

2022 Annual Report



Australasian College of

Paramedicine

Annual Report

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Inclusivity and Diversity

The College intrinsically values and adheres to the principles of diversity and inclusion, and strives to ensure that both our work and the paramedicine profession as a whole are as diverse as, and reflective of, the communities we serve. The College believes diversity and inclusion foster greater collaboration, creativity and innovation, and inspire high-quality service provision that supports the continued development of paramedicine in Australasia.

As part of our commitment, we seek to:

- Recruit, develop, and retain a diverse workforce and volunteer base.
- Foster a culture that is inclusive, collaborative and accountable, and recognises, values and supports the talent and diversity of our people.
- Represent the diversity of the communities we serve throughout our work and the services we provide.

- Cultivate a culture that enables diverse perspectives to be heard and empowers all employees to participate and contribute.
- Value, respect and encourage a diverse range of views, knowledge and experience.

We welcome members, volunteers and staff of all backgrounds, and are establishing committees and working groups to advocate for underrepresented communities, such as First Peoples and women in paramedicine.

The College acknowledges Aboriginal and Torres Strait Islander peoples as the traditional custodians of the land and sea in which we live and work, we recognise their continuing connection to land, sea and culture and pay our respects to Elders past, present and future.

The College acknowledges Māori as tangata whenua and Treaty of Waitangi partners in Aotearoa New Zealand.



About The Australasian College Of Paramedicine

The Australasian College of Paramedicine is the peak professional organisation supporting and representing more than 10,000 paramedics and student paramedics from across Australia and Aotearoa New Zealand.

Paramedics are best known for their involvement in the delivery of out-of-hospital emergency medical care through their work with the various ambulance service organisations and on humanitarian and relief operations.

Our members include paramedics at all clinical levels across health, community, industrial, military and hospital settings, paramedicine academics and researchers, student paramedics, doctors and nurses working in the emergency medicine field, non-paramedic qualified staff working in paramedicine, retrievalists, first responders and volunteers.

What we do

The College is focused on providing high-quality services to our members and leadership for the paramedic profession. The College delivers conferences, professional development workshops, online learning, research events and opportunities, a quarterly magazine, a peer-reviewed journal and member grants for education and research activities. We support our members through assistance with meeting the Paramedicine Board of Australia and Te Kaunihera Manapou Paramedic Council registration standards and the provision of other career and wellbeing services. We provide a respected voice in determining how changes in health service provision, legislation and clinical practice are shaped and implemented to enhance the quality of patient care.

How we support our members

- Providing professional development opportunities via regular face-to-face workshops and webinars, podcasts and our eLearning platform with hundreds of online courses.
- The provision of a custom-built personal CPD Tracker for members to record their CPD activities to maintain registration.
- Publication of our peer-reviewed journal, Paramedicine.
- Delivery of scientific conferences, symposia and other professional workshops.
- Representation on relevant health care policy committees, regulatory bodies, clinical groups and other health care stakeholder activities.
- Professional networking and international links.

Chair's Report



Looking back on the past 12 months, particularly to the start of the reporting period of July and August 2021, it is pertinent to remember that several jurisdictions across Australia and Aotearoa New Zealand were experiencing lockdowns for significant portions of their populations. Moving to the end of the reporting period in June 2022, and we have widespread ramping and significant workload impacts on the ability of paramedics to do the jobs they were employed to do.

I remain impressed by the fortitude and resilience of paramedics to continue to deliver the emergency and unplanned health care our communities need, no matter the setting or context. I know the past 24 months has had a significant toll on many of you while we are working through unprecedented challenges for the health system. We have all heard of the great resignation

and quiet quitting, and I know some of you will be considering your ongoing role in paramedicine. While I understand that, I see the considerable focus both the media and governments are putting on improving the health care system to address ramping and access block, trialling and initiating new innovative models of care, and increasing health care funding.

In Australia, we had a change of Federal Government, which has seen an increase in engagement in addressing the issues the health system is facing, and an improvement in the engagement with and consideration of the role paramedics can play. We are starting from a low base with paramedicine, but the initial sounds from government are positive, and provide a distinct opportunity to address our advocacy objectives.

Turning to the College, the past 12 months has certainly been active with much to be positive about. More than ever, paramedics are turning to the College and supporting our advocacy on behalf of paramedics and paramedicine to ensure that we continue to be recognised for our role in the health care continuum, while also ensuring opportunities continue to be created for those of us who seek to practice outside of a jurisdictional ambulance service.

As the College has continued to consolidate post-merger with ongoing growth, the Board instigated an organisational review to ensure our resourcing was meeting our strategic objectives. The College's Strategic Plan 2021-23: Foundations has an inspiring agenda, especially around our key pillars of leadership, education and research. The organisational review highlighted the need to allocate greater resourcing to these areas to deliver our objectives, and the Board agreed to invest more heavily in these areas. An organisational restructure was undertaken in early 2022, with new roles across advocacy, communications, education and research. While it takes time for these changes to deliver the full benefit, I'm sure members have noted the increase in advocacy, education and research outputs from the College in the past six months.

The College undertook our first main strategic leadership advocacy action with the call for a Chief Paramedic Officer position in Australia, and subsequent engagement with governments across the country. The value of a Chief Paramedic Officer continues to be highlighted through our advocacy work, in various submissions, and at inquiries and during meetings.

It would be remiss of me to not discuss in more detail the journey of the College's research journal, the Australasian Journal of Paramedicine (AJP). A review into the journal began in early 2021 against the objective of leading the paramedicine research space internationally. The AJP has played a vital role in the dissemination of paramedicine research and bringing us to where we are today, but to take the next step we needed to reimagine what the journal could be and what it could deliver for the profession. The



decision to establish a fully international paramedicine journal, with an eminent international editorial team, and partnering with an international publishing house, Sage Publications, will progress and deliver on the research promise of paramedicine. I look forward to the first issue of Paramedicine being released in early 2023.

Looking forward, the coming 12 months is encouraging as the College continues to develop the foundations to deliver on the promise of paramedicine. We have established the Paramedicine Future Working Group to map out the opportunities for the profession over the next five to 10 years, and recently started consulting with the profession on several vital areas of profession positioning, workforce development and a career framework. We have also initiated three significant research projects on the research agenda, community paramedicine and paramedicine workforce.

We will continue to invest in the profession during 2022/23 to the benefit of paramedics, our patients and our communities.

Finally, I would like to thank my fellow Directors for their commitment to and support for the profession, the volunteers and members who give wholeheartedly to assist in the work the College does, and the College team led by John Bruning and the excellent work they deliver each day for members and the profession.

I commend the 2022 Annual Report to you.

Ryan Lovett
Chair

CEO's Report



The 2021-2022 financial year was an incredibly busy period, particularly due to the organisational review and restructure mentioned in the Chair's report. The restructure has not only seen a considerable increase in staff resourcing over the reporting period, in which we have doubled our staffing, but also a true reorganisation of how the College team functions.

For many years I have been working with and supported by Lauren Daws, who has performed a variety of roles (Membership, Events, Communications, Finance, Operations), so was I pleased to officially elevate Lauren to Chief Operating Officer earlier this year. This saw the bulk of the main operational delivery fully pass over to Lauren to manage, allowing me to focus more on strategy and provided me with the ability to drive our advocacy activities.

Advocacy has been a key component of my time during the financial year as I led the Advocacy Team before we hired an Advocacy and Government Relations Manager in April 2022. Our overarching objectives are better representation of paramedicine to government (by the College and Chief Paramedic Officers) and the expansion of opportunities for paramedics to work across the health system (urgent and primary care paramedics). Considerable work went into this area, with submissions across ambulance services, primary health, rural health, GP and related health services to name a few. This led to the College presenting at three inquiries (Federal, NSW and SA), as well as securing a place on the Advisory Network to the National Rural Health Commissioner.

The College continues to evolve and mature in almost everything we do; we are on a constant improvement cycle, which is a positive but generates ongoing work. The ongoing operations of the College have continued successfully, with the delivery of quality member services and activities. We now have a dedicated teams in Education, Member Services, Communications and Content, and Advocacy. As well as resourcing put to Research and Projects, and Corporate Services.

Key highlights for the College include:

- More 1,000 attendees at four conferences, covering STUCON, ACPIC21, Trauma and ROAR
- Almost 1,700 enrolments across four interactive eLearning courses since March 2022 when the first course was launched
- More than 6% increase in full-fee membership with strong growth in Aotearoa New Zealand, Victoria, Queensland and Tasmania
- Delivery of the inaugural leadership program with a cohort of 19 members
- 12 member benefits from professional indemnity, life and health insurance through to leadership education, food, clothing, glasses and car rental
- Instigation of the Research Agenda for Australasian Paramedicine research

The College team continues to be supported by the various advisory committees, member committees and working groups, who without their valuable input we would not be delivering the services to the same quality.

