**South African Institute for Drug-Free Sport (SAIDS) Organisational Diagram: 2019**

1. The appointment of the Board of Directors is in terms of the Drug-Free Sport Act. The Board is appointed by the Minister responsible for Sport, for a period of five years.
2. The Minister also appoints an Appeals Board in terms of the Act. This Board hears and adjudicates appeals on doping sanctions handed down by an Independent Tribunal Panel.
3. The Board appoints the Audit and Risk Committee in compliance with the Public Finance Management Act (PFMA).
4. The Board appoints the Chief Executive Officer (CEO).
5. The CEO appoints the management team and the staff.
6. The organizational structure of SAIDS is also influenced by the mandatory compliance to the World Anti-Doping Code. The Code stipulates specific competencies, positions and its relationship to management.
7. The Therapeutic Use Exemption Commission (TUEC) and Doping Control Review Commission (DCRC) are appointed by the CEO in compliance with the International Standard for Testing and Investigations. These Commissions’ deliberations and decisions are independent of management.
8. In 2017, SAIDS embarked on a cost-cutting exercise and implementing austerity measures in order to sustain and grow core functions such as drug testing and anti-doping education. The government grant has been static and not kept pace with the increases in demand for testing in SA sport, VAT increase, inflation and the cost of drug testing consumables in the international market.
9. The cost cutting measures include the removal of two positions from the organizational diagram (communications and internal audit administrator). Communications functions are outsourced on ad-hoc basis and internal audit administration is included in the outsourced function to an internal audit company.
10. The position of receptionist/secretary has been funded over the past year by a learnership initiative through Isilumko Staffing for disabled people.
11. The Doping Control Administrator position was funded in 2018 through the internship program of the HWSETA. The funding has expired.
12. In 2019, our application for SETA funding for the Education Administrative Assistant was approved as part of the internship funding.
13. The annual payroll budgeted for 2019 is R7,8 million. This amount constitutes 28% of the SAIDS approved budget.

**Prepared by:**

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**August 2019**