

ANNUAL REPORT 2013



ESSA:

EXERCISE & SPORTS SCIENCE AUSTRALIA

A person wearing a blue t-shirt and dark blue jeans is walking through a field of tall, golden-yellow grass. The person's right arm is extended forward, and their right leg is in mid-stride. The background is a bright, slightly blurred landscape with more grass and trees under a clear sky.

OUR VISION

To achieve member excellence in exercise and sports science that will enrich the health and performance of every Australian.





A person wearing a light blue long-sleeved shirt and dark blue pants is holding a purple dumbbell. The background is a lush green park with trees and grass. The text is contained within a white rounded rectangle on the right side of the image.

OUR MISSION

Empowering our members by providing strategic leadership in exercise and sports science through advocacy, support of professional networks and the promotion of excellence in education, research and professional practice.

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GOVERNANCE

Name	Position	Responsibility
Assoc. Prof. Chris Askew	President	Presidency
Dr Brendan Joss	Vice-President	Human Resources
Mr Jason Pilgrim	Treasurer	Finance
Mr Sebastian Buccheri	Director	Exercise Physiology
Professor David Bishop	Director	Sports Science
Mr Chris Tzarimas	Director	Marketing
Dr Kade Davison	Director	Exercise Science
Ms Merendi Leverett	Director	Operations / Risk
Mr Nathan Reeves	Director	Continuing Education
Professor Steve Selig	Director	Curriculum
Dr Andrew Williams	Director	Academia and Research

State Chapters

Queensland	Miss Beth Sheehan <i>Peter LeRossignol (Resigned 2013)</i>
New South Wales	Mr Andrew Boyle
Victoria	Dr Vanessa Rice
Western Australia	Mr David Beard
South Australia	Dr David Bentley
Tasmania	Dr Cecilia Shing

NATIONAL OFFICE

Executive Officer
PA to the Executive Officer
Office Manager
Industry Development Manager
Industry Development Officer
Standards and Compliance Officer
NUCAP Manager
Marketing and Communications Manager
Marketing and Communications Officer
Professional Development Officer
Membership Officer
Membership Services Officer
Assessor
Assessor
Assessor
Assessor
Project Officer HEAL/Industry Development Officer
Project Officer Exercise is Medicine Australia
Administration Officer
Administration Officer
Administration Officer
Receptionist

Anita Hobson-Powell
Rachel Collins
Belinda Burke
Louise Czosnek
Ian Gillam
Janette Frazer-Allen
Rachel Holmes
Zoe Bickerstaffe
Melanie Newton
Sarah Hall
Narelle O'Loughlin
Renee Fitzgerald
Nardine Presland
Carly Ryan
Melissa Creed
Jodi Almond
Sharon Hetherington
Jennifer Alencar
Ashlee Cannon
Amy Sparks
Kate O'Loughlin
Rousharne Jenner

2013 AWARDS



Applied Sports Science Research Grant

Cian McGinley et al.

Tom Penrose Research and Community Service Grant

Kassia Weston & Jeff Coombes

ESSA Medal

Angela Spence

Exercise Physiology Practice of the Year

Rural Fit

Exercise Physiology Practicum Supervisor of the Year

Jessica Hansson

PRESIDENT'S REPORT



On behalf of the National Board and our staff, I am pleased to present the 2013 ESSA Annual Report. Our new ESSA strategic plan was launched at the beginning of 2013, which includes an emphasis on advocacy, networks, professional standards and education. As outlined throughout the report, significant achievements have been made across each of these areas. Membership and accreditation figures continue to grow, and with this the financial position of the Association is secure. The Board will be in the enviable position in the coming year where it is able to plan for greater investment in strategic initiatives. In line with our vision to “...enrich the health and performance of every Australian”, planning is underway for a new public awareness campaign in 2014 that will draw much needed attention to the field of exercise science, and highlight the important roles of Accredited Exercise Physiologists and Accredited Sports Scientists in the community.

Led by our industry development team, ESSA continues to foster close working relationships with various regulatory agencies (e.g. Medicare, Department of Veterans’ Affairs (DVA), WorkCover) enabling us to develop new opportunities for members, and to keep members updated on regulatory changes and professional requirements. This year ESSA was granted a position on the DVA Allied Health Advisory Committee, membership of the National Aged Care Alliance, and associate membership of the National Mental Health Council of Australia. These appointments recognise the important role of AEPs across the health sector and will ensure that ESSA is well placed to provide a voice on behalf of our members.

It was a challenging year for sports science that began with the so-called “darkest day in sport” when we all became aware of investigations of the possible use of banned drugs across various sports. Much of the media attention was directed towards sports scientists and support staff, and ESSA took a deliberately strong position to protect the reputation of the sports science profession. ESSA made written and verbal submissions to the Senate Inquiry into the practice of sports science in Australia, and our position that a robust accreditation system would help protect sport from rogue practitioners was widely supported.

From 2014, the AEP accreditation pathway for domestic applicants will be limited to those graduates who have completed an accredited university program. This is a significant milestone in the maturation of the clinical exercise physiology profession in Australia, and one that we have been preparing for since 2008. This change will bring AEP accreditation in line with other health and medical registration processes, and will serve to further strengthen the profession.

In line with our strategic effort to foster strong professional standards, the revised Exercise Science standards were released this year. These standards broadly define the minimum components of the exercise science qualification, which underpins Exercise Physiology and Sports Science accreditation with ESSA. This review will be complimented by a similar review of the exercise physiology standards in 2014-15.

As part of an ongoing review of governance processes, ESSA has adopted a new Board structure that will comprise of six elected directors and up to three appointed directors. This change has been approved by the membership, and is aligned with recommended “best-practice” for non-commercial boards. Further changes under consideration include the establishment of an Accreditation Council and a Standards Council, which will carry out important operational functions on behalf of ESSA and also provide advice to the Board on strategic issues.

This is my final report as President of ESSA, and I would like to take the opportunity to sincerely thank our Executive Officer Anita Hobson-Powell and the staff of the National Office, and especially the many individuals who volunteer their time and share their expertise for the good of ESSA and our members. I’d particularly like to thank the members of the Board for the strong and enthusiastic leadership they provide to ESSA.

Associate Professor Chris Askew
President

Membership Figures

Membership/accreditation type	Numbers
Student	388
Graduate entry	46
Exercise Scientist	574
Associate (does not include staff)	17
Academic	36
AEP	2937 (13 are both AEP & ASp)
ASp	28 (13 are both AEP & ASp)
Fellow	8
Life	2
Total active members at 31.12.13	4023

VICE-PRESIDENT'S REPORT

2013 has proven to be an exciting year for ESSA, with some substantial achievements. This year we rolled out the new ESSA strategic plan for the Association. A new approach was taken to this plan development with a small team meeting regularly to outline the needs of the membership, challenges ahead and strategies to overcome them. This distilled down into two main themes, and four working areas. The main themes that will drive us towards member excellence are advancing the industry and promoting professional standards through advocacy, networks, education and standards.

I am very pleased to say that the hard working ESSA team have achieved over half of the strategic goals in the first year. We have seen a significant increase in ESSA activity from meetings with government officials, development of special interest groups to the rolling out of a scientifically rich and relevant conference for 2014. There are just too many achievements to list in this report.

With the momentum that the Association takes into 2014, I look forward to the member benefits that will now start to filter down from all this hard work. I would like to congratulate the ESSA staff for their tireless effort and the members for their ongoing support.

This will be my last report for ESSA for a while as I step away from my position on the board. I feel more than happy that this Association and the professions it represents are in the hands of talented board, staff and members who will continue to thrive and succeed into the future.

My time on the ESSA board has been educational and fulfilling and I encourage those with any interest to step up and get involved.