I acknowledge and am thankful for the support I receive from the Board, especially the Chair Ryan Lovett, Lauren Daws and rest of the College team, and the volunteers and members who myself and the team communicate with regularly to support the work we do.

John Bruning
Chief Executive Officer



Key Advocacy Objectives

Paramedics in Urgent Care Clinics

The utilisation of paramedics across the broader health system will improve quality of care and health care access, and ease the pressure on the health system across all communities.

Pilot Community Paramedicine

Community Paramedics are well-positioned to support innovative, community-centred models of care, and expand primary health care services across Australia and Aotearoa New Zealand.

Positioning of paramedicine within the health system

Policy change to update the Australia and New Zealand Standard Classification of Occupations (ANZSCO) to better reflect the contemporary paramedic profession in the Australian and Aotearoa New Zealand labour markets.

Appointment of Chief Paramedic Officers

Appointment of Chief Paramedic Officers across Commonwealth, state and territory governments in Australia will provide leadership and representation in decision-making.

Key Advocacy Objectives

The College focused on expanding its advocacy reach and impact throughout 2021-2022. The establishment of a dedicated Advocacy Team helped propel our efforts to new levels, amplify our voice in the media, and better reach governments throughout Australia and Aotearoa New Zealand. By building relationships and connecting with stakeholders in government and health, we are now actively shaping decisions that will progress the profession and assure its place as an integrated component of primary health care alongside other health professionals, delivering improved health services and better health outcomes for all.

As a health sector leader and the leading representative body for Australasia's paramedics, we are ensuring that the future roles of paramedics reflect the reality and many dimensions of professional practice, and that our members' voices are heard.

In the past year, we have undertaken numerous high-level policy meetings, made many submissions to governments and other fora, and developed strong relationships within the health sector, including the National Rural Health Commissioner, the Royal Australian College of General Practitioners, the Australian College of Rural and Remote Medicine, the Rural Doctors Association of Australia, and the Australian Primary Health Care Nurses Association.

As part of our commitment to diversity and inclusion, the Advocacy Team has also worked closely with the College's Education Team and the Indigenous Allied Health Association to create opportunities for cultural awareness education and training for all our members.

Among our key advocacy objectives is the appointment of Chief Paramedic Officers in all Australian states and territories, a move the College views as a much-needed step in providing leadership and representation, and ensuring the profession has a seat at the table in decision-making processes. With this aim, the Advocacy Team wrote to all Health Ministers and met with the advisors to Queensland and Western Australia's Health Ministers and with most jurisdictional ambulance service Chief

Executives. As the profession continues to grow and gain greater recognition, we believe that with continued lobbying these appointments are achievable.

Backed by evidence-based research, we are changing minds about the untapped potential of paramedicine to be part of the solution to the challenges enveloping the health systems both in Australia and Aotearoa New Zealand.

Key successes in 2021-2022 include:

Ramping and access blocks within the South Australian health system

The College appeared before the SA Legislative Review Committee to speak to our recommendations and made a submission to House of Assembly Petition No 84 of 2021 – SA Ambulance Service Resourcing. The submission focused on four system-wide recommendations to address the issues of ramping and access block within the South Australian health system. The recommendations spanned the wider implementation of Community/Extended Care Paramedics, more comprehensive telehealth services, expansion of the Urgent Care system, and the introduction of a Chief Paramedic Officer to support the better utilisation of the paramedic workforce within the state.

Federal Budget submission

The Advocacy Team was represented in Canberra for the Federal Budget lockdown following our pre-budget submission for funding to develop and trial Community Paramedicine in primary health.

Rural health

In June, the College joined more than 70 rural health stakeholders at the Ngayubah Gaban (Coming Together) Summit in Cairns to articulate and define the value and importance of developing and investing in rural and remote multidisciplinary health teams with rural generalist expertise to provide high-quality care for rural patients and communities. The College took part in the drafting of a Consensus Statement, which will inform policymakers, fund-holders, workforce planners, service providers, clinicians, and communities about what the rural and remote sector agrees are the key elements of high-functioning teams.

The Advocacy Team continued to work closely with the office of the National Rural Health Commissioner to create future opportunities to utilise the paramedic workforce in Commonwealth primary care settings to alleviate the current rural health workforce shortages.

Submissions

- Federal Government's Primary Health Reform 10-year plan
- Inquiry into the provision of GP and related primary health services to outer metropolitan, rural, and regional Australians - Senate Community Affairs References Committee
- WA Ambulance Review
- Primary Health Care 10-Year Plan Consultation Draft
- National Rural Health Commissioner, Rural Paramedic Workforce
- Federal Government pre-budget submission
- House of Assembly Petition No 84 of 2021 - SA Ambulance Service Resourcing
- Opioid Analgesic Stewardship in Acute Pain Clinical Care Standard - Australian Commission on Safety and Quality in Healthcare
- Acute Anaphylaxis Clinical Care Standard, endorsement
- Ahpra revised code of conduct

Inquiries

- NSW Senate Portfolio Committee 2 (Health) Inquiry into rural and remote health services in NSW
- Advisory Network, National Rural Health Commissioner
- Federal Senate - GP and related primary health services senate inquiry
- House of Assembly Petition No 84 of 2021 - SA Ambulance Service Resourcing

Position Statements

- Chief Paramedic Officers, Australia - published
- Paramedic COVID-19 vaccination - published
- Several position statements are in development, covering: Chief Clinical Officer, Paramedicine, Aotearoa New Zealand, the Role of Paramedics in the Health System, Community Paramedicine and Primary Care and Urgent Care and Access Block/Ramping.



Media

- The Guardian, Health system in distress: How ambulance ramping became a significant problem. College CEO John Bruning "believes the issue must be fixed by looking holistically at how patients flow in and out of the health system."
- RN Breakfast, ABC, Six hours and no doctor: Why Australia's hospitals are struggling. College Chair Ryan Lovett: "The bread and butter of paramedics is emergency, unscheduled care. That's what we educate ourselves for, that's what we do every day of the week, but there is a surplus of workforce paramedics in Australia. We graduate every year more paramedics than gain employment in Australia and we lose them overseas. If we talk about workforce shortages in doctors and nurses, and it's true, and we need a long-term solution to address that. What we're saying in the meantime is that you've got this untapped resource of health workers, of registered health professionals, who can help fill that gap."
- Triple R: Ryan Lovett discussed the issue of ambulance ramping and how it impacts the quality of care for patients on Melbourne (102.7 FM), Radiotherapy - Ambulance ramping. Ryan Lovett discussed the issue of ambulance ramping and how it impacts the quality of care for patients.
- The Project: Ambulance ramping. Ryan Lovett: "Ambulance ramping is the inability of paramedics to hand over care of their patient at hospital emergency departments. Just increasing demand and investment not keeping up with demand in ambulance services and in hospitals and in primary care."
- ABC Riverland AM: The potential for paramedics to bolster health service provision in rural, remote and regional areas. College Advocacy and Government Relations Lead Michelle Murphy ASM: "What we're really pushing for is communities to be able to think about the type of community that they are, the healthcare needs of that community, and then having the opportunity to bring into that community a range of different health care practitioners that might suit those needs."
- 2SM Radio
- Mid North Coast Radio 93.4 FM



College CEO John Bruning and Advocacy Manager Jacintha Victor John discussed the role of paramedicine with National Rural Health Commissioner Ruth Stewart and Deputy Commissioner Faye McMillan at the Ngayubah Gaban Summit.

The College is represented by numerous members across various external organisations to ensure the voice of paramedicine and the College is heard.

- CAA Ambulance Education Committee
- Ahpra Professions Reference Group
- Australian Resuscitation Council
- ELLC Advisory Committee
- National Rural Health Alliance
- Ambulance Health Services Working Group, Aust Commission on Quality and Safety in Health Care
- National COVID-19 Taskforce
- Skills IQ Ambulance and Paramedic Industry Reference Committee
- ARC South Australia
- ARC Victoria
- ARC Tasmania
- ASHM, Emergency Service Providers and Blood-Borne Viruses Reference Group
- Acute Coronary Syndrome Guidelines Reference Group
- Australian Council on Healthcare Standards

External Committee Representation



Membership

Membership Highlights

The College's member base continued to grow throughout 2021-2022, with a rise of 6.29% full-fee memberships. Driving our efforts has been our expanding the range of education offerings and member benefits, and greater student outreach.

In the course of the year, we have broadened student offerings, connected with societies as they emerge from the pandemic and, as the pandemic subsides, returned to having a presence at orientation weeks and key university events to bring more students into the College fold.

