

TUE committee member

Professional Standard

GLDF | Global Learning and Development Framework

The professional standard aims to support the anti-doping industry by providing a benchmark of competence for a specific role. Anti-Doping Organizations (ADOs) can use the professional standard to support the evaluation of competence and importantly to support practitioner development by identifying professional development needs.

Version: 1.0

The professional standard:

- describes the main functions for a given anti-doping role
- details the expected standard of competence for each of these functions using performance criteria
- details the knowledge and skill requirements for the role

KEY PURPOSE

Support the protection of athletes' health through the management of a TUE program that allows athletes to apply for a TUE which is fairly reviewed and processed in line with the relevant rules.

Primary functions

Designate a TUE Committee for evaluation of the TUE application (Role of TUE Committee Chair)

Discuss the TUE application

Make a reasoned decision on the TUE application

Sub-Functions

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1.1 Appoint Chair to review the TUE application

2.1 Determine if further information is necessary to evaluate the application

3.1 Evaluate the TUE application and decide whether or not it complies with the relevant ISTUE

1.2 Ensure the cooption of specialists relevant to the medical condition in question

3.2 Provide a reasoned and written decision within the applicable timeline

Designate a TUE Committee for evaluation of the TUE application (Role of TUE Committee Chair)

	Performance Criteria You must be able to:	Knowledge and understanding
 1.1 Appoint Chair to review the TUE application	<p>PC1 Review the TUE application and identify appropriately qualified and knowledgeable individuals to take the role of Chair as consistent with the ISTUE</p> <p>PC2 Ensure that potential candidates for Chair have no conflicts of interest in regard to the application</p> <p>PC3 Ensure that potential candidates for Chair are available and willing to Chair the TUE Committee</p> <p>PC4 Select the candidate with the qualifications and experience most appropriate to the TUE application</p> <p>PC5 Inform the chosen candidate of your choice</p> <p>PC6 Ensure the selected Chair fully understands their role and responsibilities and TUE Committee procedures</p> <p>PC7 Provide the Chair with all necessary information about the TUE application and respond to any requests for clarification or additional information</p>	<p>K1 ISTUE requirements for the Chair of a TUE Application Review Committee</p> <p>K2 Rules and procedures governing potential conflicts of interest</p> <p>K3 Roles and responsibilities of a person designated as chairperson to review TUE applications</p> <p>K4 The information to be provided to the chairperson about the TUE application</p> <p>K5 How to respond to requests for clarification and additional information</p>
 1.2 Ensure the cooption of specialists relevant to the medical condition in question	<p>PC1 Review the TUE application and identify appropriately qualified and knowledgeable individuals to take part in the TUE Committee in line with the ISTUE</p> <p>PC2 Ensure that potential members of the TUE Committee have no conflicts of interest in regard to the application</p> <p>PC3 Ensure the selected members fully understand their role and responsibilities, including the protection of privacy and data</p>	<p>K1 ISTUE requirements for the composition of a TUE Committee</p> <p>K2 Situations where it may be necessary to co-opt Committee members and how to identify appropriate experts</p> <p>K3 Roles and responsibilities of a TUE Committee member, including conflicts of interest and athlete privacy and data protection</p> <p>K4 Situations in which the composition of the TUE Committee must include someone with expertise in disability sport</p>

Discuss the TUE application

	Performance Criteria You must be able to:	Knowledge and understanding
<p>Q 2.1</p> <p>Determine if further information is necessary to evaluate the application</p>	<p>PC1 Review the TUE application and the supporting documentation</p> <p>PC2 Discuss the application within the TUE Committee and identify whether the application has been completed correctly, and whether all the information necessary to make a reasoned decision has been provided as required by the ISTUE</p> <p>PC3 Request any additional information needed to make a reasoned decision</p>	<p>K1 Information which must be present in the TUE application and supporting documentation to make a reasoned decision</p> <p>K2 How to request additional information regarding a TUE application if necessary</p>

