

**2020/2021**

# ANNUAL REPORT

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

### **/ Our Vision**

Leader of the Australian  
Massage 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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### AAMT's Story

Throughout our 18-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. 'Massage & Myotherapy Australia is a brand of the Australian Association of Massage Therapists Limited'.

### Serving our Recognised Members

AAMT represents over 8,600 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 18 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 events.

## 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 helpline.

## WorkCover

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

## Journal

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

## eNews

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

## Membership Spotlight

The Association's Membership Spotlight is sent to members each month with their membership details, private health funds compliancy details and information about educational opportunities provided and supported by the Association.

## Website

Featuring 'Members Only' sections, 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. The website is also a resource for consumers.

## Massage & Myotherapy Connect

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

# Primary Services for Members (Cont.)

## Australian Massage Directory

All members receive a free listing in the online directory exclusively featuring Association 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.

## Member Benefits

Association members receive access to rewards program that 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

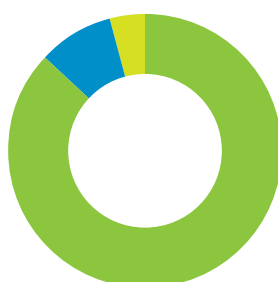
Certification is a professional framework for consistent and reliable national Best Practice Standard and Quality Assurance Program for the Australian massage and myotherapy industry. The program supports therapists, members and non-members nationally to become a Certified Specialist®.

### Membership by Division



VIC	3228
QLD	2284
NSW	1248
SA	731
WA	883
TAS	277

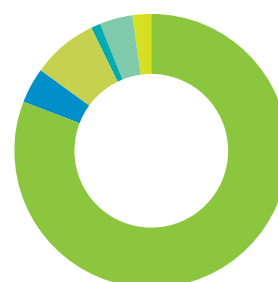
### Membership by Qualifications



MYO & Bachelor	709
HLT Diploma	7217
HLT Cert IV	356
<b>Total</b>	<b>8282</b>

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

### Membership by Category



Advanced	695
Remedial	7005
Massage	343
Student	359
Certified	65
Others*	184

**Total** **8651**

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

# Highlights & Summary 2021

## Other Highlights

- / 91.2% member retention.
- / 3.28% growth in membership.
- / More than 9,542 Facebook followers.
- / Successfully passed all private health insurance fund audit requirements.
- / Successfully passed Certification Program Audit.
- / Hosted the 2021 International Virtual Conference.
- / Continued collaboration with four other natural therapy associations.
- / International Collaboration with natural therapy associations in Canada, UK and New Zealand.

## Challenges for 2021

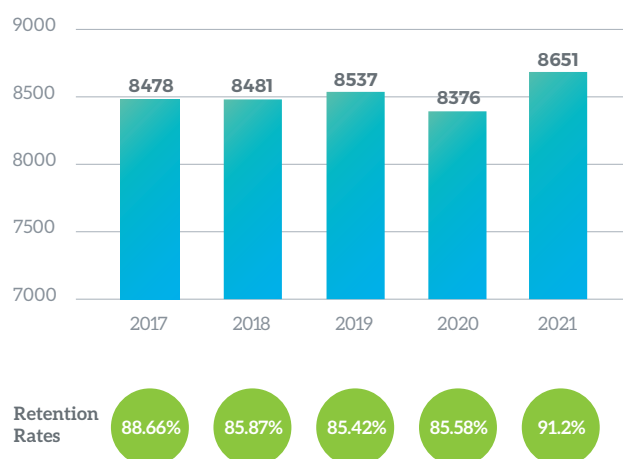
- / COVID-19 crisis management, including different directions for federal and state governments.
- / Extending membership flexible services that are within limited budgets.
- / The changing nature of the government, ministers and health fund policies.
- / The changing nature of the education environment.
- / 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 extended periods of time.

