

PodiatryNZ

To advance the quality of and access to podiatry
Hei whakapiki i te kounga me te whāi wāhi ki te haumanu waewae

ANNUAL REPORT 2021/2022

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Thanks to ASICS and Shoe Clinic for their continued partnership in
2021 / 2022.



Message from the PodiatryNZ Chair

Despite the ongoing challenges of COVID and government restructuring in both health and education, PodiatryNZ has had a successful year. We are working hard on reconnecting with you, our members, and sponsors alike.

The impact of the new health structure Te Whatu Ora will not be seen until at least next year or longer however we know that some of these changes will impact podiatry, and we will need to make sure that we are ahead of the game during these times.

In January 2022 we farewelled Jen, Garry and Lesley who have provided us with such great support over the last decade or so and we can't thank them enough on your behalf.

We also welcomed Alison Molloy and Alice Joblin-Mills as our new support team, and it is pleasing to see them settling in so well as they get to know you all.

In April of this year, we reviewed our strategic direction and made some changes to it to ensure we are continuing to remain current with what members and the profession need from us. This is described later in this annual report, and we will be keeping you updated as to progress over the next few years. There will be challenges ahead, some very emotionally charged but if we can face these one by one, we will emerge as a profession stronger and better prepared for the future.

I would also like to thank my Board member colleagues, Lawrence Kingi, our Māori representative, Sarah Duncan, our deputy chair, and Rachel Harper. We will be actively seeking to expand the numbers on the Board in the 2022 / 2023 year to ensure we are getting a good diversity in our governance thinking. I hope to make an announcement on this at the AGM in November. To put your hand up to give back to your professional body I cannot applaud enough, I thank the current members for their work through the last few "interesting years" and look forward to expanding on this in the year to come.

I am looking forward to this coming year - we don't have a conference until October 2023 so this will be a great opportunity to focus on membership and the support, we can provide you.

Ngā mihi

Matthew Franken

PodiatryNZ Chair



Chief Executive Report

As this is my first annual report, I can only take credit for half of the year! Jen and Lesley have big shoes to fill, and Alice and I are working hard to ensure that the support members receive is of the same high standard. With our fresh eyes we have looked at a few internal systems and can see some ways to improve them and hope you will see the impact of these over the next few years.

COVID continued to be challenging - particularly in the top half of the North Island and this has had a significant impact on both the businesses of our podiatrists as well as fatigue and mental well-being. 2022 / 2023 looks to be a bit more settled although the overseas message is that COVID may not be done with us yet. We will continue to monitor any changes and provide advice as it comes through from Ministry of Health.

Also challenging has been the opportunity to get around and meet with members. I am hopeful that I will be able to do more of this in the next financial year.

Ben Lamb and I have continued to work with ACC to get some resolution to the issues facing podiatrists with the Allied Health contract and whilst only about a third of our members have this contract it has certainly taken up a considerable amount of time and frustration for us all. I am ever hopeful that we will achieve some constructive changes over the next year or so, but ACC is an enormous organisation and the wheels of change within it move very slowly.

Workforce shortages are also an on-going issue, and this has been exacerbated by both the limits on immigration and the low numbers of students enrolling in 2020 and 2021. I want to thank Mike Frecklington for his generosity in helping me get up to speed with all things education as they relate to podiatry in New Zealand.

Looking forward to 2022 / 2023, I am keen to continue to develop new relationships and seek opportunities to raise the profile of podiatry. I want to thank Alice for her smarts and kind support to you all, she has very quickly become the glue of the new team supporting you all.

I also want to say a huge thank you to ASICS and Shoe Clinic. In these difficult times their support has made an enormous difference to you all and to the association. The longevity of these relationships is largely due to the great work of Jen and the Board, and I will continue to foster these and others on your behalf.

Ngā mihi

Alison Molloy

Chief Executive



About Us

Podiatry New Zealand Incorporated (PodiatryNZ) is a membership based, not for profit association registered under the Incorporated Societies Act. Founded in 1946, PodiatryNZ is the professional membership association of registered podiatrists in New Zealand.

Our membership programs are designed for members to access the information and support needed to be an effective professional. We encourage members to work at “top of scope” and to assist in changing the world they work in, for the better.

We are dedicated to pursuing better patient outcomes through enhancing the profession of podiatry and increasing awareness of New Zealanders about the importance of good foot health care. We are the national voice of podiatrists.

Our aim is to deliver quality communication between members, students and stakeholders that enhances relationships within our profession. Membership is based on integrity and respect.

PodiatryNZ encourages its members to operate using the following values:

Integrity: We act with integrity and respect in all we do. We are each personally accountable for the highest standards of behaviour, including honesty, transparency and fairness in all aspects of our work.

Leadership: We aim to support the profession of podiatry leading by example with vision, acting in the best interests of those receiving podiatric care.

Excellence: We are committed to robust governance, continuous quality development, and the application of best practice principles in all that we do.

Collegiality: We aim to actively engage our members and stakeholders to work together to enhance and advance the standard of the podiatry profession.

Our Board Members

PodiatryNZ Board Members are elected at the AGM to serve for up to a maximum of six years. Each year at least one member stands down on a rotating bases however they do have a right of re-election. The Board may consist of up to seven members. Our board for the 2021 / 2022 year was made up of four members, Matthew Franken (Board Chair), Sarah Duncan (Deputy Board Chair), Lawrence Kingi and Rachael Harper.

During the year we were pleased to welcome Preeti Kaur, Kiseon Hong and Greer Noble as guests and potential future board members to the Board group. Thank you to Preeti, Kiseon and Greer for your input and what you brought to the Board meetings.



