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# Annual Report –

*Australian Association  
of Massage Therapists  
Limited*

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**MASSAGE &  
MYOTHERAPY**  
AUSTRALIA



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# About the Australian Association of Massage Therapists

AAMT rebranded as Massage & Myotherapy Australia on 1 September 2016. However, as the company name is the Australian Association of Massage Therapists Limited, this report refers to AAMT as well as to Massage & Myotherapy Australia.

### Our Vision

To be the 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 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 15 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 and myotherapists in Australia and was formed following the amalgamation of five major Australian massage associations in 2003.

### Serving our Recognised Members

AAMT represents over 8,400 members. AAMT is a self-regulating membership organisation which advocates high standards of ethical and professional practice among its members. These standards are initially achieved by recognising individual practitioners for membership who hold formal qualifications that are defined by the Australian Qualifications Framework and supported by the 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 certifies massage 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 15 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 membership 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, 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 hands on workshops.

## Insurance

AAMT members are able to obtain premium Combined Malpractice & Public Liability Insurance at a significantly reduced price because of a negotiated agreement with our preferred provider of insurance, Aon Risk Services Australia Limited. Members also have access to legal advice through the free AON legal hotline.

## WorkCover

Remedial Massage & 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 industry news and developments through its quarterly journal.

## eNewsletter

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

## Website

Featuring 'Members Only' 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.

## Australian Massage Directory

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

## Use of Massage & Myotherapy Logo

Members are entitled to use the logo to promote their professionalism and also 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

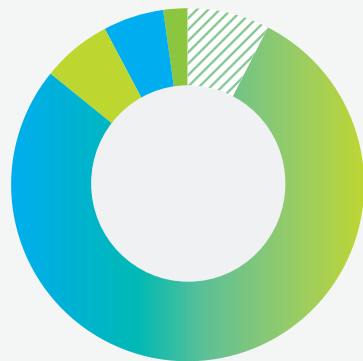
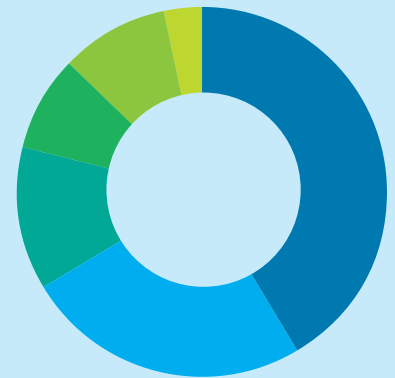
Membership of the Association is divided into geographical regions based on the state or territory in which a member has their principal place of business. The current divisions are as follows:

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

### Membership Figures as of 30/06/2018

Category	VIC	QLD	NSW	SA	WA	TAS	Total
Advanced	507	69	49	7	8	2	642
Remedial	2367	1828	882	627	711	234	6649
Massage	236	144	68	52	24	22	546
Student	326	51	32	13	42	2	466
Others*	86	30	26	15	19	2	178
<b>Total</b>	<b>3522</b>	<b>2122</b>	<b>1057</b>	<b>714</b>	<b>804</b>	<b>262</b>	<b>8481</b>

### Membership by Division



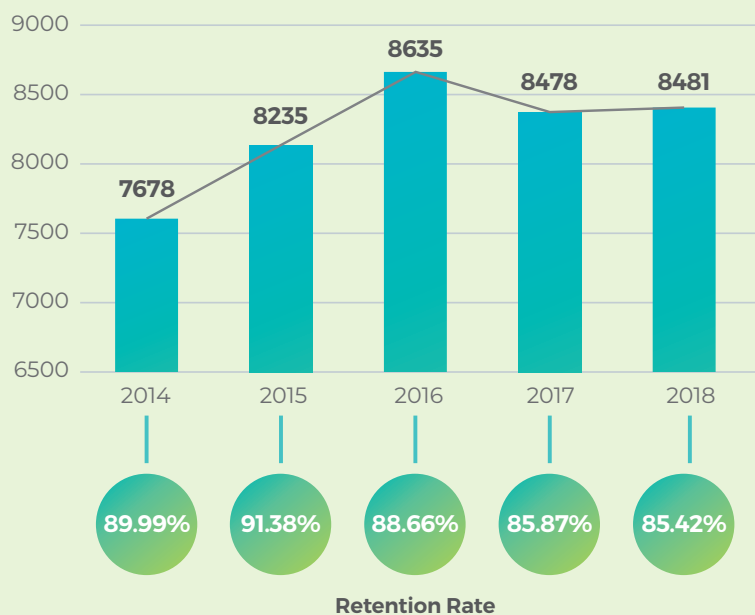
### Membership by Category

- 642 Advanced
- 6649 Remedial
- 546 Massage
- 466 Student
- 178 Others\*

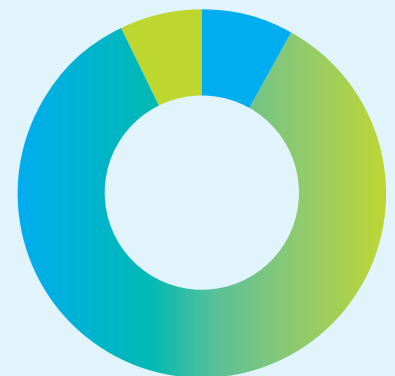
- 3522 VIC
- 2122 QLD
- 1057 NSW
- 714 SA
- 804 WA
- 262 TAS