## Membership Figures as of 30/06/2021

Category	VIC	QLD	NSW	SA	WA	TAS	Total
Advanced	551	71	57	6	7	3	695
Remedial	2276	2028	1085	651	716	249	7005
Massage	150	76	76	35	16	15	343
Student	151	50	25	19	111	3	359
Certified	18	11	6	11	10	2	65
Others*	82	41	24	9	23	5	184
<b>Total</b>	<b>3228</b>	<b>2284</b>	<b>1248</b>	<b>731</b>	<b>883</b>	<b>277</b>	<b>8651</b>

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

## Membership Figures for 5 years



# Committees of the Board of Directors

The Massage & Myotherapy Australia Board of Directors have formed the following committees to assist it in achieving the goals of the current Strategic Plan. Each committee is comprised of Directors from the Board and seconded persons with skills that enhance each committee's ability. Committees meet four times per year as prescribed in the Terms of Reference.

## Executive Committee

The Executive Committee is a team made up of the Board of 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, 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 to provide advice on amendments to training and information to members.

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 members 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 complaints submitted to them.

Massage & Myotherapy Australia defines conduct under the same descriptors as the Australian Health Practitioner Regulation Agency (AHPRA) [www.ahpra.gov.au](http://www.ahpra.gov.au) for consistency in reporting.

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 30 June 2021

Division	2021	2020	2019	Matter
NSW	1	0	2	Notifiable Conduct
QLD	0	2	2	Unprofessional Conduct
QLD	0	0	2	Professional Misconduct
QLD	0	0	1	Notifiable Conduct
SA	0	0	2	Unprofessional Conduct
SA	0	1	0	Notifiable Conduct
VIC	2	3	3	Unprofessional Conduct
VIC	4	1	3	Professional Misconduct
VIC	2	1	5	Notifiable Conduct
WA	0	3	4	Unprofessional Conduct

# President's Report



/ Andrew Gallagher,  
National President

As this year draws to a close so does my term as President of AAMT, and as is usual with the President's Report I would like to reflect on the Association's performance over the last year. As this is my last Annual Report I would also like to reflect on the lessons we have learned over the last two years, particularly how they will inform the Association's actions and responses as we move forward.

It goes without saying that COVID-19 has been the dominant challenge of the last two years of Presidency, and as I have communicated to the membership on previous occasions it has shaped many of the decisions taken by the Association at both an operational and Board level.

I believe three key themes have been evident during this time and have influenced my deliberations as President and they are stability, flexibility and effective communication.

We were fortunate, our incoming CEO, although new to the position, was not new to the Association and was therefore able to move into her role with a sense of purpose and confidence that provided the stable leadership required to meet the challenges that arose from the pandemic. This stability was also evident at a Board level, where the depth of the Board's experience coupled with the individual Board members range of abilities was evident. This ensured the Board was able to provide the necessary direction and support to our CEO as she and the office team dealt with a myriad of concerns the pandemic caused our membership.

As an association our prime purpose is to support and provide services to our members, and despite all the uncertainty, of recent times this has been maintained, largely due to the flexibility demonstrated by the office team as they took up the challenges of working from home.

Whilst effective communication has always been a hallmark of the Association, it took on a particular importance over the last two years. The nature of the pandemic particularly in the early days saw great uncertainty with often confusing messaging arising from different quarters. Our communication strategy was simple, that is to relay the facts to our membership by sourcing information from credible official sources. The Association unlike some others was not reactive, did not issue directives but always ensured information was verified before responsibly disseminating it to the membership.

As 2021 comes to an end, with it my Presidency, I can look back with a degree of satisfaction on my time at the helm of AAMT knowing that not only is the Association in a strong financial position but despite the trials and tribulations of COVID-19 we have even increased our membership.

From this position of stability, I believe the future is a bright one as Massage & Myotherapy Australia continues to provide the leadership and vision to take the massage, remedial massage and Myotherapy profession forwards to greater recognition within the health care sector.

