



St John



SCOOTERS
& Mobility

2024-25 Annual Report





Acknowledgement of Country

We acknowledge the Palawa people as the Traditional Custodians of lutruwita, Tasmania, and we pay our deepest respects to Elders past and present.

We honour the profound and enduring connection that Aboriginal people have with the lands, skies, and waterways of this island, a bond sustained through resilience, strength, and reverence for Country.

We recognise the wisdom and care that the Palawa people have shared across countless generations, nurturing lutruwita and preserving its natural beauty and spirit.

Contents

Chair's Report	4
CEO's Report	6
Our People	8
Board of Directors	10
People and Culture	12
Child Safeguarding	12
Organisational Structure	13
Our History	14
The Order of St John	16
Our Impact	20
Event Health Services	22
Emergency Management and Statistics	24
Timor-Leste	26
Community Engagement	28
Community Care	31
Youth Program	32
Our Future	34
Training	36
Supplies	36
Scooters and Mobility	38
Marketing and Communications	39
Governance Statement	41
Regulatory and Legislative Environment	41
Financial Summary	42
Auditor's Report	43

**“To everyone who has supported
our movement this year—thank you
for our mission to life.”**



Chair's Report



Dr Bradley Watson

Chair of the Board

Any organisation can have a slogan.

Here in Tasmania, we declare our mission proudly: “To make the Tasmanian community safer.”

In 2025, we once again witnessed countless examples of this mission being lived out across our state. It is always a privilege to represent St John Tasmania and to hear directly from community members whose lives have been touched. Stories of lives saved because our event health staff were there in the moment of need. Stories of a husband's condition being recognised early because of St John training. Stories of parents prepared to treat their child's burns thanks to the skills we provide.

Even I was reminded of the importance of our work when I recently needed to use my own St John first aid training in my workplace.

Our mission comes alive every day through our people. Our community care and event health service volunteers give their time week after week. Our trainers ensure thousands of Tasmanians are ready to respond when family, friends, colleagues, or strangers need their help. And our commercial, corporate, sales and supplies teams underpin these services and enable St John to thrive. To everyone who has supported and contributed to our movement this year—thank you for helping bring our mission to life.



and contributed to you for helping bring

From a governance perspective it has been a busy year for our Board, committees, and leadership. Our workplan has included an update to our Constitution which will be presented to the Annual General Meeting for adoption in November 2025. This update modernises language and accounts for changes in communications, director expectations, and financial operations in society.

We have conducted a child safety and child protection audit across the whole of the organisation. This has given us several recommendations to implement over coming years to ensure safety for young people in our youth programs and those who seek clinical support and first aid from St John.

Nationally, we have been working with our interstate colleagues on the Brand Unity Project, which will modernise our public identity while honouring our proud history, ensuring consistency across all states and territories. None of our traditional imagery will be lost, but our public presentation will be fresh and consistent.

Earlier this year, it was a privilege to open the new Devonport facility alongside the Mayor of the City of Devonport, Alderman Alison Jarman. This vibrant new hub, launched with a live radio broadcast, marks a new era for our north-west operations. Our profile was also lifted through participation in the national St John Drive-A-Thon, which captured the attention of media and communities nationwide.

We continue to engage with all levels of government. We were pleased that Senator the Hon Carol Brown, Senator for Tasmania, has again

agreed to co-convene the federal Parliamentary Friends of St John. She has already met with the national CEO Brendan Maher in Canberra, and with me in Hobart, to progress matters important to our mission.

I also wish to acknowledge the invaluable work of our Board members - volunteers who bring immense expertise and commitment to the governance of St John Tasmania. Over the past year, we farewelled Ian Brooksbank and Erica Larke-Ewing, and soon we will say goodbye to my Deputy Chair, Alex Schouten MStJ, whose many years of dedicated service are deeply appreciated. In turn, we welcomed Karen Murfett, Carmen Rocchia, and Andrew Winch, each of whom has already made significant contributions.

Finally, I extend heartfelt thanks to our outgoing CEO, Andrew Paynter. It has been an honour to work alongside him representing St John in state and federal settings, and we wish him every success in the future.

Pro Fide, For Utilitate Hominum



“To the entire Tasmanian team—t
dedication, commitment, and for
deliver on our purpose.”

CEO's Report



Andrew Paynter

Chief Executive Officer

As I reflect on the past year and write my final report as Chief Executive Officer of St John Tasmania, I feel extremely proud of what our organisation has once again achieved.

Against a backdrop of ongoing challenges as a self-funded charity, we have remained steadfast in delivering our purpose - making the Tasmanian community safer. We continue to work tirelessly to ensure we will always be there for the people we serve, focusing on our three strategic pillars: our people, our ability to positively impact the community, and our future.

I am constantly reminded that our organisation is only as strong as our remarkable Community Care and Event Health Services volunteers.

Their unwavering dedication, selflessness, tireless work, compassion, and professionalism make a real difference to Tasmanians every single day. I express my deepest gratitude to them all.

Our Community Safe Program continues to give deserving organisations the opportunity to receive free life-saving AEDs (Automated External Defibrillators). This has significantly increased the number of devices in the community- particularly in regional areas - where quick access to an AED can mean the difference between life and death.

Our specialised school holiday program for parents and children continues to go from strength to strength. These tailored sessions are so popular they are booked out quickly, complementing our successful First Aid in Schools Program. We have also maintained our delivery of CPR Skills Labs and various other first aid activities statewide. Unfortunately, none of these initiatives receive external funding and are fully sustained through our own resources.

Thank you for your working every day to

This year we were delighted to learn our MAIB grant application had been successful. This funding enables us to partner with our creative agency, Showpony, to co-design an interactive program with school students to turn young drivers at accident scenes from bystanders into responders. We will work with schools to create videos, digital resources, and hands-on training materials, then transition to a school-led delivery model for ongoing sustainability.

In December, we were awarded the contract to provide and install 270 AEDs in Department of Education facilities statewide. The rollout began with a trial installation of 20 devices in March and April, with the remainder efficiently installed in May, June, and July. I commend the State Government for this life-saving initiative and thank all involved in the rapid delivery.

On 6 March, with the support of Devonport Mayor Alison Jarman, we opened our new site on Formby Road, Devonport. This major redevelopment has provided our team and customers with a modern, functional facility and allowed us to expand services on the Northwest Coast—including the sale of our mobility product range. Under the leadership of Mel Scolyer, the site has exceeded expectations, with growth in mobility product sales well beyond our forecasts. This marks the completion of a significant capital investment program across our three regional premises.

In mid-June, EHS Commissioner Carl Graham commenced the second phase of his mission to Timor-Leste, delivering Basic Emergency Life Support (BELS) training. Key outcomes included:

- training seven new trainers to ensure ongoing delivery of BELS;
- providing BELS training to 60 healthcare workers (76% of the

clinical workforce) on Atauro Island;

- training doctors and nurses in cardiac electrophysiology and 12-lead ECG use and interpretation; and
- delivering donated life-saving medical equipment, including AEDs, an ECG machine, resuscitation gear, and patient assessment tools.

This mission would not have been possible without the support of generous donors, particularly Rotary Clubs of Tasmania. I thank Carl for his outstanding commitment and contribution.

As a self-funded charity, competition in the commercial sector continues to challenge our ability to meet financial targets. Non-commercial income, such as donations, bequests, and sponsorships is vital in sustaining our work. This year, we were particularly grateful to receive a large one-off bequest that made a significant difference.

In closing, I thank my interstate colleagues, our Board, our sub-committee members, and especially our Chair, Dr Brad Watson, for their support. To the entire Tasmanian team—thank you for your dedication, commitment, and for working every day to deliver on our purpose.

For me personally, this journey has been deeply rewarding. I wish St John Tasmania, and everyone connected with it, the very best for the future.



Our People

*Our people are at the heart of
quality services that strengthen
communities and volunteers to make a difference.*



of everything we do. Through their commitment and compassion, we deliver
when communities. We invest in a supportive environment, empowering staff
meaningful difference.



Board of Directors

St John is governed by a Board of Directors made up of community and business leaders with a strong sense of community service.