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

### Membership Figures for 5 years



### Membership by Qualifications



- 642 MYO and Bachelor
- 6649 HLT Diploma
- 546 HLT Cert IV

# Highlights and Summary 2018

<b>Key Financial Data</b>	<b>2018(\$)</b>	<b>2017(\$)</b>
Total Income	2,371,869	2,243,260
Total Expenses	(2,387,539)	(2,468,690)
Net Profit before Tax	(15,669)	(225,430)
Income Tax	0	0
Net Profit after Tax	(15,669)	(225,430)
Total Assets	2,510,123	2,409,613
Total Net Assets	1,336,379	1,352,048

<b>Key Ratios</b>	<b>2018(\$)</b>	<b>2017(\$)</b>
Return on Total Assets	-0.62%	-9.36%
Current Ratio	2.13	2.37



## Other Highlights

- 85.42% member retention
- Launch of Massage & Myotherapy Connect in Sep 17, an online mixed media show and published 10 Connect episodes
- Celebrated 15th anniversary as an organisation in March 2018
- More than 6,000 Facebook followers
- 200,617 unique visitors to our website [massagemyotherapy.com.au](http://massagemyotherapy.com.au)
- 294,200 number of visits to our website [massagemyotherapy.com.au](http://massagemyotherapy.com.au)
- Launched the first ever national education media campaign to help people find professional massage therapists and myotherapists in their local communities
- Became a supporting partner of Stay Smart Online, the Australian Government's online safety and security website designed to help everyone understand the risks and the simple steps we can take to protect our personal and financial information online
- Successfully passed all private health insurance fund audit requirements
- Launched a new guide for the prevention and management of sexual misconduct.

### Key Metrics

	2014	2015	2016	2017	2018
No of Members	7678	8235	8635	8478	8481
Membership Growth (Annual)	4.75%	7.25%	4.86%	-1.82%	0.04%
Membership Retention (Annual)	89.99%	91.38%	88.66%	85.87%	85.42%

### Revenue Sources

	2014	2015	2016	2017	2018
Membership	70.75%	73.01%	72.34%	71.03%	71.22%
Continuous Professional Development	5.93%	5.58%	5.26%	3.15%	6.20%
Corporate Sponsorship	6.74%	6.82%	7.84%	8.59%	8.38%
Annual Conference	9.56%	7.47%	8.15%	10.61%	7.28%

## Challenges for 2018

- Extending membership services that are flexible within limited budgets
- The changing nature of the government, ministers and health fund policies
- The changing nature of the education environment and student loan systems
- 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.

# Committees of the Board of Directors

The AAMT 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 a minimum of four times a year.

## **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 and may be called upon to make decisions in time 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 the review 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 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 Separate Report.

# Ethics Committee

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.

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.

A further thirty one (31) matters were administered by Massage & Myotherapy Australia involving qualified and unqualified massage and myotherapists across Australia. We believe the decline in reporting of ethical cases directly to the Association is due to the increase in cases being referred to the Health Care Commission in each state or territory. 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) <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. AAMT 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 AAMT.

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 2018

Division	2018	2017	Matter
New South Wales	0	3	Professional Misconduct
New South Wales	0	1	Unprofessional Conduct
New South Wales	0	9	Notifiable Conduct
ACT	0	1	Unprofessional Conduct
Queensland	0	4	Unprofessional Conduct
Queensland	0	8	Notifiable Conduct
South Australia	0	1	Notifiable Conduct
NT	1	0	Professional Misconduct
Victoria	1	1	Unprofessional Conduct
Victoria	0	7	Notifiable Conduct
Victoria	1	3	Professional Misconduct
WA	0	1	Professional Misconduct
WA	0	2	Notifiable Conduct

# President's Report



The presentation of the President's annual report is not only an important opportunity to reflect on the year that has passed but also to turn our attention to the year ahead and give some consideration to all future opportunities and challenges that lie ahead.

As in any year there were important milestones that have occurred and in the case of Massage & Myotherapy Australia the celebration of our 15th year as an organisation is certainly a significant one.

This is not just a temporal achievement but one that reflected a consolidation of resources and an attainment of a level of professionalism within the profession that has enabled us to maintain a strong, loyal membership which now numbers well over 8,500 therapists nationally.

The Association's conference held this year at the Gold Coast Convention Centre is another important milestone to recognise and although this event is annual, its importance in the life of the Association should not be underestimated or taken for granted. The quality of this year's program can not only be attributed to the organising committee but also reflects the increasing professionalisation and sophistication of our membership.

Governance, is an important measure not only of the intrinsic health of an organisations but it also significantly affects the ability of the Association to represent the interests of its membership. It has to be said that the history of complementary health associations in Australia has not always been exemplary in this area. In fact one of the reasons the Association was formed 15 years ago was to address and improve upon deficits in governance that were evident in the fragmentation within the massage profession in Australia.

Once again we are starting to see governance issues arising in other associations. By comparison, Massage & Myotherapy Australia stands out as an organisation delivering best practice in this vital area of corporate governance, I can assure the membership that as President and with the support of the Directors the Board commitment to good governance is at the forefront of all our deliberations.

The Association's most significant achievement for the past year has been in the area of advocacy, a key area of the Associations raison d'etre.

The importance of maintaining private health insurance rebates for massage, remedial massage and myotherapy cannot be overstated. This was achieved through our professional government education and advocacy to health stakeholders, with the capacity to back up our campaign with evidence. In fact the evidence Massage & Myotherapy Australia presented I believe overwhelmed the decision makers charged with the responsibility of sorting the 'chaff from the wheat'.

Whilst as an association we can all feel immensely proud of this achievement, we cannot rest on our laurels. The Association, through its Board of Directors with the able assistance of its Chief Executive Officer is committed to ongoing advocacy on behalf of the membership to ensure we protect and further the recognition our profession has achieved.

