearly enunciated direction and decisions from senior management were the major actions proposed. A staff suggestion box has also been established, although no suggestions have yet been received.

The progress on implementation of these actions was monitored quarterly by the Senior Management Team.

The next annual survey to obtain the views of staff will be conducted in late 1997.

Recruitment

Recruitment activity was reasonably high following the organisation restructure. Six permanent employees were appointed and a further four 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 6.1 and the organisation chart is shown in the Corporate Overview at Figure 1.1.

Absenteeism

Absenteeism was two per cent. This result does not include maternity leave, but does include sick leave and leave without pay.

Turnover

The agency experienced a high level of staff turnover with ten separations (22 per cent). The reasons for staff leaving the agency were:

- improved career opportunities (four)
- further tertiary study (two)
- family reasons (two)
- expiry of employment contract (two).

Table 6.1: Total number of employees at 30 June 1997

Level	Full-time	Part-time	Gender	Location
ASO 2		1	F	Canberra
ASO 3		1	F	Canberra
ASO 4	4	2	F	Canberra
	1		M	Canberra
	1		M	Sydney
	1		M	Melbourne
		1	M	Perth
ASO 5	1	2	F	Canberra
	1		M	Canberra
ASO 6	2		M	Canberra
	5	1	F	Canberra
	1		M	Adelaide
	1		F	Melbourne
	1		M	Brisbane
Senior officer C	4		F	Canberra
Senior officer B	1		M	Canberra
Senior officer A		1	F	Canberra
SES Level 1	1		M	Canberra
Statutory office holder-SES Level 2	1		F	Canberra
Total	26	9		

Two employees were on maternity leave at 30 June 1997.

The agency employed 365 casuals at 30 June 1997 to undertake sample collection. These employees are not included in Table 6.1.

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

Agency restructure

In July 1996 Andersen Consulting completed a major review of the agency's organisational structure. The Andersen report recommended that the agency's structure of four separate programmes – Corporate, Education, International and Testing, Research and Policy – was no longer the most appropriate means of servicing the needs of clients.

It was recommended the agency be re-structured into two divisions of Corporate Services and Sport Services. In the Sport Services Division, there would be three Sport Services Teams, a Policy Team, and the Sample Collection Team.

Each Sport Services Team would be responsible for a select grouping of sports, covering all liaison and education issues. The Sample Collection Team would be responsible for drug testing, including the distribution of testing equipment and the liaison with the Drug Control Officials and chaperones. The Policy Team would be responsible for whole-of-sport issues including legal issues, blood doping and international anti-doping agreements.

The Corporate Services Division brought together all the providers of services to support the work of the Sport Services Division. This included planning and evaluation, finance, human resource management, information technology and office administration. A Resource Development Team responsible for the development and production of the agency's educational resources and promotional activities was also established within this Division.

The new structure was introduced into the agency over a three-month period. The structure was further rationalised as a result of experience over the first six months of operations, and there are now only two Sport Services Teams. Recognition of the significant workload of the Resource Development and Sample Collection Teams, particularly in the next 12 months, resulted in additional positions being created.

The agency's staffing establishment was reduced by 2.2 positions, achieved without recourse to redundancy packages. In the staff survey, 47 per cent of employees indicated satisfaction with the process undertaken in the restructure. More than 65 per cent of staff believed the agency was in a better position after the restructure and 87 per cent believed services to clients would improve.

Although further changes will be necessary to define and maintain the agency's client focus, the restructure has proven to be very successful, and feedback from client groups has been very positive.

Chapter Seven

Critical Success Factor Six: Efficiency and Accountability

Key Performance Indicators	Targets for 31 December 1997	Performance Information at 30 June 1997
<ul style="list-style-type: none">• The number of breaches in the audit certificate• Comparative cost of core testing activity• Corporate costs per staff member• The degree of compliance with the reporting requirements of the ASDA Act	<ul style="list-style-type: none">• Zero• At or below 1994 level• At or below 1994 level• No cases of non-compliance	<ul style="list-style-type: none">• Zero• 5% below 1994• 6% below 1994• No cases of non-compliance

Key Performance Information

ASDA continued to make progress in the areas of efficiency and accountability. Reductions in the costs of core services and corporate support were achieved. These efficiencies were the result of structural rationalisation, more favourable service agreements with the Australian Sports Drug Testing Laboratory and continuous improvement in the processes associated with these two business areas.

In terms of accountability, ASDA again satisfied all requirements in both financial audit terms and legislative reporting requirements. The agency's planning and evaluation processes were well embedded in the organisation's operations and the emphasis on timely, accurate performance information to support our work continued.

Objective 12: Increase the effectiveness of systems and structures to enable staff to meet their responsibilities

Strategies	Measures	Year to 30 June 1997
a) Implement the Quality Approach Plan to level 2 on the matrix	Timely implementation of Quality Plan	Six of the seven areas within the Quality Approach matrix have met or surpassed level 2
b) Development of Human Resource Management policies and practices	Identified policies and practices developed and implemented	ASDA Enterprise Agreement defined all conditions and a timetable for the development of human resource policies has been identified
c) Set up process improvement teams and provide training for staff involved	Timely establishment of teams % of staff satisfied with team process	One team established in January 1997 No information is available on the current team
d) Develop and commence implementation of Information Technology Plan	Implementation in accordance with plan	The ASDA Information Technology Strategic Plan is being developed
e) Acquire new accounting system	Implementation by specified date Ability to produce meaningful reports	Specifications for a new accounting system have been drafted and assessment of available systems is continuing Not relevant at this time

Continued opposite...

Objective 12: Increase the effectiveness of systems and structures to enable staff to meet their responsibilities *cont'd*

f) Enhance information systems to support key products, services and processes	<p>% of down-time of system in general</p> <p>% of staff satisfied with key systems and level of support required</p> <p>Savings or benefits achieved from system improvements</p>	<p>1% of down-time of system in work hours</p> <p>90% of staff satisfied with office and personal equipment received</p> <p>Benefits realised from system improvements in telecommunications and database equipment</p>
g) Improve costing systems and charging policies	Charging policy has been developed and implemented and being implemented	Standard Pricing Policy approved on 23 August 1996
h) Assess and negotiate an accommodation lease	<p>Re-negotiated by 1 February 1997</p> <p>Has been implemented by predetermined date</p>	<p>Principles for lease negotiated in December 1996 and refined following the Federal Budget in May 1997</p> <p>Final documentation to give effect to the agreement reached was not completed in 1996-97</p>
i) Implement Enterprise Bargaining Agreement	% of staff satisfied with process	83% of staff satisfied with process for negotiating the enterprise agreement

Quality Approach Plan

The agency commenced its Quality Approach in October 1995 and has been progressively implementing the Quality Approach Plan. The target was to complete all the level 2 components in the implementation matrix (there are five levels in total). Progress was made in the following areas:

Client Focus

- The agency identified all client groups and understood their needs and expectations. (Level 1)

Leadership and support

- The organisational structure and plans were established to support the implementation of the Quality approach. Quality principles were understood by the team leaders and the board. (Level 1)
- The team leaders were committed to and involved in Quality activities. All staff had an understanding of ASDA's Quality Approach and their role in it. (Level 2)