Board members are committed to the principles of corporate governance in terms of responsibility, self-regulation, prudent management of funds and best practice.

All positions are voluntary whereby members freely donate time and professional expertise.



**Dr Bradley Watson
(Chair)**

Brad has been in community services leadership roles for over 25 years. This has included senior leadership in The Salvation Army, overseas humanitarian operations, 16 years as a specialist Army Reserve Officer and his current role as an advisor to a federal Senator. His board experience includes church, youth, academic, and community organisations. Among his qualifications are a PhD, MBA and Master of International and Community Development.



**David Hughes
(Deputy Chair)**

David is the Official Secretary to the Governor of Tasmania. Prior to his current employment David had a long career with Defence in Aviation Corps before joining the Army Reserve in Tasmania. Colonel Hughes commanded Australian Defence Forces support to the State following the COVID-19 outbreak in 2020 and was responsible for the ADF Assistance Team that deployed in support of the Northwest Regional Hospital in Burnie.



Neil Grierson

Neil has served as an Australian Army Officer for over 30 years and has extensive experience in operational and strategic leadership, risk management and strategy development. He has undertaken studies at the Australian Defence College, Melbourne Business School and is a Graduate of the Australian Institute of Company Directors. He is currently undertaking the role as Army's Area Representative for Tasmania and Senior Australian Defence Force Officer in Tasmania.



**Catherine (Cate)
Graham**

Associated with St John since 1995, Catherine is a registered nurse-midwife, forensic nurse examiner and holds a law degree. She spent many years working in clinical and administrative roles at the Royal Hobart Hospital and has made a long-standing contribution to healthcare and community service. Catherine is currently employed with the Department of Health as Executive Manager – Medicolegal and continues to practise as a forensic nurse examiner.

**Kate Cunningham**

Kate brings extensive experience in business and accounting, with a career spanning government, listed companies, private enterprises, and, for the past nine years, the not-for-profit sector. She is currently the Chief Executive Officer of Positive Solutions, a Tasmanian not-for-profit organisation providing psychosocial support, counselling, and community services. Kate's leadership reflects her strong commitment to building healthy workplaces and resilient communities across the state.

**Han-Wei Lee**

Han-Wei has occupied several senior leadership roles with Ambulance Tasmania and has experience successfully implementing large, complex, high risk and high value projects for Ambulance Tasmania and the Department of Police Fire and Emergency Management. Most recently he was an Incident Controller/ Senior Executive within the Department of Health for the COVID-19 Pandemic. He has a broad background as a Paramedic and Critical Care Registered Nurse and has a long association with St. John dating back to 1991.

**Carmen Rocchia**

Carmen is Chief Executive Officer of Queen Victoria Care, leading with a strong commitment to resident-centred care, quality, and innovation. She has driven reforms in workforce design, financial stewardship, and alignment with the new Aged Care Act and Quality Standards, while strengthening clinical governance and family engagement. Carmen holds a graduate certificate in Business Management and is also pursuing a postgraduate in Health Administration

**Karen Murfett**

Karen is an experienced executive and non-executive director with more than 30 years in the ICT industry and over 16 years in senior leadership. In addition to being a Board Member of St John Ambulance Tasmania, Karen is also Vice President of TASICT, and Chair of its Industry Development Sub-Committee. Karen has held senior roles including Chief Operations Officer at GSD Advisors and Tasmanian Sales Manager at Data#3. A Graduate of the AICD, she brings strong skills in governance, strategy, risk, and stakeholder engagement.

**Andrew Winch**

Andrew is CEO of the Civil Contractors Federation Tasmania, the peak body for the state's civil construction sector. He has a strong history of service in Tasmania's not-for-profit sector, including board roles with Asthma Foundation Tasmania, Quit Tasmania, and the Tasmanian Olympic Committee. A Fellow of the Australian Marketing Institute and AICD Graduate, Andrew brings 20+ years' leadership experience in finance, governance, community engagement, stakeholder management, brand development, and strategic marketing.

People and Culture

In a period marked by significant change, St John Tasmania has maintained a strong focus on continuous improvement and a comprehensive approach to the wellbeing of our people. This commitment is clearly reflected in the outstanding results of our recent Staff Engagement Survey, which notably highlighted exceptional ratings in safety. These results underscore the dedication and professionalism of our team, who embody the St John values consistently throughout the organisation.

To further strengthen our culture of safety and compliance, we have implemented rigorous internal and external audits, with a strategic goal of not only meeting but exceeding industry standards. In parallel, we have initiated a framework to provide a range of benefits to our employees, focusing on health and wellbeing partnerships designed to support and nurture a resilient, thriving workforce.

These initiatives create an environment where our people are empowered to grow, excel, and contribute meaningfully during this exciting time of transformation. Our progress is firmly rooted in the enduring values and mission that define St John.

Child Safeguarding

St John Ambulance Tasmania is strongly committed to safeguarding children and youth in our community. As a strategic priority, we are developing a program to ensure our policies and practices meet and, where possible, exceed the standards set by the Tasmanian Child & Youth Safe Organisations Framework.

In line with both the Framework and the National Principles for Child Safe Organisations, we plan to strengthen practices that protect children, youth, and vulnerable individuals who engage with our services, staff, and volunteers. This includes updating policies to explicitly reference the cultural safety of Aboriginal children, advocating for Aboriginal cultural rights to be valued within the organisation, and communicating recognition of the strengths of Aboriginal culture. Staff and volunteers will also receive training to understand and respect cultural perspectives.

Following an independent review of our child safeguarding measures in May, we are reviewing recommendations and developing a 2-year implementation plan. Actions will include improving communications, embedding cultural safety practices, and engaging with the community to ensure our systems reflect best practice.

Our goal is to create a safe environment where children and young people feel valued, empowered, and protected, enabling them to grow, learn, play, and work with confidence. Through these initiatives, we aim to strengthen our role as a trusted and child-safe organisation in Tasmania.

