

Women on State Sporting Organisation Boards

March 2019



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Introduction

Women have historically been under-represented at board level of state and national sporting organisations which limits the skills and perspectives these boards can draw on in making decisions.

The Australian Institute of Company Directors (AICD) has consistently stated that the fundamental argument for increasing gender diversity on boards is that diversity improves the capacity of a board to deliver value to an organisation and that there is a demonstrable link between greater diversity and organisational performance (AICD, 2016).

In 2009 Sport and Recreation Tasmania delivered the inaugural *Women on State Sporting Organisation Boards Report* which found that women were under-represented on the boards of Tasmanian State Sporting Organisations (SSOs). Subsequent reports by Communities, Sport and Recreation (CSR) on 2014, 2015, 2016 and 2017 boards confirmed that this trend was continuing. Although female representation on SSO boards has risen marginally, the 2018 data has again found a similar result.

In 2018, the number of women on Tasmanian State Sporting Organisation boards was 39.43 per cent, an increase of 2.04 per cent since the 2017 study.

Background

The Tasmanian Government, through the *Tasmanian Women's Strategy 2018-20*, is committed to breaking down the barriers that produce inequities for women and girls. A component of this is the *Women on Boards Strategy 2015-2020* which seeks to increase female participation on Tasmanian Government boards to 50 per cent by July 2020 (DPAC, 2015).

CSR provides leadership and support to implement governance structures that promote gender diversity on the boards of SSOs. As part of this work, CSR monitors and reports on female representation on SSO boards to provide relevant and up-to-date data on diversity in the sector. A pilot study was delivered in 2009 with subsequent reports on 2014, 2015, 2016 and 2017 boards. This report provides data on female representation on SSO boards for the 2018 calendar year.

The Tasmanian Government Board Diversity Governance Scholarship Program is offered by the Tasmanian Government in partnership with the AICD to support women to become board-ready and foster emerging female talent. CSR is currently promoting this program more broadly across the sport and recreation sector.

Recognising the link between sports governance, business capability and the achievement of high performance success, Sport Australia (the Australian Sports Commission) is committed to working with National Sporting Organisations (NSOs) to adopt best practice governance principles across sport. In 2002 Sport Australia released *Sports Governance Principles*, which were updated in 2007 and again in 2012. These principles provide best practice governance guidelines for sporting organisations.



Building on these, in 2013, Sport Australia released *Mandatory Sports Governance Principles* (the Principles) for its seven highest funded NSOs which include elements of the 2013 *Sports Governance Principles* that are considered critical to good governance. Sport Australia's implementation plan was to increase compliance by NSOs in tranches, with 23 sports required to meet the updated Principles by 2015.

Principle 2.6: *Gender balance on boards* states that all NSOs (to which the Principles apply) must achieve a 40 per cent representation of females on their boards (ASC, 2015).

In 2015, CSR developed *Governance Guidelines for State Sporting Organisations* to assist Tasmanian SSOs develop quality governance policies and procedures. These guidelines are aligned with the Principles and provide non-binding principles for all SSOs. Principle 2.8 of the guidelines states that SSOs should aim to have an equal gender balance on boards.

Sport Australia is currently reviewing the Principles with a view to updating them and increasing their applicability to organisations in all levels of the sporting sector, not just NSOs.

At a corporate level, the AICD set a target for all ASX 200 companies to voluntarily meet a target of 30 per cent female representation on company boards by 2018. As at 31 December 2018, 29.7 per cent had achieved this target (AICD, 2019).

Objectives

The *Women on State Sporting Organisation Boards Report* has four specific objectives:

1. To report female representation on Tasmanian SSO boards.
2. To capture the percentage of females who chair or are presidents of Tasmanian SSO boards.
3. To compare corresponding NSO board membership to that of the Tasmanian SSOs in the study.
4. To provide a comparison of the results with previous studies.

Methodology

The report profiles Tasmanian SSOs who are funded, or have previously been funded, through Communities, Sport and Recreation's State Grants Program (SGP) along with their national counterparts.

This study replicates research undertaken in 2009 and by CSR annually since 2014. Although the report has been produced on an annual basis since 2014, the timeframe for data collection was previously ad-hoc and inconsistent between years.

Commencing in 2017, data for the report is collected in December and reflects the board composition of organisations at that point in time.

The SSO data has been collected through direct contact with a representative of the organisation while NSO data has been collected almost exclusively through websites.

Organisations included in the report

Within the sport and recreation sector, there are three primary organisational structures; federated, unitary and hybrid. Within a federated structure, the SSO is a member of the NSO, operating as a separate entity with its own board of directors. While the NSO may set the strategic objectives for the sport as a whole, the SSO is responsible for making decisions about how the sport operates within its individual jurisdiction.

A unitary governance structure involves a single body, the NSO, having responsibility for and making decisions about the development and delivery of the sport nationally.

A hybrid model sits between a federated and a unitary model. Within this model, there are several different structures an organisation can operate under with some sports currently moving towards a 'one management model'. Under a 'one management' model, SSOs operate as a branch of the NSO. Finances and other services are centrally pooled and there may be a state/territory level committee or advisory board (that has no legal responsibilities) that provides non-binding guidance to the national board. Under other hybrid models the SSO retains its governance role, with a centralised services and management structure supporting the organisation.