Dr Brendan Joss, Vice-President, Director Human Resources

TREASURER'S REPORT

The year ending 31st December 2013 was a very successful financial year for our organisation, recording an operational profit of \$300,333 which is significantly higher than the budgeted operational plan for this year. The total revenue raised in 2013 was \$2,669,572 which is approximately \$300,000 greater than 2012.

The main revenue streams for our organisation were: membership (\$781,279), accreditation fees (\$783,923) and professional development courses (\$334,424). A large number of new members and accredited members of our association saw increased monies taken for membership and accreditation in 2013. In addition, the large increase in the professional development monies taken is largely attributed to three major factors. Firstly, the income generated at last year's Business Forum in Wollongong is contained within these figures. Secondly, there was an increased uptake of members completing the Workplace Rehabilitation course compared to the previous year and the third reason was from a significant increase in the number of members completing professional development courses throughout the year.

Strong membership growth continued in 2013 with an approximate 18% increase in revenue, whilst revenue from accreditation fees increased by approximately 20%. This strongly supports ESSA's membership and accreditation being highly valued and a necessity in the industry.

The 2013 expenditure amounted to \$2,369,239 and was primarily comprised of employee costs (\$1,135,999) and administrative expenses (\$1,010,718). Although this number is larger than our 2012 expenditure, it is just under an 11% increase which is exceptionally well-managed considering the large increase in staff numbers, operational costs of our rapidly growing association and the large amount of additional work and submissions completed by our organisation.

For 2013, ESSA aimed to provide the NUCAP on a cost neutral basis. In actuality, the program recorded a profit of \$72,523. ESSA received fees of \$242,473 and expended \$169,950. This large increase in profit not only counteracted last year's loss, but this year was also significantly higher due to increased university uptake of the program primarily due to university accreditation and re-accreditation with the NUCAP program.

Importantly, ESSA's cash flow has remained significantly positive with the net increase in cash from operating activities being \$469,901. The net cash held by ESSA is \$1,507,529, which is a very large increase from last year's figure of \$1,037,628. The ESSA balance sheet also shows a significant increase of \$524,289. In addition, total liabilities for the organisation increased by \$188,294 to a total of \$840,802. Despite the strategic and very important decision by National Board to reinvest back into the profession and our members, as well as the large increase in staffing and administrative costs, ESSA maintains an exceptionally strong working capital (total equity) of \$1,064,597.

ESSA remains committed to the reinvestment of member funds into developing our industry and improving our members' opportunities. A strong budget and dedicated team will provide fantastic opportunity for ESSA to continue the successful financial trends in 2014 to the benefit of our members.

Jason Pilgrim, Treasurer, Finance

SPORTS SCIENCE

Since its establishment, ESSA has been committed to establishing, promoting and representing the career paths of tertiary-trained, sports science practitioners. The ongoing fallout from the drugs in sport “crisis”, and the misrepresentation of various individuals as sports scientists, continues to emphasise the need for strong representation of sports scientists by ESSA. There also seems to be growing recognition from government, and sports scientists, that there is a need for greater regulation of sports science professionals. However, there is still a lot of work to be done regarding who should “regulate” sports scientists, and exactly what this regulation/accreditation might look like. A lot of effort in 2013 has gone into conveying the importance and need for sports science accreditation; I expect this to continue in 2014 and beyond. This and other key sports science initiatives undertaken by ESSA in 2013 are listed below.

Formation of a Sports Science Advisory Group (SSAG)

In April 2012, ESSA formed the Sports Science Advisory Group (SSAG), comprised of high-profile sports scientists from all sectors of the sports science industry - including the sports institutes, professional sports, university researchers and private sports consulting sectors. Over the past two years, the SSAG have been seeking feedback on the structure, criteria and benefits of sports science accreditation across the sports industry sector and seeking feedback on the university education and training of sports scientists. As this group has completed its “tour of duty”, I would like to thank the following for their contribution over the last two years - Dr Ian Gillam, Dr Mark Osborne, Ms Katie Slattery, Dr Aaron Coutts, Dr Greg Haff, Prof Julie Steele, John Quinn, Ryan Timmins, Dr Marc Portus, Dr Simon Sostaric.

High Performance and Sports Science Workforce Survey

A major initiative of SSAG was to call for tenders for a survey of the “high performance and sports science workforce” to identify the size, profile and capacity of the workforce and the employment conditions across the high performance and sports science industry. The final report, titled: “PROFILING THE AUSTRALIAN HIGH PERFORMANCE AND SPORTS SCIENCE WORKFORCE” was completed by Dr Andrew Dawson, Dr Kylie Wehner, Dr Paul Gastin, Dr Dan Dwyer, Dr Peter Kremer and Mr Matthew Allan and submitted in December 2013. A copy of the full report can be found on the ESSA website, and the results will also be presented on Saturday April 12 at the conference in Adelaide. The key recommendations coming out of this independent report were:

1. Definition and scope of practice

As a precursor to future development and regulation of the sports science profession, a definition of a sports scientist and their scope of practice needs to be agreed.

2. Registration and accreditation

ESSA should foster the establishment of a national registration and accreditation scheme for the High Performance and Sports Science profession. The profession and those who manage these professionals, overwhelmingly support the need for a scheme, that accreditation should be based on qualifications and that employment should be dependent upon accreditation.

3. Ethical practice

Almost all employment contracts highlighted the importance of ethical conduct and the workforce also rate it as the third most important requirement for employment, yet only half of the workforce receive training in professional ethics. ESSA should use its experience in the oversight of ethical practice and its likely involvement in accreditation and professional development, to increase the rate of training in ethical practice in the profession.

4. Professional development

A majority of the workforce agree that continuing professional development should be compulsory. While many professionals feel that their employer would provide time to engage in professional development

opportunities, nearly half of the profession do not complete any professional development. ESSA should consider its future potential role as a facilitator and or provider of professional development opportunities that are relevant to the High Performance and Sports Science workforce.

5. Human resource management practices and workforce retention

Sport organisations need to develop human resource management practices that both support and develop sports scientists and high performance managers in their roles and in their career development. The risk of inappropriate practice as well as worker stress, dissatisfaction, turnover and subsequent loss of corporate knowledge may be mitigated with improvements in organisational HRM practices. Sport organisations should be required to implement minimum human resource management standards and be supported in their capacity to do so.

ESSA's response to the ACC Drugs in Sport Enquiry and the need for uniform regulation of the sports science industry

In the wake of the allegations of systematic “doping” programs at a number of Australian sporting clubs, and the release of the Australian Crime Commission’s (ACC) Report on “Organised Crime and Drugs in Sport”, ESSA responded immediately by calling for greater regulation of the sports science industry in Australia. ESSA also prepared a submission for the “Senate Inquiry into the practice of Sports Science”, and Prof. David Bishop, Assoc Prof. Chris Askew and Anita Hobson-Powell were subsequently invited to answer questions at the enquiry. After the grilling given to some of the other attendees, we were pleasantly surprised by how complimentary the senate committee was with respect to the systems that ESSA has in place for accreditation. The committee was generally of the view that ESSA is the most logical choice to administer an accreditation system for Australian sports scientists.

Despite the glowing recommendation from the senate committee, it is important to emphasise that a key message from ESSA has been our desire to work with sporting organisations and codes to implement a consistent, independent, national accreditation process for sports scientists. Subsequently, ESSA has been requesting meetings with National and State Ministers of Sport, the CEOs of National Sports Organisations, the Australian Athlete Alliance, the institute and academy of sports, peak sports medicine associations, and other key stakeholders in the sports industry, to discuss how ESSA can assist them in ensuring better regulatory control of sports scientists.

ESSA has highlighted through the media the need for greater regulation of the sports science industry, by calling for the appointment of only ESSA-accredited sports scientists across all sporting codes. As ESSA members, accredited sports scientists must work within the ESSA code of professional conduct and ethical practice and as such are subject to ESSA disciplinary procedures.