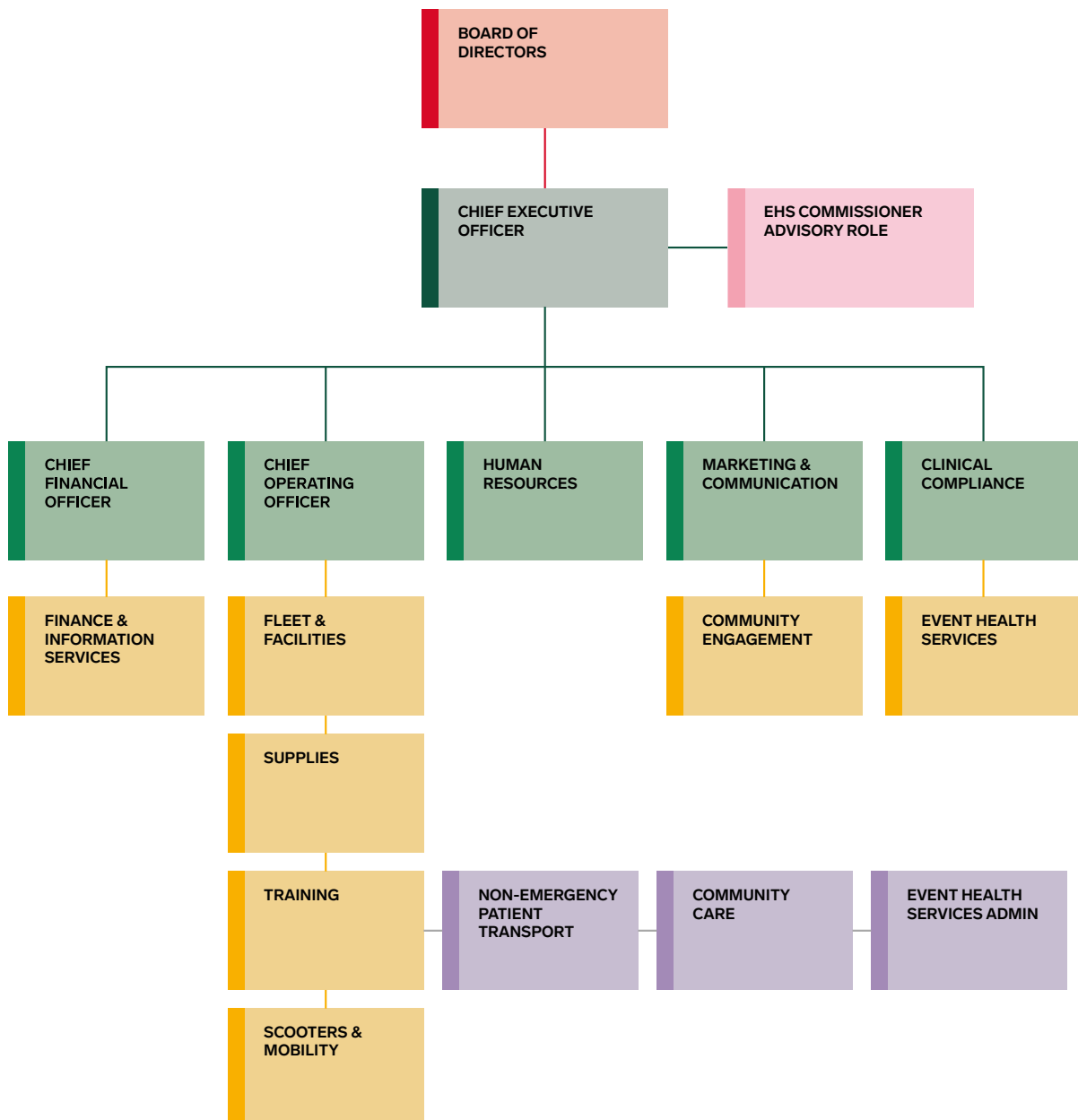




Organisational Structure

The Order of St John is a globally recognised charity, accredited by the United Nations, dedicated to providing first aid, health care, and support services in over 40 countries. In Australia, St John operates nationwide across all States and Territories under a federated structure governed by the St John Australia National Board, which sets national policies and standards.

As a key part of this structure, St John Ambulance Tasmania operates as an Incorporated Association under the oversight of a dedicated Board of Directors. The Directors are responsible for ensuring St John Ambulance Tasmania is effectively managed, delivering high-quality services aligned with the mission, culture, and values of the Order of St John





Our History

The Historical Society of St John Tasmania has enjoyed a year of growth and development. Since the opening of our museum in Moonah in late 2024, displays have been refreshed to reflect national celebrations, ensuring our history remains relevant and engaging.

To mark the 100th anniversary of Cadets in Australia, we partnered with St John Youth Tasmania to create a commemorative display of artefacts and memorabilia in Glebe, Sydney. We wish the Youth program continued growth and success.

Our Historian, Associate Professor Stefan Petrow, continues his major work documenting the history of St John in Tasmania from the late 1800s through to 2000. Expected to be published in 2026, this 500-page volume will be an important addition to the historical record, standing proudly alongside the works of other states. We remain committed to supporting this significant project.

At the December 2024 AGM, all executive positions were vacated and re-elected for three-year terms. We congratulate Jon Cooper (President), Damian Bester (Vice President), Leah Cooper (Treasurer) and Scott McCarthy (Secretary), and thank Steve Smith for continuing as Patron. We acknowledge with gratitude the work of outgoing Secretary, Phil Blackwell, whose leadership and dedication were instrumental in the Society's formation. Phil's compilation of members of the Order in Tasmania is now available on our Facebook page and remains a living document for future updates (<https://www.facebook.com/SJATHS>).

Our Facebook presence, managed by Damian Bester, continues to thrive with historical articles, photos, and appeals for information. With over 250 followers, it provides a lively forum for sharing knowledge and connecting with the broader St John community. Members are encouraged to "follow" the page for news and links to other St John history sites.

Other initiatives this year have strengthened our archives and

engagement. Leah Cooper developed a QR code survey (see below) at the Order Dinner to capture members' stories and is planning a reunion for former and current members. Leah's energy has also supported financial oversight and event success. Audio interviews with long-standing members, conducted by Vanessa Henry, Kieran Brown and Leah Cooper, are steadily building an invaluable oral history collection. We invite members willing to share their stories to contact us at history@stjohnntas.org.au.

Several members have contributed significantly to our records. Pam Heiermann has advanced work on an Honour Roll of senior members, as well as documenting trophies and their histories. Many names recorded remain active in St John today, especially those who began as Cadets. In the North, Peter James and Ian Hart have begun developing displays at Launceston HQ, supported by earlier collecting work from Vanessa Henry. Their efforts will showcase memorabilia and highlight the long-standing partnership between St John and Ambulance Tasmania.

Our Secretary, Scott McCarthy, has continued to provide strong organisational support, ensuring smooth meetings, accurate records, and an effective link between past and present operations of St John.

Looking ahead, the Society's future is bright. With a dedicated executive, active members, and clear work plans, we are well positioned to build on this year's achievements. In November, representatives will attend the National Historical Society meetings in Canberra, an opportunity to share ideas on preserving and displaying collections.

We thank our members for their commitment, enthusiasm, and vision over the past year. With their ongoing support, the Historical Society will continue to preserve and celebrate the proud history of St John in Tasmania.

Jon Cooper, OStJ

President Historical Society Tasmania



[Link to Survey](#)



Above and below: Jon Cooper and Our Deputy Prior, Her Excellency the Honourable Barbara Baker AC DSTJ



Robert Marbury

NEWS 09

New museum shows St John service through the ages



Barry Neave and his wife Brenda, both 82, of Southport, met through St John Ambulance and are long-term members. They attended the recent launch of the museum in Moosach. Picture: Nikki Davis-Jones

Proud volunteers look back on labour of love

Stephanie Dalton

A museum celebrating the St John volunteers who once provided the backbone of the city's emergency ambulance service, and who are still hard at work providing first aid, has opened at Moosach.

Former ambulance officer Barry Neave attended the official opening of the St John's Tasmania Museum and talked about the early days of the community-based ambulance service.

Mr Neave joined as an 18-year-old in 1979 and has spent the past 44 years serving his community.

"When I joined, I was the youngest person in the ambulance," he said. "I was the youngest there. I said, 'Mr Jacobs, one day I might be the oldest.' It looks like that's come true."

At an interview, a chap named Tommie Jacobs, who



Brenda and Barry Neave pictured in 1981, when they were working with the Orange Ferry ambulance.

was running the ambulance, said that I was the youngest there. I said, 'Mr Jacobs, one day I might be the oldest.' It looks like that's come true."

Mr Neave said the museum

we've got something like this now because it was long overdue," he said.

"It's great to see a lot of the old things that we've grown up with in the organisation, and see the advances that we've had. It's so interesting."

In 1979, the organisation took over the United Ambulance Service, establishing Tasmania's first ambulance reorganisation.

Within two years, St John was also operating the ambulance services in Launceston, Devonport, Burnie, and several regional centres that had been without ambulance coverage.

Since 1970, St John has maintained its traditional role of providing first aid at events, first aid training, and first aid products.

Mr Neave said he had made many friends through St John over the years and even found love through his service.

"My favourite memory of my time was meeting my wife," he said.

Brenda Neave joined St John Ambulance in 1980 at 26. She said she and Barry met at the shops where she was working as a part-time sales assistant.

"That's the thing about volunteering - you meet good people," she said.

Mr Neave said she had no plans to quit the service anytime soon.

"Being a part of St John has changed my life," she said.

"It's an inspiration. When you look at that St John Ambulance while you're very young."

stephanie.dalton@news.com.au



Barry Neave Collection

The Order of St John

The past year has been a busy one so far as The Order of St John in Tasmania is concerned.

We remain represented at a National level through membership of the National Order Affairs Committee as well as through attendance at the Annual Chapter Meeting and Church Service held in Canberra each November. We have also established closer links with the St John Historical Society, both Nationally and here in Tasmania.

