

NSWIS ANNUAL REPORT

2023 / 24



PARA SWIMMING | TIMOTHY HODGE



Acknowledgement of Country

We acknowledge the Traditional Custodians of the lands where we work and live.

We celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters of NSW.

We pay our respects to Elders past, present, and emerging.



In 2022 NSWIS commissioned an indigenous artwork by the **Gudanji / Wakaja artist Ryhia Dank**, who designed the concept around the elements of Sydney Olympic Park.

The artwork features a central camp which portrays NSWIS and a hill, representing grounding, growth and strength.

You can see medicine leaves for recovery and near them coolamons, spears and woomeras to represent the tools that our athletes use.

Next to this, there are trees for development, bush plums for endurance, animal tracks for their amazing individual traits – for our athletes to remember, wildflowers for their resilience and people gathered around the water for its life-giving abilities.

CONTENTS

02

Acknowledgement of Country

04

NSWIS 2023/24 Summary

06

Minister’s Letter

08

Chair’s Message

10

CEO’s Message

12

NSWIS Overview

14

2023/24 Strategic Initiatives

18

NSWIS Performance Drivers

46

Sport Partnerships

56

Governance

58

NSWIS Management

60

Risk & Compliance

62

Financial Statements

96

Appendix

112

Index

114

Partners & Sponsors

632

NSWIS SCHOLARSHIP HOLDERS

27

SPORT AFFILIATIONS

15

SPORT PARTNERSHIPS

64%

MALE

51%

FEMALE



ABLE ATHLETES



PARA ATHLETES



6

WORLD CHAMPIONS



8

WORLD CHAMPIONSHIPS



51

SENIOR
WORLD
CHAMPIONSHIP
MEDALS

6

JUNIOR
WORLD
CHAMPIONSHIP
MEDALS

PURSU32+

NSWIS
LIGHTS
UP

1.1M

PLAYS
ON
SOCIALS

7

NSWIS & PARTNER
TRAINING HUBS

15

PERFORMANCE
SUPPORT STAFF
SELECTED ONTO
NATIONAL TEAMS

12

COACHING
SUPPORT STAFF
SELECTED ONTO
NATIONAL TEAMS

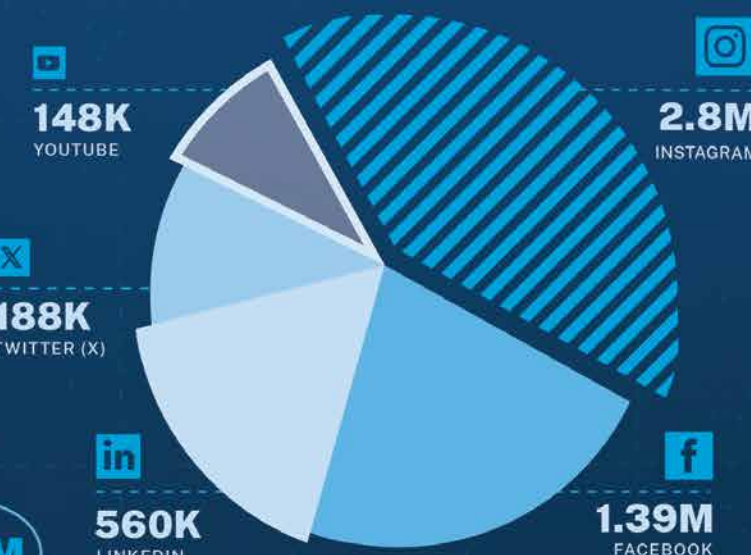
120

ATHLETES ATTENDED



3

CAMPS



TOTAL IMPRESSIONS ON SOCIALS

3.2K



STUDENTS REGISTERED ON DART

322K



TOTAL NSWIS WEBSITE VIEWS

www.nswis.com.au



29th October 2024

The Hon. Steve Kamper, MP
Minister for Sport
52 Martin Place
SYDNEY NSW 2001

Dear Minister,

It gives us great pleasure to submit the 28th Annual Report for the NSW Institute of Sport, the state's lead agency for high performance sport.

The report is for the 12 months to 30 June 2024 and has been prepared in accordance with section 8 of the *Annual Report (Statutory Bodies) Act 1984* and *Annual Reports (Statutory Bodies) Regulation 2010*.

Our Annual Report provides an overview of the Institute's operations and significant achievements for the year.

Yours sincerely,

Gary Flowers
Chair

Kevin Thompson
CEO

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Behind every successful NSWIS athlete is an incredible team. Our team is amazing, and their effort makes me extremely proud to be Chair of NSWIS.

MESSAGE FROM
THE CHAIR

This year’s report is written on the eve of the Paris 2024 Olympic and Paralympic Games and the Institute staff have worked tirelessly in the three years since the Tokyo Games to ensure NSWIS scholarship holders have excelled at international benchmark events to gain selection to the Australian teams. I’m pleased to report the incredible efforts of our NSWIS coaches and athlete support staff was matched by the endeavours of the Institute’s corporate services and Executive team.

The collective efforts of each part of the Institute, throughout the reporting period, has proved vital in ensuring NSWIS has yet again excelled as a world leading high performance sport institute-delivering on its Key Performance Indicators within a really challenging fiscal climate. Providing world class athlete coaching and support services, forging a stronger relationship with the government, enhancing its reputation as a highly desirable employer and all while maintaining astute governance.

To this end, I commend our CEO, **Professor Kevin Thompson**, for the fine example he continues to set in addressing one of the Institute’s great priorities; presenting NSWIS’s case to State Government for a new state-of-the-art NSWIS facility to be built within the Sydney Olympic Park precinct. The vision we, the Institute’s Board and its Executive, have for this facility would ensure it is a game changer for sport throughout NSW.

This facility would not only underpin the Institute’s future but add to its ability to contribute to the strength, and continued success, of Australian sport. Professor Thompson is doing an admirable, but painstaking job of steering this. The hours, professionalism and effort he has invested in this project speaks volumes for both his commitment to achieving our goal and leadership by example.

And, I must add, the one hard truth that’s driving this work is we need this facility because the lease on our current building expires in 2027. In what the Board describes as a ‘welcome move,’ the project received a tremendous boost towards the end of this reporting period when the Minns Government, via its Expenditure Review Committee, approved \$3 million to move the project forward. The NSWIS Executive are working closely with Property and Development NSW to deliver a final business case to government for submission in FY24/25.

As we prepare for the beginning of the Los Angeles 2028 Olympic and Paralympic cycle, NSWIS staff were kept busy evaluating the support and impact we provided our sport programs and scholarship athletes over the last four years. At the forefront of our analysis was the impact NSWIS had on our partner National Sporting Organisations and all our 450+ scholarship athletes. The Institute has engaged in meaningful discussions with sports to learn what they seek from their partnerships with NSWIS going forward, and how the Institute can work with them in a collaborative manner to add value to their goals. This work will be completed by the end of 2024 and will inform and define the structure, capacity and capability of the Institute for the LA cycle.

Athlete wellbeing has remained of paramount importance, and I praise our Athlete Wellbeing & Engagement (AW&E) team who continued to set benchmarks for the care and support it provides to our scholarship holders. As they have for several years, AW&E will again provide athletes who’ve either retired, or whose scholarships concluded, with 12 months of support to help them transition into the next step of their career.

NSWIS has established guidelines for our Eating Disorder, Disordered Eating Position Statement which are in line with the AIS and relevant bodies. This is an acknowledgement that, as a sports institute, we appreciate the important

role we accept in helping our scholarship athletes prepare themselves for the rigors and demands of high performance sport in a healthy, sensible, manner.

At a time when NSWIS has one eye on its future and when all aspects of sport are under intense scrutiny, the ‘nuts and bolts’ of the Institute’s day-to-day business continued. I can report that over the last 12 months there’s been outstanding work done by our staff which has allowed NSWIS to lead many industries in responding to issues—including their delivery of the Institute’s 10-point Child Safety Commitment Statement.

I commend NSWIS’s People and Culture team for their tireless work since 2022 to formulate and deliver the Institute’s Child Safe Standards Plan, which was launched following the introduction of the National Integrity Framework, and the key standard recommendations from the Royal Commission into the Institutional Response to Child Sexual Abuse.

The Institute’s commitment to protecting children is underpinned by educating all employees through child safeguarding sessions, as well as sharing information resources to the family—and communities—of our under-aged scholarship holders via the athlete induction.

NSWIS also unveiled its online Learning Management System (LMS) course Safeguarding Athletes While Travelling. This course is compulsory for all staff employed in child-related roles to complete. The course focuses on ‘scenario’ and ‘action-based’ information concerning essential consideration as well as the required documentation that’s needed when planning and organising travel.

The Institute also continues to devote time and effort to its Diversity and Inclusion strategy. A tangible result to show this strategy is being embraced was the growth in both gender balance and staff cultural diversity across our workforce. A highlight from the last 12 months was the acknowledgement of Harmony Week, including the ‘Celebrate Diversity, One Bite at a Time’ morning tea.

I’m proud that NSWIS’ desire to build on its sense of community and support for our diverse and inclusive sport sector ensured the Institute supported numerous initiatives, including International Women’s Day; Mental Health Awareness, and IDAHOBIT (a global movement to promote LGBTQIA+ inclusion and challenge discrimination). The Institute continues to work with Career Trackers to provide First Nations university students with multi-year paid internships.

As we head into a new Olympic and Paralympic cycle, NSWIS will continue to educate staff on a series of topics, including the multi-pronged requirements for a safe and inclusive environment; respecting and valuing the athlete voice, and the importance of addressing, and eradicating all forms of racism in sport.

Despite the proximity to the Paris 2024 Olympics and the four-year re-contracting cycle coming up, which can be an anxious time for staff, we recorded a fantastic response to the 2023 People Matter Employee Survey. This engagement reflected a positive trend, with NSWIS achieving an overall engagement score of 87 percent which represented a three percent increase from the previous 12 months. It also surpassed the sector average by 13 percent and our government department cluster score by eight percent. Overall, the 2023 PMES results indicated NSWIS is making progress in improving employee engagement. While the

Institute is performing well, it’s acknowledged there’s scope for improvement. To ensure this, NSWIS will focus on implementing the People Matter Action Plan and addressing all staff feedback with the desired result being to improve employee engagement.

During the year, NSWIS staff were presented with many learning opportunities from a variety of guest speakers -authorities in their field-visiting the Institute to speak on several topics, including Dr Jamie Taylor, who presented on Psychological Safety in Sport as well as the Difference Between Development and Performance Coaching while NSWIS’s own **Samatha Lewis** and **Chris Bradley** presented on Eating Disorders and Disordered Eating. Aligned with that, staff had the opportunity to do an accredited First Aid and CPR course, as well as receive skin cancer checks and the flu vaccine. These free services reflect NSWIS’s health and wellbeing commitment to its workforce.

The Institute transitioned to a new data hosting platform called Ludis Analytics, allowing us to modernise our offerings in terms of dashboards, improve access to our data tools for NSWIS staff when travelling internationally, and promote collaboration and sharing with external stakeholders, such as the National Sports Organisations.

We also increased capacity of the Sport Intelligence team through the addition of the Sport Data Analyst role. This role allowed us to put more resourcing into sport programs which have a wealth of data, have a desire to do more with the data they collect, and will see benefits for NSWIS athletes through making better use of data. So far, this role has contributed to developing and improving data-related systems in our Athletics, Cycling, Hockey Men, Hockey Women, and Water Polo programs.

I sign off proud to report that NSWIS started and finished the reporting period in tip top health. I would like to take this opportunity to personally thank the Institute’s staff and senior leadership for their outstanding commitment as they prepared our scholarship athletes for the Paris 2024 Olympic and Paralympic Games. It’s a tribute to the professionalism of the staff that the Institute had nine members selected in support roles for the Australian Olympic Team and five for the Australian Paralympic Team. It was also heartening to hear the praise that Tokyo Olympic gold medallist, **Jessica Fox**, offered the Institute as she prepared for Paris.

“NSWIS has been a big part of my career –my whole career,” said Fox, who has been a scholarship holder for 15 years. “I remain so grateful for the Institute’s support. I’m grateful to be a part of such an amazing team.”

I’ve said it before, but behind every successful NSWIS athlete is an incredible team. Our team is amazing, and their effort makes me extremely proud to be Chair of NSWIS.

Gary Flowers
Chair
BComm, LLB



I thank the Institute’s staff and leadership team for their outstanding support to our scholarship athletes and for enhancing NSWIS’ reputation throughout the sporting community.

MESSAGE FROM
THE CEO

The final year of the Olympic and Paralympic cycle ensured 2023-24 was an extremely busy, but productive time for the Institute’s staff and athletes as they completed their final preparations for Paris at a series of competitions, including their respective world championships, world cups and Olympic and Paralympic trials.

The performances by our scholarship holders on the world stage was brilliant, instilling a firm belief that our latest cohort will add to the 98 summer Olympic medals and 191 summer Paralympic medals won by the Institute’s athletes since 1996, the year our facility opened.

However, their results also underscore the professionalism, care, and time NSWIS support staff invest in them. Such a level of commitment often requires our staff to go above and beyond the call of duty. While demanding, it’s clear this devotion is helping to provide excellent results for Australian sport.

Indeed, the staff’s efforts to provide our scholarship holders with world-class support wasn’t restricted to NSWIS’s HQ, NSW-based National Training Centres or our hubs at Narrabeen and Penrith. During the 2023-24 period 56 staff members accumulated between them a total of 1286 international travel days, as they either accompanied national squads or attended conferences or other educational opportunities.

While eight NSWIS scholarships holders: **Jessica Fox, Noemie Fox** (canoe slalom), **Nicola Olyslagers** (indoor high jump), **Dylan Littlehales** (Para canoe sprint), **Tim Hodge** (Para swimming), **Lauren Parker, Amanda Reid** (Para cycling) and **Rhiannan Iffland** (diving) became world champions, it’s fitting that the record-breaking season of moguls skier, **Jakara Anthony** during the 2023/24 northern

hemisphere World Cup season is also acknowledged and celebrated.

Anthony, the current Olympic champion, created history by winning an unprecedented 14 moguls gold medals and a bronze from a possible 16. Her efforts not only spearheaded the most successful season for Australian winter sport, but they also eclipsed the American legend Hannah Kearney who, in 2011/12, won 11 gold medals. Indeed, Anthony’s dominance was best reflected by the three Crystal Globes she received as the best all-round athlete in her categories.

The results by Australia’s winter athletes –53 podiums across Olympic and Paralympic disciplines, 18 of which were gold- coincided with the National Snowsport Training Centre (NSTC) opening for business at Jindabyne in July 2023. The centre represents a \$12.7 million investment into the sport’s future, and that future looks bright.

The centre –which contains state-of-the-art high performance training areas; sports medicine and recovery facilities; coaches’ area, community learning hub, expanded administration facilities for NSWIS and Snow Australia staff, and the NSTC Park -which has already gained the reputation as the best of its kind in the world, including Australia’s first, world class dry slope airbags -was officially opened by NSW Premier, the **Hon. Chris Minns, MP** on June 7, 2024. Those in attendance at the ceremony shared Mr Minns’ optimism that the NSTC would supercharge the development of future champion athletes and engage the winter sport and regional community to encourage greater participation.

The next stage of the NSTC’s development is the conversion of three shipping containers into a ‘warming hut’ to provide athletes with an area where they can rest comfortably in

between jumps when on snow; a judge’s box, and storage unit for equipment.

At the other end of the sporting spectrum, NSWIS included surfing as one of its sporting programs during this reporting period, with the two-time world champion **Tyler Wright** among our inaugural surfing scholarship holders. NSWIS’s commitment to Surf Australia and Surf NSW includes allocating funds towards a number of talent camps at the newly opened URBNSURF – a \$50 million inland surf park – based at Sydney Olympic Park.

Coach development continues to be strongly driven by **Bradley McGee** and **Alan McConnell**, whose work ethic and enthusiasm complement one another in their demanding roles. They continue to provide NSWIS’s coaching staff with great guidance, and immersive learning opportunities which expose them to other environments including NSW Swifts Super Netball League team and Sydney Swans AFL club.

The Institute remains committed to the National Generation 32 Coach Program, which allows talented young coaches to undertake reflective practice: speak to their mentors about opportunities, and identify what they need and want to enhance their careers. The success of this program is the strong engagement which underpins it.

McGee and McConnell also played leading roles at the Regional Academy of Sport (RASi) Coaching Conference held on the Central Coast last October. Besides NSWIS investing \$30,000 to host the conference to provide regional based coaches with the latest insights, developments and practices, it also provided a panel of our experts: McGee, McConnell, **Chava Sobrino** (Diving Australia/NSWIS Head Coach, Diving); **Andrew Logan** (NSWIS, Director, High Performance), **Sean Cooney** (NSWIS, Manager, Performance Health) and **Simon Harries** (NSWIS, Head of Strength and Conditioning).

We solidified our connection to the state’s regional areas through the Pursu32+ camps, which included the first camp at NSWIS HQ, the second at Jindabyne, and Camp Three in Tamworth. These camps continue to focus on athletes (and arming their coaches to better help development) to be ‘NSWIS ready.’ The idea is to allow those regional athletes to be prepared for the rigors and demands of a high performance program should they succeed in attaining a scholarship.

Premier Minns also attended the inaugural NSWIS World’s Best event held at Parliament House last November. This was done in place of the traditional NSWIS Awards night (which returns in November 2024). The night acknowledged the performances of the Institute’s scholarship holders who won medals at the world’s major senior and junior sporting meets throughout 2022-23 with a framed certificate that was signed, and presented, by the Premier.

In a 12 month period where there were plenty of stories to tell, the NSWIS Media and Communications Team produced the outstanding documentary series NSWIS Lights Up.

The series consisted of five episodes on 20 of the Institute’s athletes including **Eleanor Patterson, Timothy Hodge, Melissa Wu, Sam Fricker, Dr Mackenzie Little, Brandon Starc, Bronte Halligan, Matthew Wilson, Sarah Carli, Gordon Allan**

Tara Rigney, Dylan Littlehales, Matilda ‘Tilly’ Kearns, Bradley Woodward, Tom Burton, Evie Haseldine and Olivia Price, Shane Rose, Jessica and Noemie Fox, and Jonathon ‘Jono’ Milne among others in the lead up to Paris.

Besides telling emotion-charged stories about the resilience and sacrifice each athlete has either had to overcome or needed to make, the series fulfilled its aim of increasing NSWIS’s brand awareness with huge engagement on social and mainstream media.

In closing, I thank the Institute’s staff and leadership team for their outstanding support to our scholarship athletes and for enhancing NSWIS’s reputation throughout the sporting community. Their efforts make me proud to be part of NSWIS. I again thank our Chair and Board members for their contributions, particularly their support, governance and guidance.

Prof. Kevin Thompson
Chief Executive Officer
BSc(Hons) M.MED.SCI PhD FBASES FACSM CSci

NSWIS OVERVIEW



PURPOSE

SUPPORTING AUSTRALIAN ATHLETES TO BECOME WORLD'S BEST.

The NSW Institute of Sport (NSWIS) provides world leading coaching, performance support and daily training environment's to support targeted athletes to achieve podium performances.



VISION

MORE NSW ATHLETES REPRESENTING AUSTRALIA AND WINNING MEDALS.

We will strengthen our position as a world leading sporting organisation and ensure NSW athletes are consistently representing Australia and winning medals at major international events.



VALUES

LEADERSHIP INTEGRITY EXCELLENCE PASSION TEAMWORK

NSWIS is committed to building our culture by living our core values of leadership, integrity, excellence, passion and teamwork. We believe that developing a great culture is everyone's responsibility – there are no spectators.

2023/24 STRATEGIC INITIATIVES

Sports Technology Hub: Sydney Olympic Park

Project Objective: Seek NSW Government approval for funding through a business case (co-developed with Property & Development NSW). Confirm funding with Government and site location with Sydney Olympic Park Authority (SOPA). Ensure the design supports the delivery of a world class sports technology hub and training facility to meet the future needs of targeted NSW Olympic and Paralympic sport athletes.

- The development of a world class high performance facility and technology hub for Olympic and Paralympic athletes will cement the reputation of NSW as an international leader in sport science, medicine, and intelligence.
- As a leader in these sectors, NSWIS will be positioned to provide long-term returns to the NSW community by:
 - Preparing world's best athletes for success and developing future champions.
 - Inspiring healthy, active lifestyles and the next generation of NSW sporting talent.
 - Creating and retaining jobs in sport coaching, administration, science, medicine, intelligence, and technology.
 - Providing an inclusive, functional, and contemporary high performance facility for Olympic and Paralympic athletes.
 - Leveraging partnerships for the benefit of the high performance sector and community.
 - Providing education and engagement opportunities for NSW communities.
 - Creating student training internships and PhD studentships.
 - Creating sport technology and innovation networks and projects with Universities and Industry partners.



Outcome: \$3m funding FY 25 for consultants and design.

NSWIS 2032+ Strategy

Project Objective: Determine Government support for the delivery of the NSWIS 2032+ Strategy. Confirm if grant submission is a joint bid in partnership with the Office of Sport or a separate bid. Determine if specific grant applications within the NSWIS 2032+ Strategy (eg. NSW Talent Unit, athlete support grants) are more tenable for Government support in the short-term, next 1-2 years. Align with Australia's 2032+ High Performance Strategy, which will provide critical and targeted investment in the NSW high performance sporting system.