These efforts have ensured a consistent increase in memberships, particularly in Aotearoa New Zealand, Victoria, Queensland and Tasmania. And while full-fee membership declined slightly by 2.65% in New South Wales, all other jurisdictions either remained static or grew.

The below table specifies the total number of members in each jurisdiction and each member category as of 30 June 2022.

Full Fee Members (Member, Associate, Fellow): 5826
Student and Graduate: 1893
Other (Volunteer, Life Member, Retired, Honorary Fellow): 262

	ALL	ACT	NSW	QLD	VIC	SA	NT	WA	TAS	NZ	Int'l
Total Members	7981	146	2438	1647	1434	711	91	508	375	594	37

Membership Trends

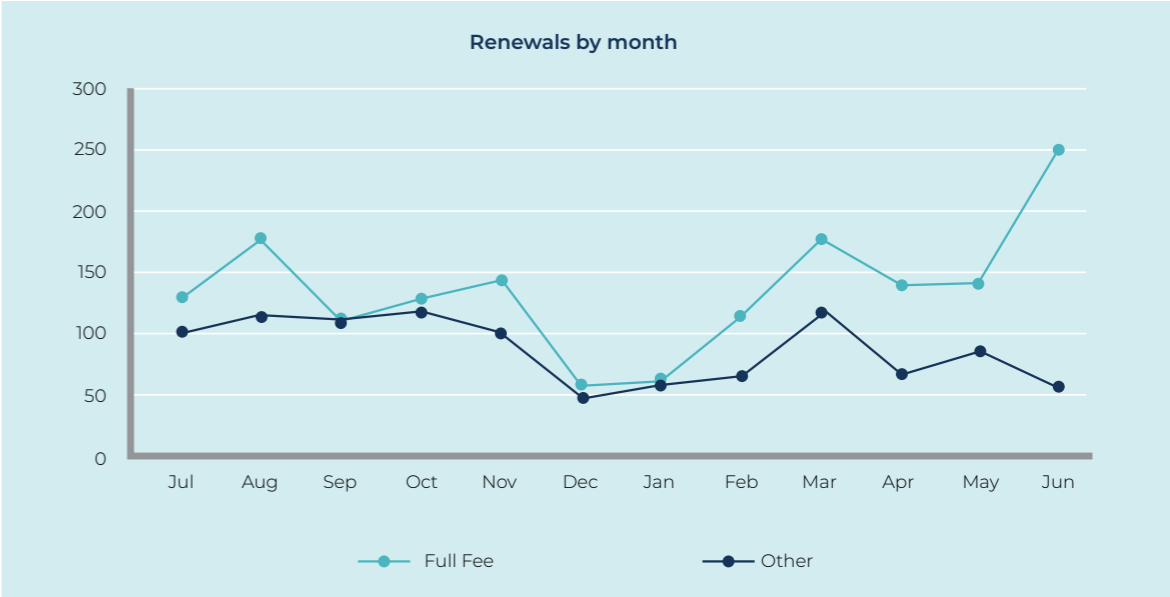
New Members

New membership applications peak in November (end of registration year) and March each year.



Renewals

Most members are now on an ongoing payment method, reducing the need for annual renewals.



Membership

Membership Benefits

The Membership Team has elicited the support of a number of new organisations to provide discounts or benefits to our members:

Member Exclusives:

- NobleOak
- Emergency Services Health
- Guild Insurance
- Chef Good
- Menulog
- East Coast Car Rentals
- Specsavers
- RM Williams
- Booktopia
- Fed NZ
- The Iconic
- Institute of Managers and Leaders

Recognising that the stresses of the profession can take a toll on paramedics' physical and mental health and the need for paramedic self-care, we launched a Healthy Mind & Body Hub in early 2022 in partnership with Health At Work. The hub offers a range of information, classes, webinars, and activities to educate and empower that enable our members to make sustainable changes to safeguard their health and wellbeing, with fresh content available each month.



The membership team also delivered a new member referral program that is designed to incentivise members to spread the word about the College and encourage colleagues and friends to join.

Leadership Program

The College's inaugural Leadership Program commenced in July 2021 and ran for 11 months.

Delivered online, the program aimed to build the capacity of paramedics and health sector managers to navigate the adaptive environments they work in. Through a mix of small group sessions and interactive hands-on modules, participants worked through a schedule of topics including adaptive leadership, collaborative team cultures, communication, resilience and wellbeing. The program was expertly delivered by Harvard-trained facilitators and supported by resources from the Institute of Managers and Leaders.

A cohort of 19 College members successfully completed the Leadership Program in its first iteration and we thank the original cohort for their participation.

Leadership Program feedback:

"I think it is great that the College is offering this course. I have already recommended it to colleagues who I feel would gain a lot of benefit from participating."

"I really valued the discussions led by Tom and Ananth (program facilitators)."

"I've enjoyed the ability to meet and bounce ideas off others from other services/jurisdictions. This allows for frank discussion about challenges/ideas."

"Thank you to all involved in developing the program!"



STU CON

Student Conference (STU CON) 2021 – July 31, 2021

Our inaugural student conference, STU CON 2021, took place as a virtual one-day event in July. Close to 140 student paramedics tuned in remotely, and together with a line-up of excellent presenters on wide-ranging topics helped to create a memorable virtual atmosphere for the conference. Seven on-campus society events were also held at various universities nationwide.



TRAUMA ON THE BORDER

Trauma On The Border – March 18, 2022

• 17 Speakers • 14 Presentations • 429 Attendees

Held at Tweed Heads in northern NSW, the ninth Trauma on the Border conference brought together more than 400 paramedics from across Australasia for a hybrid one-day event. The comprehensive program, delivered under the theme of “Driving professional change”, offered attendees access to the latest developments in paramedic practice, current research and featured a host of speakers and presentations relevant to the priorities and needs of paramedics at all levels.

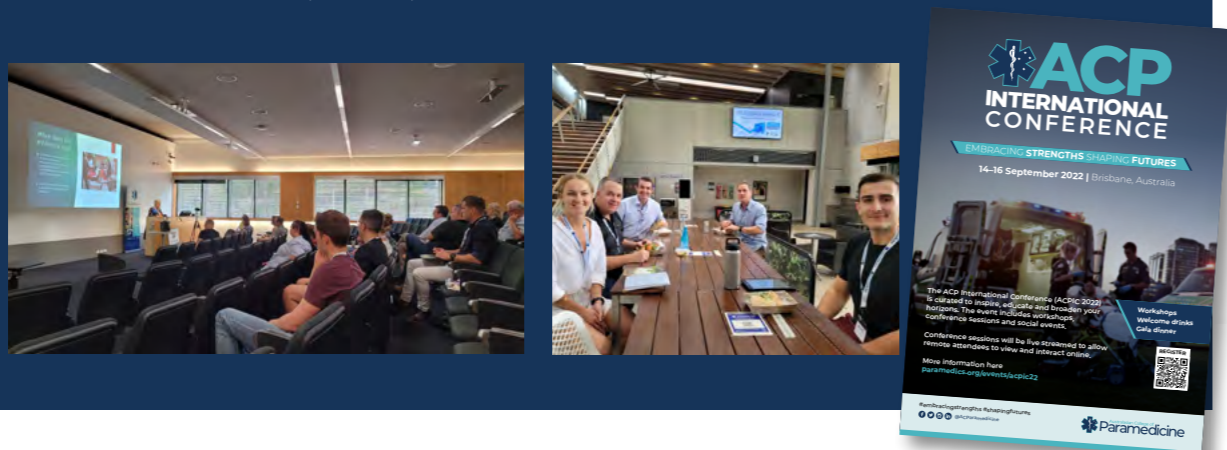


INTERNATIONAL CONFERENCE ACP

ACPIC 2021 – November 25-26, 2021

• 74 Speakers • 71 Presentations • 35 Research presentations • 13 Poster presentations

The second annual ACP International Conference (ACPIC 2021) was held in a hybrid format due to continuing COVID-19 restrictions. We welcomed more than 400 online attendees, as well as delegates who joined us in person on day two in Hobart and on the Sunshine Coast. The conference theme, “What will you decide?”, provided attendees with a range of presentations to challenge thinking, explore changes in practice, and showcase the latest in pre-hospital research.