In conclusion I look forward to the year to come with great optimism and hope, that despite whatever challenges lay before us the collective efforts of all will see the Association rise to meet those encounters effectively. As I stated in my first President's message to the members, I would like to see further integration of massage and myotherapy into the health services available to all Australians. The maintenance of the private insurance rebate provides us with a strong platform to further that aim. As we look to the coming year it is worth remembering the words of the inspirational Helen Keller.

**'Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence'.**



Andrew Joseph  
Gallagher

## CEO's Report



The content of this report has been guided by the Association's response to the material issues of the membership and how these important issues reflect the way that the Board of Directors of Massage & Myotherapy Australia make assessments and decisions based on the significant social and environmental impact these issues have on members.

To be responsive to members' needs, we provided opportunities for our members to enhance their job performance and develop their careers through advertisements and education of the public. The 'Find a Professional' education campaign launched the first-ever national education campaign to help health consumers find professional massage through remedial massage therapists and myotherapists in their local communities. We are excited that this program will continue in the 2018-2019 financial year.

Further, the quality assurance project for the public through the Certification Program for any massage and myotherapists across any Association will bring informed consumers to the treatment tables, thereby significantly increasing the number of clients who want treatment – not a health fund rebate – as a priority.

With the final imprimatur of the Australian Competition and Consumer Commission pending, assurance for employers, health jurisdictions and government bodies will continue to grow and members will be increasingly separated from the stigma of the 'massage parlour' mentality.

Sustainability is core to the way we operate at Massage & Myotherapy Australia and we can only create value for all members by operating in a sustainable way. This financial year has shown growth in membership, increased member assets and a decrease in operational costs. Over the financial year, 64 education events were run nationally with income exceeding budget. The Association provided 47 Hands on Workshops and 17 Webinars across Australia.

The expected loss for the year was managed and reduced significantly

by the management team through sound accounting, monitoring of expenses and a commitment towards return on investment for projects, ensuring the members' money is used to its capacity for their services while, at the same time, dealing with any emerging issues as they arise.

Massage & Myotherapy Australia strives to create an inclusive work environment, with particular attention to gender and cultural diversity. More than 70 per cent of our employees across the Association staff are female and we represent eight different nationalities. To keep innovation and stewardship balanced, experience and creativity is tempered with an age range of 19-56 years. Massage & Myotherapy Australia supports flexible working practices a commitment to workplace health and safety and training as well as the mental health of our employees. In this financial year we appointed staff dedicated to the marketing of the Association and the membership and a new events specialist will be appointed shortly.

We acknowledge that we can always do better. We have the tools to do this, but the key challenge will be delivering services in an ever-changing environment across a diverse membership. Teamed with the Board's commitment to transparent, accountable governance, I am pleased to present the 2017/2018 Annual Report to the members.



Tricia Hughes  
BA (Soc Sci), Dip HR Management,  
Dip Quality Audit, Cert Gov, Cert Govt  
Investigations, Company Secretary

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 and to serve as a valuable resource for both professional massage therapists, myotherapists, allied health and the general public. The Association continued to achieve this by implementing the four key strategies of the Strategic Plan of Education, Profile, Regulation and Technology as adopted by the Board for 2014 to 2019.

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 teleconference. The impact on travel has been reduced this year due to the geographical makeup of the current Board with Board Meetings held internally to our own office. Massage & Myotherapy also embraced technology by hosting the 2017 AGM online, this innovation will continue into 2019. Massage & Myotherapy Australia is committed to ensuring our operations reduce the environmental impact where possible. This is done through the following strategies;



## Electricity usage

Electricity usage during the year increased by 35.25%. However, the power consumed was fully carbon emissions offset by Powershop using the Certified Emissions Reduction Units to achieve carbon neutrality. The energy usage is certified 100% carbon neutral under the Australian Government's carbon neutral program. 25,704 tonnes of carbon was offset from 01/07/17 to 30/06/18 (2017,13.04). During the reporting period, the total electricity consumption was 23,800 Kwh (2017, 17,597 Kwh).

## 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 to support the University of Technology Sydney with the University's Australian Research Centre in Complementary and Integrative Medicine (ARCCIM) and the International CM Research Leadership and Capacity Building Program. Massage & Myotherapy Australia 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.

## 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.

Training was provided to staff on 'Balance to Boundaries' which offered a practical alternative to work life balance. Additional training was offered to all staff which focused on both awareness and action in supporting workplace mental health.

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 at 30 June 2018, out of a total workforce of 11 staff, 73% 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 meeting, monthly management meetings, annual performance reviews and team activities and development.

# Directors' Report

## 30 June 2018

The Directors present their report, together with the financial statements, on the company for the year ended 30 June 2018

### 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  
Appointed 24/11/2017
- Steven James Wescott  
Appointed 24/11/2017
- Paul Thomas McCann  
Retired 24/11/2017
- Madeleine Eve Rose  
Retired 24/11/2017
- Alexis Nicholas Watt  
Retired 24/11/2017

### Short Term Objectives

To promote qualified professional massage, remedial and myotherapy practitioners to improve quality assurance, education and choice for the health consumer.

## Long Term Objectives

Encourage and disseminate research in the areas of massage and myotherapy and to lead the profession through a robust, third party independent review process for practitioners nationally. To be proactive in guiding members in ethical practice and the highest standards of behaviour through ongoing education and publications.