- Set an ambitious vision for the future of Olympic and Paralympic sport and place NSW at the global forefront.
- Position athletes centre stage to engage with communities to inspire a healthier, more ambitious, and active state.
- Develop a NSW Talent Unit at NSWIS in partnership with Regional Academies of Sport (RASi), Sports High Schools (SHS), State Sport Organisations (SSOs) and Office of Sport (OoS) with expert staff and resources deployed to regional NSW to deliver talent development.
- Enhance the diversity of sports and athletes capable of medal-winning moments across a broader range of sports for the state to connect with, and to position NSW as an epicentre for sporting excellence.

- Significantly enhance our capacity and capability to support more athletes while also improving staff athlete ratios.
- Deliver a series of pilot projects aligned with the proposed strategic framework.



Outcome: Determination that NSWIS will pursue HP Future funding independently from OoS with revised business case FY 25/26.

Sport Partnerships

Project Objective: Determine the Institute's sport investment decisions and workforce model for the period 2024–2028.

- Commence sport partnership negotiations for the 2024–2028 Olympic and Paralympic cycle and establish the sport programs, projects and campaigns for inclusion, including financial modelling in accordance with the approved criteria.
- Align with the national system, including the AIS investment process, relevant National Institute Network (NIN) and NSO agreements, and maintain local relevance.
- Take an evidence-based approach to the sport investment process and partnership negotiations to ensure investment is allocated to sports where performance outcomes can be maximised.
- Determine the optimal organisational structure to deliver against the outcomes established within sport partnership agreements, the Institute's core purpose and objectives, and allocated NSW Government funding.



Outcome: Seven step sport investment approach established and followed to achieve partnerships with strategically aligned NSO's and sport programs.





NSWIS PERFORMANCE DRIVERS

ATHLETES & PATHWAYS

The infrastructure or systems that identify, develop, manage and progress sufficient numbers and quality of athletes to ensure sustained world best performance, in partnership with sport.

COACHING

The infrastructure or systems that identify, develop, manage and progress sufficient numbers and quality of coaches to ensure sustained world class performance.

DAILY TRAINING ENVIRONMENT

The key elements of the environment that provides the resources, support and guidance in the athlete's day to day training and preparation to achieve key performance targets for that athlete/team.

COMPETITION

The planned series of domestic and international events that contribute to the athletes' / teams' preparation for major benchmark events.

LEADERSHIP, POSITION & CULTURE

With a performance centred culture and clear brand positioning; identify, develop, manage and progress quality infrastructure, systems and people that enable NSWIS to contribute to leadership in the Australian sport system and achieve sustained world best performance.

RESEARCH & INNOVATION

Research is the systemic investigation undertaken to develop a new product, service, knowledge or a new process or technique. Innovation is the application of approaches, including research, that results in the adoption of something different which impacts on the achievements of sustained high performance success.



ATHLETES & PATHWAYS

Success at Major Competitions

NSWIS athletes comprised 21% of all national team members at benchmark events. The Institute continued to monitor and support the progression of athletes, in order to track nationally categorised and developing athletes toward medal winning performances at benchmark events.

Key measures related to progression are provided below:



Athletes had the opportunity to progress categorisation during the year.

Athletes progressed to a higher scholarship category.

Athletes maintained the same level of NSWIS scholarship.

Athletes moved to a lower scholarship category.



NSWIS Athlete Advisory Group

The NSWIS Athlete Advisory Group (AAG) was created in 2019 to serve as a direct link between athletes and the NSWIS Management Team and Board.

The AAG’s purpose is to ensure that athlete voices are heard when making decisions that will impact them. It also provides a forum for athletes to raise matters that they would like tabled, as well as opportunities to enhance the experience for athletes at NSWIS.

Each sports program has a designated AAG member or delegate for athletes to liaise with and provide relevant recommendations and feedback to assist with NSWIS operations.

The AAG meets a minimum of three times per year and has had success impacting the following areas during the last 12 months:

- Improving communications regarding return to sport process.
- Athlete learning and development.
- Service initiatives including psychology workshops.
- Improvements to athlete kitchen.
- Amenities for athletes in the bathrooms.

In addition, the AW&E team are now engaging with the AAG representatives not only to support them in their role but to help raise their profile across the athlete cohort.

Athlete Advisory Group Members



WINTER SPORTS
Belle Brockhoff



SWIMMING
Bradley Woodward



SAILING
Evie Haseldine



CYCLING
Gordon Allan



CANOE SLALOM
Lucien Delfour



TRIATHLON
Matilda Offord



DIVING
Sam Fricker



WATER POLO
Genevieve Longman



CHAIR
Ellie Cole, AM

A retired NSWIS scholarship holder / Australian Paralympic swimmer and wheelchair basketball player who inspired the nation as she became Australia’s most decorated Paralympian.

- Medals**
- 17 Paralympic Games
 - 4 Commonwealth Games
 - 3 World Titles

“I can’t believe I’ve won today, It’s amazing. I’m overwhelmed. So emotional. A bad word went through my head on gate one, but I held it together and, my goodness, it was a crazy race.”

— Jessica Fox
(Post victory in women’s K1 final: 2023 World Championships, London, United Kingdom)

NSWIS scholarship athlete **Jessica Fox** enhanced her reputation as Slalom canoeing’s greatest paddler with her performances at the 2023 world championships in London, bringing home precious metal during the 2022/23 world cup season. The reigning Olympic champion won two gold medals and a bronze at the championships, with statisticians noting her victorious efforts at London extended her world championship winning record to 14 golds, and an overall total of 22. Her victory in the women’s K1 final –which followed her gold in the K1 team’s event- underlined Fox’s best qualities, including the ability to fight back from a bad start when she incurred a two-second penalty for touching the first gate. Then Fox conquered the rapids a second quicker than her rivals, taking the victory in 103.60 seconds.

NSWIS on the World Championships Stage

NAME	EVENT	MEDAL
2023 World Para Archery Championships: Pilsen, Czech Republic (17-23 July)		
Jonathon Milne	Men’s Compound Open	③
2023 World Athletics Championships: Budapest, Hungary (19-27 August)		
Eleanor Patterson	Women’s High Jump	②
Nicola Olyslagers	Women’s High Jump	③
Mackenzie Little	Women’s Javelin	③
2023 World Para Athletics Championships: Paris, France (9-17 July)		
Mali Lovell	Women’s 200m T36	②
2023 ICF Canoe Slalom World Championships: London, England (19-24 September)		
Jessica Fox	Women’s K1 Women’s K1 Team Women’s C1	① ① ③
Noemie Fox	Women’s K1 Team	①
2023 ICF Canoe Sprint World Championships: Duisburg, Germany (23-27 August)		
Dylan Littlehales	Men’s KL3 200m	①
2023 UCI Cycling World Championships: Glasgow & across Scotland (3-13 August)		
Lauren Parker	Women’s H3 Time Trial Women’s H3 Road Race	① ②
Thomas Cornish	Men’s Individual Pursuit Men’s 1KM Time Trial	② ③

NAME	EVENT	MEDAL
2023 UCI Cycling World Championships: Glasgow & across Scotland (3-13 August)		
Amanda Reid	Women’s C2 500m Time Trial Women’s (Para) Scratch Race Individual Pursuit	① ② ③
Gordon Allan	Men’s C2 1KM Time Trial	③
2023 World Aquatic (Diving) Championships: Fukuoka, Japan (14-30 July)		
Rhiannan Iffland	Women’s High Dive	①
2024 World Aquatic (Diving) Championships: Doha, Qatar (2-10 February)		
Rhiannan Iffland	Women’s High Dive	①
2023 World Rowing Championships: Belgrade, Serbia (3-10 September)		
Tara Rigney	Women’s Single Sculls	③
Patrick Holt	Men’s Eight	③
Joseph O’Brien	Men’s Eight	③
Georgie Gleeson	Women’s Eight	③
Georgina Rowe	Women’s Eight	③
2023 World Sailing Championships: The Hague, the Netherlands (8-20 August)		
Olivia Price	Women’s FX49ers	③
Evie Haseldine	Women’s FX49ers	③
2023 World Aquatic (Swimming) Championships: Fukuoka, Japan (14-30 July)		
Bradley Woodward	Mixed 4 x 100m Medley Relay Men’s 4 x 100m Medley Relay	② ③
2023 World Para Swimming Championships: Manchester, England (31 July-6 August)		
Timothy Hodge	Men’s 200m Individual Medley S9 Men’s 200m Butterfly S9 Men’s 100m Backstroke S9	① ② ③
2024 World Indoor Athletics Championships: Glasgow, Scotland (1-3 March)		
Nicola Olyslagers	Women’s High Jump	①
2024 World Para Athletics Championships: Kobe, Japan (17-25 May)		
Mali Lovell	Women’s 200m T36	③
2024 ICF Canoe Sprint World Championships: Szeged, Hungary (9-11 May)		
Dylan Littlehales	Men’s KL3 200m	②
2024 UCI Para Cycling World Championships: Rio de Janeiro, Brazil (20-24 March)		
Gordon Allan	Men’s C-2-1000m Time Trial Open C1-5 Team Sprint	② ③
2024 World Aquatic (Diving) Championships: Doha, Qatar (2-10 February)		
Rhiannan Iffland	Women’s High Dive	①
Nikita Hains	Mixed Team	③
2024 World Aquatic (Swimming) Championships: Doha, Qatar (2-10 February)		
Bradley Woodward	Mixed 4 x 100m Medley Relay	②



NSWIS athletes *sizzle* in northern hemisphere world cup season.

The only reason the champagne stopped flowing for the NSWIS winter sport athletes during the Australian team’s most successful ever northern hemisphere assault on the world cup circuit, was because the bubbly literally froze in the sub-zero temperature.

“The season has given me a lot more self-belief”

— Jakara Anthony

Nevertheless, the Institute’s athletes spearheaded the national team’s performance which yielded a record five Crystal Globes and 53 world cup podiums–18 of which were gold medals. The 2023-24 season created an impressive benchmark for future Australian squads to emulate.

The standout performer was 25-year-old Jakara Anthony whose unprecedented 14 gold medals and a bronze (from a possible 16 medals) entered her name in the sport’s history books. The postscript to Anthony’s incredible performance which included a clean sweep of the three world cup Crystal Globes for singles, duals, and overall champion was the ‘confidence’ she gained.

Joining Anthony on the history-making 2023-34 results board for winter sport were the following NSWIS scholarship holders:

KEY

- Podium:
- 6

1

2

3
- Globe

Gold

Silver

Bronze

NSWIS International Winter Sport Results

NAME	MEDAL
Abbey Wilson	
Youth Olympic Games Snowboard Cross Team: Gangwon, Republic of Korea. (21 January 2024)	3
Adam Lambert	
FIS Snowboard Cross World Cup: Breuil-Cervinia, Italy. (16 December 2023)	2
Ben Tudhope	
FIS Banked Slalom World Cup: Landgraaf, Netherlands. (30 November 2023)	2
FIS Banked Slalom World Cup: Landgraaf, Netherlands. (1 December 2023)	2
FIS Snowboard Cross World Cup: Pyha, Finland. (7 February 2024)	2
FIS Snowboard Cross World Cup: Grasgehren, Germany. (22 February 2024)	2
FIS Snowboard Cross World Cup: Grasgehren, Germany. (23 February 2024)	2
FIS Snowboard Cross World Cup: Big White, Canada. (23 March 2024)	1
FIS Snowboard Cross World Cup: Big White, Canada. (24 March 2024)	2
FIS Banked Slalom World Cup: Mt Sima, Canada. (28 March 2024)	2
FIS Banked Slalom World Cup: Mt Sima, Canada. (29 March 2024)	2
FIS Para Snowboard Cross World Cup	2
FIS Para Banked Slalom World Cup	2
FIS Para Snowboard Overall	2
Belle Brockhoff	
FIS Snowboard Cross World Cup: Les Deux Alpes, France. (3 December 2023)	3
FIS Snowboard Cross World Cup: Breuil-Cervinia, Italy. (16 December 2023)	2
FIS Snowboard Cross World Cup: Gudauri, Georgia. (4 February 2024)	3
Cameron Bolton	
FIS Snowboard Cross World Cup: Gudauri, Georgia. (3 February 2024)	2
FIS Snowboard Cross World Cup: Gudauri, Georgia. (3 February 2024)	2
FIS Snowboard Cross World Cup: Mont-Sainte-Anne, Canada. (23 March 2024)	2
FIS Snowboard Cross World Cup: Mont-Sainte-Anne, Canada. (24 March 2024)	2
Snowboard Cross World Cup Standing	3
Cooper Woods	
FIS World Cup Freestyle Moguls: Waterville Valley, United States. (26 January 2024)	2

NSWIS International Winter Sport Results

NAME	MEDAL
Daisy Thomas	
Youth Olympic Games Freeski Big Air: Gangwon, Republic of Korea. (28 January 2024)	2
Jakara Anthony	
FIS World Cup Freestyle Moguls: Ruka, Finland. (2 December 2023)	1
FIS World Cup Freestyle Moguls: Idre, Sweden. (8 December 2023)	1
FIS World Cup Freestyle Dual Moguls: Idre, Sweden. (9 December 2023)	3
FIS World Cup Freestyle Moguls: Alpe dHuez, France. (15 December 2023)	1
FIS World Cup Freestyle Dual Moguls: Alpe dHuez, France. (16 December 2023)	1
FIS World Cup Freestyle Dual Moguls: Bakuriani, Georgia. (23 December 2023)	1
FIS World Cup Freestyle Moguls: Bakuriani, Georgia (22 December 2023)	1
FIS World Cup Freestyle Moguls: Val Saint-Come, Canada. (19 January 2024)	1
FIS World Cup Freestyle Dual Moguls: Val Saint-Come, Canada. (20 January 2024)	1
FIS World Cup Freestyle Moguls: Waterville Valley, United States. (26 January 2024)	1
FIS World Cup Freestyle Dual Moguls: Waterville Valley, United States. (27 January 2024)	1
FIS World Cup Freestyle Dual Moguls: Deer Valley World Cup, United States. (3 February 2024)	1
FIS World Cup Freestyle Moguls: Almaty, Kazakhstan. (8 March 2024)	1
FIS World Cup Freestyle Dual Moguls: Almaty, Kazakhstan. (9 March 2024)	1
FIS World Cup Freestyle Dual Moguls: Chiesa in Valmalenco, Italy. (16 March 2024)	1
FIS Crystal Globe Freestyle Dual Moguls.	G
FIS Crystal Globe Freestyle Moguls.	G
FIS Crystal Globe Freestyle Overall Champion.	G
Jarryd Hughes	
FIS Snowboard Cross World Cup: Cortina dAmpezzo, Italy. (9 March 2024)	3
Josie Baff	
FIS Snowboard Cross World Cup: Breuil-Cervinia, Italy. (16 December 2023)	3
FIS Snowboard Cross World Cup: Sierra Nevada, Spain. (3 March 2024)	2
FIS Snowboard Cross World Cup: Montafon, Austria. (16 March 2024)	3
FIS Snowboard Cross World Cup: Montafon, Austria. (17 March 2024)	3
FIS Snowboard Cross World Cup: Mont-Sainte-Anne, Canada. (24 March 2024)	3

KEY

- Podium:
- Globe

1Gold

2Silver

3Bronze

NAME

Lottie Lodge	
Youth Olympic Games Freestyle Dual Moguls: Gangwon, Republic of Korea. (27 January 2024)	2
Matt Graham	
FIS World Cup Freestyle Dual Moguls: Val Saint-Come, Canada. (20 January 2024)	3
FIS World Cup Freestyle Moguls: Almaty, Kazakhstan. (8 March 2024)	3
Tess Coady	
FIS Snowboard Big Air World Cup: Beijing, China. (2 December 2023)	2
Valentino Guseli	
FIS Snowboard Halfpipe World Cup: Laax, Switzerland. (20 January 2024)	2
FIS Snowboard Halfpipe World Cup: Calgary, Canada. (10 February 2024)	1
FIS Snowboard Slopestyle World Cup: Silvaplana, Switzerland. (23 March2024)	3
Crystal Globe Freestyle.	G
Crystal Globe Halfpipe.	G



COACHING

Beyond Brisbane 2032

The Institute continues to build on its long-term strategic planning for the Brisbane 2032 Olympic and Paralympic Games and beyond.

The pillars of coaching, regional and talent are critical elements in creating a sustainable high performance athlete and coach pathway for 2032. In 2023/24, **Vicki Linton** was appointed the High Performance Manager overseeing coaching, supported by **Alan McConnell**, NSWIS Coach Development Lead and **Bradley McGee**, HP Coach Advisor. These three staff support the performance development and wellbeing of NSWIS coaches and a wider NSW coach community, with a focus on strategy and collaboration with the AIS coaching initiatives and NIN network.

National Generation 2032 Coaching Program (Gen32)

The Institute continues to partner with National Sporting Organisations (Snow Australia, Surfing, Rowing, Hockey and Triathlon) and the AIS to deliver the National Generation 2032 Coaching Program (Gen32). Five Gen32 coaches are NSWIS employed whilst the sixth is employed by their national body.

The purpose of the Gen32 Coach program is to broaden and deepen the Olympic, Para and Commonwealth Games coaching pool through providing an apprenticeship scheme where coaches are employed full-time and are provided a wealth of development opportunities driven by the AIS high performance coaching team. The two year journey for the males on the program ended 30 June 2024 and as part of their final development opportunity, coaches completed an audit of their coaching to identify their greatest area of growth, strength and opportunity going forward. The AIS offered female Gen 32 coaches in the program a one year extension to the original two year scholarship, of which NSWIS Gen 32 coaches **Kate Jenner**, **Nicole Parks** and **Hally Chapman**, were beneficiaries.

During the year, coaches have attended development opportunities in Sydney, Perth and the Gold Coast and been exposed to various experts from a range of sports including AFL, football (soccer) and sailing. Interesting experiences have included having to perform under pressure in a flight simulator, gaining insight into innovation of Australia's success in the 1983 America's Cup and completing an audit of their own coaching expertise.

It's anticipated these coaches will contribute positively to the preparation of the nation's athletes who compete at future Olympic, Paralympic, and Commonwealth Games.



PURSU32 Athlete (Left) Eliza Berrick | **Coach, Strength & Conditioning (Right)** Ebony Charles

Individual Coach Development Plans (ICDP)

As part of the NSWIS Coach Development Strategy each NSWIS coach is required to complete the ICDP. All coaches are either developing an ICDP or are engaged in activities of an existing ICDP. Each reflection piece, a formal questionnaire which captures the gap analysis, takes between four to six weeks to complete and includes collaboration with HP Managers, Line Managers, Head Coaches and where appropriate NSO representatives.

There are twenty-two NSWIS employed full time coaches who have an ICDP and whose plans are then included in the coach's Personal Development Plan (PDP) documents within the NSWIS System. These plans are designed to ensure our coaches are growing personally, developing their ability to achieve more in the workplace, and meeting the organisation's goals.

Rebecca Rippon, former NSWIS women's water polo head coach was appointed the national women's water polo head coach and will lead the Stingers at the 2024 Paris Olympic Games.

Personal Development

Over the last 12 months NSWIS coaches were offered seven development days. These opportunities took the form of programs, talks by acknowledged experts in their fields, NSWIS webinars, and professional requirements. Four NSWIS coaches were offered the AIS High Performance coach mentoring program – **Vicki Linton, Jacki Northam, Ben Senior** and **Emma Lynch**.

Coach Development Activities

NSWIS has introduced Community of Practice (COP) as a key deliverable within the NSWIS Coach Development Strategy and, aligned to the AIS National High Performance Coaching Strategy. The purpose is to:

- Connect and bring our coaches together for promoting knowledge sharing and best practice.
- Focus on solving a common problem/ challenge that provides a benefit to all.
- Explore new and emerging areas of knowledge where there maybe an opportunity to innovate.
- Provide a supportive environment that may contribute to a coach’s wellbeing and performance.










Sport Program Calendar

A centralised calendar housed on ARENA has been developed, featuring key dates of all sports across the NSWIS system. This has enabled better scheduling of events for NSWIS coaches and coaching attendance at events and development sessions. It has also allowed for targeted individualised coach development at private practices.

NSWIS Learning Hub

Twenty of 24 NSWIS coaches completed the staff onboarding program via the Learning Hub which included courses on behaviour and conduct expectations including workplace safety essentials, preventing fraud and corruption, operation of medical services, resolving workplace grievances and disputes, and creating Professional Excellence Plans (PEP). NSWIS is seeking to further connect coaches with the Learning Hub as a valuable resource for athlete development.

Sixteen NSWIS employed coaches worked across nationally integrated programs and / or held national coaching roles during 2023/24.

	Archery	1
	Athletics	2
	Canoe Sprint	1
	Cycling	2
	Diving	3
	Rowing	1
	Swimming	1
	Water Polo	1
	Winter Sports	4





DAILY TRAINING ENVIRONMENTS

World Class Proactive Clinical Delivery Model

Ongoing investment in the NSWIS proactive clinical delivery model has continued to increase the Institute’s capacity to provide world class medical services to athletes, which has enabled:

- 14 sport programs and the individual athlete program to be supported by physiotherapists in NSWIS daily training environments.
- 6.9 full-time equivalent (FTE) clinicians employed.
- 87% of NSWIS training and competition days completed without medical interruption.