ROAR RURAL, OUTBACK & REMOTE PARAMEDIC CONFERENCE

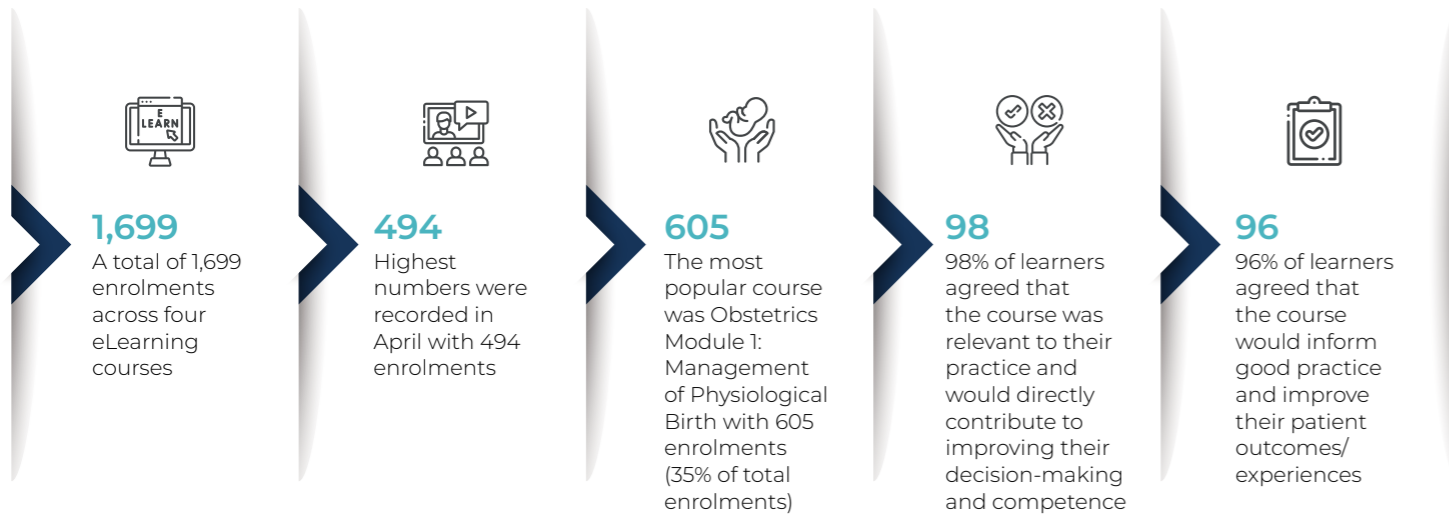
Rural, Remote And Outback (ROAR) Conference – May 26-27, 2022

• 26 Speakers • 15 Presentations

More than 70 paramedics and allied health professionals joined us in the Adelaide Hills from 26-27 May for our annual Rural, Outback and Remote (ROAR) Conference, with another 63 taking part online via livestreaming. Themed, “Breaking down Barriers”, ROAR 2022 brought together specialists from across Australasia who, through a diverse range of areas from trauma, obstetrics and midwifery, cardiology, haematology, research, community care and much more, explored the theme within the context of paramedicine.



Education



eLearning participant feedback

- Fantastic CPD course.
- Make more courses like this one. Great format!
- Great focus on pre-hospital environment.
- Finally, a good support tool for on road paramedics.
- These courses are excellent for our CPD.
- Good to see some evidence-based research.
- I have learned so much more than I was expecting to learn.



The College's Education Team is constantly working to develop transformative ways for our members to engage in learning, appreciating that new knowledge needs to be integrated into existing knowledge while continually challenging perspectives, and enhancing opportunities for critical evaluation and self-reflection. The team is achieving this through:

- A comprehensive Professional Development Program
- Access to a range of activities to enhance clinical, leadership, professional and essential skills
- Maintaining, improving and broadening knowledge
- Developing the personal and professional qualities needed throughout professional lives
- A flexible framework of activities
- Enhanced exchange of expert and professional knowledge in a positive and supported learning environment
- Structured reflection to enhance competence
- Self-directed learning paradigm to support lifelong learning.

March 2022 marked another step forward in the College's education offerings with the launch of our eLearning platform, which provides members with another valuable suite of professional education programs designed to enhance the transfer of skills and knowledge to real-life practice. All eLearning is 100% online and specifically developed for paramedics and relevant to all paramedics irrespective of their level of practice.

It has proved a resounding success with members and has received overwhelmingly positive feedback, paving the way for further expansion and the ongoing development of more subject areas as part of a full suite of self-paced eLearning. The first eLearning module was in Obstetrics - Management of Physiological Birth. It remains one of the top performers with consistent enrolments.

Since launching the platform, the team has delivered four eLearning courses that were conceptualised, developed and designed in-house and attracted 1699 enrolments across all course offerings.

The Education Team has continued to build relationships with industry experts and collaborations with specialists to inform learning, and have developed a structured peer-review process that ensures all material is

evidence-based, up-to-date and relevant to the industry. The educational offerings are mapped back to professional domains of practice and underpinned by sound educational philosophy.

The team also attended several conferences and has been involved in the planning of learning offerings for conferences and events. In consultation with the College's Education Committee, they established a solid educational approach to case-based learning at the ROAR and ACPIIC conferences, delivering a panel discussion at ROAR entitled "Community Care Clinical Conundrum". ROAR also marked the first workshops delivered in wound care and obstetrics.

Together with the Education Committee, the team developed a policy and framework for education that allows for growth aligned with the College's strategic directions and focuses on the development of a continuum of learning that encompasses multiple learning opportunities and takes into consideration the cognitive, affective and behaviour needs of learners.

The continued investment in and expansion of education has solidified the College's position as the leader in quality paramedic professional education well into the future.

Committees

The College is represented by members on external committees and groups that are advancing paramedicine and health care in their respective spaces. Within the College, our Advisory Committees represent the scope of clinical and professional practice, research, education and students. Our Member Committees are responsible for representing the needs of members to the College and the facilitation of member services at country, state and territory jurisdictional levels.

In addition to our Advisory and Member Committees are Working Groups whose members are focusing their efforts on achieving goals and outcomes aligned with their targeted purpose. Previously referred to as Special Interest Groups, in April they were renamed as Working Groups to better reflect their members' efforts to be productive drivers of progress and activity, and to more accurately align with their overall function.

Throughout 2021 and 2022, the Committees and Working Groups have undertaken a range of activities and stakeholder outreach that have supported the College's continued growth and bolstered member services.



Advisory Committees

The **Research Committee** wrapped up Phase 1 of the Research Agenda for Australasian Paramedicine (RAAP) project - a survey of the paramedicine sector to determine research priorities and barriers and enablers to research being conducted - and completed data analysis. Phase 2, round two of Delphi consensus process, was also launched.

The committee continued to broadcast the popular Talking Research webinars, and announced the opening of the College's 2022 research grant applications, of which there are three grant categories: Early Career Research Grant, Higher Degree by Research Grant and the Research Dissemination and Translation Grant.

They also launched the Paramedic Research Mentoring Program, a nine-month program aimed at providing paramedics with an opportunity to learn about research from experienced paramedic researchers. The program is aimed at paramedics who have an interest in learning more about research pathways and opportunities in the discipline.

The **Education Committee** worked on the College's education policy and framework, collaborating with the Education Team to develop a subject-matter experts' collaboration group, and developed multi-modal education content including multidisciplinary problem-based

learning. In addition, they linked the framework between the College's education resources to Ahpra and the Kaunihera Manapou Paramedic Council, as part of which they undertook a gap analysis of education content to identify topics and areas requiring additional material, allowing the College to ensure all education offerings meet members' registration requirements. They also conducted short, medium and long-term mapping of education packages and content to ensure a contemporary and engaging program is available for all members, and established a peer-review program for CPD that is externally developed.

The **Clinical Standards Committee** reviewed the status of opioid analgesic stewardship and is developing the College's first clinical standard on "Paramedic Management of Pain" and reviewing procedures for standard development. The committee was also involved in the Stillbirth Clinical Care Standard review.

The **Student Committee** delivered a successful ACP Student Conference (STUCON) that was focused on clinical best practice, education and research, and brought together students, researchers, educators and industry practitioners to explore current and emerging knowledge from around the globe. Multiple universities held events to promote and livestream the event on campus which generated a lot of interest and interaction.

Member Committees

The **TAS Member Committee** continued to support future paramedics and provide opportunities for Tasmanian paramedics to develop their knowledge and skills, including a voluntary mentorship program for students at the University of Tasmania, in which Ambulance Tasmania paramedics meet monthly with students to mentor them on both theory and practical skills. They also organised interactive CPD events across Tasmania, including referral pathway and clinical skills events. The referral pathways training improved paramedics' knowledge of the comprehensive services available and enabled them to develop a better understanding of how the referral process leads to better outcomes for patients and the sound practices needed to identify and refer patients to the most appropriate services. The committee also engaged in hands-on skills stations and education in conjunction with Ambulance Tasmania, including sexual assault workshops. Two members of the committee were invited to join the Ambulance Tasmania Clinical Advisory Committee, which provides an opportunity to have input into progressing the state clinical standard.

