



Australian Government  
Sport Integrity Australia



SPORT INTEGRITY  
AUSTRALIA

# ANNUAL REPORT

## 2023–2024



# ANNUAL REPORT

2023–2024

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CHAPTER 1  
INTRODUCTION







# ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, we acknowledge the Traditional Owners of the Country throughout Australia and their connections to the land, sea, rivers and community. We pay our respects to their Elders past, present and future and extend that respect to all Aboriginal and Torres Strait Islander peoples. We recognise the outstanding contribution Aboriginal and Torres Strait Islander peoples make to sport in Australia and celebrate the power of sport to promote reconciliation and reduce inequality.



Artwork by Chern'ee Sutton

## 1.1 CHIEF EXECUTIVE OFFICER'S MESSAGE

I am proud to present Sport Integrity Australia's 2023–24 Annual Report for the last time as the agency's Chief Executive Officer.

The past 12 months have been about growth, stability and cementing our position as a leader in creating a sporting environment that is safe and fair for all. Driving inclusivity across the sporting sector has been a key commitment for the agency. By continuing to encourage conversations, educating and driving collaboration across sports, I am confident we are starting to see change for the better. We have been called upon to conduct independent reviews across multiple sports over the past 4 years which has driven change across sport, something I am proud the agency has achieved.



Through the creation of the Empowering Women and Girls in Sport Integrity Program, we aim to prevent and respond to integrity threats to women and girls across all levels of sport so they can enter, stay and thrive in sport. We are encouraged to see many of our female sporting leaders being appointed to prominent leadership positions internationally, but this highlights that improvements are still needed to create gender balance across the Australian sporting landscape.

In March 2024, I called on leaders in sport to use the power of their brands to drive cultural reform in Australian sport following ongoing incidents of racism. We are committed to advocating for change in this space. It has been more than 12 months since the 1800 Safe Sport Hotline was created providing an avenue for anyone in sport to feel heard and seek support – a service I'm incredibly proud of.

This year also saw the agency become a member of the Australian Pride in Sport program, committing to further developing and enhancing the inclusion of LGBTQ+ people.

In early 2024, the agency was called upon by the Australian Government to complete an assessment of the Australian Football League's (AFL) Illicit Drugs Policy, following claims made relating to serious concerns around illicit drug abuse in the sport and allegations of 'secret' illicit drug tests being sanctioned by the AFL and AFL clubs. Based on the information available, we concluded there were no breaches of the World Anti-Doping Code through any Anti-Doping Rule Violations by AFL players or support personnel. While we acknowledge there were no non-compliance issues in relation to the allegations, the agency made 8 key recommendations we believe will enhance the development of a new Illicit Drugs Policy and offer greater integrity protection for the AFL, its clubs, players, and support personnel.

This significant piece of work highlighted our commitment to supporting sports at all levels across the country through the provision of advice, guidance, support and educational resources, to shape positive cultures that keep sport safe and fair for all.

Our commitment to supporting sports with the challenges they face was further enhanced this year with the announcement of increased funding of the National Integrity Managers program. The \$2.46 million per year, for the next 2 years is a positive step towards bolstering the sports participating in the program, and the managers who are committed to protecting integrity in their sport.

I have felt so privileged to lead this agency over the past 4 years, working with sports, domestic and international partners, and athletes at all levels to ensure Australia is a leader in upholding integrity in sport.

I would particularly like to recognise the role sports have played in developing our agency and their willingness to make sport better. In closing, I would like to thank everyone at the agency for the passion and commitment to our cause. I believe in everything the agency stands for and know it will continue to strive and break down barriers to support Australian sport now and into the future.

A handwritten signature in black ink, appearing to read 'D Sharpe', with a long horizontal flourish extending to the right.

**David Sharpe APM OAM**  
**Sport Integrity Australia CEO**



# 2023–24 AT A GLANCE

## Our Purpose/Portfolio Budget Statement Outcome Statement

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

### Our vision

Safe and fair sport for all.



## COMMUNICATIONS

- **1,499,910** website page views
- **2,700+** podcast listens
- **60+** integrity blogs published educating the sporting community on varied topics
- **12.1 million** people viewed the Play the Aussie Way campaign

## NATIONAL INTEGRITY FRAMEWORK

- **88** recognised sports signed up to the National Integrity Framework

## INTEGRITY CAPABILITY

- **\$2 million** in funding provided to support 22 National Integrity Managers across 40 NSOs/NSODs
- **4** National Integrity Manager forums delivered
  - 70 sports attended, gaining access to information sharing, professional development, and networking opportunities.

## INTEGRITY COMPLAINTS

- **181** integrity matter cases evaluated
- **73** integrity matter cases managed through education
- **24** investigations finalised
  - 58 substantiated breaches of the Safeguarding Children and Young People Policy

## SAFEGUARDING

- **24** sports signed up to the Safeguarding in Sport Continuous Improvement Program
  - 16 commenced the program in 2023–24

## EDUCATION

- **190** face-to-face education sessions with 9,020 attendees
- **9** public webinars with 3,864 attendees
- **106,368** online education course completions
- **38,155** Play by the Rules education course completions

## TESTING

- **4,177\*** doping tests completed
  - 3897 urine samples
  - 671 blood samples
  - 426 dried blood spot

## INTELLIGENCE

- **142** intelligence cases finalised

## ANTI-DOPING INVESTIGATIONS

- **10** anti-doping investigations undertaken

## INFORMATION COORDINATION

- **2,200+** sport integrity related phone calls, emails and webforms from individuals and sporting, government and anti-doping organisations
- **111** disclosures to sporting, government or anti-doping organisations relating to sport integrity threats
- **2,900+** integrity checks on athletes and support personnel for team selection, awards, grants and scholarship processes.

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



## 1.2 LETTER OF TRANSMITTAL



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

Dear Minister,

I am pleased to present Sport Integrity Australia's Annual Report for the financial year ended 30 June 2024.

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

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

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

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

Yours sincerely,

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

**Dr Sarah Benson**  
**Acting Chief Executive Officer**  
4 September 2024

## About this report

Sport Integrity Australia  
Annual Report 2023–24  
Canberra

This report provides a detailed account of the operations and performance of Sport Integrity Australia for the financial year ended 30 June 2024. It has been prepared for the Minister for Sport to be tabled in both houses of the Parliament of Australia.

### Online availability

The whole report is available at: [www.sportintegrity.gov.au/about-us/corporate](http://www.sportintegrity.gov.au/about-us/corporate) and [www.transparency.gov.au](http://www.transparency.gov.au)

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# CHAPTER 2 OVERVIEW



## 2.1 OUR ROLE AND FUNCTIONS

We are part of the Department of Health and Aged Care portfolio, established as an independent statutory agency to prevent and address threats to sports integrity and coordinate a national approach to matters relating to sports integrity in Australia with a view to:

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

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

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

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

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

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

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

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

## Legislation

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

## Our outcome and program

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

### Outcome 1

Protection of the integrity of Australian sport and the health and welfare of those who participate in sport through the coordination of a national approach to all sports integrity<sup>1</sup> matters.

#### Program 1.1

Promote community confidence in sport by preventing and addressing threats<sup>2</sup> to sports integrity and the health and welfare of those who participate in sport, through the coordination of a national approach to all sports integrity matters in Australia.

### Accountable authority

Our accountable authority for the reporting period 2023–24 was CEO, David Sharpe APM OAM.

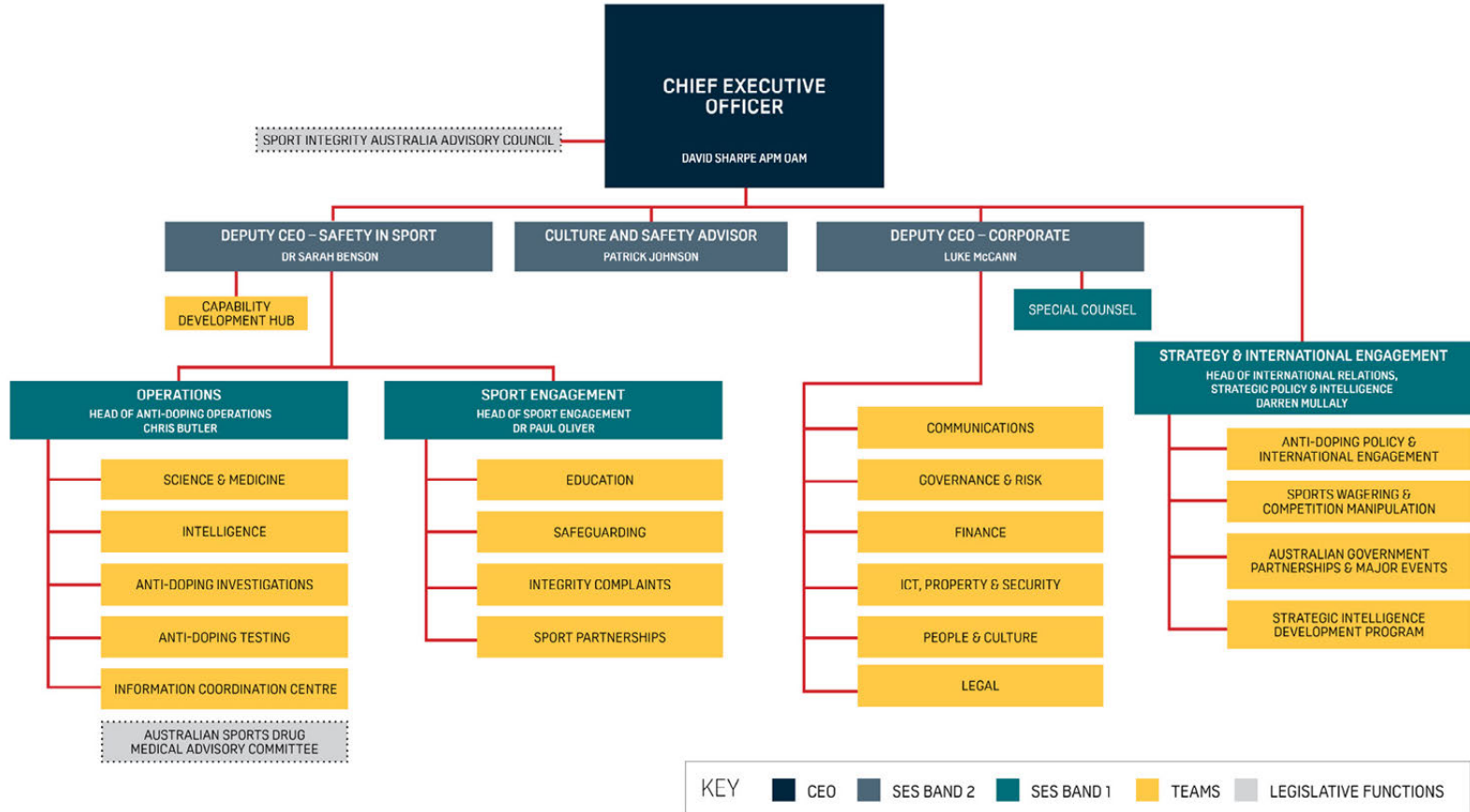
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1 Sports integrity means the manifestation of the ethics and values that promote community confidence in sport.

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

## 2.2 OUR ORGANISATIONAL STRUCTURE

30 June 2024







## FEATURE STORY

### FROM HONIARA TO PARIS – OUR ROLE IN SUPPORTING INTERNATIONAL EVENTS

We support a range of international sporting events to share expertise, learn from others, and build capacity and capability to address sport integrity issues in partnership across the globe.

Across the lifecycle of major sporting events, we continually strengthen the awareness and delivery of integrity frameworks that foster safe, fair and inclusive environments for everyone involved.

The Australian Government has provided financial assistance to the Oceania Regional Anti-Doping Organisation (ORADO) to support the delivery of anti-doping programs in the Pacific Region since 2010. Six of our staff members had the privilege of travelling to the 2023 Pacific Games (Games) in Honiara, Solomon Islands to provide support to ORADO. We shared our expertise across a range of capabilities including anti-doping testing, education and communications, gained a better understanding of the challenges faced by a small regional anti-doping organisation, and developed our Pacific relationships that build on our partnerships across the region.

Our staff are not shy when it comes to putting their hands up to volunteer and be part of major sporting events.

One staff member was amongst the excitement of the 2023 FIFA Women's World Cup (FWWC), having volunteered for the event they were then appointed by FIFA as the team liaison officer for Nigeria. This role included managing all on-land requirements from a week out from their first match until the team was eliminated from the FWWC. This included helping the team 24/7, liaising with all stakeholders to manage team travel fleet, accommodation, access to training sites, team activities, accreditation, compliance with FIFA administration, marketing and match day operations.

For the 2023 Trnabago Commonwealth Youth Games, 2 staff members joined the Commonwealth Games Australia (CGA) headquarters staff in the role of safeguarding officers. This was the second time CGA appointed our staff into their headquarters



team for a Commonwealth Games, following on from the success and learnings of its inaugural implementation at Birmingham 2022 to support the delivery of a safe and fair games event.

Staff were involved in the pre-planning phase to support decision making by providing an integrity lens to the campaign, help develop resources, present at Town Halls with sports and family and friends, and attend the pre-departure camp in Sydney where face-to-face education was delivered to athletes and officials.

The safeguarding officers actively contributed to the safety and wellbeing of all team members through long distance travel, transitions, training, competing and village experience. The Australian team came home on top of the medal tally with a total of 64 medals, including 26 gold.

We have worked continually with the Australian Olympic Committee (AOC) and Paralympics Australia (PA) to ensure both Australian teams were prepared for the 2024 Paris Olympic and Paralympic Games (Paris 2024).

We supported our partners and Australian athletes and support personnel in the preparation for Paris 2024 by:

- undertaking Therapeutic Use Exemption checks
- delivering rigorous pre-games anti-doping operations
- developing and delivering education sessions to the Australian teams attending Paris 2024
- launching the Paris 2024 integrity education module in collaboration with AOC and PA
- training of 2 safeguarding officers embedded in the Australian Paralympics team
- participating in inter-governmental planning and delivery meetings.

Eight of our staff attended Paris 2024 in a variety of capacities including officiating and volunteering.



CHAPTER 3  
ADVISORY GROUPS



### 3.1 ATHLETE ADVISORY GROUP

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

The AAG is empowered to challenge, provide 'warts and all' commentary and robust review of our work, to deliver insights into the pressures and influences that threaten integrity in sport. The group comprises current and former elite athletes who contribute meaningfully to the fight for clean, fair and safe sport.

In 2023–24, the AAG leveraged the strong foundations fostered through a safe environment for them to share their voices, to build relationships across other athlete bodies and councils to further enable our work to be impactful.

#### Athlete Advisory Group members

- **Ellie Cole:** 4-time Paralympian in swimming, 17 Paralympic medals including 6 gold, 6-time world record holder, executive member of the Australian Swimmers Association and member of Paralympics Australia Board.
- **Bronwen Downie:** Olympic rower, 2-time World Rowing Championship Gold medalist, 11-time Australian champion, former Rowing NSW State board member and Co-chair of the Athlete Advisory Group.
- **Katrina Fanning:** former rugby league player, world's most capped female player at time of retiring, Canberra Raiders board member and Australian Rugby League Indigenous Council board member.
- **Cassie Fien:** Marathon runner, 2-time winner of Sydney's City2Surf, winner 2016 Oceania Half Marathon Championships, sanctioned athlete due to a contaminated supplement.
- **Blake Gaudry:** 2-time Olympic trampolinist, 11-time Australian National Champion, Gymnastics Australia Athletes' Committee member.
- **Jonathan Goerlach:** Paralympic triathlete, 5-time Australian National Paratriathlon Champion, Bronze medalist at 2022 Commonwealth Games in Birmingham, Member of World Triathlon Athlete Committee.
- **Damon Kelly:** 2-time Olympian in weightlifting, Commonwealth Games gold medalist, 11-time National Champion, former Australian Weightlifting Federation board director.
- **Bronwen Knox:** 4-time Olympian in water polo, 2-time Olympic Bronze medalist, Sport Integrity Australia education presenter, Australian Institute of Sport Respectful Behaviours education presenter, Deputy Chef de Mission 2024 Australian Olympic team.
- **Eric Mackenzie:** Former West Coast Eagles Australian Football League (AFL) player and players' delegate to the AFL Players Association, International Testing Agency athlete ambassador.
- **Tom Symonds:** Former Rugby League player including 92 National Rugby League games and 12 games in the UK Super League, Players' Operations Manager at Rugby League Players Association.
- **Ella Sabljak:** Wheelchair basketball and rugby player, member Paralympics Australia Athlete Committee and WADA Athlete Committee. Selected to represent the Australian Steelers Wheelchair Rugby team at the Paris 2024 Paralympic Games.

## 3.2 ADVISORY COUNCIL

The terms of the inaugural membership to the Sport Integrity Australia Advisory Council expired in December 2022. A renewed Advisory Council was appointed by the Minister for Sport in September 2023 consisting of 4 reappointed members and 7 new members. All members have substantial experience and knowledge across a broad range of fields relating to our work.

### Overview

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

### Functions

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

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

The advice:

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

## Advisory Council members and meetings

The Advisory Council had 2 meetings during 2023–24. Table 1 shows attendance by Advisory Council members at these meetings.

*Table 1: Attendance at Advisory Council meetings during 2023–24*

Position	Name	Appointment ends	Meetings attended
Chair	Ms Sarah Kenny	5 September 2025	2
Member	Ms Lynne Anderson	5 September 2025	2
Member	Ms Megan Mitchell	5 September 2025	2
Member	Mr James Sutherland	5 September 2025	2
Member	Ms Katarina Carroll	5 September 2026	1
Member	Mr Tim Goodwin	5 September 2026	2
Member	Ms Kathy Leigh	5 September 2026	2
Member	Mr Frank Morseu	Stood down 16 May 2024	2
Member	Ms Monique Murphy	5 September 2026	2
Member	Ms Sophia Nimphius	5 September 2026	2
Member	Dr Amber Halliday	5 September 2026	2

## 3.3 AUSTRALIAN SPORTS DRUG MEDICAL ADVISORY COMMITTEE

### Overview

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

### Functions

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

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

## ASDMAC members

### Chair

- **Dr Susan White** AM MBBS (Hons), FACSEP, Fellow Monash

### Members

- **Associate Professor Carolyn Broderick** MBBS (Hons), FACSEP, PhD
- **Dr David Humphries** MBBS (Hons), CCPU, DRACOG, FRACGP, FACSEP, FFSEM (UK)
- **Dr Anik Shawdon** MBBS, FACSEP, Diploma Sports Medicine (London)
- **Dr Larissa Trease** BMedSci (Hons), MBBS (Hons), FACSEP
- **Dr Peter Steele** MBBS, FACSP, FRACGP, Dip MSM
- **Dr Warren McDonald** BSc, MBBS, FACSEP, HonD, GradCertAppClinEpidemiology (Sport)

## ASDMAC Review Panel

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

### Members

- **Dr Grace Bryant** OAM MBBS, Grad Dip Sports Sc, FASMF, FACSEP, FFESM (UK)
- **Dr Kylie Shaw** MBChB, M.Sp.Med., FACSEP
- **Dr Mark Young** MBBS, FACSEP, FFSEM, DRCOG (appointment concluded 27 June 2024)

## Meetings, TUE reviews and expenses

In addition to 4 meetings in the financial year, TUE applications are considered on a weekly basis. ASDMAC is funded from our appropriation.

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

Table 2: ASDMAC meetings during 2023–24

Position	Name	Appointment ends	Meetings attended
Chair	Dr Susan White	2 July 2026	4
Member	Associate Professor Carolyn Broderick	25 July 2025	4
Member	Dr David Humphries	8 September 2026	4
Member	Dr Anik Shawdon	2 July 2026	4
Member	Dr Larissa Trease	25 July 2025	4
Member	Dr Peter Steele	2 July 2026	4
Member	Dr Warren McDonald	2 July 2026	4

Table 3: Meetings of ASDMAC Review Panel members during 2023–24

Position	Name	Appointment ends	Meetings attended
Member	Dr Grace Bryant	25 July 2025	1
Member	Dr Kylie Shaw	8 September 2024	1
Member	Dr Mark Young	27 June 2024	1

Table 4: TUE applications 2020–21 to 2023–24

TUE applications category	2020–21	2021–22	2022–23	2023–24
Approved	114	100	187	192
Closed	8	14	15	21
Pending	5	16	5	10
Rejected	2	2	3	3
Approval not required	23	31	54	35
Planned Retroactive	53	81	110	151

Table 5: TUE reviews by the ASDMAC Review Panel during 2023–24

	2023–24
ASDMAC decision upheld	0
ASDMAC decision overturned	0
<b>Total TUE appeals</b>	<b>0</b>

Table 6: ASDMAC Expenses 2023–24

ASDMAC Expenses	(\$' 000's (GST exc))
Members and professional fees	241
Meetings and conferences	23
Administration and communication	187
<b>Total</b>	<b>451</b>





## FEATURE STORY

### PLAY THE AUSSIE WAY

Sport should be a safe place for all participants, which is what the Play the Aussie Way campaign aimed to promote. The campaign launched in February 2024 and since then, more than 12.1 million people have seen the campaign, which features 5 athletes (past and present) and a coach, who in their own words tell us what it means to Play the Aussie Way.

A survey was conducted by an independent provider which determined 9 in 10 of those who were aware of the campaign claim to have already taken some form of positive action in relation to sport integrity.

The digital campaign, which ran over 3 months, helped increase awareness of our agency, with the agency now one of the top 3 organisations associated with safe and fair sport (up from 20th in 2022).

