

Association of Massage Therapists

Annual Report 2023



Association of Massage Therapists Ltd
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Engaged with the Department of Health and provided a submission on home care package provision, which resulted in remedial massage therapists being reinstated as providers.



Published a social media standard in the AMT Code of Practice, reflecting regulatory changes and industry best practice.



Guided 15 matched mentor/mentee pairs through the 5th intake of AMT's in-house mentoring scheme.



Provided a range of measures to ease the impact of cost-of-living pressures. This included supporting members to attend the AMT Annual Conference for free.



Hosted 29 diverse professional development events, including webinars, workshops, and virtual and in-person networking sessions.



Informed members about accessible and affordable professional development opportunities.



Engaged regularly with over 10,000 followers across AMT's social media platforms, receiving thousands of views every week.



Represented AMT members to 41 private health insurance companies.

Governance



As a not-for-profit company, AMT is subject to the legal requirements of the Corporations Act (2001). The Association undergoes an annual company review and must report to the Australian Securities and Investments Commission.



AMT is governed by a Board of Directors, nominated and elected by the membership.



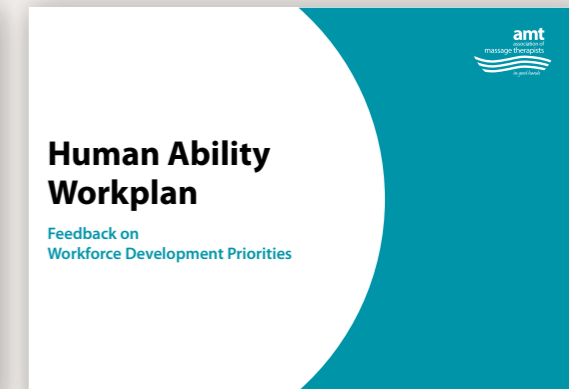
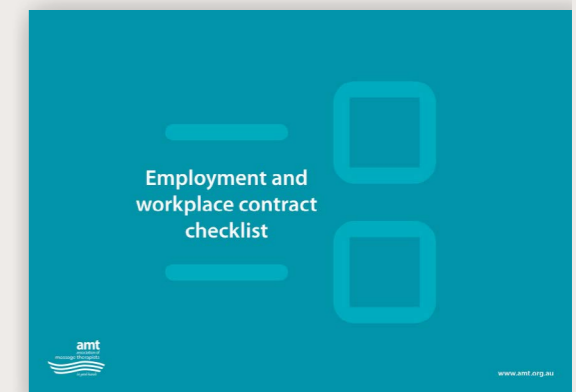
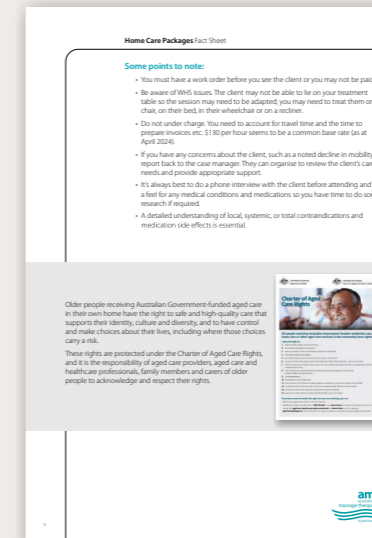
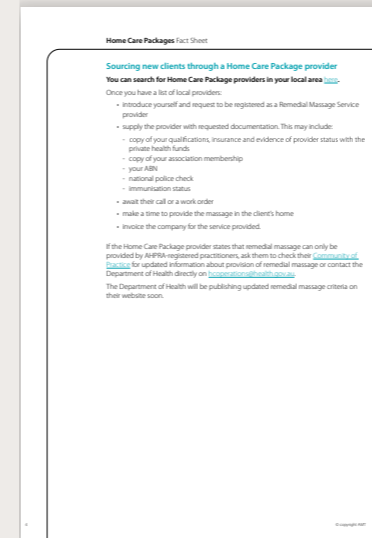
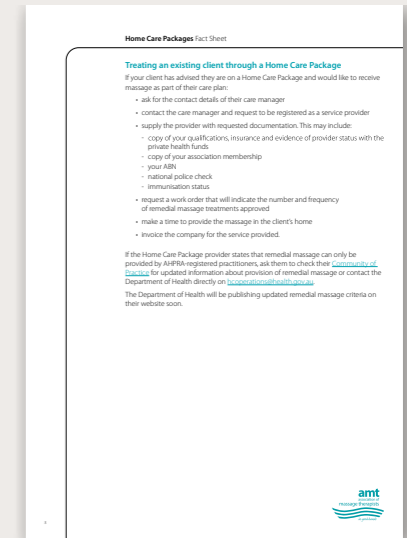
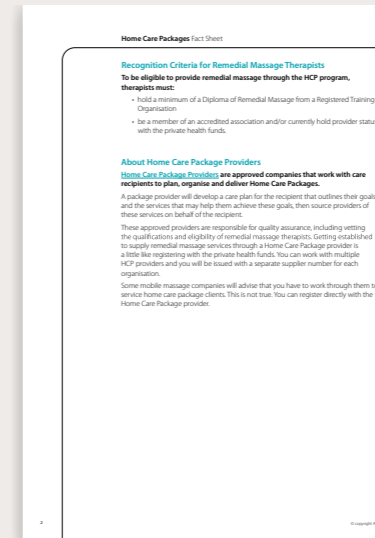
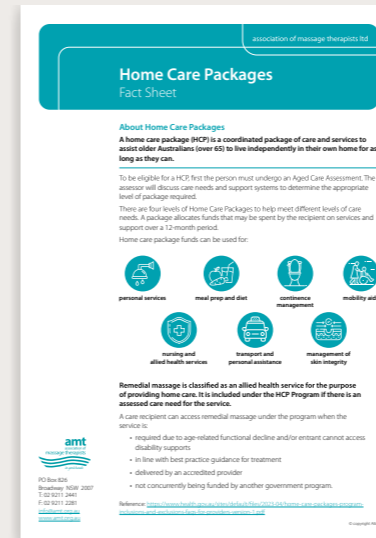
AMT directors are bound by the AMT Constitution and the Board Code of Conduct. The position is voluntary and unpaid.



