



# 22-23 YEAR IN REVIEW



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# WELCOME TO OUR INAUGURAL YEAR IN REVIEW

It was a year of great progress for AITPM, including:



Our first in-person national conference in three years



Growth in our mentoring and buddy programs



19% growth in membership



A new partnership approach



Greater collaboration with all levels of government



More value for our members



Strong volunteer culture



Revamped job advertising



# PLAN AND OBJECTIVES

AITPM is the leading national membership association for all transport professionals who plan, design, engineer, deliver, operate, manage, measure, and support Australia's transport systems.

Our vision is for a sustainable, efficient, accessible, and safe transport system.

Our purpose is to raise the profile of the transport community through:





# WHO WE REPRESENT

The AITPM represents the many different types of transport professionals and practitioners who plan, design, engineer, deliver, operate, manage, measure, and support Australia's transport systems.

Our network of more than 5000 industry professionals and practitioners work within all levels of government, consultancy, the private sector, and academia in areas of practice including:

- Transport planning
- Traffic engineering
- Transport and land use modelling
- Active transport
- Transport policy
- Road safety
- Traffic/transport research
- Intelligent transport systems
- Road design
- Traffic management.

We not only recognise industry professionals throughout Australia's history but also recognise that we operate across a wide range of traditional Aboriginal lands in each state and territory.

We acknowledge our Indigenous members and pay our respects to elders past and present in all of the things we do. In fact, researchers have modelled ancient Aboriginal routes, and hypothesise that their 'super-highways' throughout Australia bear striking similarities to Australia's current highways and stock routes.





# WHAT WE DO

We support our members to connect, collaborate, and participate to advance their skills, capabilities, and knowledge.

We provide our members with a collective voice and are working towards being strong advocates to government and business on their behalf.

Everything we do is also about shaping the sector more broadly and ensuring we plan, design, build, measure and maintain safe and liveable communities.

We are committed to:

- nurturing a diverse and inclusive culture within the transport industry
- growing a strong, connected, and supportive community to transport professionals and practitioners
- collaborating with governments and industry to influence better transport outcomes
- sharing experiences and knowledge to continuously improve practice
- supporting the collection of data and the development of the evidence base
- promoting the development of tools to inform decision making
- contributing to and disseminating research
- encouraging innovation, and showcasing excellence in policy making, industry practice and practitioners.





# FROM THE PRESIDENT – GARY WOOD



This has been a special year for AITPM, and I am proud of what we have delivered.

After the heartaches and disruption of the pandemic, we finally saw light at the end of the tunnel with a full financial year of no lockdowns!

In July 2022, we reunited in Sydney for the AITPM National Conference. The atmosphere was so positive with every one of the 450 delegates happy to again meet in person.

We met colleagues, industry peers, and most of all, friends. The buzz during the three days was electric and I couldn't wipe the smile off my face. As an industry, we really do support each other, and having so many of our national, state and conference partners at the event emphasises how AITPM is a real community.

The AITPM Board were unanimous in their decision to deliver both a face-to-face National Conference and an Online Technical Conference Series in FY22-23, acknowledging that not everyone could travel to Sydney. The Online Technical Conference Series was once again well received by Industry with more than 200 registrations, including some from the UK. More than half of the registrations were from delegates not attending the National Conference in Sydney.

The combination of the face-to-face National Conference and Online Technical Conference Series has certainly changed the dynamic of how we will deliver conferences going forward and provides significant opportunities for delivery models and for AITPM to remain relevant to the industry.

Whilst the delivery of two successful conferences in FY22-23 took many hours of planning by dedicated teams, AITPM also delivered 56 face-to-face events across Australia.

The type of events ranged from breakfast and dinner events, workshops, seminars to networking, all delivered under the AITPM volunteer model.

I am grateful to all State Branch Committee Members (past and present), conference delivery teams, and supporters of AITPM, who helped deliver these events. Each event runs seamlessly and is well attended, which is a result of the hard work behind the scenes – so THANK YOU!

Being able to move freely again meant I was able to travel around the country to meet our partners, members, and supporters. The welcome I received each time was overwhelming and reminded me why AITPM holds such a special place. Acknowledging that as we came out of lockdowns, we may have all needed to re-learn the event delivery and event attendance, but at AITPM it was like a duck to water.

