



ANNUAL REPORT PŪRONGA Ā TAU 2024-2025

Australasian College of Paramedicine Ltd
Annual Report

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The College acknowledges Aboriginal and Torres Strait Islander peoples as the traditional custodians of the land and sea in which we live and work, we recognise their continuing connection to land, sea and culture and pay our respects to Elders past, present and future. We recognise the unique role of Māori as Tangata Whenua and embrace Te Tiriti o Waitangi, recognising Māori as tino rangatiratanga of Aotearoa New Zealand while supporting the guiding principles of Te Tiriti - Tino rangatiratanga, Equality, Active protection, Options, and Partnership.

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ABOUT THE AUSTRALASIAN COLLEGE OF PARAMEDICINE

The Australasian College of Paramedicine (the College) is the peak professional body representing paramedics and student paramedics across Australia and Aotearoa New Zealand since 1973. We empower paramedics to deliver exceptional, person-centred care through leadership, education, research, and advocacy.

Paramedics play a vital and evolving role in the provision of high-quality health care. In addition to emergency response, paramedics are increasingly embedded in primary and urgent care, community health, industrial and private sectors, humanitarian missions, and innovative team-based care models that improve health outcomes across Australasia.

The College is future-focused, committed to advancing sustainable, person-centred care through sound policy, legislation, and models of care that enable paramedics to work to the full extent of their capabilities. Our diverse membership includes clinicians, leaders, students, academics, researchers and volunteers, forming a vibrant, inclusive community dedicated to excellence in paramedicine.



2024-2028 Strategic Plan | Mahere Rautaki

In 2024, the College launched its 2024-2028 Strategic Plan | Mahere Rautaki, Evolution, which presents a vision that encapsulates the College's commitment to advancing the field of paramedicine for the betterment of our communities.

Our Vision | Moemoeā

Lead the evolution of paramedicine to improve health outcomes for our communities.

Our vision is an ambitious call to action, challenging us to be at the forefront of change and innovation in paramedicine. It reflects our unwavering dedication to driving positive health outcomes and ensuring the wellbeing of the communities we serve. As leaders, it is our responsibility to navigate the evolving landscape of healthcare and pave the way for paramedicine to make a lasting impact.

Our Purpose | Kaupapa

Engage the profession, drive excellence, advance paramedicine.

Our purpose encapsulates the core principles that define our existence - engagement, excellence, and advancement. By actively engaging paramedics, students, and the broader profession, we seek to foster a sense of unity and collaboration. Through the pursuit of excellence, we strive to set new standards for paramedicine, constantly pushing boundaries to enhance the quality of care we provide. As we advance paramedicine, we contribute to the overall improvement of healthcare systems and outcomes.

Our Values | Whanonga pono

Values: Collaboration, Compassion, Inclusion, Integrity, Respect

At the heart of the College lie the values that guide our actions and decisions. We are committed to fostering a collaborative environment where the collective wisdom of our members propels us forward. Compassion underscores every interaction, reminding us of the human element in paramedicine. Inclusion ensures that diversity is celebrated, and every voice is heard. Integrity is our bedrock, and respect is the cornerstone of our relationships; with each other and with the communities we serve.

We Collaborate:

We work together, sharing and fostering information and ideas, to achieve our objectives.

We are Compassionate:

We provide a culture of care where we listen to, acknowledge, and support each other.

We are Inclusive:

We welcome, include, value, and engage equitably with all people and ideas.

We act with Integrity:

We engage openly and honestly, take appropriate action, and own our outcomes.

We are Respectful:

We recognise our diversity and value each other's perspective and contribution.

MEMBERSHIP

Member Category	Members
NSW	1921
VIC	1202
QLD	1547
SA	606
WA	532
TAS	382
ACT	116
NT	76
AoNZ	680
Int'l	32
Total	7094

Members

7,094

Total Events

43

eLearning enrolments

9,954

Recording enrolments

8,500

Event attendances

3,611

Email campaigns sent

196

Podcast listens

8,309

Advocacy submissions

21

*Submissions are counted as consultation engagement i.e.: surveys, written submissions, and group forums

SOCIAL MEDIA FOLLOWERS:



13,100



4,000



8,450

CHAIR'S REPORT

Ryan Lovett



I am pleased to present the Chair's Report for the Australasian College of Paramedicine's 2024-2025 Annual Report. This year has been one of consolidation, strategic achievement, and renewed focus on the fundamentals that position our profession for continued growth and recognition.

The College's advocacy efforts have delivered tangible outcomes that will shape paramedicine for years to come. The reclassification of paramedics as health professionals through the Australian Bureau of Statistics' Occupations Standards Classification Australia (OSCA) and Stats NZ's National Occupations List represents a watershed moment. This shift from 'health worker occupation' to 'health profession' may seem administrative, but its implications are profound, affecting everything from workforce planning and policy development to how our profession is perceived and integrated within healthcare systems.

Our involvement in the Australian Government's Scope of Practice Review has been extensive and strategic. The explicit acknowledgment of paramedicine in the review's Issues Papers, and the identification of community paramedicine as a means of delivering team-based care in rural and regional areas, validates years of persistent advocacy. The College's representation on the Expert Review Panel ensures the paramedic voice remains central to these critical discussions about workforce utilisation and healthcare access.