Development of National Training Centres

Fourteen staff members, spanning seven disciplines, have contributed to national training centres and / or NSWIS satellite site operations in 2023/24.

NSWIS staff in national training centres included:

	Athlete Wellbeing & Engagement	2
	Nutrition	1
	Performance Psychology	1
	Physiology	2
	Physiotherapy	2
	Sports Management	2
	Strength & Conditioning	4

NSWIS Supported Seven National Training Centres / Hubs

Through staff contributions and ongoing investment, NSWIS has continued to support seven national training centres / hubs throughout 2023/24.

SYDNEY METROPOLITAN

Sydney Olympic Park

Athletics, Cycling, Diving (NTC)
Archery (NTC), Swimming (NTC)
Hockey, Water Polo, Wheelchair Track & Road (NTC), Individual Athletes, Multi-Sport Camps

Narrabeen

Sydney Academy of Sport & Recreation
Canoe Sprint, Individual Athletes, Triathlon, Multi-Sport Camps

Penrith

Sydney International Regatta Centre, Penrith Whitewater Stadium
Canoe Slalom (NTC), Rowing (NTC)

Middle Harbour

Sailing (NTC)
Sailing

**For reporting purposes, a 'national training centre' may relate to a nationally recognised 'hub' or 'high performance centre' and may incorporate multiple venues.*

REGIONAL

Newcastle

NUsport
Individual Athletes

Jindabyne

National Snowsport Training Centre located at Jindabyne Sport & Recreation Centre / Thredbo and Perisher ski resorts
Winter Sports (NSTC)
Multi-Sport Camps

Wollongong / Illawarra

University of Wollongong and Illawarra Academy of Sport
Individual Athletes

The National Snowsports Training Centre (NSTC) in Jindabyne

The National Snowsport Training Centre (NSTC), located at the Jindabyne Sport & Recreation Centre (JSRC) is a **\$12.7 million multi-purpose training facility**, for the development of world class winter sport athletes and coaches.

Snow Australia (SA) is the recognised National Sporting Organsiation (NSO) for snow sports in Australia and is the leasee of the property known as the 'NSTC and precinct' from the NSW Office of Sport (OoS) | Jindabyne Sport and Recreation Centre. SA has overall management and responsibility of the NSTC facility. NSWIS has been granted usage of the SA NSTC facility for NSWIS to administer and operate the winter sport high performance program including responsibility for the high performance areas and other NSWIS sport programs and initiatives.

SA in collaboration with NSWIS and OoS, secured significant NSW Government funding (**\$5.1M**) to enable the commencement of **Stage 1**.

Stage 1 of the project, commissioned in December 2021 and completed in September 2023, was the external outdoor precinct of the NSTC. It encompassed a world's best high performance and development level airbag training facility, and an operations headquarters / club house built from cargo containers.

Stage 2 of the project, involved a **\$7.5 million** upgrade and expansion of the existing JSRC indoor centre.

Named the **John Langley Hancock Building**, the main building of the NSTC was completed in August 2023 and included new administration offices, coaches / athlete breakout area and kitchen, a learning hub, expanded acrobatic training facility and a threefold increase in high performance gymnasium space, a dedicated performance testing area, and space for performance health support services including medical consulting rooms and a physiotherapy area.

SA secured several one-off grants from various grant programs through the NSW OoS including the Regional Sport Grants (**\$1.7 million**) and the Multi-Sport Community Facility Grant (**\$1.5 million**). The Australian Institute of Sport contributed **\$215k** for gymnasium equipment. SA has contributed over **\$2.5 million** of its own resources to the capital works and fit out of the NSTC.

NSWIS provided a one-off **\$150k** contribution for Stage 2 of the project. A further **\$200k** plus was provided by NSWIS to enable the complete fit out of the high performance gymnasium, the set up of the athlete break out area and kitchen and the purchase of sport science testing equipment.

NSWIS has led the NSTC high performance fit-out and quality assurance for the gymnasium (strength & conditioning, cardio and running track), sport science testing, medical and physiotherapy treatment areas. The

NSTC project was led by a steering committee, that included representatives from SA, OoS, OWIA and NSWIS.

The NSTC was officially opened by the 47th Premier of NSW, the Hon. Chris Minns MP on 7 June 2024.

NSWIS Staff in National Lead / Integrated Roles

Ten performance support staff across seven disciplines and one administration staff member have held national lead and / or national training centre roles throughout 2023/24.

	Biomechanics	1
	Performance Analysis	1
	Performance Psychology	1
	Strength & Conditioning	2
	Nutrition	2
	Physiology	1
	Physiotherapy	2



COMPETITION
















Performance Staff

Eighteen NSWIS performance support staff were selected for roles in national teams for 2023/24 benchmark events and international competitions.

NSWIS Coaches on National Teams

Three NSWIS coaches were selected for roles in national teams for 2023/24 benchmark events and international competitions.

	Biomechanics	1		Diving	2
	Nutrition	1		Water Polo	1
	Performance Analysis	4	Administration Staff Five administration staff were selected for roles in national teams for 2023/24 benchmark events and international competitions.		
	Performance Psychology	1		Athlete Wellbeing & Engagement	1
	Physiology	3		Information Technology	1
	Physiotherapy	7		Performance Health	1
	Strength & Conditioning	1		Sport Coordinators	2



LEADERSHIP, POSITION & CULTURE

Sport Investment

NSWIS sport programs and partnerships for the 2021-2024 cycle were confirmed during the reporting period.

2021-2024 NSWIS Sport Partnerships include:

NSWIS sport	Partnerships to 31 December 2024
Archery	Archery Australia
Athletics	Athletics Australia; Athletics NSW
Canoe Slalom and Sprint	Paddle Australia
Combat Sport*	Combat Australia
Cycling	AusCycling; AusCycling NSW, Dunc Grey Velodrome (OoS)
Diving	Diving Australia; Diving NSW; Sydney Olympic Park Aquatic Centre
Hockey Men's and Women's	Hockey Australia, Hockey NSW
Rowing	Rowing Australia; Rowing NSW; Pathway Clubs (UTS, Sydney University, Sydney Rowing)
Sailing	Australian Sailing
Surfing	Surfing Australia; Surfing NSW
Swimming	Swimming Australia; Swimming NSW; Performance Clubs, Sydney Olympic Park Aquatic Centre
Triathlon	AusTriathlon
Water Polo - Women's	Water Polo Australia; Water Polo NSW
Winter Sports	Olympic Winter Institute of Australia; Snow Australia; Perisher & Thredbo Ski Resorts; Jindabyne Sport & Recreation Centre/Office of Sport (30 June 2026)

** The Combat Institute of Australia fund NSWIS to deliver strength and conditioning and physiotherapy services targeting their emerging and developing talent. Combat Sports are serviced on a fee for service arrangement and are not a partner sport.*

Awareness Strategy & Communications

Over the last 12 months NSWIS Marketing and Communications (M&C) department leveraged the public’s interest in the Paris 2024 Olympic and Paralympic Games as a tool to drive brand awareness by producing the *NSWIS Lights Up* athlete documentary series which profiled 20 of the Institute’s scholarship holders -each of whom were in contention to represent Australia in Paris.

The series, which consisted of five episodes per athlete, was launched by Olympian **Eleanor Patterson** and Paralympian **Timothy Hodge** at a media event on January 23. *NSWIS Lights Up* had two essential functions. The first was to share aspects of each athlete’s life, including the adversities they had overcome to establish themselves among the world’s best.

Secondly, the episodes were tailored to provide the athletes with an opportunity to help the public to appreciate the scope of NSWIS’s work by acknowledging the role the Institute had played in their development and their success.

After editing each story, M&C executed its strategy to use NSWIS Lights Up to drive awareness for the Institute via the alliances it formed with various entities to help distribute the documentaries.

Besides utilising NSWIS’s own social media channels, YouTube, Instagram, Facebook, Twitter, and LinkedIn, M&C broadened the audience by collaborating with the athletes, their coaches, NSO’s, celebrities, and other organisations to share each story with their followers. Episodes were also broadcast on Fox Sports News. Under this arrangement, episodes on chosen athletes were shown seven times a day.

Furthermore, an agreement was forged between NSWIS and the NSW Department of Education -through its Distance and Regional Technology (DART) Learning platform –to share NSWIS Lights Up with state school students by linking the videos to Key Learning Areas. Upon announcing this relationship, Deputy Premier and Minister for Education Prue Car said the stories were important for the students to learn from because they highlighted the need for ‘resilience, grit, and determination.’

M&C also forged relationships with mainstream media outlets News Corp, 2GB, Sky Radio, and Fox Sports News to showcase the series through their newspapers, websites, and news programs. The reels M&C developed from its NSWIS Lights Up material for Instagram and other social media platforms received hundreds of thousands of views.

The athletes who featured in NSWIS Lights Up included: **Gordon Allan** (Para Cycling); **Tom Burton** (Sailing); **Sarah Carli** (Athletics); **Jessica Fox** (Canoe Slalom); **Noemie Fox** (Canoe Slalom); **Sam Fricker** (Diving); **Bronte Halligan** (Water Polo); **Evie Haseldine** (Sailing); **Hodge** (Para Swimming); **Matilda ‘Tilly’ Kearns** (Water Polo); **Dr Mackenzie Little** (Athletics); **Dylan Littlehales**

(Para Canoe Sprint); **Jonathon ‘Jono’ Milne** (Para Archery); **Patterson** (Athletics); **Olivia Price** (Sailing); **Shane Rose** (Equestrian); **Brandon Starc** (Athletics), **Tara Rigney** (Rowing) **Bradley Woodward** (Swimming); **Matthew Wilson** (Swimming); **Melissa Wu** (Diving).

M&C placed a heavy emphasis over the last 12 months in developing stronger media ties by hosting tours of the facility for numerous organisations including Channel Nine, the official broadcast rights holders of the 2024 Paris Olympic and Paralympic Games; Radio 2GB; the Wide World of Sport website team and Sky Radio. Through these tours 2GB and Sky Radio (via its The Big Sports Breakfast Show) presented weekly ‘Road to Paris’ segments featuring NSWIS athletes.

Among those who featured on the radio stations were: Milne (Archery); **Josh Azzopardi**, Carli, **Samantha Dale**, Little, **Rheed McCracken**, **Connor Murphy**, Patterson, **Brandon Starc**, **Erin Shaw** (Athletics); **Rachael ‘Raygun’ Gunn** (Breakdancing); **Jessica Fox**, **Noemie Fox** (Canoe Slalom); Littlehales (Canoe Sprint); Allan (Cycling);

Fricker, **Rhiannan Iffland**, **Kurtis Mathews**, Wu (Diving); Rose (Equestrian); Rigney (Rowing); Haseldine, Price (Sailing); **Poppy Olsen** (Skateboarding); Woodward, Hodge (Swimming); Kearns, Halligan (Water Polo), while Moguls Olympic champion, **Jakara Anthony**, did a series of interviews after her triumphant northern hemisphere world cup season. Among the Institute’s staff interviewed were **Bradley McGee**, **Rebecca Rippon** and **Louise Sauvage**.

During the last 12 months M&C also delivered the Institute’s revamped website, which has enjoyed strong growth in its audience numbers, with a weekly average of **2.3k users** spending **44 seconds** on the website. Among the top 10 most popular pages are the homepage (2), NSWIS Lights Up (6) and the Newsroom (9).

The Department also continues to implement the internal communications strategy conveying important staff messages, athlete selection announcements and highlighting national days of significance through engaging visuals on the digital screens, Teams and Arena; the fortnightly CEO Newsletter, and the reformatted NSWIS Update.

A popular inclusion to the NSWIS Update is the Q&A interviews with scholarship athletes including Patterson and her coach **Alex Stewart**, Rose, Haseldine and Price, Gunn, Starc, Wu and her coach **Chava Sobrino**. Each interview has provided the Institute’s staff with an even greater appreciation of athlete needs and the challenges our athletes have overcome. Just as importantly the insights offered in these interviews allow the Institute’s staff to hear and see first hand how the work they do matters and has an impact.

432

Unique media broadcasts and articles mentioned NSWIS.

1.1m

Played NSWIS Lights Up content across all social media.

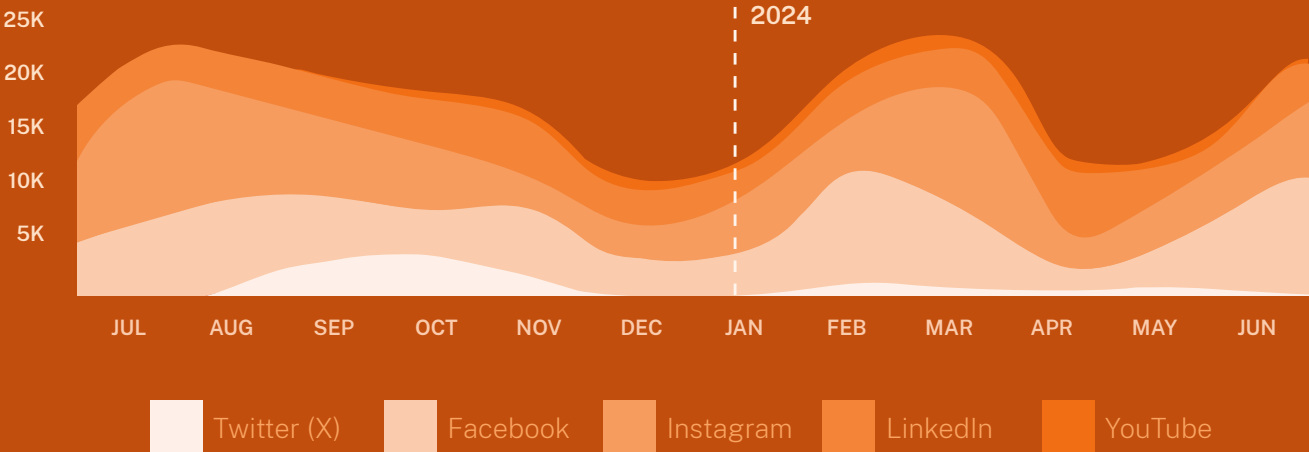
7.5k

Mentions of NSWIS athletes in broadcast, social, print and online.

35

NSWIS experts mentioned across broadcast, social, print and online.

Social metrics
Total Engagements 199,960



2,797,227
IMPRESSIONS

67,505
ENGAGEMENTS



1,388,135
IMPRESSIONS

72,122
ENGAGEMENTS



560,472
IMPRESSIONS
43,416
ENGAGEMENTS



188,406
IMPRESSIONS
12,964
ENGAGEMENTS



147,640
VIDEO VIEWS
3,471
ENGAGEMENTS



RESEARCH & INNOVATION

NSWIS Higher Degree by Research Program

Our research and innovation partnership continued with the University of Canberra, Western Sydney University and Griffith University, all of which are supported by research from higher degree students.

During 2023/24 five higher degree student positions were in place:

- One in Performance Health (Physiotherapy)
- Two in Sports Science (High Performance, Talent Unit)
- One in Sports Science (Athletics/Biomechanics)
- One in Sports Science (Swimming/Physiology)

NSWIS Knowledge Shared Across the High Performance System



35

Projects undertaken that directly impacted athlete performance.



8

NSWIS staff participated in media interviews.



19

Articles published to scientific journals.



48

Continuing Professional Development (CPD) completed.



40

NSWIS staff presented at conferences and workshops.



100

High performance support opportunities delivered at camps or competitions.

SPORT PARTNERSHIPS



Archery

1 Podium	— Podium Ready	8 Podium Potential	— Graduate	4 Developing
3 Emerging	— International	— Training	— Talent Agreement	16 Total

Archery Program Highlights

- **Jonathon 'Jono' Milne** won a bronze medal in the men's individual compound at the 2023 World Para Archery Championships, Czech Republic.
- Milne and **Ameera Lee** secured 2024 Paralympic quota spots for Australia in the men and women's individual compound at the 2023 World Para Archery Championships.
- Milne won a bronze medal in the men's compound team competition at 2024 World Cup 2, Yecheon, Korea.
- **Branden Tse** finished fourth in the U18 men's recurve at 2023 World Archery Youth Championships, Ireland.
- **Peter Boukouvalas** was selected to attend 2023 Pacific Games, Solomon Islands. At the competition, Australia secured two Archery quota spots, one male and one female, for the 2024 Olympic Games.
- Seven NSWIS athletes were selected to represent Australia at 2023 World Archery Championships and World Para Archery Championships.
- Four NSWIS athletes were selected as part of 2024 Archery Australia Olympic Shadow Squad.
- Six NSWIS staff were selected as part of Archery Australia national teams travelling to World Archery competitions and assisting with Paralympic and Olympic preparations.
- NSWIS athletes Jono Milne and Ameera Lee were selected for the 2024 Australian Paralympic Team.

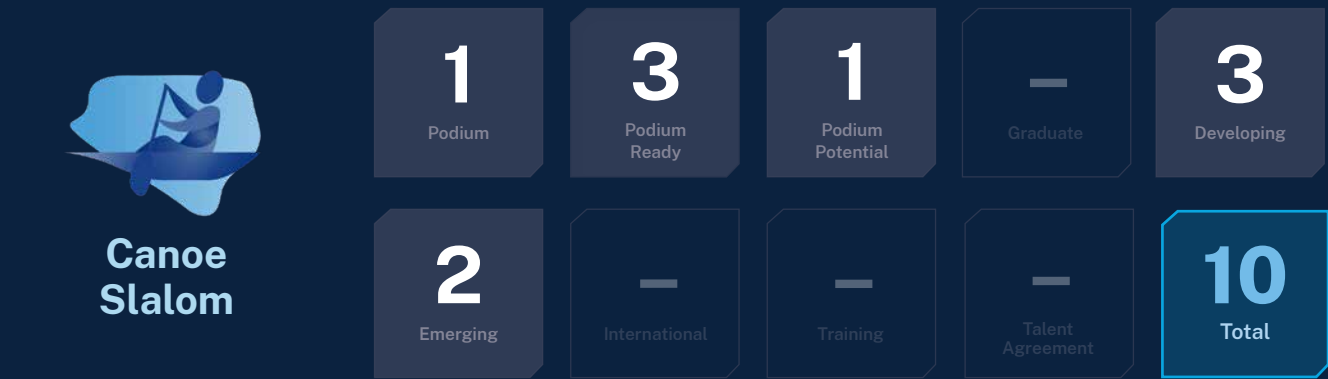


Athletics

8 Podium	2 Podium Ready	7 Podium Potential	7 Graduate	7 Developing
15 Emerging	— International	10 Training	— Talent Agreement	56 Total

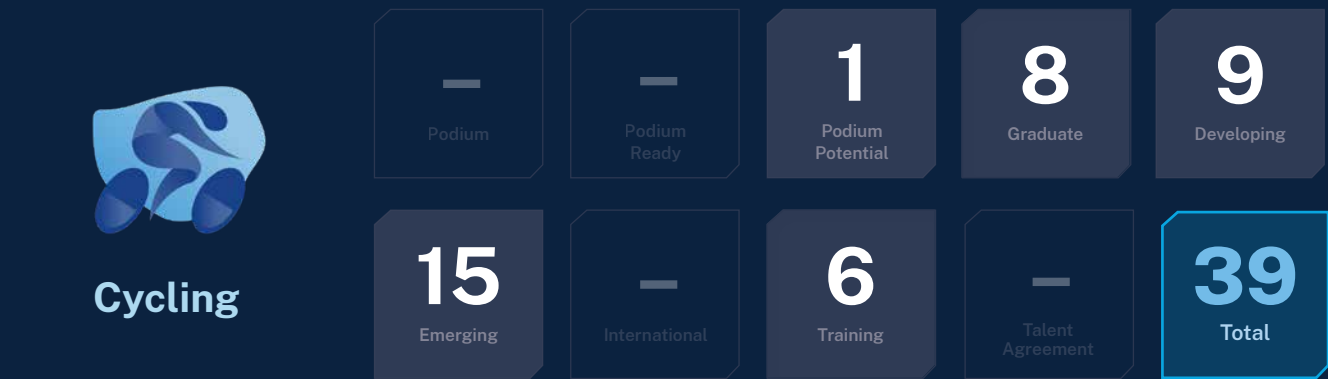
Athletics Program Highlights

- **Nicola Olyslagers** won a gold medal in the women's high jump at the 2024 World Indoor Championships, Glasgow.
- At the 2023 World Athletics Championships in Budapest Hungary, NSWIS athletes won three medals which accounted for 50% of the Australian Team's overall medal count, with **Eleanor Patterson** winning a silver medal and Nicola Olyslagers winning a bronze medal in the women's high jump. **Mackenzie Little** won a bronze medal in the women's javelin.
- Patterson and Olyslagers became the first two Australian athletes to share the same podium in the same event at a World Athletics Championship.
- Patterson, Olyslagers, **Jessica Hull**, **Mali Lovell** and **Madison de Rozario** were selected to the Australian Olympic and Paralympic Teams.
- Lovell won a silver medal at the 2023 Para Athletics World Championships and a bronze medal at the 2024 Para Athletics Championships, both in the T36 Women's 200m.
- 17 NSWIS athletes competed at the 2023 World Athletics Championships, accompanied by four NSWIS staff who were appointed to the team.
- NSWIS athletes either broke or equalled 14 x Australian National Open Records.



