

Minutes of the WADA Executive Committee Meeting

1 June 2001, Cape Town

The meeting began at 9 a.m.

1. Welcome

THE CHAIRMAN welcomed the members to the second meeting in 2001 of WADA's Executive Committee.

He thanked Mr Balfour for being a wonderful host. Holding the meeting in South Africa sent out a great message about the universal nature of the fight against doping in sport.

There was a full agenda, and the members had received the documents two weeks prior to the meeting, therefore he hoped that they had had time to review them.

2. Roll Call

THE CHAIRMAN passed on regrets from Professor Ljungqvist and the Prince de Merode.

He had received a letter from Ms Vanstone (Annex) which stated that she was unable to hold the position as representative of the Australian Government on the WADA Board and its Executive Committee. He proposed sending a letter to her thanking her for her contribution to the work of WADA.

Ms Vanstone would be replaced by the Honourable Jackie Kelly, although she was being represented at the meeting in Cape Town by Mr Crick.

The Japanese Government was being represented in Cape Town by Mr Uehara.

DECISION

Proposal to send a letter of thanks to Ms Vanstone for her contribution to WADA's work approved.

3. Minutes of the Executive Committee meeting on 6 March 2001

THE CHAIRMAN asked if anyone had any comments to make regarding the minutes of the Executive Committee meeting in Lausanne on 6 March 2001.

MR LARFAOUI pointed out that the International Federation in question on page 3 of the minutes was FINA, and not the IAAF.

Also, on page 28 of the minutes, he had supported Mr Crick's opinion rather than that of Mr Verbruggen.

DECISION

Minutes of the Executive Committee meeting on 6 March 2001 approved subject to the corrections made by Mr Larfaoui.

4. Observers

THE CHAIRMAN noted the presence of two official observers, namely Mr Jaime Andreu and Professor Saltin, who was one of the leading scholars in his field.

5. IICGADS Funding Updates

MR CRICK said that the meeting of the International Inter-governmental Consultative Group on Anti-Doping in Sport had been held in Cape Town on 30 and 31 May 2001, and it had been very

productive. An agreement had been reached on a formula to apportion the contribution of governments in the five continents to WADA.

Most of the continental regions had undertaken to work amongst themselves, which would save WADA a great deal of co-ordination work.

The governments had agreed to commit to funding half of WADA's budget for 2002, although there was some concern regarding their own budgetary processes. There was also an indication that governments wanted some assurance with regard to WADA's budgetary forecasts.

The outcome of the meeting was a positive response on the governments' part.

MR CODERRE added that the future of government representation and IICGADS relations with WADA had also been dealt with at the meeting.

At some point in the future, a proposal would be made regarding the possibility of amending the WADA constitution to increase the number of seats to 42, in order to include representatives of organisations such as the IPC.

Where IICGADS was concerned, Malaysia would be hosting the fourth meeting of the IICGADS forum in 2002, at which the concept of an international treaty to facilitate government co-operation and harmonisation in support of the role of WADA would be addressed.

Governments were very willing to play a part in WADA.

THE CHAIRMAN said that the Cape Town Declaration on Anti-Doping in Sport (Annex) covered the points raised by Messrs Crick and Coderre.

DECISION

IICGADS funding update approved.

6. Working Committee updates

– Ethics and Education Committee

DR VEREEN referred to the report in the members' files (Annex). The Draft Strategic Planning Framework attached to the report offered guidelines on how the committee would function in the future, including short- and long-term planning.

The set of Principles for Ethics and Education Activities would guide and direct all of the Ethics and Education Committee's activities, projects and programmes.

Each project would be presented to the Executive Committee and the Board for approval.

MR KOSS referred to the Athletes' Passport project. There had been two additions to the group studying the matter: Mr Hack and Ms Thiel.

The pilot project in Finland was under way, and there had been an invitation for a pilot project to be implemented in partnership with USADA.

DECISIONS

1. Mr Hack and Ms Thiel to join the Athlete Passport Group.
2. Ethics and Education Committee report approved.

– Health, Medical and Research Committee

PROFESSOR SALTÍN referred to the report in the files (Annex).

With regard to point 3, the Therapeutic Use Sub-committee had met on 26 May that year, and would be meeting again in September 2001.

The problem of the therapeutic use of substances had been recognised and would be brought up with the National Federations.

His group would try to prepare a text to be included in the WADA Code.

With regard to point 5 of the report, the Banbury Centre Genetics and Sport Workshop, preparations were going ahead smoothly. A very small group would attend to discuss gene therapy.

MR LARFAOUI advised caution with regard to the Therapeutic Use Sub-committee. He noted that salbutamol and even testosterone were currently being prescribed by certain doctors for therapeutic use.

MR BALFOUR asked whether Mr Mbanya had been accepted as a member of the Health, Medical and Research Committee, since page 5 of the previous minutes showed that the Executive Committee had authorised the Health, Medical and Research Committee to approve Mr Mbanya's membership application if satisfied by his application.

PROFESSOR SALTÍN replied to the comments. The group was aware of the problems of beta-2 agonists and other substances prescribed for therapeutic use, and the issue would be dealt with. He noted, however, that the Therapeutic Use Sub-committee focused on more severe cases, despite the importance of the issue of salbutamol and terbutaline.

Mr Mbanya would be invited to the next meeting of the Health, Medical and Research Committee, although he did not know anything about the formalities.

THE CHAIRMAN said that he had received a message from Professor Ljungqvist recommending the appointment of Mr Mbanya to the Health, Medical and Research Committee.

MR BALFOUR asked for more information on Dr Ruijsch Van Dugteren.

THE CHAIRMAN wished to confirm the aims of the Therapeutic Use Sub-committee. WADA was not looking for ways to help athletes cheat, but should, in some cases, acknowledge the need for the therapeutic use of certain substances.

DECISIONS

1. Recommendation to appoint Mr Mbanya to the Health, Medical and Research Committee approved.
2. Health, Medical and Research Committee report approved.

– **Legal Committee**

MR HOWMAN referred to the report by the Legal Committee (Annex).

DECISION

Report by the Legal Committee approved.

– **Standards and Harmonisation Committee**

MR WALKER referred to the report in the files (Annex).

He noted that the committee was at the pre-finalisation stage of draft General Guidelines on Test Results Management. Ultimately, it was expected that the Guidelines would form part of the WADA Code.

The Standards and Harmonisation Committee had also discussed the question of a list in terms of flexibility within the Code for amendments to the list.

With regard to the CAFDIS project, the opinion of the committee was that the project duplicated activities that were already going on, however, if changes were to be made to the objectives of the project, it could be considered.

The Standards and Harmonisation Committee had recommended the appointment of Dr Anik Sax of Luxembourg to the WADA Test Result Advisory Panel.

THE CHAIRMAN asked whether the Council of Europe Convention Monitoring Group had a completion schedule.

MR WALKER replied that this would be discussed at the meeting of the Monitoring Group in November 2001. The principles would then be reviewed by the Standards and Harmonisation Committee.

THE CHAIRMAN asked the members whether they agreed that WADA should not participate in the CAFDIS project as it was currently presented.

Did the members approve of the recommendation to appoint Dr Sax to the WADA Test Result Advisory Panel?

DECISIONS

1. WADA not to participate in the CAFDIS project as currently presented.
2. Recommendation to appoint Dr Sax to the WADA Test Result Advisory Panel approved.
3. Report by the Standards and Harmonisation Committee approved.

