

2015-2016



**JAMAICA ANTI-DOPING COMMISSION**

*Committed to the fight against doping in sport*

APRIL 2015 - MARCH 2016

**Annual Report**



**Jamaica Anti-Doping Commission  
2015–2016 Annual Report**

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## ABOUT US

The Government of Jamaica adopted the World Anti-Doping Programme and the World Anti-Doping Code on November 17, 2003. Following this, Jamaica became the 97th signatory state to the Copenhagen Declaration on Anti-Doping in Sport on February 10, 2004.

After this historic signing, an interim committee was created and the work of the anti-doping programme operated as a project under the Ministry of Sports. The primary responsibilities of the committee were to develop the anti-doping in sport policy framework and to ensure the finalisation of the drafting of the Anti-Doping in Sport Act.

On July 25, 2008, the Government of Jamaica passed the Anti-Doping in Sport Act. The Act established four independent bodies:

- The Jamaica Anti-Doping Commission (JADCO);
- The JADCO Therapeutic Use Exemption Committee (TUEC), which was appointed by the Commissioners (now the Board of Directors);
- The Jamaica Anti-Doping Disciplinary Panel and;
- The Jamaica Anti-Doping Appeals Tribunal, which were appointed by the Minister of Sport.

The Anti-Doping in Sport Act was revised in 2014, changing the names of the Disciplinary Panel and Appeals Tribunal to the Independent Anti-Doping Disciplinary Panel and the Anti-Doping Appeal Tribunal respectively.

The Jamaica Anti-Doping Commission (JADCO) was formally established in 2008 to execute the national anti-doping programme, in accordance with the standards stipulated by the international governing body, the World Anti-Doping Agency (WADA). JADCO is responsible for ensuring that all athletes comply with the World Anti-Doping Code, which is the document that harmonises regulations regarding anti-doping across all sport and all countries of the world.

The main functions of JADCO include the deterrence of doping through communication and education initiatives, the detection of doping through testing activities and investigations and the enforcement of anti-doping rules, by presenting cases of possible Anti-Doping Rule Violations (ADRVs) to the Independent Anti-Doping Disciplinary Panel.

JADCO is funded by the Government of Jamaica and is governed by a Board of Directors, which is appointed by the Minister of Sport. The Board of Directors appoint an Executive Director, who oversees five divisions:

- Executive Office
- Human Resource Management and Administration
- Finance and Accounts
- Technical Services
- Communication and Education

**Senior Directors and Managers**

Mr. Carey Brown  
**Executive Director**

\*\*\*\*\*

Ms. Charlene Buckley  
**Director, Human Resource Management & Administration**

\*\*\*\*\*

Mrs. Vanessa Reid-Ledford  
**Director, Communication and Education**

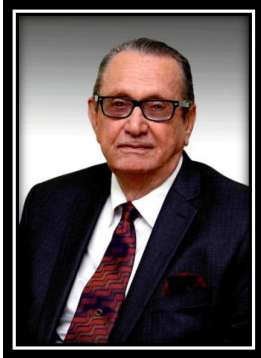
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Mrs. Nadia Vassell  
**Director, Technical Services**

\*\*\*\*\*

Mr. Delgado Smith  
**Manager, Finance and Accounts**

## CHAIRMAN'S REMARKS



**Hon. R. Danny Williams, OJ  
Chairman**

It is often said that the bigger your challenges, the greater your opportunity for growth. When one assesses the achievements of JADCO, they will realise that this statement aptly describes the organisation's journey to becoming a world class anti-doping organisation.

There is of course more work to be done and we are committed to continuing to champion the cause of clean sport and to ensuring our athletes, support personnel and the general public are knowledgeable of the JADCO Rules and the World Anti-Doping Code, so we can all work together to protect Jamaica's rich sporting heritage. We will also continue to work assiduously to ensure that our testing and Results Management processes are Code compliant.

We are proud of the achievements we have already made and we have used many of the challenges we faced as an opportunity to strengthen the operational processes.

Our most notable achievement during the 2015/2016 financial year was the addition of blood sample collection to our doping control process, which previously only included urine sample collection. This has served to strengthen our testing procedures and help us to be able to test athletes for a wider range of substances. With the assistance of our international partners, the World Anti-Doping Agency (WADA) and the Canadian Centre for Ethics in Sport (CCES), we were able to begin blood testing and JADCO will continue to work assiduously to ensure it is sustained and carried out according to the international standards. Through the addition of blood collection, we were able to surpass our targets for testing and conducted a total of 437 tests, as opposed to the 400 that was projected.

We continue to maintain a robust public awareness campaign, providing anti-doping education to over 1,000 athletes and support personnel at various workshops across the island. We are now able to provide information to more athletes and support personnel through our JADCO and You television and radio programmes, our quarterly newsletter, True Spirit, our website and social media pages. JADCO now has a mascot, Leo - the Dope Patrol Officer. The mascot was

designed by Adjaynae Billings, a student from Ardenne High school. Leo has played a crucial role in making Jamaicans more aware of the purpose of the Commission.

We need to ensure there is competent staff employed at the organisation to carry out our mission, as a result we have continued training and certification programmes for both permanent and temporary staff. The Commission also successfully developed a pension scheme in the period under review.

As the organisation continues to grow from strength to strength, we encourage you to continue to partner with us as we remain committed to the fight against doping in sport.

## EXECUTIVE DIRECTOR'S REMARKS



**Mr. Carey Brown**  
**Executive Director**

The 2015/2016 financial year has been another successful period for the Commission. Throughout the year our operations continued to grow from strength to strength. This could not have been accomplished without the hard work of the highly motivated staff and the guidance of the Board of Directors. Our outreach programmes are now reaching a wider audience, enabling the general public to have a greater appreciation for matters related to anti-doping.