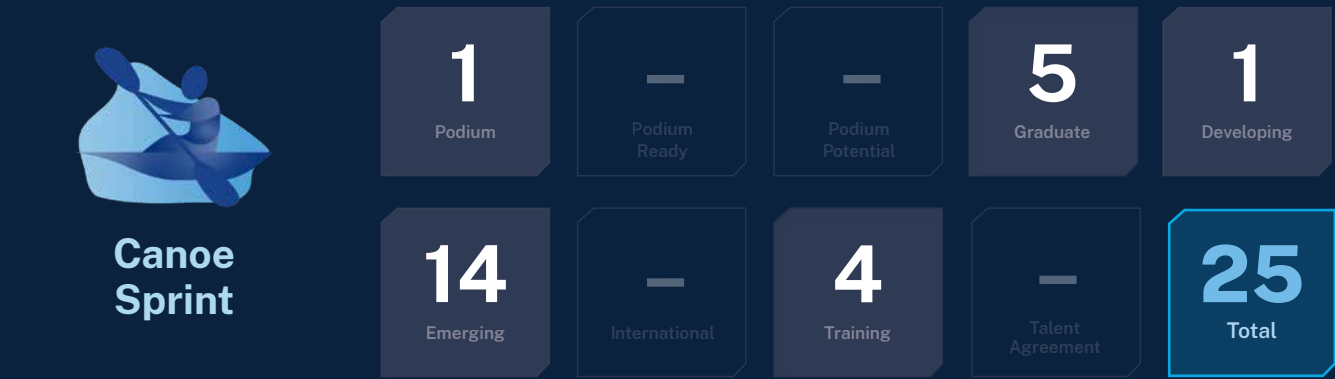
Canoe Slalom Program Highlights

- **Jessica Fox** made history at Krakow, Poland, becoming the first paddler to win gold in all three disciplines – C1, K1, KX at a single world cup. At the same event Fox won her 50th world cup gold medal.
- Fox won a gold medal in the women’s K1 and a gold medal in the women’s kayak team event with sister and NSWIS athlete **Noemie Fox** at the 2023 ICF Canoe Slalom World Championships, Lee Valley Whitewater Centre, London, UK.
- **Codie Davidson** won a bronze medal in the kayak cross at the 2023 ICF World Junior and U23 Canoe Slalom Championships, Krakow, Poland, Australia’s first Kayak Cross Medal at Junior level.
- Six NSWIS athletes were selected for senior world cups in 2024.
- Three NSWIS athletes selected for the 2024 junior and U23 world championships team.
- NSWIS athletes continued to progress from the development program onto categorisation with one new junior scholarship holder added in 2024.
- **Tim Anderson**, and the Fox sisters were selected for the Paris Olympic Team.
- NSWIS athletes will compete for Australia in three out of the four Canoe Slalom classes at the 2024 Paris Olympic Games.



Cycling Program Highlights

- **Saya Sakakibara** selected onto the Australian Olympic team for 2024 and crowned the overall 2024 World Cup Champion in the elite women’s BMX Racing and NSWIS athlete Oliver Moran crowned the overall 2024 World Cup Champion in the U23 men’s category.
- NSWIS athletes won two silver and one bronze medal at the 2023 UCI Cycling World Championships – BMX, Glasgow, Scotland (**Sienna Pal**, BMX and **Thomas Cornish**, Track Sprint).
- **Lauren Parker** won a gold medal in the H3 Time Trial at the 2023 Para Road World Championships on debut for cycling (3 x Triathlon World Champion) and won a silver medal in the H3 Road Race.
- Two NSWIS athletes selected for the Junior World Championships team winning a gold medal, a silver medal and a bronze medal (**Liliya Tatarinoff** and **Nicole Duncan**).
- Three NSWIS athletes selected to represent Australia at the Youth Commonwealth Games and won two gold medals, four silver medals and three bronze medals (**Keira Will**, **Duncan** and **Tatarinoff**).
- **Gordon Allan** won a silver medal and a bronze medal at the 2024 UCI Para Cycling Track World Championships, Rio de Janiero, Brazil and a bronze medal at the same event in 2023.
- Nine NSWIS athletes won five gold, six silver and five bronze medals at the 2024 Oceania Track Championships, Brisbane Australia.
- NSWIS coaches supported Australian teams at the Youth Commonwealth Games, UCI World Championships and Junior World Track Championships in 2023. Coaches also led National and Oceania teams for Track and Road in 2023/2024.



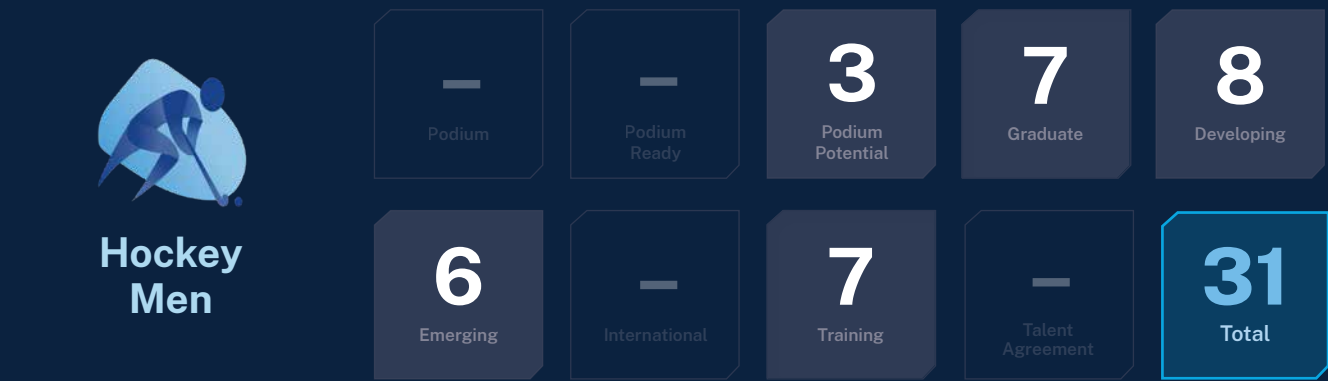
Canoe Sprint Program Highlights

- **Dylan Littlehailes** won a gold medal in the KL3 200m at the 2023 ICF Paracanoe World Championships, Duisberg, Germany.
- Five NSWIS athletes were selected for the Australian team that competed at the 2023 world championships producing five finals results.
- 90% of the athletes in the NSWIS program based out of the Narrabeen Hub facility were selected for 2024 Australian teams; seven selected for the Asia Pacific Cup Team; two for the World Junior Championships team, and six for the U23 World Championship team.
- Three NSWIS athletes, **Jemma Smith**, **Ziko Vesely** and **Jasmine Locke**, became World Champions at the 2023 ICF Canoe Ocean Racing World Championships, Perth Australia.
- The NSWIS program achieved five gold, eight silver and five bronze medals at the 2024 Asia Pacific Championships and 15 gold, 14 silver and 11 bronze medals at the 2024 Australian Championships.
- The NSWIS program has invested in five major pathway clubs throughout the year, supporting equipment and coaching needs.
- NSWIS Head Coach, **Jake Michael** was selected onto the 2024 Australian Paralympic Team as the team manager.
- Two NSWIS athletes, **Riley Fitzsimmons** and **Ella Beere**, were selected for the 2024 Australian Olympic Team, and Littlehailes for the 2024 Australian Paralympic Team.



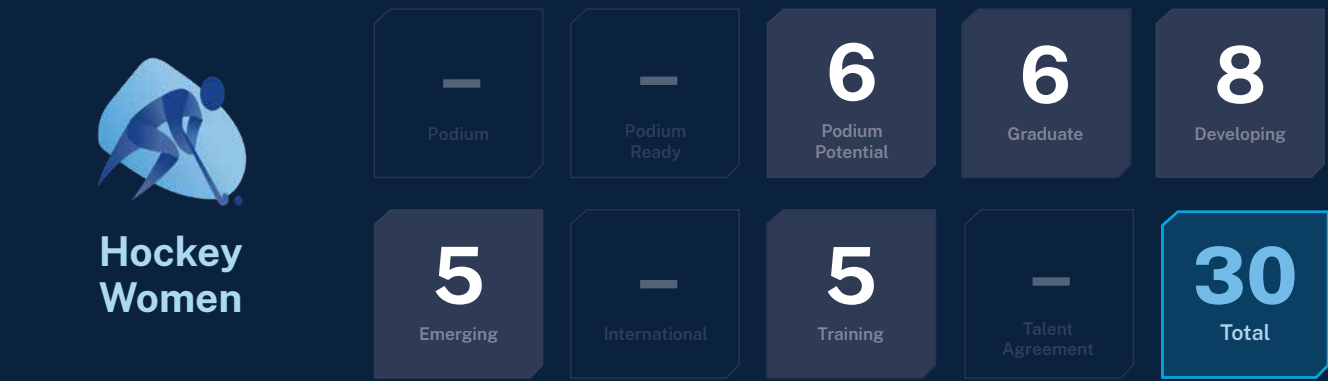
Diving Program Highlights

- **Rhiannan Iffland** was crowned 2023 High Diving World Champion (Fukuoka) and 2024 High Diving World Champion (Doha). Iffland also won the 2023 Red Bull Cliff Diving World Series (her seventh consecutive title) and was named 2023 High Diving Athlete of the Year.
- Six NSWIS athletes selected to compete at the 2023 World Championships, Fukuoka, Japan.
- Five NSWIS athletes selected to compete at the 2024 World Championships, Doha where NSWIS athlete **Nikita Hains** won a bronze medal in the mixed team event.
- NSWIS athletes **Melissa Wu**, **Hains**, **Sam Fricker** and **Kurtis Mathews** secured Olympic quota spots for Australia. Five NSWIS athletes selected to compete for Australia in the 2023 Oceania Championships, which doubled as a continental qualification event for Olympic quota spots.
- **Brittany O’Brien**, **Fricker** and **Hains** competed in the 2023 World Cup Super Final, Berlin, Germany. O’Brien finished eighth in the women’s 3m, Fricker finished ninth in men’s 10m, and Hains second in the mixed team event and 13th in women’s 10m.
- Mathews and O’Brien competed in the 2024 World Cup Super-Final, Xi’an, China. O’Brien finished eighth in women’s 3m while Mathews finished sixth in the men’s 3m.
- **Ellie Cole**, **Fricker** and **Ruby Drogemuller** competed in the 2024 American Cup & Canada Cup of Diving. Cole and Drogemuller won gold in women’s 10m synchronised at both events. Cole also won gold in women’s 10m at the American Cup. Fricker won silver in the men’s 10m synchro in Canada and gold in the mixed team event in America.
- Mathews (men’s 3m), Cole and Wu (women’s 10m) were selected for the 2024 Australian Olympic Team.



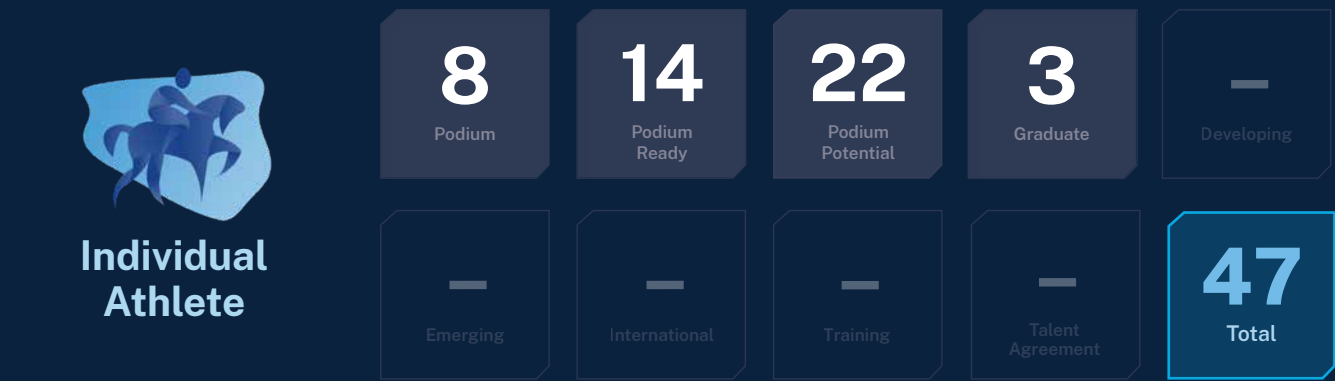
Hockey Men Program Highlights

- **Tom Craig, Matthew Dawson, Blake Govers, Flynn Ogilvie, Lachlan Sharp, and Ky Willott** were selected for the Kookaburras Team that won the 2023 Oceania Cup and qualified for the Paris 2024 Olympic Games.
 - **Tim Brand, Craig, Dawson, Govers, Ogilvie, Sharp, Ash Thomas** (debut) and Willott were selected for the 2024 Kookaburras Team.
 - **Nathan Czinner, Dylan Downey, Jake Lambert, and Michael Taylor** were selected to contest the 2023 Johor Cup (U21).
 - Czinner, Downey, Lambert, Taylor and **Toby Mallon**, selected for the 2023 Junior World Cup.
- Czinner selected to play for Australia A in the 2024 India International Series.
 - Downey, Mallon and **Ryan Woolnough** selected for the 2024 Burras U21 Men's National Team.
 - Eight NSWIS athletes were selected for the U21 Nationals in 2024.
 - NSWIS introduced a drag flicking project across the National Athlete Pathway Program, utilising the world's best drag flicking coach, **Toon Siepman**.
 - Twenty NSWIS athletes were selected for the NSW Pride Team, which won a silver medal in the 2023 Hockey One domestic competition.



Hockey Women Program Highlights

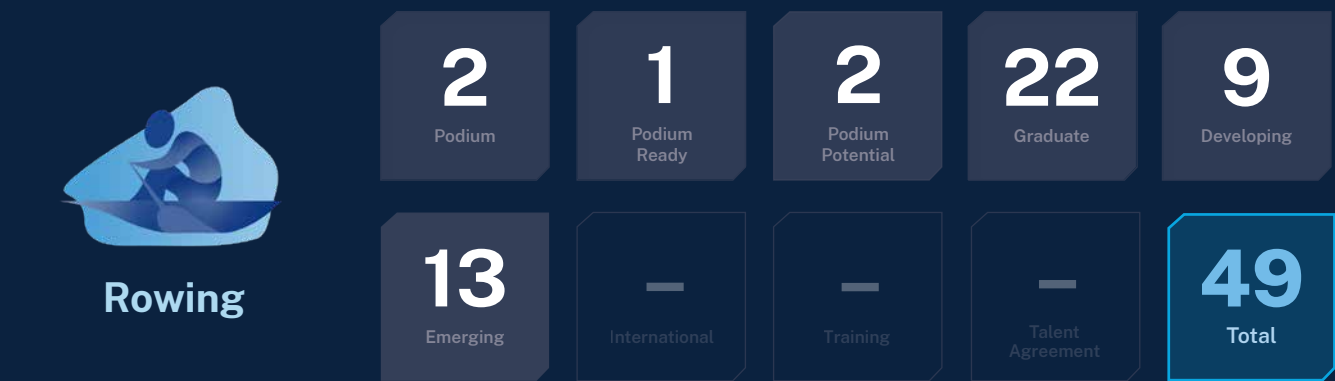
- **Jocelyn Bartram, Kaitlin Nobbs, Courtney Schonell, Grace Stewart, Mariah Williams** were selected for the Hockeyroos team that won the 2023 Oceania Cup and qualified a spot for the Paris 2024 Olympic Games.
 - **Alice Arnott, Bartram, Greta Hayes, Nobbs, Stewart, Williams, Grace Young** were selected for the 2024 Hockeyroos team.
 - Young, **Lilly Neilson, Makayla Jones, Alana Kavanagh**, were selected to compete at the 2023 Junior World Cup.
 - Kavanagh, **Zoe Newman, Madison Smith, Abigail Wilson** were selected for the 2024 Australia A Team to play in International Series.
- Thirteen NSWIS athletes selected for the 2024 U21 Nationals Team.
 - **Ellie Baldwin, Lola Dorman, Chelsea Holmes, Jones, Georgie Smithers, Kendelle Tait**, selected for the 2024 Jillaroos U21 Women's National Squad.
 - NSWIS introduced a drag flicking project across the National Athlete Pathway Program, utilising the world's best drag flicking coach, Toon Siepman.
 - Eighteen NSWIS athletes were selected to compete in the 2023 Hockey One domestic competition.



Wheelchair Basketball, Skateboarding, Wheelchair Rugby, Boccia, Sport Climbing, Equestrian, Badminton, Gymnastics, Judo, Taekwondo, Boxing, Breakdancing and Beach Volleyball.

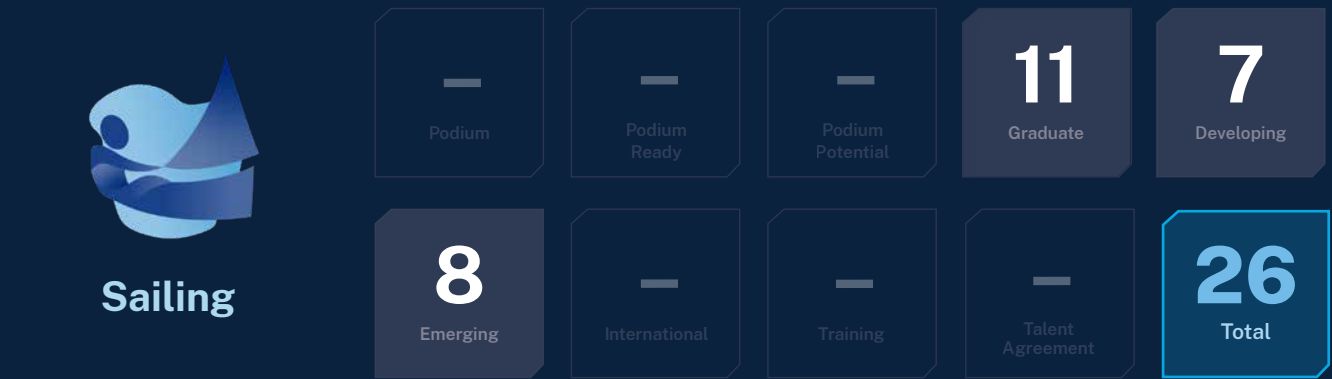
Individual Athlete Program Highlights

- The first NSWIS Induction Day (in house and online) was successfully delivered for the Individual Athlete Scholarship Program.
 - Boccia athletes **Jamieson Leeson** and her ramp operator **Jasmine Haydon** and **Dan Michel** as well as his ramp operator **Ashlee Maddern** named 'Team of the Year' at the AIS Sport Performance Awards in January 2024.
 - NSWIS extended 2024 scholarships to new sports not previously offered in the Individual Athlete Program: Badminton, Breaking, and Beach Volleyball.
 - **Tristan Knowles** and **Shawn Russell** were members of the men's Australian Rollers Wheelchair Basketball team that won a gold medal at the Asia Oceania Zone Championships, qualifying their team a position at the 2024 Paralympic Games.
- Athletes selected to Paris 2024 Olympic & Paralympic Games:
 - Badminton – **Setyana Mapasa**
 - Beach Volleyball – **Izac Carracher**
 - Boccia – Leeson, Michel, Haydon and Maddern
 - Breaking – **Rachael Gunn** and **Jeff Dunne**
 - Equestrian – **Shane Rose**
 - Judo – **Joshua Katz**
 - Skateboarding – **Liv Lovelace** and **Ruby Trew**
 - Wheelchair Basketball – Knowles and **Luke Pople**



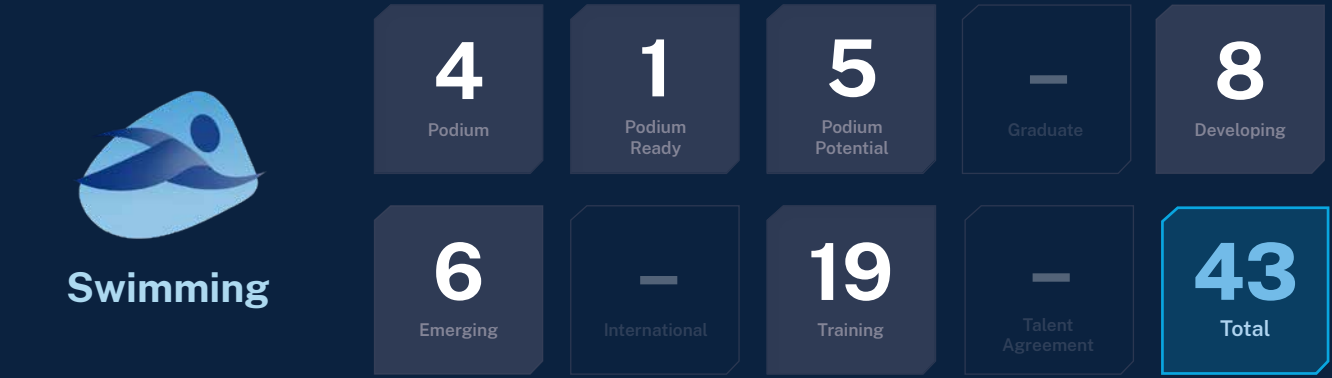
Rowing Program Highlights

- Twenty seven NSWIS athletes were selected for Australian U23, U21, U19 national teams to compete at 2023 world championships.
 - At the 2023 U23 Rowing World Championships at Plovdiv, Bulgaria, **Emily Sheppard** won a gold medal in the women's coxed four and **Nikolas Pender** won a silver medal in the men's four. Two NSWIS coaches attended the event.
 - Eighteen NSWIS athletes were selected to compete at the 2023 World Rowing Championships, Belgrade, Serbia. **Tara Rigney** won a bronze medal in the women's single scull, **Patrick Holt** won a bronze medal in the men's eight and NSWIS athletes **Georgie Gleeson** and **Georgina Rowe** won a bronze medal in the women's eight. Two NSWIS coaches attended the event
- Seventeen NSWIS athletes were selected to National Training Centre programs in 2024 (9 + 1 cox men's, 7 women's).
 - Three NSWIS clubs finished in the top five (1st, 2nd, 5th) at the 2024 Australian Rowing Championships.