– **Finance and Administration Committee**

MR REEDIE said that the committee had produced a draft of a WADA Code of Conduct for Staff (Annex), as well as a draft Policies and Procedures Manual.

The base work had been completed, although he would try harder to produce a report in time for future Executive Committee meetings.

DECISION

Report by the Finance and Administration Committee approved.

7. Strategic Plan

THE CHAIRMAN asked Mr Wade to present the Strategic Plan.

MR WADE gave an on-screen presentation of the Strategic Plan. He also referred to the financial plan at the back of the document in the members' files (Annex).

It was recommended that WADA's Executive Committee endorse the WADA Strategic Plan and recognise the need for, and endorse, the development of WADA Performance Measurement Mechanisms.

THE CHAIRMAN thanked and congratulated Mr Wade and his team.

He asked the members not for draft amendments but for opinions on what they thought was right, wrong or missing from the draft Strategic Plan.

MR CODERRE commented on the great work and the excellent plan, but thought that it needed more focus and clarification. The decision taken by the governments the previous day could also be added to the plan.

Harmonisation and legislation needed to be specified in connection with the public authorities.

He also thought that WADA needed a marketing committee, especially to build bridges with the pharmaceutical industry.

Sponsors should be focused on as a source of funding.

MR LARFAOUJ congratulated Mr Wade on his report. It was very ambitious; however, it needed to be measured. Also, a schedule would have to be established. WADA risked delays, therefore it needed to concentrate on the most important parts of the plan.

THE CHAIRMAN said that a final decision was not required; he asked for a recommended plan for approval by the Board in August.

MR UEHARA agreed with the two opinions given previously. The plan was ambitious, but there was a limit to what WADA could do over the coming three to five years, therefore he would like to see some kind of clarification on how much could be done.

MR CRICK thanked the WADA staff for the production of the plan and the well-articulated strategies.

The grouping of activities in years gave a good idea of WADA's objectives, although perhaps some form of indicative costing could be provided to help clear up doubts, which could be worked through.

MR BALFOUR praised the presentation.

He thought that the work was ongoing, therefore costs and the issue of constraint could be built into the plan.

MR REEDIE said that it would be a pleasure to try to produce a more detailed budget now that there was a clear plan. By the end of 2001, it would be possible to have a very close look at WADA's 2001 finances and balance the results with 2002.

Matters were now clear, and he thought that WADA could have a very accurate idea on a likely outcome for 2002.

MR WALKER congratulated the staff on their work.

He asked whether Mr Wade could provide members with copies of the PowerPoint presentation that had been made, as it would be very useful.

He proposed that, under the WADA Code, there be provisions for WADA to monitor compliance with the Code.

MS LINDEN thanked the staff for their hard work. This was a great strategy for WADA's work, although priorities might have to be considered when governments contributed their funds.

By the end of 2001, she hoped to see a detailed finance report, including whether or not WADA had achieved all of its goals.

She stressed that governments needed good budgetary discipline and so might be forced to consider priorities.

MR VERBRUGGEN said that a financial plan and the possibility of revenue were good ideas. He agreed with Mr Coderre that possibilities for revenue could be considered. WADA would be able to do a great deal more if it thought about this matter.

DR VEREEN underscored the importance of a marketing strategy.

MR KOSS thought that clarity with regard to communication was necessary. Athletes needed to be WADA's key people in this respect.

THE CHAIRMAN thanked the members for their extremely helpful comments.

WADA would be happy to accept any government undertaking to deal with the harmonisation of legislation.

With regard to a marketing committee and strategy, an organisational strategy was needed before WADA could develop a marketing strategy. A marketing committee and ways of approaching the public should be considered. The possibility of charging a fee for services had been considered, and there were already outside revenues coming in.

WADA could also develop closer relations with the pharmaceutical industry.

These points could all be made more specific. Ambitions should be weighed up against possibilities and WADA could then see if it would be able to afford to achieve all of its objectives. If not, it would have to prioritise.

Mr Crick's observations were correct. Grouping objectives by years indicated priority.

In response to Mr Koss, the matters discussed were work in progress.

Copies of the PowerPoint presentation would be given to whoever requested them.

The monitoring of compliance with regard to the WADA Code was very important.

He told Ms Linden that WADA could account for everything that it had spent.

In response to Mr Verbruggen's comment, he did not think that WADA was lazy, financially-speaking, but it would be vigilant.

A strategy for athlete communication was essential, as Mr Koss had rightly pointed out, and WADA could make this clearer.

Did the members think that WADA had a generally satisfactory plan to present to the Board at the meeting in August?

DECISIONS

1. Strategic Plan approved in principle for presentation to the WADA Board at the meeting in August 2001.
2. Copies of the PowerPoint presentation on the Strategic Plan to be provided to Executive Committee members upon request.

8. Permanent Site Evaluation

– Evaluation Committee Report

MR HOWMAN said that Mr Ctvrtlik had prepared the comments for the report on the permanent site evaluation. As Chairman of the WADA Evaluation Committee, Mr Ctvrtlik would very much have liked to be before the Executive Committee in Cape Town, but due to the scheduling conflicts set before he had agreed to the position, he had not been able to attend the meeting.

The Evaluation Committee had taken its mission seriously and, as any of the bid cities would attest, it had tried to probe into the pertinent issues in an in-depth and accurate manner. The Evaluation Committee had proceeded according to the mandate given by the WADA Board in March 2000.

MR HOWMAN said that he would outline what the Evaluation Committee had done and the procedures used thus far, and then present a proposed timetable within which it would complete its work. Additional guidance would be requested from the members on some issues that had not been specifically addressed in the initial mandate.

The members of the site evaluation team, besides himself, were Mr Ctvrtlik, WADA Board member, three-time Olympian from the USA in volleyball, and member of the IOC Athletes' Commission, serving as Chair of the Evaluation Committee; and Anders Besseberg, President of the International Biathlon Union and representative of the Winter International Federations.

The members had been accompanied by Mr Syväsalmi, WADA's Secretary General, who had been instrumental in knowing the requirements of the future needs of WADA's staff; Mr Savolainen, a construction consultant, who had proved to be invaluable in the analysis of the proposed physical sites for the future WADA headquarters; and Ms Withers, who, as a member of the WADA staff, had performed all the administrative duties for the team.

Mr Ctvrtlik had wanted to assure all the members of WADA's Executive Committee of the strict confidentiality that the committee had employed and would employ throughout the evaluation process, and the honesty and integrity with which it had conducted its work so far.

Since the members had met as a committee, they had set a strict and serious policy for themselves and the experts from WADA assisting them that any information received from the bid cities would be kept confidential, and that any communication whatsoever regarding impressions, bid documents or site visits would be discussed only within the evaluation team.

The decision process timeline had been included in the members' files (Annex).

The Evaluation Committee asked the Executive Committee for approval to continue, and made the following recommendations:

It proposed allowing the bid cities ten days in which to return the signed summary reports that would be sent out on 8 June 2001, with any comments as to their accuracy.

The Evaluation Committee would meet in Los Angeles in early July to review the complete bid packages of each city and begin to compile recommendations that would be added to the factual summaries. If necessary, it would also meet in Moscow to complete the reports, including its final recommendations.

The Evaluation Committee would then translate all the documents into French and send complete bid packages to each WADA Board member.

