



**MASSAGE &  
MYOTHERAPY**  
AUSTRALIA

**ANNUAL REPORT**  
**2023/24**

Massage & Myotherapy Australia is a  
brand of the Australian Association of  
Massage Therapists Limited (AAMT).

# Our Mission

## OUR VISION

Leader of the Massage & Myotherapy Profession.

## OUR MISSION

To lead and support our diverse membership towards excellence in practice.

## OBJECTIVES

The objectives of Massage & Myotherapy Australia are to ensure a high standard of practice, promote the profession of massage, remedial massage and myotherapy, provide rules of conduct, ethics and standards and to ensure the quality and delivery of therapist training in Australia.

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# President's Report



/ Garry Lavis  
National President

It's always a pleasure to present an annual report as President of Massage & Myotherapy Australia. Financial Year 2023-2024 was a year of achievement for our association with the continued roll out of our Strategic Plan, a continued commitment to engage with our members face to face and to present a mountain of opportunities of continued education and support. Our Board of Directors have maintained a focus of development and have a mandate to be on the constant pursuit of improvement.

As we get closer to the end of our current Strategic Plan we are now engaging on what initiatives will carry over to our next plan, but building thought on what new initiatives we will incorporate as well. We also have a succession plan in place for the turn over of current board members as well as ensuring future leadership is solid. I would like to thank the Board of Directors for their continued commitment and constant engagement in driving this association forward. I would like to acknowledge the great work from our CEO, Ann Davey who works tirelessly to deliver the demands of our Board and creates constant opportunities for our association to prosper and engage with all facets of the health industry. A big praise to our twelve operational staff in our Melbourne office who do our association proud.

I can say with pride that Massage & Myotherapy Australia is in a very good position to continue its way forward in the future both strategically and financially and is second to none with delivering quality services and support to its members.

From a financial point of view Massage & Myotherapy Australia finished the 2023-2024 financial year with a \$90,000 deficit which was a planned expenditure of surplus funds which had accumulated over the last decade. We had conservatively budgeted for a much larger deficit but due to good fiscal management, concluded with a better result than planned. Our board took the approach of increasing expenditure to deliver our members scholarships, fund our certification program and purchase infrastructure to deliver our services better. We are responsibly tapering assets into an investment portfolio that should deliver greater returns in the future.

A year of success and achievement.

**Garry Lavis**  
President

# CEO's Report



/ Ann Davey  
Chief Executive Officer

2024 has been another busy year of partnerships and relationships along with triumphs and tribulations.

We continued our work on developing relationships and partnerships not only locally but also internationally. Following the success of the 2023 National Conference in New Zealand with our friends and partners Massage Aotearoa New Zealand (MANZ) we have continued working with MANZ and two Directors attended their recent Conference. We also developed a working relationship with Pain Revolution supporting their Local Pain Educator Program. Other partnerships that have further developed are the Your Leasing Company who provided leasing advice services to our members and the take up and savings have been well received.

## Association memberships

We continue to benefit from the various memberships the Association holds. The Council of Small Business Organisations Australia (COSBOA) has been invaluable for disseminating information for our members and the wider small business community regarding updated industrial relations requirements. They have also assisted in introductions to key government stakeholders concerning significant submissions.

The Allied Health Professions Association was integral this year in ensuring that remedial massage therapy and myotherapy remained in the Aged Care Home Care Package Program. Thank you to their CEO for her support throughout the process.

Associations Forum provides operational and governance support and has been integral in the development of policies and procedures to ensure the Association remains compliant.

## Scholarships

The Board of Directors continue to focus on the members, providing services and support to the membership. This year there were many scholarships provided including National Sporting Organisations Scholarships (including UniSport, Football Australia, and the Women's

Tennis Association), Local Pain Educator, CPE Rural and Remote, Athol Robinson, Conference, Life Member.

## Submissions

The 2024 financial year saw an increase in the number of government submissions, not only general submissions but also invitations to comment. In total, there were 34 submissions ranging from the National Autism Strategy to Scope of Practice Review to Pre-budget to the Decriminalisation of Sex Work and the ANZSCO Consultation.

## Member engagement

The Conference this year was held in Tweed Heads on the NSW/QLD Border. We thank all registrants, presenters, exhibitors and sponsors for their support. The President, Directors and myself continued the face to face member meetings around the country and we all find these events invaluable. It is an opportunity for members to ask us anything in person, for the Association to provide firsthand information to members, and for us as an Association to hear directly from members and what they are wanting from their association. We continue to develop the CPE Program including face to face workshops, webinars and the online learning modules (HALO). The development of the *Massage & Myotherapy Journal* has been very exciting to watch. We now find ourselves in the position of contributors all over the world asking to be published in our *Journal*.

As we navigate through the 2024/2025 financial year, we will be coming to the end of the current Strategic Plan and the Board of Directors will be developing a new Strategic Plan.

To our members, partners, volunteers and Directors, thank you for your continued support.

## Ann Davey

Chief Executive Officer

# Our Story

## AAMT's Story

Throughout our 21-year history, The Australian Association of Massage Therapists Limited (AAMT) has been a dynamic organisation, growing, adapting and evolving to serve its members, the profession and the community. AAMT is the peak representative body for massage therapists, remedial massage therapists and myotherapists in Australia and was formed following the amalgamation of five major Australian massage associations in 2003. AAMT started trading as Massage & Myotherapy Australia in 2016.

## Serving our Recognised Members

Massage & Myotherapy Australia represents over 8,500 members. Massage & Myotherapy Australia is a self-regulating membership organisation which advocates high standards of ethical and professional practice among its members. These standards are initially achieved by recognising individual practitioners for membership who hold formal qualifications that are defined by the Australian Qualifications Framework and supported by the National Health Training Package.

## Serving the Public

Massage & Myotherapy Australia provides a free referral service for the public to ensure they receive the best possible treatment and care. Massage & Myotherapy Australia confirms massage therapists, remedial massage therapists and myotherapists on behalf of the profession for the benefit of consumers, health fund providers and employers. Massage & Myotherapy Australia provides an education program for public via social media advertising to educate the public on the benefit of massage and to seek treatment from a qualified therapist.

## Our Organisation

AAMT is a public company limited by guarantee. It was incorporated in 2003 under the Corporations Act 2001 (Cth).

AAMT operates on a not-for-profit basis and has gained financial stability over the last 21 years, totally funding its own operations without any borrowings. Favourable financial outcomes have provided the AAMT management with resources to sustain and provide value-added activities and benefits for its geographically and demographically diverse members. This annual report provides comprehensive details of AAMT's outcome of operations based on sustainable and responsible business.



# Primary Services for Members

## Health Fund Provider Status

Private health funds may accept Massage & Myotherapy Australia members as providers to enable their clients to access rebates. However, this depends on the member's category and qualifications.

## Continuing Professional Education (CPE)

Members are offered a range of workshops, webinars, regional meetings, and online learning platform modules, an annual conference and an annual International Virtual Symposium to provide ongoing continuing professional education. Massage & Myotherapy Australia also recognises providers of massage education for post-qualification study.

## Health and Learning Online (HALO)

An online learning platform which provides excellent resources to assist further professional development and meet ongoing membership and industry requirements.

