NSWIS
NSW INSTITUTE OF SPORT

# ANNUAL REPORT

2025/26




NSW GOVERNMENT

# 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 and present.





**ATHLETICS //** WARLPIRI WOMAN, TELAYA BLACKSMITH

# CONTENTS


2 Acknowledgement of Country

4 Minister's Letter

6 Chair's Message

8 CEO's Message

10 NSWIS Overview

12 Performance Drivers

14 Athletes & Pathways

18 Winter Olympics Wrap

24 Winter Paralympics Wrap

30 Benchmark Events Wrap

36 Coaching

40 Daily Performance Environments

44 Competition

46 Leadership, Position & Culture

52 Research & Innovation

54 Para Unit

56 Sport Partnerships

64 NSWIS Governance

66 NSWIS Management

68 Risk & Compliance

70 Financial Statements

103 Appendix

123 Index

125 Partners & Sponsors

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29th October 2026

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

Dear Minister,

It gives us great pleasure to submit the 30th 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 2026 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

**Kirsten Thomson OLY**
Chief Executive Officer

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**PARA WINTER SPORTS** // BEN TUDHOPE



**In celebrating the success, I again thank the NSW Government for its support of our Winter Program athletes in recent years, which contributed significantly to Australia's performance. Government and partner investment has delivered world-leading winter training facilities in Jindabyne that have provided our athletes a clear competitive advantage.**

MESSAGE FROM

# THE CHAIR

Looking back on 2025–26, I would like to sincerely thank the New South Wales Institute of Sport's (NSWIS) Board and the NSW Minister for Sport, The Hon. Steve Kamper MP, for their outstanding support and guidance during a memorable year of achievement for the Institute.

NSWIS's purpose is to serve the Institute's athletes, and I am proud that our commitment to providing them with a strong, strategic build-up to the 2032 home Games was evident in the significant contribution made by the athletes, coaches, practitioners and staff to Australia's success at the Winter Olympic and Paralympic Games and at various world championships.

It is with tremendous pride I note the performance of NSWIS Winter Sport Program athletes at the Milano Cortina 2026 Olympic Games. They won four of Australia's six medals — three (3) gold and one (1) bronze. Gold medals for **Jakara Anthony OAM, Josie Baff and Cooper Woods,** along with **Matthew Graham's** bronze, helped Australia achieve its most successful Winter Olympics and reaffirmed NSWIS's vital role in the national high performance sport system.

Snowboarder **Ben Tudhope** further demonstrated the Institute's impact by winning Paralympic silver and bronze, accounting for Australia's entire medal tally and extending the Winter Paralympic Team's medal-winning streak to 34 years. His achievement was even more remarkable given he competed after dislocating his shoulder early in the Games. While I recognise his contribution to the medal tally, I am equally proud of every NSWIS athlete who represented Australia at the Paralympic and Olympic Games.

We must also acknowledge the disappointment experienced by **Cam Bolton** and **Daisy Thomas,** whose Olympic ambitions were ended by injuries on the eve of the Opening Ceremony. A serious neck injury denied Cam the chance to compete at his fourth Games, while an aggravated ACL ended Daisy's hopes of making her debut despite the best efforts to get her to the start line. Both athletes' disappointment must have been immense, yet they responded with admirable dignity and strength.

In celebrating the success, I again thank the NSW Government for its support of our Winter Program athletes in recent years, which contributed significantly to Australia's performance. Government and partner investment has delivered world-leading winter training facilities in Jindabyne that have provided our athletes a clear competitive advantage.

NSWIS athletes also excelled away from the snow, comprising 23 per cent of national team members at benchmark events which include Olympics, Paralympics and world championships. They won an exceptional 41 medals across multiple sports' as well as achieving 92 top eight finishes, yet another powerful demonstration of NSWIS's impact on the world stage.

Among the highlights were:

- High jumper **Nicola Olyslagers** dominating her event, winning the world championship title and being named Female Field Athlete of the Year at the 2025 World Athletics Awards in Monaco.
- **Rhiannan Iffland** securing her ninth consecutive King Kahekili Trophy for cliff diving and her fifth world championship gold medal.
- Middle-distance runner **Jessica Hull** reinforcing her standing on the world stage through consistently outstanding international performances.

- The success of our Para athletes on the world stage, including **Lauren Parker OAM** and **Timothy Hodge OAM.**
- **Molly Picklum** claiming the women's surfing world title.

These achievements strengthened the Institute's reputation, and I am proud to note they were underpinned by NSWIS high performance support specialists.

NSWIS has undergone significant change since my last report, and I am delighted to welcome **Kirsten Thomson OLY** as CEO. A silver medallist at the Sydney 2000 Olympic Games, Kirsten brings invaluable perspective, energy, business acumen and a deep understanding of Australia's sporting landscape, including athletes' specific needs. These qualities position NSWIS strongly for the future.

After earlier leadership roles at NSWIS, Kirsten delivered outstanding results at the Office of Sport and, most recently, as CEO of Swimming NSW. She is passionate about sport's transformative power and is widely respected for building performance cultures in which individuals and teams thrive.

As I welcome Kirsten, on behalf of the board I thank **Professor Kevin Thompson,** who concluded his tenure as NSWIS CEO in 2025. Since joining in 2017, Kevin set exceptionally high standards and demonstrated outstanding commitment to the Institute's staff and athletes. He guided NSWIS through the pandemic, the uncertainty of the Tokyo 2020 Games and excitement of the Paris 2024 Olympic and Paralympic Games, while spearheading projects that will benefit NSWIS well into the future.

NSWIS remains indebted to **Adam Berry,** Deputy Secretary of the Office of Sport, for his outstanding service as Acting CEO during the six-month recruitment process. Despite an already demanding workload, Adam provided guidance and leadership that were crucial to the Institute's operations. I look forward to continuing our close work with him and the Office of Sport team.

We also bade a fond farewell to **Dr Grace Bryant OAM,** who retired from medical practice after 29 years as a much-loved NSWIS employee. A pioneer of sports medicine in Australia, 'Dr Grace' was here when NSWIS opened its doors in 1996. The tribute by NSWIS alumnus **Ian Thorpe AM** said it all: "We all love Grace. Thank God for Grace."

Outstanding work behind the scenes at NSWIS over the past 12 months included:

- Fourteen NSWIS coaches were either appointed to national team roles or supported benchmark and international events. This included the Institute's three Winter Sport Program's coaches gaining selection for the Milano Cortina Games. This result reflects the Institute's coaching depth talent, and the guidance provided by High Performance Coach Advisor **Bradley McGee OAM** and Coach, Performance Lead **Alan McConnell.**
- Six NSWIS coaches joined the Australian Institute of Sport Mentoring Program: mentees **Ethan Topalovic, Jackson Holtham, Kate Pipkin, Neven Cirkovic** and **Ryan Frost** were joined by mentor, **Louise Sauvage OAM.**
- NSWIS staff were appointed to national leadership and other key sport roles, re-enforcing NSWIS's influence in Australian high performance sport.
- People and Culture led recruitment over the 12-month period, attracting 38 high-quality new staff.
- Operations & Projects oversaw improvements, including refurbishing the Athlete Lounge into a more functional and welcoming space. The team also moved fleet management to SG Fleet and appointed FCM Travel, improving alignment, oversight, value for money and user experience.
- Media & Communications achieved a record 13,715,611 social media impressions and 286,699 engagements. These were driven by interviews at major sporting events and the NSWIS Lights Up Milano Cortina campaign.
- The Media & Communications team delivered media training for our athletes with **Bradley McGee OAM** sharing insights from his experience with media while a world-leading cyclist.
- The nutrition team hosted five workshops for athletes' parents, carers and partners to help them provide their athlete's nutritional requirements. **Samantha Deutsch** is to be commended for driving the initiative.
- The Executive developed and implemented an action plan in response to the PMES feedback, reinforcing NSWIS's commitment to remaining an employer of choice.
- The NSWIS Para Unit supported 73 Para athletes through Para Accelerate Training Agreements, providing access to coaching expertise, performance support and competition opportunities. It also staged Para Transition programs in Sydney, Newcastle and Bathurst, giving 90 potential athletes the chance to try a range of sports.
- The Sport Intelligence Team undertook an enormous amount of work to develop data bases and results tracking software, which proved invaluable for the Moguls Program and snowboard Park & Pipe Program.
- The Athlete Advisory Group is to be commended for its contribution to the Athlete Lounge upgrade, gym culture initiatives and Media & Communications content.

The past 12 months will be remembered as a period of significant achievement, change and progress at NSWIS. I am proud to report that throughout the leadership transition, our staff and athletes remained firmly committed to strengthening the culture behind our success—one defined by ambition, achievement and relentless pursuit of excellence.



**Gary Flowers**
Chair



**In May, more than 90 NSWIS staff came together to help shape the Institute's future at our Strategic Planning Day. The result was our new strategic plan, Perform. Thrive. Inspire., a clear statement of who we are, why we exist, and the impact we aspire to have for athletes, the sporting sector, and the people of NSW.**

MESSAGE FROM

# THE CEO

It has been a year of momentum for NSWIS, defined by the outstanding achievements of our athletes and staff, and driven by a shared commitment to excellence and each other.

The 2026 Milano Cortina Winter Olympic and Paralympic Games marked an historic campaign for NSWIS athletes and coaches. At the Olympic Games, 21 NSWIS athletes represented Australia, contributing to the nation's record six-medal haul of three gold, two silver and one bronze. Across both Games, our athletes delivered outstanding performances on the world stage, demonstrating the talent, resilience and determination that define Team NSWIS. We are incredibly proud of the NSWIS athletes, coaches and staff that represented Australia, and the NSW community, at the Games.

Since stepping into the role of CEO in April 2026, I have been continually impressed by how deeply the Institute is defined by its people and their unwavering commitment to our athletes and purpose. The passion and expertise that underpin our operations drive the high performance culture that propels NSWIS forward.

One story that captures this passion is the work of our Head of Movement Science, **Tamara Martens**. Working closely with Sailing Program coaches, Tamara identified gaps in athlete skill development. The coaches needed a simple, skill-based video library that would let them compare athletes with elite exemplars, track progress and store coaching notes alongside footage. In response, Tamara consulted with the coaches and designed two connected platforms. *The Rinser* which captures, stores and manages video, metadata and coaching notes, and *SailWatch* that enables coaches to search, view and compare footage using metadata filters.

A further highlight of the year has been the impact of the newly created role of Advisor, Connection to Country, which was established in partnership with the Australian Sports Commission (ASC). **Tay-Leiha Clark**, a proud Wonnarua and Worimi woman stepped into the role and has been a dedicated advocate for our First Nations athletes, helping ensure they feel seen and heard and supporting them to build meaningful connections that set them up for life after sport.

Tay also represents NSW as a mentor in the Australian Institute of Sport's Share a Yarn program, helping build a pipeline of emerging First Nations leaders across Australian sport. We are grateful for the investment by the ASC and Federal government in this program.

In May, more than 90 NSWIS staff came together to help shape the Institute's future at our Strategic Planning Day. The result was our new strategic plan, **Perform. Thrive. Inspire.**, a clear statement of who we are, why we exist, and the impact we aspire to have for athletes, the sporting sector, and the people of NSW.

The conversations throughout the day reinforced several enduring truths. Our success depends on how effectively we work together as one team. Athletes must remain at the centre of everything we do, and the ambition of our athletes must continue to set the standard for our own ambition as an organisation.

Looking ahead, our vision for the future is not simply to produce medal winning performances. Whilst we embrace this as or core purpose, we must create environments where athletes can achieve extraordinary results, realise their potential, and inspire NSW through what they achieve.

Success will come from continually evolving how we support our athletes, and invest in our people and expertise, and work together with our sport and NSW government partners with a shared sense of purpose. By doing so, we will strengthen NSWIS's contribution to sport in NSW and ensure athletes continue to have the support they need to succeed and thrive on the world's biggest stages.

Sport has a unique ability to inspire communities, create opportunities, strengthen wellbeing and bring people together. Through our athletes, programs and partnerships, NSWIS contributes to outcomes that extend far beyond the sporting arena. We help ensure that talented athletes from across NSW can pursue their ambitions on the world's biggest stages, while inspiring pride and possibility in the communities they represent.

In closing, I would like to thank our Department Secretary Mel Hawyes, Deputy Secretary of the Office of Sport Adam Berry, and the NSWIS Board for their unwavering support during the early stages of my time as CEO. To my senior leadership team and staff, thank you for your relentless pursuit of excellence and commitment to building an exciting future for our organisation and NSW Olympic and Paralympic athletes.

We have an ambitious vision for the future, and it is time to get behind NSW athletes as we head towards LA in 2028, French Alps 2030 and Australia's next home Games in 2032.



**Kirsten Thomson OLY**
Chief Executive Officer




**DIVING** // ELLIE COLE




# NSWIS OVERVIEW



**PARA SWIMMING** // CHLOE OSBORN



# PURPOSE

TO SUPPORT EXCEPTIONAL ATHLETES AND INSPIRE NSW COMMUNITIES.



# VISION

A WORLD-LEADING SPORTING INSTITUTE THAT SUPPORTS ATHLETES TO PERFORM AND THRIVE.

# VALUES

| | |
|---|---|
| **Leadership** | We ensure athletes are at the heart of every decision we make. |
| **Integrity** | We aspire to always do what is right to allow our team to thrive. |
| **Excellence** | We are relentless in our pursuit to support exceptional athletes. |
| **Passion** | We lift each other up and shape a more inclusive future for sport. |
| **Teamwork** | We take pride in our work, we never settle, and we look to the future. |



# PERFORMANCE DRIVERS



**PARA FUTURES CUP ATHLETES // PARA TRANSITION LEAD COACH** PAUL NUNNARI

## 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 PERFORMANCE ENVIRONMENT

The key elements of the environment that provides the resources, support and guidance in the athletes 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 45% of the Australian Olympic Team, 43% of the Paralympic Team, and 23% of all combined Benchmark Events representatives.

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 (BMEs).

### Key measures related to progression are provided below:



# NSWIS Athlete Advisory Group



WINTER SPORTS
**Belle Brockhoff**
(Retired 16 JAN 2026)



SWIMMING
**Bradley Woodward**



SAILING
**Brooke Wilson**



CYCLING / IAP
**Gordon Allan**



WATER POLO
**Genevieve Longman**



CANOE SLALOM
**Lucien Delfour**



DIVING
**Sam Fricker**



CHAIR
## Sarah Ryan

A retired NSWIS athlete (swimmer) and former Board member who represented Australia at three Olympic games.

### Medals

- 3 Olympic Games
- 3 Commonwealth Games
- 7 World Championships

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:

- Being a part of the major upgrade to the Athlete Lounge, providing vital feedback on athlete usage of the space.
- Provided key input on enhancing athlete motivation and training culture in NSWIS Gym Environment.
- Worked with Media and Communications team on ways to provide engaging content.
- Supported the rollout of Eating Disorder in Sport (EDiS) workshops.

In addition, the Athlete Wellbeing and Engagement (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.




**WINTER SPORTS //** VALENTINO GUSELI

# WINTER OLYMPICS WRAP

**4**
Winter Olympic Games Medals

**2**
Four-time Winter Olympians

**4**
Three-time Winter Olympians

**12**
Olympic Debutants

**13**
Female Olympic Athletes

**8**
Male Olympic Athletes

**In the build-up to the Milano Cortina 2026 Winter Olympics, Australia's Chef de Mission, Alisa Camplin-Warner AM OLY, described the athletes she'd lead in Italy as a 'once in a generation team' which possessed the personnel, and skills, to prove sun-kissed Australia was a genuine winter sports nation.**

NSWIS athletes helped provide Camplin-Warner, a 2002 Olympic gold medallist for aerials, with good reason to feel confident. Between them, the Institute's athletes had plundered a treasury's worth of precious metal, gold, silver, and bronze in their pre-Olympic world cup meets and other competitions staged throughout Europe, North America, and China.

Adding to the anticipation was three athletes, **Jakara Anthony OAM** (moguls), **Adam Lambert** (snowboard cross) and **Indra Brown** (freeski halfpipe) led their respective world cup standings, while **Josie Baff** (snowboard cross), **Matt Graham** (moguls), **Valentino Guseli** (snowboard halfpipe) were ranked No.2.

Twenty-three NSWIS athletes (45% of the team) were named by the Australian Olympic Committee (AOC) to compete at the Milano Cortina 2026 Olympic Winter Games. Among their number was Anthony, Graham, **Tess Coady** and **Jarryd Hughes** who'd each won medals at the previous two Games, as well as 12 NSWIS debutants.

Days before the Opening Ceremony, 21-year-old **James Johnstone** was called upon at the last minute to replace **Cam Bolton** after the three-time Olympian injured his neck in a horrific training crash. Fate also conspired against 18-year-old **Daisy Thomas**, selected despite a ruptured anterior cruciate ligament (ACL), from making her debut after two horrific crashes during training on the Olympic course.

NSWIS athletes Anthony and Graham were named as Australia's flag bearers for the February 26 Opening Ceremony, testimony to their exemplifying the Olympic qualities of friendship, solidarity and fair play.

"It's probably one of the biggest honours you can receive as an Olympic athlete," Anthony said. "It's pretty mind-blowing."

The lighting of the Olympic cauldron signalled the commencement of an incredible 17 days where Australia, particularly, in this case, NSWIS's athletes, matched it with the world's powerhouses.

In doing so, the athletes captivated the nation. A television audience of 15 million across Australia tuned in to cheer them on. Indeed, such was the appetite for information about our Winter Olympians, NSWIS's social media platforms enjoyed a combined total of 4.47 million impressions between February 6-17. It also achieved 26,766 engagement interactions and a +382 net audience growth.

By the end of the Games, Australia finished 14th on the medal ladder with six medals, three gold, two silver and a bronze. The so-called 'sunburnt' nation's remarkable showing was reflected by the stats. While it took Australia 12-years to win three gold medals between 2010-2022, the team of 2026 won three in as many days in the Italian Alps.

By the time the Olympic flame was extinguished, with Woods granted the honour of being a flag bearer at the Closing Ceremony, NSWIS athletes' role in creating history, included:

- Anthony's victory in the women's dual moguls event making her the nation's first two-time Winter Olympic gold medallist.
- Graham joining an elite club of eight Aussies to have won two or more Winter Olympic medals after securing bronze in the men's dual moguls.
- Baff beating two Olympic champions to win the snowboard cross final.
- Woods opening Australia's (gold) medal account after producing three flawless runs in the men's moguls.
- 14 NSWIS athletes celebrating top 10 finishes.

It's with a sense of pride NSWIS played its role in joining Snow Australia, the Olympic Winter Institute of Australia (OWIA) and the AOC in helping the national team to shock the world.

The Institute's contribution to Australia's greatest Winter Olympics performance included:

- The selection of coaches, **Kate Blamey** and **Ethan Topalovic** on the Olympic moguls team, and **Jackson Holtham** for the Olympic snowboard cross team.
- Providing funding to support individual winter athletes in Milano Cortina.
- The work of Strength & Conditioning Practitioners **Layne Flannery, Spencer Goggin** and NSWIS based OWIA employee, **Janina Strauts** to prepare the athlete cohorts for the Games.
- The supreme efforts of **Chris Wynne** (Physiotherapist), **Elise Anderson** (Nutritionist), and **Anthony Quinn** (AW&E) to provide world class support.
- Head of Movement Science **Tamara Martens** provided access to MyVA software for the snowboard cross coaching team, and providing additional education and support for the winter sport coaches
- The Sport Intelligence Team **James McBrien, Sanjay Patel** and **Andy Meikel** for the huge amount of work they undertook to develop databases and results tracking software for the Moguls Program and Snowboard Park & Pipe Programs.
- The Media & Communications team of **Daniel Lane, Rachel Tingey** and **Mitchell Soames** (Soames was a member of the AOC media team) producing the NSWIS Lights Up mini documentary series which profiled eight of the Institute's athletes who lit up Milano Cortina.

Camplin-Warner, whose pre-Olympic Games hopes of seeing Australia shine in Italy was fulfilled, made a sound point when she wrote the performances of their team ought to inspire young Aussies to believe that they, too, can star on sport's biggest stage.