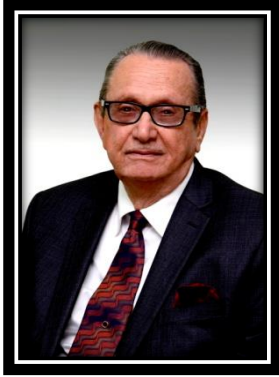
The dedication and commitment of our sample collection personnel has allowed the Commission to achieve its testing targets. The feedback received from them at our quarterly refresher workshops has also led to improvements in the field.

Our partnership with the Canadian Centre for Ethics in Sport (CCES) has been productive and although the Joint Initiative Agreement officially came to an end in December 2015, we continue to build on the relationship.

As we move forward, JADCO will continue to protect the rights of the clean athlete with professionalism, accountability, integrity and respect.



## BOARD OF DIRECTORS



**The Hon. R. Danny Williams , CD, OJ  
Chairman**



**Rev. Dr. Patricia Holness  
Deputy Chairman**



**Mr. Gary Peart  
Director**



**Rev. Devon Dick, CD  
Director**



**Ms. Deborah Martin  
Director**

**BOARD OF DIRECTORS CONT'D**



**Dr. Thelma Nelson  
Director**



**Mr. Anthony Lawrence, JP  
Director**



**Mrs. Jacqueline Lynch-Stewart  
Director**



**Ms. Claudette Jones  
Director**



**Dr. Maria Smith  
Director**



**Mrs. Sharon Bogues-Wolfe  
Director**

## ANNUAL REVIEW

The reporting year 2015–2016 has been a year of major achievements for JADCO as we continue our mission to protect Jamaica’s sporting integrity through the elimination of doping in sport. Some major achievements are:

- **Introduction of Blood Testing in June 2015**
- **Training and Certification of Sample Collection Personnel**
- **Developing risk based model for testing**
- **Implementation of Pension Scheme**

During the year, JADCO continued to work with its international partners, the World Anti-Doping Agency (WADA) and the Canadian Centre for Ethics in Sport (CCES) to promote shared learning and international best practice in anti-doping.

Throughout the year, JADCO has been successful in delivering great outcomes. The Communication and Education team conducted twenty-five (25) workshops islandwide catering to over Eight hundred and ninety-six (896) athletes and Two hundred and thirty-three (233) support personnel, including members of sporting federations. In addition, the Division published four (4) True Spirit newsletters for the year.

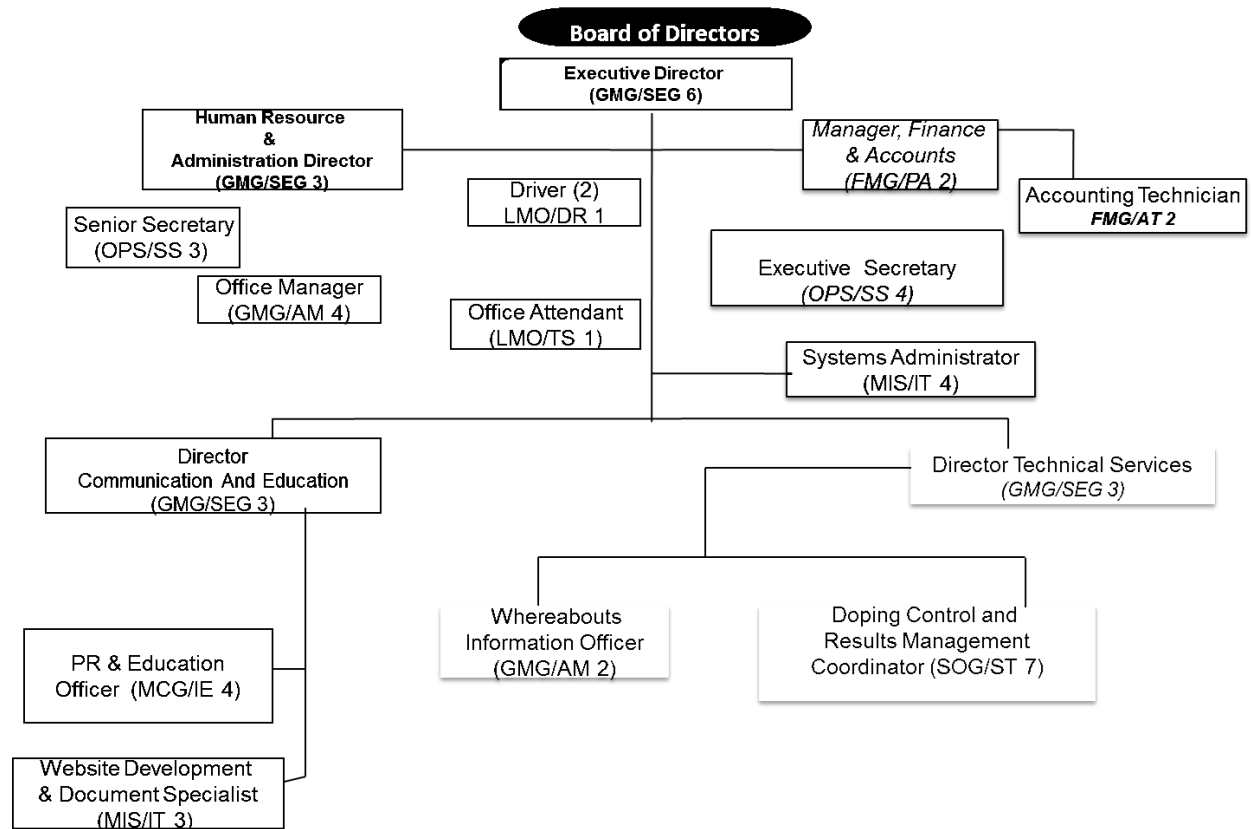
The annual JADCO Symposium held at the Jamaica Conference Centre on January 28, 2016, under the theme “**Assessing the Impact of the 2015 World Anti-Doping Code,**” attracted over 60 athlete support personnel from sporting federations, associations and secondary schools from across the island. The symposium sought to get the feedback of participants on the effectiveness of the revised World Anti-Doping Code and how they can apply the Code in their day to day interaction with athletes.

