

Annual report

Year ending 30 June 2025



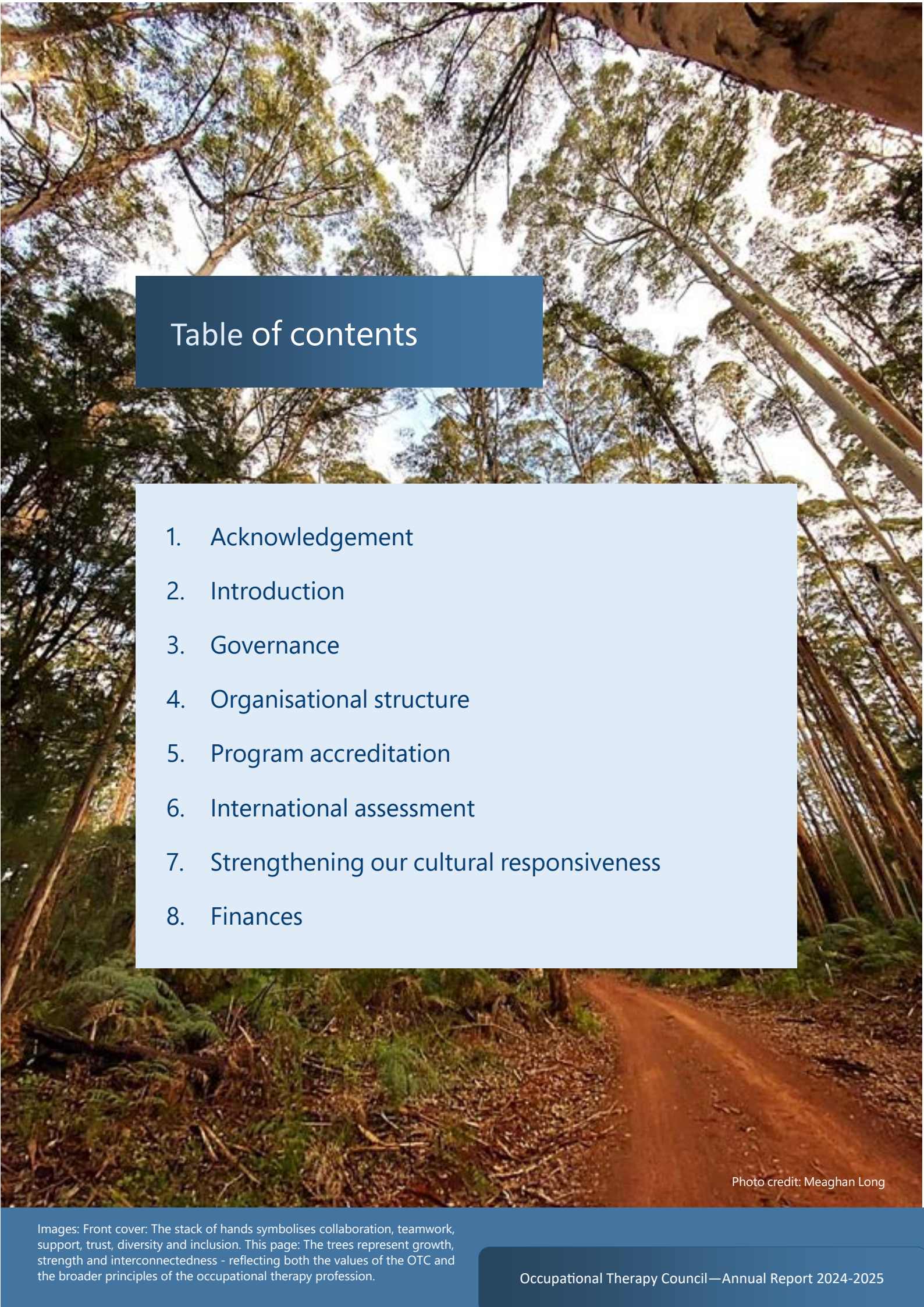


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Photo credit: Meaghan Long

Images: Front cover: The stack of hands symbolises collaboration, teamwork, support, trust, diversity and inclusion. This page: The trees represent growth, strength and interconnectedness - reflecting both the values of the OTC and the broader principles of the occupational therapy profession.

Acknowledgement

The Occupational Therapy Council of Australia Ltd acknowledges the traditional custodians of the lands where we work and live. We celebrate the diversity of Aboriginal and Torres Strait Islander Peoples and their ongoing cultures and connections to the lands and waters of Australia. We pay our respects to Elders past, present and emerging.

As a key contributor to ensuring a high quality culturally safe and responsive occupational therapy workforce in Australia, the Occupational Therapy Council of Australia Ltd acknowledges its vital role in promoting cultural safety and awareness, both within our organisation and across occupational therapy education, professional practice, and our engagement with the broader health system.