AMT employed nine staff – two full time and seven part time.



The AMT Constitution is reviewed and updated on an ongoing basis. Changes to the constitution must be passed by Special Resolution at a General Meeting of the membership. Such changes require a 75% majority vote.



Report from the AMT Board

If we were to look for a central theme to characterise 2023, "tested by fire" springs to mind.

AMT's 2023 journey was not a straightforward one. We faced some serious existential threats to the flourishing of the Association.

One of the significant hurdles we encountered was the transition in AMT's staffing model. Sadly, the concept of a distributed management team did not fulfil its intended democratising potential but rather presented AMT with profound operational challenges that impacted the Association's strategic performance in several areas.

It is important to acknowledge that challenges are inevitable in any organisation's journey, and it is how we respond to them that truly defines us. Fortunately, AMT's resilience has always been defined by the integrity and loyalty of its people. Watching these qualities come to the fore during a period of emerging change in late 2023 was perversely inspiring, with directors supporting each other and the organisation as a united front.

As difficult as the past year has been, it's also been a time of valuable learning, growth, and recommitment to the vision, mission, and values of AMT.

Through this process, we have not only identified areas for improvement but have begun to implement robust strategies to ensure that similar challenges and risks are mitigated in the future. We plan to invest in training and development programs for our staff and Board members, and we are

actively working to strengthen our succession planning mechanisms to ensure that AMT remains a leader for years to come. We are enthusiastic about the opportunities that lie ahead in 2024 and already have some positive projects to launch as part of this Annual General Meeting.

Even though we may not have kicked any massive goals in 2023, AMT continued to provide support and guidance to members, and our core business remained robust. The Secretary's report details some of AMT's 2023 programs and achievements.