JADCO’s main function is doping control testing and the Technical Division is responsible for managing this process. A total of Four hundred and thirty-seven (437) tests were conducted, including three hundred and eighty-five (385) urine and fifty-two (52) blood tests. Tests were conducted both in and out of competition. The Technical team worked very closely with the Communication team in disseminating vital information to the athletes and their support personnel.

# HUMAN RESOURCE MANAGEMENT & ADMINISTRATION

## STAFFING

The staff complement of JADCO currently stands at eighteen (18). The organisational chart below illustrates the posts within the Commission.



**Number of Employees as at the start and end of the fiscal year.**

Division	April 1, 2015	March 31, 2016
Executive Office	2	3
HRM and Administration	5	5
Technical Services	3	3
Communication and Education	3	3
Finance and Accounts	2	2

## Staff Turnover 2015-16

Division	Number of Staff
Executive Office	0
HRM and Administration	0
Technical Services	1
Communication and Education	1
Finance and Accounts	0

### Organisation Review

The most important resource of an organisation is its human capital. We consider our human resource a vital component to the success of the Commission; hence, JADCO is committed to developing and retaining competent staff.

During the year, three (3) new positions were added to the Commission's structure as well as there was the retitling of some posts. The new posts will become operational as of 1<sup>st</sup> April 2016.

A request was made to the Ministry of Finance for the attachment of travelling allowance at the Commuted Upkeep rate to the posts of Public Relations Officer (MCG/IE 4) and Doping Control Results Management Coordinator (SOG/ST 7), for which approval was granted.

Approval was also given for the temporary attachment of travelling allowance to the post of Systems Administrator for a period of six (6) months, after which a final determination will be made.

### Doping Control Officers and Chaperones

For the 2015/16 period, the Commission had a staff complement of forty-eight (48) Chaperones and eighteen (18) Doping Control Officers. It is expected that for the 2016/17 financial year, the Commission will hire and trained new sample collection personnel to augment the targeted pool.

	No. Before training	Retrained	Selected and trained in November (new)	Total
Chaperones	31	21 (3 resigned)	30	48
Doping Control Officers	8	7	11	18
TOTAL				66

## **TRAINING**

The Commission is committed to providing its staff with the skills, competencies and the enabling environment to ensure effective and competent execution of their duties. Despite the tight fiscal space the following training and development initiatives were pursued during the year:

- Procurement Training
- Values Based Education Conference
- Project Management
- Budget Preparation
- First Aid and CPR
- Resume Writing

## **PERFORMANCE MANAGEMENT**

Steps were taken by the Commission to improve the performance management process. The ground work was laid for transition to the new performance management system which will commence in April 2016.

## **PROJECTS**

### **CHASE Fund - Nutrition Guide**

In February 2016, the Nutrition Guide Tender was awarded to Dr. Christine Fray-Aiken, the sole bidder. The project is being funded by the CHASE Fund. The Commission has forwarded the report on the entire procurement process to CHASE for their consideration.

### **JOINT INITIATIVE AGREEMENT - CCES & JADCO**

The partnership with the Canadian Centre for Ethics in Sports (CCES) was instrumental and the Joint Initiative Agreement came to an end in December 2015.

## COMMUNICATION & EDUCATION

During the 2015-16 financial year, JADCO's Communication and Education Division continued to play a central role in disseminating information to key stakeholders. The Division partnered with several National Sport Federations and professional groups to improve their awareness and understanding of anti-doping.

An essential component of JADCO's functions and responsibilities involves public education. JADCO plays an integral role in educating athletes, athlete support personnel and the public. JADCO creates and disseminates brochures and organises anti-doping education workshops, symposiums and other outreach activities.

The information shared enables our target audience to increase their knowledge of the role of JADCO, the Jamaica Anti-Doping Programme, the World Anti-Doping Agency (WADA), Anti-Doping Rule Violations and the health consequences of doping.

### PUBLIC EDUCATION

#### 2015 Junior Athletes Anti-Doping Education Workshops

The Commission hosted the annual Junior Athletes Anti-Doping Education Workshops in four regions across the island during the month of October. Workshops were held at the Jamaica Conference Centre (JCC) in Kingston on Wednesday, October 7, Golf View Hotel in Manchester on Wednesday, October 14, The Wexford Hotel in St. James on Wednesday, October 21 and The Cardiff Hotel and Spa in St. Ann on October 28, 2015. The objective of the workshops was to disseminate crucial information about anti-doping to secondary school athletes and their support personnel.

During the series of workshops, the Commission's mascot, Leo - The Dope Patrol Officer, was revealed to participants and the winner of the JADCO Mascot competition was awarded in an award ceremony which was held at the first workshop in the series. Adjaynae Billings, a fourth form student at Ardenne High School, walked away with \$25,000 and a trophy for designing the winning mascot. Antonio Mundell and Rachel Brown, also of Ardenne High School, were awarded \$15,000 and \$10,000 respectively for placing second and third in the competition. The competition was held from October 1, 2014 to April 10, 2015 and was open to students from secondary schools across the island.

During the October 2015 series of Junior Athletes Anti-Doping Education Workshops, a new component focused on values-based education was also introduced to participants. This was incorporated in the programme to allow participants to learn about the values of sport and the importance of being guided by moral principles throughout their sporting careers.

The workshops also included presentations on the functions and responsibilities of JADCO, the doping control process and prohibited substances and methods. Medical practitioners, Dr. Paula Dawson, Dr. Kiri-An Bridgewater, Dr. Lincoln Cox and Dr. Tanya Hamilton delivered presentations on prohibited substances and methods.

