



**MASSAGE &
MYOTHERAPY**
AUSTRALIA

2021/2022 ANNUAL REPORT

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





/OUR VISION

Leader of the Massage
and Myotherapy Profession.

/OUR MISSION

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

/OBJECTIVES

The objectives of the AAMT 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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Our Story

AAMT's Story

Throughout our 19-year history, AAMT has been a dynamic organisation, growing, adapting and evolving to serve its members, the profession and the community. The Australian Association of Massage Therapists Limited (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

AAMT represents over 8,400 members. AAMT 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

AAMT provides a free referral service for the public to ensure they receive the best possible treatment and care. AAMT confirms massage therapists, remedial massage therapists and myotherapists on behalf of the profession for the benefit of consumers, health fund providers and employers.

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 19 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 AAMT members as providers to enable their clients to access rebates. However, this depends on the member's category and qualifications.

Advocacy

AAMT strives to advance the profile and recognition of members with governments at federal, state, and territorial levels and to liaise with health insurance funds.

Continuing Professional Education (CPE)

Members are offered a range of lectures, workshops, webinars, and online learning platform and an annual conference to provide ongoing continuing professional education. AAMT 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 AAMT in various formats such as school talks, regional meetings and at hands on workshops.

Insurance

AAMT 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 and Business Partner, Aon Risk Services Australia Limited. Members also have access to legal advice through the free Aon legal helpline.

WorkCover

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

Massage & Myotherapy Journal

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

eNews

AAMT's Member 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

AAMT'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 continual professional education current points and their point 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..

Massage & Myotherapy Connect

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

Primary Services for Members (Cont.)

Australian Massage Directory

All members receive a free listing in the online directory exclusively featuring Massage & Myotherapy Australia members, with the potential to expand their directory listing.

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.

Infinite Rewards

Offers a range of products and services at exclusively negotiated prices aimed at benefiting AAMT members and their families.

Divisions of 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:

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

Certification Program

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

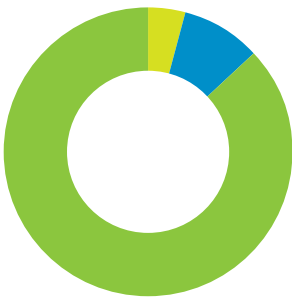
Membership by Division



VIC	2999 ↓
QLD	2240 ↑
NSW	1232 ↑
SA	763 ↑
WA	920 ↑
TAS	290 ↑

Total 8444

Membership by Qualifications

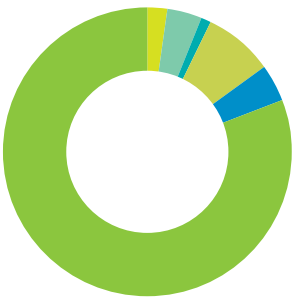


MYO & Bachelor	737 ↑
HLT Diploma	7047 ↓
HLT Cert IV	304 ↓

Total 8088

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

Membership by Category



Advanced	711 ↑
Remedial	6909 ↓
Massage	299 ↓
Student	307 ↓
Certified	66 ↑
Others*	152 ↓

Total 8444

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

Highlights & Summary 2022

Other Highlights

- / 96.64% member retention.
- / More than 9,700 Facebook followers, 1900 Instagram followers, 715 LinkedIn followers and 508 Twitter followers.
- / Successfully passed all private health insurance fund audit requirements.
- / Successfully passed Certification Program Audit.
- / Successful face-to-face National Conference in Adelaide.
- / Development of Massage Therapy Knowledge Centre.
- / Development and launch of the Influencer Strategy.
- / Recertification of Certified Specialists®.

Challenges for 2022

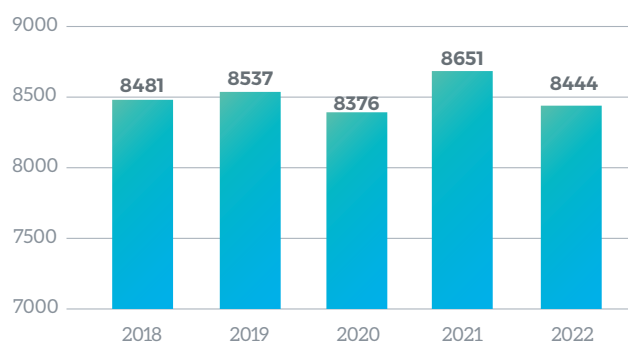
- / COVID-19 crisis management, including different directions for federal and state governments.
- / Extending membership flexible services that are within limited budgets.
- / The changing nature of the government, ministers and health fund policies.
- / The changing nature of the education environment.
- / Meeting the expectations of the public around health providers.
- / Meeting the needs of a geographically, demographically and diversely trained membership.
- / Ensure that the IT cloud service providers are PCI DSS compliant to protect members' data.
- / Management of a remote workforce for the majority of the year.