Art work and Artist:

'Wirimbirra' - *to take care of*—by Katrina Graves

Introduction

About us

The Occupational Therapy Council of Australia Ltd (OTC) is a company limited by guarantee and a registered charity with the Australian Charities and Not-for-Profit Commission. Occupational therapy was included as a registered profession in the National Registration and Accreditation Scheme (NRAS) on 1 July 2012. The OTC was appointed by the Occupational Therapy Board of Australia as the independent organisation to ensure that standards of education, training and assessment of occupational therapists are maintained and developed so the Australian public is assured of safe and proper practice.

The OTC has also been appointed by the Department of Home Affairs as the relevant assessing authority for the purposes of skilled migration in the category of ANZSCO 252411 - Occupational Therapist.

Our vision

Contributing to a safe, flexible, innovative and culturally responsive occupational therapy workforce.

Our core functions

-  to develop and apply program accreditation standards in occupational therapy
-  to accredit and monitor occupational therapy programs of study and education providers
-  through supervised practice, assess internationally qualified occupational therapists who are seeking registration in Australia
-  assess occupational therapists for skilled migration purposes.

Our goals

Goal 1

To maintain robust systems in occupational therapy program accreditation and assessment of internationally qualified occupational therapists that support continuous improvement and quality of occupational therapy practice in Australia.

Goal 2

To maintain strong governance processes, stakeholder engagement and collaboration, to ensure the OTC is a sustainable and effective organisation in achieving its purposes.

Goal 3

To be a leader in developing culturally safe practice in occupational therapy in partnership with Aboriginal and Torres Strait Islander organisations.

OTC Values

Culturally responsive

- behaving in a culturally safe and respectful manner with Aboriginal and Torres Strait Islander Peoples
- working collaboratively with Aboriginal and Torres Strait Islander Peoples and organisations towards the collective goal of ensuring client safety for Aboriginal and Torres Strait Islander Peoples in Australia's Health system.

Ethical

- honesty, openness and transparency
- using powers responsibly
- reporting improper conduct
- avoiding any conflict of interest
- declaring any real or apparent conflict of interest
- making decisions and provide advice on merit and without bias or self-interest
- ensuring freedom from racism, discrimination, harassment and bullying.

Professional

- using appropriate language when communicating with others
- responding to requests within provided timeframes
- respecting confidentiality willing to accept and implement change.

Transparent

- making decisions and implementing agreed processes in a transparent manner
- working to agreed objectives in a transparent manner
- working in line with agreed policies and procedures

Collaborate

- working as a team on committees and the OTC Board
- remaining impartial and working in the best interests of the OTC.

Community and stakeholder focused

- working with stakeholders, including the Occupational Therapy Board of Australia (OTBA) to achieve the purpose and objectives of the OTC
- placing safety of the community at the forefront of decision-making
- promoting a community perspective in the operation and decision-making processes of the OTC Board and its committees.

Diversity and inclusion

- embracing difference across age, gender, disability and sexual orientation
- welcoming and supporting people from culturally and linguistically diverse communities.

A message from our Chair



I am pleased to present the OTC Board report of the Occupational Therapy Council of Australia Ltd (OTC) for the 12 months ended 30 June 2025.

It has been an eventful year for the OTC and one that has seen significant change. At the end of 2024 we farewelled our long-standing CEO, Mr Kim Bradbury. Kim has been the CEO of the OTC since it commenced operation and was the inaugural CEO of the Council of Occupational Therapists Registration Boards (Australia and New Zealand) Inc when it was established in 1996 and changed its name to the Occupational Therapy Council (Australia and New Zealand) Inc in 2010. Following the inclusion of the occupational therapy profession in the National Registration and Accreditation Scheme, Kim was fundamental in securing the appointment of OTC as the assessment and accreditation authority under the Health Practitioner Regulation National Law and ultimately the organisation's transition to a public company limited by guarantee in 2012.

Kim has been an invaluable leader, guiding us through numerous challenges and achievements. His commitment to the OTC's vision and values has helped us grow and evolve into the organisation we are today. We are deeply grateful for his contributions and leadership and wish him the best in his retirement.

The OTC Board was pleased to appoint Ms Anne Szadura, OTC's Accreditation Manager as Acting CEO from 1 January 2025 and, following a successful interim period, to confirm her ongoing appointment to the role from 14 April 2025. Anne brings a wealth of experience in accreditation, policy, and leadership within the tertiary education sector. Her experience, inclusive leadership style, and deep commitment to cultural safety strongly align with the OTC's values and strategic directions for the future.

A significant and important focus over the reporting period has been on embedding Aboriginal and Torres Strait Islander voices and leadership across our operations and governance. To support this work, we engaged Yamagigu Consulting Pty Ltd, a First Nations consultancy, to review and further develop our governance structures in ways that promote cultural safety and build organisational cultural capability, including in relation to Board appointments. Yamagigu's recommendations are being embedded across our governance and operations, helping to support the self-determination of Aboriginal and Torres Strait Islander peoples and bringing a culturally informed perspective to enable meaningful change.