## Attendance

Region	# of Schools	Athletes		Support Personnel		Total	
		Males	Females	Males	Females		
St. Thomas Kingston St. Andrew St. Catherine	1. Jamaica College	15	52	28	17	10	107
	2. St. Georges College						
	3. Yallahs H/S						
	4. Ardenne H/S						
	5. Calabar H/S						
	6. Dunoos Tech						
	7. Charlie Smith H/S						
	8. Old Harbour H/S						
	9. Eltham H/S						
	10. Paul Bogle H/S						
	11. Robert Lightbourne H/S						
	12. Tivoli H/S						
	13. St. Hugh's H/S						
	14. Charlemont H/S						
	15. Bog Walk H/S						
Clarendon St. Elizabeth Manchester	1. Bustamante H/S	8	15	15	8	3	41
	2. Foga Road H/S						
	3. Troy H/S						
	4. Central H/S						
	5. Newell H/S						
	6. Clarendon College						
	7. Lennon H/S						
	8. Winston Jones H/S						
St. James Hanover Westmoreland Sections of Trelawny	1. Westwood H/S	5	7	17	2	4	30
	2. Rhodes Hall H/S						
	3. Knockalva Technical H/S						
	4. Mt. Alvernia H/S						
	5. Irwin H/S						
Portland St. Mary St. Ann Sections of Trelawny	1. Steer Town Academy	3	6	4	3	0	13
	2. Ferncourt High School						
	3. St. Mary Technical H/S						
TOTAL	31		80	64	30	17	191
			144		47		

Of the 850 participants invited to participate in the workshops, 191 participants attended. 144 athletes and 47 athlete support personnel were present during this series of workshops. 31 of the 170 schools invited were represented at the workshop.





*Carey Brown (2nd left), Executive Director, JADCO and Dr. Mario Guthrie (l), recording artist, share a light moment with the winner and runners up in the JADCO Mascot Competition. The prize winners, Rachel Brown (c), 3rd place, Antonio Mundell (2nd right), 2nd place and Adjaynae Billings (r), 1st place, were presented with their prizes at an award ceremony, which was held during the first in the 2015 series of Junior Athletes Anti-Doping Education Workshops for athletes and athlete support personnel from schools in St. Thomas, St. Catherine and Kingston and St. Andrew.*



*The JADCO Mascot, Leo, the Dope Patrol Officer (c) shares a light moment with student athletes, Kendra Henry (l), Chrissie-Gaye Barnett (2nd left), Samara Soares (2nd right) and Courressa Malcolm (r), all of Westwood High School. The occasion was the Junior Athletes Anti-Doping Education Workshop held at The Wexford Hotel in St. James on Wednesday, October 21.*

### **2015 Senior Athletes Anti-Doping Education Workshop**

The annual Senior Athletes Anti-Doping Education Workshop was held at The Liguanea Club in Kingston on Saturday, November 21, 2015. On this occasion, senior athletes and their support personnel were informed about the importance of blood testing and the Athlete Biological Passport (ABP).

The Commission also used this workshop as an opportunity to provide participants with values-based education and encouraged stakeholders to abide by ethical practices throughout their career and lives. The workshop also included presentations on the functions and responsibilities of JADCO, the doping control process and prohibited substances and methods. Dr. Alfred Dawes, medical practitioner, delivered the presentation on prohibited substances and methods.



### Attendance

201 participants were invited to participate in the workshops. Of the 201 participants invited, 20 attended the workshop.

	Male	Female	Total
<b>Athletes</b>	8	4	12
<b>Support Personnel</b>	3	5	8
<b>Total</b>	<b>11</b>	<b>9</b>	<b>20</b>



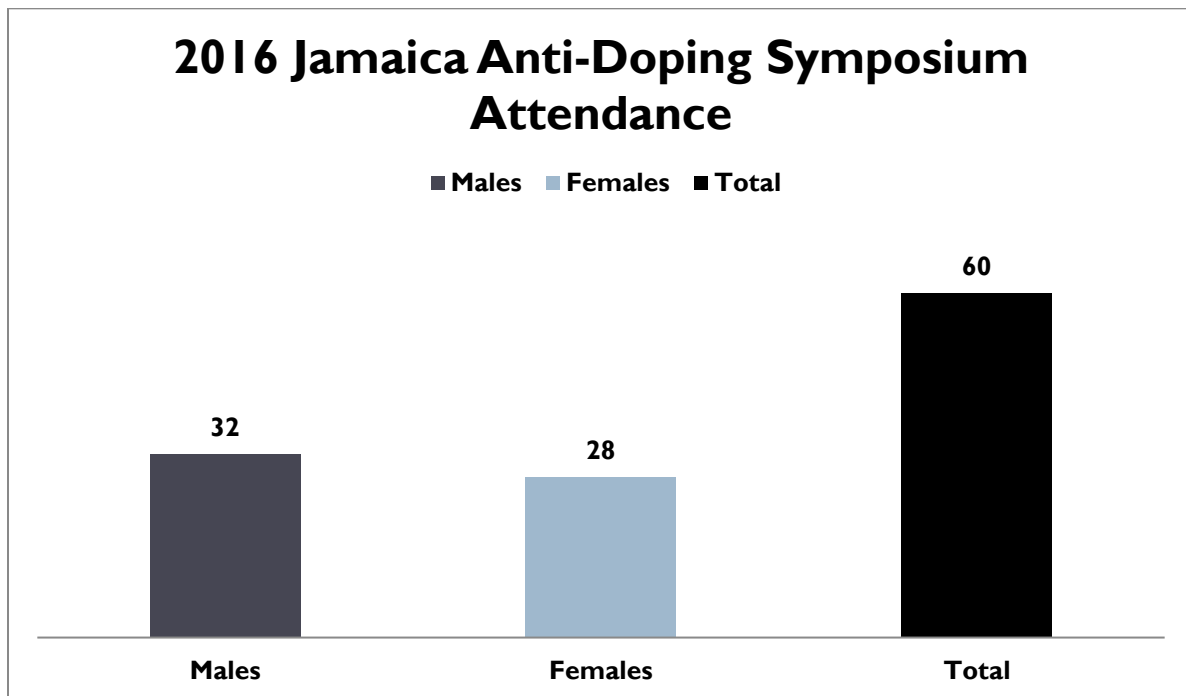
*Vanessa Reid-Ledford (2nd right), Director of Communication and Education at JADCO and Dr. Alfred Dawes (r), medical practitioner, discussing JADCO's stance on the use of supplements with student athletes, Sanju Maharaj (l) and Kayaine Bell, both of Shortwood Teachers' College. The occasion was the 2015 Senior Athletes Anti-Doping Education Workshop.*