ESSA has subsequently reviewed and modified the ESSA Code of Professional Conduct and Ethical Practice, and its scope of practice, to ensure that these are inclusive of the work of sports scientists.

In summary, it has been a busy, but very positive year for the sports science component of ESSA. Before closing, I must acknowledge the tremendous support that I have received from Assoc Prof. Chris Askew and the rest of the ESSA National Board, from Anita, from the SSAG members, and from ESSA's Industry development officer, Dr Ian Gillam.

Professor David Bishop, Director of Sports Science

EXERCISE PHYSIOLOGY

2013 continued on from the previously busy 2012. I would like to thank the industry development team led by Louise Czosnek, the support and work of this team is instrumental in what is contained within this report.

Below are some of the key areas of work undertaken over the past 12 months. Many of what is contained within this report is a result of the Exercise Physiology Advisory Group (EPAG). This group consists of Louise Czosnek, Martin Bending, John Booth, Natalie Saunders, Julie Barnes, Simon Rosenbaum, Maryam Saligheh, Kirsty Rawlings, Beth Sheehan and Lisa Simmons.

Pre-Election Submissions

A number of submissions were collated and sent in as part of ESSA's pre-election strategy. These included:

- Community care package for Ageing Australians
- National Disability Insurance Scheme – currently working with Australian Health Professionals Association in joint initiative
- Paper developed on exercise and mental health. Continue to develop a relationship with Psychiatry and Psychology associations
- Preventative health (including HEAL)
- GST
- Telehealth

Occupational Rehabilitation (OR)

ESSA has been working towards establishing a fee schedule for AEP services in South Australia as well as having AEPs included as rehabilitation providers. There has been lots of work put into this. We anticipate a final outcome to be known by July 2014. The OR industry continues to be a key employer of AEP graduates. ESSA is aware of its importance and continues to investigate opportunities.

Aged Care

Through the work of Martin Bending and Sharon Hetherington, ESSA has been invited to sit on a panel of experts to discuss our approach to exercise and ageing.

We were successful in achieving full membership of the National Aged Care Alliance. This has enabled ESSA to lobby and secure meetings with both government and NGOs regarding aged care. It has also enabled ESSA to be in constant dialogue with other member organisations, which helps in our overall strategy. Recently ESSA met with Health Workforce Australia (HWA) on the aged care workforce.

There continues to be a lot of work put into this area, with the key being on developing relationships and in turn collaboration between like-minded organisations.

Mental Health

ESSA continues to put resources into the development and recognition of AEPs within mental health. We were accepted as associate members of the Mental Health Council of Australia (MHCA). Membership to this group will enable ESSA to be a voice in the setting up of policy on mental health. It is envisaged that these benefits will be similar to those currently being achieved through membership of the Aged Care Alliance. There are an increasing number of our members working within mental health. A mental health special interest group was developed.

Scope of Practice

Recently a working party has been established to help review the AEP scope or practice. This is seen as an important document and one that needs to address the changing landscape of AEP work. As always member feedback and consultation is critical if we are to get this right. A membership survey has been developed as well as an opportunity to discuss what is contained within the scope during this year's conference. Stay tuned for more development on this, with an ultimate final draft being made available by September 2014.

The profession and the organisation is working hard at fostering greater awareness of AEPs and ES. We have come a long way in a short time and continue to make inroads into areas that five years ago, were foreign ground. Challenges continue to be faced, however we must appreciate that we are still a relatively young profession. The continued good work from our membership places ESSA at the forefront of healthcare in this country.

Thanks to all the members for their continued hard work and dedication. It is through this that ESSA is where it is at today.

Sebastian Buccheri, Director Exercise Physiology

EXERCISE SCIENCE

This year saw a major step forward in ESSA's work to 'future proof' the Exercise Science qualification from both an educational and an industry perspective. The release of a new document, the 'ESSA Exercise Science Elements', occurred in August of 2013. This document represents the culmination of approximately three years of ongoing work and widespread consultation (including surveys, invitations to contribute to advisory and working groups, and face to face consultation at various forums) with members, industry and universities to ensure we have a dynamic and industry focused definition of the minimum common knowledge, skills and broader attributes of the Exercise Scientist. This definition provides the first step in allowing ESSA to confidently advocate on behalf of this broad and highly valuable professional qualification. The Exercise Science qualification remains the base level definition of an ESSA full member. Most members have accreditations that define their further expertise in either clinical practice or sports science, but the common thread across the profession is the Exercise Science qualification.

The Exercise Science Elements will continue to form the foundation qualification, and major component of the educational requirement, for accreditations in either Exercise Physiology or Sports Science. In addition to this the new standards provide a contemporary definition of the bachelor degree qualified exercise professional which will assist ESSA in promoting our profession in the non-clinical, non-elite exercise service sectors. The important role of exercise and physical activity in primary prevention and the support of general well being is becoming ever more significant, as the body of supporting evidence grows and the societal burden of health service provision to those with established health conditions becomes increasingly less sustainable.

With the heavy lifting of standards reform largely behind us the coming year(s) should see greater focus on advocacy and opportunity development in the non-clinical, non-elite exercise space. This work will seem long overdue to the approximately 20% of ESSA members that do not have further accreditations, and will be of equal value to those accredited members looking to expand their scope and potentially access funding in these areas. As other exercise industry lobby groups continue to push for greater acknowledgement and opportunities for their members it is imperative that ESSA, as the industry body for bachelor degree qualified exercise practitioners, builds on our strong reputation to provide leadership in this space, and continues to promote the merits of our members over those we deem ineligible to carry the title Exercise Scientist.

ESSA wishes to thank again those individuals that have contributed and continue to contribute to this agenda, particularly those on the previous ES Advisory Group and the current ES Implementation Group. Further calls for advice and support in this endeavour will go out this year to continue this important work.

Kade Davison PhD, Director Sports Science

CONTINUING EDUCATION

Professional Development Portfolio

2013 has been another big year in ESSA's professional development portfolio. Our members' insatiable demand for learning opportunities has seen a significant increase in the amount of accredited and external professional development available through the Professional Development Centre. In step with ESSA's 2013-5 Strategic Plan, and guided by member survey results, the professional development portfolio has focused on delivering accessible, high quality and vocationally focused professional development for members across the experience spectrum.

Scientific Conference and Business Forum

The Business Forum 'Start Smart, Grow Strong, Be a Front Runner' was held in May. Wollongong, NSW was the host city and this was the first time an ESSA conference or forum was accommodated by a regional centre. The forum was a huge success with 201 delegates and 12 exhibitors exceeding all previous forums. There were many valuable and thought provoking sessions during the two day forum. But by far the standout was the keynote presentation by Brent Collier, truly uplifting and inspirational. 2014 is conference year and the 6th ESSA Conference and SDA Update: *Research to Practice* is now upon us. The conference chairs and committee have put together what promises to be a world class event and we are looking forward to visiting Adelaide in April.

Accessibility to Professional Development

To meet the needs of our members' diverse geographical profiles seven webinars have been hosted by ESSA during the last twelve months. These education offerings have been very well attended (384 attendees) and will remain an important educational delivery modality for ESSA. All webinars have been recorded as podcasts and, along with 10 educational DVDs, are available to members through the professional development centre. Members have also had a choice of 15 online and 23 instructor led courses across the year.

Vocationally Focused Education

ESSA member surveys have pointed to the professional development topics of: exercise prescription for musculoskeletal and neurological conditions; functional movement screening; and chronic pain management, as being the most important for members to meet the needs of their client/patient profiles. As such a majority of the accredited and external professional development available to members relates to these topics. 2013 saw all accredited exercise physiology members complete the Standards & Compliance professional development course. The course consisted of two modules and covered topics pertaining to the provision of services in the Medicare and Department of Veterans' Affairs scheme.