"The world has come to know our names, our stories, and importantly our depth of character," wrote the Chef de Mission. "They've shown kids everywhere that you can come from the land Down Under, and win Winter Olympic gold."



**SNOWBOARD CROSS** // JOSIE BAFF






**MOGULS** // COOPER WOODS




**DUAL MOGULS** // JAKARA ANTHONY




**DUAL MOGULS** // MATT GRAHAM

# WINTER OLYMPICS RESULTS



## MEDAL TALLY

| | |
|---|---|
| gold medals | 3 |
| bronze medal | 1 |

| ATHLETE | EVENT | PLACE |
|---|---|---|
| **Abbey Wilson** | Women's Snowboard Cross | 23rd |
| **Adam Lambert** | Men's Snowboard Cross | 29th |
| **Adam Lambert & Josie Baff** | Snowboard Cross Mixed Team | 4th |
| **Ally Hickman** | Women's Snowboard Slopestyle | 7th |
| | Women's Snowboard Big Air | 15th |
| **Amelie Haskell** | Women's Snowboard Halfpipe | 20th |
| **Charlotte Wilson** | Women's Moguls | 6th |
| | Women's Dual Moguls | 24th |
| **Cooper Woods** | **Men's Moguls** | 1 |
| | Men's Dual Moguls | 13th |

| ATHLETE | EVENT | PLACE |
|---|---|---|
| **Emily Arthur** | Women's Snowboard Halfpipe | 24th |
| **Emma Bosco** | Women's Dual Moguls | 16th |
| | Women's Moguls | 21st |
| **George Murphy** | Men's Dual Moguls | 16th |
| | Men's Moguls | 29th |
| **Indra Brown** | Women's Freeski Halfpipe | 5th |
| **Jackson Harvey** | Men's Moguls | 8th |
| | Men's Dual Moguls | 11th |
| **Jakara Anthony** | **Women's Dual Moguls** | 1 |
| | Women's Moguls | 8th |
| **James Johnstone** | Men's Snowboard Cross | 24th |
| **Jarryd Hughes** | Men's Snowboard Cross | 21st |
| **Jarryd Hughes & Mia Clift** | Snowboard Cross Mixed Team | 8th |
| **Josie Baff** | **Women's Snowboard Cross** | 1 |
| **Kyra Wheatley** | Women's Ski Cross | 25th |
| **Matt Graham** | **Men's Dual Moguls** | 3 |
| | Men's Moguls | 5th |
| **Mela Stalker** | Women's Snowboard Big Air | 10th |
| | Women's Snowboard Slopestyle | 22nd |
| **Mia Clift** | Women's Snowboard Cross | 12th |
| **Tess Coady** | Women's Snowboard Big Air | 7th |
| | Women's Snowboard Slopestyle | 27th |
| **Valentino Guseli** | Men's Snowboard Halfpipe | 5th |
| | Men's Snowboard Big Air | 10th |

# WINTER PARALYMPICS WRAP




**2**
Winter Paralympic Games Medals

**1**
Four-time Winter Paralympian

**1**
Two-time Winter Paralympian

**4**
Paralympic Debutants

**1**
Female Paralympic Athlete

**5**
Male Paralympic Athletes



**PARA WINTER SPORTS** // JOSH HANLON

## NSWIS athlete **Ben Tudhope** was the star of Australia's Milano Cortina 2026 Winter Paralympic Games campaign, single-handedly ensuring the nation's 34-year medal winning streak continued by winning a silver and bronze medal.

The 26-year-old, who made his Paralympic Games debut at 14 in 2014, and who won a snowboard cross bronze medal at Beijing 2022, not only carried the flag in the Opening Ceremony but he flew it just as proudly on the slopes.

Courtesy of Tudhope's efforts, Australia finished the Games in equal 21st position (of 55 nations) with Poland. However, to do so, Tudhope needed to overcome the distress of dislocating his shoulder to accept the SB-LL2 snowboard cross silver medal and banked slalom bronze.

Tudhope, who received a hero's reception upon his return to Sydney, revealed how old fashioned 'fun' powered his success.

"I was just trying to have as much fun as possible," he said. "It was a challenge to get mentally prepared; I was at the top, except for competition day, laughing, throwing an AFL ball to my mates, having fun dancing to music, just a fun vibe soaking in the atmosphere."

Fellow NSWIS-supported athletes **Lauren Parker OAM, Josh Hanlon, Dave Miln, Aaron McCarthy,** and **Ethan Jackson** joined Tudhope in making up 43 percent of Australia's team.

Parker, already considered a national sporting hero and who boasted a total of four Paralympic Summer Games medals for para-triathlon and para-cycling, was the focus of the media's attention as she made her Winter Games debut.

Besides becoming only the eighth Aussie to compete in both the Winter and Summer Olympics, what made Parker's achievement even more significant was she gained selection after just six months on the snow.

Despite her inexperience, Parker delivered multiple top 10 finishes in the six events she contested. The Novocastrian enjoyed yet another slice of sporting history by becoming the first Australian Paralympian to serve as the flag bearer at both a Summer and Winter Games Closing Ceremony.

"I hope that by me participating in these Winter Games it brings awareness to these sports and more people get involved," Parker said of her campaign of which her best result was eighth place in the Para cross-country skiing women's 10km interval start sitting LW10.

Hanlon, from Weethalle (population 268) in Central West NSW, entered his second Games campaign ranked the No.3 contender due to his three World Cup podiums leading into Milano Cortina.

After enduring a nightmare start Hanlon crashed out of the downhill and super-G sitting events. He responded strongly by recording two top-10 finishes and a 12th and was widely praised for finishing ninth in the men's slalom sitting event.

He nominated one of his highlights was having his family and friends on hand to watch him compete.

"It's an experience that I haven't had before," he said of the support. "It's been nice to have everyone here for the week, it's nice to have your loved ones to experience special moments."

McCarthy, a proud product of the Riverina district in southern NSW, progressed from Snow Australia's Emerging Talent Program to 2024 Europa Cup overall winner for his classification in his debut season.

McCarthy's rapid rise on the world stage culminated in his being selected for his first Paralympic Games at Milano Cortina. The James Bond fan looked every bit the action hero as he flew down the mountain in the SB-LL1 in a time of 1:11.80, improving his first run time of 1:13.38.

"I'm pretty ecstatic that I'm here and being able to represent Australia in the Winter Paralympics," he said. "It's such an unreal experience and really grateful for all the support I've had from back home and here. It's just an awesome experience and I'm really grateful for it."

Jackson, who was a national level slalom and giant slalom skier in 2016 and 17 before repeated injuries led to his retirement, was selected as the sighted guide for Queenslander **Georgia Gunew** in the women's Para alpine skiing giant slalom and women's slalom VI.

The pair entered the Games having forged a successful partnership which is highlighted by their securing two world cup podiums. After completing his Paralympic Games debut Jackson made it clear he intends to be by Gunew's side in 2030.

"These are the most brave, inspiring people you'll ever meet in the whole world right here today," said **Jackson** of his teammates. "I get to spend year after year, race after race with them. I don't think I would ever sacrifice that."

Australian Defence Force member, Lieutenant Commander Miln created NSWIS history as the Institute's first Para Unit supported athlete to compete at the Paralympic Games.

He competed in six events at his Games debut. With his guide dog, Suki, by his side, Miln performed consistently, recording multiple top-20 and 30 finishes.

"[For] a lot of the endurance events, it's very much about trying to keep your form as long as you can because as soon as you lose that, then it goes down to just sort of crude effort, and it's not the greatest place to be," he said.

"And for the shorter distances, you get in your head a little bit and you try and brute force your way through, but it never works as well as it could. So [it's about] just trying to keep true to form and keeping it alive."

While not a current NSWIS athlete, **Michael Milton OAM,** regarded as Australia's greatest Winter Paralympian, deserves special mention for returning to the Games after a 20-year 'hibernation'. The NSWIS alumnus returned – aged 52 – to compete in his sixth Games less than a month after undergoing surgery for a leg fracture.

NSWIS's Manager, Information Technology, **Nathan Wall** proved invaluable to the Australian Team's HQ by managing its IT. Testimony to Wall's value to the Paralympic team it was his third Winter Games.

The NSW Government made significant contributions to the success of future Australian Paralympic teams, including its $250,000 grant to an inclusive sports program, supporting Paralympics Australia's Imagine Education Program to increase awareness of disability inclusion and inspire future Para athletes.

The State Government also contributed $2.305 million to establish the NSWIS Para Unit to support athlete identification, holistic development, and improved training facilities, aimed at increasing participation and success in the lead-up to the 2032 home Games.

The NSWIS Para Unit funding, which was announced in March 2025 by Minister of Sport, Steven Kamper MP, also included a $2.125 million investment from the Australian Institute of Sport and financial support from Paralympics Australia.

The funding aims to get more NSW athletes involved in Para sport and, by doing so, increase the nation's medal prospects at major events, including Summer and Winter Paralympic Games and the Commonwealth Games. It comes at a time when Australia has targeted 2032 home Games to be the nation's most successful Paralympic Games campaign.



**PARA BIATHLON** // LAUREN PARKER



**PARA SNOWBOARD CROSS** // AARON McCARTHY



**PARA WINTER SPORTS** // BEN TUDHOPE





**PARA ALPINE SKIING** // ETHAN JACKSON (GUIDE)



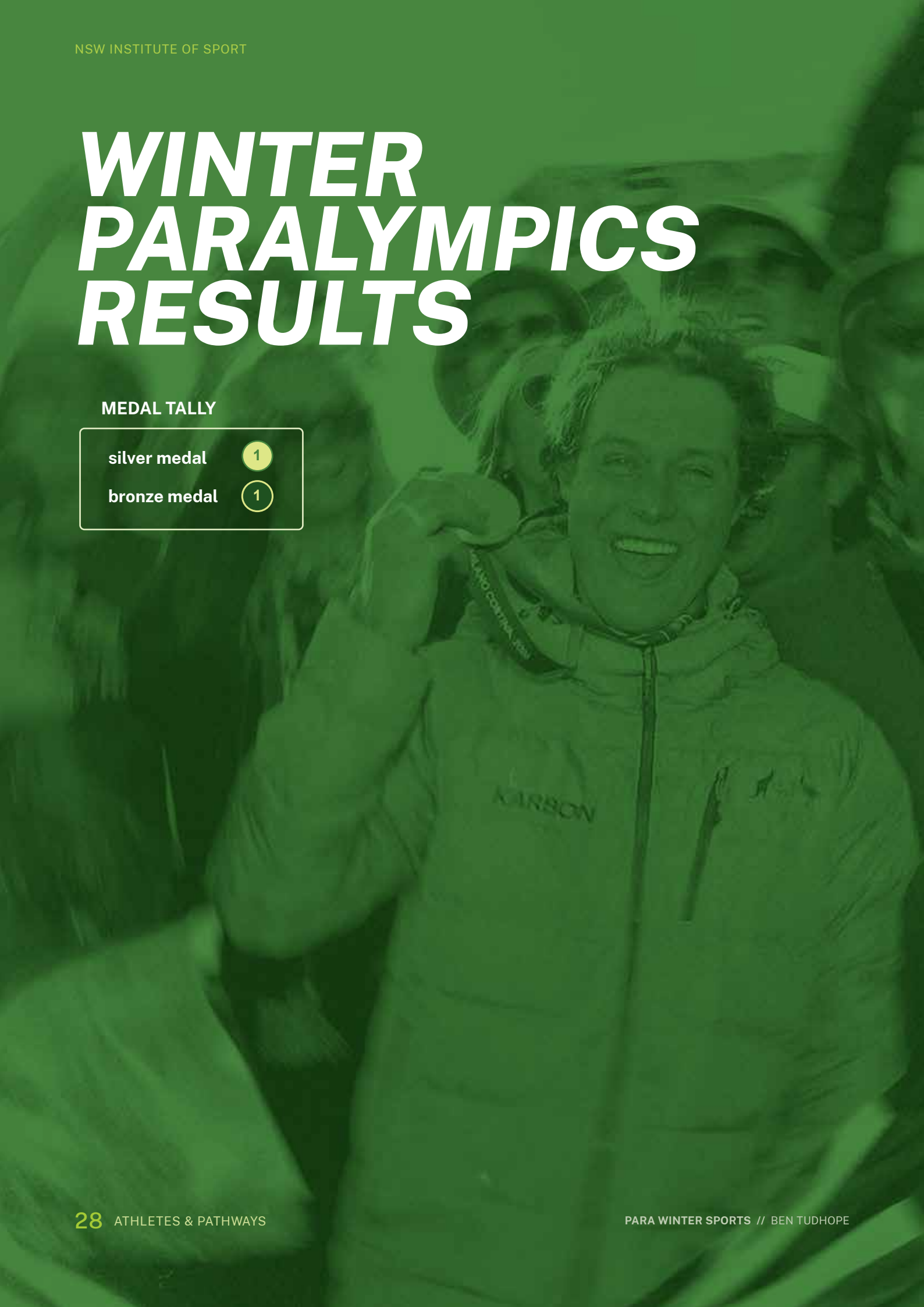



**PARA BIATHLON** // DAVE MILN

# WINTER PARALYMPICS RESULTS

**MEDAL TALLY**

| | |
|---|---|
| silver medal | 1 |
| bronze medal | 1 |





**PARA WINTER SPORTS** // BEN TUDHOPE

| ATHLETE | EVENT | PLACE |
|---|---|---|
| **Aaron McCarthy** | Men's Para Snowboard Cross SB-LL1 | **12th** |
| | Men's Para Snowboard Banked Slalom SB-LL1 | **13th** |
| **Ben Tudhope** | **Men's Para Snowboard Cross SB-LL2** | **2** |
| | **Men's Para Snowboard Cross Banked Slalom SB-LL2** | **3** |
| **Dave Miln (Para Unit Supported)** | Men's Para Biathlon Individual Sitting LW12 | **20th** |
| | Men's Para Biathlon Sprint Sitting LW12 | **26th** |
| | Men's Para Biathlon Sprint Pursuit Sitting LW12 | **25th** |
| | Men's Para Cross-Country Skiing 10km Interval Start Sitting LW12 | **20th** |
| | Men's Para Cross-Country Skiing 20km Interval Start Sitting LW12 | **23rd** |
| | Men's Para Cross-Country Skiing Sprint Sitting LW12 | **28th** |
| **Ethan Jackson (guide for Georgia Gunew)** | Women's Para Alpine Skiing Giant Slalom VI | **10th** |
| | Women's Para Alpine Skiing Slalom VI | **11th** |
| **Josh Hanlon** | Men's Para Alpine Skiing Alpine Combined Sitting LW 12-2 | **12th** |
| | Men's Para Alpine Skiing Downhill Sitting LW 12-2 | **DNF** |
| | Men's Para Alpine Skiing Giant Slalom Sitting LW 12-2 | **10th** |
| | Men's Para Alpine Skiing Super-G Sitting LW 12-2 | **DNF** |
| | Men's Para Alpine Skiing Slalom Sitting LW 12-2 | **9th** |
| **Lauren Parker** | Women's Para Biathlon Individual Sitting LW10 | **9th** |
| | Women's Para Biathlon Sprint Sitting LW10 | **13th** |
| | Women's Para Biathlon Sprint Pursuit Sitting LW10 | **10th** |
| | Women's Women's Para Cross-Country Skiing 10km Interval Start Sitting LW10 | **8th** |
| | Women's Para Cross-Country Skiing 20km Interval Start Sitting LW10 | **10th** |
| | Women's Para Cross-Country Skiing Sprint Sitting LW10 | **13th** |

# BENCHMARK EVENTS WRAP



## MEDAL TALLY

| | |
|---|---|
| gold medals | 14 |
| silver medals | 18 |
| bronze medals | 15 |

| ATHLETE | EVENT | PLACE |
|---|---|---|
| **World Athletics Championships** | | |
| Jessica Hull | Women's 1500m | 3 |
| Mackenzie Little | Women's Javelin Throw | 3 |
| Nicola Olyslagers | Women's High Jump | 1 |
| **UCI Para Cycling Road World Championships** | | |
| Lauren Parker | Women's H3 Road Race | 1 |
| | Women's H3 Time Trial | 1 |
| | Mixed Team Relay | 2 |
| **ICF Paracanoe World Championships** | | |
| Dylan Littlehales | Men's Kayak Single KL3 200m | 3 |
| **ICF Canoe Sprint World Championships** | | |
| Kailey Harlen | Women's K2 500m | 2 |
| Natalia Drobot | Women's K1 500m | 2 |
| | Women's K2 500m | 2 |

| | | |
|---|---|---|
| **UCI Road World Championships** | | |
| **Amanda Spratt** | Mixed Team Time Trial | 1 |
| **UCI BMX Racing World Championships** | | |
| **Saya Sakakibara OAM** | Women's Individual | 2 |
| **FIS Snowboard World Championships** | | |
| **Cameron Bolton** | Mixed Team Snowboard Cross | 2 |
| **Mia Clift** | Mixed Team Snowboard Cross | 2 |
| **FIS Freestyle World Championships** | | |
| **Matt Graham** | Men's Dual Moguls | 3 |
| **FIS Para Snowboard World Championships** | | |
| **Ben Tudhope** | Men's Snowboard LL2 | 3 |
| **World Surf League Championships** | | |
| **Molly Picklum** | Women's Shortboard | 1 |
| **World Athletics Relay Championships** | | |
| **Luke Van Ratingen** | Men's 4x400m Relay | 2 |
| **World Athletics Indoor Championships** | | |
| **Eleanor Patterson** | Women's High Jump | 2 |
| **Ella Connolly** | Women's 4x400m Relay | 3 |
| **Jemma Pollard** | Women's 4x400m Relay | 3 |
| **Jessica Hull** | Women's 3000m | 3 |
| **Nicola Olyslagers** | Women's High Jump | 1 |
| **World Boxing Championships** | | |
| **Emma-Sue Greentree** | Women's Middleweight | 3 |
| **UCI Para Cycling Track World Championships** | | |
| **Gordon Allan** | Men's C2 1km Time Trial | 3 |
| | Men's C2 Sprint | 2 |
| | Mixed Team C1-5 Sprint | 1 |

| ATHLETE | EVENT | PLACE |
|---|---|---|
| **ICF Canoe Slalom World Championships** | | |
| **Kaylen Bassett** | Men's C1 | 3 |
| **World Rowing Championships** | | |
| **Lisa Greissl** | Mixed PR3 Double Sculls | 3 |
| **World Aquatics Championships** | | |
| **Abbey Webb** | Women's 4x100m Freestyle Relay | 1 |
| | Women's 4x200m Freestyle Relay | 1 |
| **Olivia Wunsch OAM** | Women's 4x100m Freestyle Relay | 1 |
| **Rhiannan Iffland** | Women's 20m High Dive | 1 |
| **Sienna Toohey** | Women's 4x100m Medley Relay | 2 |
| **World Para Swimming Championships** | | |
| **Alexander Tuckfield** | Men's 400m Freestyle S10 | 3 |
| **Chloe Osborn** | Women's 100m Freestyle S7 | 2 |
| | Women's 400m Freestyle S7 | 2 |
| | Women's 4x100m Mixed Medley 34pt Relay | 3 |
| | Women's 4x100m Mixed Freestyle 34pt Relay | 1 |
| **Tim Hodge OAM** | Men's 100m Breaststroke S9 | 2 |
| | Men's 200m Individual Medley S9 | 1 |
| **World Para Athletics Championships** | | |
| **Mali Lovell** | Women's 100m T36 | 2 |
| | Women's 200m T36 | 2 |
| **Rheed McCracken** | Men's 100m T34 | 2 |
| | Men's 400m T34 | 2 |
| **World Boccia Championships** | | |
| **Daniel Michel** | Men's BC3 | 1 |
| **Jamieson Leeson** | Women's BC3 | 3 |



**CANOE SLALOM //** KAYLEN BASSETT




**WINTER SPORTS //** ADAM LAMBERT



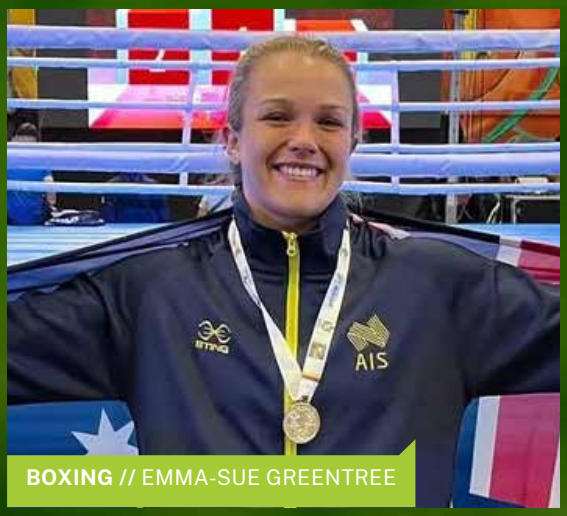
**DIVING //** RHIANNAN IFFLAND



**PARA SWIMMING //** TIM HODGE



**CANOE SPRINT //** NATALIA DROBOT




**BOXING //** EMMA-SUE GREENTREE




# Nicola Olyslagers World Athletics Field Athlete of the Year & World Champion

In September 2025, NSWIS athlete **Nicola Olyslagers** became the World Champion female high jumper, clearing 2.01m in torrential rain at the World Athletics Championships in Tokyo.