Sailing Program Highlights

- **Grae Morris** (iQ Foil) became U21 World Champion and finished in fourth place at the Senior World Championships.
 - Morris was selected for the 2024 Australian Olympic Team.
 - **Evie Haseldine** and **Olivia Price** (49erFx) won a bronze medal at The Hague, Netherlands 2023 World Championships.
 - Haseldine and Price were selected to the 2024 Australian Olympic Team.
- **Brin Lidell** and **Rhiannan Brown** (Nacra17), and **Jim Colley** and **Shaun Connor** (49er) were selected for the 2024 Australian Olympic Team.
 - NSWIS athletes made up over 50% of 2024 Australian Olympic Sailing Team.



Swimming Program Highlights

- **Bradley Woodward, William Yang, Olivia Wunsch, Bronte Campbell** and **Se-Bom Lee** were selected to the 2024 Australian Olympic Team.
 - **Timothy Hodge, Ella Jones** and **Chloe Osborn** were selected onto the 2024 Australian Paralympic Team.
 - Two NSWIS athletes were selected to the 2024 World Championship team where Woodward claimed a silver medal in the 4x100 medley relay.
 - Campbell and **Shaun Champion** claimed two gold and two bronze medals at world cup events in 2023.
 - Ten NSWIS athletes achieved six gold, one silver and six bronze medals at the 2024 Para World Series.
 - Six NSWIS athletes were selected onto the 2024 Para European Open Championships claiming three gold and two bronze medals.
 - Seven NSWIS athletes were selected onto the World Junior
- Championships team in 2023 claiming five gold, six silver and three bronze medals.

 - Wunsch claimed a 2023 World Junior Championship record in the women's 50m freestyle and a World Junior Record as part of the mixed 4x100m freestyle relay.
 - **Lillie McPherson** and **Jessica Cole** claimed seven gold and one silver medal at the 2024 Oceania Championships.
 - Ongoing engagement from NSW athletes and coaches with the NSWIS performance team, including NSWIS staff assistance at NSW flippers events. The NSWIS-led female athlete project involved interactions with mentor coaches and athletes, as well as training with the NSWIS Olympic Park Hub.



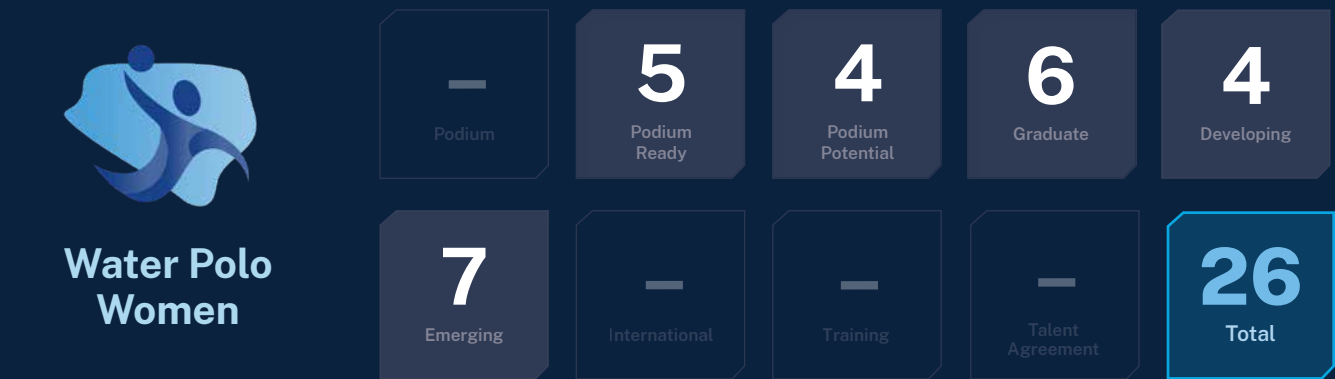
Surfing Program Highlights

- Now in its third year, NSWIS maintains its investment with Surfing Australia and the Australian Institute of Sport (AIS) for the engagement of a scholarship coaching position within the AIS National Generation 2032 Coaching Program (Gen32), held by **Jay Thompson**.
 - **Tyler Wright**, a podium level athlete competing on the Championship Tour, was selected for the 2024 Australian Olympic Team.
- NSWIS welcomed the first three surfing athletes on to scholarship in 2023/24.
 - **Milla Brown** and **Ocean Lancaster** represented Australia at the 2024 ISA World Junior Championships in El Salvador. Brown, co-captained the overall event winners, Team Australia, and finished in fourth position, with Ocean finishing 11th in their respective age groups.



Triathlon Program Highlights

- **Lauren Parker** won her third World Championship title in 2023 in the PTWC category whilst becoming world champion on debut at the Road Cycling World Championships.
 - Parker also won a gold medal in the 2024 Oceania Triathlon Para Championships and two gold medals at 2023 World Triathlon Para Cup and Championship Series during the 2023-2024 season.
 - **Natalie Van Coevorden** was selected onto the 2024 Australian Olympic Team.
 - **Chloe Bateup** won a bronze medal at the Subic Asia Triathlon Cup.
- **Luke Schofield** won a gold medal at the Taizhou Asia Triathlon Cup and silver at the Oceania Super Sprint Championships in 2024.
 - Schofield's brother, **Jayden Schofield** won the 2024 Oceania Super sprint Championships.
 - **Emma Jeffcoat** returned from injury to win a gold medal in the mixed team relay at the 2024 Napier World Triathlon Cup.



Water Polo Women Program Highlights

- **Zoe Arancini, Keesja Gofers, Sienna Green, Bronte Halligan, Sienna Hearn, Danijela Jackovich, Matilda ‘Tilly’ Kearns** and **Genevieve Longman** were selected for the 2024 World Championships team (Doha), making up 46% of the team which finished in sixth place.
 - Arancini, Halligan, Kearns, Longman, **Ruby Swadling, Pascale Casey** and **Amy Ridge** were selected for the 2023 World Championships team (Fukuoka), making up 46% of the team. Australia finished fourth.
 - Six NSWIS athletes were selected for the 2023 U20 Women’s World Championships team, making up 40% of the team. Australia finished ninth.
 - Eight NSWIS athletes were named in the 2024 Paris Olympic Games Team (one athlete additionally named as a reserve).
 - Eight NSWIS athletes joined five QAS athletes, one WAIS athlete, and four NSWIS staff on a tour of Europe. The team travelled to Budapest, Hungary and Athens, Greece to play competitive games against high level European Clubs.
- The European tour was highly successful for athletes in our ‘Next Gen’ group, allowing them to gain exposure to international games—something considered pivotal for their development towards future selection in the Australian Stingers team.
 - Program Dietitian **Holly Edstein** initiated a Monday morning Breakfast Club for the NSWIS athletes throughout the Water Polo National League Season (Feb –April). The concept was an opportunity to educate the athletes on fuelling around performance and competition. Athletes had the opportunity to build relationships, have conversations and participate in a psychology workshop.



Winter Sports Program Highlights

- Mogul skier **Jakara Anthony** won a historic 14 gold medals in the 2023/24 northern hemisphere season. A clean sweep of the women’s freestyle single, dual and overall moguls world cup Crystal Globe titles.
 - Para Snowboarder **Ben Tudhope** finished on the podium seven times during the 2023/24 northern hemisphere season.
 - Tudhope was named runner up in the world cup standings for the Combined Para SBX and BSL Trophy, and Para BSL Trophy.
 - Snowboarder **Valentino Guseli** won his first halfpipe gold medal and took out the Overall World Cup Park & Pipe Crystal Globe for the second year in a row.
- Snowboard Cross athletes had a stellar season with thirteen World Cup podium places over the northern hemisphere season.
 - Winter sports athletes had a successful Youth Olympic Games Campaign. **Lottie Lodge** won a silver medal in the dual moguls, **Daisy Thomas** won a silver medal in Ski Big Air and **Abbey Wilson** took bronze in the Mixed SBX Team event.



GOVERNANCE



Governance

Charter

The NSW Institute of Sport was established under the institute of sport act 1995.

The objectives of the Institute are:

- › To provide resources, services and facilities to enable New South Wales sportspeople to pursue and achieve excellence in sport while also furthering their educational, vocational and personal development.
- › To foster the development and coordination of high performance and talent development programs for New South Wales sportspeople.
- › To assist the development of Australian sporting performance at international levels through co-operatively developed, and complementary, national programs.

NSWIS Board

Method and term of appointment of Board Members. The Board is to consist of:

No fewer than five and no more than eight people, each with relevant expertise appointed by the Minister for Sport, and The Chief Executive of the Office of Sport or a person employed in the Office of Sport nominated by the Chief Executive.

Of the members appointed by the Minister, one is to be appointed Chairperson of the Board and another is to be appointed Deputy Chairperson of the Board, whether in and by the relevant instrument of appointment as a member or in and by some other instrument executed by the Minister.

An appointed member holds office for such period (not exceeding five years) as is specified in the member’s instrument of appointment but is eligible (if otherwise qualified) for re-appointment.

Board Members



Amy Jones

Board Member

M.B.A / B. OccTherapy, Hlth, Phys, Jnl, Mktg
Three meetings attended
Term:
01/11/2018 – 1/12/2026



Brad Lancken

Board Member

BComm, LLB
Four meetings attended
Term:
01/12/2017 – 01/12/2026



Celia Murphy

Office of Sport Representative

Three meetings attended



Chris Fydler OAM

Board Member

BComm, LLB
Two meetings attended
Term:
01/12/2017 – 30/11/2023



Elizabeth Crouch AM

Deputy Chair

BEd, M Cyber Security
Four meetings attended
Term:
01/12/2017 – 30/11/2024



Karen Jones

Office of Sport Representative

One meeting attended



Matt Shirvington

Board Member

BComm, LLB
Four meetings attended
Term:
01/11/2018 – 30/11/2024



Melissa King

Board Member

Two meetings attended
Term:
01/12/2023 – 01/12/2026



Michael Bushell

Board Member

Four meetings attended
Term:
30/05/2022 – 01/12/2026



Sarah Ryan OAM

Board Member, Member AAG

Two meetings attended
Term:
01/08/2015 – 30/11/2024



Gary Flowers

Chair

BComm, LLB
Four meetings attended
Term:
01/08/2015 – 30/11/2024

Exective Members



Prof. Kevin Thompson
Chief Executive Officer

BSc(Hons) M.MED.SCI PhD FBASES
FACSM CSci



Dr. Alex Natera
Manager, Sport Science

MSc, ESSA sp2, ASCC, CSCS, PhD



Andrew Logan
Director, High Performance

Dip. Teach, BEd



Cherie Nicholl
Director, Corporate & Communications

Assoc Dip BMgmt



Dr. Corey Cunningham
Chief Medical Officer

BSc (Med) MB BS, M. SportsMed

RISK & COMPLIANCE

Risk & Compliance

Legislation and Legal Change

The NSW Institute of Sport (NSWIS) was established as a Statutory Authority under the Institute of Sport Act 1995. During the reporting period, there were no changes made to the Act.

Compliance Framework

The Institute utilises the Audit Office of NSW Governance Lighthouse Framework to strengthen NSWIS governance practices. The Institute has developed a compliance register and high-risk and compliance not assured items are reported to the ARC on a bi-monthly basis with overall updates on the compliance register provided at every ARC meeting. It should be noted that compliance targets and the reporting against those targets is conducted across a calendar year.

The overall compliance targets for 2024 and NSWIS YTD performance against these targets are as follows:

- No items will be classified as compliance not assured & high risk for consecutive review periods. YTD June = ACHIEVED
- Improvement in the rating of opening Partially Compliant items by the end of the year (opening = 6). YTD June = 5
- Maintain an overall compliance target of >90% for the entire year (opening = 90.6%) YTD June = 90.6% – ACHIEVED
- Overall compliance rating is >95% at the end of the year. YTD June = 90.6%

It is pleasing to report that the Institute currently does not have any items on the register rated as Compliance Not Assured or High Risk.

Risk Framework

NSWIS is committed to having an effective risk management process in place to minimise the risk exposure to the business, sport programs, staff, and athletes. An Enterprise Risk Management Framework and Risk Management Guidelines are embedded within the business. The Corporate Risk Register is regularly reviewed and updated by Executive management and reviewed at each Audit and Risk Committee meeting. The Board subsequently reviews and approves the risk register annually as part of a Board deep dive session.

Audit and Risk Committee

NSWIS currently has an Audit and Risk Committee and an internal audit function. During 2023/24, the Audit and Risk Committee met to:

- Discuss findings from the audit of the annual financial statements.
- Discuss findings from internal audits undertaken during the year.
- Review the organisation's risk and compliance registers.
- Review the organisation's cyber security processes and activity.
- Review the organisation's financial performance.
- Approve changes to internal policies and procedures.

A summary of the discussions from the Audit and Risk Committee meetings are provided to the NSWIS Board. Management promptly rectifies any shortcomings reported.



ANNUAL FINANCIAL STATEMENTS

For the period ended 30 June 2024

Statement by the Members of the Board	64
Independent Auditor’s Report	65
Statement of Comprehensive Income	67
Statement of Financial Position	68
Statement of Changes In Equity	69
Statement of Cashflow	71
Notes to the Financial Statements	
1. Statement of Significant Accounting Policies	72
2. Expenses Excluding Losses	75
3. Revenue	77
4. Gain / (Loss) on Disposal	80
5. Current Assets –Cash & Cash Equivalents	80
6. Current / Non-Current Assets–Receivables	81
7. Current Assets–Inventories	82
8. Non-Current Assets; Property, Plant & Equipment	82
9. Leases	84
10. Current Liabilities–Payables	87
11. Current / Non-Current Liabilities–Provisions	88
12. Current / Non-Current Liabilities–Leases	89
13. Contingent Liabilities & Contingent Assets	89
14. Budget Review	90
15. Equity	90
16. Reconciliation of Cash Flows from Operating Activities to Net Result	90
17. Financial Instruments	90
18. Related Party Disclosure	94
19. Events after the Reporting Period	95

NSW Institute of Sport
Statement by the Members of the Board

For the period 1 July 2023 to 30 June 2024

www.nswis.com.au

Statement by the Members of the Board

Pursuant to Section 7.6(4) of the Government Sector Finance Act 2018 and in accordance with a resolution of the Directors of

the NSW Institute of Sport, we declare on behalf of the Board that in our opinion:

(i) The Financial Statements exhibit a true and fair view of the financial position as at 30 June 2024 and financial performance and cash flows for the year 1 July 2023 to 30 June 2024 of the NSW Institute of Sport and the consolidated entity.

(ii) The Financial Statements have been prepared in accordance with the provisions of the Government Sector Finance Act 2018, the Government Sector Finance Regulation 2024, and the Treasurer's Directions.

Further, we are not aware of any circumstances which would render any particulars included in the Financial Statements to be misleading or inaccurate.

Signed in Sydney this 25th day of September 2024

Gary Flowers
Chair

Brad Lancken
Board Member

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PO Box 476 Sydney Markets NSW 2129, Australia
Building B, 6 Figtree Drive, Sydney Olympic Park
NSW 2127, Australia

NSW Institute of Sport
Independent Auditor's Report (cont'd)

For the period 1 July 2023 to 30 June 2024

INDEPENDENT AUDITOR'S REPORT
New South Wales Institute of Sport

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of New South Wales Institute of Sport (the Institute), which comprise the Statement by the Members of the Board, the Statement of Comprehensive Income for the year ended 30 June 2024, the Statement of Financial Position as at 30 June 2024, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, and notes to the financial statements, including a Statement of material accounting policy information and other explanatory information of the Institute and the consolidated entity. The consolidated entity comprises the Institute and the entities it controlled at the year's end or from time to time during the financial year.

In my opinion, the financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act), the *Government Sector Finance Regulation 2024* (GSF Regulation) and the Treasurer's Directions
- presents fairly the financial position, financial performance and cash flows of the Institute and the consolidated entity.

My opinion should be read in conjunction with the rest of this report.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the Institute and the consolidated entity in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

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

Level 19, Darling Park Tower 2, 201 Sussex Street, Sydney NSW 2000
GPO Box 12, Sydney NSW 2001 | t 02 9275 7101 | mail@audit.nsw.gov.au | audit.nsw.gov.au

NSW Institute of Sport
Independent Auditor’s Report (cont’d)
For the period 1 July 2023 to 30 June 2024

Board’s Responsibilities for the Financial Statements

The Board is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the GSF Act, GSF Regulation and Treasurer’s Directions. The Board’s responsibility also includes such internal control as the Board determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board is responsible for assessing the ability of the Institute and the consolidated entity to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor’s Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor’s Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: www.auasb.gov.au/auditors_responsibilities/ar3.pdf The description forms part of my auditor’s report.

The scope of my audit does not include, nor provide assurance:

- that the Institute and the consolidated entity carried out their activities effectively, efficiently and economically
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.



Mary Yuen
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

27 September 2024
SYDNEY

NSW Institute of Sport
Statement of Comprehensive Income
For the period 1 July 2023 to 30 June 2024

	Notes	Economic Entity		Parent Entity	
		2024	2023	2024	2023
		\$'000	\$'000	\$'000	\$'000
Expenses					
Employee related	2(a)	13,609	13,265	122	129
Personnel services-ISSA	2(b)	-	-	13,487	13,136
Operating expenses	2(c)	8,064	8,555	8,064	8,555
Depreciation and amortisation	2(d)	2,072	2,013	2,072	2,013
Grants and subsidies	2(e)	852	1,214	852	1,214
Finance costs	2(f)	96	110	96	110
Total expenses excluding losses		24,693	25,157	24,693	25,157
Revenue					
Grant from NSW Government	3(a)	18,765	18,223	18,765	18,223
Sale of goods and services	3(b)	1,154	1,197	1,154	1,197
Investment revenue	3(c)	157	135	157	135
Grants and contributions	3(d)	3,103	3,606	3,103	3,606
Other income	3(e)	1,100	862	1,100	862
Total revenue		24,279	24,023	24,279	24,023
Operating result		(414)	(1,134)	(414)	(1,134)
Gain / (loss) on disposal	4	(8)	-	(8)	-
Net result from continuing operations		(422)	(1,134)	(422)	(1,134)
Other comprehensive income <i>Items that will not be reclassified to net result in subsequent periods</i> <i>Other net increases / (decreases) in equity</i>					
		-	-	-	-
Total comprehensive income		(422)	(1,134)	(422)	(1,134)

The accompanying notes form part of these financial statements.

NSW Institute of Sport
Statement of Financial Position
For the period 1 July 2023 to 30 June 2024

	Notes	Economic Entity		Parent Entity	
		2024	2023	2024	2023
		\$'000	\$'000	\$'000	\$'000
Assets					
Current assets					
Cash and cash equivalents	5	3,350	3,137	3,350	3,137
Receivables	6	1,204	1,647	1,204	1,647
Inventories	7	182	145	182	145
Total current assets		4,736	4,929	4,736	4,929
Non-current assets					
Property, plant and equipment	8				
Plant and equipment		1,477	1,733	1,477	1,733
Intangible assets		-	2	-	2
Right-of-use assets under leases	9(a)	4,851	6,077	4,851	6,077
Total property, plant and equipment		6,328	7,812	6,328	7,812
Total non-current assets		6,328	7,812	6,328	7,812
Total assets		11,064	12,741	11,064	12,741
Liabilities					
Current liabilities					
Payables	10	702	1,101	2,891	2,963
Leases	12	1,640	1,514	1,640	1,514
Provisions	11	1,928	1,698	-	-
Total current liabilities		4,270	4,313	4,531	4,477
Non-current liabilities					
Leases	12	3,509	4,818	3,509	4,818
Provisions	11	261	164	-	-
Total non-current liabilities		3,770	4,982	3,509	4,818
Total liabilities		8,040	9,295	8,040	9,295
Net assets		3,024	3,446	3,024	3,446
Equity					
Accumulated funds		3,024	3,446	3,024	3,446
Total equity		3,024	3,446	3,024	3,446

The accompanying notes form part of these financial statements.