I would like to thank the Board of Directors, the CEO, her team, and you the membership for the support given to me whilst serving as President of an organisation I feel a great affection for, and pride in.

**Andrew Joseph Gallagher**

# CEO's Report



/ Ann Davey,  
Chief Executive Officer

To say the past year has been a challenge across the globe is possibly an under-statement. Australia has been challenged with the pandemic, fires, floods, earthquakes, and tornados.

Notwithstanding these challenges, I am pleased to report the financial operation of the Association remained strong. Again, membership has exceeded expectations in the current climate with an increase in retention rates and a growth in membership numbers. A decrease in operational costs and corporate sponsorship remaining strong, along with the Government stimulus packages has seen the recording of an unexpected surplus. Face-to-face events have continued to be problematic in all states, with restrictions on travel between states and numbers at gatherings has meant cancellation or re-scheduling. This saw a significant increase in the use of our online learning platform. The Conference was again deferred due to restrictions and pivoted to a successful International Virtual Event.

The 2019-2021 Strategic Plan, Positioning, Building and Learning, has come to an end, with the creation of a new Strategic Plan to take us through the next three years. The new Strategic Plan was developed under independent facilitation with Directors, Committee Chairs, key management staff, and external Stakeholders invited to contribute.

Again, engagement with members was paramount, with the goal to keep members as up to date as possible on current directions, including federal and state government updates. To date, the number of communications in the first half of 2021 doubled that of the entire previous year. Significant resources were invested into advocacy with submissions covering restrictions to practice during the pandemic, along with consultation submissions including State Insurance Regulatory Authority Framework, Dementia and Aged Care, Our Health Our Future, Medicare Taskforce Reports, Skills Migration Visa Inquiry and many more. Bulletins and media releases were developed to support the consultations with some exposure to radio and television.

In following state directions, the Team spent a large part of the year working from home. The Association employs 12 staff to service approximately 8,600 members giving a ratio of 1:700 and 1:1200 ratio for telephone service and frontline contact to administer members' details, documents, and fund updates. Massage & Myotherapy Australia has a diverse team with some working part-time to find that inevitable work-life balance, with 70% being female, six different nationalities and ages that range from 20 years to 70+.

Massage & Myotherapy Australia is committed to supporting members and work within the Vision Statement, 'Leader of the Australian Massage Profession'. Thank you to the Team Members who tirelessly answered what has been one of the busiest years for telephone and email enquiries, along with continuing to complete their work. Thanks also go to the many volunteers, Directors, Committee Members and Ambassadors. Thanks also go to our outgoing President, Andrew Gallagher, for his support and guidance throughout his time as President. And a final thanks to our members, for supporting the Association and each other through these uncertain times. Without all of you the Association would not be the professional association that it is.

**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, remedial massage therapists and 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, Building and Learning as adopted by the Board for 2022 to 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 are convened by 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 held online. Massage & Myotherapy Australia always embraces technology to reduce costs and will host the 2021 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.

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 Australian Research Centre in Complementary and Integrative Medicine (ARCCIM), University of Technology Sydney to support Professor Niki Munk, 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 policymaking specific to our profession.

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

### Health and safety in the workplace

Workplace health and safety is a high priority for Massage & Myotherapy Australia. The Association provides flexible work arrangements, including part time work and varied hours of work, to support our employees and their families.

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. 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 30 June 2021, 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.

# Financial Statements

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# Director's Report

Your directors present this report on the company for the financial year ended 30 June 2021.