Matthew Franken
Board Chair



Sarah Duncan
Deputy Board Chair



Lawrence Kingi



Rachael Harper

Guest Board Members



Preeti Kaur



Kiseon Hong



Greer Noble

Our New Graduates

In the 2021 / 2022 year we were fortunate to have many graduates join PodiatryNZ. We touched base with two of these members to hear their stories. Thank you to Mia and Keefe for your time.

Mia Clarke

What inspired you to study podiatry?

Before commencing my podiatry journey, I worked as a Medic in the New Zealand Defence Force. During the several years spent in this role, I worked alongside a variety of health professionals across a range of environments. This experience helped me determine what I wanted from a healthcare career. Podiatry ticked all the boxes for me, such as no shift work, the ability to work independently and within teams, variety, and gaining expertise in such an essential component of health and wellness.



How hard / easy was it to get through the programme, and what were the best supports you had through the process?

Overall, I found the undergraduate podiatry programme very manageable. However, whenever my peers or I required additional support, the AUT clinical and lecturing staff were always available and willing to help. Despite significant alterations to how the course was run throughout the COVID response, there was never a lapse in support measures. Additionally, I found being a part of a smaller course advantageous as it allowed for more one-on-one time with educators to enhance my knowledge and skillsets.

Where are you working now?

I am working full-time at Complete Podiatry in Christchurch.

How has your first year been - what challenges and what cool things have happened?

I have found the first year in practice both challenging and rewarding. COVID caused massive disruption to our clinical placements in our final year, hindering both my practical skillsets and confidence upon entering clinical practice. This highlighted the importance of having ongoing professional mentorship and support as a new graduate. I am grateful to my colleagues, Rebecca Gifford and Madi Wylie, who continue to assist me in building strong clinical foundations. To date, I have attended a myofascial dry-needling course for the lower limb, which I am now starting to incorporate into my practice. I have also attended several in-services/education sessions with sports physicians, dietitians, specialist physiotherapists, and other health disciplines. This has assisted me in optimising referral processes and adopting a holistic approach towards patient management.

Upon graduation, I was fortunate to be granted the ASICS scholarship to do my Bachelor's honours degree. I am thoroughly enjoying the balance between working clinically and postgraduate study.

Now that you have some experience what would you have liked to be different?

No pandemic would have been fantastic!

What do you think are the main challenges for podiatry in NZ?

Podiatry in NZ is facing significant retention and recruitment challenges. This is reflected in the literature and is a continuing conversation within the podiatry community. The evident shortage of

podiatrists inevitably impels an increase in the workload on practitioners across both private and public sectors. These challenges are particularly troublesome within the rural podiatry workforce, where literature has found that practitioners are further faced with professional isolation and limited support networks. This suggests an overburdened and under-supported podiatry workforce, placing practitioners at significant risk of occupational burnout. In light of this current issue and as a component of my honour's dissertation, I am conducting a survey to determine podiatric burnout and associated factors amongst NZ podiatrists. This study will act as a platform for future research to ensure effective burnout interventions are established.

Keefe Tan

What inspired you to study podiatry?

My inspiration story is nothing grand, in fact I had no clue what a podiatrist was! Originally, I was only searching for a career to take me into the next step of my life, with my only direction being a passion and interest in healthcare. It was only when I attended a talk given by one of the lecturers at AUT regarding the role of a podiatrist where the variety, scope and uniqueness of the profession grabbed me by the foot and brought me into the wonderful world of podiatry I am in now!



How hard / easy was it to get through the programme and what were the best supports you had through the process?

There were definitely all the highs and lows that come with any degree. Overall, the difficulty of getting through the program was low as long as you put in the work and got involved. The best support was the comfortable environment and communication between students and lecturers that provided a place where even silly questions and making a fool of yourself for the sake of learning felt safe.

Where are you working now?

I have joined Justin Chong and become a member of the team at Bigfoot Podiatry.

How has your first year been - what challenges and what cool things have happened?

My first year has been sizzling hot! I felt like I was thrown right into the fire - an intensive mentoring course, choc-a-block schedule, and diverse patient case load had my brain bursting. The coolest part was witnessing my own growth through my first dozen patients that were so appreciative of the care. I was wowed, when I bumped into a patient of mine in public, grateful as ever that they were back on their feet for their morning run.

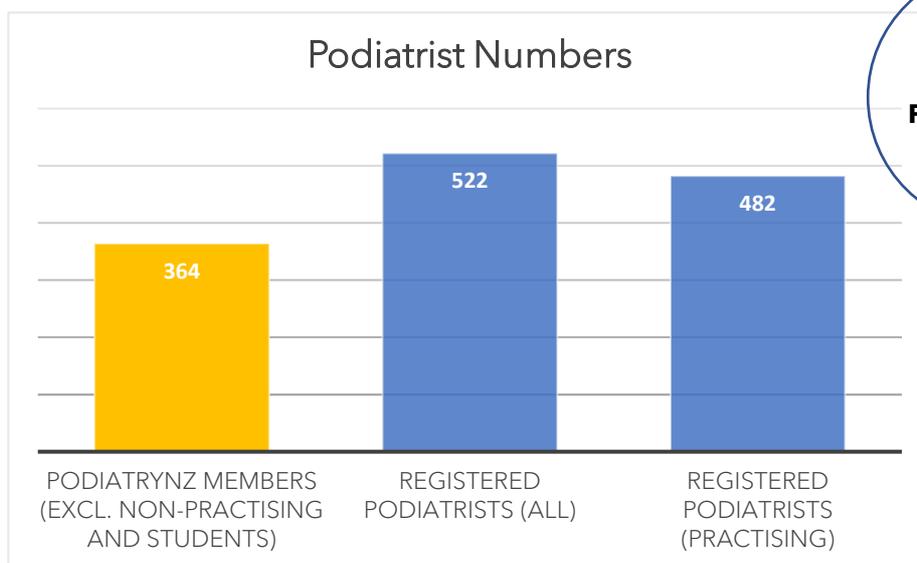
Now that you have some experience what would you have liked to be different?