Planning and action

- An integrated planning process incorporating ASDA's Quality Approach to action plans was established. Resource implications were integrated with the operational plan. All staff were involved in the planning process. (Level 1)
- Action plans, including resourcing and performance information were developed in all areas. Staff understood how their roles contributed to the strategic direction and how organisational performance would be measured. (Level 2)
- ASDA's senior management was effective at integrating, monitoring and revising plans to reflect the changing environment and new information. Plans reflected an increased understanding of client needs. (Level 3)

Evaluation

- Performance indicators were established and targets set. Data being collected continued to be reviewed for relevancy, currency and accuracy. Information storage and retrieval mechanisms were established. (Level 1)
- Management received training in the use of measurement and analytical tools and techniques. Information gaps were identified and closed. An increased number of decisions were based on collected data. Performance reporting and corrective action was taken for all levels of planning. Performance indicators were established for the Strategic and Operational Plans. (Level 2)
- Periodic assessments of performance reporting conducted to review relevance and measurement and analysis techniques used. Some other staff were trained in using measurement and analysis tools and techniques. (Level 3)

Involvement and development

- The effectiveness of the agency's team approach was reviewed. Individual development plans were prepared for all staff including senior officers. An assessment of the application of the agency's values had not commenced. (Level 1)
- Staff development plans were established and were being implemented. These plans were based on the individual development plans and linked to broader planning processes to ensure appropriate outcomes were achieved. More staff were involved in problem solving and process improvement teams. (Level 2)

Communication and results

- An Enterprise Agreement was established. The annual staff survey was conducted and the Management response initiated. (Level 1)
- Organisational performance was regularly reported to the staff and board. An agency approach to performance feedback was included in the Enterprise Agreement. (Level 2)

Process

- Key processes were identified. (Level 1)
- Managers and facilitators were trained in process improvement techniques. A process improvement team was established and trained. (Level 2)

The agency linked the continued implementation of the Quality Approach to the Enterprise Agreement.

Human Resource Management

The primary achievement in this area was the negotiation and certification of the ASDA Enterprise Agreement. The principles underpinning the agency's approach to human resource management were outlined in the agreement and all further policies will be developed from this base.

The ASDA Enterprise Agreement included a number of policies and practices to be developed during the life of the agreement. These covered issues such as recruitment, team-based rewards and recognition processes, home-based work and performance management. A timeframe for the completion of these policies was included in the agreement.

Process improvement teams

A process improvement team, known as the National Project Team, was established to examine the drug testing process. This process was selected because it is the single most important process undertaken within the agency. In addition, the process improvement team was working within a quality assurance model to enable international agreements with the International Anti-Doping Arrangement to be satisfied. The team was established in January 1997 and is working to an 18-month timeframe for completion.

Information Technology Plan

Aspect Computing was engaged to assist the agency to develop an Information Technology Strategic Plan. Two of the three phases within the project were completed – the Strategic Operational Report and the Strategic Analysis Report. The methodology used was recommended by the Department of Finance and the plan was scheduled for completion in August 1997.

The plan will provide a framework for the development of all information technology matters within ASDA over the next three years and will:

- ensure that technology is used effectively towards meeting ASDA's business objectives
- allow the agency to better understand, manage and use data arising from ASDA's activities
- position ASDA to take advantage of improvements in technology that will assist business processes and communications with strategic partners ensure that all the above outcomes will be possible in a timeframe and cost within ASDA's capacity.

New accounting system

The government directions concerning whole-of-government information technology purchasing procedures required that ASDA undertake additional research on the financial management information systems contained within the shared system suite negotiated by the Office of Government Information Technology. The agency has found difficulties in obtaining information from suppliers because of the small scale of the agency's financial operations. Research was continuing to identify an appropriate system that can be acquired within the agency's financial resources.

Information systems

Several enhancements were undertaken in information systems with the most significant being the modifications made to the testing database structure.

The original testing database was very limited in its reporting capabilities and was cumbersome to operate. The new version, known as the ASDA Testing and Contacts database, was developed externally by OTT Publishing. The database facilitated the devolution of data entry tasks and also made substantial improvements to work flows. Accurate reports were able to be produced in a timely manner.

An upgrade for the network operating system (Novell's Netware 4.1–4.11) was released and installed. Features of the new system place ASDA in an position to take advantage of future technologies including improved Internet connectivity. One key feature was the ability of the servers to automatically re-start in the event of power failure, minimising inconvenience to staff.

The minimum desktop standard was raised from 486 DX66 to 486 DX100. This involved the acquisition of 10 Pentium computers, four of which were laptops to cater for the growing demand on team leaders to work away from the office. The memory in all computers now is a minimum of 16 megabytes.

The PABX phone system and network data cabling have been in place since August 1996 and to date have met all performance expectations. Expected efficiencies in both internal and external communications were realised.

The Australian Sports Commission (ASC) link project was completed as scheduled with the most apparent benefit being agency-wide access to the information super highway (Internet).

The ASC electronic-mail package was also installed to allow staff a direct email access path to ASC staff and all NSOs, state institutes of sport and academies on the ASC's sports network.

The agency's network experienced minimal system-wide down-time. There were two periods where the main server remained operational in excess of 100 consecutive days. There was no unscheduled down-time longer than half an hour nor more than two per month or 0.06 per cent of total work hours.

All efforts were made to plan scheduled down-time during off-peak periods for the agency. Regular mail database and testing database maintenance was done during these times to a total of approximately five hours per month or 0.60 per cent of total work hours.

The staff survey identified that 90 per cent of staff were satisfied with the office accommodation and personal equipment available to do their jobs. In addition 80 per cent indicated they were satisfied with the information technology available.

Costing systems

The delay in the acquisition of a new accounting system has deferred progress in this area. The chart of accounts was modified in 1996-97 to provide a greater level of financial detail for management.

The agency board approved a charging policy covering all elements of the agency services at its meeting in August 1996.

Accommodation lease

The agency occupies office accommodation in the Confederation of Australian Sport Building in Deakin, Canberra. The five-year lease held by the agency expired in February 1997. Negotiations on a new four-year lease were completed and the final documentation was completed in August 1997.

Enterprise Bargaining Agreement

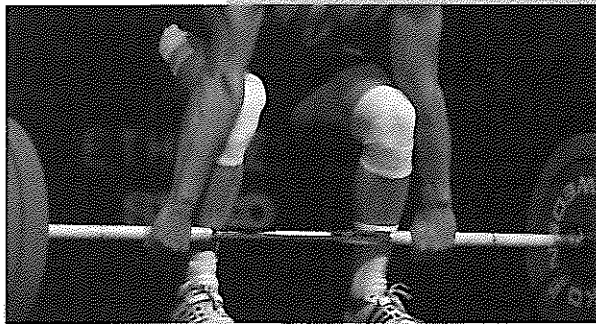
Following a comprehensive negotiation process between agency staff, management and the Community and Public Sector Union, the Australian Sports Drug Agency Enterprise Agreement was certified by the Industrial Relations Commission on 2 April 1997. The agreement was one of the first public sector agreements to be certified under the new Workplace Relations Act.

The agreement provides comprehensive terms and conditions for staff in a user-friendly form. It does not cover casual staff of the agency. Agency staff were informed throughout the negotiation process, receiving regular updates from the committee of staff and management that met with a lawyer experienced on industrial relations issues. The agreement allowed for the payment of salary increases for staff if productivity measures, outlined in the agreement, were met.

Included in the agreement was a work programme of identified projects and timeframes. Some of the measures outlined in the work programme included the implementation of a team-based organisation structure, development of a study assistance policy, salary sacrifice measures and a review of home-based work policy issues.