The Centenary of Youth in St John has provided a particular focus for Order activities this year and of note is the recent establishment of the new role of Priory Esquire for each St John jurisdiction. This appointment is open to youth members who are over 18 years of age and who are not already members of The Order. Priory Esquires are selected on merit and will be involved in key ceremonial activities which will highlight the importance of The Order to our younger members.

Our 2025 Investiture was again a very successful event as was our Order Dinner later that same evening. The Order Affairs Committee

continues to review our annual Order Dinner to ensure that it remains relevant, accessible and affordable, and the more recent focus of being a “celebration of all things St John” will be an ongoing theme.

On behalf of all members of The Order in Tasmania, I would like to express my sincere thanks for the obvious support provided by our Deputy Prior, Her Excellency the Honourable Barbara Baker AC DStJ and her husband Emeritus Professor Don Chalmers AO. The annual Investiture at Government House is a particular highlight for St John members and showcases the values that we all aspire to within the Tasmanian community.

Steve Smith, AM CSC KStJ RFD

Director of Order Affairs and Patron of the Historical Society



Denise Stones and Jack Bryan



Jon and Leah Cooper



Jamilla Paine, Peter Fitzgerald, Grace Wilson, Cat Watkins



Major General Steven Smith, AM CSC RFD (Retd) and Her Excellency the Governor



Clinical Professor Nitin Verma, AM OTL and Her Excellency the Governor



Jack Duncan and Her Excellency the Governor



Alex Schouten and Her Excellency the Governor



Mr and Mrs Fitzgerald and Her Excellency the Governor



Aaron Cassidy and Her Excellency the Governor



Remedios Hawkins and Her Excellency the Governor



Scott McCarthy and Her Excellency the Governor



Sasha Barker and Her Excellency the Governor



Philip Blackwell and Her Excellency the Governor

St John Investiture and Annual Dinner

On 20th June 2025, St John Tasmania proudly held its Investiture Ceremony at Government House, followed by the Annual Dinner at Wrest Point.

This year's event was particularly significant, marking the 100th anniversary of Youth in St John - a milestone recognising a century of service, leadership, and dedication by young members across the Order.

The Investiture Ceremony, graciously hosted by Her Excellency the Honourable Barbara Baker AC DStJ, saw the admission of two

Knights alongside new Members and other dedicated individuals honoured for their exceptional contributions. This occasion was especially poignant as it marked Her Excellency's final year as Governor of Tasmania, adding a layer of historical and personal significance to the awards presentation.

The evening was well attended at Wrest Point, reflecting the strength, unity, and ongoing commitment of the St John community. It was a night to celebrate legacy, service, and the enduring values of the Order.

At the Investiture held on 20th June 2025, the following awards were presented:

PROMOTION TO THE GRADE OF KNIGHT OF GRACE OF THE MOST VENERABLE ORDER OF THE HOSPITAL OF ST JOHN OF JERUSALEM (KSTJ)

Major General Steven Smith AM CSC RFD (Retd)
Clinical Professor Nitin Verma AM OTL

PROMOTION TO THE GRADE OF OFFICER OF THE MOST VENERABLE ORDER OF THE HOSPITAL OF ST JOHN OF JERUSALEM (OSTJ)

Aaron Cassidy

ADMISSION AS A MEMBER OF THE MOST VENERABLE ORDER OF THE HOSPITAL OF ST JOHN OF JERUSALEM (MSTJ)

Alex Schouten
Peter Fitzgerald

ORDER SERVICE MEDAL FOR 10 YEARS' SERVICE

Clinical Professor Nitin Verma AM OTL
Leith McHarry
Philip Blackwell
Remedios Hawkins (presented in lieu of being unable to attend in 2024)

FOURTH CLASP TO THE ORDER SERVICE MEDAL FOR 30 YEARS' SERVICE

Scott McCarthy

COMMENDATIONS FOR SERVICE TO THE COMMUNITY

St John Bronze Commendation

Jack Duncan
Sasha Barker

Peter Falkland Youth Leader of the Year Award

Sasha Barker

The following members have been awarded Service Medals / Clasps, however, they were unable to attend the Investiture:

- Christine Hunt – Order Service Medal
- Richard Knowles – Fourth clasp to the Order Service Medal
- Leonidas Resvanis - St John Bronze Commendation
- Ella Swan - St John Bronze Commendation



Back row: Jack Duncan, Sasha Barker, Leith McHarry, Remedios Hawkins, Philip Blackwell, Scott McCarthy. Front row: Aaron Cassidy, Alex Schouten, Clinical Professor Nitin Verma AM OTL, Her Excellency the Governor, Major General Steven Smith AM CSC RFD (Retd), Peter Fitzgerald

Most Venerable Order of The Hospital of St John of Jerusalem

MEMBERS IN THE ORDER OF TASMANIA

ADMITTED AS MEMBER

Mr Peter Fitzgerald
Ms Alex Schouten

DEPUTY PRIOR

Her Excellency the Honourable Barbara Baker AC, DSTJ

KNIGHTS OF GRACE

Mr Michael Barrett, AM
Mr Kieran Brown
Colonel Ross Byrne, RFD (Retd)
Lieutenant Colonel the Honourable William Cox, AC RFD ED KC
Sir Guy Green, AC, KBE, CVO
Major General Aziz (Greg) Melick, AO RFD KC (Retd)
Major General Steven Smith, AM CSC RFD (Retd)
Clinical Professor Nitin Verma, AM OTL

DAMES OF GRACE

Mrs Roxena (Roxy) Cowie OAM
Mrs Jocelyn Cox
Lady Rosslyn Green
Mrs Frances Underwood
Emeritus Professor the Honourable Catherine (Kate) Warner, AC
Mrs Josephine Weeks

COMMANDERS

The Honourable Alan Blow, AO KC
Mr David Burns
Mr James Byrne
Mr Euan Edwards

Mr Carl Graham
Miss Margret Jacobson
Mr Stephen Miller
Ms Clair Smith
Dr James Wane

OFFICERS

Mrs Barbara Almond
Miss Dorothy Burns
Mr Aaron Cassidy
Mr Jon Cooper
Mr Bruce Ellis
Dr Keith Goulston
Mr Ian Hart
Mrs Vanessa Henry
Mrs Trixie Hope
Mr Peter James
Mr John Kelleher
Mr Roy Margetts
Mr Scott McCarthy
Mr Richard McCreadle, APM
Mr Robert McManus, OAM
Mr Albert Morris
Mr Barry Neave
Mr Desmond Peterson
Mr Patrick Peterson
Mr David Quill
Mrs Lorraine Riggall
Dr Bodie Rodman
Mr Leon Schwarz
Mr Sanyi Szauber
Mr Arthur Webber
Mrs Margaret Wells

MEMBERS

Mr Damien Almond
Mr Glen Archer
Mrs Eileen Ayres
Mrs Debra Baier
Mr Damian Bester
Mrs Lucy Bester
Mr Marc Bester

Mr Philip Blackwell
Mr Malcolm Blizzard
Dr David Boadle
Mr Andrew Brown
Mr Gary Burke
Mrs Tania Burke
Mr Simon Burns
Mrs Geraldine Byrne
Mrs Denise Callahan
Mrs Elizabeth Cameron
Ms Kerri Camino
Mr John Campbell
Mr Brent Cashion
Mrs Esther Chappel
Mr John Chilcott, LVO
Mr Rick Clark
Mrs Betty Clayton
Mrs Lesley Collins
Dr Michael Cook
Mrs Leah Cooper
Ms Alana Cornish
Mrs Shirley Crawn
Mrs Lenis Crowder
Mr Stuart Dann
Mrs Debra Dolbey
Mr Wayne Dowling
Mrs Colleen Downer
Miss Olive Edwards
Mr Albert Elliott
Mr Bryan Evans
Mr Dale Fitch
Mrs Joyce Fraser
Mr Graeme Gee
Miss Daphne Glennon
Mrs Catherine Graham
Mrs Pauline Grant
Mrs Patsy Halloran
Mr Darren Hamilton
Mrs Betty Hammond
Ms Pamela Heiermann, ASM
Mr Darren Hine, AO, APM
Mr Robert Hingston
Mr Stanley Hingston

