

Status Report to the 2018 ISU Congress on the Four Year Plan 2014/15-2017/18

Committee/Commission: **ISU Council/ISU Secretariat**

Project/Function/Area of Activity: **General Administration**

The ISU Council and ISU Secretariat have performed activities according to plan and have achieved the results and benefits forecast in the 2014/15-2017/18 Four Year Plan.

Subsequent to the 2016 Congress the following areas required specific attention:

A new and redesigned version of the ISU website was launched as part of the effort to enhance the quality and availability of information to fans, ISU Members, media and other stake holders worldwide. As part of this initiative, new social media guidelines were published. In addition, the regular ongoing media activities were maintained. The media team was boosted by the appointment of two additional employees, Mr. Julien Bonjour and Ms. Chloe McGill.

The ISU Secretariat continued to cooperate in the issuing of the necessary Communications prepared by the Council, Technical Committees and other ISU bodies.

The Sports Coordinators and related staff, including a new employee assisting in the area of Speed Skating and Marketing, Ms. Cristel Garcia, continued to cooperate with the Technical Committees, and Sports Directors in the administration of their activities. In the area of Event Coordination, the Secretariat continued its assistance in ensuring a proper coordination among all stakeholders with an emphasis on ensuring the proper implementation and protection of the ISU's commercial agreements. The ISU Secretariat also cooperated with the ISU President in the finalization of commercial agreements that now cover almost all ISU disciplines worldwide.

The Anti-Doping administration continued to represent a significant workload. A new Sample Long-Term Storage and Reanalyze Policy was introduced and the ISU's clean sport educational effort was rebranded (Pure as Ice) with administrative staff now also involved in its implementation at ISU Events. The consequences of the McLaren report necessitated a time-consuming evaluation of the data and follow-up where necessary, particularly in the run up to the Olympic Winter Games 2018. As ever, a number of doping cases required the daily and labor-intensive attention of the ISU Secretariat, in particular the ISU Anti-Doping Administrator the Legal Advisors and the Chair of the ISU Medical Commission.

In the area of travel services for ISU Office Holders and appointed ISU Officials, the ISU in-house travel coordinator handles an ever-increasing number of travel arrangements. Taking into account the savings on travel agent commissions and increased efficiency thanks to a pro-active approach, this ISU Secretariat position continues to ensure overall cost savings in this area.

A new Internal Controller, Ms. Alexia Gaussin, was hired during 2017 with a focus on better controls on decentralized activities (Development Projects). She also implements the ISU Internal Control Systems, subject to review by the External Auditors.

In 2018 a project manager for the new Centre of Excellence initiative was appointed: with her background and experience of other sports federations and of China, Ms. Laura Shi will work on the concept and practicalities of getting this project off the ground.

Long-serving ISU Secretariat employee Ms. Samia Belila left the ISU, with the consequent loss to the ISU of 10 years of valuable experience. Ms. Rosa Béboux was recruited in part to replace her. Ms. Becky Cairns, who previously worked for the ISU between 1998 and 2011 returned to the ISU after 6 years in South-East Asia.

Despite the continuously increasing workload, the staffing of the ISU Secretariat remained stable. The Secretariat Budget now includes 14 full-time employees and 7 part-time employees and the Director General. This remains a low head-count compared to other similar organizations. The limited turnover of staff, with the advantage of acquiring and maintaining valuable expertise in the specialized area of sports administration, will remain a key factor for the continued smooth running of the ISU administration.

May 2018