



JAMAICA ANTI-DOPING COMMISSION

COMMITTED TO THE FIGHT AGAINST DOPING IN SPORT

APRIL 2013 - MARCH 2014

ANNUAL REPORT

Jamaica Anti-Doping Commission 2013–2014 Annual Report

Enquiries

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ABOUT JADCO

Overview

As part of the Government of Jamaica's commitment to the fight against doping in sport, on November 17, 2003, the Cabinet approved the adoption of the World Anti-Doping Programme and the World Anti-Doping Code. On February 10, 2004, Jamaica became the 97th Signatory State to the UNESCO Copenhagen Declaration on Anti-Doping in Sports. The Jamaica Anti-Doping Commission (JADCO) was established by the Anti-Doping in Sport Act, 2008.

The Government in its commitment to sport, will do everything in its power to safeguard the integrity, values and 'spirit of sport,' and to ensure an anti-doping environment which influences behaviour among participants, and dissuade athletes from using prohibited substances and prohibited methods. Sport is an integral part of Jamaican lifestyle and culture. Doping in sport is contrary to the spirit of sport. The fight against doping requires a comprehensive approach that involves education, prevention, international collaboration, detection, deterrence, rehabilitation, reintegration, and research by the government, sporting and medical communities.

Mission

Work towards fostering a doping-free environment in Jamaica that promotes the ethics and spirit of sports and deters the use of banned doping practices in sport through education, testing, advocacy and coordination of the Jamaica anti-doping programme.

Vision

To promote excellent performance through doping-free sports

Objectives

The main objectives of JADCO as outlined in the Anti-Doping in Sport Act, 2008, are to:

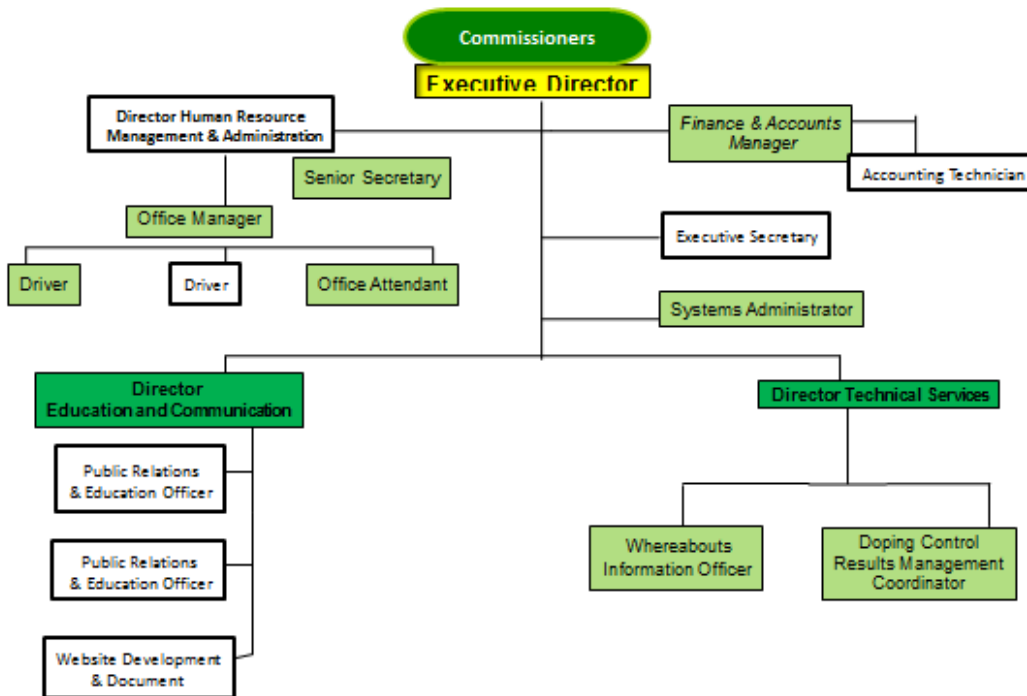
- 1. Educate athletes, support personnel, parents, media and the general public about drug use in sports.*
- 2. Adopt and implement Anti-Doping in Sport Rules.*
- 3. Implement the policies and programmes of the Government against doping in sport.*
- 4. Direct the National Anti-Doping Programme specific to sport, which is inclusive of the collection of samples and the management of test results in keeping with the mandatory standards set out in the World Anti-Doping Code and International Standards.*
- 5. Conduct and promote Anti-Doping research that contributes to the development and implementation of efficient programmes within doping and Anti-doping information and education.*

ABOUT JADCO Cont'd

6. Cooperate with the testing and education initiatives of the World Anti-Doping Agency (WADA), and other Anti-Doping Organisations and encouraging reciprocal testing with other national Anti-Doping Organisations.
7. Encourage and facilitate the negotiation by Sports Organisations and Anti-Doping Organisation of agreements and permitting their members to be tested by duly authorised Doping Control teams from other countries.
8. Advise the Minister on policies and practices related to doping in sport.