## 2016 JADCO Symposium

60 athlete support personnel from sporting federations, associations and secondary schools across the island participated in the annual Jamaica Anti-Doping Commission (JADCO) Symposium, which was held at the JCC on Thursday, January 28, 2016, under the theme “Assessing the Impact of the 2015 World Anti-Doping Code.”

The symposium sought to get the feedback of participants on the effectiveness of the revised World Anti-Doping Code and how they can apply the Code in their day to day interaction with athletes. The afternoon session, an open floor discussion, focused on the importance of filing whereabouts information and the consequences faced by athletes who are delinquent in submitting this information.

### Attendance





*David Thomas, President of the Jamaica Badminton Association, delivers a presentation focused on how the association has been making changes in their operations since the Code was instituted on January 1, 2015 at the 2016 JADCO Symposium.*

### **2016 JADCO SCHOOL TOUR**

- The 2016 JADCO School Tour focused on secondary schools in Kingston, St. Andrew and St. Catherine and was conducted between February to April 2016. During the 2015-2016 financial year, four school tours were conducted and 350 participants were impacted.

Date	School	Athletes		Athlete Support Personnel		Total
		Males	Females	Males	Females	
February 3, 2016	Kingston College	94	N/A	2		96
February 17, 2016	Convent of Mercy Academy "Alpha"	N/A	91		2	93
March 2, 2016	Bridgeport High School	22	16	3		41
March 9, 2016	St. Jago High School	52	67	1		120
<b>TOTAL</b>		<b>168</b>	<b>174</b>	<b>6</b>	<b>2</b>	<b>350</b>



*Samantha Allen (r), Public Relations and Education Officer at JADCO, discusses the 2016 Prohibited List with Donovan Hayles (2nd left), Football Coordinator at Kingston College and student athletes, Tajh Mullings (2nd right) and Rejae Orr (l). The occasion was an anti-doping education workshop held at the institution on Wednesday, February 3, 2016.*



**Education Outreach Activities for the 2015-2016 Financial Year**

<i>Date</i>	<i>Association/Federation/ Professional Club/ Institution</i>	<i>Location</i>	<i># of Participants</i>				
			<i>Athletes</i>		<i>Support Personnel</i>		<i>Total</i>
			<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	
<b>Apr-15</b>							
16	The University of the West Indies athletes, in preparation for the UWI Games	UWI, Mona	28	39	1	0	68
30	G.C. Foster College Anti-Doping Education Workshop	G.C. Foster College	78	71	3	4	156
<b>May-15</b>							
8	JADCO/IAAF/JAAA Workshop	Courtleigh Hotel and Suites	3	2	22	2	29
16	Netball Jamaica Anti-Doping Education Workshop	Netball House	(NA)	14	(NA)	4	18
<b>June-15</b>							
9	Jamaica Rugby Football Union Anti-Doping Education Workshop	G.C. Foster College	11	9	3	0	23
<b>July-15</b>							
3	Jamaica Badminton Association Anti-Doping Education Workshop	Jamaica Olympic Association	10	4	5	7	26
24	Pan-Am Junior Games Anti-Doping Education Workshop	JAAA Headquarters	12	12	4	1	29
29	West Indies Cricket Board U-19 Cricketers Anti-Doping Education Workshop	Golf View Hotel	56	(NA)	9	(NA)	65
<b>Aug-15</b>							
14	Jamaica Boxing Board of Control Anti-Doping Education Workshop	Stanley Couch Gym	13	1	6	(NA)	20

31	Jamaica Football Federation Anti-Doping Education Workshop	Jamaica Football Federation	0	0	9	2	11
<b>Oct-15</b>							
7	Junior Athletes Anti-Doping Education Workshop- Region 1	Jamaica Conference Centre	52	28	17	10	107
14	Junior Athletes Anti-Doping Education Workshop- Region 2	The Golf View Hotel	15	15	8	3	41
21	Junior Athletes Anti-Doping Education Workshop- Region 3	The Wexford Hotel	7	17	2	4	30
28	Junior Athletes Anti-Doping Education Workshop- Region 4	The Cardiff Hotel and Spa	6	4	3	0	13
<b>Nov-15</b>							
7	JAAA Calendar Conference	Jamaica Pegasus Hotel	-	-	-	-	-
11	Jamaica Table Tennis Association Anti-Doping Education Workshop	Institute of Sports	0	0	13	2	15
21	Senior Athletes Anti-Doping Education Workshop	The Liguanea Club	8	4	3	5	20
<b>Dec-15</b>							
12	Jamaica Rifle Association Anti-Doping Education Workshop	Jamaica Rifle Association Headquarters	3	5	5	1	14
<b>Jan-16</b>							
28	JADCO Symposium	Jamaica Conference Centre	(NA)	(NA)	32	28	60
<b>Feb-16</b>							



3	Kingston College	Kingston College	94	(NA)	2	0	96
4	University of Technology Anti-Doping Education Workshop	University of Technology	13	6	1	3	23
17	Convent of Mercy Academy “Alpha”	Convent of Mercy Academy	(NA)	91	0	2	93
23	Jamaica Taekwondo Federation Anti-Doping Education Workshop	National Arena	7	1	3	0	11
<b>Mar-16</b>							
2	Bridgeport High School	Bridgeport High School	22	16	3	0	41
9	St. Jago High School	St. Jago High School	52	67	1	0	120
<b>TOTAL</b>			<b>1129</b>				

### JADCO Booth at Sporting Events

The Communication and Education team continued to disseminate information to our target audience by setting up a booth at the locations indicated in the table below.