## Directors

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

- |                           |  |
|---------------------------|--|
| / David Graeme Sheehan    | / Paul Averill ( <i>appointed 27/11/2020</i> )             |
| / Vince Joseph Cosentini  | / Stacey Ann Parfitt ( <i>appointed 27/11/2020</i> )       |
| / Andrew Joseph Gallagher | / Kevin Thomas Skillen ( <i>appointed 27/11/2020</i> )     |
| / Selena Maree Hagan      | / James Joachim Flaxman ( <i>retired on 27/11/2020</i> )   |
| / Ian Alexander           | / Steven James Wescott ( <i>retired on 27/11/2020</i> )    |
| / Robert Wilson           | / Paula Elizabeth Nutting ( <i>retired on 27/11/2020</i> ) |
| / Raelene Anne Clarke     |  |

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

## Principal Activities

The principal activity of the company during the financial year was the provision of membership services 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

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

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

## 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*

## 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, Member of Executive Committee.*

## Steven James Wescott Non-Executive Director

### Qualifications

*Advanced Diploma Myotherapy, Cert IV Training & Assessment Experience. 16 years as a therapist and 7 years teaching*

### Special Responsibilities

*Chair of Education Committee, Member of Ethics 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  
Member of National Ethics 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 (III certificate), Cert IV group fitness and personal trainer, Cert IV in Governance*

### Experience

*Practiced Remedial Massage for 21 years, Musculoskeletal Therapy for 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*

## 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 Womens 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. Organisations 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 and Myotherapy Australia Ltd.

#### Special Responsibilities

Member of Ethics 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 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

### 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

Chair of Education 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 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, Member of Audit and Risk Committee

### Stacey Anne Parfitt Non-Executive Director

#### Qualifications

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 promoting health and preventive medicine to those in regional areas

#### Special responsibilities

Member of Education Committee

### Paul Raymond Averill Non-Executive Director

#### Qualifications

Diploma of Remedial Massage, Certificate IV in Training and Assessment, Variety of other industry based training.

#### Experience

Remedial Massage Therapist. Owner/Director of Rub Massage, 4 site Adelaide based Remedial Massage Clinic. Work history comprises of leadership positions, business and sales training. Investor

#### Special responsibilities

Member of Ethics Committee

## Staff Profiles

**Ann Davey** / Chief Executive Officer

**Alex Charles-Ffrench** / Association Manager (Maternity Leave)

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

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

**Daniel Lambrou** / Communications, Services Team Supervisor

**Ken Ng** / CPE Events and Ambassador Administrator

**Julie Campaner** / Health Fund Administrator, Office Support

**Sandra Edwards** / Reception

**Natasha Rowney** / Membership Administrator

**Megan Aitcheson** / Administrative Support

**Nathan Woods** / Marketing Administrator

**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		
Name	Number Eligible to Attend	Number Attended
Paul Raymond Averill	2	2
Raelene Anne Clark	4	4
Vince Joseph Cosentini	4	3
James Joachim Flaxman	2	1
Andrew Joseph Gallagher	4	4
Selena Maree Hagan	4	4
Paula Elizabeth Nutting	2	2
Stacey Anne Parfitt	2	2
Kevin Thomas Skillen	2	2
David Graeme Sheehan	4	4
Steven James Wescott	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 2021, the total amount that members of the entity are liable to contribute if the entity is wound up is \$8,651 (2020: \$8,376).

## Auditor's Independence Declaration

The auditor's independence declaration for the year ended 30 June 2021 has been received and can be found on page 5 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 2021, 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: 27 October 2021

# Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2021

	Note	2021 (\$)	2020 (\$)
Revenue	2	2,477,838	2,147,936
Employee benefits expense		(915,360)	(1,038,482)
Depreciation and amortisation expense		(202,559)	(186,564)
Journal expenses		(183,581)	(191,167)
Membership expenses		(50,519)	(51,929)
CPE direct expenses		(170,996)	(223,413)
Governance expenses		(44,084)	(55,099)
Conference expenses		(86,940)	(6,645)
Administration and other operating expenses		(555,656)	(598,255)
<b>Profit/(loss) before income tax</b>		<b>268,143</b>	<b>(203,618)</b>
Income tax expense		-	-
<b>Profit/(loss) for the year</b>		<b>268,143</b>	<b>(203,618)</b>
<b>Other comprehensive income for the year</b>		<b>-</b>	<b>-</b>
<b>Total comprehensive income for the year</b>		<b>268,143</b>	<b>(203,618)</b>

The accompanying notes form part of these financial statements.