Two months later, Olyslagers was named World Athletics Field Athlete of the Year, becoming only the second Australian to receive such recognition from the sport's governing body. Sally Pearson, the London 2012 Olympic women's 100m champion, is the other, named World Athlete of the Year in 2011.

The award recognised Olyslagers' sustained excellence and mental resilience, while marking the fulfillment of years of hard work and ambitious dreams. On the flight to the Monaco awards ceremony, she reflected on how far she had come.

"When we were flying over to Monaco, I reflected in my journal of when I was 20 years of age," she said. "I was working in a cafe, washing dishes in the back, saving money to try and get some flights to compete internationally and I was so far away from being competitive.

"But in the back of that cafe, I would dream. I'd dream about places where I would try and compete if I could, and I would dream about what I would say to people if I could ever reach that level.

"Now standing eight years later on this stage and in front of each one of you, I want to say that it has sustained me back then in washing dishes and it's sustaining me now on top of the world."

Olyslagers' path to gold in Tokyo was dramatic. Rain twice halted the women's high jump final, sending athletes to seek shelter in their sleeping bags and beneath a shared umbrella while they waited for conditions to improve.

Uncontrollable conditions can disrupt an athlete's momentum. However, rather than let the deluge break her rhythm, Olyslagers opened her arms and embraced it as part of the occasion.

After surrendering to the moment, the 29-year-old cleared 2.01m to claim the world title.

"This was just pure joy, even in the rain," Olyslagers told World Athletics. "High jump is a bit of luck but tonight was so special. I think this season I have had many hard competitions, but the whole year was really great."

That joy defined Olyslagers' 2025 campaign.

"I realised I had to stop holding onto my goals really tightly and be spontaneous, take risks, and really move by faith and not sight," she said.

"I was hoping I had faith that it would work but even if it didn't, I had so much fun this year."

After four Diamond League podium finishes, an Oceania record and the overall Diamond League trophy, Olyslagers said recognition from the sport's global governing body meant far more than trophies or accolades.

"As a teenager and young adult, I realised that my value as a high jumper and a person doesn't fall if the bar comes off," she said. "When I came to that realisation, it made it easy for me to accept when the bar falls off. It became an opportunity to test myself rather than be measured by it. Every time I knock off the bar, it reveals to me another area to work on so I can keep getting better."

Olyslagers explained that mindset allows her potential to feel limitless.

"It's exciting because if I was 'perfect' in everything, then maybe 2.01m would be the absolute maximum I could jump," Olyslagers told NSWIS Media.

"But because there's still so much more to work on, and the world record gets closer and closer, it just gets more exciting to think: 'Oh, actually, if we nail this, then it's that extra centimetre [towards the women's world record of 2.10m.]'"

"Now, when people ask me, 'What's next?', I say that my purpose is still the same; it's just that the potential is so much greater than I ever thought," she told World Athletics.

"It's been a beautiful year, but I've also found myself even more excited for the future."

# Iffland makes 12-year old 'little Rhi' Proud

**Rhiannan Iffland** made history in 2025/26, securing her ninth consecutive Cliff Diving King Kahekili Trophy with victory in Mostar, Bosnia and Herzegovina.

The undisputed queen of high diving used the world-renowned 16th-century Stari Most Bridge, spanning the Neretva River's glacial waters, as a stage before 25,000 spectators lining the city and a global audience.

An almost flawless four-round performance delivered Iffland's 44th career victory and 52nd podium. Her 363.15-point total secured a ninth King Kahekili Trophy and her first Mostar win since 2022.

Her dominance was underlined by a bonus point for the competition's best women's dive in the second round.

"I'm kind of in shock right now, I can't believe that it's wrapped up here, that's totally crazy!" said Iffland, who is coached by NSWIS's **Joel Rodriguez**. "I'm going to enjoy Boston [the final stop] to the fullest.

"It's been a tough year. I didn't know how it was going to go in terms of the number of events, but to take the title at the penultimate stop, that's an incredible feeling. I've worked so hard for it. And here we are, I want to enjoy it."

Before the final, history-making dive, Iffland admitted she felt emotional when she thought about what the moment meant.

"I have this little ritual that I go through in my head, and it's the list of 12-year-old little 'Rhi' and things she would be proud of," Iffland told the media throng.

"I actually started to tear up, up there, because I was just so grateful for what I'm doing and the life that I'm living through my sport, and here in the world of Red Bull Cliff Diving. So that was very, very cool."

Iffland also won gold at the World Aquatics Championships in Singapore in July 2025, claiming the fifth world title of her career.

The most decorated high diver in history entered the championships as the favourite.

Leading from the preliminaries, Iffland remained on top of the leaderboard throughout the competition. Two outstanding dives in rounds five and six, combined with her trademark composure, secured the gold as her rivals tried to close the gap.

"I have already achieved four in the past, and I was wondering about the possibility of winning a fifth," Iffland said. "I came into this event knowing I could be fighting for it, but it wasn't my main goal.

"It's insane, I'm blown away. I'm 'kinda' speechless right now, I never would have thought 10 years ago I would be holding my fifth medal.






# COACHING



**PARA UNIT ATHLETE** IVY WALKER // **SENIOR S&C PRACTITIONER - PARA UNIT** TIM ROGERS

## Coach Development Unit

The development of NSWIS coaches, and coaches working with NSWIS athletes, remained a key focus for the NSWIS High Performance Unit throughout the year. This work is led by Director, High Performance **Anna Longman,** who oversees a small but highly effective team of coach developers, including NSWIS High Performance Coach Advisor **Brad McGee** and AIS Coach Development Lead **Alan McConnell**. The team was also pleased to welcome **Eoin Murray** in a newly established Coach Advisor role within the NSWIS Para Unit, further strengthening the Unit's expertise in supporting coaches working with Para athletes.

## Coach Development Plan 2025+

The Coach Development team is highly regarded within NSWIS and across the broader high performance system. As the team's reputation and impact have continued to grow, so too has the scope and complexity of its work. In response, the team developed a structured 2025+ Coach Development Plan to provide greater focus, alignment and efficiency across its expanding program of activity.

The Coach Development Plan 2025+ clarified the unit's aims which are:

**(i)** Enable NSWIS coaches to be reflective professionals who excel as coaches, strategists, system influences and leaders of people and performance and

**(ii)** Empower coaches to achieve sustained world best performances through world class learning environments, national and international collaboration and a culture of innovation and wellbeing.

The unit's vision for NSWIS supported coaches was articulated as *'empowered, inspirational coaches who lead world class nswis programs and athletes with purpose'*.

Aligning with the work of the AIS National Coach Development Strategy the team determined that the activity of the NSWIS unit should focus on five critical areas of development:

1. **Self:** NSWIS coaches are self-aware, reflective professionals who prioritise continual learning and wellbeing to sustain their leadership and integrity.
2. **Strategy:** In alignment with NSWIS strategy and values, NSWIS coaches set vision, align plans, and lead performance teams to implement, deliver and drive performance.
3. **Performance:** NSWIS coaches develop world-class technical and tactical expertise, fostering effective performance teams that create optimal performance environments.
4. **System:** NSWIS coaches influence and integrate effectively within the high performance system — connecting across NSWIS, National Sporting Organisations (NSOs), and the National Institute Networks (NINs) to amplify impact.
5. **People:** NSWIS coaches lead with integrity and communicate with clarity providing safe, positive, high performing environments that promote growth for athletes and staff.

The team delivered regular group activities designed to activate key components of the NSWIS Coach Development Plan. NSWIS coaches met each month for targeted communities of practice and other social learning engagements. One memorable activity involved coaches learning from industry experts in breath-work and self-regulation through both on-water and off-water practices. Another example saw several NSWIS and network coaches observe and engage with high performance practice during the Canoe Slalom World Championships at Penrith Whitewater Stadium in September 2025.





## NSWIS Coaches

NSWIS coaches contributed nationally as well as locally in 2025/26 with half of our 22 NSWIS coach cohort holding national team roles during the past 12 months. Each of our three winter coaches were members of the successful Milano Cortina Winter Olympic Team yielding three gold medals across the two programs **(Kate Blamey & Ethan Topalovic,** moguls, **Jackson Holtham**, snowboard cross).

NSWIS coaches continue to engage with and benefit from the work of the AIS National Coach Development Initiatives including the following programs in 2025/26:

**AIS Summit Program**

- **Louise Sauvage** – Para Athletics

**AIS Gen32 Coaching Program (Gen32)**

- **Amee Donohoe** – Surfing
- **Debbi Schulstad** – Athletics
- **Jemma Smith** – Canoe Sprint

**AIS Mentoring Program**

- **Ethan Topalovic,** Freestyle Moguls Skiing – Mentee
- **Jackson Holtham** – Snowboard Cross, Mentee
- **Kate Pipkin** – Water Polo, Mentee
- **Louise Sauvage,** Para Athletics – Mentor
- **Neven Cirkovic,** Water Polo – Mentee
- **Ryan Frost,** Swimming – Mentee

**AIS Individual Coach Sports Grant**

- **Adam Kable,** Swimming
- **Louise Sauvage,** Para Athletics

**AIS Experiential Learning Program**

- **Neven Cirkovic,** Water Polo

## NSWIS Employed Coaches

NSWIS employed 22 coaches throughout 2025/26.

| | |
|---|---|
| Athletics | 2 |
| Canoe Sprint | 2 |
| Cycling | 1 |
| Diving | 3 |
| Para Unit | 4 |
| Skateboarding | 1 |
| Surfing | 1 |
| Swimming | 3 |
| Water Polo | 2 |
| Winter Sports | 3 |



**NATIONAL COACH WHEELCHAIR TRACK & ROAD** LOUISE SAUVAGE // **PARA ATHLETICS** RHEED McCRACKEN



**S&C PROVIDER** LIAM QUINN // **INDIVIDUAL ATHLETE PROGRAM** COCO MASTERS




# DAILY PERFORMANCE ENVIRONMENTS

## 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:

- 11 sport programs and the Individual Athlete Program (IAP) to be supported by physiotherapists in NSWIS Daily Performance Environments (DPEs).
- 10.3 full-time equivalent (FTE) clinicians employed.
- 94% of athletes remained available to compete with 81% fully available and a further 13% training or competing with modification.

## Development of National Training Centres

Eight staff members across three disciplines have contributed to National Training Centres and/or NSWIS satellite site operations in 2025/26.

NSWIS staff in National Training Centres included:

| | |
|---|---|
| Nutrition | 3 |
| Performance Psychology | 3 |
| Strength & Conditioning | 2 |




NSWIS HQ GYM

## NSWIS Supported Seven National Training Centres / Hubs

Through staff contributions and ongoing investment, NSWIS has continued to support seven National Training Centres / Hubs throughout 2025/2026.

# SYDNEY METROPOLITAN

### Sydney Olympic Park

**Athletics, Endurance Cycling, Diving, Skateboarding, Surfing, Swimming, Water Polo, Wheelchair Track & Road, Individual Athlete Program, Winter Sports**

### Narrabeen

**Sydney Academy of Sport & Recreation**
**Canoe Sprint, Individual Athlete Program, Skateboarding, Sailing**

### Penrith

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

### Middle Harbour

**Sailing (NTC)**

# REGIONAL

### Newcastle

**NUsport**
**Individual Athlete Program, Skateboarding, Rowing**

### 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 Athlete Program, Skateboarding, Sprint Canoe, Athletics**

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

## NSWIS Staff in National Lead / Integrated Roles

Fourteen performance support staff across six disciplines held national lead and / or National Training Centre roles throughout 2025/26.

| | |
|---|---|
| Biomechanics | 2 |
| Nutrition | 1 |
| Performance Analysis | 1 |
| Performance Psychology | 1 |
| Physiotherapy | 3 |
| Strength & Conditioning | 6 |



**SPORTS PHYSIOTHERAPIST** // MATT SWEENEY




**PHOTO CREDIT** DANIELA TOMMAS

# COMPETITION



**CYCLING** // TOM CORNISH

## Performance Staff

Twenty-one staff were selected to national team roles for 2025/26 benchmark events and international competitions.

| | |
|---|---|
| Biomechanics | 3 |
| Nutrition | 1 |
| Performance Analysis | 1 |
| Performance Psychology | 2 |
| Physiology | 4 |
| Physiotherapy | 8 |
| Strength & Conditioning | 2 |

## NSWIS Coaches on National Teams

Fourteen NSWIS coaches were selected to national team roles for 2025/26 benchmark events and international competitions.

| | |
|---|---|
| Athletics | 2 |
| Canoe Sprint | 2 |
| Diving | 3 |
| Skateboarding | 1 |
| Surfing | 1 |
| Swimming | 2 |
| Winter Sports | 3 |

## Administration Staff

Four NSWIS administration staff were selected to national team roles for 2025/26 benchmark events and international competitions.

| | |
|---|---|
| Information Technology | 1 |
| Media & Communications | 1 |
| High Performance | 2 |



# LEADERSHIP, POSITION & CULTURE



**WINTER SPORTS** // MATT GRAHAM & JAKARA ANTHONY

# Sport Investment

NSWIS sport programs and partnerships for 2025-2028.

## 2025-2028 NSWIS Sport Partnerships include

| NSWIS sport | Partnerships to 31 December 2028 |
|---|---|
| **Athletics** | Australian Athletics, Sydney Olympic Park Athletics Centre |
| **Canoe Slalom and Sprint** | Paddle Australia |
| **Cycling** | AusCycling |
| **Diving** | Diving Australia, Sydney Olympic Park Aquatic Centre |
| **Rowing** | Rowing Australia, Pathway Clubs (UTS, Sydney University, Sydney Rowing) |
| **Skateboarding** | Skate Australia |
| **Sailing** | Australian Sailing |
| **Surfing** | Surfing Australia |
| **Swimming** | Swimming Australia, Swimming NSW, Sydney University, Newcastle University, Sutherland Shire Council, Australian Institute of Sport, Sydney Olympic Park Aquatic Centre |
| **Women's Water Polo** | Water Polo Australia, Sydney Olympic Park Aquatic Centre |
| **Winter Sports** | Olympic Winter Institute of Australia, Snow Australia, Perisher, Thredbo. Mt Hotham & Falls Creek Ski Resorts, Jindabyne Sport and Recreation Centre / NSW Office of Sport |

NSWIS's achievements are shared with our sport partners. We would like to thank the National and State Sporting Organisations for their collaboration over the past year. By working side by side with these partners, we have created Daily Performance Environments in which our athletes can perform, thrive and inspire NSW communities.

The results achieved this year reflect the strength of these partnerships, and we look forward to deepening them as we prepare for the 2028, 2030, and 2032 Olympic and Paralympic Games.

## Social metrics

**IMPRESSIONS**
10,823,858
77,475 ENGAGEMENTS

**IMPRESSIONS**
2,318,164
139,267 ENGAGEMENTS

**IMPRESSIONS**
550,651
69,054 ENGAGEMENTS

**VIDEO VIEWS**
226,494
3,166 ENGAGEMENTS

**IMPRESSIONS**
23,043
908 ENGAGEMENTS

## Media & Communications

A red-carpet launch of NSWIS Lights Up Series II, featuring 10 NSWIS athletes who competed at the Milano Cortina 2026 Winter Olympic and Paralympic Games, was a highlight for the Media & Communication team.

With news crews from Nine, Seven, SBS and Fox in attendance, moguls skiers **Matt Graham** and **Charlotte Wilson** walked the red carpet as guests of honour for the big-screen premiere at NSWIS HQ's Ian Thorpe AM Theatrette.

Graham, who won bronze at Milano Cortina, and Wilson, who needed only 10 races to claim her first World Cup gold medal, starred in NSWIS Lights Up alongside 2026 Winter Olympic gold medallists **Josie Baff** and **Jakara Anthony OAM,** as well as Paralympic Games silver and bronze medallist **Ben Tudhope. Valentino Guseli, Abbey Wilson, Josh Hanlon, Tess Coady** and **Adam Lambert** also featured in the series.

The series anchored the Institute's Milano Cortina social media campaign and was released over the final 10 weeks before the Olympic cauldron was lit on 6 February. The series helped drive NSWIS to 4.47 million social media impressions during the Winter Olympic Games period.

The M&C team also produced NSWIS Lights Up Glasgow, featuring boxer **Emma-Sue Greentree,** race walker Isaac Beacroft and Para swimmer **Tim Hodge OAM.** The series will be shared on social media in the lead-up to the July–August 2026 Glasgow Commonwealth Games.

To extend the Institute's social media reach and strengthen athlete relationships, the team attended the 2026 Australian Athletics Championships at Sydney Olympic Park, the ICF National Championships at Penrith Whitewater Stadium, and the Australian Swimming Trials at Sydney Olympic Park Aquatic Centre. At each event, the team conducted "look-live" post-competition interviews with NSWIS athletes. Instagram views for interviews from the Swimming Trials exceeded 233,000.

M&C worked closely with the Para Unit, promoting and covering its Transition Program in Newcastle and supporting online promotion for sessions at Sydney Olympic Park, Bathurst and Illawarra.

The team also produced a video for the Australian Sports Commission to mark the first anniversary of the NSWIS Para Unit receiving funding from the State Government, Federal Government and Paralympics Australia; arranged media coverage with outlets including SBS, NBN and The Newcastle Herald; developed graphics; and wrote stories about the Unit's athletes and staff.




**NSWIS MEDIA TEAM** MITCHELL SOAMES, RACHEL TINGEY & DANIEL LANE
// **WINTER SPORTS** CHARLOTTE WILSON & MATT GRAHAM

## Connection to Country

In 2026, NSWIS established the Advisor, Connection to Country role through a collaborative initiative with the Australian Sports Commission (ASC), reinforcing the organisation's commitment to cultural safety, inclusion and the success of First Nations athletes in high performance sport.



**Tay-Leiha Clark** was appointed to the role at NSWIS. A proud Wonnarua and Worimi woman, former elite athlete, Youth Olympic silver medallist, published author and ambassador for the ASC Share a Yarn program, Tay brings both lived experience and a deep commitment to supporting First Nations athletes and communities. As a result, NSWIS has strengthened opportunities for athletes to connect with culture, access culturally safe support and build meaningful relationships within and beyond the high performance sport system.

During its inaugural year, the role delivered a range of initiatives that enhanced cultural capability and connection across NSWIS. These included cultural education programs for staff and athletes, participation in National Reconciliation Week and NAIDOC Week activities, development of cultural resources, and collaboration with sporting and community partners to strengthen understanding and inclusion.

A significant achievement was the launch of BlakMail, the first national Connection to Country network newsletter, celebrating First Nations athlete achievements, sharing cultural knowledge and highlighting initiatives occurring across the system.

The role has also played an important part in strengthening relationships with Aboriginal communities across NSW. This has included engagement with local Aboriginal Land Councils, Elders, community organisations and networks, alongside the development of a strong partnership with the Murama Healing Space on Wangal Country.