Mr Graeme Hodges
Mrs Anne Holloway
Mr Glenn Hoppitt
Mrs Diana Howard
Mr Rodney Hudson
Colonel David Hughes, CSC
Mr Stuart Husband
Mr Thomas Irving
Mr Athol Johnson
Mr Jack Johnston, APM
Mr Richard Knowles
Mr Jamie Kopper
Mrs Carol Lampard
Mr Han-Wei Lee, ASM
Mr Grant Lennox, ASM
Mr Graham Lester
Mrs Judith Levis
Mrs Kylie Ling
Mr Graeme Little
Mrs Connie Lunn
Mr Ronald Marshall
Dr Jane Marstrand
Mrs Alison McCarthy
Dr Paul McGinity
Mr John Mee
Mr Kaleb John Milner
Ms Sarah Montgomery
Ms Barbara Murphy
Mr Ken Naylor
Mrs Brenda Neave
Mrs Valerie Neilson
Mrs Christine Nelan
Ms Sharon Orchard
Mr Harold Parker
Mrs Jane Parkin
Mr Leonard Peters
Mr Peter Piggott
Mr Phillip Pyke
Mrs Christine Quill
Mrs Joy Randall
Mr Joe Ratcliffe
Mr Graeme Rayson
Mrs Maureen Roach

Mrs Pam Roberts
Mr Robert Rubenach
Mr John Sheedy
Mr Neil Shuey
Mr David Skegg
Mr Michael Skey
Mrs Kathleen Smith
Mr Kim Stewart
Mr Charles Strochnetter
Mrs Roma Tarrant
Mr Justin Tippet
Mr Darrell Vincent
Miss Elizabeth Walker
Mrs Jennifer Walters
Mr Murray Webb
Mrs Leoni Webster
Mr Grant Wiggins
Mr Tim Williams
Mrs Jeanette Wills
Mr Eric Woodcock

VALE

Mrs Valma (Fay) Reeve
Mr Barry Pitt
Mrs Yvonne Stanley
Mr Craig Turner

We honour the memory of St John members who passed away during the year and give thanks for their time with us.

Each played a meaningful role in upholding the values of St John, and their contributions leave a lasting legacy.

As of 30 June 2025, there were 166 members in the Order of Tasmania



Our Impact

Our impact is seen in the lives of the people we serve, their health, safety, and mobility of people and communities.



es we touch. Through programs, partnerships, and education, we make
accessible, building a safer Tasmania where essential services empower



Event Health Services

Each year, our services support hundreds of public events, helping ensure community safety and wellbeing. Through Event Health Services, St John provides first aid response and pre-hospital care - from minor injuries to serious medical emergencies supported by comprehensive kits and lifesaving equipment.

Our aim is simple: to assist those in need while promoting safer events and building community resilience through strong planning, risk management, and emergency processes.

Volunteers are the heart of this service. They come from diverse backgrounds, with over 40% being healthcare professionals or students in medicine, nursing, or paramedicine. Their skill, dedication, and selflessness make it possible for St John to be there when people need us most.

Building Stronger Partnerships

In 2024-25, we deepened our relationships with local councils by formalising agreements with the majority of Local Government Agencies. Emergency response processes were finalised, and response capabilities significantly enhanced - ensuring that St John is reliably "available when needed most."

Flood Response

In November 2024, our teams responded to the Derwent Valley floods, offering essential support to affected communities during this critical event.

Ensuring Safe and Quality Care

In 2024-25, the Event Health Services senior team completed a comprehensive review of all procedures, guidelines, and documentation to ensure practices remain robust and contemporary. Our Clinical Advisory Group continues to play a vital role in safeguarding service quality, driving improvements such as the rollout of new equipment and scope of practice changes, supported by targeted training and ongoing skills maintenance.

Volunteer growth and development

In 2024-25, we streamlined our induction program and successfully delivered the "100 volunteers in 100 days" campaign, redesigning the application and induction process to support strong growth.

With many university student members moving into health careers across Australia and beyond, we celebrate their contributions and will again aim to recruit 100 new volunteers in 2025-26.



Training remained a priority, with new competency-based packages, an accreditation pathway for healthcare students and professionals, and continued alignment with university programs. Our dedicated trainers ensured quality learning for all new members.

Looking ahead, we will strengthen leadership and team development within annual training, supporting the next generation of volunteers and future health professionals.

Our Commitment

We are committed to making a difference in the community by being Tasmania's leading provider of quality first aid and health services, helping the public live healthier, safer, and more active lives.

Future direction - National Collaboration

Cross Border Integration

- Strengthening formal response narrative with all St John jurisdictions to create a truly national emergency response capability.

Training and Upskilling

- Emergency response and deployment training standardised and continually incorporated into annual training programs.

Consistent Capabilities

- Creating a consistent rapid deployment resource and capability delivery standard, no matter where an emergency occurs across Australia.



Emergency Management and Statistics

Emergency Management

Tasmania is not immune to natural disasters or large-scale emergency events, and St John stands by to support those affected when help is needed the most as part of a coordinate state, national or international response.

The St John Tasmanian capabilities and capacity to assist in times of disaster are part of an unrivalled nationwide pool of resources that can be mobilised to assist those needing care or to support the ongoing provision of health service in affected areas.

By the very nature of the services St John supplies in providing health services and first aid at community events we are well-equipped to be at the forefront of an initial emergency response to an incident.

Under the Tasmanian Emergency Management Arrangements (TEMA), St John is assigned the role of supporting Ambulance Tasmania during times of emergency.

Our response arrangements have now expanded to also include directly responding to requests from most Tasmanian councils to support the provision of services in Evacuation and Recovery Centres. St John

continues to invest in resource capabilities and training to support these commitments to the Tasmanian community.

At both national and Asia-Pacific levels, St John Tasmania is a key collaborating partner in developing a nationally coordinated capability for providing a multi-jurisdictional emergency response and recovery support capacity.

Emergency Deployment Capabilities of St John Tasmania

The range of services St John can supply during times of emergency include the provision of:

- Emergency Medical Response – Triage stations, first aid posts and clinical care teams.
- Welfare Support – Psychological first aid, comfort and vulnerable persons assistance.
- Logistics – Equipment deployment, PPE and fleet capabilities to sustain and support response activities.
- Dedicated communications and management capacity that allows coordination of activities, and collaboration with other agencies.



Through an ongoing memorandum of understanding (MOU) with Ambulance Tasmania St John has committed, as a minimum, the following capability in support of State emergencies instead.

5

Emergency Responders Teams: Team of 2-5 readily deployable to triage, treat those with injuries or illness. These teams are mobile and adaptable and based out of first aid posts or vehicles.

122

First Aid officers: Statewide has regional based volunteer workforce additional equipment that can be drawn to sustain response activities.

7

Mobile first aid units (stretcher capable). St John has available multiple cars if required.

3

4wd mobile first aid units.

1

Minibus (wheelchair capable).

5

Major event & emergency response trailers & support trailers

10

Shelter/ first aid tents

10

Mass casualty incident kits, significant medical supplies & equipment.

24/7

State duty officer and disaster response co-ordinator trained in incident management processes.





Timor-Leste

International Outreach: Timor-Leste Humanitarian Assistance Mission

In June 2025, St John Ambulance Tasmania delivered the second phase of a three-stage humanitarian project in Timor-Leste at the request of the Timor-Leste government. This mission focused on strengthening emergency healthcare capacity through Basic Emergency Life Support (BELS) training and building sustainable local networks for first aid training and services.

The mission was made possible through the support of Rotary Clubs of Tasmania, Timor-Leste Vision, community health provider Saúde Ba Ema Hotu (SABEH), Murrakei Farms and their seasonal workers, and the University of Tasmania – School of Paramedicine. Led by State Commissioner Carl Graham, the program drew on St John's national and international expertise in first aid and pre-hospital care.