Membership Figures as of 30/06/2022

Category	VIC	QLD	NSW	SA	WA	TAS	Total
Advanced	543	83	65	9	6	5	711 ↑
Remedial	2114	2001	1057	682	790	265	6909 ↓
Massage	140	65	52	26	7	9	299 ↓
Student	114	38	32	28	91	4	307 ↓
Certified	18	19	7	12	18	2	66 ↑
Others*	70	34	19	6	18	5	152 ↓
Total	2999	2240	1232	763	920	290	8444

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 meets regularly and is comprised of Directors from the Board and seconded persons with skills that enhance each committee's ability.

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.

Education Committee

The Education Committee determines and provides the Association's input to reviews of the Health Training Package by the Community Services & Health Industry Skills Council. It approves applications for accreditation of providers of Continuing Professional Education courses. It also develops and advocates policy and position papers for submission to governments, statutory authorities and the community.

Conference Committee

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

Ethics Committee

The Ethics Committee meets when necessary, to hear complaints against members for breach of the Code of Ethics and Standards of Practice. It also promulgates policy and procedures for ethical conduct of members. See page 9 for a Complaints in Massage Summary.

Independent Standards Council

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

Ethics Committee

The Ethics Committee may also refer certain cases 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.

There were four formal and five informal complaints made for the reporting period.

A total of nine 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 2022

Division	2022	2021	2020	Matter
NSW	0	1	0	Notifiable Conduct
QLD	1	0	2	Unprofessional Conduct
QLD	0	0	0	Professional Misconduct
QLD	0	0	0	Notifiable Conduct
SA	0	0	0	Unprofessional Conduct
SA	2	0	1	Notifiable Conduct
VIC	2	2	3	Unprofessional Conduct
VIC	0	4	1	Professional Misconduct
VIC	2	2	1	Notifiable Conduct
WA	1	0	3	Unprofessional Conduct
WA	1	0	0	Notifiable Conduct

President's Report



/ Garry Lavis
National President

Upon reflecting on the first six months of my return to the Presidency of Massage & Myotherapy Australia, I take the opportunity to also reflect on the Association's performance over the last financial year. Firstly, credit must be given to the Board of Directors, Committees and Management efforts which placed us well on the road to recovery following the global pandemic and this year's annual report shows a surplus.

I would like to thank our current Board of Directors, our CEO and the team in the office for their full support during the change of Presidency. I feel we have worked extremely well together during the transition and into the first six months of my term as President. We saw the end of the Strategic Plan 2019-2021 and the Strategic Plan 2022-2025 was developed in consultation with Directors, Committee Chairs, key team members and stakeholders. The Strategic Plan 2022-2025 is meaningful and has purpose, it is a Plan designed to give back to the membership through initiative's that produce opportunities for our members and meets the Association's Mission Statement: *To lead and support our diverse membership towards excellence in practice.*

As an association, our goal is to be on the constant pursuit of improvement. Our job is to support and provide services to our members. Our Board of Directors and Audit and Risk Committee have approved a future period of increased expenditure to deliver several exciting initiatives which are forthcoming and provides many opportunities to our diverse membership. Strategies and policy have also been developed to invest our surplus of funds responsibly and effectively to achieve increased investment returns which will be returned to our membership to fund current and future initiatives.

I look forward to serving our membership into the future.

Garry Lavis
President

CEO's Report

With the previous Strategic Plan having wrapped up at the end of 2021, it is time to reflect on what we set out to achieve.



Ann Davey,
Chief Executive Officer

I thank our previous CEO

and past and returning Directors for their input into the success of the Strategic Plan 2019–2021. Whilst COVID-19 saw us focusing on keeping up with the day-to-day directions, we continued to work through and complete the strategies of the previous Strategic Plan.

Thank you to Andrew Gallagher, President 2019–2021, for his tireless work throughout his term as President. It is easy to say, as with our politicians, it was not a normal term and Andrew held himself as the confident and steady leader that the Association needed during that turbulent time.

The launch of the current Strategic Plan 2022–2025 was delayed to bring it into line with the financial year.