This report will not include sports that operate under a unitary model managed by a national board. Specifically, the report will not include data on Special Olympics Australia, the Australian Football League, Touch Football Australia or the Confederation of Australian Motor Sport boards.

Sports operating under a federated or hybrid governance structure will be included in the report at both state and national level.

Limitations

Due to the frequency of movement on the volunteer boards of the organisations involved in this study, it is acknowledged the accuracy of the information is limited to the point in time it was collected.

The original study conducted in 2009 provided SSO comparisons based on their categorisation (funding tier level) within the State Grants Program (SGP). The SGP was reviewed in 2012 and an additional tier level was introduced modifying the program from three to four tier levels. Consequently, the 2009 study cannot provide comparison data for the tier four SSOs profiled in this report.

While the report makes a comparison of data over time, it is important to note that this is not an exact comparison as the organisations included in the report have changed over time. Organisations newly funded by CSR have been added and organisations operating under a unified structure have been removed over time.

Another consideration when comparing tier level data is the movement of SSOs between tiers. In 2018, two SSOs moved down a tier level, one moved up a tier level and one SSO was funded under the State Grants Program for the first time and included in this report. [Appendix A](#) details a full list of sports included in this report.



Results

Table 1 presents data collected in 2018 from SSOs and NSOs. A full list of 33 sporting organisations that were involved in the 2018 study can be found in [Appendix A](#). For a full list of organisations involved in previous reports refer to Appendices B-F.

In 2018, the number of women on Tasmanian State Sporting Organisation Boards was 39.43 per cent, increasing (2.04 per cent) from 37.39 per cent in 2017.

The number of women on National Sporting Organisation Boards was 41.38 per cent in 2018, increasing (1.7 per cent) from 39.68 per cent in 2017.

Table 1: 2018 board composition of SSOs and NSOs

2018 Data	Tier One		Tier Two		Tier Three		Tier Four		All	
	SSO	NSO	SSO	NSO	SSO	NSO	SSO	NSO	SSO	NSO
Total SSOs/NSOs	10	10	5	5	13	13	5	5	33	33
Total board members	69	80	33	46	111	101	33	34	246	261
Board vacancies	4	2	1	0	3	2	0	0	8	4
Average members per board	6.9	8.0	6.6	9.2	8.54	7.77	6.6	6.8	7.45	7.91
Number of female board members	26	37	17	15	43	38	11	18	97	108
Percentage of female board members	37.68%	46.25%	51.52%	32.61%	38.74%	37.62%	33.33%	52.94%	39.43%	41.38%
Average number of women per board	2.6	3.7	3.4	3	3.31	2.92	2.2	3.6	2.94	3.27
Number of female president/chair	3	3	3	1	2	2	0	3	8	9
Percentage of female president/chair	33.33%	33.33%	60%	20%	15.38%	15.38%	0%	60%	24.24%	27.27%

Membership of State Sporting Organisation Boards

As seen in Table 2, the average number of SSO board members decreased marginally from 7.68 members in 2017, to 7.45 members in 2018. This is the lowest average recorded since the report commenced in 2009. This number falls within CSR's Governance Guideline recommendation that SSO boards are comprised of between five and nine members.

Table 2: Average number SSO board members 2014– 2018

Average number of SSO board members: 2014 - 2018					
Year	Tier 1	Tier 2	Tier 3	Tier 4	All SSOs
2014	7.36	7.75	8.6	9	8.13
2015	7.73	8	9	8.22	8.18
2016	8	6.4	9.88	8.33	8.31
2017	7.56	6.86	9.22	6.5	7.68
2018	6.9	6.6	8.54	6.6	7.45

In 2018, the average number of SSO board members ranged by 1.94 members across the four tiers, with tier three boards recording an average of 8.54 members and tier two and four boards 6.6 members.

Although having the largest average number of board members, tier three SSOs also recorded the largest decrease from 9.22 in 2017 to 8.54 members in 2018.

Gender Composition of SSO Boards

As shown in Figure 1, female representation on Tasmanian SSO boards was 39.43 per cent in 2018 and has increased 2.04 per cent since 2017 (37.39 per cent) and 4.83 per cent since 2009 (34.6 per cent).

