



Australian Podiatry Association (APodA)

Annual Report 2024

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Acknowledgment of Country

The Australian Podiatry Association acknowledges the traditional owners of all the many Aboriginal and Torres Strait Islander Nations that make up the great continent of Australia, and the locations shared in this report. We pay our respects to the Aboriginal and Torres Strait Islander elders past and present, also the young community members, as the next generation of representatives. Likewise, we acknowledge the contribution of First Nations people to knowledge on health and appreciate the role feet play in connection to land and mobility between meeting places.

CEO's message

2024 has been a year of change for the Australian Podiatry Association (APodA). I want to share the shifts we've made, explain what's driving them, and discuss how they'll shape our members' future - and the wider profession.

Over the course of the year, our entire team and the board gathered to discuss, debate, and determine our future strategic approach.

These meetings led to a renewed purpose, vision and set of values which are now being put into practice daily. There was no pre-determined agenda during these workshops – simply a commitment to be more humble, open, and collaborative than ever before.

We knew that if we were to truly think bigger and challenge ourselves, we needed to bring our curiosity, experiences and unique perspectives to work; to become vulnerable in the pursuit of progress. We learnt that to grow with more impact, we must focus on our wider relevance.

Now, if a project doesn't align with our new purpose, it's a sign we're not aiming high enough or collaborating deeply enough.

There is a renewed understanding that the APodA is more than the sum of its parts. We are not here to gatekeep — we're here to lead and facilitate in collaboration with others.

This isn't just a change in language, it's a real shift in our strategy with tangible results.

Throughout 2024, APodA has:

- **Developed the 2025-2027 strategic plan:** We've taken ownership of our strategic objectives; marking the start of new and shared goals across business areas, directly informed by our strategic drivers.
- **Extended networks:** Our purpose, vision, and values have strengthened our external relationships with partners and allied stakeholders, helping us to collaborate with like-minded organisations for greater impact. By refocusing our perspective to become profession-wide, it directly delivers more value back to members.
- **Championed a data-driven growth strategy:** Research and data now guide our decisions, helping us to more meaningfully address podiatrists' challenges, identify growth opportunities, and support profession-wide sustainability.
- **Supported staff resourcing:** Significant strides have been made across marketing, finance, membership, events, and education, with key new hires reflecting our commitment to sustainable growth in support of greater goals.
- **Implemented board succession planning:** This year has focused on succession planning to attract directors through a more robust selection process, support them in their individual growth as directors, and upskill the board as a whole.

- **Completed the NSW merger:** The long-awaited NSW merger was successfully completed in 2024, enabling future plans to have greater impact as a nationwide entity, whilst still retaining valuable assets such as the NSW office suite in Surry Hills where the Marsden Sidari Training Room is located.

Sincere thanks to everyone within APodA across 2024 who directly contributed to every milestone.

Thank you to Luci Albie, Michelle Benson, Cassie Bramston, Steven Brown, Katrina Den Elzen, Siobhan Doran, Michelle Farrell, Taryn Green, Aniva Huang, Kat Karvess, Anita Kosterlitz, Philip McShane, Dan Miles, Natalie Policki, Davide Riboni, Ashleigh Manuel, Pauline Taylor, Sara Vigo, Leanne Waller, and Wingar Wulan.

I would also like to acknowledge the hard work and dedication of outgoing CEO Nello Marino who was pivotal in laying the foundations for our next chapter.

Looking ahead, it is our mission to implement the benefits of this hard work: to inspire growth, champion potential and delight podiatrists. We want to keep podiatrists coming back for more - and to keep exceeding expectations. By daring to dream big and be brave, we will continue to engage directly with our members as this professional insight informs the foundation for all decisions.

Our 2025-2027 strategic plan celebrates the fact we are better together. This is why we will always bring others into the tent to ensure podiatrists are not missing out.

We will do the hard work to bring together the greatest bits and pieces of the profession and its tools and talents - so that our members don't have to wade through this maze alone.

Our outlook is focused on practical changes with pragmatic benefits. In achieving this, we will empower podiatrists and their patients to move and thrive through life. The stakes are too high to settle for anything less.

Better together,
— Hilary Shelton



President's message

As 2024 unfolded, APodA entered a new chapter; not just defined by operational achievements, but by a renewed willingness to look outward and ask tough questions, for the sake of progress.

The entire team has shown a remarkable capacity for vulnerability and honesty through their commitment to the renewed strategic planning process across 2024. This endeavour was grounded in collaboration and a dedication to the podiatric profession.

The board demonstrated strong leadership by supporting a whole-of-APodA team approach to establishing the foundations of our new strategic plan. Directors then joined the team at various stages during this planning process to share their perspectives and objective insights. By working alongside operational staff, brainstorming ideas as a group, we experienced the value of 'better together' in practice.

This is what stands out to me when I reflect on 2024. It is the deep, authentic introspection and openness that has taken root within the team, with the shared purpose of benefiting our members and impacting the profession.

Through these events, I have been reminded that success is not achieved in isolation, but through collaboration - with members, podiatrists, partners and allied stakeholders. The notion of success in the years ahead will not be measured by how many tasks are completed, but by how well APodA collaborates internally and externally, and how it continues to dream big and be brave; pushing the boundaries of what's possible.

As a podiatrist, this heartens me. We care about our roles deeply, as we understand the power of podiatry. We listen to our patient's stories, which affect us in untold ways. By rights then, the APodA needs to care as much as we do—if not more—given its power to facilitate and lead change.

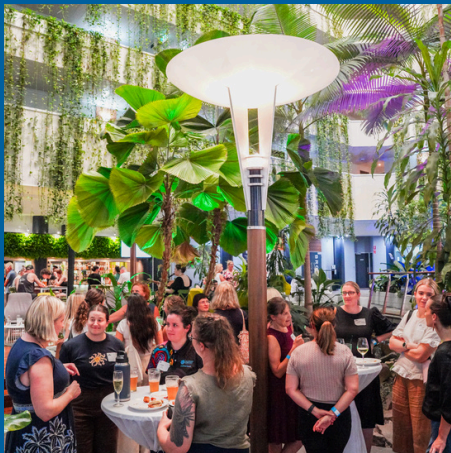
This is why I am filled with optimism when I reflect on the team across 2024. I see the after-hours emails, the carefully prepared meetings, and a constant sense of going above and beyond; not out of obligation but out of a desire to be part of something bigger. It is the power to help enact positive change for the profession, given its impact on so many people in Australia.

This undertaking can sometimes be a thankless task for the APodA team, with slow results despite responsive and proactive efforts. Yet APodA is in very good hands, with an exciting future ahead — one we can all take pride in.

Last and by no means least, I would like to extend my sincere thanks to the inspiring professionals who have served on the board at various stages across 2024: Joe Bayer, Kylie Benson, Joe Brooks, Andrew Cook, A/Prof Angela Evans AM, Maria Latemore, Mary-Ellen Redmayne, and Shelley Thomson.

— Katrina Richards





Purpose, Vision & Values: a snapshot

What drives us

PURPOSE

Our “why”

Move and thrive through life

VISION

Our end goal

Amazing podiatry, always

VALUES

Our actions



**Dream big,
be brave**



**Better
together**



**We listen,
we act, we care**



**Inspire growth,
champion
potential**



**Personal
responsibility leads
us to collective
excellence**

STRATEGIC DRIVERS

OBJECTIVES

1. Customers and partners

Achieve engaged and active representation from all areas of the profession and industry.

2. People experience

Cultivate a high-performing team that thrives.

3. Systems and technology

Ensure our systems enable a seamless experience for both our people and our customers.

4. Communication and influence

Establish APodA as the most trusted voice within the profession and beyond.

5. Future proofing our business and profession

Foster agility and sustainable growth within the profession and the APodA.

Highlights and achievements

Social media impact

Instagram stories

100%

click-through
increase

+36%

overall engagement



LinkedIn

Content focus
on research,
events, and CPD



+481

new followers

163,457

total post impressions

Facebook SIG groups

Increased
organic reach
and community
interaction

1,364

posts from
member discussions



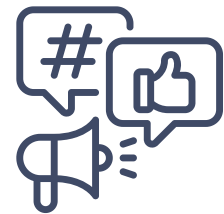
Facebook profile

+33%

content
interactions

+12%

profile followers



Website traffic

+43%

website traffic
increase due to
call-to-action in
communications



Website visits from social media

+233%

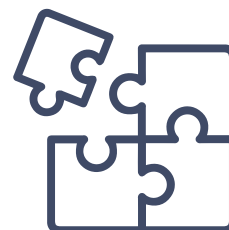
visits to the
APodA website



Strategic impact

2025–2027 Strategic Plan

- Ownership of strategic objectives
- New and shared goals across business areas



Extended networks

- Strengthened relationships with partners and stakeholders
- Greater value delivered to members



Data-driven growth strategy

- Research and data guide decisions
- Addressing podiatrists' challenges and identifying opportunities for growth



Staff resourcing

- Key new hires in marketing, finance, membership, events, and education



Board succession planning

- Robust selection process for directors
- Support for individual growth and upskilling board



NSW merger

- Successfully completed in 2024
- Greater impact as a nationwide entity



Professional development impact

Podiatry Career Pathways Blueprint

- Drafted in 2024
- Consultation phase in 2025



Professional Development Series

582
attendees



Webinars

4,182
registrations



Live & Local

277
registrations



Public resources and campaigns

APodA Endorsement Program

Expanded footwear products range



Journal of Foot and Ankle Research

Achieved Q1 quartile ranking



New website resource pages

5x new public-facing webpages, driving significant website traffic as a direct result of campaigns



Public resources and campaigns continued

Special Interest Groups (SIGs)

1,184

SIG members

42%

of total members



Back to School campaign 2024

+39%

increase in resource downloads from previous year



Podiatry Week 2024

+138%

increase in Podiatry Week resource downloads

+58%

increase in 'Find a Podiatrist' website visits

+57%

rise in public relations and media coverage

+188%

increase in eDM click-throughs

112,060

total social media views across Facebook, Instagram, and LinkedIn



Media update

What happened in 2024

In 2024, we made a significant decision to step back from paid media and PR coverage for our marketing campaigns, allowing us to focus on more impactful initiatives. Despite this shift, we saw a notable increase in media coverage compared to 2023.

