

Annual Report

Australian  
Association  
of Massage  
Therapists  
Limited

19  
20



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## Vision

To be the leader  
of the Australian  
massage profession



## Mission

To lead and support  
our diverse membership  
towards excellence  
in practice

Massage & Myotherapy Australia is a brand of the Australian Association of Massage Therapists Ltd (AAMT). However, as the company name remains AAMT, this report refers to AAMT as well as to Massage & Myotherapy Australia.

## Objectives

The objectives of 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.

## AAMT's Story

Throughout our 17-year history, 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.

## Serving our Recognised Members

AAMT represents approximately 8,500 members and 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 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 verifies 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 17 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.

## Core Values

Consistency  
Effectiveness  
Integrity  
Proactivity  
Respect

# 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 as well as liaise with health insurance funds and health professionals.

## Continuing Professional Education (CPE)

Members are offered a range of lectures, workshops, webinars, an 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 requirements.

## Ambassador Program

Allows the members to represent AAMT in various formats such as school talks, regional meetings and at 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, Aon Risk Services Australia Limited. Members also have access to legal advice through the free Aon legal hotline.

## WorkCover

Remedial Massage Therapist and Myotherapist members are eligible to register with WorkCover authorities as a provider in some states and territories. AAMT provided submission to WorkCover with the outcome being increased fees for remedial massage and myotherapy services

## Journal

Members are kept informed of the latest massage therapy news and developments through its quarterly journal.

## eNews

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

## Website

The website carries a range of information for the public, consumers 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.

## Australian Massage Directory

All members receive a free listing in the online directory exclusively featuring Massage & Myotherapy Australia therapists, 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.

## Member Benefits

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

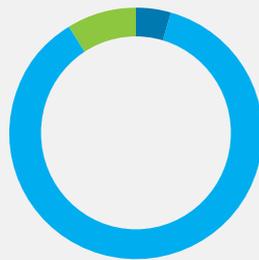
# Membership Snapshot 2019–20

## Membership by Division



VIC	3231
QLD	2173
NSW	1136
SA	735
WA	823
TAS	278

## Membership by Qualifications



MYO & Bachelor	700
HLT Diploma	7009
HLT Cert IV	368
<b>Total</b>	<b>8077</b>

Does not include the qualifications of Students, Affiliates, Academic & Retired Members

## Membership by Category



Advanced	669
Remedial	6859
Massage	354
Student	272
Certified	57
Others*	165
<b>Total</b>	<b>8376</b>

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

## Membership Figures as of 30/06/2020

Category	VIC	QLD	NSW	SA	WA	TAS	Total
Advanced	529	67	56	6	7	4	669
Remedial	2299	1937	979	673	714	257	6859
Massage	157	83	47	36	19	12	354
Student	139	38	28	6	58	3	272
Certified	15	17	6	9	9	1	57
Others*	92	31	20	5	16	1	165
<b>Total</b>	<b>3231</b>	<b>2173</b>	<b>1136</b>	<b>735</b>	<b>823</b>	<b>278</b>	<b>8376</b>

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

## Membership Figures for 5 years



# Highlights & Summary 2020

Key Financial Data	2020	2019
Total Income	\$2,147,935	\$2,405,049
Total Expenses	-\$2,351,551	-\$2,264,239
Net Profit before Tax	-\$203,616	\$140,810
Income Tax	-	\$6,321
Net Profit after Tax	-\$203,616	\$134,489
Total Assets	\$3,150,245	\$2,624,368
Total Net Assets	\$1,267,252	\$1,470,870

Key Ratios	2020	2019
Return on Total Assets	-6.46%	5.37%
Current Ratio	1.79	2.24



Successfully  
passed

- All private health insurance fund audit requirements
- Certification Program Audit



Successfully  
launched

Live webcast *The Wellness Project*

83.13%  
Member Retention

8,715+  
Facebook Followers

**Challenges for 2020**

- COVID-19 crisis management.
- Provision of three (3) month deferral of membership renewal fee for every current member.
- Extending flexible membership 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.

**Key Metrics**

	2015	2016	2017	2018	2019	2020
No of Members	8235	8635	8478	8481	8537	8376
Membership Growth (Annual)	7.25%	4.86%	-1.82%	0.04%	0.66%	-1.89%
Membership Retention (Annual)	91.38%	88.66%	85.87%	85.42%	85.58%	83.13%

# 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. All committees meet regularly.

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## Executive Committee

The Executive Committee is a team made up of the 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 SkillsIQ. 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 reviews 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 11 for a Complaints in Massage Summary.

## Independent Standards Council

The Independent Standards Council is responsible for developing policies for the administration of the National Best Practice Standard for the Certified Specialist® Program, the audit of the Certification Program, ensuring Certification services are delivered impartially and objectively. They also manage 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 in order to provide advice on amendments to training and information to members.

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

A total of 11 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. For more information visit: <http://www.ahpra.gov.au>

The Ethics Committee can hear complaints from the public and from members. It has the power to conduct investigations into complaints as a disciplinary instrument and to impose sanctions as necessary, including suspension and revocation of membership. Massage & Myotherapy Australia can only investigate 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 investigation costs.