Our digital display (ads) delivered over 35 million impressions and over 29,000 clicks to our website. Our digital video generated over 13 million completed views. People aged 25 to 39 and 55 to 64 years were among the highest reached audience age groups.

The broader sporting community continued to view child safeguarding (54%) and complaint handling (49%) as our main responsibilities and according to those surveyed, the biggest threats to sport integrity were thought to relate to illegal drugs and cheating.

The campaign was designed to promote safe, fair sport and raise awareness of our agency and how we can help participants in sport, at all levels.

The target audiences were state and club level sporting participants, particularly participants of the 80+ sports that have signed up to the National Integrity Framework, as well as state and community clubs/associations.

Of people who were aware of the campaign:

- **92%** said everyone has a role to play in protecting sport together
- **92%** said sport should be safe and fun for everyone, free from abuse, racism and discrimination
- **91%** said playing the Aussie Way is playing safe, fair and inclusive
- **87%** knew they could share their story or report integrity issues to our agency.





CHAPTER 4

# ANNUAL PERFORMANCE STATEMENT



## STATEMENT OF PREPARATION

As the accountable authority of Sport Integrity Australia, I present the 2023–24 Annual Performance Statement of the agency, as required under paragraph 39(1)(a) and (b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, the 2023–24 Annual Performance Statement is based on properly maintained records, accurately presents the performance of Sport Integrity Australia and complies with subsection 39(2) of the PGPA Act (section 16F of the Public Governance, Performance and Accountability Rule 2014).

### Dr Sarah Benson

Acting Chief Executive Officer

## Overview of performance framework

The Commonwealth Performance Framework is established by the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and requires entities to demonstrate how public resources have been applied to achieve their purposes. It outlines the obligations of accountable authorities to prepare annual performance statements, with section 16F of the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule) prescribing the requirements for annual performance statements published by entities.

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

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

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

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

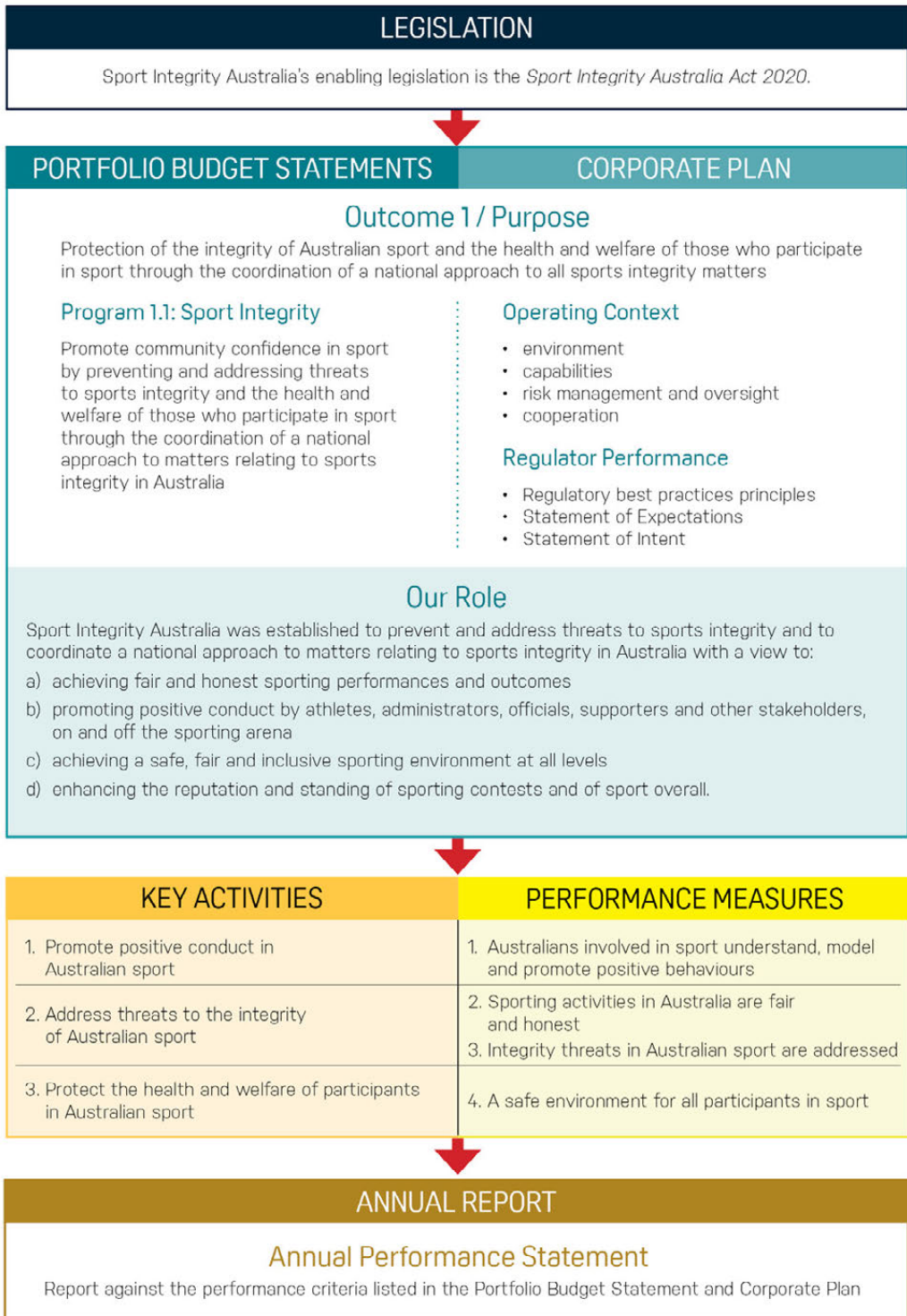
Our 4 performance measures and 7 PPRs directly link to our 3 key activities to ensure transparency, accountability and clearly demonstrate how achieving our performance measures leads to achieving our key activities which leads to achieving our purpose. Figure 1 maps each performance measure to the related key activity. Our 2023–24 PPRs include a mixture of qualitative and quantitative output and proxy efficiency measures to provide a picture of our impact.

Our 2023–24 Annual Performance Statement reports on the achievement of our performance measures and PPRs set out in the [Health Portfolio Budget Statements 2023–24](#) and our [2023–27 Corporate Plan](#) and provides narrative and analysis relating to our performance.





Figure 1: Our Performance Reporting Framework Overview



## Regulator performance reporting requirements

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

On 29 November 2023, the Hon Anika Wells MP issued a Ministerial Statement of Expectations (SoE) outlining performance expectations of how we will achieve our regulatory objectives, carry out our regulatory functions and exercise our powers. Our responding Statement of Intent (Sol) sets out our intentions on how we will deliver on those expectations. Both the SoE and Sol are available on our website<sup>3</sup>.

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

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

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

Principles of regulator best practice	Planned performance results
<b>1. Continuous improvement and building trust:</b> regulators adopt a whole-of-system perspective, continuously improving their performance, capability and culture to build trust and confidence in Australia's regulatory settings.	1.1
	1.2
	3.1
	4.1
	4.2
<b>2. Risk-based and data-driven:</b> regulators manage risks proportionately and maintain essential safeguards while minimising regulatory burden, and leveraging data and digital technology to support those they regulate to comply and grow.	2.1
	3.1
<b>3. Collaboration and engagement:</b> regulators are transparent and responsive communicators, implementing regulations in a modern and collaborative way.	1.1
	2.1
	2.2

<sup>3</sup> Available at: [www.sportintegrity.gov.au/about-us/who-we-are](http://www.sportintegrity.gov.au/about-us/who-we-are)

## Assessment of performance<sup>4</sup>

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

- **Met:** ≥ 98% achieved
- **Substantially met:** 75–97.9% achieved
- **Not met:** < 75% achieved

Qualitative PPRs have been assessed based on the individual components required to achieve the target.

## Performance overview

In 2023–24, we met 4, substantially met 2 and did not meet one PPR which resulted in an overall outcome of 2 performance measures met, one substantially met, and one not met. Table 8 provides a summary of these results, including the results of each PPR component. An analysis of the individual factors contributing to our performance is discussed in the relevant PPR analysis of performance section under each table.



<sup>4</sup> Where composite performance measures comprise more than one PPR, each PPR has been assessed individually. Where PPRs have 2 or more (a. and b.) components, these have also been assessed individually based on the appropriate assessment methodology to determine an overall result. Refer to our 2023–27 Corporate Plan for more information on assessment methodologies.

Table 8: 2023–24 results overview

Key Activity	Performance measure	2023–24 PPR components	2023–24 PPR component results	2023–24 overall PPR result	2023–24 performance measure result
1: Promote positive conduct in Australian sport	1: Australians involved in sport understand, model, and promote positive behaviours	1.1	Met	Met	Met
		1.2	Met		
2: Address threats to the integrity of Australian sport	2: Sporting activities in Australia are fair and honest	2.1a	Met	Met	Met
		2.1b	Met		
		2.2a	Met	Met	
		2.2b	Met		
	3: Integrity threats in Australian sport are addressed	3.1a	Met	Substantially met	Substantially met
		3.1b	Not met		
3: Protect the health and welfare of participants in Australian sport	4: A safe environment for all participants in sport	4.1a	Met	Substantially met	Not met
		4.1b	Not met		
		4.2	Not met	Not met	

Our 2023–27 Corporate Plan details the significant changes made to our performance reporting framework to mature our performance information and develop more meaningful performance measures and PPRs to reflect our purpose. Performance information was chosen based on the information with the most appropriate, reliable, and verifiable data at the time; as such, 2023–24 served as a pilot year to test new reporting methodologies with several of our PPRs being foundational in nature to enable the creation of baselines and the development of surveys and methodologies required for more meaningful measures of performance in forward years. We remain committed to continuing to improve the way we describe and measure success and have a performance reporting framework in place to ensure continuous improvement by reviewing the appropriateness of performance information each financial year.

These annual performance statements provide an assessment of our delivery against the performance measures and PPRs published in the 2023–27 Corporate Plan and the supporting mechanisms enabling achievement of our overall purpose.

As all performance information is new for 2023–24, prior year results are not available. We will include prior year results to show trends over time from the 2024–25 Annual Performance Statement.



## Results

### Key Activity 1: Promote positive conduct in Australian sport

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

Source: 2023–24 Health Portfolio Budget Statement, pg. 449 and 2023–27 Corporate Plan, pg. 33 and 34

**2023–24 Result: Met** ■

2023–24 planned performance result 1.1	
2023–24 planned performance	2023–24 result
Design a survey to measure behaviours in sport across core sport integrity themes.	The Positive Behaviours in Sport survey has been designed to measure the understanding and demonstration of positive behaviours in Australian sport.
	<b>Result: Met</b> <span style="color: green;">■</span>
<b>Data/information source and methodology</b>	
This PPR was measured against achievement of milestones identified in the project plan, with data sourced from internal project documentation.	

### Planned performance result 1.1 analysis of performance

In 2023–24, we developed the Positive Behaviours in Sport survey (the survey) and defined the scope set out in the project and business plans.

Decisions were made during the scoping phase to ensure the survey related specifically to the behaviours listed within the National Sport Integrity Curriculum and did not intersect with any other research conducted by our agency. Due to budget and time limitations of the project, a decision was made to limit the scope of the 2023–24 survey to participants and coaches. These 2 groups represented the largest proportion of the Australian population, had the highest level of impact on integrity, and were the 2 groups likely to give the most effective data to evaluate in the first year of the survey.

The development of the survey has been structured in 2 phases:

1. the design and delivery of the National Sport Integrity Curriculum: the underpinning documents outlining the behaviours the survey intends to measure
2. the design and delivery of the survey: the research tool intended to measure the behaviours listed in the National Sport Integrity Curriculum.

The design of the National Sport Integrity Curriculum required the evaluation and translation of integrity policies and their associated prohibited conduct into identifiable behaviours, the understanding and demonstration of which can be quantified and measured.

An external research provider was then contracted to work with us to deliver the survey. The design and delivery of this survey tool included:

- distillation of the National Sport Integrity Curriculum key behaviours into quantitative measures
- key internal and external stakeholder interviews to map the landscape, including perceptions and awareness of various concepts within Australian sport
- development of a statistically sound methodology by which recruitment, delivery and analysis could be conducted
- drafting and refining the survey tool with internal and external SMEs
- approval by a Human Research Ethics Committee to ensure all research was safe, ethical, and methodologically sound
- programming and testing of the survey tool.

The tool will undergo testing, including a pilot rollout to ensure usability before it is rolled out to approximately 850 participants and 350 coaches in August 2024 as part of the delivery of the first iteration of the survey.

2023–24 planned performance result 1.2	
2023–24 planned performance	2023–24 result
88,000 education program completions <sup>5</sup> .	119,252 education program completions <sup>6</sup> .
	<b>Result: Met</b> <span style="color: green;">■</span>
<b>Data/information source and methodology</b>	
Data is calculated by adding the number of online course completions collected via our learning management system and the number of attendees at face-to-face education sessions. In November 2023, we introduced public webinars with the number of attendees now included in the total result of this PPR going forward. As these were introduced during the reporting period, they were not included in the methodology published in our 2023–27 Corporate Plan for this PPR. It is important to note we achieved a result of 115,388 education program completions using the original methodology, therefore the PPR is met under either methodology.	

## Planned performance result 1.2 analysis of performance

In 2023–24, we recorded 106,368 eLearning completions and 9,020 attendees at face-to-face (F2F) education sessions<sup>7</sup> which is a 29% and 65% increase from 2022–23 respectively. We also introduced public webinars during 2023–24 which recorded 3,864 attendees from 9 webinar sessions.

Our eLearning courses, F2F and public webinars covered anti-doping, safeguarding, competition manipulation, illicit drugs and other general integrity in sport topics.

<sup>5</sup> Completions includes online completions and face-to-face attendance.

<sup>6</sup> Completions includes online completions, face-to-face, and public webinar attendance.

<sup>7</sup> F2F education sessions are tailored education sessions delivered either in person or online.

E-learning completions and F2F education session attendance data provide valuable insight into the reach of our education program. E-learning is used to develop the foundations of an individual's knowledge in a particular topic, as well as test their understanding to assess whether they have met the desired learning objectives of a module. These modules are the core deliverables for National Sporting Organisation (NSO) and National Sporting Organisation for People with Disability (NSOD) education plans, with particular cohorts in every sport having mandated education to complete as a part of their involvement in sport.

F2F learning is designed to offer a more tailored education experience, with the ability to ask questions and engage with the topic in a more hands-on way. It is often used as a supplement to eLearning for particular cohorts (e.g. those athletes likely to be tested in their competitions).

Public webinars are a new initiative designed to deliver meaningful education to administrators, coaches and parents at all levels of sport on broader integrity topics, presenting a whole new cohort we are able to reach with presentation-style education delivered by experts in collaboration with us. These webinars enable us to be agile and proactive to emerging or contemporary issues of interest to sport.

In late 2023, all NSO and NSOD education plans were reviewed and, for the first time, all NSOs and NSODs were required to mandate education completions on topics other than anti-doping. Courses such as Illicit Drugs in Sport, Safeguarding Children and Young People in Sport, Safeguarding Recruitment and Screening, and Competition Manipulation and Sport Gambling were mandated for certain cohorts in education plans, contributing to increased completions. Employment of an additional resource dedicated to managing education relationships with sports could have also contributed to improved education plan compliance.

The retirement of the Play by the Rules Child Protection course directed all Child Safeguarding-related eLearning completions to our Child Safeguarding course, increasing overall completions. Other contributing factors include the debut of specialist courses, such as a Sports Pharmacist course which opened the eLearning platform to a new cohort of learners, thereby contributing to increased completion rates. Additionally, the Paris 2024 course and International Classification in Para-sport course were both mandated for completion by Paralympics Australia.

The Annual Update 2024 and Safeguarding Recruitment and Screening Micro modules were both new courses released in 2024. The development of new courses and refresh of existing courses has also contributed to an increased number of completions.

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

### Performance measure 2: Sporting activities in Australia are fair and honest

Source: 2023–24 Health Portfolio Budget Statement, pg. 449 and 2023–27 Corporate Plan, pg. 35 and 36

**2023–24 Result: Met** ■

2023–24 planned performance result 2.1	
2023–24 planned performance	2023–24 result
a. Develop Sport Integrity Threat Assessment (SITA) methodology.	a. SITA methodology developed.
b. Implement a SITA across 5 sports.	b. SITA implemented across 5 sports.
<b>Result: Met</b> <span style="color: green;">■</span>	
<b>Data/information source and methodology</b>	
Development and implementation of the SITA methodology was designed and managed internally by the agency. Data informing the SITAs was sourced from research and stakeholder information, analysed and incorporated into the SITAs for publication.	

## Planned performance result 2.1 analysis of performance

SITAs are a specific suite of products under the threat assessment banner designed to give an individual assessment for a specific sport across the 4 key threats to sports integrity, as outlined in the *Sport Integrity Australia Act 2020*. These include manipulation of sporting competitions, improper use of drugs and medicine in sport, abuse of children and other persons in a sporting environment, and protection from bullying, intimidation, discrimination or harassment in sport. The SITA is designed to inform our, and the relevant sport sector stakeholders, decision making by reducing the level of uncertainty regarding the integrity threats within that sport. The SITA supports us in our commitment to deterring, disrupting, and detecting threats to sports integrity, to keep sport safe and fair for all. It provides analysis and assessment based on data and reporting obtained by us from the community, relevant sporting bodies, Australian and international government agencies, and open source. The assessments focus on the most serious and direct threats to sports integrity and consider the evolving global trends and issues influencing these threats.

In 2023–24, we developed and implemented the SITA methodology. Development of the methodology included the creation of a threat assessment matrix for sports integrity in alignment with similar Australian Government threat matrices. The development process also included consideration of how best to apply the intelligence cycle through the collection and collation of data from multiple internal data sources, supplemented by relevant data and reporting from the sport and consideration of open-source information and overseas experience.

In producing the SITAs, the collated data was then analysed to ensure the threat environment is understood and a clear and logical argument is structured to support the threat assessments applied. Engagement is undertaken throughout the process with both our internal policy and operational areas and representatives of the NSO/NSOD, to gather their perspectives on the threat environment and seek feedback on the assessment of the threat levels of the 4 key threat areas.

Five SITAs were implemented relating to Weightlifting, Gymnastics, Cycling (BMX), Swimming and Football. These sports were chosen to test the SITA methodology due to their likely varied identified risk factors. Implementation of the SITA means the SITA products were shared with internal stakeholders and the relevant NSO/NSOD and work will now continue with those sports to assist their response to the threats identified.

From 2024–25, this PPR has been amalgamated into PPR 3.1. Refer to our 2024–28 Corporate Plan for additional information relating to this change.

2023–24 planned performance result 2.2	
2023–24 planned performance	2023–24 result
a. 100% of Australian Sports Commission (ASC) recognised sports' integrity policies are reviewed and benchmarked against best practice standards.	a. 100% of ASC recognised sports' integrity policies reviewed and benchmarked against best practice standards.
b. 100% of ASC recognised sports are compliant with anti-doping policy requirements.	b. 98% of ASC recognised sports compliant with anti-doping policy requirements.
<b>Result: Met</b> <span style="color: green;">■</span>	
<b>Data/information source and methodology</b>	
NSOs/NSODs provide Sport Integrity Australia with their integrity policies as required. Approval of integrity policies is conducted by subject matter expert teams for each sport policy including anti-doping, safeguarding, competition manipulation and sports wagering, member protection, improper use of drugs and medicine, and complaints, disputes and disciplinary action. Review of policy compliance and implementation is also conducted by the agency in conjunction with subject matter experts.	

## Planned performance result 2.2 analysis of performance

In 2023–24, we reviewed and benchmarked 100% of ASC recognised NSO and NSOD integrity policies against best practice standards. At the conclusion of the anti-doping assessment in quarter 4, 95 of 97 (98%) recognised NSOs and NSODs were compliant. We are working with the 2 non-compliant NSOs and NSODs to address the outstanding requirements.

ASC recognised sports are primary stakeholders for our agency. We partner with recognised sports who submit their integrity policies for review and benchmarking against best practice standards. We work closely with these sports to implement these policies and supported them during the year and tracked their progress.

Some ASC recognised sports have a volunteer or lean workforce and operate in a federated governance structure. Additionally, there is a diverse range of integrity capability within NSOs and NSODs that can limit their ability to effectively implement national policies.

Some NSOs and NSODs were supported through a National Integrity Capability Enhancement (NICE) Grant enabling the sport to recruit a National Integrity Manager to lead efforts on education and compliance with relevant integrity policies.

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

### Performance measure 3: Integrity threats in Australian sport are addressed

Source: 2023–24 Health Portfolio Budget Statement, pg. 449 and 2023–27 Corporate Plan, pg. 37

#### 2023–24 Result: Substantially met ■

2023–24 planned performance result 3.1	
2023–24 planned performance	2023–24 result
a. 10 threat assessments published.	a. 10 threat assessment published.
b. 5 analytical reports published.	b. 3 analytical reports published.
<b>Result: Substantially met <span style="color: #0070C0;">■</span></b>	
<b>Data/information source and methodology</b>	
The total number of threat assessments published includes the SITAs referenced in PPR 2.1. Data informing threat assessments and analytical reports was sourced from research and stakeholder information, analysed and incorporated into the relevant assessment/report for publication.	