Building on this, we commenced work with Directors Australia to strengthen governance practices and introduce external, independent advice into our processes. Directors Australia has also supported the recruitment of new Board members – including Aboriginal and Torres Strait Islander representatives – with appointments to be finalised shortly in the new financial year, followed by a tailored induction and buddying process for new directors.

The health accreditation landscape under the National Registration and Accreditation Scheme (NRAS) continues to evolve rapidly, shaped by a number of significant national reviews during this period. These include:

- the Dawson Review of complexity in the NRAS, which includes recommendations related to accreditation functions and strengthened accountability mechanisms
- the National Health Practitioner Ombudsman (NHPO) report and recommendations, providing further insight into regulatory practices and stakeholder concerns, and
- the Kruk Independent Review of health practitioner regulatory settings, which sets out wide-ranging recommendations to simplify and expedite the registration process for internationally qualified health practitioners.

As part of the recommendations of the Kruk review, the OTC has been working closely with the Occupational Therapy Board of Australia (OTBA) and Ahpra to support the development of three new streamlined pathways to general registration for internationally qualified occupational therapists. These new pathways are expected to come into effect from late 2025.

Under the revised model, candidates will apply directly to Ahpra for qualification assessment. Where a candidate holds a qualification that is deemed substantially equivalent to, or based on similar competencies as an approved qualification, they will be eligible to apply for general registration without the requirement for supervised practice. Candidates holding a qualification the Board considers relevant to occupational therapy, but not substantially equivalent, will be required to undertake a practical assessment of competence before applying for registration. The OTC will continue to deliver and oversee this important assessment function, contributing to the integrity and robustness of the registration process.

The OTC will also continue to assess for skilled migration purposes as the assessing authority for occupational therapy appointed by the Department of Home Affairs.

Thank you to all the people who have contributed to OTC operations over the last year – Board members, Committee members, staff and assessors. I deeply appreciate your dedication, professionalism and expertise, which enable the OTC to continue to meet its functions under the National Law.

Associate Professor Margaret Cook
Chair, OTC

A message from our CEO



I am honoured to present the 2024/2025 annual report – my first as the CEO of the Occupational Therapy Council of Australia Ltd (OTC).

I would like to begin by acknowledging my predecessor, Kimberley (Kim) Bradbury, who, after 40 years of dedicated service to the OTC and the occupational therapy profession retired at the end of 2024. Under his leadership, the OTC has built strong foundations, including a dedicated and capable Secretariat and a sound financial position.

I feel privileged to now lead such a dedicated team in continuing this important work. I also feel fortunate to be working alongside an expert and supportive Board, whose knowledge and guidance have been invaluable during this period of transition. Our focus remains firmly on ensuring Australia has a high-quality occupational therapy workforce – one that is not only clinically capable, but also culturally safe, responsive, and well positioned to meet the diverse health needs of the Australian community.

This year marked a pivotal period of growth and transition for the OTC, which I envision will continue into the next 12 months. In the latter part of 2024, we received confirmation of our renewed assignment as the accreditation authority for occupational therapy for the next five years with the Occupational Therapy Board of Australia (OTBA). This reaffirmation of our role brings a strong foundation from which to continue evolving our processes and strategic direction in a dynamic and changing environment.

Through the ongoing generosity of Indigenous Allied Health Australia (IAHA), we have continued to implement our Cultural Responsiveness Plan (CRP). The recommendations from the *Aboriginal and Torres Strait Islander Health Curriculum Implementation Project*, completed at the end of 2023, have been integrated into the CRP to support a coordinated and consolidated approach to their implementation.

In addition to these important cultural capability initiatives, we have reviewed and strengthened our governance and risk frameworks, including the development of a formal Risk Management Policy, an updated Risk Management Plan, and a new Risk Appetite Statement. These tools will better support our strategic decision-making and risk oversight.

We have also worked collaboratively with the Occupational Therapy Board of Australia (OTBA) and Ahpra to respond to the recommendations of the Kruk Review into health practitioner regulatory settings, contributing to broader sector-wide reform, including streamlined assessment processes for internationally qualified health practitioners.

A personal highlight was being able to bring together our accreditation assessors in person for the first time since the COVID-19 pandemic, with a two-day workshop held in Melbourne in February 2025. The energy, insight, and collaboration during this event was a powerful reminder of the calibre and commitment of the professionals who support our work.

I would also like to express my sincere thanks to our committee members, program assessors, and Secretariat staff for their ongoing dedication, professionalism, and generosity of time and expertise. Their collective efforts are central to the success of our accreditation work and the broader goals of the organisation. I am continually inspired by their commitment to upholding high standards and supporting culturally safe and responsive practice across the profession.

