

Australasian College of Paramedicine

# Annual Report

2022-2023





Australasian College of Paramedicine Ltd  
Annual Report

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# About

## The Australasian College of Paramedicine

The Australasian College of Paramedicine is the peak professional body representing and supporting paramedics to provide the best person-centred care to communities across Australasia through leadership, education, research and advocacy.

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.

# Inclusivity and diversity statement

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.



### 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 Australian Health Practitioner Regulation Agency 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.
- Advocating for the broader integration of paramedicine within our health systems and the adoption of innovative models of paramedic practice.
- 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.

### 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.

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.



# Chairman's Report

This year we celebrated a major milestone, the 50th anniversary of the formation of the College - initially the Institute of Ambulance Officers and then evolving through the Australian College of Ambulance Professionals, then the Australian College of Ambulance Professionals to Paramedics Australasia and the Australian and New Zealand College of Paramedicine, to the strong and impactful entity we know today, the Australasian College of Paramedicine.

region, and it has been reassuring that the progress we have made on this front has been both steady and impactful.

In Australia, the launch of the Ngayubah Gadan Consensus Statement by the Office of the National Rural Health Commissioner is one of the first Commonwealth policy statements to specifically list paramedicine and call out the capability of paramedics to provide meaningful patient impact in multidisciplinary healthcare teams in regional



term, raising the profile of paramedicine in the minds of legislators and regulators, which is essential in opening the door for more direct lobbying in the future.

The College's advocacy work in Aotearoa has been slower, but our relationship-building activities are beginning to bear fruit. There has been much change occurring in the Aotearoa health system with the abolition of the district health boards and two new health organisations established - Te Whatu Ora - Health New Zealand and Te Aka Whai Ora - Māori Health Authority. The streamlining of the health system in Aotearoa provides a clear opportunity for the College to engage successfully to advance paramedicine in the coming years.

We are also seeing greater traction and improved relationships with various reputable media outlets, with numerous stories and op-ed pieces in the previous 12 months highlighting both the opportunities that exist for paramedics across the health system, in both new and existing roles, along



Throughout these 50 years, the innovation and re-invention of our profession has been remarkable. The College was first established with the lofty aim to standardise education and practice standards, and now, 50 years later, our region has some of the highest education standards, the highest number of Paramedicine PhDs and general clinical practice scopes that are the envy of many.

In the Chair's message in last year's Annual Report, I spoke about increasing engagement from governments and stakeholders across the

and remote areas.

In other parts of the Australian Commonwealth Government, we continue to move the needle, with increased parts of government becoming "aware" of paramedicine, traditionally the purview of the Australian states. This is allowing us to continue to gain traction in ensuring that the sometimes mundane but foundational advocacy activities - such as having paramedics included in lists of professions and in various regulations, and lobbying reporting and statistical departments to create category brackets for paramedics - are, longer



with reflecting on the many challenges that paramedics face and the various points of interface between out-of-hospital, primary and tertiary care.

Of note in the previous 12 months was the widespread professional consultation, focusing on four key areas of professional positioning (standalone vs allied with another profession), the introduction of a clinical practice framework defining career pathways beyond the current paramedic specialist level, seeking input on professional practice programs providing high-quality formative clinical education to recent graduates, along with identifying priorities to support the paramedic workforce to ensure that paramedics feel supported and capable of staying in the profession.

This year we also formally completed the transition from our two former organisations

into the Australasian College of Paramedicine. This culminated in an independent constitutional review, ensuring that our formation documents, drafted during the merger, were able to support and guide the College as it looked to the future. Several amendments were proposed and passed during general meetings that both improve governance while providing enough flexibility to provide for agility as opportunities present themselves. The College was also successful in being recognised by the Australian Charities and Not-for-profits Commission, providing streamlined corporate reporting requirements while unlocking opportunities for reduced cost access to services, grants and funding and tax benefits for staff.

The College's strategic plan, "Foundations", concludes at the end of 2023 and the College team, the board and feedback from

members are being used to inform our next plan, to be called "Evolution". This plan will take up from our immediate post-merger era into establishing our place as a strong and influential College, representing and supporting paramedicine. As part of this evolution, we are looking to further engage with, and support you, our members. To achieve this greater engagement, the College is investing in hiring a dedicated member engagement team to provide on-the-ground contacts and support and deliver increased face-to-face events where our members live and work.

I commend the 2023 Annual Report to you.

**Ryan Lovett**  
Chair

# CEO's Report



I recently passed my 10-year milestone with the College, having started in February 2013 with the Australian and New Zealand College of Paramedicine. I reflect on what my role entailed in those first five years, and the comparison to today is almost incomprehensible. I was mostly organising and running events and promoting College membership, mixed with some strategy and stakeholder engagement work. There used to be quiet periods to recharge during the year, especially November to January. Today, the College is permanently busy; there is no quiet period, and the 2022-2023 financial year was no exception to that.

An organisational review in late 2021 led to a restructure of our teams and the addition of several new roles and the establishment of the Education and Advocacy teams. Optimistically, I thought the new structure and new roles would see a little less day-to-day workload on myself and the team, and the ability to drive some of the key big-picture changes for the profession as discussed in the Chair's piece.

Unfortunately, we had challenges in attracting and employing the right new team members in some key roles, especially the manager roles, which meant that we were under-resourced for much of the financial year. In such a situation, the prudent approach would be to step back, review our plans and reprioritise the key objectives; which we did, but our desire to deliver for our members and the profession meant we kept working to progress against all our objectives.

A continued key focus for my time is on advocacy; driving forward paramedicine's agenda to be and do

more in the health system to benefit our communities. Advocacy is a long game, and it can take many election cycles to see real change. Step by step we advocate for the unique capabilities that paramedics can deliver for patients and the health system, of course in our ambulance services and emergency response but also in urgent and primary care. The Advocacy Team and I worked consistently throughout the period on the recognition of paramedicine in health policy and fora.

The consultation work mentioned in the Chair's report required considerable time and effort from across many teams in the College, and the input of various member committees and individuals to support this work. The Clinical Practice Framework and Professional Practice Programs can enhance the clinical practice of paramedics, and over the next few years will see the output of the College in the education space move to align with these important outcomes.

Key highlights for the College include:

- The launch of Paramedicine, the College's new international, peer-reviewed, open access journal
- Member and profession consultations covering Clinical Practice Framework, Professional Programs, Workforce and the Positioning of Paramedicine
- Ngayubah Gadan (Coming Together) Consensus Statement by the Office of Rural Health Commissioner recognising the role of paramedicine
- 19 formal submissions to various inquiries, strategies and discussions across Australia and Aotearoa to advance the profession

- More than 860 attendees at our conferences, covering ACPIC22 and the Critical Care Summit
- More than 10,000 enrolments across 20 interactive eLearning courses throughout the period
- Commencement of our second Leadership Program with a cohort of 12, with a blend of in-person and online workshops
- 16 member benefits, from professional indemnity, life and health insurance through to leadership education, and to food, clothing, glasses and car rental

I feel privileged to be wonderfully supported by our members and volunteers, who give time, effort, and insight to all that we do, making sure that what we deliver meets the profession's needs. I work with a fantastic team of professionals, notably Lauren Daws and Leesa Taylor, as the senior leadership team, who undertake a vital role in all that we do, and the whole team who give such dedication to the College.

Finally, I extend my thanks to Ryan Lovett and the Board for their amazing support, guidance, and assistance to continue to drive the College and paramedicine forward.