A committee of four staff and a representative of the Chief Executive meet on an ongoing basis to ensure that all measures contained in the agreement are implemented.

In the staff survey of December 1996, 83 per cent of staff indicated they were satisfied with the process of negotiating the agreement.



Objective 13: Increase the skills of staff to meet agency's requirements

Strategies	Measures	Year to 30 June 1997
a) Conduct Equal Employment Opportunity and Occupational Health and Safety training to meet legislative requirements	Appropriate training completed by predetermined date Staff satisfaction with training	Training completed 77% of staff believe they have received sufficient training
b) Develop training plan to meet agency goals	% of Individual Development plans implemented by specified date	Information not available

Social justice and equity

The agency continues to develop and update the social justice policies of equal employment opportunity, industrial democracy and occupational health and safety.

Equal Employment Opportunity

Two staff members were trained as the Workplace Harassment Officers for the agency. The appointment of these officers supported measures in the agency's Equal Employment Opportunity Plan to ensure that any claims of workplace discrimination were treated fairly and efficiently. After their training was completed, the officers gave a presentation to all staff on their role and the complaints process.

Occupational Health and Safety

In August 1996, a consultant completed a review of the health and safety conditions at work for Drug Control Officials and chaperones based outside the Canberra office. As a result of the consultant's report, an action plan was developed to overcome the shortcomings identified. Measures identified to further protect the agency's staff included the provision of

suitable home-based office equipment and a driver awareness course for staff who were required to drive long distances as part of their duties. Large monitors for high users of personal computers have been introduced to prevent eyesight deterioration, particularly for staff involved in data entry tasks.

There were three workers compensation claims initiated. One related to an incident in the ASDA Canberra office whilst the other two related to injuries sustained whilst travelling to and from the Canberra office.

The ASDA staff survey indicated that 96.7 per cent of staff were aware of the agency's occupational health and safety and equal employment opportunity policies. In addition, 85.4 per cent of casual field staff surveyed indicated they applied the organisation's occupational health and safety policy.

Privacy

An Information Privacy Principles audit was conducted on the drug testing database in July 1996 by the Privacy Commissioner. The final audit report including the ASDA management response to the recommendations was issued in November 1996.

The recommendations covered a number of areas including personnel induction forms, access controls and information technology security policy, documentation of the database access privileges, data entry quality control and privacy awareness training.

The agency progressively addressed the recommendations made with the majority of issues being dealt with during 1996-97.

Industrial Democracy

The agency continued to involve staff in the planning and implementation of activities. The Enterprise Agreement Consultative Committee, comprising four elected staff representatives and the CEO's representative, was one mechanism to achieve this. The planning framework used was also highly participative and staff involvement was a key component in the development of the agency's next strategic plan. The team-based approach reflected in the agency's organisation structure also facilitated the practical application of industrial democracy principles in ASDA.

Freedom of Information

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

Training plan

As part of the agency's restructure to a team-based format, all staff who were placed in significantly different positions undertook training relevant to their new duties. This included servicing the drugs in sport hotline, negotiation skills, contract development and utilising the agency's Testing and Contacts database.

Staff also completed a further round of Individual Development Plans to identify training needs both internal and external to the agency. As a result of these plans, a Training Plan was developed. It included those training programmes identified by management as integral to the full implementation of the restructure and those identified by four or more staff. The following areas were identified as priorities within the Training Plan:

- performance management
- contract law and negotiation skills
- project management
- writing skills
- information technology
- process improvement techniques.

All senior officers completed performance management training. Staff in the Sports Services Division attended contract law workshops run internally using consultants. Members of the National Project Team received training in process improvement techniques, Internet training and training in the use of the ASDA Testing and Contacts database occurred. The outstanding areas will be covered in the latter part of 1997.

As a result of a needs analysis on drugs in sport content issues, a timetable for in-house presentations was developed. Some of the areas covered by these presentations include:

- basic biology
- pharmacology
- athlete profiling and testing strategies
- salbutamol
- Sydney 2000 Olympics doping control.

In the December 1996 staff survey, 76.7 per cent of staff indicated they received sufficient training to fulfil their current duties.

Objective 14: Increase the effectiveness of the planning and evaluation process

Strategies	Measures	Year to 30 June 1997
a) Commence preparation of the 1997-2000 Strategic Plan	Appropriate steps have been completed by specific timeframe	Development of 1998-2001 Strategic Plan is consistent with timeframe
b) Review planning and evaluation process ¹	Planning process documented Performance indicators determined for all planning levels	Responsibilities and timeframes for all components of the planning process have been documented Finalised through to action plan level

1998-2001 Strategic Plan

The ASDA Act was amended in July 1996 to enable the agency to develop its next Strategic Plan for a period of up to five years, instead of the previously prescribed three-year plan. With this additional flexibility, it was decided to develop the next ASDA Strategic Plan for the period 1 January 1998 to 30 June 2001. The current plan covers the period commencing 1 January 1995 and concluding 31 December 1997.

The revised timing will enable the focus on the lead-up and conduct of the Sydney 2000 Olympic Games to be maintained and also provides time for reflection in determining the direction of the agency in the period after the Olympics.

A participative process for the development of the Strategic Plan was determined and has commenced. The agency's senior management held a two-day workshop in March 1997 to initiate the process. A further workshop was held with 13 staff members, including some from interstate. The agency's key stakeholders were also consulted on their views of ASDA's future direction.

The process will conclude in December 1997 when the ASDA Strategic Plan 1998-2001 is approved.

Planning processes

ASDA continued to improve its strong foundation in planning and evaluation through the extension of the planning framework to the Action Plan and Project Plan level. This was a logical progression within the hierarchical framework established of long-term strategic and annual operational planning. Performance indicators at all levels were defined and mechanisms to capture appropriate reporting data were established and refined during the year.

Documentation on the timeframes and responsibilities for the components in the planning process was completed. Regular reporting to the agency board was established to include quarterly reports linking financial and operational information, and a six monthly report on the implementation of the Strategic Plan was also prepared.

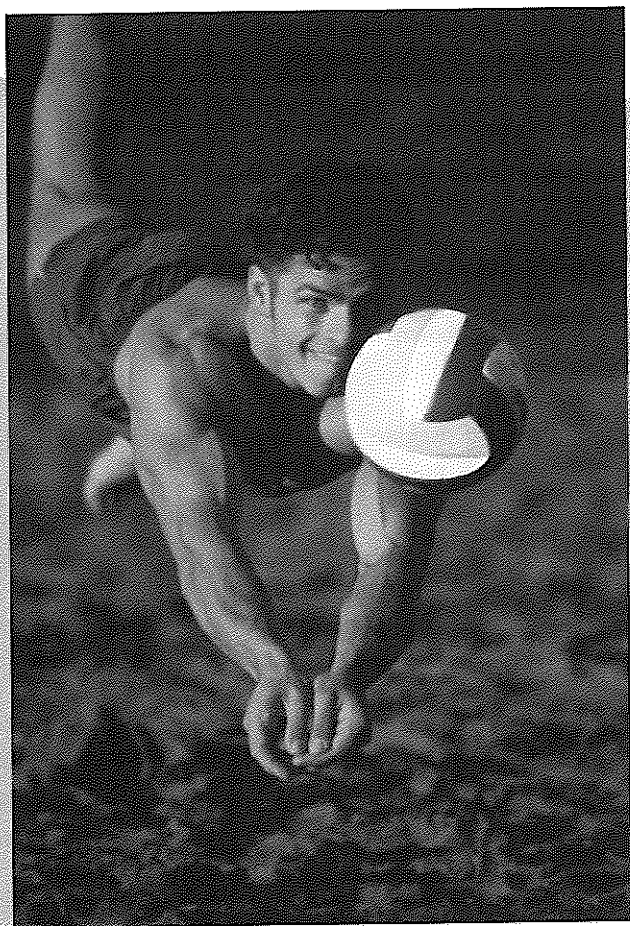
Audit Services

An unqualified audit report was issued in respect of the financial statements for the year ending 30 June 1997. Two internal audit reviews were undertaken during 1996-97. Expenditure by programme is shown in Table 1.1. A summary of financial and staffing resources is shown in Table 1.2.