## Summary of Ethics Cases for the Financial Year ending June 30 2020

Division	2020	2019	Matter
NSW	0	2	Notifiable Conduct
QLD	2	2	Unprofessional Conduct
QLD	0	2	Professional Misconduct
QLD	0	1	Notifiable Conduct
SA	0	2	Unprofessional Conduct
SA	1	0	Notifiable Conduct
VIC	3	3	Unprofessional Conduct
VIC	1	3	Professional Misconduct
VIC	1	5	Notifiable Conduct
WA	3	4	Unprofessional Conduct



# President's Report



As I write my President's report for 2019–2020, I am sure my sense of the year going by very quickly is one that many of you share. As I approach the end of my third year as President, I would like to share with you some of the Association's highlights of the past year as well as present some thoughts as we consider the year ahead.

As is the case for everyone, COVID-19 changed many of the plans for the Association this year. The focus was on managing Government restrictions and directions of the industry. It was crucial to provide ongoing support to our members including updates on current directions, information on government support services as well as providing a three-month deferral of membership fees.

Our national conference was deferred to 2021 and all face to face CPE workshops cancelled for most of the year which saw an increase in our online learning offerings. A new webcast was developed, *The Wellness Project*, an initiative to encourage positivity and wellness in our industry throughout COVID-19 with guests from all over the world.

This year saw four associations working together, to my knowledge, this is the first time such collaboration has taken place. The United Associations enabled stronger messaging not only to our respective members but also to the decision-makers for now and into the future.

We entered the second year of the Association's Strategic Plan. This document sets out the road map for the Association's ongoing development over the coming years. It also provides direction and a method of accountability for your Board of Directors in achieving, on your behalf, the aims, and objectives of the Strategic Plan. I urge all members to make an opportunity to read the Strategic Plan to become familiar with the direction that our Association is taking and what this means for you as members. A key element of the Strategic Plan is the identification of strategic partners so that through collaboration,

the promotion of massage and myotherapy can be leveraged. This element was invaluable during COVID-19 when we as an industry were met with many challenges.

I would like to extend my thanks and appreciation to Tricia Hughes, who, after 18 years, retired as the Chief Executive Officer. My thanks also goes to the Association's office staff who provide outstanding service to the membership as well as providing an important interface to not only the general public but also to industry stakeholders. In addition, I thank my fellow Directors for their efforts over the past year in the governance of the Association. I also wish to note that Paula Nutting, James Flaxman and Steve Wescott will be finishing their tenure as Directors. I would like to acknowledge all of their hard work and commitment to Massage & Myotherapy Australia.

In a post-COVID-19 world, the year ahead will no doubt present both opportunities and challenges for Massage & Myotherapy Australia. However, as members of Australia's pre-eminent massage and myotherapy Association you can be confident that through the combined efforts of both the Board and the Association's professional staff, we will spare no effort in making sure the voice of our profession is represented and your interests as health professionals protected.

**Andrew Joseph  
Gallagher**

# CEO's Report



The past year has displayed many changes to Massage & Myotherapy Australia. We farewelled Tricia Hughes as CEO. 18-years of outstanding leadership saw the five state-based associations grow into one national Association with the vision of Leader of the Australian Massage Profession.

The second half of the 2019–2020 year touted one of the most difficult times for all of Australia, and the world. It was no different for the massage, remedial massage and myotherapy profession.

The challenges of restrictions to practice, lockdowns, economic instability, and unemployment throughout COVID-19 saw members remain strong whilst we traversed the sometimes-confusing Government announcements. At times directions from the Government meant members were unable to practice and the office closed, causing staff to suddenly be working from home.

The financial operation of the Association stays strong, and members were provided three months relief during the first wave of COVID-19. April, May, and June saw deferral of membership income to provide financial relief to members. A 2% increase in membership renewal fees was implemented to meet the increasing operations cost. COVID-19 Government relief was received with JobKeeper, Traineeship support and operational grants. Membership has exceeded expectations in the current climate. The cancellation of face-to-face events, and the flagship event the National Conference deferred to 2021, saw an immense increase in the take up of online events including webinars and online learning modules. Corporate sponsorship provides a stable return and allows the Association to continue to offer services without major increases.

Engagement with members was paramount during the pandemic and saw an increase in the communications via email and social media to keep members updated. The new live webcast initiative, *The Wellness Project*, was produced to encourage positivity and wellness in the industry with guests from all over the world.

The Association employs 12 staff to service approximately 8,500 members giving a ratio of 1:700 ratio and 1:1200 ratio for telephone service and frontline contact to administer members' details, documents, and fund updates. Massage & Myotherapy Australia has a committed and passionate team who are supported by stakeholders, volunteers, Ambassadors, Committee Members, and the Board of Directors. I would like to thank them all for their dedication and outstanding work particularly during these challenging times.