**John Bruning**  
Chief Executive Officer

# Advocacy

Throughout Australasia, governments are talking about health reform and taking steps to address the big issues that are compounding health system inadequacies, healthcare patient access and workforce challenges. The College actively initiates and participates in opportunities to highlight the capabilities of paramedics in clinical and non-clinical roles, advocating for the profession to be recognised for its unique capabilities to deliver high-quality, person-centred care in emergency, urgent and primary care settings.



JOHN BRUNING WITH A/PROF. RUTH STEWART NATIONAL RURAL HEALTH COMMISSIONER, AUSTRALIA, AT LAUNCH OF THE MILESTONE PAPER 'NGAYUBAH GADAN CONSENSUS STATEMENT'

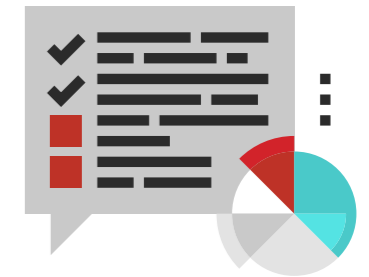
At this time of sweeping health reform, our priorities for the profession remain as future-focused as ever. At a top-line level, we strongly advocate for: A Chief Paramedic Officer to be appointed in every state and territory to ensure professional leadership and representation; paramedics to be more broadly utilised in urgent and primary care settings; and for paramedics to have the workforce flexibility and career opportunities akin to their peers in other health professions. In the course of the past financial year, there were several opportunities to drill down into these priorities and target specific discussions, such as prescribing rights, funding reform, women in healthcare, federal and state workforce strategies, equitable healthcare delivery, and many more.

It is through our priorities that we have a positive impact on people's lives. This past year has seen the College heavily engaged in several initiatives and health sector groups that are working hard to improve healthcare for First Nations peoples and for communities living in rural and remote areas. We know, from our members, that the healthcare support they provide to these communities is often hindered by policy, legislation, and funding barriers. Through our conversations, projects, initiatives and media coverage we are raising the profile of paramedics and lobbying hard for professional recognition.

## ADVOCACY IN ACTION

# 483

People responded to our first online College Poll



# 738

downloads *Advocacy in Conversation* podcast



# 25

Consultation submissions





## Key projects

The Advocacy Team drove several key projects over the course of the year. All of these projects were designed to engage members on topics and issues that impact them as individuals or the profession at large. Many of these projects have or will evolve into programs, reports, or activities for the College.

## College consultations

Early in 2023, the College released four major consultations that covered important and future-focused topics. They were: Recognition as a standalone profession, Draft Clinical Practice Framework for Australasia, Professional Practice Programs, and Building a future-ready workforce.

The College had high engagement from the profession and received more than 400 responses, with majority of respondents showing their support for the proposed concepts.

## Digital strategy

Integral to our work in advocating for the profession is a digital strategy that not only engages members and the wider profession in our activities, but also informs decision-makers of our priorities. The Advocacy Team implemented a digital strategy that focused on increasing access to information about our work through the College website and social media platforms.

In the past year, we redesigned and restructured the advocacy webpage and will continue to make improvements to this over time.

We also significantly increased advocacy-related posts published on social media platforms by an estimated 75%.

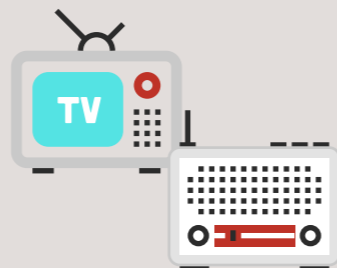
## Building engagement

Through a range of initiatives, the Advocacy Team has worked to build member, stakeholder and health sector engagement simultaneously around issues that affect the profession and healthcare sector. These initiatives include our College Polls, which are easy to access and provide a fast snapshot of what the profession is thinking on a range of topics; the *Advocacy in Conversation* podcast in which College CEO John Bruning discusses contemporary issues with experts; an increased visibility in College e-communications; and an increase in opportunities to promote our messages through third-party communications.

## Media coverage

The College takes a proactive and reactive approach to media, and over the course of the past year has significantly increased its media coverage, significantly expanding its audience reach across Australasia.

The College also partnered with media publishing company AUDIENCED, who oversee the Australian Health Journal.



# 155.4+ MILLION\*

Audience reach through  
media coverage



PHOTO CREDIT: THE AUSTRALIAN, 22 JANUARY 2023. PICTURED: ALECKA MILES, PARAMEDIC, WITH PATIENT

## Quotable quotes/headlines

**Quote:** "The structure of the healthcare needs to completely change."  
John Bruning, The Australian, 22 January 2023

**Headline:** Paramedics to play 'vital role' in revamped Medicare model  
(The Australian, 22 January 2023)

**Quote:** John Bruning, CEO of the Australasian College of Paramedicine, said: "The structure of healthcare needs to completely change. That gap between the GP and the ED is where paramedics could be playing a vital role." (The Australian, 23 January 2023)

**Headline:** Paramedics seek team-based primary health care pilots  
(Australian Health Journal, 15 March 2023)

**Headline:** Excluding paramedics from urgent care clinics wastes a valuable asset  
(Crikey, 29 March 2023)

**Quote:** "Paramedics are a highly skilled health workforce that is registered, educated and trained to deliver high-quality care in any out-of-hospital situation, yet the continued omission of this integral workforce from primary care team-based models and urgent care centres should be deeply concerning for the nation." (op-ed Daily Telegraph, Ryan Lovett, 24 May 2023)

CH 7 SUNRISE,  
27 OCTOBER 2022,  
RYAN LOVETT  
INTERVIEWED IN  
LIVE CROSS ABOUT  
PARAMEDICS WORKING  
IN THE UK



## Media highlights include:

DATE	MEDIA	HEADLINE/TOPIC
27 October 2022	Ch 7, Sunrise – live cross	Paramedic expat push
23 January 2023	The Australian	Not fit for purpose: Medicare to undergo shake-up
23 January 2023	The Australian	Paramedics to play 'vital role' in revamped Medicare model
23 February 2023	ABC Radio – South East SA	Radio i/v: Fed Health Min. Mark Butler announces UCCs in SA but fails to mention paramedics in team-based model
15 March 2023	Australian Health Journal	Paramedics seek team-based primary health care pilots
29 March 2023	Crikey	Op-ed: Excluding paramedics from urgent care clinics wastes a valuable asset
24 May 2023	Daily Telegraph	Op-ed: Paramedics can play bigger role in health outcomes

# Thank you

The College would also like to take this opportunity to sincerely thank the many members who contributed to our work throughout the year with meetings or event representation, submission preparation, media engagement, and project review.

## Individuals

- |                     |                        |
|---------------------|------------------------|
| Dr John Adie        | Dr Bill Lord AM        |
| Tim Andrews         | Reenie Lowe            |
| Sascha Bowdry       | David McLeod           |
| Dr Kelly-Ann Bowles | Dr Ben Meadley ASM     |
| Virginia Boyn       | Alecka Miles           |
| Dean Brown          | Dr Peter O'Meara       |
| Stuart Cook         | FACPara                |
| Dr David Dawson     | Michelle Piercy        |
| Dr Scott Devenish   | A/Prof Louise Reynolds |
| Jake Donovan        | Dr Brendan Shannon     |
| Dr Alan Eade ASM    | Dr Clare Sutton        |
| Dr Michael Eburn    | Fraser Watson          |
| Jack Faxon Jr       | Michael Smith          |
| Richard Jones       | Matt Wilkinson-Stokes  |
| Dr David Long       | Kenton Winsley         |

## Organisations

- Council of Ambulance Authorities
- Te Kaunihera Manapou | Paramedic Council
- Australasian Paramedic Council of Deans

# Having a say:

## Submissions and surveys

The College prepared submissions and survey responses to parliamentary inquiries, discussion topics, as well as government and organisational strategies.