## Planned performance result 3.1 analysis of performance

In 2023–24, we published 10 threat assessments (which includes the 5 SITAs recorded under PPR 2.1), and 3 analytical reports. We consider our assessments/reports 'published' when they have been approved internally and disseminated to relevant internal and external stakeholders. Stakeholders include NSOs/NSODs, the World Anti-Doping Agency, other National Anti-Doping Organisations, international anti-doping partners, law enforcement agencies, and other Australian Government agencies.

Threat assessments generally provide an assessment of an emerging or enduring threat posed by, or to, a specific sport, person, cohort or any aspect of our threat remit. Published threat assessments provide the reader with information to influence strategy, policy or operations in relation to the threat. Analytical reports provide a high-level assessment of the broader threat environment, or threats affecting a broad cohort, generally across any aspect of our threat remit to inform our strategy and policy/program direction.

The 10 threat assessments and 3 analytical reports published addressed threats to sports integrity, such as doping methods, manipulation of sporting competitions and the sharing of operational information relating to the safety of sporting participants. These assessments addressed issues at all levels of sport, including individual/team specific and state, national and international. Additionally, they provided assessments of emerging trends and themes to inform sport sector stakeholders, enabling us to nationally coordinate and be more agile with the threat responses.

Two further analytical reports were drafted but not published in the reporting period noting these are complex and comprehensive in nature. This coupled with competing operational priorities contributed to us being unable to align publishing of these reports with the end of the reporting period. We anticipate they will be published by December 2024.

To enable us to focus on producing timely and relevant assessments/reports based on the everchanging sport integrity landscape, we have updated this PPR for 2024–25, which also amalgamates PPR 2.1 into 3.1. Refer to our 2024–28 Corporate Plan for additional information relating to this change.

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

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

Source: 2023–24 Health Portfolio Budget Statement, pg. 450 and 2023–27 Corporate Plan, pg. 39 and 41

**2023–24 Result: Not met** ■

2023–24 planned performance result 4.1	
2023–24 planned performance	2023–24 result
a. The Safeguarding in Sport Continuous Improvement Program (the Program) is effectively delivered and implemented.	a. The Program was effectively delivered and implemented.
b. Establish measurement baseline data for the Program.	b. Measurement baseline data not established.
<b>Result: Substantially met</b> <span style="color: blue;">■</span>	
<b>Data/information source and methodology</b>	
A robust monitoring and evaluation framework was developed by a research-based consultancy firm which looked at the effectiveness of the Program’s delivery model, explored ways in which the Program could be improved and determined the extent to which the Program has achieved its objectives. Raw data associated with the monitoring and evaluation framework, as well as measurement baselines, were collected by the provider with reports provided to us.	
<b>Changes to planned performance result 4.1</b>	
PPR 4.1 differed between the 2023–24 PBS and what was set out in the 2023–27 Corporate Plan. The PBS set out the PPR as ‘establish measurement baseline for Safeguarding in Sport Continuous Improvement Program data.’ An ‘a’ component was added to this PPR in the Corporate Plan to enable measurement of the effectiveness of the Program, in addition to the output of a measurement baseline. The PPR detailed in the PBS was then adjusted to the ‘b’ component.	

### Planned performance result 4.1 analysis of performance

The Safeguarding in Sport Continuous Improvement Program aligns to the Commonwealth Action Plan to Prevent and Respond to Child Sexual Abuse 2021–2024 first theme of, ‘awareness raising, education and building child safe culture’. The Program aims to enhance the safety of children and young people in sport by promoting a nationally consistent approach to safeguarding.

Following its launch in June 2023, introductory meetings were conducted with 48 sports resulting in 24 sports signing up to the Program. Of these 24 sports, 16 commenced the program in 2023–24, with 8 sports deferring commencement until 2024–25.



Each sport was required to complete a questionnaire focused on their child safeguarding practices and processes with an external service provider contracted to audit the completed questionnaire and provide a report to us. We used this report to compile a summary report of findings and to co-design an action plan with the sport to enhance their safeguarding practices and processes.

In December 2023, the Program was reviewed. Key outcomes were the development of an online safeguarding self-assessment tool based on the 10 National Principles and for the program to be delivered in-house. The self-assessment tool is to be used to assess the sports current safeguarding capability and to co-design an action plan that will address gaps and enhance child safeguarding practices and processes.

An external service provider was engaged to develop and implement a Monitoring and Evaluation Framework for the Program. An internal review of the framework identified that it could not achieve its objectives due to delayed roll-out of the Program, small sample size of sports, and unachievable timeframes for collection of data from cohorts. The program was ceased in December 2023.

To evaluate and gain feedback from sports on the Program, an external service provider was engaged in February 2024 to design a survey for sports to complete. The survey was finalised in June 2024 and distributed to sports in July 2024. This survey along with the information gathered from the self-assessment tool and ongoing engagement with the sports will enable us to collect baseline data on their capability to implement a safe sporting environment for all participants.

2023–24 planned performance result 4.2	
2023–24 planned performance	2023–24 result
Establish measurement baseline for Children's Perception of Safety in Sport Research data.	Measurement baseline data not established.
	<b>Result: Not met</b> <span style="color: red;">■</span>
<b>Data/information source and methodology</b>	
This project was deferred until 2024–25. An external research provider will utilise an annual survey tool to gather baseline data from a sample of children and young people who represent current junior sporting demographics across Australia.	
<b>Changes to planned performance result 4.2</b>	
Wording of PPR 4.2 differed between the PBS and what was set out in the 2023–27 Corporate Plan. The PBS set out the name of the research project as 'Voice of the Child'. This was modified to 'Children's Perception of Safety in Sport' in the Corporate Plan due to revision of the project name.	

## Planned performance result 4.2 analysis of performance

The Safety in Sport budget measure in the Mid-Year Economic Fiscal Outlook 2023–24 provided the funding to undertake the development of this project. This funding was only available in the second half of 2023–24, therefore it was not possible to complete all the work necessary to formulate and finalise data collection to establish a measurement baseline. Upon confirmation of project budget in January 2024, we initiated a procurement process for an external research provider to commence the project.

In March 2024, an external research provider was appointed and survey design work commenced. Stakeholders in the Jurisdictional Sport Integrity Network from the states and territories, along with the National Office of Child Safety and the Office of the eSafety Commissioner, were engaged in the survey design phase.

A vital part of the design of the survey is to ensure children and young people are consulted on the structure and language. Cognitive interviews will be conducted with a sample size of children and young people before the survey is finalised.

While some data is collected around children and young people in sport, it tends to focus on their reasons for leaving or remaining in sport. This survey will elicit opinions around positive and negative behaviours that children and young people may be exposed to in sport and ask for their thoughts on those behaviours. Further, it will ask what we can change in sport to create a positive environment.

The survey will be conducted over a 5-year period and in the first year it will establish a baseline understanding of children and young people's perceptions of safety in sport. The results of the survey will inform future policy development and guide development of youth-oriented education and resources for us and the sporting sector more broadly.

The project is required to have approval from an Ethics Committee which meets in August and September. The first survey findings and analysis are expected in quarter 2 of 2024–25.







CHAPTER 5  
MANAGEMENT AND  
ACCOUNTABILITY



## 5.1 CORPORATE GOVERNANCE

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

We employ 4 main corporate governance practices:

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

### Senior governance committees

#### Work Health and Safety Committee

We are committed to fostering a safe and healthy workplace.

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

The membership of the committee comprises broad representation to capture WHS matters affecting different parts of our agency. During 2023–24, it was chaired by our General Counsel. A new work group structure for health and safety representation was established in August 2023 to allow for more efficient and effective representation.

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

#### Workplace Consultative Committee

The Workplace Consultative Committee (WCC) is the formal consultative body established under the 2 Sport Integrity Australia Enterprise Agreements 2024–27 (casual employees, and ongoing and non-ongoing employees). It provides our employees with a mechanism to facilitate communication, consultation, cooperation and input from employees on workplace related matters.



The WCC comprises:

- Deputy Chief Executive Officer (Deputy CEO), Corporate (Chair)
- Director Human Resources
- 2 elected employee representatives (ERs) covered by the ongoing/non-ongoing enterprise agreement
- 2 elected ERs covered by the casual enterprise agreement.

## Risk Management Committee

Our Risk Management Committee, known as the Enterprise Meeting, is chaired by the Deputy CEO Corporate who fulfills the role of Chief Risk Officer (CRO). The Risk Management Committee was established as part of the oversight and management of our obligations in accordance with section 16 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The Enterprise Meeting is a consultative forum held fortnightly, unless otherwise specified by the Deputy CEO Corporate, to consider and discuss key issues, including when appropriate, our system of risk oversight, management, internal control and fraud and corruption risks. Our risk registers form the basis of the discussions concerning current, changing and emerging risks.

Our internal audit service provider (BellchambersBarrett) is invited as an observer as required.

Decisions regarding risk are informed by the Enterprise Meeting, though the delegation rests with the Executive Committee to make such decisions. The CRO attends both the Enterprise Meeting and the Executive Committee.

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

## Information Governance Committee

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

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

The committee is comprised of the Deputy CEO Corporate and all directors.

## Audit and Risk Committee

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

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

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

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

The Committee comprises 4 independent members (see Table 9).

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



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

Member name and position	Qualifications, knowledge, skills or experience	Meetings attended/total meetings held	Membership details	Total annual remuneration (GST inc.)
<b>Jennifer Clark</b> Chair	<p>Ms Clark has an extensive background in business, finance and governance through a career as an investment banker and as a non-executive director.</p> <p>Ms Clark is an experienced board member, committee Chair and advisor. She has been the Chair or member of over 20 audit, risk and finance committees in the Australian Government and private sector over the past 30 years. Ms Clark is a Fellow of the Australian Institute of Company Directors and has substantial experience in performance reporting, audit and risk management.</p>	5/5	Chair since the agency's establishment on 1 July 2020.	\$30,250
<b>Carol Lilley</b> Member	<p>Ms Lilley is an independent board director and Chair or member of a number of Australian Government audit committees. She was previously a partner at a large accounting firm and has over 20 years' experience in financial statement audit, internal audit and project and risk management, with a particular focus on government.</p> <p>Ms Lilley holds a Bachelor of Commerce from the University of Western Australia. She is a graduate of the Australian Institute of Company Directors, a Fellow of Chartered Accountants Australia and New Zealand, a certified internal auditor and was a registered company auditor.</p>	5/5	Member since the agency's establishment on 1 July 2020.	\$19,800
<b>Jenet Connell</b> Member	<p>Ms Connell was a senior public servant for over 20 years working across a range of Australian Government agencies. She holds a master's degree in Organisational Psychology and has extensive experience in organisational development and design, strategy and governance, project management, program design, and systems and process improvement.</p> <p>Ms Connell was the Deputy Australian Statistician and Chief Operating Officer at the Australian Bureau of Statistics and retired from the Australian Public Service in May 2024.</p> <p>Ms Connell is a graduate of the Australian Institute of Company Directors and has experience on government, tertiary institutes and not-for-profit company boards.</p>	3/5	Member from 25 August 2020 to 18 March 2024.	\$0 <sup>8</sup>

8 As a Commonwealth employee, Ms Connell received no payment for her role on the Committee.

Member name and position	Qualifications, knowledge, skills or experience	Meetings attended/total meetings held	Membership details	Total annual remuneration (GST inc.)
<b>Loftus Harris AM</b> Member	<p>Mr Harris is an experienced company chairman, director, adviser and senior public servant. He has over 15 years' experience as a member of audit and risk committees. He has extensive corporate governance and strategic experience.</p> <p>Mr Harris held senior and chief executive leadership roles in Australian Government and state government departments for 20 years and is a former Australian Senior Trade Commissioner.</p> <p>Mr Harris is a Fellow of the Australian Institute of Company Directors and is a past National President of the Australian Institute of Export.</p>	5/5	Member since 25 August 2020.	\$16,000
<b>Bruce Hunter</b> Member	<p>Mr Hunter has extensive experience in the Public and Private Sectors, having been a former Deputy Secretary in the Australian Public Service and partner of 2 global consulting firms (McKinsey &amp; Company and EY).</p> <p>Mr Hunter has advised the highest levels of Government on strategic reform, operating models, governance and financial management, both locally and internationally.</p> <p>Mr Hunter is Fellow Certified Practising Accountant, a Certified Advisory Board Chair, and completed the Advanced Management Programme at INSEAD, France.</p>	1/5	Member since 29 May 2024.	\$0 <sup>9</sup>

<sup>9</sup> Mr Hunter received no remuneration in 2023–24 due to the timing of his commencement as a member. Mr Hunter will be remunerated for the meeting attended in 2023–24 during the 2024–25 financial year.

## Organisational planning

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

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

## Risk management

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

Our Risk Management Framework includes:

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

Our Risk Management Framework assists staff in making more informed business decisions while managing risk and engaging with opportunity, consistent with our risk appetite and tolerance levels.

In 2023–24, we continued work on uplifting the maturity of our risk management framework. A summary of this outcome is included in the risk management and oversight section of our 2024–28 Corporate Plan.

## Operational risk

We identify and monitor operational risk through:

- Risk Management Committee and Senior Leadership Group meetings
- monitoring of workgroup operational risks by section directors
- quarterly reports to the Audit and Risk Committee on risk management.

We had risk mitigation plans in place for all risks identified as requiring active management. Comcover and Comcare cover insurable risks.

## Financial risk

We manage financial risk through a variety of measures:

- Accountable Authority Instructions and associated policies and procedures giving effect to PGPA Act requirements. Available to all our staff, these set out responsibilities and procedures to provide an overarching framework for transparent and accountable financial management. They also cover topics relating specifically to risk management and internal accountability
- segregation of duties practices minimises the risk of errors and fraud and ensure the financial priorities of the agency are considered by appropriate delegates across relevant areas of the business
- financial delegations ensure commitment and spending authorities rest with appropriate staff who are informed of their responsibilities, trained in procurement, manage budgets and have visibility of agency financial priorities
- our Internal Audit Plan identifying services and functions for auditing. This plan addresses issues raised in ANAO financial audits and in policy evaluations, previous internal audits, strategic risk management assessments and, where appropriate, the ANAO reports on cross-agency matters
- regular discussion on financial matters, such as financial risk and the monitoring of financial performance through formal governance structures
- periodic financial reporting to governance committees, along with appropriate training of staff managing budgets and their involvement in regular discussion on financial risks, priorities and issues of the agency and government
- active management of contractual relationships with clients, maintaining a high standard of service provision to ensure future revenue streams are maintained.

## Fraud control and anti-corruption

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

Our fraud and corruption prevention and awareness strategies include:

- annual mandatory fraud awareness training for all staff to help them understand their responsibilities and obligations regarding the prevention, detection, reporting of, and response to, fraud
- a fraud control information hub on our intranet providing relevant internal information
- fraud and corruption risk assessments, identifying fraud risks and vulnerabilities, and evaluating and prescribing fraud control measures and creating treatment plans.
- mandatory procurement training that discusses issues such as conflict of interest, fraud and corruption in procurement processes



- administrative processes that ensure conflict of interest and probity are considered at all stages of procurement
- an annual conflict of interest declaration process to raise awareness of what a conflict is and how it could influence unacceptable behaviours, and to capture information to prevent and detect situations where fraud or corruption could occur.

The PGPA Act and section 10 of the PGPA Rule require all non-corporate Government entities to provide the Australian Institute of Criminology with fraud control information. We submitted annual fraud data in accordance with these requirements in 2023–24.

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

## Internal audit arrangements

BellchambersBarrett provided our internal audit services in line with our Internal Audit Program for 2023–24. This program outlined the broad strategic direction of internal audit activities over the medium term, taking into consideration our Risk Management Framework. BellchambersBarrett drafted the program in consultation with our executive, directors and Audit and Risk Committee. Internal audits conducted throughout the year supported compliance and provided assurance in relation to our key delivery objectives and the effectiveness of our control frameworks. During 2023–24, 3 internal audits were finalised.

## Ethical standards

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

We have policies regarding:

- outside employment
- staff betting or wagering
- managing offers of gifts or benefits
- managing conflicts of interest.

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

## Compliance reporting

In 2023–24, we recorded no breaches of significant non-compliance with finance law under paragraph 19(1)(e) of the PGPA Act. We complied with the provisions and requirements of the:

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

## FEATURE STORY

### INTEGRITY COMPLAINT

We can manage complaints that relate to safeguarding children and young people on behalf of sporting organisations that are operating under the National Integrity Framework.

We received a complaint from the parent of a 15-year-old female athlete who reported that the athlete's coach had engaged in grooming-like behaviour for a period spanning over 6 months.

Some of the alleged conduct included, asking the athlete if he could kiss her, kissing the athlete on the face without consent, messaging the athlete online over a period of 6 months, providing gifts to the athlete, telling the athlete he had feelings for her and requesting she delete their text messages.

Because of the nature of the complaint, the matter was referred to police, however after making initial enquiries the athlete decided not to progress with the criminal process and chose to continue with our investigation process under the sport's Complaints, Disputes and Discipline Policy.

The coach was suspended by the sporting organisation while we investigated the matter.

Police sought consent from the athlete (via her parent) to release a copy of their interview with the athlete to us to support the investigation. This meant that we did not need to re-interview the athlete, and she did not need to re-tell her story, aligning with our trauma informed approach.

We considered a large amount of evidence and as a result of the investigation, substantiated over 11 breaches of the sport's Safeguarding Children and Young People Policy.

We provided our findings to the sporting organisation who issued the respondent with a lifetime ban from the sport.

Our investigation report was also provided to police and relevant working with children check agencies for consideration.



## 5.2 OUR EXECUTIVE

Our executive team as at 30 June 2023:

### Mr David Sharpe APM OAM – Chief Executive Officer

David joined Australia's National Anti-Doping Organisation in 2017 and oversaw its incorporation into Sport Integrity Australia in 2020. He has extensive experience in law enforcement with the Australian Federal Police (AFP). Roles there have been both national and international: they include leading the AFP's National Protection Operations as well as its Serious and Organised Crime Group, Counter Terrorism Unit and Close Operations Support Group. In 2015 he was made Assistant Commissioner. At different times he has additionally been a manager, coach and player for the National Rugby League's Canberra Raiders.

### Dr Sarah Benson PSM – Deputy Chief Executive Officer, Safety in Sport

Dr Sarah Benson is responsible for driving a nationally coordinated response to sport integrity issues in Australia, with a focus on anti-doping as Australia's National Anti-Doping Organisation; the National Integrity Framework; Safeguarding – with a focus on discrimination, child safeguarding and mistreatment across all levels of Australian sport; targeted education to deter activities that may threaten sports integrity; Law Enforcement partnerships and Capability Development to position the agency with sound foundations and an ability to stay ahead of the increasing volume and complexity of threats facing sport integrity.

Sarah is leading the agency's response to prevent and respond to integrity threats to women and girls across all levels of sport in Australia through our Empowering Women and Girls in Sport Integrity Program.

Sarah is also working with international partners to strengthen the global anti-doping integrity environment for athletes to ensure transparency and a level playing field for all athletes.

Prior to joining Sport Integrity Australia in 2023, Sarah was the Chief Forensic Scientist for the Australian Federal Police (AFP). In this role, Sarah was responsible for executive leadership and management of the AFP Forensics Command providing operational and capability leadership across the AFP's domestic and international policing responsibilities and providing high-level strategic advice to the AFP Executive, Australian Government and external committees, including the Australia-New Zealand Counter-Terrorism Committee, Australia New Zealand Policing Advisory Agency and the International Criminal Police Organization (INTERPOL). Sarah coordinated Australia's law enforcement support following the 2019 volcanic eruption on White Island in New Zealand. Sarah was also instrumental in the forensic and disaster victim identification support offered to the Netherlands and Ukraine following the 2014 MH17 disaster.

Sarah studied at the University of Technology, Sydney and holds a Doctor of Philosophy (Science) – Forensic Analysis of Explosives using Isotope Ratio Mass Spectrometry (2009) and a Bachelor of Science (Honours) in Applied Chemistry – Forensic Science (2000).

In 2021, Sarah was awarded the Public Service Medal in the Queen's Birthday Honours List; the University of Technology, Sydney (UTS) Alumni Award for Excellence (Faculty of Science); and the UTS Chancellor's Award for Excellence.

## Mr Luke McCann – Deputy Chief Executive Officer, Corporate

Luke joined Sport Integrity Australia in March 2023. Luke brings over 25 years' experience spanning the public and private sector, with 15 years in sporting and law enforcement agencies.

Luke is the Deputy Chief Executive Officer of the Corporate Division at Sport Integrity Australia. Luke's role is to lead the corporate teams to produce quality outcomes for both internal and external stakeholders. Luke brings to the agency a commitment to athlete and child safety, redress and responses to historical practices, having been instrumental in designing the Australian Institute of Sport Restorative Program.

Prior, Luke was the Chief Operating Officer at the Australian Sports Commission (ASC) where he managed the internal operations including Finance, People and Culture, Information and Communications Technology, Governance, and Property and Security. Luke also led the child and athlete safety function and the ASC's engagement with the redress scheme and response to historical abuse matters.

Luke has extensive experience in executive roles spanning finance, policy, logistics, enterprise transformation and reform, and external reviews across the public and private sector.

Luke is an Associate Member at the Australian Institute of Company Directors and holds qualifications in business and a Global Executive Master of Business Administration (MBA) from Monash University. Luke has also studied Digital Transformation Strategy at New York University Stern, Global Business Strategy at INSEAD international business school, Fontainebleau France and China Business Strategy at China Europe International Business School (CEIBS) in Shanghai.