## Ambassador Program

Allows the members to represent Massage & Myotherapy Australia in various formats such as school talks, regional meetings and at hands on workshops.

## Insurance

Massage & Myotherapy Australia members are able to obtain premium Combined Malpractice & Public Liability Insurance at a significantly reduced price because of a negotiated agreement with our preferred provider of insurance, Aon Risk Services Australia Limited. Members also have access to legal advice through the free Aon legal helpline. Aon have also developed other products available to members including cyber insurance and business insurance.

## WorkCover

Remedial Massage Therapist and Myotherapist members are eligible to register with WorkCover authorities as a provider in some states and territories.

## Advocacy

Massage & Myotherapy Australia strives to advance the profile and recognition of members with governments at federal, state, and territorial levels and to liaise with health insurance funds and other health professions.

## Massage & Myotherapy Journal

Members are kept informed of the latest profession news and developments and research through its quarterly Journal.

## eNews

Massage & Myotherapy Australia's eNews is sent to members each month with their membership details; private health funds compliance and other useful information affecting therapists; and initiatives undertaken on behalf of members by the Association.

## Member Spotlight

Massage & Myotherapy Australia's Member Spotlight is sent to members each month with their membership details, private health funds compliance and information about educational opportunities provided and supported by the Association.

## Events eNews

Events eNews is sent to members each month with upcoming events including webinars, workshops, member meetings, regional meetings, and any other relevant event. It includes their current continual professional education current points balance and their balance for the following three-month period.

## Website

Featuring a 'Members Only' section, the website carries a range of information for both the public and members. Members Only access allows members to download and review many policy forms, including access to membership tools such as informed consent documents, marketing and a public relations guide. It also allows members to update their details and upload required documentation. The website is also a resource for consumers.

## Massage & Myotherapy Connect

Massage & Myotherapy Connect is a mixed media product published monthly on the Massage & Myotherapy Australia website and social media networks providing therapists in the industry with Association news, tips, techniques and special opportunities to assist in improving and developing skills as a therapist.

## Australian Massage Directory

All members receive free listings in the online directory exclusively featuring Massage & Myotherapy Australia members.

# Primary Services for Members (Cont.)

## Use of Massage & Myotherapy Australia Logo

Members are entitled to use the logo to promote their professionalism and contribute to their advertising and self-branding.

## Membership

Membership of the Association is divided into geographical regions based on the state or territory in which a member has their principal place of business.

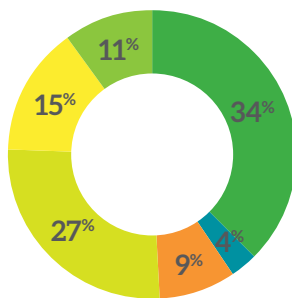
The current divisions are as follows:

- / New South Wales and Australian Capital Territory
- / Queensland
- / South Australia and Northern Territory
- / Tasmania
- / Victoria
- / Western Australia

## Certification Program

Certification is a professional framework for consistent and reliable national Best Practice Standard and Quality Assurance Program for the Australian massage therapy, remedial massage therapy and myotherapy industry. The Program supports therapists, members and non-members nationally to become a Certified Practitioner™.

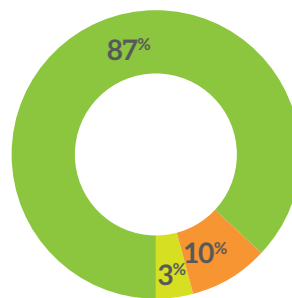
### Membership by Division



● VIC	2918 ↓
● QLD	2265 ↓
● NSW	1254 -
● SA	811 ↑
● WA	948 ↑
● TAS	331 ↑

**Total 8527**

### Membership by Qualifications

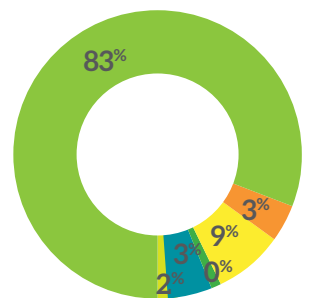


● MYO & Bachelor	794 ↑
● HLT Diploma	7180 ↑
● HLT Cert IV	250 ↓

**Total 8224**

Does not include the qualifications of Students, Affiliates, Academic and Retired members.

### Membership by Category



● Advanced	784 ↑
● Remedial	7063 ↑
● Massaged	247 ↓
● Student	255 ↓
● Certified	41 ↓
● Others*	137 ↑

**Total 8527**

\*Others include members on Leave of Absence, Affiliates, Academic and Life Members.



# Highlights & Summary 2024

## Other Highlights

- / 88.12% member retention.
- / Social media followers: Facebook 12,329, Instagram 2,310, LinkedIn 1,085 and YouTube 993 subscribers.
- / Successfully passed all private health insurance fund audit requirements.
- / Successfully passed Certification Program Audit.
- / Review of Certified Practitioners™.
- / National Sporting Organisation Scholarships.
- / Rural and Remote Continuing Professional Education Scholarships.
- / Affiliate Membership with the Allied Health Professions Association (AHPA).
- / Membership with the Independent Tertiary Education Council of Australia (ITECA).
- / Rebranding Certified Practitioners™.
- / Local pain education program.

## Challenges for 2024

- / Extending membership flexible services that are within limited budgets.
- / The changing nature of the government, ministers, and health fund policies including the decriminalisation of sex work.
- / Meeting the expectations of the public around health providers.
- / Meeting the needs of a geographically, demographically, and diversely trained membership.
- / Decrease in enrolments and competition rates.
- / Increased costs.
- / Cyber security.

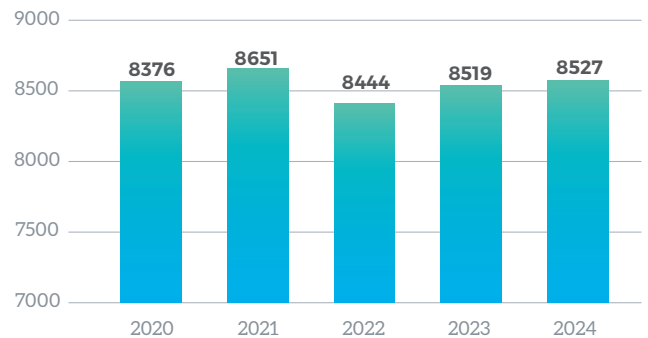
**88%**  
member retention

## Membership Figures as of 30/06/2024

Category	NSW	QLD	SA	TAS	VIC	WA	Total
Advanced	72	94	12	6	593	7	784 ↑
Certified	3	12	10	1	12	3	41 ↓
Massage	40	56	21	8	116	6	247 ↓
Other*	19	25	14	5	55	19	137 ↓
Remedial	1090	2025	732	300	2071	845	7063 ↑
Student	30	53	22	11	71	68	255 ↑
<b>Total</b>	<b>1254</b>	<b>2265</b>	<b>811</b>	<b>331</b>	<b>2918</b>	<b>948</b>	<b>8527</b>

\*Others include members on Leave of Absence, Affiliates, Academic, Retiring and Life Members.