## Strategies

- To provide clearly defined advanced levels of professional standing and certification through standardised quality assurance systems.
- To promote professional members as safe and quality assured.
- To implement and educate members around the National Code of Conduct for Unregistered Practitioners and any legal requirements and Acts.
- To pursue and maintain respectful and transparent relationships with industry stakeholders to ensure sustainability of the Association.

Massage & Myotherapy has renewed the agreement with the University of Technology Sydney to support the study on cost utility of massage for the management of low back pain in Australia, identifying economic data which assists in achieving the long term objectives. The University has appointed a PHD Dr Niki Munk, specifically for studies in musculoskeletal conditions.

Massage & Myotherapy Australia sits on the PRACCI Steering Committee, the only complementary medicine practitioner research and collaboration initiative in Australia, focussed on practitioner based research.

## Principal Activities

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

## Operating Results

The deficit of the company after providing for income tax amounted to (-\$15,669) (2017: -\$225,430).

## 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 and myotherapists throughout Australia. The revenue of the company was \$2,371,870 (2017: \$2,243,260) and operating expenses were \$2,387,539 (2017: \$2,468,690), which resulted in a deficit of (-\$15,669) (2017: -\$225,430). The Association is a not-for-profit organisation and the majority of its income is not subject to income tax.

Since the date of the last report to the date of this report there were no significant changes in the state of affairs of the company.

## 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

## 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

## Robert James Rogerson Non-Executive Director

### Qualifications

Accountancy Diploma, Certified Internal Auditor, Fellow of the Institute of Public Accountants, Member of the Institute of Internal Auditors, Cert IV Frontline Management, Cert IV Massage Therapy, Lean Competency- Fundamentals, Cert IV in Governance

### Experience

Commonwealth Bank 16 years – 8 years internal audit, Peoples Choice Credit Union 8 years- 4 years internal audit, 4 years loans and special projects, KPMG – Internal Audit and Advisory 6 years, Adelaide Casino 1.5 years – Regulatory Affairs Manager, Compliance officer at Junction Australia

### Special Responsibilities

Member of Audit and Risk Committee, Member of Executive Committee

## Rebecca Susan Byrne Non-Executive Director

### Qualifications

Diploma of Vocational Education and Training, Diploma of Training Design and Development, Diploma in Remedial Massage, Cert IV in Workplace Training and Assessment, Certificate IV Dance Therapy Practice, Cert IV in Governance

### Experience

Lecturer in Remedial Massage for South Metro Tafe Institute for 13 years , Co-ordinator Remedial Massage at South Metro Tafe , 13 years remedial massage experience in private practice

### Special Responsibilities

National Vice President, Chair of Ethics Committee, Member of Executive 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 20 years, Musculoskeletal Therapy- 11 years. Involvement in setting curriculum for Cert IV and Diploma of Massage relating to Health Training Package. Actively involved with Massage Associations for 18 years. Face to Face interaction and collaboration with various Canadian Massage Associations in areas of governance, ethics and education.

#### **Special Responsibilities**

Member of Education 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**

27 years in private practice

#### **Special Responsibilities**

Member of Ethics Committee

### **Vince Joseph Cosentini Non-Executive Director**

#### **Qualifications**

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

#### **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 Current), 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 U 17 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

#### **Special Responsibilities**

Member of Audit and Risk Committee

# Information on Directors

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

### **Qualifications**

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

### **Experience**

36 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

## **Steven James Wescott** **Non-Executive Director**

### **Qualifications**

Advance Diploma Myotherapy, Cert IV Training & Assessment

### **Experience**

15 years as a therapist and 6 years teaching

### **Special Responsibilities**

Chair of Education Committee

# Meetings of Directors

	Directors' Meetings		Finance and Audit	
	Number Eligible to Attend	Number Attended	Number Eligible to Attend	Number Attended
David Graeme Sheehan	4	3		
Robert James Rogerson	4	4	4	3
Rebecca Susan Byrne	4	3		
Paula Elizabeth Nutting	4	3		
James Joachim Flaxman	4	4		
Vince Joseph Cosentini	4	3	4	3
Andrew Joseph Gallagher	2	2		
Steven James Wescott	2	2		

## Directors' Benefits

Disclosure relating to directors' emoluments has been included in Note 6 of the financial report.

During the financial year the Association paid premiums of \$3,940 (2017: \$3,940) to insure Directors against liabilities and costs incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of officer of the Association, other than conduct involving a willful breach of duty in relation to the Association.

## Proceedings on Behalf of the Company

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings.

## Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 46 of the financial report.

This report is made in accordance with a resolution of the directors, pursuant to section 298(2) of the Corporations Act 2001 on behalf of the directors.



Andrew Joseph  
Gallagher



Robert James  
Rogerson

Dated 4th September 2018

# Management Profiles



**Ann Davey**  
**Association Manager**

### **Qualifications**

BCom (HRMgt, AdminMgt), Dip Qual  
Audit, Cert Governance, MAHRI

### **Experience**

2009-current: AAMT Association Manager

2007-2009: Child Care Assistant

2003-2006: Owner, Xeikon Australia and  
New Zealand Pty Ltd

1983-2001: Senior Administrator  
Department within Faculty of Medicine,  
Dentistry & Health Sciences, University  
of Melbourne

### **Key Responsibilities**

Management of Operations

Management of Human Resources

Management of Certification Program

Independent Standards Council Member

Second in charge to CEO





**Roy John**  
**Financial Controller and Company Secretary**

**Qualifications**

CPA, GIA (Cert), AISA

**Experience**

2015-current: AAMT Financial  
Controller & Company Secretary

2014-2015: AAMT Finance Manager  
and Company Secretary

2009-2014: AAMT Finance Manager

2007-2009: AAMT Accountant

2005-2007: Accountant IBIS  
Telecommunications Pty Ltd

**Key Responsibilities**

Management and administration  
of all financial matters

Management of quarterly reporting to  
the CEO and Audit and Risk Committee

Management of interim  
and final audit process

Produce timely annual statutory financial  
statements for audit and filing with ASIC