Bates & Pickering continued to provide internal audit services to the agency. A mid-year review of systems and progress for the first six months was conducted with no adverse findings reported. The end of year audit review was focused on the review of the financial statements and again no issues of substance were identified.

The annual financial statements were audited by the Australian National Audit Office. This year built on the relationships developed in previous years and the office relied heavily on the work undertaken during the internal review by Bates & Pickering.

Through this process and the improvements made by the agency over the last few years, the fees levied by the office were substantially reduced. The audit report was unqualified (see Chapter 8 for details).



Chapter Eight

8

Financial Statements

Independent audit report by the Australian National Audit Office

Statement by Directors

Operating statement for year ended 30 June 1997

Statement of assets and liabilities as at 30 June 1997

Statement of cash flows for the year ended 30 June 1997

Schedule of commitments for the year ended 30 June 1997

Schedule of contingencies for the year ended 30 June 1997

INDEPENDENT AUDIT REPORT

To the Minister for Sport, Territories and Local Government

Scope

I have audited the financial statements of Australian Sports Drug Agency for the year ended 30 June 1997. The financial statements comprise:

- Statement by Directors
- Operating Statement
- Statement of Assets and Liabilities
- Statement of Cash Flows
- Schedule of Commitments
- Schedule of Contingencies, and
- Notes to and forming part of the Financial Statements.

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

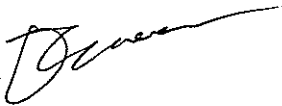
The audit has been conducted in accordance with Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards, to provide reasonable assurance as to whether the financial statements are free of material misstatement. Audit procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Standards, other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) and statutory requirements so as to present a view of the entity which is consistent with my understanding of its 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 63M(2) of the *Audit Act 1990*, I now report that the financial 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 present fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements, the financial transactions and results, and cash flows, for the year ended 30 June 1997 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 Act 1990*, and
- (iv) the statements are in accordance with the Guidelines for Financial Statements of Commonwealth Authorities.



David C McKean
Executive Director

for the Auditor-General

Canberra

12 September 1997

AUSTRALIAN SPORTS DRUG AGENCY

STATEMENT BY DIRECTORS

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

Signed.....
N Howson
Director

// September 1997

Signed.....
P Baume
Director

// September 1997

AUSTRALIAN SPORTS DRUG AGENCY

OPERATING STATEMENT for the year ended 30 June 1997

	Notes	1997	1996
NET COST OF SERVICES			
Operating expenses			
Employees	4A	2,001,418	1,943,176
Suppliers	4B	1,748,022	1,893,500
Depreciation and amortisation	4C	89,625	82,301
Net losses from sale of assets	4D	461	19,764
Total operating expenses		<u>3,839,526</u>	<u>3,938,741</u>
Operating revenues from independent sources			
Sales of goods and services		632,056	319,666
Interest	5A	29,310	27,405
Net gains from sale of assets	5B	1,433	-
Other	5C	62,955	22,139
Total operating revenues from independent sources		<u>725,754</u>	<u>369,210</u>
Net cost of services		<u>3,113,772</u>	<u>3,569,530</u>
REVENUES FROM GOVERNMENT			
Revenues from government			
Parliamentary appropriations received	6	3,144,000	3,528,000
Total revenues from government		<u>3,144,000</u>	<u>3,528,000</u>
Surplus (deficit) of revenues from government over net cost of services		30,228	(41,530)
Accumulated surpluses (deficits) at beginning of reporting period		(11,429)	30,101
Accumulated surpluses (deficits) at end of reporting period		<u>18,799</u>	<u>(11,429)</u>

The accompanying notes form part of these financial statements.

AUSTRALIAN SPORTS DRUG AGENCY

STATEMENT OF ASSETS AND LIABILITIES as at 30 June 1997

	Notes	1997	1996
PROVISIONS AND PAYABLES			
Employees	7A	353,315	346,466
Suppliers	7B	187,327	204,398
Other	7C	27,000	38,500
Total provisions and payables		<u>567,642</u>	<u>589,364</u>
Total liabilities		<u>567,642</u>	<u>589,364</u>
EQUITY			
Capital	8	174,009	174,009
Accumulated surpluses or (deficits)	8	18,799	(11,429)
Total equity		<u>192,808</u>	<u>162,580</u>
Total liabilities and equity		<u>760,450</u>	<u>751,943</u>
FINANCIAL ASSETS			
Cash	9A	235,728	211,010
Receivables	9B	177,229	121,237
Total financial assets		<u>412,957</u>	<u>332,247</u>
NON-FINANCIAL ASSETS			
Infrastructure, plant and equipment	10A,B	301,527	346,581
Inventories	10C	23,413	63,108
Other	10D	22,553	10,007
Total non-financial assets		<u>347,493</u>	<u>419,696</u>
Total assets		<u>760,450</u>	<u>751,943</u>
Current liabilities		421,274	461,357
Non-current liabilities		146,369	128,008
Current assets		458,922	405,362
Non-current assets		301,527	346,581

The accompanying notes form part of these financial statements.

AUSTRALIAN SPORTS DRUG AGENCY

STATEMENT OF CASH FLOWS for the year ended 30 June 1997

	Notes	1997	1996
OPERATING ACTIVITIES			
Cash received			
Appropriations		3,144,000	3,528,000
Sales of goods and services		575,316	271,463
Interest		29,869	27,821
Other receipts		51,455	50,639
Total cash received		3,800,640	3,877,923
Cash used			
Employees		1,994,569	1,935,300
Suppliers		1,737,754	1,867,449
Total cash used		3,732,323	3,802,749
Net cash from operating activities	11	68,317	75,174
INVESTING ACTIVITIES			
Cash received			
Proceeds from sales of property, plant & equipment		3,671	8,805
Total cash received		3,671	8,805
Cash used			
Purchase of property, plant & equipment		47,270	178,225
Total cash used		47,270	178,225
Net cash from investing activities		(43,599)	(169,420)
Net increase (decrease) in cash held		24,718	(94,247)
add cash at 1 July	9A	211,010	305,257
Cash at 30 June	9A	235,728	211,010

The accompanying notes form part of these financial statements.

AUSTRALIAN SPORTS DRUG AGENCY

SCHEDULE OF COMMITMENTS

for the year ended 30 June 1997

	1997	1996
OTHER COMMITMENTS		
Operating leases	750,576	104,601
Total other commitments	750,576	104,601
Net commitments	750,576	104,601
BY MATURITY		
One year or less	78,185	104,601
From one to two years	187,644	-
From two to five years	484,747	-
Over five years	-	-
Net commitments	750,576	104,601

The accompanying notes form part of these financial statements.