This increase was largely due to the lasting impact of our previous campaigns and the strong relationships we have built over time. Media outlets began reaching out to us, seeking podiatrists for interviews, which highlights the increasing recognition of our profession in the wider media landscape. This interest enables APodA and podiatrists to educate the public about the power of podiatry.

On social media, we also shifted our approach to increase engagement. By using Instagram stories more frequently, we achieved a 100% increase in clickthroughs and a 36% rise in overall engagement. On LinkedIn, our content focused on research, events, and continuing professional development. This led to 481 new followers and 163,457 impressions.

Additionally, focusing on Facebook groups fostered an increased organic reach and community interaction, with 1,364 posts from members' lively and productive discussions.

Driving traffic to our website was another key priority. By ensuring all communications included a call-to-action that directed users back to the APodA website, we achieved a 43% increase in website traffic in 2024.

The introduction of a 'Latest News' website page provided a centralised hub for updates, offering a more streamlined way for users to access relevant information. This move has resulted in email clickthrough traffic being the fifth highest contributor to overall website traffic.

The addition of the 'Public Resources' menu on the APodA website represents another significant milestone, offering the general public a gateway to explore careers in podiatry and participate in our campaigns.

Among other standout achievements, our online monthly publication, STRIDE, continues to gain traction through its open-source format; supporting our strategic driver: *Communications and Influence*. Podiatrists now benefit from widespread exposure, with their stories and skills profiled by our in-house journalist; shared across their local and global online networks.

Likewise, allied stakeholders increasingly collaborated with this owned-media channel, given it supports shared advocacy goals for the profession via syndication and cross promotion.

How we did it

We achieved these outcomes by putting the value of 'Dream big, be brave' into practice. There was risk in these changes, yet the end-goal was worth the risk.

The decision to step back from paid media allowed us to reallocate resources to initiatives with longer-term, more organic impact. By relying on earned media and the strong relationships we've nurtured, we were able to significantly increase media coverage without the immediate cost of paid advertisements.

Since our social media strategy shifted to promote organic growth, the focus switched to more interactive and engaging content like Instagram stories, LinkedIn posts, and Facebook group discussions.

Our website updates aimed to create a more centralised and efficient hub for all of our communications. By ensuring each communication channel drove traffic back to the website, we significantly boosted engagement, which made it easier for users to find the information they needed.

Using the same approach of dreaming big and being brave, in 2024 we leveraged our strong standing in the profession and diversified our STRIDE revenue streams for 2025.

This led to the development of a 2025 strategy to expand STRIDE media advertising opportunities for corporate partners. We included new channels such as the APodA website, email platforms and webinars.

Even at this early stage, we are seeing significant interest and engagement across these channels, confirming the positive direction of this initiative.

What drove us

This shift towards organic and strategic engagement was driven by a desire to create sustainable, lasting connections with our audience, rather than relying on short-term tactics and quick wins.

Our decision to move away from paid media was grounded in the belief that stronger, more meaningful relationships would result in greater, long-term impact. Our increasing media coverage and engagement likewise reflects this shift.

Our social media success was driven by the need to create a more organic, community-driven interaction. Instagram stories, LinkedIn content, and Facebook group activity were all focused on engaging our audience in a way that felt genuine and impactful, creating conversations beyond the campaign.

The enhancements to our website and the creation of the 'Public Resources' menu was driven by our commitment to accessibility and education. We wanted to provide a valuable resource for professionals and the public, to support more meaningful engagement with the wider podiatry community.

Finally, STRIDE is driven to provide unique public relations opportunities for podiatrists and allied stakeholders. This owned-media channel advocates for the power of podiatry via a public forum that supports widespread exposure and onward sharing.



Podiatry WEEK

Podiatry, more than you think

What happened in 2024

Podiatry Week saw several key milestones that had a significant impact.

We began with a strategic marketing and communications plan, ensuring our efforts were focused and aligned. As part of this, we refined our audience segmentation to tailor messaging and resources for podiatrists, partners, and the public. This led to higher engagement across the campaign.

We also expanded our suite of public resources. While these have always been part of *Podiatry Week*, in 2024 we included more interactive components such as videos, foot care guides and actionable resources.

In terms of measurable impact, we saw a 138% increase in Podiatry Week resource downloads by podiatrists and partners compared to 2023. This demonstrated a clear amplification in awareness among target audiences.

Visits to the 'Find A Podiatrist' website page increased by 58% during the campaign period. This increase is owing at least in part to targeted messaging with a strong call-to-action.



Public relations coverage of *Podiatry Week* rose by 57%, and *Podiatry Week* electronic direct mail (eDM) clickthrough rates increased by an impressive 188%, showing the effectiveness of our strategic communication. Social media posts garnered a total of 112,060 views across Facebook, Instagram, and LinkedIn.

How we did it

We refined our strategy to ensure *Podiatry Week* was even more targeted and impactful. This was largely through segmenting our audiences, which enabled us to create mini-campaigns across the week. It also supported us in launching targeted messages and imagery, which resonated more impactfully with each audience.

The development of resources for the public was a new and important initiative, filling a gap in our outreach efforts. These resources weren't solely about raising awareness—they were crafted to encourage people to act and seek podiatric care. By focusing on education, we positioned podiatry as an essential part of overall health, making the importance of foot care clear to a broader audience.

These milestones were crucial for several reasons. The updated strategic marketing and communications plan helped us to create a bigger impact and measure the success of our efforts. It also inspired ideas for future campaigns, supporting continuous improvement and efficient content creation.

We also focused on giving people something tangible this year, to be interacted with.

We didn't just hand out information, we created opportunities for people to stop and think.

Podiatry Week in 2024 was all about helping people see how podiatry could change their lives. Our members' videos, the foot care guides, the experiential resources — they weren't just about facts.

What drove us

What really drove us this year was the goal to do even more. We knew *Podiatry Week* would benefit from being communicated with more impact via a series of key targeted messages.

We wanted it to truly connect with people. If we were to do this successfully, we knew we needed the public not to simply understand foot health as part of the bigger picture of overall health, but to get involved and act on it.

Advocacy update

What happened in 2024

In 2024, the APodA continued to advocate for the podiatry profession and contribute to the national conversation on health sector reform, with some highlights noted below.

The introduction of the *New Aged Care Act* set the stage for major changes in how aged care services are delivered and regulated. With the upcoming rollout of the *Support at Home* program in July 2025, service access for older Australians will be further reshaped.

In response and in preparation, the APodA has been actively engaged in consultations across 2024. Each consultation with the Australian Government has focused on a key aspect of aged care discussions — whether it be around funding, scope, or accessibility.

Additionally, the *Unleashing the Potential of our Health Workforce - Scope of Practice Review* report was submitted to the Australian Government in late 2024.

This review represents a major moment in recognising podiatrists' roles and systemic barriers in primary healthcare and workforce expansion.

We have worked hard across the year to produce articles, resources, website content and additional support mechanisms so the profession understands the impact of this report, and where gaps exist for further advocacy.

We also played a key role in shaping the Allied Health Workforce Strategy, positioning podiatry within broader workforce planning efforts and strengthening opportunities for growth.

Advocacy on digital health became a priority in 2024. APodA contributed to Allied Health Professions Australia (AHPA)'s Digital Health initiatives, the *National Terminology Data Standards Working Group*, and the *Sparked-AU eRequesting Terminology Standards*. By securing representation in these major initiatives, APodA is helping to safeguard podiatry's future in digital healthcare integration.

We also delivered the *Revised Podiatry Billing Schedule*, ensuring a fairer and more modern billing structure for podiatrists working with private health insurers. This update—the first since 2017—marked a significant win for the profession and paves the way for future enhancements in collaboration with Private Healthcare Australia and the broader private health insurance sector.

How we did it

We influenced these outcomes through a deliberately outward-facing approach, reflecting our value of 'better together'. Our collaboration and active representation in the *Scope of Practice Review* consultations ensured podiatrists' skills, capabilities, and workforce challenges were recognised in shaping potential reforms. This was high on our agenda for the year, given its importance.

In securing podiatry's role in the *New Aged Care Act* implementation, APodA worked closely with the Podiatrists in Aged Care (PAC) Special Interest Group (SIG). This ensures podiatry remains integral to aged care models, particularly in response to new funding and service delivery frameworks.

We also ensured we remained visible and central to key discussions. The *New Aged Care Act* and the *Support at Home* program will significantly impact how podiatry services are delivered to older Australians.

It is essential we stay active in these discussions and demonstrate our value of: 'We listen, we act, we care'. Our role is to listen to the profession - not only as the starting point, but throughout any advocacy process. This is the only way to effectively lead and facilitate our efforts.

Our respect for the profession and its patients is why we are driven to stand up for the profession and influence positive policy change.

Advocacy is a long conversation, which can be frustrating. It requires patience and a consistent focused approach. However, the rewards are worth it, and we will always continue to advance the podiatry profession.