Finally, I would like to recognise and thank our external stakeholders and partners – the OTBA, Occupational Therapy Australia, IAHA, ABSTARR Consulting Pty Ltd, the National Aboriginal and Torres Strait Islander Occupational Therapy Network (NATSOTN), education providers, and internationally qualified practitioners – for their ongoing collegiality, engagement, and shared commitment to strengthening occupational therapy in Australia.

I look ahead with optimism to the challenges and opportunities ahead. As we continue to work towards our vision of an innovative, safe and culturally responsive occupational therapy workforce I look forward to keeping you updated on our work and achievements in the year to come.

Anne Szadura
CEO

Governance

The OTC is committed to maintaining high standards of governance to ensure accountability, transparency, and effective oversight of its strategic and regulatory functions. The Council works in accordance with its strategic and regulatory responsibilities and upholds principles of good governance across all areas of its work.

OTC Board of Directors

The Council is governed by a Board currently comprising six members with diverse expertise in occupational therapy education, clinical practice, regulation, law, and not-for-profit governance. Board members are appointed in line with the OTC's Constitution, ensuring a balanced representation of professional and community perspectives. There are up to three members who are not occupational therapists to ensure the relevant is of skills and capabilities. The powers and responsibilities of the Directors are set out in the OTC Constitution, the Corporations Act, and the Australian Charities and Not-for-Profits Commission Act.

As of 30 June 2025, the Board included the following members:



Associate Professor Margaret Cook

- Chair, OTC
- Member, Governance and Strategic Affairs Committee



Mr Michael Piu

- Deputy Chair
- Member, Governance and Strategic Affairs Committee



Ms Susan Gilbert Hunt

- Board member, OTC
- Chair, Overseas Qualification Assessment Committee



Dr Jill Hummell

- Board member, OTC
- Chair, Program Accreditation Committee



Professor Genevieve Pepin

- Board member, OTC
- Member, Program Accreditation Committee



Ms Alison Sinclair

- Board member, OTC
- Chair, Governance and Strategic Affairs Committee

With the impending retirement of two directors at the end of 2025, the OTC has engaged Directors Australia to assist in recruiting four new Board members, including Aboriginal and Torres Strait Islander representatives. The new directors are due to be formally appointed as incoming directors to the OTC Board in September 2025.

OTC Committees

To fulfil its responsibilities in compliance with the National Law as the nominated assessment and accreditation authority, three committees assist with the requirements of these roles:

Governance and Strategic Affairs Committee (GSAC)

GSAC has oversight of corporate governance issues impacting on the OTC, including systems for strategic planning, risk management, management and reporting of key service agreements, quality improvement, stakeholder engagement, policy development, and legislative compliance to ensure safe, efficient and effective governance.

Membership as at 30 June 2025

- Alison Sinclair—Chair
- Associate Professor Margaret Cook
- Mr Michael Piu

Overseas Qualification Assessment Committee (OQAC)

OQAC assesses the qualifications of internationally trained occupational therapist for registration and migration purposes. This includes evaluating eligibility for supervised practice, monitoring that practice, and conducting migration assessments for both internationally qualified and Australian-qualified occupational therapists on behalf of the Department of Home Affairs.

Membership as at 30 June 2025

- Ms Susan Gilbert-Hunt—Chair
- Ms Jan Erven
- Mr Francis Gomes

Program Accreditation Committee (PAC)

PAC provides advice and oversight of the entry level program accreditation functions of the OTC including developing and reviewing accreditation standards for approval by the OTBA, assessing programs of study, and education providers that provide the programs of study, to determine whether the programs meet approved accreditation standards, and monitoring accredited programs and education providers to ensure they continue to meet the accreditation standards.

Membership as at 30 June 2025:

- Dr Jill Hummell—Chair
- Dr Lynne Adamson
- Professor Mandy Stanley
- Professor Genevieve Pepin
- Ms Ashleigh Ryan