As NSWIS continues to deliver on its commitment to reconciliation and inclusion, the role will remain central to creating culturally safe environments where athletes can perform, thrive and inspire.

## NSWIS Team Session

In 2025–26, NSWIS refreshed its traditional staff update to launch NSWIS Team Session, a new forum to strengthen our culture, encourage collaboration and widen access to learning. The sessions bring staff together to share knowledge, celebrate achievements and connect with broader opportunities in high performance sport.

The inaugural Team Session, held in June 2026, combined key organisational updates with insights from leaders and experts across the Australian high performance system. It also recognised staff contributions through the Institute's Kudos program and welcomed new employees.

A major focus was preparation for the Brisbane 2032 Olympic and Paralympic Games. Bill Tait, General Manager Performance Systems & Strategy, at the Australian Institute of Sport, spoke about the opportunities and responsibilities facing the national system as it prepares to make the most of a once in a generation home Games. The session also featured a discussion with NSWIS alumni and staff members **Bradley McGee OAM** and **Louise Sauvage OAM.** They reflected on competing at the Sydney 2000 Olympic and Paralympic Games, including performing under pressure, resilience and the impact of a home Games.

The session also introduced an Acknowledgement of Country video led by Clark, reflecting our commitment to reconciliation and to a workplace where diverse perspectives are valued.

Staff feedback was positive, and Team Sessions will continue to evolve as a forum for engagement, learning and connection. The Team Session's support our ambition to build a high performing culture in which staff collaborate, share ideas and contribute to the success of our athletes, organisation and the wider high performance system.




**NATIONAL COACH WHEELCHAIR TRACK & ROAD** LOUISE SAUVAGE //
**HP COACH ADVISOR** BRADLEY McGEE // **AIS** BILL TAIT



## People Matters Employee Survey (PMES)

The NSW Government People Matters Employee Survey (PMES) provides NSWIS staff with an opportunity to share feedback on their workplace experience and contribute to the continuous improvement of the organisation. The survey measures employee engagement, leadership, workplace culture, wellbeing and organisational effectiveness, helping NSWIS identify strengths and areas for ongoing development.

The 2025–26 PMES highlighted staff wellbeing as a key organisational strength, reflecting NSWIS's ongoing commitment to flexible working arrangements, professional development opportunities and recognising employee contributions. Maintaining a positive and supportive workplace culture remains a priority as NSWIS continues to foster an environment where staff can perform at their best.

Staff feedback also identified opportunities to strengthen organisational effectiveness through improved change management, communication and enabling practices. Key areas included communicating organisational decisions and recruitment outcomes, streamlining performance development processes, and ensuring consistent performance practices across teams.

In response to the survey outcomes, NSWIS focused on four priority areas:

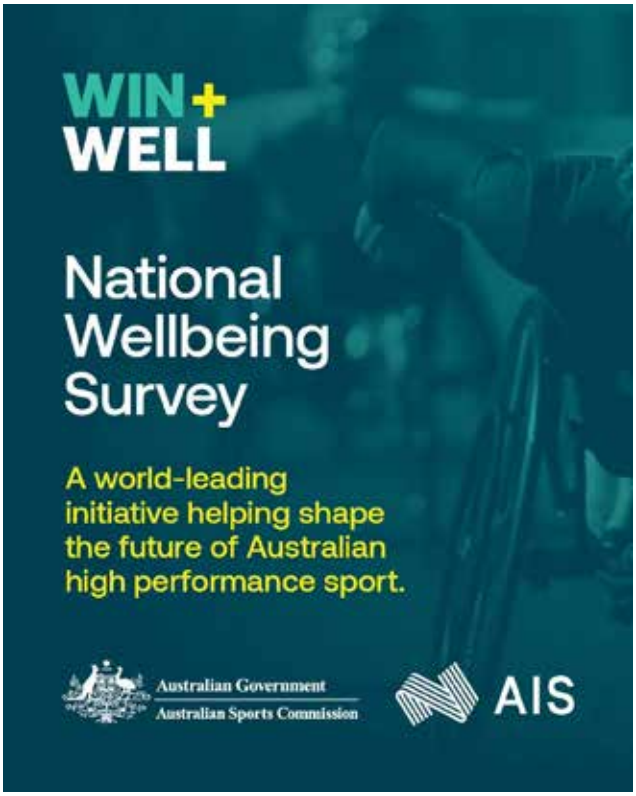
- **Wellbeing:** continuing to support flexible work practices, professional development opportunities and employee recognition initiatives.
- **Managing Change:** strengthening communication regarding organisational decisions, recruitment processes and change initiatives.
- **Enabling Practice:** improving performance development processes and recruitment practices to better support staff and organisational outcomes.
- **Customer Service and Collaboration:** enhancing cross team collaboration, improving service delivery and ensuring resources are effectively aligned to support athletes, stakeholders and staff.

NSWIS values the contribution of staff in shaping the organisation's future direction and remains committed to fostering a high performing, inclusive and supportive workplace. The PMES findings will continue to inform initiatives that strengthen organisational culture and support NSWIS's ambition to remain an employer of choice.

## AIS National Wellbeing Survey

NSWIS athletes took part in the 2025 AIS National Wellbeing Survey, and the results reinforced the strength of the NSWIS high performance environment, placing the Institute within the AIS 'Thriving' wellbeing category. Athletes reported strong social connection, positive relationships and multidisciplinary support, a clear sense of purpose and optimism, and high levels of both physical and psychological safety.

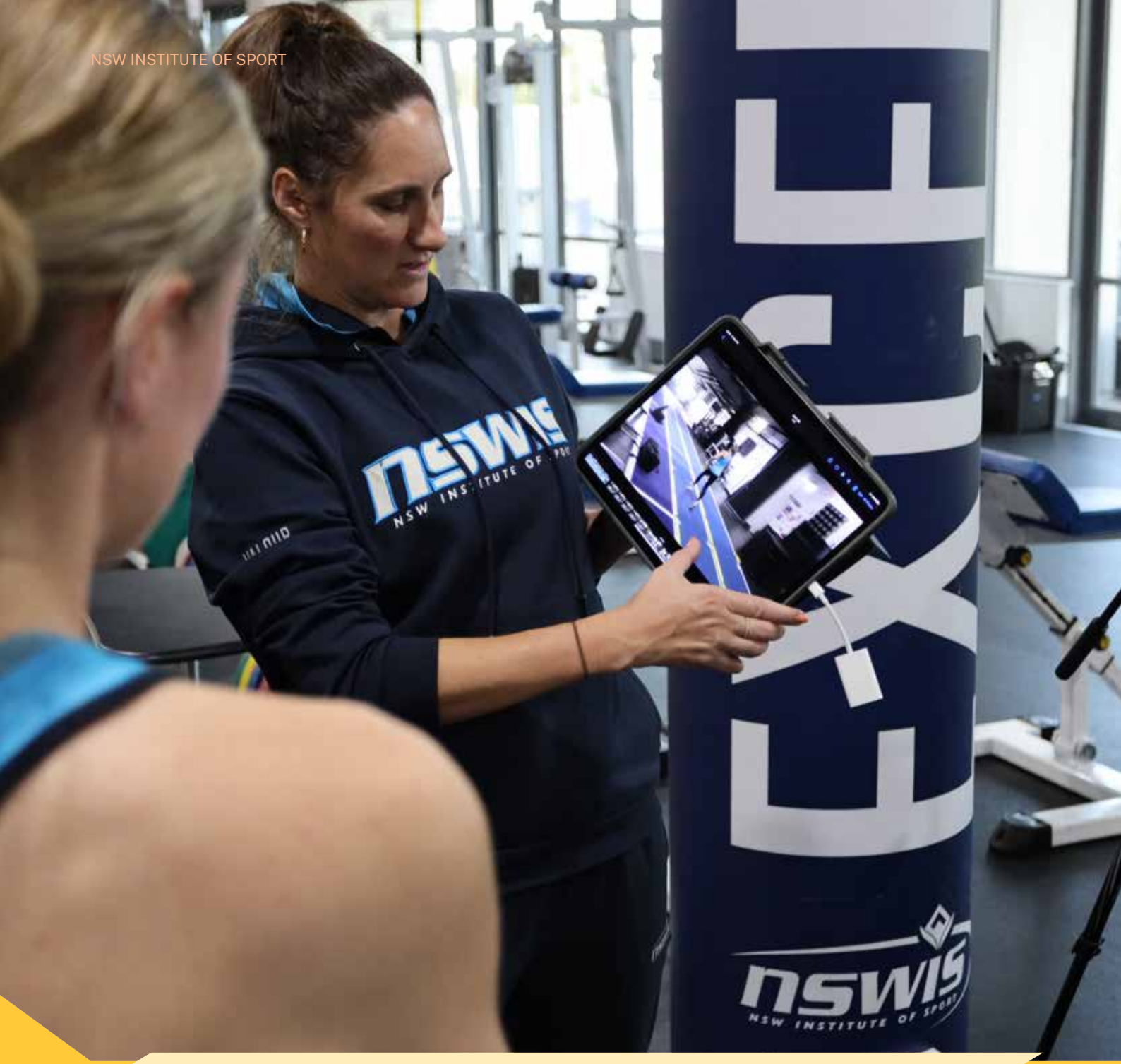
Athletes also recognised growth (opportunities to learn, improve and develop), physical wellbeing (managing training, recovery and health) and trust (confidence in coaches, teammates and NSWIS leadership acting in their best interests) as strengths.




The survey identified opportunities to strengthen communication and transparency, consistency of experience across athlete cohorts, confidence in organisational decision-making, and support for athletes managing financial and practical pressures. These themes align with those seen across the national system and will guide where the Institute focuses next.

In response, survey outcomes were shared directly with NSWIS athletes and have informed ongoing collaboration with the NSWIS Athlete Advisory Group (AAG). To create more opportunities for connection beyond individual sport programs, NSWIS established an Athlete Social Committee, supporting peer connection, collaboration and community building across the athlete cohort.

**WOMEN'S WATER POLO** // OLIVIA MITCHELL




# RESEARCH & INNOVATION



**SENIOR BIOMECHANICS PRACTITIONER** // EMMA MILLETT

## NSWIS Higher Degree by Research Program

NSWIS continues to demonstrate a strong commitment to research and innovation through strategic academic partnerships, applied performance research and internal capability development. The Institute's Higher Degree by Research Program remains an important mechanism for advancing evidence-informed practice across high performance sport.

NSWIS continued to support partnered PhD candidates and staff undertaking higher degree research across a range of applied sport science and performance disciplines. These partnerships with leading academic institutions continue to strengthen the translation of research into practice, ensuring athletes and coaches benefit from contemporary, high-impact performance solutions.

The program continues to enhance NSWIS's internal research capability while also contributing to the broader Australian high performance sport system through collaboration, publication, conference dissemination and applied innovation.

Research projects undertaken throughout the year focused on areas including athlete monitoring, performance profiling, strength and conditioning, recovery, physiology, injury mitigation, biomechanics and Daily Performance Environment optimisation.

A key focus for NSWIS remains ensuring research outcomes are practical, coach-informed and directly integrated into athlete performance environments.

**Andy Burns** (High Performance Manager) submitted his PhD thesis and is expected to soon become another NSWIS Higher Degree by Research graduate, reflecting the continued growth of the Institute's applied research capability.

NSWIS also welcomed **Georgia Collins** as the Institute's newest in-house PhD candidate through a co-funded Higher Degree by Research position between NSWIS, Australia Athletics and Southern Cross University. Her appointment further strengthens the Institute's commitment to embedded, applied research directly linked to athlete performance outcomes.

Current NSWIS Higher Degree by Research scholars also include **Kurtis Leslie** (Western Sydney University), **Davide Mondin** (University of Canberra), **Stephen MacGabhann** (University of Canberra) and **Ali Fitch** (University of Sydney).

## NSWIS Knowledge Shared Across the High Performance System

NSWIS staff continued to make a significant contribution to the Australian and international high performance sport system through research, knowledge sharing, conference presentations, professional development and direct athlete support.



**107**
NSWIS staff presented at conferences and workshops.



**19**
Projects undertaken that directly impacted athlete performance.



**5**
Articles published to scientific journals.



**27**
Continuing Professional Development (CPD) completed.



**82**
High performance support opportunities delivered at camps or competitions.

The Institute also maintained a strong applied performance focus through the delivery of support services at domestic and international camps and competitions, ensuring athletes and coaches received world-class expertise in training and competition environments.

Research and innovation drive NSWIS to be a world-leading sporting Institute that supports athletes to perform and thrive.




# PARA UNIT



**PARA UNIT ATHLETE** // ZARA PERRY

# Para Unit Pathway Development

The NSWIS Para Unit led the creation and implementation of Para Transition, Para Accelerate, and networking initiatives to support future Paralympic athletes entering and progressing in high performance sport pathways.

The following NSWIS Para Unit initiatives have been supported by the NSW Government, Australian Sports Commission (ASC) and Paralympics Australia (PA), whilst strong alignment with National Sporting Organisations (NSOs), State Sporting Organisations (SSOs), NSW Office of Sport have been important in ensuring that barriers are removed for athletes with disability to enter and progress in high performance sport:

- Staging four Para Transition programs that facilitated physical performance testing, sport sampling opportunities, classification, and pathway guidance for 90 athletes. Outside of Sydney, the program was delivered in Newcastle and Bathurst while a reconnaissance also took place in Tamworth and Illawarra. Para Transition programs ensured that all facilities and activities were inclusive to athletes with physical, sensory, cognitive disability, and varied levels of function. At least 30% of the athletes have been provided individualised support to transition into inclusive sporting environments to receive further coaching expertise, training, and classification. An athlete who was previously training in another sport was supported to transfer to Para rowing and won a state title shortly after.
- Supporting 73 athletes on a Para Accelerate Training Agreement which provided athletes access to coaching expertise, performance support, and competition. Sixteen athletes progressed toward categorisation during the year. The NSWIS Para Unit also built knowledge, confidence, and connection across this cohort. Athletes have led the delivery of sport sampling experiences, supported the design of accessible athlete education modules, and contributed to project groups to co-design future initiatives.
- Providing athletes with access to sport-specific equipment for training and competition. An athlete with low vision borrowed the tandem bike to train and compete with a new guide for four weeks and together they went on to win a Para Triathlon national title. An athlete who utilised a powerlifting bench became hooked on the sport and within weeks was training to compete at Grand Prix circuits around Australia and has since played an ambassadorial role for Para Powerlifting Australia.
- Connecting with over 10 external coaches supporting athletes to grow their capability and confidence to deliver inclusive sporting environments. In addition, over 50 community education sessions were delivered to stakeholders across allied health, local government, disability sport, and education sectors (e.g. Cerebral Palsy Alliance, Royal Rehab, Prince of Wales Hospital, Department of Education, University of Newcastle). By building a better understanding of Para sport classification and pathways, these stakeholders play an important role in providing a wider reach to identify and refer future Paralympic athletes into relevant sporting pathways and programs.
- Developing a Memorandum of Understanding with Regional Academies of Sport Ltd and Illawarra Academy of Sport to provide performance support services for Para athletes based in regional NSW, enhance Regional Academy of Sport capability, and jointly facilitate talent identification initiatives. This has increased the Unit's geographical reach, ensuring athletes living in rural areas can access programs and performance support services.







PARA UNIT TALENT ID DAY




# SPORT PARTNERSHIPS



**ATHLETICS** // DESLEIGH OWUSU



## Athletics

| | | | | |
|---|---|---|---|---|
| 7 Podium | 9 Podium Ready | 6 Podium Potential | 3 Graduate | 14 Developing |
| 9 Emerging | – International | 4 Training | – Talent Agreement | 52 Total |

### Athletics Program Highlights

- **Nicola Olyslagers** won the world championship title in the high jump.
- Two other NSWIS athletes won bronze medals at the World Athletics Championships: **Mackenzie Little** (javelin) and **Jessica Hull** (1500m).
- **Mali Lovell** (T36 100m & 200m) and **Rheed McCracken** (T34 100m & 400m) both secured silver medals at the World Para Athletics Championships.
- Olyslagers won a silver medal in the World Indoor Championship in the high jump.
- Hull and **Oliver 'Olli' Hoare** both were members of the 4x2km Mixed World Cross Country Championship winning relay team.



## Canoe Slalom

| | | | | |
|---|---|---|---|---|
| 2 Podium | 2 Podium Ready | 1 Podium Potential | – Graduate | 4 Developing |
| 1 Emerging | – International | – Training | – Talent Agreement | 10 Total |

### Canoe Slalom Program Highlights

- **Kaylen Bassett** won bronze in the C1 at the 2025 World Championships at his home course, Penrith Whitewater Stadium. **Noemie Fox, Lucien Delfour, Tim Anderson** were also members of the Australia team, as was senior debutant, **Codie Davidson.**
- Delfour, N.Fox, Bassett, Anderson were joined by fellow NSWIS athletes, **Dominic Curtin, Merle Long** and **Jessica Fox** at the remaining two world cups of 2025 and the first three in 2026.
- J.Fox returned to international competition after her long recovery from surgery (in 2025) when she competed at the Tacen World Cup in May 2026. She secured a silver medal in the K1 and followed that performance up with two gold medals in the Prague World Cup in the K1 & C1. She also won one gold medal in the C1 event in June 2026.
- Four NSWIS athletes were selected for the U23 and Junior World Championships 2026 to be held in July (Davidson, Long, Curtin and **Sevan Billaut).**
- Six NSWIS athletes were selected for the Senior World Championships to be held in Oklahoma in July 2026 (J.Fox, N.Fox, K.Bassett, Delfour, Anderson and Long).



## Canoe Sprint

| 1 | – | – | 4 | 3 |
|---|---|---|---|---|
| Podium | Podium Ready | Podium Potential | Graduate | Developing |

| 13 | – | 1 | – | 22 |
|---|---|---|---|---|
| Emerging | International | Training | Talent Agreement | Total |

### Canoe Sprint Program Highlights

- Four NSWIS athletes were selected onto the 2025 senior national team **(Natalia Drobot, Kailey Harlen, Ella Beere & Riley Fitzsimmons)** with Drobot achieving a silver in the K1 500m and the K2 500m with Harlen at the 2025 Canoe Sprint World Championships.
- **Dylan Littlehales** claimed bronze at the 2025 Para canoe World Championships in the KL3 200m event.
- Six NSWIS athletes were selected onto the 2025 Junior/U23 World Championship team (Drobot, **Olivia Clues, Harrison Taurins, Emily Rose, Jerome Drobot** and **Jasmine Locke)** resulting in a gold medal to N. Drobot in the U23 K1 500m.
- Five NSWIS athletes (Beere, N. Drobot, Clues, Harlen and Fitzsimmons), were selected onto the 2026 national senior team. One NSWIS athlete, Littlehales, was selected onto the national Para canoe team.
- Two NSWIS athletes (Clues and **Christian Ireland)** were selected onto the 2026 Junior/U23 World Championships Team. Three NSWIS athletes (J. Drobot, **Willem Riddington and Kynan Burke)** and two coaches **(Jake Michael & Jemma Smith)** were selected onto the Asia Pacific Cup Team.
- The program showcases a strong culture with 100 percent compliance in completed Individual Athlete Performance Plans (IAPP's) and a high impact, aligned performance team delivery.
- The Canoe Sprint Program often excels in leading innovation at NSWIS with the integration of performance dashboards, IAPP tracking and fortnightly reviews supporting athlete performance and transition into the National Training Centre.



## Cycling

| – | – | 1 | 1 | 2 |
|---|---|---|---|---|
| Podium | Podium Ready | Podium Potential | Graduate | Developing |

| 4 | – | 4 | – | 12 |
|---|---|---|---|---|
| Emerging | International | Training | Talent Agreement | Total |

### Cycling Program Highlights

- **Anna Dubier** claimed a gold in the Points Race, bronze in the Madison and two further top five finishes at the UCI 2025 Junior Track World Championships.
- Dubier and **Lucas Stevenson** were both selected to race in the ARA Australian Cycling Team (junior division/U19) at the 2026 Tour Down Under, an incredible opportunity for two Developing athletes.
- Stevenson also raced in the Individual Time Trial & Road Race at the 2025 UCI Road World Championships.
- **Amanda Spratt r**eturned home with gold in the Mixed Team Time Trial at the 2025 UCI Road World Championships.
- **Keira Will** was selected for the UCI 2026 Track World Cup, Hong Kong in April.
- With three gold medals and a bronze Will was joined on the podium by **Nicole Duncan,** who won one gold and a bronze. Both were dominant at the 2026 Oceania Track Championships.
- **Toby Inglis** competed at the 2026 Oceania Road Cycling Championships.