What drove us

We are driven to ensure podiatry remains integral to key healthcare reforms and advancements. This has practical implications which can sometimes make all the difference.

Whether it be digital health transformation, workforce challenges, aged care changes, or many issues beyond this, as a relatively small sized profession in the allied health space we recognise podiatry carries a significant impact.

Membership update

What happened in 2024

As 2024 fast approached, the Australian Standard AS 5369:2023 *Reprocessing of reusable medical devices and other devices in health and non-health related facilities* was created. This reflected significant changes in infection prevention and control requirements.

In response, we took on a crucial role in keeping podiatrists and their teams informed about these changes. This included providing a series of resources, including the *Stay Ahead of the Game: AS5369 re-processing reusable instruments* webinar, which saw 295 registrations.

In addition, we created updated guidelines, live workshops, and an infection control eCourse which is free for eligible members. We also updated the *Infection, Prevention and Control for Podiatrists Guideline and Policies*, available at no cost to APodA members.

We are pleased to highlight our ongoing partnership with BMS Risk Solutions, offering direct member benefits. In 2024, we introduced a new method for members to set up their Professional Indemnity (PI) insurance directly through the BMS portal once they renew or join the APodA.

This offers significant convenience, allowing members to easily manage their insurance needs and explore other insurance options. Members can also access their *Evidence of Coverage certificates* through their BMS insurance portal; no more waiting for certificates.

With the value of ‘Better together’ informing our actions, we also introduced a rewarding partnership with Maurice Blackburn Lawyers in 2024.

This collaboration adds member value via complimentary over-the-phone legal advice and the provision of a complimentary first consultation. By offering additional services beyond this—such as targeted information resources, webinars, and support for compensable payment processes—this partnership significantly enhanced the legal support available to our members.

In 2024, we also introduced Plena Healthcare as a new corporate membership partner. This exciting partnership supports podiatrists providing services to residential aged care facilities across Australia.

Plena Healthcare podiatrists now have access to a range of member-exclusive resources including professional support, clinical resources, and networking opportunities. This collaboration underscores our commitment to podiatrists in the aged care sector via professional development and support opportunities.

Given APodA’s commitment to guiding new graduates, we created new resources for graduate podiatrists as they transition into clinical practice, including the Graduate Handbook. This guide offers comprehensive guidance on various aspects of clinical practice.

On a day-to-day level, graduates continue to benefit from HR support to assist with employment-related queries, and career support and guidance. These channels recognise the likely crossroads in a graduate's early career, providing accessible and clear support along the way.

Member benefits continue to extend to podiatry students as well as graduates. In addition to financial support and awards, APodA continued to offer free membership to podiatry students and graduates across 2024.

This membership provides access to a range of resources, networking opportunities, and professional development tools essential for professional growth as they continue onwards.

Our Special Interest Groups (SIGs) continue to thrive, providing focused support and resources to members with specific clinical interests. This year, we introduced the Musculoskeletal Podiatry (MSK) SIG, which continues to garner significant interest and participation.

The MSK SIG joins our existing groups, including Medicine in Podiatry (MIP), Podiatrists in Business (PIB), Podiatry Aged Care (PAC), and Australian Paediatric Podiatry (APP).

These groups play a vital role within their respective areas fostering community, advocacy, and professional development.

Statistics from 2024 show our membership cohort of 2913 members has remained stable with a retention rate of 86%, consistent with the previous year. We acquired 522 new and rejoined members, however the overall membership growth has been mostly offset by churn, resulting in a 2% net growth.

It is worth noting that APodA's churn rate of 15% is low compared to the industry average of 22% across associations.

The most significant loss was observed in the conversion of graduates to the new professional category, which gives us valuable information to work with in 2025, as we continue to target this group with ongoing education and resources.

How we did it

These developments come down to being even more strategic than ever before, guided by a clear purpose, vision and values.

As one example, when responding to the creation of the Australian Standard AS5369 mentioned earlier, APodA took a strategic and collaborative approach. Embodying our value of 'Better together', we knew the most valuable insights would come from a diverse range of people and sources.

In turn, we collaborated with allied stakeholders and like-minded organisations to ensure a cohesive response to the new infection prevention and control requirements.

Our partnerships with BMS Risk Solutions, Citation HR, Converge EAP, Maurice Blackburn Lawyers, Member Benefits Australia, and Plena Healthcare are likewise based in practical member outcomes.

We want to ensure these partnerships deliver additional member value and promote our value, 'We listen, we act, we care.' These partnerships result in a range of member benefits, including convenient ways to manage PI insurance and access legal advice, expert member guidance on workplace issues, and free counselling services to support mental health and wellbeing.

These achievements come down to being nimble and responding to feedback and suggestions on an ongoing basis. By staying connected with allied stakeholders and continuously assessing the needs of our members, we remain focused on providing the right practical resources, at the right time.

The throughline within all these activities is a long-term outlook, asking ourselves not only what the profession needs now, but also what member benefits can help to future-proof the profession.

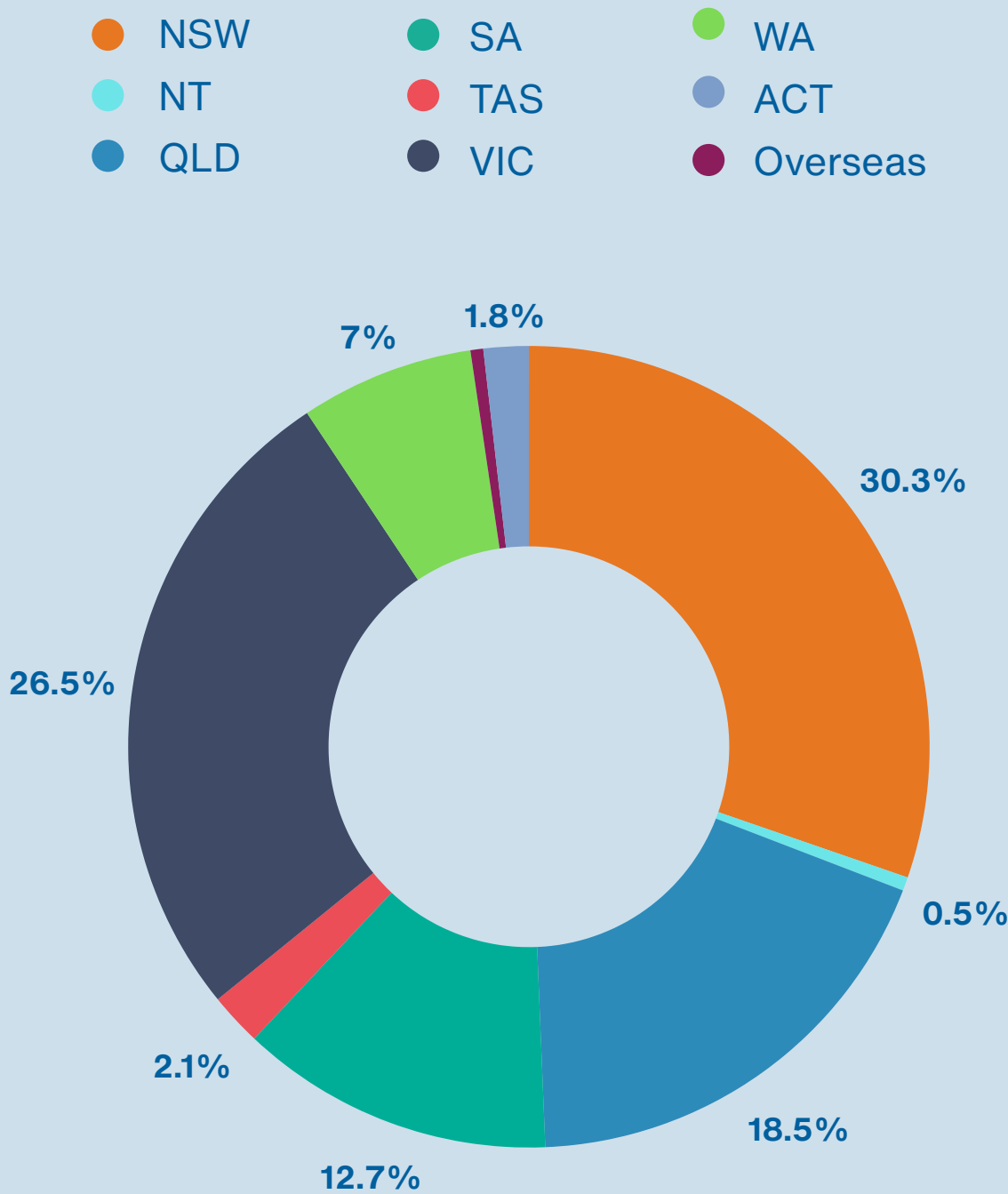
What drove us

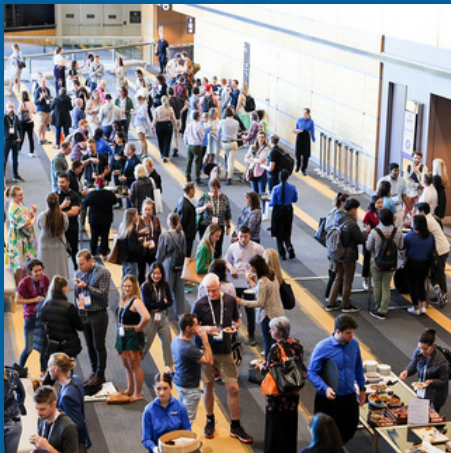
In short, we are driven by our value, 'We listen, we act, we care'. This is more than a job and we genuinely want to ensure our members are advocated for, looked after, and feel safe and supported in their roles.