## Membership Figures for five years



Retention Rates

# Committees of the Board of Directors

The Massage & Myotherapy Australia Board of Directors have formed the following committees to assist it in achieving its strategic plans and goals. Each committee is comprised of Directors from the Board and seconded persons with skills that enhance each committee's ability. Committees meet regularly.

## Executive Committee

The Executive Committee is a team made up of three Board Directors, working closely with the CEO to ensure that the company is compliant with all its legal responsibilities. It may be called upon to make decisions in times of crisis. It is also responsible for management performance and management succession.

## Audit and Risk Committee

The Audit and Risk Committee reviews the financial direction of the Association and recommends to the Board initiatives that ensure the finances and financial processes are appropriate for the purposes of the Association. It is also responsible for ensuring the Association complies with applicable laws, regulations, standards and best practice guidelines.

## Education Committee

The Education Committee determines and provides the Association's input to reviews of the Health Training Package. It approves applications for accreditation of providers of Continuing Professional Education courses.

## Conference Committee

The Conference Committee formulates the technical and financial direction of the national conference; recommends speakers and presenters; and ensures the efficient and smooth conduct of the conference.

## Ethics Committee

The Ethics Committee reviews matters of complaint against members for breach of the Code of Ethics and Standards of Practice. It also promulgates policy and procedures for ethical conduct of members and contributes to educating the public about appropriate treatment plans and standards of care.

## Other

### Independent Standards Council

The Independent Standards Council is responsible in developing policies for the operation of the Certification Standard and the audit of the program; ensure certification services are delivered impartially and objectively; management of complaints and appeals as they arise; and monitor the site support visit process to ensure integrity.

# Ethics Committee

The Ethics Committee may refer certain matters for investigation to authorised bodies where it believes a criminal offence may have been committed. Serious complaints made against members involving criminal conduct are referred to the police for investigation.

The Ethics Committee has a role to monitor ethical matters as they appear in the Ethics Register to provide advice on amendments to training and information to members.

There were four formal complaints received for the reporting period.

A total of four matters were administered by Massage & Myotherapy Australia involving qualified and unqualified therapists across Australia. Massage & Myotherapy Australia administered, referred and/or assisted police, health jurisdictions and public prosecution with information, guidelines, and standards for practice in the resolution of some of these matters.

Massage & Myotherapy Australia defines conduct under the same descriptors as the Australian Health Practitioner Regulation Agency (AHPRA) for consistency in reporting.

The Ethics Committee can hear complaints from the public and from members. It has the power to conduct reviews into complaints as a disciplinary instrument and to impose sanctions as necessary, including suspension and revocation of membership and recommend remedial actions. Massage & Myotherapy Australia can only review complaints about practitioners who are members of the Association.

The Ethics Committee's focus this year continued to be the development and release of position papers, policies and guidelines to assist members in their practice. These publications are available to all members and are supported with ongoing education and information from Massage & Myotherapy Australia.

The costs to members in managing ethical complaints are part of the ongoing costs of the Association and include legal fees, committee meeting costs and review costs.

The Ethics Matter process was reviewed in consultation with the Association Legal Representatives including policies, procedures, guidelines and privacy principles.

Summary of Ethics Cases for the Financial Year ending 30 June 2024				
DIVISION	2024	2023	2022	MATTER
ACT & NSW	0	0	0	Unprofessional Conduct
ACT & NSW	0	0	0	Professional Misconduct
ACT & NSW	0	0	1	Notifiable Conduct
QLD	0	2	3	Unprofessional Conduct
QLD	0	0	0	Professional Misconduct
QLD	1	0	0	Notifiable Conduct
SA & NT	0	0	0	Unprofessional Conduct
SA & NT	0	0	0	Professional Misconduct
SA & NT	0	0	1	Notifiable Conduct
TAS	0	1	0	Unprofessional Conduct
TAS	0	0	0	Professional Misconduct
TAS	0	0	0	Notifiable Conduct
VIC	1	3	3	Unprofessional Conduct
VIC	1	1	0	Professional Misconduct
VIC	1	0	2	Notifiable Conduct
WA	0	1	1	Unprofessional Conduct
WA	0	0	0	Professional Misconduct
WA	0	0	1	Notifiable Conduct

# Corporate Social Responsibility

Massage & Myotherapy Australia's vision is to be the leading association in Australia for the profession, and the organisation of choice for massage, remedial massage and myotherapy practitioners.

Our commitment is to uphold, promote and ensure the highest quality of standards and best practice within the profession. Massage & Myotherapy Australia is committed to being a valuable professional resource for massage therapists, remedial massage therapists, myotherapists, allied health providers and the general public.

The Association will continue to achieve this by implementing the key strategies of the Strategic Plan of Positioning, Strengthening, Education and Recognition as adopted by the Board for 2022–2025.

The Association recognises the interdependence of financial returns, social benefits and environmental impact in achieving this vision. Massage & Myotherapy Australia strives to create sustainable value for all members, the profession, employees, business partners and the communities we serve.

Sustainability and corporate social responsibility are integral to the way we do business.

## Supply chain

As a membership-based organisation, our supply chain related impacts are minimal. Massage & Myotherapy Australia procures office supplies, design, printing, IT services, legal and accounting services predominantly from local Melbourne-based firms with national coverage. We currently do not have environmental or labour practice criteria to access new and existing suppliers.

Massage & Myotherapy Australia continues to reduce paper usage by sending all membership renewal invoices, except the final notice, by email. The default mode of communication is by email unless otherwise notified by a member. Members are also able to email required documentation or upload it via the Members Only area of the website.

## Environment

Massage & Myotherapy Australia's impact on the environment is relatively low with one centralised office in Melbourne. Committee meetings continue to be convened by teleconference. Massage & Myotherapy Australia always embraces technology to reduce costs. Massage & Myotherapy Australia is committed to ensuring our operations reduce the environmental impact where possible. The Journal wrapping is 100% biodegradable.

## Community

Massage & Myotherapy Australia believes in contributing to the welfare of the community, both directly and through the involvement and support of the massage therapy, remedial massage therapy and myotherapy profession by representation and advocacy. The Association provides a free referral service to ensure that the public has access to the best possible choice of treatment and care.

The Australian Massage Directory makes it easier for the public to search for a therapist based on local area and their preferred modality, to enable them to make an informed choice.

The provision of health services to the Australian public stems from a unique trust relationship between the provider and client. To increase this trust and establish underpinning credibility for massage therapy, remedial massage therapy and myotherapy to obtain state, territory and federal governments' confidence, the Association continues the agreement with the Australian Research Centre in Complementary and Integrative Medicine (ARCCIM), University of technology Sydney.

The Association believes ongoing research is required to provide the evidence and quality assurance benchmarks for strong self- or co-regulation and health policymaking specific to our profession.

Massage & Myotherapy Australia staff generously donate to various charities throughout the year.

### **Health and safety in the workplace**

Workplace health and safety is a high priority for Massage & Myotherapy Australia. The Association provides flexible work arrangements, including part time work, varied hours of work, as well as a hybrid model of working remotely and the office to support our employees and their families. Health and safety in the workplace is a re-occurring item on the Team Meeting Agendas.

The staff are invited to complete the Provide First Aid training course every three years. Mental Health First Aid training was provided to two staff members.