## Diving

| | | | | |
|---|---|---|---|---|
| 1 Podium | 2 Podium Ready | 8 Podium Potential | – Graduate | 6 Developing |
| 6 Emerging | 1 International | 4 Training | – Talent Agreement | 28 Total |

### Diving Program Highlights

- **Ellie Cole** and **Milly Puckeridge** finished third in the 10m synchronised platform at the 2026 World Aquatics Diving World Cup Super Final in Beijing, China
- **Rhiannan Iffland** was the winner of all four Red Bull Cliff Diving World Series stops, as well as winning her fifth consecutive World Aquatics Championship Title and her ninth consecutive Red Bull Cliff Diving World Series Title.
- Iffland also achieved a gold medal in the World Aquatics High Diving World Cup, Porto Flavia, Italy.



## Individual Athlete

| | | | | |
|---|---|---|---|---|
| 19 Podium | 18 Podium Ready | 56 Podium Potential | – Graduate | – Developing |
| – Emerging | – International | – Training | – Talent Agreement | 93 Total |

### Individual Athlete Program Highlights

- Five NSWIS IAP athletes podiumed at their respective sport world championships in 2025/2026.
- **Lauren Parker** secured two gold medals and a silver at the 2025 UCI Para Cycling Road World Championships
- **Gordon Allan** celebrated a trifecta of medals: one gold, one silver and a bronze at the UCI Para Cycling Track World Championships.
- **Danny Barber** and **Saya Sakakibara** both brought silver medals home from the UCI Track World Championships and UCI BMX Racing World Championships respectively.
- **Emma-Sue Greentree** continued to perform well in boxing, securing bronze at the 2025 World Boxing Championships.
- Boccia athletes **Daniel Michel** and **Jamieson Leeson,** alongside their ramp operators **Ashlee Maddern** and **Jasmine Haydon** continued to excel; medalling on multiple World Boccia Challenger legs in the BC3 individual and pairs competitions.
- NSWIS's 2026 IAP list consisted of 78 athletes from 18 sports. Servicing and support was slightly different for each athlete, but the Institute continues to grow and build stronger relationships with the athletes and NSO's as we progress. Three new sports that joined the IAP program were lacrosse, table tennis and weightlifting.
- Eight NSWIS IAP athletes were selected for the 2026 Commonwealth Games; Greentree and **Lachlan Lawson** (boxing), Barber and Allan (cycling), **Georgia Godwin** (gymnastics), **Joshua Katz** (judo), **Georgia Munro-Cook** and **Luke Pople** (wheelchair basketball).



# Rowing

| 1 | 1 | 3 | 14 | 15 |
|---|---|---|---|---|
| Podium | Podium Ready | Podium Potential | Graduate | Developing |

| 14 | – | – | – | 48 |
|---|---|---|---|---|
| Emerging | International | Training | Talent Agreement | Total |

## Rowing Program Highlights

- NSWIS athletes were well represented at U23 and U19 World Championships with 11 NSWIS athletes on the U23 Team and two NSWIS athletes on the U19 Team.
- 12 NSWIS athletes were selected for the 2025 World Rowing Championships in Shanghai, China with **Lisa Greissl** winning a bronze medal in the PR32x.
- 34 NSWIS athletes competed in the 2026 Australian Rowing Championships in Lake Barrington, Tasmania with the following medal results:
  - **Alec Hoskin** – three gold (U23M2-, U23M4- and OM8+) and one silver (U23M8+)
  - **Marcus Della-Marta** – three gold (OM1x, OM4x and ISM1x) and one bronze (OM2x)
  - **Tara Rigney** – three gold (OW1x, OW2x and ISW1x)
  - **Will Rogers** – two gold (U23M8+ and ISYM8+), one silver (U23M4-) and one bronze (U21M8+)
  - **Matias Moloney** – two gold (U21M8+ and ISYM8+) and one bronze (U23M2-)
  - **Tomas Moloney** – two gold (U21M8+ and ISYM8+) and one bronze (U23M2-)
  - **Alex Nichol** – two gold (OM4- and OM8+)
  - **Georgina Rowe** – two gold (OW2- and ISW8+)
  - **Patrick Holt** – one gold (ISM8+) and three silver (OM2-, OM4- and OM8+)
  - **Sarah Fahd** – one gold (OW2x), two silver (OW1x and OW4x) and one bronze (OW8+)
  - **Mackenzie Thompson** – one silver (OM8+) and two bronze (OM2- and OM4-)
  - **Adam Holland** – one gold (U23M8+), one silver (U23M1x) and one bronze (ISM8+)
  - **Caitlin McManus-Barrett** – one gold (ISW8+), one silver (OW4x) and one bronze (OW8+)
  - **Joshua Wilson** – one gold (U23M8+), one silver (OM8+) and one bronze (OM4-)
  - **Laura Gourley** – one gold (ISW8+), one silver (OW8+) and one bronze (OW2-)
  - **Oscar Beregi** – one silver (OM8+)
  - **Emily Sheppard** – one gold (ISW8+) and one bronze (OW2x)
  - **Gus Ciesolka** – one gold (ISYM8+) and one bronze (U21M8+)
  - **Hannah Cowap** – one gold (ISW8+) and one bronze (OW8+)
  - **Isabella Scammell** – one gold (ISW8+) and one bronze (OW8+)
  - **Jaime Ford** – one gold (ISW8+)
  - **Miles Harrold** – one gold (OM8+)
  - **Nicholas Dunlop** – one gold (OM8+)
  - **Taylor Caudle** – one gold (ISW8+)
  - **Zara Collisson** – one gold (ISW8+)
  - **Hugh Harrold** – one silver (U23M8+)
  - **Grace Sypher** – one silver (OW4x)
  - **Hamish Danks** – one silver (OM4x)
  - **Lachlan Doust** – one silver (OM8+)
- Sixteen NSWIS athletes were selected for the 2026 World Cup Tour (Seville, Spain and Lucerne, Switzerland).
  - **Georgina Rowe** claimed silver in the W4- at World Cup I in Seville, Spain and World Cup III in Lucerne, Switzerland
  - **Jaime Ford and Laura Gourley** claimed gold in the W8+ at World Cup I in Seville, Spain and silver at World Cup III (Lucerne, Switzerland).
  - **Patrick Holt, Alex Nichol and Nicholas Dunlop** claimed bronze in the M8+ at World Cup III (Lucerne, Switzerland).
  - **Tara Rigney** claimed silver in the W1x at World Cup III (Lucerne, Switzerland).
- Two NSWIS athletes were selected for the 2026 World Rowing Under 23 Championships (Duisburg, Germany).



## Sailing

| Podium | Podium Ready | Podium Potential | Graduate | Developing |
|---|---|---|---|---|
| – | – | – | 17 | 8 |

| Emerging | International | Training | Talent Agreement | Total |
|---|---|---|---|---|
| 21 | – | – | – | 46 |

### Sailing Program Highlights

- NSWIS athletes achieved multiple podiums and top-10 finishes across major international events including **Grae Morris'** gold at Semaine Olympique Francaise de Voile (Hyeres, iQFOiL) and Sail Melbourne. **Harry Price** and **Max Paul** finished sixth at the 49er World Championships in Quiberon and **Archie Gargett and Sarah Hoffman** placed fourth at Nacra 17 World Championships in Cagliari.
- Strong performances were achieved by pathway athletes including **Amelia Wilson** winning gold at Sail Melbourne in the iQFOiL and fifth at iQFOiL National Championships.
- **Jacob Marks** placed seventh at Youth Sailing World Championships in the 29er class. **Healy Ryan** achieved multiple top-15 results including a seventh at Youth Worlds in the Laser Radial class while **Ellis Merrett** and **Sienna Brown** secured second at Sail Melbourne in the 470 Mixed.
- The program has made significant advancements in innovation through the implementation of high-quality on-water video capture systems. These tools have enabled detailed technical analysis and provided timely, actionable insights to support coaches and athletes in making precise performance adjustments and technical refinements.
- The program implemented an intricate dashboard capturing gym and on-water training data for all athletes, enhancing monitoring and individualised programs.
- The Sailing Program is supported by a strong, highly aligned, and collaborative performance team. This team has played a pivotal role in driving athlete development and competitive success throughout the year, including providing dedicated support to athletes competing in remote locations and navigating challenging conditions involving complex logistics, variable weather, and extensive equipment management.



## Surfing

| Podium | Podium Ready | Podium Potential | Graduate | Developing |
|---|---|---|---|---|
| 2 | 2 | 6 | – | 4 |

| Emerging | International | Training | Talent Agreement | Total |
|---|---|---|---|---|
| 8 | – | – | – | 22 |

### Surfing Program Highlights

- **Molly Picklum** completed the WSL Championships Tour with eight podium finishes from 11 tour events and was crowned the WSL Champion of 2025 after winning the WSL Finals in Fiji, the 12th and final event of the series.
- Picklum commenced the 2026 season with two podium finishes (Bells Beach and El Salvador Pro), Tyler Wright also podiumed in El Salvador, whilst **George Pittar** won the Margaret River Pro event of the Championships Tour.
- NSWIS's Junior athletes finished top of the world at the ISA World Junior Surfing Championships, Peru, Dec 2025. **Ocean Lancaster** was crowned the winner of the U16 Boys division, whilst fellow NSWIS athletes, **Max McGillivray** and **Samuel Lowe** battled it out in the U16 and U18 divisions respectively.
- **Milla Coco Brown** won the silver medal in the U18 division, and **Lucy Darragh** bronze in the U16 division. The Australians received the gold medal in the team event.
- **Winter Vincent and Lennix Smith** both returned from the 2025 WSL Junior World Championships in the Philippines with bronze medals.
- As a program, NSWIS staff were invited to the Surfing Australia Pathway and Podium camps in February 2026 and involved in the QS Korea Readiness Camp at URBNSurf.



## Skateboarding

| – | 2 | 3 | – | 1 |
|---|---|---|---|---|
| Podium | Podium Ready | Podium Potential | Graduate | Developing |

| 6 | – | – | – | 12 |
|---|---|---|---|---|
| Emerging | International | Training | Talent Agreement | Total |

### Skateboarding Program Highlights

- **Daniel Woolley, Ella Ledingham, Liv Lovelace** and **Felicity Turner** were selected for the WST Kitakyushu Street 2025 Competition.
- **Eddie Acres and Kieran Woolley** (park), **Zahra Johns** (park), D.Woolley (street), **Ledingham** and Lovelace (street) were selected for the WST São Paulo Street and Park World Championship 2025.
- **Taj Wolfenden** (park) and Johns (park) both won 'Rumble on the River' in Lismore gaining them automatic selection for the WST World Cup in Rome - Ostia Park, June 2026. K.Woolley was also selected to compete.
- D.Woolley (street), Ledingham, Lovelace and Turner (street) were selected for WST World Cup Rome - Colle Oppio, June 2026.



## Swimming

| 12 | 2 | 2 | – | 22 |
|---|---|---|---|---|
| Podium | Podium Ready | Podium Potential | Graduate | Developing |

| 12 | – | 7 | – | 57 |
|---|---|---|---|---|
| Emerging | International | Training | Talent Agreement | Total |

### Swimming Program Highlights

- NSWIS Swimming achieved strong international representation, with 10 athletes and one coach, **Misha Payne,** selected for the 2025 World Aquatics Championships in Singapore. Selected athletes were **Olivia Wunsch, Sienna Toohey, Brad Woodward, Tayla Martin, Abbey Webb, Tim Hodge, Declan Budd, Chloe Osborn, Alex Tuckfield and Jasmine Greenwood.**
- NSWIS athletes contributed to multiple podium performances at the 2025 World Aquatics Championships. Wunsch and Webb won gold in the 4x100m freestyle relay, Webb secured a second gold in the 4x200m freestyle relay, and Toohey earned silver in the 4x100m medley relay.
- NSWIS Para swimmers delivered outstanding results at the championships. Hodge won gold in the 200m individual medley SM9, silver in the 100m butterfly S9 and bronze in the 4x100m medley relay. Osborn won gold in the 4x100m freestyle relay, setting a new world record, along with two silver medals and a bronze medal. Tuckfield also secured bronze in the 400m freestyle S10.
- NSWIS athletes comprised a significant proportion of the Junior Pan Pacific Championships team, with five of the 12 NSW-based athletes selected. Those athletes were **Kira Long, Asha Ring, Heidi Shumack,** Toohey and **Chris Montana.**
- NSWIS maintained a strong presence within Australian representative teams, with eight athletes selected for the Australian Para swimming team for the Glasgow 2026 Commonwealth Games: Hodge, Alyssa Gillespie, **Beau Matthews,** Greenwood, **Mia Hogan, Alex Saffy, Gemma Sellick and Liam Togher.**
- NSWIS also had three athletes selected for the Australian swimming team for the Glasgow 2026 Commonwealth Games: **Jessica Cole, Se-Bom Lee** and Toohey.
- NSWIS athletes continued to feature prominently in national team selections, with 11 Para athletes selected for the Pan Pacific Championships: **Stephanie Bruzzese,** Budd, Greenwood, Hodge, Matthews, Osborn, **Riley Moore**, Saffy, **Darren Sisman, Amelie Springett-Kelly** and Tuckfield.
- Four NSWIS athletes were selected for the Australian team for the Pan Pacific Championships: Lee, **Stuart Swinburn,** Toohey and Wunsch.



# Women's Water Polo

| 6 | 5 | 8 | – | 7 |
|---|---|---|---|---|
| Podium | Podium Ready | Podium Potential | Graduate | Developing |
| **5** | – | – | – | **31** |
| Emerging | International | Training | Talent Agreement | Total |

## Women's Water Polo Program Highlights

- **Sienna Green, Bronte Halligan, Sienna Hearn, Danijela Jackovich, Matilda Kearns, Genevieve Longman, Alexie Lambert, Olivia Mitchell and Hayley Ballesty** were selected for the Australian Stingers squad at the 2025 World Aquatics Championships in Singapore.
- At the 2025 World Aquatics Championships, NSWIS athletes played a significant role in the Stingers' campaign. The team recorded victories over Singapore (34–2), Italy (19–15), New Zealand (15–6) and Japan (21–17), ultimately finishing sixth in the world. Halligan made her debut as Australian captain, while Kearns and Hearn received Player of the Match honours during the tournament.
- NSWIS athletes contributed to Australia's success at the Tri Nations Test Match Series in Perth, where the Stingers secured the gold medal with a 12–10 victory over Italy in the final.
- NSWIS athletes further strengthened Australia's international standing at the 2026 Water Polo World Cup Qualifiers in Rotterdam, Netherlands. The Stingers finished fifth overall, securing qualification for the 2026 Water Polo World Cup Finals to be held in July.
- NSWIS athletes comprised 60 percent of the Australian team selected for the World Cup Finals, with nine NSWIS athletes named in the 15-athlete squad: Ballesty, **Tayla Dawkins,** Green, Halligan, Hearn, Jackovich, Kearns, Lambert and Longman.



# Winter Sports

| 9 | 3 | 6 | – | 9 |
|---|---|---|---|---|
| Podium | Podium Ready | Podium Potential | Graduate | Developing |
| **16** | – | **9** | – | **52** |
| Emerging | International | Training | Talent Agreement | Total |

## Winter Sports Program Highlights

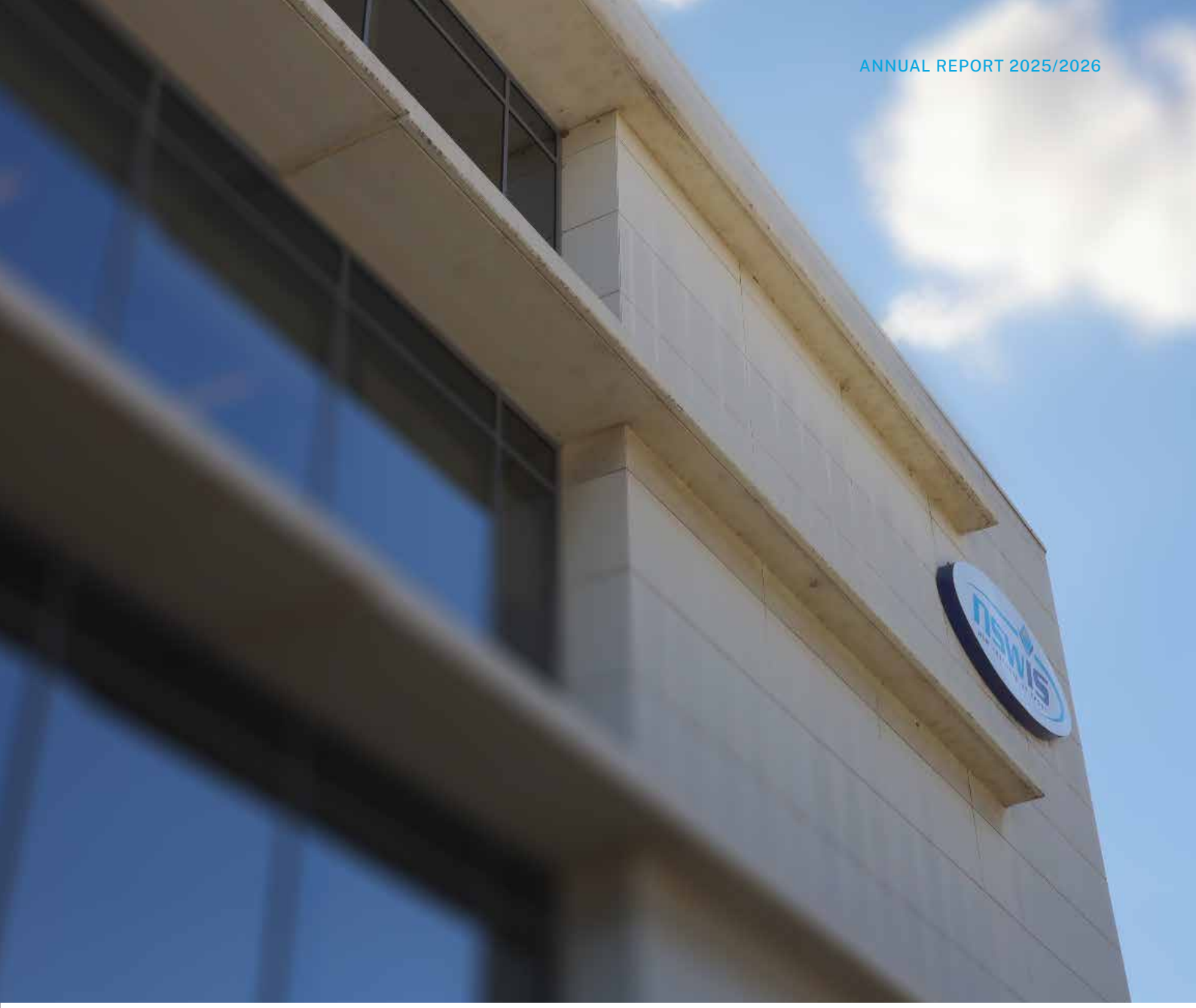
- The 2026 Milano Cortina Winter Olympics showcased Australia's greatest Winter Olympics performance. NSWIS athletes played a central role in Australia finishing 14th on the medal ladder with six medals (3 gold, 2 silver and 1 bronze).
- Twenty-three NSWIS athletes were named in the Australian Olympic team that competed at the Milano Cortina 2026 Winter Olympic Games, including 12 debutants.
- Stand out performances included: **Jakara Anthony** producing a gold medal performance in the women's dual moguls, allowing her to become Australia's first two-time Winter Olympic gold medallist; **Josie Baff's** gold in the snowboard cross (in which she defeated two Olympic champions); **Cooper Woods** celebrating Australia's first Olympic gold of the Games in the men's moguls, and **Matt Graham** with a bronze in the men's dual moguls.
- Anthony and Graham were bestowed the honour of serving as Australia's Opening Ceremony flag bearers.
- Woods had the honour of being Australia's Closing Ceremony flag bearer.
- Fourteen NSWIS athletes celebrated top-10 finishes at the Games.
- NSWIS athletes dominated the 2025–26 FIS World Cup circuit leading into the Games with Anthony claiming first overall and was presented the Moguls Crystal Globe, her seventh career title. Baff finished second overall in snowboard cross standings. Graham finished ranked second overall in both moguls and dual moguls standings,and **Adam Lambert** finished second overall in snowboard cross.
- NSWIS athletes won a total of 14 world cup medals across the season in Europe, North America, and China.
- Six NSWIS-supported athletes represented the Australian Paralympic team at the 2026 Milano Cortina Winter Paralympic Games with four NSWIS debutants.
- **Ben Tudhope** was Australia's standout at the 2026 Milano Cortina Paralympic Games, winning silver in the snowboard cross and bronze in the banked slalom.
- His efforts extended Australia's 34-year Winter Paralympic medal streak.
- Tudhope also carried the Australian flag at the Opening Ceremony. He showed immense courage to overcome a dislocated shoulder to secure both medals.
- **Lauren Parker** made history as the first Australian to flag bear at both Summer and Winter Paralympic Closing Ceremonies and delivered multiple top 10s in her Winter debut after just six months on snow. NSWIS athletes also achieved 9 top ten finishes.
- NSWIS Moguls Coaches **Kate Blamey** and **Ethan Topalovic,** and NSWIS snowboard cross coach **Jackson Holtham** were selected as coaches to the Australian Olympic team.