We will never stop reflecting on what works well, what we could improve, and how we can ensure we are dreaming big and being brave.

We are likewise driven by a deep respect for members, to be the best we can be, for the members and the profession. This ongoing dialogue always drives us to be better together.

2024 Memberships by state/territory





CPD and events update

What happened in 2024

It has been a productive year for Continuing Professional Development (CPD), with many exciting developments. We drafted the inaugural Podiatry Career Pathways Blueprint, which is set to move into the consultation phase in 2025. This blueprint is designed to help podiatrists grow, unlock their potential, and sustainably adapt to changes in the profession.

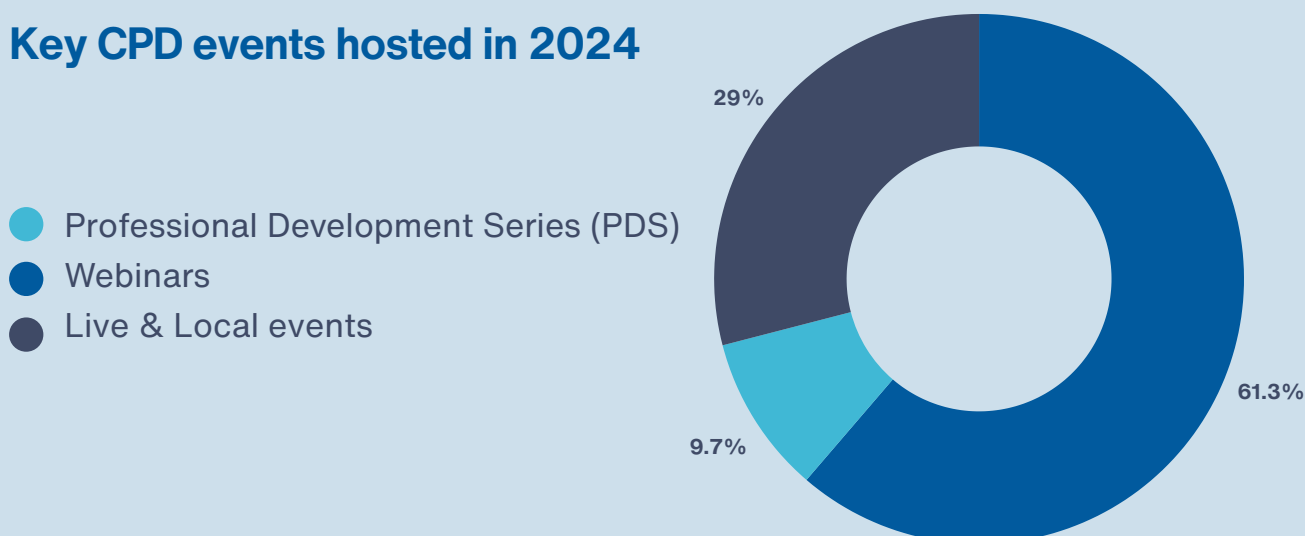
Significant progress was made in developing a comprehensive education strategy, and we continued the ongoing review and administration of the Career Framework Credentials Program to ensure quality assurance, continuous improvement, and meaningful professional value.

A review was also undertaken of the Journal Club and Approved CPD Providers, using critical analysis, member feedback and data insights. Revisions were made to ensure important updates maintained high quality standards, with opportunities for ongoing improvement.

We also developed and delivered a fantastic webinar program, alongside a Professional Development Series (PDS), and Live & Local sessions. These formats covered a diverse range of topics, including clinical, safety, compliance, quality assurance, and business insights. The success of these programs was demonstrated by the high number of registrations and positive feedback.

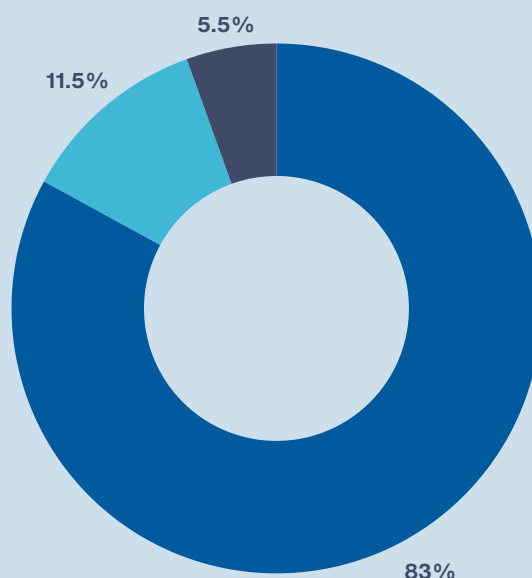
Here is a snapshot of these key CPD events across 2024:

Key CPD events hosted in 2024



Key CPD events engagement

- PDS attendees
- Webinar attendees
- Live & Local attendees



How we did it

The success of our evolving CPD program comes from our intent to listen to our profession and provide valuable learning opportunities. By offering a range of topics and engaging speakers informed by member feedback, we want to ensure our members receive the knowledge and skills they need to excel.

We wanted to test new frontiers, even though there was risk in this. We took our values on board by dreaming big and being brave which resulted in the delivery of a *Podiatrists in Business* PDS symposium event.

Given how busy podiatrists are, we were unsure whether there would be an appetite for this format and content, yet it validated our belief that podiatrists are actively looking for useful business insights and practical support.

Likewise, our *Paediatric Podiatry in Focus* PDS event was developed by segmenting the interests of the profession, which was a new approach for us in 2024. We wanted to create more targeted learning opportunities across physical development, exercise, and paediatrics. This new direction supported our outlook.

The feedback received is a testament to this decision, encouraging us to do more of the same in future years. We will continue to be guided by the value, 'We listen, we act, we care'.

What drove us

We were driven by our commitment to create diverse opportunities for practical and immediate benefits. We wanted podiatrists to take their knowledge straight back into clinical practice, ready to support quality patient care.

What motivated us was a desire to fulfil another one of our values: 'To inspire growth and champion potential'. By sharing deeply practical information through these events we are giving podiatrists tools to continually improve, and we improve alongside this as we respond to attendance feedback.

We were also driven to create new opportunities for podiatrists to come together and seek support from one another as fellow business operators. It can be lonely to run a business, and the APodA is passionate about helping to mitigate this outcome through events such as these.

Other drivers include the awareness that podiatry has increasing areas of special interest. This requires a nuanced approach to education and community building, as evidenced in the *Paediatric Podiatry in Focus* PDS event which spoke directly to the increasingly diverse needs of podiatrists.

Marketing update

What happened in 2024

In 2024, we achieved several significant milestones in our marketing efforts.

First, we optimised our *Back to School* campaign. This campaign was a fantastic opportunity to engage with the public, improve foot health awareness, and highlight podiatry as a potential career path. By refining our approach, we were able to reach a broader audience and make a more significant impact.

Second, we focused on clearly defining our ideal outcomes and goals for each marketing activity. This approach helped us communicate with purpose and post content that resonated with our community.

By being intentional with our messaging, we improved engagement and ensured our communications were meaningful and effective.

For example, to encourage potential students to study podiatry, we continued to promote podiatry as a rewarding career option across a range of resources and articles. Notably, the APodA developed a *Careers Toolkit* to highlight the diverse opportunities across the profession. Available on our website, the toolkit provides a valuable resource for students considering a career in podiatry.

Third, we used data to drive our marketing decisions. By analysing when and what to post, we were able to serve valuable and timely content to our communities.

Our data-driven approach ensured all decisions made and strategies developed were tailored to match audience requirements.

Lastly, the APodA had a physical presence at events such as the *Allied Health Hospital Workforce National Conference* and the *LEAP Conference*, leveraging opportunities to engage wider networks through exhibition stands and marketing collateral.

Achievements in 2024 include:

- **↑ 39% total *Back to School* resource downloads:** Significant increase demonstrates the success of our optimised campaign and its impact on raising awareness about foot health and podiatry services.
- **↑ 33% total APodA Facebook page content interactions:** This engagement demonstrates our focused and purposeful communication strategy is resonating with target audiences.
- **↑ 12% APodA Facebook page followers:** Growing our social media following helps us reach a broader audience and engage more people with our content.
- **5x new public-facing website resource pages:** New pages provide valuable information and resources, helping educate the public about podiatry and foot health. These pages further support podiatrists through the provision of digital patient resources.
- **↑233% website visitors from social media:** Highlights data-driven and effective marketing decisions and the value of our content.

How we did it

These milestones highlight our commitment to engaging with our community and continuously improving our marketing efforts through a targeted and strategic approach.

Optimising the *Back to School* campaign allowed us to raise awareness about foot health and podiatry services, making a positive impact on the public.

This initiative aligns with our strategic drivers and vision, demonstrating our dedication to help people move and thrive through life, through the power of podiatry.

Using data to drive our marketing decisions across social media channels also helped us to understand when and what to post, allowing us to offer content that our community wanted to see.

In terms of reflecting on our ideal outcomes for each marketing activity, we went deeper than ever before — carefully considering our target markets and our impact.

This meant we could communicate even more effectively with our growing community, always reflecting on insights, ongoing lessons, successes and iterations.

What drove us

By using data to drive our marketing decisions, we practised our value, 'We listen, we act, we care'.

This is why we aim to market to our community using content that is valuable and resonates. It has driven us to become more discerning in the way we release information across a range of channels; avoiding content fatigue and providing real-time support when it is most needed.

Understanding the ongoing nature of this process is what drives us. It requires us to continually learn and grow as we learn what our community needs, and we change in response.