The **Queensland Member Committee** hosted an End of Life Law Workshop in May in partnership with Queensland University of Technology. The

interactive workshop for paramedics across Australia used a case study format to explore some of the legal issues that can arise in practice for paramedics, and the role law plays in end-of-life care. The workshop was part of End of Life Law for Clinicians, a free training program for paramedics, doctors, nurses, and allied health professionals about the law relating to end-of-life decision-making. The committee also took part in an Arcadian Ambulance event, and worked to expand committee representation beyond the southeast corner of the state.

The **Victoria Committee** delivered a Motorcycle Trauma Case Studies Face-to-Face event in December at the Royal Melbourne Hospital. They also attended several awards ceremonies both in person and online to support and congratulate university students in their achievements, including the School of Nursing, Midwifery and Paramedicine Student Awards Ceremony 2021, and the Monash Medical Nursing and Health Sciences awards night.

The **NSW/ACT Member Committee** hosted a Trauma and Sedation CPD event in March, presented by University of Newcastle Associate Professor Jason Bendall and Dr Geoff Healy year.

Committees

Working Groups

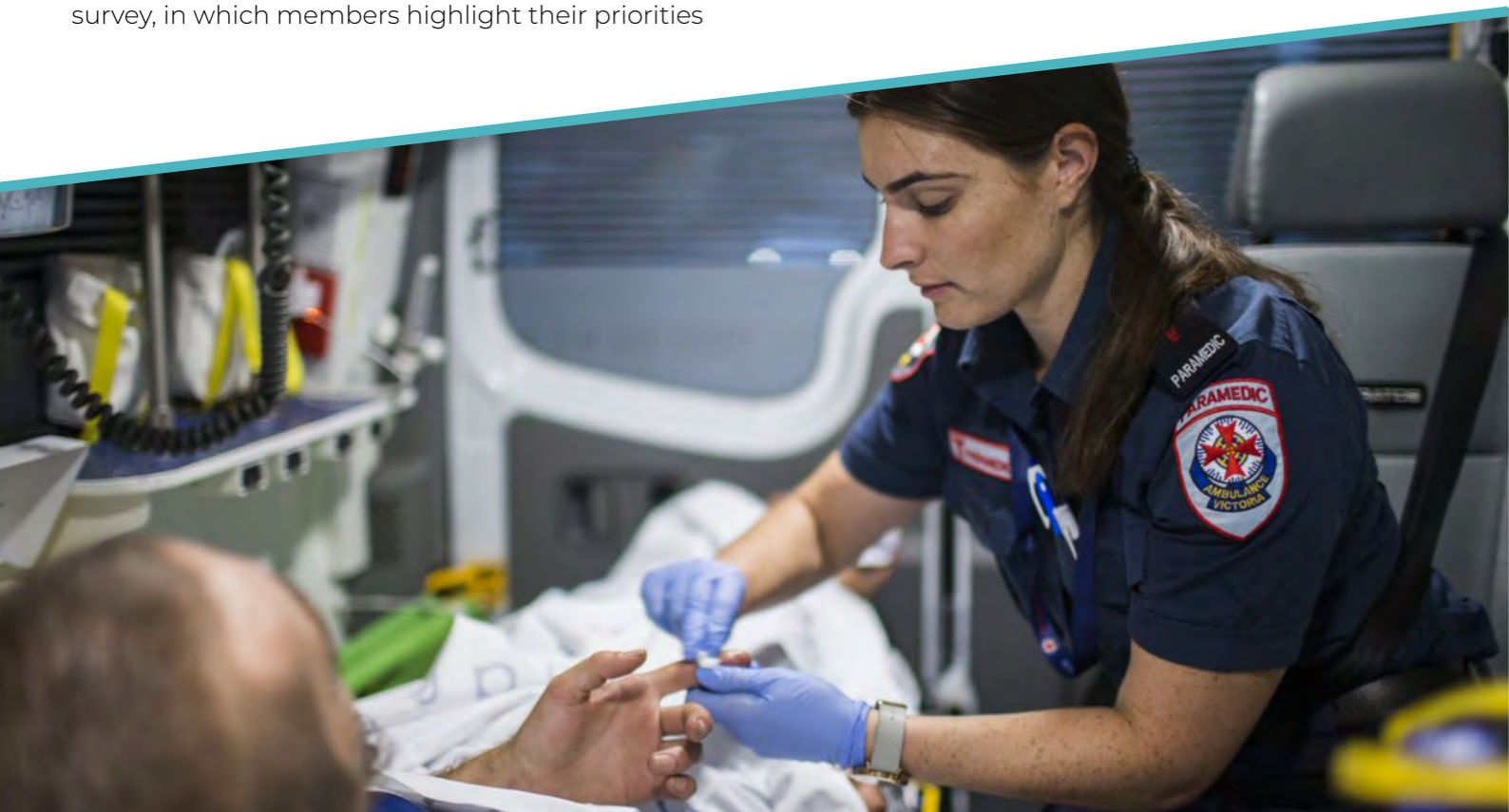
The **Women in Paramedicine Working Group** is focused on supporting and advocating for the progression of women in the profession. On International Women's Day on 8 March, the Women in Paramedicine Working Group launched its first IWD campaign under the theme #BreakTheBias. In this campaign, clinicians from across Australasia came together to celebrate the many roles that women undertake in the profession, with an emphasis on celebrating diversity and challenging stereotypes. The group has also been developing a membership survey on finding solutions for workplace issues for women in paramedicine.

The **Paramedic Wellbeing Working Group** has continued to raise awareness of the work being done in the paramedic wellbeing space to allow for the sharing of good practice. The group has been encouraging paramedics to share their stories about the work they do to increase awareness among members by sharing to the College's Twitter account using the hashtag #ParamedicHealthNow. The committee matches this to the results of the Mental Health Priorities survey, in which members highlight their priorities

and what they would like the College to focus on, and uses that information to identify guest speakers and start scheduling events in order of identified priorities. The committee also continued to liaise with external agencies to explore opportunities for College members.

The **Community Paramedicine Working Group** developed a comprehensive program for the Rural, Outback and Remote (ROAR) Paramedic Conference held in May in the Adelaide Hills. The annual event highlighted knowledge and skills to benefit paramedics, rural and remote nurses, retrieval and flight specialists, and other allied health staff working side-by-side in this unique environment.

The **Clinical Fellowship Working Group** developed a draft proposal document detailing the clinical fellowship and a staged implementation plan. They collaborated across states and sought input from experts involved with the development of other fellowship programs. They also presented at a stakeholder group discussion at ACPIC 2021.





I am pleased to present this financial report for the College.

The 2021-2022 financial year marked our second year of full operation and saw continued COVID-19 impacts during 2021 in relation to the delivery of some of our education activities and conferences. The College has continued to invest strongly to deliver our services and activities, while maintaining desirable revenue growth.

Finance Function

The College utilises an Audit and Risk Committee for oversight of the finance function, with the CEO and Corporate Services Manager working with our accountants, Coleman Farrell, to manage the day-to-day financial operations of the College. The introduction of the Corporate Services Manager during the reporting period has enabled stronger financial management and improvement in financial oversight.

Performance

Strong performance against budget was achieved due to several factors. A significant increase in revenue, with \$662,060 or 42% increase compared to 2021 due to membership and education income growth taking College revenue over \$2 million. On the expense side, we had a significant increase in costs of \$951,030 or 91% compared to 2021 due to decisions to increase our resourcing to deliver our strategic objectives. The College delivered a profit of \$236,389 for the financial year, continuing to build a strong cash position for ongoing operation and future endeavours.

Restating of Previous Years

The introduction of the Corporate Services Manager has seen a full review of the reporting against accounting standards and highlighted where our reporting could be clarified and improved. A key factor in this has been the restating of income in previous financial years to ensure it reflects more closely the time frame to which the membership income applies as a good proportion is paid 12 months in advance. This has seen our 2020 and 2021 financial accounts restated to reflect the accounting standards and the new simplified reporting requirements.

Highlights from the Accounts

Membership income

Membership income for the reporting period was up \$306,992 or 23% compared to 2021. This continues the upward trend since the merger.

Education

The introduction of ParaEd, and arrangements with third parties to deliver CPD services for them, saw a significant increase in education income to \$414,721. This income has been invested back into education resourcing to enhance the offerings for members.

Employee expense

The strong investment by the Board in resourcing saw employee expense increase by \$693,299 or 122%, to a total of \$1,258,717. This has been carefully undertaken and matched by increases in ongoing income.

Summary

Our overall financial position for the year ending 30 June 2022 shows a net surplus of \$236,389 with a total equity of \$1,271,893. This remains an enviable position for the College to be in. The College invested significantly over the period; a promise made on the back of last year's financial performance and has again delivered significant financial performance that will continue to support the College to deliver for members.