Date	Event	Location
May 1, 2015	2015 Caribbean Women's Beach Volleyball Championships and Rio 2016 Olympic Qualifier	Ocho Rios Bay Beach
June 20 – 21, 2015	National Junior Championships	National Stadium
August 15, 2015	Jamaica Table Tennis Association’s National Junior and Senior Championships	G.C. Foster College
August 28, 2015	International Youth Boys Volleyball Championships	G.C. Foster College
November 8, 2015	Caribbean Equestrian Association (CEA) Junior Jumping Finals	Kingston Polo Club
December 19, 2015	Jamaica Table Tennis (JTT) Classic	Excelsior High School Auditorium

January 9, 2016	Jamaica College Invitational Meet	Jamaica College
January 23, 2016	Throwers R Us Big Shot 12 Invitational Meet	Excelsior High School
February 11, 2016	Digicel/Antrick Corporate Area Development Meet	UWI Mona Bowl
February 13, 2016	MILO Western Relays	Montego Bay Sports Complex
March 15-19, 2016	The ISSA Boys and Girls Athletics Championships	National Stadium



*Leo, JADCO's mascot, poses with student athletes and a coach at the JADCO booth at the 2016 ISSA Boys and Girls Athletics Championships.*

## EDUCATIONAL MATERIAL

### 2016 Prohibited List

WADA issues a Prohibited List that comes into effect on January 1 each year. In January 2016, the Commission printed a total of 3000 Prohibited Lists to be distributed to all sporting associations and federations, athletes and their support personnel at anti-doping education workshops.

## COMMUNICATION ACTIVITIES

### JADCO and You

During the 2015/2016 financial year, the Commission continued to air JADCO and You, a series of television and radio features which disseminates important information on anti-doping to the general public. The feature is aired quarterly on TVJ and monthly on 12 radio stations.





# True Spirit Newsletter

The True Spirit is a quarterly newsletter which focuses on various aspects of anti-doping. Features on anti-doping, JADCO and the WADA are highlighted in this publication. The newsletter is sent to our stakeholders electronically and four editions were published during the 2015/16 financial year.

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**JADCO HOSTS SYMPOSIUM FOR ATHLETE SUPPORT PERSONNEL**

**EDITORIAL**

Being an athlete requires discipline and sacrifice, whether it is getting up earlier than everyone else to train or working overtime at the gym to condition your physique. It also requires responsibility. The Strict Liability Principle, which athletes abide by worldwide, stipulates that athletes are responsible for any prohibited substance found in their sample, whether or not they intentionally or unintentionally used a prohibited substance. The onus is on you, as athletes, to ensure that you accept responsibility at all times and protect yourselves from using prohibited substances. This means that you have to be extremely cognisant of what you consume and use for therapeutic purposes. We also encourage athletes to become better acquainted with the substances and methods listed on the 2015 World Anti-Doping Agency (WADA) Prohibited List. You may not be able to interpret the information on your own; therefore, you should seek medical advice when necessary. Paying strict attention to the WADA Prohibited List can prevent you from having an adverse analytical finding and being banned from your sport. Remember, you are strictly liable!

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**JADCO BEGINS BLOOD TESTING**

**EDITORIAL**

Imagine a world in which athletes compete dope free, where the spirit of sport is protected at all times and fair play is at the forefront of the minds of all athletes regardless of age, race, or status. This is the vision of the team at the Jamaica Anti-Doping Commission (JADCO) and in 2015, JADCO has taken another important step to bring this dream closer to a reality. JADCO has improved its doping control process and the organisation is now conducting blood testing in addition to urine testing. Learn more about this important development in this edition of the True Spirit. As this historic development unfolds, True Spirit would like to use this opportunity to remind athletes and athlete support personnel of the importance of being knowledgeable about anti-doping. Acquiring this knowledge can prevent an athlete from committing an anti-doping rule violation and ruining their reputation.

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**JADCO Awards Mascot Competition Winners**

**Editorial**

The 2015 IAAF World Athletics Championships in Beijing, China brought glory to Jamaica and demonstrated that with hard work and discipline, you can achieve your goals. You also have the potential to bring glory to your family, community and country. We encourage you to emulate the leaders in sport worldwide who continue to compete clean and fulfill their achievements to motivate you to strive for greatness. You can make a mark on the world and be number one. JADCO wishes to remind all athletes and their support personnel, that greatness is within their reach. With that potential for greatness, each athlete has a responsibility to compete without the use of prohibited substances and

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**JADCO EDUCATES SENIOR ATHLETES ON THE IMPORTANCE OF BLOOD TESTING**

**EDITORIAL**

2016 promises to be a great year for sport worldwide with the staging of the Olympics in Rio de Janeiro, Brazil during the month of August. The Olympics brings together the best competitors in the international sporting arena. As the Olympics approaches, JADCO continues to work assiduously to deliver an effective anti-doping programme focused on rigorous testing and education for athletes and support personnel under our jurisdiction. We encourage all National Sporting Associations and Federations to continue to collaborate with the Commission as we strive to protect clean athletes and the spirit of sport. The new year also brings in force the 2016 World Anti-Doping Agency (WADA) Prohibited List which is now available on the JADCO website ([www.jadco.gov.jm](http://www.jadco.gov.jm)). In this edition of the True Spirit we tell you more about the modifications to the list. We would like to encourage all athletes and support personnel to get a copy of the list and make every

## DOPING CONTROL

For the fiscal year 2015-2016, the Commission planned on conducting a total of 400 tests, 178 in-competition and 182 out-of-competition. However, a total of 437 tests were conducted; 178 urine and 29 blood tests in-competition and 207 urine and 23 blood tests out-of-competition. 16 tests were contracted. (*See table below*).