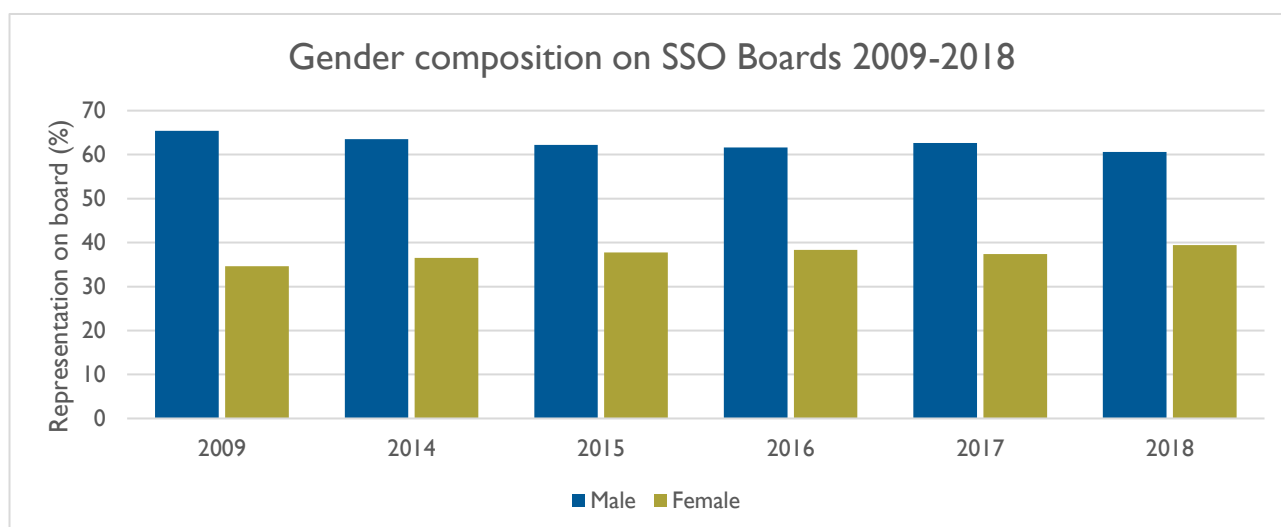


Figure 1: Gender Composition of SSO Boards 2009, 2014, 2015, 2016, 2017 and 2018.



Johanne Adriaanse (2014) argues that a critical mass of female board members is necessary to achieve changes within a sporting culture. In her study into Australian NSOs, Adriaanse found that the presence of a minimum of three women on a board was a primary condition to advance gender equal governance.

As shown in Table 3, the average number of female members on SSO boards has increased marginally from 2.87 members in 2017 to 2.94 members in 2018. However, this is a decrease from the high recorded in 2016 of 3.19 average female board members.

Table 3: SSO average board composition comparison 2009 – 2018

SSO Board Composition Comparison			
Year	Total Members	Male Members	Female Members
2009	8.14	5.32	2.82
2014	8.13	5.16	2.97
2015	8.18	5.09	3.09
2016	8.31	5.12	3.19
2017	7.68	4.81	2.87
2018	7.45	4.51	2.94

Distribution of SSO Female Board Members

A growing and compelling body of work has reinforced that gender equity on boards positively effects an organisation's performance, productivity and bottom line. Supporting Adriaanse's 2014 findings that a critical mass is required to have a cultural influence on a board, the accompanying guidelines suggest:

- 10 per cent of total board representation is tokenism;
- 20 per cent total board representation means a voice is present;
- 30 per cent total board representation means a voice or position will be heard; and
- 40 per cent total board representation brings about real influence and involvement.

As illustrated in Figure 2 below, 48.48 per cent of Tasmanian SSOs had 40 per cent or greater female representation at board level in 2018. This is a 16.22 per cent increase from the 2017 findings.

Additionally, 63.63 per cent of Tasmanian SSOs had 30 per cent or greater female representation in 2018, meaning a voice or position will be heard. This is an 8.79 per cent increase from SSOs that had 30 per cent or greater female board representation in 2017.

Two SSO boards had no female representation in 2018 and, although different boards, this figure is the same as in 2017. The number of SSO boards with one female board member decreased from five boards in 2017 to one board in 2018.

All SSO boards had male representation in 2018, which is the same as in 2017. Two SSO boards had only one male board member in 2018, which has decreased from three SSO boards in 2017.