Manage Information and  
Communications Technology

Manage PCI DSS Compliance  
and Annual Penetration Testing

Audit and Risk Committee Member

# Statement of Comprehensive Income

For the year ended 30 June 2018

		2018 (\$)	2017 (\$)
Revenues from ordinary activities	3	2,371,869	2,243,260
Employee Benefits Expense		(782,398)	(804,239)
Depreciation and Amortisation Expense	4	(8,503)	(14,180)
Administration Expenses		(317,561)	(331,863)
Accommodation Expenses		(137,466)	(135,193)
Employment Expenses		(411,625)	(493,456)
Journal Expenses		(200,389)	(189,107)
Membership Expenses		(349,899)	(344,769)
CPE Direct Expenses		(121,098)	(62,064)
National Board Expenses		(58,599)	(93,819)
<b>Total Expenses from Ordinary Activities</b>		<b>(2,387,539)</b>	<b>(2,468,690)</b>
Profit from ordinary activities before Income Tax Expense		(15,669)	(225,430)
Income Tax Expense relating to Ordinary Activities	5	-	-
Profit from ordinary activities after related income tax expense		(15,669)	(225,430)
<b>Other Comprehensive Income</b>		<b>-</b>	<b>-</b>
<b>Total Comprehensive Income</b>		<b>(15,669)</b>	<b>(225,430)</b>

The accompanying notes form part of these financial statements.

# Statement of Financial Position

As at 30 June 2018

		2018 (\$)	2017 (\$)
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	8	452,341	372,560
Financial Assets	9	1,914,070	1,914,070
Trade and Other Receivables	10	95,142	68,386
<b>Total current assets</b>		<b>2,461,553</b>	<b>2,355,016</b>
<b>NON-CURRENT ASSETS</b>			
Trade and Other Receivables	10	518	200
Property, Plant and Equipment	11	48,052	54,397
<b>Total non-current assets</b>		<b>48,570</b>	<b>54,597</b>
<b>Total assets</b>		<b>2,510,123</b>	<b>2,409,613</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	12	1,038,270	924,554
Short-Term Provisions	13	119,695	70,335
<b>Total current liabilities</b>		<b>1,157,965</b>	<b>994,889</b>
<b>NON-CURRENT LIABILITIES</b>			
Long-Term Provisions	14	15,779	62,676
<b>Total non-current liabilities</b>		<b>15,779</b>	<b>62,676</b>
<b>Total liabilities</b>		<b>1,173,744</b>	<b>1,057,565</b>
<b>Net assets</b>		<b>1,336,379</b>	<b>1,352,048</b>
<b>EQUITY</b>			
Reserves	15	131,596	131,596
Retained Surplus/(Deficit)	16	1,204,783	1,220,452
<b>Total equity</b>		<b>1,336,379</b>	<b>1,352,048</b>

The accompanying notes form part of these financial statements.

# Statement of Changes In Equity

For the year ended 30 June 2018

	Retained Earnings (\$)	General Reserves (\$)	Total (\$)
<b>Balance 1 July 2016</b>	<b>1,445,882</b>	<b>131,596</b>	<b>1,577,478</b>
Loss from Previous year	(225,430)	-	(225,430)
Other Comprehensive Income	-	-	-
<b>Balance 30 June 2017</b>	<b>1,220,452</b>	<b>131,596</b>	<b>1,352,048</b>
Loss for the Year	(15,669)	-	(15,669)
Other Comprehensive Income	-	-	-
<b>Balance 30 June 2018</b>	<b>1,204,783</b>	<b>131,596</b>	<b>1,336,379</b>

The accompanying notes form part of these financial statements.

# Statement of Cash Flows

For the year ended 30 June 2018

		2018 (\$)	2017 (\$)
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Operations		2,389,456	2,228,729
Payments to Suppliers and Employees		(2,360,555)	(2,471,957)
Income Tax		-	-
<b>Net Cash Provided by (used in) Operating Activities</b>	<b>Note 24b</b>	<b>28,901</b>	<b>(243,228)</b>
CASH FLOWS FROM INVESTING ACTIVITIES			
Held to Maturity Financial Assets less than 1 year		-	235,930
Purchase of Property, Plant and Equipment		(2,157)	(31,229)
Payments for the security bond		(318)	9,051
Interest Received		53,355	61,828
<b>Net Cash Provided by (used in) Investing Activities</b>		<b>50,880</b>	<b>275,580</b>
Net Increase in Cash Held		79,781	32,352
Cash and Cash Equivalents at the Beginning of the Financial Year		372,560	340,208
<b>Cash and Cash Equivalents at the End of the Financial Year</b>	<b>Note 24a</b>	<b>452,341</b>	<b>372,560</b>

The accompanying notes form part of these financial statements.

# Notes to the Financial Statements

For the year ended 30 June 2018

## Note 1

### Significant accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated

#### New, revised or amending Accounting Standards and Interpretations adopted

The company has adopted all of the new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new, revised or amending Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the company.