In November 2021, we welcomed new President Garry Lavis. Having been a member of Massage & Myotherapy Australia (Australia Association of Massage Therapists Ltd) since the merger in 2003, and previously served as President, he brings with him a wealth of experience and knowledge not only about the Association but the industry at large. It is well understood that the Association is here for the benefit of members, and we are both focused on providing services and anything that will benefit our membership base. Along with all Committee Members and the Board of Directors, there is adamant understanding the Association is accountable and

decisions are based on that accountability. When planning, we always take an inward look and an outward look to ensure the best possible decisions are made.

Efforts have been focused on engagement with members and, whilst it has only been six months since 'the world opened up', we have been out and about meeting with members in Adelaide, Perth, Hobart, Brisbane and Sydney, with more meetings to follow. We greatly appreciate the feedback received from meeting with members, and if you have not come to a member meeting with Garry, myself and the local Director, we will be back, so please join us and have a chat.

Our member retention rate remained strong, despite the effects of COVID-19 on the industry. 2022 also saw the return of face-to-face events and the National Conference, which was held in Adelaide, South Australia. I was very humbled to see many familiar and new faces and the buzz throughout the weekend was extraordinary.

Our advocacy work continued with eight government submissions, seven stakeholder bulletins, and six media releases, along with numerous letters to ministers and their advisers.

The Influencer Strategy was launched, the focus of which is to educate GPs and other allied health professions about the benefits of massage. Our Massage Therapy Knowledge Centre on the Association website continues to grow and our partnership with other associations, such as Painaustralia, add credibility to what you, as therapists do. We know that many members are small business owners and the Association joined the Council of Small Business Organisation Australia (COSBOA) who have provided many resources and connections to assist with the Association's advocacy work.

We continued the relationships built and building new relationships with professionals all over the world, many of whom have been interviewed on *Massage & Myotherapy Connect* or have contributed to our *Massage & Myotherapy Journal*. We also continued our connections with other Associations including the Australian Natural Therapists Association (ANTA), Australian Traditional-Medicine Society (ATMS), Myotherapy Association Australia (MA) and Massage Association of Australia (MAA).

The Certified Specialist® Program continues to be a focus for the Association. Whilst massage was not included in the latest Private Health Insurance Review, it does not mean it will not be included in the future. Massage is a benefit in the health sector and the Association will continue to advocate for this.

We also thank our outgoing Director David Sheehan (Vice-President) and we welcome Charlotte Keane the Victorian Elected Director and the election of the Tasmanian Director Selena Hagan (current Vice-President) for her second term.

When it comes to ethics matters, the Association has a zero tolerance policy and during 2021–2022 a full review of the ethics matters process was undertaken in consultation with the Association Legal Representatives. Some documents and processes were updated, and others were considered up-to-date.

Thank you to our loyal members, the many volunteers including Ambassadors, Committee Members and Directors who support the Association. And thanks to the team in the Massage & Myotherapy Australia Office.

Ann Davey
Chief Executive Officer



Corporate Social Responsibility

Massage & Myotherapy Australia's vision is to be the leading association in Australia for the profession, and an 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.

Environment

Massage & Myotherapy Australia's impact on the environment is relatively low with one centralised office in Melbourne. All committee meetings continue to be convened by teleconference. Massage & Myotherapy Australia always embraces technology to reduce costs and will host the 2022 AGM online. Massage & Myotherapy Australia is committed to ensuring our operations reduce the environmental impact where possible.

Electricity usage

Massage & Myotherapy Australia is committed to reducing electricity usage across all operational activities. Energy usage is certified 100% carbon neutral under the Australian Government's carbon neutral program.

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.

Community

Massage & Myotherapy Australia believes in contributing to the welfare of the community, both directly and through the involvement and support of the massage, remedial massage 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, remedial massage and myotherapy to obtain state, territory and federal governments' confidence, the Association continues the agreement with the ARCCIM, University of Technology Sydney to support Professor Niki Munk, Dr Amie Steele and Dr Kathrin Schneider for studies in musculoskeletal conditions. The Association believes ongoing research is required to provide the evidence and quality



assurance benchmarks for strong self- or co-regulation and health policy making 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.

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

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.

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, gender diversity is important to us. As of 30 June 2022, out of a total workforce of 12 staff, 58% were 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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Director's Report

The Directors present their report, together with the financial statements, on the company for the year ended 30 June 2022.