**Ann Davey**  
Chief Executive Officer  
Company Secretary



# 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, myotherapists, Allied Health providers and the general public.

The Association will continue to achieve this by implementing the three key strategies of the Strategic Plan of Positioning, Building and Learning as adopted by the Board for 2019 to 2021.

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 either by teleconference or virtual meeting platform. The impact on travel has also been reduced this year due to the geographical makeup of the current Board with Board Meetings being held online. Massage & Myotherapy Australia embraces technology to reduce costs and will host the 2020 AGM online. Massage & Myotherapy Australia is committed to ensuring our operations reduce the environmental impact where possible. This is done through the following strategies:

## 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 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.

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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 and myotherapy to obtain state, territory and federal government's confidence, the Association continues 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. 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 donated gifts to the Uniting Care Christmas Appeal and participated in National Pyjama Day raising funds for foster care.

### **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 and varied hours of work, to support our employees and their families.

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. The Association continued the emphasis on healthy eating habits by providing fresh fruit to all staff.

### **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 at 30 June 2020, out of a total workforce of 12 staff, 67% 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, annual performance reviews and team activities and development.

# Directors' Report

The Directors present their report, together with the financial statements, on the company for the year ended 30 June 2020.

## Directors

The following persons were Directors of the company during the whole of the financial year and up to the date of this report, unless otherwise stated:

David Graeme Sheehan

Robert James Rogerson\*\*

Rebecca Susan Byrne\*\*

Paula Elizabeth Nutting

James Joachim Flaxman

Vince Joseph Cosentini

Andrew Joseph Gallagher

Steven James Wescott

Selena Maree Hagan

Ian Alexander Robert Wilson\*

Raelene Anne Clarke\*

\*Appointed 29/11/2019

\*\*Term ended 29/11/2019

## Short Term Objectives

Promotion of tertiary qualified professional massage, remedial massage 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

Identify and develop learning markets to increase revenue reducing reliance of membership fees. Online learning offerings were increased to meet the growing demand.

The Association continues 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.

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## 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.

## Operating Results

The deficit of the company after providing for income tax amounted to \$203,616 (2019: surplus \$134,489). This was primarily due to the COVID-19 deferral of membership renewal fees.

## Dividends

The company's constitution prohibits it from paying dividends to members.

## Review of Operations

The Australian Association of Massage Therapists Limited is a company formed to represent massage therapists and myotherapists throughout Australia. The revenue of the company was \$2,147,935 (2019: \$2,405,049) (and operating expenses were \$2,351,551 (2019: \$2,264,239), which resulted in a deficit of \$203,616) (2019: surplus of \$134,489).

The Association is a not-for-profit organisation and the majority of its income is not subject to income tax.

## After Balance Date Events

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

## Future Developments

Further information about likely events in the operations of the company and the expected results from those operations have not been included in this report because disclosure of the information would be likely to result in unreasonable prejudice to the company.

## Environmental Issues

The operations of the company are not subject to significant environmental regulations under both Commonwealth and state legislation.

# Information on Directors

## Raelene Anne Clark Non-Executive Director

### Qualifications

B.Sc. Human Biology/Molecular Genetics, Grad Cert. Innovation and Entrepreneurship, Dip Remedial Therapies, Currently studying Master of Science in Medicine (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

Member of Education 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)

### 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

## James Joachim Flaxman Non-Executive Director

### Qualifications

Diploma of Soft Tissue Manipulation, Diploma of Remedial Massage, Certificate of Reflexology, Certificate of Kinesiology, Certificate IV Governance

### Experience

Has been in private practice for 29 years as a remedial massage therapist. Involved with industry committees continuously via State or National organisations since 1997, that include the positions of ordinary committee member, Membership Officer, President, Vice President, Company Director and Company Secretary. Organisation include: South Australian Massage Therapist Association Inc, Reflexology Association of Australia Ltd, Federation of Natural and Traditional Medicine Ltd, Natural Medicine Register Ltd and Massage & Myotherapy Australia Ltd

### Special Responsibilities

Member of Ethics Committee

### **Andrew Joseph Gallagher** **Non-Executive Director**

#### **Qualifications**

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

#### **Experience**

37 years of clinical experience in Physiotherapy/Remedial massage. Conducted in excess of 500 training programmes, workshops, seminars and lectures in Myofascial Pain Management to Remedial Massage, Allied Health & 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

### **Selena Maree Hagan** **Non-Executive Director**

#### **Qualifications**

Bachelor Applied Science (Sport Science), Diploma Health (Clinical Massage) Post graduate Soft Tissue Scholarship at AIS 2016

#### **Experience**

Remedial Massage Therapist since 2001, Previously worked as a Personal Trainer for three years, and Hospitality for 12 years.