## Australia

- NSW Parliamentary Inquiry into ambulance ramping and access block
- Victorian Health Department: Workforce Strategy
- Federal Budget Submission
- National Health Literacy Strategy Framework Consultation
- National Strategy on Gender Equality
- Health, safety, and wellbeing at work (NSW)
- Ambulance Victoria draft strategy feedback survey 2023-2028
- Diverse Communities Mental Health and Wellbeing Framework (VIC)
- Palliative Care Project (SA)
- The Treasury: Measuring what matters
- Health Equity Implementation Plan Feedback (QLD, Darling Downs)
- Ngayubah Gadan (Coming Together) Consensus Statement and Guiding Paper (Office of Rural Health Commissioner)
- NHMRC Improving alignment and coordination between the Medical Research Future Fund and Medical Research Endowment Account
- NRHA Mid-term review
- Australian Universities Accord discussion paper
- National Health and Climate Strategy

## Aotearoa New Zealand

- Statement on Telehealth
- Therapeutics Product Bill
- New Zealand Health Survey

# Let's talk about paramedics:

## Groups

- The College is represented across various external organisations and groups to ensure the paramedicine profession is heard.
- Acute Coronary Syndrome Guidelines Reference Group
- Advisory Network of the National Rural Health Commissioner
- Ahpra Paramedicine Board of Australia
- Ahpra Professions Reference Group
- Allied Health Industry Reference Group
- Ambulance Health Services Working Group, Aust Commission on Quality and Safety in Health Care
- ARC South Australia
- ARC Tasmania
- ARC Victoria

- ASHM, Emergency Service Providers and Blood-Borne Viruses Reference Group
- Auckland University of Technology – Paramedic Advisory Committee
- Australian Council on Healthcare Standards
- Australian Resuscitation Council
- CAA Ambulance Education Committee
- Chief Allied Health Officer – Paramedicine Reference Group
- ELLC Advisory Committee
- National COVID-19 Taskforce
- National Rural Health Alliance





# Education and Events

## eLearning

Access to quality robust professional learning remains critical to the professionalism of the industry. As identified by respondents to the consultation paper "Paramedicine: Recognition as a standalone profession", 87.85% indicated paramedics being utilised more broadly across urgent and primary care was a key aspect that will positively impact and improve person-centred care. While professional learning does not replace formal education, it is an important component in creating a scaffolded learning environment that enhances competency and drives lifelong learning, and supports transitions into new and different areas of practice. Success begets success.

Since launching the College's eLearning platform in 2022, there has been an overwhelmingly positive response. The eLearning courses (Technology Enhanced learning - TEL) are designed with adult learning principles at the forefront, supported by a strong foundation in educational philosophy. This, along with continued industry collaboration, ensures our learning portfolio is fit for purpose and provides an equitable model for learning.

At the close of the financial year there were more than 10,000 total enrolments in our eLearning courses.

### eLearning highlights – popular courses:

- ➡ **The "Introduction to Wound Management"**  
➡ – 1,500 enrolments
- ➡ **"Management of Physiological Birth"**  
➡ – 1,500 enrolments
- ➡ **The "Introduction to Stroke"**  
➡ – 1,000 enrolments
- ➡ **The "Foundational Cardiology"**  
(released in April 2023)  
➡ – 700 enrolments

The eLearning platform has been operational for 15 months and we now have 20 eLearning courses available to members. There are seven modules in the Obstetric series, five in neurology, three in paramedic responsibilities, and one in each area of palliative care, mental health, community paramedicine, and education and preceptorship.

To engage further with the paramedic profession, in May 2023 we launched our free microlearning courses. These small, single-focused course vignettes are free for anyone to access and link to a parent member-only course as well as the CPD tracker. There are now five offerings and all have been well received, with the microlearning providing a way into experiencing College education.

## Events, Webinars and Podcasts

One of the stand-out successes was our Live Symposium, delivered online in November 2022 to coincide with the end of the registration period for paramedics in Australia. The two-day live event attracted 210 participants on Day 1 and 224 participants on Day 2.

Throughout the year, the College delivered 38 webinars and events, with total participation of 3135 attendees across the year, and 5403 event registrations.

The financial year ended with 775 recorded webinars available on the College website, for members to access for free, and for a fee for non-members. Over the year, recorded content saw a total of just over 35,000 unique views. Our recorded content covers a broad range of clinical topics, from student-focused to critical care content, and non-clinical topics such as leadership and management, training and mentoring, decision-making, legal matters, research and more.

Our podcast The Debrief produced seven more episodes with a combined audience of 4,485 and addressed issues including women's mental health, paramedicine and allied health, implicit bias, remote and austere care and community paramedicine.



## Conferences



### ACP RESEARCH SYMPOSIUM 2022 14 TO 15 JULY 2022

Held at the University of the Sunshine Coast and streamed online, The ACP Research Symposium was a two-day program delivering exciting and innovative research focused on excellence in paramedicine. Through the theme, "New Beginnings", the event celebrated the new and diverse research happening in paramedicine as well as encouraged delegates to look forward and be inspired by future possibilities within this critical medical field. The event attracted around 60 face to face delegates who participated in workshops and networking as well as an online audience of 24 delegates.



### STUCON – 29 JULY 2022

In 2022, the College hosted a student conference, STUCON, which took place as a one-day virtual event on the 29th of July. STUCON is an in-depth student conference that focused on clinical best practice, education and research. The program was jam packed with 20 presenters and we were joined remotely by 70 students and six on campus university events were held around Australasia, where the online conference was live streamed to university paramedic student societies.



### ACP INTERNATIONAL CONFERENCE 2022 14 TO 16 SEPTEMBER 2022

Hosted in Brisbane and streamed online, ACPIC 2022 brought together over 45 presenters from countries around the world, covering topics from obstetrics to wound care, research to sedation. The conference theme 'Embracing Strengths, Shaping Futures' – encompassed the need to develop our already established base of core paramedicine, while looking forward to identify new opportunities and solidify our identity within the Health sector. The conference attracted 115 online attendees and over 260 face to face attendees to Brisbane, many of whom attended the pre-conference workshops as well as the pre-conference networking cocktail event and the gala dinner.



### CRITICAL CARE SUMMIT 2023 25 TO 26 MAY 2023

In May 2023, the College held our inaugural Critical Care Summit in Tweed Heads, NSW. The Summit was designed to bring all clinicians involved in the care of critically unwell patients together in a collaborative and collegial way, to share knowledge amongst peers and professions and to ensure that the patient is always at the centre of clinical decision making. The comprehensive program brought together 15 skilled presenters from around Australasia, 147 face to face and 72 online attendees.



# Marketing and Communications

The Marketing and Communications Team continued to focus on providing engaging and informative content for College members, guest subscribers, and paramedics throughout Australasia.

The past financial year saw a significant increase in engagement with members of the College and guest subscribers via the use of Electronic Direct Mails (eDMs), particularly after shifting to a new eDM platform with updated templates. This resulted in a doubling of the open rate for our member publications The Pulse and Rapid Response in the latter months of 2022 and the first half of 2023. Our eDMs have also been instrumental in attracting delegates to our conferences in the past year, as well as proving to be an effective tool to disseminate research opportunities, advocacy initiatives, and education opportunities.