Partners and allied stakeholders

What happened in 2024

In 2024, we shifted our focus to external relationships to build the foundations for a more integrated network of allied stakeholders. This groundwork will carry visible benefits from 2025 onwards, which we are excited to pursue. This shift is critical if we are to honour the role of non-commercial partnerships in pursuing shared advocacy goals that serve the wider profession.

That said, commercial partnerships remain crucial in providing a revenue stream for APodA and member initiatives and resources, as well as diversifying income beyond membership for long-term sustainability.

Below is a summary of the 2024 programs and partnership updates:

1) The APodA Endorsement Program

The APodA Endorsement Program is designed to educate producers, podiatrists and consumers on the key podiatric criteria that are important in footwear. This education will lead to better footwear products, more informed podiatrists and consumers, and a greater awareness of the importance of podiatry.

In 2024, we expanded the range of footwear products covered under the APodA Endorsement Program. This included introducing the new categories of sandals and racing shoes. We are also in the process of adding toddlers/ children's footwear and medical grade footwear to the list of products covered.

This will ensure we can continue to promote and inform podiatrists, and the public, on a more complete range of podiatry-related products.

The Endorsement Program has also been strengthened through our partnership with Accent Group to include over 20 different styles of footwear, featuring popular brands like Skechers, HOKA, and Saucony. Munro Footwear Group also expanded their range of products under the APodA Endorsement Program to include a range of sandals.

2) Allied stakeholder relationships

We continue to take pride in our active membership with AHPA, which plays a crucial role in supporting the APodA. As the recognised national voice for allied health professions, AHPA provides us with a platform for advocacy and policy influence at the Federal level of Government. This membership allows us to collaborate with other allied health organisations, ensuring the interests and contributions of podiatrists are represented in national health discussions.

APodA also remains committed to its ongoing relationship with universities across Australia. In 2024, we continued to provide financial assistance to student associations and clubs, enabling students to organise social events, student-led conferences, and other activities for professional growth.

This support helps student bodies to effectively run their activities and foster connections as a growing contingent of the profession.

We also recognised and rewarded outstanding student achievements through various awards, which support the power of role modelling. These awards not only acknowledge academic excellence but encourage students to strive for higher standards in their studies and future careers.

Thank you to our many, valued allies for their collaborative efforts across 2024.

These stakeholders include, but are not limited to, Advanced Practicing Podiatrists, Australasian Council of Podiatry Deans (ACPD), Australasian College of Podiatric Surgeons (ACPS), Australian Podiatry Education and Research Foundation (APERF), Australian Health Practitioner Regulation Agency (Ahpra), College of Podiatry (UK), Diabetes Feet Australia (DFA), Journal of Foot and Ankle Research (JFAR), Pedorthic Association of Australia, Podiatry NZ, South Australian Health and Medical Research Institute (SAHMRI)'s Aboriginal and Torres Strait Islander Diabetes-Related Foot Complications Program, Sports Exercise Podiatry Australia (SEPA), and Wounds Australia.

How we did it

We recognise and respect the value of increasing brand visibility in the footwear market, while maintaining strict endorsement standards.

This ensures that any commercial income generated through the APodA Endorsement Program—which is informed by podiatrists—goes directly into continuing professional development opportunities.

Other achievements have been shaped by our value of being 'better together'.

Over the course of the year, we have collaborated more than ever, working alongside our allied stakeholders to foster an integrated and cohesive approach. There is power in this alignment; reducing fragmentation and clarifying shared goals to support and grow the profession.

What drove us

We are driven to ensure our partnerships reflect a sustainable undertaking which carries multiple mutual benefits, not least, benefiting the profession. By collaborating with allied stakeholders and working towards shared goals, we can deliver valuable services to our members and support our role as the most trusted voice in the profession.



Committees and members

What happened in 2024

The Special Interest Group Management Committees (SIGs) have been very active across 2024.

The SIGs focused on new initiatives and developed resources to support podiatrists in areas of specific interest. Guidance was provided on advocacy and policy initiatives, education and partnership opportunities. The strong participation in SIGs highlights the value and interest in these groups, representing 42% of our total membership.

The National Advocacy Advisory Committee (NAAC) had several meetings across 2024, with its inaugural meeting taking place in January 2024. These meetings focused on various advocacy issues, strategic directions, and updates from different areas represented in the NAAC to help guide prioritisation and planning.

The Regional Council (RC) has been functioning as an amalgamation of the Regional Committees since 2022. During 2024, the RC provided valuable feedback and commentary on brand sentiment in relation to consideration of new endorsed footwear partners. At our meeting in April 2024, we informed the RC of our intent to evaluate our engagement with regional representatives to refresh the existing framework and ensure greater connectivity, communication and impact through this important representative group. This work will be undertaken in the second half of 2025.

Additionally, our advocacy team engaged regularly with dedicated members who volunteered to participate in Advisory Reference Groups, each focussing on key issues or sectors.

How we did it

The dedication and engagement of our SIG committees resulted in multiple practical outcomes over the course of 2024.

Each committee continues to directly contribute to member value, professional development opportunities, advocacy efforts, and the growth of communities within the APodA. This is the result of focused teamwork which speaks directly to the diverse needs of the profession.

We would like to extend a heartfelt thank you to all our volunteers who contributed to our committees and advisory groups in 2024:

- **Australian Paediatrics Podiatry (APP) SIG:** Chaired by Muhammad Maarj (NSW), with members Sindhrani Dars (SA) and Mitchell Smith (VIC), this newly formed committee focused on education topics and participated in the *Paediatric Podiatry in Focus* PDS symposium event in Melbourne.
- **Medicine in Podiatry (MIP) SIG:** Chaired by Stephen Tucker (VIC), with members Harriet Thurlow (NSW), Zahava Robinson (NSW), and Kristin Graham (SA), the committee focused on webinars and resource updates.

This included the mentoring and supervision of podiatrists on the Endorsement for Scheduled Medicines (ESM) pathway, and updating member resource webpages related to medicines and prescribing. The MIP committee's webinars and resource updates ensured that podiatrists on the ESM pathway received additional support.

- Podiatry Aged Care (PAC) SIG:** Chaired by Rob Mullins (ACT) who took over this role from Mary-Ellen Redmayne when she was elected to the APodA board, this SIG includes Laura Khuu (ACT), Kristine McKenzie (QLD), and Gabriel Budwee (NSW). The committee updated aged care and funding member resource webpages and reviewed the APodA's Aged Care Guidelines. They also reviewed footwear and hosiery criteria for elderly clients as part of the APodA's Endorsement Program. The PAC committee's updates to aged care resources and guidelines helped improve the quality of care for elderly clients.
- Podiatrists in Business (PIB) SIG:** Led by Brenton Bowen (SA) (Chairperson), Kirsti Mann (VIC), Ricky Lee (ACT), and Emily Smith (NSW), the committee focused on the *Business in Focus* PDS symposium event held in Terrigal, NSW. They developed the program, including content and speakers. The PIB committee's work on the symposium provided valuable insights and networking opportunities for podiatrists.

- National Advocacy Advisory Committee (NAAC):** Led by Chair Katrina Richards, Stephen Tucker, Mary-Ellen Redmayne, Dr. Shan Bergin, Jeff Jenkins, and Brenton Bowen.
- Regional Council:** Council members include Hawra Alzamely, Harriet Thurlow, Amber Cook, Ash Day, Rob Dick, Myrna Domiati, John Grygorcewicz, Tricia Haidley, Samantha Hannaford, Phil Hartshorne, Kevin Ho, Matthew Hotchkis, Natalie Hunt, Caitlin Jeffries, Jeff Jenkins, Elisha King, Marie Lewis, Jason Lim, Kirsti Mann, John Osborne, Ben Peterson, Mary-Ellen Redmayne, Aaron Robertson, and Rolf Scharfbillig.

What drove us

We are driven by the understanding we cannot be relevant to the profession in isolation.

These hard-working committees enable us to lead through the power of facilitation, unlocking timely insights with far reaching benefits. The committees' work aligns with the APodA's strategic goals and our value to inspire growth and champion potential. These leaders take valuable time out of their busy days to share their knowledge and expertise. In doing so, they directly support their peers and advocate for the future of podiatry. Every committee member is a deeply impressive individual who is driven to make a difference. Thank you to everyone involved, we truly are better together.



Journal of Foot and Ankle Research

What happened in 2024

As 2024 drew to a close, Professor Keith Rome, editor-in-chief (APodA) of the Journal of Foot and Ankle Research (JFAR), stepped down, leaving behind a journal which has made significant strides and is well-positioned for future success.

We have worked hard across the year to produce articles, resources, website content and additional support mechanisms so the profession understands the impact of this report — and where gaps exist for further advocacy.

JFAR also transitioned publishers from BMC Springer to Wiley, effective from 1 January 2024. This change was fully implemented, and the new website progressed well.

Significant changes occurred in the journal's management. Professor Sarah Curran (UK) was appointed as an editor-in-chief in November 2023, joining Professor Rome (Australia). They were supported by deputy editors, Dr Andrew Buldt (Australia) and Dr Stewart Morrison (UK), along with associate editors, Dr Gordon Hendry and Professor Matthew Carroll (New Zealand). Additionally, Dr Prue Molyneux (AUT University, New Zealand) was appointed as the new JFAR social editor.

While the most recent data becomes available in mid-2025, the latest data indicates that in 2023, the journal received 266 manuscript decisions, a 9% increase from 2022.

Submissions from China significantly contributed to this rise, making it the largest source of submissions at the country level (18%). JFAR accepted 90 articles in 2023, slightly up from 88 in 2022. The 2023 Impact Factor increased to 2.9 from 2.03 in 2021. Manuscript turnaround times remained stable, with an average of 30 days from submission to first decision and 133 days from submission to acceptance.