It can be all too easy to focus on the big picture at the expense of the day to day, especially during a crisis, but we would like to pay a brief tribute to the work that is performed by AMT staff members since it often doesn't receive the public acknowledgement it deserves. The level of care, compassion and guidance provided to AMT members by Head Office staff every day of the week is hard to articulate. However, here's a brief overview of some of the areas that staff find themselves involved in, beyond a strictly administrative or operational function:

- Supporting members with kindness through challenging times, often in domains that aren't directly related to clinical practice.
- Helping members to navigate myriad ethical and professional issues which are not necessarily straightforward or obvious.
- Referring members to services and resources that are outside the scope or remit of AMT's responsibilities.

- Providing industrial advice and guidance around the Health Professionals and Support Services Award, and the various forms of employment/engagement within the industry.
- Deploying superb listening skills for the many members who just need to connect or chat over the phone.
- Providing advice on RPL pathways and options for therapists seeking to re-enter the industry or overseas-trained therapists seeking to immigrate.
- Nurturing members who are struggling with their professional development journey.

The interactions that our Head Office staff have with members are becoming increasingly complex, especially given the external pressures that are being felt by many due to cost of living and other pressures. We are immensely grateful for the work they do and we want to thank them sincerely for not only efficient admin staff but also accidental counsellors, mentors, supporters and champions of the 3500+ employers they work for!

We also extend our sincere gratitude to every member of AMT for your unwavering support, dedication, and commitment to AMT's shared vision, through thick and thin. It is only through our collective efforts that we will continue to progress the massage industry and deliver on our strategic goals. Together, we can build on the lessons learned, leverage our idealism and resilience, and chart a course towards a brighter future for AMT and the industry at large.

Company Secretary's Report

Although 2023 was a challenging year for AMT, we continued to support our members, advocate on their behalf, and provide a range of services and resources. Here are some of the key events, initiatives, and developments from 2023, in rough chronological order.

January

AMT kicked off the year managing the ongoing fallout from the 2022 Medibank cybersecurity breach, with Medibank finally confirming what we suspected all along – that provider data had also been impacted. AMT's January advice informed members that those directly impacted would receive correspondence from Medibank and included details of the services and support packages that were available to victims of the breach.

February

February marked our first major engagement with members, as we sought your feedback on the draft AMT Social Media Standard. We received detailed and insightful responses from 90 members, which were integral to shaping the final standard which was released in September 2023. We thank those members sincerely for their crucial role in ensuring that the standard reflects industry best practice.

A heartfelt thanks also to the Social Media Standards Committee for their dedication to developing this vital standard and ensuring that the [AMT Code of Practice](#) aligns with evolving societal norms and statutory requirements.

We hope that members have found it helpful in navigating an increasingly complex, risky and sometimes, sadly, toxic social media environment.