Our social media presence also continued to increase on our Facebook, Instagram, Twitter (X) and LinkedIn channels. Our greatest reach continues to be via Facebook, with an average reach of around 20,000 people per month. Content posted on social media is structured to be relevant to the College activities, along with content that we believe to be of interest to paramedics across Australasia.

Updates to the College website began in the latter half of 2022, and we now have fresh new pages for Membership, Advocacy and Research. We continue to publish job and research opportunities on our website, along with news articles. Each news article now has a thumbnail image, to make them more visually appealing. In the past year, we published 178 articles in our news section. As a major marketing tool, work will continue to make the website more user friendly and a place where our key stakeholders can easily access information.

To enable us to better understand content that appeals to our members and the wider profession, we pay attention to our website analytics and user activity. This helps us ascertain the areas of interest and demand for particular content across our portfolios, and allows us to tailor our offerings to what members want and the profession needs.

Working with all College departments, the Marketing and Communications Team produced short video promotional material, advertisements, and conference collateral, ensuring the College has a consistent voice and brand, as well as ensuring that relevant content is shared with our members and guest subscribers. We also worked with the Advocacy Team to produce media releases and op-eds, which featured in major Australian media outlets, including

the ABC, Guardian and The Australian, and to promote the College's work in advocacy. Our quarterly magazine Response continued to be well received by our members, and its engaging and informed content makes it a quality publication that our members look forward to receiving.

Liaising with Sage Publications, we were instrumental in the launch of the new Paramedicine journal in early 2023 and we continue to work with the Editor-in-Chief to share news regarding this important College publication. We were also joined by the Paramedic Chiefs of Canada as journal partner and the McNally Project for Paramedicine Research as a journal associate.



ACPIC CONFERENCE AD



COLLEGE EDUCATION CPD AD

RESPONSE  
MAGAZINE, AUTUMN  
AND WINTER  
EDITION COVERS

**Take control of your career.**  
Belong to the College.

**JOIN NOW**

MEMBERSHIP FOR AMBULANCE STATIONS

**When you join, you benefit from:**

- ▶ Advocacy support – a voice that represents you and your profession
- ▶ FREE access to evidence informed eLearning, webinars and podcasts
- ▶ Discounted College conference tickets
- ▶ Access to scholarships, education and research grants
- ▶ FREE access to our CPD tracker
- ▶ Resources to advance your career
- ▶ Low cost student and graduate memberships

**About the College**

The College is the peak professional body representing and supporting paramedics across Australia and Aotearoa New Zealand. Whether it's advocating for the broader integration of paramedicine in the health system, or providing evidence informed CPD, the College supports you in all aspects of your paramedic career.

Join today! Scan the code or call 1300 730 450 or visit [www.paramedics.org/membership](http://www.paramedics.org/membership)

[www.paramedics.org](http://www.paramedics.org)  
@ACParamedicine

MEMBERSHIP AD FOR AMBULANCE STATIONS

RIGHT: EDM, WEB AND SOCIAL BANNERS FOR DIGITAL MARKETING





# Membership

## at a glance

The 2023 financial year saw minimal growth for the College's full-fee member base as economic and workforce conditions had an impact. Full-fee membership, which forms the majority of membership income, saw very minor growth around the 1% mark, while overall membership fell due to declines in student and graduate membership.

Overall membership sat at 7703 members as of 30 June 2023. The College also engages with "guest" supporters, who are registered on the College website and engage with our education, advocacy, events, research or other services. The College had 4598 supporters at the end of the year, which represents a significant opportunity for membership conversion, and a total of 12,301 people across Australasia actively engaged in College support and activities.

### College Leadership Program

The College's second Leadership Program commenced in March 2023. The program aims to build the capacity of paramedics and health sector managers to navigate the adaptive environments in which they work. Through a mix of small group sessions and interactive hands-on modules, participants work through a schedule of topics that include adaptive leadership, collaborative team cultures, communication, resilience and wellbeing. The program is expertly delivered by Harvard-trained facilitators from Polykala, and supported by resources from the Institute of Managers and Leaders, and in 2023 comprised a mixture of in-person workshop days supplemented with online, live interactive sessions with the facilitators. The Leadership Program is due to be completed in late 2023.

### Membership summary

MEMBER, ASSOCIATE, FELLOW:  
→ **5302**

OTHER – STUDENT, GRADUATE, VOLUNTEER, LIFE MEMBER:  
→ **2401**

GUEST SUPPORTER:  
→ **4598**

TOTAL ENGAGEMENT:  
→ **12,301**

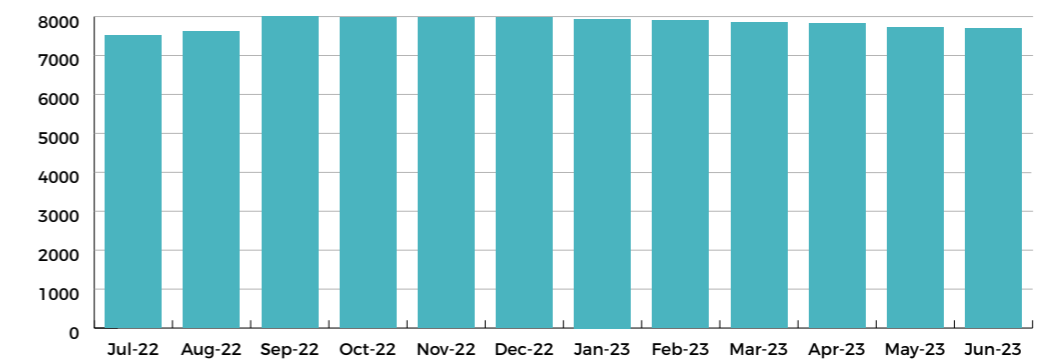


PARTICIPANTS OF THE COLLEGE LEADERSHIP PROGRAM

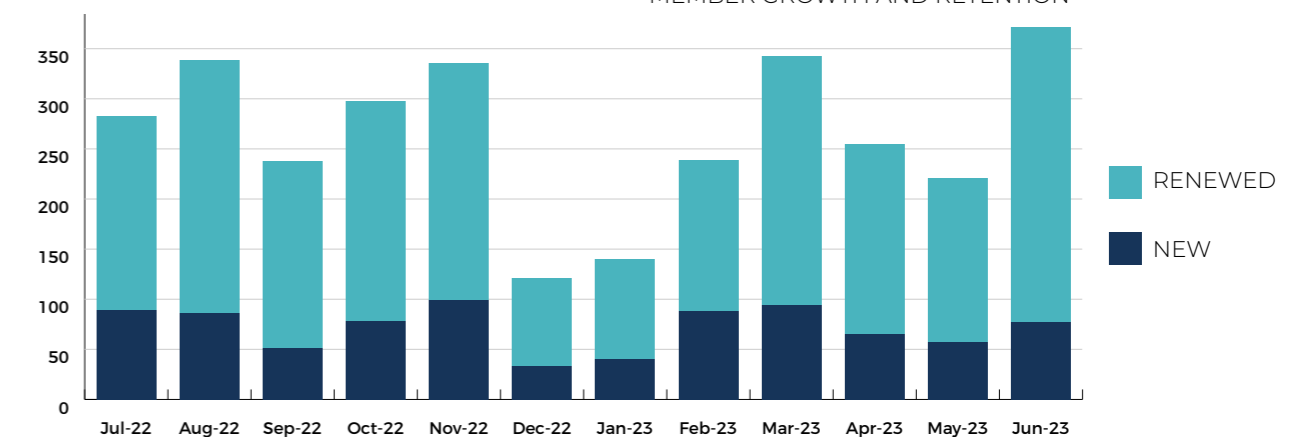


ACP membership	NSW	VIC	QLD	SA	WA	TAS	ACT	NT	NZ	Other Int
Totals	2270	1314	1570	710	529	372	129	100	673	34

MEMBER NUMBERS (ALL CATEGORIES)



MEMBER GROWTH AND RETENTION





# Committees

## Report

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.