Month	Planned In comp		Planned out-comp		Total		Total planned	Executed in-comp		Executed out-comp		Total		Total executed
	Urine	Blood	Urine	Blood	Urine	Blood	Blood & Urine	Urine	Blood	Urine	Blood	Urine	Blood	Blood & Urine
Apr.2015	23	0	18	1	41	1	42	26	0	18	0	44	0	44
May 2015	0	0	20	2	20	2	22	15 (16 contracted)	0	11	0	26	0	26
Jun. 2015	87	0	13	3	100	3	103	83	29	13	0	96	29	125
Jul.2015	0	0	20	4	20	4	24	0	0	20	0	20	0	20
Aug. 2015	0	0	18	4	18	4	22	0	0	17	0	17	0	17
Sept. 2015	0	0	18	3	18	3	21	0	0	20	4	20	4	24
Oct. 2015	13	0	12	4	25	4	29	0	0	29	0	29	0	29
Nov. 2015	7	0	14	3	21	3	24	0	0	23	3	23	3	26
Dec. 2015	0	0	10	4	10	4	14	0	0	10	4	10	4	14
Jan. 2016	0	0	19	5	19	5	24	11	0	14	5	25	5	30
Feb. 2016	20	0	12	3	32	3	35	26	0	6	3	32	3	35
Mar. 2016	28	0	8	4	36	4	40	17	0	26	4	43	4	47
<b>Total</b>	<b>178</b>	<b>0</b>	<b>182</b>	<b>40</b>	<b>360</b>	<b>40</b>	<b>400</b>	<b>178</b>	<b>29</b>	<b>207</b>	<b>23</b>	<b>385</b>	<b>52</b>	<b>437</b>

### Achievements

With the aid of the Canadian Centre for Ethics in Sport (CCES), the department started the development and implementation of a risk based Test Distribution Plan which will allow for smarter testing.

The Technical Services Department started blood testing in June 2015. The contract for blood testing was signed by Central Medical Laboratories and JADCO on 25<sup>th</sup> June 2015.

Blood testing started at the 2015 National Senior Championships. 29 blood tests were conducted at the Trials.

The department continued to carry out its Refresher Workshops for Doping Control Officers and Chaperones on a quarterly basis. Workshops were conducted on the 12<sup>th</sup> June 2015, 25<sup>th</sup> September 2015, 11<sup>th</sup> December 2015 and 18<sup>th</sup> March 2016.

During the year, eleven(11 ) Chaperones and two(2) Doping Control Officers (DCOs) were trained in the western section of the island

### **Registered Testing Pool**

A review of the Registered Testing Pool was conducted and a list of athletes to be added and/or removed from the Testing Pools were submitted and approved. The process continued throughout the year. The Registered Testing Pool stands at 59 athletes at the end of the financial year.

### **Whereabouts Information**

28 Whereabouts sessions were conducted for the year under the Whereabouts Management Programme for athletes in the Registered Testing Pool.

### **TUE applications for April 2015 – March 2016**

There was one TUE application for the year. 1 TUE certificate was granted.

## Sanctions 2015- 2016

<b>Name</b>	<b>Sport</b>	<b>Result/Sanction</b>	<b>AAF/Violation</b>
<b>Traves Smikle</b>	Athletics	On the 22 <sup>nd</sup> June 2015, CAS upheld the decision of the Anti-Doping Appeal Tribunal. The athlete suspension of two years commencing on the 22 <sup>nd</sup> June 2013 was upheld.	Hydrochlorothiazide
<b>Damar Robinson</b>	Athletics	CAS ruled that the decision rendered by the Anti-Doping Appeal Tribunal dated September 21, 2014 is set aside and the athlete was declared ineligible to compete for two years commencing on the 14 <sup>th</sup> July 2015.	SARMS-22
<b>Odean Brown</b>	Cricket	The Panel imposed a sanction of 15 months commencing on the 24 <sup>th</sup> November 2015.	Whereabouts
<b>Andre Russell</b>	Cricket	The Hearing by the Disciplinary Panel is pending	Whereabouts

**Statistical Data:**

**The following table illustrates doping control tests conducted during the year by discipline:**

178 urine tests were conducted in-competition

207 urine tests were conducted out-of-competition

29 blood tests were conducted in-competition

23 blood tests were conducted out-of-competition.

16 urine tests were done on behalf of Federations/Associations

	Number of Urine Tests		Number of Blood Tests	
	<i>In-Competition</i>	<i>Out-of-Competition</i>	<i>In-Competition</i>	<i>Out-of-Competition</i>
<b>Athletics</b>	167	97	29	18
<b>Badminton</b>	0	5	0	1
<b>Bodybuilding</b>	0	1	0	0
<b>Boxing</b>	11	1	0	0
<b>Cricket</b>	0	29	0	0
<b>Cycling</b>	0	5	0	2
<b>Football</b>	0	24	0	0
<b>Netball</b>	0	26	0	0
<b>Taekwondo</b>	0	5	0	2
<b>Volleyball</b>	0	14	0	0
Total	<b>178</b>	<b>207</b>	<b>29</b>	<b>23</b>
Total	<b>385</b>		<b>52</b>	
<b>Total Test conducted by JADCO : 437</b>				