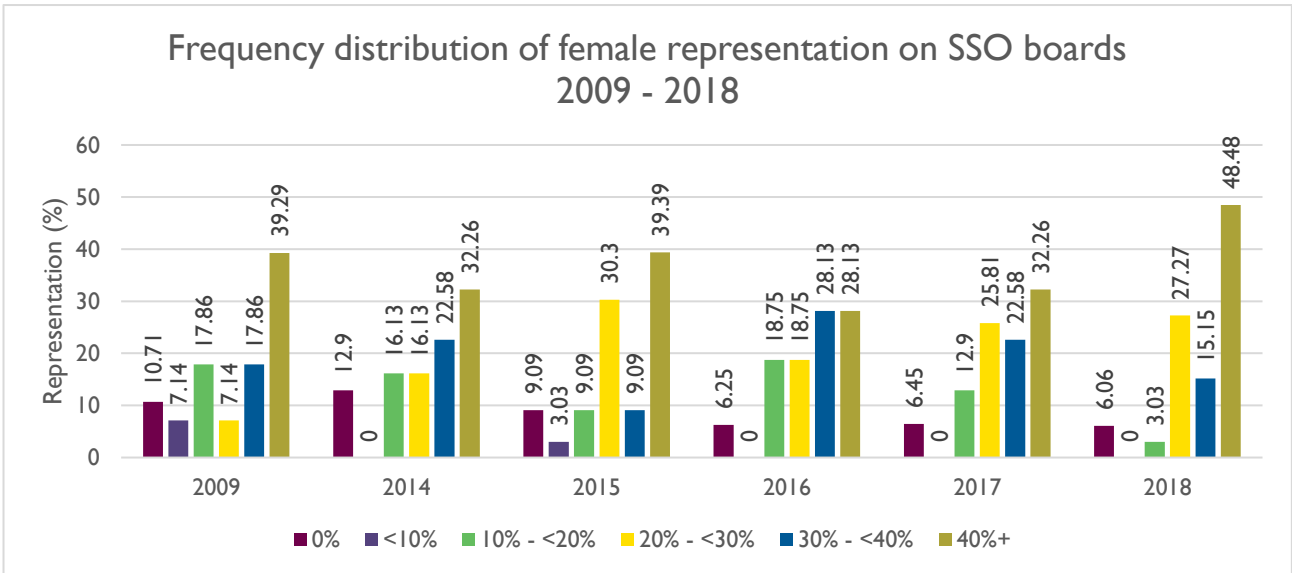


Figure 2: Frequency distribution of female representation on SSO boards 2009-2018

Gender Comparison of SSO Boards by Tier

As shown in Figure 3, the gender composition of SSO boards in 2018 was 60.57 per cent male and 39.43 per cent female. Across the four tiers, gender composition varied considerably at 18.19 per cent.

Tier two SSO boards recorded the highest female representation at 51.52 per cent. This is the first time this report has been compiled that female representation within a tier has exceeded male representation. Tier four SSOs had the lowest female representation at 33.33 per cent.

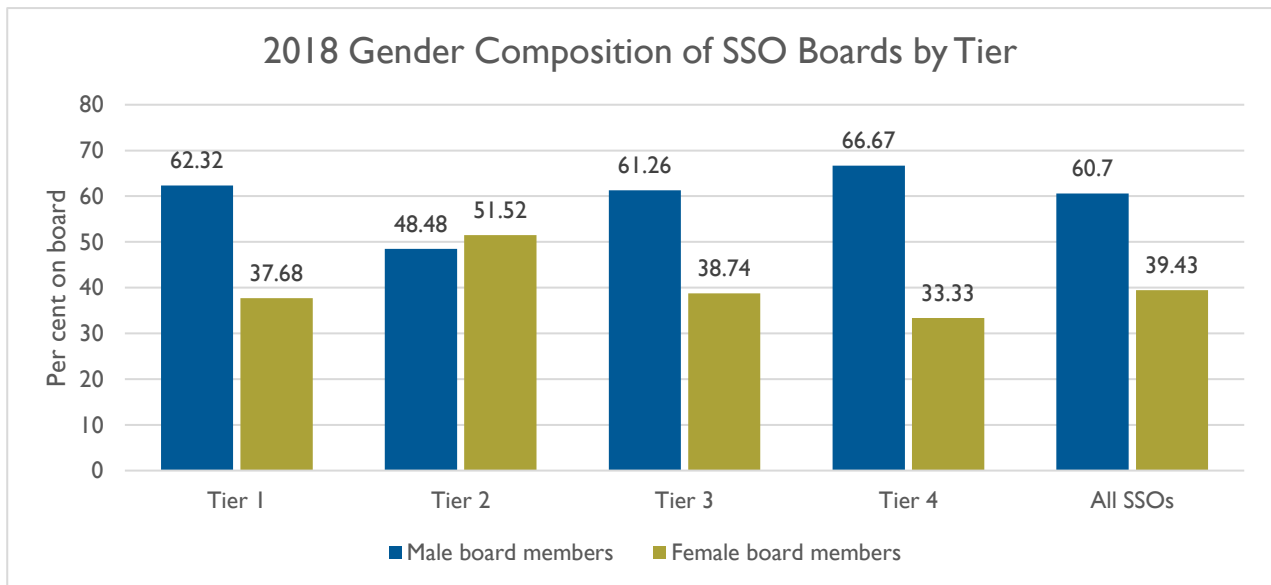


Figure 3: 2018 Gender Composition of SSO Boards by Tier

Figure 4 shows a time-series comparison of female representation of SSO boards by tier. Data from the 2009 report has been excluded given there is no comparison data for tier four SSO boards.

Overall since 2014, tier one and two boards have increased female representation, however tier three and four boards have experienced a downward trend.