The release of the Australasian Paramedicine Workforce Survey Report marks the beginning of a three-year longitudinal study that will provide unprecedented insights into our workforce. This evidence base is already informing conversations with governments and health sector leaders across Australasia, and demonstrates the College's commitment to data-driven advocacy and policy development.

Our strategic partnerships have expanded significantly. Becoming a founding member of the Primary Health Care Alliance positions us within the broader healthcare reform conversation, while our affiliation with the National Council of Women strengthens our advocacy for gender equity within paramedicine. The partnership with Australian Healthcare Week has amplified our visibility across the health sector.

The College's position statements on protecting healthcare workers in conflict zones, supporting students experiencing placement poverty, and our comprehensive submissions on urgent care and rural health demonstrate our commitment to addressing both immediate challenges and long-term structural issues facing the profession.

As we look ahead, our focus will centre on advancing the Vision for Paramedicine, developing robust CPD and Career Frameworks, and establishing standards that support the profession's evolving roles. The work ahead is substantial, but the foundations we have laid this year position us well to lead the continued evolution of paramedicine.

I commend the 2025 Annual Report to you.

Ryan Lovett
Chair

CEO'S REPORT

John Bruning



It is with pleasure that I present the CEO's Report for the College's 2024-2025 Annual Report. This year has been characterised by strategic focus, operational excellence, and a renewed commitment to delivering value to our members while navigating challenging economic conditions.

The economic environment presented significant challenges, with rising interest rates and cost-of-living pressures affecting both our members and operations. We made difficult but necessary decisions to adjust our cost base, not increase membership fees (unchanged for five years) and refocus resources on activities that deliver the greatest impact, ensuring the College remains financially sustainable while continuing to support the profession effectively.

Despite these challenges, our engagement activities flourished. We averaged one CPD event every eight days throughout the year; an extraordinary cadence reflecting both our commitment and members' appetite for quality professional development. Our two major interactive online symposiums, supporting re-registration periods in Aotearoa New Zealand and Australia, attracted over 400 and 600 participants respectively. These were forums for meaningful dialogue and peer-to-peer learning that united the profession across borders.

ACPIC24 in Sydney attracted over 330 in-person attendees and 89 online participants under the theme 'Paramedicine's Evolution – Embracing the New Era.' One attendee captured its

essence: "It was inspiring to be around so many passionate and motivated people looking to improve the paramedic profession."

Our education portfolio expanded significantly, with 17 new eLearning courses and five microlearning modules released. The launch of our Graduate Program addresses a critical gap in supporting newly registered paramedics, with early completion rates of 85% in our pilot cohort demonstrating the value of structured professional development pathways.

The digital transformation work undertaken this year modernised our website infrastructure and positioned us to deploy new features more efficiently. With over 980,000 homepage visits and 2.5 million total website events, our digital ecosystem is increasingly central to member engagement.

Our research programs continue to strengthen the profession's evidence base. The launch of Research Connect creates a more connected research ecosystem, while strategic partnerships address critical challenges facing paramedics.

None of this would be possible without the hundreds of members who volunteer their time and expertise. I'm also wonderfully supported by a dedicated staff team and by Ryan and the Board of Directors, whose guidance continues to steer the College through opportunities and challenges alike.

John Bruning
CEO

STRATEGIC PILLARS

LEAD: LEAD AND INFLUENCE CHANGE FOR PARAMEDICINE

Advocacy: Driving recognition and reform across Australasia

The College's Advocacy Team continues to lead transformative change across the paramedicine profession, championing recognition, reform, and representation at the highest levels of government and healthcare.

In this financial year, the College released the Australasian Paramedicine Workforce Survey Report 2023-2024, the first in a three-part longitudinal study. The report garnered widespread interest from governments and health sector leaders across Australasia, providing critical insights into workforce demographics, career trajectories, and employment trends. It marked a significant step forward in evidence-based workforce planning and policy development.

In a landmark achievement, paramedics were formally recognised as health professionals in both Australia and Aotearoa New Zealand through major reviews of occupational classification systems:

- The Australian Bureau of Statistics reclassified paramedics under the Occupations Standards Classification Australia (OSCA).
- Stats NZ followed suit, updating the National Occupations List (NOL) to reflect the profession's evolving scope and impact.

The College played a pivotal role in the Unleashing the Potential of our Health

Workforce: Scope of Practice Review led by the Australian Government, advocating for expanded roles for paramedics in primary care and multidisciplinary teams. This work continues to shape Australian-based conversations around healthcare access, workforce utilisation, and person-centred care.

Further strengthening its influence, the College submitted a comprehensive Prebudget Submission for 2025-2026 to Treasury, outlining strategic priorities for paramedicine and calling for investment in education, workforce development, and community-based care.

The College also became a founding member of the Primary Health Care Alliance, reinforcing its commitment to interdisciplinary collaboration and integrated care models. A new partnership with Australian Healthcare Week further amplified the profession's visibility and engagement across the sector and we look forward to continuing this partnership for years to come.