Clive Addison
Audit and Risk Committee Chair

Directors' Report

The Directors present their report on Australasian College of Paramedicine Ltd for the financial year ended 30 June 2022.

Information On Directors

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

- Clive Addison
- Gabrielle Follett
- Anthony Gately (elected 29 October 2021)
- Simone Haigh
- Astrid Kuivasaari (ceased 22 September 2021)
- Bill Lord
- Ryan Lovett
- Martin Nichols
- Michael Smith (ceased 29 October 2021)
- Bronwyn Tunnage (ceased 29 October 2021)
- Kate Worthington (elected 30 October 2021)

Each of the Directors has held office at all times since the beginning of the financial year unless otherwise stated.



Simone Haigh
ASM – FACPara

Qualifications: Graduate Diploma of Leadership, Graduate Diploma Advanced Paramedicine, Bachelor of Human Movement - Sports Science, Associate Degree Paramedic Studies.

Experience: ACP Director since October 2019, Vice Chair 2019-2020; PA Director 2014-2020, Vice President 2018-2020; Ambulance Tasmania Intensive Care Paramedic, Paramedic Educator, Branch Station Officer; President, Ambulance Executive Sub-branch HACSU; Assistant Secretary, National Council of Ambulance Unions 2016-2020; University of Tasmania Clinical Tutor.



Astrid Kuivasaari –
GAICD

Qualifications: Bachelor of Economics, Master of Business Administration, Graduate Australian Institute of Company Directors, Fellow Chartered Accountants Australia New Zealand.

Experience: ACP Director July 2020-September 2021; LHI Retirement Services, General Manager - Operations 2019 to present; Uniting Communities, Board member 2015-2019, Chair Financial Risk Management and Audit Committee 2017-2019, Governance Committee 2016-2018; Uniting Church in South Australia, General Manager - Resources 2013-2019, Chair Property Committee, Chair Loan Fund Committee; The Memorial Hospital (ACHA Health), Finance Manager 2004-2013.



Bill Lord –
FACPara

Qualifications: Bachelor of Health Science (Pre-Hospital Care), Master of Education (Adult Ed), PhD.

Experience: ACP Director since October 2020; ANZCP Director 2016-2017; Adjunct Associate Professor, Department of Paramedicine, Monash University; Adjunct Professor, Australian Catholic University; Deputy Co-Chair Paramedicine Accreditation Committee, Ahpra.



Clive Addison –
GAICD

Qualifications: Bachelor of Commerce, Graduate Australian Institute of Company Directors

Experience: ACP Director since July 2020; Key Pharmaceuticals Board Chair and Director 2021-2022; Migraine Australia, Director 2019-2020; Key Pharmaceuticals Interim CEO 2020-February 2021, CEO/General Manager 2010-2018; Glaxo Smith Kline, Vice President and various roles, 1995-2009; Australian Self-medication Industry, Committee Member 1995-2000.

Special Responsibilities: Audit and Risk Committee Chair (since November 2021).



Colonel Gabrielle Follett
AM – GAICD

Qualifications: Bachelor of Science, Bachelor of Medical Science, Master of Arts in Strategy and Policy, Graduate Australian Institute of Company Directors.

Experience: ACP Director since July 2020; Australian Army 1996 to present, Colonel since 2018; Director, Army Amenities Fund Company 2014-2015.



Anthony Gately
ASM – MACPara

Qualifications: Bachelor of Business (Human Resource Development), Advanced Diploma Paramedical Science (Pre-Hospital Care), Advanced Diploma of Public Safety (Emergency Management).

Experience: ACP Director since October 2021; ANZCP Director 2018-2020; Assistant Commissioner NSW Ambulance.



Ryan Lovett –
FACPara

Qualifications: Diploma Paramedical Science, Associate Degree in Emergency Management, Executive Masters in Public Administration.

Experience: ACP Director since October 2019, Chair since October 2020; Director and Vice Chair ACAP NSW 2005-2012, National Director ACAP 2006-2011; Program Lead, Hospital to Community Integration Wellbeing SA; Executive Director Statewide Operational Service SA Ambulance Service; NSW Health Emergency Management Unit, Zone Manager NSW Ambulance; Director Skerric.

Special Responsibilities: Chair.



Martin Nichols –
FACPara

Qualifications: Bachelor of Health Science (Pre-Hospital Care), Bachelor of Nursing, Graduate Certificate Aeromedical Retrieval, Graduate Certificate Acute Care Nursing, Graduate Certificate Clinical Education, Master of Health Science, MBA (Public Sector Management).

Experience: ACP Director since October 2019, Vice Chair since October 2020; ANZCP Director 2013-2020, Chairman 2015-2020; NSW Associate Director Clinical Practice, Intensive Care Paramedic and Critical Care Paramedic; Lecturer CSU 2015-2018; Ahpra Paramedic Accreditation Committee 2019 to present.

Special Responsibilities: Vice Chair.



Michael Smith –
MACPara

Qualifications: Bachelor Health Science, Advanced Diploma Paramedical Science, Clinical Fellow QUT 2020.

Experience: ACP Director October 2019-October 2021, Audit and Risk Committee Chair October 2019-October 2021; ANZCP Director 2010-2020, Treasurer 2012-2017, Audit and Risk Committee Chair 2017-2020; NSWA Intensive Care Paramedic 1999-2021; Director Medical Rescue Group of companies, Director Medical Rescue Foundation.

Special Responsibilities: Audit and Risk Committee Chair (until October 2021).

Directors' Report



Dr Bronwyn Tunnage – FACPara

Qualifications: Bachelor of Arts, Certificate in Advanced Ambulance Aid, Diploma in Higher Education (Nursing), Master of Science, Doctor of Philosophy.

Experience: ACP Director October 2019-October 2021; PA Director 2015-16, 2018-19; Senior Lecturer in Paramedicine; Deputy Chair Te Kaunihera Manapou, Paramedic Council New Zealand; Honorary Research Fellow, St John New Zealand; Registered Paramedic and Nurse; Director Voluta Ltd.



Kate Worthington – MACPara

Qualifications: Bachelor of Health Science (Paramedicine), Postgraduate Certificate (Advanced Resuscitation), Leadership Development Programme, Melbourne Business School.

Experience: ACP Director since October 2021; Executive Director Healthcare Services, Chief Paramedic Advisor and Intensive Care Paramedic, Wellington Free Ambulance.



Principal Activities

The principal activities of Australasian College of Paramedicine Ltd during the financial year were:

- The representation of paramedics and the interests of the members throughout Australasia on matters relating to paramedicine and associated issues.
- The provision of member services covering education, events, research, publications and support.

No significant changes in the nature of the Company's activity occurred during the financial year.

Objectives

The Company's overarching objectives are to:

- Advance and support excellence in paramedicine and patient-centred care
- Be a strong and influential College representing and supporting paramedicine

The Company's medium-term objectives are to:

- Leadership - Lead the profession to deliver excellence in patient-centred care
- Education - Inspire and facilitate the development of paramedics
- Research - Advance the development of evidence-informed paramedicine
- Members - Represent and support the interests and wellbeing of members
- Performance - Build a sustainable, capable and socially responsible organisation

To achieve these objectives, the Company has adopted the following strategies:

- The Board has elected to create a number of paid positions that are aimed at managing the College successfully, generating growth in membership, and the delivery of expanded member services.
- The Company strives to attract and retain quality staff and volunteers who are committed to the ideals and objectives of the Company and to assist with the success of the Company in both the short and long term.
- The Board, staff and volunteers work in partnership with a large range of stakeholders who are committed to the objectives of the Company.
- The Board, staff and volunteers strive to meet consistent standards of best practice and continuous improvement, and provide clear expectations of professional accountabilities and responsibilities to all stakeholders.
- The Board, staff and volunteers are committed to creating new and enhanced member programs and services in support of membership and the goals of the Company.

Directors' Report

Members' Guarantee

Australasian College of Paramedicine Ltd is a Company limited by guarantee. In the event of, and for the purpose of winding up of the Company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$1 for all members, subject to the provisions of the Company's constitution.

At 30 June 2022, the total amount that members of the Company are liable to contribute if the Company is wound up is \$7,981.