St John Ambulance continue to replenish the first aid kit every six months. Further, flu vaccinations were

also provided to all staff free of charge. Fire wardens are also encouraged to attend various training programs on a regular basis. Staff also complete the Cyber Wardens program annually.

### **Our staff**

Massage & Myotherapy Australia has a culturally diverse workforce and a strong commitment to encouraging diversity at all levels. As an equal opportunity employer, ages range from 20 to 72 years and gender diversity is important to us. As of 30 June 2024, out of a total workforce of 12 staff, 58% are females. Massage & Myotherapy Australia both values and recognises our employees by encouraging opportunities for professional development to help achieve organisational goals.

Managers focus on employee engagement through fortnightly staff meetings, weekly management meetings, fortnightly WOW meetings, annual performance reviews, and team activities and development.

# Financial Statements

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# Directors' Report

Your directors present this report on the entity for the financial year ended 30 June 2024.

## Directors

The names of each person who has been a director during the year and to the date of this report are:

/ Paul Raymond Averill      / Charlotte Louise Keane      / Stacey Anne Parfitt      / Kevin Thomas Skillen  
/ Vince Joseph Cosentini      / Garry Craig Lavis      / Jinjoo Park  
/ Selena Maree Hagan      / Sonya Maree Leslight      / Virginia Aileen Shaw

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

## Principal Activities

The principal activity of the company during the financial year was the provision of membership services and the promotion of massage and myotherapy.

## Short Term Objectives

Promotion of tertiary qualified professional massage, remedial and myotherapy practitioners and provide informed consumer choice through education of the public including ongoing quality assurance.

## Long Term Objectives

Continue to support research in the areas of massage and myotherapy in collaboration with ARCCIM to build a body of knowledge to support the efficacy and effectiveness of massage and myotherapy as an intervention to good health. To lead the profession through a robust, third-party independent review process for practitioners nationally and offer quality assurance to consumers. To be proactive in guiding and supporting members in ethical practice and the highest standards of behaviour through ongoing education and publications. To advocate on behalf of members and the industry to ensure massage and myotherapy continues its place in the health sector as a healthcare service.

## Strategies

### *Positioning the Association for the future*

Diversification of income streams and develop initiatives for growth.

### *Strengthening Key Stakeholder relations to assist the Profession*

Secure existing relationships and develop new relationships. Advocate on behalf of the members and the profession.

### *Develop further formal education and CPE pathways*

Identify and develop learning markets including face to face and online learning platform. Investigate national training module.

### *Recognition through Public promotion*

Develop promotional and awareness initiatives, research, practitioner survey. Review Certified Practitioner™ Program.

## Key Performance Measures

The Australian Association of Massage Therapists Ltd meets all requirements of the Corporations Act and measures performance against the key performance indicators within the Strategic Plan as set by the Board of Directors, with regular monitoring of membership numbers, income, expenses, profitability and cash flow.

# Information on Directors

## Paul Raymond Averill

*Non-Executive Director*

### Qualifications

Diploma of Remedial Massage and variety of other industry-based training.

### Experience

Remedial Massage Therapist. Owner/Director of Rub Therapy Trust, a five location Adelaide-based Remedial Massage Clinic. Work history comprises over a decade of hands-on therapy, with recent specialisation in Jaw/TMJ. Has held various leadership, mentoring and coaching positions and invests in business, property and financial markets.

### Special responsibilities

Member of Executive Committee  
Member of Audit and Risk Committee

## Vince Joseph Cosentini

*Non-Executive Director*

### Qualifications

Advanced Diploma in Applied Science (Remedial Massage), Cert IV Workplace Assessment, Level 1 Sports Trainer (Sports Medicine Australia), Cert III in Fitness, Cert IV in Fitness.

### Experience

Massage Therapist-Italian World Cup Rugby Team (2003); Team, Soft Tissue Therapist for the following: Soigneur AIS Road Cycling Team Tour of Italy, France, Spain and Japan (2005); Australian Institute of Sport (2006 to 2018); AIBA World Championships 2007, 2009, 2011, 2013; Educator/Lecturer-Canberra Institute of Technology (2009-2015); 2011 ICF World Championships; 2010 Delhi Commonwealth Games; 2012 London Olympic Games; 2015 FINA World Championships; 2015 FIFA U17 World Cup; 2016 Rio Olympic Games; 2017 Cricket Australia Women's Team; 2018 Gold Coast Commonwealth Games; Lead Massage Therapist FFA Socceroos (2018-current).

### Special Responsibilities

Member of Audit & Risk Committee

## Selena Maree Hagan

*Non-Executive Director*

### Qualifications

Qualifications Bachelor Applied Science (Sport Science), Diploma Health (Clinical Massage) Post graduate Soft Tissue Scholarship at AIS 2016, Certificate IV in Governance.

### Experience

Remedial Massage Therapist since 2001, mainly working in the sports and rehabilitation areas. Owner and operator of Restore Remedial & Relaxation Therapies in Hobart, and current Lead Massage Therapist for Tasmanian Jackjumpers NBL Team. Worked with numerous elite athletes and teams in Cricket, AFL, NRL, Track & Field, Soccer, Basketball and more. Instructor for Complementary Health Seminars Myofascial Cupping Technique course. Previously worked as a Personal Trainer for three years, and Hospitality for 12 years.

### Special Responsibilities

National Vice President, Chair of Conference Committee, Member of Executive Committee

## Charlotte Louise Keane

*Non-Executive Director*

### Qualifications

Bachelor of Health Science (Myotherapy), Advanced Diploma of Remedial Massage, Certificate in travel consultancy and Certificate in Foundations of Governance (AICD).

### Experience

Private practice for over 19 years, mentoring a team of therapists to provide myotherapy and remedial massage services to the community. Experience includes 15 years working with aged care, oncology, chronic disease clients and 11 years in the hospitality industry in travel and tourism including a role as a ISO9001 quality co-ordinator and managing a corporate team of travel agents in the UK. Highlights include working with elite athletes at the Women's Tennis Association tournament in Melbourne 2021/22 and the Australian Open 2023 and 2024. Addressed delegates during the 2017 and 2024 conferences for Massage & Myotherapy Australia, talking about 'Professionalism in Practice' and 'Standing out from the crowd' by becoming a Certified Practitioner.

### Special responsibilities

Member of Education Committee  
Acting Chair of Audit & Risk Committee

## Garry Craig Lavis

*Non-Executive Director*

### Qualifications

Certificate IV Massage, Diploma of Health Science, Diploma of Remedial Massage, Advanced Diploma Myotherapy, Certificate IV Business Governance.

### Experience

20 years' experience in Health Sector. Previous Owner operator of two multi-modality health clinics in NSW Hunter Valley 2002-2020. Combined 19 years involvement with Massage & Myotherapy Australia consisting of National President, Executive Director, Director, Conference Committee Chair, Conference Committee Member. Life Membership Awarded 2015.

### Special Responsibilities

Current National President, Member of Executive Committee

## Kevin Thomas Skillen

*Executive Director*

### Qualifications

Bachelor of Business (Banking & Finance), Advanced Diploma of Myotherapy, Diploma of Vocational Education, Diploma of Remedial Massage, Diploma of Health Science, Cert IV in Remedial Massage, Cert IV Workplace Training & Assessment.