Key position statements included:

- Protection of paramedics and healthcare workers in conflict zones
- Support for paramedic students experiencing 'placement poverty'
- Endorsements of national guidelines in urgent care, sepsis, and rural health

The College also represented the profession at major conferences and summits, including:

- Australasian College of Health Service Management Annual Conference
- Australian Medical Association: Rising Temperatures, Rising Risks
- National Health Workforce Summit
- Primary Health Care Alliance Congress
- Paramedicine Board of Australia Forum
- Paramedic Chiefs of Canada Summit
- Council of Ambulance Authorities Congress

Advocacy is a long-term commitment, one that demands persistence, strategic foresight, and deep collaboration. As the College looks ahead, its focus will centre on advancing the Vision for Paramedicine, developing a robust CPD Framework and Career Framework, and establishing standards to support the profession's evolving roles and responsibilities. Through evidence-based advocacy and meaningful partnerships, the College continues to elevate paramedicine and shape a more inclusive, responsive healthcare system for communities across Australasia.



ADVOCACY BY THE NUMBERS



21 Submissions / responses



Over 50 Meetings with stakeholders



16 Formal correspondence to decision-makers



9 Position statements and endorsed items



"Congratulations on what you're trying to do, count us in. If we can help you any further, we will."

4BC radio host Gary Hardgrave interviewing John Bruning, CEO regarding the need to improve utilisation of paramedics across healthcare systems to enhance person-centred care. 26 May 2025

As a result of our media outreach, we are now the recognised spokespeople for the profession and regularly field media enquiries and requests for interviews, lifting our profile and increasing our visibility at all levels of government and among the general public.

MEDIA



MEDIA AND PUBLIC ENGAGEMENT

The College's advocacy efforts have received widespread media coverage, including:

- ▶ COLLEGE IN THE MEDIA: Patient-paramedic trust can help free up emergency departments
- ▶ COLLEGE IN THE MEDIA: Inaugural report into Australasian Paramedicine Workforce Survey report to aid workforce planning
- ▶ COLLEGE IN THE MEDIA: Ryan Lovett, Chair interviewed on WIN News about paramedic practitioners
- ▶ COLLEGE IN THE MEDIA: ABC Qld interview with CEO, John Bruning
- ▶ COLLEGE IN THE MEDIA: 4BC interview with CEO, John Bruning
- ▶ COLLEGE IN THE MEDIA: Qld paramedics poached as graduates outnumber jobs



STRATEGIC PILLARS

ENGAGE:
ENGAGE AND
CONNECT
PARAMEDICS,
STUDENTS, AND
THE PROFESSION
TO THE COLLEGE

The College has significantly expanded its engagement efforts across Australia and Aotearoa New Zealand, reinforcing its role as a trusted, visible, and responsive professional body. Through a strategic mix of in-person and virtual initiatives, the College ensured that paramedics - regardless of location or career stage - had access to meaningful professional development, community connection, and support.

The College strengthened its Trans-Tasman presence by delivering engagement activities in metro, regional, and rural communities, increasing visibility and accessibility across both countries. A diverse calendar of continuing professional development (CPD) events was delivered in collaboration with member committees, subject matter experts, universities, and external stakeholders. From hands-on workshops to webinars and microlearning, participation remained strong, with consistently positive feedback highlighting the relevance and accessibility of the content.

The Ambassador Program gained momentum, with volunteers across Australia and Aotearoa New Zealand leading local events, strengthening peer-to-peer outreach, and fostering vibrant communities. Strategic relationships with universities, ambulance services, and allied health organisations were deepened, helping to promote membership, broaden the reach of CPD offerings, and reinforce the College's professional standing within the broader health sector.

Engagement and connection underscore the importance we place on collaboration, knowledge-sharing, and support to foster a sense of belonging and connection among our members, the broader profession, students, and the health sector.

While the year saw strong engagement, it also brought challenges. Coordinating travel across two countries and balancing CPD delivery with deeper member engagement required careful prioritisation. Limited awareness of available services, high operational demands on paramedics, and fluctuating staffing levels occasionally impacted participation and capacity. In response, the team refined its approach, clustering in-person events for greater efficiency, expanding virtual and on-demand offerings, and shifting university engagement to later-year visits where messaging could be better tailored to students' clinical and professional context. These adjustments

helped to maximise impact and ensure more meaningful connections across the profession.

To further engage graduate paramedics, the College launched a presence on TikTok, recognising the platform's potential to reach students and early career professionals in a relatable and accessible way. This initiative supported broader efforts to build awareness of the College's role and relevance among the next generation of paramedics.

Three major conferences showcased the depth and diversity of paramedicine. ACPIC24, held in Sydney, embraced the theme *'Paramedicine's Evolution - Embracing the New Era,'* attracting over 330 in-person attendees and 89 online participants. The event featured a rich program of presenters, research presentations, posters, and exhibitors, and received overwhelmingly positive feedback. One attendee shared, "It was inspiring to be around so many passionate and motivated people looking to improve the paramedic profession." The Critical Care Conference 2025 in Melbourne focused on *'Mastering the*

essentials,' offering practical, focused sessions to more than 100 attendees. Meanwhile, the Research Symposium 2024 in Brisbane provided a dynamic platform for academic exchange, with 40 presenters engaging 70 participants around the theme Influence and Inspire.

