

# Annual Report 2023–24



Australian  
Psychology  
Accreditation  
Council

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[www.apac.au](http://www.apac.au)



# Acknowledgment of Country

APAC acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of this nation. We pay our respects to Elders, past and present, as the Traditional Owners of the lands on which we work and live. Our office is on the land of the Wurundjeri people of the Kulin nation in Naarm/Melbourne and we thank them for their enduring and continuing contribution to the life of this place. We recognise that First Peoples' sovereignty was never ceded.

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# Who we are

The Australian Psychology Accreditation Council (APAC) Ltd is an independent quality and standards organisation. We develop and review the standards for accreditation of psychology programs of study and are appointed by the Psychology Board of Australia as the higher education accreditation authority for the psychology profession.

## Our Vision



To improve societal wellbeing through ensuring high-quality education and training in psychology

## Our Purpose



To set, maintain and assess against standards for education and training in psychology

## Our Values



- Integrity
- Professionalism
- Responsiveness
- Respect

# Message from the Chair



**The past year has seen substantial change in APAC's governance, in line with our Strategic Plan 2023–2028, which has committed us to developing “organisational structures that support independence, transparency and effective decision-making”.**

Our AGM on 27 November 2023 adopted a new constitution and agreed to transfer membership from representatives of the Psychology Board of Australia, the Australian Psychological Society and Heads of Departments and Schools of Psychology Association to the APAC Board.

The makeup of the Board has also changed. The number of Directors has been reduced from 12 to nine, with new members being selected against a skills matrix to ensure the right mix of knowledge and experience.

Thank you to the three organisations who contributed to this journey.

The terms of office of five Directors also concluded in November last year. Honorary Professor Alison Garton, Professor Romola Bucks, Professor Robert Schweitzer, Dr Roger Cook and Professor John Gleeson stepped down, having served APAC and the sector with dedication and expertise.

In January 2024, the Board welcomed three new Directors, Associate Professor Melissa Davis, Professor Gene Moyle and Associate Professor Kaye Frankcom.

The Board appointed Associate Professor Davis as chair of the Accreditation Assessment Committee, Mr Mark Eldridge as chair of the Finance Risk and Audit Committee and Mr Robert Fearnside as chair of the Nominations Committee.

I was honoured to be re-appointed as APAC Chair for up to three years and will be working alongside Professor Mary Katsikitis, who has similarly been appointed Deputy Chair.

This was also a year of change in APAC's management. In October, we farewelled Michael Carpenter, who had served as CEO for six years. APAC owes him a debt of gratitude for his hard work and leadership, including introducing new Accreditation Standards in 2019, steering us through the COVID pandemic, facilitating a new constitution and relocating APAC to modern office space.

In December, we welcomed our new CEO, David Ensor, who joined us with a wealth of experience in government, not-for-profits and universities, having served at senior executive level in each of these areas. The Board agreed to separate the roles of CEO and Company Secretary and the latter role has been outsourced to a governance service provider.

The Board approved a significant project in the past year, the development of a Risk Framework for accreditation. This will provide a risk-based approach for the assessment of programs, the formulation of conditions, escalation options and information sharing of risk-based decisions. The goal is to streamline our accreditation functions for the benefit of providers and the public.

Alongside the Risk Framework, the Board also approved the redevelopment of the Student to Staff Ratio (SSR) Calculator, based on feedback from higher education providers, as well as a comprehensive review of APAC's fee schedule, and process improvement projects, such as a new Evidence Guide and a provider handbook.

The Board approved a revised delegation of its accreditation functions, with issues being dealt with as appropriate by the Board, the Accreditation Assessment Committee and the CEO. This new process will lead to less duplication and quicker decision-making, which will benefit a robust accreditation system and higher education providers.

Finally, I would like to thank the Board and Committee members, our Assessors and the APAC staff for their hard work and dedication, contributing to another successful year as we seek to ensure the safety of the Australian public by setting, maintaining and assessing against standards for education and training in psychology.

**Adjunct Professor John Dunn**

# Message from the CEO



**I'm privileged to have joined APAC as CEO at an exciting and challenging time for the company and the sector.**

I'm grateful to my predecessor, Michael Carpenter, who left APAC in fine condition and with an excellent staff team.

My priority has been meeting APAC's key stakeholders, including the Psychology Board of Australia, Heads of Departments and Schools of Psychology, Australian Psychological Society, other psychology and education stakeholders and, of course, the people heading up psychology programs.

I want to thank everyone for a warm welcome and the generous gift of their time. I can't pretend to be across every nuance yet, but I'm much better informed thanks to all those conversations. This input has helped us refine our workplans for 2024-25 and beyond, to ensure the effectiveness of APAC's accreditation functions and identify the areas of work in which we can most significantly strengthen our operations. This is especially noteworthy considering the 144 per cent increase in active programs over the past eight years to 1094.

A major, immediate priority is the work to develop and pilot a Risk Framework, which will allow for a much more sophisticated deployment of our resources in the future and will lessen the burden on many higher education providers.

With the team facing a particularly busy year of assessments in 2024, and with the support of the Board, we brought in two people with specialist skills to facilitate the development of the Risk Framework and to help achieve operational efficiencies.

We look forward to announcing deliverables in the coming financial year, including a provider manual and an assessor manual, a new Evidence Guide and review of operating procedures, which will ease the administrative burden on providers.

APAC's communications with stakeholders, which aim to help them understand the accreditation process and APAC's role more clearly, continue to gain traction.

Our bi-monthly newsletter, APAC News, reaches nearly 1200 people each issue. APAC has a growing following on LinkedIn (more than 4500 people) and X (Twitter). Episodes in our podcast series, Talking APAC, have been downloaded some 1700 times. The planned Community of Practice Conference in October 2024 will bring together sector leaders to explore common interests and issues.

Thanks to the APAC Board and the Chair, Adjunct Professor John Dunn, for their confidence in me and support and guidance.

Thanks, too, to our Assessors, who are pivotal in helping us achieve our mission of improving societal well-being through high-quality education and training in psychology.

Thanks to Michelle Mosiere, Stephanie Korilis, Olga Rudakova, Alana Pattrick and Connie Miller, the APAC Accreditation team which handles a significant workload professionally.

Thank you to Kavitha Faruqui for leading the information system renewal and important baseline provider profiles work, as well as David Glanz for his great work in APAC communications.

I've learned so much in just six months at APAC. In the year ahead, I look forward to working with you all to support a first-class accreditation system for psychology programs

**David Ensor**

# Message from the Company Secretary



Since joining the Board as Company Secretary in April 2024, I have witnessed firsthand the dedication and expertise that underpin APAC's commitment to excellence in governance and psychology education.

This year has been one of significant milestones and transitions.

Firstly, I would like to extend our heartfelt gratitude to Professor Romola Bucks, Adjunct Associate Professor Roger Cook, Honorary Professor Alison Garton, Professor John Gleeson and Professor Robert Schweitzer, who have reached the end of their terms on the Board.

Their dedication and contributions have been invaluable in guiding APAC's strategic direction and ensuring the highest standards of governance.

At the same time, we warmly welcome our new Board members: Professor Gene Moyle, Associate Professor Melissa Davis and Associate Professor Kaye Frankcom.

Each brings a wealth of expertise and a fresh perspective to our governance framework, enhancing our ability to navigate the evolving landscape of psychology accreditation. Their diverse skills and experience are instrumental in driving APAC's mission forward.

This year, we have made significant strides in enhancing our accreditation processes.

The implementation of new technologies has streamlined our operations, ensuring efficiency and transparency in our assessments.

These advances not only improve our internal processes but also provide better support to higher education providers in delivering quality psychology programs.

Governance remains at the forefront of our priorities.

We have undertaken comprehensive reviews of our policies and procedures, aligning them with best practices and regulatory requirements. The Board's strategic oversight has been crucial in these initiatives, ensuring that APAC maintains its reputation for excellence in accreditation.