NSW Institute of Sport
Statement of Changes in Equity
For the period 1 July 2023 to 30 June 2024

	Notes	Accumulated funds	Total equity
		\$'000	\$'000
2024 Economic entity			
Balance at 1 July 2023		3,446	3,446
Net result for the year		(422)	(422)
Other comprehensive income		-	-
Total comprehensive income for the year		(422)	(422)
Balance at 30 June 2024		3,024	3,024
2024 Parent entity			
Balance at 1 July 2023		3,446	3,446
Net result for the year		(422)	(422)
Other comprehensive income		-	-
Total comprehensive income for the year		(422)	(422)
Balance at 30 June 2024		3,024	3,024

The accompanying notes form part of these financial statements.

NSW Institute of Sport
Statement of Changes in Equity
For the period 1 July 2023 to 30 June 2024

	Notes	Accumulated funds	Total equity
		\$'000	\$'000
2023 Economic entity			
Balance at 1 July 2022		4,580	4,580
Net result for the year		(1,134)	(1,134)
Other comprehensive income		-	-
Total comprehensive income for the year		(1,134)	(1,134)
Balance at 30 June 2023		3,446	3,446

	Notes	Accumulated funds	Total equity
		\$'000	\$'000
2023 Parent entity			
Balance at 1 July 2022		4,580	4,580
Net result for the year		(1,134)	(1,134)
Other comprehensive income		-	-
Total comprehensive income for the year		(1,134)	(1,134)
Balance at 30 June 2023		3,446	3,446

The accompanying notes form part of these financial statements.

NSW Institute of Sport
Statement of Cashflow
For the period 1 July 2023 to 30 June 2024

	Notes	Economic Entity		Parent Entity	
		2024	2023	2024	2023
		\$'000	\$'000	\$'000	\$'000
Cash flows from operating activities					
Payments					
Employee related		(13,385)	(13,038)	(13,385)	(13,038)
Suppliers for goods and services		(7,440)	(6,958)	(7,440)	(6,958)
Grants		(852)	(1,214)	(852)	(1,214)
Other		(140)	(314)	(140)	(314)
Total payments		(21,817)	(21,524)	(21,817)	(21,524)
Receipts					
Grant from NSW Government		18,985	18,669	18,985	18,669
Sale of goods and services		536	105	536	105
Interest received		157	209	157	209
Grants and other contributions		2,883	2,714	2,883	2,714
Other		1,345	862	1,345	862
Total receipts		23,906	22,559	23,906	22,559
Net cash flows from operating activities	17	2,089	1,035	2,089	1,035
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment	8	-	-	-	-
Purchases of plant and equipment	8	(240)	(901)	(240)	(901)
Net cash flows from investing activities		(240)	(901)	(240)	(901)
Cash flows from financing activities					
Payment of principal portion of lease liabilities		(1,636)	(1,574)	(1,636)	(1,574)
Net cash flows from financing activities		(1,636)	(1,574)	(1,636)	(1,574)
Net increase / (decrease) in cash		213	(1,440)	213	(1,440)
Opening cash and cash equivalents		3,137	4,577	3,137	4,577
Closing cash and cash equivalents	5	3,350	3,137	3,350	3,137

The accompanying notes form part of these financial statements.

NSW Institute of Sport
Notes to the Financial Statements
For the period 1 July 2023 to 30 June 2024

1. Statement of Material Accounting Policy Information

The following summary explains the significant accounting policies that have been adopted in preparation of these financial statements.

(a) Reporting entity

The NSW Institute of Sport (NSWIS) is a NSW government entity and is controlled by the State of New South Wales which is the ultimate parent. The NSWIS is a not-for profit entity (as profit is not its principle objective).

The NSWIS as a reporting entity, comprises all the entities under its control, which includes the Institute of Sport Staff Agency (ISSA).

In the process of preparing the consolidated financial statements for the Economic Entity, consisting of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated, and like transactions and other events are accounted for using uniform accounting policies.

These financial statements for the period ended 30th June 2024 have been authorised for issue by the Board on 25th September 2024.

(b) Basis of preparation of the financial statements

The Entity's financial statements are general purpose financial statements which have been prepared on an accruals basis and in accordance with:

- Applicable Australian Accounting Standards (AAS) (which include Australian Accounting Interpretations)
- The requirements of the Government Sector Finance Act 2018 (the GSF Act) and
- Treasurer's Directions issued under the GSF Act.

Financial statement items are prepared in accordance with the historical cost convention except where specified otherwise.

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency, which is the Entity's presentation and functional currency.

(c) Going concern

The financial statements have been prepared on a going concern basis. In the process of preparing the consolidated financial statements for the entity, management has considered and assessed the Entity's ability to continue as a going concern. Management has determined that the entity has the ability to meet its upcoming obligations and continue as a going concern.

(d) Statement of compliance

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

1. Statement of Material Accounting Policy Information (cont'd)

(e) Accounting for the Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of GST, except that the:

- Amount of GST incurred by the Institute as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- Receivables and payables are stated with the amount of GST included.

Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to the Australian Taxation Office are classified as operating cash flows.

(f) Foreign currency translation

Transactions in foreign currencies are recorded using the spot rate at the date the transaction first qualifies for recognition. The Institute does not denominate any monetary or non-monetary assets and liabilities in foreign currency.

(g) Comparative information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is presented in respect of the previous year for all amounts reported in the financial statements.

(h) Changes in accounting policy, including new or revised Australian Accounting Standards

i. Effective for the first time in 2023-2024

The accounting policies applied in 2023-24 are consistent with those of the previous financial year. Several amendments and interpretations apply for the first time in 2023-24 including AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates*, but do not have a material impact upon the financial statements of the Institute.

NSW Institute of Sport Notes to the Financial Statements (cont'd)

For the period 1 July 2023 to 30 June 2024

1. Statement of Material Accounting Policy Information (cont'd)

(h) Changes in accounting policy, including new or revised Australian Accounting Standards (cont'd)

ii. Issued but not yet effective

NSW public sector entities are not permitted to early adopt new Australian Accounting Standards, unless Treasury determines otherwise.

The following new Australian Accounting Standards have not been applied and are not yet effective, in accordance with the NSW Treasury mandate (TPG 24-06):

- AASB 17 *Insurance Contracts* (effective from 1 January 2023)
- AASB 2014-10 *Amendments to Australian Accounting Standards – Sale or Contribution of Assets between Investor and its Associate or Joint Venture* (effective from 1 January 2025)
- AASB 2020-1 *Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current* (effective from 1 January 2024)
- AASB 2021-7c *Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections* (effective from 1 January 2025)
- AASB 2022-5 *Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback* (effective from 1 January 2024)
- AASB 2022-6 *Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants* (effective from 1 January 2024)
- AASB 2022-9 *Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector* (effective from 1 July 2026)
- AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities* (effective from 1 January 2024)
- AASB 2023-1 *Amendments to Australian Accounting Standards – Supplier Finance Arrangements* (effective from 1 January 2024)
- AASB 2023-3 *Amendments to Australian Accounting Standards – Disclosure of Non-current Liabilities with Covenants: Tier 2* (effective from 1 January 2024)
- AASB 2023-5 *Amendments to Australian Accounting Standards – Lack of Exchangeability* (effective from 1 January 2025)

NSW Institute of Sport Notes to the Financial Statements (cont'd)

For the period 1 July 2023 to 30 June 2024

2. Expenses Excluding Losses

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
(a) Employee related expenses				
Board member's fees and associated on-costs	104	110	104	110
Salaries and wages (including annual leave)	11,691	11,169	-	-
Superannuation	1,140	1,062	12	12
Long service leave	190	156	-	-
Workers' compensation insurance	46	53	-	-
Payroll tax and fringe benefit tax	438	715	6	7
Total employee related expenses	13,609	13,265	122	129

(b) Personnel services				
Personnel services - Institute of Sport staff agency	-	-	13,487	13,136
Total personnel services	-	-	13,487	13,136

(c) Other operating expenses include the following:				
Auditor's remuneration - audit of the financial statements	47	43	47	43
Expenses related to leases of low-value assets	80	79	80	79
Maintenance	145	187	145	187
Corporate shared services	278	137	278	137
Insurance	53	43	53	43
Consultants	290	99	290	99
Other contractors	374	771	374	771
Athlete and medical services	1,432	1,591	1,432	1,591
Rent and occupancy costs	1,058	982	1,058	982
Travel	1,413	1,184	1,413	1,184
Minor equipment and motor vehicles	390	420	390	420
Printing, stationery, communications and promotions	312	735	312	735
Computer software licences	598	543	598	543
In-kind contributions	1,074	1,090	1,074	1,090
Other expenses	520	651	520	651
Total other operating expenses	8,064	8,555	8,064	8,555

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

2. Expenses Excluding Losses (cont'd)

(c) Other operating expenses (cont'd)

Recognition and measurement

Maintenance expense

Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement or an enhancement of a part or component of an asset, in which case the costs are capitalised and depreciated.

Insurance

The entity's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self-insurance for Government entities. The expense (premium) is determined by the Fund Manager based off past claims experience.

Lease expense

The entity recognises the lease payments associated with the following types leases as an expense on a straight-line basis:

- > Leases that meet the definition of short-term. i.e. where the lease term at commencement of the lease is 12 months or less. This excludes leases with a purchase option.
- > Leases of assets that are valued at \$10,000 or under when new.
- > Variable lease payments not included in the measurement of the lease liability (i.e. variable lease payments that do not depend on an index or a rate, initially measured using the index or rate as at the commencement date). These payments are recognised in the period in which the event or condition that triggers those payments occurs.

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
(d) Depreciation and amortisation expense				
General plant and equipment	488	443	488	443
Intangibles	2	12	2	12
Right of use assets				
Buildings	1,489	1,489	1,489	1,489
Plant and equipment	93	69	93	69
Total depreciation and amortisation	2,072	2,013	2,072	2,013
(e) Grants and subsidies				
Sporting associations	852	1,214	852	1,214
Total grants and subsidies	852	1,214	852	1,214

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

2. Expenses Excluding Losses (cont'd)

(e) Grants and subsidies (cont'd)

Recognition and measurement

Grants and subsidies are recognised as expenses when the Institute pays the grants based on the Minister's approval and the Treasury Allocation Letters. The grants are normally recognised as expenses on payment to sporting bodies and for the development of community sporting and recreational facilities.

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
(f) Finance costs				
Interest expense from lease liabilities	96	110	96	110
Total finance costs	96	110	96	110

Recognition and measurement

Finance costs consist of interest and other costs incurred in connection with the borrowing of funds. Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury's Mandate to not-for-profit NSW General Government Sector entities.

3. Revenue

Recognition and measurement

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15 *Revenue from Contracts with Customers*. Comments regarding the accounting policies for the recognition of income are discussed below.

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
(a) Grant from NSW Government				
NSW Government Recurrent Grant	18,765	18,223	18,765	18,223
Total grant from NSW Government	18,765	18,223	18,765	18,223

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

3. Revenue (cont'd)

(a) Grant from NSW Government (cont'd)

Recognition and measurement

Income from grants to acquire/construct a recognisable non-financial asset to be controlled by the entity is recognised when the entity satisfies its obligations under the transfer. The entity satisfies the performance obligations under the transfer to construct assets over time as the non-financial assets are being constructed. The percentage of cost incurred is used to recognise income, because this most closely reflects the progress to completion.

Revenue from grants with sufficiently specific performance obligations is recognised as when the entity satisfies a performance obligation by transferring the promised goods or services. Revenue from these grants is recognised based on the grant amount specified in the funding agreement/funding approval, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. No element of financing is deemed present as funding payments are usually received in advance or shortly after the relevant obligation is satisfied.

Income from grants without sufficiently specific performance obligations is recognised when the entity obtains control over the granted assets (e.g. cash).

Receipt of volunteer services is recognised when and only when the fair value of those services can be reliably determined and the services would have been purchased if not donated. Volunteer services are measured at fair value.

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
(b) Sale of goods and services				
Sponsorship -cash	80	107	80	107
Sponsorship -in-kind	1,074	1,090	1,074	1,090
Total sale of goods and services	1,154	1,197	1,154	1,197

Recognition and measurement

Sale of goods

Revenue from sale of goods is recognised as when the entity satisfies a performance obligation by transferring the promised goods. The entity typically satisfies its performance obligations when control of the goods is transferred to the customers. The payments are typically due when control of the goods is transferred.

Revenue from these sales is recognised based on the price specified in the contract, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. No element of financing is deemed present as the sales are made with a short credit term. No volume discount or warranty is provided on the sale.

Rendering of service

Revenue from rendering of services is recognised when the entity satisfies the performance obligation by transferring the promised services. The entity typically satisfies its performance obligations when the service is completed or performed in agreement with the contract terms e.g. periodic coaching services. The payments are typically due when the customer has been invoiced for services provided.

The revenue is measured at the transaction price agreed under the contract. No element of financing is deemed present as payments are due when service is provided.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

3. Revenue (cont'd)

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
(c) Investment revenue				
Interest received	157	135	157	135
Total interest received	157	135	157	135

Recognition and measurement

Interest income

Interest income is recognised using the effective interest method. The effective interest rate is the rate that exactly discounts the estimated future cash receipts over the expected life of the financial instrument or a shorter period, where appropriate, to the net carrying amount of the financial asset.

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
(d) Grants and contributions				
National Sporting Organisations	2,883	3,160	2,883	3,160
Other State Government grants	220	446	220	446
Total grants and contributions	3,103	3,606	3,103	3,606

Recognition and measurement

Income from grants/contributions to acquire/construct a recognisable non-financial asset to be controlled by the entity is recognised when the entity satisfies its obligations under the transfer. The entity satisfies the performance obligations under the transfer to construct assets over time as the non-financial assets are being constructed. The percentage of cost incurred is used to recognise income, because this most closely reflects the progress to completion.

Revenue from grants/contributions with sufficiently specific performance obligations is recognised as when the entity satisfies a performance obligation by transferring the promised goods and services.

Revenue from these grants/contributions is recognised based on the grant/contribution amount specified in the funding agreement/funding approval, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. No element of financing is deemed present as funding payments are usually received in advance or shortly after the relevant obligation is satisfied.

Income from grants/contributions without sufficiently specific performance obligations is recognised when the entity obtains control over the granted assets (e.g. cash).

Receipt of volunteer services is recognised when and only when the fair value of those services can be reliably determined and the services would have been purchased if not donated. Volunteer services are measured at fair value.

NSW Institute of Sport Notes to the Financial Statements (cont'd)

For the period 1 July 2023 to 30 June 2024

3. Revenue (cont'd)

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
(e) Other Income				
Rent	45	12	45	12
Cost recoveries	914	729	914	729
Sundry	141	121	141	121
Total grants and contributions	1,100	862	1,100	862

4. Gain / (Loss) on Disposal

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Gain/(loss) on disposal of land and buildings, plant and equipment and intangibles				
Written down value of assets disposed	(8)	-	(8)	-
Net gain/(loss) on disposal of land and buildings, plant and equipment and intangibles	(8)	-	(8)	-

5. Current Assets – Cash and Cash Equivalents

Recognition and measurement

For the purposes of the Statement of Cash Flows, cash and cash equivalents include cash at bank and cash on hand.

Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Cash at bank or on hand	3,350	3,137	3,350	3,137
Total cash and cash equivalents	3,350	3,137	3,350	3,137

Refer Note 17 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

NSW Institute of Sport Notes to the Financial Statements (cont'd)

For the period 1 July 2023 to 30 June 2024

6. Current / Non-Current Assets – Receivables

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Current				
GST/FBT receivable	152	152	152	152
Prepayments	343	238	343	238
Accrued revenue	-	112	-	112
Accounts receivable	709	1,145	709	1,145
	1,204	1,647	1,204	1,647
Non-current	-	-	-	-
Accounts receivable	-	-	-	-
Total receivables	1,204	1,647	1,204	1,647

Refer Note 17 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

Recognition and measurement

All 'regular way' purchases or sales of financial asset are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Subsequent measurement

The entity holds receivables with the objective to collect the contractual cash flows and therefore measures them at amortised cost using the effective interest method, less any impairment. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Impairment under AASB 9

The entity recognises an allowance for expected credit losses (ECLs) for all debt financial assets not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate.

For trade receivables, the entity applies a simplified approach in calculating ECLs. The entity recognises a loss allowance based on lifetime ECLs at each reporting date. The entity has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

7. Current Assets – Inventories

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Uniform stock	182	145	182	145
Total inventories	182	145	182	145

Recognition and measurement

Inventories held for distribution are stated at cost, adjusted when applicable, for any loss of service potential. A loss of service potential is identified and measured based on the existence of a current replacement cost that is lower than the carrying amount. Inventories (other than those held for distribution) are stated at the lower of cost and net realisable value. Cost is calculated using the weighted average cost method.

The cost of inventories acquired at no cost or for nominal consideration is the current replacement cost as at the date of acquisition. Current replacement cost is the cost the entity would incur to acquire the asset. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

8. Non-Current Assets – Property, Plant & Equipment

	Plant and equipment	Sporting Equipment	Leasehold Improvements	Intangible Assets	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
2023 Economic & Parent					
At 1 July 2022 - fair value					
Gross carrying amount	2,717	1,886	5,550	405	10,558
Accumulated depreciation and impairment	(2,109)	(1,662)	(5,107)	(391)	(9,269)
Net carrying amount	608	224	443	14	1,289

Year ended 30 June 2023					
Net carrying amount at beginning of year	608	224	443	14	1,289
Additions	206	407	288	-	901
Disposals	-	-	-	-	-
Reclassifications	1,362	(631)	(731)	-	-
Less: depreciation expense	(443)	-	-	(12)	(455)
Net carrying amount at end of year	1,733	-	-	2	1,735

At 1 July 2023 - fair value					
Gross carrying amount	11,053	-	-	405	11,458
Accumulated depreciation and impairment	(9,320)	-	-	(403)	(9,723)
Net carrying amount	1,733	-	-	2	1,735

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

8. Non-Current Assets – Property, Plant & Equipment (cont'd)

	Plant and equipment	Sporting Equipment	Leasehold Improvements	Intangible Assets	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
2024 Economic & Parent					
Year ended 30 June 2024					
Net carrying amount at beginning of year	1,733	-	-	2	1,735
Additions	240	-	-	-	240
Disposals	(8)	-	-	-	(8)
Reclassifications	-	-	-	-	-
Less: depreciation expense	(488)	-	-	(2)	(490)
Net carrying amount at end of year	1,477	-	-	-	1,477

At 30 June 2024 - fair value					
Gross carrying amount	10,898	-	-	405	11,303
Accumulated depreciation and impairment	(9,421)	-	-	(405)	(9,826)
Net carrying amount	1,477	-	-	-	1,477

Recognition and measurement

Acquisition of property, plant and equipment

Property, plant and equipment are measured at cost. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the requirements of other AAS.

Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent; i.e. deferred payment amount is effectively discounted over the period of credit. Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition.

Capitalisation thresholds

Property, plant and equipment and intangible assets costing \$5,000 and above individually (or forming part of a network costing more than \$5,000) are capitalised.

Major inspection costs

When a major inspection is performed, its cost is recognised in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied.

Restoration costs

The present value of the expected cost for the restoration or cost of dismantling an asset after its use is included in the cost of the respective asset if the recognition criteria for a provision are met.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

8. Non-Current Assets – Property, Plant & Equipment (cont'd)

Recognition and measurement (cont'd)

Depreciation of property, plant and equipment

Depreciation is provided for on a straight-line basis so as to write off the depreciable amount of each asset as it is consumed over its useful life to the Institute.

The following depreciation rates were used based on the assessment of the useful life of that equipment:

- > General Plant and Equipment range from 6.67% to 33.3%
- > Fixtures & Fittings range from 10% to 33%
- > Electronic and Scientific Equipment range from 3.33% to 50%
- > Sporting Equipment range from 5% to 50%
- > Leasehold Improvements range from 10% to 33%

Impairment of property, plant and equipment

As a not-for-profit entity with no cash generating units, impairment under AASB 136 Impairment of Assets is unlikely to arise. Since property, plant and equipment is carried at fair value or an amount that approximates fair value, impairment can only arise in rare circumstances such as where the costs of disposal are material.

The entity assesses, at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the entity estimates the asset's recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

Specialised assets held for continuing use of their service capacity are rarely sold and their cost of disposal is typically negligible. Their recoverable amount is expected to be materially the same as fair value, where they are regularly revalued under AASB 13.

As a not-for-profit entity, an impairment loss is recognised in the net result to the extent the impairment loss exceeds the amount in the revaluation surplus for the class of asset.

9. Leases

Entity as a lessee

The entity leases various properties, equipment and motor vehicles. Lease contracts are typically made for fixed periods of three to six years, but may have extension options. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants, but leased assets may not be used as security for borrowing purposes. The entity does not provide residual value guarantees in relation to leases.

Extension and termination options are included in a number of property and equipment leases. These terms are used to maximise operational flexibility in terms of managing contracts. The majority of extension and termination options held are exercisable only by the entity and not by the respective lessor. In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option, or not exercise a termination option.

Extension options (or periods after termination options) are only included in the lease term if the lease is reasonably certain to be extended (or not terminated).