As instructed by WADA, it planned to present its final report and recommendations either to the entire WADA Board or the Executive Committee in Tallinn, Estonia, in August 2001.

The Board would then vote, and a city would be chosen.

If there were any objections to the proposed procedures and timeline, the members were invited to make them known.

MR HOWMAN referred to the papers submitted to the Executive Committee members regarding several issues which required additional clarification (Annex).

Mr Ctvrtlik had also requested that the Executive Committee permit the Evaluation Committee to use a tool that had been developed specifically for the United Nations to assist in decision-making. The tool was known as a *decision matrix*, and had been used in evaluations based on the analysis of numerous variables. Mr Ctvrtlik was very familiar with this tool, and felt that it could be helpful as a backup analytical tool if used in conjunction with the weightings and point scales as approved by the WADA Board in November.

In conclusion, the members were thanked for their trust and confidence in the Evaluation Committee.

THE CHAIRMAN asked Mr Howman for a summary of the recommendations.

MR HOWMAN asked the Executive Committee to decide whether the final report should be made to the Executive Committee or the Board. Also, should the bid cities be invited to give a presentation at the meeting in Estonia in August? Should the bids now be considered closed? Did the members have any particular requests? Finally, would the Executive Committee authorise the Evaluation Committee to use a decision matrix?

MS LINDEN did not think that the bid cities should be allowed to make a presentation at the meeting in August.

THE CHAIRMAN thought it would be fair to state the reasons for allowing the cities to make a presentation. Perhaps they deserved the chance to do so after all their hard work and effort.

MR VERBRUGGEN was against allowing the cities to make a presentation, as it would be pointless and expensive.

MR BALFOUR agreed. He did not wish to be tainted with any corruption, and chatting in corridors would no doubt take place if presentations were allowed. The Executive Committee should trust the Evaluation Committee and not see a big show put on by the bid cities.

MR LARFAOUI asked whether the report would be received before 20 August.

MR HOWMAN said that the report would be made public to all the Board members two weeks prior to the meeting in August.

MR LARFAOUI asked whether comments could be made on the report between 8 and 20 August.

THE CHAIRMAN said that the members would receive the report before that date.

MR BALFOUR asked about the format to be used.

MR KOSS wondered whether there would be a grading of the cities or a report on each.

MR VERBRUGGEN asked what exactly would happen on 20 and 21 August. Would the report have any recommendations?

MR HOWMAN replied that the framework for the report was based on the 20 evaluation points.

The Evaluation Committee could provide a ranking or grading if the members wished.

THE CHAIRMAN asked the members if they wanted the Evaluation Committee to provide a ranking of the cities.

MR VERBRUGGEN asked whether Mr Howman would feel comfortable in doing so. It was very hard to rank cities.

THE CHAIRMAN reminded members that particular weights had already been assigned to the categories.

MR HOWMAN pointed out that there were big swings within the ratings for each of the criteria. Bids had also been received in vastly different ways.

MR VERBRUGGEN asked whether there was any point in voting if there was a clear ranking. Each member would consider different factors to be important; therefore he did not want a ranking.

MR BALFOUR did not think that WADA should bar the representatives of the bid cities from attending the meeting in August. There should be some guidelines drawn up regarding this matter.

THE CHAIRMAN noted that WADA had made block bookings of five hotel rooms per bid city. Perhaps the representatives could be observers at the meeting?

With regard to the decision matrix, this was a tool for the statistical analysis of criteria that could produce an overall reliable assessment of the eventual recommendations. He thought it would be a useful exercise as WADA was meant to be open and transparent, and the matrix could come up with a result that could be measured.

DECISIONS

1. Factual report to be given to bid cities prior to publication for comments or corrections.
2. Evaluation Committee report to be made public on 8 August 2001.
3. Evaluation Committee to report to the WADA Board in August following a brief report to the Executive Committee.
4. Bid cities not to make a presentation to WADA in August, but free to attend the meeting as observers.
5. Bids to be considered closed.
6. Proposal to use a decision matrix approved.
7. Evaluation Committee final report not to provide a ranking of candidate cities.

– **Voting Process**

MR HOWMAN said that there were two papers in the files on the voting process (Annex). The first paper dealt with conflicts of interest, and included proposed amendments to the provisions on conflicts of interests adopted on 22 March 2000 by WADA, as well as the proposed inclusion of a third clause. He noted that, under Swiss law, a conflict of interests policy was a requirement.

The second document dealt with the election for the WADA permanent seat, and gave a recommended procedure, along with a number of additional recommendations.

Mr Lauri Tarasti of Finland was recommended as one of the scrutineers for the vote, along with a high-ranking Tallinn official.

MR HOWMAN wondered whether the term *representational* in the first proposed amendment might be causing some concern.

DR VEREEN told the members to see page 10 of the Draft Code of Ethics for conflict of interests guidelines.

MS LINDEN asked whether, as a private foundation under Swiss law, complaints could be made about conflicts of interests.

MR NIGGLI said that there was a provision in Swiss law that members should refrain from voting if they had a conflict of interests. WADA's rules could be fine-tuned but should adhere to Swiss law.

MR BALFOUR thought that it would be silly to bar people from voting, even if they had declared a conflict of interests. He did not believe that anyone had a particular interest in benefiting financially from the outcome of the vote, therefore it would be illogical to exclude people.

Also, the Chairman should not be solely responsible for judging whether a member had a conflict of interests.

MS LINDEN did not agree with Mr Balfour. WADA had made a declaration on conflicts of interests at the Montreal meeting, setting clear guidelines, and Africa had agreed to this. The rules should be adhered to.

MR BALFOUR pointed out that the framework in which the issue had been discussed was broader. He did not wish to disagree, but thought that it would be a pity if most of the members had to abstain from voting because of a conflict of interests.

MR VERBRUGGEN asked what the real implication of the current rules was.

DR VEREEN pointed out that it would be possible to eliminate practically everyone around the table through a conflict of interests.

MR CRICK agreed with Mr Balfour and Dr Vereen. He supported the rules on conflicts of interests and the contents of the Code of Ethics, but it was unfortunate that these issues should end up as part of the site selection process. He thought that the members should accept the rules on conflicts of interests for financial interests, but the rules did not apply to the subject matter in this case.

MS LINDEN said that she was against this proposal. The Evaluation Committee seemed to have done a good job, and she did not want to hear any talk of a non-transparent voting process, in other words not applying the rules on conflicts of interests when they had been approved initially.

THE CHAIRMAN noted that there might be a tendency to revert to basic law on economic and financial interests preventing a person from voting, but, otherwise, there were no preventing factors.

Should everyone without economic and financial interests be allowed to vote for the permanent WADA site?

As requested, Ms Linden's objection to the decision would be duly noted.

MR HOWMAN said that WADA had a conflict of interests policy. Either the current policy should be amended or its proper meaning should be made clear.

THE CHAIRMAN noted that this would be a one-off decision.

MR WALKER said that the matter had been discussed at the Oslo meeting, if he remembered rightly.

THE CHAIRMAN replied that the discussion in Oslo had been about the statutory requirement for a two-thirds majority.

A decision on conflicts of interests needed to be made. Should WADA adopt the policy that only those members with economic or financial interests in the outcome of the election should declare that interest?

MR VERBRUGGEN asked whether this would be an exception to the original statutes.

THE CHAIRMAN answered that the Board had made a general policy decision on conflicts of interests. The recommendation that could be made was that the Board change its policy for this one issue. The final decision would have to be taken by the Board.