I would've liked COVID not to have happened, ha-ha. It definitely made it more difficult to connect with patients as a new graduate. Overall, I would tell my past self to be more confident and more involved in my patients goals and lifestyle.

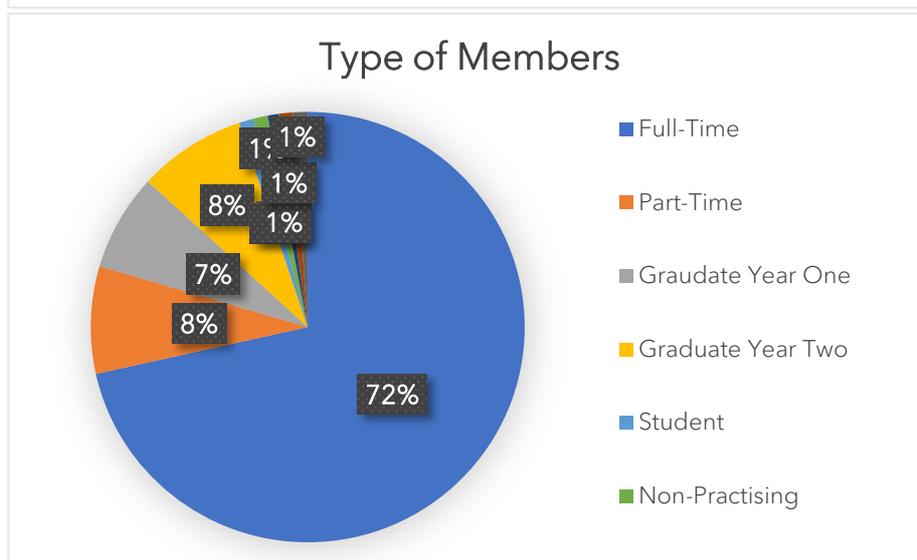
What do you think are the main challenges for podiatry in NZ?

As someone who has just stepped into the world of podiatry, I think it's the voice of podiatry that faces the most challenge in NZ - we need to be louder! At times it still feels like I have just found a hidden gem that not enough Kiwis are aware of. I would love it if everyone in NZ was introduced to what podiatry is and the scope of our practice.