Up to 7 October 2024, 11 articles were published by APodA members, showcasing diverse research contributions.

How we did it

The Q1 ranking reflected the journal's commitment to publishing high-quality research. This achievement was a testament to the hard work and dedication of everyone involved in JFAR's evolution over the years.

JFAR's efficiency and commitment to timely publication enabled the journal to maintain consistent manuscript turnaround times, despite workforce challenges. This reliability was crucial for attracting high-quality submissions and retaining the trust of authors and readers.

Contributions from APodA members underscores the journal's strong connection with the Australian podiatric community. This engagement has enriched JFAR's content and demonstrated its essential role in advancing the profession.

The move to Wiley was a strategic decision aimed at enhancing JFAR's reach and resources. This transition was smooth, thanks to close collaboration with Wiley, ensuring the journal's continued growth and development.

The appointment of new editors and the support from deputy and associate editors strengthened the journal's leadership. This diverse and experienced team was instrumental in maintaining the journal's standards and driving its success.

The rise in submissions, particularly from China, indicated the journal's growing reputation and influence in the global research community. This increase also contributed to the higher impact factor, reflecting the journal's relevance and importance in the field.

What drove us

The achievements of 2024 were a result of strategic decisions, dedicated leadership, and a commitment to excellence, ensuring the Journal of Foot and Ankle Research continues to thrive. JFAR continues to be driven by the philosophy that has been in place since the journal was first published in 2008.

JFAR will continue to be an open-access source of high-quality research encompassing all aspects of the assessment, diagnosis, prevention and management of foot and ankle disorders.

APERF update

What happened in 2024

In 2024, the Australian Podiatry Education and Research Foundation (APERF) made significant strides by funding the National Research Priorities Project and increasing grant amounts to up to \$30,000.

Through completion of Phase 1 of the National Research Priorities Project and continued collaboration with other key stakeholders including the APodA, the Australasian College of Podiatry Deans (ACPD) and the Australian Foot and Ankle Research Network (AFARNet), APERF has continued its mission to support high quality foot and ankle research by both academic and clinician researchers.

By the end of 2024, APERF had awarded over \$624,000 in research funds since 1991, excluding nearly \$30,000 in research funds supported by the ACPD since 2022.

How we did it

The National Research Priorities Project is a game-changer for APERF. It helps APERF to develop a more strategic plan for fund disbursement and to identify priority research areas for targeted funding rounds. Led by Dr. Peta Tehan and Professor Matt Carroll this bibliometric analysis is the first of its kind across Australia, and represents a huge amount of deeply commendable work which directly benefits the profession.

Collaboration between APodA and APERF has been – and continues to be – essential to the continuation of APERF.

The evolution of this relationship directly assists APERF to be able to function effectively. This maximises the opportunity to fulfil APERF's goals of promoting and supporting foot and ankle research in Australia.

Likewise, collaboration with the ACPD has opened avenues for niche research that might otherwise be overlooked during a competitive research submission process. This reflects APERF's motivation to support researchers who may otherwise not be given the opportunities to make a positive difference through their work.

Increasing available grant amounts have helped to position APERF in an even more positive and competitive light. These additional funds help to support and promote more complex and sizeable submissions, which can carry even greater impact.

What drove us

These developments reflect a more strategic plan for the disbursement of funds in the coming years. This strategic outlook enables APERF to effectively identify priority areas for research which APERF might, in turn, support with targeted funding rounds.

Another driving factor is understanding that APERF has a great responsibility to the profession and the patients it serves. This deep respect helps to ensure funding is directed towards the most relevant projects with the highest potential for impact.

Australian Podiatry Association Limited
ACN 24 008 488 748

Financial statements

31 December 2024



Australian Podiatry Association Limited
Directors' report
31 December 2024

The directors present their report, together with the financial statements, on the company for the year ended 31 December 2024.

Directors

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

Katrina Richards (Chair)
 Dr Angela Evans AM
 Kylie Benson (McCulloch) (appointed 01 March 2024)
 Andrew Cook (appointed 12 November 2024)
 Mary-Ellen Redmayne (appointed 29 May 2024)
 Shelley Thomson
 Joe Bayer
 Mary-Ellen Redmayne (appointed 29 May 2024)
 Maria Latemore
 Nello Marino (resigned 15 January 2024)
 Joseph Brooks (resigned 02 May 2024)

Objectives

The company's purpose is to lead and strengthen the podiatry profession.

Strategy for achieving the objectives

The company's strategic intent is to provide high quality services from a unified, trusted and well-resourced organisation.

Principal activities

The principal activity of the company during the financial year was to raise the community awareness of the importance of foot health through the provision of services and support to podiatrists and podiatrist members. This included advocating on matters of clinical importance to podiatrists and their patients, advancing policy relating to Podiatry, promoting standards of practice, and advancing the role of podiatrists in the Australian health system. The company also continued to progress the objective of forming the national body representing podiatrists. The podiatry associations of Queensland, Tasmania and South Australia have been dissolved and their operations amalgamated with the company. The operations of the Podiatry Associations of Victoria and New South Wales have been amalgamated and certain events remain to be completed in respect of the prospective finalisation of the amalgamation and associated winding up of the podiatry bodies in Victoria and New South Wales.

Performance measures

The company measures its own performance through the use of both quantitative and qualitative benchmarks. The benchmarks are used by the directors to assess the financial sustainability of the company and whether the company's short-term objectives are being achieved. The board establishes a set of annual KPIs for the CEO and measures progress against the KPIs on a regular basis.

Information on directors

Name: Joseph Brooks
 Qualifications: Bachelor of Podiatry, MAICD

Name: Dr Angela Evans AM
 Qualifications: Doctor of Philosophy (PhD), Graduate Diploma Social Science (GradDipSocSc), Diploma Applied Science (DipAppSc), Fellow Australian Academy of Podiatric Sports Medicine (FAAPSM), Fellow Royal College of Physicians and Surgeons of Glasgow (FFPM RCPsG), Member Australian Institute of Company Directors (MAICD)

Name: Maria Latemore
 Qualifications: Bachelor of Podiatry, MAICD

Name: Katrina Richards
 Qualifications: Bachelor of Podiatry (Hons), Bachelor of Arts, Master of Health Sciences (Podiatry), Graduate Certificate of Management, GAICD

Australian Podiatry Association Limited
Directors' report
31 December 2024

Name:	Joe Bayer
Qualifications:	Bachelor Business (Accounting), Fellow Certified Practising Accountants (FCPA), GAICD
Name:	Shelley Thomson
Qualifications:	Masters of Business Administration (MBA), Net Promoter® Certified Associate Qualification, Certificate IV in Training & Assessment, Diploma of Retail Management, Diploma in Ultrasonography, Diploma of Applied Science (Nuclear Medicine Technology), MAICD
Name:	Nello Marino
Qualifications:	Bachelor of Education
Name:	Mary-Ellen Redmayne
Qualifications:	Bachelor of Health Science, Podiatry (BHSc Pod), -Graduate of Australian institute of company directors (GAICD)
Name:	Andrew Cook
Qualifications:	Bachelor Podiatry
Name:	Kylie Benson (McCulloch)
Qualifications:	B. App. Sci (Pod), GAICD

Meetings of directors

The number of meetings of the company's Board of Directors ("the Board") and of each Board committee held during the year ended 31 December 2024, and the number of meetings attended by each director were:

	Full Board		Nomination and Remuneration Committee		Audit and Risk Committee	
	Attended	Held	Attended	Held	Attended	Held
Joseph Brooks	2	2	-	-	-	-
Dr Angela Evans AM	6	6	6	6	4	4
Maria Latimore	4	6	-	-	1	4
Katrina Richards	6	6	6	6	-	-
Joe Bayer	6	6	-	-	4	4
Shelley Thomson	6	6	4	6	-	-
Nello Marino	-	-	-	-	-	-
Mary-Ellen Redmayne	4	6	-	-	1	1
Andrew Cook	2	2	-	-	-	-
Kylie Benson (McCulloch)	6	6	-	-	-	-

Held: represents the number of meetings held during the time the director held office or was a member of the relevant committee.

Contributions on winding up

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 \$10 each towards meeting any outstanding obligations of the entity. At 31 December 2024, the number of members was 2,633 (31 December 2023: 2,592).

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this directors' report.

Australian Podiatry Association Limited
Directors' report
31 December 2024

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

On behalf of the directors



Katrina Richards
Director

12 May 2025
Melbourne, Victoria



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AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of the financial report of the Australian Podiatry Association Limited for the year ended 31 December 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the Australian professional accounting bodies in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink that reads 'RSM'.

RSM AUSTRALIA PARTNERS

A handwritten signature in black ink that reads 'M Huang'.

M HUANG
Partner

Dated: 12 May 2025
Melbourne, Victoria



Australian Podiatry Association Limited
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31 December 2024

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General information

The financial statements cover Australian Podiatry Association Limited as an individual entity. The financial statements are presented in Australian dollars, which is Australian Podiatry Association Limited's functional and presentation currency.

Australian Podiatry Association Limited is a not-for-profit unlisted public company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business is:

Registered office

Australian Podiatry Association Limited
89 Nicholson Street
Brunswick East VIC 3057

A description of the nature of the company's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on 12 May 2025. The directors have the power to amend and reissue the financial statements.