# Statement of Financial Position

As at 30 June 2021

	Note	2021 (\$)	2020 (\$)
<b>ASSETS</b>			
CURRENT ASSETS			
Cash and cash equivalents	4	2,123,070	700,200
Trade and other receivables	5	116,635	238,914
Other financial assets	6	546,000	1,549,571
TOTAL CURRENT ASSETS		2,785,705	2,488,685
NON-CURRENT ASSETS			
Other receivables	5	-	218
Right-of-use assets	8	632,182	619,412
Property, plant and equipment	7	33,573	41,930
		665,755	661,560
TOTAL ASSETS		3,451,460	3,150,245
<b>LIABILITIES</b>			
CURRENT LIABILITIES			
Trade and other payables	9	1,116,914	1,157,559
Lease liabilities		179,216	136,663
Employee benefits	10	118,176	93,435
TOTAL CURRENT LIABILITIES		1,414,306	1,387,657
NON-CURRENT LIABILITIES			
Lease liabilities		492,969	493,969
Employee benefits	10	8,790	1,367
TOTAL NON-CURRENT LIABILITIES		501,759	495,336
TOTAL LIABILITIES		1,916,065	1,882,993
NET ASSETS		1,535,395	1,267,252
<b>EQUITY</b>			
Reserves		131,596	131,596
Accumulated surpluses		1,403,799	1,135,656
TOTAL EQUITY		1,535,395	1,267,252

The accompanying notes form part of these financial statements.

# Statement of Changes in Equity

For the Year Ended 30 June 2021

## 2021

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

## 2020

	Retained Earnings	General Reserve	Total
	\$	\$	\$
<b>Balance at 1 July 2019</b>	1,339,274	131,596	1,470,870
Loss for the year	(203,618)	-	(203,618)
<b>Balance at 30 June 2020</b>	<b>1,135,656</b>	<b>131,596</b>	<b>1,267,252</b>

The accompanying notes form part of these financial statements.

# Statement of Cash Flows

For the Year Ended 30 June 2021

	Note	2021 (\$)	2020 (\$)
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from operations		<b>2,748,177</b>	2,203,574
Interest received		<b>23,065</b>	39,654
Payments to suppliers and employees		<b>(2,164,226)</b>	(2,271,920)
Interest paid on lease liabilities		<b>(22,298)</b>	(28,122)
<b>Net cash provided by operating activities</b>	15	<b>584,718</b>	(56,814)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Transfer (to)/from long term deposits classified as amortised cost financial assets		<b>1,003,571</b>	(625,972)
Purchase of property, plant and equipment		<b>(13,578)</b>	(33,457)
<b>Net cash used by investing activities</b>		<b>989,993</b>	(659,429)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Payment of lease liabilities		<b>(151,841)</b>	(133,000)
<b>Net cash used by financing activities</b>		<b>(151,841)</b>	(133,000)
Net increase in cash and cash equivalents held		<b>1,422,870</b>	(849,243)
Cash and cash equivalents at beginning of year		<b>700,200</b>	1,549,443
Cash and cash equivalents at end of financial year	4	<b>2,123,070</b>	700,200

The accompanying notes form part of these financial statements.

# Notes to the Financial Statements

For the Year Ended 30 June 2021

## 1. Summary of Significant Accounting Policies

### Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the reporting requirements of the Corporations Act 2012. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

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) Revenue

### Subscription income

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.

## (A) Revenue

### 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).

### 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.

### Leases

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.

## 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.

## (c) Financial instruments

### Initial recognition and measurement

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.

## (D) Cash and cash equivalents

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

## (E) Goods and Services Tax (GST)

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

Receivables and payable are stated inclusive of GST.