Our Member Information



75% of practising registered Podiatrists are members of PodiatryNZ

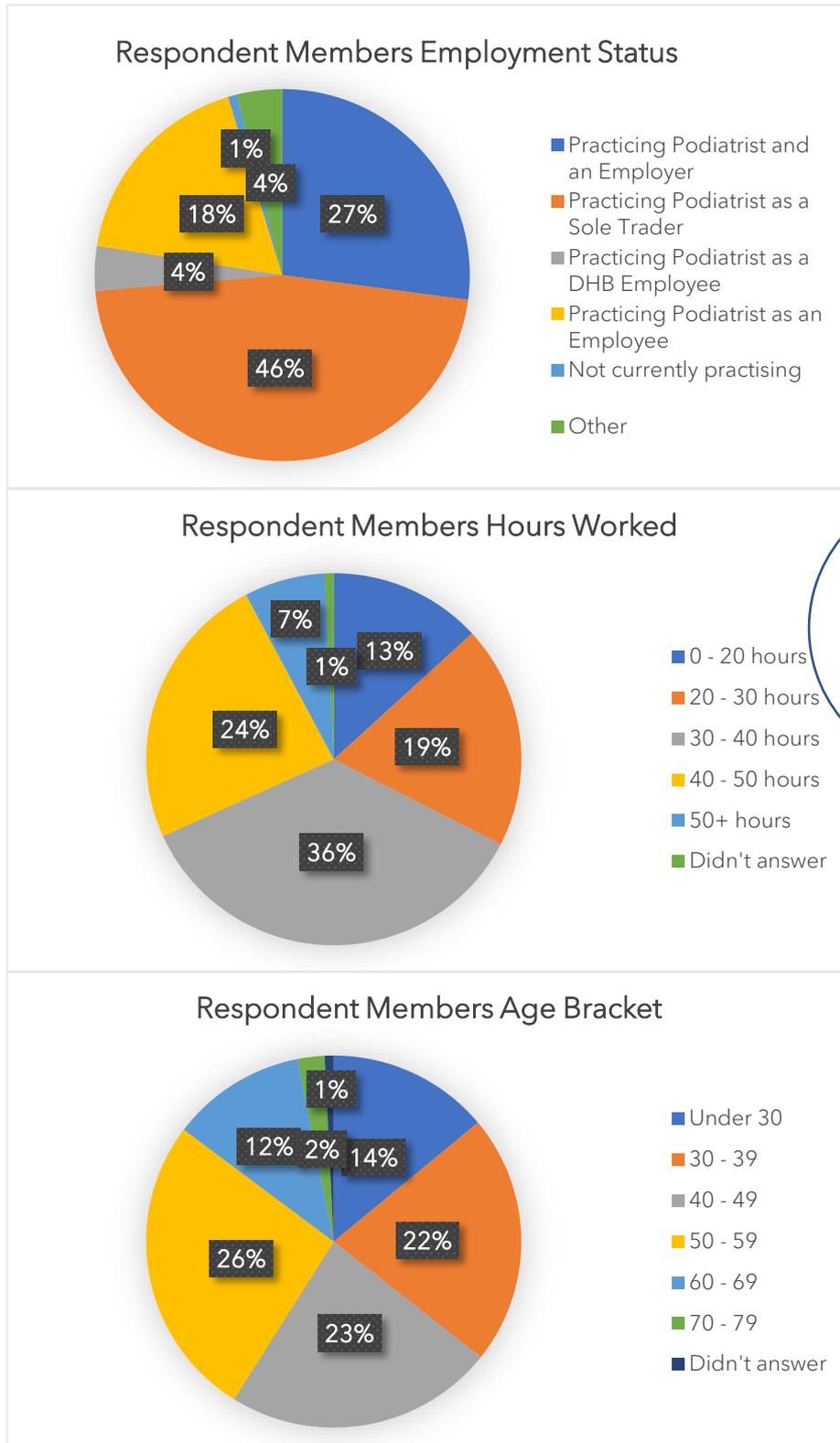


	Number of PodiatryNZ members based in this region	Percentage of PodiatryNZ members based in this area
Auckland	138	38
Bay of Plenty	28	8
Canterbury	60	17
Gisborne	2	1
Hawke's Bay	13	4
Manawatu-Wanganui	15	4
Marlborough	2	1
Nelson	4	1
Northland	10	3
Otago	16	4
Southland	6	2
Taranaki	12	3
Tasman	1	0
Waikato	24	7
Wellington	33	9
TOTAL	364	100

Our Member Survey

The following are some key take-away's from our recent member survey. The information is not altogether surprising however it has proved very useful in helping to inform our planning and focus for 2022 / 2023 and for the conference in October 2023.

129 members responded to the survey which is 34% of our total membership base.



7% of members average 50+ hours a week
24% of members work 40-50 hours a week

Issues facing the podiatry profession

Low graduate numbers most concerning issue facing the podiatry profession for our respondents, but also quite concerningly all issues scoring above halfway (half being 2.5).

	Compliance Requirements	Low Graduate Numbers	Immigration / Staffing	Footcare Assistants (or lack of clarity)
Average	3.00	3.38	2.75	2.81

Data based on average score given for answers out of 5 to each question, 5 very concerning, 1 not concerning but an issue

Other issues mentioned by podiatrists:

- Public awareness of podiatry
- Professional respect of podiatry (among other Health Professionals)
- Lack of collaboration and connectivity with other podiatrists
- Poor pay
- Lack of extended scope in podiatry sector
- Unprepared graduates

Issues facing our podiatrists themselves

Burnout / wellbeing most concerning issue for our respondents, and again, quite concerningly all issues scoring above halfway (half being 2.5).

	Recruitment / Struggle to find staff	ACC	Future for your business or career	Burnout / Wellbeing	Financial Sustainability
Average	2.66	3.12	3.04	3.34	3.25

Data based on average score given for answers out of 5 to each question, 5 very concerning, 1 not concerning but an issue

Other issues mentioned by podiatrists:

- CPD Requirements
- General lack of hope for future career
- Low pay / Rising cost of living

Closer look into age / stage in career

- Under 30's are concerned about the future for their careers, burnout / wellbeing and financial sustainability
- 30-39 are concerned about low graduate numbers, ACC and financial sustainability
- 40-49 are concerned about low graduate numbers and burnout / wellbeing
- 50-59 are concerned about compliance requirements
- 60-79 are concerned about compliance requirements

The age groups progressively become less concerned across the board the older they get. It is also extremely concerning that under 30's are highly concerned; we need these podiatrists to stay in the profession.

Our Strategic Objectives

The Board reviewed the strategy in April 2022 and have agreed that the three key areas of focus remain relevant. Some changes were made to ensure that the goals were outward looking and focussed on members and the profession. Priorities for the 2022 / 2023 year were also agreed and are included for information. They will be reported on in next year's annual report.

What	How	Success Measure
<p>Strategic Goal 1: Facilitating Collegiality: To facilitate a collegial network of podiatrists and stakeholders based on mutual respect and understanding. These cooperative relationships to be achieved through the engagement of podiatrists at the national and regional levels. PodiatryNZ will deliver quality communication and training to enhance relationships for and between members, students and stakeholders.</p>		
<ul style="list-style-type: none"> Road show 	<ul style="list-style-type: none"> Arrange and visit at least 8 regions to meet with members 	<ul style="list-style-type: none"> Members report satisfaction after meetings
<ul style="list-style-type: none"> Member survey 	<ul style="list-style-type: none"> Survey monkey sent out Responses gathered and fed back to membership Actions from responses developed and implemented 	<ul style="list-style-type: none"> At least 35% response Report in newsletter Per Board discussion
<ul style="list-style-type: none"> Training 	<ul style="list-style-type: none"> Deliver relevant and agreed on-line training at least 4 times per year 	<ul style="list-style-type: none"> At least 100 attendees at each session
<ul style="list-style-type: none"> Newsletters 	<ul style="list-style-type: none"> Electronic newsletter delivered with external input including members and sponsors 	<ul style="list-style-type: none"> Click rate on read increases to 40%
<ul style="list-style-type: none"> Conference 2023 	<ul style="list-style-type: none"> Commence planning for 2023 Conference 	<ul style="list-style-type: none"> Place, programme and speakers engaged
<p>Strategic Goal 2: Expanding Careers: Our goal is to assist members to improve patient outcomes through maximising career potential and growing job satisfaction. Professional development and career specialisations will continue to be a focus. PodiatryNZ will work collaboratively with others to achieve prescribing rights, deliver high risk foot and sports training and to further quality clinic training with the implementation of a 3rd party audit process.</p>		
<ul style="list-style-type: none"> HRF and Sports training 	<ul style="list-style-type: none"> Identify appropriate trainers and develop at least 2 modules of training 	<ul style="list-style-type: none"> At least 1 of HRF and Sports training modules delivered
<ul style="list-style-type: none"> Review Clinic Handbook 	<ul style="list-style-type: none"> Work in collaboration with identified experts to update handbook 	<ul style="list-style-type: none"> Updated handbook available
<ul style="list-style-type: none"> Career days 	<ul style="list-style-type: none"> Work with AUT to establish a programme of podiatrists visiting local career days 	<ul style="list-style-type: none"> At least 10 career days attended by a podiatrist
<ul style="list-style-type: none"> Footcare assistant 	<ul style="list-style-type: none"> Support development of pilot and credentialing programme being developed by AUT Communicate updates to members as required 	<ul style="list-style-type: none">
<p>Strategic Goal 3: Sustainability: Ensure the continued relevance of PodiatryNZ by safeguarding sound organisational practice. This will be achieved by great relationships with sponsors and other potential business partners / funders. Ensuring relationships with likeminded</p>		