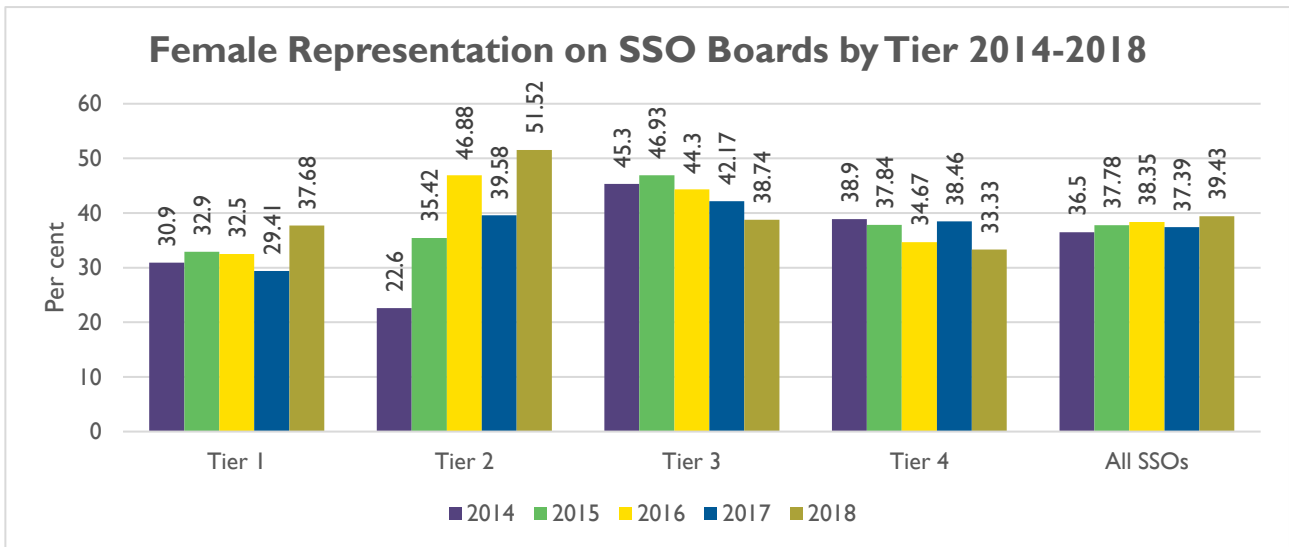


Figure 4: Female Representation on SSO Boards by Tier

Since 2017, the level of female representation on SSO boards has increased in tier one (8.27 per cent) and tier two (11.94 per cent), while it has decreased in tier three (3.43 per cent) and tier four (5.13 per cent).

In 2018 tier two SSO boards had the largest increase (11.94 per cent) in female representation. However, this follows on from the largest decrease (7.3 per cent) in 2017. The Rowing Tasmania Board has consistently recorded low female representation at 20 per cent and its transition from a tier three sport to a tier two sport in 2017, and then its subsequent transition back to a tier three sport in 2018 has contributed to this result.

Comparison of SSO and NSO Board Composition

In order to measure female board representation at state and national level, SSO boards were compared with their NSO counterparts for the same period.

Table 4: Female Representation on SSO and NSO boards 2009, 2014, 2015, 2016, 2017 and 2018

Female Representation on SSO/NSO Boards 2009 – 2018		
Year	Females on SSO Boards	Females on NSO Boards
2009	34.6%	21.8%
2014	36.5%	30.3%
2015	37.78%	36.39%
2016	38.35%	36.24%
2017	37.39%	39.68%
2018	39.43%	41.38%

As illustrated in Table 4 above, there were three noteworthy observations:

- I. Female representation on SSO boards has experienced modest growth (4.83 per cent) since 2009.

2. Female representation on NSO boards has increased markedly (19.58 per cent) since 2009.
3. In 2018, NSO boards had 1.95 per cent higher female representation than their SSO counterparts.

The increase in female representation on NSOs boards is an interesting statistic. The obvious conclusion is that it is due to the success of Sport Australia’s introduction of the *Mandatory Sports Governance Principles* (the Principles).

However, of the 17 NSO boards included in the 2018 data that are subject to the Principles, only 11 or 64.7 per cent are compliant with the target of 40 per cent female representation.

It is therefore more likely that the introduction and promotion of the Principles has encouraged all NSO boards to consider gender composition and ways to increase female representation.

SSO and NSO Female Presidents or Chairpersons

As seen in Figure 5, in 2018 the number of female presidents or chairpersons of SSO boards (24.24 per cent) was slightly lower than NSO boards (27.27 per cent).

The number of female presidents or chairpersons of Tasmanian SSO boards was 29.03 per cent in 2017 and 24.24 per cent in 2018. Between 2009 and 2015 there was substantial growth (15.47 per cent) in the number of female presidents or chairpersons on SSO boards, with the change primarily due to the small numbers in the initial report.

The number of female presidents or chairpersons of NSO boards decreased (1.76 per cent) from 29.03 per cent in 2017 to 27.27 per cent in 2018. In 2014, NSO boards recorded a sharp decrease in the number of female chairpersons or presidents of NSOs with an upward trend since then.

Since the first report in 2009, the number of female presidents or chairpersons has increased on SSO boards by 6.38 per cent and on NSO boards by 2.27 per cent.

