



# **Australian Institute of CPD Standards**

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## INAUGURAL ANNUAL REPORT

**February 6 – June 30, 2025**

## ACKNOWLEDGMENT TO COUNTRY AND STATEMENT OF INCLUSION

The Australian Institute of CPD Standards acknowledges the First Nations peoples as the traditional custodians of the lands where we live, learn, and work and pay our respects to their elders, past, present and emerging.

We are committed to embracing diversity and welcome all people irrespective of ethnicity, faith, sexual orientation, and gender identity.

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## ABOUT THIS REPORT

AlcpdS is pleased to present its inaugural Annual Report for the year ending June 30, 2025

This report covers the first five months of AlcpdS' operations from February 6 to June 30, 2025.

During this period the AlcpdS team focused on registration of the organisation, establishing the Board, developing and stabilising governance systems and setting up operational structures.

It is with great satisfaction that AlcpdS can report meeting several governance, strategic and operational milestones in that short time.

The Financial Reports for the five months of operations are included but were not required to be audited.

## ABOUT US

AlcpdS is an Australian based, not for profit organisation, established to provide healthcare professionals with a recognisable quality trust mark by which to choose their Continuing Professional Development (CPD). AlcpdS is independent and supports interprofessional standards in CPD.

We are for industry by industry, dedicated to standardising the quality of CPD education for Australian healthcare.

We achieve this by providing a robust and reliable accreditation and verification process that supports rigour and compliance for CPD providers, learners, and regulators.

### **OUR VISION**

To strengthen the trust of all Australians in our healthcare system to improve outcomes and quality of life.

### **OUR MISSION**

To safeguard the Australian public by standardising high quality Continuing Professional Development (CPD) accreditation processes. We serve registered professions reliant on ongoing education by offering robust, standardised, yet simplified accreditation processes. Through accessible, high-quality, and rigorous standards, we enhance professional competence, community trust, and outcomes for all Australians.

To establish a recognised national benchmark for quality assurance and peer validation in CPD accreditation.

To empower registered professionals with a trusted stamp for CPD approval acknowledged by Australian registries and regulators, reinforcing their credibility and public trust.

To engage regulated, registered industries in purposeful advocacy and policymaking, ensuring every CPD accredited program aligns with Australian Standards.

### **OUR HISTORY**

AlcpdS emerged as a response to the reforms to continuing professional development requirements introduced in 2023-4 by the Medical Board of Australia (MBA). These reforms represented the most significant changes to CPD in 25 years

AlcpdS 2025

Annual General Meeting Report v1

Approval Date: November 2025

Approved By: Board of Directors

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and include a shift in CPD ownership from professional colleges and associations to individual practitioners and the tripling of annual requirements for CPD to be compliant.

While these reforms broaden the choices for practitioners to fulfil their CPD requirements, they do not provide independent and identifiable benchmarks to foster confidence in those choices. Practitioners need to be able to recognise CPD that will deliver a compliant, relevant and quality education experience.

AlcpdS' independent CPD accreditation and verification services, help education providers, learners, and regulators identify activities they can trust to meet their compliance obligations, represent value, and reflect best practice in education design.

AlcpdS is positioned to underpin quality CPD as CPD evolves to underpin professionalism, competency, and quality in healthcare services.

## **OUR PEOPLE**

### **BOARD MEMBERS**

AlcpdS was established by three founding members who form its inaugural Board.

<b>Name</b>	<b>Position</b>	<b>Dates acted</b>
Rachel White	Board Director and Managing Director	February 6, 2025 – June 30, 2025
Bryanne Smith	Board Director and Board Chairperson	February 6, 2025 – June 30, 2025
Maria Eliadis	Board Director and Company Secretary	February 6, 2025 – June 30, 2025