Meetings of Directors

During the financial year, eight meetings of Directors were held. Attendances by each Director during the year are shown below:

Director	Attended	Eligible
Clive Addison	7	8
Gabrielle Follett	8	8
Anthony Gately	6	6
Simone Haigh	7	8
Astrid Kuivasaari	0	1
Bill Lord	7	8
Ryan Lovett	8	8
Martin Nichols	8	8
Michael Smith	2	2
Bronwyn Tunnage	1	2

Board Committees

Audit and Risk Committee

- 2021 - Michael Smith (Chair), Bronwyn Tunnage, Clive Addison, Astrid Kuivasaari
- 2022 – Clive Addison (Chair), Michael Smith, Tony Gately, Kate Worthington

Nominations and Selection Committee

- Mark McCoy (Chair), Liz Schenke, Peter Lang, Philip Bachelor
- Interim Committee (June- July 2022): Alan Eade (Chair), Ruth Townsend, Anthony Brown



Auditor's Independence Declaration

The lead auditor's independence declaration in accordance with section 307C of the Corporations Act 2001 for the year ended 30 June 2022 has been received and can be found on page 35 of this report.

Signed in accordance with a resolution of the Board of Directors:



Ryan Lovett
Chair / Director
Dated this 14th day of September 2022



Australasian College of Paramedicine Ltd

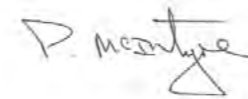
ABN: 39 636 832 061

Auditor's Independence Declaration under S 307C of the Corporations Act 2001

To the Directors of the Australasian College of Paramedicine

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2022 there have been:

- i. No contraventions of the auditor independence requirement 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.



Peter McIntyre BBus CA CFP SSA™
Principal
P M Accounting Solutions

Dated this 28 day of August 2022

Financials

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2022

	Note	2022 \$	2021 (restated) \$
Income			
Revenue	4	2,209,212	1,547,152
Other income	4	11,585	6,939
Bank interest		2,247	428
Total Income		2,223,044	1,554,519
Expenses			
Employee benefits expense		1,258,717	565,418
Depreciation and amortisation expense	6	23,787	14,172
Conference expenses		101,115	47,127
Grants given		40,200	33,708
Education costs		67,039	11,098
Membership publications and resources		173,074	180,805
Other expenses		322,144	183,262
Finance expenses	5	579	35
Total Expenses		1,986,655	1,035,625
Operating Result		236,389	518,894
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		236,389	518,894

The accompanying notes form part of these financial statements.

Statement of Financial Position As At 30 June 2022

	Note	2022 \$	2021 (restated) \$	2020 (restated) \$
ASSETS				
CURRENT ASSETS				
Cash and cash equivalents	7	1,731,160	1,284,235	498,063
Trade and other receivables	8	25,705	6,844	1,708
Other assets	12	17,928	76,517	70,685
TOTAL CURRENT ASSETS		1,774,793	1,367,596	570,456
NON CURRENT ASSETS				
Property, plant and equipment	10	47,265	47,890	24,117
Intangible assets	11	918	6,905	6,537
TOTAL NON CURRENT ASSETS		48,183	54,795	30,654
TOTAL ASSETS		1,822,976	1,422,391	601,110
LIABILITIES				
CURRENT LIABILITIES				
Trade and other payables	13	198,663	95,093	63,094
Deferred income	9	258,250	228,273	81,298
Employee benefits	14	70,790	29,757	26,584
TOTAL CURRENT LIABILITIES		527,703	353,123	170,976
NON CURRENT LIABILITIES				
Employee benefits	14	23,380	30,764	23,272
TOTAL NON CURRENT LIABILITIES		23,380	30,764	23,272
TOTAL LIABILITIES		551,083	383,887	194,248
NET ASSETS		1,271,893	1,038,504	406,862
EQUITY				
Retained earnings		1,271,893	1,038,504	406,862
TOTAL EQUITY		1,271,893	1,038,504	406,862

The accompanying notes form part of these financial statements.

Statement of Changes in Equity For the Year Ended 30 June 2022

2022	Note	Retained Earnings \$	Total \$
Balance at 1 July 2021		1,038,504	1,038,504
Operating result		236,389	236,389
Other movements in retained earnings	17	(3,000)	(3,000)
Balance at 30 June 2022		1,271,893	1,271,893

2021 (Restated)	Note	Retained Earnings \$	Total \$
Balance at 1 July 2020		406,862	406,862
Operating result		518,894	518,894
Other movements in retained earnings	17	112,748	112,748
Balance at 30 June 2021		1,038,504	1,038,504

The accompanying notes form part of these financial statements.

Statement of Cash Flows For the Year Ended 30 June 2022

	Note	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		2,467,122	1,846,163
Payments to suppliers and employees		(1,994,039)	(1,146,184)
Interest received		2,247	-
Interest paid		(579)	-
Net cash provided by/(used in) operating activities		474,751	699,979
CASH FLOWS FROM INVESTING ACTIVITIES:			
Cash received from/(paid in relation to) merged entities	17	(3,000)	112,748
Purchase of property, plant and equipment		(24,826)	(26,555)
Net cash provided by/(used in) investing activities		(27,826)	86,193
Net increase/(decrease) in cash and cash equivalents held		446,925	786,172
Cash and cash equivalents at beginning of year		1,284,235	498,063
Cash and cash equivalents at end of financial year	7	1,731,160	1,284,235

The accompanying notes form part of these financial statements.

Notes to the Financial Statements For the Year Ended 30 June 2022

The financial report covers Australasian College of Paramedicine Ltd as an individual entity. Australasian College of Paramedicine Ltd is a not for profit Company limited by guarantee, incorporated and domiciled in Australia.

The functional and presentation currency of Australasian College of Paramedicine Ltd is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated. Where necessary, comparative information for the prior year has been reclassified to provide consistency with current year disclosures.

1 Basis of Preparation

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

The financial statements have been prepared on an accruals basis and are based on historical costs.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated. Where necessary, comparative information has been reclassified to provide consistency with current year disclosures.

2 Summary of Significant Accounting Policies

(a) Revenue and other income

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.

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.

The revenue recognition policies for the principal revenue streams of the Company are:

Provision of services

Revenue from the provision of services which includes conferences and other events and education services such as seminars is recognised as the associated performance obligations are satisfied. Any amounts invoiced for conferences and seminars to be delivered in future periods are recognised as a current liability.

Member subscriptions

The membership subscription year runs 1 July to 30 June, with subscriptions paid annually in advance or more frequently during the year. Only those membership subscriptions that are attributable to the current financial year are recognised as revenue. Subscription fees that relate to future periods are shown in the statement of financial position as current liabilities.

Revenue recognition policy for contracts which are either not enforceable or do not have sufficiently specific performance obligations

Grants without specific performance obligations

Grants without any specific performance obligations such as the covid 19 support received in the prior year were recognised when the right to receipt was established.

Statement of financial position balances relating to revenue recognition

Contract assets and liabilities

Where the amounts billed to customers are based on the achievement of various milestones established in the contract, the amounts recognised as revenue in a given period do not necessarily coincide with the amounts billed to or certified by the customer.

When a performance obligation is satisfied by transferring a promised good or service to the customer before the customer pays consideration or the before payment is due, the Company presents the contract as a contract asset, unless the Company's rights to that amount of consideration are unconditional, in which case the Company recognises a receivable.

When an amount of consideration is received from a customer prior to the entity transferring a good or service to the customer, the Company presents the contract as a contract liability.

Other income

Other income is recognised on an accruals basis when the Company is entitled to it.

(b) Income Tax

The Company is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(c) Goods and services tax (GST)

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

Receivables and payable are stated inclusive of GST.

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

(d) Volunteer services

No amounts are included in the financial statements for services donated by volunteers.

(e) Property, plant and equipment

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

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

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

Fixed asset class	Useful life
Office Equipment	4 years
Computer Equipment	3 years

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

(f) Intangible assets

Website

The Company's website has a finite life. External costs related to the website are carried at cost less any accumulated amortisation and impairment losses. Amortisation is recognised in profit or loss on a straight line basis over the estimated useful life of the website. It has an estimated useful life of two years.

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

(g) Cash and cash equivalents

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

(h) Foreign currency transactions and balances

Foreign currency transactions are recorded at the spot rate on the date of the transaction. At the end of the reporting period foreign currency monetary items are translated using the closing rate.

Exchange differences arising on the settlement of monetary items or on translating monetary items at rates different from those at which they were translated on initial recognition or in prior reporting periods are recognised through profit or loss.

(i) Trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses.

The Company has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

(j) Trade and other payables

These amounts represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. Due to their short term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

(k) Employee benefits

Provision is made for the Company's liability for employee benefits, those benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Changes in the measurement of the liability are recognised in profit or loss.

Obligations for contributions to defined contribution superannuation plans are recognised as an employee benefit expense in profit or loss in the periods in which services are provided by employees.

3 Critical Accounting Estimates and Judgments

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

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

The significant estimates and judgements made have been described below.

