

# MURRIHY REVIEW OF STEWARDING

## Response to Review Recommendations

	Recommendation	Additional Comments	Commission's Response
1	<p>Divest stewards of "plug-gap" race day duties, including:</p> <ul style="list-style-type: none"> <li>a) Supervision of swabbing operations to reduce non-compliant samples.</li> <li>b) Overseeing of veterinary examinations to deter aggressive conduct by participants.</li> <li>c) Parade identification and rug checks of greyhounds.</li> <li>d) Overseeing the placing of greyhounds in kennels</li> </ul>	<p>These are roles that have previously been performed, and should still be performed, by paid and appointed race day officials.</p> <p>Race clubs currently employ 10-12 race day officials. Some current roles could be expanded with, for example, the starter taking responsibility for the parade identification and rug check. In many jurisdictions some or all race day officials are employed by the regulatory body. It is recommended that progressively in the following priority swab officials, lure drivers, judges, starters and then kennel supervisors move from club to GWIC recruitment, accreditation and employment.</p> <p>To deter aggressive behaviour towards race day officials, stewards' delegated powers should be clarified so that stewards on track may apply misconduct penalties up to a ceiling of \$400. Necessarily this will require formal audio-taped proceedings in a suitable facility.</p>	<p><b>Partially supported.</b></p> <p>Stewards quality assurance of the swabbing process where it is carried out by club officials is critical to integrity.</p> <p>Divesting of other duties set out in (b) to (d) will be considered and further costed.</p> <p>Stewards already have the authority to deal immediately with aggressive behaviour and will continue to do so. If required, further clarity will be provided to stewards.</p>

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2	<p>Achieve time and performance efficiencies by upgrading systems and practices as follows –</p> <ul style="list-style-type: none"> <li>a) Computerise gear, water exempt, hard to load and clearance records, and abandon the current weight card.</li> <li>b) Functionality of OneGov and OzChase systems be enhanced so that greyhound weights entered on OzChase at kennelling are suffice for all purposes including clearing the race.</li> <li>c) Develop a program that provides stewards with computerised value-added information relevant to swab selections, such as the GRV Quadrant Analysis</li> <li>d) Develop a program whereby the stewards' report is a working template commenced in the GWIC office with race headings, scratchings, trial fields and incapacitations. Remove all current duplication and superfluous data entry and link the stewards' race-by-race comments to race results.</li> <li>e) Explore use of voice recognition or autotext systems for entering stewards' reports.</li> <li>f) Replace manual entry of meeting swab details with scanning of microchips and security bar codes</li> <li>g) Update the Grabba scanner capabilities to include gear worn, colour of the greyhound and include a rule-out of scratchings. Scanner to have a sign-off facility which verifies that all starters in a race have been correctly identified.</li> </ul>	Nil	<p><b>Supported.</b></p> <p>However, all recommendations have unplanned budgetary impacts for the Commission and will need to be evaluated and costed.</p>

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3	<p>Improve performance by upgrading stewards' resources including –</p> <p style="margin-left: 40px;">a) Provision of back straight cameras at all major tracks.</p> <p style="margin-left: 40px;">b) Dedicated stewards' facilities including access to replays located adjacent to or in the kennel area at all tracks.</p>	Nil	<p><b>Supported.</b></p> <p>However, track facilities are not within the control of the Commission. The Commission has requested GRNSW focus on (a) and (b) as a priority as part of its three-year capital track upgrade program.</p>
4	<p>To achieve routine and systematic flow of intelligence within the GWIC model, that the following structure be introduced –</p> <p style="margin-left: 40px;">a) State be divided into four (4) regions, namely, Central, Hunter, Central West and Northern Rivers, with responsibilities for outlying tracks to be shared between adjoining regions.</p> <p style="margin-left: 40px;">b) The Chief Steward, responsible to the Chief Executive, be based in Sydney or, alternatively, at the Bathurst office and to be available to chair major meetings plus, on an unannounced basis, attend regional race meetings.</p> <p style="margin-left: 40px;">c) A Deputy Chief Steward responsible in the first instance to the Chief Steward be appointed with duties to include oversight of information flow to regions and cadet steward training program.</p> <p style="margin-left: 40px;">d) A Senior Steward responsible to the Chief Steward be appointed in each region.</p> <p style="margin-left: 40px;">e) Panel and casual stewards to be responsible in the first instance to the regional Senior Steward.</p>	Nil	<p><b>Supported.</b></p> <p>Recommendations (a) to (f) already form part of the Commission's restructure management plan (RMP), excluding (e) where it is proposed to utilise contractors instead of casuals due to industrial implications.</p> <p>In relation to (f) the Commission is currently finalising the provision of a Certificate III in Stewarding program to be provided as part of the Cadet Program. This course of study will also be opened up to current stewards without formal qualifications to complete.</p> <p>In relation to (g) modules from the certificate III course relating to intelligence training and betting analysis will be provided to all Stewards.</p> <p>Recommendation (h) forms part of the Commission's RMP.</p>