The following Accounting Standards and Interpretations are most relevant to the company:

- AASB 2012-3 Amendments to Australian Accounting Standards - Offsetting Financial Assets and Financial Liabilities

- AASB 2013-3 Amendments to AASB 136 - Recoverable Amount Disclosures for Non-Financial Assets
- AASB 2014-1 Amendments to Australian Accounting Standards (Parts A and C)

#### Basis of Preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and Interpretations issued by the Australian Accounting Standards Board ('AASB'), and associated regulations and the Corporations Act 2001, as appropriate for not-for-profit oriented entities.

#### Historical cost convention

The financial statements have been prepared under the historical cost convention.

#### Critical accounting estimates

Members' subscriptions are recognised during the period to which the membership relates.

#### Interest

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

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

#### Income Tax

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

#### Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

#### Cash and cash equivalents

Cash and cash equivalents includes cash on hand and deposits held at call with financial institutions.

**Trade and other receivables**

Other receivables are recognised at amortised cost, less any provision for impairment.

**Property, Plant and Equipment**

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is provided on property, plant and equipment and is calculated on either a straight line basis or diminishing value basis so as to write off the net cost of each fixed asset over its expected useful life.

The following estimated useful lives are used in the calculation of depreciation:

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the company. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

**Impairment of non-financial assets**

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset.

**Trade and Other Payables**

Trade and other payables represent the liabilities for goods and services received by the company during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

**Employee benefits**

Provision is made for the Association's liability for employee benefits arising from services rendered by the employees to reporting date. Employee benefits expected to be settled within one year together with benefits arising from wages, salaries and annual leave which may be settled after one year, have been measured at the amounts expected to be paid when the liability is settled. Other employee benefits payable later than one year have been measured at the net present value.

Contributions are made by the Association to employee superannuation funds and are charged as an expense when incurred.

**Fair value measurement**

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a

Fixed Asset by Class	Estimated Useful Life
Furniture and Fittings	5 - 20 years
Computer Equipment and Software	3 - 5 years
Leased Assets	5 years
Leasehold Improvements	6 - 20 years

# Notes to the Financial Statements

principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

## Goods and Services Tax ('GST')

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

## Note 2

### Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

### 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 and finite life intangible assets. 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.

### Employee benefits provision

As discussed in note 1, 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 inflation factors, discount rates, and probability factors have been taken into account.



**Note 3 - Revenue from Ordinary Activities**

	2018(\$)	2017(\$)
OPERATING ACTIVITIES		
- Member Advertising	11,023	12,777
- Member Subscriptions	1,689,199	1,593,483
- Sponsorship	198,869	192,748
- Journal Income	74,634	66,386
- Conference Income	172,570	238,077
- CPE Event Income	147,011	70,557
- Association Branded Goods	566	406
- Other Revenue	24,643	6,997
<b>Total Revenue from Operating Activities</b>	<b>2,318,514</b>	<b>2,181,432</b>
Interest Revenue from:		
- Bank Deposits	53,355	61,829
<b>Total Interest Revenue</b>	<b>53,355</b>	<b>61,829</b>
<b>Total Revenue from Ordinary Activities</b>	<b>2,371,869</b>	<b>2,243,260</b>

**Note 4 - Depreciation and Amortisation Expense**

	2018(\$)	2017(\$)
Profit/(Loss) from ordinary activities before income tax has been determined after:		
<b>a. Expenses:</b>		
- Equipment, Furniture and Fittings	3,079	6,601
- Computer Hardware and Software	3,692	6,361
- Leasehold Improvements	1,732	1,218
<b>Total Depreciation</b>	<b>8,503</b>	<b>14,180</b>
<b>Interest Paid</b>	-	-

# Notes to the Financial Statements

## Note 5 - Income Tax Expense

	2018(\$)	2017(\$)
The prima facie tax on profit/(loss) from ordinary activities before tax is reconciled to the income tax is as follows:		
Surplus from Operations	(15,669)	(225,430)
Less: Net Profit Derived from Member Activities	(15,948)	(208,418)
<b>Net Profit/Loss from Non Members Activities</b>	<b>279</b>	<b>-17,012</b>
Net Tax Profit/Loss at End of Year	279	(17,012)
Add Employee FBT Contribution	4,620	4,560
<b>Revised Net Profit at End of Year</b>	<b>4,899</b>	<b>(12,452)</b>
<b>Income Tax Expense Calculated at 27.5%</b>	<b>-</b>	<b>-</b>

The assessable income for income tax purposes comprises only income deemed to be derived from non-member activities. Conversely, allowable deductions for income tax are limited to certain expenses and statutory deductions.

## Note 6 - Remuneration and Retirement Benefits

	2018(\$)	2017(\$)
<b>a. Directors' Remuneration</b>		
During the year remuneration paid to all Directors of the Australian Association of Massage Therapists Limited and any related parties was:		
- Directors' Honoraria	13,200	14,450
<b>Total Directors' Remuneration</b>	<b>13,200</b>	<b>14,450</b>

Number of Australian Association of Massage Therapists Limited Directors whose income from Australian Association of Massage Therapists Limited or any related parties was within the following bands:

	No.	No.
\$0 - \$9,999	10	9

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

	2018(\$)	2017(\$)
David Graeme Sheehan	825	825
Paul Thomas McCann	2,400	6,000
Robert James Rogerson	1,100	1,100
Rebecca Susan Byrne	975	1,300
Vince Joseph Cosentini	825	1,100
Alexis Nicholas Watt	550	1,100
Paula Elizabeth Nutting	1,100	825
James Joachim Flaxman	1,100	1,100
Andrew Joseph Gallagher	3,500	-
Steven James Wescott	825	1,100
	<b>13,200</b>	<b>14,450</b>

#### Note 7 - Auditors' Remuneration

	2018(\$)	2017(\$)
Remuneration of the auditor of the Association for:		
- Auditing or reviewing the financial report	12,445	12,078
- Other services	-	-
- Other services provided by related practice of auditor	-	-

# Notes to the Financial Statements

## Note 8 - Cash and Cash Equivalents

	2018(\$)	2017(\$)
Cash on Hand	113	346
Cash at Bank	452,228	372,215
	<b>452,341</b>	<b>372,560</b>

The term deposit includes security deposit for Paypal of \$86,000 and rental guarantee deposit of \$60,000. The security deposit and rental guarantee are only available on closure of the services attached to the deposit.