The Jamaica Anti-Doping Commission consists of five (5) divisions, namely Executive Office, Human Resource Management and Administration, Finance and Accounts, Technical Services and Communication and Education.

Please see below the organisational chart illustrating the different arms of the Commission.



ABOUT JADCO Cont'd

HRM and Administration manages the recruitment and selection of employees, the employee benefits programme and develops and coordinates the employee training and development strategies.

The Communication and Education Division plays an integral role in educating athletes, athlete support personnel and the public. JADCO creates and disseminates brochures and organises seminars, symposiums, anti-doping workshops and a variety of outreach activities.

The information shared enables our target audience to increase their knowledge of the role of JADCO, the Jamaica Anti-Doping Programme and the World Anti-Doping Agency (WADA), the doping control process and prohibited substances and methods.

The Technical Services Division is responsible for carrying out the doping control and results management aspects of the anti-doping programme including conducting testing of athletes, planning, coordinating and implementing the collection of samples and the management of test results in accordance with the mandatory International Standards set out in the World Anti-Doping Code.

Senior Directors and Managers

Mr. Carey Brown
Executive Director

Mr. Delgado Smith
Finance and Accounts Manager

Mrs. Nadia Minott Vassell
Director of Technical Services

Ms. Vanessa Reid
Director of Communication and Education

CHAIRMAN'S STATEMENT



The 2013/2014 financial year was a challenging one for the JADCO team. It was a period in which we embarked on a rigorous restructuring programme aimed at positioning the organisation to better fulfil its mission of fostering a dope free sporting environment in Jamaica.

The current board took office in January 2014, at the height of the restructuring period and I would like to congratulate JADCO's management and staff for remaining committed to the task and being resilient.

We continue to chart the way forward for the Commission with the help of our international and local partners. We have begun working with the Canadian Centre for Ethics in Sport (CCES) as well as the World Anti-Doping Agency (WADA) to develop strategies which will help improve our operations. The CCES is an organisation with over twenty years of experience in administering anti-doping programmes and there is no doubt we can benefit tremendously from their assistance.

During the period under review, 270 doping tests were conducted, a major improvement when compared to the last financial year. Another standout achievement was the implementation of the inaugural Junior Athletes Anti-Doping Workshops which was held in five Regions islandwide. The workshops provided secondary school athletes and their support personnel with the opportunity to obtain information on anti-doping.

The JADCO team remains committed to working with all stakeholders in sport to ensure that the Jamaican Anti-Doping in Sport Programme is administered to the highest standard and that individuals are fully armed with information on anti-doping.

These achievements are only the beginning and we look forward to making additional accomplishments as we work towards developing a world-class anti-doping organisation that promotes excellent performance through dope free sport.



EXECUTIVE DIRECTOR'S STATEMENT

Despite the challenges of the 2013/2014 financial year, the Commission has made significant strides in the ground work for a robust Anti-Doping programme. Key members of staff have been recruited; workshops and meetings have been held with our stakeholders, providing them with valuable information and feedback on how to improve our offerings.

The discussions with the Canadian Centre for Ethics in Sport (CCES) are at an advanced stage and the proposed agreement promises to be instrumental in the development of our Anti-Doping Programme.

As we go forward, the Commission will continue to promote the ethics in sports by fostering a dope free environment in Jamaica.

COMMISSIONERS

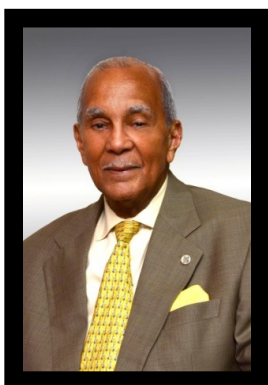
The current Board took office on January 1, 2014.