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	/ Selena Maree Hagan	/ Kevin Thomas Skillen
/ Raelene Anne Clark	/ Charlotte Louise Keane	/ David Graeme Sheehan
/ Vince Joseph Cosentini	/ Garry Craig Lavis	/ Ian Alexander Robert Wilson
/ Andrew Joseph Gallagher	/ Stacey Anne Parfitt	

Principal Activities

The principal activity of the company during the financial year was the provision of membership services for therapists 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 to 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.

Strategies

Positioning

Develop strategic messaging within health sector, building referral pathways and member engagement.

Building

Building key stakeholder relations, identify gaps, capitalise and leverage on research.

Learning

Massage & Myotherapy Australia continued the agreement with the ARCCIM, University of Technology Sydney, to support PHD Dr Niki Munk, and a second early stage researcher specifically for studies in musculoskeletal conditions. Massage & Myotherapy Australia sits on the PRACI Steering Committee, the only complementary medicine practitioner research and collaboration initiative in Australia, focused on practitioner based research. Massage & Myotherapy Australia also holds a place on the educational advisory Committees for Endeavour, RMIT and the industry vocational IRC and TAC.

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 Massage, five-site Adelaide-based Remedial Massage Clinic. Work history comprises of leadership positions, business and sales training. Investor.

Special responsibilities

Member of Executive Committee

Andrew Joseph Gallagher

Non-Executive Director

Qualifications

Bachelor of Applied Science (Physiotherapy), Advanced Diploma Remedial Massage (Myotherapy)

Experience

37 years of clinical experience in Physiotherapy/ Remedial massage. Conducted in excess of 500 training programs, workshops, seminars and lectures in Myofascial Pain Management to Remedial Massage, Allied Health and Medical Professionals. Current Principal of the Myofascial Study Centre – Melbourne, Former Director of the Australian School of Therapeutic Massage, Consultant Physiotherapist to The Independent Medical Panels-Victoria.

Special Responsibilities

National President, Chair of Executive Committee

Ian Alexander Robert Wilson

Non-Executive Director

Qualifications

Diploma of Business Studies (Accounting), CPA (Fellow), Chartered Company Secretary (ACIS, AGIA), Member of the Australian Institute of Directors (MAICD)

Experience

Held senior finance and corporate governance positions in Australia, Europe and North America, mainly in the finance, technology and health industries. Over 30 years' experience as a company director in the private, public and not-for-profit sectors.

Special Responsibilities

Member of Audit & Risk Committee

Charlotte Louise Keane

Non-Executive Director

Qualifications

Advanced Diploma of Remedial Massage (Myotherapy) and currently studying a Bachelor of Health Science (Myotherapy), Certificate in travel consultancy

Experience

Has been in private practice for 17 years mentoring and leading a team of therapists to provide myotherapy and remedial massage services to the community. Experience includes working with aged care and chronic disease clients. Work experience includes 11 years working 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 United Kingdom. Work highlights include working with elite athletes at the Women's Tennis Association tournament in Melbourne 2021/2022 and speaking to delegates about 'Professionalism in Practice' at the 2017 National Conference for Massage & Myotherapy Australia.

Special responsibilities

Member of Education Committee

Kevin Thomas Skillen

Non-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 Specialist® Myotherapist with 20 years' experience working primarily with Elite Athletes from AFL, Netball, Soccer, Cycling, Running and Para Olympic Sport (Cycling & Rowing). Contracted as a 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 Education Committee, Chair of National Ethics 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

Experience

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

Special Responsibilities

Member of Audit & Risk Committee

David Graeme Sheehan

Non-Executive Director

Qualifications

Bachelor of Applied Science (Human Movement), Diploma of Education, Diploma of Health Science (Remedial Therapy), Certificate IV in Governance

Experience

Head Sports Trainer for Banyule Football Club; Professional Conference organiser for Massage & Myotherapy Australia; Teacher and Presenter of Myofascial Cupping; and Managing Director of Complementary Health Seminars – a continuing education provider for soft tissue therapists.

Special Responsibilities

Member of Conference Committee, Member of Executive Committee, Member of Audit and Risk Committee

Selena Maree Hagan

Non-Executive Director

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 and worked as a Remedial Massage Therapist for Tasmanian Jackjumpers NBL Team. Previously worked as a Personal Trainer for three years, and Hospitality for 12 years.