What	How	Success Measure
organisations, government and government departments are well developed. Providing membership support at a practical level will also contribute to PodiatryNZ's continued relevance.		
<ul style="list-style-type: none"> Regulatory Board 	<ul style="list-style-type: none"> Ensure constructive and on-going relationship with Regulatory Body Meet with Registrar to share information Ensure consistency of messaging where relevant 	<ul style="list-style-type: none"> Board to board engagement is satisfactory CE and Registrar meet at least bi-monthly
<ul style="list-style-type: none"> ACC 	<ul style="list-style-type: none"> Established working group achieves better outcomes for contracted podiatrists and membership kept informed Use OIA information to improve relationship and communication with ACC 	<ul style="list-style-type: none"> Achieve defined outcomes in ToR Requirement for currently described CD role is removed and new agreement in place
<ul style="list-style-type: none"> Other Allied Health organisations 	<ul style="list-style-type: none"> Foster relationships with various organisations and participate in submissions and other forms of collaboration 	<ul style="list-style-type: none"> PodiatryNZ are seen as an integral part of the Allied Health community
<ul style="list-style-type: none"> Sponsors 	<ul style="list-style-type: none"> Develop value statement to identify and attract increased sponsorship Maintain pro-active and collegial relationships with existing sponsors 	<ul style="list-style-type: none"> Board and CE confirm at least one new sponsor Existing sponsors report high levels of satisfaction in relationship
<ul style="list-style-type: none"> AUT 	<ul style="list-style-type: none"> Regular discussions with AUT contacts Joint Regulatory Board / AUT meetings AUT deliver CPD training to members Identify and support a research project 	<ul style="list-style-type: none">
<ul style="list-style-type: none"> Other stakeholders 	<ul style="list-style-type: none"> Government, MHA, MoH, HNZ, Veterans Affairs, Aged Care, Immigration 	<ul style="list-style-type: none">
<ul style="list-style-type: none"> Insurance 	<ul style="list-style-type: none"> Identify opportunities to streamline process of insurance renewal for members Consider type and cost of insurance and negotiate better rates where possible 	<ul style="list-style-type: none"> Number of lapsed insurance policies reduces to zero Membership offered better insurance cover
<ul style="list-style-type: none"> Direct member support 	<ul style="list-style-type: none"> Respond to queries from members Provide support to members who are experiencing difficulties 	<ul style="list-style-type: none">
<ul style="list-style-type: none"> Support the Board 		<ul style="list-style-type: none">
<ul style="list-style-type: none"> Manage and monitor finances 		<ul style="list-style-type: none">
<ul style="list-style-type: none"> Increase membership numbers 		<ul style="list-style-type: none">
<ul style="list-style-type: none"> Process new members and member renewals 		<ul style="list-style-type: none">
<ul style="list-style-type: none"> Respond to media (Chair / CE) 		<ul style="list-style-type: none">
<ul style="list-style-type: none"> Maintain operational systems including web-site 		<ul style="list-style-type: none">
<ul style="list-style-type: none"> Make submissions to government activity where appropriate 		<ul style="list-style-type: none">

Obituary

Tribute for Waine Adrienne Green (12th Nov 1943 -14th July 2022)

Waine's early professional life started as a nurse initially in New Zealand and then decided on a career change so travelled to the UK where she completed a course at the Scholl International School of Practipedics for foot care in 1962. From there she enrolled at the Islington School of Chiropody in London, UK and graduated as a Chiropodist in 1965. Waine did spend a couple of years in the UK after qualifying before returning to NZ in 1967.

During this time, she travelled extensively on a roving commission for the Scholl Company, working in England, Wales, and Northern Ireland.

On returning to NZ, she eventually married and gave birth to Jason and Catharine. Later she became 'Nanna' to Blake and Liam whom she adored.

I first met Waine in 1980 shortly after I first graduated as a podiatrist and had just started working for the Auckland District Health Board. At that time Waine was working as a podiatrist in Karangahape Road in Auckland where she had a successful podiatry practice.

A few years later she moved her clinic to Pt Chevalier and eventually purchased the building that she worked in until her retirement when she was in her early 70's.

I remember Waine as a very vivacious and happy lady who loved her work and was cherished by her grateful patients for her professional skills in alleviating their foot ailments.

She was a dedicated professional who had earned the trust and respect of her patients and they in turn were loyal to her and looked forward to their appointment.

Waine enjoyed going to conferences and made the most of the academic and social side of these events.

In her private life Waine was a dedicated mother and loved family life. She was a keen gardener and would spend many hours tending to her garden during the summer followed by a glass or two of white wine.

On her retirement she moved with her long-time partner Chris to Waitakere and while Chris was working away as a skilled and talented furniture maker, she would be in her gumboots working the soil and creating beautiful gardens.