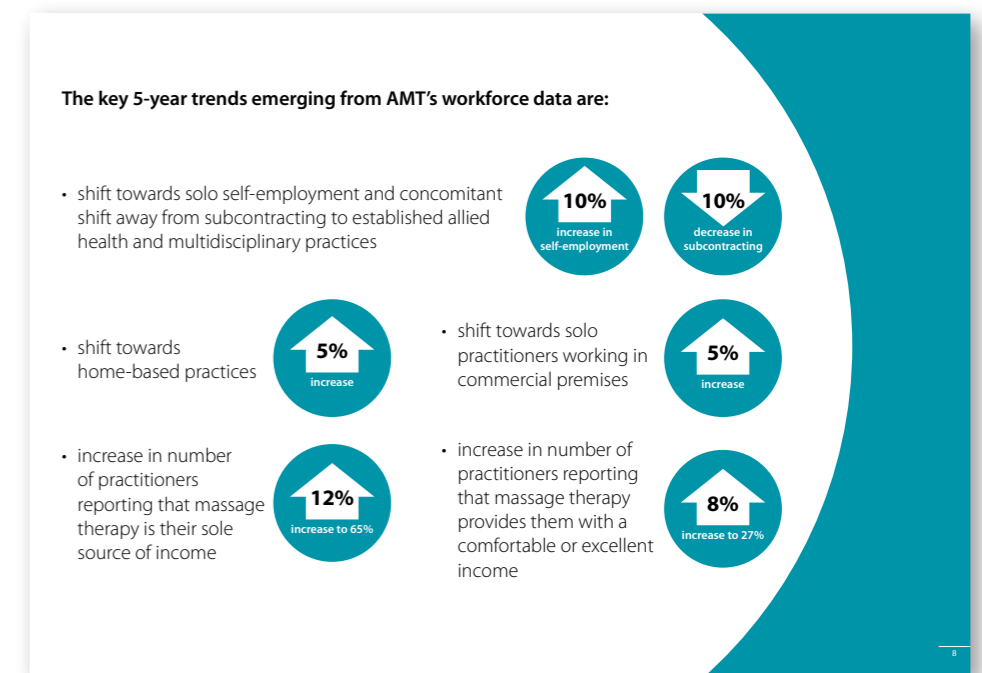
April

April was a busy month for AMT. We welcomed our 5th intake of mentoring pairs in AMT's hugely successful [annual mentoring program](#). 15 mentee/mentor partners completed the 2023 program.

It's incredibly gratifying to see these relationships form and endure over time. We know that there are some mentoring pairs who are still in regular contact 3, 4 and even 5 years after connecting through the AMT mentoring program, reinforcing its significance in terms of workforce development and industry longevity.

We have also recruited industry leaders through the program, with participants inspired to go on and become an AMT Director. If you have been on the fence, thinking about participating in the mentoring scheme, we warmly encourage you to take the plunge when we open applications early in 2025.

April also saw the rollout of AMT's 2023 workforce survey. With 698 respondents, the data collected is pivotal to informing AMT's advocacy efforts with various government and non-government agencies, and focusing our resources to ensure that we bring the biggest bang for buck to members.



→ Key 5-year trends emerging from AMT's workforce data as shown in the AMT's submission to HumanAbility.

It's clear from the data collected that there has been a significant shift away from contracting and into sole practitioner, home-based clinic environments, which obviously has ramifications for how AMT represents members and supports practice. Pleasingly, the data also showed that there has been a 12% increase over the last two years in practitioners who report massage therapy as their sole source of income, taking the total to 65% of practitioners. This suggests that massage therapy is gradually becoming a profession where practitioners can earn a living wage. This is also backed up by the 8% increase in practitioners reporting that massage therapy provides them with a comfortable or excellent income.

Data from the survey also informed AMT's April [submission to HumanAbility](#), the new Jobs and Skills Organisation for health. HumanAbility works with industry stakeholders like AMT to develop qualifications and training packages that are responsive to, and meet the needs of, industry and lead workforce development initiatives, so they are obviously a key stakeholder for AMT. With such a broad remit, we will need to work exceptionally hard to keep our voices and industry represented at the table.

May

AMT hosted a virtual National Educators' Forum with Registered Training Organisations (RTOs) across Australia to support the rollout of the new training package qualifications, HLT42021 and HLT52021, and the two new pain management skillsets (HLTSS00081 and HLTSS00082).

AMT's ongoing engagement with RTOs through these kinds of virtual formats is a crucial part of our external engagement program, facilitating quality assurance of qualification delivery in a supportive collegiate format, sharing of resources, feedback loops and continuous improvement, community building, and development of professional pathways post-graduation.

June/July

Mid-year AMT entered dialogue with the Department of Health regarding changes to the criteria for provision of remedial massage through the government's Home Care Package program. New criteria saw remedial massage therapists frozen out of the scheme, with allied health practitioners exclusively being permitted to provide massage therapy.

At the invitation of the Department of Health, [AMT provided a submission](#) making the case for the recognition of remedial massage therapists within the Home Care Package program. AMT was advised by the Department of Health that remedial massage therapists regained their status in October 2023.

October

AMT hosted its 4th virtual conference in October, including an incredibly well-received interactive pre-conference workshop. Featured topics for the conference were Massage Myth Busting, Cyber Security, Pain Management for the Massage Therapist, and a panel discussion with AMT members. Sincere thanks to all the presenters and panellists who were part of the conference weekend: Thea Dillon, Paul Ingraham, Monique Sollis, Aran Bright, Moira Ruff, Meredith Spark, and Melissa Woodward.

I'd also like to particularly acknowledge our major sponsors, Fenton Green, who offered financial support to enable 25 hardship registrations. This is appreciated given ongoing cost-of-living pressures that are impacting AMT members.