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 completed Phase 2 (Delphi consensus process) of the Research Agenda for Australasian Paramedicine (RAAP) project and published the findings of Phase 1 (cross-sectional survey to determine barriers and enablers to paramedicine research) in Paramedicine, the international peer-reviewed journal of the College. The Committee continued its quarterly Talking Research webinars and contributed a research-focused article for every issue of Response magazine. Furthermore, a new dedicated column in the magazine keeps members up to date with the Committees' activities. Applications for the College's 2023 research grants (Early Career Research Grant, Higher Degree by Research Grant and the Research Dissemination and Translation Grant) were assessed by a sub-committee. The Committee again ran the Paramedic Research Mentorship Program in which experienced paramedicine researchers mentor paramedics interested in research and/or a career in research, and in preparation for ACPIC 2023 the Committee facilitated the scientific abstract reviews.



DEREK FROM ACPIC22

The Student Committee has undergone a lengthy but successful process of filling vacant student roles. Following the delivery of the ACP Student Conference (STUCON) in 2022, the newly formed Student Committee is currently at work to deliver new student-focused events (including a rural health event) and podcasts (such as patient deaths, final year to graduation, and dealing with conflicts) later in the year.

### Member Committees

South Australia: The South Australian ACP committee had a successful year delivering multiple face-to-face events. Topics included everything from Endovascular Thrombectomy to Snake Safety and the clinical sequelae associated with serpent neurotoxins.

The committee continued to build strong relationships with the Flinders University Student Paramedics Association through assistance at CPD events. The most prominent CPD event is the Road Crash Rescue high fidelity training day held at Burnside CFS. This event allows students to attend to high-fidelity road crash scenarios while being mentored by ACP SA Paramedics.

ACP SA had a strong presence at the biennial Emergency SA (EMSA) conference. This event is a collaboration between the Australasian College of Paramedicine, the Australasian College of Emergency Medicine, and The College of Emergency Nursing Australasia. The committee looks forward to delivering a truly interprofessional EMSA conference in 2024.

Tasmania: The committee's initial referral pathways sessions met with tremendous success, prompting the organisation of a second day dedicated to further exploring the array of available resources in different domains. To bolster clinical practice development, the committee maintained its collaboration with

Ambulance Tasmania, focusing on honing on-road practical skills. This became particularly vital due to the rollout of an increased scope of practice among ambulance paramedics, which included procedures like intraosseous access. The College's involvement and support extended to the Ambulance Tasmania Clinical Advisory Committee, ensuring a continuous exchange of insights and assistance.

Retrieval consultants delivered presentations that heightened awareness and comprehension of processes related to the rotary wing space, offering valuable insights into this essential aspect of medical and trauma transportation, and the interventions they can provide roadside. Another noteworthy highlight was the introduction of PACER (mental health), a relatively new initiative in Tasmania. This program was presented on a national scale from Hobart/nipaluna following a successful pilot trial. Given its promising results, there are plans to further expand its reach throughout the state, which has sparked significant interest among stakeholders.

### Working Groups

The past year has seen significant progress within the Australasian Paramedic Clinical Practice Guidelines Working Group. Following a break, the team eagerly resumed its efforts. The group developed a draft report centred on guideline



LUCY FROM ACPIC22

development across Australasia that will be shared with the College for feedback. The focus now turns to Stage 3 of the project and the formation of an inclusive consortium. Comprising a diverse range of experts, including paramedics, medical directors, dedicated academics, patient representatives, industry stakeholders, international experts, and more, this consortium aims to collectively shape the guideline processes that reflect evidence-based practices, patient-centric care, technological integration, and global perspectives.

The Patient Violence, Abuse and Neglect Working Group was formed to create and disseminate resources and advise the College on matters related to the intersection of violence, abuse and neglect with paramedic practice. Members of the group

received \$20,000 in funding from Western Sydney University to create modules for paramedics on understanding elder abuse and neglect; and have generated a new publication on the understanding of Australian paramedics on their legal and professional obligations regards child abuse and neglect which was picked up by the media. The working group also initiated a project to create a series of self-directed, online educational modules for members to learn about all forms of family violence, abuse and neglect.

The Paramedic Wellbeing Working Group continued to work hard to improve the wellbeing of paramedics over the past year. This included engagement with external agencies and organisations, seeking opportunities for members to access educational resources and wellbeing activities. The group advocated for paramedic wellbeing by providing feedback on projects or initiatives requesting review, such as the government consultation for the "Measuring what matters" report and the Ambulance Victoria Equality Report. They also submitted regular contributions with a paramedic wellbeing focus to Response magazine and is linking in with the Research Committee to produce a podcast focused on paramedic wellbeing research to raise awareness of current projects. The group also continued to provide feedback and assist in determining the suitability of resources for the College Wellbeing Hub, and advised on the promotion of evidence-based activities supportive of developing and maintaining the mental, emotional and physical wellbeing of members and families.

The main focus of the Community Paramedicine Working Group in 2022 was undertaking and writing the Global Consensus on the definition of Community Paramedic, and the Community Paramedicine across Australasia (COMPASS) study. The report examined the current and emerging practice, trends, barriers and enablers to expanding Community Paramedicine across Australia and Aotearoa New Zealand. A number of recommendations were made from these findings in support of funding and legislative changes. This report was commissioned by the Australasian College of Paramedicine, with ethics approval supported by Edith Cowan University, Joondalup Campus. Members were also involved in disseminating the research from these projects through publication and conference presentations, including the publication of "The definition of a community paramedic: An international consensus" in Paramedicine journal, as well as taking part in multiple conference presentations.



# Financial Report

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

The 2022-2023 financial year marked our third year of full operation and the first year with minimal impacts for our delivery following previous Covid impacts to operations. The College has continued to invest strongly to deliver our services and activities, while maintaining good revenue growth.

## Finance function

The College utilises an Audit and Risk Committee for oversight of the finance function, with the Corporate Services Manager having oversight of the day-to-day financial operations of the College. A revised finance function was implemented late in the reporting period with a part-time accountant now employed, a new financial advisory firm to support the Corporate Services Manager and a new auditor appointed to continue to lift our financial governance and oversight.

## Performance

Robust performance against budget was achieved due to several factors. An increase in revenue, with \$305,246 or 14% increase compared to 2022 due to membership and education income growth taking College revenue over \$2.5m. On the expense side, we had a corresponding increase in costs of \$602,056 or 31% compared to 2022, due to decisions to increase our resourcing to deliver our strategic objectives. The College delivered a profit of \$116,702 for the financial year against a budgeted loss of \$260,360. This profit was achieved in part by receipt of the wind-up funds from Paramedics Australasia of \$174,443 and the general cost control activities of the senior management team.

## Highlights from the accounts

### Membership income

Membership income for the reporting period was up \$45,503 or 3% compared to 2022. The challenging economic conditions with high inflation impacting renewals and growth.

### Education

The income from ParaEd and arrangements with third parties to deliver CPD services for them, saw an increase in education income to \$558,052. This represents an increase of \$156,914 or 39% over the prior year. This income has been invested back into services and resourcing to enhance the College offering.