## Note 9 - Financial Assets

	2018(\$)	2017(\$)
CURRENT		
Held to maturity financial assets	1,914,070	1,914,070
	<b>1,914,070</b>	<b>1,914,070</b>

## Note 10 - Trade and Other Receivables

	2018(\$)	2017(\$)
CURRENT		
Trade Debtors	1,113	19,625
Provision for Doubtful Debts	-	-
<b>Trade Debtors Net of Provision for Doubtful Debts</b>	<b>1,113</b>	<b>19,625</b>
Other Debtors	676	261
Prepayments	93,353	48,500
<b>Total Current Trade and Other Receivable</b>	<b>95,142</b>	<b>68,386</b>
NON- CURRENT		
Other Debtors	518	200
<b>Total Non Current</b>	<b>518</b>	<b>200</b>

## Note 11 - Property Plant and Equipment

	2018(\$)	2017(\$)
Office Equipment		
At Cost	76,292	76,292
Accumulated Depreciation	61,804	58,725
	<b>14,488</b>	<b>17,567</b>
Computer Hardware and Software		
At Cost	242,723	240,564
Accumulated Depreciation	236,744	233,052
	<b>5,979</b>	<b>7,512</b>
Leased Assets		
At Cost	16,621	16,621
Accumulated Depreciation	16,621	16,621
	-	-
Leasehold Improvements		
At Cost	31,085	31,085
Accumulated Depreciation	3,500	1,767
	<b>27,585</b>	<b>29,318</b>
<b>Total Property, Plant and Equipment</b>	<b>48,052</b>	<b>54,397</b>

### 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 Hardware and Software	Leasehold Improvements	Total
Balance at the beginning	17,567	7,512	29,318	54,397
Additions	-	2,158	-	2,158
Disposals	-	-	-	-
Depreciation expense	(3,079)	(3,691)	(1,733)	(8,503)
<b>Carrying amount at the end of year</b>	<b>14,488</b>	<b>5,979</b>	<b>27,585</b>	<b>48,052</b>

# Notes to the Financial Statements

## Note 12 - Trade and Other Payables

	2018(\$)	2017(\$)
CURRENT		
Trade Creditors	95,944	41,861
Sundry Creditors and Accrued Expenses	74,799	67,596
Subscriptions Received in Advance	867,526	815,097
	<b>1,038,270</b>	<b>924,554</b>

## Note 13 - Short-Term Provisions

	2018(\$)	2017(\$)
Employee Entitlements	61,281	70,335
<b>Aggregate Employee Entitlements Liability-Annual Leave</b>	<b>61,281</b>	<b>70,335</b>
<b>Number of Employees at Year-End (FTE)</b>	<b>10.6</b>	<b>9.8</b>
Employee Entitlements	58,414	-
<b>Aggregate Employee Entitlements Liability-Long Service Leave</b>	<b>58,414</b>	<b>-</b>
	<b>119,695</b>	<b>70,335</b>

## Note 14 - Long-Term Provisions

	2018(\$)	2017(\$)
Employee Entitlements	15,779	62,676
<b>Aggregate Employee Entitlements Liability-Long Service Leave</b>	<b>15,779</b>	<b>62,676</b>

## Note 15 - Reserves

	2018(\$)	2017(\$)
Balance at Beginning of Financial Year	131,596	131,596
<b>Balance at End of Financial Year</b>	<b>131,596</b>	<b>131,596</b>

**Note 16 - Accumulated Surplus/(Deficit)**

	2018(\$)	2017(\$)
Accumulated Surplus at Beginning of Financial Year	1,220,452	1,445,882
Net Profit Attributable to the Members of the Association	(15,669)	(225,430)
<b>Accumulated Surplus at the End of the Financial Year</b>	<b>1,204,783</b>	<b>1,220,452</b>

**Note 17 - Members' Guarantee**

The Australian Association of Massage Therapists Ltd is a public company, limited by guarantee. Each member of the Association has undertaken to contribute the sum of \$1.00 in the event of the Association being wound up. The total number of members as of 30th June 2018 was 8,481 (2017: 8,478).

**Note 18 - Capital and Leasing Commitments**

	2018(\$)	2017(\$)
<b>a. Operating Lease Commitments</b>		
Payable		
- Not later than one year	169,476	108,900
- Later than 1 year but not later than 5 years	677,903	653,400
- Later than 5 years	-	-
	<b>847,379</b>	<b>762,301</b>

The operating lease is for the rental of office premises for 4 years with annual increase of 3.75% for the term of the lease.

**b. Capital Commitments**

At 30 June 2018 and at the date of signing this financial report there are no known commitments for capital expenditure.

# Notes to the Financial Statements

## Note 19 - Contingent Liabilities

At 30 June 2018 there are no known contingent liabilities.

## Note 20 - Segment Reporting

The Association operates predominantly in one business and one geographical segment being a member association for massage and myotherapists throughout Australia.