AUSTRALIAN SPORTS DRUG AGENCY

SCHEDULE OF CONTINGENCIES

for the year ended 30 June 1997

	1997	1996
CONTINGENT LOSSES		
Legal claims *	<u>5,000</u>	<u>-</u>
Total contingent losses	<u>5,000</u>	<u>-</u>
Net contingencies	<u>5,000</u>	<u>-</u>

*The amount represents an estimate of the Authority's maximum liability for legal expenses in an unresolved matter being defended by the Agency.

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 1997

Note	Description
1.	Summary of Significant Accounting Policies
2.	Segment Reporting
3.	Economic Dependency
4.	Goods and services expenses
5.	Operating revenue from independent sources
6.	Revenues from Government
7.	Provisions and Payables
8.	Equity
9.	Financial assets
10.	Non-financial assets
11.	Cash Flow Reconciliation
12.	Remuneration of Directors
13.	Related Party Disclosures
14.	Remuneration of Officers
15.	Remuneration of Auditors

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

- Guidelines titled *Financial Statements of Commonwealth Authorities* issued by the Minister for Finance in July 1997 (the 'Guidelines') which require that the financial statements are prepared
 - in compliance with Australian Accounting Standards and Accounting Guidance Releases issued by the Australian Accounting Research Foundation and
 - having regard to Statements of Accounting Concepts, and
- the Consensus Views of the Urgent Issues Group.

The financial statements have been prepared on an accrual basis and are in accordance with historical cost convention, except for certain assets which, as noted, are at valuation.

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 include additions and enhancements that form part of the whole of the item. Items of plant and equipment are depreciated using the reducing balance method.

Assets are reported at cost value.

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.

Leasehold improvements are amortised on a straight line basis over the lesser of the estimated useful life of the improvements or the unexpired period of the lease.

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 1997 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 1997. 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

ASDA does not have any finance leases.

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

1.8 Foreign currency transactions

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

1.9 Bad and doubtful debts

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

1.10 Cash

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.

2. 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.

3. Economic Dependency

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

	1997	1996
4. Goods and services expenses		
<u>4A. Employee Expenses</u>		
Salaries	1,662,098	1,623,770
Superannuation	202,326	198,607
Other	120,609	110,624
Annual Leave provision	(1,977)	(11,753)
Long Service Leave provision	18,362	21,927
	<u>2,001,418</u>	<u>1,943,176</u>

The Authority 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 1996-97 the relevant rate was 6% of salary.

4B. Suppliers

Supply of goods and services	1,545,436	1,697,756
Operating lease rentals	202,586	195,744
	<u>1,748,022</u>	<u>1,893,500</u>

4C. Depreciation and amortisation

Depreciation of property, plant and equipment	<u>89,625</u>	<u>82,301</u>
---	---------------	---------------

4D. Net losses from sale of assets

Plant and Equipment	<u>461</u>	<u>19,764</u>
---------------------	------------	---------------

	1997	1996
5. Operating Revenue from Independent Sources		
<u>5A. Interest on deposits</u>	<u>29,310</u>	<u>27,405</u>
<u>5B. Net gains from sale of assets</u>		
Plant and Equipment	<u>1,433</u>	<u>-</u>
<u>5C. Other Revenues</u>		
User charges and service fees	53,500	20,000
Other	<u>9,455</u>	<u>2,139</u>
	<u>62,955</u>	<u>22,139</u>
6. Revenues from Government		
<u>6A. Parliamentary Appropriations</u>		
Appropriation Act No. 1	3,144,000	3,412,000
Appropriation Act No. 3	-	116,000
	<u>3,144,000</u>	<u>3,528,000</u>
7. Provisions and Payables		
<u>7A. Liabilities to Employees</u>		
Salaries and wages	31,531	46,757
Annual Leave	150,600	152,577
Superannuation Benefits	24,815	19,124
Long Service Leave	<u>146,369</u>	<u>128,008</u>
Aggregate employee entitlement liability	<u>353,315</u>	<u>346,466</u>
<u>7B. Suppliers</u>		
Trade creditors	<u>187,327</u>	<u>204,398</u>
<u>7C. Other Liabilities</u>		
Fees received in advance	<u>27,000</u>	<u>38,500</u>

8. Equity

Item	Capital	Accumulated Results	TOTAL EQUITY
Balance at 1 July 1996	174,009	(11,429)	162,580
Surplus/(deficit)	-	30,228	30,228
Balance at 30 June 1997	174,009	18,799	192,808

1997

1996

9. Financial Assets**9A. Cash at bank and on hand****235,728****211,010****9B. Receivables****Goods and services****177,229****121,237**

Receivables includes receivables overdue by:

- less than 30 days

96,548**101,449**

- 30 to 60 days

1,402**13,834**

- more than 60 days

79,279**5,954****177,229****121,237****10. Non-financial assets****10A. Plant and equipment**

Plant and equipment - at cost

599,333**557,863**

Accumulated depreciation

(297,806)**(211,282)**

Total Plant and Equipment

301,527**346,581****10B. Analysis of Plant and Equipment**

Item	Plant and equipment
Gross value as at 1 July 1996	557,863
Additions	47,270
Disposals	(5,800)
Gross value as at 30 June 1997	599,333
Accumulated depreciation as at 1 July 1996	211,282
Depreciation charge for assets held at 1 July 1996	86,120
Depreciation charge for additions	3,505
Adjustment for disposals	(3,100)
Accumulated depreciation as at 30 June 1997	297,806
Net book value 30 June 1997	301,527
Net book value 1 July 1996	346,581

10C. Inventories

Inventories held for sale

18,633**48,090**

Consumable stores not held for sale

4,780**15,018****23,413****63,108****10D. Other Non-Financial Assets**

Prepayments

22,553**10,007**

11. Cash Flow Reconciliation

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

Net Cost of Services	(3,113,772)	(3,569,530)
Revenues from Government	<u>3,144,000</u>	<u>3,528,000</u>
Operating Surplus (Deficit)	30,228	(41,530)
Depreciation and amortisation of plant and equipment	89,625	82,301
Loss on disposal of plant and equipment	461	19,764
Profit on disposal of plant and equipment	(1,433)	
Decrease/(increase) in receivables	(55,992)	(47,060)
Increase/(decrease) in employee liabilities	6,849	35,133
Decrease/(increase) in inventory	39,696	(29,817)
Increase/(decrease) in liability to suppliers	(17,071)	50,419
Increase/(decrease) in other payables	(11,500)	1,243
Decrease/(increase) in other assets	<u>(12,546)</u>	<u>4,721</u>
Net cash provided/(used) operating activities	<u>68,317</u>	<u>75,174</u>

12. Remuneration of Directors

Remuneration received or due and receivable by directors of the Authority:

	<u>117,303</u>	<u>133,912</u>
The number of directors of the Authority as at 30 June are shown below in the relevant remuneration bands		
\$ Nil - \$10,000	5	5
\$110,000 - \$120,000	1	1
	<u>6</u>	<u>6</u>

The Chief Executive of the Authority is a director, but receives no additional remuneration for these duties. The remuneration band described above reflects the full year remuneration entitlement of the Chief Executive position, excluding performance based pay.

13. 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

Mr P Coles

Ms N Howson

Ms D Sias

The aggregate remuneration of Directors is disclosed in Note 12.