## Mr Patrick Johnson – Culture and Safety Advisor

Patrick joined Sport Integrity Australia in February 2023. Patrick is a Kaanju man from Far North Queensland. He is the current Oceanian and Australian record holder in the 100 metres, with a time of 9.93 seconds. With that time, he became the first person not of African ancestry to break the 10-second barrier. He competed at 2 Olympic Games (2000 and 2004), 3 Commonwealth Games (2002, 2006 and 2010) and 4 World Championships (1997, 2003, 2005 and 2007). He won a bronze medal in the 4x100 metres relay at the 2002 Commonwealth Games.

Patrick has had an extensive career that includes 10 years in the Department of Foreign Affairs and Trade, and more than 20 years of advocacy work for equal rights for all Australian's through health, education and wellbeing. He has worked for the Aboriginal Medical Services Alliance NT (AMSANT) as the Indigenous Leadership project officer, supporting, developing and nurturing leaders in the 25 community-controlled health services across the NT. Patrick is a Deadly Choices Ambassador for the Institute for Urban Indigenous Health promoting preventive health initiatives across communities, and leads the partnership with the Australian Olympic Committee and Deadly Choices for the Olympic Movement to be for everyone.

Patrick is a board member for the Brisbane 2032 Organising Committee, Chair of Australian Olympic Committee Indigenous Advisory Council, a member of the Australian Sports Commission Executive Leadership Committee for the High Performance Strategy and Indigenous Advisory Committee for the High Performance Strategy and Deadly Choices Olympic Partnerships Manager.

## Mr Darren Mullaly – Head of International Relations, Strategic Policy and Intelligence

Darren is a recognised international expert in the field of anti-doping. He holds the position of the Australian Minister for Sport's Registered Deputy under the World Anti-Doping Agency (WADA) statutes. Darren represents the Minister and Sport Integrity Australia at various significant international meetings, working groups and forums. This includes UNESCO, WADA Executive Committee and Foundation Board meetings, as well as European and Oceania Regional Anti-Doping forums. He has provided advisory services to governments and anti-doping organisations in the Netherlands, India, New Zealand, and Sri Lanka. Darren is also a member of the Group of Copenhagen bureau, an advisory group to the Council of Europe's Convention on the Manipulation of Sports Competitions (the Macolin Convention) which is the only internationally binding rule of law instrument to deal specifically with competition manipulation. Darren leads the Sport Integrity Australia processes to ratify this important international initiative.

Darren was selected to Chair WADA's Independent Observer (IO) Program at the Paris 2024 Olympics, making him the first Australian to lead the IO Program at a Summer Olympics. The IO Program provides oversight on the quality, effectiveness and reliability of the Paris 24 Anti-Doping program. Darren also served as an Anti-Doping Liaison during the Gold Coast 2018 Commonwealth Games.

## Mr Chris Butler – Head of Anti-Doping Operations

Chris holds responsibility for leading the Anti-Doping Operations team, which focuses on delivering Australia's Anti-Doping program, as well as broader intelligence and information coordination.

Chris has 20 years' experience in anti-doping after joining the Australian Sports Drug Agency (the forerunner to the Australian Sports Anti-Doping Authority (ASADA) and Sport Integrity Australia in 2001 and has worked across nearly all areas of anti-doping with a focus on education and testing.

Chris' international experience includes 5 years leading the education and testing programs for an international sporting federation, positions on the WADA Education Committee and other ad-hoc WADA working groups, and program delivery at international events including numerous World Championships and the 2008 Olympic Games. Chris was the Director of ASADA's testing and education programs during the highly successful 2018 Commonwealth Games and, more recently, was seconded to the Department of Health for 2 years, leading the project to formally establish Sport Integrity Australia.

## Dr Paul Oliver – Head of Sport Engagement

Paul is a senior executive with over 25 years' experience in public and private sectors. He founded and managed his own sports publication business, and a sports consultancy that has assisted federal and state governments and National Sporting Organisations/State Sporting Organisations and clubs over the past 10 years to address challenging contemporary issues in sport.

Paul has worked across all levels of the sports industry and with human rights/anti-discrimination agencies. He is passionate about promoting and addressing issues

impacting sport including inclusion, safeguarding, good governance and integrity, and has a deep understanding of these issues and how they affect sport and society.

Paul has a Bachelor of Arts in Communications, a Masters in International and Community Development, and a PhD on the power of sport to break down cultural barriers and build social bridges for Aboriginal and Torres Strait Islander people and those from culturally and linguistically diverse backgrounds. He is currently a member of the International Safeguarding Children in Sport Advisory Board, Centre for Multicultural Sport Advisory Board and Australian Institute of Company Directors.

## 5.3 PEOPLE

### Our people

During 2023–24, we continued to focus on developing the cultural capability of our staff at all levels with a program of work dedicated to reviewing the agency's values, mission statement and workforce culture as we work towards the 2032 Brisbane Olympics.

Our Flexible Working Arrangements Policy has supported an increase in the number of interstate staff employed by the agency, working and living away from Canberra headquarters. This contributes to a diverse workforce that can best provide the support and services to National Sporting Organisations and National Sporting Organisations for People with Disability all around Australia

Our results in the 2024 APS Census show that staff continue to be proud employees of our agency and believe strongly in our purpose and objectives. Our overall job satisfaction score was 7 percentage points higher than the broader APS and improved by 5 percentage points from 2023 results.

### Agency Values

From November 2023 to June 2024 the agency contributed to the development of its values, with a "values launch" occurring in June 2024. The adoption of these core values will develop a strong framework promoting a cohesive culture. Externally, it will define what we stand for, fostering an environment of trust and cooperation with internal and external stakeholders. A summary of these values is below.

#### Accountability

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

#### Respect

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

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

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

## Collaboration

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

## Trust

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

## Inclusive

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

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

## Learning and development

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

Our internal Capability Development Hub has been improving operational capability for Operations and Sport Engagement Branches.

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

The 2023 APS Census led to 3 agency goals and areas of development.

### 1. Enable innovation through process improvements and encouraging creativity

- review and revise our approach to recognising and rewarding employee contributions, formally and informally
- create an environment with opportunities for creative thinking by removing barriers for the hiring of people with diverse backgrounds, abilities and perspectives
- with a continuous improvement mind-set, regularly review current processes and work with teams to identify and plan opportunities for improvement and learning.

### 2. Improve communication and change management through creating opportunities for greater collaboration

- continue to improve and tailor our internal communications to foster information sharing, teamwork and collaboration
- review our meeting structures and governance and ensure templates and papers reinforce collaboration between business areas and promote transparency around decision making
- in the event of large-scale organisation change, establish change management working groups to foster transparency, consultation and collaboration.



### 3. Strengthen workforce culture with a focus on leadership, diversity and inclusion

- progress staff-led consultation to define the traits, behaviours and expectations that our agency places on leaders at all levels
- continue to progress SES and staff led culture, values and diversity initiatives to educate staff to better understand and promote diversity and inclusivity
- undertake the People at Work psychosocial risk assessment to better identify and manage work-related risk to psychological health and as foundation for building and fostering a mentally healthy workplace.

## Work Health and Safety

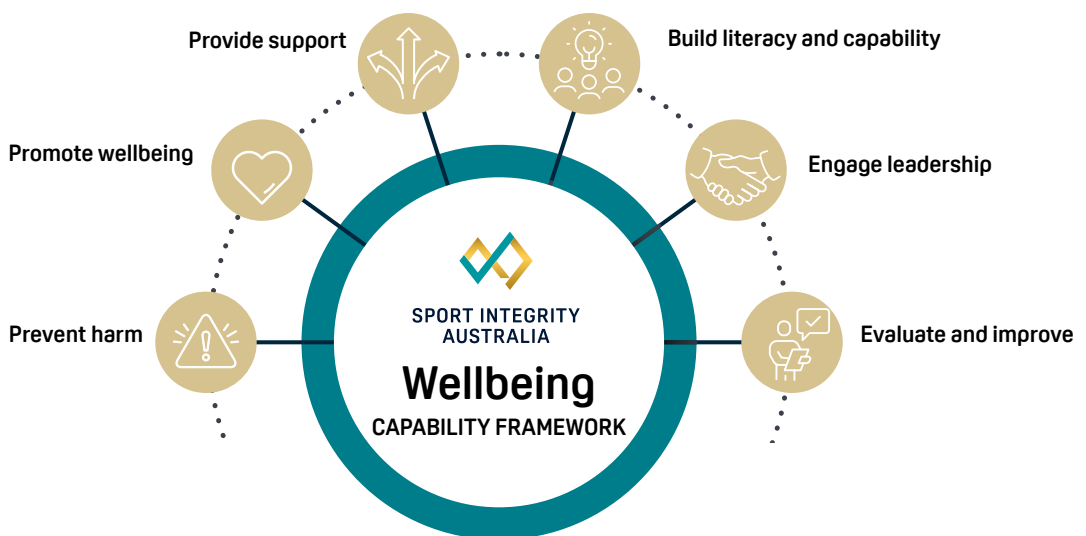
We recognise our moral and legal responsibility to provide a safe and healthy work environment for staff and those we interact with.

A significant review and modernisation of our Work Health and Safety (WHS) Management System (policy, procedures and governance) commenced in early 2023 and has been presented and accepted by the Work Health and Safety Committee (WHSC) in June 2024. The delivery of this work will ensure we maintain fit-for-purpose, risk-informed processes for managing health and safety across our agency. Proactive management of psychosocial risk continues to be a focus as we continue to review tools and processes that monitor our working environment and expand the support available to staff.

During 2023–24, we undertook the following WHS actions:

- developed and implemented the all-staff Wellbeing Capability Framework, consisting of 6 domains which are depicted in Figure 5

Figure 5: Wellbeing Capability Framework



- facilitated our corporate vaccination program through in-house clinics in our Canberra office and via vouchers redeemable at various pharmacies nationwide
- promoted the completion of the APS Compassionate Foundations, and APS Suicide Prevention eLearning suite
- continued to manage return to work rehabilitation plans for staff on workers compensation and staff returning to work following a serious illness or injury.

Six WHS incidents were reported in the 2023–24 financial year. None of these incidents were severe enough to require notification to Comcare or necessitated a review of current systems or processes. No formal investigations were undertaken, nor were any notices issued under part 10 of the *Work Health and Safety Act 2011*.

## Workforce composition

At 30 June 2024, we had a workforce of 404 (182 ongoing/non-ongoing and 222 casual APS staff). This is an increase from 360 at 30 June 2023 and reflective of our continued growth and support provided to sport in Australia. We rely on a large casual workforce relative to our headcount. This reflects the irregular and intermittent nature of our anti-doping operations.

At 30 June 2024:

- 39.9% of staff were ongoing, 60.1% of staff were non-ongoing (including casual staff)
- 40.3% of staff were employed on a full-time basis, 4.7% of staff employed on a part-time basis and 55.0% of staff were employed on a casual basis
- 52.2% of staff were female
- 0.7% of staff identified as Aboriginal and/or Torres Strait Islander
- 3.2% of staff identified as having disability
- the ongoing staff turnover rate in 2023–24 was 11.3% with 47.4% of ongoing staff exits transferring to another APS agency on promotion or section 26 transfers.

## Employment arrangements

### Enterprise agreement

We successfully bargained with the Australian Public Service Commission (APSC), Fair Work Commission, unions and employees to commence 2 Enterprise Agreements for the agency which came into effect from 19 April 2024. Sport Integrity Australia Enterprise Agreement 2024–2027 (Ongoing and Non-ongoing Employees) and the Sport Integrity Australia Enterprise Agreement 2024–2027 (Casual Employees) sets out the terms and conditions of our non-SES staff.

### Section 24(1) determinations

In 2023–24, the terms and conditions of employment of SES employees were set by determination under section 24(1) of the *Public Service Act 1999*.

## Performance pay

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

## Executive Remuneration

During 2023–24, our remuneration for SES employees was consistent with equivalent public sector entities with base salaries and inclusions consistent with government policy and guidelines. Remuneration for SES officers considers the parameters provided in the APS Bargaining Framework, the APS Remuneration Management Policy and any data or advice provided by the APSC. Comprehensive terms and conditions of employment for our SES officers are set out in individual determinations made under section 24(1) of the *Public Service Act 1999*.

## National Disability Strategy

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

Disability reporting is included the APSC's State of the Service reports and the APS Statistical Bulletin. These reports are available at [www.apsc.gov.au](http://www.apsc.gov.au)

We work towards progress for disability reform and advertise all roles with RecruitAbility through the APS Jobs website ensuring accessibility for everyone to participate in selection processes.

## Commonwealth Child Safe Framework

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

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

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

## FEATURE STORY

**CULTURE AND SAFETY – PROTECTING SPORT FOR ALL AUSTRALIANS**

Our Culture and Safety Team continued work to develop a coordinated response to the integrity threats to Aboriginal and Torres Strait Islander people, those from culturally and linguistically diverse (CALD) backgrounds, people with a disability, LGBTI+ people, and women and girls across all levels of sport in Australia.

The team has worked internally to support and assist with enhancing cultural competency and advance internal policy and procedure. A particular focus has been on communication, education, recruitment and opportunities within the complaints handling process.

Furthermore, crucial and essential external relationships have been established including Multicultural Australia and Gayaa Dhuwi (13Yarn). Additionally, we have continued to collaborate with traditional owners, to inform development of policy, procedure, and protocols to ensure inclusion, diversity and First Nations is embedded across all our operations.

Last year saw the start of a new Culture and Safety Strategy being developed, aimed at enhancing the current integrity system. This will be achieved by expanding our focus to address the threats of racism, discrimination, bullying, harassment, and abuse and will ensure all those involved in Australian sport feel safe, respected and culturally included. The team have commenced the capture of critical data and intel to support initiatives that form the strategy, while the role of the Culture and Safety Advisor and their advocacy across the sector has been instrumental in aligning our key organisational activities with Government and stakeholder priorities, which will help build trust in the work of the agency.





The vision:

- articulate and address the integrity threats creating barriers for diverse groups to participate in sport at all levels
- collaboratively drive cultural change across the sport ecosystem to address workforce and leadership pathways for First Nations people
- promote diversity in leadership and greater awareness of integrity rights and responsibilities for sports leaders
- strengthen integrity frameworks, including reporting, investigation and wellbeing support for diverse groups that are guided by trauma-informed approaches
- drive research and data collection in partnership across the sector to understand changes and report on progress
- listen to the voices of people from First Nations and diverse backgrounds to inform and shape our work
- establish a Culture and Safety Advisory Council with diverse backgrounds to guide and advise on the agency's strategy and initiative
  - membership for the council will include those from various diverse groups including Aboriginal and Torres Strait Islander peoples, CALD backgrounds, people with a disability, LGBTI+ people, and gender
  - the Council will provide a voice for people from First Nations and diverse backgrounds with lived experience, to inform and shape the strategy and activities.

Leading up to Brisbane 2032, we want to ensure all Australians are part of the Olympic and Paralympic Games and the sporting landscape. We will call out racism and inequality to create a culturally safe space around diversity and inclusion.

## FEATURE STORY

### SAFETY IN SPORT

Our Safety in Sport Division provides a nationally coordinated response to sport integrity issues in Australia. Borne out of a necessity to address an increasing range of issues across all levels of Australian sport, including discrimination based on race, ethnicity, gender, sexual and gender identity, as well as abuse and mistreatment, the Safety in Sport Division was announced by the Minister for Sport, the Hon Anika Wells MP, in September 2022.

Since its creation in June 2023, the Division has achieved wide exposure and impact by:

- signing up 88 NSOs and NSODs to the National Integrity Framework (NIF)
- finalising 24 investigations into breaches of the NIF
- substantiating 58 breaches of the Safeguarding Children and Young People Policy
- signing up 24 sports to the Safeguarding in Sport Continuous Improvement Program, with 16 commencing the Program in 2023–24
- delivering 190 face-to-face education sessions to 9,020 attendees
- completing 4,177 doping tests<sup>10</sup>
- finalising 142 intelligence cases
- undertaking 10 anti-doping investigations
- providing 111 disclosures to sport, government and anti-doping organisations relating to sport integrity threats.

On 8 January 2024, the Minister for Sport announced a further \$36.3 million over 5 years (from 1 January 2024), with ongoing funding of \$8 million per annum from 2027–28, to expand our remit to address the threats of harassment, discrimination, violence and abuse and provide a system that supports wide-reaching cultural change within sport. The additional funding recognises that the Division is playing a leading role in protecting the safety of sporting participants in Australia, by providing a nationally coordinated and holistic response to sport integrity issues. However, we know that there is more to be done to ensure everyone involved in sport can participate in a fair and safe environment.

Our aim is to prevent integrity threats to sport by strengthening the integrity environment and we remain ready to respond and address issues as and when required. To achieve this, we draw on various functions and expertise to educate and empower, deter and prevent, and detect and enforce to maximise our impact in both preventing and addressing threats to sport integrity. In addition, we work alongside the agency's Cultural and Safety Advisor to ensure frameworks, policies and processes are culturally safe, inclusive and athlete focused.

<sup>10</sup> Number reflects the number of times we have notified and collected a sample(s) from an athlete. For each test collected, single or multiple samples (e.g. blood and urine) may have been collected and analysed. This is counted as one test.



Our actions as a regulator and national coordinator are built on a base of strong and trusted engagement with sporting organisations and athletes, and designed to educate and empower to promote positive behaviours, ultimately aimed at keeping sport safe, clean and fair.

Over the next 12 months, the Safety in Sport Division will continue to deliver activities to protect sports as integrity threats continue to evolve. The Division will target outcomes aligned to the Australian Government's policies and priorities and the Minister for Sport's performance expectations of our agency. We remain committed to embedding and supporting existing priorities, including the NIF and the invaluable National Integrity Manager's network, with the safety of all involved in sport as our collective goal. These remain works in progress as we collaborate with NSOs, NSODs and key stakeholders to fine tune and strengthen the framework and processes.

Ensuring our efforts and capabilities are aligned and focused on the people and behaviours that undermine the integrity of Australian sport will remain the primary driver for the Division moving forward.



## 5.4 FINANCIAL AND PROPERTY MANAGEMENT

### Financial accountability responsibilities

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

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

### Asset management

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

During 2023–24, we capitalised \$749,000 in assets.

## Procurement

### Purchasing

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

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

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

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

- testing services – international sample collection and analysis services, domestic blood collection services, transport services and the supply of collection and testing equipment
- ICT services – contracted ICT gateway, internet, online education and equipment hosting arrangements

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

## Initiatives to support small business

We support small business participation in the Commonwealth Government procurement market. Small and medium enterprises and small enterprise participation statistics are available on the Department of Finance's website.

We achieved this through the adoption of simplified processes and credit card settlements for purchases below \$10,000, combined with the use of existing panel and standing order arrangements, where available.

## Reportable consultancy contracts

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

Decisions to engage consultants were made in accordance with the PGPA Act and related regulations, including the Commonwealth Procurement Rules and other internal policies. During 2023–24, 18 new consultancy contracts were entered into involving total actual expenditure of \$278,000. In addition, 2 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$0 (see Table 10). Table 11 outlines the top 5 organisations who received a share of reportable consultancy contract expenditure 2023–24.

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

Table 10: Expenditure on reportable consultancy contracts in 2023–24

Reportable consultancy contracts in 2023–24	Number	Expenditure (\$'000) (GST inc)
New contracts	18	278
Ongoing contracts	2	0
<b>Total</b>	<b>20</b>	<b>278</b>

Table 11: Top 5 organisations receiving a share of reportable consultancy contract expenditure in 2023–24

Name of organisations	Organisation ABN	Expenditure (\$'000) (GST inc)	Proportion of 2023–24 total spend on consultancy contracts (%)
KPMG	51 194 660 183	267	96%
Earnst and Young	75 288 172 749	11	4%
<b>Total</b>		<b>278</b>	<b>100%</b>

## Reportable non-consultancy contracts

During 2023–24, 68 new non-consultancy contracts were entered into involving total actual expenditure of \$2.808m and 49 non-consultancy contracts were ongoing from a previous year with total actual expenditure of \$4.330m. Total actual expenditure on non-consultancy contracts in 2023–24 was \$7.138m (see Table 12). Table 13 outlines the top 5 organisations who received a share of reportable non-consultancy contract expenditure 2023–24.

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

Table 12: Expenditure on reportable non-consultancy contracts in 2023–24

Reportable non consultancy contracts in 2023–24	Number	Expenditure (\$'000) (GST inc)
New contracts	68	2,808
Ongoing contracts	49	4,330
<b>Total</b>	<b>117</b>	<b>7,138</b>

Table 13: Top 5 organisations receiving a share of reportable non-consultancy contract expenditure in 2023–24

Name of organisations	Organisation ABN	Expenditure (\$'000) (GST inc)	Proportion of 2023–24 total spend on non-consultancy contracts (%)
Evolve FM	52 605 472 580	1,197	36%
Mediabrand Australia Pty Ltd T/A Universal McCann	19 002 966 001	363	11%
Hays Specialist Recruitment	47 001 407 281	647	19%
Capital Recruit Pty Ltd	19 621 492 261	349	11%
Anabelle Bits Pty Ltd T/A ASI Solutions	40 068 649 972	784	23%
<b>Total of the largest shares</b>		<b>3,340</b>	<b>100%</b>

## Exempt contracts and Australian National Audit Office (ANAO) access

### Exempt contracts

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

### ANAO access clauses

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

### Grants

Information on grants we have awarded during 2023–24 is available on the Australian Government's grant information system, GrantConnect, available at: [www.grants.gov.au](http://www.grants.gov.au)

## Advertising and market research

During 2023–24, we conducted the following advertising campaigns (Table 14). Further information on those advertising campaigns is available at [sportintegrity.gov.au](http://sportintegrity.gov.au) and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website.