### **AFFILIATES**

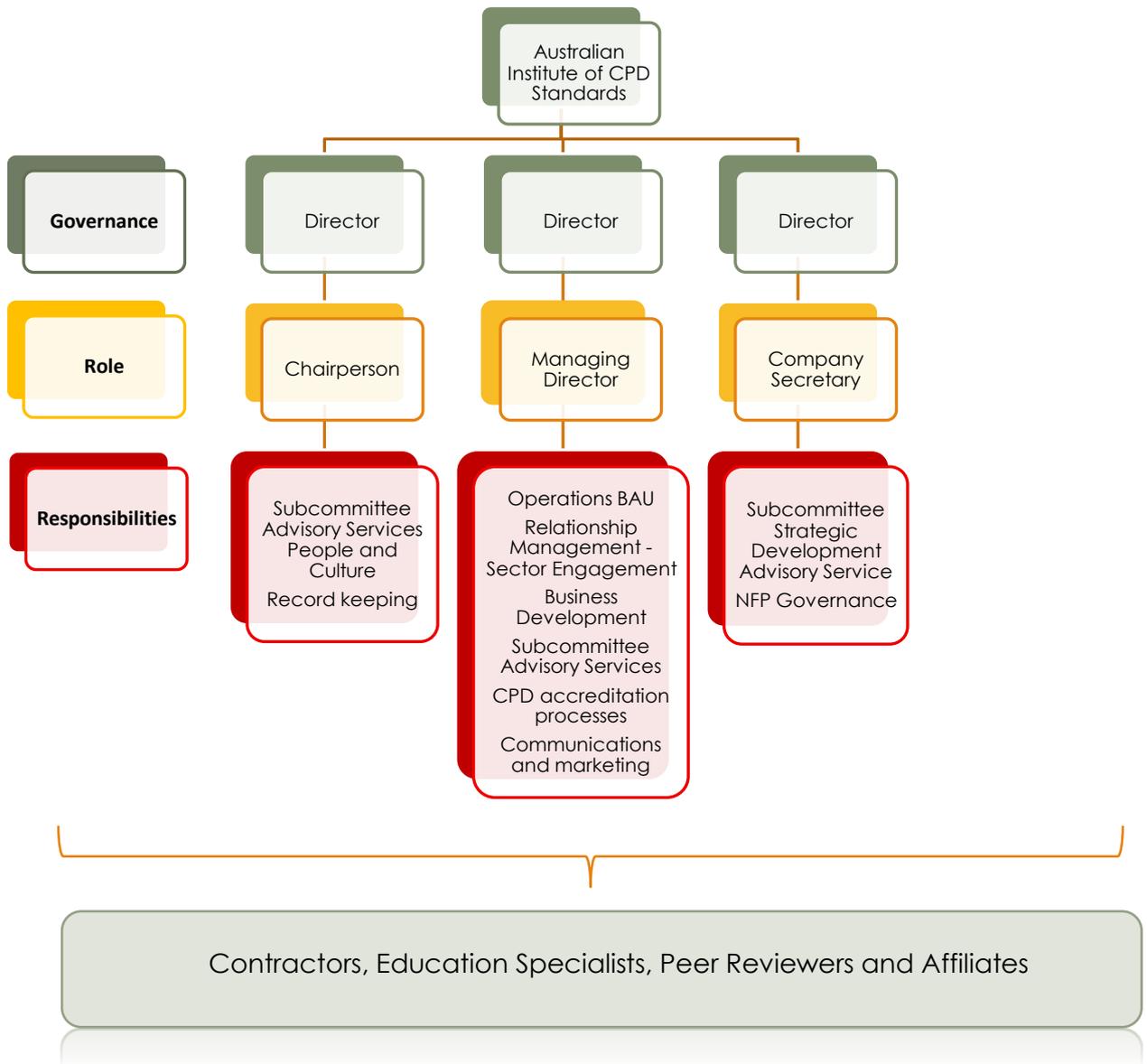
AlcpdS is supported by Affiliates.

## **OUR TEAM OF CONTRACTORS**

AlcpdS has built strong working relationships with a team of dedicated specialist contractors.