Key Achievements

- **Workforce Training** – 60 healthcare workers completed intensive 3-day BELS courses, meaning 76% of Atauro Island's clinical workforce is now trained in advanced first aid and resuscitation.
- **Local Capacity Building** – Seven doctors completed the Train the Trainer program to deliver BELS locally.
- **Remote Care Skills** – 21 volunteer doctors, nurses, and midwives trained in Basic Emergency Care for use in remote villages.
- **Cardiac Care Enhancement** – An ECG machine was donated, with 18 clinicians trained in its use and interpretation.
- **Ambulance Preparedness** – 23 ambulance service staff trained in structured emergency care, CPR, AED use, and sports injury management.
- **Hospital Support** – 72 hospital staff trained in Basic Life Support to support accreditation.



The Future

St John Tasmania continues to work with local partners to:

- Roll out a First Aid in Schools Program nationwide.
- Support vocational education authorities to integrate contextualised first aid into national training frameworks.
- Develop access to accredited first aid training.

- Strengthen the National Ambulance Service through mentoring and international collaboration.

St John Tasmania remains committed to the service of humanity delivering practical, life-saving care and training wherever it is needed, in Tasmania or with our regional neighbours.

Community Engagement

Community Safe Grants – Strengthening Grassroots Resilience

In 2024-25, St John relaunched the Community Safe Grants Program, awarding Automated External Defibrillators (AEDs) and First Aid kits to grassroots organisations across Tasmania.

Recipients included sporting clubs, community walking groups, and cultural organisations, ensuring life-saving tools were placed where they are most needed. These grants not only remove barriers for small organisations but also extend St John's mission into every corner of the state - from city suburbs to rural towns.

The program's impact goes beyond the devices themselves. Each grant fosters awareness, training, and confidence, ensuring that in moments of crisis, Tasmanians are ready to respond.

First Aid in Schools

The First Aid in Schools Program (FAIS) remained one of our most impactful community initiatives. In 2024-25, we engaged with 21 schools across Tasmania, reaching 4,493 students with free, age-appropriate first aid education.

Students learned essential skills such as calling 000, basic first aid techniques, and CPR. By embedding these lessons early, we are ensuring young people grow up confident in their ability to respond in emergencies — skills that stay with them for life.





First Aid for Kids – School Holiday Program

Our First Aid for Kids School Holiday Program continued to grow in 2024–25, giving children a fun and engaging way to learn life-saving skills outside the classroom. With the support of valued partners, including our ongoing collaboration with St Lukes, the program provided families with free access to practical first aid education during the school holidays.

This year, the program reached over 400 young people across three regions — Hobart, Launceston, and Devonport — making it more accessible to children in both urban and regional areas. Sessions were designed to be interactive and age-appropriate, covering essentials like calling 000, treating injuries, and learning CPR in a hands-on environment.

By equipping children with skills and confidence, the program not only helps them respond in emergencies but also inspires lifelong awareness of first aid. Parents consistently told us they valued the opportunity for their children to build resilience while having fun, and demand for the program continues to grow.

CPR Lab – Taking Lifesaving Skills to the Community

In 2024–25, St John Tasmania amplified its commitment to lifesaving education through a series of high-profile CPR activations.

- **World First Aid Day (13 September):** Partnering with Rotary Club Howrah and Clarence City Council, St John delivered a free CPR skills session at the Clarence Mountain Bike Park. Following the donation of a defibrillator to the park, this initiative gave community members hands-on practice and the confidence to act in an emergency.

- **Restart a Heart Day (16 October):** In partnership with Ambulance Tasmania, St John provided free CPR demonstrations across the state, teaching the simple but powerful “Call, Push, Shock” method.
- **RACT Road Safety Week:** Our trainers joined the statewide campaign to reach learner drivers and young people, highlighting the importance of CPR and first aid at a time when road trauma remains a critical issue in Tasmania.
- **Expos and Community Events:** St John engaged thousands of Tasmanians through interactive demonstrations at major expos and regional activations, ensuring lifesaving knowledge was accessible to people of all ages.

Through these events, St John is helping make CPR as familiar and instinctive as fire extinguishers in workplaces, schools, and community spaces.





Driving Change in 2024 – St John Drive-A-Thon (Nov / Dec 2024)

In November 2024, the Tassie St John team proudly represented St John Tasmania in the national St John Drive-a-thon. This was a nine-week initiative across the whole of Australia to train 5,000 people in CPR and deliver over 100 Automated External Defibrillators (AEDs) to regional communities.

In Tasmania, our four volunteers and staff members drove as part of a two-vehicle convoy, completing over 1,100 kilometres across Tasmania and running four community activations. During this time, they delivered three AEDs, connected with hundreds of community members, and captured stories to raise awareness of the importance of lifesaving skills.

Beyond delivering training and equipment, the team engaged local schools, community groups, and workplaces, demonstrating practical CPR techniques and encouraging participants to take an active role in emergency preparedness. Their efforts not only increased lifesaving capability in Tasmanian communities but also inspired a culture of safety and confidence, showing how even small actions can have a lasting impact.



Survive the Drive – Expanding Lifesaving Education

St John Tasmania is proud to have received a 2025 MAIB Foundation Grant to expand our Survive the Drive program, an initiative co-designed with young Tasmanians to deliver first aid education that resonates with today's learner drivers.

Building on national St John initiatives, the program focuses on what to do after a crash equipping young people with the skills and confidence to respond in emergencies.

This funding comes at a critical time, with April marking Tasmania's deadliest month on the roads in 15 years, when 11 lives were lost. The MAIB Foundation's support will enable St John to reach more young drivers and address this urgent need for road safety education, helping to prepare the next generation to step up when it matters most.





Community Care

Celebrating Our Community Care Volunteers

Our Community Care volunteers continue to make a profound difference in the lives of Tasmanians, offering transport, companionship, and support that helps clients stay connected and independent. The program offers a variety of services, including befriending visits, transportation to medical appointments, and assistance with shopping. These services, provided by carefully selected and police-screened volunteers, enable clients to maintain independence and stay connected within their communities. This year, we were proud to recognise two outstanding volunteers at the Annual St John Tasmania Investiture Ceremony whose dedication reflects the very best of St John values.

Remedios Hawkins was awarded the Order Service Medal for 10 years of volunteering, celebrating a decade of care and kindness (in lieu of being unable to attend in 2024). She has shown incredible commitment over the past decade, supporting clients with warmth and reliability, and making a real difference in their lives.

Peter Fitzgerald, who has given more than 10,700 hours of service as a volunteer driver since 2010, was admitted as a Member of the Order of St John in recognition of his extraordinary commitment. Peter is one of our most dedicated drivers, often volunteering up to five days a week - helping clients get to vital medical appointments, assisting with shopping, and ensuring they remain active and connected. His commitment has been nothing short of extraordinary. One memorable example came during a Christmas period when Peter continued to drive

cancer support clients, making sure they received life-saving treatment at a particularly difficult time.

Together, their stories highlight the heart of our Community Care program — compassion in action, every single day.

Some client feedback for the Community Care Team:

"I want you to know how much I have appreciated your kindness and support transporting me around to my various appointments and shopping errands. Your kindness and patience has indeed touched my heart when I was in a most vulnerable place recovering from my broken collar bone and concussion recovery. I enjoyed our conversations as we travelled."

"It has been great - very supportive, very helpful in enabling me to stay in my home. Made life better - both by shopping and mentally."

"When I first met my volunteers, I was very nervous but after a couple of times taking me shopping, I felt so relaxed. We are family now; they are always interested in what my family is doing. Thank you, St John, for taking me on board, so grateful for giving me such caring wonderful couple, much appreciated."

"I am an aged widow living alone in a large house & garden & am physically unable to maintain the garden & lawns. The St John team are remarkable. Thank you."

"I have wonderful family who will care for us, but the car gives us a bit of independence. So a big thank you!"



Youth Program

2025 marks the centenary of St John Youth in Australia – a remarkable milestone celebrating 100 years of young people learning, leading, and serving their communities through St John. Here in Tasmania, generations of children and young people have gained lifesaving first aid skills, grown in confidence, and made meaningful contributions to society. Thousands have worn the uniform with pride, with many going on to become leaders in health, emergency services, and community life.