I would like to thank the Board, Committee members, staff and all our stakeholders for their unwavering support and dedication. Together, we have navigated a year of significant change and progress, and I am confident that we are well-positioned for future success.

**Kirsten Smith**



# Strategic Plan 2023–2028

The APAC Board has adopted a strategic plan to guide our work through to 2028 and to sharpen our focus on delivering high-quality outcomes for stakeholders.

## Strategic Priorities



### Governance

Organisational structures that support independence, transparency and effective decision-making



### Engagement

Work with key stakeholders in ways which foster collaboration and effective communication



### Future focused growth

Identify, develop and implement services and processes which are aligned to emerging community needs



### Accreditation and assessment

Deliver responsive high-quality outcomes and risk-based accreditation services



### Business sustainability

Work in ways that support the sustainability of our human and fiscal resources and the environment



# Governance

## Our Board



The Board: from left, Robert Fearnside; Gene Moyle; Melissa Davis; Mary Katsikitis; John Dunn; Kaye Frankcom; Jillian Harrington; and Mark Eldridge.

The APAC Board comprises no fewer than five and no more than nine Directors.

At the end of the 2023–24 year, the Directors were as follows:



### Associate Professor Melissa Davis

**Qualifications:** PhD, MPsy (Clinical), GC Tertiary Education (Management), GC (Tertiary Teaching), BA (Psych) (Hons)

Melissa was appointed in January 2024.

Melissa is the Chair of the Accreditation Assessment Committee.

Melissa is an experienced academic and leader in psychology education. She is currently the Academic Lead for Professional Psychology within the School of Arts and Humanities at Edith Cowan University (ECU). Before this Melissa held the role of Associate Dean (Psychology and Criminology) at ECU. She has also held other leadership roles in psychology education including the inaugural course coordinator of the Graduate Diploma and Graduate Diploma of Psychology (Advanced) at ECU, Master of Professional Psychology at both ECU and Curtin University, and the Director of Teaching and Learning in the School of Psychology and Speech Pathology at Curtin University. Melissa has also held roles on national committees related to psychology education and training, including the APS College of Clinical Psychologists, APS Division of Education, Research and Training, APS Psychology Education Interest Group and the Psychology Board of Australia National Psychology Examination Committee. She has substantial experience in professional accreditation as a member of the APAC Accreditation Assessment Committee (AAC) and member of the Australian Dietetics Council Assessment Committee. Melissa has a professional background as a clinical psychologist working with children and adolescents. She teaches and supervises postgraduate psychology students and her research interests focus around psychology education, including competency development and assessment and psychology trainee wellbeing.



### Adjunct Professor John Dunn

**Qualifications:** BA (Hons), PhD

John was appointed in December 2018.

John is Chair of the Board and a member of the Finance, Risk and Audit Committee.

John is an Adjunct Professor of Psychology at the School of Psychological Science at the University of Western Australia and at the School of Psychology at the University of Adelaide. Previously, he has been the Chair of APAC, Chair of HODSPA and Head of the School of Psychology at the University of Adelaide. He is a Fellow of the Psychonomic Society and a member of the Association for Psychological Science, the International Association of Applied Psychology, the Cognitive Science Society, Society for Mathematical Psychology and the Australasian Mathematical Psychology Society. John obtained his PhD in 1984 from the University of Western Australia. He has since worked at the University of Western Australia, the University of Queensland, the University of Adelaide, Murdoch University and Edith Cowan University. His research is focused on cognitive psychology, human memory, reasoning, decision-making, cognitive modelling, mathematical psychology and methodological issues in human experimental psychology. He has published more than 80 peer-reviewed scientific papers and one book.



### Mr Mark Eldridge

**Qualifications:** BBus (Acctg) FCPA GAICD

Mark was appointed in November 2020.

Mark is Chair of the Finance, Risk and Audit Committee.

Mark is a recently retired Senior Finance Executive with expertise across a broad range of finance and commercial areas. He has extensive skills in accounting/finance, internal controls, strategy development, planning and systems development and implementation. Mark worked with Rio Tinto for more than 30 years in various senior management roles, leading global finance teams.



### Mr Robert Fearnside

**Qualifications:** BEd, BEcon, MBA

Robert was appointed in November 2019.

Robert is the Chair of the Nominations Committee.

Robert retired from the position of Deputy Executive Director (Academic) of the Hong Kong Council for Accreditation of Academic and Vocational Qualifications in 2019. Before going to Hong Kong in 2010 he was the Deputy Director of the Victorian Registration and Qualifications Authority (VRQA) in Victoria with responsibility for registration of vocational and higher education providers and the accreditation of vocational, higher education and senior secondary qualifications. Prior to working at the VRQA, Robert was the Director of the Victorian Qualifications Authority and a Director in the Victorian Auditor General's Office (VAGO) with responsibility for performance audits of TAFE Institutes and universities. Before joining VAGO Robert was an Assistant General Manager with the Victorian Department of Education with responsibility for the triennial review program for Victorian government schools. Robert is also currently a member of the Victorian Curriculum and Assessment Authority Board.



### Associate Professor Kaye Frankcom

**Qualifications:** GAICD, BA, BSW, Grad Dip. Counselling Psych., Master Clinical Psychology, Master of Science in Medicine (Pain Management)

Kaye was appointed in January 2024.

Kaye is a highly accomplished businesswoman and a leader in the health sector. She is an endorsed clinical and counselling psychologist, consultant and business coach to psychologists, in-demand speaker and trainer and has held national roles in psychology regulation and professional standards. She built a successful group psychology practice in Williamstown, Victoria, which she sold in 2018. Her leadership resume includes Deputy Mayor of a country city council, NED in the Primary Care and Social Welfare sectors, first female President of the Psychologists Board of Victoria, co-founder of the first Centre against Sexual Assault established outside Melbourne more than 30 years ago. She was appointed to the first Psychology Board of Australia and was instrumental in the process of establishing national standards for the psychology profession. More recently, she has been appointed to clinical governance roles in primary health networks, has undertaken reviews of various private practice and NFP agencies and mentored and coached psychology practice directors nationally. She is a Board approved supervisor and was the foundational trainer for the supervisor training program at the APS. She is the lead author of *Fit for Practice: Everything you wanted to know about starting your own psychology practice in Australia but were afraid to ask* (published November 2016, co-authored with Professor Bruce Stevens and Dr Phil Watts) and more recently *Creating Impact: The four pillars of private psychology practice* (published 2022, co-authored with Nathan Castle, Daryl Chow, Aaron Frost and RaeLynn Alvarez Wicklein). She is an Associate Professor of Psychology, Deakin University, and is assisting in the devising of new Master level clinical psychology training programs for registered psychologists and is assisting in the devising of new Master level clinical psychology training programs for registered psychologists.



### Ms Jillian Harrington

**Qualifications:** BSc, MA (Psych), FCCLP, GAICD

Jillian was appointed in December 2021.

Jillian is a member of the Nominations Committee

A Registered Psychologist with Endorsement in Clinical Psychology, Jillian works in private practice and is a long-standing employer and Board approved supervisor of psychologists, across the career span. Jillian's areas of clinical interest include perinatal and infant mental health, developmental trauma and neglect, traumatic brain injury, emergency services and veteran mental health. An experienced Company Director and Graduate of the AICD, Jillian has held corporate and clinical governance roles in primary care, including as a Director of a Primary Health Network. In 2018 Jillian was appointed to the Medicare Review Taskforce's Mental Health Reference Group and continues to consult with government and other stakeholders in the mental health and primary care sector. Jillian is currently the national health policy Chair of the APS College of Clinical Psychologists. Jillian is a Director of the Blue Knot Foundation, and President of the Applied Neuroscience Society of Australasia.



### Professor Mary Katsikitis

**Qualifications:** BA (Hons) Adel, PhD Adel

Mary was appointed in March 2019.