December

To round out 2023, AMT published a suite of member-only resources in the AMT membership portal. These resources are designed to support your professional practice, and includes sample intake forms, information about employment and superannuation, fact sheets and other practice templates such as examples of cancellations policies.

If there is a resource you would like us to develop, please reach out to us with your suggestions. And if you haven't checked out these resources yet, log in to your membership portal and click on the "Resources" tab.

AMT undertook other projects throughout the course of the year.

Professional development

AMT hosted 29 diverse professional development events, including webinars, workshops, and virtual and in-person networking sessions. The recorded sessions are available for a nominal fee on our website.

I'd like to thank Professor Michael Hazelton, Jennifer Richardson, Dr Summer May Finlay, Stuart Hinds, Jocelyn Kirton and Karen Daking for contributing to our members ongoing professional development in 2023.

Regulatory updates

ACT and Western Australia implemented the National Code of Conduct for Health Care Workers, bringing both states into line with NSW, Queensland, Victoria, and South Australia. We anticipate that Tasmania and the NT will enact similar Codes in the coming year. AMT members are well prepared for these changes with the AMT Code of Practice comprehensively covering all the requirements in the various iterations of the National Code.

AMT also reviewed and updated the [AMT Dry Needling Standard](#) to reflect anticipated changes in the Advanced Diploma of Myotherapy and evolving models of professional development in the area.

Practice support

AMT researched and informed members in NSW, Queensland, South Australia and Victoria of relevant business grants and other resources. We plan to extend this work to the remaining states in 2024.

In short, 2023 was both challenging and rewarding. As we look forward to the remainder of 2024, including our first ever hybrid conference in Ballina, we remain committed to supporting our members and advancing our profession. Thank you for your continued trust and involvement in AMT.

Here is our report card for 2023, measuring our progress against the objectives in the AMT strategic plan.

Objective: Members are skilled, informed and engaged

- AMT promoted research highlights and stories showcasing the evidence of the efficacy of massage in relation to various presenting conditions via its social media platforms.
- AMT hosted a range of educational events, including webinars, interactive workshops, virtual and face-to-face networking sessions.
- AMT hosted an online virtual conference featuring local and international presenters
- AMT engaged with members via social media channels, email and the AMT blog.
- AMT published a calendar of professional development suggestions, providing information about a wide range of accessible and affordable PD options.
- AMT sent out email updates and information on issues impacting members, and published news on the AMT website.



Objective: Members are supported in clinical practice

- AMT engaged with the Department of Health and provided a submission on home care package provision, which resulted in remedial massage therapists being reinstated as providers.
- AMT published a social media standard in the AMT Code of Practice, reflecting regulatory changes and industry best practice.
- AMT facilitated 15 matched mentor/mentee pairs through the 5th intake of AMT's in-house mentoring scheme.
- Provided a range of measures to ease the impact of cost-of living pressures. This included supporting members to attend the AMT Annual Conference for free.
- AMT developed practice resources and made them available exclusively within the AMT member portal.
- AMT provided regular updates and breaking news on issues impacting practice via the AMT blog, email updates, the AMT website, and social media.
- AMT made evidence-informed resources available to members via the AMT blog, email updates, the AMT website, and social media.
- AMT published updates and articles on the AMT blog that are broadly disseminated both nationally and internationally.
- AMT represented eligible members in monthly reports to private health funds.

Objective: Massage Therapy is an evidence-based health intervention

- AMT promoted research highlights and stories showcasing the evidence of the efficacy of massage in relation to various presenting conditions via social media.
- AMT continued to build links with tertiary institutes to foster research partnerships.
- AMT supported members who are conducting research by promoting research surveys via email and social media channels.

Objective: Massage therapy is recognised as a distinct healthcare intervention

- AMT engaged with the Department of Health and provided a submission on home care package provision, which resulted in remedial massage therapists being reinstated as providers.
- AMT reviewed the Scope of Practice for massage therapy which is published in the AMT Code of Practice.
- AMT promoted research highlights and stories showcasing the evidence of the efficacy of massage in relation to various presenting conditions via its social media platforms.
- AMT developed infographics explaining the evidence-based benefits of massage therapy for specific conditions and promoted these through social media channels.
- AMT provided support and resources to members involved in massage therapy research.
- AMT engaged with HumanAbility, the Jobs and Skills Organisation for health, and made a major submission based on AMT workforce survey data.