This centenary year, our youth members are not only reflecting on this proud legacy but also embracing the future with enthusiasm. In 2024-25, St John Youth Tasmania enjoyed a vibrant year of events, competitions, and community engagement.

Our state team travelled to Alice Springs for the National Competitions, where they demonstrated teamwork and resilience. Divisions delivered first aid in schools, provided information sessions at Scotch Oakburn College for their Community Service Program, participated in Carers Week and Seniors Week expos, and joined the “Sleep It Rough” fundraiser, raising over \$1,000. Youth members also contributed to centenary celebrations with historical displays and presentations, including a moving moment at the Tasmanian Investiture where they

shared what the program means to them. Fundraising BBQs and raffles ensured that all camp fees were covered for the 2025 team heading to Sydney in September, where Tasmanian youth will again represent the state on the national stage.

The year also brought many moments of recognition and pride. Sasha Barker received the Peter Falkland Award and became the inaugural Youth Esquire, while Alana Cornish was appointed National Youth Squad Leader in January 2025. Jack Duncan was named City of Launceston Youth Citizen of the Year, and Vanessa Henry was honoured with both the Volunteering Tasmania Impact Award and a finalist for the Excellence in Volunteer Leadership and Management Award. Divisional Youth Awards celebrated outstanding contributions from members across Hobart and Launceston, and proficiency badges were awarded in areas such as first aid, anatomy, employment preparation, and administration.

These achievements reflect the energy, leadership, and commitment of St John Youth in Tasmania, whose members continue to grow, serve, and carry forward the values of service, integrity, and compassion into the next century.





Our Future

Our future is grounded in innovation. With community needs, we're building for generations to come.



innovation and sustainability. By embracing technology and evolving
we are creating a resilient organisation that champions health and safety for

FIRST AID KIT



Training

First aid training remains at the core of our mission, and this year St John Ambulance Tasmania proudly delivered training to 17,023 students. Our commitment to making the Tasmanian community safer continues to shape the quality and diversity of our programs, from compliance training for high-risk industries to new community-focused initiatives.

We introduced Motorcycle First Aid, addressing the unique risks faced by riders, and continued to invest in our training team, upskilling instructors to facilitate a wider range of courses and increase our overall capacity. The appointment of a dedicated Quality and Compliance Manager has further strengthened the consistency and standard of our training statewide.

Our investment in resources and facilities has also enhanced the learning experience. Students now train with modern, high-quality materials, and our Devonport office was upgraded into a vibrant, centrally located training space-making first aid more accessible to communities in the North West.

Looking ahead, we remain committed to innovation and growth, ensuring Tasmanians have the skills and confidence to save lives when it matters most.

Supplies

This year, our Supplies Service underwent several significant changes across Tasmania, including the opening of our new Devonport store on 6 March. Positioned in a high-traffic location, the store offers excellent brand exposure.

We introduced a new service structure with local Business Development Managers focusing on workplace assessments for businesses and community organisations. These assessments allow our team to build strong relationships with local businesses, while providing valuable education and skills development. They have also led to service agreements where we supply cost-effective solutions for workplace supplies and training needs.

We provided 2085 mobile kit services to people around the state with the vast majority choosing 6 monthly services.

In total, our Supplies Service provided 178 AEDs to businesses and community groups statewide. A major highlight was winning the Department of Children and Young People contract a significant tender resulting in the installation of 260 AEDs in schools across Tasmania so far and another 20 to be installed in libraries next FY. Our Facilities Manager, Brett Richardson, and Grant Fooks played a pivotal role, travelling extensively to install AEDs in remote areas over several months. Their efforts ensured timely delivery and strengthened our partnership with the department, setting the stage for further collaborations and installations in 2026.

Building skills that travel across borders.



St John Tasmania delivered first aid training to 11 seasonal workers from Timor-Leste at Murrakei Farms, equipping them with essential life-saving skills they can use both in Tasmania and when they return home.

Led by experienced trainers Adele Jarvis and Stephen Hunter, the session went far beyond bandages and CPR. It became a shared moment of learning, connection, and empowerment. For the participants, many of whom had never had access to formal first aid education, it was a

chance to gain confidence and carry skills back to their families and communities.

For St John, it was a reminder that the impact of first aid doesn't stop at Tasmania's borders. Each person trained becomes a ripple of resilience, spreading knowledge and strengthening communities near and far. This partnership shows how practical, life-saving skills can transcend cultures and countries—uniting people with the shared purpose of keeping one another safe.



Scooters and Mobility

Our new Hobart store now enjoys street frontage, greatly improving visibility, although limited storage remains a challenge. Co-location with our training and supplies teams has created valuable growth opportunities, driving cross-skilling and referrals between teams.

In Devonport, the store has performed exceptionally well, with the team working hard to meet strong demand. Relationships with key health services in the North-West have strengthened, a main road stock display has lifted public enquiries, and the strength of the St John brand continues to drive growth.

In Launceston, new competition from neighbouring providers has emerged, but the team has maintained strong ties with local healthcare services. The store's display space is a major advantage, giving customers the chance to easily test and trial equipment.

The SAM-branded Adventurer Scooter has been a standout success, with 24 units sold this year. Available in silver, red, and our distinctive SAM orange, it has quickly become a customer favourite. Next year, we will expand the SAM product range as the franchise develops a dedicated inventory.

Another top performer has been the Q50R carbon fibre folding power wheelchair, with 21 units sold. Weighing under 15kg (much lighter than most comparable models), it offers exceptional portability and accessibility, giving users greater freedom without the need for specialist transport.



Marketing and Communications

Marketing and Communications: Expanding Our Reach and Influence

This year, St John Ambulance Tasmania's marketing and communications focused on building stronger community connections, expanding our digital reach, and amplifying awareness of our services and charitable impact.

Digital Growth and Engagement

Our digital presence continued to grow across multiple platforms:

- 670,000+ unique digital reach, including 140,000 unique website visitors and 357,000+ page views
- 30,000+ email reach across multiple campaigns
- 500,000 people reached via Meta platforms (Facebook and Instagram) and LinkedIn

- 1.2 million+ estimated total digital impressions when factoring in repeat engagement and multi-channel exposure

This sustained digital visibility has been critical in raising awareness of our services, campaigns, and community initiatives across Tasmania and beyond.

Broadcast and Community Reach

- 157,904 estimated impressions from radio campaigns and other broadcast channels
- 1,550 people reached directly through brochures, fact sheets, and awareness materials
- Participation at 6 major expos and 19 community events, creating opportunities for face-to-face connection

With the success of *First Aid Hero* and sustained momentum across digital, broadcast, and grassroots engagement, our marketing and communications efforts continue to amplify St John's voice and secure the awareness and support we need to carry out our life-saving mission.



First Aid Hero Campaign

Sharing Stories, Saving Lives

In 2024–25, we launched the First Aid Hero campaign - a statewide initiative inviting Tasmanians to share real-life stories of first aid in action. More than a call for submissions, this campaign became a celebration of courage, compassion, and community.

The response was overwhelming:

- **20,000+ people reached**
- **300 heartfelt stories submitted**
- **1,000+ new email subscribers welcomed into our growing community**

The campaign culminated in the donation of one defibrillator (AED) and three First Aid kits to our winning heroes, recognising life-saving responses from roadside emergencies to critical moments in homes and public spaces.

But the true impact went far beyond the giveaway. These stories became a powerful reminder that first aid isn't just for paramedics or professionals, it's for everyone. For some Tasmanians, it inspired action to enrol in a first aid course; for others, it reinforced the value of our training in empowering everyday people to step in and save a life.

By amplifying voices from rural towns, schools, volunteer groups, and families, First Aid Hero strengthened community resilience and reinforced St John's role as both a first aid provider and a trusted community partner.



Governance Statement

The focus of the Board is to ensure St John TAS is appropriately managed and provides leading first aid and community services consistent with the culture and values of the Order of St John. The Board draws on and applies relevant corporate governance principles and practices to assist it in ensuring the performance of St John TAS. Day-to-day management of the organisation's affairs and implementation of corporate strategy and policy initiatives are delegated by the Board to the Chief Executive Officer and the Executive Management team. We abide by our constitution (Rules of the Association) which provides essential guidelines in the principles and operating practices for our organisation. St John Ambulance Australia (TAS Inc.) are responsible to the members for the performance of the Incorporated Association.