Australian Podiatry Association Limited
Statement of profit or loss and other comprehensive income
For the year ended 31 December 2024

	Note	2024 \$	2023 \$
Revenue			
Revenue	3	3,668,658	4,496,928
Contributions - monetary	4	152,976	49,627
Interest revenue		33,954	28,770
		<u>3,855,588</u>	<u>4,575,325</u>
Expenses			
Conference expenses		(272,621)	(954,142)
Event expenses		(32,238)	(31,110)
Employee benefits expense	5	(2,031,239)	(1,906,584)
Publications expense		(35,205)	(72,196)
Depreciation and amortisation expense		(26,572)	(21,780)
Insurance premium		(269,488)	(444,508)
Other expenses		<u>(912,257)</u>	<u>(778,450)</u>
Profit before income tax expense		275,968	366,555
Income tax expense	6	<u>-</u>	<u>-</u>
Profit after income tax expense for the year attributable to the members of Australian Podiatry Association Limited	19	275,968	366,555
Other comprehensive income for the year, net of tax		<u>-</u>	<u>-</u>
Total comprehensive income for the year attributable to the members of Australian Podiatry Association Limited		<u><u>275,968</u></u>	<u><u>366,555</u></u>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Australian Podiatry Association Limited
Statement of financial position
As at 31 December 2024

	Note	2024 \$	2023 \$
Assets			
Current assets			
Cash and cash equivalents	7	409,894	682,450
Trade and other receivables	8	662,660	574,565
Financial Assets - term deposits at amortised cost	9	3,597,525	3,243,983
Financial Assets - fair value through profit and loss		572,427	544,785
Other assets	10	352,022	372,085
Total current assets		<u>5,594,528</u>	<u>5,417,868</u>
Non-current assets			
Investment properties	11	530,000	530,000
Property, plant and equipment	12	<u>2,267,870</u>	<u>2,249,270</u>
Total non-current assets		<u>2,797,870</u>	<u>2,779,270</u>
Total assets		<u>8,392,398</u>	<u>8,197,138</u>
Liabilities			
Current liabilities			
Trade and other payables	13	191,044	202,816
Contract liabilities	14	1,222,551	1,277,125
Loans	15	-	13,466
Employee benefits	16	248,373	231,686
Total current liabilities		<u>1,661,968</u>	<u>1,725,093</u>
Non-current liabilities			
Deferred tax	17	344,022	344,022
Employee benefits	16	<u>3,190</u>	<u>20,773</u>
Total non-current liabilities		<u>347,212</u>	<u>364,795</u>
Total liabilities		<u>2,009,180</u>	<u>2,089,888</u>
Net assets		<u>6,383,218</u>	<u>6,107,250</u>
Equity			
Reserves	18	1,079,219	1,079,219
Retained surpluses	19	<u>5,303,999</u>	<u>5,028,031</u>
Total equity		<u>6,383,218</u>	<u>6,107,250</u>

The above statement of financial position should be read in conjunction with the accompanying notes

Australian Podiatry Association Limited
Statement of changes in equity
For the year ended 31 December 2024

	Reserves \$	Retained profits \$	Total equity \$
Balance at 1 January 2023	1,079,219	4,661,476	5,740,695
Profit after income tax expense for the year	-	366,555	366,555
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	366,555	366,555
Balance at 31 December 2023	<u>1,079,219</u>	<u>5,028,031</u>	<u>6,107,250</u>
	Reserves \$	Retained profits \$	Total equity \$
Balance at 1 January 2024	1,079,219	5,028,031	6,107,250
Profit after income tax expense for the year	-	275,968	275,968
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	275,968	275,968
Balance at 31 December 2024	<u>1,079,219</u>	<u>5,303,999</u>	<u>6,383,218</u>

The above statement of changes in equity should be read in conjunction with the accompanying notes

Australian Podiatry Association Limited
Statement of cash flows
For the year ended 31 December 2024

	Note	2024 \$	2023 \$
Cash flows from operating activities			
Receipts from customers (inclusive of GST)		3,632,302	4,683,292
Payments to suppliers (inclusive of GST)		(3,865,998)	(4,616,694)
		(233,696)	66,598
Interest received		6,312	3,592
Net cash (used in)/from operating activities		(227,384)	70,190
Cash flows from investing activities			
Payments for investments		-	(1,000,000)
Payments for property, plant and equipment	12	(45,172)	(16,858)
Net cash used in investing activities		(45,172)	(1,016,858)
Net cash from financing activities		-	-
Net decrease in cash and cash equivalents		(272,556)	(946,668)
Cash and cash equivalents at the beginning of the financial year		682,450	1,629,118
Cash and cash equivalents at the end of the financial year	7	<u>409,894</u>	<u>682,450</u>

The above statement of cash flows should be read in conjunction with the accompanying notes

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 1. Material accounting policy information

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

New or amended Accounting Standards and Interpretations adopted

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

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

Basis of preparation

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

Historical cost convention

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

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

Revenue recognition

The company recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the company; identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Membership subscription fees

Membership subscription fees attributable to the current financial year are recognised as revenue over time. Fees and subscriptions that related to future periods are recognised as contract liabilities in the consolidated statement of financial position.

Conference fees

Conference fees attributable to the current financial year are recognised as revenue at a point in time. Fees and subscriptions that related to future periods are recognised as contract liabilities in the consolidated statement of financial position.

Insurance fees

Insurance revenue is recognised on a straight-line basis over the period to which the insurance coverage applied.

Corporate sponsorship

Sponsorships involving contra arrangements are recognised as revenue equivalent to the fair value of the services provided by the sponsor.

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 1. Material accounting policy information (continued)

Revenue recognition (continued)

Contributions

Non-reciprocal contributions are accounted for as income at fair value when the company gains control of the assets contributed.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Current and non-current classification

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

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

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

Deferred tax assets and liabilities are always classified as non-current.

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables

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

Contract assets

Contract assets are recognised when the company has transferred goods or services to the customer but where the company is yet to establish an unconditional right to consideration. Contract assets are treated as financial assets for impairment purposes.

Income tax

The income tax expense or revenue for the period is the tax payable on the current period's taxable income based on the applicable notional tax rate adjusted by changes in deferred tax assets and liabilities attributable to temporary differences and to unused tax losses.

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the end of the reporting period in Australia, which is where the company operates and generates taxable income. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax.

Deferred income tax is provided in full on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. Deferred income tax is determined using tax rates (and laws) that have been enacted or substantially enacted by the end of the reporting period and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 1. Material accounting policy information (continued)

Income tax (continued)

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets and liabilities. Current tax assets and tax liabilities are offset where the entity has a legally enforceable right to offset and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets

The company designates its financial assets as financial assets at fair value through profit or loss. Financial assets are initially measured at fair value. Transaction costs are included as part of the initial measurement, except for financial assets at fair value through profit or loss. Such assets are subsequently measured at either amortised cost or fair value depending on their classification. Classification is determined based on both the business model within which such assets are held and the contractual cash flow characteristics of the financial asset unless, an accounting mismatch is being avoided.

Financial assets are derecognised when the rights to receive cash flows have expired or have been transferred and the consolidated entity has transferred substantially all the risks and rewards of ownership. When there is no reasonable expectation of recovering part or all of a financial asset, its carrying value is written off.

Financial assets not measured at amortised cost or at fair value through other comprehensive income are classified as financial assets at fair value through profit or loss. Typically, such financial assets will be either: (i) held for trading, where they are acquired for the purpose of selling in the short-term with an intention of making a profit, or a derivative; or (ii) designated as such upon initial recognition where permitted. Fair value movements are recognised in profit or loss.

Investment properties

Investment properties principally comprise of freehold land and buildings held for long-term rental and capital appreciation that are not occupied by the company. Investment properties are initially recognised at cost, including transaction costs, and are subsequently remeasured annually at fair value. Movements in fair value are recognised directly to profit or loss.

Investment properties are derecognised when disposed of or when there is no future economic benefit expected.

Transfers to and from investment properties to property, plant and equipment are determined by a change in use of owner-occupation. The fair value on the date of change of use from investment properties to property, plant and equipment are used as deemed cost for the subsequent accounting. The existing carrying amount of property, plant and equipment is used for the subsequent accounting cost of investment properties on the date of change of use.

Property, plant and equipment

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

Freehold property

Freehold land and building are shown at their fair value on periodic, but at least quinquennial, valuations by external independent valuers.

In periods when the freehold land and buildings are not subject to an independent valuation, the directors conduct director's valuations to ensure the carrying amount for the land and buildings is not materially different to the fair value.

Increases in the carrying amount arising on revaluation of land and buildings are recognised in other comprehensive income and accumulated in the revaluation surplus in equity. Revaluation decreases that offset previous increases of the same class of assets shall be recognised in other comprehensive income under the heading of revaluation surplus. All other decreases are recognised in the surplus or deficit.

Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Freehold land and buildings that have been contributed at no cost or for nominal cost are valued and recognised at the fair value of the asset at the date it is acquired.

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 1. Material accounting policy information (continued)

Property, plant and equipment (continued)

Plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount and impairment losses are recognised in surplus or deficit. A formal assessment of recoverable amount is made when impairment indicators are present (refer to note 1(c) for details of impairment).

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in surplus or deficit in the financial period in which they are incurred.

Plant and equipment that have been contributed at no cost or for nominal cost are recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets, excluding freehold land and buildings, is depreciated on a straight-line basis over the asset's useful life to the entity commencing from the time the asset is available for use.

The depreciation rates used for each class of depreciable assets are:

Furniture and equipment	5-67%
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The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in surplus or deficit in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained surplus.

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.

Contract liabilities

Contract liabilities represent the company's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the company recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the company has transferred the goods or services to the customer.