Mary is Deputy Chair of the Board and a member of the Finance, Risk and Audit Committee.

Mary is the Dean People and Resources for the College of Education, Psychology, and Social Work at Flinders University, South Australia. Mary has worked for many years in academia, primarily at the University of Adelaide and the University of the Sunshine Coast. She also spent several years as the inaugural Manager of Science and Education at the Australian Psychological Society in Melbourne. Mary is a previous member of both APAC's Board and its Accreditation Assessment Committee. With a background in psychology, Mary is also endorsed in clinical and health psychology. Her research interests and funding received focus on improving the mental health of adults and promoting well-being in the community.





### Professor Gene Moyle

**Qualifications:** DipDance (ABS), BA (Dance), BA (Psych/Human Movement Studies), PGDipProfPsych, MPsych (Sport and Exercise), DPsych (Sport and Exercise), ARAD, FAPS, FCSEP, GAICD, SFHEA

Gene was appointed in January 2024.

Gene is a member of the Nominations Committee.

Gene is the Pro Vice-Chancellor (Academic Programs and Partnerships) at the Queensland University of Technology. A Registered Psychologist with Endorsement in Sport and Exercise Psychology, Gene's background as a professional ballet dancer has seen her work in both private practice and with organisations across the elite sport, corporate and performing arts sectors. She is currently an Advisory Member of the Psychology Board of Australia's Code Expert Advisory, a Fellow of the Australian Psychological Society, a Board Member of CIRCA, a Group Management Committee Member of the Committee for Brisbane, a Non-Executive Advisory Board Member of b.partners, an Assessor and Mentor for Arts QLD, a member of the Mental Health Working Group for the International Association of Dance Medicine and Science (IADMS), and current Chair of the Queensland Universities 2032 Games Engagement Committee. Gene previously served on a range of boards and committees including as Practitioner Member of the Queensland Board of the Psychology Board of Australia, National Chair – Australian Psychological Society College of Sport and Exercise Psychologists, Non-Executive Director of the Queensland Ballet and President of Ausdance National. Her research interests focus upon the application of, and research into, performance psychology and performance enhancement.

During the year, five Directors completed their term on the APAC Board. We would like to acknowledge and thank them for their service.

### Professor Romola Bucks

**Qualifications:** BSc (Hons), MSc (ClinPsychol), PhD  
Romola was appointed by HODSPA in December 2017.

Romola is Professor and Pro Vice-Chancellor (Health and Medical Research) at the University of Western Australia. Before undertaking a PhD in the late 1990s, Romola trained and practised as a Clinical Psychologist and Neuropsychologist in the National Health Service in the United Kingdom and is an endorsed Clinical Psychologist in Australia. She has been involved in clinical psychology training for more than 25 years, having taught and supervised clinical psychology trainees in the UK, then worked as a Senior Lecturer in Clinical Psychology (2001–05) at the University of Southampton, UK. Following her move to Perth in 2007, Romola continued to teach clinical psychology and clinical neuropsychology MPsych trainees. From 2012 to 2014, she was Director of the Master of Clinical Psychology Program at UWA. From 2017–19, she was Head of the School of Psychological Science, and in 2020, was Deputy Dean, Faculty of Science, UWA. In 2020, Romola became Director of the Raine Study, [rainestudy.org.au](http://rainestudy.org.au).



### Adjunct Associate Professor Roger Cook

**Qualifications:** TPTC, BSc (Hons), MEd, PhD, FAPS  
Roger was appointed by the APS in August 2017.

Roger is an endorsed Counselling and Clinical Psychologist and Family Therapist. He has worked at Swinburne University of Technology as Course Coordinator for the Masters in Counselling Psychology program and established and directed the university's Psychology Clinic. His research has been focused on issues relating to infertility and family processes. His professional practice is directed to working with families, couples and men's issues. He is a Fellow and Life Member of the Australian Psychological Society, past President and Life Member of the Fertility Society of Australia and New Zealand, inaugural President of the Australian and New Zealand Infertility Counsellors' Association and current Chair of the APS College of Counselling Psychologists.





### Honorary Professor Alison Garton

**Qualifications:** MA (Hons), DPhil, FAPS

Alison was appointed by the PsyBA in July 2017.



Alison is Honorary Professor of Psychology at Edith Cowan University where she previously held the position of Professor of Psychology. Alison was Executive Director of the APS and held the position of inaugural Director of Training and Standards on the APS Board of Directors. She was an Assessor for APAC and its predecessor from 2003–17. Alison has worked in academia, policy and management in various universities and state and non-government organisations. She has authored one textbook, four monographs and three edited books, along with more than 100 refereed articles, chapters, reports and papers. Alison is a Senior Sessional Member of the WA State Administrative Tribunal and a Deputy Member of the WA Reproductive Technology Council.

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### Professor John Gleeson

**Qualifications:** BA (Hons), MPsy (Clinical), PhD

John was appointed by HODSPA in July 2017.



John holds the post of Head of Discipline (Psychology) at the Australian Catholic University (ACU) since May 2014. He was appointed to the role of Professor of Psychology at ACU in 2011. Previously he held a joint appointment as Associate Professor with NorthWestern Mental Health, a program of Melbourne Health, and the Psychology Department of The University of Melbourne. John is a member of the APS and the Clinical College of the APS. He is an occasional panel member, via a ministerial appointment, of the Victorian Civil and Administrative Appeals Tribunal. He is a member of the National Clinical Research Committee for the Royal Flying Doctor Service. John obtained his PhD from The University of Melbourne in 2001. After completing his Masters in Clinical Psychology at La Trobe University in 1991, he was appointed to a range of clinical roles in adult and youth mental health settings.

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### Professor Robert Schweitzer

**Qualifications:** BSocSc (Hons), MA (ClinPsych), PhD

Robert was appointed by the PsyBA in November 2017.



Robert is Professor of Psychology in the School of Psychology and Counselling at Queensland University of Technology, where he established the training program in clinical psychology. Robert has authored numerous papers relating to psychological aspects of refugee mental health, has contributed to the development of innovative interventions for patients with serious mental health issues and has published on phenomenology. His contribution to the profession includes leadership roles on the Queensland Board of the Psychology Board of Australia. He continues to be involved in the profession as clinician, teacher and researcher.



# Message from the Accreditation Assessment Committee Chair



It is an honour and a privilege to have been appointed to the role of Chair of the Accreditation Assessment Committee (AAC) in February 2024. I'd like to thank Professor Alison Garton for her excellent stewardship of the committee for the past five years and her commitment as an Assessor from 2003 to 2017.

The work of the AAC has continued to increase exponentially over the past year across regular five-yearly cycle assessments, preliminary assessments of new programs and monitoring of conditions imposed on programs' accreditation.

In addition to a strategic planning day, the committee met twice in person and four times online. One AAC member completed his term and another was re-appointed for a second term to maintain continuity in membership. One new AAC member was recently appointed from our Assessor pool, which increased through the appointment of five new Assessors and the extended term of an experienced Assessor.

In the past year, eight higher education providers had their five-yearly cycle re-accreditation assessments. Together, this involved the accreditation of 186 psychology programs. The AAC also reviewed and made accreditation decisions for 14 new programs being offered by existing higher education providers.

Two new providers seeking to deliver psychology programs are undergoing initial accreditation assessments. APAC staff and team leaders are working to support these providers as they navigate the requirements of the Accreditation Standards.

The AAC is monitoring conditions imposed on psychology programs and the outcomes of face-to-face site visits. Our agenda includes discussion of minimum thresholds for evidence and accreditation, which supports APAC's ongoing review of the Evidence Guide and development of Assessor training materials.

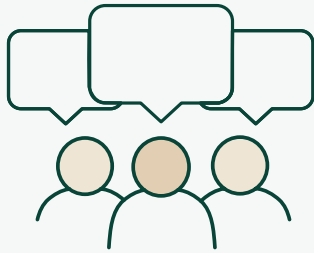
The AAC has also contributed actively to the development of a new SSR Calculator and tools to undertake risk-based assessments. The risk-based methodology will be implemented at the beginning of 2025.