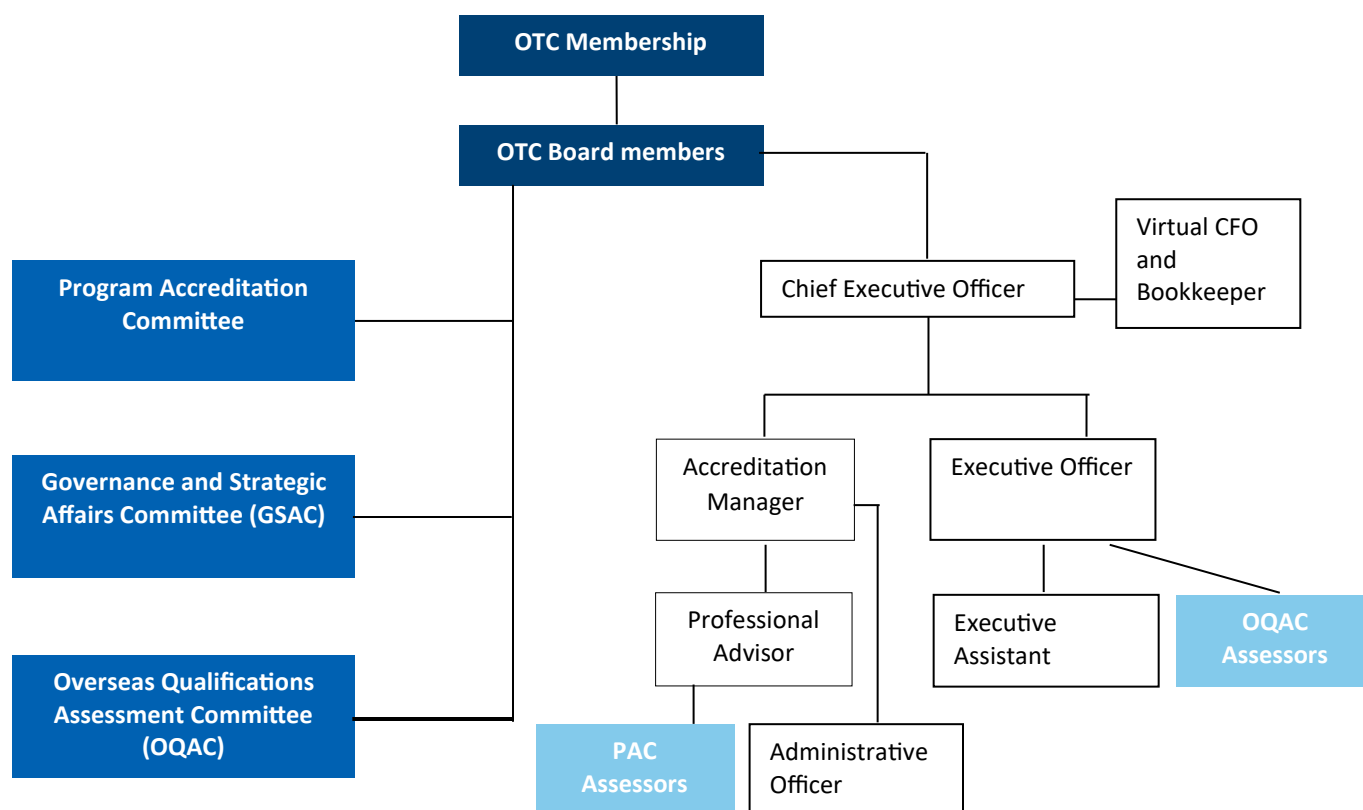
Board and committee meetings 2024-2025

Meeting	Number held
Board of Directors	5
Governance and Strategic Affairs Committee	5
Overseas Qualifications Assessment Committee	6
Program Accreditation Committee	4

Risk management

A comprehensive review of the organisation's risk management framework was undertaken in April 2025. As part of this review, the Risk Register was updated to capture emerging and potential risks, and a Risk Appetite Statement was developed to guide decision-making across the organisation. In addition, a new Risk Management Policy was established, setting out the principles and requirements for the effective identification, assessment, and management of strategic and operational risks across the OTC.

Organisational structure



Secretariat

The Secretariat team comprises:

Kim Bradbury	Chief Executive Officer (to 31 December 2025)
Anne Szadura	Chief Executive Officer (Acting from 1 January 2025; Appointed 12 April 2025) and Manager, Accreditation
Julia Savage	Executive Officer
Anne Szadura	Program Accreditation Manager
Rebecca Allen	Professional Advisor, Program Accreditation
Simon Harvey	Executive Assistant
Alison Baker	Administrative Officer

Program accreditation

The accreditation team completed:

7 re-accredited program reviews from July 2024—June 2025

- Bachelor of Occupational Therapy (Honours) - Monash University
- Master of Occupational Therapy Practice—Monash University
- Bachelor of Occupational Therapy (Honours) - University of Adelaide
- Bachelor of Occupational Therapy (Pass & Honours)—Charles Sturt University (Albury-Wodonga)
- Bachelor of Occupational Therapy (Pass & Honours)—Charles Sturt University (Port Macquarie)

7 new program reviews from July 2024—June 2025

- Bachelor of Occupational Therapy (Pass & Honours) - University of South Australia (Whyalla)
- Bachelor of Allied Health (OT) - Flinders University (Renmark, Port Pirie, Mt Gambier)
- Bachelor of Occupational Therapy (Pass & Honours) - Australian Catholic University (Canberra)
- Bachelor of Occupational Therapy (Honours) - University of Southern Queensland (Toowoomba)
- Master of Occupational Therapy—University of Tasmania

Occupational therapy programs

This reporting period has seen a continued increase in the number of new occupational therapy programs being developed and introduced, with five new programs accredited in 2024-2025. This trend looks likely to continue into the foreseeable future as we have also received several enquiries, and notices of intent, for further new programs. We also reaccredited seven programs across three education providers. The resulting increase in accreditation activity has required OTC staff, assessors and the Program Accreditation Committee (PAC) to manage a significant workload, and we sincerely thank them for their professionalism, adaptability, and commitment throughout the year.