### Experience

Certified Practitioner™ Myotherapist with 20 years' experience working primarily with Elite Athletes from AFL, Netball, Soccer, Cycling, Running and Para Olympic Sport (Cycling & Rowing). Consultant to North Melbourne Football Club and Western Bulldogs Football Club. Employed in the University Sector for 14 years as a Teacher, Education Manager, Head of School, Strategy Leader and Associate Director across Massage, Sport & Recreation, Science, Nursing and Youth. Has been involved in Industry Committees and Course Advisory Committees for Massage and Myotherapy courses. Previously employed in the Finance Sector with Major and Regional Banks in various roles.

### Special Responsibilities

Member of National Ethics Committee



## Stacey Anne Parfitt

Non-Executive Director

### Qualifications

Currently completing Bachelor's degree of Exercise and Sport Science, Certificate IV in Governance, Diploma of Remedial Massage, Certificate IV Massage Therapy, Certificate IV Training and Assessment.

### Experience

Massage Therapist since 2004, Trainer and Assessor 2020, Member of CQ Rural Health and Regional, Rural and Remote Women's Network (RRRWN), Leadership Mentor for RRRWN, promoter of health and preventive medicine to those in regional areas.

### Special Responsibilities

Member of Conference Committee

## Virginia Aileen Shaw

Non-Executive Director

### Qualifications

Master of Business Administration (Organisational Change), CSU, Bachelor of Management (SydU), Company Directors Course Diploma (AICD), Diploma of Project Management (UNE), Diploma in Procurement and Contracting, Certificate IV in Procurement and Contracting, Accredited Prosci Change Management, Certificate IV in Training and Assessment, Level 3 Wellness Coach, Certificate IV in Fitness, Certificate IV in Weight Management. Fellow of the Australian Institute of Company Directors, Fellow Australian Rural Leadership Foundation, RegPM(AIPM).

### Experience

Owner of Shaw Wellness and previously a partner in an agribusiness operation responsible for all aspects of the operation including financial and information systems, governance and reporting, human resources, marketing, public relations and procurement. Over 30 years experience on boards including directorships on private, not for profit and government authorities. Previous Ministerial Advisor to a Commonwealth Minister for Agriculture, Fisheries and Forestry. An experienced business owner and consultant specialising in governance, risk management, change management, program and project management; and business realisation analysis in government, government owned companies, private industry and the not for profit sector. Recognised for her work in sustainability, and is a member of the Earth Work Collective Global Advisory Council; and was one of 300 contributors from 90 nations who worked with Seth Godin on the Amazon No.1 bestselling book 'The Carbon Almanac'.

### Special responsibilities

Chair of Audit & Risk Committee

## Jinjoo Park

Non-Executive Director

### Qualifications

Foundation of Directorship, Certificate IV in Training and Assessment, Diploma of Remedial Massage, Certificate III in Fitness, Bachelor of Total Health (South Korea).

### Experience

Massage therapist since 2006, worked in a dermatologist/plastic surgery clinic in South Korea to provide post-surgery treatments, and have been a remedial massage therapist in a multidisciplinary health clinic in WA since 2014. Lecturer in Diploma of Remedial Massage since 2018, have been involved in Industry Advisory Group meetings for National Training Package HLT52021.

### Special Responsibilities

Member of Education Committee

## Sonya Maree Leslight

Non-Executive Director

### Qualifications

Diploma of Massage (1995), Diploma of Health Science (Remedial Massage), 2003 Certificate IV Training and Assessment, 2006 Diploma of Thai Massage (Thailand), 2006 Level 1 Neuro Kinetic Therapy 2017

### Experience

Mobile Massage Therapist for Rejuvenators Gold Coast 1998-2000. Massage Therapist - Bedarra Island Resort FNQ 2000. Massage Therapist - Orpheus Island Resort FNQ 2001. Mobile Massage Therapist for Rejuvenators Melb 2001-2002. Remedial Massage Therapist - Pottsville 2003-2006. soNai Massage Therapies - Partnership business 2006 - current. Teaching experience includes: Lecturer and RPL Assessor Qld TAFE Gold Coast 2006-2012. Lecturer Massage School of Queensland 2012-2013. Sporting Experience includes: British Rugby League Team therapist 1999. Australian Olympic Baseball team therapist 2000. State Cup Touch Football Therapist 2009-2011. Various sporting events, Grand Prix VIP tent, World Cup Soccer, Pan Pacific Masters Games. Commonwealth Games Gold Coast Therapist for Mountain Biking. Providing backstage massage to artists and management of Splendour in the Grass (2011-2023) Byron Bay Bluesfest (2011-Current) and managing a team of 10 therapists over 5 days.

### Special Responsibilities

Member of National Ethics Committee  
Graduate Liaison Officer (Qld)  
Conference Assistant (Registrations)

## Staff Profiles

**Ann Davey** / Chief Executive Officer

**Kevin Skillen** / Association Manager, Lead Site Support Assessor

**George Lambrou** / Financial Accountant (Internal)

**Daniel Lambrou** / Communications and Senior Team Support

**Julie Campaner** / Health Fund and Ambassador Administrator and Senior Support

**Connie Bowen** / CPE Events and Ambassador Administrator

**Lana Davey** / CPE Events Administrator

**Sonya Leslight** / Graduate Liaison Officer

**Sandra Edwards** / Reception

**Natasha Rowney** / Membership and Certification Program Engagement Administrator

**Megan Aitcheson** / Administrative Support

**Nathan Woods** / Marketing Administrator, Managing Editor for Massage & Myotherapy Journal

**Brodie Jordan** / Administrator

**Tara Evans** / Administrator

## Meetings of Directors

During the Financial year, four (4) meetings of Directors were held. Attendances by each director were as follows:

Directors' Meetings		
Name	Number Eligible to Attend	Number Attended
Paul Raymond Averill	4	4
Vince Joseph Cosentini	2	2
Selena Maree Hagan	4	4
Charlotte Louise Keane	4	4
Garry Craig Lavis	4	4
Stacey Anne Parfitt	4	4
Jinjoo Park	4	4
Virginia Aileen Shaw	3	2
Kevin Thomas Skillen	4	4

## Executive Meetings

During the Financial year, four (4) executive meetings were held. Attendances by each executive were as follows:

Executive Meetings		
Name	Number Eligible to Attend	Number Attended
Paul Raymond Averill	4	4
Selena Maree Hagan	4	4
Garry Craig Lavis	4	4

## Members' Guarantee

The entity is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity. At 30 June 2024 the total amount that members of the entity are liable to contribute if the entity is wound up is \$8527 (2023: \$7993).

## Auditor's Independence Declaration

The auditor's independence declaration for the year ended 30 June 2024 has been received and can be found on page 7 of the financial report.

This directors' report is signed in accordance with a resolution of the Board of Directors.