The College's marketing and communications played a pivotal role in amplifying visibility and fostering connection. Through high-performing communications, including The Pulse and Rapid Response, the College achieved consistently high open rates and maintained strong engagement with our members. Social media presence continued to grow across Facebook, LinkedIn, Instagram, and TikTok. Website traffic surged during campaign periods, particularly around education and CPD content.

Strategic partnerships were deepened with universities, ambulance services, and allied health organisations, including a recent affiliation with the National Council of Women to advocate for gender equity. Expanding into the podcasting space has also been an important step in strengthening professional engagement, given podcasts are a widely used and accessible medium for paramedics. This reach was further enhanced through the recent syndication of Ambulance Victoria's Clinical Conversations podcast, extending high-quality clinical discussion to an even broader audience.

These initiatives along with the introduction of new member benefits, reflect a broader shift toward holistic engagement. The combination of professional development, advocacy, wellbeing, and community will ensure

the College remains a vibrant, inclusive, and supportive home for paramedics across Australasia.

The College remains committed to supporting the wellbeing and professional experience of its members through a range of tailored benefits and initiatives. In partnership with Health at Work, members have access to the Healthy Body & Mind Hub; an online space offering curated resources and learning to support physical and mental wellbeing. Members also enjoy exclusive discounts and offers from a selection of partners, including Guild Insurance, Dell Technologies, and new additions Joe Tom Coffees and Steph de Souza's Frontline Foodie are on the horizon.

Across the year, our program of CPD has achieved an exceptional level of reach and consistency, averaging one event every eight days. This cadence reflects not only the breadth of our offering but also the appetite of our members for regular, high-quality engagement opportunities.

The CPD program has deliberately covered a wide spectrum of clinical and professional topics, ranging from sepsis management and palliative care to in-depth case studies and a dedicated

Continuity of Care series. This variety has ensured relevance across career stages and practice settings, while also reinforcing our commitment to evidence-based, person-centred care.

This year we delivered two major interactive online symposiums, strategically timed to support the re-registration periods in Aotearoa New Zealand and Australia. These events were among our most successful to date, attracting more than 400 participants in Aotearoa and over 600 in Australia. Beyond the impressive numbers, these symposiums provided a forum for meaningful dialogue, peer-to-peer learning, and connection across borders, exemplifying how the College can unite and strengthen the profession through shared knowledge.

Together, these activities illustrate the power of consistent, high-quality engagement. By creating regular opportunities for learning, conversation, and collaboration, we have not only supported individual professional development but also reinforced the College's role as the central hub for connection within the paramedicine community.



STRATEGIC PILLARS

INSPIRE:
INSPIRE
AND LEAD
EXCELLENCE IN
PARAMEDICINE

In the 2024-2025 financial year, the College continued to inspire excellence across the profession through its education and research programs, each designed to support paramedics at every stage of their careers. These initiatives reflect our commitment to building capability, fostering innovation, and delivering meaningful impact to lift professional and clinical practice across the paramedicine community.

The Education Team led a dynamic portfolio of clinical learning, professional development, and mentoring programs tailored to meet the evolving needs of the workforce. The Graduate Program became a cornerstone, offering structured pathways for pre-employment, and on into graduate practice. Since its pilot launch in July 2024, the program has grown rapidly, with early cohorts demonstrating strong engagement.

To enhance learning experiences, the team delivered 16 live sessions across the program streams, featuring guest speakers from across Australasia. These sessions provided real-time interaction and practical insights, bridging the gap between theory and practice.

The College's eLearning portfolio expanded significantly, with 17 new courses published in 2024-2025.

Covering topics from cardiac care and mental health to paediatrics and pharmacology, these courses provided paramedics with relevant, evidence-based content. Five microlearning modules were also released as open-access resources, offering concise, high-impact learning opportunities for all. The total library now includes nearly 50 eLearning courses and 16 microlearning modules, with over 9,950 participants engaging in these offerings. Engagement increased substantially, highlighting the growing demand for flexible, high-quality CPD.

Participant feedback reflected the transformative impact of these programs. Graduates praised the practical insights, career preparation, and mental health support embedded in the courses. One participant shared, "I personally believe the programs are a valuable asset and resource to all who participate. I know

my practice is improved due to being a participant." These testimonials affirm the team's commitment to delivering education that not only informs but empowers.

Insights from the pilot phase enabled the team to refine learning objectives and restructure content, prompting the separation of program streams to better meet participant needs. Feedback also led to more flexible session formats, improving accessibility and engagement across the board.

The College's research programs continued to grow, strengthening the profession's evidence base and fostering collaboration. The Talking Research podcast series remained a key engagement tool, offering accessible and insightful conversations with researchers across paramedicine and related fields. The 2024 series attracted over 1,500 streams/plays, followed by the 2025 Women in Paramedicine series with more than 1,100 streams/plays.

Research activity also expanded, with 70 abstract submissions resulting in 27 oral presentations, 26 posters, and two three-minute thesis presentations. Six awards recognised excellence across emerging and established researchers. These presentations not only showcased the breadth of research in paramedicine but also highlighted the College's role in elevating the visibility of research.

The Paramedic Research Mentoring Program supported 13 mentor-mentee pairs, with eight mentees completing the full nine-month program. The Peer Review Mentoring Program welcomed 27 participants, with 13 completing training in academic peer review which is set to enhance the profession's scholarly rigour and strengthening the pipeline of future reviewers and editors.