Key judgments accounting treatment of monies received from merged entities

The Company received funds from the liquidator of Australian and New Zealand College of Paramedicine Limited and is expected to receive further funds from the liquidator of Paramedics Australasia Ltd. Both of these entities merged their operations into the Company with any surplus funds on their liquidation being paid to the Company. Judgement was required to determine if these monies should be recognised within the Statement of Profit or Loss and Other Comprehensive Income or as a movement in equity. The Director's considered that recording the receipt as a movement within equity was appropriate given the nature of the transaction. They also considered it appropriate to only recognise these funds on receipt.

4 Revenue and Other Income

	2022 \$	2021 \$
Revenue from contracts with customers		
- provision of services	2,209,212	1,473,184
	2,209,212	1,473,184
Revenue recognised on receipt or when invoiced (not enforceable or no sufficiently specific performance obligations)	-	73,968
- grants (covid 19 related)	-	73,968
Total Revenue	2,209,212	1,547,152

Revenue from contracts with customers has been disaggregated into the type of service supplied. The following table shows this breakdown:

Disaggregation by service supplied

	2022 \$	2021 \$
Membership subscriptions	1,632,035	1,325,043
Conference registrations & sponsorship	108,815	103,630
Education	414,721	10,882
Advertising revenue	53,641	13,629
General sponsorship	-	20,000
Total	2,209,212	1,473,184

There was a significant increase in revenue from the provision of education in the current year. This related to an agreement with an external party under which the College is providing CPD for their members under a 3 year contract.

Other Income breakup

	2022 \$	2021 \$
Other Income - commissions	11,585	6,939
Total	11,585	6,939

5 Finance Expenses

Foreign currency loss on financial assets and liabilities	579	35
Total Revenue	579	35

6 Result for the Year

The operating result for the year includes the following specific expenses:

	2022 \$	2021 \$
<i>Depreciation and amortisation expense</i>		
Property, plant and equipment	17,800	8,390
Intangible assets	5,987	5,782
	23,787	14,172
Net loss on disposal of property, plant and equipment	7,651	1,160
<i>Superannuation expense</i>		
Defined contribution superannuation expense	122,782	55,107

7 Cash and Cash Equivalents

Cash at bank and in hand	1,714,523	1,284,235
Other cash and cash equivalents	16,637	-
	1,731,160	1,284,235

8 Trade and Other Receivables

CURRENT		
Trade receivables	25,705	6,844
	25,705	6,844

9 Deferred income

The Company has recognised the following contract assets and liabilities from contracts with customers:

CURRENT		
Membership subscriptions received in advance	233,473	211,873
Other contract liabilities	24,777	16,400
	258,250	228,273

Contract liabilities represent payments received or receivables recognised from customers prior to the related services being rendered.

10 Property, plant and equipment

PLANT AND EQUIPMENT

	2022 \$	2021 \$
Office equipment		
At cost	32,478	23,316
Accumulated depreciation	(8,290)	(2,533)
Total office equipment	24,188	20,783
Computer equipment		
At cost	38,289	34,561
Accumulated depreciation	(15,212)	(7,454)
Total computer equipment	23,077	27,107
Total property, plant and equipment	47,265	47,890

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 \$	Total \$
Year ended 30 June 2022			
Balance at the beginning of year	20,783	27,107	47,890
Additions	15,802	9,024	24,826
Disposals written down value	(4,833)	(2,818)	(7,651)
Depreciation expense	(7,564)	(10,236)	(17,800)
Balance at the end of the year	24,188	23,077	47,265

11 Intangible Assets

	2022 \$	2021 \$
Website		
At cost	13,400	13,400
Accumulated amortisation	(12,482)	(6,495)
Total website	918	6,905
Total Intangible assets	918	6,905

Movement in the carrying amounts for each class of intangible assets between the beginning and the end of the current financial year:

	Website \$	Total \$
Balance at the beginning of the year	6,905	6,905
Amortisation	(5,987)	(5,987)
Closing value at 30 June 2022	918	918

12 Other non financial assets

	2022 \$	2021 \$
CURRENT		
Prepayments	17,928	76,517
	17,928	76,517

13 Trade and Other Payables

	2022 \$	2021 \$
CURRENT		
Trade payables	15,242	24,406
GST payable	37,987	23,243
Sundry payables and accrued expenses	53,478	3,819
Other payables	91,956	43,625
	198,663	95,093

Trade and other payables are unsecured, non interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short term nature of the balances.

14 Employee Benefits

	2022 \$	2021 \$
Current liabilities		
Annual leave	47,333	29,757
Long service leave	23,457	-
	70,790	29,757
Non current liabilities		
Long service leave	23,380	30,764
	23,380	30,764

15 Financial Risk Management

Financial assets		
Held at amortised cost		
Cash and cash equivalents	1,731,160	1,284,235
Trade and other receivables	25,705	6,844
Total financial assets	1,756,865	1,291,079
Financial liabilities		
Financial liabilities measured at amortised cost		
Trade and other payables	198,663	95,093
Total financial liabilities	198,663	95,093

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 outstanding obligations of the Company. At 30 June 2022 the number of members was 7,981 (2021: 8,759).

17 Other Movements in Retained Earnings

The increase in retained earnings in the year ended 30 June 2021 of \$112,748 related to monies received from the liquidator of Australian and New Zealand College of Paramedicine Limited. In accordance with a Transfer Deed between this entity and the Company any surplus funds on its wind up were payable to the Company. No further significant funds are expected to be received at the date of this report.

The decrease in retained earnings of \$3,000 in the current year relates to expenses paid by the Company on behalf of Paramedics Australasia Ltd. This entity is also in the process of being wound up as its operations were merged into the Company.

18 Retrospective restatement

During the current year it was discovered the Company's policy for the recognition of income from membership subscriptions, which had been recognised on receipt, was not compliant with Australian Accounting Standards which ordinarily require such income to be recognised over the period of membership. The Company has now corrected this, making restatements to the prior period information presented.

The aggregate effect of the error on the Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2021 and the Statement of Financial Positions at 30 June 2021 and 30 June 2020 is as follows:

	Previously stated \$	30 June 2021 Adjustments \$	Restated \$
Statement of Profit or Loss and Other Comprehensive Income			
Revenue	1,677,727	(130,575)	1,547,152
Operating result	649,469	(130,575)	518,894

	30 June 2021			1 July 2020		
	Previously stated \$	Adjustments \$	Restated \$	Previously stated \$	1 July 2020 Adjustments \$	Restated \$
Statement of Financial Position						
Deferred income	16,400	211,873	228,273	-	81,298	81,298
Net assets	1,250,377	(211,873)	1,038,504	488,160	(81,298)	406,862

19 Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Company is \$ 284,241 (2021: \$ 226,579).

20 Auditors' Remuneration

	2022 \$	2021 \$
Remuneration of the auditor Peter McIntyre of PM Accounting Solutions , for: auditing or reviewing the financial statements	2,250	3,600
TOTAL	2,250	3,600

21 Contingencies

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

A contingent asset existed at the year end in relation to monies that are expected to be payable to the Company from the liquidator of Paramedics Australasia Ltd. As the liquidation of this entity is ongoing this amount has not been recognised by the Company. The Directors expect the amount receive will be approximately \$150,000.

22 Events after the end of the Reporting Period

The financial report was authorised for issue on 19th October 2022 by the Board of Directors.

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.

23 Statutory Information

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

Australasian College of Paramedicine Ltd
Coleman Farrell
Level 1, 234 West Street
Umina Beach NSW 2257

24 Related Parties

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

Key management personnel refer to Note 19.

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.

(b) Transactions with related parties

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

The following transactions occurred with related parties:

	2022 \$	2021 \$
KMP (other than remuneration)		
Out of pocket expenses reimbursed	1,354	5,854

Director's Declaration

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 36 to 47, are in accordance with the Corporations Act 2001 and:
 - a. comply with Australian Accounting Standards Simplified Disclosure Standard; and
 - b. give a true and fair view of the financial position as at 30 June 2022 and of the performance for the year ended on that date of the Company.
2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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



Ryan Lovett
Director
Dated 19 October 2022



Auditor's Independence Report



Opinion

We have audited the financial report of Australasian College of Paramedicine Ltd (the company), which comprises the statement of financial position as at 30 June 2022, the statement of profit or loss, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion:

The accompanying financial report of the company is in accordance with the Corporations Act 2001, including:

- i. Giving a true and fair view of the company's financial position as at 30 June 2022 and of its financial performance for the year then ended; and
- ii. Complying with Australian Accounting Standards 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 confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

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

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the company's annual report for the year ended 30 June 2022 but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the 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 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 Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

Auditor's Independence Report

- 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the company to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the company audit. We remain solely responsible for our audit opinion.

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.

P M Accounting Solutions



Peter McIntyre BBus CA CFP SSA™
Principal

Gosford,
19 October 2022







Australasian College of

Paramedicine