### Employee expense

The strong investment by the Board in resourcing saw employee expense increase by \$352,486 or 27%, to a total of \$1,655,302. This has been carefully undertaken and matched by increases in ongoing income. The increase in current staffing resources is also forward-looking to enable the College to achieve its future strategic objectives.

### Summary

Our overall financial position for the year ending 30th June 2023 shows a net surplus of \$116,702 with total equity of \$1,388,595. This remains a strong position for the College to be in. The College continued to invest over the period, driving for improved member engagement and services delivered by a professional team of staff.

### 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 2023.

### 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
- Angus Armour (appointed 29 July 2022)
- Gabrielle Follett
- Anthony Gately
- Simone Haigh
- Bill Lord
- Ryan Lovett
- Martin Nichols
- Kate Worthington

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



Clive Addison



**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

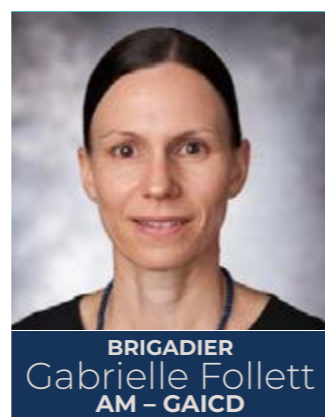


Angus Armour  
FAICD, FFIN



**Qualifications:** Bachelor of Arts (Honours Economics), Master of Business Administration, Advanced Management Program, Graduate Australian Institute of Company Directors

**Experience:** ACP Director since July 2022, and currently NED, European Australian Business Council; previously MD & CEO Australian Institute of Company Directors; NED, Committee for Economic Development of Australia; Principal Advisor, Innovation, Business Council of Australia; Deputy Secretary, Department of Industry, NSW Trade and Investment; MD & CEO, Export Finance & Insurance Corporation.



BRIGADIER  
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 - present, Brigadier since January 2023; 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.



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 Coordinator of Clinical Practice, 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.

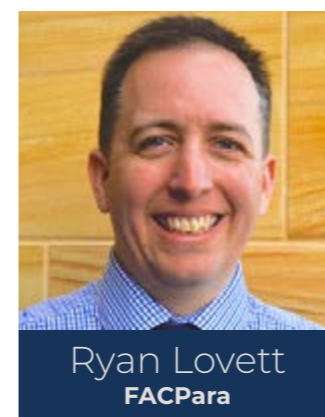


Bill Lord  
AM – MACPara



**Qualifications:** Bachelor of Health Science (PreHospCare), 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.



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;

Director Skerric, Program Lead, Hospital to Community Integration Wellbeing SA; Executive Director Statewide Operational Service SA Ambulance Service; NSW Health Emergency Management Unit, Senior Manager NSW Ambulance;

**Special Responsibilities:** Chair



Martin Nichols  
FACPara



**Qualifications:** Bachelor of Health Science (PreHospCare), Bachelor of Nursing, Graduate Certificate Aeromedical Retrieval, Graduate Certificate Acute Care Nursing, Graduate Certificate Clinical Education, Master of Health Science, MBA (Public Sector Mgt).

**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 & Critical Care Paramedic; Lecturer CSU 2015-2018; Ahpra Paramedic Accreditation Committee 2019-present

**Special Responsibilities:** Vice Chair



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; Head of Emergency Ambulance Operations, 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 interests of the profession throughout Australasia on matters relating to paramedicine and associated issues.
- The provision of services covering education, events, research, publications, and support.

The company became a registered charity under Australian Charities and Not-for-profits Commission on 20 April 2023.

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

## Objectives

The Company's overarching objects are to:

- Lead the paramedic profession in Australasia to deliver excellence in paramedicine and support person-centred healthcare
- Improve access to and the provision of healthcare
- Reduce disparities in healthcare for individuals and communities, including First Nations, Tangata Whenua, and Indigenous Peoples

The Company's medium-term objectives are to:

- Leadership - Lead the profession to deliver excellence in person-centred care
- Education - Inspire and facilitate the development of paramedics
- Research - Advance the development of evidence-informed paramedicine
- Members - Represent and support the interest 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 paid positions that are aimed at managing the College successfully, advocating for the profession, providing support and 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 programs and services in support of the profession and the goals of the company.

## 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 2023, the total amount that members of the company are liable to contribute if the company is wound up is \$7,703.

## Meetings of Directors

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

Director	Attended	Eligible
Clive Addison	6	7
Angus Armour	6	6
Gabrielle Follett	6	7
Anthony Gately	6	7
Simone Haigh	6	7
Bill Lord	7	7
Ryan Lovett	6	7
Martin Nichols	7	7
Kate Worthington	7	7

## Board Committees

Audit and Risk Committee

- Clive Addison (Chair), Michael Smith, Tony Gately, Kate Worthington

Nominations and Selection Committee

- Mark McCoy (Chair), Liz Schenke, Peter Lang, and Namoi Dougall.

- Interim Committee (June-July 2022): Alan Eade (Chair), Ruth Townsend and 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 2023 has been received and can be found on page xx of this report.

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



**Ryan Lovett**

Chair / Director

Dated this 13th day of September 2023



Audit Services

### AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012 TO THE DIRECTORS OF AUSTRALASIAN COLLEGE OF PARAMEDICINE LIMITED

As auditor of Australasian College of Paramedicine Limited for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, there have been:

- no contraventions of the auditor independence requirements as set out in the *section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- no contraventions of any applicable code of professional conduct in relation to the audit.



**Peter Sheville, Director**  
Registered Company Auditor (16082)  
C&N Audit Services

13 September 2023



SPECIALIST INDEPENDENT AUDIT & ASSURANCE SERVICES

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T: 07 3391 6322  
ABN: 50 511 378 343



# Financial Statements

## Australasian College of Paramedicine Statement of profit or loss and other comprehensive income For the year ended 30 June 2023

	Note	2023 \$	2022 \$
<b>Revenue</b>	<b>5</b>		
<b>Revenue from contracts with customers</b>			
Provision of services		739,593	523,537
Member subscriptions		1,677,539	1,632,036
Other revenue from contracts with customers		97,328	53,641
<b>Total Revenue from contracts with customers</b>		<b>2,514,460</b>	<b>2,209,214</b>
<b>Total Revenue</b>		<b>2,514,460</b>	<b>2,209,214</b>
<b>Gross profit</b>		<b>2,514,460</b>	<b>2,209,214</b>
Finance income	6	8,999	2,247
Other income	5	187,121	11,585
<b>Administrative expenses</b>			
Administrative expenses		(80,212)	(68,338)
Employee benefit expenses		(1,655,302)	(1,302,816)
<b>Total Administrative expenses</b>		<b>(1,735,514)</b>	<b>(1,371,154)</b>
Finance expenses	6	(25,869)	(20,174)
Marketing expenses		(35,216)	(35,746)
<b>Other expenses</b>			
Other expenses		(31,631)	(33,165)
Depreciation expenses		(21,457)	(23,787)
<b>Total Other expenses</b>		<b>(53,088)</b>	<b>(56,952)</b>
<b>College expenses</b>			
Conference expenses		(269,301)	(101,115)
Grants Given		(47,832)	(40,200)
Education Costs		(58,084)	(67,041)
Membership publications and resources		(217,894)	(173,075)
Subscriptions & Memberships		(37,180)	(43,141)
Board & Committee Expenses		(42,600)	(13,059)
Special Projects		(71,300)	(65,000)
<b>Total College expenses</b>		<b>(744,191)</b>	<b>(502,631)</b>
<b>Profit before income taxes</b>		<b>116,702</b>	<b>236,389</b>
Income tax			
<b>Profit from continuing operations</b>		<b>116,702</b>	<b>236,389</b>
<b>Profit for the year</b>		<b>116,702</b>	<b>236,389</b>
<b>Total comprehensive income for the year</b>		<b>116,702</b>	<b>236,389</b>

The accompanying notes form part of these financial statements.