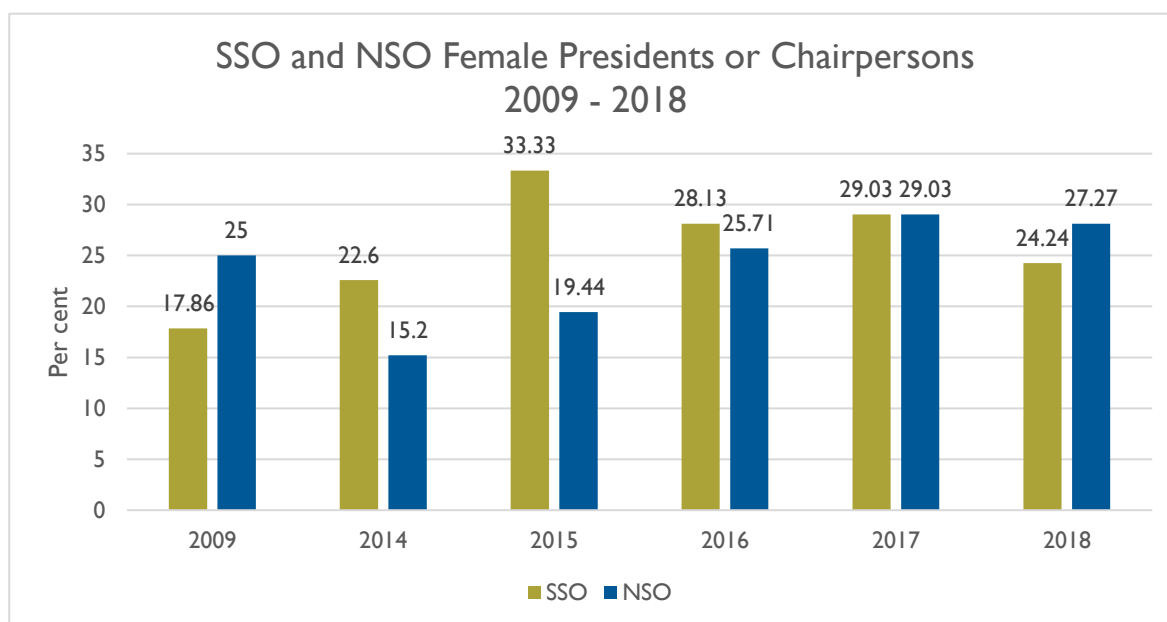


Figure 5: SSO and NSO Female Presidents or Chairpersons 2009, 2014, 2015, 2016, 2017 and 2018.



Summary of results

In 2018, female representation on Tasmanian State Sporting Organisation (SSO) boards was recorded at 39.43 per cent. This is an increase of 2.04 per cent since 2017, and an overall increase of 4.83 per cent since the 2009 study.

Female representation on National Sporting Organisation (NSO) boards rose to 41.38 per cent in 2018, from 39.68 per cent in 2017. This figure has increased markedly (19.58 per cent) from 21.8 per cent in 2009.

In 2018, NSO boards had 1.95 per cent higher female representation than SSO boards. Prior to 2017, this was not the case with SSO boards consistently outperforming their NSO counterparts.

Female chairpersons or presidents of SSO boards decreased (4.79 per cent) from 29.03 per cent in 2017 to 24.24 per cent in 2018. This is lower (3.03 per cent) than NSO boards for the same period.

The average number of SSO board members, including both male and female, decreased marginally from 7.68 members in 2017, to 7.45 members in 2018. This is the lowest average recorded since the report commenced in 2009 which noted 8.14 average board members.

The average female representation on SSO boards increased marginally from 2.82 members in 2009 to 2.94 members in 2018. This figure is nearing Johanne Adriaanse's (2014) claim that the presence of a minimum of three females is required to advance gender equal governance.

CSR will continue to monitor the levels of female representation on Tasmanian State Sporting Organisation boards to provide relevant and timely data on board diversity in the sector to ensure that the trend of gender equality progresses.

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Appendix A – 2018 Organisations

2018 State Sporting Organisations (total 33)

Tier One: over 3,001 members	Tier Two: 1,251 – 3,000 members
Basketball Tasmania	Athletics Tasmania
Bowls Tasmania	Equestrian Tasmania
Cricket Tasmania	Little Athletics Tasmania
Football Federation Tasmania	Surf Life Saving Tasmania
Golf Tasmania	Swimming Tasmania
Gymnastics Tasmania	
Hockey Tasmania	
Netball Tasmania	
Tennis Tasmania	
Yachting Tasmania	
Tier Three: 501 – 1,250 members	Tier Four: up to 500 members
Cycling Tasmania**	BMX Tasmania
Karate Tasmania	Boxing Tasmania
Orienteering Tasmania	Canoe Tasmania
Pony Club Tasmania	Riding for the Disabled Tasmania
Rowing Tasmania**	Triathlon Tasmania
Rugby Union Tasmania	
Softball Tasmania	
Squash Tasmania*	
Surfing Tasmania	
Tasmanian Badminton Association	
Table Tennis Tasmania	
Tenpin Bowling Tasmania	
Volleyball Tasmania***	

* Denotes an organisation that moved up a tier level

** Denotes an organisation that moved down a tier level

*** Denotes an organisation new to the State Grants Program

Note: While Kung Fu Wushu were funded through the State Grants Program, at the time of the report the State Board had not been appointed and the organisation is looking at moving to a unitary governance model in 2019.