#### **Special Responsibilities**

Member of Conference Committee

### **Paula Elizabeth Nutting** **Non-Executive Director**

#### **Qualifications**

Bachelor of Science Musculoskeletal Therapy, Diploma of Remedial Therapy, Certificate IV Workplace Training and Assessment, Certificate III Cosmetology, Registered Nurse (Certificate III), Cert IV group fitness and personal trainer, Cert IV in Governance

#### **Experience**

Practiced Remedial Massage for 21 years, Musculoskeletal Therapy – 12 years. Involvement in setting curriculum for Cert IV and Diploma of Massage relating to Health Training Package. Actively involved with Massage Associations for 19 years. Face-to-face interaction and collaboration with various Canadian Massage Associations in areas of governance, ethics and education. Teaching courses in neurolymphatic and fascial therapy in Australia, Canada, South Africa, India, Pakistan, Namibia the U.K.

#### **Special Responsibilities**

National Vice President  
Member of Education Committee  
Member of Executive Committee

# Information on Directors

## 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

Was Head Sports Trainer for Banyule Football Club, Professional Conference organiser for AAMT, Teacher and Presenter of Myofascial Cupping, Managing Director of Complementary Health Seminars (a continuing education provider for soft tissue therapists)

### Special Responsibilities

Member of Conference Committee  
Member of Executive Committee

## Steven James Wescott Non-Executive Director

### Qualifications

Advance Diploma Myotherapy, Cert IV Training & Assessment)

### Experience

16 years as a therapist and seven years teaching

### Special Responsibilities

Chair of Education Committee  
Member of Ethics 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

Chair of Audit & Risk Committee

# Meetings of Directors

Directors' Meetings			Finance & Audit	
	Number Eligible to Attend	Number Attended	Number Eligible to Attend	Number Attended
Raelene Anne Clark	2	2	–	–
Vince Joseph Cosentini	4	3	4	2
James Joachim Flaxman	4	4	–	–
Andrew Joseph Gallagher	4	4	–	–
Selena Maree Hagan	4	4	–	–
Paula Elizabeth Nutting	4	4	–	–
David Graeme Sheehan	4	4	–	–
Steven James Wescott	4	4	–	–
Ian Alexander Robert Wilson	2	2	1	1

# Staff Profiles

Megan Aitcheson	Administrative Support
Julie Campaner-Biasotto	Health Fund Administrator & Office Support
Alex Charles-Ffrench	Association Manager
Ann Davey	Chief Executive Officer
Sandra Edwards	Reception
Flordeliza Fresnido	Financial Accountant
Brodie Jordan	Administration Trainee
Daniel Lambrou	Communications and Services Team Supervisor
David Ratner	Business Services and Finance Manager
Kevin Skillen	Lead Site Support Assessor & Graduate Liaison Officer
Lauren Tedder	CPE Events and Ambassador Administrator
Taylah Vlasveld	Membership Administrator
Nathan Woods	Marketing Administrator
Tricia Hughes	CEO (to May 2020)
Rachel Andrews	Membership Administrator (to December 2019)
Georgia Shanks	Marketing Administrator (to October 2019)



# Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2020

		2020 (\$)	2019 (\$)
Total revenue from ordinary activities	5	2,147,935	2,405,049
Employee benefits expense		(829,961)	(727,035)
Depreciation and amortisation expense		(186,564)	(8,419)
Administration expenses		(306,562)	(273,783)
Accommodation expenses		(40,899)	(190,883)
Employment expenses		(358,774)	(372,040)
Journal expenses		(191,167)	(209,132)
Membership expenses		(255,611)	(309,896)
CPE direct expenses		(138,660)	(98,148)
National board expenses		(43,353)	(74,902)
Total Expenses from Ordinary Activities		(2,351,551)	(2,264,239)
<b>Profit/(loss) before income tax</b>		<b>(203,616)</b>	140,810
Income tax expense	6	-	(6,321)
<b>Profit/(loss) for the year</b>		<b>(203,616)</b>	134,489
Other comprehensive income for the year, net of tax		-	-
<b>Total comprehensive income for the year</b>		<b>(203,616)</b>	134,489

The accompanying notes form part of these financial statements.

# Statement of Financial Position

As at 30 June 2020

<b>ASSETS</b>		<b>2020 (\$)</b>	<b>2019 (\$)</b>
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	7	700,200	1,549,443
Other financial assets	8	1,549,571	923,599
Trade and other receivables	9	238,914	100,292
<b>Total Current Assets</b>		<b>2,488,685</b>	<b>2,573,332</b>
<b>NON CURRENT ASSETS</b>			
Trade and other receivables	9	218	218
Property, plant and equipment	10	41,931	50,817
Right of use assets	11	619,411	-
<b>Total Non Current Assets</b>		<b>661,560</b>	<b>51,035</b>
<b>Total Assets</b>		<b>3,150,245</b>	<b>2,624,367</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	12	1,157,559	1,025,319
Lease liabilities		136,663	-
Employee benefits	13	93,435	122,577
<b>Total Current Liabilities</b>		<b>1,387,657</b>	<b>1,147,896</b>
<b>NON CURRENT LIABILITIES</b>			
Lease liabilities		493,969	-
Employee benefits	13	1,367	5,603
<b>Total Non Current Liabilities</b>		<b>495,336</b>	<b>5,603</b>
<b>Total Liabilities</b>		<b>1,882,993</b>	<b>1,153,499</b>
<b>Net Assets</b>		<b>1,267,252</b>	<b>1,470,868</b>
<b>EQUITY</b>			
Reserves	14	131,596	131,596
Retained earnings	15	1,135,656	1,339,272
<b>Total Equity</b>		<b>1,267,252</b>	<b>1,470,868</b>

The accompanying notes form part of these financial statements.