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



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



**The Hon. Dennis Lalor, CD, OJ
Commissioner**



**Mr. Gary Peart
Commissioner**



Rev. Devon Dick, CD



Ms. Deborah Martin

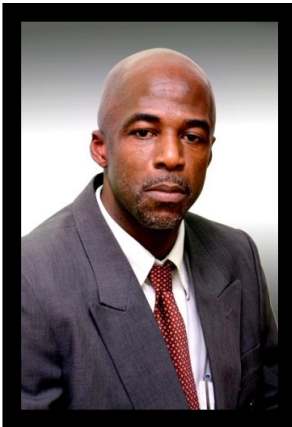
COMMISSIONERS cont'd



**Dr. Thelma Nelson
Commissioner**



**Mrs. Carmen Tipling
Commissioner**



**Dr. Winston Isles
Commissioner**



**Mr. Anthony Lawrence, JP
Commissioner**



**Mrs. Jacqueline Lynch-Stewart
Ex-Officio Commissioner**

Below are the previous Board Members who served for the period April 1, 2013 to December 31, 2013.

- Dr. Herbert Elliott, CD – Chair
- Professor Winston Davidson – Vice Chair
- Dr. Marion Bullock DuCasse, CD
- Professor Rainford Wilks
- Hon. Michael Fennell, OJ, CD
- Ms. Joan Brown
- Hon. Molly Rhone, OJ
- Mrs. Cathy Rattray Samuels
- Bishop Peter Morgan
- Ms. Sophia Frazer Binns
- Dr. Marilyn Lawrence Wright
- Ms. Sonia Mitchell, Office of the Prime Minister, *ex officio*

ANNUAL REVIEW

The year 2013-14 marked another significant year of progress for the Jamaica Anti-Doping Commission (JADCO). We were able to carry out 270 tests for the fiscal year. We implemented our inaugural **Junior Athletes Anti-Doping Education Workshops** in collaboration with the Jamaica Athletics Administrative Association (JAAA).

Since the formation of JADCO, the government of Jamaica felt it necessary for the organisation to partner with a high functionary National Anti-Doping Organisation (NADO). To this end, talks were entered into in an effort to build capacity with the CCES in December 2013 and a joint initiative proposal was signed in February 2014. This was done to develop a project plan that would ensure the JADCO's programme would meet the requirements of the 2015 Code and mandatory International Standards.

JADCO will continue to work assiduously to ensure that future generations of athletes are inspired to participate in all sport dope free. The guidance and commitment of our Commissioners and our dedicated staff have been fundamental to the organisation's growth over the years. They have created a platform for all the achievements reported during the period.

This Annual Report is intended to provide an update on JADCO's activities during the 2013-2014 financial year.

As we close another year, JADCO looks ahead to a bright and rewarding era in the fight against doping in sport.

COMMUNICATION AND EDUCATION

The Communication and Education Division of JADCO continued in its commitment to develop and implement quality communication and education programmes for athletes and athlete support personnel across Jamaica.

In the Financial Year 2013 - 2014, the Division successfully delivered programmes driven through various communication channels and educational activities. The most utilised channel was face to face workshops with athletes and their support personnel.

Public Education Activities

Workshops for Athletes and Athlete Support Personnel

Date	Federations/Schools/ Clubs	Location	Participants
April 18, 2013	UWI MONA Sports	UWI MONA	40
April 20, 2013	Jamaica Football Federation	UWI/MONA JFF Building	35
May 4, 2013	Deaf Sports Jamaica	Sports Development Foundation	60
June 25, 2013	National Team to World Youth Games	National Arena	45
January 21, 2014	West Indies Cricket Board	Sabina Park	24
March 8, 2014	Jamaica Taekwon-Do Association	Golf View Hotel	20
Total			224 Persons

Junior Athletes Anti-Doping Education Workshops

During the period February to March 2014, JADCO in collaboration with the Jamaica Athletics Administrative Association (JAAA), hosted the inaugural *Junior Athletes Anti-Doping Education Workshops* in five regions across the island for secondary school athletes and their support personnel.

COMMUNICATION AND EDUCATION

The workshop included presentations from representatives of JADCO, JAAA and Medical Practitioners. As a result of the workshops, participants were able to increase their knowledge of the role of JADCO, the World Anti-Doping Agency (WADA) and the Jamaica Anti-Doping Programme. They were also informed about the Doping Control Process, banned substances and the role of support staff.