2018 National Sporting Organisations (Total 33)

Athletics Australia	Little Athletics Australia
Australian Canoeing	Netball Australia
Australian Karate Federation	Orienteering Australia
Australian Rugby Union	Pony Club Australia
Australian Sailing	Riding for the Disabled Australia
Badminton Australia	Rowing Australia
Basketball Australia	Softball Australia
BMX Australia	Squash Australia
Bowls Australia	Surf Life Saving Australia
Boxing Australia	Surfing Australia
Cricket Australia	Swimming Australia
Cycling Australia	Table Tennis Australia
Equestrian Australia	Tennis Australia
Football Federation Australia	Tenpin Bowling Australia
Golf Australia	Triathlon Australia
Gymnastics Australia	Volleyball Australia
Hockey Australia	



Appendix B – 2017 Organisations

2017 State Sporting Organisations (Total 31)

Tier One: over 3,001 members	Tier Two: 1,251 – 3,000 members
Basketball Tasmania	Athletics Tasmania
Bowls Tasmania	Cycling Tasmania*
Cricket Tasmania	Equestrian Tasmania
Football Federation Tasmania	Little Athletics Tasmania
Golf Tasmania	Rowing Tasmania*
Gymnastics Tasmania	Surf Life Saving Tasmania
Hockey Tasmania	Swimming Tasmania
Netball Tasmania	
Tennis Tasmania	
Tier Three: 501 – 1,250 members	Tier Four: up to 500 members
Karate Tasmania*	BMX Tasmania
Orienteering Tasmania	Boxing Tasmania
Pony Club Tasmania	Canoe Tasmania
Rugby Union Tasmania	Riding for the Disabled Tasmania
Softball Tasmania*	Squash Tasmania
Surfing Tasmania*	Triathlon Tasmania**
Tasmanian Badminton Association	
Table Tennis Tasmania*	
Tenpin Bowling Tasmania	

* Denotes an organisation that moved up a tier level

** Denotes an organisation that moved down a tier level

2017 National Sporting Organisations (total 31)

Athletics Australia	Little Athletics Australia
Australian Canoeing	Netball Australia
Australian Karate Federation	Orienteering Australia
Australian Rugby Union	Pony Club Australia
Badminton Australia	Riding for the Disabled Australia
Basketball Australia	Rowing Australia
BMX Australia	Softball Australia
Bowls Australia	Squash Australia
Boxing Australia	Surf Life Saving Australia
Cricket Australia	Surfing Australia
Cycling Australia	Swimming Australia
Equestrian Australia	Table Tennis Australia
Football Federation Australia	Tennis Australia
Golf Australia	Tenpin Bowling Australia
Gymnastics Australia	Triathlon Australia
Hockey Australia	



Appendix C – 2016 Organisations

2016 State Sporting Organisations (total 32)

Tier One: over 3,001 members	Tier Two: 1,251 – 3,000 members
Basketball Tasmania	Athletics Tasmania
Bowls Tasmania	Equestrian Tasmania
Cricket Tasmania	Little Athletics Tasmania
Football Federation Tasmania	Surf Life Saving Tasmania
Golf Tasmania	Swimming Tasmania
Gymnastics Tasmania	
Hockey Tasmania	
Netball Tasmania	
Tennis Tasmania	
Yachting Tasmania	
Tier Three: 501 – 1,250 members	Tier Four: up to 500 members
Cycling Tasmania	BMX Tasmania
Orienteering Tasmania	Boxing Tasmania
Pony Club Tasmania	Canoe Tasmania
Rowing Tasmania	Karate Tasmania
Rugby Union Tasmania	Riding for the Disabled Tasmania
Tasmanian Badminton Association	Softball Tasmania
Tenpin Bowling Tasmania	Squash Tasmania
Triathlon Tasmania	Surfing Tasmania
	Table Tennis Tasmania

2016 National Sporting Organisations (total 35)

Athletics Australia	Little Athletics Australia
Australian Canoeing	Netball Australia
Australian Karate Federation	Orienteering Australia
Australian Rugby Union	Pony Club Australia
Australian Sailing	Riding for the Disabled Australia
Badminton Australia	Rowing Australia
Basketball Australia	Softball Australia
BMX Australia	Special Olympics Australia*
Bowls Australia	Squash Australia
Boxing Australia	Surf Life Saving Australia
Confederation of Australian Motorsport*	Surfing Australia
Cricket Australia	Swimming Australia
Cycling Australia	Table Tennis Australia
Equestrian Australia	Tennis Australia
Football Federation Australia	Tenpin Bowling Australia
Golf Australia	Touch Football Australia*
Gymnastics Australia	Triathlon Australia
Hockey Australia	