# Statement of Changes in Equity

For the Year Ended 30 June 2020

	Retained Earnings (\$)	General Reserves (\$)	Total (\$)
<b>2020</b>			
Balance 1 July 2017	1,339,272	131,596	1,470,868
Loss for the year	(203,616)	-	(203,616)
Other comprehensive income for the year, net of tax	-	-	-
<b>Total comprehensive income for the year</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Balance at 30 June 2020</b>	<b>1,135,656</b>	<b>131,596</b>	<b>1,267,252</b>
<b>2019</b>			
Balance at 1 July 2018	1,204,783	131,596	1,336,379
Profit for the year	134,489	-	134,489
Other comprehensive income for the year, net of tax	-	-	-
<b>Total comprehensive income for the year</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Balance at 30 June 2019</b>	<b>1,339,272</b>	<b>131,596</b>	<b>1,470,868</b>

The accompanying notes form part of these financial statements.

# Statement of Cash Flows

For the Year Ended 30 June 2020

<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>	<b>2020 (\$)</b>	<b>2019 (\$)</b>
Receipts from operations	2,203,574	2,390,296
Payments to suppliers and employees	(2,271,920)	(2,318,083)
Interest received	39,654	51,621
Interest paid on lease liabilities	(28,122)	-
Income taxes paid	22	(6,321)
<b>Net cash provided by/(used in) operating activities</b>	<b>(56,814)</b>	<b>117,513</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Payments for financial assets less than 1 year	(625,972)	-
Proceeds from financial assets less than 1 year	-	990,472
Purchase of property, plant and equipment	(33,457)	(11,183)
Payments for security bond	-	300
<b>Net cash provided by/(used in) investing activities</b>	<b>(659,429)</b>	<b>979,589</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Payment of lease liabilities	(133,000)	-
<b>Net cash provided by/(used in) financing activities</b>	<b>(133,000)</b>	<b>-</b>
Net increase/(decrease) in cash and cash equivalents held	(849,243)	1,097,102
Cash and cash equivalents at beginning of year	1,549,443	452,341
<b>Cash and cash equivalents at end of financial year</b>	<b>7</b>	<b>1,549,443</b>

The accompanying notes form part of these financial statements.

# Notes to the Financial Statements

For the Year Ended 30 June 2020

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

The functional and presentation currency of Australian Association of Massage Therapists Ltd is Australian dollars.

The financial report was authorised for issue by the Directors on the 2nd day of November 2020.

Comparatives are consistent with prior years, unless otherwise stated.

## Note 1. Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards Reduced Disclosure Requirements and the Corporations Act 2001.

## Note 2. Change in Accounting Policy

### Revenue from Contracts with Customers – Adoption of AASB 15

The Company has adopted AASB 15 Revenue from Contracts with Customers and AASB 1058 *Income of Not for Profit Entities* for the first time in the current year with a date of initial application of 1 July 2019.

The Company has applied AASB 15 and AASB 1058 using the cumulative effect method which means the comparative information has not been restated and continues to be reported under AASB 111, AASB 118, AASB 1004 and related interpretations. All adjustments on adoption of AASB 15 and AASB 1058 have been taken to retained earnings at 1 July 2019. The Company has determined that the adoption of AASB 15 has no impact on the financial statements at 1 July 2019

### Leases – Adoption of AASB 16

The Company has adopted AASB 16 Leases using the modified retrospective (cumulative catch up) method from 1 July 2019 and therefore the comparative information for the year ended 30 June 2019 has not been restated and has been prepared in accordance with AASB 117 Leases and associated Accounting Interpretations.

The impact of adopting AASB 16 is described below:

### Company as a lessee

Under AASB 117, the Company assessed whether leases were operating or finance leases based on its assessment of whether the significant risks and rewards of ownership had been transferred to the Company or remained with the lessor. Under AASB 16, there is no differentiation between finance and operating leases for the lessee and therefore all leases which meet the definition of a lease are recognised on the statement of financial position (except for short term leases and leases of low value assets).

The Company has elected to use the exception to lease accounting for short term leases and leases of low value assets, and the lease expense relating to these leases are recognised in the statement of profit or loss on a straight line basis.