Table 2: Junior Athletes Anti-Doping Education Workshops

Regions	Location	Parish	Number of Schools	Total Participants
1. Kingston and St. Andrew/ St. Thomas	Jamaica Conference Centre	Kingston	27	122
2. St. Catherine/Clarendon	G.C. Foster College	St. Catherine	27	222
3. Manchester/St. Elizabeth/Westmoreland	Churches Teachers College	Manchester	16	88
4. Hanover/St. James/Trelawny	The Wexford Hotel	St. James	8	43
5. St. Mary/St. Ann/Portland	Tropical Lagoon Resort	Portland	5	19
TOTAL			83	494

COMMUNICATION AND EDUCATION



Athletes and support personnel listen attentively to the main address delivered by the Honourable Natalie Neita Headley, Minister with Responsibility for Sport, at the Jamaica Conference Centre on February 12, 2014.

COMMUNICATION AND EDUCATION



(L-r) Carey Brown, Executive Director, the Jamaica Anti-Doping Commission (JADCO) and Dr. Warren Blake, President of the Jamaica Athletics Administrative Association (JAAA), discuss anti-doping with Ian Mantock, coach, Mishka McCarthy, student and Lynval Whyte, student, all of Pembroke Hall High School in Kingston, at the Jamaica Conference Centre.

JADCO Booth at Sporting Events

Table 3 below illustrates Information booths that were set up during the fiscal year.

Date	Event	Location
May 25, 2013	UWI Games	UWI Mona
June 15-16, 2013	JAAA National Junior Championships	National Stadium
November 30, 2013	Athletic meet at the Seaforth High School in St. Thomas	Seaforth High School
February 1, 2014	The JAAA/Puma/Jamalco Development Meet	Jamalco Sport Club
March 25-29, 2014	The ISSA Boys and Girls Athletics Championships	National Stadium

COMMUNICATION AND EDUCATION



Marsha Williams (r), Doping Control Results Manager and Co-ordinator, JADCO, distributes brochures to athletes at the ISSA Boys and Girls Athletics Championships which was held at the National Stadium from March 25 to 29, 2014.

Educational Material

World Anti-Doping Agency Prohibited List

The World Anti-Doping Agency (WADA) Prohibited List comes into effect on January 1 each year. In January 2014, the Commission printed a total of 3000 Prohibited Lists to be distributed to all Associations, Federations, athletes and their support personnel at anti-doping workshops.

Brochures

The following brochures were redesigned and distributed by the Commission to its stakeholders:

- The Athlete Guide
- Whereabouts Brochure
- Frequently Asked Questions Brochure
- The Quick Reference Card
- What is Doping?

COMMUNICATION AND EDUCATION

Website

The procurement process for the development of JADCO's website was completed. Interactive Toucan Jamaica Limited was selected as the preferred bidder.

Communication Activities

The Communication and Education Division improved its public awareness strategy during 2013-2014, as it increased the number of press releases disseminated to the media. The press releases were utilised when necessary to make JADCO's presence more visible both locally and internationally. The Division also increased the number of the photo captions disseminated to the print media. JADCO also continued to utilise social media such as Facebook, YouTube and Twitter to disseminate crucial messages to our target audience.

DOPING CONTROL

For the fiscal year 2013-2014, the Commission planned on conducting a total of 335 tests, 175 In-Competition and 160 Out-Of-Competition. However, only 270 urine tests were done; 152 In-Competition and 118 Out-Of-Competition (*See table below*).

Testing Statistics for Fiscal Year April 2013 – March 2014 (Q1-Q4)

Test Type	Q1		Q2		Q3		Q4		Total	
	IC	OOO	IC	OOO	IC	OOO	IC	OOO	IC	OOO
JADCO PROGRAMME	121	32	3	37	0	23	28	26	152	118
Contract	13	0	0	0	0	0	0	0	13	0
Total	134	32	3	37	0	23	28	26	165	118

IC - In competition

OOO - Out of Competition

***Contract testing done on behalf of Federations and/or Associations.**

DOPING CONTROL

Registered Testing Pool

The Registered Testing Pool is continuously under review and at the end of the year the total number of athletes in the pool stood at 103.

Whereabouts Information Submission

The Commission continued to work on several initiatives aimed at enhancing the efficiency of Whereabouts Information submissions. Workshops were conducted using various platforms including in-house and online workshops using Skype. A total of 42 athletes were assisted in updating their Whereabouts Information.