Waine passed away on the 14th of July 2022 at the age of 78 years and will be sadly missed by her family, partner, patients, and colleagues.

Roger Grech



FINANCIAL REPORT

INCLUDING THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2022

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ASSOCIATION INFORMATION

Legal Name of Association	Podiatry New Zealand Incorporated
Abbreviated Name	PodiatryNZ
Type of Association and Legal Basis	Incorporated Society
Registration Number	219973
Website	www.podnz.org
Secretariat Services	AM Molloy Ltd Alison@podnz.org contact@podnz.org
Website/s	www.podiatry.org.nz, www.podnz.org, www.podiatrynz.com
Email	contact@podnz.org
Office and Postal Address	204 Matai Road Raumati Beach Paraparaumu 5032
Auditors	Dent & Heath, Wellington
Audit Partner	Leonie Heath
Bankers	ASB Bank, Wellington
Bank Accounts	12-3272-0210275-00 12-3272-0210275-01 Credit Card ending 6526
IRD Number / GST Number	046-107-446

Association's Vision, Purpose or Mission

To advance the quality of and access to Podiatry
PodiatryNZ is dedicated to enhancing the profession of podiatry and increasing awareness among New Zealanders about the importance of good foot health care.
PodiatryNZ acts as the national voice representing the interests of Podiatrists.

Association Structure

Founded in 1946, PodiatryNZ is the profession's membership organisation. PodiatryNZ is registered under the Incorporated Societies Act 1908. Voting members must be Registered Podiatrists and hold a current annual practicing certificate.

Governing Body

The PodiatryNZ Rules provide for a governing body consisting of seven Board members:

- Three Members elected as Board members by the Members who are appointed for a two-year term and have a continuing right of re-election.
- One Podiatrist Māori representative. A Māori representative body (recognised by the Board) shall determine their processes for selecting their representative.
- Up to two persons that are not current members, may be co-opted by the Board for a defined period to bring a particular aptitude to the Board.
- The Board at the first meeting following the election of Board members elects the PodiatryNZ Chairperson.

PodiatryNZ Board 2022

Matthew Franken, Podiatrist of Christchurch (Chair)

Lawrence Kingi, Podiatrist of Auckland (Māori representative)

Sarah Duncan, Podiatrist of Christchurch (Deputy Chair)

Rachael Harper, Podiatrist of Cambridge.

Operational Structure

AM Molloy Ltd provides secretariat, governance and executive services to PodiatryNZ and is responsible for management of the Association's activities.

Main Methods Used by the Association to Raise Funds

PodiatryNZ is supported by Registered Podiatrists who pay annual member subscription. PodiatryNZ also relies on the financial support of Sponsors and Exhibitors who participate in the biannual conference. Fees to attend PodiatryNZ's activities, such as the bi-annual conference, are calculated to adequately cover the cost of activity. PodiatryNZ also is grateful for the support of annual business partners.

Association's Reliance on Volunteers and Donated Goods or Service

PodiatryNZ is entirely reliant on the goodwill and generous volunteer support of its members. The Association does not utilise donated goods and does not use free or subsidised podiatric services of its members.

Main Sources of the Association's Cash and Resources

PodiatryNZ is supported by member subscriptions from Registered Podiatrists and appreciates the support of our



INDEPENDENT AUDITOR'S REPORT

To the Members of Podiatry New Zealand Incorporated

Opinion

We have audited the financial statements of Podiatry New Zealand Incorporated on pages 6 to 15, which comprise the statement of financial position as at 30 June 2022, and the statements of financial performance and changes in equity for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements are prepared, in all material respects, in accordance with the accounting policies stated in Note 1a.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of Podiatry New Zealand Incorporated in accordance with Professional and Ethical Standard 1 (Revised) Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor we have no relationship with, or interests in, Podiatry New Zealand Incorporated.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1a to the financial statements, which describes the basis of accounting. The financial statements have been prepared for the members of the organisation, internal management and Inland Revenue purposes. As a result, the financial statements may not be suitable for another purpose.

Restriction on Responsibility

This report is made solely to the Members, as a body. Our audit work has been undertaken so that we might state to the Members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Members as a body, for our audit work, for this report, or for the opinions we have formed.

Board' Responsibility for the Financial Statements

The Board are responsible on behalf of the entity for determining that the Special Purpose framework adopted is acceptable in Podiatry New Zealand Incorporated's circumstances, the preparation of financial statements, and for such internal control as the Board determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.



In preparing the financial statements, the Board are responsible on behalf of the entity for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

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

As part of an audit in accordance with ISAs (NZ), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- conclude on the appropriateness of the use of the going concern basis of accounting by the Board and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management. We communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in blue ink, appearing to read "Dent & Heath".

Dent and Heath
Lower Hutt
28 October 2022

STATEMENT OF FINANCIAL PERFORMANCE

For the year ended 30 June 2022

	Note	<u>2022</u>	<u>2021</u>
REVENUE			
Membership Fees		195,777	176,895
Conference		0	184,373
Sponsor Advertising		64,000	60,000
Event fees		28,168	25,962
Expense Recovery	2	3	2,822
Interest received		0	226
TOTAL REVENUE		287,948	450,278
EXPENSES			
Conference		0	128,687
Administration		237,373	208,983
Audit fees		6,500	6,300
Events		12,859	11,965
Legal Fees			5,800
Governance		9,705	3,777
Member services		3,928	10,097
TOTAL EXPENSES	5	270,364	375,609
Operating Surplus/(Deficit) before Income Tax		17,585	74,669
Income Tax Expense	2	-	-
Surplus/(Deficit) for year		17,585	74,669

STATEMENT OF CHANGES IN ACCUMULATED FUNDS

For the year ended 30 June 2022

	<u>2022</u>	<u>2021</u>
ACCUMULATED FUNDS		
Accumulated Funds at start of year	253,664	178,995
Surplus/(Deficit) for the year	17,585	74,669
ACCUMULATED FUNDS AND RESERVES	271,249	253,664

These financial statements must be read in conjunction with the attached Notes to the Accounts and Audit Report.