# NSWIS GOVERNANCE



NSWIS HQ GYM



## 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



### Gary Flowers

***Chair***

BComm, LLB
Five meetings attended

**Term**:
01/12/2024 – 30/11/2027



### Adam Berry

***Office of Sport Representative***

*Five meetings attended*



### Amy Jones OLY

***Board Member***

M.B.A / B. OccTherapy, Hlth, Phys, Jnl, Mktg
*Five meetings attended*

**Term**:
01/12/2023 – 30/11/2026



### Brad Lancken

***Board Member***

BComm, LLB
*Five meetings attended*

**Term**:
01/12/2023 – 30/11/2026



### Elizabeth Crouch AM

***Deputy Chair***

BEc, M Cyber Security
*Five meetings attended*

**Term:**
01/12/2024 – 30/11/2027



### Ellie Cole AM

***Board Member***

*Four meeting attended*

**Term**:
01/12/2024 – 30/11/2027



### Matt Shirvington OLY

***Board Member***

BComm, LLB
*Four meetings attended*

**Term**:
01/12/2024 – 30/11/2027



### Melissa King

***Board Member***

*Five meetings attended*

**Term**:
01/12/2023 – 30/11/2026



### Michael Bushell AM

***Board Member***

*Five meetings attended*

**Term**:
01/12/2023 – 30/11/2026

## Executive Members (as at 30 June 2026)



### Kirsten Thomson OLY
***Chief Executive Officer***
MMKTG, GradDip Sports Law



### Dr. Alex Natera
***Manager, Sport Science***
MSc, ESSA sp2, ASCC, CSCS, PhD



### Anna Longman
***Director, High Performance***
MSD, MSc



### Dr. Corey Cunningham
***Chief Medical Officer***
BSc (Med) MB BS, M. SportsMed

**Aaron Counter**
***Director, Corporate & Communications***
(ended 2 April 2026)

**Prof. Kevin Thompson**
***Chief Executive Officer***
(ended 14 November 2025)

**Adam Berry**
***Acting Chief Executive Officer***
(ended 8 April 2026)




# 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.* 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.

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 2025/26, 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.




# FINANCIAL STATEMENTS

**For the period ended 30 June 2026**


| | |
|---|---|
| Statement by the Members of the Board | 72 |
| Independent Auditor's Report | 73 |
| Statement of Comprehensive Income | 75 |
| Statement of Financial Position | 76 |
| Statement of Changes In Equity | 77 |
| Statement of Cash Flow | 79 |


**Notes to the Financial Statements**


| | |
|---|---|
| 1. Statement of Material Accounting Policy Information | 80 |
| 2. Expenses Excluding Losses | 82 |
| 3. Revenue | 84 |
| 4. Gain / (Loss) on Disposal | 87 |
| 5. Current Assets – Cash and Cash Equivalents | 87 |
| 6. Current / Non-Current Assets – Receivables | 88 |
| 7. Current Assets – Inventories | 89 |
| 8. Non-Current Assets; Property, Plant & Equipment | 89 |
| 9. Leases | 91 |
| 10. Current Liabilities – Payables | 94 |
| 11 . Current / Non-Current Liabilities – Provisions | 95 |
| 12. Current / Non-Current Liabilities – Leases | 96 |
| 13. Contingent Liabilities & Contingent Assets | 96 |
| 14. Budget Review | 97 |
| 15. Equity | 97 |
| 16. Reconciliation of Cash Flows from Operating Activities to Net Result | 97 |
| 17. Financial Instruments | 97 |
| 18. Related Party Disclosure | 101 |
| 19. Events After the Reporting Period | 102 |

# NSW Institute of Sport
# Statement by the Members of the Board

For the period 1 July 2025 to 30 June 2026

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 2026 and financial performance and cash flows for the year 1 July 2025 to 30 June 2026 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 29th day of September 2026.

**Gary Flowers**
Chair

**Brad Lancken**
Chair of the Audit & Risk Committee

**+61 2 9763 0222 | ABN 97 946 780 986**
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 2025 to 30 June 2026

## INDEPENDENT AUDITOR'S REPORT

**NSW Institute of Sport**

To Members of the New South Wales Parliament

### Opinion

I have audited the accompanying financial statements of the NSW 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 2026, the Statement of financial position as at 30 June 2026, 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 entity 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 2025 to 30 June 2026

### 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/media/apzlwn0y/ar3_2024.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.



Min Ellis
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

2 October 2026
SYDNEY

## NSW Institute of Sport
# Statement of Comprehensive Income
For the period 1 July 2025 to 30 June 2026

| | Notes | Economic Entity | | Parent Entity | |
|---|---|---|---|---|---|
| | | 2026 | 2025 | 2026 | 2025 |
| | | $'000 | $'000 | $'000 | $'000 |
| **Expenses** | | | | | |
| Employee related | 2(a) | **16,818** | 14,104 | **110** | 117 |
| Personnel services - ISSA | 2(b) | **-** | - | **16,708** | 13,987 |
| Operating expenses | 2(c) | **8,273** | 7,860 | **8,273** | 7,860 |
| Depreciation and amortisation | 2(d) | **2,076** | 2,074 | **2,076** | 2,074 |
| Grants and subsidies | 2(e) | **429** | 697 | **429** | 697 |
| Finance costs | 2(f) | **409** | 68 | **409** | 68 |
| **Total expenses excluding losses** | | **28,005** | 24,803 | **28,005** | 24,803 |
| | | | | | |
| **Revenue** | | | | | |
| Grant from NSW Government | 3(a) | **19,325** | 19,076 | **19,325** | 19,076 |
| Sale of goods and services | 3(b) | **981** | 1,032 | **981** | 1,032 |
| Investment revenue | 3(c) | **409** | 210 | **409** | 210 |
| Grants and contributions | 3(d) | **3,855** | 11,557 | **3,855** | 11,557 |
| Other income | 3(e) | **1,128** | 1,059 | **1,128** | 1,059 |
| **Total revenue** | | **25,698** | 32,934 | **25,698** | 32,934 |
| | | | | | |
| **Operating result** | | **(2,307)** | 8,131 | **(2,307)** | 8,131 |
| | | | | | |
| **Gain / (loss) on disposal** | 4 | **(6)** | - | **(6)** | - |
| **Net result from continuing operations** | | **(2,313)** | 8,131 | **(2,313)** | 8,131 |
| | | | | | |
| **Other comprehensive income** | | | | | |
| *Items that will not be reclassified to net result in subsequent periods* | | | | | |
| *Other net increases / (decreases) in equity* | | **-** | - | **-** | - |
| **Total other comprehensive income** | | **-** | - | **-** | - |
| **Total comprehensive income** | | **(2,313)** | 8,131 | **(2,313)** | 8,131 |

The accompanying notes form part of these financial statements.

## NSW Institute of Sport
# Statement of Financial Position
For the period 1 July 2025 to 30 June 2026

| | Notes | Economic Entity | | Parent Entity | |
|---|---|---|---|---|---|
| | | 2026 | 2025 | 2026 | 2025 |
| | | $'000 | $'000 | $'000 | $'000 |
| **Assets** | | | | | |
| **Current assets** | | | | | |
| Cash and cash equivalents | 5 | **13,844** | 10,909 | **13,844** | 10,909 |
| Receivables | 6 | **1,351** | 2,981 | **1,346** | 2,976 |
| Inventories | 7 | **116** | 164 | **116** | 164 |
| **Total current assets** | | **15,311** | 14,054 | **15,306** | 14,049 |
| **Non-current assets** | | | | | |
| Property, plant and equipment | 8 | | | | |
| Plant and equipment | | **1,259** | 1,289 | **1,259** | 1,289 |
| Intangible assets | | **-** | - | **-** | - |
| Right-of-use assets under leases | 9(a) | **7,470** | 3,267 | **7,470** | 3,267 |
| Total property, plant and equipment | | **8,729** | 4,556 | **8,729** | 4,556 |
| **Total non-current assets** | | **8,729** | 4,556 | **8,729** | 4,556 |
| **Total assets** | | **24,040** | 18,610 | **24,035** | 18,605 |
| **Liabilities** | | | | | |
| **Current liabilities** | | | | | |
| Payables | 10 | **4,614** | 1,665 | **4,210** | 922 |
| Leases | 12 | **1,725** | 1,687 | **1,725** | 1,687 |
| Provisions | 11 | **2,305** | 2,023 | **3,017** | 2,992 |
| **Total current liabilities** | | **8,644** | 5,375 | **8,952** | 5,601 |
| **Non-current liabilities** | | | | | |
| Leases | 12 | **6,241** | 1,849 | **6,241** | 1,849 |
| Provisions | 11 | **313** | 231 | **-** | - |
| **Total non-current liabilities** | | **6,554** | 2,080 | **6,241** | 1,849 |
| **Total liabilities** | | **15,198** | 7,455 | **15,193** | 7,450 |
| **Net assets** | | **8,842** | 11,155 | **8,842** | 11,155 |
| **Equity** | | | | | |
| Accumulated funds | | **8,842** | 11,155 | **8,842** | 11,155 |
| **Total equity** | | **8,842** | 11,155 | **8,842** | 11,155 |

The accompanying notes form part of these financial statements.

## NSW Institute of Sport
# Statement of Changes in Equity
For the period 1 July 2025 to 30 June 2026

| | Notes | Accumulated funds | Total equity |
|---|---|---|---|
| | | $'000 | $'000 |
| **2026 Economic entity** | | | |
| **Balance at 1 July 2025** | | 11,155 | 11,155 |
| Net result for the year | | (2,313) | (2,313) |
| Other comprehensive income | | - | - |
| **Total comprehensive income for the year** | | **(2,313)** | **(2,313)** |
| **Balance at 30 June 2026** | | **8,842** | **8,842** |

| | Notes | Accumulated funds | Total equity |
|---|---|---|---|
| | | $'000 | $'000 |
| **2026 Parent entity** | | | |
| **Balance at 1 July 2025** | | 11,155 | 11,155 |
| Net result for the year | | (2,313) | (2,313) |
| Other comprehensive income | | - | - |
| **Total comprehensive income for the year** | | **(2,313)** | **(2,313)** |
| **Balance at 30 June 2026** | | **8,842** | **8,842** |

The accompanying notes form part of these financial statements.

## NSW Institute of Sport
# Statement of Changes in Equity
For the period 1 July 2025 to 30 June 2026

| | Notes | Accumulated funds | Total equity |
|---|---|---|---|
| | | $'000 | $'000 |
| **2025 Economic entity** | | | |
| **Balance at 1 July 2024** | | 3,024 | 3,024 |
| Net result for the year | | 8,131 | 8,131 |
| Other comprehensive income | | - | - |
| **Total comprehensive income for the year** | | **8,131** | **8,131** |
| **Balance at 30 June 2025** | | **11,155** | **11,155** |

| | Notes | Accumulated funds | Total equity |
|---|---|---|---|
| | | $'000 | $'000 |
| **2025 Parent entity** | | | |
| **Balance at 1 July 2024** | | 3,024 | 3,024 |
| Net result for the year | | 8,131 | 8,131 |
| Other comprehensive income | | - | - |
| **Total comprehensive income for the year** | | **8,131** | **8,131** |
| **Balance at 30 June 2025** | | **11,155** | **11,155** |

The accompanying notes form part of these financial statements.

## NSW Institute of Sport
# Statement of Cash Flow
For the period 1 July 2025 to 30 June 2026

| | Notes | Economic Entity | | Parent Entity | |
|---|---|---|---|---|---|
| | | 2026 | 2025 | 2026 | 2025 |
| | | $'000 | $'000 | $'000 | $'000 |
| **Cash flows from operating activities** | | | | | |
| **Payments** | | | | | |
| Employee related | | **(16,624)** | (13,599) | **(16,624)** | (13,599) |
| Suppliers for goods and services | | **(7,476)** | (6,843) | **(7,476)** | (6,843) |
| Grants | | **(429)** | (697) | **(429)** | (697) |
| Other | | **(453)** | - | **(453)** | - |
| **Total payments** | | **(24,982)** | (21,139) | **(24,982)** | (21,139) |
| **Receipts** | | | | | |
| Grant from NSW Government | | **19,325** | 19,510 | **19,325** | 19,510 |
| Sale of goods and services | | **1,775** | 107 | **1,775** | 107 |
| Interest received | | **409** | 210 | **409** | 210 |
| Grants and other contributions | | **7,105** | 9,795 | **7,105** | 9,795 |
| Other | | **1,128** | 1,059 | **1,128** | 1,059 |
| **Total receipts** | | **29,742** | 30,681 | **29,742** | 30,681 |
| **Net cash flows from operating activities** | 16 | **4,760** | 9,542 | **4,760** | 9,542 |
| **Cash flows from investing activities** | | | | | |
| Purchases of plant and equipment | 8 | **(493)** | (264) | **(493)** | (264) |
| **Net cash flows from investing activities** | | **(493)** | (264) | **(493)** | (264) |
| **Cash flows from financing activities** | | | | | |
| Payment of principal portion of lease liabilities | | **(1,332)** | (1,719) | **(1,332)** | (1,719) |
| **Net cash flows from financing activities** | | **(1,332)** | (1,719) | **(1,332)** | (1,719) |
| **Net increase / (decrease) in cash** | | **2,935** | 7,559 | **2,935** | 7,559 |
| Opening cash and cash equivalents | | **10,909** | 3,350 | **10,909** | 3,350 |
| **Closing cash and cash equivalents** | 5 | **13,844** | 10,909 | **13,844** | 10,909 |

The accompanying notes form part of these financial statements.

**NSW Institute of Sport**

# Notes to the Financial Statements

For the period 1 July 2025 to 30 June 2026

## 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 principal 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 year ended 30 June 2026 have been authorised for issue by the Board on 29 September 2026.

### (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 2025 to 30 June 2026

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

### (e) 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.

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

#### i. Effective for the first time in 2025-2026

The accounting policies applied in 2025-2026 are consistent with those of the previous financial year. Several amendments and interpretations apply for the first time in 2025-2026 but do not have a material impact upon the financial statements of the Institute.

#### 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 26-04):

- AASB 17 Insurance Contracts
- AASB 18 Presentation and Disclosure in Financial Statements
- AASB 2014-10 Amendments to Australian Accounting Standards – Sale or Contribution of Assets between Investor and its Associate or Joint Venture
- AASB 2022-9 Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector
- AASB 2024-2 Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments
- AASB 2024-3 Amendments to Australian Accounting Standards – Annual Improvements Volume 11
- AASB 2024-4B Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 [deferred AASB 10 and AASB 128 amendments in AASB 2014-10
- AASB 2025-1 – Amendments to Australian Accounting Standards – Contracts Referencing Nature-dependent Electricity
- AASB 2025-4 Amendments to Australian Accounting Standards – Translation to a Hyperinflationary Presentation Currency.

## NSW Institute of Sport
# Notes to the Financial Statements (cont'd)
For the period 1 July 2025 to 30 June 2026

## 2. Expenses Excluding Losses

| | Economic Entity | | Parent Entity | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **(a) Employee related expenses** | | | | |
| Board member's fees and associated on-costs | **94** | 100 | **94** | 100 |
| Salaries and wages (including annual leave) | **13,672** | 11,881 | **-** | - |
| Superannuation | **1,764** | 1,186 | **10** | 11 |
| Long service leave | **194** | 164 | **-** | - |
| Workers' compensation insurance | **110** | 75 | **-** | - |
| Payroll tax and fringe benefit tax | **984** | 698 | **6** | 6 |
| **Total employee related expenses** | **16,818** | 14,104 | **110** | 117 |
| | | | | |
| **(b) Personnel services** | | | | |
| Personnel services - Institute of Sport Staff Agency | **-** | - | **16,708** | 13,987 |
| **Total personnel services** | **-** | - | **16,708** | 13,987 |
| | | | | |
| **(c) Other operating expenses include the following:** | | | | |
| Auditor's remuneration - audit of the financial statements | **52** | 47 | **52** | 47 |
| Expenses related to leases of low-value assets | **126** | 81 | **126** | 81 |
| Maintenance | **207** | 125 | **207** | 125 |
| Corporate shared services | **90** | 246 | **90** | 246 |
| Insurance | **76** | 56 | **76** | 56 |
| Consultants | **558** | 604 | **558** | 604 |
| Other contractors | **836** | 290 | **836** | 290 |
| Athlete and medical services | **1,211** | 1,279 | **1,211** | 1,279 |
| Rent and occupancy costs | **1,155** | 1,057 | **1,155** | 1,057 |
| Travel | **1,172** | 1,122 | **1,172** | 1,122 |
| Minor equipment and motor vehicles | **384** | 301 | **384** | 301 |
| Printing, stationery, communications and promotions | **420** | 405 | **420** | 405 |
| Computer software licences | **823** | 859 | **823** | 859 |
| In-kind contributions | **871** | 960 | **871** | 960 |
| Other expenses | **292** | 428 | **292** | 428 |
| **Total other operating expenses** | **8,273** | 7,860 | **8,273** | 7,860 |

NSW Institute of Sport
# Notes to the Financial Statements (cont'd)
For the period 1 July 2025 to 30 June 2026

## 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 | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **(d) Depreciation and amortisation expense** | | | | |
| General plant and equipment | **517** | 452 | **517** | 452 |
| Right of use assets | | | | |
| Buildings | **1,436** | 1,489 | **1,436** | 1,489 |
| Plant and equipment | **123** | 133 | **123** | 133 |
| **Total depreciation and amortisation** | **2,076** | 2,074 | **2,076** | 2,074 |
| | | | | |
| **(e) Grants and subsidies** | | | | |
| Sporting associations | **429** | 697 | **429** | 697 |
| **Total grants and subsidies** | **429** | 697 | **429** | 697 |

**NSW Institute of Sport**
# Notes to the Financial Statements (cont'd)
For the period 1 July 2025 to 30 June 2026

## 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 | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **(f) Finance costs** | | | | |
| Interest expense from lease liabilities | **409** | 68 | **409** | 68 |
| **Total finance costs** | **409** | 68 | **409** | 68 |

### 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 | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **(a) Grant from NSW Government** | | | | |
| NSW Government Recurrent Grant | **19,325** | 19,076 | **19,325** | 19,076 |
| **Total grant from NSW Government** | **19,325** | 19,076 | **19,325** | 19,076 |

NSW Institute of Sport
# Notes to the Financial Statements (cont'd)
For the period 1 July 2025 to 30 June 2026

## 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 | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **(b) Sale of goods and services** | | | | |
| Sponsorship – cash | **110** | 72 | **110** | 72 |
| Sponsorship – in-kind | **871** | 960 | **871** | 960 |
| **Total sale of goods and services** | **981** | 1,032 | **981** | 1,032 |

### Recognition and measurement

#### Sponsorship – cash

Cash sponsorships are recognised as revenue when earned in accordance with the terms of the sponsorship agreement.