National and State Collaboration

Quarterly professional development portfolio teleconferences have been held during the year with state chapter representatives collaborating with the national board director and professional development officer. This forum has proven valuable in exchanging ideas, improving processes and implementing a national approach to the delivery of member education at both levels. A formal PD state chapter consultation was undertaken this year with the aim of improving communication and efficiencies within the portfolio. The consultation process resulted in a national board motion being approved and the State Committee/ESSA National Office Policies and Procedures document being adopted.

Nathan Reeves, Director Continuing Education

CURRICULUM

The 2013-2015 ESSA Strategic Plan articulated its mission in the area of curriculum and professional standards as “ESSA works with and on behalf of universities to provide national leadership and advocacy on core curriculum matters that address the current and emerging needs of industry and the professions represented by ESSA”. ESSA’s strategies are to encourage and facilitate new developments in curricula based on emerging industry needs, and introduction and implementation of improved minimum standards of curricula and professional accreditation.

A major milestone for ESSA occurred on 31 December 2013, with the closing of the individual accreditation scheme for the Accredited Exercise Physiologist (AEP), with all Australian candidates for AEP accreditation now needing to graduate from NUCAP accredited courses. All university courses also need to embed all of the clinical practicum requirements for accreditation within their programs. ESSA believes that this generational change will serve to raise minimum standards for both practitioners and university courses, and will benefit the entire sector. The change reflects a continuing maturation of the AEP accreditation scheme in Australia.

In 2013, ESSA welcomed the introduction of an AEP accreditation scheme for suitably qualified international candidates who will need to apply to ESSA for eligibility to sit for a theoretical and practical examination in clinical exercise physiology. Once eligibility is approved, candidates may choose to undertake some preparatory education, or proceed directly to the examination. This examination will also be available to local candidates who have not practised clinical exercise physiology for the previous five years, and are seeking to return to work without the need to return to university. This is part of an ESSA scheme to re-accredit experienced AEPs whose accreditation has lapsed for reasons such as family leave. The examination and the preparatory education are being developed by clinical exercise educators from The University of Queensland.

A formal review of the AEP accreditation scheme that was introduced in 2008 commenced in the second half of 2013. An Exercise Physiology Accreditation Review Committee (EPARC) was formed for this purpose. EPARC comprises Professor Steve Selig (Chair EPARC, Deakin University and ESSA), Assoc Prof Andrew Maiorana (Curtin University), Assoc Prof Neil Smart (University of New England), Dr Stuart Semple (University of Canberra), Ms Megan Charity (Federation University), Mr Bob Barnard (Centre for Physical Activity in Ageing, South Australia Health), Ms Karen Anderson (self-employed clinical exercise physiologist) and Ms Lyndell Crawford-Round (ESSA). EPARC expects to report to the National Board no later than early 2015. If endorsed, then NUCAP will translate the revised criteria into a revised university course scheme.

It is anticipated that the core categories in the current scheme comprising cardiorespiratory, metabolic, musculoskeletal and neurological practice will be strengthened, whilst mental health and cancers will increase in profile and a new category of renal disease will be added. Preparation for emerging opportunities in the areas of occupational health and rehabilitation will also be addressed. In relation to the latter, Southern Cross University developed and is delivering a series of learning modules to address criteria set down by WorkCover NSW that may provide a future model for the nation in this important new area of practice for our members and practitioners.

Exercise Science now has a new set of core learning elements for exercise and sports science courses; these have been finalised and will soon be implemented via both individual and course accreditation schemes. There are 15 study areas corresponding to approximately 60% or less than two years of a typical three year undergraduate degree in exercise science.

During 2013, the ESSA Accreditation and Curriculum Committee (EACC) continued to receive valuable input from its Advisory Groups, including the Exercise Science and the Exercise Physiology Advisory Groups (ESAG and EPAG, respectively), with anticipated future expansion to include a Sports Science Advisory Group (SSAG). Other valuable inputs came from the Cardiovascular Special Interest Group chaired by Assoc Prof Smart, and the Pre-Exercise Screening and Assessment Group chaired by Assoc Prof Maiorana. A new national group of clinical exercise educators and supervisors is being set up, and will also provide invaluable input into the work of EACC and the new AEP accreditation scheme. The charter of EACC is to make recommendations to the National Board concerning all matters pertaining to knowledge, competencies, scope of practice and accreditation for ESSA's exercise professions. EACC is currently composed of the National President, the immediate Past President, the National Directors of Exercise Science and Curriculum, and the Chair of the NUCAP Executive; ex-officio members include the Standards Officer, the NUCAP Manager and the Executive Officer. In 2012, EACC received excellent administrative support from Rachel Collins in the ESSA Office.

It is pleasing that the work of EACC and ESSA were conducted in a spirit of cooperation and inclusiveness with universities through university liaison officers, Heads of Schools and Programs, and many other consultative forums. ESSA acknowledges and appreciates the work and commitment of universities who are responsible for delivering the bulk of educational programs that result in high quality practitioners of exercise and sports science in Australia. 2014 will be an important year in the continued evolution of professional standards in exercise science, sports science and clinical exercise physiology.

Professor Steve Selig, Director Curriculum

MARKETING

With a new social media/digital marketing strategy implemented across different platforms, ESSA has built on the successes of the previous year to reach new milestones in 2013.

In a social media boom, Facebook subscriptions increased from 1,500 to 5,000. ESSA undertook numerous media activities throughout 2013 including television, print and radio. Setting another record, the association distributed 308 media features reaching over 14.5 million people and equating to over \$700,000 worth of advertising.

Along with improvements to the ESSA website, the development of an ESSA Blog enables an additional platform for communication and promotion of members to raise the profile and advancement of the professions and industries that ESSA represents.

The challenges of the marketing portfolio are reflected in the diversity of ESSA's stakeholders: the health and medical sector, government agencies, academia, private industry, the general public, university students, and of course, you - our members. In this respect, the ESSA staff and board members are engaging in marketing activities whenever communicating with any of its stakeholders.

Special mention must go to those behind the scenes at ESSA, including our Marketing and Communications Manager – Zoe Bickerstaffe, Marketing and Communications Officer - Melanie Newton, and our Exercise Is Medicine (Australia) Project Officer – Jennifer Alencar - for their support and contribution to the successful achievements of 2013. I would also like to acknowledge the efforts of our Industry Development team (Louise Czosnek, Sharon Hetherington, Katie Williams and Ian Gillam) – all of whom have played an integral role in promoting the organisation and the industry it represents.

Chris Tzar, Director Marketing

OPERATIONS/RISK MANAGEMENT

The ever increasing recognition of AEPs role in health care has continued to drive increases in ESSA membership. As with any organisation rapid growth is not without its challenges and the committed staff, state and national board members and other volunteers within ESSA continue to work hard to capitalise on this growth to benefit all members. There has been a continued focus this year on strategic increases in the association's capacity to service members administratively and through marketing, lobbying and general promotion of the skills and capabilities of exercise and sports science professionals.

Specific achievements this year include:

- Review, consultation and update of ESSA's By-Laws and Code of Professional Conduct and Ethical Practice to ensure they reflect our current business and the needs of our members
- The Ethics Committee have been working hard to support our members and dealing with ethical issues related to our profession
- We ran our first CPD programs specific to Ethics and Risk Management. This included a Presentation on "Clinical Governance & Ethics" at the Business Forum in May 2013 and a webinar on "Discrimination and Risk Management in the Workplace" in July 2013, which were both well received
- Worked with government bodies to educate and ensure practitioner compliance
- Rolled out a Standards & Compliance professional development online course for ALL Accredited Exercise Physiologists who were required to complete as part of their ongoing accreditation. This was specific to services offered under Medicare and Department of Veterans' Affairs. This course was created in response to reports from both Medicare and Department of Veterans' Affairs reporting non-compliance from our members
- Again like last year there was a significant focus on how ESSA can best service its exercise science and sports science members and further work on this will continue throughout 2014
- ESSA will also continue to monitor how changes to health funding and Health Workforce Australia will interact with existing and potential new services offered by members.