Table 14: Expenditure for market research and advertising campaigns 2023–24

Organisation	Services procured	Expenditure \$ (GST inc)
<b>Market research</b>		
Sportradar AG	Wagering Market Risk Assessment	50,000
<b>Advertising campaigns</b>		
Supercurios Pty Ltd T/A Coordinate Group	Development of creative strategy and campaign planning for Sport Integrity	10,695
Mediabrand Pty Ltd T/A Universal McCann	Australia awareness campaign – Play the Aussie Way.	363,000

## Property management and environmental impact

### Ecologically sustainable development principles

We supply the following information in accordance with section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act).

The principles of ecologically sustainable development are set out in section 3A of the EPBC Act. We have considered these principles in relation to our activities and administration and taken action as appropriate.

### Measures taken to minimise environmental impact

We are a single-site agency with 36 employees located in full-time, work-from-home arrangements. Our lease and fit-out approvals are in accordance with Australian Government lease density requirements and meet the Government guidance under the National Australian Built Environment Rating System.

Our fit-out, ICT capability and accompanying measures are designed to minimise our environmental impact. Measures include:

- allowing greater access to flexible and remote working arrangements enabled by internet-based conferencing and collaboration tools with over 40% of staff accessing arrangements to work away from the office or from home
- implementing a comprehensive digital strategy involving reduced printer and paper use through electronic document management and recycling of printer ink cartridges
- using energy-efficient fixtures and fittings, using individual sensors, power and water savers and automatic switch-off features
- revising tenancy waste management arrangements to promote increased recycling
- installation of site-based environmental monitors
- implementing a Building Management System
- adopting whole-of-Australian Government energy arrangements that incorporate the use of renewable energy. We will also be replacing all fluorescent lighting with LED technology.



## Australian Public Service (APS) Net Zero 2030

APS Net Zero 2030 is the Government's policy for the APS to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions. As part of the [Net Zero in Government Operations Strategy](#), non-corporate Commonwealth entities, corporate Commonwealth entities and Commonwealth companies are required to report on their operational greenhouse gas emissions.

The greenhouse gas emissions inventory shown in Table 15 presents greenhouse gas emissions over the 2023–24 period. Results are presented based on Carbon Dioxide Equivalent (CO<sub>2</sub>-e) emissions. Greenhouse gas emissions have been calculated in line with the APS Net Zero Emissions Reporting Framework, consistent with the Whole-of-Australian Government approach as part of the APS Net Zero 2030 policy. Not all data sources were available at the time of the report and amendments to data may be required in future reports.

Table 16 presents emissions related to electricity usage using both the location-based and the market-based accounting methods. The location-based approach calculates the emissions from the local area in which the energy is consumed, while the market-based approach accounts for electricity purchased through contractual instruments and assigns the associated emissions to the purchasing entity.

*Table 15: 2023–24 greenhouse gas emissions inventory – location-based method*

Emission Source	Scope 1 t CO <sub>2</sub> -e	Scope 2 t CO <sub>2</sub> -e	Scope 3 t CO <sub>2</sub> -e	Total t CO <sub>2</sub> -e
Electricity (location-based approach)	N/A	196.586	15.685	212.271
Natural gas	0.000	N/A	0.000	0.000
Solid waste*	N/A	N/A	0.000	0.000
Refrigerants*†	0.000	N/A	N/A	0.000
Fleet and other vehicles	0.000	N/A	0.000	0.000
Domestic commercial flights	N/A	N/A	194.217	194.217
Domestic hire car*	N/A	N/A	6.650	6.650
Domestic travel accommodation*	N/A	N/A	61.569	61.569
Other energy	0.000	N/A	0.000	0.000
<b>Total t CO<sub>2</sub>-e</b>	<b>0.000</b>	<b>196.586</b>	<b>278.122</b>	<b>474.708</b>

Note: the table above presents emissions related to electricity usage using the location-based accounting method. CO<sub>2</sub>-e = Carbon Dioxide Equivalent. While efforts were made to separate the data, a small portion of domestic travel emissions may have been reported in the Department of Health and Aged Care's annual report due to a shared services agreement.

\* indicates emission sources collected for the first time in 2023–24. The quality of data is expected to improve over time as emissions reporting matures.

† indicates optional emission source for 2023–24 emissions reporting.

Table 16: 2023–24 electricity greenhouse gas emissions

Emission Source	Scope 2 t CO <sub>2</sub> -e	Scope 3 t CO <sub>2</sub> -e	Total t CO <sub>2</sub> -e	Percentage of electricity use
Electricity (location-based approach)	196.586	15.685	212.271	100.00%
Market-based electricity emissions	16.822	2.077	18.899	7.15%
<b>Total renewable electricity</b>	-	-	-	<b>92.85%</b>
<i>Mandatory renewables<sup>1</sup></i>	-	-	-	18.72%
<i>Voluntary renewables<sup>2</sup></i>	-	-	-	74.13%

Note: the table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO<sub>2</sub>-e = Carbon Dioxide Equivalent.

- 1 Mandatory renewables are the portion of electricity consumed from the grid that is generated by renewable sources. This includes the renewable power percentage.
- 2 Voluntary renewables reflect the eligible carbon credit units surrendered by the entity. This may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage (ACT only).

## 5.5 EXTERNAL SCRUTINY AND COMPLIANCE

### Parliamentary scrutiny

In 2023–24, there were no reports on our operations by the Auditor-General, or a committee of either or both Houses of the Parliament or the Commonwealth Ombudsman. No capability reviews of the agency were released in the period.

### Decisions

#### *Judicial decisions*

We were not the subject of any judicial decisions in 2023–24.

#### *Decisions of the Administrative Appeals Tribunal*

In 2023–24, no applications for review of Freedom of Information decisions were lodged with the Administrative Appeals Tribunal.

A decision on one matter (lodged in 2020) was made by the Administrative Appeals Tribunal, and one application (lodged in 2022) was withdrawn by the applicant.

As at 30 June 2024, there are no Freedom of Information decisions with the Administrative Appeals Tribunal for review.

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

In 2023–24, one application for review was lodged with the Office of the Australian Information Commissioner and 2 applications were finalised.

As at 30 June 2024, one Freedom of Information decision is with the Office of the Australian Information Commissioner for review.

## Freedom of information

In 2023–24, we received 29 requests for access to information under the *Freedom of Information Act 1982* (FOI Act).

Entities subject to the FOI Act are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part 2 of the FOI Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements.

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

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

### FEATURE STORY

#### WEBINAR SERIES

A key role of our education team is to develop resources and messaging to assist sports with increasing their awareness of, and adherence to, their integrity policies. This has never been more important, following the adoption of the NIF policies which bind all members of sport from grassroots to Olympic athletes.

In discussions with our colleagues in sport, particularly the National Integrity Manager network, it became clear that we faced a significant challenge to improve the awareness and capability of administrators and volunteers in the critical topics of safeguarding and complaints to support the millions of Australians involved in sport at grassroots level.

The decision was made to develop a public webinar series to complement the existing eLearning, print/digital resources and sport-specific face-to-face education programs. The webinars were developed specifically for administrators, coaches and volunteers who play a pivotal role in facilitating safe sport, overseeing the management of behaviours and delivery of information to participants.

*"Thoroughly enjoyed the segment on how to teach members to use social media in a safe way. Will be implementing this training and education!"*

*"Hearing from Swimming Australia was nice, placed the discussion at a sport level, which is sometimes lost in the articulation of policy and strategy."*

The 9 public webinars delivered in 2023–24 included:

<b>Introductory series</b> (Nov – Dec 2023)	The what, why and how of safeguarding in sport
	Tackling poor behaviour in sport
<b>Child safe practices in action series</b> (Feb – April 2024)	Photography and electronic communication with children and young people
	Recognising boundaries and managing behaviours of children and young people
	Transporting and travelling with children and young people
<b>Complaint management in sport series</b> (May – June 2024)	Understanding grooming in sport
	What to do when you receive an integrity complaint
	Determining sanctions for breaches of policy
	Conflict resolution and mediation in sport

With the assistance of our colleagues in sport to promote the webinars, we have been able to reach more than 3,600 (1,897 attended live and 1,846 viewed the recordings on our website) people with these important topics. These attendees represented more than 100 different sports from every Australian state and territory, with 4% of attendees dialling in from overseas. Of these attendees, 55% reported their primary role in sport as being an administrator, with a further 20% being coaches (see Figure 2). Additionally, the aim to reach grassroots sport was largely achieved with 72% of attendees reporting their primary level of sport as either recreational/ community or state level (see Figure 3).

As with all our education programs, the feedback we received from attendees is key to determining the effectiveness of what we deliver, with 556 attendees generously providing feedback to date (see Figure 4). The overwhelmingly positive quantitative feedback has guided a continuation of the approach taken with public webinar planning for 2024–25. Additionally, attendees provided invaluable qualitative feedback in relation to questions such as "what was the most valuable thing you learned?" Many attendees note the highly practical guidance provided by external presenters, of which there has been a variety, including:

- Kate Stone, Surf Life Saving Australia
- Kathy Gray, The Y NSW
- Dr Karla Lopez, Consultant Forensic Psychologist
- Lydia Dowse, Swimming Australia
- Bronwen Knox, Australian Taekwondo, Boxing Australia & Judo Australia

Figure 2: Attendance by role in sport

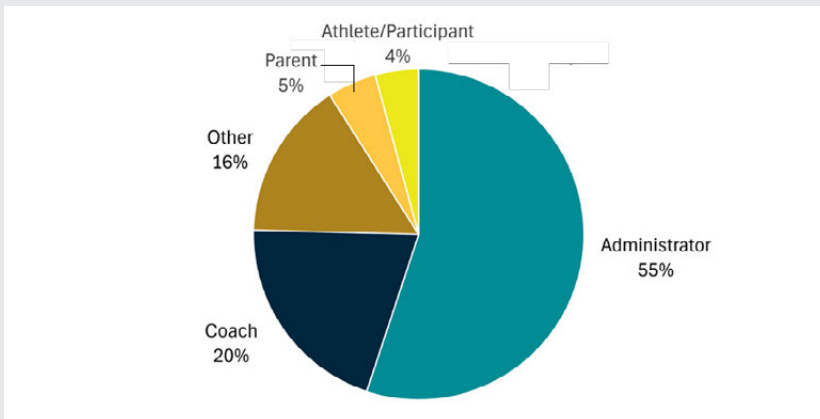


Figure 3: Attendance by primary level of sport

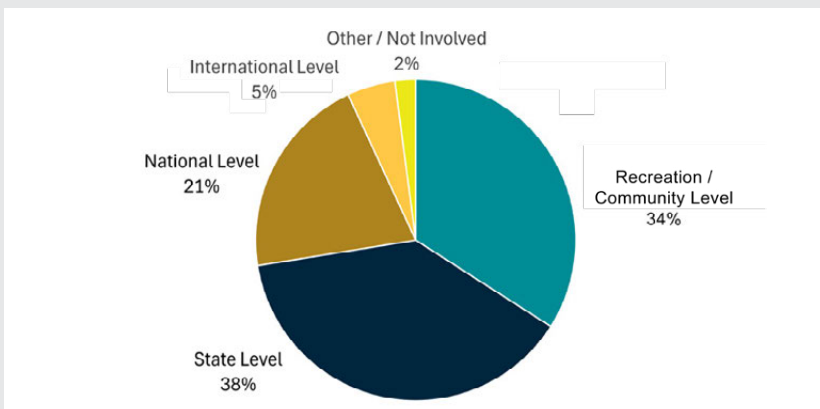
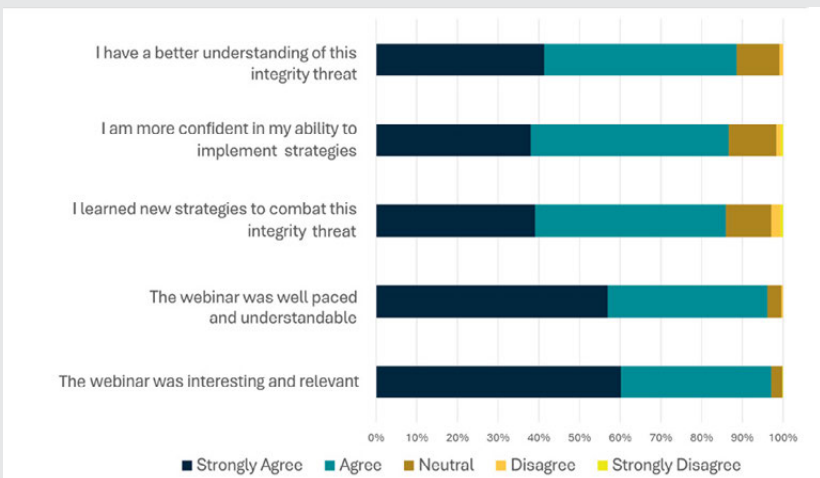


Figure 4: Feedback provided on the webinars



# CHAPTER 6

# FINANCIAL STATEMENTS







## INDEPENDENT AUDITOR'S REPORT

### To the Minister for Sport

#### Opinion

In my opinion, the financial statements of the Sport Integrity Australia (the Entity) for the year ended 30 June 2024:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2024 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2024 and for the year then ended:

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

#### Basis for opinion

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

#### Accountable Authority's responsibility for the financial statements

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

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result

of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

### **Auditor's responsibilities for the audit of the financial statements**

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

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

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

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

Australian National Audit Office



Fiona Sheppard  
Executive Director

Delegate of the Auditor-General

Canberra  
11 September 2024



## STATEMENT BY THE CHIEF EXECUTIVE OFFICER AND CHIEF FINANCIAL OFFICER

In our opinion, the attached financial statements for the year ended 30 June 2024 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

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



Signed.....

Dr. Sarah Benson  
Acting Chief Executive Officer

10 September 2024



Signed.....

Rebecca Tyler  
Chief Financial Officer

10 September 2024

**Sport Integrity Australia**  
**Statement of Comprehensive Income**  
*for the year ended 30 June 2024*

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	1.1A	22,390	20,412	21,182
Suppliers	1.1B	15,880	16,715	12,290
Grants	1.1C	60	140	-
Depreciation and amortisation	3.2A	2,521	2,151	1,752
Write-down and impairment of other assets	1.1D	-	17	-
Interest on right-of-use-building		68	73	85
<b>Total expenses</b>		<b>40,919</b>	<b>39,508</b>	<b>35,309</b>
<b>Own-source income</b>				
<b>Own-source revenue</b>				
Revenue from contracts with customers	1.2A	2,234	1,789	1,800
Other revenue	1.2B	250	253	232
<b>Total own-source revenue</b>		<b>2,484</b>	<b>2,042</b>	<b>2,032</b>
<b>Gains</b>				
Resources received free of charge	1.2C	4,529	4,581	-
<b>Total gains</b>		<b>4,529</b>	<b>4,581</b>	<b>-</b>
<b>Total own-source income</b>		<b>7,013</b>	<b>6,623</b>	<b>2,032</b>
<b>Net cost of services</b>		<b>(33,906)</b>	<b>(32,885)</b>	<b>(33,277)</b>
Revenue from Government	1.2D	36,029	31,601	32,308
<b>Surplus/(deficit) attributable to the Australian Government</b>		<b>2,123</b>	<b>(1,284)</b>	<b>(969)</b>
<b>OTHER COMPREHENSIVE INCOME</b>				
<b>Items not subject to subsequent reclassification to net cost of services</b>				
Changes in asset revaluation reserve <sup>1</sup>		-	931	-
<b>Total comprehensive income/(loss)</b>		<b>2,123</b>	<b>(353)</b>	<b>(969)</b>

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

1. Please refer to prior period errors disclosed in the Overview note.

**Budget Variances Commentary**

***Statement of Comprehensive Income***

Total expenses are higher than budget primarily due to additional funding for the new Safety In Sport measure, announced and received in January 2024. Resources received free of charge are higher than budget due to sample analysis services received from the National Measurement Institute not being included in the original budget. The amount was included in the Portfolio Additional Estimates Statements.

**Sport Integrity Australia**  
**Statement of Financial Position**  
*as at 30 June 2024*

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents		4,923	5,310	659
Trade and other receivables	3.1A	10,254	5,149	11,319
<b>Total financial assets</b>		<b>15,177</b>	<b>10,459</b>	<b>11,978</b>
<b>Non-financial assets<sup>1 2</sup></b>				
Buildings	3.2A	11,258	12,931	10,944
Plant and equipment	3.2A	540	448	891
Computer software	3.2A	1,227	1,418	1,262
Inventories	3.2B	219	178	214
Other non-financial assets	3.2C	513	189	248
<b>Total non-financial assets</b>		<b>13,757</b>	<b>15,164</b>	<b>13,559</b>
<b>Total assets</b>		<b>28,933</b>	<b>25,623</b>	<b>25,537</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	3.3A	2,187	2,801	3,945
Other payables	3.3B	1,127	841	692
<b>Total payables</b>		<b>3,314</b>	<b>3,642</b>	<b>4,637</b>
<b>Interest bearing liabilities<sup>3</sup></b>				
Leases	3.4A	7,164	7,909	9,002
<b>Total interest bearing liabilities</b>		<b>7,164</b>	<b>7,909</b>	<b>9,002</b>
<b>Provisions</b>				
Employee provisions	6.1A	6,006	5,123	4,016
<b>Total provisions</b>		<b>6,006</b>	<b>5,123</b>	<b>4,016</b>
<b>Total liabilities</b>		<b>16,484</b>	<b>16,674</b>	<b>17,655</b>
<b>Net assets</b>		<b>12,450</b>	<b>8,949</b>	<b>7,882</b>
<b>EQUITY</b>				
Contributed equity		9,684	8,306	8,819
Reserves		1,392	1,392	461
Retained accumulated surplus/(deficit)		1,374	(749)	(1,398)
<b>Total equity</b>		<b>12,450</b>	<b>8,949</b>	<b>7,882</b>

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

- Right-of-use assets are included in Buildings.
- Plant and equipment includes \$19,000 that was disclosed separately as a heritage and cultural asset in 2022-23. This asset is a modern indigenous artwork and due to the nature and materiality of the item, has been included in plant and equipment in 2023-24.
- Please refer to prior period errors disclosed in the Overview note.

**Accounting Policy**

***Cash and Cash Equivalents***

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

**Budget Variances Commentary**

***Statement of Financial Position***

The budget variance in total financial assets relates to current year appropriations receivable. The use of \$74 retained revenue receipts and prior year unspent appropriations was not considered in the original budget. The variance in total payables relates to the timing of supplier payables not considered during preparation of the original budget. Employee provisions was higher than budget due to a combination of; an increase in staff attributable to additional funding for the new Safety In Sport measure, announced and received in January 2024; a reduction in labour hire contractors; and higher salary growth rate and the effect on leave provisions.



**Sport Integrity Australia**  
**Statement of Changes in Equity**  
*for the year ended 30 June 2024*

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
<b>CONTRIBUTED EQUITY</b>				
<b>Opening balance as at 1 July</b>				
Balance carried forward from previous period		8,306	7,710	8,306
<b>Adjusted opening balance</b>		<b>8,306</b>	<b>7,710</b>	<b>8,306</b>
<b>Transactions with owners</b>				
<b>Contributions by owners</b>				
Equity injection - Appropriations		-	359	-
Departmental capital budget		1,378	237	513
<b>Total transactions with owners</b>		<b>1,378</b>	<b>596</b>	<b>513</b>
<b>Closing balance as at 30 June</b>		<b>9,684</b>	<b>8,306</b>	<b>8,819</b>
<b>RETAINED EARNINGS</b>				
<b>Opening balance</b>				
Balance carried forward from previous period		(749)	535	(429)
<b>Adjusted opening balance</b>		<b>(749)</b>	<b>535</b>	<b>(429)</b>
<b>Comprehensive income</b>				
Surplus/(deficit) for the period		2,123	(1,284)	(969)
<b>Total comprehensive income/(loss)</b>		<b>2,123</b>	<b>(1,284)</b>	<b>(969)</b>
<b>Closing balance as at 30 June</b>		<b>1,374</b>	<b>(749)</b>	<b>(1,398)</b>
<b>ASSET REVALUATION RESERVE</b>				
<b>Opening balance</b>				
Balance carried forward from previous period		1,392	461	461
<b>Adjusted opening balance</b>		<b>1,392</b>	<b>461</b>	<b>461</b>
<b>Comprehensive income</b>				
Other comprehensive income		-	931	-
<b>Total comprehensive income</b>		<b>-</b>	<b>931</b>	<b>-</b>
<b>Closing balance as at 30 June</b>		<b>1,392</b>	<b>1,392</b>	<b>461</b>
<b>TOTAL EQUITY</b>				
<b>Opening balance</b>				
Balance carried forward from previous period		8,949	8,706	8,338
<b>Adjusted opening balance</b>		<b>8,949</b>	<b>8,706</b>	<b>8,338</b>
<b>Comprehensive income</b>				
Surplus/(Deficit) for the period		2,123	(1,284)	(969)
Other comprehensive income		-	931	-
<b>Total comprehensive income</b>		<b>2,123</b>	<b>(353)</b>	<b>(969)</b>
<b>Transactions with owners</b>				
<b>Contributions by owners</b>				
Equity injection - Appropriations		-	359	-
Departmental capital budget		1,378	237	513
<b>Total transactions with owners</b>		<b>1,378</b>	<b>596</b>	<b>513</b>
<b>Closing balance as at 30 June</b>		<b>12,450</b>	<b>8,949</b>	<b>7,882</b>

**Accounting Policy**

*Equity Injections*

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

**Budget Variances Commentary**

*Statement of Changes in Equity*

The unbudgeted surplus in total comprehensive income is due to the timing of additional funding received for the new measure Safety In Sport in January 2024. The timing delayed the commencement of some activities and subsequent expenditure in recruitment and procurement. Additional departmental capital budget was also received as part of this new measure, not reflected in the original budget.