Special Responsibilities

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

Raelene Anne Clark

Non-Executive Director

Qualifications

B.Sc. Human Biology/Molecular Genetics, Grad Cert. Innovation and Entrepreneurship, Dip Remedial Therapies, M.Sc.Med. (Pain Management) (Orofacial Pain)

Experience

Continuing Education Provider Myospray technique, Scientist/Laboratory tutor Biomedical Science, University lecturer Biomedical Sciences, Clinical Lecturer in Clinical Examination, Clinical career of over 30 years in myofascial therapies, worked as Injury consultant with WA Symphony Orchestra, Trainer to WAIS Men's Basketball program, and various basketball, football teams. Now the founder of Pain Free WA, holistic pain management.

Special Responsibilities

Chair of Education Committee

Stacey Anne Parfitt

Non-Executive Director

Qualifications

Certificate IV Governance, Diploma of Remedial Massage, Cert IV Massage Therapy, Cert IV Training and Assessment, Cert III Business

Experience

Massage Therapist since 2004, Trainer and Assessor 2020, Member of CQ Rural Health and Women's Rural

Network promoting health and preventive medicine to those in regional areas.

Special Responsibilities

Member of Education 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, Member of Conference Committee.

Staff Profiles

Ann Davey / Chief Executive Officer

Kevin Skillen / Association Manager, Lead Site Support Assessor

George Lambrou / Financial Accountant (Internal)

Daniel Lambrou / Communications & Senior Team Support

Julie Campaner / Health Fund Administrator, Senior Office Support

Ken Ng / CPE Events and Ambassador Administrator

Sonya Leslight / Graduate Liaison Officer

Sandra Edwards / Reception

Natasha Rowney / Membership & Certification Program Engagement Administrator

Megan Aitcheson / Administrative Support

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

Brodie Jordan / Administrative Support

Tara Evans / Administrative Trainee

Meetings of Directors

During the financial year, four meetings of directors were held. Attendances by each director were as follows:

Directors' Meetings			Executive Meetings		
Name	Number Eligible to Attend	Number Attended	Name	Number Eligible to Attend	Number Attended
Paul Raymond Averill	4	4	Paul Raymond Averill	2	2
Raelene Anne Clark	4	4	Andrew Joseph Gallagher	2	2
Vince Joseph Cosentini	4	3	Selena Maree Hagan	4	4
Andrew Joseph Gallagher	2	2	Garry Craig Lavis	2	2
Selena Maree Hagan	4	4	David Graeme Sheehan	2	2
Charlotte Louise Keane	2	2			
Garry Craig Lavis	2	2			
Stacey Anne Parfitt	4	4			
Kevin Thomas Skillen	4	4			
David Graeme Sheehan	2	2			
Ian Alexander Robert Wilson	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 2022, the total amount that members of the entity are liable to contribute if the entity is wound up is \$8,481 (2021: \$8,651).

Auditor's Independence Declaration

The auditor's independence declaration for the year ended 30 June 2022 has been received and can be found on page 6 of the financial report.

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



Director

Dated this 27 day of October 2021

Australian Association of Massage Therapists Ltd
70 104 153 460

Auditor's Independence Declaration

In accordance with section 307C of the Corporations Act 2001, I am pleased to provide the following declaration of independence 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 2022, there have been:

- (i) no contravention of the auditor independence requirements of the *Corporation Act 2001* in relation to the audit; and
- (ii) no contravention of any applicable code of professional conduct in relation to the audit.


Saward Dawson



Peter Shields
Principal

Blackburn VIC

Dated: 25 October 2022

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2022

	Note	2022 (\$)	2021 (\$)
Revenue	2	2,359,863	2,477,838
Employee benefits expense		(925,363)	(915,360)
Depreciation and amortisation expense	3	(184,075)	(202,559)
Journal expenses		(169,454)	(183,581)
Membership expenses		(41,926)	(50,519)
CPE direct expenses	9	(139,976)	(170,996)
Governance expenses		(48,570)	(44,084)
Conference expenses		(147,633)	(86,940)
Administration and other operating expenses	3	(534,866)	(555,656)
Loss on sale of fixed asset		(1,097)	-
Profit/(loss) before income tax		166,903	268,143
Income tax expense	4	-	-
Profit/(loss) for the year		166,903	268,143