## Australasian College of Paramedicine Statement of financial position For the year ended 30 June 2023

	Note	2023 \$	2022 \$
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	8	1,934,492	1,731,161
Trade and other receivables	9	37,998	25,705
Other assets	12	23,697	17,928
<b>Total current assets</b>		<b>1,996,187</b>	<b>1,774,794</b>
<b>Non-current assets</b>			
Property, plant and equipment	10	29,569	47,265
Intangible assets	11	900	918
<b>Total non-current assets</b>		<b>30,469</b>	<b>48,183</b>
<b>Total assets</b>		<b>2,026,656</b>	<b>1,822,977</b>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Trade and other payables	13	220,880	198,662
Employee benefits	14	144,276	70,790
Other liabilities	23	256,619	258,249
<b>Total current liabilities</b>		<b>621,775</b>	<b>527,701</b>
<b>Non-current liabilities</b>			
Employee benefits	14	16,286	23,380
<b>Total liabilities</b>		<b>638,061</b>	<b>551,081</b>
<b>Net assets</b>		<b>1,388,595</b>	<b>1,271,896</b>
<b>Equity</b>			
Retained earnings		<b>1,388,595</b>	<b>1,271,893</b>

The accompanying notes form part of these financial statements.

## Australasian College of Paramedicine Statement of changes in equity For the year ended 30 June 2023

2022	Retained earnings \$	Total equity \$
<b>Opening balance</b>	1,035,504	1,035,504
Profit for the year	236,389	236,389
<b>Closing balance</b>	<b>1,271,893</b>	<b>1,271,893</b>

# Financial Statements

2023	Retained earnings \$	Total equity \$
Opening balance	1,271,893	1,271,893
Profit for the year	116,702	116,702
<b>Closing balance</b>	<b>1,388,595</b>	<b>1,388,595</b>

The accompanying notes form part of these financial statements.

## Australasian College of Paramedicine Statement of financial position For the year ended 30 June 2023

	2023 \$	2022 \$
<b>Cash flows from operating activities:</b>		
Receipts from customers	2,766,609	2,467,122
Payments to suppliers and employees	(2,742,977)	(1,994,039)
Interest received	8,999	2,247
Interest paid	-	(579)
<b>Net cash flows from operating activities</b>	<b>32,631</b>	<b>474,751</b>
<b>Cash flows from investing activities:</b>		
Cash received from/(paid in relation to) merged entities	174,443	(3,000)
Purchase of property, plant and equipment	(1,943)	(24,826)
Purchase of intangibles	(1,800)	-
<b>Net cash provided by/(used in) investing activities</b>	<b>170,700</b>	<b>(27,826)</b>
<b>Net increase in cash and cash equivalents</b>	<b>203,331</b>	<b>446,925</b>
Cash and cash equivalents at beginning of year	1,731,161	1,284,236
<b>Cash and cash equivalents at end of financial year</b>	<b>1,934,492</b>	<b>1,731,161</b>

The accompanying notes form part of these financial statements.

## Australasian College of Paramedicine Statement of profit or loss and other comprehensive income For the year ended 30 June 2023

### 1. Introduction

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

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

The financial report was authorised for issue by the Directors on 13 September 2023.

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.

The Company is an entity to which ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191 applies and, accordingly amounts in the financial statements and directors' report have been rounded to the nearest dollar.

### 2. Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (the ACNC Act) and the Australian Charities and Not-for-profits Commission Regulations 2013 (the Regulations), Corporations Act 2001 and specifically Tier 2 Australian Accounting Standards - Simplified Disclosures as defined in AASB 1053 Applications of Tiers of Australian Accounting Standards.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

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 for the prior year has been reclassified to provide consistency with current year disclosures.

### 3. 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 memberships 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 are recognised when the right to receipt is 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.



# Financial Statements

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

From 20 April 2023, the Company received an exemption from the ATO and from that point forward was 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

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, 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 a 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 a 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 or 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 from goods and services provided to the Company prior to the end of 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, plus related on-costs.

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. Cashflows are discounted at rates determined by reference to market yields at the end of the reporting period on high-quality corporate bond rates with terms to maturity that match the expected timing of cashflows. 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.

## 4. Critical accounting estimates and judgements

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.

### a. Key estimates - impairment of property, plant and equipment

The Company assesses impairment at the end of each reporting period by evaluating conditions specific to the Company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions. The Company did not identify any indicators of impairment at the end of the reporting period.

### b. Key estimates - revenue recognition

When determining the nature, timing and amount of revenue to be recognised, the following critical estimates and judgements were applied and are considered to be those that have the most significant effect on revenue recognition.

### i. Key judgement accounting treatment of monies received from merged entities

The company received funds from the liquidator of Paramedics Australasia Ltd. The Australian and New Zealand College of Paramedicine Limited and Paramedics Australasia Ltd merged their operations in March 2020, forming a new company - the Australasian College of Paramedicine with any surplus funds on their liquidation being paid to the Australasian College of Paramedicine.

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 Directors' considered that recording the receipt as Other Income in the Statement of Profit or Loss and Other Comprehensive Income was appropriate given the nature of the transaction, and in accordance with AASB 3 - Business Combinations. The Directors also considered it appropriate to only recognise these funds on receipt.

# Financial Statements

## 5. Revenue and other income

### a. Revenue from continuing operations

	2023 \$	2022 \$
<b>Revenue from contracts with customers</b>		
Provision of services	739,593	523,537
Member subscriptions	1,677,539	1,632,036
Other revenue from contracts with customers	97,328	53,641
	<b>2,514,460</b>	<b>2,209,214</b>

### b. Other income

	2023 \$	2022 \$
Commissions	12,678	11,585
<b>Other income</b>		
Other income	174,443	-
	<b>187,121</b>	<b>11,585</b>

Other income in the 2023 year relates to funds received as a result of the finalisation of the wind-up of Paramedics Australasia Ltd. On completion of the wind-up of this entity, any remaining funds were distributed to the Australasian College of Paramedicine Limited in accordance with the Transfer Deed between these entities.

The amount received from the wind-up of this entity was unknown until the liquidation process was completed during the 2023 financial year.