Objective: Australians recognise massage therapy as a health service

- AMT continued to make its classified research database publicly available via the AMT website.
- AMT made evidence-based resources and information available to the public via social media.
- AMT engaged with over 10,000 followers across AMT's social media platforms, receiving thousands of views every week.
- AMT reaccredited with all private health funds.
- AMT developed infographics explaining the evidence-based benefits of massage therapy for specific conditions and promoted these on social media channels.

Objective: The practice of massage therapy in Australia is supported by a sustainable and coherent model for regulation

- AMT audited practising members to ensure that they comply with mandatory police check requirements, currency of insurance and first aid, and ongoing professional development.
- AMT reviewed its position statement on regulation of the massage therapy industry.
- AMT provided expert commentary to media regarding regulation of the massage therapy industry.

Objective: The Australian public recognises the health benefits of Massage Therapy

- AMT engaged with the Department of Health and provided a submission on home care package provision, which resulted in remedial massage therapists being reinstated as providers.
- AMT continued to make its classified research database publicly available via the AMT website.
- AMT made evidence-based resources and information available to the public via its social media platforms.
- Engaged with over 10,000 followers across AMT's social media platforms, receiving thousands of views every week.

Objective: Health practitioners recognise the benefits of Massage Therapy

- AMT provided regular updates and breaking news on issues impacting practice via the AMT blog, email updates, the AMT website, and social media.
- AMT made evidence-informed resources available via the AMT blog, email updates, the AMT website, and social media.
- AMT published updates and articles on the AMT blog that are broadly disseminated both nationally and internationally.
- AMT continued to make its classified research database publicly available via the AMT website.

Objective: Australians have the information, knowledge and resources to choose a qualified massage therapist

- AMT promoted members via its public Facebook page and other social media channels.
- AMT promoted members via its 'Find a Therapist' search facility on the AMT website.

Finance Committee Report

AMT is in a stable financial position, with retained earnings at the close of 2023 of \$371,779. This is an increase of \$18,887 compared to 2022, with AMT moving into operating profit for the first time in several years. These reserve funds are crucial to ensuring that AMT remains financially viable, even as cost-of-living and inflation put pressures on the Association's budget.

AMT's largest item of expense is wages. Our 2023 wages and superannuation bill was \$659,671, which is a 12% increase compared with 2022 (\$589,670). This increase reflects not only the CPI-indexed wage increases but also the wages bill arising from the management structure trialled by AMT during 2023. The wages cost was largely offset by a 10% increase in membership revenue (2023: \$627,141.58; compared with 2022: \$570,912.86). This result reflects the crucial role that CPI increases to membership fees play in AMT's budget, especially following a three-year period of membership fees being frozen during the crisis phase of the COVID pandemic. Factoring wage increases into AMT's annual budget that are, at minimum, in line with inflation is a key consideration in our financial planning. With labour shortages impacting so many industries, retaining high-quality staff is a significant consideration.

AMT's other major expenses remained relatively stable in 2023. Overall operating expenses were \$842,080, a 5% increase compared with 2022 (\$799,888). This figure is consistent with CPI increases of 4.1% during 2023. However, provisions for leave decreased significantly due to a long-term staff member finishing their employment.

Overall revenue was \$861,469 which is a 12% increase compared with 2022 (\$768,095). This increase was largely driven by increased membership revenue but AMT educational events, such as webinars and workshops, contributed as well.

The 2023 financial statements show that AMT continues to manage its resources in a financially responsible and sustainable way. The AMT Finance Committee is confident that the Association is in a stable position to continue supporting members with programs and initiatives at reasonable cost, especially in the context of mounting cost-of-living pressures. The committee commends the 2023 AMT financial statements to the membership.