Ms Merendi Leverett, Director Operations and Risk

RESEARCH/ACADEMIA

ESSA is committed to the promotion of evidence based practice. The Research and Academia portfolio exists to provide representation for academic and research active members, and to provide support for the development of documents and tools that will guide and support members in their professional practice. Some of the initiatives ESSA are undertaking to support members include the development of position statements and support for sports science related research through the Sports Science grants scheme, and of early career researchers and applied clinical research through the Tom Penrose grant.

Specific achievements for 2013 include:

ESSA Position Statements

ESSA is continuing to commission leading Australian researchers to write position statements providing guidelines on Exercise Assessment and Prescription for a range of conditions. In 2013, two position statements and an ESSA commissioned review were published on the following topics:

- Exercise and chronic kidney disease
- Exercise for patients with peripheral arterial disease and intermittent claudication
- Exercise and mental health.

Further statements that are currently under development and should be published over the next 12-18 months include:

- Exercise for patients with spinal cord injury
- Exercise for obesity
- Exercise for the prevention and treatment of osteoporosis
- Guidelines for definitions of intensity in resistance training.

The work that commenced in 2012 to develop recommendations for treatment and referral of patients identified as high risk through the use of the new Australian pre-exercise screening system (APSS) continued in 2013 and is ongoing. Representatives from ESSA, the Australian College of General Practitioners, Sports Medicine Australia, Cardiac Society of Australia and New Zealand, and the Sports Physicians bodies are working together to provide input into this process which ESSA hopes will provide clear referral pathways and reduce the current issues with high risk clients being directed to medical practitioners for "Clearance to Exercise".

ESSA regularly receives requests from research members to support research that is relevant to the industry. Previously there was no procedure for dealing with such requests which led to confusion for researchers and ESSA staff alike. In 2013 a policy and procedure document were developed to support members who wish to apply for research support from ESSA that is not covered by the existing grant schemes. Levels of support included in the policy range from the request for written support from ESSA through to requests for in-kind or financial support to assist a project. To be considered for support, applicants must demonstrate how projects fit with the ESSA strategic plan.

Changes to the board structure after the April AGM mean that there will cease to be a dedicated Research and Academia portfolio however the ongoing development of position statements, research and tools to support evidence based practice will continue under the direction of the soon to be formed Research committee.

Dr Andrew Williams, Director Research/Academia

EXERCISE IS MEDICINE

2013 was a year of growth for Exercise is Medicine Australia. With primary care engagement activities and workplace health taking the lead, our vision to make physical activity and exercise a standard part of chronic disease prevention and management is on its way to becoming a reality.

Primary Care Engagement

EIM education has been a huge success, with over 700 primary care clinicians signing up to take part. The two-hour workshop is fully endorsed by the Australian Practice Nurses Association (APNA), and case-by-case endorsement by the Royal Australian College of General Practitioners (RACGP). The primary aim of the EIM workshops is to educate health care providers about the role of physical activity in the prevention and management of chronic disease, and advocate for multidisciplinary care. The suite of resources available to participants supports them in their assessment, management and referral of patients with and at risk of chronic disease. Presented by an Accredited Exercise Physiologist, the workshop details the extensive evidence that exercise is indeed medicine. EIM coordinated 22 workshops nationally in 2013 and launched an online set of modules for those that could not attend a workshop. Since launch, the education has been provided to over 700 health care professionals.

The intent to change clinical behaviour is obvious in evaluations, with numerous attendees identifying that they are now more confident to engage their patients in a conversation about physical activity, and that they have the resources and referral pathways they need to support long term behaviour change in their patients. Participants also note that they have more knowledge and understanding of the role of accredited exercise physiologists (AEPs) in chronic disease prevention and management.

Additionally, our popular 31 Days 31 Patients activity went live in August and October 2013, reaching over 300 primary care clinicians, and in turn 10,000 Australians. Exercise is Medicine Australia is undertaking research into the effectiveness of our GP engagement activities. The study will investigate the effectiveness of the 31 Days 31 Patients Program when implemented in general practice. The study will evaluate changes in clinician behaviour, knowledge and skill in physical activity promotion amongst patients. The final report will be available in the first quarter of 2014.

Workplace

Our partnership with the Healthier Australia Commitment continues. Several new resources were developed in 2013 to accompany our Workplace Activity Guide; including stretching posters for both sitting and standing roles, short videos, and infographics. Our Be Active at Work survey is now available in hard copy for employees that are not desk based. Data captured in hard copy responses can be fully integrated with online responses, allowing streamlined comparison across the organisation. EIM worked with Technogym to attend the Australian Health and Productivity Congress in Sydney and Melbourne, allowing us to promote our workplace resources and Technogym partnership directly to industry leaders.

Marketing

EIM marketing reaches a wide audience, ranging from GPs, nurses and allied health professionals, to government departments, non-government organisations and individuals. Subscription to the EIM newsletter continues to grow at a steady rate, and social media engagement has doubled in the last 12 months. EIM had numerous articles published in national, state and regional media publications in 2013.

2014

Under the guidance of the EIM National Taskforce, the 2014-2016 EIM Strategic Plan has been finalised and is available on the EIM website. 2014 will see further work across our five key focus areas: policy and advocacy, education and training, partners, media and research.

HEAL™ PROGRAM

Last year was a transitional one for the national HEAL™ program. ESSA and South Western Sydney Medicare Local entered into a formal partnership agreement to continue to administer the program and to train and support facilitators following the end of Healthy Communities Initiative funding in June 2013. HEAL™ also moved to a licence-based model to ensure long-term program sustainability.

Facilitator training

Regular workshops to train allied health professionals as HEAL™ facilitators continue to be held in Brisbane, Sydney and Melbourne. Training has also been conducted in other locations subject to demand. In the past financial year 64 new HEAL™ facilitators have been trained to run the program and between July and December 2013, 355 participants started attending a HEAL™ program.

Stakeholder engagement

There has been a great deal of interest in HEAL™ from Medicare Locals, Area Health Services, Aboriginal Medical Services and GP Superclinics with 30 organisational licences being issued in the past year to allow staff to deliver the program. HEAL™ is seen as a quality preventive health program that addresses the health needs of local populations and / or gaps in service delivery for these organisations. There have also been 38 individual licences issued to allied health professionals to deliver the program. Work has also been completed on a regional licence agreement which will allow large health organisations to sub-licence other organisations and individuals to deliver HEAL™.

A joint research project is also underway with the University of New South Wales to understand the key factors that have led HEAL™ program success and sustainability across the country. Results from this project will be presented at the upcoming ESSA conference in Adelaide and a paper is being prepared for submission to a peer reviewed journal.

Resources to promote the HEAL™ program to participants, referring health professionals and potential facilitators continue to be developed including:

- A YouTube video promoting the benefits of program participation which is in the final stages of production
- A national delivery guide highlighting case studies, recommendations and advice from facilitators running successful programs across Australia
- A teenage version of the HEAL™ program with imagery, messaging and nutrition advice customised for a younger audience which is in review at present.

The HEAL™ project team also continue to promote the program at events such as:

- A presentation at the APCC Diabetes Prevention and Management workshop for GPs, practice nurses and allied health professionals held in Melbourne in February
- Conducting a one-hour webinar for Medicare Local staff across the country as part of the Preventive Health Matters series
- Preparing a case study on HEAL™ for the Australian Medicare Local Alliance to present on our behalf at a one day seminar of the Australian Disease Management Association
- Submission of a HEAL™ case study for publication in the CO-OPS online book of studies into effective lifestyle modification program.