Two annual research grant rounds supported both early career and established researcher, while five Research Impact

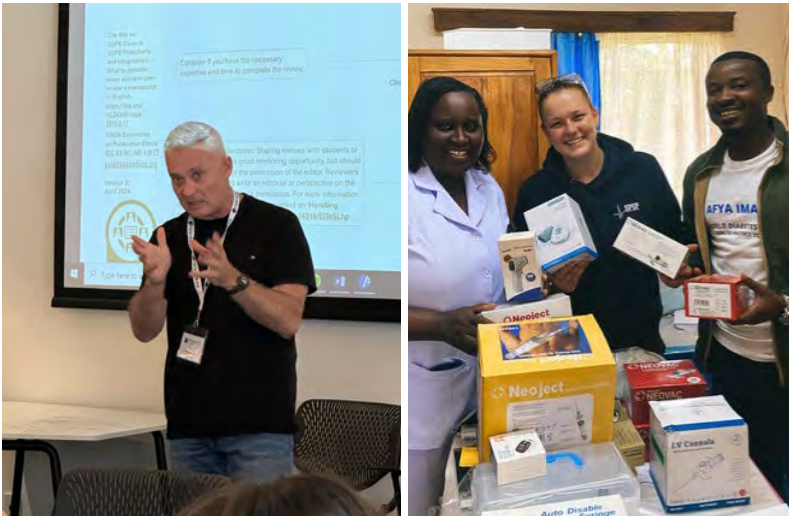
Grants were also awarded, funding projects on trauma, contraception, frailty, advanced practice, and ultrasound innovation. The Higher Degree by Research (HDR) Grant supported a study on paramedic stress and circadian disruption. These grants not only enabled the generation of new knowledge but also supported the translation and dissemination of findings through conferences, publications, and other platforms.

Education Grants also played a vital role in supporting professional development, enabling 33 paramedics to attend ACPIC24 and the Critical Care Summit 2025. These opportunities helped ensure that paramedics remain connected to the latest research, innovations, and best practices in the field.

A major milestone during this period was the launch of Research Connect, a searchable international registry designed to build a stronger and more collaborative research community. Exclusive and free to College members, the platform connects paramedics with potential collaborators, HDR supervisors, and experts across research domains.

Strategic partnerships further amplified the College's impact. A collaboration with the Australian Digital Health Agency is exploring paramedic use of digital health technologies, while a Western Australian Suicide Prevention Grant is funding Mental Health First Aid training for paramedics.

Looking ahead, the College is poised to further elevate paramedicine through the launch of the Preceptor Program – a flexible, self-paced learning initiative designed to build mentoring, teaching, and leadership skills among paramedics. Supporting both new and experienced preceptors, the program will offer core modules on learning psychology and guiding others, alongside electives focused on feedback, mentoring, and care for vulnerable populations. At the same time, the College remains committed to expanding its research programs, securing external funding, and launching initiatives to disseminate peer-reviewed paramedicine research. Together, these efforts continue to shape a profession that is informed, connected, and inspired.



IN THE 2024-2025 FINANCIAL YEAR, THE COLLEGE AWARDED THE FOLLOWING RESEARCH GRANTS

RESEARCH IMPACT GRANTS

Tim Andrews	Factors associated with shock in the prehospital setting after major trauma
Alessia Restiglian	National consensus on the capabilities that inform the role of advanced practice paramedics: A Delphi study
Lorna Martin	Current practice for recording frailty in the paramedic setting: An observational cohort study
Lisa Hobbs	Female Paramedic's Experience of Managing Their Hormonal Contraception and Menstruation while working in the Australasian Ambulance Environment
Jake Donovan	Soundwaves of Innovation: A qualitative exploration of POCUS in Australasian ambulance and retrieval services

RESEARCH SUPPORT GRANT

Laura Hirello	The effects of shift work and circadian rhythm disruption on paramedic stress response
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ACPIC24 WINNERS:

Emerging Researcher:	Max Han
Established Researcher:	Dr Ben Meadley
3MT Winner:	Laura Hirello
Poster Winner:	Andrew Van Noordenburg
People's Choice:	Steph Nixon
Research Plenary Award:	Dr Jaimi Greenslade



AT A GLANCE



10,000 + USERS CPD TRACKER

980,000

WEBSITE
HOMEPAGE
VISITS



2.5M

TOTAL
WEBSITE
EVENTS



196 EMAIL CAMPAIGNS



798K EMAIL RECIPIENTS

1,000+
ATTENDEES

LIVE INTERACTIVE
SYMPOSIUMS AU AND NZ



9,954 PARTICIPANTS
IN eLEARNING



CONFERENCE
ATTENDEES



420+



100+



PODCAST



TALKING
RESEARCH

2600+ listens



17

new eLearning
courses released



5

microlearning
modules released



70

ACPIC24 Abstract
submissions

33

Education
Grants awarded



85%

Early completion rate in pilot Graduate Program



13

mentor/mentee pairs
Paramedic Research
Mentoring Program

27

participants
Peer Review
Mentoring Program



27

Oral presentations

60

Posters

2

Three-minute
thesis
presentations

Awards recognising
excellence across emerging
and established researchers



5

Impact Research
Grants awarded

STRATEGIC PILLARS

ENHANCE:
ENHANCE
MEMBER
EXPERIENCE
OF THE COLLEGE

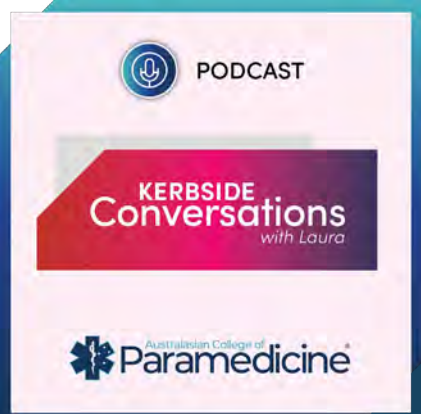
Enhancing Member Experience Through Digital Transformation