New PAC members

During this period the Board appointed two new members to join the PAC and the OTC is very pleased to welcome Ali Gebhardt, a proud Wiradjuri woman and associate lecturer in occupational therapy at Western Sydney University, and Jan Connolly, a community representative with significant experience in program accreditation and the higher education sector. We look forward to their contributions to PAC into the future.

Assessors

In view of the significant number of site visits scheduled to occur in future years, two additional program assessors have been appointed – Ali Gebhardt and David Parsons. David is Associate Professor in occupational therapy at the University of Notre Dame Australia at the Fremantle campus.

In February 2025, we were delighted to host twenty assessors at a workshop in Melbourne – the first face-to-face event we have held since the COVID-19 pandemic restricted such activities to being held online. Along with the opportunity to come together as a community of practice, focus areas for discussion over the two days included:

- AI in education, its application in health services and the challenges for both education providers, and regulators, to ensure assessment of students remains valid and authentic
- an interactive discussion with the OTBA on the professional competency standards and potential changes arising from their review; and abbreviated reports
- consideration of the recommendations from the *Aboriginal and Torres Strait Islander Health Curriculum Implementation Project – Occupational Therapy Program Accreditation (2023)* and the importance of everyone's ongoing cultural safety training to ensure culturally informed accreditation practices.

Culturally safe accreditation

Cultural safety remains an important priority in our accreditation functions. Over half the OTC's accreditation staff, assessors, and members of PAC completed the Aboriginal and Torres Strait Islander Cultural Safety in Health Program Accreditation training delivered by ABSTARR Consulting Pty Ltd in 2024–2025. The remaining participants are scheduled to complete the program by early 2026.

Engaging with education providers

The OTC works closely and collegially with our education providers to support the understanding of accreditation standards and OTC processes. Our engagement includes attendance at the annual ANZCOTE/ANZOTPEA meeting, which was held on 13 August 2024, and individual guidance for providers seeking both first-time accreditation of new programs and reaccreditation of existing programs. We have also continued sending out *Accreditation matters*, our biannual newsletter, which includes information about key things the OTC is working on, areas of shared interest, and examples of innovation being undertaken across the sector. This newsletter is distributed to a wide range of stakeholders, including education providers and we continue to receive positive feedback about it.

From July 2024 we reintroduced post site visit surveys as part of our continuous quality improvement processes. Following all accreditation site visits, we send out two online surveys – one to education providers and the other to assessors involved in the site visit. We encourage education providers to circulate the survey to staff, students and other stakeholders who participate in the accreditation review process. The feedback received assists the OTC in identifying any concerns and refining accreditation processes.

International assessment

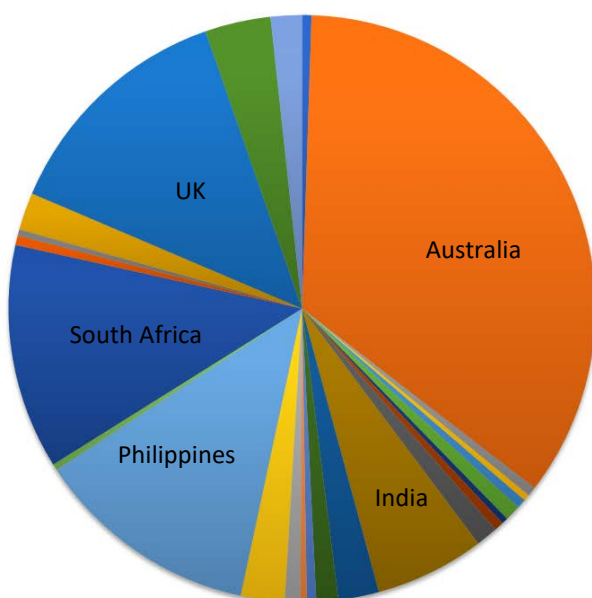
The volume of applications from internationally qualified occupational therapists seeking registration in Australia has remained steady with consistently high numbers of applicants from the United Kingdom, the Philippines, South Africa and India.

For period ending 30 June 2025, there were:

548 → → Stage 1 completions

226 → → Stage 2 completions

We received applications from:



■ Argentina 3	■ Australia 208	■ Bangladesh 3	■ Brazil 2	■ Canada 5
■ Chile 6	■ China 3	■ Denmark 3	■ Hong Kong 8	■ India 38
■ Iran 13	■ Ireland 8	■ Israel 3	■ Kenya 2	■ Malaysia 5
■ Pakistan 14	■ Philippines 77	■ Singapore 3	■ South Africa 74	■ Spain 3
■ Sri Lanka 2	■ Taiwan 12	■ UK 81	■ USA 25	■ Zimbabwe 10

With one application each from:
France, Germany, Ghana, Italy, Jordan, Malta,
Netherlands, New Zealand, Thailand and Turkey.