Statement of Comprehensive Income

for the year ended 31 December 2023

	Note	Dec 2023 \$	Dec 2022 \$
Revenue	3	861,469	768,095
Wages, contractors & superannuation	3	(659,671)	(589,670)
Depreciation and amortisation expenses	3	(18,055)	(27,838)
Other expenses from ordinary activities	3	(164,354)	(181,980)
Profit/(Loss) before income tax		19,389	(31,393)
Income tax expense	4	(502)	(187)
Profit/(Loss) for the year		18,887	(31,580)
Total comprehensive income/(loss) for the year		18,887	(31,580)

Statement of Financial Position

for the Financial Year ended 31 December 2023

	Note	Dec 2023	Dec 2022
		\$	\$
ASSETS			
CURRENT ASSETS			
CASH AND CASH EQUIVALENTS	5	397,936	409,406
Trade and other receivables	6	18,365	9,801
INVENTORIES	7	169	938
Other assets	8	36,303	35,992
TOTAL CURRENT ASSETS		452,773	456,137
NON-CURRENT ASSETS			
Property, plant and equipment	9	46,704	48,144
Other assets	8	11,000	11,000
TOTAL NON-CURRENT ASSETS		57,704	59,144
TOTAL ASSETS		510,477	515,281

Statement of Financial Position (cont.)

for the Financial Year ended 31 December 2023

	Note	Dec 2023	Dec 2022
		\$	\$
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	49,927	45,447
Provisions	11	72,269	105,405
TOTAL CURRENT LIABILITIES		122,196	150,852
NON-CURRENT LIABILITIES			
Provisions	11	16,502	11,537
TOTAL NON-CURRENT LIABILITIES		16,502	11,537
TOTAL LIABILITIES		138,698	162,389
NET ASSETS		371,779	352,892
EQUITY			
Retained earnings		371,779	352,892
TOTAL EQUITY		371,779	352,892

Statement of Changes in Equity

for the Financial Year ended 31 December 2023

	Retained Earnings	Total
	\$	\$
Balance at 1 January 2023	352,892	352,892
Comprehensive income		
Profit for the year	18,887	18,887
Other comprehensive income	-	-
Total comprehensive income	18,887	18,887
Balance at 31 December 2023	371,779	371,779
Balance at 1 January 2022	384,472	384,472
Comprehensive income		
Loss for the year	(31,580)	(31,580)
Other comprehensive income	-	-
Total comprehensive income/(loss)	(31,580)	(31,580)
Balance at 31 December 2022	352,892	352,892

Statement of Cash Flows

for the Financial Year ended 31 December 2023

	Note	Dec 2023	Dec 2022
		\$	\$
Cash flows from operating activities			
Receipts from operations		850,738	780,308
Payments to suppliers and employees		(847,259)	(782,499)
Interest received		2,168	951
Income tax (paid)		(502)	(187)
Net cash provided by / (used in) operating activities	13	5,145	(1,427)
Cash flows from investing activities			
Payment for plant and equipment		(16,615)	(15,377)
Net cash (used in) investing activities		(16,615)	(15,377)
Net increase/(decrease) in cash held		(11,470)	(16,804)
Cash at the beginning of the financial year		409,406	426,210
Cash at the end of the financial year	5	397,936	409,406

Notes to the Financial Statements

for the Financial Year ended 31 December 2023

Operating Profit or Loss

The operating profit or loss before income tax includes the following items of revenue and expense:

	2023	2022
	\$	\$
Revenue		
Membership fees	767,313	701,807
Conference fees	27,530	22,879
Advertising income	1,659	2,455
Workshops	30,799	8,508
Merchandise sales	1,912	1,851
Mentoring fees	3,636	3,673
Sponsorship	2,727	2,500
Practice Address Addition	23,725	11,617
Interest income	2,168	951
Other income	-	25,760
	861,469	782,001

Notes to the Financial Statements (cont.)

	2023	2022
	\$	\$
Expenses		
Conference fees	1,758	4,185
Audit fees	6,300	5,400
Depreciation	18,055	27,838
Raw materials and consumables used	-	187
Wages & salaries	534,396	485,890
Superannuation	67,149	55,871
Annual leave	54,746	48,498
Long service leave	3,380	(589)
Mentoring expenses	14,588	16,685
Paid Parental Leave	-	13,906
Rent	43,485	40,960
Insurance	8,549	6,987
All other expenses	89,764	107,576
	842,080	813,394

Notes to the Financial Statements (cont.)