He thought that the second scrutineer from Tallinn should be identified as soon as possible.

With regard to the statutes on changing WADA's seat, a two-thirds majority vote was required. He suggested recommending to the Board that it adopt the policy of absolute majority for the vote.

MS LINDEN requested clarification on the election process.

THE CHAIRMAN replied that ratification of the decision to choose a city was necessary, with a two-thirds majority vote. He proposed, however, recommending to the Board that it adopt the policy of absolute majority for the candidate city vote. If there were a two-thirds majority, then the result would be moot.

If two cities then tied for the lowest votes, he suggested a run-off, so that only one of the two lowest cities went through to the next round. The lowest city would then drop off the list until obtaining an absolute majority. The members would therefore continue voting until there was an absolute majority.

Once an absolute majority was obtained, there would be a vote to ratify the decision, requiring at least a two-thirds majority.

MR BALFOUR brought up the matter of members who abstained during voting.

THE CHAIRMAN recalled that the statutes did not provide for abstentions, therefore the matter would have to be considered.

MR HOWMAN said that spoiled votes were accounted for, but not abstentions. A blank vote was considered an abstention.

MR LARFAOUI suggested calculating the absolute majority on the basis of the number of votes cast, excluding the blank ones.

MR HOWMAN pointed out that Article 8 of WADA's constitution stipulated that, if they were present but did not vote, the members' presence would still be counted in the majority.

THE CHAIRMAN concluded that the number of members present at the election should determine the majority.

MR HOWMAN asked whether the members wished to vote by a show of hands or by secret ballot.

THE CHAIRMAN thought that an open vote would better reflect the public, transparent nature of WADA. The proposal called for a vote to be held by hand, although if one member requested a vote by secret ballot the question would be submitted to the vote of the Board. The proposal to vote by secret ballot would need to be accepted by the Foundation Board by an absolute majority.

MR LARFAOUI thought that such a vote should be secret, so the Board should be asked to decide.

MR CODERRE wondered whether it was possible to be a transparent organisation and ask for a secret ballot. Members did have the right, however, to keep the vote to themselves.

DR VEREEN said that the vote was a combination of open, fair factors and subjectivity. A secret ballot would offer some freedom that the members might be able to exercise.

THE CHAIRMAN suggested that the matter be referred to the Board for a decision.

DECISIONS

1. Proposal to recommend to the Board that it adopt the policy that only those members with economic or financial interests in the outcome of the election should declare that interest approved, with one (Ms Linden) against.
2. Proposal to appoint Mr Tarasti and a high-ranking Tallinn official (to be identified as soon as possible) as scrutineers for the election of the WADA permanent headquarters approved.
3. Executive Committee to recommend to the Board to adopt the policy of absolute majority for the candidate city vote in August 2001.
4. If, during the voting, two cities tie for the lowest votes, a run-off will take place, so that only one of the two lowest cities goes through to the next round. The lowest city then drops off the list until an absolute majority is obtained, followed by a vote to ratify the decision, with at least a two-thirds majority.
5. Number of members present at the election to determine the majority.
6. Proposal to vote by secret ballot to be put to the Foundation Board. An absolute majority must be obtained if the proposal is to be approved.

9. Out-of-Competition Testing

– Programme Update

MR SYVÄSALMI referred to the two sheets that the members had in their files (Annex). The Out-of-Competition Testing Programme was now well under way.

DECISION

Out-of-Competition Testing Programme update approved.

– Service Provider Contract Update

MR REEDIE referred to the report on the service provider contract (Annex).

IDTM (which was a private company) had decided not to tender, and, with hindsight, he would not have included in the tender document that *preference* would be given to a not-for-profit organisation. The tender had been awarded to the DFSC, which had appointed IDTM as a subcontractor.

It would be necessary to make a clear statement that control should not be entirely handed over to an outside contractor. Perhaps WADA should consider appointing a project manager in order to reach a situation in which WADA had control over its own destiny.

He proposed that overall control of the programme remain with WADA, with the actual delivery being conducted by both the national agencies and IDTM as partners in the whole enterprise, although this would have to wait until the appropriate staff was employed by WADA after its headquarters had been selected.

MR LARFAOUI brought up the matter of subcontractors. He thought it would be wise to investigate the quoted costs from the DFSC.

He also questioned the suggested commencement date for the new management.

MR KOSS thought that WADA should take over the programme management and perform testing away from the competitions.

MR REEDIE thought that re-negotiation was necessary so that WADA could take the entire matter into its own hands.

With regard to the quoted costs, they might seem high, but they were not when all the relevant factors were taken into consideration.

In response to Mr Koss, opinion was divided on whether or not to test just before competitions. Ideally, a random out-of-competition testing programme should take place world-wide and when athletes least expected it, but this was what increased the costs.

He proposed that WADA take up the option to negotiate a contract with the DFSC until 31 December 2001, and asked for authorisation to negotiate a contract for 2002. He hoped that, from 1 January 2003, WADA would have an out-of-competition testing department to decide to whom it should subcontract.

Also, WADA should approach IDTM and ask it to play as full a part as possible in the programme.

MR BALFOUR noted that a partnership with IDTM and the national agencies would be helpful for South Africa.

MR REEDIE replied that he hoped that the DFSC, rather than IDTM, would contact South Africa.

MR CODERRE asked whether any ratification was necessary regarding contracts.

MR REEDIE replied that he had not signed anything.

MR HOWMAN pointed out that the contract already in place had been re-negotiated and signed by the Chairman.

MR CODERRE asked about future contracts.

MR HOWMAN thought that this point had been agreed upon by the Executive Committee.

MR CRICK asked whether the management plan would be included in the re-negotiation.

MR REEDIE said that, yes, he wanted to move the development element over to WADA.

THE CHAIRMAN asked whether the proposal to authorise a contract negotiation for 2002 was approved.

DECISION

1. Proposal to authorise a contract negotiation, including management plan, for 2002 approved,
2. Service Provider Contract Update approved.

– **EPO Blood/Urine Test**

MR NIGGLI referred to the report that the members had in their files (Annex).

The Executive Committee was requested to authorise WADA's Secretariat to implement EPO testing provided that the scientific and legal requirements were met.

PROFESSOR SALTÍN said that the proposed EPO test was similar to the test used at the Olympic Games in Sydney, but it included some simplifying changes.

Blood screening was performed by some International Federations, but the current aim was to harmonise the variable that was tested for, along with the limit.

If signs of possible EPO misuse were detected in the blood screening, then the urine test would be performed.

MR CRICK asked whether, if the blood test were performed as a screen, the urine sample would have to be re-collected.

PROFESSOR SALTÍN said that blood samples could be stored for several hours only, while urine could be stored for a longer period of time. Urine samples would therefore be collected at the same time as the blood samples.

MR NIGGLI added that the aim was to target out-of-competition testing using information obtained from the blood screening.

PROFESSOR SALTÍN said that it was not possible in some federations to take urine at the same time as blood samples, but the blood tests would be performed immediately, therefore urine samples would be taken very shortly after if necessary.

MR BALFOUR asked why both samples could not be taken together.

MR KOSS asked whether the budget accounted for this.

PROFESSOR SALTÍN did not know about the economical aspect of sample-taking.

It would be ideal to take both the blood and urine samples together, but this was simply not feasible in all sports, although it was not a major problem, as blood screening would be targeted at the time that athletes were most likely to misuse EPO, and any signs of EPO-taking would lead to an immediate implementation of the urine test.