Garry Lavis  
Director

Dated this eighteenth day of October 2024

## Australian Association of Massage Therapists Ltd

70 104 153 460

### Auditor's Independence Declaration under Section 307C of the Corporations Act 2001 to the Directors of Australian Association of Massage Therapists Ltd

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

  
Saward Dawson

  
Peter Shields  
Partner

Blackburn VIC  
Dated: 15 October 2024

# Statement of Profit or Loss

For the Year Ended 30 June 2024

	Note	2024 (\$)	2023 (\$)
Income	2	2,668,430	2,510,942
Employee benefits expense		(1,192,618)	(1,071,145)
Depreciation and amortisation expense	3	(163,627)	(172,352)
Administration and other operating expenses		(729,445)	(611,427)
Journal expenses		(184,886)	(162,224)
Membership expenses		(52,832)	(42,414)
CPE direct expenses		(132,522)	(149,261)
Governance expenses		(153,001)	(92,311)
Conference expenses		(149,305)	(165,033)
Gain/(loss) on sale of fixed asset		(201)	79
Surplus/(Deficit) before income tax		(90,007)	44,854
Income tax expense		-	-
<b>Surplus/(Deficit) for the year</b>		<b>(90,007)</b>	44,854
Other comprehensive income for the year		-	-
<b>Total comprehensive income for the year</b>		<b>(90,007)</b>	<b>44,854</b>

# Statement of Financial Position

As at 30 June 2024

	Note	2024 (\$)	2023 (\$)
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5	<b>824,458</b>	1,197,334
Trade and other receivables	6	<b>185,302</b>	160,473
Financial assets	7	<b>2,020,483</b>	1,653,219
<b>TOTAL CURRENT ASSETS</b>		<b>3,030,243</b>	3,011,026
<b>NON-CURRENT ASSETS</b>			
Right-of-use assets	8	<b>593,901</b>	225,987
Financial assets	7	-	60,000
Property, plant and equipment	9	<b>19,797</b>	9,232
<b>TOTAL NON-CURRENT ASSETS</b>		<b>613,698</b>	295,219
<b>TOTAL ASSETS</b>		<b>3,643,941</b>	3,306,245
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	10	<b>193,882</b>	114,424
Lease liabilities	8	<b>160,354</b>	178,252
Employee benefits	11	<b>189,055</b>	177,811
Other liabilities	12	<b>969,370</b>	991,582
<b>TOTAL CURRENT LIABILITIES</b>		<b>1,512,661</b>	1,462,069
<b>NON-CURRENT LIABILITIES</b>			
Lease liabilities	8	<b>445,878</b>	82,376
Employee benefits	11	<b>28,257</b>	14,648
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>474,135</b>	97,024
<b>TOTAL LIABILITIES</b>		<b>1,986,796</b>	1,559,093
<b>NET ASSETS</b>		<b>1,657,145</b>	1,747,152

# Statement of Changes in Equity

For the Year Ended 30 June 2024

## EQUITY

Accumulated surpluses	1,657,145	1,747,152
<b>TOTAL EQUITY</b>	<b>1,657,145</b>	<b>1,747,152</b>

## 2024

	Retained Earnings	General Reserve	Total
	\$	\$	\$
<b>Balance at 1 July 2023</b>	1,747,152	-	1,747,152
Deficit for the year	(90,007)	-	(90,007)
<b>Balance at 30 June 2024</b>	<b>1,657,145</b>	<b>-</b>	<b>1,657,145</b>

## 2023

	Retained Earnings	General Reserve	Total
	\$	\$	\$
<b>Balance at 1 July 2022</b>	1,570,702	131,596	1,702,298
Surplus for the year	44,854	-	44,854
Transfers from general reserve to retained earnings	131,596	(131,596)	-
<b>Balance at 30 June 2023</b>	<b>1,747,152</b>	<b>-</b>	<b>1,747,152</b>

# Statement of Cash Flows

For the Year Ended 30 June 2024

	Note	2024 (\$)	2023 (\$)
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>			
Receipts from operations and members		<b>2,723,865</b>	2,786,185
Interest & dividends received		<b>87,514</b>	43,707
Payments to suppliers and employees		<b>(2,756,535)</b>	(2,515,182)
Interest paid on lease liabilities		<b>(5,453)</b>	(10,602)
<b>Net cash provided by operating activities</b>	17	<b>49,391</b>	304,108
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>			
Redemption (Placement) of term deposits		<b>531,000</b>	(795,000)
Purchase of property, plant and equipment		<b>(17,747)</b>	(4,765)
Purchase of listed investments		<b>(758,116)</b>	(372,356)
Net cash used by investing activities		<b>(244,863)</b>	(1,172,121)
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>			
Payment of lease liabilities		<b>(177,404)</b>	(165,767)
Net cash used by financing activities		<b>(177,404)</b>	(165,767)
Net increase in cash and cash equivalents held		<b>(372,876)</b>	(1,033,780)
Cash and cash equivalents at beginning of year		<b>1,197,334</b>	2,231,114
Cash and cash equivalents at end of financial year	5	<b>824,458</b>	1,197,334

# Notes to the Financial Statements

For the Year Ended 30 June 2024

## 1 Summary of Material Accounting Policies

is a not for profit company limited by guarantee, incorporated and domiciled in Australia.

### Reporting Basis

The financial report covers Australia Association of Massage Therapists Ltd as an individual entity. Australia Association of Massage Therapists Ltd is a company limited by guarantee, registered and domiciled in Australia.

The directors have prepared the financial statements on the basis that the Company is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the Corporations Act 2001. The Company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The Company adopted special purpose financial reporting in the 2024 financial year from general purpose - simplified disclosure standard. No changes were made to the accounting policies.

### Statement of Compliance

The financial statements have been prepared in accordance with all the recognition and measurement requirement of all mandatory Australian Accounting Standards applicable to entities reporting under the Corporations Act 2001 and the disclosure requirements of AASB 101: Presentation of Financial Statements, AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors, AASB 1048: Interpretation of Standards and AASB 1054: Australian Additional Disclosures.

The Company has concluded that the requirements set out in AASB 10: Consolidated Financial Statements and AASB 128: Investments in Associates and Joint Ventures are not applicable as the initial assessment on its interests in other entities indicated that it does not have any subsidiaries, associates or joint ventures. Hence, the financial statements comply with all the recognition and measurement requirements in Australian Accounting Standards.

### Basis of preparation

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The financial report has been prepared in accordance with the Australian Accounting Standards to the extent described in the accounting policies disclosed below, which the board has determined as appropriate to meet the needs of members. Such accounting policies are consistent with those of previous periods unless stated otherwise. The amounts presented in the financial statements have been rounded to the nearest dollar.

The accounting policies that have been adopted in the preparation of this report are as follows:

#### (a) Revenue

##### Subscription income

Revenue from the provision of membership subscriptions is recognised during the period to which the membership relates.

Application fee is recognised as revenue when the company has completed membership eligibility assessment.

##### Interest income

Interest income is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

##### Dividend Income

The Company recognises dividends in profit or loss only when the Company's right to receive payment of the dividend is established.

##### Sponsorship income

Sponsorship income is recognised as revenue either over time, or at a point-in-time, as performance obligations with customers are satisfied.

##### Events income

Event income is recognised at the point where the event is delivered by the Company.

All revenue is stated net of the amount of goods and services tax (GST).