#### Sponsorship – in-kind

In-kind sponsorships represent non-cash contributions of goods or services received from sponsors. Such contributions are recognised as revenue at fair value when the fair value can be measured reliably and the goods or services are received. A corresponding expense or asset has been recognised according to the nature of the goods or services provided.

## NSW Institute of Sport
# Notes to the Financial Statements (cont'd)
For the period 1 July 2025 to 30 June 2026

## 3. Revenue (cont'd)

| | Economic Entity | | Parent Entity | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **(c) Investment revenue** | | | | |
| Interest received | **409** | 210 | **409** | 210 |
| **Total interest received** | **409** | 210 | **409** | 210 |

### 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 | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **(d) Grants and contributions** | | | | |
| National Sporting Organisations | **3,855** | 4,774 | **3,855** | 4,774 |
| Other State Government grants* | **-** | 6,783 | **-** | 6,783 |
| **Total grants and contributions** | **3,855** | 11,557 | **3,855** | 11,557 |

**The above income from Other State Government grants primarily relate to funding of the Sports Tech Hub & Para Unit. These grants not recurrent in nature.*

### 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 2025 to 30 June 2026

## 3. Revenue (cont'd)

| | Economic Entity | | Parent Entity | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **(e) Other Income** | | | | |
| Rent | **12** | 58 | **12** | 58 |
| Cost recoveries | **694** | 787 | **694** | 787 |
| Sundry | **422** | 214 | **422** | 214 |
| **Total grants and contributions** | **1,128** | 1,059 | **1,128** | 1,059 |

## 4. Gain / (Loss) on Disposal

| | Economic Entity | | Parent Entity | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **Gain/(loss) on disposal of plant and equipment and intangibles** | | | | |
| Written down value of assets disposed | **(6)** | - | **(6)** | - |
| **Net gain/(loss) on disposal of plant and equipment and intangibles** | **(6)** | - | **(6)** | - |

## 5. Current Assets – Cash and Cash Equivalents

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 | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| | | | | |
| Cash at bank or on hand | **13,844** | 10,909 | **13,844** | 10,909 |
| **Total cash and cash equivalents** | **13,844** | 10,909 | **13,844** | 10,909 |

*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 2025 to 30 June 2026

## 6. Current / Non-Current Assets – Receivables

| | Economic Entity | | Parent Entity | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **Current** | | | | |
| GST/FBT receivable | **155** | 111 | **155** | 111 |
| Prepayments | **476** | 763 | **476** | 763 |
| Accrued revenue | **-** | 367 | **-** | 367 |
| Accounts receivable | **720** | 1,740 | **715** | 1,735 |
| | **1,351** | 2,981 | **1,346** | 2,976 |
| **Non-current** | **-** | - | **-** | - |
| Accounts receivable | **-** | - | **-** | - |
| **Total receivables** | **1,351** | 2,981 | **1,346** | 2,976 |

*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 2025 to 30 June 2026

## 7. Current Assets – Inventories

| | Economic Entity | | Parent Entity | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| Uniform stock | **116** | 164 | **116** | 164 |
| **Total inventories** | **116** | 164 | **116** | 164 |

### 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 | Intangible Assets | Total |
|---|---|---|---|
| | $'000 | $'000 | $'000 |
| **2025 Economic & Parent** | | | |
| **At 1 July 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** |
| | | | |
| **Year ended 30 June 2025** | | | |
| Net carrying amount at beginning of year | 1,477 | - | 1,477 |
| Additions | 264 | - | 264 |
| Disposals | | - | - |
| Reclassifications | | - | - |
| Less: depreciation expense | (452) | - | (452) |
| **Net carrying amount at end of year** | **1,289** | **-** | **1,289** |
| | | | |
| **At 1 July 2025 - fair value** | | | |
| Gross carrying amount | 11,162 | 405 | 11,567 |
| Accumulated depreciation and impairment | (9,873) | (405) | (10,278) |
| **Net carrying amount** | **1,289** | **-** | **1,289** |

**NSW Institute of Sport**

# Notes to the Financial Statements (cont'd)

For the period 1 July 2025 to 30 June 2026

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

| | Plant and equipment | Intangible Assets | Total |
|---|---|---|---|
| | $'000 | $'000 | $'000 |
| **2026 Economic & Parent** | | | |
| **Year ended 30 June 2026** | | | |
| Net carrying amount at beginning of year | 1,289 | - | 1,289 |
| Additions | 493 | | 493 |
| Disposals | (6) | | (6) |
| Reclassifications | - | - | - |
| Net revaluation increment | | - | - |
| Less: depreciation expense | (517) | - | (517) |
| **Net carrying amount at end of year** | **1,259** | **-** | **1,259** |
| | | | |
| **At 30 June 2026 - fair value** | | | |
| Gross carrying amount | 10,615 | 405 | 11,020 |
| Accumulated depreciation and impairment | (9,356) | (405) | (9,761) |
| **Net carrying amount** | **1,259** | **-** | **1,259** |

## 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 2025 to 30 June 2026

## 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, the lease extension option was exercised and the lease was extended to 2031.

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 2025 to 30 June 2026

## 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 2025** | 2,975 | 292 | 3,267 |
| Additions | 5,642 | 120 | 5,762 |
| Depreciation expense | (1,436) | (123) | (1,559) |
| Other movements | - | | - |
| **Balance at 30 June 2026** | **7,181** | **289** | **7,470** |

| | | | |
|---|---|---|---|
| **Balance at 1 July 2024** | 4,464 | 387 | 4,851 |
| Additions | - | 38 | 38 |
| Depreciation expense | (1,489) | (133) | (1,622) |
| **Balance at 30 June 2025** | **2,975** | **292** | **3,267** |

### (b) Right-of-use liabilities under leases

The following table presents liabilities under leases:

| | 2026 | 2025 |
|---|---|---|
| | $'000 | $'000 |
| **Balance at 1 July 2025** | **3,536** | 5,148 |
| Additions | **5,762** | 34 |
| Interest expenses | **409** | 67 |
| Payments | **(1,741)** | (1,713) |
| **Balance at 30 June 2026** | **7,966** | 3,536 |

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

| (c) Right-of-use expenses under leases | 2026 $'000 | 2025 $'000 |
|---|---|---|
| Depreciation expense of right-of-use assets | **1,559** | 1,622 |
| Interest expense on lease liabilities | **409** | 67 |
| 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** | **1,968** | **1,689** |

The entity had total cash outflows for leases of $1.74 million in FY2025-26 ($1.71 million in FY2024-25).

NSW Institute of Sport
# Notes to the Financial Statements (cont'd)
For the period 1 July 2025 to 30 June 2026

## 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 2025 to 30 June 2026

## 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 | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **Current** | | | | |
| Accrued salaries, wages and on-costs | **573** | 743 | **-** | - |
| Revenue received in advance | **3,288** | 113 | **3,288** | 113 |
| Creditors | **254** | 214 | **254** | 214 |
| Accruals | **499** | 595 | **499** | 595 |
| Amount payable - Institute of Sport Staff Agency | **-** | - | **169** | - |
| | **4,614** | 1,665 | **4,210** | 922 |

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 2025 to 30 June 2026

## 11. Current / Non-Current Liabilities – Provisions

| | Economic Entity | | Parent Entity | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **Current** | | | | |
| **Employee benefits and related on-costs** | | | | |
| Annual leave | **1,442** | 1,301 | **-** | - |
| Long service leave | **657** | 651 | **-** | - |
| Parental leave | **206** | 71 | **-** | - |
| Personnel services - provision | **-** | - | **3,017** | 2,992 |
| **Total current provisions** | **2,305** | 2,023 | **3,017** | 2,992 |
| **Non-current** | | | | |
| **Employee benefits and related on-costs** | | | | |
| Long service leave | **313** | 231 | **-** | - |
| **Other Provisions** | | | | |
| Provision for restoration - NSWIS premises | **-** | - | **-** | - |
| Total non-current provisions | **313** | 231 | **-** | - |
| Total provisions | **2,618** | 2,254 | **3,017** | 2,992 |
| **Aggregate employee benefits and related on-costs** | | | | |
| Provisions - current | **2,305** | 2,023 | **3,017** | 2,992 |
| Provisions - non-current | **313** | 231 | **-** | - |
| Accrued salaries, wages and on-costs | **573** | 743 | **-** | - |
| | **3,191** | 2,997 | **3,017** | 2,992 |

## 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 12 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 2025 to 30 June 2026

## 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 12% 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 Policy and Guideline TPG24-23 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 | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **Current leases** | | | | |
| Lease Liability | **1,725** | 1,687 | **1,725** | 1,687 |
| | **1,725** | 1,687 | **1,725** | 1,687 |
| | | | | |
| **Non-current leases** | | | | |
| Lease Liability | **6,241** | 1,849 | **6,241** | 1,849 |
| | **6,241** | 1,849 | **6,241** | 1,849 |

### 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 2025 to 30 June 2026

## 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 | |
|---|---|---|---|---|
| | 2026 | 2025 | 2026 | 2025 |
| | $'000 | $'000 | $'000 | $'000 |
| **Net cash used on operating activities** | **4,760** | 9,542 | **4,760** | 9,542 |
| Depreciation and amortisation expense | **(2,076)** | (2,074) | **(2,076)** | (2,074) |
| Finance costs | **-** | (68) | **-** | (68) |
| Decrease / (increase) in provisions | **(361)** | (38) | **(25)** | - |
| Increase / (decrease) in prepayments and other assets | **-** | (5) | **-** | - |
| Decrease / (increase) in creditors | **(4,064)** | (980) | **(4,400)** | (1,023) |
| Increase / (decrease) in receivables | **(518)** | 1,772 | **(518)** | 1,772 |
| Increase / (decrease) in inventories | **(48)** | (18) | **(48)** | (18) |
| Net gain / (loss) on disposal of assets | **(6)** | - | **(6)** | - |
| **Net result** | **(2,313)** | 8,131 | **(2,313)** | 8,131 |

## 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 2025 to 30 June 2026

## 17. Financial Instruments (cont'd)

### (a) Financial instrument categories

| | Note | Category | | |
|---|---|---|---|---|
| **Financial Assets** | | | **Carrying Amount 2026** | **Carrying Amount 2025** |
| | | | **$'000** | **$'000** |
| **Class** | | | | |
| Cash and cash equivalents | 5 | N/A | **13,844** | 10,909 |
| Receivables[1] | 6 | Amortised cost under AASB 9 | **720** | 2,197 |

| **Financial liabilities** | | | **Carrying Amount 2026** | **Carrying Amount 2025** |
|---|---|---|---|---|
| | | | **$'000** | **$'000** |
| **Class** | | | | |
| Payables[2] | 10 | Financial liabilities measured at amortised cost | **1,326** | 1,579 |

[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 pass through 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 2025 to 30 June 2026

## 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 2026. 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 2025 to 30 June 2026

## 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 -1% | Equity | Profit +1% | Equity |
| **2026 Financial assets** | | | | | |
| Cash and cash equivalents | 13,844 | (138) | (138) | 138 | 138 |

| | Carrying amount | Profit -1% | Equity | Profit +1% | Equity |
|---|---|---|---|---|---|
| **2025 Financial assets** | | | | | |
| Cash and cash equivalents | 10,909 | (109) | (109) | 109 | 109 |

### 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 2025 to 30 June 2026

## 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:

| | 2026 | 2025 |
|---|---|---|
| | $'000 | $'000 |
| **Short-term employee benefits** | | |
| Salaries, superannuation, annual leave | **1,782** | 2,086 |
| Other monetary allowances | **-** | - |
| Non-monetary benefits | **-** | - |
| Other long-term employee benefits | **34** | 62 |
| Post-employment benefits | **-** | - |
| Termination benefits | **266** | 358 |
| **Total remuneration** | **2,082** | 2,473 |

[1] Long service leave entitlements added in 2025 comparatives.

### (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 2025-26 there have been no transactions reported with key management personnel.

During 2025-26, NSWIS had related party transactions with the Office of Sport, receiving $23.7 million in grant and other payments, on behalf of the NSW Government (2024-25: $25.4 million) and making payments for facility access costs and cost recoveries of $0.19 million (2024-25: $0.2 million). These transactions were conducted at arms-length.

During 2025-26, NSWIS had related party transactions with the Department of Creative Industries, Tourism, Hospitality and Sport, receiving $0.024 million (2024-25: $0.6 million) for cost recoveries. 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 2025-26, NSWIS had related party transactions with OWIA, receiving $0.13 million in grants, contributions and cost reimbursements (2024-25: $0.1 million) and making payments of $0.21 million for services received and costs reimbursements (2024-25: $0.1 million). These transactions were conducted at arms-length.

NSWIS had a related party relationship with Swimming NSW as the new NSWIS CEO was previously the CEO of Swimming NSW. During 2025-26, NSWIS had related party transactions with Swimming NSW, making payments of $0.12 million (2024-25: $0.1 million) for services received. These transactions were conducted at arms-length.

NSWIS has a related party relationship with Paralympics Australia, with two members of the NSWIS Board also on the Board of Paralympics Australia. During 2025-26 NSWIS had related party transactions with Paralympics Australia, receiving $0.2 million (2024-25: $0.2m) in grants. These transactions were conducted at arms-length.

**NSW Institute of Sport**

# Notes to the Financial Statements (cont'd)

For the period 1 July 2025 to 30 June 2026

## 19. Events After the Reporting Period

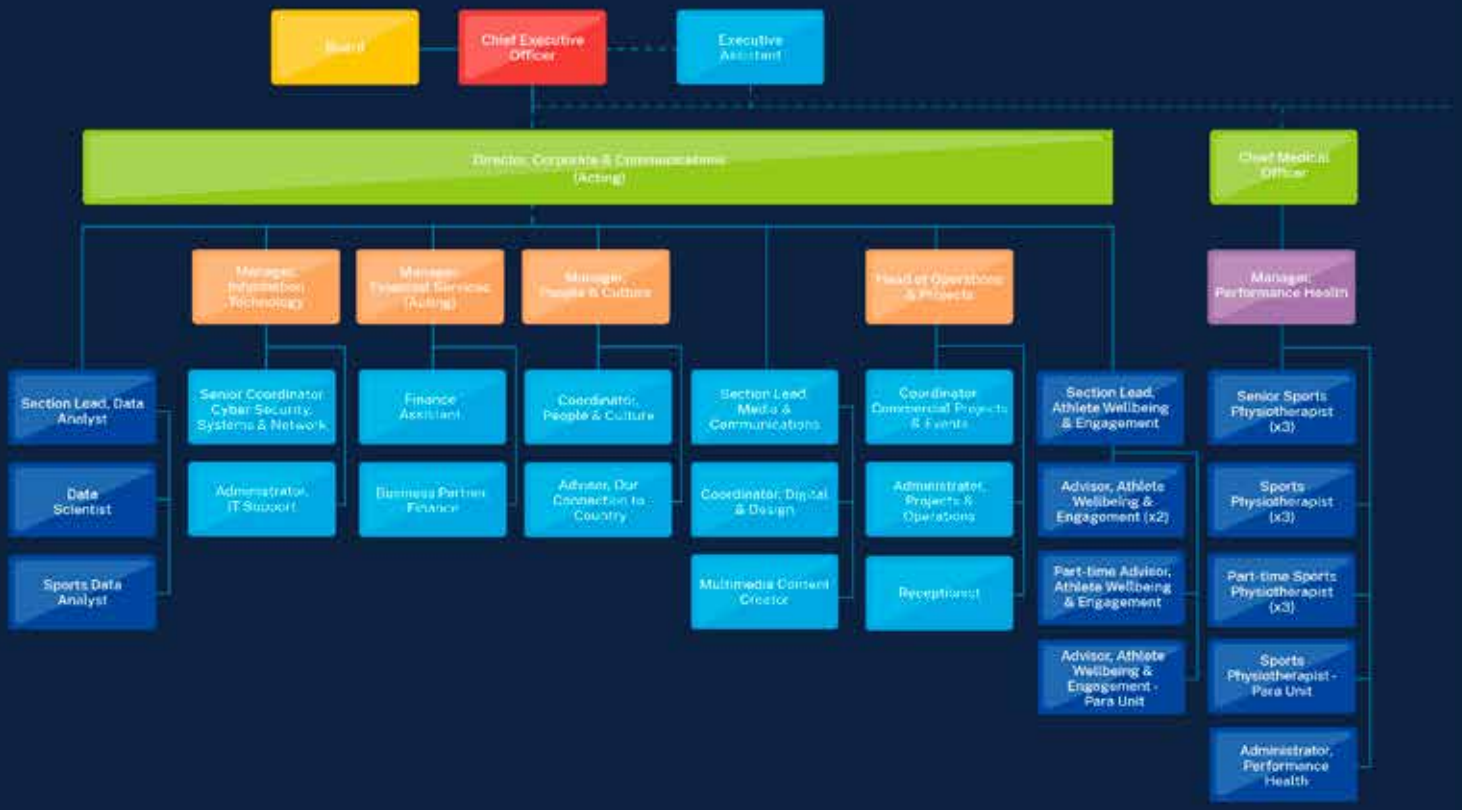
There were no significant events after the reporting period.

**End of audited financial statements.**



# APPENDIX

# Appendix 1: Organisational Chart (as at 30 June 2026)




## LEGEND




Manager, Sport Science
Director, High Performance
Manager, Physical Preparation
Head of Movement Science
Head of Performance Psychology
High Performance Manager
High Performance Manager
High Performance Manager
Manager, Winter Sports
Section Lead, Strength & Conditioning
Senior Strength & Conditioning Practitioner (x2)
Strength & Conditioning Practitioner (x5)
Strength & Conditioning Provider (x4)
Graduate Assistant, Strength & Conditioning
Part-time Graduate Assistant, Strength & Conditioning (x2)
Casual Senior Strength & Conditioning Practitioner
Senior Strength & Conditioning Practitioner - Para Unit
Graduate Assistant Strength & Conditioning - Para Unit
Senior Sports Biomechanics Practitioner (x3)
Sports Biomechanics Practitioner
Sports Performance Anaylst
Performance Psychologist (x2)
Part-time Performance Psychologist
Head of Nutrition
Senior Sports Dietitian
Sports Dietitian (x3)
Part-time Sports Dietitian
Part-time Graduate Assistant Sports Dietitian (SNACS) (x2)
Head Coach, Endurance Cycling
Senior Diving Hub Coach
Diving Hub Coach
Diving Hub Coach, Pathway
Head Coach, Canoe Sprint
Gen32 Coach, Canoe Sprint
State Performance Advisor, Athletics
Gen32 Coach, Athletics
National Coach, Wheelchair Track & Road
NSWIS Head Coach, Swimming
Assistant Coach, Swimming
Head Coach, Swimming University of Sydney
Gen32 Coach, Surfing
Head Coach, Moguls
Assistant Coach, Freestyle Moguls
Coach, Snowboard Cross
Part-time Administrator, Winter Sports
Section Lead, Sport Programs
Senior Coordinator, Sport Programs (x3)
Head Coach, Women's Water Polo
Assistant Coach, Women's Water Polo
High Performance Coach Advisor
Coach, Skateboard
Head of Para Unit
Coordinator, Para Unit
Para-Transition Lead Coach (x3)
Head Coach, Swimming, Para Unit
Coach Advisor, Para Unit
Section Lead, Physiology
Sports Physiology Provider (x2)
Part-time Graduate Assistant, Physiology
Performance Scientist

# Appendix 2: Legislation & Legal Change

The NSW Institute of Sport (NSWIS) was established as a Statutory Authority under the Institute of Sport Act 1995. 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 Development (P&D) policies and practices, movement in salaries, and organisational structure. As of 30 June 2026, NSWIS employed 101 full-time, 14 part-time and 1 active casual staff member.