MR VERBRUGGEN thought that it was encouraging that EPO was detectable for a longer period than previously thought by experts.

When could the decision be taken by the Health, Medical and Research Committee?

He proposed that WADA take immediate action to increase testing capacity in those laboratories capable of performing the analyses, as they would be unable to cope when everyone joined in with EPO testing. This was an urgent matter.

THE CHAIRMAN asked the members to decide whether to authorise EPO testing, provided that the necessary medical requirements were met. He pointed out that WADA needed a scientifically reliable and unassailable test, and it would also have to ensure that legal agreements were established. Subject to these two factors, WADA could start gearing up for EPO tests.

He told Mr Koss that the budget did include the costs.

DECISION

Proposal for Executive Committee to authorise WADA's Secretariat to implement EPO testing,

subject to satisfaction of the relevant scientific and legal requirements, approved.

10. Scientific Research Funding Report

PROFESSOR SALTÍN said that his committee appreciated the fact that WADA had decided to allot a fair sum to the area of scientific research.

The committee had dealt with applications until very recently, and hoped that the Executive Committee would make an immediate decision on which projects should be awarded funding.

He gave an on-screen presentation on the procedure to select projects. Advertisements had been made public in January and February, and three areas of priority had been identified by the Health, Medical and Research Committee: factors regulating and enhancing growth; compounds enhancing the oxygen-carrying capacity of the blood, such as EPO; and endogenous testosterone, testosterone precursors and metabolites, etc. The three areas had been evaluated by Professor Friedmann, himself, and Professor Müller respectively, with six external reviewers.

The criteria for evaluation had been: scientific merit and relevance for WADA; methods/design and feasibility; and the competence of the applicants.

Specific consideration had been given to ethics and the researchers' affiliation with elite athletes.

The committee proposed supporting an application that planned to give banned substances to top athletes in order to measure the results. It sought WADA's advice on whether such a research project should be financed by WADA.

MS LINDEN asked how exactly top athletes would be able to compete if they had taken banned substances.

MR CODERRE stressed the importance of the research files in terms of implementation and testing.

MR KOSS did not think that WADA should fund studies involving testing banned substances on elite athletes. This was ethically wrong.

He thought that discussion should be focused more on indirect markers in substances.

MR BALFOUR said that he was finding the contradiction in the proposal rather difficult to handle. He believed that there were other bodies doing the type of research proposed. Surely WADA could obtain valuable information from those bodies without being involved directly in such matters.

MR VERBRUGGEN calculated that more money would be spent on testosterone research than on EPO research. EPO was currently WADA's main concern, and his priorities were categories *a* and *b*.

MR LARFAOUI supported Mr Verbruggen's point of view regarding the use of funds.

PROFESSOR SALTÍN said that special dispensation would have been given to those athletes taking banned substances for research purposes if the project had been approved. In any case, he understood that WADA would not like to be involved in such research, therefore he saw no need to go into technical details.

With regard to the EPO matter, EPO that was currently on the market had additional compounds to the EPO molecule, which meant that it could be detected in the urine test. If one company decided to take the markers away, then the urine test would not be able to detect EPO, and it was likely that other companies would follow. It should also be noted that there was a large EPO black market (only half of the EPO produced in the world actually reached the people it was intended for), and it was a real threat to the sports community.

There were not enough applications specifically working on additional routes, and those that did so were well funded.

Haemoglobin substitute could also be directly injected several hours before competition, and this was now readily available on the market. Those researchers working on haemoglobin substitute were well funded and had a firm co-operation agreement with the company producing the substance.

He believed that the most important fields had been supported.

Should WADA funding be used to buy equipment for the urine test in different laboratories? The committee thought that WADA funding should not be used.

There were, in fact, five laboratories that currently had the means to carry out the test.

MS LINDEN asked whether legislation could be passed to prevent a pharmaceutical company from manufacturing undetectable EPO, or EPO without markers.

MR VERBRUGGEN noted that, of the five laboratories mentioned by Professor Saltín, only three of them were in Europe.

He asked about the cost of EPO testing equipment.

MR CRICK complimented the committee on its work. He thought that the balance between the three categories was about right, and it took into account a number of relevant factors.

The possible abuse of EPO was more limited than that of testosterone, therefore he agreed with the distribution of funds.

MR CODERRE noted that his understanding of research was first to understand and then predict what could happen in the future. EPO was currently the flavour of the month, therefore he thought that WADA should put more funding into EPO.

He totally agreed with Ms Linden about the need for legislation. This would have to be looked into by the public authorities.

With regard to the categories, he thought that there was an imbalance between *b* and *c*. WADA needed to focus on the future (*a*) and the short-term (*b*), and it needed to establish priorities.

MR KOSS thought that the projects should not be reviewed again.

Funding equipment for the urine tests should be discussed, and another decision was required regarding capital and research.

PROFESSOR SALTÍN said that, with regard to collaboration with the pharmaceutical industry, WADA could discuss the issue with the manufacturers and ask them not to take out the markers, but the manufacturers would probably say that a product identical to human EPO was better and that, therefore, taking out the markers was a valid way of achieving their aim.

Steroid use was the most common form of drug abuse in sport, therefore there was a real need for sophisticated testing methods and technical aspects.

Where EPO was concerned, the committee had received one application from Australia for a more simplified urine test and increased sample handling. The committee did not propose that this be funded, as it might be of little use in the future, and also the same group had made another proposal to research the detection of haemoglobin substitutes, and the committee thought that this was a more worthwhile project.

The committee could not support research that no group had applied for, and that was basically the situation with regard to EPO.

With regard to equipment, the main drawback was that it required specialists. He did not think that the cost of the equipment per se was greater than US\$ 100,000.

MS VANCE said that the total package for EPO testing (set-up, equipment and training) was approximately US\$ 300,000 to 500,000.

THE CHAIRMAN asked for a review of the applications that had been received and approved. Where all the proposals were of high relevance to WADA, they would be approved (unless a member raised an objection), and if a proposal was less than high, then he asked Professor Saltín to explain why it should be funded.

PROFESSOR SALTÍN referred to the list of applications (Annex) and gave a brief summary of each proposal.

He withdrew the proposal of category *a* based on the previous discussion.

He also proposed that WADA write to the relevant manufacturers of EPO to obtain confirmation that they would not improve their EPO products.

MR KOSS cautioned against the WADA's false security in trusting manufacturers not to change the composition of their drugs.

MR VERBRUGGEN proposed writing a simple letter to the industry to seek advice on the issue.

THE CHAIRMAN had no objections to this proposal. WADA could look good and appear to be strong and noble by asking for assurances, but he was not sure that they would be worth the paper they were written on.

MR VERBRUGGEN stressed that WADA still had to fight the problem, despite the difficulties involved.

THE CHAIRMAN asked whether the members agreed with the proposal to ask the Health, Medical and Research Committee to identify the known EPO companies so that WADA could then write and ask for information and advice on EPO production.

MR WALKER thought that there might be some money left over from the original research budget. Could the Research Committee ask for applications for projects to deal with the kinds of questions that had been discussed, including how to detect natural EPO and anticipating the problems caused by haemoglobin injections?