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<p>f) A cadet steward program be introduced involving a formal certificate raining course and training manual. Cadet stewards not to be permanently assigned to any one region.</p> <p>g) Stewards to attend mandatory face-to-face or alternatively participate in long-distance training, including but not limited to form tuition, intelligence training and betting analysis.</p> <p>h) Stewards be relieved of ear-branding/micro-chipping duties which are not aligned to stewarding objectives.</p> <p>Time efficiencies gained being apportioned to unannounced kennel and trial track visits which are closely aligned with stewards' objectives.</p> <p>Open communication lines with investigators and inspectors be established to achieve optimum state-wide coverage of kennel inspections. Strong emphasis be placed on medications held in kennels and proper adherence (currently estimated by inspectors at an unsatisfactory 50%) to treatment book responsibilities.</p> <p>i) Chief Steward to be routinely involved in all integrity-based information-sharing, meetings, processes and briefings involving:</p> <ol style="list-style-type: none"> <li>1. Information-sharing with intelligence, law enforcement, government agencies and regulatory bodies.</li> <li>2. Laboratory advices including elevated levels of endogenous substances, non-confirmable</li> </ol>		<p>The Commission's intention to locate the chief steward position at Bathurst or Sydney will allow for full and effective implementation of recommendation (i) 1 to 4.</p>

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	<p>residues of prohibited substance, and non-compliant samples.</p> <p>3. Kennel inspection reports including positive swab investigations and seizure of medications.</p> <p>4. Licensing of participants with the opportunity, where appropriate, to make recommendations.</p>		
5	<p>Subject to achieving stated time and duties efficiencies, and subject to track resource issues, the following models of minimum stewards' arrangements are put forward by the review to achieve optimum safeguarding of integrity. These recommendations involve engagement of one or more specialised form/betting analysts with access to real-time betting data and open-line communication with betting partners. The analyst to service two meetings per shift.</p> <p><b>Model A</b></p> <p>Two stewards rostered on-track plus specialist form/betting analyst off-track. Analyst to be responsible for providing –</p> <ul style="list-style-type: none"> <li>a) A full form synopsis to all on-track stewards before the first race.</li> <li>b) Pre-race wagering summary to the meeting Chief Steward.</li> <li>c) Post-race form interfaced with betting picture synopsis, citing any form reversals or suspicious activity upon which the stewards might</li> </ul>	Nil	<p><b>Partially supported.</b></p> <p>The Commission preference is to adopt Model A. However, cadet stewards with more than one year's experience would be deemed acceptable as a second stewarding official at TAB meetings.</p> <p>Commission's new structure proposes the creation of a new position of Analyst (Wagering). This position would utilise intelligence and betting data to provide stewards with pre-race summaries as proposed with (a) and (b).</p> <p>This position has currently been filled under a temporary employment contract and has commenced strengthening data access arrangement with betting agencies.</p> <p>In addition, the Commission's Deputy Stewards or Senior Stewards with betting analysis capability will provide on-track stewards with real-time betting analysis updates from a 'bunker' location.</p>

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<p>commence inquiries and/or initiate swab sampling.</p> <p>d) Post meeting review of form/betting including collating punter profiling and linking of accounts intelligence.</p> <p>Where available, a cadet steward to be rostered as an additional number and to progressively understudy all official roles.</p> <p>Provision to be made at feature meetings when additional stewards numbers are desirable.</p> <p><b>Model B</b></p> <p>If Model A is not invoked for all race meetings or is invoked progressively, then at lower-turnover-ranked meetings where there is less liquidity in the market, two stewards plus a cadet be rostered on track or alternatively three stewards –</p> <p>a) All stewards to be responsible for in-depth form study of a meeting using principles outlined by the form/betting analyst.</p> <p>b) Chief Steward during the meeting to monitor betting, accessing sites as established by the analyst.</p> <p>c) Post meeting Chief Steward to refer any form reversal or suspicious betting activity to the analyst for further scrutiny and/or advice.</p>		