DOPING CONTROL

Results Management

Sanctions in Financial year 2013- 2014

Name	Sport	Result/Sanction	Violation
Dominique Blake	Athletics	6 years ineligibility imposed by the Disciplinary Panel and upheld by the Appeal Tribunal. The athlete has filed an appeal with CAS and the judgement is pending	Methylhexanamine
Kenneth Edwards	Taekwon-Do	Reprimand with no period of Ineligibility	Hydrochlorothiazide

Sanctions Pending at the end of Financial Year 2013- 2014 for Adverse Analytical Findings (AAF)

Name	Sport	Result/Sanction	AAF/Violation
Asafa Powell	Athletics	Pending	Oxilofrine
Sherone Simpson	Athletics	Pending	Oxilofrine
Allison Randall	Athletics	Pending	Hydrochlorothiazide
Travis Smikle	Athletics	Pending	Hydrochlorothiazide
Damar Robinson	Athletics	Pending	SARMS-22

DOPING CONTROL

CCES AND WADA VISIT

The World Anti-Doping Agency (WADA) visited the island from October 28-29, 2013. Following their visit, the Executive Director was invited to visit their Headquarters in Montreal, Canada from December 18-19, 2013 for an orientation. During this time, he visited the INRS Laboratory to tour the facility and to observe operations and gain a greater understanding of the protocol involved in dealing with samples sent to the lab, particularly in the case of an Adverse Analytical Finding. He also visited the Canadian Centre for Ethics in Sport (CCES) to explore the possibility of forging a partnership between the CCES and JADCO in order to build capacity at JADCO and to discuss the operational aspects of the Canadian Anti-Doping Programme.

HUMAN RESOURCE MANAGEMENT & ADMINISTRATION

The Commission's drive is to enable its employees to contribute effectively and productively to the overall direction and the achievements of the organisation's goals and objectives. Therefore, JADCO's employee retention strategy will be implemented by fostering a goal oriented cultural organisation through which employees can thrive.

Recruiting and Selection of Staff

The following vacancies were filled during the 2013/2014 Financial Year:

- I. Executive Director
- II. Director, Communication and Education
- III. Public Relations and Education Officer
- IV. Director, Technical Services
- V. Doping Control and Results Management Coordinator
- VI. Finance and Accounts Manager

However, the Public Relations and Education Officer demitted in December, 2013.

The Ministry of Finance and Planning (MOFP) gave the Commission approval to operate the following positions:

1. Accounting Technician
2. Executive Secretary
3. (2) Public Relations and Education Officers
4. Director HRM and Administration

Steps are now underway to fill key vacancies.

Staffs count as at the start and end of the fiscal year.

Division	April 1, 2013	March 31, 2014
HRM and Administration	7	7
Technical Services	2	3
Communication and Education	3	1
Finance and Accounts	0	1

Staff Turnover 2013-14

Division	Number of Staff
HRM and Administration	2
Technical Services	2
Communication and Education	3
Finance and Accounts	0

FINANCE AND ACCOUNTS

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 (\$)
Executive Director	3,395,707.00	-	975,720.00	-	-	-	4,371,427.00
Director, Technical Services	2,089,098.00	-	514,500.00	-	-	-	2,603,598.00
Director, Education & Communication	2,363,623.00	-	514,500.00	-	-	-	2,878,123.00
Manager, Finance & Accounts	1,939,599.00	-	514,500.00	-	-	-	2,454,099.00
GRAND TOTAL	<u>9,788,027.00</u>	-	<u>2,519,220.00</u>	-	-	-	<u>12,307,247.00</u>