STATEMENT OF FINANCIAL POSITION

As at 30 June 2022

	Note	2022	2021
CURRENT ASSETS			
Cash and cash equivalents		369,015	350,385
Trade and other receivables			
Trade receivables (net of provision of doubtful debts)		30,502	26,988
Prepaid Membership Services		496	1,131
TOTAL CURRENT ASSETS		400,014	378,504
CURRENT LIABILITIES			
Trade and other payables			
Conference	3a	0	4,052
Membership subscriptions in advance	3c	84,193	3,163
Insurance subscriptions in advance	3b	26,411	1,184
Event subscriptions in advance		-	-
Goods and services tax payable		11,661	(8,650)
TOTAL CURRENT LIABILITIES		128,765	124,841
NET ASSETS		271,249	253,664
ACCUMULATED FUNDS			
Accumulated Funds at end of year	4	271,249	253,664

These financial statements must be read in conjunction with the attached Notes to the Accounts and Audit Report.



STATEMENT OF CASH FLOWS

For the year ended 30 June 2022

	Note	2022	2021
<u>Cash Flows from Operating Activities</u>			
RECEIPTS			
Member subscriptions		276,999	107,611
Conference subscriptions from members		0	184,373
Sponsorships received		64,000	60,000
Event fees received		28,803	22,605
Member Insurance		25,227	51,188
Expense Recovery		3	2,822
Interest received		0	688
Receipts from Operating Activities		395,032	429,287
<u>Cash Flows from Other Operating Activities</u>			
Net Goods and Services Tax		(5,474)	3,096
PAYMENTS			
Supplier payments	(c)	376,402	174,444
Member insurance			52,974
Conference payments		4,052	124,635
Payments made for Operating Activities		381,876	352,053
Cash Flows from Operating Activities	(a) ,(b)	18,630	74,138
(a) Net Increase/(Decrease) in Cash and cash equivalents			
Cash and cash equivalents at 1 July		350,385	276,247
Cash and cash equivalents at 30 June		369,015	350,385
Net Increase/(Decrease) in Cash and cash equivalents		18,630	74,138

These financial statements must be read in conjunction with the attached Notes to the Accounts and Audit Report.



STATEMENT OF CASH FLOWS CONTINUED

For the year ended 30 June 2022

Note	<u>2022</u>	<u>2021</u>
(b) Reconciliation of Net Cash Flows from Operating Activities to Surplus/(Deficit)		
Surplus/(Deficit) for year	17,585	74,669
Add/(Deduct) movements in working capital items		
Trade and other Receivables	635	9,042
Trade and other payables	(3,924)	(6,477)
Goods and Services Tax	5,372	(3,096)
Net Cash Flows from Operating Activities	18,630	74,138
(c) Supplier Payments by activity		
Administration	344,832	139,115
Audit	6,500	6,300
Events	12,859	11,965
Governance	9,705	3,777
Member services	3,928	13,287
	376,402	174,444

PODIATRYNZ BOARD DECLARATION

For and on behalf of the PodiatryNZ Board on 28 October 2022



Matt Franken
Chairperson



Board Representative
Sarah Duncan

NOTES TO THE FINANCIAL STATEMENTS

1. General information

PodiatryNZ is registered under the Incorporated Societies Act 1908. Its vision is to “advance the quality of and access to podiatry”.

These financial statements were adopted by the PodiatryNZ Board by email resolution on 28 October 2022.

a. Statement of compliance and basis of preparation

These financial statements have been prepared in accordance with the Special Purpose Framework using generally accepted accounts principles and have been prepared for the members of the organization, internal management purposes and Inland Revenue.

b. Changes in accounting policies

There have been no changes to accounting policies in the year. All policies have been on a consistent basis with previous years.

c. Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with financial institutions with original maturities of three months or less that are readily converted to cash and which are subject to an insignificant risk of changes in value. Cash on deposit with financial institutions with maturities greater than three months is classified as cash on deposit within the statement of financial position.

d. Goods and services tax

The financial report has been prepared on a goods and services tax exclusive basis, with the exception of accounts receivable and accounts payable which are stated as GST inclusive.

e. Interest received

Interest received is recognised on a time-proportion basis using the effective interest method. The interest rate risk is managed by investing funds in deposits in a registered bank.

f. Taxation

The organisation's subscription revenue from members is tax exempt in accordance with the Income Tax Act 2007. As an incorporated society, the organisation receives a \$1,000 tax exemption. Any revenue other than this is taxable.

g. Revenue recognition

Subscription revenue received for the following financial year is recognised as revenue in advance. Revenue from conferences and other activities and events is recognised in the Statement of Financial Performance only on completion of the conference, activity or event. Expenditure relating directly to such activities and events is also not recognised in the Statement of Financial Performance until completion of the activity or event.

Interest received is recognised in the Statement of Financial Performance as the gross amount of interest received in cash or added to deposit principal.

h. Trade receivables

Trade receivables are valued at net realisable value. Trade receivables exclude the unpaid membership fees not received, which were written off in the Statement of Financial Performance by 30 June or else are recorded under the provision for doubtful debts when this assessment is made after 30 June.

i. Management of capital

The association's capital mainly consists of cash or cash equivalents. The PodiatryNZ secretariat and PodiatryNZ Board monitor its capital funding needs on a regular basis.