**Sport Integrity Australia**  
**Cash Flow Statement**  
*for the year ended 30 June 2024*

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
<b>OPERATING ACTIVITIES</b>				
<b>Cash received</b>				
Appropriations		31,300	37,396	31,525
Sale of goods and rendering of services (including section 74 receipts)		3,788	4,311	1,800
GST received		612	959	1,045
Other		239	-	186
<b>Total cash received</b>		<b>35,939</b>	<b>42,666</b>	<b>34,556</b>
<b>Cash used</b>				
Employees		21,916	18,232	21,182
Suppliers		13,519	18,480	12,072
Interest payments on lease liabilities		68	73	85
<b>Total cash used</b>		<b>35,503</b>	<b>36,785</b>	<b>33,339</b>
<b>Net cash from operating activities</b>		<b>436</b>	<b>5,881</b>	<b>1,217</b>
<b>INVESTING ACTIVITIES</b>				
<b>Cash used</b>				
Purchase of property, plant and equipment		381	341	513
Purchase of intangibles		368	739	-
<b>Total cash used</b>		<b>749</b>	<b>1,080</b>	<b>513</b>
<b>Net cash used by investing activities</b>		<b>(749)</b>	<b>(1,080)</b>	<b>(513)</b>
<b>FINANCING ACTIVITIES</b>				
<b>Cash received</b>				
Contributed equity		740	628	513
<b>Total cash received</b>		<b>740</b>	<b>628</b>	<b>513</b>
<b>Cash used</b>				
Principal payments of lease liabilities		814	779	783
<b>Total cash used</b>		<b>814</b>	<b>779</b>	<b>783</b>
<b>Net cash from/(used by) financing activities</b>		<b>(74)</b>	<b>(151)</b>	<b>(270)</b>
<b>Net increase/(decrease) in cash held</b>		<b>(387)</b>	<b>4,650</b>	<b>434</b>
Cash and cash equivalents at the beginning of the reporting period		5,310	659	225
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>4,923</b>	<b>5,310</b>	<b>659</b>

**Budget Variances Commentary**

**Cash Flow Statement**

The budget variance in total cash received and total cash used is primarily due to additional funding for the new Safety In Sport measure, announced and received in January 2024 and not reflected in the original budget.

**Sport Integrity Australia**  
**Administered Schedule of Comprehensive Income**  
*for the year ended 30 June 2024*

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	2.1A	3,664	705	-
Suppliers	2.1B	2,918	2,284	4,526
<b>Total expenses</b>		<b>6,582</b>	<b>2,989</b>	<b>4,526</b>
<b>Net cost of services</b>		<b>(6,582)</b>	<b>(2,989)</b>	<b>(4,526)</b>
<b>Total comprehensive loss</b>		<b>(6,582)</b>	<b>(2,989)</b>	<b>(4,526)</b>

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

**Budget Variances Commentary**

***Schedule of Comprehensive Income***

The budget variance in employees and suppliers reflects the use of staff resources to undertake the implementation of Safety In Sport which was not anticipated in the budget.

**Sport Integrity Australia**  
**Administered Schedule of Assets and Liabilities**  
*as at 30 June 2024*

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents		146	808	-
Trade and other receivables	4.1A	51	280	-
<b>Total financial assets</b>		<b>197</b>	<b>1,088</b>	<b>-</b>
<b>Total assets administered on behalf of Government</b>		<b>197</b>	<b>1,088</b>	<b>-</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	4.2A	37	636	(42)
<b>Total payables</b>		<b>37</b>	<b>636</b>	<b>(42)</b>
<b>Total liabilities administered on behalf of Government</b>		<b>37</b>	<b>636</b>	<b>(42)</b>
<b>Net assets</b>		<b>160</b>	<b>452</b>	<b>42</b>

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

**Budget Variances Commentary**

***Schedule of Assets and Liabilities***

The budget variance in financial assets and liabilities relates to the timing of payment of invoices. At 30 June 2024, compared to budget, less cash was required to be drawn down for supplier payables due in July.

**Sport Integrity Australia**  
**Administered Reconciliation Schedule**  
*for the year ended 30 June 2024*

	Notes	2024 \$'000	2023 \$'000
<b>Opening assets less liabilities as at 1 July</b>		452	42
<b>Net cost of services</b>			
<b>Expenses</b>			
Payments to entities other than corporate Commonwealth entities		(6,582)	(2,989)
<b>Transfers from the Australian Government</b>			
Appropriation transfers from Official Public Account			
Annual appropriations		6,290	3,399
<b>Closing assets less liabilities as at 30 June</b>		<b>160</b>	452

**Accounting Policy**

*Administered Cash Transfers to and from the Official Public Account (OPA)*

Cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of Government. These transfers to and from the OPA are adjustments to the administered cash held by the entity on behalf of the Government and reported as such in the schedule of administered cash flows and in the administered reconciliation schedule.

**Sport Integrity Australia**  
**Administered Cash Flow Statement**  
*for the year ended 30 June 2024*

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
<b>OPERATING ACTIVITIES</b>				
<b>Cash used</b>				
Employees		3,664	710	-
Suppliers		3,532	1,802	4,526
<b>Total cash used</b>		<b>7,196</b>	<b>2,512</b>	<b>4,526</b>
<b>Net cash used by operating activities</b>		<b>(7,196)</b>	<b>(2,512)</b>	<b>(4,526)</b>
<b>Cash from Official Public Account</b>				
Appropriations		6,534	3,320	4,526
<b>Total cash from official public account</b>		<b>6,534</b>	<b>3,320</b>	<b>4,526</b>
<b>Net increase/(decrease) in cash held</b>		<b>(662)</b>	<b>808</b>	<b>-</b>
Cash and cash equivalents at the beginning of the reporting period		808	-	-
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>146</b>	<b>808</b>	<b>-</b>

**Budget Variances Commentary**

**Cashflow Statement**

The budget variance in cash used for employees and suppliers reflects the use of staff resources to undertake the implementation of Safety In Sport which was not anticipated in the budget. This is also reflective of the variance in appropriations from the Official Public Account.

**Sport Integrity Australia****Notes to and forming part of the financial statements***for the year ended 30 June 2024***Overview**

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

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

Sport Integrity Australia is an Australian Government controlled, not-for-profit entity located at Unit 14, 5 Tennant St, Fyshwick, ACT 2609.

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

**The Basis of Preparation**

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

The financial statements have been prepared in accordance with:

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

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

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

**New Accounting Standards***Adoption of New Australian Accounting Standard Requirements*

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

**Taxation**

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

**Significant Events**

Additional funding of \$4.586 million for the new Safety In Sport measure was received in January 2024, following the announcement to expand Sport Integrity Australia's remit to address the threats of bullying, harassment, racism, discrimination, violence and sexual misconduct and provide a system that supports wide reaching cultural change within sport. The impact of this additional funding on the financial statements is an increase of \$3.721 million in revenue from government, an increase in Departmental Capital Budget appropriation of \$0.865 million and an increase to employee benefits and supplier expenses.



### Prior period errors

#### Statement of Comprehensive Income

In 2022-23 an asset revaluation increment of \$0.931m was omitted from disclosure on the Statement of Comprehensive Income. The amount should have been disclosed in Other Comprehensive Income as a change to the asset revaluation reserve. The effect of the omission was non-disclosure of the total comprehensive income/(loss) position, which should have been disclosed as a total comprehensive loss of \$0.353m. Correction to the prior period actuals is reflected in the 2023-24 Statement of Comprehensive Income and note 5.2 Net Cash Appropriations Arrangements.

#### Statement of Financial Position

In 2022-23 Lease Liability actuals to the value of \$7.909m and original budget to the value of \$7.762m were disclosed as Payables in error in the Statement of Financial Position and associated notes. These amounts should have been disclosed as Interest Bearing Liabilities. The error overstated the value of Payables and omitted the disclosure of Interest Bearing Liabilities in the 2022-23 Financial Statements. Correction to the prior period actuals and original budget is reflected in the 2023-24 Statement of Financial Position and associated notes, as presented below:

	2023 restated actual '000	2023 restated budget '000	Previously reported 2023 actual '000	Previously reported 2023 budget '000
<b>Payables</b>				
Suppliers	2,801	4,733	2,801	4,733
Other payables	841	692	841	692
Leases	-	-	7,909	7,762
<b>Total payables</b>	<b>3,642</b>	<b>5,425</b>	<b>11,551</b>	<b>13,187</b>
<b>Interest bearing liabilities</b>				
Leases	7,909	7,762	-	-
<b>Total interest bearing liabilities</b>	<b>7,909</b>	<b>7,762</b>	<b>-</b>	<b>-</b>

#### Unspent Administered Annual Appropriations

In note 5.1B, an amount of \$1m from Administered Appropriation Act (No. 1) 2020-2021 was omitted in error from the 2023 comparatives, understating total unspent administered annual appropriations. The 2023 comparative figure in note 5.1B has been restated as presented below:

	2023 restated actual '000	Previously reported 2023 actual '000
<b>Administered</b>		
Appropriation Act (No. 1) 2020-2021	1,334	334
Appropriation Act (No. 1) 2021-2022	2,907	2,907
Supply Act (No. 3) - 2022-2023	2,226	2,226
Appropriation Act (No. 1) 2023-2024	-	-
Cash and cash equivalents	808	808
<b>Total administered</b>	<b>7,275</b>	<b>6,275</b>

#### Reporting of Administered activities

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

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

#### Events After the Reporting Period

##### Departmental

No events occurred after balance date that should be brought to account or noted in the 2023-24 financial statements.

##### Administered

No events occurred after balance date that should be brought to account or noted in the 2023-24 financial statements.

#### Breach of Section 83 of the Constitution

After conducting an appropriate risk assessment, Sport Integrity Australia determined that there was low risk of breach of Section 83 of the constitution, and nil breaches were identified during 2023-24 (2022-23: nil).

## Sport Integrity Australia

## Notes to and forming part of the financial statements

for the year ended 30 June 2024

<b>Financial Performance</b>	This section analyses the financial performance of Sport Integrity Australia
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**1.1 Expenses**

	2024 \$'000	2023 \$'000
<b>1.1A: Employee benefits</b>		
Wages and salaries	16,296	14,933
Superannuation		
Defined contribution plans	2,117	1,802
Defined benefit plans	652	887
Leave and other entitlements	3,063	2,790
Separation and redundancies	262	-
<b>Total employee benefits</b>	22,390	20,412

Total average staffing levels in 2024 were 172 (2023: 151.20).

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

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

Consultants	253	180
Contractors	1,274	2,935
Audit Fees - Australian National Audit Office	42	52
Audit Fees - internal audit function contract for service	114	167
Committee expenses	348	287
HR - recruitment and training	399	418
Legal	125	458
Testing - sample analysis, storage and external collection expenses	5,285	5,237
Travel	1,783	1,334
IT services	1,631	1,441
Other	2,220	1,263
Property operating expenses	270	230
<b>Total goods and services supplied or rendered</b>	13,744	14,002
Goods supplied	218	181
Services rendered	13,526	13,821
<b>Total goods and services supplied or rendered</b>	13,744	14,002

**Other suppliers**

Australia's Contribution to the World Anti-Doping Agency	832	738
Criminal Intelligence Capability - Australian Criminal Intelligence Commission	1,151	1,517
Workers compensation expenses	153	458
<b>Total other suppliers</b>	2,136	2,713
<b>Total suppliers</b>	15,880	16,715

**1.1C: Grants**

World Anti-Doping Agency to fund the Oceania Regional Anti-Doping Organisation	-	80
United Nations Educational, Scientific and Cultural Organisation (UNESCO) to eliminate doping in sport	60	60
<b>Total grants</b>	60	140

**1.1D: Write-down and impairment of other assets**

Impairment of property, plant and equipment	-	17
Impairment of intangible assets	-	-
<b>Total write-down and impairment of other assets</b>	-	17

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
*for the year ended 30 June 2024*

**1.2 Own-Source Revenue and gains**

	2024	2023
	\$'000	\$'000
<b>Own-Source Revenue</b>		
<b>1.2A: Revenue from contracts with customers</b>		
Sample collection and testing services	2,234	1,789
<b>Total revenue from contracts with customers</b>	<b>2,234</b>	<b>1,789</b>
<b>Disaggregation of revenue from contracts with customers</b>		
Service line:		
Service delivery	2,234	1,789
	<b>2,234</b>	<b>1,789</b>
Type of customer:		
Non-government entities	2,234	1,789
	<b>2,234</b>	<b>1,789</b>
Timing of transfer of goods and services:		
Point in time	2,234	1,789
	<b>2,234</b>	<b>1,789</b>

**Accounting Policy**

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

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

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

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

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

**Sport Integrity Australia****Notes to and forming part of the financial statements***for the period ended 30 June 2024*

	2024	2023
	\$'000	\$'000
<b>1.2B: Other revenue</b>		
Play By the Rules partner contributions	234	148
National Measurement Institute (NMI) return of unspent research funds	-	100
Other	16	5
<b>Total other revenue</b>	<b>250</b>	<b>253</b>
<b>1.2C: Resources received free of charge</b>		
Australian Sports Drug Testing Laboratory	4,487	4,529
Remuneration of auditors	42	52
<b>Total for Resources received free of charge</b>	<b>4,529</b>	<b>4,581</b>
<b>1.2D: Revenue from Government</b>		
Appropriations		
Departmental appropriations	36,029	31,601
<b>Total revenue from Government</b>	<b>36,029</b>	<b>31,601</b>

**Accounting Policy***Revenue from Government*

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

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

*Resources received free of charge*

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

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
for the year ended 30 June 2024

## Income and Expenses Administered on Behalf of Government

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

### 2.1 Administered - Expenses

	2024	2023
	\$'000	\$'000
<b>2.1A: Employee benefits</b>		
Wages and salaries	2,773	548
Superannuation		
Defined contribution plans	20	89
Defined benefit plans	440	-
Leave and other entitlements	431	68
<b>Total employee benefits</b>	<b>3,664</b>	<b>705</b>

#### Accounting Policy

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

### 2.1B: Suppliers

#### Goods and services supplied or rendered

Consultants	16	205
Contractors	455	-
Contract for services	2,351	1,312
Travel	31	321
Conferences & seminars	42	107
Other	23	339
<b>Total goods and services supplied or rendered</b>	<b>2,918</b>	<b>2,284</b>
Goods supplied	-	-
Services rendered	2,918	2,284
<b>Total goods and services supplied or rendered</b>	<b>2,918</b>	<b>2,284</b>

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
*for the year ended 30 June 2024*

## Financial Position

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

### 3.1 Financial Assets

	2024	2023
	\$'000	\$'000
<b>3.1A: Trade and other receivables</b>		
<b>Goods and services receivables</b>		
Goods and services	1,628	1,890
<b>Total goods and services receivables</b>	<b>1,628</b>	<b>1,890</b>
<b>Appropriation receivables</b>		
Appropriation receivable	8,626	3,259
<b>Total appropriation receivables</b>	<b>8,626</b>	<b>3,259</b>
<b>Total trade and other receivables (gross)</b>	<b>10,254</b>	<b>5,149</b>
<b>Less expected credit loss allowance</b>	<b>-</b>	<b>-</b>
<b>Total trade and other receivables (net)</b>	<b>10,254</b>	<b>5,149</b>

Credit terms for goods and services were within 30 days (2023: 30 days).

#### Accounting Policy

##### Financial assets

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

	Buildings \$'000	Plant and equipment <sup>1</sup> \$'000	Computer Software \$'000	Total \$'000
<b>As at 1 July 2023</b>				
Gross book value	15,608	486	3,306	19,400
Accumulated depreciation, amortisation and impairment	(2,677)	(38)	(1,888)	(4,603)
<b>Total as at 1 July 2023</b>	<b>12,931</b>	<b>448</b>	<b>1,418</b>	<b>14,797</b>
Additions				
Purchase of internally developed	60	381	308	749
Depreciation and amortisation	(923)	(289)	(499)	(1,711)
Depreciation of right-of-use assets	(810)	-	-	(810)
<b>Total as at 30 June 2024</b>	<b>11,258</b>	<b>540</b>	<b>1,227</b>	<b>13,025</b>
<b>Total as at 30 June 2024 represented by</b>				
Gross book value	15,668	867	3,614	20,149
Accumulated depreciation, amortisation and impairment	(4,410)	(327)	(2,387)	(7,124)
<b>Total as at 30 June 2024</b>	<b>11,258</b>	<b>540</b>	<b>1,227</b>	<b>13,025</b>
Carrying amount of right-of-use assets	6,402	-	-	6,402

1. The opening balance of plant and equipment includes \$19,000 that was disclosed separately as a heritage and cultural asset in 2022-23. This asset is a modern indigenous artwork and due to the nature and materiality of the item, has been included in plant and equipment in 2023-24.

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

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

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



**Sport Integrity Australia****Notes to and forming part of the financial statements***for the year ended 30 June 2024***Accounting Policy****Acquisition of Assets**

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

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

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

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

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

**Asset Recognition Threshold**

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

**Leased Right-of-Use (ROU) Assets**

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

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

**Revaluations**

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

The Fair Value Framework underpins the valuation methodology.

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

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

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
*for the year ended 30 June 2024*

Depreciation

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

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

Asset class	2024	2023
Leasehold improvements (Buildings)	Lease term	Lease term
Plant and equipment	3 to 10 years	3 to 10 years

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

Impairment

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

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

Derecognition

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

Intangibles

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

Software is amortised on a straight-line basis over its anticipated useful life. The useful life of Sport Integrity Australia's software is 3 to 5 years (2023: 3 to 5 years).

All intangible assets were assessed for indications of impairment and no indications for impairment found at 30 June 2024 (2023: \$17,376).

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
*for the year ended 30 June 2024*

	2024	2023
	\$'000	\$'000
<b>3.2B: Inventories</b>		
<b>Inventories held for sale</b>		
Inventories held for distribution - education materials	24	18
Inventories held for use - sample collection	195	160
<b>Total inventories</b>	<b>219</b>	<b>178</b>

During 2024, \$15,752 worth of education inventories were recognised as an expense (2023: \$44,403).

During 2024, \$215,653 worth of sample collection inventories were recognised as an expense (2023: \$196,650).

**Accounting Policy**

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

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

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

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

**3.2C: Other non-financial assets**

Prepayments	513	189
<b>Total other non-financial assets</b>	<b>513</b>	<b>189</b>

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

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
*for the year ended 30 June 2024*

**3.3 Payables**

	<b>2024</b>	2023
	<b>\$'000</b>	\$'000

**3.3A: Suppliers**

Trade creditors and accruals	2,013	2,558
Credit card facilities	174	243
<b>Total suppliers</b>	<b>2,187</b>	<b>2,801</b>

**Suppliers expected to be settled**

No more than 12 months	2,187	2,801
More than 12 months	-	-
<b>Total suppliers</b>	<b>2,187</b>	<b>2,801</b>

Credit terms for trade creditors were within 30 days (2023: 30 days).

Credit card facility terms were within 30 days with late payment interest at 12.65% (2023: 30 days, 12.65%).

**3.3B: Other payables**

Salaries and wages	643	535
Superannuation	108	93
Other	376	213
<b>Total other payables</b>	<b>1,127</b>	<b>841</b>

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
*for the year ended 30 June 2024*

**3.4 Interest Bearing Liabilities**

	2024	2023
	\$'000	\$'000
<b>3.4A. Leases</b>		
Lease liabilities	7,164	7,909
<b>Total leases</b>	<b>7,164</b>	<b>7,909</b>
<b>Maturity analysis - contractual undiscounted cash flows</b>		
Within 1 year	840	812
Between 1 to 5 years	4,669	4,509
More than 5 years	1,922	2,922
<b>Total leases</b>	<b>7,431</b>	<b>8,243</b>

Sport Integrity Australia in its capacity as lessee has a 10 year lease on its premises in Canberra, ACT. At 30 June 2024, the agency is in its fourth year, with 6 years left on the lease. There is an extension option at the end of the 10 year lease of 2 years that has been included in the lease liability on the probability that Sport Integrity Australia will exercise the option. Rent is reviewed on an annual basis and rental increases are 3.5% per annum.

Total cash outflow for leases for the year ended 30 June 2024 was \$0.814m (2023: \$0.852m).

The above lease disclosures should be read in conjunction with the accompanying note 3.2A.

**Accounting Policy**

Leases

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

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

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

**Sport Integrity Australia****Notes to and forming part of the financial statements***for the year ended 30 June 2024***Assets and Liabilities Administered on Behalf of the Government**

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

**4.1 Administered - Financial Assets**

	2024	2023
	\$'000	\$'000
<b>4.1A: Trade and other receivables</b>		
Goods and services	51	280
<b>Total goods and services receivables</b>	<b>51</b>	<b>280</b>

Credit terms for goods and services were within 30 days (2023: 30 days).

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
*for the year ended 30 June 2024*

## Assets and Liabilities Administered on Behalf of the Government

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

### 4.2 Administered - Financial liabilities

	2024	2023
	\$'000	\$'000
<b>4.2A: Suppliers</b>		
Trade creditors and accruals	37	636
<b>Total suppliers</b>	<u>37</u>	<u>636</u>

Credit terms for supplier payables were within 30 days (2023: 30 days).