THE CHAIRMAN noted that, if WADA committed immediately to the proposed projects, then it would have less money to commit to new research projects in the future. Out of a US\$ 5 million for 2001, there were US\$ 10 million of commitment, assuming that all of the target requirements were met. WADA was not exceeding the anticipated budgets for years two and three, but some of them would be appropriated in advance if the research progressed as anticipated.

MR REEDIE asked whether WADA was in a position to say that the projects had been approved and that the offers would be made if they were approved immediately. How should the news be communicated?

THE CHAIRMAN said that the Executive Committee could approve the projects and should do so.

For the record, the equivalent of a peer review for each of the projects had been carried out, and there had been no conflict of interests involved in any of the applications.

Did the results of the research have to be published?

PROFESSOR SALTÍN replied that, in the contract that was to be signed with each of the successful applicants, there would be one paragraph about patent rights and commercial types of interest. There would also be a provision stipulating that the project results would have to be published.

All the projects could be started relatively quickly, but what was needed was another round with regard to the ethical aspects (not all the research groups had filed sufficient information for evaluation), which might take several weeks. The Ethics and Education Committee had a sub-committee to help the Research Committee in its work.

THE CHAIRMAN insisted on the publication of the project results, as he did not wish for WADA to fund secret research. This was an element that should be part of the contract.

He asked whether the members approved of the projects listed in the report, subject to full compliance with all the relevant ethical standards and guidelines, and subject to a research contract, to be approved by WADA.

MR CODERRE asked whether any test discovered would belong to WADA.

THE CHAIRMAN replied that this was a matter for negotiation.

He thanked Professor Saltín and his committee for a job well done.

He also said that the news should be about those projects that had been approved rather than those that had not.

DECISIONS

1. Proposal to ask the Health, Medical and Research Committee to identify the known EPO companies to enable WADA to write to them

- and ask for information and advice on EPO production approved.
2. Research Committee to consider using left-over funds to ask for applications for research projects dealing with problematic issues such as the detection of natural EPO and anticipating the problem of haemoglobin injections.
 3. Research project results to be published.
 4. Projects for scientific research approved subject to full compliance with all the relevant ethical standards and guidelines and signature of a research contract approved by WADA:
 Table A, projects 1, 3, 4, 6, 7, 9.
 Table B, projects 1, 2, 3, 4, 6, 9.
 Table C, projects 2, 3, 6, 7,8, 10, 15, 16, 18.

11. WADA Laboratory Accreditation

MR WALKER said that the situation regarding the status of the laboratories and who was in charge was not entirely satisfactory. The OMADC stated that it was WADA that would accredit the laboratories, but, as everybody knew, the IOC currently accredited the laboratories. There was no way that WADA could have developed a system of its own to accredit laboratories, and the more the topic had been delved into by the Standards and Harmonisation Committee, the more the committee had discovered that it was a complex and very wide field, involving all kinds of expertise, needs and requirements.

He thought that there was a need for WADA to speed up its plans and proposals for an accreditation system, but it would also have to be realistic and understand that any new system would have to be built upon what already existed, and any new criteria would take some time to be put into place. This was why the Standards and Harmonisation Committee had proposed that there be a Laboratory Accreditation Sub-committee (Annex).

The second element was that, in the proposed system for an anti-doping laboratory harmonisation system, there should be a programme of continuous external quality control assurance. There was an existing project which could well serve as the basis for this. It was called ALADIN 2002, and was largely funded by the EU. The project was available for European countries only. The Standards and Harmonisation Committee had received authorisation from the Executive Committee in March 2001 to see whether, if other non-European laboratories could join in this continuous proficiency testing programme, it would be appropriate for WADA to assume the financial costs of bringing the whole family of accredited laboratories together. The Standards and Harmonisation Committee had examined the issue and recommended that WADA go ahead with the proposal. The anticipated cost of participating in this particular part of the project was approximately US\$ 200,000 per year. If it approved the proposal, he thought that the Executive Committee should ask that WADA be associated with the management of the project. The next meeting of ALADIN would be in Cologne in October 2001, and there should be somebody from WADA at that meeting to ensure WADA's input into the management of the project in accordance with the WADA principles.

With regard to the possibility of WADA funding the equipment costs for laboratories, his gut feeling was that this would be a mistake, as the overall equipment costs for a modern laboratory were very substantial.

There had been estimates for meetings of the Accreditation Sub-committee and WADA participation in the ALADIN project, and these were on page two of the aforementioned document.

If a meeting of the Sub-committee was approved, he had just received a nomination for Dr Peter Van der Merwe, who was head of the Bloemfontein laboratory.

THE CHAIRMAN thought that the concept of the Laboratory Accreditation Sub-committee was a good idea, and Mr Walker could start looking at who should be involved in it.

The principle of the ALADIN project had been approved subject to review by the Standards and Harmonisation Committee. He understood that the Standards and Harmonisation Committee had since reviewed the issue and was recommending that the Executive Committee approve the recommendation.

MR VERBRUGGEN asked whether the Laboratory Accreditation Sub-committee could look at the specific problem of the geographical spread of laboratories. It would be useful if it could look into the site or location of laboratories so as to avoid complicated scenarios such as sending samples from South America to Spain for analysis.

DECISIONS

1. Establishment and composition of Laboratory Accreditation Sub-committee approved.
2. Proposal for funding to support the ALADIN 2002 project, mainly to enable participation by non-European laboratories, approved.
3. Laboratory Accreditation Sub-committee to look into the specific problem of the geographical spread of laboratories.

12. Prohibited Substance List

– 2001 Update

MR NIGGLI referred to the update report on the 2001 list that the members had in their files (Annex).

In May, the IOC Executive Board had approved the recommendation made by WADA regarding the list for 2001. A new list had been sent the previous day to the IFs, and would be valid from 1 September 2001 until the end of 2002.

– 2002 Status Report

MS VANCE reported that the List Committee had met once, and would be meeting again in September 2001. The meeting had been very fruitful and constructive. She referred members to the status report in their files (Annex) for more details.

THE CHAIRMAN noted that it had been a big step forward in establishing WADA's role in the design and promulgation of the list of prohibited substances. This was one of the many ways in which the organisation had demonstrated its complete independence from all of the constituent organisations.

He hoped that the List Committee would be able complete its work before the end of September 2002 if the list were to come into force on 1 January 2003.

DECISIONS

1. 2001 Update report on the prohibited substance list approved.
2. 2002 Status report on the prohibited substance list approved.

13. WADA Intranet Update

MR LANU gave the members a presentation on how to use the WADA intranet. They would be provided with a personal user ID, a password and a user's manual. There would be three user groups: confidential, restricted and public. The site would be accessible immediately after the meeting. SecurID cards would be activated after the meeting in Tallinn in August 2001 to increase security. The members were invited to contact the intranet representative if they had any queries.

MS LINDEN asked for lists of e-mail addresses of members of the Executive Committee, Board and various committees.

MR CRICK was not sure what the confidential and restricted categories would contain.

MR SYVÄSALMI noted that the intranet would not replace WADA's public website. One example of the confidential category was that it would enable the Evaluation Committee members to liaise.

MS LINDEN asked whether some form of chat mail could be possible.

MR LANU replied that a similar system was already a possibility on the intranet. It would also be possible to include the requested e-mail addresses in the database.

His contact information was contained in the users guide, so if the members had any problems he invited them to contact him.

THE CHAIRMAN thanked Mr Lanu for his presentation. He was delighted that the system was up and running, and looked forward to using it effectively.