The assessment is reviewed if a significant event or a significant change in circumstances occurs which affects this assessment and that is within the control of the lessee. During the current financial year, there was no financial effect of revising lease terms to reflect the effect of exercising extension and termination options.

The entity has elected to recognise payments for short-term leases and low value leases as expenses on a straight-line basis, instead of recognising a right-of-use asset and lease liability. Short-term leases are leases with a lease term of 12 months or less. Low value assets are assets with a fair value of \$10,000 or less when new and comprise mainly office equipment.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

9. Leases (cont'd)

(a) Right-of-use assets under leases

The following tables present right-of-use assets under leases:

	Buildings	Plant & equipment	Total
	\$'000	\$'000	\$'000
Balance at 1 July 2023	5,953	124	6,077
Additions	-	356	356
Depreciation expense	(1,489)	(93)	(1,582)
Balance at 30 June 2024	4,464	387	4,851

Balance at 1 July 2022	7,742	187	7,639
Additions	-	6	6
Depreciation expense	(1,489)	(69)	(1,558)
Balance at 30 June 2023	5,953	124	6,077

(b) Right-of-use liabilities under leases

The following table presents liabilities under leases:

	2024	2023
	\$'000	\$'000
Balance at 1 July	6,332	7,789
Additions	357	-
Interest expenses	96	110
Payments	(1,637)	(1,567)
Balance at 30 June	5,148	6,332

The following amounts were recognised in the statement of comprehensive income for the current and prior periods:

(c) Right-of-use expenses under leases		
Depreciation expense of right-of-use assets	1,582	1,558
Interest expense on lease liabilities	96	110
Expense relating to short-term leases	-	-
Expense relating to leases of low-value assets	-	-
Variable lease payments, not included in the measurement of lease liabilities	-	-
Total amount recognised in the statement of comprehensive income	1,678	1,668

The entity had total cash outflows for leases of \$1.91 million in FY2023-24 (\$1.71 million in FY2022-23).

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

9. Leases (cont'd)

(c) Right-of-use expenses under leases (cont'd)

Recognition and measurement

The entity assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. The entity recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets, except for short-term leases and leases of low-value assets.

i. Right-of-use assets

The entity recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are initially measured at the amount of initial measurement of the lease liability (refer ii below), adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site.

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

- > Plant and machinery 3 to 5 years
- > Motor vehicles and other equipment 3 to 5 years
- > Property and Buildings 5 to 10 years

If ownership of the leased asset transfers to the entity at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

The right-of-use assets are also subject to revaluation (except for those arising from leases that have significantly below-market terms and conditions principally to enable the entity to further its objectives in note iv below) and impairment.

Refer to the accounting policies in property, plant and equipment in Note 8.

ii. Lease liabilities

At the commencement date of the lease, the entity recognises lease liabilities measured at the present value of lease payments to be made over the lease term. Lease payments include:

- > Fixed payments (including in substance fixed payments) less any lease incentives receivable;
- > Variable lease payments that depend on an index or a rate;
- > Amounts expected to be paid under residual value guarantees;
- > Exercise price of a purchase options reasonably certain to be exercised by the entity; and
- > Payments of penalties for terminating the lease, if the lease term reflects the entity exercising the option to terminate.

Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for the entity's leases, the lessee's incremental borrowing rate is used, being the rate that the entity would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

The entity's lease liabilities are included in borrowings.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

9. Leases (cont'd)

Recognition and measurement (cont'd)

iii. Short-term leases and leases of low-value assets

The entity applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

iv. Leases that have significantly below-market terms and conditions principally to enable the entity to further its objectives

Right-of-use assets under leases at significantly below-market terms and conditions that are entered into principally to enable the entity to further its objectives, are measured at cost. These right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, subject to impairment. They are not subject to revaluation.

10. Current Liabilities – Payables

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Current				
Accrued Salaries, Wages and On-Costs	298	401	-	-
Revenue received in advance	13	-	13	-
Creditors	6	57	6	57
Accruals	385	643	385	643
Amount Payable - Institute of Sport Staff Agency	-	-	2,487	2,263
	702	1,101	2,891	2,963

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables, are disclosed in Note 17.

Recognition and measurement

Payables represent liabilities for goods and services provided to the entity and other amounts. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial. Payables are financial liabilities at amortised cost, initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised net result when the liabilities are derecognised as well as through the amortisation process.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

11. Current / Non-Current Liabilities – Provisions

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Current				
Employee benefits and related on-costs			-	-
Annual leave	1,231	1,078	-	-
Long service leave	574	620	-	-
Parental leave	123	-	-	-
Total current provisions	1,928	1,698	-	-
Non-current				
Employee benefits and related on-costs				
Long service leave	261	164	-	-
Total non-current provisions	261	164	-	-
Total provisions	2,189	1,862	-	-

Aggregate employee benefits and related on-costs				
Provisions -current	1,928	1,698	-	-
Provisions -non-current	261	164	-	-
Accrued salaries, wages and on-costs	298	401	-	-
	2,487	2,263	-	-

Recognition and measurement

Employee benefits and related on-costs

Salaries and wages, annual leave and sick leave

Salaries and wages (including non-monetary benefits) and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

Annual leave is not expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 Employee Benefits (although short-cut methods are permitted).

Actuarial advice obtained by Treasury has confirmed that using the nominal annual leave balance plus the annual leave entitlements accrued while taking annual leave can be used to approximate the present value of the annual leave liability. The entity has assessed the actuarial advice based on the entity’s circumstances and has determined that the effect of discounting is immaterial to annual leave. All annual leave is classified as a current liability even where the entity does not expect to settle the liability within 12 months as the entity does not have an unconditional right to defer settlement.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in future.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

11. Current / Non-Current Liabilities – Provisions (cont'd)

Recognition and measurement (cont'd)

Employee benefits and related on-costs (cont'd)

Long service leave and superannuation

The employer’s obligation for employee entitlements is recognised as an expense in the period it relates to. Superannuation expense is determined based on 11% of employee salaries. All NSWIS employees are members of a defined contribution plan resulting in no unfunded liability for NSWIS.

Long service leave is measured at the present value of expected future payments to be made in respect of services provided up to the reporting date. Consideration is given to certain factors based on actuarial review, including expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using Commonwealth government bond rate at the reporting date.

The liability is calculated in accordance with AASB 119 Employee Benefits and NSW Treasury Circular TC 21/03 Accounting for Long Service Leave and Annual Leave. Accrued long service leave is treated as both a current and non-current liability in accordance with the Treasury Circular.

Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers’ compensation insurance premiums and fringe benefits tax.

12. Current / Non-Current Liabilities – Leases

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Current leases				
Lease Liability	1,640	1,514	1,640	1,514
	1,640	1,514	1,640	1,514

Non-current leases				
Lease Liability	3,509	4,818	3,509	4,818
	3,509	4,818	3,509	4,818

Recognition and measurement

Borrowings classified as financial liabilities at amortised cost are initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in net result when the liabilities are derecognised as well as through the amortisation process.

Lease liabilities are determined in accordance with AASB 16.

13. Contingent liabilities and contingent assets

There were no known contingent liabilities or contingent assets at balance date.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

14. Budget Review

Budget for NSWIS is not separately presented to NSW Parliament and a budget review has not been reported in these financial statements.

15. Equity

Accumulated Funds

The category 'Accumulated Funds' includes all current and prior period retained funds.

16. Reconciliation of Cash Flows from Operating Activities to Net Result

	Economic Entity		Parent Entity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Net cash used on operating activities	2,089	1,035	2,089	1,035
Depreciation and amortisation expense	(2,072)	(2,013)	(2,072)	(2,013)
Finance costs	(96)	(110)	(96)	(110)
Decrease / (increase) in provisions	(327)	(68)	-	(68)
Increase / (decrease) in prepayments and other assets	-	-	-	-
Decrease / (increase) in creditors	398	188	71	188
Increase / (decrease) in receivables	(443)	(311)	(443)	(311)
Increase / (decrease) in inventories	37	145	37	145
Net gain / (loss) on disposal of assets	(8)	-	(8)	-
Net result	(422)	(1,134)	(422)	(1,134)

17. Financial instruments

The Economic Entity's principal financial instruments and potential risks associated with those instruments are listed below. These financial instruments arise directly from the entity's operations and are required to finance its operations. The entity does not enter into or trade financial instruments including derivative financial instruments for speculative purposes.

The entity's main risks arising from financial instruments are outlined below, together with the entity's objectives' policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements.

The Chief Executive Officer has overall responsibility for the establishment and oversight of risk management. Risk management policies are established to identify and analyse the risks faced by the entity. Compliance with policies is reviewed by the Chief Executive on a continuous basis.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

17. Financial instruments (cont'd)

(a) Financial instrument categories

	Note	Category	Carrying Amount 2024	Carrying Amount 2023
Financial Assets			\$'000	\$'000
Class				
Cash and cash equivalents	5	N/A	3,350	3,137
Receivables ¹	6	Amortised cost under AASB 9	709	1,409

Financial liabilities			Carrying Amount 2024	Carrying Amount 2023
			\$'000	\$'000
Class				
Payables ²	11	Financial liabilities measured at amortised cost	689	1,101

¹ Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7)

² Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7)

(b) Derecognition of financial assets and financial liabilities

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when the contractual rights to the cash flows from the financial assets expire; or if the entity transfers its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:

- > The entity has transferred substantially all the risks and rewards of the asset; or
- > The entity has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control.

When the entity has transferred its rights to receive cash flows from an asset or has entered into a passthrough arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership. Where the entity has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset continues to be recognised to the extent of the entity's continuing involvement in the asset. In that case, the entity also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the entity has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the entity could be required to repay.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the net result.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

17. Financial instruments (cont'd)

(c) Offsetting financial instruments

Financial assets and financial liabilities are offset and the net amount is reported in the Statement of Financial Position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, or to realise the assets and settle the liabilities simultaneously.

(d) Financial risks

i. Credit risk

Credit risk arises when there is the possibility of the debtors of the Institute defaulting on their contractual obligations, resulting in a financial loss to the Institute. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for credit losses or allowance for impairment).

Credit risk arises from the financial assets of the entity, including cash, receivables, and authority deposits. No collateral is held by the entity. The entity has not granted any financial guarantees.

Credit risk associated with the entity's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

Cash and cash equivalents

Cash and cash equivalents comprises cash on hand and bank balances within the NSW Treasury Banking System.

Receivables – Trade debtors and loans

Accounting policy for impairment of trade debtors and other financial assets

Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand.

The entity applies the AASB 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade debtors.

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due.

The expected loss rates are based on historical observed loss rates. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables. Trade debtors are written off when there is no reasonable expectation of recovery.

The entity is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors as at 30 June 2024. Due to the nature of the entities receivables and based on the past history of losses, NSWIS has determined the expected credit loss rate as being immaterial and has not taken up an amount for expected losses.

ii. Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Institute's exposures to market risk is limited to cash as it has no borrowings or unit priced investment facilities. The Institute has no exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Institute operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis assumes all other variables remain constant.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

17. Financial instruments (cont'd)

(d) Financial risks (cont'd)

ii) Market risk (cont'd)

Interest rate risk

Exposures arise from cash and cash equivalents bearing variable interest rates. The Economic Entity does not hold fixed rate assets and liabilities. Sensitivity to a +1% movement in rates and -1% movement in rates and its impact is set out below:

	\$'000				
	Carrying amount	Profit	Equity	Profit	Equity
2024 Financial Assets		-1%		+1%	
Cash and Cash Equivalents	3,350	(34)	(34)	34	34

	Carrying amount	Profit	Equity	Profit	Equity
2023 Financial Assets		-1%		+1%	
Cash and Cash Equivalents	3,137	(31)	(31)	31	31

iii. Liquidity risk

Liquidity risk is the risk that the entity will be unable to meet its payment obligations when they fall due. The entity continuously manages risk through monitoring future cashflows to ensure adequate holdings of high quality liquid assets.

During the current and prior year, there were no defaults of loans payable. No assets have been pledged as collateral. The entity's exposure to liquidity risk is deemed insignificant based on prior period's data and current assessment of risk.

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW TC 11-12. The Economic Entity is not involved in any long-term financial borrowings and payables are settled within 30 days of receiving the supplier's invoice.

(e) Fair value measurement

The net fair value of cash deposits and non-interest bearing monetary financial assets and liabilities reflect their approximate carrying value.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

18. Related Party Disclosure

(a) Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly.

(b) Key management personnel compensation

Key management personnel compensation was as follows:

	2024	2023
	\$'000	\$'000
Short-term employee benefits		
Salaries, superannuation, annual leave	1,867	2,108
Other monetary allowances	-	-
Non-monetary benefits	-	-
Other long-term employee benefits	-	85
Post-employment benefits	-	-
Termination benefits	-	-
Total remuneration	1,867	2,193

(c) Other transactions with key management personnel and related entities

From time to time, key management personnel may purchase goods or services from NSWIS. These purchases are on the same terms and conditions as those entered into by other customers and are immaterial in nature. During 2023-24 there have been no transactions reported with key management personnel.

During 2023-24, NSWIS had related party transactions with the Office of Sport, receiving \$19.0 million in grant payments, on behalf of the NSW Government (2022-23: \$18.2 million) and making payments for facility access costs and cost recoveries of \$0.3 million (2022-23: \$0.3 million). NSWIS also had a shared services arrangement with the Office of Sport whereby they provided back-office support and processing services. The shared services arrangement was completed on 31st March 2023 with NSWIS paying \$0.1m during 2022/23. These transactions were conducted at arms-length.

NSWIS has a related party relationship with the Olympic Winter Institute of Australia (OWIA). The CEO of NSWIS is a member of the Board of OWIA. During 2023-24, NSWIS had related party transactions with OWIA, receiving \$0.1 million in grants, contributions and cost reimbursements (2022-23: \$0.1 million) and making payments of \$0.2 million for services received and costs reimbursements (2022-23: \$0.2 million). These transactions were conducted at arms-length.

NSWIS had a related party relationship with Swimming NSW. Until 30 November 2023, a member of the NSWIS Board was also on the Board of Swimming NSW. During 2023-24, NSWIS had related party transactions with Swimming NSW, making payments of \$0.1 million (2022-23: \$0.1 million) for services received. These transactions were conducted at arms-length.

NSW Institute of Sport
Notes to the Financial Statements (cont'd)
For the period 1 July 2023 to 30 June 2024

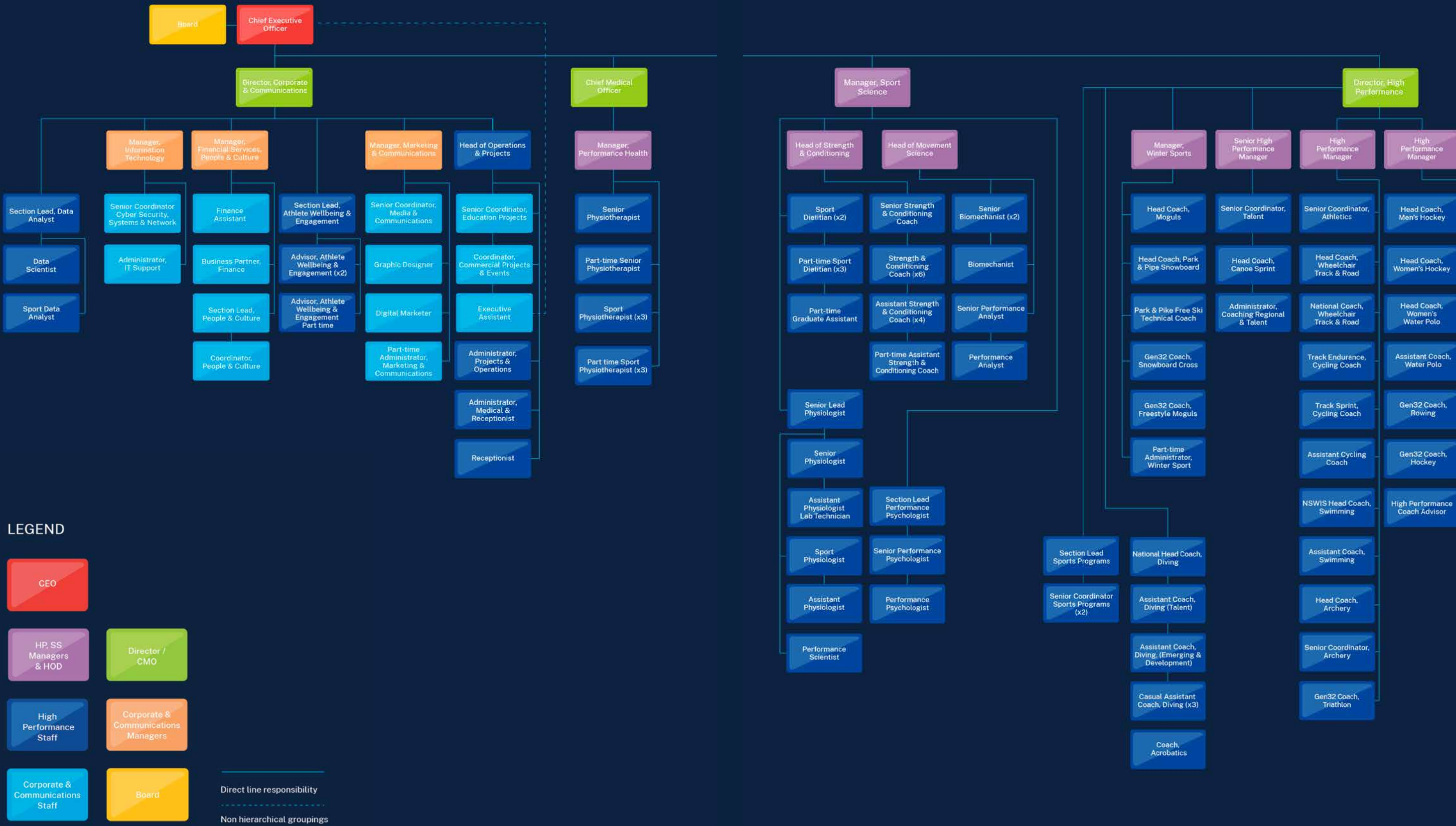
19. Events after the Reporting Period

Under the Administrative Arrangements (Administrative Changes–Miscellaneous) Order (No 2) 2024, the New South Wales Institute of Sport was transferred to the Department of Creative Industries, Tourism, Hospitality and Sport (DCITHS). This Order took effect from 1 July 2024 and there is no anticipated financial impact on the Institute.

There were no other significant events after the reporting period.

End of audited financial statements.

Appendix 1: Organisational Chart (as of 30 June 2024)



Appendix 2: Legislation & Legal Change

The NSW Institute of Sport (NSWIS) was established as a Statutory Authority under the Institute of Sport Act 1995. During the reporting period, there were no changes made to the Act.

Appendix 3: People & Culture

Staffing

This appendix provides data on the number of staff employed by NSWIS, commentary on People and Culture (P&C) policies and practices, movement in salaries, and organisational structure. As of 30 June 2024, NSWIS employed 90 full-time, 13 part-time and 4 active casual staff.

NSWIS staffing totals

Reporting Period	2022	2023	2024
Full-time	78	96	90
Part-time	11	12	13
Casual	5	1	4
Total	94	109	107

Staff figures as at 30 June 2024

The NSWIS workforce was comprised of 51% male and 49% female staff, with 74% of roles engaged to provide direct support to NSW athletes in coaching and high performance services, a reduction of 5% on last year.

Conditions of Employment and Movement in Payroll Costs

All staff, apart from four senior executive roles (CEO, Director, Corporate and Communications, Chief Medical Officer, and Director, High Performance), are employed under the NSWIS Enterprise Agreement 2023-2024.

NSWIS staff are employed on a fixed term employment contract. During the reporting period, most contracts cease on 31 December 2024. The salary and on-costs for 2023/24 include a 2.53% salary increase paid to all staff employed from 1 January 2024, except for the four senior executive roles.

The senior executives did not receive a salary increase in the reporting period.

Staff turnover was 16% in the 2023/24 period (2022/23 15%), a figure which is normal for this stage of the Olympic cycle.

Leave Administration

People & Culture reviews employees’ annual leave entitlements on an ongoing basis. Where balances exceed 30 days, the team works with the staff member and supervisor to reduce this balance. On a fortnightly basis, annual leave balances are included on employee pay slips. Managers and supervisors are empowered to manage this directly with their staff, discussing leave as part of regular performance meetings. The NSWIS Executive is provided with a leave administration report on a regular basis.

Learning and Development

The NSWIS People Development Plan identifies the development priorities and knowledge/skill gaps required to develop highly skilled staff, high performing teams, and a responsive and agile workforce. Priorities are informed by employee Professional Development Plans (PDP) to ensure development is congruent with the achievement of expected individual and organisational outcomes.

Additionally, employees engaged in targeted learning and development opportunities, aligned to the priorities identified in their PDP, through external providers, experiential learning, and national roles.

During 2023/24, NSWIS built/activated nine eLearn’s on the Learning Hub (learning management system) and created 16 courses based on content provided from the Australian Institute of Sport to enhance organisational development of athletes and employees.

Fifteen industry/sport experts presented to NSWIS and delivered 18 targeted workshops to staff and sport partners.