### Practical expedients used on transition

AASB 16 includes a number of practical expedients which can be used on transition, the Company has used the following expedients:

- contracts which had previously been assessed as not containing leases under AASB 117 were not re-assessed on transition to AASB 16;
- lease liabilities have been discounted using the Company's incremental borrowing rate at 1 July 2019;
- right of use assets at 1 July 2019 have been measured at an amount equal to the lease liability adjusted by the amount of any prepaid or accrued lease payments;
- a single discount rate was applied to all leases with similar characteristics;
- the right of use asset was adjusted by the existing onerous lease provision (where relevant) at 30 June 2019 rather than perform impairment testing of the right of use asset;
- excluded leases with an expiry date prior to 30 June 2020 from the statement of financial position and lease expenses for these leases have been recorded on a straight line basis over the remaining term;

- used hindsight when determining the lease term if the contract contains options to extend or terminate the lease;

for leases which were classified as finance leases under AASB 117, the carrying amount of the right of use asset and the lease liability at 1 July 2019 are the same value as the leased asset and liability on 30 June 2019.

### Financial statement impact of adoption of AASB 16

The Company has recognised right of use assets of \$763,633 and lease liabilities of \$763,633 at 1 July 2019, for leases previously classified as operating leases.

## Note 3. Summary of Significant Accounting Policies

### (a) Revenue and other income

#### Subscriptions

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

#### 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.

#### (b) Income Tax

The Company is a not for profit organisation for taxation purposes and only subject to income tax on non member net income.

#### (c) 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.

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.

#### (d) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

#### Plant and equipment

Plant and equipment are measured using the cost model.

#### Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight line basis over the assets useful life to the Company, commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The estimated useful lives used for each class of depreciable asset are shown below:

Fixed asset class	Estimated Useful life
Leased Plant and Equipment	5 years
Office Equipment	5–20 years
Computer Equipment	3–5 years
Leasehold Improvements	6–20 years

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

### (e) Financial instruments

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

#### Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

#### Classification

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through other comprehensive income equity instrument (FVOCI equity)

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

#### 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 are solely payments of principal and interest on the principal amount outstanding.

The Company's financial assets measured at amortised cost comprised of 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.

#### Fair value through other comprehensive income

##### Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECL, the Company considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Company's historical experience and informed credit assessment and including forward looking information.

The Company uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Company uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Company in full, without recourse to the Company to actions such as realising security (if any is held); or
- the financial asset(s) are more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Company in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

##### Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of

the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

### Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables and lease liabilities.

### (f) Impairment of non financial assets

At the end of each reporting period the Company determines whether there is an evidence of an impairment indicator for non financial assets.

Where an indicator exists and regardless for indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss.

### (g) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

### (h) Leases

#### For comparative year

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight line basis over the life of the lease term.

Lease incentives under operating leases are recognised as a liability and amortised on a straight line basis over the life of the lease term.

#### For current year

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.

#### **(i) Employee benefits**

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits.

#### **(j) Adoption of new and revised accounting standards**

The Company has adopted all standards which became effective for the first time for the year ended 30 June 2020, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Company or refer to Note 2 for details of the changes due to standards adopted.

### **Note 4. 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 judgements 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 judgements 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 estimates – estimation of useful lives of assets**

The Company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non strategic assets that have been abandoned or sold will be written off or written down.

#### **Key estimates – fair value of financial instruments**

The Company has certain financial assets and liabilities which are measured at fair value. Where fair value has not able to be determined based on quoted price, a valuation model has been used. The inputs to these models are observable, where possible, however these techniques involve significant estimates and therefore fair value of the instruments could be affected by changes in these assumptions and inputs.

#### **Key estimates – employee benefits provision**

As discussed in note 2(i), 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.

## Note 5. Revenue and Other Income

### Revenue from continuing operations

	2020 (\$)	2019 (\$)
- other revenue	10,948	7,246
- conference income	-	120,709
- member subscriptions	1,383,712	1,779,267
- journal income	54,623	66,676
- member advertising	6,173	7,395
- sponsorship	242,604	221,850
- CPE event income	209,496	145,929
- association branded goods	794	4,355
- interest revenue from bank deposits	39,654	51,621
- government support income	199,931	-
<b>Total Revenue</b>	<b>2,147,935</b>	<b>2,405,048</b>

## Note 6. Income Tax Expense

(a) The prima facie tax on profit/(loss) from ordinary activities before tax is reconciled to the income tax as follows:

	2020 (\$)	2019 (\$)
Profit/(loss) from operations	(203,616)	140,810
Add:		
- employee FBT contribution	415	3,910
	(203,201)	144,720
Less:		
- non taxable member income arising from principle of mutuality	-	118,478
- recoupment of prior year tax losses not previously brought to account	-	3,256
Revised net profit	(203,201)	22,986
Income tax at 27.5%	-	6,321

## Note 7. Cash and Cash Equivalents

	2020 (\$)	2019 (\$)
Cash on hand	2	2
Cash at bank	700,198	1,549,441
	<b>700,200</b>	<b>1,549,443</b>

## Note 8. Other Financial Assets

	2020 (\$)	2019 (\$)
CURRENT		
Held to maturity financial assets	1,549,571	923,599
	<b>1,549,571</b>	<b>923,599</b>