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6	<p>The review recommends an overhaul of the GWIC anti-doping to be brought into line with contemporary intelligence based, robust, timely and targeted programs including but not limited to:</p> <ul style="list-style-type: none"> <li>• Intelligence-targeted out of competition testing including reference to trainer strike rates</li> <li>• Storing and subsequent retesting of samples as analytical technologies and methodologies advance</li> <li>• Random population study blanket testing at trials and kennels</li> <li>• Exploration of a biological passport profiling program</li> <li>• Follow up of non-compliant or missed samples with swabbing at trainer's kennels or identification in records for mandatory testing next start</li> <li>• Computerised swabbing record giving regard to form, strike rate, sampling, injury and scratching history to guide stewards' sampling decisions</li> <li>• Advice to laboratory where two samples are from the same greyhound</li> <li>• GWIC to employ swab officials strictly vetting any conflict of interest</li> <li>• Mandatory signing by trainers of swab documents unless there are identified breaches of protocol relating to that particular sampling</li> <li>• Transportation of samples to be overhauled with regard to temperature control and security of samples</li> <li>• Expanding of scope of sampling to include blood, saliva and hair samples</li> </ul>	Nil	<p><b>Partially supported.</b></p> <p>The Commission is in the process of finalising its review into its swabbing regime which explores the issues raised by the review. Given budgetary constraints it will not be possible for the Commission to employ all swabbing officials at this stage.</p> <p>The Commission is considering a blended model whereby cadet stewards will carry out the swabbing roles at group 1 and major meetings with registered swabbing officials carrying out the swabbing at other race meetings.</p> <p>However, as the review report indicates, the Commission should explore a more targeted, intelligence led, approach for out-of-session testing that addresses the anti-doping strategies being employed within the industry that have arisen to circumvent the Commission's current approach.</p> <p>Accordingly, the Commission will establish a position of 'Anti-Doping Co-ordinator' within the Commission.</p> <p>The Commission will also explore the use of GRV's Quadrant Analysis system for determining the greyhounds that will be</p>

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	<ul style="list-style-type: none"> <li>• Strategy meetings between Chief Steward, Chief Veterinary Officer, Chief Investigator and Chief Inspector</li> <li>• Greater scrutiny of medications in kennels and treatment records involving more emphasis on unannounced kennel visits</li> <li>• Scrutiny of trailers at race meetings</li> </ul>		swabbed on race day in addition to performance anomalies.
7	The review recommends against a system of stewards multitasking with other official race day roles within the current three steward roster system as it is not considered viable without impairment to their own functions. An additional steward with the necessary accreditation might however be rostered to a meeting specifically as an official.	Nil	<p><b>Partially supported.</b></p> <p>The Commission will explore this with industry.</p>
8	Current bunker arrangements to be discontinued and used only in an emergency situation and then only in remote locations.	Nil	<p><b>Partially supported.</b></p> <p>The Commission agrees that its approach to providing additional support and oversight of race meetings needs to have a greater focus on betting analysis than it currently does. However, given the significant geographically distances to be covered by the Commission's steward an 'off track' review and support regime does has considerable merit.</p>

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9	The review strongly recommends that GWIC investigate whether currently betting markets are being offered and whether wagering is taking place on NSW greyhound racing via illegal and/or unregulated online operators, for which stewards have no visibility.	Nil	<b>Supported.</b>
10	<p>Establish formal arrangements for systematic sharing of privileged and non-privileged information with:</p> <ul style="list-style-type: none"> <li>• Intelligence bodies including Australian Criminal Intelligence Commission</li> <li>• Law enforcement bodies including Australian Federal Police and NSW Police Casino and Racing Investigation Unit</li> <li>• Commonwealth and state government agencies</li> <li>• Regulatory bodies in racing and sporting codes</li> <li>• Betting partners</li> <li>• Analytical laboratory</li> </ul>	Nil.	<p><b>Supported.</b></p> <p>MoU arrangement with many bodies are already in place and being utilised by the Commission.</p> <p>Further work is required in relation to betting partners.</p>
11	Consider a rule based on AR 68A making it an offence to enter a greyhound with the primary purpose of it being included in the field when the trainer is in the knowledge that the greyhound is not to compete in the race.	<p><b>Field Stacking</b></p> <p>The reviewer has been requested to countenance views nationally on the undesirable practice of field stacking which occurs principally in remote clubs or in distance races where nominations are typically sparse.</p> <p>Measures invoked included:</p> <ul style="list-style-type: none"> <li>• Referral to investigators</li> <li>• Order greyhound be transported to track for vetting</li> </ul>	<p><b>Supported.</b></p> <p>To be included in current review of local racing rules.</p>

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		<ul style="list-style-type: none"><li>• Graders asked to give earliest advice and trainers telephoned and put on notice</li><li>• Race morning kennel visit including vetting.</li></ul>	