Statement of Financial Position

As at 30 June 2022

	Note	2022 (\$)	2021 (\$)
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	2,231,114	2,123,070
Trade and other receivables	6	177,040	116,635
Other financial assets	7	546,000	546,000
TOTAL CURRENT ASSETS		2,954,154	2,785,705
NON-CURRENT ASSETS			
Right-of-use assets	9	382,632	632,182
Property, plant and equipment	8	20,095	33,573
TOTAL NON-CURRENT ASSETS		402,727	665,755
TOTAL ASSETS		3,356,881	3,451,460
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	1,076,333	1,116,914
Lease liabilities	9	165,429	179,216
Employee benefits	11	143,899	118,176
TOTAL CURRENT LIABILITIES		1,385,661	1,414,306
NON-CURRENT LIABILITIES			
Lease liabilities	9	260,966	492,969
Employee benefits	11	7,956	8,790
TOTAL NON-CURRENT LIABILITIES		268,922	501,759
TOTAL LIABILITIES		1,654,583	1,916,065
NET ASSETS		1,702,298	1,535,395
EQUITY			
Reserves		131,596	131,596
Accumulated surpluses		1,570,702	1,403,799
TOTAL EQUITY		1,702,298	1,535,395

Statement of Changes in Equity

For the Year Ended 30 June 2022

2022

	Retained Earnings	General Reserve	Total
	\$	\$	\$
Balance at 1 July 2021	1,403,799	131,596	1,535,395
Surplus for the year	166,903	-	166,903
Balance at 30 June 2022	1,570,702	131,596	1,702,298

2021

	Retained Earnings	General Reserve	Total
	\$	\$	\$
Balance at 1 July 2020	1,135,656	131,596	1,267,252
Surplus for the year	268,143	-	268,143
Balance at 30 June 2021	1,403,799	131,596	1,535,395

Statement of Cash Flows

For the Year Ended 30 June 2022

	Note	2022 (\$)	2021 (\$)
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from operations		2,471,845	2,748,177
Interest received		12,054	23,065
Payments to suppliers and employees		(2,191,457)	(2,164,226)
Interest paid on lease liabilities		(16,464)	(22,298)
Net cash provided by operating activities	17	275,978	584,718
CASH FLOWS FROM INVESTING ACTIVITIES:			
Transfer (to)/from long term deposits classified as amortised cost financial assets		-	1,003,571
Purchase of property, plant and equipment		(4,107)	(13,578)
Net cash used by investing activities		(4,107)	989,993
CASH FLOWS FROM FINANCING ACTIVITIES:			
Payment of lease liabilities		(163,827)	(151,841)
Net cash used by financing activities		(163,827)	(151,841)
Net increase in cash and cash equivalents held		108,044	1,422,870
Cash and cash equivalents at beginning of year		2,123,070	700,200
Cash and cash equivalents at end of financial year	5	2,231,114	2,123,070

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

Basis of Preparation

Australia Association of Massage Therapists Ltd is a not for profit company limited by guarantee, incorporated and domiciled in Australia. The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Simplified Disclosure Standard and the reporting requirements of the *Corporations Act 2012*.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

(a) New or amended Accounting Standards and Interpretations adopted

AASB 1060 General Purpose Financial Statements

- Simplified Disclosure for For-Profit and Not-for-Profit Tier 2 Entities

The company has adopted AASB 1060 from 1 July 2021. The standard provides a new Tier 2 reporting framework with simplified disclosures.

(b) 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.

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services. Revenue is recognised by applying a five step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations are transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Interest income

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

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

(c) 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.

(d) 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

- Financial assets are measured at amortised cost if the assets meet the following conditions (and are not designated as FVPL):
- / they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows
 - / the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding

These are measured at amortised cost using the effective interest method.

Financial assets at fair value through profit or loss (FVPL)

Financial assets that are held within a different business model other than 'hold to collect' or 'hold to collect and sell' are categorised at fair value through profit and loss. Further, irrespective of business model financial assets whose contractual cash flows are not solely payments of principal and interest are accounted for at FVPL. All derivative financial instruments fall into this category, except for those designated and effective as hedging instruments, for which the hedge accounting requirements apply.

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 entity 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.

Where the assets are not held primarily for their ability to generate net cash inflows – that is, they are specialised assets held for continuing use of their service capacity – the recoverable amounts are expected to be materially the same as fair value.

Where it is not possible to estimate the recoverable amount of an individual asset, the entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Where an impairment loss on a revalued individual asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

(e) 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.

(f) 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.

(g) 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.

(h) 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.

(i) 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 estimates - Impairment of property, plant and equipment

The Company assesses impairment at the end of each reporting period by evaluating conditions specific to the Company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value in use calculations which incorporate various key assumptions.

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.