14. Remuneration of Officers

Income received or due and receivable by Officers:	<u>98,802</u>	<u>49,694</u>
--	---------------	---------------

The remuneration includes all Officers classified at equivalent Senior Executive Service levels during 1996-97 except the Chief Executive. Details in relation to the Chief Executive have been incorporated into Note 12 - Remuneration of Directors. One officer was engaged in this position during 1996-97 and is within the income band \$90,000 to \$100,000.

15. Remuneration of Auditors

Remuneration to the Auditor-General for auditing the financial statements for the reporting period.	<u>27,000</u>	<u>28,000</u>
Remuneration to Bates & Pickering for internal audit services and the review of the financial statements for the reporting period.	<u>14,420</u>	<u>13,570</u>

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 Summary of entries on Register of Notifiable Events 1996–97
- 4 ASDA testing for period 1 July 1996 to 30 June 1997
- 5 ASDA user-pays testing for period 1 July 1996 to 30 June 1997
- 6 Outcome of previous entries on the Register of Notifiable Events for which sanctions were to be advised
- 7 Summary of entries on Register of Notifiable Events by doping class and sport 1996–97
- 8 Summary of entries on Register of Notifiable Events 1991–92 to 1996–97
- 9 Summary of entries on the International List of Incidences 1996–97
- 10 Outcome of previous entries on the International list of Incidences for which sanctions were to be advised
- 11 International Olympic Committee Medical Code – Prohibited classes of substances and prohibited methods
- 12 Implementation of the National Drugs in Sport Framework by states and territories; policy; educational, legislative and drug testing components

Appendix 1

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

Objects

The objects of the establishment of the agency are:

- to deter the use of scheduled drugs or doping methods in sport
- to encourage the development of programmes to educate the sporting community about matters relating to drugs in sport
- to advocate the international adoption of consistent and effective anti-doping programmes
- to coordinate the development of a consistent and effective national response to matters relating to drugs in sport.

Functions

The functions of the agency include provisions to:

- maintain an up-to-date schedule of drugs and doping methods, and permitted levels (if any), listed by the International Olympic Committee as drugs and doping methods for which competitors may be tested and disseminate the contents of schedule
- establish and maintain a Register of Notifiable Events
- notify persons and bodies of entries to the Register of Notifiable Events
- develop and implement drug testing programmes
- encourage Australian national sporting organisations, state and territory sporting organisations and professional sporting organisations to develop and implement comprehensive and consistent anti-doping initiatives and use the services of the agency and accredited laboratories
- develop and implement initiatives that increase the skills and knowledge of people involved in sporting activities about matters relating to drugs in sport
- advocate and support research in and outside of Australia about drugs in sport
- implement anti-doping arrangements
- encourage government departments and authorities of the states and territories to carry out initiatives relating to drugs in sport.

Powers

The powers of the agency include provisions to:

- enter into contracts
- acquire, hold and dispose of real and personal property
- obtain goods or services on credit from any person by the use of credit card
- 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
- develop, maintain, distribute and publish information on procedures for, and developments concerning, the collection and testing of samples.

Appendix 2

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 1997) to:

- | | |
|---------------------|---|
| 20(1) | appoint members to the Australian Sports Drug Agency board |
| 31 | determine members' 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 |
| 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 |
| 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 1996-97.



*For the attention of all recipients of
the Australian Sports Drug Agency*

ANNUAL REPORT 1996-97

Corrigendum - 26 October 1997

At page 95 of the report:

**delete the first page of the Summary of Entries on Register of Notifiable
Events 1996-97 table;**

and insert the table included overleaf.

1 PHIPPS CLOSE, DEAKIN 2600 (PO BOX 345 CURTIN ACT 2605)
TELEPHONE: +61 (0)2 6206 0200 FACSIMILE: +61 (0)2 6206 0201
Email: asda@dest.gov.au

Appendix 3

Summary of Entries on Register of Notifiable Events 1996-97

Sport	Test Date	Type of Test	Reason for Entry	Date of Entry	Substance	Class	Advice to ASC	Sanction
Women's National Basketball League	5/7/96	Event	Positive	22/8/96	Pseudoephedrine	Stimulant	Yes	Warning
Queensland Rugby League	7/7/96	Event	Positive	22/8/96	Pseudoephedrine	Stimulant	No	Warning
Australian Rugby League	13/7/96	Event	Positive	22/8/96	Pseudoephedrine	Stimulant	Yes	Warning
Powerlifting	28/7/96	Event	Positive	24/4/97	Testosterone	Anabolic Agent	Yes	Three year suspension
Australian Rugby League	3/8/96	Event	Positive	17/8/96	Cannabis	Tetrahydro-cannabinol acid	Yes	Warning
Australian Rugby League	17/8/96	Event	Positive	4/10/96	Cannabis	Tetrahydro-cannabinol acid	Yes	Warning
Australian Rugby League	18/8/96	Event	Positive	18/10/96	Pseudoephedrine	Stimulant	Yes	Warning
Athletics	1/9/96	Event	Positive	30/10/96	Pseudoephedrine	Stimulant	Yes	Suspended for three months
Acrobatics	1/9/96	Event	Positive	12/11/96	Pseudoephedrine	Stimulant	Yes	Warning
Australian Rugby League	6/9/96	Event	Positive	4/12/96	Nandrolone	Anabolic Agent	Yes	Warning
Powerlifting *	7/9/96	Event	Positive	11/12/96	Ephedrine	Stimulant	Yes	Three month suspension
Queensland Rugby League	8/9/96	Event	Positive	12/11/96	Pseudoephedrine	Stimulant	No	Warning
Powerlifting	15/9/96	Event	Positive	14/11/96	Fruzemide	Diuretic	Yes	Disqualification
Powerlifting **	30/9/96	OC	Positive	23/6/97	Testosterone	Anabolic Agent	Yes	Life ban
Powerlifting	7/10/96	OC	Failure to comply	6/11/96	N/A	N/A	Yes	Three year suspension
Shooting	12/10/96	Event	Positive	29/11/96	Pseudoephedrine	Stimulant	Yes	Disqualified - warning
Softball	13/10/96	OC	Failure to comply	12/11/96	N/A	N/A	Yes	Two year suspension

Summary of Entries on Register of Notifiable Events 1996-97 *cont'd*

Sport	Test Date	Type of Test	Reason for Entry	Date of Entry	Substance	Class	Advice to ASC	Sanction
Powerlifting (disabled)	7/12/96	OOO	Positive	5/3/97	Hydro-chlorothiazide	Diuretic	Yes	Prior medical approval given - no action taken
Boxing	17/12/96	OOO	Failure to comply	8/1/97	N/A	N/A	Yes	Turned professional - no sanction imposed
Powerlifting *	17/12/96	OOO	Failure to comply	8/1/97	N/A	N/A	Yes	Life ban
Powerlifting	17/12/96	OOO	Positive	14/3/97	Stanozolol	Anabolic Agent	Yes	Appealed to AAT. Withdrew appeal August 1997. Sanction to be advised.
Water Skiing	16/1/97	Event	Positive	21/3/97	Pseudoephedrine	Stimulant	Yes	Disqualified and reprimanded
Australian Rugby League	15/1/97	OOO	Positive	15/4/97	Testosterone	Anabolic Agent	Yes	Reprimand
Australian Rugby League	23/1/97	OOO	Positive	11/4/97	Stanozolol	Anabolic Agent	Yes	Reprimand
Boxing	12/3/97	OOO	Positive	12/5/97	Stanozolol	Anabolic Agent	Yes	Two year ban
Powerlifting **	15/3/97	Event	Positive	23/6/97	Stanozolol	Anabolic Agent	Yes	Life ban
Body Building	10/4/97	OOO	Positive	3/6/97	Stanozolol & Clenbuterol	Anabolic Agents	No	Life ban
Powerlifting **	28/4/97	OOO	Positive	23/6/97	Stanozolol	Anabolic Agent	Yes	Life ban
Australian Rugby League	10/5/97	Event	Positive	16/7/97	Probenacid	Masking Agent	Yes	Sanction to be advised
Weightlifting	24/5/97	OOO	Positive	5/8/97	Stanozolol	Anabolic Agent	Yes	Life ban