## Note 21 - Key Management Personnel Compensation

The names and positions of those having authority for planning, directing and controlling the company's activities, directly or indirectly (other than directors), are:

- Tricia Hughes, Chief Executive Officer
- Ann Davey, Association Manager
- Roy John, Financial Controller

The compensation paid to the key management personnel noted above is as follows

	Short-Term Benefits	Post Employment Benefits	Total
2017 Total Compensation	433,825	43,839	477,664
2018 Total Compensation	436,223	44,689	480,912

## Note 22 - Related Party Transactions

Transactions entered into during the year with directors, their firms or associated entities are within normal customer relationships and conditions, no more favourable to those available to other members or customers, including the payment of usual subscriptions and receipt of normal benefits of membership.

## Note 23- Events after the reporting period

No matter or circumstance has arisen since 30 June 2018 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.



**Note 24 - Cash Flow Information**

	2018(\$)	2017(\$)
<b>a. Reconciliation of Cash</b>		
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the balance sheet as follows:		
<b>Cash and Cash Equivalents</b>	<b>452,341</b>	<b>372,560</b>
<b>b. Reconciliation of Cash Flow from Operations with Profit/(Loss) from Ordinary Activities after Income Tax</b>		
Profit/(Loss) from Ordinary Activities after Income Tax	(15,669)	(225,430)
Non-Cash Flows in Profit from Ordinary Activities		
Interest Received	(53,355)	(61,829)
Depreciation	8,503	14,180
Decrease/(Increase) in Receivables	18,511	(19,625)
Decrease/(Increase) in Other Debtors	(415)	(261)
Decrease/(Increase) in Prepayments	(44,853)	(3,693)
Increase/(Decrease) in Payables	54,084	(12,065)
Increase/(Decrease) in Other Payables	7,203	(14,347)
Increase/(Decrease) in Subscriptions in Advance	52,430	66,922
Increase/(Decrease) in Employee Entitlements	2,463	12,919
Loss on sale of fixed assets	-	-
<b>Net Cash Inflow from Operating Activities</b>	<b>28,901</b>	<b>(243,228)</b>

**Note 25 - Registered Office**

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

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

# Notes to the Financial Statements

## Note 26 - Financial Instruments

### a. Interest Rate Risk

The company's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on classes of financial assets and financial liabilities, is as follows:

	Weighted Average Effective Interest Rate		Floating Interest Rate		Within Year	
	2018(%)	2017(%)	2018(\$)	2017(\$)	2018(\$)	2017(\$)
FINANCIAL ASSETS						
Cash and cash equivalents	1.48	1.55	452,341	372,560	-	-
Receivables	0.00	0.00	-	-	-	-
Held-to-maturity investments	2.47	2.77	-	-	1,914,070	1,914,070
<b>Total Financial Assets</b>			<b>452,341</b>	<b>372,560</b>	<b>1,914,070</b>	<b>1,914,070</b>
FINANCIAL LIABILITIES						
Trade and sundry creditors	0.0	0.0	-	-	-	-
Lease Liability	0.0	0.0	-	-	-	-
Hire Purchase Liability	0.0	0.0	-	-	-	-
<b>Total Financial Liabilities</b>			<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

		1 to 5 Years		Non-interest Bearing		Total	
2018(\$)	2017(\$)	2018(\$)	2017(\$)	2018(\$)	2017(\$)	2018(\$)	2017(\$)
-	-	-	-	452,341	-	372,560	-
-	-	95,142	68,386	95,142	-	68,386	-
-	-	-	-	1,914,070	-	1,914,070	-
-	-	<b>95,142</b>	<b>68,386</b>	<b>2,461,553</b>	-	<b>2,355,016</b>	-
-	-	170,743	109,457	170,743	-	109,457	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	<b>170,743</b>	<b>109,457</b>	<b>170,743</b>	-	<b>109,457</b>	-

# Notes to the Financial Statements

## b. Credit Risk

The maximum exposure to credit risk, excluding the value of any collateral or other security, at reporting date to recognised financial assets is the carrying amount, net of any provisions for doubtful debts of those assets, as disclosed in the statement of financial position and notes to the financial statements.

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the statement of financial position and in the notes to the financial statements.

	2018		2017	
	Carrying Amount	Net Fair Value	Carrying Amount	Net Fair Value
FINANCIAL ASSETS				
Trade and other receivables	95,142	95,142	68,386	68,386
Held-to-maturity investments	1,914,070	1,914,070	1,914,070	1,914,070
<b>Total Financial Assets</b>	<b>2,009,212</b>	<b>2,009,212</b>	<b>1,982,456</b>	<b>1,982,456</b>
FINANCIAL LIABILITIES				
Trade and other payables	170,743	170,743	109,457	109,457
	<b>170,743</b>	<b>170,743</b>	<b>109,457</b>	<b>109,457</b>

Fair values are materially in line with carrying values.

# Directors' Declaration

## In the Directors' opinion:

1. The financial statements and notes, as set out on pages 26 to 44 are in accordance with the Corporations Act 2001:
  - a. Comply with Australian Accounting Standards-Reduced Disclosure Requirements, the Corporations Regulations 2001 and other mandatory professional reporting requirements
  - b. Give a true and fair view of the financial position as at 30 June 2018 and of the performance for the year ended on that date of the company.
2. There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Directors made pursuant to section 295(5)(a) of the Corporations Act 2001.



Andrew Joseph  
Gallagher



Robert James  
Rogerson

*Dated 4th September 2018*

## rdl.accountants

### 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 2018 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.



Matthew Hung, CA  
rdl.accountants

5<sup>th</sup> October 2018  
Blackburn, Victoria



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 2018, 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 2018 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> October 2018  
Blackburn, Victoria







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