## NSWIS staffing totals

| Reporting Period | 2024 | 2025 | 2026 |
|---|---|---|---|
| Full-time | 90 | 94 | 101 |
| Part-time | 13 | 12 | 14 |
| Casual | 4 | 0 | 1 |
| **Total** | **107** | **106** | **116** |

Staff figures as at 30 June 2026

The NSWIS workforce was comprised of 51% male and 49% female staff, with 71% of roles engaged to provide direct support to NSW athletes in coaching and high performance services, an increase 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 2025-2027.

NSWIS staff are employed on a temporary employment contract. The salary and on-costs for 2025/26 include a 3% salary increase paid to all staff employed from 1 January 2026, except for the four senior executive roles.

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

Staff turnover was 20% in the 2025/26 period (2024/25 16%), 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 2025/26, NSWIS reviewed and edited one eLearn course on the Learning Hub (learning management system).

We had six industry/sport experts present to NSWIS and delivered 11 Lunch and Learn sessions presented in house 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 |
|---|
| Anti-Doping Policy |
| Asset Guidelines |
| Athlete Playbook for Physique-Based Conversations |
| Body Composition Guidelies |
| Brand Guidelines |
| Cardiac Screening Policy |
| Code of Conduct - Athletes |
| Communications Device Guidelines |
| Complaints Handling Guidelines |
| Core Work Plan |
| Crisis Communications Plan |
| Fraud and Corruption Prevention Policy |
| Health Safety & Welbeing Committee Terms of Reference |
| Infectious Disease Policy |
| Privacy Management Plan |
| Risk Management Guidelines |
| Salary Packaging Policy |
| Secondment Guidelines |
| Social Media Guidelines |
| Sport Science - Feedback Snapshot Guideline |
| Staff Backfill Guidelines |
| Staff Playbook for Physique-Based Conversations |
| Supplement Policy |
| Transition Support Guidelines |
| Travel and Transport Guidelines |
| Uniform Guidelines |
| Wi-Fi Terms & Conditions |

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 were made in the reporting period.

The Athlete Code of Conduct is signed by all NSWIS athletes annually. There were minor 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).

- 50% of staff (excluding casuals) are female, and the representation on the Executive Committee during the financial year was 40% (which is the same as the previous year).
- Four 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.
- 20 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-led 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 2026

| EEO Group | Benchmark or target | 2024 | 2025 | 2026 |
|---|---|---|---|---|
| Women | 50% | 48.5% | 51% | 50% |
| Aboriginal and Torres Strait Islander Peoples | 3.3% | 1.0% | 0.9% | 2.5% |
| People whose first Language is not English | 23.2% | 10.7% | 11.8% | 17.1% |
| People with a Disability | 5.6% | 2.9% | 1.4% | 3.4% |
| People with a disability requiring work related adjustment | N/A | 1.0% | 1.0% | 0.8% |



**Table:** Staff Numbers (excluding casuals) by level as at 30 June 2026

| | | | | | EEO Numbers | | | |
|---|---|---|---|---|---|---|---|---|
| **Level** | **Total Staff** | **Men** | **Women** | **Unspecified** | **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 | | | | | | | | | |
| $70,694-$79,031 | 7 | 2 | 5 | | | | | | |
| $79,031-$100,010 | 25 | 8 | 16 | 1 | 1 | 3 | 2 | | |
| $100,011-$129,330 | 53 | 29 | 24 | | 2 | 11 | 10 | 3 | 1 |
| $129,331-$161,663 | 23 | 12 | 11 | | | 4 | 3 | | |
| >$161,663 (non PSSE) | 5 | 5 | | | | 2 | 2 | | |
| >$161,663 (PSSE) | 3 | 1 | 2 | | | | | 1 | |
| **Totals** | **116** | **57** | **58** | **1** | **3** | **11** | **17** | **4** | **1** |

**Table:** Percentage of total staff by salary level as of 30 June 2026.

| | | | | | EEO Percentages | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Level** | **Total Staff** | **Men** | **Women** | **Unspecified** | **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 | | | | | | | | | |
| $70,694-$79,031 | 7 | 28.6% | 71.4% | | | | | | |
| $79,031-$100,010 | 25 | 32% | 64% | 4% | 0.8% | 2.5% | 1.7% | | |
| $100,011-$129,330 | 53 | 54.7% | 45.3% | | 1.7% | 9.4% | 8.6% | 2.6% | 0.8% |
| $129,331-$161,663 | 23 | 52.2% | 47.8% | | | 3.4% | 2.6% | | |
| >$161,663 (non PSSE) | 5 | 100% | | | | 1.7% | 1.7% | | |
| >$161,663 (PSSE) | 3 | 33.3% | 66.7% | | | | | 0.8% | |
| **Totals** | **116** | | | | | | | | |

# 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 seven members, led by the Chair with minutes recorded by the Secretary. The committee met on three occasions during the reporting period. 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 was one report 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 2026, 50% of employees (exclusive of casuals) were women. There are two female representatives on the Executive Committee and 50% representation on the NSWIS Board.

NSWIS continues to support the Office of Sport's Play 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 |
| 2025 leadership training spend on CALD women | 0 |
| Leadership positions | 10 |

**Table:** Language Services

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

## 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 LGBTIQA+ community, and mental health awareness.

NSWIS also established the Advisor, Connection to Country role through a collaborative initiative with the Australian Sports Commission (ASC), reinforcing the organisation's commitment to cultural safety, inclusion and the success of First Nations athletes in high performance sport.

**Tay-Leiha Clark** was appointed to the role at NSWIS. A proud Wonnarua and Worimi woman, former elite athlete, Youth Olympic silver medallist, published author and ambassador for the ASC Share a Yarn program.

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

| | 2024/2025 | | | 2025/2026 | | |
|---|---|---|---|---|---|---|
| **PSSE Band** | **Men** | **Women** | **Total** | **Men** | **Women** | **Total** |
| Band 1 | 3 | 1 | **4** | 1 | 1 | **2** |
| Band 2 | 1 | 0 | **1** | 0 | 1 | **1** |

The percentage of employee payments that relates to senior executives was 7.3% in 2025/26 (7.3% in 2024/25).

# Appendix 11: Consumer Response

NSWIS received 1 complaint which was investigated and not substantiated in 2025-26. The Institute undertook annual reviews via Performance Planning and Management Group (PPMG) meetings for each sport program.



# Appendix 12: 2025/26 Budget

| | Current Year 2025/26B | Prior Year 2024/25B |
|---|---|---|
| **Income** | **$Million** | **$Million** |
| **Grants** | | |
| State government - total appropriations | 19.32 | 22.08 |
| National & state sporting organisations | **4.47** | 3.16 |
| **Sub-total** | **23.79** | **25.23** |
| **Sponsorship** | | |
| Cash | 0.13 | 0.13 |
| In-kind / contra | 0.87 | 1.05 |
| **Sub-total** | **1.00** | **1.18** |
| **Other** | | |
| Sundry | 0.95 | 0.91 |
| Sub-total | 0.95 | 0.91 |
| **Total revenue** | **25.74** | **27.32** |
| **Expenditure** | | |
| Staff costs | 16.34 | 13.97 |
| Operating costs | 11.41 | 11.69 |
| **Total expenditure** | **27.75** | **25.66** |
| Operating surplus / Deficit | **-2.01** | 1.66 |
| Depreciation & Amortisation | **2.21** | 2.34 |
| **Net Surplus/ Deficit** | **(4.22)** | **(0.68)** |

*Budget information from Adapative. Please refer tab Budget 25-26.

# Appendix 13: Public Access to Government Information

NSWIS did not receive any requests in 2025/26 for information under the Government Information (Public Access) Act 2009.

# Appendix 14: Sustainability

NSWIS is committed to responsible energy management to support both environmental and financial objectives, with a focus on reducing energy consumption, achieving cost efficiencies and increasing the use of lower-emission technologies.

In line with NSW Government targets, NSWIS will contribute to reducing Scope 1 and 2 emissions by 50% by 2030 and 70% by 2035, progressing towards net zero by 2050. This includes supporting the transition of the government fleet to electric vehicles, with targets for both passenger and light commercial vehicles.

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 2025/26, 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 2025-26 (to the nearest dollar amount).

| | Air Fares | Accom | Other | Total |
|---|---|---|---|---|
| | 6056500 | 6056000 | 6056600 | |
| General | 187 | 3,346 | | 3,534 |
| Athletics | 5,980 | 13,562 | | 19,542 |
| Beach Sprint Rowing | 2,297 | 618 | 253 | 3,168 |
| Canoe Sprint | | 3,496 | 111 | 3,607 |
| Swimming | 5,758 | 2,145 | 262 | 8,166 |
| Water Polo - Women's | | 73,526 | | 73,526 |
| Winter Sports | 57,990 | 150,834 | 59,482 | 268,306 |
| Skateboarding | 3,000 | | | 3,000 |
| Diving | | | 1,050 | 1,050 |
| Rowing | | | 457 | 457 |
| **Total** | 75,212 | 247,529 | 61,616 | 384,357 |

# 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 2025-26, consultancy engagement exceeded $609k. Key engagements included Property and Development NSW (property consulting services) for $541k, Deloitte ($60k) for identification of FFS Superannuation Guarantee obligations and $68k for business case.

All providers were engaged for services to supplement existing NSWIS activities.

The total cost of these engagements for 2025-26 was $1.22m $0.89m (2024-25 $0.89m).

# 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 athletes.

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 2025/26 reporting period we submitted two motor vehicle and one property damage insurance claims.

## Audit and Risk Committee

NSWIS currently has an Audit and Risk Committee and an internal audit function. During 2025/26, 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.



BOCCIA // DANEL MICHEL

# 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:<br>i. Corrupt conduct<br>ii. Maladministration<br>iii. Serious and substantial waste of public money or local government money (as appropriate)<br>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:<br>› The authority has a public interest disclosures policy<br>› The policy designates at least one officer of the authority as being responsible for receiving public interest disclosures on behalf of the authority<br>› The staff of the authority are aware of the contents of the policy and the protections under the PID Act<br>› 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

The 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. NSWIS currently has a shared services agreement with the Department of Planning and Environment who maintain responsibility for making payment of accounts..

**Table:** 2025/26 Quarterly Payment of Accounts

| Ageing of Accounts Payable | Quarter ending Sept 25 $ | Quarter ending Dec 25 $ | Quarter ending Mar 26 $ | Quarter ending Jun 26 $ |
|---|---|---|---|---|
| Current not past due | 23,887 | 120,325 | 6,281 | 30,726 |
| Current between 30-60 days | 610 | 198 | - | 11 |
| Current between 60-90 days | 144 | 1,429 | 120 | - |
| More than 90 days | 2,208 | 2,375 | 1,775 | 25,279 |
| **Total** | **22,433** | **121,073** | **4,626** | **56,016** |

| Payment performance | | Quarter ending Sept 25 | Quarter ending Dec 25 | Quarter ending Mar 26 | Quarter ending Jun 26 |
|---|---|---|---|---|---|
| Accounts paid on time | **Value ($)** | 2,451,469 | 2,149,127 | 2,503,890 | 3,121,937 |
| | **Number** | 319 | 333 | 376 | 642 |
| Total accounts paid | **Value ($)** | 2,510,647 | 2,172,559 | 2,557,634 | 3,498,587 |
| | **Number** | 380 | 360 | 416 | 725 |
| % of accounts paid on time | **Value** | 98% | 99% | 98% | 89% |
| | **Number** | 84% | 93% | 90% | 89% |

# Appendix 23: Attestation Statements

## Internal Audit & Risk Management

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**Internal Audit and Risk Management Attestation Statement for the 2025-26 Financial Year for the NSW Institute of Sport**

I, Kirsten Thomson, 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. | Compliant |
| 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 |
| ***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. | Compliant |
| 2.2 The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for the Professional Practice of Internal Auditing. | Compliant |
| 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 |
| ***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. | Compliant |
| 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 |

**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)

**Kirsten Thomson OLY**
CEO, NSW Institute of Sport
30 September, 2026

**Daniel Blattman**
General Manager, Corporate Services
30 September, 2026

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# Appendix 23: Attestation Statements (cont'd)

## Cyber Security

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**Cyber Security Attestation for Financial Year 2025/2026**

**Assurance Assessment Against Mandatory Requirements**
We hereby attest that an assurance assessment has been conducted against all Mandatory Requirements in the NSW Cyber Security Policy for the financial year 2025/2026. The assessment covered the following areas:

- Compliance with established cyber security policies and procedures.
- Implementation of required security controls.
- Effectiveness of the security measures in place.

**Attestation on Cyber Security**

**Assessment of Cyber Security Risks**
We affirm that the agency has conducted a comprehensive assessment of its cyber security risks. This assessment included:

- Identification of potential threats and vulnerabilities.
- Evaluation of the potential impact of these threats.
- Determination of the likelihood of these threats materialising.

**Cyber Security Risks with High or Extreme Residual Rating**
We confirm that we currently have no cyber security risks identified with a residual rating of high or extreme.

**Residual Risks Exceeding Agency's Risk Appetite**
We confirm that the agency has identified no cyber security residual risks that exceed the agency's risk appetite.

**Reporting Compliance**
We attest that the agency has adequately reported its cyber security assessment in compliance with the policy. The reporting includes:

- Documentation of identified risks and vulnerabilities.
- Description of implemented controls and their effectiveness.
- Summary of any incidents and responses.

**Governance Forums**
We confirm that cyber security is appropriately addressed at agency governance forums. Cyber security discussions include:

- Regular updates on the status of cyber security measures.
- Review of risk assessment findings.
- Decisions on improvements and resource allocation for cyber security.

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# Appendix 23: Attestation Statements (cont'd)

## Cyber Security

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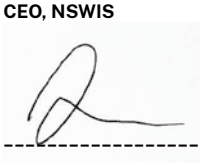
**Continuous Improvement in Cyber Security Governance and Resilience**
The agency is committed to continuously improving the management of cyber security governance and resilience. Ongoing efforts include:

- Regular training and awareness programs for staff.
- Periodic review and updating of security policies and procedures.
- Investment in advanced security technologies and tools.
- Engagement with external experts for independent assessments.

This attestation has been reviewed and approved by the agency's CEO.

**Name:** **Kirsten Thomson**

**Title:** **CEO, NSWIS**

**Signature:** 

**Date:** 8 October 2026

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## Appendix 24: Access

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## Appendix 25: Annual Report Publication Details

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Editor and Copywriting: **Daniel Lane**
Photography: **Getty Images, Rachel Tingey/NSWIS**
Design and Production: **Mitchell Soames**

## Appendix 26: Production Costs

The 2025/26 Annual Report was designed by NSWIS.




PARA WINTER SPORTS // BEN TUDHOPE


KARBON

# INDEX


## A

Acknowledgment of Country 2
Athlete Advisory Group 16
Appendix 103
Athletes & Pathways 14
Athletics 57
Attestation Statements 117

## B

Budget 112
Benchmark Events Wrap 30

## C

Canoe Slalom 57
Canoe Sprint 58
CEO's Message 8
Chair's Message 6
Charter 65
Coaching 38
Coach Development Unit 39
Code of Conduct 108
Competition 44
Consumer Response 112
Credit Card Certification 115
Cycling 58

## D

Daily Performance Environments 40
Diving 59

## E

Equal Employment Opportunity 108

## F

Financial Statements 70

## G

Guarantee of Services 113
Governance 64

## I

Individual Athlete 59
Insurance 113

## L

Leadership, Position & Culture 46
Legislation & Legal Change 106

## M

Management 66
Minister's Letter 4
Multicultural Policy 111

## N

Nicola Olyslagers Wrap 34
NSWIS Overview 10

## O

Organisational Chart 104
Overseas Travel 113

## P

Payment of Accounts 116
People & Culture 106
Performance Drivers 12
Production Costs 116
Public Access 112
Public Interest Disclosures 115
Publication Details 120
Purpose 11

## R

Research & Innovation 52
Rhiannan Iffland Wrap 35
Risk & Compliance 68
Rowing 60

## S

Sailing 61
Senior Executive Remuneration 112
Service Providers 113
Sport Partnerships 56
Skateboarding 62
Surfing 61
Sustainability 113
Swimming 62

## V

Values 11
Vision 11

## W

Women's Water Polo 63
Winter Sports 63
Winter Olympic Results 18
Winter Paralympic Results 24

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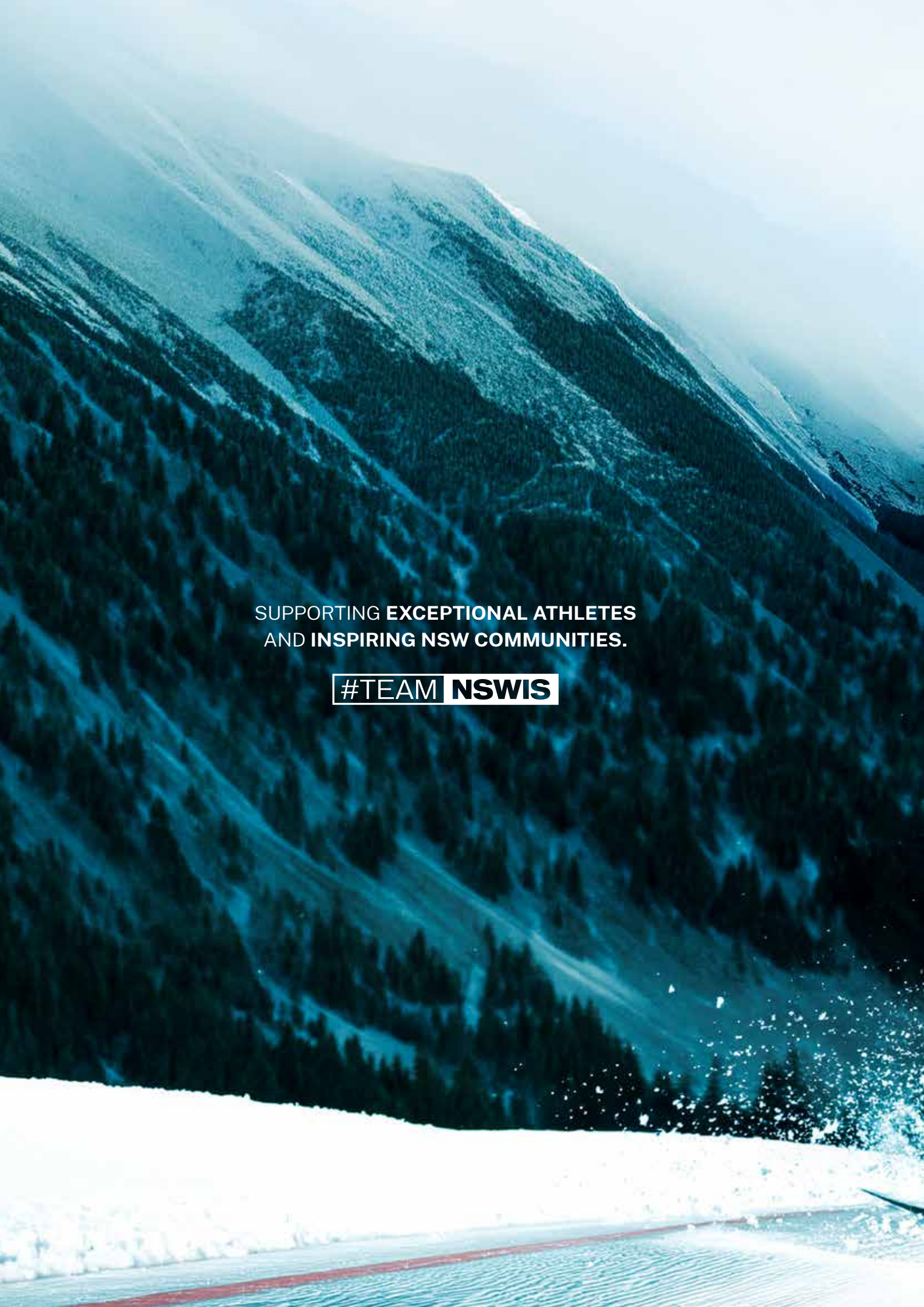
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