Key judgements - Lease term and Option to Extend under AASB 16

The lease term is defined as the non-cancellable period of a lease together with both periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option; and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. The options that are reasonably certain of being exercised is a key management judgement that the entity will make. The entity determines the likelihood to exercise on a lease-by-lease basis looking at various factors such as which assets are strategic and which are key to the future strategy of the company.

2. Revenue

	Note	2022 (\$)	2021 (\$)
<i>Revenue from contracts with customers</i>			
Member subscriptions		1,851,218	1,783,652
Journal income		21,405	15,176
Advertising income		6,273	7,596
Sponsorship		207,532	228,440
CPE event income		142,951	171,420
Association branded goods		781	628
Conference income		112,733	102,245
		2,342,893	2,309,157
<i>Other Revenue</i>			
Government support income		-	141,638
Interest income		12,054	23,065
Other income		4,916	3,978
		16,970	168,681
Total revenue		2,359,863	2,477,838

(a) Disaggregation of revenue

Revenue from contracts with customers has been disaggregated into types of customers and timing of revenue recognition and the following table shows this breakdown:

Types of customers

Members	2,083,859	2,056,822
Other parties	259,034	252,335
	2,342,893	2,309,157

Timing of revenue recognition

Goods transferred at a point in time	451,675	485,505
Services transferred over time	1,891,218	1,823,652
	2,342,893	2,309,157

3. Operating Expenses

	Note	2022 (\$)	2021 (\$)
Depreciation and Amortisation			
Depreciation		16,488	21,935
Amortisation - Right-of-use assets		167,587	180,624
Total Depreciation and Amortisation		184,075	202,559
Short-term and low-value lease payments		16,511	13,112
Finance expense		16,464	22,298
Superannuation expense		80,084	72,729

4. Income Tax Expense

	Note	2022 (\$)	2021 (\$)
Reconciliation of income tax to accounting profit:			
Surplus/(deficit) from operations		166,903	268,143
Prima facie tax payable/(benefit) on result from ordinary activities before income tax at 25% (2021:26%)		41,726	69,717
Increase/(decrease) in income tax expense due to:			
- Non-taxable member income arising from principle of mutuality		(40,546)	(60,737)
- recoupment of prior year tax losses not previously brought to account		(1,180)	(8,980)
Income tax expense		-	-

The company has \$42,375 of carried forward tax losses that has not been recognised as deferred tax assets.

5. Cash and cash equivalents

	Note	2022 (\$)	2021 (\$)
Cash at bank		2,231,114	2,123,070
		2,231,114	2,123,070

6. Trade and other receivables

CURRENT			
Trade receivables		91,997	29,554
Prepayments		85,043	87,081
		177,040	116,635

7. Other financial assets

CURRENT			
Amortised cost financial assets		546,000	546,000
		546,000	546,000

Amortised-costs financial assets relates to term deposits invested in Bank of Melbourne.

A bank guarantee of \$59,895: (2021: \$59,895) has been provided from term deposits for property lease.

8. Property, plant and equipment

PLANT AND EQUIPMENT

	Note	2022 (\$)	2021 (\$)
Office equipment			
At cost		70,432	84,683
Accumulated depreciation		(65,048)	(76,302)
Total office equipment		5,384	8,381
Computer equipment			
At cost		218,355	260,740
Accumulated depreciation		(212,850)	(252,194)
Total computer equipment		5,505	8,546
Leasehold Improvements			
At cost		29,904	29,904
Accumulated amortisation		(20,698)	(13,258)
Total leasehold improvements		9,206	16,646
Total property, plant and equipment		20,095	33,573

(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 \$
Year ended 30 June 2022				
Balance at the beginning of year	8,381	8,546	16,646	33,573
Additions	-	4,107	-	4,107
Depreciation expense	(1,900)	(7,148)	(7,440)	(16,488)
Loss on disposal of asset	(1,097)	-	-	(1,097)
Balance at the end of the year	5,384	5,505	9,206	20,095

9. 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.

As for the office equipment, the company leases a photocopier with a lease term of 5 years.