Summary of Entries on Register of Notifiable Events 1996-97 *cont'd*

Sport	Test Date	Type of Test	Reason for Entry	Date of Entry	Substance	Class	Advice to ASC	Sanction
Queensland Rugby League	25/5/97	Event	Positive	17/7/97	Pseudoephedrine	Stimulant	No	Warning
Queensland Rugby League	1/6/97	Event	Positive	17/7/97	Pseudoephedrine	Stimulant	No	Warning
Queensland Rugby League	1/6/97	Event	Positive	17/7/97	Cannabis	Tetrahydro-cannabinol acid	No	Suspended for 6 matches
Wrestling	7/6/97	Event	Positive	17/7/97	Prolintane	Stimulant	Yes	To be advised
Powerlifting	8/6/97	OOO	Positive	18/8/97	Methandienone	Anabolic Agent	Yes	To be advised
OOC Out-of-competition * Entries belong to the same individual ** Entries belong to the same individual								

Appendix 4

ASDA testing for period 1 July 1996 to 30 June 1997
(government-funded and user-pays)

SPORT	EVENT TESTS			OUT-OF-COMPETITION TESTS			TOTAL TESTS
	DOMESTIC	INT'L	TOTAL	DOMESTIC EVENT	INT'L	TOTAL OOC	
Aerobics	10	8	18	6	0	6	24
Archery	0	0	0	2	0	2	2
Athletics	62	115	177	156	41	197	374
Australian Football	81	0	81	175	0	175	256
Baseball	0	0	0	14	0	14	14
Basketball	45	0	45	52	0	52	97
Biathlon	6	0	6	2	0	2	8
BMX	13	8	21	28	0	28	49
Body Building	11	0	11	17	0	17	28
Boxing	8	2	10	21	0	21	31
Canoeing	20	10	30	42	0	42	72
Cross Bow	0	3	3	0	0	0	3
Cycling	89	38	127	81	0	81	208
Disabled Sports	36	0	36	2	0	2	38
Diving	10	8	18	14	1	15	33
Gymnastics	15	8	23	19	0	19	42
Hockey	24	0	24	42	0	42	66
Ice Hockey	0	0	0	11	0	11	11

ASDA testing for period 1 July 1996 to 30 June 1997
(government-funded and user-pays) *cont'd*

SPORT	EVENT TESTS			OUT-OF-COMPETITION TESTS			TOTAL TESTS
	DOMESTIC	INT'L	TOTAL	DOMESTIC EVENT	INT'L	TOTAL OOC	
Ice Racing	12	0	12	7	0	7	19
Ice Skating	0	0	0	1	0	1	1
Judo	10	0	10	20	0	20	30
Karate	18	0	18	20	0	20	38
Modern Pentathlon	4	0	4	11	0	11	15
Mountain Bike	21	16	37	7	0	7	44
Netball	8	0	8	27	0	27	35
Powerlifting	77	10	87	95	0	95	182
Roller Sports	10	0	10	19	0	19	29
Rowing	16	0	16	75	0	75	91
Rugby League	275	0	275	420	0	420	695
Rugby Union	88	21	109	22	0	22	131
Shooting	11	57	68	0	0	0	68
Skiing	0	0	0	12	0	12	12
Soccer	34	0	34	49	0	49	83
Softball	4	0	4	13	0	13	17
Squash	16	0	16	17	0	17	33
Surf Life Saving	38	0	38	49	0	49	87
Swimming	76	20	96	102	22	124	220
Synchro Swimming	4	0	4	9	0	9	13

ASDA testing for period 1 July 1996 to 30 June 1997
(government-funded and user-pays) *cont'd*

SPORT	EVENT TESTS			OUT-OF-COMPETITION TESTS			TOTAL TESTS
	DOMESTIC	INT'L	TOTAL	DOMESTIC EVENT	INT'L	TOTAL OOC	
Tae Kwon Do	0	0	0	2	0	2	2
Tennis	0	0	0	8	0	8	8
Touch	12	0	12	16	0	16	28
Triathlon	28	5	33	32	1	33	66
Volleyball	8	0	8	13	0	13	21
Water Polo	12	6	18	26	0	26	44
Water Skiing	4	0	4	6	0	6	10
Weightlifting	16	16	32	67	0	67	99
Wrestling	4	0	4	18	0	18	22
TOTAL	1236	351	1587	1847	65	1912	3499

Appendix 5

ASDA user-pays testing for period 1 July 1996 to 30 June 1997

SPORT	EVENT TESTS			OUT-OF-COMPETITION TESTS			TOTAL TESTS
	DOMESTIC	INT'L	TOTAL EVENT	DOMESTIC	INT'L OOC	TOTAL	
Aerobics • International Gymnastics Federation	0	4	4	0	0	0	4
Athletics • Athletics Australia • International Amateur Athletics Federation	0 0	0 18	18	2 0	0 41	43	61
Australian Football • Australian Football League	81	0	81	175	0	175	256
Basketball • National Basketball League	25	0	25	23	0	23	48
Body Building • Australian Natural Bodybuilding • Australian Natural Bodybuilding Federation	7 0	0 0	7	0 11	0 0	11	18
Boxing • Arafura Games Committee	0	2	2	0	0	0	2
Cross Bow • 2nd Asian Cross Bow Organising Committee	0	3	3	0	0	0	3
Cycling • Union Cycliste Internationale	0	21	21	0	0	0	21

ASDA user-pays testing for period 1 July 1996 to 30 June 1997 *cont'd*

SPORT	EVENT TESTS			OUT-OF-COMPETITION TESTS			TOTAL TESTS
	DOMESTIC	INT'L	TOTAL EVENT	DOMESTIC	INT'L OOC	TOTAL	
Diving • Netherlands Centre for Doping Affairs	0	0	0	0	1	1	1
Gymnastics • International Gymnastics Federation	0	4	4	0	0	0	4
Mountain Bike • Union Cycliste Internationale	0	11	11	0	0	0	11
Rugby League • Australian Rugby League • Queensland Rugby League • Super League	152 43 80	0 0 0	275	301 36 81	0 0 0	418	693
Rugby Union • Arafura Games Committee • Australian Rugby Football Union	5 80	0 16	101	0 0 0	0 0 0	0	101
Shooting • International Shooting Union	0	51	51	0	0	0	51
Soccer • National Soccer League	28	0	28	26	0	26	54
Surf Life Saving • Ironman Super Series	15	0	15	8	0	8	23
Swimming • FINA - International Swimming Federation	0	0	0	0	11	11	11
Waterpolo • Arafura Games Committee	0	3	3	0	0	3	3
TOTAL	516	133	649	663	53	716	1365