*NSOs that received Sport and Recreation Tasmania (SRT) funding in 2016



Appendix D – 2015 Organisations

2015 State Sporting Organisations (total 33)

Tier One: over 3,001 members	Tier Two: 1,251 – 3,000 members
AFL Tasmania	Athletics Tasmania
Basketball Tasmania	Equestrian Tasmania
Bowls Tasmania	Little Athletics Tasmania
Cricket Tasmania	Rowing Tasmania
Football Federation Tasmania	Surf Life Saving Tasmania
Golf Tasmania	Swimming Tasmania
Gymnastics Tasmania	
Hockey Tasmania	
Netball Tasmania	
Tennis Tasmania	
Yachting Tasmania	
Tier Three: 501 – 1,250 members	Tier Four: up to 500 members
Cycling Tasmania	BMX Tasmania
Orienteering Tasmania	Boxing Tasmania
Pony Club Tasmania	Canoe Tasmania
Rugby Union Tasmania	Karate Tasmania
Tasmanian Badminton Association	Riding for the Disabled Tasmania
Tenpin Bowling Tasmania	Softball Tasmania
Triathlon Tasmania	Squash Tasmania
	Surfing Tasmania
	Table Tennis Tasmania

2015 National Sporting Organisations (total 36)

Athletics Australia	Little Athletics Australia
Australian Canoeing	Netball Australia
Australian Football League	Orienteering Australia
Australian Karate Federation	Pony Club Australia
Australian Rugby Union	Riding for the Disabled Australia
Badminton Australia	Rowing Australia
Basketball Australia	Softball Australia
BMX Australia	Special Olympics Australia*
Bowls Australia	Squash Australia
Boxing Australia	Surf Life Saving Australia
Confederation of Australian Motorsport*	Surfing Australia
Cricket Australia	Swimming Australia
Cycling Australia	Table Tennis Australia
Equestrian Australia	Tennis Australia
Football Federation Australia	Tenpin Bowling Australia
Golf Australia	Touch Football Australia*
Gymnastics Australia	Triathlon Australia
Hockey Australia	Yachting Australia

*NSOs that received SRT funding in 2015



Appendix E – 2014 Organisations

2014 State Sporting Organisations (total 31)

Tier One: over 3,001 members	Tier Two: 1,251 – 3,000 members
AFL Tasmania	Little Athletics Tasmania
Basketball Tasmania	Rowing Tasmania
Bowls Tasmania	Surf Life Saving Tasmania
Cricket Tasmania	Swimming Tasmania
Football Federation Tasmania	
Golf Tasmania	
Gymnastics Tasmania	
Hockey Tasmania	
Netball Tasmania	
Tennis Tasmania	
Yachting Tasmania	
Tier Three: 501 – 1,250 members	Tier Four: up to 500 members
Athletics Tasmania	BMX Tasmania
Cycling Tasmania	Boxing Tasmania
Equestrian Tasmania	Canoe Tasmania
Orienteering Tasmania	Karate Tasmania
Pony Club Tasmania	Surfing Tasmania
Softball Tasmania	Triathlon Tasmania
Squash Tasmania	
Tasmanian Rugby Union	
Tasmanian Badminton Association	
Tenpin Bowling Tasmania	

2014 National Sporting Organisations (total 33)

Athletics Australia	Little Athletics Australia
Australian Canoeing	Netball Australia
Australian Football League	Orienteering Australia
Australian Karate Federation	Pony Club Australia
Australian Rugby Union	Rowing Australia
Badminton Australia	Skateboarding Australia*
Basketball Australia	Softball Australia
BMX Australia	Squash Australia
Bowls Australia	Surf Life Saving Australia
Boxing Australia	Surfing Australia
Cricket Australia	Swimming Australia
Cycling Australia	Tennis Australia
Equestrian Australia	Tenpin Bowling Australia
Football Federation Australia	Touch Football Australia*
Golf Australia	Triathlon Australia
Gymnastics Australia	Yachting Australia
Hockey Australia	

*NSOs that received SRT funding in 2014



Appendix F – 2009 Organisations

2009 State Sporting Organisations (total 27)

Tier One: over 3,501 members	Tier Two: 501 – 3,500 members
AFL Tasmania	Athletics Tasmania
Basketball Tasmania	Equestrian Tasmania
Bowls Tasmania	Gymnastics Tasmania
Cricket Tasmania	Little Athletics Tasmania
Football Federation Tasmania	Orienteering Tasmania
Golf Tasmania	Pony Club Tasmania
Hockey Tasmania	Rowing Tasmania
Netball Tasmania	Squash Tasmania
Tennis Tasmania	Swimming Tasmania
	Tasmanian Rugby Union
	Yachting Tasmania
Tier Three: less than 500 members	
Boxing Tasmania	
Canoe Tasmania	
Diving Tasmania	
Table Tennis Tasmania	
Tasmanian Badminton Association	
Tasmanian Polocrosse Association	
Triathlon Tasmania	

2009 National Sporting Organisations (total 28)

Athletics Australia	Hockey Australia
Australian Canoeing	Little Athletics Australia
Australian Football League	Netball Australia
Australian Rugby Union	Orienteering Australia
Badminton Australia	Polocrosse Australia
Basketball Australia	Pony Club Australia
Bowls Australia	Rowing Australia
Boxing Australia	Squash Australia
Cricket Australia	Swimming Australia
Diving Australia	Table Tennis Australia
Equestrian Australia	Tennis Australia
Football Federation Australia	Touch Football Australia*
Golf Australia	Triathlon Australia
Gymnastics Australia	Yachting Australia

**NSOs that received SRT funding in 2009*





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