<b>Name</b>	<b>Position</b>	<b>Dates acted (if not for whole year)</b>
Continuing Education Agency (CEA)	Management Consulting and Business Development	6 February 2025 – June 30, 2025
ME Coaching	Strategic Advisory Services	6 February 2025 – June 30 2025
Partners in People	People and Culture Advisory Services	6 February 2025 – June 30, 2025
PSK Taxation Services	Accounting and Taxation Services	6 February 2025 – June 30, 2025
Carrie Dooley	Bookkeeper	6 February 2025 – June 30, 2025
Renee van der Hoek	Marketing and Communications	13 April 2025 – June 30, 2025
Koen Forrester	Administration Support	18 June 2025 – June 30, 2025
Bronwyn Walker	Consulting Education Specialist	6 February 2025 – June 30, 2025

## OUR ORGANISATIONAL CHART



## OUR REPORTS

### **CHAIRPERSONS REPORT**



**Bryanne Smith, Chairperson**

It is with great pride and appreciation that I present this report for the inaugural Annual Report of the Australian Institute of CPD Standards for the period February 6, 2025 to June 30, 2025. As a newly established not-for-profit organisation, our journey has been both ambitious and rewarding, marked by foundational achievements that set the stage for our future growth.

Our mission is clear and compelling: To safeguard the Australian public by standardising high-quality Continuing Professional Development (CPD) accreditation processes. We serve registered professions reliant on ongoing education by offering robust, standardised, yet simplified accreditation processes. Through accessible, high-quality, and rigorous standards, we aim to enhance professional competence, community trust, and outcomes for all Australians.

From the outset, our focus has been on building a strong and sustainable governance framework. We successfully appointed a committed and diverse Board of Directors, each bringing valuable expertise and passion for advancing CPD standards across Australia. Together, we have laid the groundwork for ethical leadership, strategic oversight, and transparent decision-making.

During the reporting period we commenced the development of our inaugural strategy and action plan to articulate our vision, mission, and strategic priorities. In parallel, we launched our digital presence through a dedicated website and LinkedIn page.

Naturally, the process of establishing a not-for-profit company has presented challenges. Chief among these has been the task of generating a steady and reliable revenue stream to support our operations and strategic initiatives. As we continue to build our profile and demonstrate value to stakeholders, we remain focused on identifying sustainable funding opportunities and diversifying our income sources to ensure long-term viability. This includes exploring commercial service offerings, grant opportunities, and strategic sponsorships that align with our values and mission.

As I reflect on our progress, the foundation we have built is strong. Our achievements are a testament to the dedication of our Board, the support of our stakeholders, and the shared belief in the importance of high-quality CPD. While we are still in the early stages of our journey, the momentum we have generated positions us well for the future.

Looking ahead, our focus will be on implementing our strategic initiatives, deepening stakeholder engagement, and continuing to advocate for robust CPD standards. We remain committed to transparency, collaboration, and continuous improvement as we grow our influence and deliver on our mission.

Thank you to everyone who has contributed to our success thus far. I am excited about what lies ahead and confident in our ability to make a meaningful and lasting contribution to professional development in Australia.



Bryanne Smith  
October, 2025

## **MANAGING DIRECTORS REPORT**



### **Rachel White, Managing Director**

It is my great pleasure to present the Managing Director's Report for our inaugural Annual Report of the Australian Institute of CPD Standards (AlcpdS).

This report covers the period from 6th February 2025 to 30 June 2025, the partial foundational year in which we have built the structures, programs, and relationships that will shape AlcpdS into a strong and credible presence within the Continuing Professional Development (CPD) landscape.

Our mission and unwavering commitment is to be an organisation created for industry and by industry. We are an organisation dedicated to standardising the quality of CPD education for Australian professional sectors.

Through a robust and reliable accreditation and verification process, we support rigour and compliance with CPD providers, learners, and regulators alike. Guided by a vision to strengthen the trust of all Australians in our healthcare system and improve outcomes and quality of life, we strive to transform lifelong learning from a compliance exercise into a catalyst for professional excellence for improved outcomes for consumers. We invite industry to collaborate with us to support best practice in professional CPD together.

I extend my sincere thanks to our Board of Directors, contractors, education specialists, peer reviewers, and Affiliates for their dedication, expertise and unwavering support throughout this period. Their collective efforts have been instrumental in establishing AlcpdS and advancing its mission.