STANDARDS

These standards identify governance requirements for the Board as defined in One St John policies and standards - Corporate Governance Standards.

1. Board and management roles and responsibilities are clearly defined and separated.
2. Board has processes in place for determining strategic direction.
3. Board has processes in place to monitor progress, including reporting against performance measures.
4. Board has systems in place for ensuring compliance with regulatory and legal obligations.
5. Board identifies all major risks for the St John entity so they can be managed.
6. Induction programs are in place for all new Board members.
7. Board members regularly review their performance individually and as a Board. The Board Chair is accountable for these standards.

The Directors of St John

Regulatory and Legislative Environment

St John Ambulance Tasmania operates within the highly regulated not-for-profit, healthcare, aged care, education and training (VET) sectors.

We adhere to all relevant codes of practice, laws and license agreements which govern these environments.

Incorporated Association

Operating not-for-profit with a formal legal structure under the Associations Incorporation Act 1964.

Registered Charity

Australian Charities and Not-for-Profits Commission (ACNC) registered in compliance with the Charities Code of Practice.

Royal Charter

Granted to the Order by Queen Elizabeth II.

Registered Training Organisation (RTO)

Australian Skills Quality Authority (ASQA) regulatory body within the Vocational Education and Training (VET) sector. RTO number 88041 St John Ambulance Australia Ltd.

Public Benevolent Institution (PBI)

Australian Charities and Not-For-Profits Commission (ACNC) registered.

Deductible Gift Recipient (DGR)

Status awarded by the Australian Taxation Office (ATO) to receive income tax deductible gifts and deductible contributions.

Income Tax Exempt Charity (ITEC)

Status awarded by the Australian Taxation Office (ATO), exempt from income tax and income tax returns.

Notice of Endorsement for Charity Tax Concessions

Status awarded by the Australian Taxation Office (ATO).

Code of Conduct (First aid services and health care)

Health professionals (doctors, registered and enrolled nurses, and paramedics) adhere to

the registration standards of the Australian Health Practitioner Regulation Agency (AHPRA). Other healthcare workers not within the ambit of AHPRA adhere to the Code of Conduct for Unregistered Health Practitioners under the Health and Community Services Complaints Commissioner (HCSCC).

We continually monitor compliance with regulatory requirements and ethical standards to ensure accountability to the community, stakeholders and regulatory bodies.

Aged Care Quality Standards

Regulatory & Legislative Environment St John Ambulance Tasmania operates within the highly regulated not-for-profit, healthcare, aged care, education and training (VET) sectors. The Quality Standards focus on outcomes for consumers and reflect the level of care and services the community can expect from organisations that provide Commonwealth subsidised aged care services.

Bank: Bendigo Bank and Commonwealth Bank of Australia

Solicitors: Simmons Wolfhagen, Dobson Mitchell Allport, Barry Nilsson Lawyers

Auditors: Wise Lord & Ferguson

Investment Advisor: Evans & Partners

Insurance Advisor: AON Insurance

Australian Business Number (ABN): 65 764 484 851

Products - first aid kits and equipment:

Therapeutic Goods Administration (TGA) approved. Workplace kits conform to Worksafe and SafeWork TAS Code of Practice.

Drug license - Schedule 2, 3 and 4:

Authorised by Government of Tasmania, Department of Health to possess, store and administer controlled substances (medications) using approved organisational clinical protocols, guidelines and standing orders.

Financial Summary

STATEMENT OF COMPREHENSIVE INCOME

DESCRIPTION	2025	2024
	\$	\$
Revenues	9,718,005	9,789,266
Cost of goods sold	(2,217,224)	(2,125,115)
Employee benefits expense	(5,084,086)	(5,365,911)
Depreciation and amortisation	(456,195)	(481,725)
Consumables	(123,398)	(156,089)
Finance costs	(134,044)	(140,307)
Technology and communication	(557,382)	(446,709)
Vehicle and travel expenses	(250,403)	(275,796)
Other operating expenses	(1,017,306)	(1,379,206)
Total (Deficit)/Surplus	(122,033)	(581,592)
Other comprehensive income/ (Expense)	-	-
Total Comprehensive Income	(122,033)	(581,592)

STATEMENT OF FINANCIAL POSITION

DESCRIPTION	2025	2024
	\$	\$
Cash and cash equivalents	1,277,362	2,380,425
Trade and other receivables	878,713	658,603
Inventories	965,059	720,654
Investments	11,584,931	11,047,370
Other assets	325,012	222,522
Total Current Assets	15,031,077	15,029,574
Property, plant and equipment	10,987,207	11,126,670
Right of use assets	544,828	632,685
Total Non-Current Assets	11,532,035	11,759,355
Total Assets	26,563,112	26,788,929
Trade and other payables	1,618,916	1,342,698
Employee benefits (current)	325,033	360,970
Financial liabilities (current)	-	5,065
Lease liabilities (current)	97,910	100,482
Other provisions (current)	-	260,000
Total Current Liabilities	2,041,859	2,069,215
Employee benefits (non-current)	49,449	55,727
Lease liabilities (non-current)	533,488	603,638
Total Non-Current Liabilities	582,937	659,365
Total Liabilities	2,624,796	2,728,580
Net Assets	23,938,316	24,060,349
Accumulated surpluses	20,600,775	20,722,808
Reserves	3,337,541	3,337,541
Total Equity	23,938,316	24,060,349

STATEMENT OF CASH FLOWS

DESCRIPTION	2025	2024
	\$	\$
Cash flows from operating activities		
Receipts from customers and government	8,353,105	8,473,082
Interest received	57,370	46,106
Payments to suppliers and employees	(9,678,018)	(9,840,842)
Interest paid	(39,623)	(40,343)
Net cash provided by/(used in) operating activities	(1,307,166)	(1,361,997)
Cash flows from investing activities		
Proceeds from sale of plant and equipment	5,000	89,381
Purchase of plant and equipment	(259,546)	(91,199)
Proceeds from sale of investments	-	3,266,718
Dividends and distributions received	602,407	544,822
Purchase of investments	-	-
Net cash provided by/(used in) investing activities	347,861	3,809,722
Cash flows from financing activities		
Repayment of borrowings	(5,065)	(1,040,020)
Lease payments	(138,693)	(117,821)
Net cash provided by/(used in) financing activities	(143,758)	(1,157,841)
Net increase/(decrease) in cash and cash equivalents	(1,103,063)	1,289,884
Cash and cash equivalents at the beginning of the year	2,380,425	1,090,541
Cash and cash equivalents at the end of the year	1,277,362	2,380,425

Auditor's Report



INDEPENDENT AUDITOR'S REPORT

To the Board Members of St John Ambulance Australia (Tasmanian) Inc.

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of St John Ambulance Australia (Tasmanian) Inc. (St John), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year 2025 then ended, and notes to the financial statements, including a summary of material accounting policies, and the declaration by members of the board.

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

- (a) giving a true and fair view of the St John's financial position as at 30 June 2025 and of its financial performance for the year 2025 then ended; and
- (b) complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the registered entity in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (Including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Other Information

The members of the board are responsible for the other information. The other information comprises the information included in the registered entity's annual report for the year ended 30 June 2025 but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Members of the Board for the Financial Report

The members of the board of the registered entity are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the ACNC Act, and for such internal control as the members of the board determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the members of the board are responsible for assessing the registered 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 members of the board either intend to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

The members of the board are responsible for overseeing the registered entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose



of expressing an opinion on the effectiveness of the registered entity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by members of the board.
- Conclude on the appropriateness of the members of the board use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- We communicate with the members of 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.

Wise Lord & Ferguson

WISE LORD & FERGUSON

REBECCA MEREDITH

Partner

Date: 23 September 2025

2024-25 Annual Report



St John

Hobart | Launceston | Devonport

General Enquiries

1300 78 56 46

tasmania@stjohntas.org.au

www.stjohntas.org.au