### c. Disaggregation of revenue from contracts with customers

Revenue from contracts with customers has been disaggregated into the type of service supplied, with the breakdown displayed in the following table:

	2023 \$	2022 \$
<b>Disaggregation by service supplied</b>		
Membership subscriptions	1,677,539	1,632,036
Conference registrations & sponsorship	171,077	108,815
Education	568,516	414,722
Advertising Revenue	97,328	53,641
	<b>2,514,460</b>	<b>2,209,214</b>

## 6. Finance income and expenses

	2023 \$	2022 \$
<b>Finance income</b>		
<b>Interest income</b>		
Other interest income	8,999	2,247
	8,999	2,247
<b>Finance expenses</b>		
Other finance expenses – bank charges	<b>25,869</b>	<b>20,174</b>

## 7. Result for the year

The result for the year includes the following specific expenses:

Description	2023 \$	2022 \$
Net loss on disposal		7,651
Defined contribution superannuation expense	140,334	122,782
Depreciation – plant & equipment	19,639	17,800
Amortisation – intangibles	1,818	5,987

## 8. Cash and cash equivalents

### a. Cash and cash equivalent details

	2023 \$	2022 \$
Cash at bank	1,934,492	1,731,161

### b. Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:

	2023 \$	2022 \$
<b>Cash and cash equivalents</b>		
Cash at bank	1,934,492	1,731,161
	<b>1,934,492</b>	<b>1,731,161</b>

## 9. 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 allowances for expected credit losses.

Current	2023 \$	2022 \$
Trade receivables	37,998	25,705
	<b>37,998</b>	<b>25,705</b>

## 10. Property, plant and equipment

### a. Property, plant and equipment details

Summary	2023 \$	2022 \$
Office equipment	16,611	24,188
Computer equipment	12,958	23,077
	<b>29,569</b>	<b>47,265</b>



# Financial Statements

2022	Office equipment \$	Computer equipment \$	Total \$
<b>Year ended 30 June 2022</b>			
Balance at the beginning of year	20,783	27,107	47,890
Additions	15,802	9,024	24,826
Disposals	(4,833)	(2,818)	(7,651)
<b>Depreciation Expense</b>	(7,564)	(10,236)	(17,800)
<b>Balance at the end of the year</b>	<b>24,188</b>	<b>23,077</b>	<b>47,265</b>
<b>Year ended 30 June 2023</b>			
Balance at the beginning of year	24,188	23,077	47,265
Additions	684	1,259	1,943
Depreciation Expense	(8,261)	(11,378)	(19,639)
<b>Closing balance</b>	<b>16,611</b>	<b>12,958</b>	<b>29,569</b>

## 11. Intangible assets

### a. Intangible asset details

Summary	2023 \$	2022 \$
Intangible assets	900	918

Year ended 30 June 2023	Website \$	Total \$
Balance at beginning of year	918	918
Additions	1,800	1,800
Amortisation	(1,818)	(1,818)
Closing value at 30 June 2023	<b>900</b>	<b>900</b>

Year ended 30 June 2022	Website \$	Total \$
Balance at beginning of year	6,905	6,905
Amortisation	(5,987)	(5,987)
Closing value at 30 June 2022	<b>918</b>	<b>918</b>

## 12. Other assets

Current	2023 \$	2022 \$
<b>Other assets</b>		
Prepayments	23,697	17,928

## 13. Trade and other payables

Current	2023 \$	2022 \$
Trade payables	84,142	101,567
GST payable	49,376	37,987
Accrued expenses	84,356	53,478
Other trade and other payables	3,006	5,630
	<b>220,880</b>	<b>198,662</b>

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

### a. Employee benefit details

Current	2023 \$	2022 \$
Long service leave	55,232	23,457
Annual leave	89,044	47,333
	<b>144,276</b>	<b>70,790</b>

Non-current	2023 \$	2022 \$
Long service leave	<b>16,286</b>	<b>23,380</b>

## 15. Financial risk management

Financial assets	2023 \$	2022 \$
<b>Held at amortised cost</b>		
Cash and cash equivalents	1,934,492	1,731,161
Trade and other receivables	37,998	25,705
	<b>1,972,490</b>	<b>1,756,866</b>
<b>Financial liabilities</b>	<b>2023 \$</b>	<b>2022 \$</b>
Trade and other payables	<b>(220,880)</b>	<b>(198,662)</b>

## 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 toward meeting any outstanding obligations of the Company. At June 30 2022, the number of members was 7,703 (2022: 7,981).

## 17. Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Company for the year ended 30 June 2023 was \$377,729 (2021: \$284,241).

# Financial Statements

## 18. Auditor's remuneration

### PM Accounting Solutions

Remuneration of the auditor:	2023 \$	2022 \$
- for auditing the financial statements	3,700	2,250

The auditor of the company for the year ended 30 June 2022 was PM Accounting Solutions.

The auditor of the company for the year ended 30 June 2023 was C&N Audit & Assurance Specialists.

## 19. Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 2023 (2022: None).

## 20. Events occurring after the reporting date

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.

## 21. Statutory information

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

Australasian College of Paramedicine  
1/234 West Street  
Umina Beach NSW Australia  
2257

## 22. Related parties

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

Key management personnel - refer to Note 17.

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:

KMP (other than remuneration)	2023 \$	2022 \$
Out of pocket expenses reimbursed	17,195	1,354

## 23. Other liabilities

Current	2023 \$	2022 \$
<b>Other liabilities</b>		
Membership Fees in Advance	215,354	233,473
Income in Advance	-	24,776
Conference sponsorship income in advance	41,265	-
<b>Total Other liabilities</b>	<b>256,619</b>	<b>258,249</b>

## 24. Contracted commitments

	2023 \$	2022 \$
<b>Contracted commitments for:</b>		
Company		
Publishing services	384,873	-
Research services	78,700	-
	<b>463,573</b>	-
	<b>463,573</b>	-

### Publishing Services

Publishing services commitments relates to payments to be made in exchange for publishing services for the period 2023 to 2027. The contracted commitment includes a set fee which is increased each year by 3%.

### Research Services

The Australasian College of Paramedicine Ltd has a contract with Western Sydney University to undertake paramedicine workforce research services. The period covered by this contract is 2023-2025.

### Directors' declaration

The directors of the Company declare that the financial statements and notes for the year ended 30 June 2023:

- are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 the Australian Charities and Not-for-profits Commission Regulations 2013, Corporations Act 2001 and specifically Tier 2 Australian Accounting Standards - Simplified Disclosures, and
- give a true and fair view of the financial position as at 30 June 2023 and of the performance for the year ended on that date of the Company.

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 with the continuing support of creditors.

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



**Ryan Lovett**

Director

Dated: 13 September 2023



# Auditor's Independence Report



## INDEPENDENT AUDITOR'S REPORT

To the Directors of Australasian College of Paramedicine Limited

### Opinion

I have audited the financial report of Australasian College of Paramedicine Limited (the Company), which comprises statement of financial position as at 30 June 2023, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible entities declaration.

In my opinion, the accompanying financial report of the Company is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* (the Act), and specifically Tier 2 Australian Accounting Standards- Simplified Disclosures as defined in 1053 *Application of Tiers of Australian Accounting Standards*, including:

- (a) giving a true and fair view of the Company's financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013* (Regulation).

### Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of the report. I am independent of the Company in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (including Independence Standards) (the Code) that are relevant to the audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### Responsibilities of Management and Those Charged with Governance for the Financial Report

The responsible persons are responsible for the preparation and fair presentation of the financial report in accordance with the Act and the Regulation, and for such internal control as they determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible persons 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 they either intend to liquidate the Company or to cease operations, or has no realistic alternative but to do so. Those responsible persons are responsible for overseeing the Company's financial reporting process.



SPECIALIST INDEPENDENT AUDIT & ASSURANCE SERVICES

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## INDEPENDENT AUDITOR'S REPORT

To the Directors of Australasian College of Paramedicine Limited

### Opinion

I have audited the financial report of Australasian College of Paramedicine Limited (the Company), which comprises statement of financial position as at 30 June 2023, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible entities declaration.

In my opinion, the accompanying financial report of the Company is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* (the Act), and specifically Tier 2 Australian Accounting Standards- Simplified Disclosures as defined in 1053 *Application of Tiers of Australian Accounting Standards*, including:

- (a) giving a true and fair view of the Company's financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013* (Regulation).

### Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of the report. I am independent of the Company in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (including Independence Standards) (the Code) that are relevant to the audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

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