**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
for the year ended 30 June 2024

**Funding** This section identifies Sport Integrity Australia's funding structure.

**5.1 Appropriations**

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

**Annual Appropriations for 2024**

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

- No amounts of current year annual appropriation are being withheld under section 51 of the PGPA Act or were quarantined for administrative purposes.
- Adjustments to appropriations includes adjustments to current year annual appropriations including PGPA Act section 74 receipts.
- The variance in Departmental ordinary annual services is due additional annual appropriation received for Safety In Sport in January 2024 with not all applied in 2024. The variance in Administered is due to 2022-2023 closing cash at bank applied in 2023-2024.
- Departmental Capital Budgets are appropriated through Appropriation Acts (No.1&3). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

**Annual Appropriations for 2023**

	Annual Appropriation <sup>1</sup> \$'000	Adjustments to appropriation <sup>2</sup> \$'000	Total appropriation \$'000	Appropriation applied in 2023 (current and prior years) \$'000	Variance <sup>3</sup> \$'000
<b>Departmental</b>					
Ordinary annual services	31,601	4,312	35,913	37,057	(1,144)
Capital Budget <sup>4</sup>	237	-	237	237	-
Equity Injections	359	-	359	391	(32)
<b>Total departmental</b>	<b>32,197</b>	<b>4,312</b>	<b>36,509</b>	<b>37,685</b>	<b>(1,176)</b>
<b>Administered</b>					
Administered items	5,405	-	5,405	3,179	2,226
<b>Total administered</b>	<b>5,405</b>	<b>-</b>	<b>5,405</b>	<b>3,179</b>	<b>2,226</b>

- No amounts of current year annual appropriation are being withheld under section 51 of the PGPA Act or were quarantined for administrative purposes.
- Adjustments to appropriations includes adjustments to current year annual appropriations including PGPA Act section 74 receipts.
- The variance in departmental is due to the use of prior year's unspent appropriation, and administered variance attributable to delay in undertaking planned activities.
- Departmental Capital Budgets are appropriated through Appropriation Acts (No.1&3). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

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

	2024	2023
	\$'000	\$'000
<b>Departmental</b>		
Supply Act (No. 3) - 2022-2023	-	3,259
Appropriation Act (No. 1) 2023-2024	4,267	-
Appropriation Act (No. 3) 2023-2024	3,721	-
Appropriation Act (No. 3) 2023-2024 (Departmental Capital Budget)	638	-
Cash and cash equivalents	4,923	5,310
<b>Total departmental</b>	<b>13,549</b>	<b>8,569</b>
<b>Administered</b>		
Appropriation Act (No. 1) 2020-2021 <sup>1</sup>	-	1,334
Appropriation Act (No. 1) 2021-2022	2,907	2,907
Supply Act (No. 3) - 2022-2023 <sup>2</sup>	2,226	2,226
Appropriation Act (No. 1) 2023-2024	462	-
Cash and cash equivalents	146	808
<b>Total administered</b>	<b>5,741</b>	<b>7,275</b>

1. A movement of funds occurred from Administered Appropriation Act (No. 1) 2020-2021 to 2022-23 for \$1m of which the full amount was spent in 2022-23. The amount of \$0.334m lapsed on 1 July 2023.

2. A movement of funds occurred from 2022-23 to 2023-24 for \$2.226m of which the full amount was spent in 2023-24.

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

**Sport Integrity Australia****Notes to and forming part of the financial statements***for the year ended 30 June 2024***5.2 Net Cash Appropriations Arrangements**

	2024	2023
	\$'000	\$'000
<b>Total comprehensive income/(loss) - as per the Statement of Comprehensive Income</b>	<b>2,123</b>	<b>(353)</b>
<i>Plus</i> : depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections) <sup>1</sup>	<b>1,711</b>	1,357
<i>Plus</i> : depreciation of right-of-use assets <sup>2</sup>	<b>810</b>	794
<i>Less</i> : lease principal repayments <sup>2</sup>	<b>(814)</b>	<b>(779)</b>
<b>Net Cash Operating Surplus</b>	<b>3,830</b>	<b>1,019</b>

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

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

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
for the year ended 30 June 2024

## People and relationships

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

### 6.1 Employee Provisions

	2024	2023
	\$'000	\$'000
<b>6.1A: Employee provisions</b>		
Leave		
Annual Leave	2,019	1,786
Long Service Leave	3,987	3,337
<b>Total employee provisions</b>	<b>6,006</b>	<b>5,123</b>

#### Accounting policy

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

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

#### Leave

The liability for employee benefits includes provision for annual leave and long service leave.

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

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

#### Superannuation

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

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

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

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

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

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
*for the year ended 30 June 2024*

**6.2 Key Management Personnel Remuneration**

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

- 1) Chief Executive Officer
- 2) Deputy CEO Safety In Sport
- 3) Deputy CEO Corporate
- 4) Culture and Safety Advisor
- 5) Head of International Relations, Strategic Policy and Intelligence.

(2023: Chief Executive Officer and 7 SES officers).

Key management personnel remuneration is reported in the table below:

	2024	2023
	\$'000	\$'000
Short-term employee benefits	1,755	1,495
Post-employment benefits	211	228
Other long-term employee benefits	34	88
<b>Total key management personnel remuneration expenses<sup>1</sup></b>	<b>2,000</b>	<b>1,811</b>

1. The total number of key management personnel included in the above table are 5 (2023: 8). Remuneration expenses includes acting and secondment arrangements where the individual met the definition of key management personnel, and the pro-rata remuneration of individuals commencing or leaving during the year.

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

**Sport Integrity Australia****Notes to and forming part of the financial statements***for the year ended 30 June 2024***6.3 Related Party Disclosures****Related party relationships:**

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

**Transactions with related parties:**

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

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

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

1. The Australian Criminal Intelligence Commission (ACIC) provided Sport Integrity Australia with the national platform for joint information sharing on betting-related sports corruption. Expenses to the value of \$1.2m were entered into in 2023-24 (2022-23: \$1.5m). The ACIC issues an invoice within a week of providing Sport Integrity Australia with the annual report, due in August each year. The outstanding balance at 30 June 2024 was \$1.2m, payable within 30 days of receipt of invoice (2022-23: \$1.5m).
2. The National Measurement Institute provides Sport Integrity Australia with sample analysis services, represented as resources received free of charge. Expenses to the value of \$4.5m were entered into in 2023-24 (2022-23: \$4.5m). There were no outstanding balances at 30 June 2024 (2022-23: Nil).
3. The Australian Sports Commission (ASC) facilitates payments on behalf of Sport Integrity Australia to sporting organisations that qualify for a National Integrity Capability Enhancement Program (NICE) payment and Safety In Sport Continuous Improvement Program (SISCIP) payment. In 2023-24 an Administered amount of \$2.060m was recognised for the NICE (2022-23: Nil) and a Departmental amount of \$0.210m for SISCIP (2022-23: Nil). The conditions of the arrangements require payment within 30 days of receipt of an invoice from the ASC. There were no outstanding balances at 30 June 2024 (2022-23: Nil).

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

**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
*for the year ended 30 June 2024*

## Managing uncertainties

This section analyses how Sport Integrity Australia manages financial risks within its operating environment.

### 7.1A: Contingent assets and liabilities

#### **Quantifiable Contingencies**

At 30 June 2024 Sport Integrity Australia had no quantifiable contingent assets or liabilities (2022-23: nil).

#### **Unquantifiable Contingencies**

At 30 June 2024 Sport Integrity Australia had no unquantifiable contingent assets or liabilities (2022-23: nil).

#### **Accounting Policy**

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

### 7.1B: Administered - contingent assets and liabilities

#### **Quantifiable Administered Contingencies**

At 30 June 2024 Sport Integrity Australia had no quantifiable contingent administered assets or liabilities (2022-23: nil).

#### **Unquantifiable Administered Contingencies**

At 30 June 2024 Sport Integrity Australia had no unquantifiable contingent administered assets or liabilities (2022-23: nil).



**Sport Integrity Australia**  
**Notes to and forming part of the financial statements**  
for the year ended 30 June 2024

**7.2 Financial Instruments**

2024 2023  
\$'000 \$'000

**7.2A: Categories of financial instruments**

**Financial assets**

**Financial assets at amortised cost**

Cash & cash equivalents	4,923	5,310
Trade receivables	1,628	1,890

<b>Total financial assets at amortised cost</b>	<b>6,551</b>	<b>7,200</b>
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<b>Total financial assets</b>	<b>6,551</b>	<b>7,200</b>
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**Financial liabilities**

**Financial liabilities measured at amortised cost**

Supplier payables	2,187	2,801
Other payables	1,127	841

<b>Total financial liabilities measured at amortised cost</b>	<b>3,314</b>	<b>3,641</b>
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<b>Total financial liabilities</b>	<b>3,314</b>	<b>3,641</b>
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**Accounting Policy**

**Financial assets**

**Financial Assets at Amortised Cost**

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

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

Amortised cost is determined using the effective interest method.

**Impairment of Financial Assets**

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

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

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

**Financial Liabilities**

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

**Financial Liabilities at Amortised Cost**

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

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

**7.2B: Administered categories of financial instruments**

**Financial assets**

**Financial assets at amortised cost**

Cash and cash equivalents	146	808
Trade receivables	51	280

<b>Total financial assets at amortised cost</b>	<b>197</b>	<b>1,088</b>
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**Financial Liabilities**

**Financial liabilities measured at amortised cost**

Supplier payables	37	636
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<b>Total financial liabilities measured at amortised cost</b>	<b>37</b>	<b>636</b>
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**Sport Integrity Australia****Notes to and forming part of the financial statements***for the year ended 30 June 2024***Other information****8.1 Current/non-current distinction for assets and liabilities**

	2024	2023
	\$'000	\$'000

**8.1A: Current/non-current distinction for assets and liabilities****Assets expected to be recovered in:****No more than 12 months**

Cash and cash equivalents	4,923	5,310
Trade and other receivables	10,254	5,149
Inventories	219	178
Other non-financial assets	513	189

**Total no more than 12 months**

	15,908	10,826
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**More than 12 months**

Land and buildings	11,258	12,931
Plant and equipment	540	448
Computer software	1,227	1,418

**Total more than 12 months**

	13,025	14,797
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**Total assets**

	28,933	25,623
--	--------	--------

**Liabilities expected to be settled in:****No more than 12 months**

Suppliers	2,187	2,801
Other payables	1,127	841
Leases	779	744
Employee provisions	1,827	1,629

**Total no more than 12 months**

	5,920	6,015
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**More than 12 months**

Leases	6,385	7,165
Employee provisions	4,179	3,494

**Total more than 12 months**

	10,564	10,659
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**Total liabilities**

	16,484	16,674
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**8.1B: Administered - current/non-current distinction for assets and liabilities****Assets expected to be recovered in:****No more than 12 months**

Cash and cash equivalents	146	808
Trade and other receivables	51	280

**Total no more than 12 months**

	197	1,088
--	-----	-------

**Total assets**

	197	1,088
--	-----	-------

**Liabilities expected to be settled in:****No more than 12 months**

Suppliers	37	636
-----------	----	-----

**Total no more than 12 months**

	37	636
--	----	-----

**Total liabilities**

	37	636
--	----	-----



# CHAPTER 7 APPENDICES







# APPENDIX A

## WORKFORCE STATISTICS

The following tables show our workforce statistics and executive remuneration for 2023–24. For information on our workforce composition, human resource policies, and executive remuneration practices, refer to part 5.3: People.

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Table A1a: Ongoing employees by location at 30 June 2024

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

Table A1b: Ongoing employees by location at 30 June 2023

State/territory	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
New South Wales	1	0	1	4	0	4	0	0	0	0	0	0	0	0	0	5
Queensland	1	0	1	3	1	4	0	0	0	0	0	0	0	0	0	5
South Australia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tasmania	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Victoria	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3
Western Australia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Australian Capital Territory	39	2	41	53	11	64	0	0	0	0	0	0	0	0	0	105
Northern Territory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>42</b>	<b>2</b>	<b>44</b>	<b>62</b>	<b>12</b>	<b>74</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>118</b>



Table A2a: Non-ongoing employees by location at 30 June 2024

State/territory	Man/Male				Woman/Female				Non-binary				Prefers not to answer				Uses a different term				Total
	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	
New South Wales	0	0	25	25	0	1	21	22	0	0	0	0	0	0	0	0	0	0	0	0	47
Queensland	0	0	30	30	0	0	29	29	0	0	0	0	0	0	0	0	0	0	0	0	59
South Australia	0	0	14	14	0	0	8	8	0	0	0	0	0	0	0	0	0	0	0	0	22
Tasmania	0	0	7	7	0	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	14
Victoria	1	0	20	21	0	0	16	16	0	0	0	0	0	0	0	0	0	0	0	0	37
Western Australia	0	0	10	10	0	0	11	11	0	0	0	0	0	0	0	0	0	0	0	0	21
Australian Capital Territory	8	1	12	21	9	0	12	21	0	0	1	1	0	0	0	0	0	0	0	0	43
Northern Territory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>9</b>	<b>1</b>	<b>118</b>	<b>128</b>	<b>9</b>	<b>1</b>	<b>104</b>	<b>114</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>243</b>

Table A2b: Non-ongoing employees by location at 30 June 2023

State/territory	Man/Male				Woman/Female				Non-binary				Prefers not to answer				Uses a different term				Total
	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	
New South Wales	0	0	25	25	3	0	17	20	0	0	0	0	0	0	0	0	0	0	0	0	45
Queensland	0	0	26	26	0	1	26	27	0	0	0	0	0	0	0	0	0	0	0	0	53
South Australia	0	0	12	12	0	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	19
Tasmania	0	0	8	8	0	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	15
Victoria	3	0	19	22	0	1	17	18	0	0	0	0	0	0	0	0	0	0	0	0	40
Western Australia	0	0	10	10	0	0	10	10	0	0	0	0	0	0	0	0	0	0	0	0	20
Australian Capital Territory	13	1	9	23	13	1	12	26	0	0	1	1	0	0	0	0	0	0	0	0	50
Northern Territory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>16</b>	<b>1</b>	<b>109</b>	<b>126</b>	<b>16</b>	<b>3</b>	<b>96</b>	<b>115</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>242</b>

Table A3a: Ongoing employees by classification at 30 June 2024

Classification	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
SES 1	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
EL 2	6	0	6	11	0	11	0	0	0	0	0	0	0	0	0	17
EL 1	22	0	22	24	7	31	0	0	0	0	0	0	0	0	0	53
APS 6	22	1	23	29	4	33	0	0	0	0	0	0	0	0	0	56
APS 5	4	0	4	14	3	17	0	0	0	0	0	0	0	0	0	21
APS 4	4	0	4	3	0	3	0	0	0	0	0	0	0	0	0	7
APS 3	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>62</b>	<b>1</b>	<b>63</b>	<b>82</b>	<b>15</b>	<b>97</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>160</b>

Table A3b: Ongoing employees by classification at 30 June 2023

Classification	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
SES 1	3	0	3	1	0	1	0	0	0	0	0	0	0	0	0	4
EL 2	6	0	6	7	0	7	0	0	0	0	0	0	0	0	0	13
EL 1	14	0	14	21	5	26	0	0	0	0	0	0	0	0	0	40
APS 6	11	1	12	22	4	26	0	0	0	0	0	0	0	0	0	38
APS 5	4	1	5	7	1	8	0	0	0	0	0	0	0	0	0	13
APS 4	2	0	2	3	1	4	0	0	0	0	0	0	0	0	0	6
APS 3	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>41</b>	<b>2</b>	<b>43</b>	<b>62</b>	<b>12</b>	<b>74</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>117</b>

Table A4a: Non-ongoing staff numbers by classification at 30 June 2024

Classification	Man/Male				Woman/Female				Non-binary				Prefers not to answer				Uses a different term				Total
	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
EL 1	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
APS 6	5	0	0	5	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	8
APS 5	3	1	0	4	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	6
APS 4	0	1	3	4	3	0	10	13	0	0	0	0	0	0	0	0	0	0	0	0	17
APS 3	0	0	22	22	0	0	19	19	0	0	0	0	0	0	0	0	0	0	0	0	41
APS 2	0	0	1	1	0	0	6	6	0	0	0	0	0	0	0	0	0	0	0	0	7
APS 1	0	0	91	91	0	0	69	69	0	0	1	1	0	0	0	0	0	0	0	0	161
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>9</b>	<b>2</b>	<b>117</b>	<b>128</b>	<b>9</b>	<b>1</b>	<b>104</b>	<b>114</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>243</b>

Table A4b: Non-ongoing staff numbers by classification at 30 June 2023

Classification	Man/Male				Woman/Female				Non-binary				Prefers not to answer				Uses a different term				Total
	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	Full time	Part time	Casual	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
EL 1	4	0	0	4	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	6
APS 6	8	0	0	8	7	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	15
APS 5	2	0	0	2	5	2	0	7	0	0	0	0	0	0	0	0	0	0	0	0	9
APS 4	2	0	0	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	4
APS 3	0	0	19	19	0	0	23	23	0	0	0	0	0	0	0	0	0	0	0	0	42
APS 2	0	0	1	1	0	0	6	6	0	0	0	0	0	0	0	0	0	0	0	0	7
APS 1	0	1	89	90	0	0	67	67	0	0	0	0	0	0	0	0	0	0	0	0	157
Other	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>16</b>	<b>1</b>	<b>109</b>	<b>126</b>	<b>16</b>	<b>3</b>	<b>96</b>	<b>115</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>242</b>

Table A5a: Employment type by location at 30 June 2024

State/territory	Ongoing	Non-ongoing	Casual	Total
New South Wales	7	1	46	65
Queensland	8	0	58	82
South Australia	0	0	22	28
Tasmania	0	0	14	15
Victoria	6	1	36	49
Western Australia	0	0	21	25
Australian Capital Territory	139	19	25	186
Northern Territory	0	0	0	0
External	0	0	0	0
Overseas	0	0	0	0
<b>Total</b>	<b>160</b>	<b>21</b>	<b>222</b>	<b>403</b>

Table A5b: Employment type by location at 30 June 2023

State/territory	Ongoing	Non-ongoing	Casual	Total
New South Wales	5	3	42	50
Queensland	5	1	52	58
South Australia	0	0	19	19
Tasmania	0	0	15	15
Victoria	3	4	36	43
Western Australia	0	0	20	20
Australian Capital Territory	105	28	22	155
Northern Territory	0	0	0	0
External Territories	0	0	0	0
Overseas	0	0	0	0
<b>Total</b>	<b>118</b>	<b>36</b>	<b>206</b>	<b>360</b>

Table A6: Indigenous staff by employment status at 30 June 2024

Employment status	Total
Ongoing	1
Non-ongoing	0
Casual	2
<b>Total</b>	<b>3</b>

Table A7: Employment arrangements at 30 June 2024

Arrangement title	SES	Non-SES	Total
Enterprise Agreement	0	398	395 <sup>11</sup>
Agency Determination under subsection 24 of <i>Public Service Act 1999</i>	5	0	5
Individual Flexibility Agreement	0	3	3
Full time Public Officer holder	1	0	1
<b>Total</b>	<b>6</b>	<b>401</b>	<b>404</b>

<sup>11</sup> The 3 staff with an Individual Flexibility Agreement are also covered by the Enterprise Agreement. To avoid duplication, these staff are not included in the overall Enterprise Agreement total as they are recorded separately.



Table A8a: Employees by full time, part time and casual status at 30 June 2024

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

Table A8b: Employees by full time, part time and casual status at 30 June 2023

Classification	Ongoing			Non-ongoing			Total	Total
	Full time	Part time	Total	Full time	Part time	Casual		
SES 3	0	0	0	0	0	0	0	0
SES 2	2	0	2	0	0	0	0	2
SES 1	4	0	4	0	0	0	0	4
EL 2	13	0	13	0	1	0	1	14
EL 1	35	5	40	6	0	0	6	46
APS 6	33	5	38	15	0	0	15	53
APS 5	11	2	13	7	2	0	9	22
APS 4	5	1	6	4	0	0	4	10
APS 3	0	1	1	0	0	42	42	43
APS 2	0	0	0	0	0	7	7	7
APS 1	0	0	0	0	1	157	158	158
Other	0	0	0	0	0	0	0	0
<b>Total</b>	<b>103</b>	<b>14</b>	<b>117</b>	<b>32</b>	<b>4</b>	<b>206</b>	<b>242</b>	<b>359</b>

Table A9: Salary ranges by classification level at 30 June 2024

Classification	Minimum salary \$	Maximum salary \$
SES 3	N/A <sup>12</sup>	N/A <sup>13</sup>
SES 2	\$320,000	\$320,000
SES 1	\$224,904	\$259,504
EL 2	\$132,526	\$177,697
EL 1	\$117,228	\$145,000
APS 6	\$102,030	\$111,352
APS 5	\$90,750	\$98,525
APS 4	\$80,448	\$88,462
APS 3	\$67,891	\$77,348
APS 2	\$56,774	\$65,722
APS 1	\$52,165	\$55,120
Other	-	-
<b>Minimum/maximum range</b>	\$52,165	\$320,000

Table A10: Non-salary benefits 2024

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

<sup>12</sup> SES remuneration is determined on an individual basis. We did not have any SES 3's during the reporting period therefore a salary range is unavailable. The CEO is a statutory authority.

<sup>13</sup> Ibid.