The work of the AAC has benefitted from the part-time appointments of an Accreditation Officer (Connie Miller), a Senior Advisor, Risk and Reporting (Anna To) and a Process, Workflow and Documentation Consultant (Kylie Weaver) as well as policy interns.

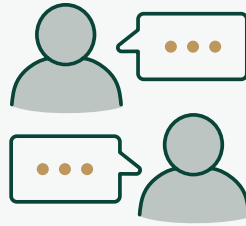
Despite undertaking a range of additional special projects to improve APAC's communications and assessment documentation, staff members have continued to meet operational requirements related to accreditation and I thank the APAC team for its support in managing accreditation processes.

**Associate Professor Melissa Davis**

# Accreditation Assessment Committee meetings



**6**  
**AAC**  
**meetings**



**2**  
**face-to-face**  
**meetings**



**4**  
**virtual**  
**meetings**

Meeting date	Attendance	Apologies
31 July 2023	9	1
11 September 2023	8	2
28 September 2023	6	4
30 October 2023	6	4
12 February 2024	9	0
6 May 2024	7	1



**28**  
**Assessors in the pool with**  
**22 holding an Area of**  
**Practice Endorsement**

## 1 July 2023 to 30 June 2024

- 6 information sessions were held in February and March for 2025 cycle providers with 53 attendees.
- The total number of active programs grew by 9 per cent with WA experiencing a growth of 17 per cent.
- There was an increase of 10 per cent for on-campus offerings.
- Of 105 new programs:
  - the majority (42 per cent) are offered in Victoria.
  - 77 per cent are based on accredited psychology programs.
  - 70 per cent are Level 1 programs with Victoria offering 50 per cent of these programs.

## APAC decisions summary

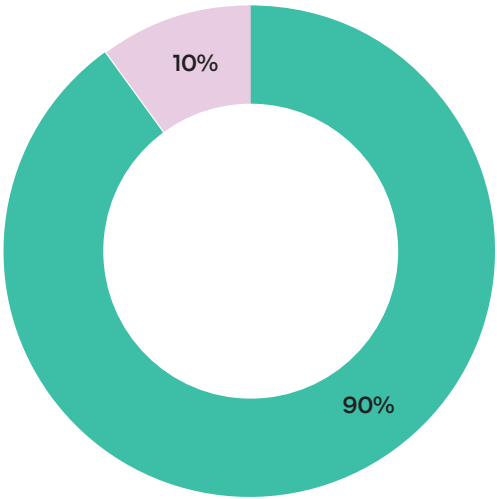
Notification type	Programs
Accreditation of accredited program at new campus	9
Additional program titles (existing psychology sequence)	66
Change of accredited program title	5
Discontinuation	33
Extension of accreditation by 12 months	4
Monitoring visit	1
New programs (new psychology sequence for current provider)	11
New programs (new provider)	13
Program monitoring (progress reports)	1009
Re-accreditation	214
Teach out notification	73
<b>Total</b>	<b>1438</b>

### Extension of accreditation expiry by 12 months

Provider	Programs
La Trobe University	1
Monash University	1
The University of Sydney	2
<b>Total</b>	<b>4</b>



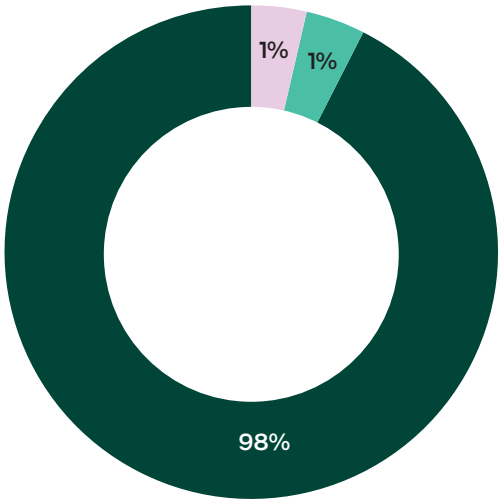
### Visit modes



● On campus ● Virtual

Visit modes	Number
On campus	9
Virtual	1
Total	10

### Visit types



● Initial accreditation (new provider)  
● Re-accreditation  
● Monitoring visit

Visit types	Providers
Initial accreditation (new provider)	1
Re-accreditation	8
Monitoring visit	1
Total	10

## Accreditation assessments

In this financial year, assessments that were undertaken in 2022 for 216 programs offered by 7 providers received a final determination outcome.

In 2023 financial year, assessments for 214 programs across 22 providers (including 2 new providers) were undertaken.

### Initial accreditation (new provider)

1 programs, 1 providers

### Out of cycle initial accreditation (existing providers)

12 programs, 7 providers

### Initial accreditation assessment (as part of re-accreditation review)

11 programs, 5 providers

### Re-accreditation

177 programs, 8 providers

### Monitoring visit

13 programs, 1 provider

### Initial accreditation (new provider)

Education provider	Programs	Review date	APAC decision
Torrens University Australia	1	December 2023	Under assessment

### Out of cycle initial accreditation (existing providers)

Note: Programs were accredited with conditions.

Education provider	Programs	Review date	APAC decision
Australian Catholic University	1	July 2023	Accredited
Central Queensland University	1	September 2022	Accredited
Deakin University	1	December 2023	Pending final determination
Griffith University	2	December 2022	Accredited
James Cook University	1	January 2023	Accredited
The University of New England	2	March 2023	Pending final determination
University of Technology Sydney	4	May 2023	Accredited

### Initial accreditation assessment (as part of a re-accreditation assessment)

Note: Programs were accredited with conditions.

Education provider	Programs	Review date	APAC decision
Australian Catholic University	3	19–22 March 2024	Pending final determination
Monash University	1	24 July – 2 August 2023	Accredited
The University of Sydney	5	11–13 July 2023	Accredited
Victoria University	1	11–14 June 2024	Pending final determination
Monash University	1	24 July – 2 August 2023	Accredited with conditions

### Re-accreditation assessments for site visits undertaken in this financial year

Note: Programs were accredited with conditions.

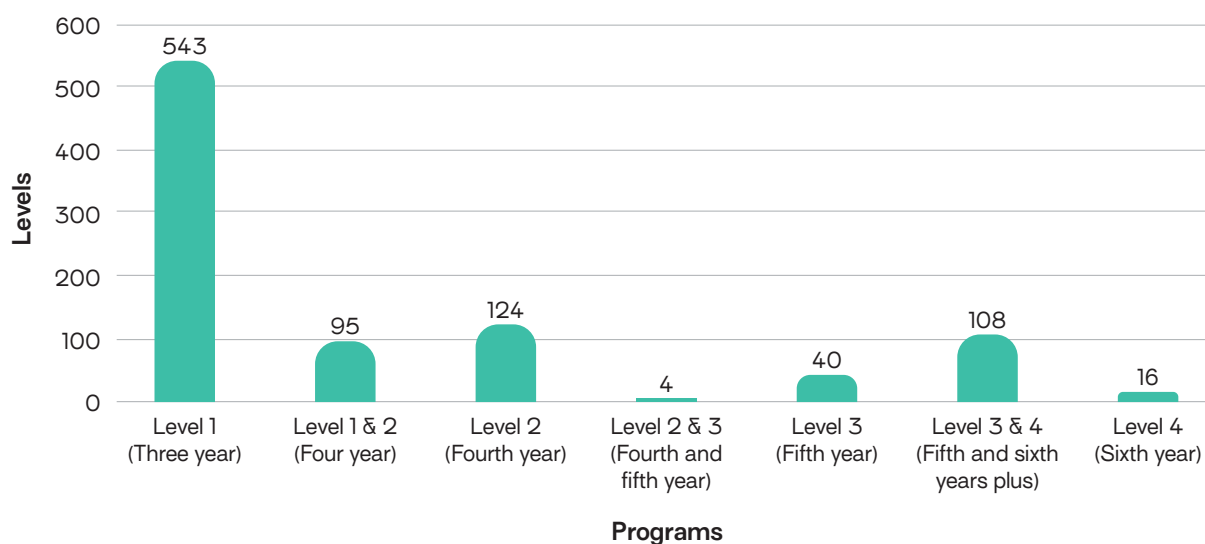
Education provider	Programs	Review date	Reason for review	APAC decision
Australian Catholic University	28	19–22 March 2024	Initial accreditation Hybrid re-accreditation site visit	Pending final determination
Federation University Australia	10	16–19 April 2024	Hybrid re-accreditation site visit	Pending final determination
Griffith University	29	30 April – 3 May 2024	Hybrid re-accreditation site visit	Pending final determination
Monash University	35	24 July – 2 August 2023	Initial accreditation Hybrid re-accreditation site visit	Accredited
University of Canberra	10	25–27 June 2024	Hybrid re-accreditation site visit	Pending final determination
The University of Melbourne	19	14–17 May 2024	Hybrid re-accreditation site visit	Pending final determination
The University of Sydney	33	11–13 July 2023	Initial accreditation Hybrid re-accreditation site visit	Accredited
Victoria University	13	11–14 June 2024	Initial accreditation Hybrid re-accreditation site visit	Pending final determination