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

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

## (F) Employee benefits

### Short-term employee benefits

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

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

### Other long-term employee benefits

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

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

### (G) Income Tax

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

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

### (H) Critical accounting estimates and judgments

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

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

The significant estimates and judgments made have been described below.

#### Key estimates - Receivables

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

#### Key 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	2021 (\$)	2020 (\$)
Member subscriptions		1,783,652	1,383,712
Journal income		15,176	54,623
Member advertising		7,596	6,173
Sponsorship		228,440	242,604
CPE event income		171,420	209,496
Association branded goods		628	794
Interest revenue from bank deposits		23,065	39,654
Government support income		141,638	199,931
Conference delegate fees		102,245	-
Other income		3,978	10,949
		<b>2,477,838</b>	2,147,936

## 3. Income Tax Expense

Reconciliation of income tax to accounting profit:

	Note	2021 (\$)	2020 (\$)
Surplus/(deficit) from operations		268,143	(203,616)
Add:			
- Employee FBT contribution		-	415
Revised net profit		268,143	(203,201)
Prima facie tax payable/(benefit) on result from ordinary activities before income tax at 26% (2020:27.5%)		69,717	(55,880)
Increase/(decrease) in income tax expense due to:			
- Non-taxable member income arising from principle of mutuality		(60,737)	33,430
- Deferred tax assets not brought to account		-	22,450
- recoupment of prior year tax losses not previously brought to account		(8,980)	-
Income tax expense		-	-

**4. Cash and cash equivalents**

	Note	2021 (\$)	2020 (\$)
Cash on hand		-	2
Cash at bank		<b>2,123,070</b>	700,198
		<b>2,123,070</b>	700,200

**5. Trade and other receivables**

## CURRENT

Trade receivables		<b>29,554</b>	35,927
Other receivables		-	83,164
Prepayments		<b>87,081</b>	119,823
		<b>116,635</b>	238,914

## NON-CURRENT

Other receivables		-	218
Total non-current trade and other receivables		-	218

**6. Other financial assets**

## CURRENT

Amortised cost financial assets		<b>546,000</b>	1,549,571
		<b>546,000</b>	1,549,571

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

A bank guarantee of \$59,895: (2020: \$59,895) has been provided from term deposits for property lease.

## 7. Property, plant and equipment

### PLANT AND EQUIPMENT

	Note	2021 (\$)	2020 (\$)
Office equipment At cost		<b>84,683</b>	75,076
Accumulated depreciation		<b>(76,302)</b>	(64,407)
Total office equipment		<b>8,381</b>	10,669
Computer equipment At cost		<b>260,740</b>	222,948
Accumulated depreciation		<b>(252,194)</b>	(215,804)
Total computer equipment		<b>8,546</b>	7,144
Leasehold Improvements At cost		<b>29,904</b>	29,904
Accumulated amortisation		<b>(13,258)</b>	(5,787)
Total leasehold improvements		<b>16,646</b>	24,117
Total property, plant and equipment		<b>33,573</b>	41,930

(a) Movements in Carrying Amounts

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

	Office Equipment \$	Computer Equipment \$	Leasehold Improvements \$	Total \$
<b>Year ended 30 June 2021</b>				
Balance at the beginning of year	<b>10,669</b>	<b>7,144</b>	<b>24,117</b>	<b>41,930</b>
Additions	<b>9,242</b>	<b>4,336</b>	-	<b>13,578</b>
Depreciation expense	<b>(11,530)</b>	<b>(2,934)</b>	<b>(7,471)</b>	<b>(21,935)</b>
<b>Balance at the end of the year</b>	<b>8,381</b>	<b>8,546</b>	<b>16,646</b>	<b>33,573</b>

## 8. Leases

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

The company leases commercial office space with a lease term of 5 years, with an extension of 3 years ending 30 November 2024. As for the office equipment, the company leases a photocopier with a lease term of 5 years.