Sharon Hetherington, HEAL™ Project Officer (ESSA) and Jerrad Borodzicz, HEAL™ National Coordinator South Western Sydney Medicare Local Ltd

**Exercise and Sports Science
Australia Limited
ABN: 14 053 849 460**

**Special Purpose Financial Report
for the year ended 31 December
2013**

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

FINANCIAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2013

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EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED

ABN: 14 053 849 460

DIRECTORS' REPORT

Your Directors present their report on the company for the year ended 31 December 2013.

Directors

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

Associate Professor Chris Askew
Professor Steve Selig
Dr Andrew Williams
Mr Chris Tzarimas
Dr Brendan Joss
Dr Kade Davison
Mr Nathan Reeves
Mr Sebastian Buccheri
Professor David Bishop
Ms Merendi Leverett
Mr Jason Pilgrim

Principal Activities

The company's principal activity during the financial year consisted primarily of promotion, continuing professional development and industry developments in the areas of exercise and sports science and related fields and the setting of standards in the community of best practice in those areas. 2013 saw the launch of ESSA's new strategic plan. This strategic plan provides a clear direction and will help foster a unified approach to the management of the association and the provision of services to our members.

The company's short and long term objectives are to:

- Grow the association
- Promote its industries and its professions and influence key decision makers and stakeholders in the areas of exercise and sports science, health and fitness
- Establish a strong platform for professional network opportunities and industry linkages for its members
- Become the organisation of choice for high quality continuing education and professional development in the fields of exercise and sports science
- Support its members to maintain high professional standards of practice and ensure quality delivery of services to the community.

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED

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DIRECTORS' REPORT (continued)

To achieve these objectives, ESSA has prepared a strategic plan for 2013 – 2015, which is publicly available on the Association's website. It has been designed to provide a clear direction and unity of purpose for everyone involved in the management of the association and the provision of service for our members.

The 2013-2015 strategic plan is designed to:

- provide guidance to the National Board, state chapters and National Office to plan and focus their work towards achieving the key strategic objectives of the association
- inform the process of developing the operational plan, budgeting and allocation of resources of the association to meet the key strategic objectives
- provide a framework to develop the key performance indicators of the association
- inform and communicate with the membership and stakeholders about the direction and intent of the association over the next 3 years.

This plan focuses on one key goal, member excellence. This is achieved by focusing on:

- advancing the exercise and sports science industry through promotion of the industry and its practitioners, influencing policy and building strong professional networks. ESSA aims to advance exercise and sports science to create and retain quality opportunities for its members
- promoting professional standards by providing high quality education, accreditation and management of standards. ESSA aims to ensure that its members are the first choice providers for exercise and sports science services.

The new strategic plan provided direction to ESSA to focus on a number of key activities during the 2013 financial year. Key activities for 2013 consisted of:

- Reviewing the association's constitution and governance structures
- Ongoing liaison and advocacy with health funds, regulatory agencies (e.g. Medicare, Department of Veterans' Affairs, WorkCover), disease organisations and coalitions (e.g. National Mental Health Council of Australia, NSW Schizophrenia Fellowship and Mental Health Coordinating Council, Osteoporosis Australia, Alzheimers' Australia), Medicare Locals, and national reform programs (NDIS, Aged Care)
- Development of a "Business Hub" package to support members working in private practice and developed the Business Special Interest Group
- Supporting rural and remote needs with submissions supporting the "Scrap the Cap" campaign, and maintaining active involvement with the National Rural Health Alliance and Services for Rural and Remote Allied Health
- Making a written and verbal submission to the Senate Inquiry into the practice of sports science in Australia, ongoing Sports Science Advisory Group, and undertook Australian High Performance and Sports Science Workforce survey

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

DIRECTORS' REPORT (continued)

- Developing submissions on GST, telehealth, mental health and pre-diabetes, SRC Act Review, RACP – Ambulatory Standards Review, National Commission of Audit(GST), Fitness Australia – Scope of Practice, Medicare Local Review , and submission to have the planned cuts to self-education tax deductions abandoned
- Developing the ESSA careers guide
- Developing a new ESSA mentorship program
- Updating the ESSA code of professional conduct and ethical practice, and ongoing ethics and complaints processes
- Support of the Exercise is Medicine Australia project initiatives
- Continuing our partnership with South Western Sydney Medicare Local to train and support members to deliver the HEAL program – Healthy Eating, Activity and Lifestyle program
- Ongoing media exposure, including 30 media releases
- Developing professional development activities across a range of modalities including face to face events, webinars, podcasts and DVDs, including the 3rd Business Forum

Key Performance Measures

The Association measures its performance through growth and retention of the membership base, as well as the outcomes of the objectives listed above.

The company measures its own performance through the use of both quantitative and qualitative benchmarks. The benchmarks are used by the directors to assess the financial sustainability of the company and whether the company's short-term and long-term objectives are being achieved.

	2013		2012	
	Actual	Benchmark	Actual	Benchmark
Membership				
Total membership	4,023	4,076	3,705	3,877
Full membership	3,534	3,323	3,092	3,078
Accredited Exercise Physiologist	2,937	2,701	2,509	2,278
Accredited Sports Scientists	28	19	19	19
Operational and financial				
Proportion of funding provided by:				
- membership	\$781,279	\$709,714	\$662,468	\$598,226
- accreditation	\$783,923	\$744,336	\$650,343	\$536,227
- professional development	\$334,424	\$257,650	\$97,350	\$64,000
- NUCAP	\$242,473	\$252,460	\$127,282	\$152,564
Proportion of funding spent on:				
- Operational	\$2,199,289	\$2,252,970	\$2,103,659	\$2,296,588
- NUCAP	\$169,950	\$211,017	\$132,140	\$148,872

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

DIRECTORS' REPORT (continued)

Information on Directors

Director	Qualifications	Experience	Special Responsibilities
Associate Professor Chris Askew	BAppSci (HMS), BAppSci (Hons), PhD, AEP	Associate Professor - Research Fellow, University of the Sunshine Coast	President
Dr Brendan Joss	B.Sc (Hons), PhD AEP	Clinical Director Hollywood Function Rehabilitation Clinic	Vice President
Professor Steve Selig	BSc (Hons), DIP (PE), PhD, AEP	Professor, Clinical Exercise Science, Deakin University	Director – Curriculum
Dr Andrew Williams	BAppSc , BSc (Hons), AEP, PhD	Senior Lecturer at University of Tasmania	Director - Research and Academia
Mr Chris Tzarimas	BSc(ExSc), MSc(Ex.Rehab.) AEP	Clinical Director – Lifestyle Clinic, UNSW Director – Eastern Sydney Medicare Local	Director – Marketing
Mr Nathan Reeves	B Sc (Phys) M Ex Rehab, AEP	Director – Reeves Consulting Lecturer- Griffith University	Director – Professional Development
Dr Kade Davison	Dip. Bldg Tech (Contract Admin/Quant Survey), B AppSci (HMS), B Hlth Sci (Hons) PhD	Program Director – University of South Australia	Director – Exercise Science
Mr Sebastian Buccheri	BAppSc HMS Grad Dip (Ex Rehab) AEP	Accredited Exercise Physiologist Chief of Exercise Physiology Victorian Rehabilitation Centre	Director – Exercise Physiology
Professor David Bishop	BHMS(Ed)(Hons) , PhD	Research Leader (Sport) Institute of Sport, Exercise & Active Living (ISEAL) Victoria University	Director – Sports Science
Ms Merendi Leverett	GradDipHSc (ExRehab), BHMSc	Owner/Director Merendi Health & Wellness Tutor – Australian Catholic University	Director – Operations and Risk

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

DIRECTORS' REPORT (continued)

Information on Directors (continued)

Director	Qualifications	Experience	Special Responsibilities
Mr Jason Pilgrim	B App Sci (Spt & Ex Sci) AEP	Owner / Managing Director - In2 Motion Owner / Managing Director - In2 Motion Central Coast Owner / Managing Director - IRS Australia Founder - Global Kaizen Group Owner/director Phyx You Owner/director Kaizen Corporate Health President Hawkesbury City Chamber of Commerce	Treasurer

Meetings of Directors

During the financial year, 12 meetings of directors (including committee meetings) were held. Attendances by each director were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Dr Brendan Joss	12	10
Professor Steve Selig	12	12
Dr Andrew Williams	12	12
Mr Chris Tzarimas	12	9
Associate Professor Chris Askew	12	10
Mr Nathan Reeves	12	11
Dr Kade Davison	12	12
Mr Sebastian Buccheri	12	11
Professor David Bishop	12	10
Ms Merendi Leverett	12	10
Mr Jason Pilgrim	12	9

The entity is incorporated under the *Corporations Act 2001* and is an entity limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity. At 31 December 2013, the total amount that members of the company are liable to contribute if the company is wound up is \$40,230 (2012: \$37,050).