MS LINDEN was happy that the work had been completed so quickly, and hoped that the committees would try to use the intranet in order to keep their work within their budgets.

Would it be possible to have more information on the research projects?

PROFESSOR SALTÍN replied that information on the research projects would definitely be made available for the next round.

DECISIONS

1. All members to receive a list of e-mail addresses of Executive Committee, Board and committee members.
2. WADA Intranet Update approved.

14. WADA Logo

MR KONTOS gave a presentation on the brand (Annex). A branding study was the first step of a marketing strategy, as branding would provide WADA with a foundation for communications. There were many opportunities with regard to communications, but also some challenges. WADA would have to connect with a diverse audience, ranging from the young athlete to the research scientist. It would also be dealing internationally with a mix of cultures, therefore the essence of WADA's communications had to connect with all of those aspects. Branding would help WADA further articulate its vision. A branding study would also provide a "look and feel" of WADA, as well as a mark or a logo, and stationery etc.

The budgetary implication was probably in the range of US\$ 50,000-100,000. The range was wide because there was a good chance that agencies involved would decide to lower their fees.

DR VEREEN asked whether Mr Kontos could comment on the development of a brand in relation to a comprehensive communications strategy.

MR KONTOS said that a communications strategy had to be based on research, so the branding study would help guide the further development of a communications strategy, as well as provide the building blocks to be carried through for several years. Branding went hand in hand with developing a communications strategy.

MR CRICK thought that it was essential to ensure that the work going on in the Ethics and Education Committee was very much part of, or taken into account in, developing the brand.

THE CHAIRMAN thought that it was very early to be developing a brand.

MR KONTOS said that the work carried out by the Ethics and Education Committee and the Strategic Planning Committee would certainly be the basis of what was used to create the brand.

DECISION

Authorisation of US\$ 50,000-100,000 for branding project approved.

15. Youth Awareness Project

MS VANCE asked the members to consult the report in their files for information on the Youth Awareness Project (Annex).

DECISION

Youth Awareness Project report approved.

16. Independent Observers Update

MR SYVÄSALMI referred to the report on the Independent Observers (Annex).

The official Independent Observer Report had been published and would be handed out to the members that day.

Observation of a number of events was being planned. The chair of the Independent Observer group for the Swimming World Championships in Japan in July 2001 would be Mr Koehler; Mr Jakoet would chair the group observing at the Track and Field World Championships in August 2001 in Canada; Dr Garnier would chair the Independent Observers the Mediterranean Games in September in Tunisia; Mr Howman would chair the group attending the Curling European Championship in December in Finland; the group at the Olympic Games in Salt Lake City in February 2002 would also be chaired by Mr Howman; the group at the Basketball World Championship in November 2001 in Turkey would be chaired by Dr Pipe; and Ms Vance would chair the group observing at the University Games in China.

MR KOSS asked about the process between WADA and the IOC regarding Salt Lake City.

THE CHAIRMAN said that the Independent Observer team had been independent and had observed in Sydney. The IOCMC remained the responsible medical authority for the Olympic Games. Some of the recommendations made by WADA had been adopted by the IOCMC, and the IOC had requested that WADA function as the Independent Observer in Salt Lake City.

He knew that a high incidence of asthma cases had been commented on by the Independent Observers, and these remarks had certainly been taken seriously by the IOC.

MR CRICK had been somewhat heartened by the comments made by the Chairman at the previous day's IICGADS meeting. The Chairman had talked about some Independent Observer occasions that were very important to WADA and would therefore be done at WADA's expense and then others that should probably be performed on a fee-for-service basis. This was a sensible idea.

He was concerned about the growth of Independent Observer requests, which would require increasing resources for, perhaps, not a great deal of return for the benefit of anti-doping generally.

MR SYVÄSALMI clarified the matter. The various Independent Observer projects he had mentioned previously would provide a training opportunity for the Independent Observers, and would therefore benefit them in the future.

THE CHAIRMAN was particularly pleased with the published Independent Observer Report, and also with the fact that there had not been a whisper of concern from the public regarding WADA's ability, which was encouraging.

DECISION

Independent Observers Update approved.

17. Code of Ethics Update

DR VEREEN referred to the document in the files (Annex). It was recommended that the Executive Committee review the recommendations, discuss them at the next meeting and then present them to the full Board for adoption in August 2001.

THE CHAIRMAN said that the codes had to be applied, therefore could the advice of the Legal Committee be sought?

DR VEREEN replied that this point had been discussed, and all the pieces would be referred to the Legal Committee.

MR KOSS noted that the section in the report about athletes would be discussed at the meeting of the Athletes' Commission in Moscow that year.

DECISIONS

1. Proposal to discuss recommendations at the Executive Committee meeting in August 2001 before presenting them on to the full Board for adoption approved.

2. Any comments on the WADA Code of Ethics to be passed on to Dr Vereen.
3. Code of Ethics Update approved.

18. WADA Anti-Doping Code Presentation

MR WALKER said that the WADA Anti-Doping Code Coordination Working Group had held its first meeting, with the regrettable absence of the Olympic Movement members.

The report was in the members' files (Annex).

It was believed that there should be a single, universal code, with three different levels within the Code.

WADA also needed a process of obtaining contributions, comments and input into the development of the Code, which he thought would take rather a long time.

Preparing the Code was bound to be a long process, but would hopefully be completed by the middle or end of 2003 at the latest. This would allow the IFs and the IOC to adopt their own regulations based on this code during their Olympic Year congresses.

It would then be necessary to reflect on how WADA could monitor compliance with the Code, and a good process to accommodate all of this would be necessary.

He would try and make sure that the members received a more concrete presentation on the matter in Tallinn.

It would also be necessary to discuss human and financial resources.

THE CHAIRMAN noted that this was a very important objective, to which a great deal of attention needed to be devoted. The aim was to have the Code in force by the time of the Olympic Games in Athens, therefore rapid processes would be required.

A proposal should be in place by the time of the next meeting of the Executive Committee.

Mr Walker could perhaps establish a reasonable timeline.

WADA should try to discourage particularity, i.e. Sport by sport and level by level, as much as possible.

DECISIONS

1. WADA Anti-Doping Code Coordination Working Group to make a concrete proposal at the meeting of the Executive Committee in Tallinn, Estonia, in August 2001.
2. WADA Anti-Doping Code Coordination Working Group report approved.

19. Budget Updates and Report

– Auditors Report and Quarterly Accounts

MR REEDIE referred to the financial statements for the period from 10 November 1999 to 31 December 2000 (Annex). WADA's accounts had been properly audited by PriceWaterHouse Coopers. The report would be submitted to the WADA Board in August 2001.

He recalled that the accounts had begun on 10 November 1999, and there had been some additional expenses met entirely by the IOC before WADA's foundation, which were not part of the accounts.

The second document (Annex) was a quarterly statement as per 31 March 2001.

He had received a comprehensive list from the book-keeper of every transaction going through WADA's bank during that quarter, therefore WADA was able to account very accurately for all of the expenditure it had incurred.

The next issue to be dealt with would be to decide whether the incurred expenditure had been well-incurred or not.

He noted that the IOC paid WADA regularly and efficiently on a quarterly basis.

MR LARFAOUI referred to the quarterly accounts. The figures under point 41, *Social charges and other employees' expenses*, were almost as high as the wages themselves.

How had the sum of US\$ 76,294.33 been incurred for *Expert services*, under point 502700?

He also wondered about the expenses under point 560500, *Office insurance*.