## Monitoring site visits

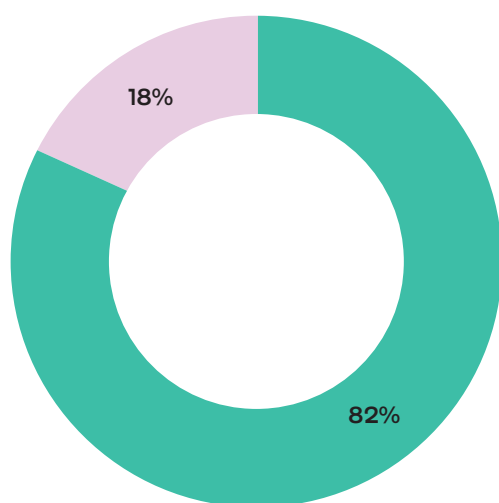
Education provider	Programs	Review date	APAC decision
The University of Notre Dame Australia	13	3-5 April 2024	Pending final determination

## Active programs

930 active programs accredited by campus.



## Program types



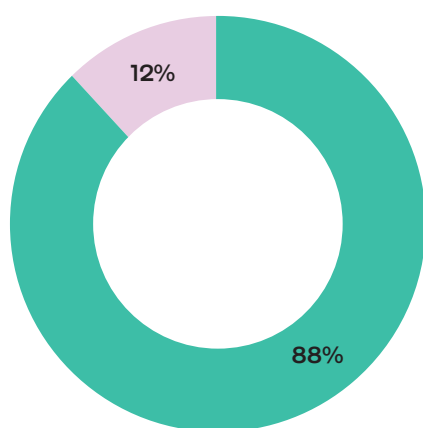
- Undergraduate programs
- Postgraduate programs

Program types	Number
Undergraduate programs	762
Postgraduate programs	168

## Location and delivery

NSW, Victoria and Queensland offer 86 per cent of the online programs and 75 per cent of on-campus programs. Online accredited programs are not offered in ACT and overseas.

### Delivery modes



● On campus ● Online

Delivery modes	Number
On campus	817
Online	113

### Australia

State/Region	On campus	Online	Total
Australian Capital Territory	21		21
New South Wales	245	41	286
Northern Territory	4	2	6
Queensland	152	21	173
South Australia	69	4	73
Tasmania	18	1	19
Victoria	217	35	252
Western Australia	72	9	81
Overseas	19		19
<b>Grand total</b>	<b>817</b>	<b>113</b>	<b>930</b>

### Overseas campuses

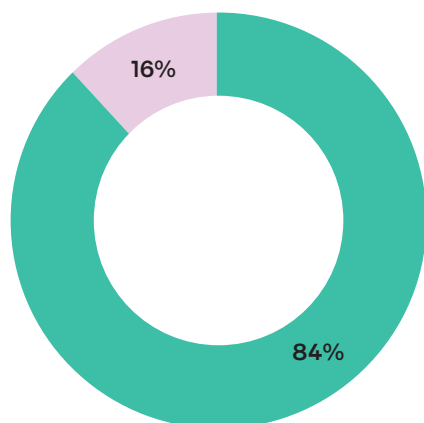
Campus	Programs
Dubai (UAE)	1
Hanoi (Vietnam)	2
Malaysia	8
Saigon South (Vietnam)	2
Singapore	6
<b>Total</b>	<b>19</b>



## Teachout programs

164 programs are in teach out.

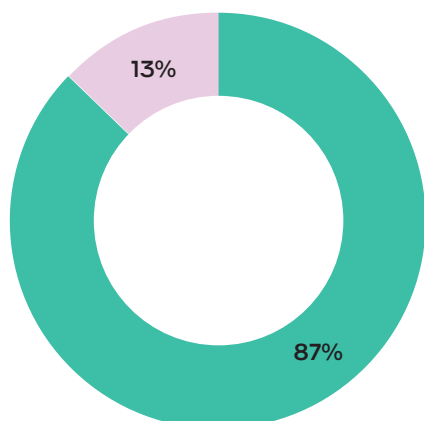
### Program types



● Undergraduate ● Postgraduate

Program types	Number
Undergraduate programs	137
Postgraduate programs	27

### Delivery modes



● On campus ● Online

Delivery modes	Number
On campus	142
Online	22

## Programs placed in teach out between July 2023 and June 2024

33 programs were discontinued.

Level	Programs
Level 1	17
Level 1 bridging	1
Packaged Level 1 and 2	3
Level 2	10
Level 3	1
Packaged Level 3 and 4	2
Level 4	0
<b>Total</b>	<b>33</b>

73 programs were placed in teach out.

Level	New	Re-accredited	Total
Level 1	11	36	47
Packaged Level 1 and 2	2	9	11
Level 2	3	2	5
Level 3	0	0	0
Packaged Level 3 and 4	3	7	10
Level 4	0	0	0
<b>Total</b>	<b>19</b>	<b>54</b>	<b>73</b>

## Progress and monitoring requirement reports

71 progress reports were submitted for 828 undergraduate and 181 postgraduate programs.

## Annual reports

Out of 43 education providers, 33 annual reports were received in 2024 and 10 were not required due to assessment year.

# Stakeholder survey

## For a third year, APAC invited all those subscribed to its newsletter list to participate in a stakeholder survey.

Responses were received from participants at 25 higher education providers in early December 2023.

APAC and its work is generally well regarded. All statements where there was the option of agreeing/strongly agreeing recorded a majority or plurality of respondents giving positive feedback.

Figures below are percentages.

### How long have you been aware of APAC?

0-3 years	27
4-6 years	18
7 years or more	53
Never	2

### I am aware of the following APAC communications channels\*

Website	93
Email	88
APAC News newsletter	67
Talking APAC podcast	14
Twitter	12
LinkedIn	30
None of the above	0

\* Doesn't add up to 100 as multiple answers were permitted.