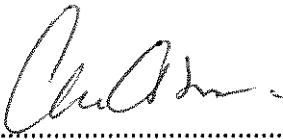
EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

DIRECTORS' REPORT (continued)

Auditor's Independence Declaration

Section 307C of the Corporations Act 2001 requires the Company's Auditors, Lawler Hacketts Audit, to provide the directors with a written Independence Declaration in relation to their audit of the financial report for the year ended 31 December 2013. The Auditor's Independence Declaration is attached and forms part of this Director's Report.

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



.....
Director

Brisbane, 21 March 2014

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER S307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF
EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2013, there have been:

- (a) No contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (b) No contraventions of any applicable code of professional conduct in relation to the audit.

Lawler Hacketts Audit

LAWLER HACKETTS AUDIT

C Bradley

**Cameron Bradley
Partner**

Brisbane, 21 March 2014

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
for the year ended 31 December 2013

	Notes	2013 \$	2012 \$
Revenue	2	2,669,572	2,361,660
Employee benefits and on costs		(1,135,999)	(1,084,233)
Depreciation and amortisation expense		(52,572)	(23,834)
NUCAP expenses	4	(169,950)	(132,140)
Administration expenses	3	(1,010,718)	(995,592)
		-----	-----
Profit/(loss) before income tax		300,333	125,861
Income tax expense	1(k)	-	-
		-----	-----
Profit/(loss) for the year		300,333	125,861
		=====	=====
Other comprehensive income		-	-
		-----	-----
Other comprehensive income for the year, net of tax		-	-
		-----	-----
Total comprehensive income/(loss) for the year		300,333	125,861
		=====	=====
Profit/(loss) attributable to members of the entity		300,333	125,861
		=====	=====
Total comprehensive income/(loss) attributable to members of the entity		300,333	125,861
		=====	=====

The above Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the accompanying notes.

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

STATEMENT OF FINANCIAL POSITION
as at 31 December 2013

	Notes	2013 \$	2012 \$
CURRENT ASSETS			
Cash	5	1,507,529	1,037,628
Trade and other receivables	6	232,082	178,617
Inventories	7	5,936	5,013
Total Current Assets		1,745,547	1,221,258
NON-CURRENT ASSETS			
Plant and equipment	8	140,152	175,814
Intangible assets	9	450	450
Trade and other receivables	10	19,250	19,250
Total Non-Current Assets		159,852	195,514
TOTAL ASSETS		1,905,399	1,416,772
CURRENT LIABILITIES			
Trade and other payables	11	202,336	217,520
Provisions	12	58,951	64,387
Deferred revenue	13	560,969	355,662
Total Current Liabilities		822,256	637,569
NON-CURRENT LIABILITIES			
Provisions	14	18,546	14,939
Total Non-Current Liabilities		18,546	14,939
TOTAL LIABILITIES		840,802	652,508
NET ASSETS		1,064,597	764,264
EQUITY			
Retained earnings	15	1,064,597	764,264
TOTAL EQUITY		1,064,597	764,264

The above Statement of Financial Position should be read in conjunction
with the accompanying notes.

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED

ABN: 14 053 849 460

**STATEMENT OF CHANGES IN EQUITY
for the year ended 31 December 2013**

	Notes	2013 \$	2012 \$
Total equity at the beginning of the year		764,264	638,403
Total comprehensive income attributable to the entity		300,333	125,861
Total equity at the end of the year	15	<u>1,064,597</u>	<u>764,264</u>

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

STATEMENT OF CASH FLOWS
for the year ended 31 December 2013

	Notes	2013 \$ Inflows/ (Outflows)	2012 \$ Inflows/ (Outflows)
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers (inclusive of GST)		3,122,030	2,450,342
Payments to suppliers and employees (inclusive of GST)		(2,683,171)	(2,398,296)
		<u>438,859</u>	<u>52,046</u>
Interest received		48,858	47,883
Net cash (used in)/generated from operating activities	18(a)	<u>487,717</u>	<u>99,929</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for plant and equipment		(17,816)	(137,252)
Net cash used in investing activities		<u>(17,816)</u>	<u>(137,252)</u>
Net increase/(decrease) in cash held		469,901	(37,323)
Cash at the beginning of the financial year		1,037,628	1,074,951
Cash at the end of the financial year	18(b)	<u><u>1,507,529</u></u>	<u><u>1,037,628</u></u>

The above Statement of Cash Flows should be read in conjunction
with the accompanying notes.

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2013

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users who are dependent on its general purpose financial reports. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the *Corporations Act 2001*. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Exercise and Sports Science Australia Limited is an Australian Public Company limited by Guarantee, incorporated and domiciled in Australia.

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the *Corporations Act 2001* and the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements were authorised for issue on 21 March 2014 by the directors of the company.

Accounting policies

(a) Revenue

Revenue from rendering of a service is recognised upon the delivery of the service to the customers.

Revenue from the sale of goods is recognised upon the delivery of goods to customers.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Contributions of non-current assets are measured at the fair value of the consideration received or receivable.

Non-reciprocal grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2013

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Revenue (continued)

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

All revenue is stated net of the amount of goods and services tax (GST).

(b) Deferred revenue

Revenue received in advance is deferred and recognised as a current liability. Deferred revenue is recognised as revenue in the Statement of Profit or Loss and Other Comprehensive Income when the service or event to which the revenue relates has occurred.

(c) Receivables

The collectability of debts is assessed at year end and provision is made for any doubtful accounts.

Debtors are usually settled within 30 days and are therefore carried at amounts due.

(d) Inventories

Goods are carried at the lower of cost and current replacement cost.

(e) Plant and Equipment

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

Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and any impairment losses.

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2013

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(e) Plant and Equipment (continued)

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

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

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised lease assets, but excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

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

Class of Fixed Asset	Depreciation Rate
Office Equipment	10-50%
Computer Equipment	25%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised immediately in profit or loss. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

(f) Leases

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2013

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(g) Impairment

At the end of each reporting period, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired.

If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of profit or loss and other comprehensive income.

(h) Employee Entitlements

Superannuation

Contributions are made by the company to an employee superannuation fund and are charged as expenses when incurred.

Employee benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

(i) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts.

(j) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2013

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(k) Income tax

The Company is a not for profit organisation which is exempt from the payment of company income tax under Division 50 of the Income Tax Assessment Act 1997.

(l) Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(m) Trade and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amount being normally paid within 30 days of recognition of the liability.

(n) New accounting standards for application in future periods

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods. The company does not anticipate early adoption of any of the new or amended Australian Accounting Standards.

(o) Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

There are no estimates or judgements used by management that have a material impact on these financial statements.