FINANCE AND ACCOUNTS

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	188,500.00	123,000.00	-	-	-	-	-	311,500.00
Deputy Chairman	64,000.00	-	21,000.00	7,000.00	-	-	-	92,000.00
Board Member	90,000.00	168,500.00	-	-	-	-	-	258,500.00
Board Member	76,000.00	-	10,500.00	-	-	-	-	86,500.00
Board Member	16,500.00	-	10,500.00	-	-	-	-	27,000.00
Board Member	101,500.00	3,500.00	-	24,500.00	-	-	-	129,500.00
Board Member	110,500.00	74,000.00	3,500.00	-	-	-	-	188,000.00
Board Member	70,000.00	17,500.00	-	-	-	-	-	87,500.00
Board Member	55,500.00	-	-	24,500.00	-	-	-	80,000.00
Board Member	55,500.00	10,500.00	-	-	-	-	-	66,000.00
Board Member	28,000.00	-	-	-	-	-	-	28,000.00
Board Member	92,000.00	49,000.00	-	-	-	-	-	141,000.00
Chairman	38,000.00	-	-	-	-	-	-	38,000.00
Deputy Chairman	11,000.00	-	-	-	-	-	-	11,000.00
Board Member	16,500.00	-	-	-	-	-	-	16,500.00
Board Member	16,500.00	-	-	-	-	-	-	16,500.00
Board Member	16,500.00	-	-	-	-	-	-	16,500.00
Board Member	16,500.00	-	-	-	-	-	-	16,500.00
Board Member	16,500.00	-	-	-	-	-	-	16,500.00
Board Member	22,000.00	-	-	-	-	-	-	22,000.00
Board Member	22,000.00	-	-	-	-	-	-	22,000.00
Board Member	16,500.00	-	-	-	-	-	-	16,500.00
Board Member	11,000.00	-	-	-	-	-	-	11,000.00
Total	1,151,000.00	446,000.00	45,500.00	56,000.00	-	-	-	1,698,500.00

FINANCE AND ACCOUNTS



AUDITOR GENERAL'S DEPARTMENT
40 KNUTSFORD BOULEVARD
P.O. BOX 455
KINGSTON 5
JAMAICA
Email: audgen@auditorgeneral.gov.jm

Auditor General's Report To the Accounting Officer of the Office of the Prime Minister

Report on the Appropriation Account

I have audited the accompanying Appropriation Account of the Office of the Prime Minister – Head 1500 which comprise the Account by Objects, Activity/Projects and explanatory statement of the causes for variation between approved estimates and expenditure as at March 31, 2014.

Accounting Officer's Responsibility for the Account

The Accounting Officer is responsible for the preparation and presentation of the Account in accordance with the Financial Administration and Audit Act. This responsibility includes: designing, implementing and maintaining internal controls relevant to the preparation and presentation of the Appropriation Account that is free from misstatement, whether due to fraud or error; applying the requisite government accounting policies; and ensuring that transactions and events are executed in accordance with laws and regulations that are appropriate in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the Account based on my audit. I conducted my audit in accordance with the Financial Administration and Audit Act and the auditing standards issued by the International Organization of Supreme Audit Institutions (INTOSAI). Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Appropriation Account is free from misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Account. The procedures selected depend on the auditor's judgment, including the assessment of the risks of misstatement in the Appropriation Account, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Ministry/Department's preparation and presentation of the Appropriation Account in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the explanations provided by management, as well as evaluating the overall presentation of the Appropriation Account.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the attached Appropriation Account is a fair representation of the financial transactions for the year ended March 31, 2014 in accordance with Section 24 I (1) (a)(b) of the Financial Administration and Audit Act.

FINANCE AND ACCOUNTS

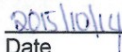
Sub-programme 22: Anti-Doping in Sports

Report on Additional Requirements of the Financial Administration and Audit Act

I have obtained all the information and explanations which, to the best of my knowledge and belief, were necessary for the purpose of the audit. In my opinion, proper accounting records have been maintained and the Appropriation Account is in agreement therewith and gives the information required in the manner so required.



Auditor General



Date

FINANCE AND ACCOUNTS

Activity 1830: Grant Anti-Doping Commission

30- Grants and Contributions	Savings	\$14,375,239.65
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Savings are due to the following:

- a. Excess on budgetary provision
- b. Late submission of invoices (legal fees)

FINANCE AND ACCOUNTS

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: 2013/14

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)
3 Grants and 0 Contributions	63,410,000.00	55,258,360.00	49,034,760.35	6,223,599.65	14,375,239.65
Total	63,410,000.00	55,258,360.00	49,034,760.35	6,223,599.65	14,375,239.65

ACRONYMS

ADAMS - Anti-Doping Administration & Management System

DCO - Doping Control Officer

JADCO - The Jamaica Anti-Doping Commission

ISSA - Inter-Secondary Schools Sports Association

NRTP - National Registered Testing Pool

RTP - Registered Testing Pool

UNESCO -United Nations Educational, Scientific and Cultural Organization

WADA - World Anti-Doping Agency