## **(b) Leases**

At inception of a contract, the Company assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- / The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- / The Company has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- / The Company has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

### **Right of use asset**

At the lease commencement, the Company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Company believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

### **Lease liability**

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

## **(c) Financial instruments**

### **Initial recognition and measurement**

Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions of the financial instrument, and are measured initially at fair value adjusted by transactions costs, except for those carried at fair value through profit or loss, which are measured initially at fair value. Subsequent measurement of financial assets and financial liabilities are described below.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and all substantial risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

### **Classification and subsequent measurement of financial assets**

Except for those trade receivables that do not contain a significant financing component and are measured at the transaction price, all financial assets are initially measured at fair value adjusted for transaction costs (where applicable)

For the purpose of subsequent measurement, financial assets other than those designated and effective as hedging instruments are classified into the following categories upon initial recognition:

- / amortised cost
- / fair value through profit or loss (FVPL)

All income and expenses relating to financial assets that are recognised in profit or loss are presented within finance costs, finance income or other financial items, except for impairment of trade receivables which is presented within other expenses.

### **Financial assets at amortised cost**

Assets measured at amortised cost are financial assets where:

- / the business model is to hold assets to collect contractual cash flows; and
- / the contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position. Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

### **Financial assets through profit or loss**

All financial assets not classified as measured at amortised cost as described above are measured at FVTPL.

Net gains or losses, including any interest or dividend income, are recognised in profit or loss.

### **Classification and measurement of financial liabilities**

The company's financial liabilities include trade and other payables.

Financial liabilities are initially measured at fair value, and, where applicable, adjusted for transaction costs unless the company designated a financial liability at fair value through profit or loss. Subsequently, financial liabilities are measured at amortised cost using the effective interest method except for derivatives and financial liabilities designated at FVPL, which are carried subsequently at fair value with gains or losses recognised in profit or loss (other than derivative financial instruments that are designated and effective as hedging instruments).

### **Impairment of financial assets**

At the end of each reporting period, the company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, is compared to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in profit or loss.

### **(d) Cash and cash equivalents**

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

### **(e) Goods and Services Tax (GST)**

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

## **(f) Employee benefits**

### Short-term employee benefits

Provision is made for the company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service, including wages and salaries. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The company's obligations for short-term employee benefits such as wages and salaries are recognised as a part of current trade and other payables in the statement of financial position.

### Other long-term employee benefits

The company classifies employees' long service leave and annual leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the company's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on corporate bonds that have maturity dates that approximate the terms of the obligations. Upon the remeasurement of obligations for other long-term employee benefits, the net change in the obligation is recognised in profit or loss classified under employee benefits expense.

The company's obligations for long-term employee benefits are presented as non-current liabilities in its statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

## **(g) Income Tax**

The company is a not for profit entity and member income is exempt from tax based on the principle of mutuality.

The charge of current income tax expense is based on the surplus for the year adjusted for any non-assessable or disallowed items.

No current or deferred income tax assets or liabilities have been raised by the company as it has not generated a taxable profit as calculated using the principle of mutuality. The company has carried forward tax losses. Deferred tax balances have not been recorded as the recovery of these tax losses is uncertain.

## **(h) Critical accounting estimates and judgments**

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgments are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgments made have been described below.

### **Key estimates - Receivables**

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

### **Key judgements - Employee benefits provision**

As discussed in note 1(f), the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

## 2. Revenue

	Note	2024 (\$)	2023 (\$)
<i>Revenue from contracts with customers</i>			
- Member subscriptions		<b>1,890,023</b>	1,835,327
- Journal income		<b>13,874</b>	26,351
- Advertising income		<b>3,100</b>	4,537
- Sponsorship		<b>230,288</b>	218,719
- CPE event income		<b>235,480</b>	223,496
- Association branded goods		<b>1,435</b>	759
- Conference income		<b>131,480</b>	142,137
		<b>2,505,680</b>	2,451,326
<i>Other Revenue</i>			
- Interest and dividend income		<b>78,724</b>	54,228
- Net movement in financial assets at fair value through profit or loss		<b>80,148</b>	(137)
- Other income		<b>3,878</b>	5,525
		<b>162,750</b>	59,616
<b>Total revenue</b>		<b>2,668,430</b>	2,510,942

## 3. Operating Expenses

	Note	2024 (\$)	2023 (\$)
<b>Depreciation and Amortisation</b>			
- Depreciation		<b>6,981</b>	15,706
- Amortisation - Right-of-use assets		<b>156,646</b>	156,646
<b>Total Depreciation and Amortisation</b>		<b>163,627</b>	172,352
Short-term and low-value lease payments		<b>24,580</b>	18,946
Finance expense - Leases		<b>5,453</b>	10,602
Superannuation expense		<b>108,249</b>	91,336

#### 4 Income Tax Expense

	Note	2024 (\$)	2023 (\$)
Reconciliation of income tax to accounting results:			
Surplus/(deficit) from operations		(90,007)	44,854
Prima facie tax payable/(benefit) on result from ordinary activities before income tax at 25% (2023:25%)		(22,502)	11,214
Increase/(decrease) in income tax expense due to:			
- Non-taxable member income arising from principle of mutuality		13,010	(20,073)
- Deferred tax assets not brought to account		9,492	8,859
Income tax expense		-	-

The company has \$77,765 of carried forward tax losses that has not been recognised as deferred tax assets.

#### 5. Cash and cash equivalents

	Note	2024 (\$)	2023 (\$)
Cash at bank		824,458	1,197,334
		<b>824,458</b>	<b>1,197,334</b>

#### 6. Trade and other receivables

CURRENT			
Trade receivables		47,096	45,190
Prepayments		138,206	115,283
		<b>185,302</b>	<b>160,473</b>

#### 7. Other financial assets

CURRENT			
At amortised cost:			
- Term deposits		810,000	1,281,000
At fair value through Profit or Loss			
- Listed investments - fair value		1,210,483	372,219
		<b>2,020,483</b>	<b>1,653,219</b>
NON-CURRENT			
At amortised cost:			
- Term Deposit		-	60,000
		-	<b>60,000</b>

## 8. Leases

The company's lease portfolio includes office buildings and office equipment.

The company leases commercial office space with a lease term of 5 years, with an extension of 3 years ending 30 November 2024 and a further 3 year extension ending 30 November 2027. The company leases a photocopier with a lease term of 5 years.