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED

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NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2013

	2013	2012
	\$	\$
2. REVENUE		
Accreditation fees	783,923	650,343
Membership dues	781,279	662,468
Professional education courses	334,424	97,350
Advertising income	29,259	29,017
Interest income	48,858	47,883
Insurance income	56,603	44,426
Conference income	-	453,917
NUCAP income	242,473	127,282
Sponsorship income	106,670	77,663
Project grants	162,815	90,263
Other income	123,268	81,048
	<u>2,669,572</u>	<u>2,361,660</u>
	=====	=====
3. ADMINISTRATION EXPENSES		
Conference expenses	-	304,228
Professional fees	177,904	90,544
Professional education expenses	141,530	74,690
Travel and accommodation	66,066	105,519
IT expenses	73,203	42,654
Rent	82,068	74,932
Advertising and promotion	77,568	78,567
Printing and postage	40,708	32,699
Membership packs	64,997	100
Equipment rental	19,112	16,282
Grants and awards	20,010	27,273
Other	247,552	148,104
	<u>1,010,718</u>	<u>995,592</u>
	=====	=====
4. NUCAP EXPENSES		
Salary expense	97,263	73,523
Other expenses	72,687	58,617
	<u>169,950</u>	<u>132,140</u>
	=====	=====

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2013

	2013	2012
	\$	\$
5. CURRENT ASSETS - Cash		
Cash at bank	1,506,937	1,037,136
Cash on hand	592	492
	<u>1,507,529</u>	<u>1,037,628</u>
	<u>1,507,529</u>	<u>1,037,628</u>
6. CURRENT ASSETS – Trade and other receivables		
Trade receivables	103,087	119,837
Prepayments	128,995	58,780
	<u>232,082</u>	<u>178,617</u>
	<u>232,082</u>	<u>178,617</u>
7. CURRENT ASSETS – Inventories		
Finished goods	5,936	5,013
	<u>5,936</u>	<u>5,013</u>
	<u>5,936</u>	<u>5,013</u>
8. NON-CURRENT ASSETS - Plant and equipment		
Office equipment – at cost	128,542	127,914
Accumulated depreciation	(80,608)	(71,755)
	<u>47,934</u>	<u>56,159</u>
	<u>47,934</u>	<u>56,159</u>
IT System	126,352	122,201
Accumulated depreciation	(34,134)	(2,546)
	<u>92,218</u>	<u>119,655</u>
	<u>92,218</u>	<u>119,655</u>
Total plant and equipment	<u>140,152</u>	<u>175,814</u>
	<u>140,152</u>	<u>175,814</u>
9. NON-CURRENT ASSETS – Intangible assets		
Trademark	450	450
	<u>450</u>	<u>450</u>
	<u>450</u>	<u>450</u>

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2013

	2013	2012
	\$	\$
10. NON-CURRENT ASSETS – Trade and other receivables		
Deposits	19,250	19,250
	<u>19,250</u>	<u>19,250</u>
11. CURRENT LIABILITIES – Trade and other payables		
Trade creditors	16,177	73,814
ATO liabilities	55,633	63,749
Accrued liabilities	123,142	74,605
Other payables	7,384	5,352
	<u>202,336</u>	<u>217,520</u>
	<u>202,336</u>	<u>217,520</u>
12. CURRENT LIABILITIES - Provisions		
Provision for employee entitlements	58,951	64,387
	<u>58,951</u>	<u>64,387</u>
	<u>58,951</u>	<u>64,387</u>
13. CURRENT LIABILITIES – Deferred Revenue		
Membership, accreditation and other fees in advance	560,969	355,662
	<u>560,969</u>	<u>355,662</u>
	<u>560,969</u>	<u>355,662</u>
14. NON-CURRENT LIABILITIES - Provisions		
Provision for employee entitlements	18,546	14,939
	<u>18,546</u>	<u>14,939</u>
	<u>18,546</u>	<u>14,939</u>
15. RETAINED PROFITS		
Retained profits at the beginning of the financial year	764,264	638,403
Net profit/(loss)	300,333	125,861
	<u>1,064,597</u>	<u>764,264</u>
	<u>1,064,597</u>	<u>764,264</u>

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2013

16. MEMBERS' GUARANTEE

The company is limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the company. At 31 December 2013 the number of members was \$40,230 (2012: \$37,050).

	2013	2012
	\$	\$
17. REMUNERATION OF AUDITORS		
Amounts received, or due and receivable by the auditors of the company for auditing the accounts of the company	8,300	8,000
Other services	1,000	1,000
	9,300	9,000
	9,300	9,000

18. NOTES TO THE STATEMENT OF CASH FLOWS

(a) Reconciliation of profit/(loss) from ordinary activities after income tax to net cash inflow from operating activities

Net profit/(loss)	300,333	125,861
Depreciation	52,572	23,834
Loss on disposal of property, plant and equipment	906	-
Change in operating assets and liabilities:		
(Increase)/decrease in trade debtors and other debtors	16,750	(65,519)
(Increase)/decrease in prepayments	(70,215)	(35,732)
(Increase)/decrease in inventory	(923)	4,407
Increase/(decrease) in trade creditors	(15,184)	66,602
Increase/(decrease) in revenue received in advance	205,307	(49,109)
Increase/(decrease) in other provisions	(1,829)	29,585
Net cash inflow from operating activities	487,717	99,929
	487,717	99,929

(b) Reconciliation of cash

Cash at bank and on hand	1,507,529	1,037,628
Cash per Statement of Cash Flows	1,507,529	1,037,628
	1,507,529	1,037,628

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2013

	2013	2012
	\$	\$
19. COMMITMENTS FOR EXPENDITURE		
Commitments in relation to operating leases are payable as follows:		
Not later than 1 year	74,520	70,000
Later than 1 year but not later than 5 years	116,724	170,528
Later than 5 years	-	-
	<u>191,244</u>	<u>240,528</u>

20. COMPANY DETAILS

The registered office of the company is:
327 Sandgate Road
ALBION QLD 4010

The principal place of business is:
327 Sandgate Road
ALBION QLD 4010

21. CAPITAL MANAGEMENT

Management control the capital of the entity to ensure that adequate cash flows are generated to fund its education programs and that returns from investments are maximised. Management ensures that the overall risk management strategy is in line with this objective.

The finance committee operates under policies approved by the board of directors. Risk management policies are approved and reviewed by the board on a regular basis. These include credit risk policies and future cash flow requirements. The entity's capital consists of financial liabilities, supported by financial assets.

Management effectively manage the entity's capital by assessing the entity's financial risks and responding to changes in these risks and in the market. There have been no changes to the strategy adopted by management to control the capital of the entity since prior year. The strategy of the entity is to ensure that sufficient cash is on hand to meet trade and sundry payables.

EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
ABN: 14 053 849 460

DIRECTORS' DECLARATION

The directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 9 to 22, are in accordance with the *Corporations Act 2001* and:

- i. comply with the Australian Accounting Standards applicable to the company; and
- ii. give a true and fair view of the financial position of the company as at 31 December 2013 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 of the financial statements.

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.

Signed in accordance with a resolution of the Directors.



.....
Director

Brisbane, 21 March 2014

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED**

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Exercise And Sports Science Australia Limited, which comprises the Statement of Financial Position as at 31 December 2013, the Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity, and Statement of Cash Flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the director's declaration.

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 and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Corporations Act 2001* and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
EXERCISE AND SPORTS SCIENCE AUSTRALIA LIMITED
(Continued)**

Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001.

Opinion

In our opinion, the financial report of Exercise And Sports Science Australia Limited is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the company's financial position as at 31 December 2013 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1, and the Corporations Regulations 2001.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the directors' financial reporting responsibilities under the *Corporations Act 2001*. As a result, the financial report may not be suitable for another purpose.

Lawler Hacketts Audit

LAWLER HACKETTS AUDIT

C Bradley

**Cameron Bradley
Partner**

Brisbane, 21 March 2014