### APAC keeps me informed on its activities and priorities

Strongly disagree	9
Disagree	9
Neither disagree nor agree	28
Agree	49
Strongly agree	5

### I understand APAC's remit and know when I should contact APAC for guidance

Yes	67
No	33

### APAC does a good job as an accreditation authority for the psychology profession

Strongly disagree	2
Disagree	12
Neither disagree nor agree	23
Agree	40
Strongly agree	23



**APAC supports my education provider  
to deliver high-quality psychology education**

Strongly disagree	7
Disagree	7
Neither disagree nor agree	42
Agree	30
Strongly agree	14

**The information provided by the staff at APAC  
is clear, accurate and helpful**

Strongly disagree	4
Disagree	7
Neither disagree nor agree	46
Agree	28
Strongly agree	15

**I find the staff at APAC to be responsive  
and timely in replying to my queries**

Strongly disagree	2
Disagree	7
Neither disagree nor agree	51
Agree	21
Strongly agree	19

# Message from the Nominations Committee Chair



**The purpose of the Nominations Committee is to oversee the recruitment, appointment and performance management and review of the Chief Executive Officer and to ensure that the Board is composed of Directors who possess the required mix of skills, experience, expertise and diversity to effectively govern and act in the best interests of the organisation.**

The Board at its October 2023 meeting appointed an independent Board member as chair and three other members to the Nominations Committee to oversee the process of identifying and recommending the appointment to the Board of new Directors.

At the completion of the 2023 Annual General Meeting (AGM), six Directors retired and were not eligible for re-appointment as they had served the maximum term of office permissible under the Constitution. At the AGM a new Constitution was adopted by Members, which provided for a new Board composition comprising a minimum of five and a maximum of nine Directors. New Directors would be appointed with regard to their qualifications, skills and experience in accordance with a skills matrix as agreed by the Board from time to time.

Five Directors were to continue their term after the 2023 AGM and up to four vacancies remained. A call for nominations was issued in early November 2023 with a two-week application period. Following shortlisting and interviews, the Nominations Committee met in December 2023 to discuss the outcomes of the interview process. Using the skills matrix as a guide, the Committee recommended three applicants for appointment to the Board – Associate Professor Melissa Davis, Associate Professor Kaye Frankcom and Professor Gene Moyle – all of whom were subsequently approved by the Board.

With the initial process of identifying suitable members for the reconstituted Board concluded, the three retiring members of the Nominations Committee – Honorary Professor Alison Garton, Professor Roger Cook and Professor Romula Bucks – stood down and were replaced by Ms Jillian Harrington and Professor Moyle.

Following advice from the Board meeting of 26 February 2024, the Nominations Committee advertised for candidates with suitable legal qualifications or experience to fill the final vacancy on the reconstituted Board. After advertising, shortlisting and interviewing appropriate candidates the Nominations Committee recommended Professor Andrew Christie for appointment as a Non-Executive Director to the June 2024 meeting of the APAC Board.

I would like to thank all members of the Nominations Committee, past and present, for their time, dedication and commitment to the effective governance of APAC in this time of transition for the organisation.

**Rob Fearnside**

# Message from the Finance, Risk and Audit Committee Chair



**From a financial perspective the organisation delivered a loss for the year. This was driven by the Board's proactive decision to invest in projects driving improvements in the effectiveness and efficiency in the services we provide.**

During the year, the Finance, Risk and Audit Committee met six times to provide oversight and direction to management across a range of issues. This included review of financial results, 2022–23 audit results, budget for 2024–25, liquidity requirements of organisation, risk register reviews and the updating of policies for approval/noting by the Board.

Significantly, during the year the Board identified the need to proactively invest in projects aimed at improving the efficiency and effectiveness of the services we provide. Given savings accumulated in the past couple of years, we were able to commit to these projects from our own funds.

From a risk management perspective, the committee continued to review the key risks facing the organisation. This included a review of “high” rated risks, to ensure those risks were managed effectively.

In the compliance area, it is pleasing to report there were no health and safety incidents during the year, and all legal, statutory and regulatory requirements were met.

I want to thank all committee members for their work and support during the year, and management for its ongoing professional, proactive management of the organisation during this period.

**Mark Eldridge**

## Our team

**APAC staff, who are based in Melbourne, support the organisation's activities. This year we welcomed David Ensor, Anna To and Connie Miller to the team.**

### APAC STAFF (AT 30 JUNE 2024)

Mr David Ensor, CEO

Ms Kavitha Faruqui, Business Analyst

Dr David Glanz, Communications Advisor

Ms Stephanie Korilis, Assistant Accreditation Manager

Ms Connie Miller, Accreditation Officer

Dr Michelle Mosiere, Accreditation Manager

Ms Alana Pattrick, Accreditation Administrator

Ms Olga Rudakova, Senior Accreditation Officer

Ms Anna To, Senior Advisor, Risk and Reporting

During the year the following students joined us for short internships: Ms Grace Sweet, Ms Madison Blake and Ms Stephanie Roberts.

The following staff members left APAC during the year: Michael Carpenter (October 2023), Christine Joseph (August 2023) and Annette Pettersen (May 2024).



# Financial report

For the year ended 30 June 2024



30 JUNE 2024

# Directors' Report

The directors present their report on Australian Psychology Accreditation Council Ltd for the financial year ended 30 June 2024.

## GENERAL INFORMATION

### Information on directors

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

Adjunct Professor John Dunn (Chair),  
Appointed December 2018

Adjunct Associate Professor Roger Cook,  
Resigned November 2023

Mr Mark Eldridge, Appointed November 2020

Ms Jillian Harrington, Appointed December 2021

Professor Alison Garton, Resigned December 2023

Professor John Gleeson, Resigned November 2023

Professor Romola Bucks, Resigned December 2023

Professor Robert Schweitzer (Deputy Chair),  
Resigned November 2023

Professor Jenni Millbank, Resigned March 2023

Professor Mary Katsikitis (Deputy Chair),  
Appointed March 2019

Associate Professor Kaye Frankcom,  
Appointed January 2024

Associate Professor Melissa Davis,  
Appointed January 2024

Mr Robert Fearnside, Appointed March 2020

Professor Gene Moyle, Appointed January 2024

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

### Principal activities and significant changes in nature of activities

The principal activities of Australian Psychology Accreditation Council Ltd during the financial year were:

- to develop accreditation standards for the approval of the Psychology Board of Australia;
- assess programs of study and the education providers offering those programs against the approved standards; where appropriate grant accreditation to those providers and programs which meet the approved standards under sections 42–51 of the Health Practitioner Regulation National Law Act 2009;
- monitor accredited education providers and their accredited programs to ensure continued compliance with the approved standards under Section 50 of the National Law, and provide advice to the Psychology Board of Australia, government, education providers and other stakeholders regarding the education and training of psychologists in Australia.

There were no significant changes in the nature of Australian Psychology Accreditation Council Ltd's principal activities during the financial year.

### Long term objectives

The Company's long term objectives are to fulfil APAC's mission of protecting the public by conducting accreditation that ensures graduates of accredited programs receive a high quality education and are well equipped to employ their psychological knowledge and skills in the community. This includes, where relevant, being sufficiently qualified and competent to meet the registration requirements of the Psychology Board of Australia.

## Members' guarantee

Australian Psychology Accreditation Council Ltd is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$10 for members that are corporations and \$NIL for all other members, subject to the provisions of the company's constitution.

At 30 June 2024 the collective liability of members was \$80 (2023: \$60).

## Meetings of Directors

During the financial year, 7 meetings of directors were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Professor Romola Bucks	4	3
Adjunct Associate Professor Roger Cook	4	4
Associate Professor Melissa Davis	3	3
Adjunct Professor John Dunn	7	6
Mr Mark Eldridge	7	5
Mr Robert Fearnside	7	7
Associate Professor Kaye Frankcom	3	2
Professor Alison Garton	4	3
Professor John Gleeson	4	2
Ms Jillian Harrington	7	7
Professor Mary Katsikitis	7	6
Professor Jenni Millbank	-	-
Professor Gene Moyle	3	3
Professor Robert Schweitzer	4	3

## Auditors' independence declaration

The auditors' independence declaration in accordance with division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* for the year ended 30 June 2024 has been received and can be found on page 47 of the financial report.