3. Make a reasoned decision on the TUE application

	Performance Criteria You must be able to:	Knowledge and understanding
 1.1 Evaluate the TUE application and decide whether or not it complies with the relevant ISTUE	<p>PC1 Review the application and supporting documentation</p> <p>PC2 Identify and evaluate the details most relevant to the ISTUE</p> <p>PC3 Follow the agreed procedures for the TUE Committee</p> <p>PC4 Make contributions to the discussions according to own identified expertise and experience in a constructive manner</p> <p>PC5 Support own position with reasoned argument and relevant evidence, making a distinction between fact and opinion</p>	<p>K1 Processes to review a TUE application</p> <p>K2 How to identify presenting details which are relevant to ISTUE requirements</p> <p>K3 TUE Committee procedures including required timeframes (timelines)</p> <p>K4 How to take part in discussions in a constructive manner to reach a reasoned decision</p> <p>K5 The importance of reaching a reasoned decision on the basis evidence with clear distinction between fact and opinion.</p>
 3.2 Provide a reasoned and written decision within the applicable timeline	<p>PC1 Reach a decision using an objective and scientific approach</p> <p>PC2 Issue the decision as agreed by the TUE Committee according to applicable procedures and within applicable timelines</p> <p>PC3 Where necessary, issue written reasons on applicable rules, detailed factual background, and the TUE requested</p> <p>PC4 Communicate the decision in a manner that is consistent with applicable rules of privacy and data protection</p>	<p>K1 How to present an objective and scientific case to support a decision on a TUE application</p> <p>K2 How to issue a TUE application decision</p> <p>K3 The information which must be provided to support your decision</p> <p>K4 Situations in which reasons for the decision must be communicated to the athlete</p>

Skills

Based on the results of a survey that was circulated among TUE committee members across the anti-doping industry in 2022, a list of skills was identified as necessary for the profession. The following list details skills deemed as essential by 65% of respondents. Such skills should be assessed in candidates applying for a TUE committee member role:

- Ability to work in compliance with code, standards, ethics
- Ability to work with sensitive information and maintain confidentiality
- Teamwork collaboration
- Critical thinking
- Decision making
- Listening
- Attention to detail
- Ability to deal with internal and external stakeholders
- Ability to work with adults
- Willingness and ability to learn
- Writing
- Ability to appropriately target communications to the audience
- Ability to give and receive feedback
- Analytical and logical thinking
- Ability to work under pressure
- Speaking
- Ability to present complex technical content & topics in engaging plain language/formats
- Ability to record processes in detail and with accuracy
- Self-motivation
- Planning

Collaborators

WADA, while leading the standard setting work to develop the professional standards, works collaboratively with stakeholders and WADA technical teams. The development work for TUE was conducted by a Technical Working Group composed of:

- Dr. Chin Sim Teoh - Chair of the Therapeutic Use Exemption Committees of Anti-Doping Singapore and the SEA Regional Anti-Doping Organisation
- Yujin Hong - KADA
- Tommasina Barberini - NADO Italia
- Gina Maria Gil Herrera - Mindeporte

- Richard Mohr - USADA
- Rebecca Lee - UEFA
- Dr. David Gerrard - FINA
- Katia Alloun - WADA

This group was chaired by Education practitioners from the anti-doping industry:

- Alexis Cooper - SIA

GLDF Overview

One of WADA's six priorities under the World Anti-Doping Agency's 2020-2024 Strategic Plan is to 'Grow Impact'. As one of the key initiatives under this priority, the Agency has committed 'to developing training programs and qualifications standards for anti-doping professionals to improve professionalism and enhance the capabilities of the anti-doping workforce'.

Accordingly, in April 2020, WADA's Education Department commenced development of a Global Learning and Development Framework (GLDF), through which specific, standardized training for a range of anti-doping roles are being developed and made available for Anti-Doping Organizations (ADOs) and other stakeholders worldwide within

the anti-doping ecosystem. The GLDF establishes role descriptors, professional standards and global learning and development activities for practitioner roles in the anti-doping industry.

The professional standards have been used by WADA to develop competency-based training programs. They can be read alongside:

(1) the role descriptor for the corresponding role, a simple document which clarifies the main characteristics of key anti-doping roles and can be used as a basis for developing a job description when ADOs are looking to recruit a position for a given role.

Quality Management

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(2) the anti-doping core competency framework, which details the values and competencies that are common across the various roles in the anti-doping industry.

*** The Professional (occupational) Standards are the benchmarks of good practice and describe the expected standard of competence for a given role. They should not be confused with the International Standards, which are a set of documents that, along with the World Anti-Doping Code, seek to harmonize anti-doping policies, rules and regulations among Anti-Doping Organizations (ADOs) for specific technical and operational parts of anti-doping programs.***