New committee members

During this period the Board appointed two new members to join the Overseas Qualifications Assessment Committee (OQAC). We are very pleased to welcome Deborah Gellie and Catherine Greenway to the committee. Both are OQAC assessors and practising occupational therapists, and we look forward to their valuable contributions to the work of the Committee into the future.

Assessors

There are now eleven assessors for the 'Stage 2' process, with the appointment of three new assessors during the reporting period. To support a smooth transition, new assessors are provided with a buddy arrangement, enabling them to become familiar with the assessment process under the mentorship of a more experienced assessor.

The assessors are Susan Gilbert-Hunt, Jan Erven, Deborah Gellie, Frank Gomes, Irena Gordon, Catherine Greenway, Elaine Lee, Ngoni Mandiringana, Tristan Chan, Michelle Singh and Faye Buckton. We thank these assessors for their commitment and dedication in evaluating internationally qualified practitioners, ensuring they possess the competencies and readiness required to practise safely and effectively within the Australian context.

Digitisation of the assessment process

In 2025, we commenced updates to the international candidates' database to enable greater digitisation and efficiency in the assessment process. The OTC Secretariat is working closely with our external database service provider to implement these enhancements, which are expected to be completed later in the year.

New assessment pathways

The OTC Board accepted an invitation from the Occupational Therapy Board of Australia (OTBA) to develop a new streamlined assessment pathway under the National Law to enable eligible internationally qualified practitioners whose qualifications are considered by the National Board to be substantially equivalent to, or based on similar competencies as an approved Australian qualification, to apply for general registration without undertaking the Stage 2 supervised practice assessment.

This development responds to the recommendations of the Kruk Review, completed in December 2023, which addressed healthcare workforce shortage issues across Australia.

The OTBA accepted the OTC's Phase 1 proposal to conduct an environmental scan and design for the new pathway. Phase 1 commenced on 1 July 2024 and was completed on 11 October 2024. While the subsequent development of the Section (53(b)) pathway was awarded to Ahpra, the OTC continues to contribute expertise to ensure the approach remains suitable for internationally qualified practitioners.

The new pathways are expected to launch in late October/early November 2025. Once implemented, applicants will apply directly to Ahpra for a qualification assessment. This assessment will determine whether the applicant's qualification is substantially equivalent to or based on similar competencies as an Australian occupational therapy qualification. Applicants who meet this standard will be eligible to apply for general registration.

If an applicant's qualifications are not deemed substantially equivalent but are still considered relevant to occupational therapy, they will be required to apply for limited registration and will complete a practical assessment of competence (similar to the current 'Stage 2'), which will continue to be facilitated by the OTC. Successful completion of this assessment will be necessary to become eligible for general registration as an occupational therapist.

These upcoming changes represent a significant shift in current processes. The OTC Board, OQAC and Secretariat are actively reviewing existing policies and procedures to identify and implement necessary updates.

OTC representation on Expert Advisory Group

Ms Susan Gilbert-Hunt, OTC Director and Chair of OQAC has participated in Ahpra's Expert Advisory Group Project: Streamlined Pathways (Non-Medical), which includes five professions—occupational therapy, dentistry, medical radiation, podiatry, and psychology. Ms Gilbert Hunt remains a strong advocate for ensuring cultural safety continues to be a central focus in the assessment of internationally qualified practitioners.

Strengthening our cultural responsiveness

The OTC is committed to fostering a culturally responsive organisation that recognises, respects, and values the diverse backgrounds, experiences, and perspectives of the communities we serve. Cultural responsiveness is embedded in our policies, Code of conduct, operations, and decision-making frameworks.

We acknowledge the critical importance of cultural safety, particularly for Aboriginal and Torres Strait Islander peoples, and are committed to promoting equitable and inclusive outcomes across the health and regulatory sectors. We recognise and respect Aboriginal and Torres Strait Islander ways of knowing, being and doing as being equal to Western frameworks.

Cultural protocols are observed at all meetings, and the Program Accreditation Committee has introduced Indigenous ways of knowing, being and doing into its practices, including dedicated time for yarning at the beginning and end of meetings. We have also embraced the Aboriginal and Torres Strait Islander approach to introductions, where individuals share who they are rather than focusing solely on their organisational roles. This approach has proven to be both meaningful and impactful and is increasingly becoming standard practice across our organisation.

In alignment with our commitment to fostering culturally safe environments, we continue to collaborate with Indigenous Allied Health Australia (IAHA) to ensure ongoing reciprocity and genuine engagement with Aboriginal and Torres Strait Islander peoples. This includes incorporating IAHA's guidance into our processes, and seeking feedback and evaluation of our actions related to cultural safety, project implementation, and other relevant activities. We met with IAHA on 1 November 2024, with insights from the workshop directly informing updates to our Cultural Responsiveness Plan.