### Lease Liabilities

	Note	2024 (\$)	2023 (\$)
Lease liability - current		160,354	178,252
Lease liability - non current		445,878	82,376
Total lease liability		606,232	260,628

### Future lease payments

Future lease payments are due as follows:

- No later than 1 year		180,283	183,776
- Later than 1 year and no later than 5 years		457,791	83,377
		638,074	267,153

### Right-of-use assets

#### BUILDINGS

Balance at beginning of the year		216,292	368,968
Amortisation charge		(152,677)	(152,676)
Additions for the year		523,008	-
Balance at the end of the year		586,623	216,292

#### OFFICE EQUIPMENT

Balance at beginning of the year		9,695	13,664
Additions for the year		2,025	-
Amortisation charge		(4,442)	(3,969)
Balance at the end of the year		7,278	9,695
Total balance at end of the year		593,901	225,987

## 9. Property, plant and equipment

### PLANT AND EQUIPMENT

	Note	2024 (\$)	2023 (\$)
Office equipment			
At cost		65,176	70,432
Accumulated depreciation		(62,478)	(66,299)
Total office equipment		2,698	4,133
Computer equipment			
At cost		210,990	221,863
Accumulated depreciation		(193,891)	(218,937)
Total computer equipment		17,099	2,926
Leasehold Improvements			

At cost	29,904	29,904
Accumulated amortisation	(29,904)	(27,731)
Total leasehold improvements	-	2,173
Total property, plant and equipment	<b>19,797</b>	9,232

### (a) Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Office Equipment \$	Computer Equipment \$	Leasehold Improvements \$	Total \$
<b>Year ended 30 June 2024</b>				
Balance at the beginning of year	4,133	2,926	2,173	9,232
Additions	-	17,846	-	17,846
Depreciation expense	(1,241)	(3,567)	(2,173)	(6,981)
Disposal	(194)	(106)	-	(300)
<b>Balance at the end of the year</b>	<b>2,698</b>	<b>17,099</b>	<b>-</b>	<b>19,797</b>

## 10. Trade and other payables

	Note	2024 (\$)	2023 (\$)
CURRENT			
Trade payables		131,205	45,215
Sundry payables and accrued expenses		62,677	69,209
		<b>193,882</b>	114,424

## 11. Provisions

### Employee benefits

CURRENT			
Long service leave		99,637	89,142
Annual leave		89,418	88,669
		<b>189,055</b>	<b>177,811</b>
NON-CURRENT			
Long service leave		28,257	14,648
		<b>28,257</b>	14,648

### Provision for Employee Benefits

Provision for employee benefits represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

## 12. Other current liabilities

	2024 (\$)	2023 (\$)
CURRENT		
Income received in advance	969,370	991,582
	<u>969,370</u>	<u>991,582</u>

## 13. Auditors' Remuneration

Auditing of the financial statements	<b>12,400</b>	11,750
Preparation of the financial statements	<b>1,100</b>	1,100
Total	<b>13,500</b>	12,850

## 14. Contingencies

The Company has made a pledge with the University of Technology Sydney to provide \$30,000 per year for the next 2 years. The University will use this money to maintain and develop the ongoing international CIM Research Leadership Program designed and facilitated by the Australian Research Centre in Complementary and Integrative Medicine (ARCCIM)

In the opinion of the Directors, other than the matter disclosed above, the Company did not have any other contingencies at 30 June 2024 (30 June 2023:None).

## 15. Key Management Personnel Compensation

The total remuneration paid to key management personnel of the Company is \$ 384,967 (2023: \$ 332,328). This amount includes fees paid to directors amounting to \$30,470 (2023: \$22,846). For details of other transactions with KMP, refer to note 16.

## 16. Other Related Party Transactions

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

The following transactions occurred with related parties:

A board member was paid fees of \$3,300 for running workshops

## 17. Cash Flow Information

### Reconciliation of cash flow from operations with result for the year

	Note	2024 (\$)	2023 (\$)
Net result for the year		<b>(90,007)</b>	44,854
Non cash items in result:			
Amortisation		<b>155,094</b>	156,645
Depreciation		<b>6,981</b>	15,707
(Gain)/loss on disposal of asset		<b>201</b>	(79)
Net fair value movement in financial assets		<b>(80,148)</b>	137
Changes in assets and liabilities			
(Increase)/decrease in trade and other receivables		<b>(24,829)</b>	16,567
Increase/(decrease) in income in advance		<b>(22,212)</b>	25,716
Increase/(decrease) in trade and other payables		<b>79,458</b>	3,957
Increase/(decrease) in employee benefits		<b>24,853</b>	40,604
<b>Cash flow from operations</b>		<b>49,391</b>	304,108



## 18. Members' Guarantee

The Company is incorporated under the *Corporations Act 2001* and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$ 1 each towards meeting any outstandings and obligations of the Company. At 30 June 2024 the number of members was 8,329 (2023: 7993).

## 19. Events Occurring After the Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in the future financial years.

## 20 .Company Details

The registered office of the company is:

**Australian Association of Massage Therapists Ltd**

**Level 8, 53 Queen Street**

**Melbourne**

**VIC 3000**

# Consolidated Entity Disclosure Statement

## For the year ended 30 June 2024

Australian Association of Massage Therapists Ltd is not required by Australian Accounting Standards to prepare consolidated financial statements and as a result subsection 295(3A)(a) of the Corporations Act 2001 to prepare a Consolidated Entity Disclosure Statement does not apply to the Company.

The directors have determined that the organisation is not a reporting entity and that these special purpose financial statements should be prepared in accordance with the accounting policies described in Note 1 of the financial statements.


The directors of the Company declare that:

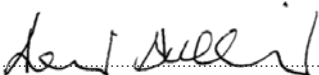
1. The financial statements and notes, as set out on pages 9 to 26, are in accordance with the Corporations Act 2001 and:
  - a. complying with the Australian Accounting Standards (including the Australian Accounting Interpretations) to the extent described in Note 1; and
  - b. give a true and fair view of the financial position as at 30 June 2024 and of the performance for the year ended on that date of the Company.

2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

3. The consolidated entity disclosure statement is true and correct for the year ended 30 June 2024.

This declaration is made in accordance with a resolution of the Board of Directors.

Chair ..... 

Directors ..... 

Dated 18 October 2024

## **Australian Association of Massage Therapists Ltd**

70 104 153 460

### **Independent Audit Report to the members of Australian Association of Massage Therapists Ltd**

#### **Report on the Audit of the Financial Report**

#### **Opinion**

We have audited the accompanying financial report, being a special purpose financial report of Australian Association of Massage Therapists Ltd (the Company), which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, 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 summary of material accounting policies, the consolidated entity disclosure statement and the directors' declaration..

In our opinion, the accompanying financial report of the Company :

- (i) gives a true and fair view of the Company's financial position as at 30 June 2024 and of its financial performance for the year ended; and
- (ii) complies with Australian Accounting Standards to the extent described in Note 1 and the *Corporations Regulations 2001*.

#### **Basis of Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Emphasis of Matter - Basis of Accounting**

We draw attention to Note of the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the directors' financial reporting responsibilities under the *Corporations Act 2001*. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Company and should not be distributed to or used by parties other than the Company. Our opinion is not modified in respect of this matter.

#### **Responsibilities of Directors for the Financial Report**

The directors of the Company are responsible for the preparation of:

- a. the financial report (other than the consolidated entity disclosure statement) that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001*; and
- b. the consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001*, and

## **Australian Association of Massage Therapists Ltd**

70 104 153 460

### **Independent Audit Report to the members of Australian Association of Massage Therapists Ltd**

for such internal control as the directors determine necessary to enable the preparation of:

- (i) the financial report (other than the consolidated entity disclosure statement) that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and
- (ii) the consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

#### **Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.
- Conclude on the appropriateness of the Boards' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

## **Australian Association of Massage Therapists Ltd**

70 104 153 460

### **Independent Audit Report to the members of Australian Association of Massage Therapists Ltd**

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



**Saward Dawson**



Peter Shields  
Partner

Blackburn, Vic

Dated: 15 October 2024

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**MASSAGE &  
MYOTHERAPY**  
AUSTRALIA

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The information presented in this Annual Report  
is true and correct at the time of printing.