Rachel White  
October, 2025

## ***FINANCE DIRECTORS REPORT***



Maria Eliadis, Finance Director and Company Secretary

At the time of reporting June 30, 2025, AlcpdS was a newly constituted organisation of less than 6 months. From its establishment on February 6, 2025, to the end of the financial reporting period June 30, 2025, AlcpdS recorded a turnover of less than \$500,000. As such AlcpdS is not required to lodge Financial Statements for Year End June 30, 2025. This being the case this report addresses AlcpdS financial activity in general terms.

AlcpdS can report a steady income stream since commencing operations in February 2025. This income is from core business providing accreditation and verification services to CPD providers. This income stream has been consistent and sufficient to cover its operating costs. AlcpdS is carrying low risk loans related to advisory services.

During this period the Board members received no remuneration for their commitment.

The Board has approved a budget for financial year 2025/26. The budget's objectives are to continue to grow core business income, to pay down its loans and source discrete funding for special projects and initiatives.



Maria Eliadis  
October, 2025

## OUR OBJECTIVES AND ACHIEVEMENTS FOR 2025

The following are the objectives set and met by AlcpdS over the five months from February to June 2025.

<b>Sector Scoping Research and Concept Testing</b>	Research into the healthcare sector, undertaking a gap analysis identifying unmet needs to standardise independent CPD accreditation and verification services nationally. Services that support the need to be able to identify and recognise quality CPD activities.
<b>Establish AlcpdS as a NFP Pty Ltd</b>	Registration of AlcpdS as a Not-For-Profit Company Limited by Guarantee including its Constitution and three founding Directors.
<b>Governance &amp; Compliance</b>	Establishment of robust governance structures, board policies, and procedures that meet compliance requirements.
<b>Strategic Planning</b>	Finalisation of an organisational 3-year strategic plan outlining mission, vision, strategic priorities, and KPIs.
<b>Stakeholder Engagement</b>	Launch initial stakeholder engagement plan (health professionals, education providers, regulators, independent peer reviewers). Started building a community of Affiliates.
<b>Service Development</b>	Designed and launched the flagship CPD accreditation and verification services tailored to the CPD standards of Australian professionals.
<b>Brand &amp; Communications</b>	Developed branding assets, website, and digital presence; began publishing thought leadership content.
<b>Funding &amp; Sustainability</b>	Developed a plan to identify and apply for grants and sponsorship.
<b>Monitoring &amp; Evaluation</b>	Implemented simple metrics to track applicant satisfaction, needs, and impact to ensure continuous improvement.
<b>Operational Capacity</b>	Established a simple and scalable operational structure comprised of specialist contractors to provide financial and administrative support, marketing, communications, adjudication, and CRM activities.

## OUR STRATEGIC PRIORITIES 2025 - 2028

### Priorities

### Initiatives

#### 1. Standardise Excellence

**1.1** The National CPD Accreditation Framework

**1.2** Strengthen breadth and depth of national independent peer-reviewers

#### 2. Empower Providers and Professionals

**2.1** Build a resource hub for CPD design excellence

**2.2** Strengthen and expand core accreditation and verification services

#### 3. Grow Trusted Affiliations

**3.1** Establish formal affiliations with stakeholders, including regulators, peak bodies, and professional associations.

**3.2** Develop a national CPD Affiliate Network.

#### 4. Sustainability, Impact, and Integrity

**4.1** Strengthen internal governance, reporting, and risk management systems.

**4.2** Establish and maintain core business income stream.

**4.3** Diversify funding streams to support long-term sustainability.

## FINANCIAL REPORTS

Attached

## ACKNOWLEDGEMENTS

We extend our sincere gratitude to our Board of Directors, contractors, independent peer reviewers, and Affiliates whose dedication, expertise, and support have been instrumental in the Australian Institute of CPD Standard's achievements this year. Your contributions underpin the growth and credibility of our organisation, and your efforts have laid a strong foundation for the next stage of our journey.

## HOW YOU CAN HELP

Visit our website and consider the following:

- Become a signatory of our Perpetua Discendi Declaration (PDD)
- Register your interest to be an Education Specialist and/or SME Independent Peer Reviewer
- Register your interest in the Biennial Affiliates Summit



## CONTACT US

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