Appendix 6

Outcome of previous entries on Register of Notifiable Events for which sanctions were to be advised

Sport	Test Date	Type of Test	Reason for Entry	Date of Entry	Substance	Class to ASC	Advice	Sanction
Motorcycling	4/9/94	Event	Positive	27/6/95	Phentermine	Stimulant	Yes	Disqualified from event.
Athletics	15/12/94	Event	Positive	5/6/95	Testosterone	Anabolic Agent	Yes	Not guilty – pending final ratification AA Board
Powerlifting	5/8/95	Event	Positive	11/1/96	Testosterone	Anabolic Agent	Yes	3 year suspension
Powerlifting	8/10/95	Event	Positive	8/8/96	Testosterone	Anabolic Agent	Yes	3 year suspension
Powerlifting*	19/4/96	OOE	Positive	27/5/96	Stanozolol	Anabolic Agent	Yes	3 year suspension
Powerlifting	12/6/96	OOE	Positive	31/7/96	Stanozolol	Anabolic Agent	Yes	Life ban
Queensland Rugby League	23/6/96	Event	Positive	13/8/96	Pseudoephedrine	Stimulant	No	Warning
Queensland Rugby League	30/6/96	Event	Positive	22/8/96	Pseudoephedrine	Stimulant	No	Warning
* Previously incorrectly reported as Sport: Powerlifting – disabled; Substance: Pethidine.								

Appendix 7

Summary of entries on Register of Notifiable Events by doping class and sport 1996-97

Sport	Failure to Comply	Stimulants	Anabolic Agents	Diuretics	Masking Agents	Restricted Substances	Total
Aerobics		1					1
Athletics		1					1
Basketball Women's		1					1
Body Building • ANBF			1				1
Boxing	1		1				2
Powerlifting • Disabled	2	1	6	1 1			10 1
Rugby League • ARL • QRL		2 4	3 3		1	2 1	8 5
Shooting		1					1
Softball	1						1
Waterskiing		1					1
Weightlifting			1				1
Wrestling		1					1
TOTAL	4	13	12	2	1	3	35

Appendix 8

Summary of entries on the Register of Notifiable Events 1991-92 to 1996-97

	Refusals Steroids	Anabolic Blockers	Beta Agents	Diuretics Analgesic	Masking	Narcotic	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
1996-97	4	12	0	2	1	0	3	13	35

Appendix 9

Summary of entries on the International List of Incidences 1996-97

Sport	Test Date	Type of Test	Reason for notifying international federation	Country	Substance	Class	Further actions taken	Sanction
Powerlifting	18/4/97	Event	Positive	China	Hydrochlorathiazide	Diuretic	B sample confirmed	To be advised
Super League	6/6/97	Event	Positive	United Kingdom	Pseudoephedrine	Stimulant	To be advised	To be advised
Wrestling	7/6/97	Event	Failure to Comply	United States	-	-	International federation to advise	To be advised
Wrestling	8/6/97	Event	Failure to Comply	United States	-	-	International federation to advise	To be advised
NOTE Under Section 3A of the ASDA Act the agency must seek direction from the relevant international federation on how to manage a positive drug test result or failure to comply.								

Appendix 10

Outcome of previous entries on the International List of Incidences for which sanctions were to be advised

Sport	Test Date	Type of Test	Reason for Entry	Country	Substance	Class	Further actions taken	Sanction
Powerlifting (disabled)	19/4/96	Event	Positive	United Arab Emirates	Pethidine	Narcotic analgesic	International federation to advise	To be advised

Appendix 11

International Olympic Committee Medical Code – Prohibited classes of substances and prohibited methods

31st January 1997

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	bromantan
caffeine *	cocaine
ephedrines	fencamfamine
mesocarb	pentylentetrazol
pirradol	salbutamol **
salmeterol **	terbutaline **
...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 millilitre.

** 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	diamorphine (heroin)
methadone	morphine
pentazocine	pethidine
...and related substances	

NOTE: CODEINE, DEXTROMETHORPHAN, DEXTROPROPOXYPHENE, DIHYDROCODEINE, DIPHENOXYLATE, ETHYLMORPHINE, PHOLCODINE AND PROPOXYPHENE 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	dehydroepiandrosterone (DHEA)
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 producing of tumour, enzyme deficiencies.

In the case of T/E higher than 6, it is mandatory that the relevant 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

When administered systematically, beta-2 agonists may have powerful anabolic effects.

clenbuterol	fenoterol
salbutamol	salmeterol
terbutaline	
...and related substances	

D. Diuretics

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

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

* Prohibited by intravenous injection

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)

All the respective releasing factors for the above-mentioned substances are also prohibited.

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

Pharmaceutical, 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 alterations of testosterone and epitosterone measurements such as epitosterone application or bromantan administration.

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 (e.g. 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. The details including diagnosis, dose and route of administration must be submitted prior to the competition or, if administered during the competition, immediately after injection, 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

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.

Appendix 12

Implementation of the National Drugs in Sport Framework by states and territories; policy, educational, legislative and drug testing components

	New South Wales	Victoria	Queensland	ACT	SA	NT	Tasmania	WA
Policy								
State Government	draft	yes	draft	draft	draft	unknown	unknown	Dept only
Recognition of NSO sanctions	yes	yes	yes	yes	yes	unknown	unknown	n/a
Definition state competitor consistent with NDISF	consistent	consistent	consistent	too broad	consistent	unknown	unknown	n/a
Notification requirements of positive test result	Director-General, NSO, SSO	SSOs to inform SRV of sanctions	SSOs to inform Department	not specified	SSOs to notify Dept	unknown	unknown	n/a
Parental consent required for under-18s	yes	yes	yes	yes	yes	unknown	unknown	unknown
Institute/Academy policy	no	yes	yes	yes	no	yes	unknown	yes
Education								
SDEU	yes	yes	yes	yes	yes	no	no	no
Distribution of information to athletes	yes	yes	yes	no	unknown	unknown	unknown	yes
Resources allocated	yes	no	yes	yes	unknown	unknown	unknown	no
Helping SSOs to understand policy issues	yes	yes	yes	yes	unknown	unknown	unknown	yes
Testing								
Legislation	yes	yes	draft	no	draft	no	no	no

Implementation of the National Drugs in Sport Framework by states and territories; policy, educational, legislative and drug testing components *cont'd*

	New South Wales	Victoria	Queensland	ACT	SA	NT	Tasmania	WA
Definition of state competitor consistent with NDISF n/a	consistent	consistent	consistent	unknown		consistent	unknown	unknown
Inadvertent inconsistencies	due to 1996 amendments to ASDA Act	due to 1996 amendments to ASDA Act	consistent	unknown	consistent	unknown	unknown	n/a
Policy differences								
Parental permission required for testing competitors aged under 18	parental permission required	parental permission required	parental consent required and nominated person present at testing	unknown	parental permission required	unknown	unknown	n/a
Notification requirements for a positive test	competitor, NSO, Director General and any agency of the state involved in providing support	competitor, NSOs, SSO, Minister and any other agency of state involved in	competitor, NSO, SSO, chief executive of Dept and any agency supplying state support	unknown support	competitor, Minister, NSO	unknown	unknown	n/a
Testing agreement	no	no	no	no	no	no	no	no

NOTE: Northern Territory and Tasmania did not return questionnaires in the required time.

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