The 2024–2025 financial year marked a pivotal chapter in our journey to enhance member services through digital innovation. Under the Enhance pillar of our Strategic Plan, we committed to strengthening the digital foundations that support our members' professional development, engagement, and access to services. This year, our most significant achievement was the comprehensive upgrade of our website codebase – a transformation that not only modernised our existing infrastructure but also laid the groundwork for future innovation.

Our website is more than just a digital front door; it's the central hub for our member portal, housing critical services such as our CPD Tracker, event bookings, online learning, our membership database, and member self-service tools. The codebase upgrade was a substantial undertaking, involving close collaboration

between our web developer and key internal staff. This work reflects our deep commitment to delivering reliable, secure, and future-ready digital services to our members.

The upgrade has already delivered tangible benefits. Members now enjoy a faster, more responsive experience, ensuring uninterrupted access to essential services. Enhanced security protocols and improved data storage capabilities have strengthened the integrity of our platform, while overhauled pages and refreshed layouts make navigation more intuitive and engaging.



One of the most impactful features continues to be the CPD Tracker and Development Plan facility, which supports members in meeting their Ahpra and Te Kaunihera Manapou registration requirements. Over 2,000 members actively used their Development Plan tool throughout the year, underscoring its value in helping paramedics stay on top of their continuing professional development. Over 10,000 users logged their professional development in the tracker. This functionality not only streamlines compliance but also empowers members to take ownership of their learning journey, incorporating best-practice self-reflection.

Our website analytics data further highlight the growing reliance on our digital ecosystem. The year saw over 980,000 homepage visits and 2.5 million total website events, demonstrating that the profession and stakeholders are increasingly turning to the College site for resources, education activities, and news. This trend affirms the importance of our digital strategy and the role our website plays in supporting member and profession engagement.

The shift to a new technology stack was a strategic move that positions us to build and deploy new features more efficiently in the coming year. With a modernised codebase, we now have

the flexibility to develop and integrate additional functionality—ranging from enhanced learning tools to personalised member dashboards. This modular approach allows us to upgrade the platform piece by piece, ensuring continuous improvement without disrupting member access.

In addition to core upgrades, we continued to support our major events (ACP International Conference and Critical Care Summit) with dedicated conference microsites. These sites offer streamlined access to event information, registration, and resources, enhancing the overall experience for attendees and reinforcing our commitment to digital excellence.

Our digital communications also evolved significantly during the year, ensuring members remained informed, engaged, and connected to the latest developments. A total of 196 email campaigns were delivered to 797,968 recipients, supporting a wide range of events, publications, and member updates. The Pulse maintained consistently strong performance, with open rates regularly exceeding 45% and peaking at 50%, while click-through rates reached up to 5.18%. Rapid Response AU/NZ also performed exceptionally well, achieving open rates as high as 54.22% and click-through rates up to 6.86%. Top-perform-

ing content included conference calendars and ticketing, education grants and programs, and updates on the Paramedic Practitioners bill – demonstrating the value of timely, relevant communication in keeping members informed and engaged.

Looking ahead to 2025–2026, the foundation laid this year will enable us to accelerate innovation. Planned developments include a new, more streamlined way to access College education and resources, an online community designed for our members, a new-look news page, improved analytics and reporting, and a new experience for CPD tracking and learning development – all designed to enrich the member experience and support professional growth.

The Enhance pillar is not just about technology – it's about creating meaningful, member-centric experiences. We are excited to deliver new features and improvements in the 2025-2026 financial year, building on the behind-the-scenes success of this year. By investing in digital infrastructure today, we are building a platform that will evolve with our members' needs and continue to deliver value well into the future.

PARAMEDICINE

Over the past 12 months, *Paramedicine*, the official peer-reviewed journal of the Australasian College of Paramedicine and Paramedic Chiefs of Canada, has continued to strengthen its position as a leading international research forum for the profession. Guided by its mission to inspire robust discussion, enable research translation, and inform leadership, the journal has made significant progress across its four strategic pillars: Stewardship, Translation, Quality, and Connection.

Led by Editor-in-Chief Associate Professor Paul Simpson, the journal welcomed two new Deputy Editors: Dr Georgette Eaton (UK) and Professor Veronica Lindström (Sweden), whose clinical and academic expertise will further enrich the journal's editorial leadership. They join an established team of Deputy Editors from Canada, Ireland, and Australia, reflecting the journal's truly global perspective.