### Right-of-use assets

	Note	2021 (\$)	2020 (\$)
Year ended 30 June 2020			
BUILDINGS			
Balance at beginning of year		615,818	755,249
Amortisation charge		(176,369)	(139,431)
Lease adjustment		173,547	-
		<b>612,996</b>	615,818
OFFICE EQUIPMENT			
Balance at beginning of year		3,593	8,383
Additions for the year		19,848	-
Amortisation charge		(4,255)	(4,790)
		<b>19,186</b>	3,593
Balance at end of year		<b>632,182</b>	619,411
AASB 16 related amounts recognised in the statement of profit or loss and other comprehensive income			
Depreciation charge related to right-of-use assets		180,624	144,221
Interest expense on lease liabilities		22,298	28,122

## 9. Trade and other payables

CURRENT			
Trade payables		44,019	76,155
Income received in advance		1,009,189	1,026,076
Sundry payables and accrued expenses		63,706	55,328
		<b>1,116,914</b>	1,157,559

## 10. Provisions

Employee benefits

	Note	2021 (\$)	2020 (\$)
CURRENT			
Long service leave		62,575	41,128
Annual leave		55,601	52,307
		<b>118,176</b>	93,435
NON-CURRENT			
Long service leave		8,790	1,367
		<b>8,790</b>	1,367

### 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.

### 11. 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	2021 (\$)	2020 (\$)
Financial assets at amortised cost			
Cash and cash equivalents	4	2,123,070	700,200
Financial assets	6	546,000	1,549,571
Loans and receivables	5	116,635	238,914
<b>Total financial assets</b>		<b>2,785,705</b>	<b>2,488,685</b>
Financial Liabilities			
Financial liabilities at amortised cost			
Trade and other payables	9	1,116,914	1,157,559
Lease liabilities		672,185	630,632
<b>Total financial liabilities</b>		<b>1,789,099</b>	<b>1,788,191</b>

### 12. Key Management Personnel Compensation

The total remuneration paid to key management personnel of the Company is \$ 287,552 (2020: \$ 401,871). This amount includes fees paid to directors amounting to \$14,166 (2020: \$13,525).

For details of other transactions with KMP, refer to note 14.

### 13. Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2021 (30 June 2020:None).

### 14. 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:

1. 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 2021 was \$87,384.
2. PN Hands On is an entity related to Pasula Nutting, which provided webinar events to the company. Total fee charged for the financial year ended 30 June 2021 was \$2,936.
3. 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 2021 was \$8,300.



## 15. Cash Flow Information

Reconciliation of cash flow from operations with result for the year

	Note	2021 (\$)	2020 (\$)
Net profit/(loss) attributable to members of the Association		<b>268,143</b>	(203,616)
Non cash items in result:			
Amortisation		<b>180,624</b>	144,221
Depreciation		<b>21,935</b>	42,343
Changes in assets and liabilities			
(Increase)/decrease in trade and other receivables		<b>122,497</b>	(138,624)
Increase/(decrease) in income in advance		<b>(16,887)</b>	94,107
Increase/(decrease) in trade and other payables		<b>(23,758)</b>	38,133
Increase/(decrease) in employee benefits		<b>32,164</b>	(33,378)
<b>Cash flow from operations</b>		<b>584,718</b>	(56,814)

## 16. 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 2021 the number of members was 8,652 (2020: 8,376).

## 17. 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 2021, 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.

## 18. 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 2021 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 2021, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible entities' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2021 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards - reduced disclosure requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*.

##### 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 *Australian Charities and Not-for-profits Commission Act 2012* 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.

##### 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 - Reduced disclosure requirements and the *Australian Charities and Not-for-profits Commission Act 2012* 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

70 104 153 460

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

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

  
Saward Dawson


Peter Shields  
Partner

Blackburn, Vic

Dated: 27 October 2021



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

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