*Table A11: Remuneration for key management personnel during 2023–24*

Key management personnel are included in the below table if they are the permanent incumbent in the role or have acted in the position for 6 months or more during the reporting period.

Name	Position title	Short term benefits \$			Post-employment benefits \$	Other long term benefits \$		Termination benefits <sup>14</sup> \$	Total remuneration \$
		Base salary <sup>15</sup>	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long term benefits		
David Sharpe	Chief Executive Officer	457,890	0	42	60,044	8,885	0	0	<b>526,861</b>
Luke McCann	Deputy CEO Corporate	355,105	0	0	50,607	5,750	0	0	<b>411,462</b>
Sarah Benson	Deputy CEO Safety in Sport	329,204	0	0	59,049	8,955	0	0	<b>397,208</b>
Darren Mullaly	Head of International Relations, Strategic Policy & Intelligence	282,934	0	0	40,945	11,201	0	0	<b>335,080</b>
Patrick Johnson	Culture and Safety Advisor	329,506	0	0	0	0	0	0	<b>329,506</b>

<sup>14</sup> No termination payments were made to key management personnel during 2023–24.

<sup>15</sup> Base salary includes higher duties allowances and total leave accruals.

Table A12: Remuneration for other highly paid staff during 2023-24

Remuneration band \$	Number of other highly paid staff	Short term benefits \$			Post-employment benefits \$	Other long term benefits \$		Termination benefits \$	Total remuneration \$
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long term benefits	Average termination benefits	Average total remuneration
≥250,000	0	0	0	0	0	0	0	0	<b>0</b>

Table A13: Remuneration for senior executives during 2023-24

Remuneration band \$	Number of other SES staff <sup>16</sup>	Short term benefits \$			Post-employment benefits \$	Other long term benefits \$		Termination benefits \$	Total remuneration \$
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long term benefits	Average termination benefits	Average total remuneration
0 – 220,000	1	60,495	0	0	9,560	11,007	0	0	<b>81,062</b>
220,001 – 245,000	0	0	0	0	0	0	0	0	<b>0</b>
245,001 – 270,000	1	13,124	0	0	544	600	0	238,777	<b>253,045</b>
270,001 – 295,000	0	0	0	0	0	0	0	0	<b>0</b>
295,001 – 320,000	1	257,464	0	4,486	38,323	4,714	0	0	<b>304,987</b>

16 Any employee who held a substantive senior executive or equivalent position during 2023-24 is represented as one. This excludes those executives who have been disclosed in Table A11.

# APPENDIX B

## DOPING CONTROL STATISTICS AND DISCLOSURE NOTICES

Table B1: Doping control statistics<sup>17</sup>

Sport	Tests Completed <sup>18</sup>	Sport	Tests Completed <sup>18</sup>
Rugby League	762	Shooting	21
Cycling	510	Automobile Sports	20
Australian Rules Football	332	Badminton	17
Football	289	Taekwondo	15
Rugby Union	240	Wrestling	12
Aquatics	230	Ice Hockey	12
Athletics	220	Sport Climbing	12
Weightlifting	141	Skating	11
Basketball	135	Fencing	9
Triathlon	120	Equestrian	9
Rowing	117	Para-Powerlifting	8
Cricket	104	Para-Snowboard	7
Canoe	88	Roller Sports	7
Para-Athletics	63	Biathlon	6
Field Hockey	60	Modern Pentathlon	6
Baseball	60	DanceSport	6
Netball	57	Tennis	5
Para-Swimming	55	Golf	4
Volleyball	51	Muaythai	3
Lifesaving	48	Surfing	3
Boxing	47	Shooting Para Sport	2
Skiing	41	Boccia	2
Sailing	34	Bobsleigh	1
Judo	34	<b>Total</b>	<b>4,177</b>
Gymnastics	31		
Karate	30		
Motorcycle Racing	30		
Table Tennis	27		
Archery	23		

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

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

*Table B2: Disclosure notices*

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

Description	2023–24 outcome
Number of disclosure notices (DNs) given in the financial year	Total number of DN <sup>s</sup> issued: <b>27</b> Number of replacement DN <sup>s</sup> : <b>7</b> Number of DN <sup>s</sup> served: <b>27</b> Number of DN <sup>s</sup> not served: <b>0</b> Number of DN <sup>s</sup> for interview: <b>13</b> Number of people interviewed: <b>8<sup>19</sup></b> Number of DN <sup>s</sup> to provide information: <b>5</b> Number of DN <sup>s</sup> to produce documents or things: <b>9</b> Number of DN <sup>s</sup> not complied with: <b>0</b>
The number of proceedings for contraventions of section 13C of the <i>Sport Integrity Australia Act 2020</i> (failure to comply with DN) that were commenced or concluded in the financial year	Nil.
The number of proceedings concluded in the financial year in which a person was ordered to pay a civil penalty for contravening section 13C of the <i>Sport Integrity Australia Act 2020</i>	Nil.

<sup>19</sup> 4 x replacement DN<sup>s</sup> due to date changes and one person interviewed twice resulting in 5 less people than the 13 DN<sup>s</sup> issued.

# APPENDIX C

## ENTITY RESOURCE STATEMENT AND EXPENSES BY OUTCOME

Table C1: Entity resource statement

	Current available appropriation (a)	Payments made (b)	Balance remaining (a)-(b)
	\$'000	\$'000	\$'000
<b>Departmental</b>			
Annual appropriations - ordinary annual services <sup>1</sup>	46,511	32,962	13,549
Prior year appropriations available - ordinary annual services <sup>2</sup>	3,259	3,259	–
<b>Total departmental annual appropriations</b>	<b>49,770</b>	<b>36,221</b>	<b>13,549</b>
<b>Total departmental resourcing</b>	<b>49,770</b>	<b>36,221</b>	<b>13,549</b>
<b>Administered</b>			
Annual appropriations - ordinary annual services <sup>3</sup>	6,752	6,144	608
Total administered annual appropriations	6,752	6,144	608
<b>Total administered resourcing</b>	<b>6,752</b>	<b>6,144</b>	<b>608</b>
<b>Total resourcing and payments for Sport Integrity Australia</b>	<b>56,522</b>	<b>42,365</b>	<b>14,157</b>

1 Appropriation Act (No.1 & 3) – Operating 2023–24, Appropriation Act (No.1 & 3) – Departmental Capital Budget (DCB) 2023–24. Also includes PGPA Act section 74 receipts.

2 Supply Act (No. 3) – Operating 2022–23.

3 Appropriation Act (No. 1 & 3) – Operating 2023–24.



Table C2: Expenses for Outcome 1

<b>Outcome 1:</b> Protection of the integrity of Australian sport and the health and welfare of those who participate in sport through the coordination of a national approach to all sports integrity matters.	<b>Budget*</b> <b>2023–24</b> <b>\$'000</b>	<b>Actual expenses</b> <b>2023–24</b> <b>\$'000</b>	<b>Variation</b> <b>2023–24</b> <b>\$'000</b>
	<b>(a)</b>	<b>(b)</b>	<b>(a) - (b)</b>
<b>Program 1.1: Sport Integrity</b>			
<b>Administered expenses</b>			
Ordinary annual services (Appropriation Act No. 1)	6,752	6,582	170
<b>Administered total</b>	<b>6,752</b>	<b>6,582</b>	<b>170</b>
<b>Departmental expenses</b>			
Departmental appropriation	36,059	25,236	10,823
s74 External Revenue <sup>1</sup>	1,986	9,103	(7,117)
Expenses not requiring appropriation in the Budget year <sup>2</sup>	7,543	6,580	963
<b>Departmental total</b>	<b>45,588</b>	<b>40,919</b>	<b>4,669</b>
<b>Total expenses for Program 1.1</b>	<b>52,340</b>	<b>47,501</b>	<b>4,839</b>
<b>Total expenses for Outcome 1</b>	<b>52,340</b>	<b>47,501</b>	<b>4,839</b>
<b>Average staffing level (number)</b>	<b>167</b>	<b>172</b>	<b>(5)</b>

\* Full-year Budget, including any subsequent adjustment made to the 2023–24 Budget at Additional Estimates.

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

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

# APPENDIX D

## ERRORS AND OMISSIONS

This appendix provides correction of material errors in the 2022–23 Annual Report in accordance with paragraph 17AH(1)(e) of the Public Governance, Performance and Accountability Rule 2014.

On page 149, table B1: Doping control statistics, contained incorrect statistics for each year. The corrected table is provided below.

*Table B1: Doping control statistics*

Year	In-comp		Out-of-comp		Total	User-pays		Government-funded	
	No.	%	No.	%	No.	No.	%	No.	%
2002–03	1,960	31%	4,303	69%	<b>6,263</b>	2,707	43%	3,556	57%
2003–04	2,443	37%	4,172	63%	<b>6,615</b>	2,819	43%	3,796	57%
2004–05	1,741	28%	4,393	72%	<b>6,134</b>	2,285	37%	3,849	63%
2005–06	2,814	37%	4,771	63%	<b>7,585</b>	3,038	40%	4,547	60%
2006–07	2,916	42%	4,037	58%	<b>6,953</b>	2,376	38%	4,264	62%
2007–08	3,168	48%	3,469	52%	<b>6,637</b>	2,395	36%	4,242	64%
2008–09	3,122	42%	4,376	58%	<b>7,498</b>	3,286	44%	4,212	56%
2009–10	2,591	39%	4,113	61%	<b>6,704</b>	2,876	43%	3,828	57%
2010–11	2,749	39%	4,341	61%	<b>7,090</b>	3,225	45%	3,865	55%
2011–12	2,640	37%	4,556	63%	<b>7,196</b>	3,200	44%	3,996	56%
2012–13	2,421	33%	4,955	67%	<b>7,376</b>	3,209	44%	4,167	56%
2013–14	2,215	34%	4,325	66%	<b>6,540</b>	3,037	47%	3,503	53%
2014–15	1,673	33%	3,468	67%	<b>5,141</b>	2,404	47%	2,737	53%
2015–16	1,965	33%	4,057	67%	<b>6,022</b>	2,969	49%	3,053	51%
2016–17	1,779	31%	3,879	69%	<b>5,658</b>	2,629	46%	3,029	54%
2017–18	1,635	31%	3,570	69%	<b>5,205</b>	2,232	43%	2,973	57%
2018–19	1,780	32%	3,743	68%	<b>5,523</b>	2,648	48%	2,875	52%
2019–20	1,262	29%	3,152	71%	<b>4,414</b>	2,190	50%	2,224	50%
2020–21	971	21%	3,622	79%	<b>4,593</b>	1,723	38%	2,870	63%
2021–22	1,050	27%	2,891	73%	<b>3,941</b>	1,688	43%	2,253	57%
2022–23	1,547	33%	3,112	67%	<b>4,659</b>	2,339	50%	2,320	50%



# NAVIGATION AIDS



## LIST OF REQUIREMENTS

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

PGPA Rule Reference	Part of Report	Description	Requirement	Page
<b>17AD(g) Letter of transmittal</b>				
17AI	Letter of transmittal	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory	8
<b>17AD(h) Aids to access</b>				
17AJ(a)	Contents	Table of contents (print only).	Mandatory	ii
17AJ(b)	Index	Alphabetical index (print only).	Mandatory	151
17AJ(c)	Glossary	Glossary of abbreviations and acronyms.	Mandatory	14-9
17AJ(d)	List of requirements	List of requirements.	Mandatory	138
17AJ(e)	About this report	Details of contact officer.	Mandatory	9
17AJ(f)	About this report	Entity's website address.	Mandatory	9
17AJ(g)	About this report	Electronic address of report.	Mandatory	9
<b>17AD(a) Review by accountable authority</b>				
17AD(a)	CEO message	A review by the accountable authority of the entity.	Mandatory	4
<b>17AD(b) Overview of the entity</b>				
17AE(1)(a)(i)	Our role and functions	A description of the role and functions of the entity.	Mandatory	12
17AE(1)(a)(ii)	Our organisational structure	A description of the organisational structure of the entity.	Mandatory	14

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AE(1)(a)(iii)	Our role and functions	A description of the outcomes and programs administered by the entity.	Mandatory	13
17AE(1)(a)(iv)	2023–24 at a glance	A description of the purposes of the entity as included in corporate plan.	Mandatory	6
17AE(1)(aa)(i)	Our role and functions	Name of the accountable authority or each member of the accountable authority.	Mandatory	13
17AE(1)(aa)(ii)	Our role and functions	Position title of the accountable authority or each member of the accountable authority.	Mandatory	13
17AE(1)(aa)(iii)	Our executive	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory	55
17AE(1)(b)	N/A	An outline of the structure of the portfolio of the entity.	Portfolio departments – mandatory	N/A
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, mandatory	N/A
<b>17AD(c)</b>	<b>Report on the performance of the entity</b>			
	<b>Annual Performance Statements</b>			
17AD(c)(i); 16F	Annual Performance Statement	Annual Performance Statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	25
<b>17AD(c)(ii)</b>	<b>Report on financial performance</b>			
17AF(1)(a)	Financial Statements	A discussion and analysis of the entity's financial performance.	Mandatory	88
17AF(1)(b)	Entity resource statement and expenses by outcome	A table summarising the total resources and total payments of the entity.	Mandatory	133

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AF(2)	Financial Statements	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, mandatory	75
<b>17AD(d)</b>	<b>Management and accountability</b>			
	<b>Corporate governance</b>			
17AG(2)(a)	Letter of transmittal	Information on compliance with section 10 (fraud systems).	Mandatory	8
17AG(2)(b)(i)	Letter of transmittal	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	8
17AG(2)(b)(ii)	Letter of transmittal	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory	8
17AG(2)(b)(iii)	Letter of transmittal	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory	8
17AG(2)(c)	Corporate governance	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	44
17AG(2)(d) – (e)	Corporate governance	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, mandatory	51

PGPA Rule Reference	Part of Report	Description	Requirement	Page
<b>Audit committee</b>				
17AG(2A)(a)	Corporate governance	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory	46
17AG(2A)(b)	Corporate governance	The name of each member of the entity's audit committee.	Mandatory	47
17AG(2A)(c)	Corporate governance	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	47
17AG(2A)(d)	Corporate governance	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	47
17AG(2A)(e)	Corporate governance	The remuneration of each member of the entity's audit committee.	Mandatory	47
<b>External scrutiny</b>				
17AG(3)	External scrutiny and compliance	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	71
17AG(3)(a)	External scrutiny and compliance	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, mandatory	71
17AG(3)(b)	External scrutiny and compliance	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, mandatory	71
17AG(3)(c)	External scrutiny and compliance	Information on any capability reviews on the entity that were released during the period.	If applicable, mandatory	71
<b>Management of human resources</b>				
17AG(4)(a)	People	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	56



PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(4)(aa)	People and workforce statistics	<p>Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following:</p> <p>(a) statistics on full time employees                      (b) statistics on part time employees                      (c) statistics on gender                      (d) statistics on staff location.</p>	Mandatory	59 115
17AG(4)(b)	People and workforce statistics	<p>Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following:</p> <ul style="list-style-type: none"> <li>• Statistics on staffing classification level</li> <li>• Statistics on full time employees</li> <li>• Statistics on part time employees</li> <li>• Statistics on gender</li> <li>• Statistics on staff location</li> <li>• Statistics on employees who identify as Indigenous.</li> </ul>	Mandatory	59 115
17AG(4)(c)	People and workforce statistics	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory	59 115
17AG(4)(c)(i)	Workforce statistics	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	125
17AG(4)(c)(ii)	Workforce statistics	The salary ranges available for APS employees by classification level.	Mandatory	128
17AG(4)(c)(iii)	Workforce statistics	A description of non-salary benefits provided to employees.	Mandatory	128
17AG(4)(d)(i)	People	Information on the number of employees at each classification level who received performance pay.	If applicable, mandatory	60
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, mandatory	N/A

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, mandatory	N/A
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, mandatory	N/A
<b>Assets management</b>				
17AG(5)	Financial and property management	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, mandatory	65
<b>Purchasing</b>				
17AG(6)	Financial and property management	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory	65
<b>Reportable consultancy contracts</b>				
17AG(7)(a)	Financial and property management	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	66
17AG(7)(b)	Financial and property management	A statement that <i>"During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]"</i> .	Mandatory	66

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(7)(c)	Financial and property management	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory	66
17AG(7)(d)	Financial and property management	A statement that <i>"Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website."</i>	Mandatory	66
<b>Reportable non-consultancy contracts</b>				
17AG(7A)(a)	Financial and property management	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	67
17AG(7A)(b)	Financial and property management	A statement that <i>"Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website."</i>	Mandatory	67
<b>17AD(daa) Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts</b>				
17AGA	Financial and property management	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	67 68

PGPA Rule Reference	Part of Report	Description	Requirement	Page
<b>Australian National Audit Office Access Clauses</b>				
17AG(8)	Financial and property management	If an entity entered into a contract with a value of more than \$100,000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, mandatory	68
<b>Exempt contracts</b>				
17AG(9)	Financial and property management	If an entity entered into a contract or there is a standing offer with a value greater than \$10,000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, mandatory	68
<b>Small business</b>				
17AG(10)(a)	Financial and property management	A statement that "[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."	Mandatory	66
17AG(10)(b)	Financial and property management	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	66

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(10)(c)	N/A	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	If applicable, mandatory	N/A
<b>Financial Statements</b>				
17AD(e)	Financial Statements	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	75
<b>Executive Remuneration</b>				
17AD(da)	People and workforce statistics	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 23 of the Rule.	Mandatory	60 129
<b>17AD(f) Other Mandatory Information</b>				
17AH(1)(a)(i)	Financial and property management	If the entity conducted advertising campaigns, a statement that <i>“During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.”</i>	If applicable, mandatory	68
17AH(1)(a)(ii)	N/A	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, mandatory	N/A
17AH(1)(b)	Financial and property management	A statement that <i>“Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].”</i>	If applicable, mandatory	68

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AH(1)(c)	People	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	60
17AH(1)(d)	External Scrutiny	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	72
17AH(1)(e)	Errors and omissions	Correction of material errors in previous annual report.	If applicable, mandatory	135
17AH(2)	Management and accountability and appendices	Information required by other legislation.	Mandatory	43 113

## ACRONYMS AND ABBREVIATIONS

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

## GLOSSARY

<b>Anti-doping organisation</b>	A World Anti-Doping Code signatory that is responsible for adopting rules for initiating, implementing or enforcing any part of the doping control process. This includes the International Olympic Committee, the International Paralympic Committee, other major event organisations that conduct testing at their events, WADA, international federations and national anti-doping organisations.
<b>APS employee</b>	A person engaged under section 22 of the <i>Public Service Act 1999</i> or a person who is engaged as an Australian Public Service (APS) employee under section 72 of the same Act.
<b>Athlete</b>	As defined in the <i>Sport Integrity Australia Act 2020</i> , an 'athlete' means a person a) who competes in sport or who has at any time in the last 6 months competed in sport; and b) who is subject to the National Anti-Doping Scheme.
<b>Corporate Plan</b>	A Commonwealth entity's primary planning document. It provides Parliament, the public and stakeholders with an understanding of the purposes of an entity, its objectives, functions or role. It sets out how the entity undertakes its key activities and role and how it will measure performance in achieving its purposes.
<b>Doping control</b>	All steps and processes from test distribution planning through to the conclusion of any appeal, including all steps and processes in between, such as provision of whereabouts information, sample collection and handling, laboratory analysis, Therapeutic Use Exemptions, results management and hearings.
<b>International Standards</b>	Six standards adopted by WADA in support of the World Anti-Doping Code: the Prohibited List, the International Standard for Testing and Investigations, the International Standard for Laboratories, the International Standard for Therapeutic Use Exemptions (TUEs), the International Standard for the Protection of Privacy and Personal Information and the International Standard for Code Compliance by Signatories.
<b>National Anti-Doping Organisation</b>	The independent entity (or entities) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules and direct the collection of samples, management of test results and conduct of hearings.
<b>National Integrity Framework</b>	A set of policies all members of sports need to follow when it comes to their behaviour and conduct in sport.
<b>National Sporting Organisation</b>	The national governing body for the sport they represent in Australia.



<b>National Sporting Organisation for People with Disability</b>	The national governing body for the sport they represent in Australia.
<b>Non-ongoing employee</b>	A person engaged as an Australian Public Service (APS) employee under subsection 22(2)(b) or 22(2)(c) of the <i>Public Service Act 1999</i> .
<b>Ongoing employee</b>	A person engaged as an ongoing Australian Public Service employee under subsection 22(2)(a) of the <i>Public Service Act 1999</i> .
<b>Operations</b>	Functions, services and processes performed in pursuing the objectives or discharging the functions of an entity.
<b>Outcomes</b>	The results, impacts or consequences of actions by the Australian Government on the Australian community. These should be consistent with those listed in the entity's Portfolio Budget Statements and Portfolio Additional Estimates Statements.
<b>Portfolio Budget Statements (PBS)</b>	Statements prepared by portfolios to explain the budget appropriations in terms of outcomes and programs.
<b>Programs</b>	An activity or group of activities that deliver benefits, services or transfer payments to individuals, industry or business, or the community as a whole and are the primary vehicles for Australian Government entities to achieve the intended results of their outcome statements.
<b>Testing</b>	The parts of the doping control process involving test distribution planning, sample collection, sample handling and sample transport to the laboratory.
<b>World Anti-Doping Code</b>	The document that harmonises regulations regarding anti-doping in sport across all sports and all countries. It provides a framework for anti-doping policies, and rules and regulations for sport organisations and public authorities.

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