## Note 9. Trade and other receivables

	2020 (\$)	2019 (\$)
CURRENT		
Trade receivables	35,927	13,460
Other receivables	83,164	14,056
Prepayments	119,823	72,776
	<b>238,914</b>	<b>100,292</b>
NON CURRENT		
Other receivables	218	218
	<b>218</b>	<b>218</b>

## Note 10. Property, plant and equipment

	2020 (\$)	2019 (\$)
Office equipment		
At cost	75,076	75,076
Accumulated depreciation	(64,407)	(61,696)
<b>Total office equipment</b>	<b>10,669</b>	<b>13,380</b>
Computer equipment		
At cost	222,949	222,949
Accumulated depreciation	(215,804)	(211,364)
<b>Total computer equipment</b>	<b>7,145</b>	<b>11,584</b>
Leasehold Improvements		
At cost	29,904	29,904
Accumulated amortisation	(5,787)	(4,051)
<b>Total leasehold improvements</b>	<b>24,117</b>	<b>25,853</b>
<b>Total property, plant and equipment</b>	<b>41,931</b>	<b>50,817</b>

### (a) Movements in carrying amounts of property, plant and equipment

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 2020</b>				
Balance at the beginning of year	13,380	11,584	25,853	50,817
Depreciation expense	(2,711)	(4,439)	(1,736)	(8,886)
<b>Balance at the end of the year</b>	<b>10,669</b>	<b>7,145</b>	<b>24,117</b>	<b>41,931</b>
<b>Year ended 30 June 2019</b>				
Balance at the beginning of year	14,488	5,979	27,585	48,052
Additions	1,523	9,661	-	11,184
Depreciation expense	(2,632)	(4,056)	(1,732)	(8,419)
<b>Balance at the end of the year</b>	<b>13,380</b>	<b>11,584</b>	<b>25,853</b>	<b>50,817</b>

## Note 11. Leases

The Company has applied AASB 16 using the modified retrospective (cumulative catch up) method and therefore the comparative information has not been restated and continues to be reported under AASB 117 and related Interpretations.

### Company as a lessee

The Company has leases over a range of assets including buildings and office equipment.

Information relating to the leases in place and associated balances and transactions are provided below.

### Terms and conditions of leases

#### Buildings

The Company leases commercial office space with a lease term of 5 years with an extension of 3 years ending on 30 November 2024.

#### Office Equipment

The Company leases a photocopier with a lease term of 4 years ending on 31 March 2021.

### Right of use assets

	Buildings (\$)	Office Equipment (\$)	Total (\$)
Year ended 30 June 2020			
Balance at beginning of year	755,249	8,383	763,632
Depreciation charge	(139,431)	(4,790)	(144,221)
<b>Balance at end of year</b>	<b>615,818</b>	<b>3,593</b>	<b>619,411</b>

## Note 12. Trade and Other Payables

	2020 (\$)	2019 (\$)
CURRENT		
Trade payables	76,155	32,276
Subscriptions received in advance	1,010,848	916,741
Sundry payables and accrued expenses	70,556	76,302
	<b>1,157,559</b>	<b>1,025,319</b>

### Note 13. Employee Benefits

	2020 (\$)	2019 (\$)
CURRENT		
Long service leave	41,128	54,893
Annual leave	52,307	67,684
	<b>93,435</b>	<b>122,577</b>
NON CURRENT		
Long service leave	1,367	5,603
	<b>1,367</b>	<b>5,603</b>

### Note 14. Reserves

	2020 (\$)	2019 (\$)
<b>General reserve</b>		
Opening balance	131,596	131,596
<b>Total</b>	<b>131,596</b>	<b>131,596</b>

#### (a) General reserve

The general reserve records funds set aside for future expansion of Australian Association of Massage Therapists Ltd.

### Note 15. Retained Earnings

	2020 (\$)	2019 (\$)
Retained earnings (accumulated losses) at the beginning of the financial year	1,339,272	1,204,783
Net profit attributable to members of the Association	(203,616)	134,489
<b>Retained earnings at end of the financial year</b>	<b>1,135,656</b>	<b>1,339,272</b>

## Note 16. Financial Risk Management

The Company is exposed to a variety of financial risks through its use of financial instruments.

The Company's overall risk management plan seeks to minimise potential adverse effects due to the unpredictability of financial markets.