## FINANCE

### SENIOR EXECUTIVE COMPENSATION

Position	Salary (\$)	Gratuity or Performance Incentive (\$)	Travelling Allowance or Value of Assignment of M/Vehicle	Pension or Other Retirement Benefits (\$)	Other Allowances (\$)	Non-Cash Benefits (\$)	Total (\$)
<b>Executive Director</b>	4,036,429.00	-	1,219,656.00	-	-	-	<b>5,256,085.00</b>
<b>Director, Technical Services</b>	2,194,859.00	-	643,128.00	-	-	-	<b>2,837,987.00</b>
<b>Director, Communication &amp; Education</b>	2,363,623.00	-	643,128.00	-	-	-	<b>3,006,751.00</b>
<b>Director, Human Resource Management &amp; Administration</b>	2,089,098.00	-	643,128.00	-	-	-	<b>2,732,226.00</b>
<b>Manager, Finance &amp; Accounts</b>	1,939,599.00	-	643,128.00	-	-	-	<b>2,582,727.00</b>
<b>GRAND TOTAL</b>	12,623,608.00	-	3,792,168.00	-	-	-	<b>16,415,776.00</b>

STATEMENT OF EMOLUMENTS FOR BOARD OF DIRECTORS

Position of Director	Fees (\$)	Policy & Technical	Education & Communication	Finance & Audit	M/Vehicle Upkeep/Travelling or Value of Assignment of M/vehicle	Honoraria (\$)	All other compensation including Non-Cash Benefits as applicable (\$)	Total(\$)
Chairman	85,500.00	-	-	-	-	-	-	85,500.00
Deputy Chairman	33,000.00	21,500.00	-	18,000.00	-	-	-	72,500.00
Board Member	16,500.00	-	-	36,500.00	-	-	-	53,000.00
Board Member	33,000.00	-	-	-	-	-	-	33,000.00
Board Member	16,500.00	-	-	-	-	-	-	16,500.00
Board Member	55,000.00	-	14,500.00	7,000.00	-	-	-	76,500.00
Board Member	33,000.00	-	-	-	-	-	-	33,000.00
Board Member	11,000.00	3,500.00	-	-	-	-	-	14,500.00
Board Member	5,500.00	-	-	-	-	-	-	5,500.00
Board Member	11,000.00	-	3,500.00	-	9,200.00	-	-	23,700.00
Board Member	33,000.00	-	-	21,000.00	-	-	-	54,000.00
<b>Total</b>	<b>333,000.00</b>	<b>25,000.00</b>	<b>18,000.00</b>	<b>82,500.00</b>	<b>9,200.00</b>	-	-	<b>467,700.00</b>

## **Sub-programme 22: Anti-Doping in Sports**

### **Activity 1830: Grant Anti-Doping Commission**

<b>21- Compensation of Employees</b> Savings are due to the non-filling of posts on the establishment	<b>Savings</b>	<b>\$295,074.84</b>
<b>22- Travel Expenses &amp; Subsistence</b> Excess is due to shortfall on budgetary provision	<b>Excess</b>	<b>\$113,004.89</b>
<b>23- Rental of Property, Machinery and Equipment</b> Savings are due to the late submission of invoices	<b>Savings</b>	<b>\$126,867.85</b>
<b>24- Public Utility Service</b> Savings are due to the delay in submitting utility invoices	<b>Savings</b>	<b>\$113,449.90</b>
<b>25- Purchase of Other Goods and Service</b> Savings are due to the late submission of invoices and prudent sourcing of goods and services	<b>Savings</b>	<b>\$1,058,703.03</b>
<b>28- Retirement Benefits</b> Savings are due to the delayed start of the Commission's pension plan	<b>Savings</b>	<b>\$715,604.03</b>
<b>32- Capital Goods</b> Excess is due to shortfall on budgetary provision	<b>Excess</b>	<b>\$850,067.04</b>

**Appropriation Account by Object**  
**Head: 1500 Office of the Prime Minister**

Function: 12  
 Sub-Function: 01  
 Programme: 501  
 Sub-Programme: 22  
 Activity: 1830  
 Financial Year: 2015/16

**Statement of Expenditure**

Object	Approved Vote	Warrant Allocation to-date	Year-to-date (YTD) Expenditure	Balance on Warrant	Balance on Vote
	1	2	3	4=(2-3)	5=(1-3)
21 Compensation of Employees	28,485,000.00	28,485,000.00	28,189,925.16	295,074.84	295,074.84
22 Travel Expenses & Subsistence	6,555,000.00	7,134,913.00	6,668,004.89	466,908.11	- 113,004.89
23 Rental of Property, Machinery and Equipment	3,380,000.00	3,380,000.00	3,253,132.15	126,867.85	126,867.85
24 Public Utility Service	2,057,000.00	2,121,329.76	1,943,550.10	177,779.66	113,449.90
25 Purchase of Other Goods and Service	69,474,000.00	65,592,917.07	68,415,296.97	- 2,822,379.90	1,058,703.03
28 Retirement Benefits	1,302,000.00	1,302,000.00	586,395.97	715,604.03	715,604.03
32 Capital Goods	5,465,000.00	6,027,116.00	6,315,067.04	- 287,951.04	- 850,067.04
<b>Total</b>	<b>116,718,000.00</b>	<b>114,043,275.83</b>	<b>115,371,372.28</b>	<b>- 1,328,096.45</b>	<b>1,346,627.72</b>

## ACRONYMS

JADCO	-	Jamaica Anti-Doping Commission
WADA	-	World Anti-Doping Agency
TUEC	-	Therapeutic Use Exemption Committee
ADRV	-	Anti-Doping Rule Violations
CCES	-	Canadian Centre for Ethics in Sport
JCC	-	Jamaica Conference Centre
ABP	-	Athlete Biological Passport
IAAF	-	International Association of Athletics Federations
JAAA	-	Jamaica Athletics Administrative Associations
TVJ	-	Television Jamaica
INRS	-	Institut national de la recherche scientifique
DCO	-	Doping Control Officer
RTP	-	Registered Testing Pool
CAS	-	Court of Arbitration for Sport