Income Tax

The prima facie tax payable on profit before income tax is as follows:

	2023	2022
	\$	\$
Prima facie tax payable on profit/(loss) from ordinary activities before income tax at 25% (2022: 26%)	3,169	(7,848)
Less:		
Tax effect of:		
– Non-taxable member income arising from the principle of mutuality	2,667	(8,035)
– Over/(under) provision prior year	-	568
Income tax attributable to entity	502	187

Notes to the Financial Statements (cont.)

Cash and Cash Equivalents

	2023	2022
	\$	\$
Cash at Bank	351,851	370,684
Electronic Trading Account	45,583	38,220
Cash on Hand	502	502
	397,936	409,406

Notes to the Financial Statements (cont.)

Trade and Other Receivables

	2023	2022
	\$	\$
Trade Debtors	18,365	9,801
	18,365	9,801

Notes to the Financial Statements (cont.)

Inventories

	2023	2022
	\$	\$
Inventories	169	938
	169	938

Notes to the Financial Statements (cont.)

Other Assets

	2023	2022
	\$	\$
Current		
Regional Meeting Accounts	22,647	22,647
Prepaid License Fees	13,658	13,347
	36,303	35,992
Non-current		
Lease Deposit	11,000	11,000
	11,000	11,000

Notes to the Financial Statements (cont.)

Plant and Equipment

	2023	2022
	\$	\$
Plant and equipment:		
At cost	272,098	255,483
Less accumulated depreciation	(225,394)	(207,339)
	46,704	48,144

Notes to the Financial Statements (cont.)

Trade and Other Payables

	2023	2022
	\$	\$
Trade payables	20,788	1,202
GST payable	19,423	15,578
Salary sacrifice payable	-	2,600
Superannuation payable	-	14,480
PAYG withholding	9,716	11,587
	49,927	45,447

Notes to the Financial Statements (cont.)

Provisions

	2023	2022
	\$	\$
Current		
Provisions for income tax	(74)	(384)
Provisions for annual leave	48,335	63,578
Provision for long service leave	24,008	42,111
	72,269	105,405
Non-Current		
Provision for long service leave	16,502	11,537
	16,502	11,537

Notes to the Financial Statements (cont.)

Cash Flow Information

	2023	2022
	\$	\$
Reconciliation of cash flow from operations with profit after tax		
Profit/(Loss) after income tax	18,887	(31,580)
Non-cash flows in profit:		
– Depreciation	18,055	27,838
Changes in assets and liabilities		
– (Increase)/decrease in trade and receivables	(8,564)	(742)
– (Increase)/decrease in other assets	(312)	1,885
– (Increase) in inventories	770	1,427
– increase in trade and payables	4,480	7,039
– (decrease)/increase in provisions	(28,171)	(7,294)
Cash flows from operations	5,145	(1,427)

Notes to the Financial Statements (cont.)

Statutory Information

The registered office and principal place of the company is:
 Association of Massage Therapists Ltd
 Suite 3.02, 22 – 36 Mountain Street, Ultimo, NSW, 2007

Notes to the Financial Statements (cont.)

Key Management Personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the association, directly or indirectly, including its committee members, is considered key management personnel.

	2023	2022
	\$	\$
Key management personnel compensation:		
– short-term benefits	182,951	230,705
– long-term benefits	18,878	23,366
	201,829	254,071

The Board

CHAIRPERSON
Subhadra Gerard

VICE-CHAIRPERSON
Kristy Baird

DIRECTORS
Thea Dillon
Marina Krstic
Ian Lim
Colin Rossie
Youjung Suh
Daniel Wonnocott
Melissa Woodward

Head Office Staff

KATIE SNELL
Operations Manager

SCOTT LLOYD-OWEN
Industry Engagement Manager

ELIZABETH SHARKEY
Project Manager

REBECCA BARNETT
Communications Manager

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