Guidelines, Policies and Procedures

The Institute has a policy review program that ensures all policies are reviewed every two years as a minimum. Policies may also be reviewed more frequently to respond to changes in legislation, regulation, or to ensure NSWIS maintains best practice processes and policies.

Policies, procedures, and guidelines considered and reviewed included	
Access Control Policy	Infectious Disease Policy
Anti-Doping Policy	Information Management Policy
Audit and Risk Committee Charter	Information Security Policy
Board Governance Statement	IT Acceptable Use Policy
Bullying and Harassment Policy	IT Security Policy
Child Safe Policy	Privacy Policy
Data Breach Policy	Purchasing Card Policy & Guidelines
Delegations Manual	Records Management Policy
Enterprise Risk Management Framework	

Employees have access to all the NSWIS policies and guidelines via the intranet site ARENA.

Appendix 4: Code of Conduct

The NSWIS Code of Conduct is signed by new employees of NSWIS during their onboarding program. No changes to the Code of Conduct we made in the reporting period.

The Athlete Code of Conduct is signed by all NSWIS Scholarship holders annually. The were no changes to the athlete code of conduct during the reporting period.

Adherence to the Code is a requirement of employment and is incorporated into the NSWIS Enterprise Agreement and employment contracts for all employees and contractors. Adherence to the Code is also included within the NSWIS Athlete Agreement.

Appendix 5: Equal Employment Opportunity (EEO)

NSWIS is committed to a workplace that is free of unlawful discrimination and harassment. The Institute strives to ensure that practices and behaviours in the workplace do not disadvantage people because they belong to a particular EEO group (e.g., women, Aboriginal and Torres Strait Islander people, people whose first language was not English and people with a disability).

- > 49% of staff (excluding casuals) are female, and the representation on the Executive Committee during the financial year was 20% (which is the same as the previous year)
- > NSWIS employed 1 intern during the period who identify as Aboriginal and/or Torres Strait Islander descent. They were hired in partnership with CareerTrackers.
- > 4 staff members (excluding casuals) with a disability were employed during the reporting period and one of them required some adjustment to their workplace. As the NSWIS facility was purpose built for the training of both able bodied and athletes with a disability, it incorporates modifications including wheelchair access.
- > 11 staff (excluding casuals) are from a racial, ethnic, or ethno-religious minority groups, of which English was not their first language. This reflects the international nature of high performance sport. NSWIS strives to be a world leading high performance organisation and whilst home grown talent remains our priority, sometimes we need to look internationally to attract world leading experts.

Table: Trend in the Representation of EEO Groups-Percentage of Total Staff as at 30 June 2024

EEO Group	Benchmark or target	2022	2023	2024
Women	50%	40.4%	43.5%	48.5%
Aboriginal and Torres Strait Islander Peoples	3.3%	0.0%	0.9%	1.0%
People whose first Language is not English	23.2%	2.2%	10.2%	10.7%
People with a Disability	5.6%	1.1%	2.8%	2.9%
People with a disability requiring work related adjustment	N/A	1.1%	0.9%	1.0%



Table: Staff Numbers (excluding casuals) by level as at 30 June 2024

Level	Total Staff	Men	Women	Unspecified	EEO Numbers				
					Aboriginal People & Torres Strait Islanders	People from racial, ethno-religious minority groups	People whose language first spoken as a child was not English	People with a disability	People with a disability requiring work-related adjustment
\$0-\$53,825									
\$53,826-\$70,693	3	1	2						
\$70,694-\$79,031	11	2	9			1	2	1	
\$79,031-\$100,010	23	9	13	1	1	3	4		
\$100,011-\$129,330	47	28	19			2	3	2	1
\$129,331-\$161,663	12	7	5			3	2		
>\$161,663 (non PSSE)	3	2	1			2			
>\$161,663 (PSSE)	4	3	1						
Totals	103	52	50	1	1	11	11	3	1

Table: Percentage of total staff by salary level (as of 30 June 2024)

Level	Total Staff	Men	Women	Unspecified	EEO Percentages				
					Aboriginal People & Torres Strait Islanders	People from racial, ethno-religious minority groups	People whose language first spoken as a child was not English	People with a disability	People with a disability requiring work-related adjustment
\$0-\$53,825									
\$53,826-\$70,693	3	33.3%	66.7%						
\$70,694-\$79,031	11	18.2%	81.8%			9.1%	18.2%	9.1%	
\$79,031-\$100,010	23	39.1%	56.5%	4.3%	4.3%	13.0%	17.4%		
\$100,011-\$129,330	47	59.6%	40.4%			4.3%	6.4%	4.3%	2.1%
\$129,331-\$161,663	12	58.3%	41.7%			25.0%	16.7%		
>\$161,663 (non PSSE)	3	66.7%	33.3%			66.7%			
>\$161,663 (PSSE)	4	75.0%	25.0%						
Totals	103								

Appendix 6: Health Safety & Wellbeing

NSWIS is committed to providing a safe working and training environment for staff, athletes, clients, and visitors. The prime responsibility for ensuring the health, safety and welfare of all employees, athletes and visitors rests with the CEO and senior managers, whilst all employees are responsible for cooperating fully, following instructions, using safety equipment appropriately and reporting risks and accidents / near misses / illnesses.

The NSWIS Health Safety and Wellbeing (HS&W) Committee has five members, led by the Chair with minutes recorded by the Secretary. The committee met on two occasions during the reporting period with minutes of those meetings were posted on notice boards and on the NSWIS intranet. The HS&W Committee focused on reducing hazards through regular inspections and prompt action and is reported at Executive and Board meetings.

During the reporting period, there were three reports of injury to either employees or contractors requiring first aid/medical treatment with no Lost Time Injuries (LTI) to report for the period.

Appendix 7: Disability Action Plan

NSWIS continued to support disabled athletes and coaches in a variety of sports including archery, athletics, cycling, rowing, swimming and winter sports. The Institute maintained a close relationship with Paralympics Australia and the Office of Sport to encourage involvement of athletes with a disability in high performance sport. 12.7% of NSWIS supported athletes are Para athletes.



Appendix 8: Action Plan for Women

NSWIS provides equal employment opportunity for women to ensure the organisation is representative of the community it serves. As of 30 June 2024, 49% of employees (exclusive of casuals) were women. There is one female representative on the Executive Committee and 50% representation on the NSWIS Board.

NSWIS continues to support the Office of Sport’s Her Sport Her Way Strategy that drives female participation in sport and the development of female senior executives.

Appendix 9: Multicultural Policy

NSWIS continues to explore opportunities to meet the needs of stakeholders from diverse cultural backgrounds and to provide multicultural diversity in our programs, where there is a direct benefit to improving the performance of athletes. During the reporting period, NSWIS continued to support a nomination for permanent residency.

Our Multicultural Policy is being addressed through a Diversity and Inclusion Strategy that will support targeted areas for improvement.

NSWIS also continues to contribute to cluster wide multicultural initiatives and reporting requirements.

Table: Culturally and linguistically diverse (CALD) women

Improving outcomes for female leadership	
Number of CALD women leaders	0
2024 leadership training spend on CALD women	0
Leadership positions	9

Improving outcomes for female leadership	
Client demographics	DO NOT COLLECT
Expenditure	nil
In-house staff; Bilingual staff	11
In-house staff; community language assistance scheme recipients	0
Service provided	0

Services for humanitarian entrants

Nil actions to date.

Diversity and Inclusion Strategy

NSWIS has continued to push forward with rolling out the Institute’s Diversity and Inclusion strategy with areas of growth seen in the cultural diversity, increase in staff who have a disability and a greater gender balance.

In addition to this there has been a strong focus in Indigenous cultural awareness, International Women’s Day, the LGBTIQ+ community, mental health awareness and Harmony Week where staff’s cultural backgrounds were recognised through a ‘Taste of Harmony’.

Whilst we continue to build our community and support our diverse and inclusive sport sector, we look to further educate staff on topics of -how to lead and contribute to a safe and inclusive environment, respect and value the athlete’s voice and address bias and stamping out racism in sport.

Appendix 10: Senior Executive Remuneration

This Appendix represents the total remuneration package of executives in each band (at the end of the reporting year) and the percentage of total employee-related expenditure this equates to.

Table: Executive remuneration bands

PSSE Band	2022/23			2023/24		
	Men	Women	Total	Men	Women	Total
Band 1	3	1	4	2	1	3
Band 2	1	0	1	1	0	1

The percentage of employee payments that relates to senior executives was 7.3% in 2023-24 (8.2% in 2022-23).

Appendix 11: Consumer Response

NSWIS received zero complaint regarding services in 2023-24. The Institute undertook mid-year and annual reviews of each sport program and services provided to athletes.



Appendix 12: 2023 / 24 Budget

Income	\$Million
Grants	
State government -total appropriations	18.99
National & state sporting organisations	3.02
Sub-total	22.01
Sponsorship	
Cash	0.08
In-kind / contra	1.07
Sub-total	1.16
Other	
Sundry	0.74
Sub-total	0.74
Total revenue	23.90
Expenditure	
Staff costs	14.41
Operating costs	8.77
Total expenditure	23.19
Operating surplus / Deficit	0.72
Depreciation & Amortisation	2.26
Net Surplus/ Deficit	(1.54)

Appendix 13: Public Access to Government Information

NSWIS did not receive any requests in 2023-24 for information under the Government Information (Public Access) Act 2009.

Appendix 14: Sustainability

NSWIS is committed to responsible energy management for both environmental and financial objectives, aiming to achieve cost savings through reduced energy consumption and greater use of greenhouse technologies.

Sustainability initiatives in the last 12 months include the installation of LED lighting and energy efficient refrigerators at NSWIS HQ as well as Narrabeen and Jindabyne Hubs aimed at reducing energy usage across the facilities.

The NSWIS facility has a Nabers energy rating of 4.5 for both power and water. The facility also uses grey water (re-cycled water supplied by the Sydney Olympic Park Authority) for the flushing of toilets. Collected rainwater is also used for the irrigation of the plants and garden.

Appendix 15: Privacy & Personnel Information Policy

In 2023-24, there were no applications for review and no changes to the legislation.

Appendix 16: Overseas Travel

The table below represents travel undertaken by athletes, coaches, and staff during 2023-24 (to the nearest dollar amount).

	Air Fares	Accom	Other	Total
General Purpose	17,712	22,724	4,388	44,824
Athletics	50,207	71,983	-	122,190
Cycling	3,407	13,848	2,562	19,817
Swimming	5,995	11,441	1,010	18,446
Water Polo Women's	73,621	22,885	664	97,170
Winter Sports	99,523	282,029	47,714	429,266
Total	250,465	424,910	56,338	731,713

Appendix 17: Service Providers, Contractors & Consultants

During the reporting period, NSWIS engaged a number of external service providers to provide the following:

- > Legal services
- > Information technology, finance
- > High performance services including sport psychology, medical and physiotherapy
- > Property consulting services

These external providers offered specialist services that supplement the services provided by NSWIS staff and coaches. In 2023-24, there was one individual consultancy engagements of greater than \$50,000, with Property and Development NSW engaged to provide property consulting services. All providers were engaged for services to supplement existing NSWIS activities. The total cost of these engagements for 2023-24 was \$0.66m (2022-23 \$0.87m).

Appendix 18: Guarantee of Services

The Institute's main clients are high performance athletes and coaches. NSWIS aims through its internationally acclaimed programs and services to be a leader in high performance sport. NSWIS is committed to delivering high performance services throughout NSW to all NSWIS scholarship holders.

NSWIS seeks to improve the performance through a commitment to excellence across all areas of our operations. It is our aim to provide our athletes with cost effective and priority access to daily training facilities together with expert coaches, state of the art equipment and specialist services (sport science, sport medicine, sport psychology, wellbeing, sport intelligence, and career and education) to enhance athlete and program performance.

In dealing with service delivery, all NSWIS staff must abide by the Institute's Code of Conduct. NSWIS considers all complaints carefully and welcomes suggestions to improve its efficiency and effectiveness.

The organisation also seeks to establish and maintain effective strategic alliances which will enhance the services NSWIS provides to its coaches and athletes. NSWIS also interacts with government organisations, national and state sporting organisations, Australian and international universities, suppliers, the media, and the community.

Appendix 19: Risk Management & Insurance

NSWIS is committed to having an effective risk management process in place to minimise the risk exposure to the business, sport programs, staff, and athletes.

Appendix 19: Risk Management & Insurance (cont'd)

Risk and Compliance

NSWIS have embedded within the business an Enterprise Risk Management Framework and Risk Management Guidelines as well as the Audit Office of NSW Governance Lighthouse Framework. The corporate risk and compliance registers are regularly reviewed and updated by Executive management and reviewed at each Audit and Risk Committee meeting. The Board subsequently reviews and approves the risk and compliance registers annually.

Insurance

NSWIS participates in the Treasury Managed Fund which is the State Government Insurance Scheme. The scheme is administered on behalf of the Government by Insurance and Care NSW (icare). The scheme covers worker's compensation, motor vehicles, property damage, Miscellaneous and public liability, the major insurance risks of the NSW Institute of Sport. During the reporting period we submitted three motor vehicle and two property damage insurance claims.

Audit and Risk Committee

NSWIS currently has an Audit and Risk Committee and an internal audit function. During 2023/24, the Audit and Risk Committee met to:

- > Discuss findings from the audit of the annual financial statements
- > Discuss findings from internal audits undertaken during the year
- > Review the organisation's risk and compliance registers
- > Review the organisation's cyber security processes and activity
- > Review the organisation's financial performance
- > Approve changes to internal policies and procedures

A summary of the discussions from the Audit and Risk Committee meetings are provided to the NSWIS Board. Management promptly rectifies any shortcomings reported.



Appendix 20: Public Interest Disclosures

NSWIS is committed to maintaining the highest standards of ethical and accountable conduct and will support all staff who report wrongdoing. The NSWIS Fraud Corruption Prevention Policy and Public Interest Disclosure (PID) Policy outline the Institute's current internal reporting policies and procedures. The Institute has met its reporting requirements under Section 31 of the PID Act. Below provides an overview:

Legislative Requirement	NSWIS Response
Number of public officials who have made a PID to the authority	0
Number of PIDs received by the authority in total and the number relating to each of the following: i. Corrupt conduct ii. Maladministration iii. Serious and substantial waste of public money or local government money (as appropriate) iv. Government information contraventions v. local government pecuniary interest contraventions	0
Number of PIDs finalised by the authority	N/A
Whether the authority has a PID policy in place	Yes
What action the head of the authority has taken to ensure that his or her staff awareness responsibilities under section 6E(1)(b) of the Act have been met.	The NSWIS CEO has ensured that: > The authority has a public interest disclosures policy > The policy designates at least one officer of the authority as being responsible for receiving public interest disclosures on behalf of the authority > The staff of the authority are aware of the contents of the policy and the protections under the PID Act > The authority complies with the policy and the authority's obligations under the PID Act

Appendix 21: Credit Card Certification

NSWIS reviewed and updated the existing Purchasing Card Policy and Guidelines in 2023/24. This policy, agreed to by all NSWIS purchase card holders, outlines the requirements for issue, usage, and administration of NSWIS provided purchase cards. The Chief Executive Officer certifies that purchasing card use at NSWIS is in accordance with relevant Premier's Memoranda and Treasurer's Guidelines.

Appendix 22: Payment of Accounts

NSWIS processes payments mostly by electronic funds transfer, rarely by cheque and makes payments on a weekly basis. NSWIS aims to pay all accounts within 30 days. In April 2023 NSWIS went live with and SAP upgrade to its financial and payroll system and transitioned from the Office of Sport to the new whole of government shared services arrangement managed by the Department of Planning, and Housing and Infrastructure under the Project PaTH initiative.

Table: 2023/24 Quarterly Payment of Accounts

Ageing of Accounts Payable	Quarter ending Sept 23 \$	Quarter ending Dec 23 \$	Quarter ending Mar 24 \$	Quarter ending Jun 24 \$
Current not past due	30,358	50,561	4,917	275
Current between 30 -60 days	63,830	19,025	16,639	6,143
Current between 60 -90 days	-	265	-	-
More than 90 days	90	-	-	-
Total	94,278	69,851	21,556	6,418

Payment performance		Quarter ending Sept 23	Quarter ending Dec 23	Quarter ending Mar 24	Quarter ending Jun 24
Accounts paid on time	Value (\$)	1,578,254	1,132,299	1,735,278	2,017,623
	Number	436	357	457	623
Total accounts paid	Value (\$)	1,628,870	1,178,433	1,837,467	2,031,265
	Number	478	381	529	667
% of accounts paid on time	Value	97%	96%	94%	99%
	Number	91%	94%	86%	93%

Appendix 23: Attestation Statements

Internal Audit & Risk Management

www.nswis.com.au





Internal Audit and Risk Management Attestation Statement for the 2023-24 Financial Year for the NSW Institute of Sport

I, Kevin Thompson, CEO of the NSW Institute of Sport, am of the opinion that the NSW Institute of Sport has internal audit and risk management processes in operation that are compliant with the seven (7) core requirements set out in the *Internal Audit and Risk Management Policy for the General Government Sector*, specifically:

Core Requirements	Compliant, non-compliant or in transition
Risk Management Framework 1.1 The Accountable Authority shall accept ultimately responsibility and accountability for risk management in the agency. 1.2 The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.	Compliant Compliant
Internal Audit Function 2.1 The Accountable Authority shall establish and maintain an internal audit function that is appropriate for the agency and fit for purpose. 2.2 The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for the Professional Practice of Internal Auditing. 2.3 The Accountable Authority shall ensure the agency has an Internal Audit Charter that is consistent with the content of the ‘model charter’.	Compliant Compliant Compliant
Audit and Risk Committee 3.1 The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency’s governance processes, risk management and control frameworks, and its external accountability obligations. 3.2 The Accountable Authority shall ensure the Audit and Risk Committee has a Charter that is consistent with the content of the ‘model charter’.	Compliant Compliant

Membership
The chair and members of the Audit and Risk Committee are:

- Chair: Mr B Lancken (NSWIS Board Member) (Term 1 December 2017 - present)
- Member: Mr G Flowers (NSWIS Board Chair) (Term 1 August 2015 - present)
- Member: Ms M King (NSWIS Board Member) (Term 1 December 2023 - present)
- Member: Mr C Fydler (NSWIS Board Member) (Term 1 December 2017 to 30 November 2023)



Kevin Thompson
CEO, NSWIS
20th September 2023



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Appendix 23: Attestation Statements (cont'd)

Cyber Security

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Cyber Security Attestation Statement for the 2023-2024 Financial Year for the NSW Institute of Sport

I, Kevin Thompson, CEO of the NSW Institute of Sport, am of the opinion that the NSW Institute of Sport has managed Cyber Security risks in a manner consistent with the mandatory requirements set out in the NSW Government Cyber Security Policy.

Risks to the information and systems of the NSW Institute of Sport have been assessed and are managed effectively. In addition, there exists a current cyber incident response plan which has been tested logically and technically during the reporting period.

Governance is in place to manage the Cyber Security maturity and initiatives of the NSW Institute of Sport, and the NSW Institute of Sport maintains full-time staff responsible for cyber security as part of its information technology team.

An independent review and audit of the agency’s appropriateness of specific controls, integrity of systems and effectiveness of processes, including the Information Security Management System was undertaken during the year and found to be adequate or being properly addressed in a timely manner.

Kevin Thompson
CEO, NSW Institute of Sport
25th September 2024

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Appendix 24: Access

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Appendix 25: Annual Report Publication Details

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Appendix 26: Production Costs

The 2023/24 Annual Report was designed by NSWIS.

INDEX

A

Acknowledgment of Country	2
Athlete Advisory Group Members	23
Appendix	96
Archery	47
Athletes & Pathways	21
Athletics	47
Attestation Statements	109

B

Budget	104
--------	-----

C

Canoe Slalom	48
Canoe Sprint	49
CEO’s Message	10
Chair’s Message	8
Charter	57
Coach Development Activities	32
Coaching	30
Code of Conduct	100
Competition	38
Consumer Response	104
Credit Card Certification	107
Cycling	48

D

Daily Training Environment	34
Diving	49

E

Equal Employment Opportunity	100
------------------------------	-----

F

Financial Statements	62
----------------------	----

G

Guarantee of Services	104
Governance	56

H

Health, Safety & Wellbeing	102
Hockey Men	50
Hockey Women	50

I

Individual Athlete	51
Insurance	106

L

Leadership, Position & Culture	40
Legislation & Legal Change	98

M

Management	58
Minister’s Letter	6
Multicultural Policy	103

N

NSWIS Overview	12
NSWIS 2032+ Strategy	15

O

Organisational Chart	96
Overseas Travel	105

P

Payment of Accounts	107
People & Culture	98
Performance Drivers	18
Privacy & Personnel Info Policy	105

Production Costs	111
Public Access	104
Public Interest Disclosures	107
Publication Details	111
Purpose	13

R

Research & Innovation	44
Risk & Compliance	60
Rowing	51

S

Sailing	52
Senior Executive Remuneration	104
Service Providers	105
Sports Technology Hub	15
Sport Partnerships	46
Strategic Initiatives	14
Summary Infographic	4
Surfing	53
Sustainability	105
Swimming	52

T

Triathlon	53
-----------	----

V

Values	13
Vision	13

W

Water Polo Women	54
Winter Sports	54



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