The journal's international reach expanded further with the addition of the Council of Ambulance Authorities (CAA) as an associate partner, joining a growing network of organisations committed to advancing paramedicine research. These include the Paramedic Chiefs of Canada, McNally Project for Paramedicine Research, Emergency Care Society of South Africa, Irish Prehospital Education and Research Network, and the Australasian Council of Paramedicine Deans.

In line with its commitment to quality and capacity building, the Peer Review Mentoring Program (PRMP) commenced its third iteration, welcoming 22 new participants from five countries. This initiative continues to strengthen peer review standards and foster a culture of scholarly excellence within the discipline.

The editorial team produced a series of thought-provoking scholarly editorials addressing key issues in paramedicine research. Topics included improving survey-based research quality, selecting appropriate outcome measures, distinguishing research from quality improvement and program evaluation, and the role of social media in scholarly discourse. One editorial offered a strong rebuttal to anti-science rhetoric emerging from political policy in the United States, reinforcing the journal's advocacy for evidence-based practice.



A major milestone was the release of the journal's inaugural special issue, *The Future of Paramedicine*, which featured submissions from seven countries. This collection explored themes such as role identity, education, technology, and system redesign, and was met with strong engagement – garnering over 9,000 reads and downloads within two weeks of publication.

Official journal partners:

- Australasian College of Paramedicine
- Paramedic Chiefs of Canada

Journal Associates:

- Australasian Council of Paramedicine Deans (ACPD)
- Emergency Care Society of South Africa (ECSSA)
- McNally Project for Paramedicine Research
- The Council of Ambulance Authorities (CAA)
- The Irish Paramedicine Education and Research Network (IPERN)

73 DAYS

average time from submission to final decision

OUR FOUR STRATEGIC PILLARS

- › Stewardship
- › Translation
- › Quality
- › Connection

VISION:

Paramedicine as a discipline advanced and transformed through high-quality research dissemination and discourse.

MISSION:

To deliver excellence in paramedicine through an international research forum that inspires robust discussion, enables research translation, encourages innovative thinking and informs leadership.

The journal's performance metrics reflect its continued success and growing influence. Over 140 original submissions were received, with an acceptance rate of 23%. The average time from submission to first decision was 53 days, and from submission to final decision, 73 days. Accepted articles were published online within an average of 18 days, ensuring timely dissemination of research.

Paramedicine remains committed to publishing high-quality research that informs policy and practice, while providing thoughtful stewardship of the profession and discipline. Its continued growth and impact reflect the strength of the paramedicine research community and the journal's role in shaping its future.

over
140
original submissions

53
DAYS
average days from
submission to
first decision

23%
acceptance rate

18
DAYS
average days
from accept to early
online publication



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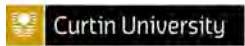
Women in Paramedicine:
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COLLABORATORS



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SERVICES



BOARD OF DIRECTORS



RYAN LOVETT
FACPara, MStJ

Qualifications: Diploma Paramedical Science, Associate Degree in Emergency Management, Executive Masters in Public Administration

Experience: ACP Director since October 2019, Chair since October 2020; Director and Vice Chair ACAP NSW 2005-2012, National Director ACAP 2006-2011; Director Skerric, Program Lead, Hospital to Community Integration Wellbeing SA; Executive Director Statewide Operational Service SA Ambulance Service; NSW Health Emergency Management Unit, Senior Manager NSW Ambulance

Special Responsibilities: Chair



SIMONE HAIGH
ASM, FACPara

Qualifications: Graduate Diploma Advanced Paramedicine, Bachelor of Human Movement - Sports Science, Associate Degree Paramedic Studies.

Experience: ACP Director since October 2019, Vice Chair 2019-20, 2023 - present; PA Director 2014-2020, Vice President 2018-2020; Ambulance Tasmania Coordinator of Clinical Practice, Clinical Support Officer, Intensive Care Paramedic, Paramedic Educator, Branch Station Officer; President, Ambulance Executive Sub-branch HACSU; Assistant Secretary, Australasian Council of Ambulance Unions 2016-2020, 2024 - Present; University of Tasmania Clinical Tutor.

Special Responsibilities: Vice Chair.



CLIVE ADDISON
GAICD

Qualifications: Bachelor of Commerce, Graduate Australian Institute of Company Directors

Experience: ACP Director since July 2020; Key Pharmaceuticals Board Chair and Director 2021-2022; Migraine Australia, Director 2019-2020; Key Pharmaceuticals Interim CEO 2020 - February 2021, CEO/General Manager 2010-2018; Glaxo Smith Kline, Vice President and various roles, 1995-2009; Australian Self-medication Industry, Committee Member 1995-2000.



ANGUS ARMOUR
FAICD, FFIN

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

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

Special Responsibilities: Audit & Risk Committee Chair, Governance Advisory Committee Chair.



GABRIELLE FOLLETT
AM, GAICD

Qualifications: Bachelor of Science, Bachelor of Medical Science, Master of Arts in Strategy and Policy, Master of International Relations, Graduate Australian Institute of Company Directors.

Experience: ACP Director since July 2020; Australian Army 1996 - Current, Brigadier since January 2023; Director General of Fuel Capability for Defence 2023-2024, Director General Estate Service Delivery for Defence since January 2025; Director, Army Amenities Fund Company 2014-2015.