MR REEDIE agreed with Mr Larfaoui about the high social charges, however WADA had followed the IOC's policy on employment since some of WADA's staff had come from the IOC. It had been a question of keeping a fairly level playing field.

With regard to point 502700, *Expert services*, an outside company had been employed to prepare a programme that had been displayed at the European Youth Olympic Winter Days in Finland. This accounted for most of the expenditure. WADA had had a stall, television screens and videos, involving several hundred young people in what WADA was doing and the fight against doping.

The figure of SFr 135,000 was WADA's liability insurance, as opposed to its office insurance. In other words, WADA was insuring the risks inherent in the whole process of anti-doping matters, and not only the desks and chairs in the office.

DECISION

Budget updates and report approved.

20. Staffing Update

– CEO Recruitment Process

MR REEDIE thought that a high-quality international firm of head-hunters should perhaps be appointed to assist in the recruitment process.

It would also be necessary to look at salary levels, employment packages, etc.

He assumed that governments would want to have the post advertised.

THE CHAIRMAN said that the issue of process had arisen in Oslo, and there had been some diffidence regarding the use of head-hunters.

MR KOSS thought that it had been decided in Oslo that members would be able to suggest candidates and not need to resort to a firm of head-hunters.

In any case, a job description would be needed for approval in Tallinn in August.

MR SYVÄSALMI informed the members that the Board had decided that a small group consisting of the Chairman, Mr Walker and himself would draft a job description. There had also been a recommendation from the Finance and Administration Committee that a group consisting of Messrs Pound, Reedie and Johanssen look at salary levels. He thought that it would be wise to combine the two groups.

He also needed to make arrangements regarding the end of his term as WADA Secretary General, therefore he requested some kind of decision.

THE CHAIRMAN thought that the issue of the CEO needed to be considered, and perhaps interim measures should be considered if necessary.

MR VERBRUGGEN pointed out that it took at least six months to get a job position filled.

MR CODERRE said that an interim was needed at least until the Games in Salt Lake City. There were too many pots on the stove, and WADA should not rush matters.

THE CHAIRMAN asked whether it would be possible for Mr Syväsalmi to extend his term until 31 March 2001. He would discuss this with the Secretary General and report back to the members at the meeting in August.

DECISIONS

1. Proposal to consider the issue of a CEO at the meeting in Tallinn in August 2001 approved.

2. Chairman to confirm at the meeting in Tallinn in August 2001 whether Mr Syväsalmi will remain as Secretary General until 31 March 2001.

– **Current Staffing**

MR SYVÄSALMI informed the members that, since the meeting of the Executive Committee on 6 March 2001, a new assistant had been hired to work mainly with WADA's Legal Director.

It had also been decided that two project managers would be recruited, one to work on the possible European Union projects, and the other to work with the inter-governmental organisations and governments.

There was enormous pressure to employ more staff, including people to deal with laboratory accreditation and scientific matters.

A draft should be prepared by the time of the meeting in Tallinn to discuss the entire issue of staffing the office.

DECISION

Issue of WADA staffing to be discussed in depth at the Executive Committee meeting in Tallinn.

21. Other Business

– **Information regarding contact with the Tour de France and WADA**

THE CHAIRMAN referred to the update on the common objectives agreed upon by WADA and the Société du Tour de France (Annex). It was too soon to announce anything concrete, but he hoped that the meetings could be pursued along with the International Federation involved.

MR WALKER said that, since the Tour de France was one of the biggest international spectator sports, perhaps it would offer a good opportunity to those involved in the Youth Awareness Project. This was just a thought, and he had not had time to think it through properly.

DECISION

Update on information regarding contact with the Tour de France and WADA approved.

– **Resignation letter from Mrs Buffet**

THE CHAIRMAN referred to the letter sent to him on 11 April 2001 by Mrs Buffet (Annex). He proposed that WADA send her a letter to thank her for her very positive support.

DECISION

WADA to send Mrs Buffet a letter of thanks for her positive support.

– **Letter from CONI**

THE CHAIRMAN referred to the ongoing saga that went back to newspaper reports on apparently elevated levels of human growth hormone in a number of Italian athletes shortly after the Olympic Games in Sydney.

At the meeting of the Board in Oslo the previous year, it had been decided that WADA would write to CONI asking for an explanation of the events. There was a letter on file, dated 27 March 2001 (Annex), however he did not believe that it provided a satisfactory response. He asked for authorisation to follow up the matter with a little more vigour and ask for specific responses to specific questions.

DECISION

Proposal to write to CONI asking for more specific responses in connection with the issue of reports on

human growth hormone taken by a number of Italian athletes for the Games in Sydney approved.

– **IADA / WADA Co-operation**

MR SYVÄSALMI stated that the objective in this case was to facilitate the development of national anti-doping policies. This necessitated a willing partner.

After discussions with Mr Balfour, WADA and IADA had come to the conclusion that an international project team would be established with the aim of having a quality system in place during the next three years, and South Africa would have to play a key role in this work, with the full support of WADA and IADA. South Africa would be the first African country to be certified according to the International Standards for Doping Control.

The IADA / WADA partnership deal, and the willingness of Mr Balfour to participate, had been the reason for the proposal.

MR BALFOUR said that he really thought that the partnership would be of mutual benefit, and South Africa accepted that. Members of the African continent had also responded positively.

He also thanked the government of the Netherlands.

DECISION

Report on WADA / IADA co-operation approved.

– **Finnish ski team doping case**

MS LINDEN wished to report on the doping inquiry task force that had investigated the Lahti doping case at the 2001 World Ski Championships. In brief, the investigation had led to ways to improve the anti-doping policy in Finland.

She thanked WADA for all the help and support it had given to the investigation.

The report was available upon request.

She also thanked Mr Koss for his ideas on the passports.

– **USA Track and Field**

THE CHAIRMAN mentioned the difficulties experienced during the Olympic Games in Sydney regarding USA Track and Field's nomination of an athlete who had tested positive four times for doping.

USATF had announced a comprehensive commission of inquiry on the spot in Sydney, and had asked WADA to send a representative. Mr Howman had agreed to be a representative on that commission.

In the past few months, USOC had ceased to fund the work of the commission, therefore Mr Howman was out of pocket for expenses incurred on behalf of the commission, therefore he proposed that WADA pursue USOC to find out why those expenses had not been paid, and ask USOC for a reimbursement to Mr Howman of his expenses. However, he would certainly like the commission to complete its work, as it was obvious that something had to be done.

DECISION

WADA President to pursue USOC regarding cessation of funds to the USATF commission of inquiry and expenses to be reimbursed to Mr Howman.

22. Next Meeting

DECISIONS

1. Next WADA Executive Committee meeting to be held on 20 August 2001 in Tallinn, Estonia.

2. Next WADA Foundation Board meeting to be held on 21 August 2001 in Tallinn, Estonia.
3. WADA Board meeting to be held on 27 November, location to be announced.

THE CHAIRMAN thanked everyone for their participation.

Much work had been achieved, and there were some positive announcements to be made.

Mr Balfour had been a perfect host, and Mr Ramsamy was also to be thanked, along with the staff in Cape Town for the technical arrangements, and everyone else who had contributed to the success of the meeting.

The meeting adjourned at 5.16 p.m.

FOR APPROVAL

MR RICHARD W. POUND, QC
PRESIDENT AND CHAIRMAN OF WADA