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

Director   
Adjunct Professor John Dunn

Director   
Mr Mark Eldridge

Dated this 12th day of November 2024



FOR THE YEAR ENDED 30 JUNE 2024

# Statement of Profit or Loss and Other Comprehensive Income

	Note	2024 \$	2023 \$
<b>Revenue</b>			
Revenue	4	2,064,993	1,662,752
<b>Expenses</b>			
Bank fees		(4,060)	(4,821)
Board, committee and meeting costs		(148,142)	(123,357)
Depreciation and amortisation expenses		(140,425)	(139,287)
Interest expense		(13,912)	(16,049)
Internet, IT and telephone expenses		(69,889)	(65,528)
General and office expenses		(42,167)	(48,652)
Membership fees		(16,155)	(9,313)
Professional fees		(231,350)	(117,899)
Project costs and assessor fees		(47,539)	(90,757)
Rental expense		(56,438)	(45,626)
Salaries and wages		(1,025,037)	(851,449)
Superannuation		(185,971)	(89,493)
Staff and recruitment costs		(20,362)	(31,902)
Travel and accommodation costs		(185,317)	(145,712)
Other expenses		(10,739)	(24,410)
		<b>(2,197,503)</b>	<b>(1,804,255)</b>
<b>Surplus/(deficit) before income tax</b>		<b>(132,510)</b>	<b>(141,503)</b>
Income tax expense		-	-
<b>Surplus/(deficit) for the year</b>		<b>(132,510)</b>	<b>(141,503)</b>
<b>Other comprehensive income, net of income tax</b>			
<b>Total comprehensive income for the year</b>		<b>(132,510)</b>	<b>(141,503)</b>

The accompanying notes form part of these financial statements.

30 JUNE 2024

# Statement of Financial Position

	Note	2024 \$	2023 \$
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	5	1,192,590	1,242,487
Trade and other receivables		23,800	51,909
Term deposits		1,037,750	1,000,000
Pre-payments		16,518	51,554
<b>Total current assets</b>		<b>2,270,658</b>	<b>2,345,950</b>
<b>Non-current assets</b>			
Cash and cash equivalents	6	58,940	57,224
Property, plant and equipment	7	221,666	276,778
Right-of-use assets	8	430,969	511,014
<b>Total non-current assets</b>		<b>711,575</b>	<b>845,016</b>
<b>Total assets</b>		<b>2,982,233</b>	<b>3,190,966</b>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Trade and other payables	9	246,584	98,780
Employee benefits	10	64,032	94,656
Fees received in advance		618,800	733,273
Lease liabilities	8	69,973	66,890
<b>Total current liabilities</b>		<b>999,389</b>	<b>993,599</b>
<b>Non-current liabilities</b>			
Lease liabilities	8	400,764	470,737
Employee benefits	10	—	12,040
<b>Total non-current liabilities</b>		<b>400,764</b>	<b>482,777</b>
<b>Total liabilities</b>		<b>1,400,153</b>	<b>1,476,376</b>
<b>Net assets</b>		<b>1,582,080</b>	<b>1,714,590</b>
<b>Equity</b>			
Retained earnings		1,582,080	1,714,590
<b>Total equity</b>		<b>1,582,080</b>	<b>1,714,590</b>

The accompanying notes form part of these financial statements.

FOR THE YEAR ENDED 30 JUNE 2024

# Statement of Changes in Equity

## 2024

	Retained Earnings \$	Total \$
Balance at 1 July 2023	1,714,590	1,714,590
Surplus/(deficit) attributable to members	(132,510)	(132,510)
Balance at 30 June 2024	1,582,080	1,582,080

## 2023

	Retained Earnings \$	Total \$
Balance at 1 July 2022	1,856,093	1,856,093
Surplus/(deficit) attributable to members	(141,503)	(141,503)
Balance at 30 June 2023	1,714,590	1,714,590

FOR THE YEAR ENDED 30 JUNE 2024

# Statement of Cash Flows

	Note	2024 \$	2023 \$
<b>Cash flows from operating activities:</b>			
Receipts from customers		2,127,064	1,900,468
Payments to suppliers and employees		(2,088,290)	(1,869,801)
Interest received		40,924	1,139
Interest paid on lease liabilities		(13,912)	(16,049)
Finance costs		(4,060)	(4,821)
Net cash provided by/(used in) operating activities		61,726	10,936
<b>Cash flows from investing activities:</b>			
Purchase of property, plant and equipment		(5,267)	(10,864)
Payments for term deposits		(37,750)	(446,676)
Net cash used by investing activities		(43,017)	(457,540)
<b>Cash flows from financing activities:</b>			
Payment of lease liabilities		(66,890)	(60,799)
Net cash used by financing activities		(66,890)	(60,799)
Net increase/(decrease) in cash and cash equivalents held		(48,181)	(507,403)
Cash and cash equivalents at beginning of year		1,299,711	1,807,114
Cash and cash equivalents at end of financial year	5	1,251,530	1,299,711

The accompanying notes form part of these financial statements.

FOR THE YEAR ENDED 30 JUNE 2024

# Notes to the Financial Statements

The financial report covers Australian Psychology Accreditation Council Ltd as an individual entity. Australian Psychology Accreditation Council Ltd is a Company, incorporated and domiciled in Australia.

The functional and presentation currency of Australian Psychology Accreditation Council Ltd is Australian dollars. The financial report was authorised for issue on the date signed by those charged with governance.

## 1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards – Simplified Disclosure Standard and the *Australian Charities and Not-for-profits Commission Act 2012*. The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Material accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

## 2 Summary of Material Accounting Policies

### (a) Income Tax

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

### (b) Revenue and other income

#### AHPRA funding

Funding from AHPRA is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Company and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

#### Interest revenue

Interest is recognised when received.

#### Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

### Specific revenue streams

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

#### Accreditation fees

Revenue from accreditation fee is recognised at a point in time which is the time that the entire accreditation process has been completed and a final determination letter is issued.

#### (c) Goods and services tax (GST)

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

Receivables and payables are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

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

#### (d) Property, plant and equipment

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

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

#### Plant and equipment

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

#### Depreciation

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

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Plant and Equipment	2.5–50%
Software proprietary	20–33%

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

### **(e) Financial instruments**

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

#### **Financial assets**

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

#### **Classification**

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

#### **Amortised cost**

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding trade and other receivables and cash and cash equivalents in the statement of financial position.

The Company's financial assets measured at amortised cost comprise trade and other receivables, and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss.

Gain or loss on derecognition is recognised in profit or loss.

#### **Impairment of financial assets**

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost

When determining whether the credit risk of a financial assets has increased significant since initial recognition and when estimating ECL, the Company considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Company's historical experience and informed credit assessment and including forward looking information.

The Company uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Company uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Company in full, without recourse to the Company to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Company in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

#### Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Company has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Company renegotiates the terms of trade receivables due from certain customers, the new expected cash flow are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

#### Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

#### Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables, bank and other loans and finance lease liabilities.

#### (f) Cash and cash equivalents

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

#### (g) Leases

The Company has chosen not to apply AASB 16 to leases of intangible assets.

At the lease commencement, the Company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Company believes it is reasonably certain that the option will be exercised.



The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

### **Exceptions to lease accounting**

The Company has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

### **(h) Employee benefits**

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

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

### 3 Critical Accounting Estimates and Judgments

Those charged with governance make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

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

The significant estimates and judgements made have been described below.

#### **Key estimates – impairment of property, plant and equipment**

The Company assesses impairment at the end of each reporting period by evaluating conditions specific to the Company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

#### **Key estimates – receivables**

The receivables have been reviewed under the expected credit loss model based on historical and forward tracking information and a provision has been included based on the estimates made. This provision is based on the best information available at the reporting date.

#### **Key estimates – 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.

#### **Key estimates – employee benefits provision**

As discussed in note 2(h), 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.