PAUL SIMPSON
ASSOC PROF,
FACPara

Qualifications: PhD (Public Health & Community Medicine), MScMed (Clinical Epidemiology), Graduate Certificate Clinical Education, Graduate Certificate Paediatric Emergencies, Bachelor Health Science (PrehospCare), Bachelor of Education (PD/H/PE), AdvDiploma Paramedicine Science.

Experience: ACP Director since October 2024; Paramedic and Intensive Care Paramedic 1996-present; Director Australian College of Ambulance Professionals (ACAP) 2011-2012; Associate Professor of Paramedicine 2013-present; Practitioner Member, Paramedicine Council of NSW 2022-present; Editor in Chief, Paramedicine 2021-present; Chair Australasian Council of Paramedicine Deans 2018-2022.



DR BILL LORD
AM, LIFE MEMBER,
FACPara

Qualifications: Bachelor of Health Science (PreHospCare), Master of Education (Adult Ed), PhD.

Experience: ACP Director since October 2020; ANZCP Director 2016-2017; Adjunct Professor, Department of Paramedicine, Monash University; Deputy Co-Chair Paramedicine Accreditation Committee, Ahpra.



MARTY NICHOLS
ASM, FACPara

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

Experience: ACP Director since October 2019, Vice Chair 2020-2023; ANZCP Director 2013-2020, Chairman 2015-2020; NSWA Associate Director Clinical Practice, Intensive Care Paramedic & Critical Care Paramedic; Lecturer CSU 2015-2018; Ahpra Paramedic Accreditation Committee 2019-present.



KATE WORTHINGTON
MACPara

Qualifications: Bachelor of Health Science (Paramedicine), Postgraduate Certificate (Advanced Resuscitation), Leadership Development Programme, Melbourne Business School.

Experience: ACP Director since October 2021; Head of Emergency Ambulance Operations, Chief Paramedic Advisor and Critical Care Paramedic, Wellington Free Ambulance.

FINANCIAL REPORT

I am pleased to present this financial report for the College for the year ending 30 June 2025.



The 2024–2025 financial year marked a return to surplus for the College, following a year of strategic recalibration and operational refinement. With a renewed focus on sustainable growth and member value, the College delivered a net profit of \$121,318, reversing the previous year’s deficit and positioning the organisation for continued investment in its strategic priorities.

Finance Function

The College’s financial performance is overseen by the Audit and Risk Committee, with day-to-day management led by the CEO and supported by an accountant and external financial advisory firm. This structure ensures robust governance, financial oversight, and agility in responding to changing conditions.

Performance

Revenue from contracts with customers increased to \$2,709,051, reflecting growth across membership, education, and conference income. Total expenses were contained at \$2,637,922, resulting in a positive operating result. The College’s financial performance was underpinned by disciplined cost management, targeted investment in member services, and improved operational efficiency.

Highlights from the Accounts

- Revenue Growth: Total revenue increased by \$148,630 (5.8%) to \$2,709,051, driven by strong performance in education and membership.
- Education Services: Income from education services rose by \$107,765 (17.6%) to \$720,570, demonstrating continued demand for CPD and professional programs.
- Membership Income: Membership income grew by \$60,147 (3.7%) to \$1,702,378, reflecting strong retention and steady member acquisition despite challenging economic conditions.
- Conference Income: Conference revenue increased by \$7,729 (2.8%) to \$282,322, with strong attendance across ACPIC24, Critical Care Conference, and Research Symposium.
- Employee Expenses: Employee costs decreased by \$59,450 (3.2%) to \$1,805,374, reflecting a more streamlined staffing model following restructuring in the prior year.
- Controlled Operating Costs: Total operating expenses decreased by \$201,176 (7.1%), demonstrating effective cost management while maintaining service quality.
- Investment in Members: The College invested \$96,417 in education and research grants, supporting member development and advancing the profession’s evidence base.
- Capital Investment: The College invested \$60,300 toward educational program development and website redevelopment to enhance future member services.

Summary

The College’s overall financial position as at 30 June 2025 shows total equity of \$1,295,323, up from \$1,174,005 in the previous year. This surplus enables the College to continue delivering high-quality services, expanding its advocacy and education programs, and investing in digital transformation to enhance member experience.

Angus Armour

Audit and Risk Committee Chair

PROFIT & LOSS STATEMENT

	2024/25
Revenue	
Advertising Income	\$3,781
Conference Income	\$282,322
Education Services	\$720,570
Membership Income	\$1,702,378
Total Revenue	\$2,709,051
Expenses	
Advocacy & Government Liaison	\$14,682
Board & Member Committee Expenses	\$59,245
Conference & Events	\$276,489
Education & Engagement	\$42,871
Employee Expenses	\$1,805,374
Finance & Accounting	\$45,942
General Expenses	\$94,872
Marketing & Communications	\$82,636
Research	\$119,393
Scholarships & Grants	\$96,417
Total Expenses	\$2,637,922
Other Income	\$50,189
Net Profit	\$121,318

NOTE: The layout of this Profit and Loss Statement is different from the formal audited accounts. Members can find more detail on the financial performance of the College in the Financial Statements 2025 document.

Australasian College of Paramedicine

ANNUAL REPORT PŪRONGA Ā TAU 2024-2025

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