The most significant financial risks to which the Company is exposed to are described below:

### Specific risks

- Liquidity risk
- Credit risk
- Market risk currency risk, interest rate risk and price risk

### Financial instruments used

The principal categories of financial instrument used by the Company are:

- Cash at bank
- Trade and other receivables
- Trade and other payables
- Lease liabilities

	2020 (\$)	2019 (\$)
<b>FINANCIAL ASSETS</b>		
Held at amortised cost		
Cash and cash equivalents	700,200	1,549,441
Trade and other receivables	239,132	100,510
<b>Total financial assets</b>	<b>939,332</b>	<b>1,649,951</b>
<b>FINANCIAL LIABILITIES</b>		
Trade and other payables	1,157,559	1,025,319
Lease liabilities	630,632	-
<b>Total financial liabilities</b>	<b>1,788,191</b>	<b>1,025,319</b>

## Note 17. 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 2020 the number of members was 8,376 (2019: 8,537).

## Note 18. Key Management Personnel Remuneration

The key management personnel of Australian Association of Massage Therapists Ltd are:

- Tricia Hughes, Chief Executive Officer (concluded May 2020)
- Ann Davey, Chief Executive Officer (commenced April 2020)
- Roy John, Business Services and Finance Manager (concluded July 2019)
- David Ratner, Business Services and Finance Manager (commenced July 2019)

The totals of remuneration paid to the key management personnel of Australian Association of Massage Therapists Ltd during the year are as follows:

	2020 (\$)	2019 (\$)
Short term employee benefits	353,004	365,910
Post employment benefits	35,342	37,056
	<b>388,346</b>	<b>402,966</b>

## Note 19. Auditors' Remuneration

	2020 (\$)	2019 (\$)
Remuneration of the auditor rdl.accountants, for:		
– auditing or reviewing the financial statements	12,500	12,312
<b>Total</b>	<b>12,500</b>	<b>12,312</b>

## Note 20. Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2020 (30 June 2019: None).

## Note 21. Related Parties

### (a) The Company's main related parties are as follows:

Key management personnel refer to Note 18.

Directors refer to Note 25.

## Note 22. Cash Flow Information

### (a) Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities

	2020 (\$)	2019 (\$)
Net profit/(loss) attributable to members of the Association	(203,616)	134,489
Non cash flows in profit:		
– amortisation	144,221	-
– depreciation	42,343	8,419
Changes in assets and liabilities:		
– (increase)/decrease in trade and other receivables	(22,469)	(12,346)
– (increase)/decrease in other assets	(69,108)	(13,380)
– (increase)/decrease in prepayments	(47,047)	20,577
– increase/(decrease) in income in advance	94,107	49,215
– increase/(decrease) in trade and other payables	43,879	(63,669)
– (increase)/decrease in other liabilities	(5,746)	1,503
– increase/(decrease) in employee benefits	(33,378)	(7,295)
Cashflows from operations	(56,814)	117,513

## Note 23. Events after the end of the Reporting Period

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

## Note 24. Statutory Information

The registered office and principal place of business of the company is:

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

## Note 25. Directors' Remuneration

During the year remuneration paid to all Directors of the Australian Association of Massage Therapists Ltd and any related parties was for Directors' Honoraria.

## Note 25. Directors' Remuneration

During the year remuneration paid to all Directors of the Australian Association of Massage Therapists Ltd and any

The names of Directors of Australian Association of Massage Therapists Ltd who have held office during the financial year and their respective remuneration are:

	2020 (\$)	2019 (\$)
Andrew Gallagher	6,000	6,000
Rebecca Byrne	550	1,300
David Sheehan	1,100	1,100
Vince Cosentini	825	1,100
Paula Nutting	875	1,100
James Flaxman	1,100	1,100
Robert Rogerson	825	1,100
Steven Wescott	875	1,150
Selena Hagan	825	825
Ian Wilson	550	-
<b>Total</b>	<b>13,525</b>	<b>14,775</b>

# Directors' Declaration

The directors of the entity declare that:

1. The financial statements and notes, as set out on pages 4 to 24, are in accordance with the Corporations Act 2001 and:
  - (a) comply with Australian Accounting Standards; and
  - (b) give a true and fair view of the financial position as at 30 June 2020 and of the performance for the year ended on that date of the entity.
2. In the directors' opinion, there are reasonable grounds to believe that the entity 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.

Director   
Andrew Joseph Gallagher

Director   
David Graeme Sheehan

*Dated 27 November 2020*



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AUSTRALIAN ASSOCIATION OF MASSAGE THERAPISTS LTD

**Report on the Financial Report**

*Opinion*

We have audited the accompanying financial report of Australian Association of Massage Therapists Ltd (the company), which comprises the statement of financial position as at 30 June 2020, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of Australian Association of Massage Therapists Ltd is in accordance with the *Corporations Act 2001*, including:

- giving a true and fair view of the company's financial position as at 30 June 2020 and of its performance for the year ended on that date; and
- complying with Australian Accounting Standards - Reduced Disclosure Requirements (including Australian Accounting Interpretations) and the *Corporations Regulations 2001*.

*Basis for 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 *Corporations Act 2001* and 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.

*Directors' Responsibility 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 – Reduced Disclosure Requirements and the *Corporations Act 2001* 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.

*Auditor's Responsibility*

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 *skepticism* 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 directors.
- Conclude on the appropriateness of the directors' 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.

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.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



Matthew Hung, CA  
rdl.accountants

5<sup>th</sup> November 2020  
Blackburn, Victoria



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 2019 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.

A handwritten signature in black ink, appearing to read 'Matthew Hung'.

Matthew Hung, CA  
rdl.accountants

26<sup>th</sup> September 2019  
Blackburn, Victoria

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