## 4 Revenue

	2024	2023
	\$	\$
Accreditation fees	884,663	556,313
Funding from AHPRA	1,123,396	1,090,676
Interest income	40,924	1,139
Other Income	16,010	14,624
	<b>2,064,993</b>	<b>1,662,752</b>

## 5 Cash and Cash Equivalents

	2024	2023
	\$	\$
Cash at bank and in hand	1,192,590	1,242,487
	<b>1,192,590</b>	<b>1,242,487</b>

### Reconciliation of cash

Cash and Cash equivalents reported in the statement of cash flows are reconciled to the equivalent items in the statement of financial position as follows::

	Note	2024	2023
		\$	\$
Current cash and cash equivalents	5	1,192,590	1,242,487
Non current cash and cash equivalents	6	58,940	57,224
<b>Balance as per statement of cash flows</b>		<b>1,251,530</b>	<b>1,299,711</b>

## 6 Cash and cash equivalents

	2024	2023
	\$	\$
<b>Non-current</b>		
Security bond	58,940	57,224
	<b>58,940</b>	<b>57,224</b>

This restricted cash is held as bank guarantee for the security bond of the Company's corporate office building lease due to expire in 2030.

## 7 Property, plant and equipment

	2024 \$	2023 \$
<b>Plant and equipment</b>		
Cost		
Accumulated depreciation	470,601	465,333
Total plant and equipment	(249,983)	(192,100)
	<b>220,618</b>	<b>273,233</b>
<b>Computer software</b>		
Cost	39,940	39,940
Accumulated depreciation	(38,892)	(36,395)
Total computer software	1,048	3,545
<b>Total property, plant and equipment</b>	<b>221,666</b>	<b>276,778</b>

### (a) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Plant and Equipment \$	Computer Software \$	Total \$
<b>Year ended 30 June 2024</b>			
Balance at the beginning of year	273,233	3,545	276,778
Additions	5,268	–	5,268
Depreciation	(57,883)	(2,497)	(60,380)
<b>Balance at the end of the year</b>	<b>220,618</b>	<b>1,048</b>	<b>221,666</b>

## 8 Leases

### Company as a lessee

The Company has leases over a range of assets including building and equipment.

The Company has chosen not to apply AASB 16 to leases of intangible assets.

Information relating to the leases in place and associated balances and transactions are provided below.

### Building

The Company leases the building for their corporate office with lease term of 8 years.

### Equipment

The Company leases phones and printers with lease term of 5 years, the lease payments are fixed during the lease term.

### Right-of-use assets

	Buildings \$	Equipment \$	Total \$
<b>Year ended 30 June 2024</b>			
Balance at beginning of year	508,157	2,857	511,014
Depreciation charge	(77,188)	(2,857)	(80,045)
<b>Balance at end of year</b>	<b>430,969</b>	<b>-</b>	<b>430,969</b>

	Buildings \$	Equipment \$	Total \$
<b>Year ended 30 June 2023</b>			
Balance at beginning of year	525,616	10,684	536,300
Additions to right-of-use assets	50,743	-	50,743
Depreciation charge	(68,202)	(7,827)	(76,029)
<b>Balance at end of year</b>	<b>508,157</b>	<b>2,857</b>	<b>511,014</b>

### Lease liabilities

The maturity analysis of lease liabilities based on contractual discounted cash flows is shown in the table below:

	< 1 year \$	1–5 years \$	> 5 years \$	Total discounted lease liabilities \$
<b>Year ended 30 June 2024</b>				
Lease liability	69,973	400,764	–	470,737

### Extension options

The building and equipment lease do not contain extension options.

### Statement of profit or loss and other comprehensive income

The amounts recognised in the statement of profit or loss and other comprehensive income relating to leases where the Company is a lessee are shown below:

	2024 \$	2023 \$
Interest expense on lease liabilities	13,912	16,049
Depreciation of right-of-use assets	80,045	76,029
	<b>93,957</b>	<b>92,078</b>

### Statement of cash flows

	2024 \$	2023 \$
Total cash outflow for leases	<b>66,890</b>	<b>60,799</b>

## 9 Trade and other payables

	2024	2023 \$
Trade payables	52,298	27,161
GST payable	5,906	10,587
Accrued expense	33,690	43,163
PAYG withholding payable	54,842	16,610
Superannuation payable	89,098	–
Fringe benefit tax payable	9,498	1,439
Other payables	(2,800)	(180)
Credit Card	4,052	–
	<b>246,584</b>	<b>98,780</b>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying amounts are considered to be a reasonable approximation of fair value.

## 10 Employee Benefits

	2024 \$	2023 \$
<b>Current</b>		
Long service leave	13,143	12,469
Annual leave	50,889	82,187
	<b>64,032</b>	<b>94,656</b>
<b>Non-current</b>		
Long service leave	-	12,040
	<b>-</b>	<b>12,040</b>

## 11 Members' Guarantee

The Company is incorporated under the *Corporations Act 2001* and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstandings and obligations of the Company. At 30 June 2024 the number of members was 8 (2023: 3).

## 12 Key management personnel remuneration

The totals of remuneration paid to the key management personnel of Australian Psychology Accreditation Council Ltd during the year are as follows:

	2024 \$	2023 \$
Management Staff	251,785	222,570
Board of Management	66,377	87,446
	<b>318,162</b>	<b>310,016</b>

## 13 Auditors' remuneration

	2024 \$	2023 \$
Remuneration of the auditor, rdl.accountants for:		
- auditing and preparation of financial statements services	8,685	8,120
- assistance with preparation of financial statements	2,200	2,060
- general consulting	-	740
	<b>10,885</b>	<b>10,920</b>

## 14 Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2024 (30 June 2023:None).

## 15 Related parties

### (a) Transactions with related parties

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

### (b) Loans to/from related parties

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

### (c) Key management personnel

Disclosures relating to key management personnel are set out in Note 12.

No other remuneration has been paid or is payable to members of Board of Management.

## 16 Events occurring after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

## 17 Statutory information

The registered office of the Company is:

Australian Psychology Accreditation Council Ltd  
Level 4, 535 Bourke Street,  
Melbourne Vic 3001  
Australia



# Directors' declaration

The Directors of the Company declare that:

1. the financial statements and notes for the period ended 30 June 2024 are in accordance with the *Corporations Act 2001* and:
  - a. comply with the Australian Accounting Standards – *Simplified Disclosure Requirements*, the *Australian Charities and Not-for-profits Commission Regulations 2013* and other mandatory professional reporting requirements; and
  - b. give a true and fair view of the financial position and performance of the Company;
2. In the Directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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

Director



Adjunct Professor John Dunn

Director



Mr Mark Eldridge

Dated this 12th day of November 2024

# Auditor's independence declaration



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AUDITOR'S INDEPENDENCE DECLARATION UNDER DIVISION 60 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012 TO THE DIRECTORS OF AUSTRALIAN PSYCHOLOGY ACCREDITATION COUNCIL

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there have been:

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

Matthew Hung, CA  
rdl.accountants

25 October 2024  
Blackburn, Victoria



Liability limited by a scheme approved under Professional Standards Legislation

# Independent audit report



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## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AUSTRALIAN PSYCHOLOGY ACCREDITATION COUNCIL

### Report on the Financial Report

#### *Opinion*

We have audited the accompanying financial report of Australian Psychology Accreditation Council (the company), which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of material accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of Australian Psychology Accreditation Council has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a. giving a true and fair view of the company's financial position as at 30 June 2024 and of its financial performance for the year ended on that date; and
- b. complying with Australian Accounting Standards – Simplified Disclosure (including Australian Accounting Interpretations) and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2013*.

#### *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 *Australian Charities and Not-for-profits Commission Act 2012* 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 *Australian Charities and Not-for-profits Commission Act 2012*, 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.

#### *Directors' Responsibility for the Financial Report*

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosure (including the Australian Accounting Interpretations) and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.



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#### *Auditor's Responsibility*

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Matthew Hung, CA  
rdl.accountants

14 November 2024  
Blackburn, Victoria



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