Lease Liabilities

	Note	2022 (\$)	2021 (\$)
Lease liability - current		165,429	179,216
Lease liability - non current		260,966	492,969
Total lease liability		426,395	672,185

Future lease payments

Future lease payments are due as follows:

No later than 1 year	175,986	196,849
Later than 1 year and no later than 5 years	267,153	513,278
	443,139	710,127

Right-of-use assets

Year ended 30 June 2021

BUILDINGS

Balance at beginning of year	612,996	615,818
Amortisation charge	(164,022)	(176,369)
Lease adjustment	(81,963)	173,547
	367,011	612,996

OFFICE EQUIPMENT

Balance at beginning of year	19,186	3,593
Additions for the year	-	19,848
Amortisation charge	(3,565)	(4,255)
	15,621	19,186
Balance at end of year	382,632	632,182

10. Trade and other payables

CURRENT

Trade payables	43,597	44,019
Income received in advance	965,866	1,009,189
Sundry payables and accrued expenses	66,870	63,706
	1,076,333	1,116,914

11. Provisions

Employee benefits

CURRENT

Long service leave	76,220	62,575
Annual leave	67,679	55,601
	143,899	118,176

NON-CURRENT

Long service leave	7,956	8,790
	7,956	8,790

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 Financial Risk Management

The Company's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivable and payable.

The totals for each category of financial instruments, measured in accordance with AASB 9 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2022 (\$)	2021 (\$)
Financial assets at amortised cost			
Cash and cash equivalents	5	2,231,114	2,123,070
Financial assets	7	546,000	546,000
Loans and receivables	6	177,040	116,635
Total financial assets		2,954,154	2,785,705
Financial Liabilities			
Financial liabilities at amortised cost			
Trade and other payables	10	1,076,333	1,116,914
Lease liabilities	9	426,395	672,185
Total financial liabilities		1,502,728	1,789,099

13. Key Management Personnel Compensation

The total remuneration paid to key management personnel of the Company is \$ 280,415 (2021: \$ 287,552). This amount includes fees paid to directors amounting to \$18,275 (2021: \$14,166). For details of other transactions with KMP, refer to note 16.

14. Auditors' Remuneration

Auditing of the financial statements	10,950	12,750
Preparation of the financial statements	1,000	750
Total	11,950	13,500

15. Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2022 (30 June 2021: None).

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.

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated.

The following transactions occurred with related parties:

Complimentary Health Seminars is an entity related to David Sheehan, which provided broadcast show and consulting services to the company. Total fee charged for the financial year ended 30 June 2022 was \$87,605.

Shaw Wellness is an entity related to Virginia Shaw, which provided governance management services to the company.

Total fee charged for the financial year ended 30 June 2022 was \$300.

17. Cash Flow Information

Reconciliation of cash flow from operations with result for the year

	Note	2022 (\$)	2021 (\$)
Net profit/(loss) attributable to members		166,903	268,143
Non cash items in result:			
Amortisation		167,587	180,624
Depreciation		16,488	21,935
Loss on disposal of asset		1,097	-
Changes in assets and liabilities			
(Increase)/decrease in trade and other receivables		(60,405)	122,497
Increase/(decrease) in income in advance		(43,323)	(16,887)
Increase/(decrease) in trade and other payables		2,742	(23,758)
Increase/(decrease) in employee benefits		24,889	32,164
Cash flow from operations		275,978	584,718

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 2022 the number of members was 8,481 (2021: 8,652).

19. Events Occurring After the Reporting Date

Subsequent to the balance date, there has been a continuing impact of the global outbreak of Coronavirus disease (COVID-19) that has caused a significant impact to the global economy. There are no adjusting events to the financial statements as at 30 June 2022, however this outbreak has impacted the extent and nature of the activities undertaken by Australian Association of Massage Therapists Ltd and may have an impact to the Company's future financial performance and position. Management do not believe that the impact of COVID-19 will impact the ability of the Company to continue as a going concern.

20. Company Details

The registered office of the company is:

Australian Association of Massage Therapists Ltd
Level 8, 53 Queen Street
Melbourne VIC 3000

Directors' Declaration

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 7 - 24 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - a. comply with Accounting Standards - Reduced Disclosure Requirements; and
 - b. give a true and fair view of the financial position As at 30 June 2022 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.

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

Chair


Dated: 27 October 2021

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 financial report of Australian Association of Massage Therapists Ltd (the Company), which comprises the statement of financial position as at 30 June 2022, the statement of profit or loss, 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 significant accounting policies, and the responsible entities' 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 2022 and of its financial performance for the year ended; and
- (ii) complies with Australian Accounting Standards - Simplified Disclosure Standard.

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.

Responsibilities of Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Simplified Disclosure Standard and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are 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 the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Australian Association of Massage Therapists Ltd

70 104 153 460

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

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 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 the 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

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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: 25 October 2022

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