2. Income Tax

Tax is not chargeable on the net surplus earned by the Association within the 'circle of membership'. Income Tax is due on all other revenue including interest received during the year, less the \$1,000 deduction allowed by Inland Revenue.

	Note	PodiatryNZ	
		2022	2021
Taxation for the year ended 30 June			
Operating Surplus/(Deficit) before income tax		18,585	74,669
Permanent Adjustment		(56,993)	(82,433)
Timing Differences		(333)	(333)
Non-taxable income concession	1f		-
Losses brought forward		(201,363)	(193,266)
Under/(Over) Provision in prior year			-
Taxable Income/(Losses to Carry Forward)		(258,356)	(201,363)
Income tax expense at 28%		-	-
Opening Balance		-	-
Provisional Tax Paid		-	-
Terminal Tax Paid		-	-
Refund Received		-	-
Taxation payable/(refundable)		-	-

The permanent adjustment has been included to reflect the movement in the taxable income after removing the membership subscription revenue and the attributed expenses.

There are tax losses to be carried forward and to be offset against future taxable income. The availability of tax losses is subject to the requirements of the Income Tax Act 2007 continuing to be met. The potential future income tax benefit has not been recorded in the accounts.

3. Other significant Items

In late February 2022 there was a changeover of administrative and leadership support. Butler Pelvin and Associates retired after 10 years with AM Molloy Ltd taking over.

3b. Members Insurance Scheme

PodiatryNZ collects BizCover insurance premiums for the group professional indemnity insurance scheme required to be paid under PodiatryNZ rules by all members individually that provide podiatric services to the public. Due to timing Member receipts in advance of the BizCover billing are treated as Insurance subscriptions in Advance (2022: \$26,411 2021: \$1,184). A change in the timing of billing July invoices is the reason for the significant variation compared to 2021.

3c. Members Subscriptions in Advance

Members pay annual member subscriptions on the anniversary of their association joining date. Membership Subscriptions in Advance (2022 \$84,193 2021: \$3,163) recognises that portion of their subscription which relates to the period from 30 June balance date until their next anniversary date. A change in the timing of billing July invoices is the reason for the significant variation compared to 2021.

4. Reserves

4. Accumulated Funds Reserves previously set aside in accumulated funds have been discontinued. In the sponsorship agreement 2011 - 2016, a portion of the ASIC sponsorship was applied to a study grant, the reserves for the study grant were recorded. In 2017 a new sponsorship agreement was negotiated, and the study grant was discontinued. The reserve of \$10,704 has been carried forward since 2017.

For year ended 30 June 2022, these Reserves are for:

	Transfer to/(from)			Transfer to/(from)		
	Opening balance	Accumulated funds	Closing balance	Opening balance	Accumulated funds	Closing balance
			<u>2022</u>			<u>2021</u>
Study Grant fund	10,704	-	10,704	10,704	-	10,704
Members support fund	489	-	489	489	-	489
TOTAL RESERVES	11,193	-	11,193	11,193	-	11,193

5. Detailed schedule of expenses

The expenses for the year ended 30 June 2022 were:

	<u>2022</u>	<u>2021</u>
EXPENSES		
Administration contract & expenses	222,365	200,480
Conference expenses	-	128,687
Communication & Sponsorship	-	-
Audit fees	6,500	6,300
Events	13,845	11,965
Legal Fees	4,500	5,800
Member services	2,942	10,097
Bank and merchant fees	8,424	7,749
Office Expenses	2,084	754
Administration Expenses	260,659	371,832
Governance Expenses	9,705	3,777
TOTAL EXPENSES	270,364	375,609

6. Related party transactions

Details of payments to PodiatryNZ Board Members and the Secretariat (Butler Pelvin & Associates, to February 2022 and AM Molloy Ltd Feb - Jun 2022) as at 30 June 2022 were:

	<u>2022</u>	<u>2021</u>
EXPENSES		
PodiatryNZ Board Members	-	-
Secretariat*		220,000

*Explanation of Secretariat Fees	<u>2022</u>	<u>2021</u>
Association Management & Administration	200,000	200,000
Organising PodiatryNZ Conference	-	10,000
Organising PodiatryNZ Exhibition	-	10,000
	200,000	220,000
Other transactions		
-Transfer costs	21,225	-
- Expense reimbursements	1,140	18,983

Secretariat

A service agreement with the Board describes the administrative and leadership support provided by the Secretariat. That is the provision of office premises, staff, computers, communications, website, membership management systems and other incidental expenses including policy and strategic advice by the chief executive.

From time to time the PodiatryNZ Board review the work programme and prioritise activities, which are by nature project based and separately resourced. All work is undertaken on a “high trust” basis with the PodiatryNZ Board providing governance oversight of strategies and service delivery.

PodiatryNZ Board Members

From time to time PodiatryNZ Board members contribute to PodiatryNZ by undertaking assignments relating to their area of expertise. Where appropriate contributions are assessed, and payments are made to the PodiatryNZ Board members at the rate of \$70 per hour.

For the year ending 30 June year 2022, there have been no payments to Board members. (2021 \$nil)

PodiatryNZ Board members are reimbursed for incidental expenses incurred in attending PodiatryNZ engagements. Incidental reimbursements for the secretariat and PodiatryNZ Board members are not identified separately as they form part of the normal operating expenses.

7. Contingent liabilities

PodiatryNZ has no contingent liabilities at 30 June 2022(2021: \$nil).

8. Events after balance

There have been no events subsequent to balance date that impact PodiatryNZ financial statements at 30 June 2022 (2021: \$nil).