Also in November 2024, Associate Professor Margaret Cook, Chair OTC, Professor Geneviève Pépin, Director and Ms Anne Szadura, CEO attended the IAHA National Conference, where the Chair was honoured to present the Excellence in Cultural Responsiveness Award to Ms Belle Selkirk. As part of our ongoing support, the OTC continues to sponsor an Aboriginal and/or Torres Strait Islander occupational therapy student or practitioner to attend the conference. The 2024 scholarship recipient was Ms Tahnee Elliot, an occupational therapist based in regional South Australia.

Additionally, Ms Szadura attended the pre-conference Allyship Workshop and later presented the principles of allyship to the OTC Board and staff. These principles have been embedded into our Cultural Responsiveness Plan to further strengthen our organisation's allyship practices.

All staff, directors and committee members complete Levels 1 to 3 of the Indigenous Allied Health Australia (IAHA) cultural responsiveness training. In addition, during 2024 to 2025 over half the OTC's program assessors, Manager, Accreditation, Professional Advisor, Program Accreditation, and three members of the Program Accreditation Committee undertook the Aboriginal and Torres Strait Islander Cultural Safety in Health Program Accreditation training developed by ABSTARR Consulting Pty Ltd, which focuses on the principles and application of cultural safety in accreditation processes. It is planned for all remaining accreditation contributors to finish the training over the next 12-18 months

In program accreditation, there continues to be engagement with Aboriginal and Torres Strait Islander stakeholders at every program accreditation on whether and how appropriately education providers and programs are meeting the OTC Accreditation Standards especially pertaining to Aboriginal and Torres Strait Islander input into program delivery and design of the program, and integration of cultural capability in student learning outcomes.

All internationally qualified occupational therapists (IQOTs) seeking registration to practise in Australia are required to successfully complete the cultural responsiveness and awareness training program delivered by IAHA, on behalf of the OTC. As part of Level Three of this program, IQOTs must develop and submit three personal SMART goals to support their ongoing development in cultural responsiveness. This component is assessed directly by IAHA. In addition to the IAHA training, IQOTs are required to complete a period of supervised practice and demonstrate their ability to maintain and apply cultural responsiveness in clinical settings. This is documented in the Supervised Practice Implementation Plan (SPIP), which forms a key component of OTC's assessment process.

OTC representatives – Assoc Prof Margaret Cook, Prof Genevieve Pepin and Ms Anne Szadura - attended the IAHA Conference in Adelaide in November 2024. The OTC sponsored the Excellence Cultural Responsiveness Award and a student scholarship.

The recipients of these were Ms Belle Selkirk and Ms Tahnee Elliott respectively.



Assoc Prof Margaret Cook and Ms Belle Selkirk



Assoc Prof Margaret Cook, Ms Tahnee Elliott and Ms Anne Szadura

Finances

Statement of income and expenditure

	2024	2025
Revenue and other income		
Revenue	1,460,100	1,387,462
Other income	83,565	97,063
	1,543,665	1,484,525
Expenditure		
Meeting costs	90,932	248,823
Management and administration expenses	1,221,018	1,084,826
Office costs	108,182	154,482
	1,420,132	1,488,131
Surplus/(deficit) for the year	123,533	(3,606)

Statement of financial position

	2024	2025
Assets		
Current assets		
Cash and cash equivalents	2,299,813	2,417,446
Trade and other receivables	125,083	94,008
Total current assets	2,424,896	2,511,454
Non-current assets		
Plant and equipment	5,444	3,008
Total non-current assets	5,444	3,008
Total assets	2,430,340	2,514,462
Liabilities		
Current liabilities		
Trade creditors and other payables	72,894	105,010
Provisions	227,817	283,429
Total liabilities	300,711	388,439
Net Assets	2,129,629	2,126,023
Funds		
Accumulated funds	2,129,629	2,126,023
Total funds	2,129,629	2,126,023

Directors' Declaration for the Year Ended 30 June 2025

In accordance with a resolution of the directors of Occupational Therapy Council of Australia Limited, the directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The directors of the company declare that:

- 1 The financial statements and notes are in accordance with the Corporations Act 2001 and:
 - (a) comply with the Australian Accounting Standards; and
 - (b) give a true and fair view of the financial position of the company as at 30 June 2025 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
- 2 In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.
- 3 The financial statements and notes satisfy the requirements of the Australian Charities and Not-for-profit Commission Regulation 2013.

Signed in accordance with the resolution of the directors and subsection 60.15(2) of the Australian Charities and Not-for-profit Commission Regulation 2013.



Margaret Cook (Chairperson)

Dated: **16th October 2025**

OCCUPATIONAL THERAPY COUNCIL OF AUSTRALIA LIMITED

Auditor's Independence Declaration under Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 to the Directors of Occupational Therapy Council of Australia Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025, there have been:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Francis A Jones Pty Ltd
Daniel Papaphotis
Registered Company Auditor
- 401503
154 High Street
Fremantle WA 6160

Dated: 30 October 2025