Borrowings

Loans and borrowings are initially recognised at the fair value of the consideration received, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave is not expected to be settled within 12 months of the reporting date and are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 1. Material accounting policy information (continued)

Employee benefits (continued)

Defined contribution superannuation expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Fair value measurement

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

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

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

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

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

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

Note 2. Critical accounting judgements, estimates and assumptions

Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

Income tax

The company is subject to income taxes in the jurisdictions in which it operates. Significant judgement is required in determining the provision for income tax. There are many transactions and calculations undertaken during the ordinary course of business for which the ultimate tax determination is uncertain. The consolidated entity recognises liabilities for anticipated tax audit issues based on the consolidated entity's current understanding of the tax law. Where the final tax outcome of these matters is different from the carrying amounts, such differences will impact the current and deferred tax provisions in the period in which such determination is made.

Estimation of useful lives of assets

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

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 3. Revenue

	2024	2023
	\$	\$
<i>Revenue from contracts with customers</i>		
Membership subscriptions	1,981,917	1,782,801
Publications	164,160	82,992
Corporate sponsorship	221,416	295,174
Conference Income	448,518	1,375,350
CPD event Income	39,408	47,414
Insurance house member income	253,437	466,360
CPD online Income	20,329	28,931
Special Interest groups	41,558	23,826
	<u>3,170,743</u>	<u>4,102,848</u>
<i>Other revenue</i>		
Sundry Income	51,059	45,855
Rental Income	52,713	45,629
Management fees	17,271	20,917
Unrealised gain/(loss) on mutual fund	376,872	281,679
	<u>497,915</u>	<u>394,080</u>
Revenue	<u><u>3,668,658</u></u>	<u><u>4,496,928</u></u>

Disaggregation of revenue

The disaggregation of revenue from contracts with customers is as follows:

	2024	2023
	\$	\$
<i>Geographical regions</i>		
Australia	<u>3,668,658</u>	<u>4,496,928</u>
<i>Timing of revenue recognition</i>		
Services transferred at a point in time	1,380,581	2,202,138
Services transferred over time	<u>2,288,067</u>	<u>2,294,790</u>
	<u><u>3,668,648</u></u>	<u><u>4,496,928</u></u>

Note 4. Contributions - monetary

	2024	2023
	\$	\$
Monetary contributions:		
Australian podiatry association (VIC)	<u>152,976</u>	<u>49,627</u>

Note 5. Expenses

	2024	2023
	\$	\$
Surplus/(Deficit) before income tax includes the following specific expenses:		
<i>Superannuation expense</i>		
Defined contribution superannuation expense	<u>175,407</u>	<u>164,442</u>

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 6. Income tax expense

	2024 \$	2023 \$
<i>Income tax expense</i>		
Current tax	-	-
Deferred tax - origination and reversal of temporary differences	-	-
Aggregate income tax expense	<u>-</u>	<u>-</u>
<i>Numerical reconciliation of income tax expense and tax at the statutory rate</i>		
Profit before income tax expense	275,968	366,555
Tax at the statutory tax rate of 25%	68,992	91,639
Tax effect amounts which are not deductible/(taxable) in calculating taxable income:		
Adjustment relating to tax mutuality principal	(23,389)	(35,347)
Utilisation of prior year tax losses	(45,603)	(56,292)
Income tax expense	<u>-</u>	<u>-</u>
<i>Tax losses</i>		
Unused tax losses for which no deferred tax asset has been recognised	121,106	303,519
Potential tax benefit at 25%	<u>30,276</u>	<u>75,880</u>

Note 7. Cash and cash equivalents

	2024 \$	2023 \$
<i>Current assets</i>		
Cash at bank	<u>409,894</u>	<u>682,450</u>

Note 8. Trade and other receivables

	2024 \$	2023 \$
<i>Current assets</i>		
Trade receivables	668,160	585,785
Less: Allowance for expected credit losses	(5,500)	(11,220)
	<u>662,660</u>	<u>574,565</u>

Note 9. Financial assets - mutual funds

	2024 \$	2023 \$
<i>Current assets</i>		
financial assets at fair value through profit or loss are all held for trading and include the following:		
Balanced index fund	<u>3,597,525</u>	<u>3,243,983</u>

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 9. Financial assets - mutual funds (continued)

	2024 \$	2023 \$
<i>Movement in carrying amounts:</i>		
Balance at beginning of year	3,243,983	1,979,663
Acquisition	-	1,000,000
Fair value gain/(loss) through profit or loss	353,542	264,320
Balance at end of year	<u>3,597,525</u>	<u>3,243,983</u>

Note 10. Other assets

	2024 \$	2023 \$
<i>Current assets</i>		
Prepayments	<u>352,022</u>	<u>372,085</u>

Note 11. Investment properties

	2024 \$	2023 \$
<i>Non-current assets</i>		
Investment properties - at independent valuation	<u>530,000</u>	<u>530,000</u>

Valuations of investment properties

The valuation basis of land, buildings is fair value being the price that would be received to sell the asset in an orderly transaction between market participants at the measurement date. An independent valuation of the land and buildings was performed in 2023 by Certified Practising Valuers.

Note 12. Property, plant and equipment

	2024 \$	2023 \$
<i>Non-current assets</i>		
Land and buildings - at independent valuation	<u>2,190,000</u>	<u>2,190,000</u>
Furniture and equipment - at cost	354,895	309,724
Less: Accumulated depreciation	<u>(277,025)</u>	<u>(250,454)</u>
	<u>77,870</u>	<u>59,270</u>
	<u>2,267,870</u>	<u>2,249,270</u>

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 12. Property, plant and equipment (continued)

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Land and buildings \$	Furniture and equipment \$	Total \$
Balance at 1 January 2024	2,190,000	59,270	2,249,270
Additions	-	45,172	45,172
Depreciation expense	-	(26,572)	(26,572)
Balance at 31 December 2024	<u>2,190,000</u>	<u>77,870</u>	<u>2,267,870</u>

Note 13. Trade and other payables

	2024 \$	2023 \$
<i>Current liabilities</i>		
Trade payables	141,457	175,953
Accrued wages and superannuation entitlements	49,587	26,863
	<u>191,044</u>	<u>202,816</u>

Note 14. Contract liabilities

	2024 \$	2023 \$
<i>Current liabilities</i>		
Receipts in advance	374,893	50,762
Membership received in advance	847,658	976,004
Membership insurance received in advance	-	247,922
Other	-	2,437
	<u>1,222,551</u>	<u>1,277,125</u>

Note 15. Loans

	2024 \$	2023 \$
Unsecured		
The Ted and Grace Renton perpetual memorial prize trust - monetary	<u>-</u>	<u>13,466</u>

The Ted and Grace Renton perpetual memorial prize trust

During the financial year ended 31 December 2020, the company was in the process of being appointed as trustee for the Ted and Grace Renton perpetual memorial prize trust by the appointor. This process was not complete at 31 December 2023, and amounts held on behalf of the trust were considered to be a loan pending finalisation of the appointment. The appointment was finalised in the year ended 31 December 2024.

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 16. Employee benefits

	2024 \$	2023 \$
<i>Current liabilities</i>		
Employee benefits	248,373	231,686
<i>Non-current liabilities</i>		
Employee benefits	3,190	20,773

Note 17. Deferred tax

	2024 \$	2023 \$
<i>Non-current liabilities</i>		
Deferred tax liability	344,022	344,022

Note 18. Reserves

	2024 \$	2023 \$
Revaluation surplus reserve	1,079,219	1,079,219

Note 19. Retained surpluses

	2024 \$	2023 \$
Retained surpluses at the beginning of the financial year	5,028,031	4,661,476
Profit after income tax expense for the year	275,968	366,555
Retained surpluses at the end of the financial year	5,303,999	5,028,031

Note 20. Key management personnel disclosures

Compensation

The aggregate compensation made to directors and other members of key management personnel of the company is set out below:

	2024 \$	2023 \$
Aggregate compensation	231,834	188,443

Note 21. Remuneration of auditors

	2024 \$	2023 \$
<i>Audit services - RSM Australia Partners</i>		
Audit of the financial statements	16,500	15,800
Other audit services	3,000	3,000
	19,500	18,800

Australian Podiatry Association Limited
Notes to the financial statements
31 December 2024

Note 22. Contingent liabilities

The company had no contingent liabilities as at 31 December 2024 and 31 December 2023.

Note 23. Commitments

The company had no commitments for expenditure as at 31 December 2024 and 31 December 2023.

Note 24. Related party transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 20.

Transactions with related parties

There were no transactions with related parties during the current and previous financial year.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

Note 25. Events after the reporting period

No matter or circumstance has arisen since 31 December 2024 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

Australian Podiatry Association Limited
Directors' declaration
31 December 2024

In the directors' opinion:

- the attached financial statements and notes comply with the Corporations Act 2001, the Australian Accounting Standards - Simplified Disclosures, the Corporations Regulations 2001 and other mandatory professional reporting requirements;
- the attached financial statements and notes give a true and fair view of the company's financial position as at 31 December 2024 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

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

On behalf of the directors



Katrina Richards
Director

12 May 2025
Melbourne, Victoria



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INDEPENDENT AUDITOR'S REPORT To the Members of Australia Podiatry Association Limited

Opinion

We have audited the financial report of the Australian Podiatry Association Limited (the Company), which comprises the statement of financial position as at 31 December 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, 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 Group's financial position as at 31 December 2024 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* 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.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the Company's annual financial report for the year ended 31 December 2024, but does not include the financial report and the auditor's report thereon.

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Other Information (continued)

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 – *Simplified Disclosures under AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* 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 ability of the Company 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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

RSM AUSTRALIA PARTNERS

M HUANG
Partner

Dated: 20 May 2025
Melbourne, Victoria



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