I thank AITPM's Chief Executive Officer, Kirsty Kelly, and her team, who have continued to support these events and lead the operations of the organisation for our members.

As I come to the end of my National President tenure, I am proud of what we have all achieved together, as a Board, as committees, as partners and as members. At the start of my presidency, I was told that every National President has a different journey, and this certainly was true for me. COVID-19 was unlike anything I had experienced before, and like most, I had to understand the impacts this was going to have to family, friends, and work.

In addition to this, navigating AITPM through the pandemic and coming out of the other side could only happen with the strong support of all of you. During this time, we delivered three Online Technical Conferences, one face-to-face National Conference, 210 events across the whole country, a new five-year Strategic Plan and the development of Board Strategy that will see the Institute in a stronger and a more diverse position as we head into the future. I couldn't be prouder of what we have achieved and thank you all – THANK YOU!

And finally, I come to my fellow Board Directors, mentors and friends Andrew Leedham and Paul Smith. Both Past National Presidents, and both experienced AITPM Board Directors, they have decided to step down from the Board. During their period at a State Branch level and then nationally, they gave so much of their own time, ideas, and direction for the betterment of AITPM.

Their leadership has put AITPM in a stronger industry position than it has ever been. I will miss them on the Board but know they will always be there supporting us as this Institute ventures into a new era! Thank you, Paul, and Andrew - I am forever indebted to you and your support.

See you all very soon,

Gary Wood FAITPM  
AITPM National President

# FROM THE CEO – KIRSTY KELLY



As the national association for transport professionals, AITPM is focused on leading our members to connect, collaborate, and participate to advance their skills, capability and knowledge in order to support a good transport system.

As Australia emerged from COVID restrictions in the past year, AITPM has flourished. The return of in-person events enabled members and the broader transport community to once again network and connect.

The National Conference in Sydney in July 2022 was a landmark event and brought together more than 450 Australian and international professionals to enjoy its curated program.

An extremely successful conference, both from participant feedback and financially, this future-focused event was complemented by AITPM's third successful Online Technical Conference Series. The series, focused on technical content, attracted more than 200 delegates, 75% of whom had not attended the Sydney conference. This demonstrated the value of AITPM delivering content in a range of ways, which was a valuable lesson from the pandemic.

Across the country, our branches and networks held many online and in-person events. Notably, the Young Professional Network has relished the opportunity to engage in person, with strong growth of activities, including the expansion of the Buddy Program and the initiation of a mentoring program.

Our branch signature events featuring senior government and industry keynote speakers at networking breakfasts, lunches and dinners have also been highlights, showcasing AITPM and raising the profile of the transport community.

Raising this profile has become a growing focus for AITPM, and I have taken the opportunity to meet with key government and industry stakeholders during visits to most states and territories. These meetings have progressed collaboration with government and industry stakeholders, resulting in growth in our government subscribers, engagement in our events, growth in sponsorship support, and sharing information for the benefit of our members.

We have focused this year on creating a sustainable financial model to support our growth and deliver great services to members, including the implementation of the partnership approach and the revamp of the jobs advertising service. The new partnership approach has increased our revenue and provided greater benefits for our members, including excellent events and valuable technical and professional content such as articles and interviews.

AITPM has evolved into a truly national organisation and is delivering great benefits to the transport community through its national online reach and localised service delivery. With high rates of membership retention and growth, and a strong volunteer culture, our members have thrown their support behind AITPM.

I want to acknowledge the hard work of the Board, Branch, and Network Committees, and our many partners, without whose support we would not be able to grow as we have done. I also wish to thank our small but dedicated team of AITPM staff and contractors – Karen Hooper, Georgi Kartsidimas, Gillian Morgan, Dan Molloy, and Jacqueline Larsen - for their efforts and flexibility as AITPM has adapted and grown over the past year.

Kirsty Kelly  
AITPM Chief Executive Officer



# ACHIEVING OUR VISION

Growing a strong,  
connected and  
supportive community  
of practitioners to  
enhance the resilience  
and capacity of the  
industry



# ACHIEVING OUR VISION



**19%**  
GROWTH IN MEMBERSHIP

**1900+**  
MEMBERS & SUBSCRIBERS

**5300+**  
RECEIVING AITPM COMMUNICATIONS FOR EVENTS, JOBS & CONFERENCE

## GROWING OUR MEMBERSHIP COMMUNITY

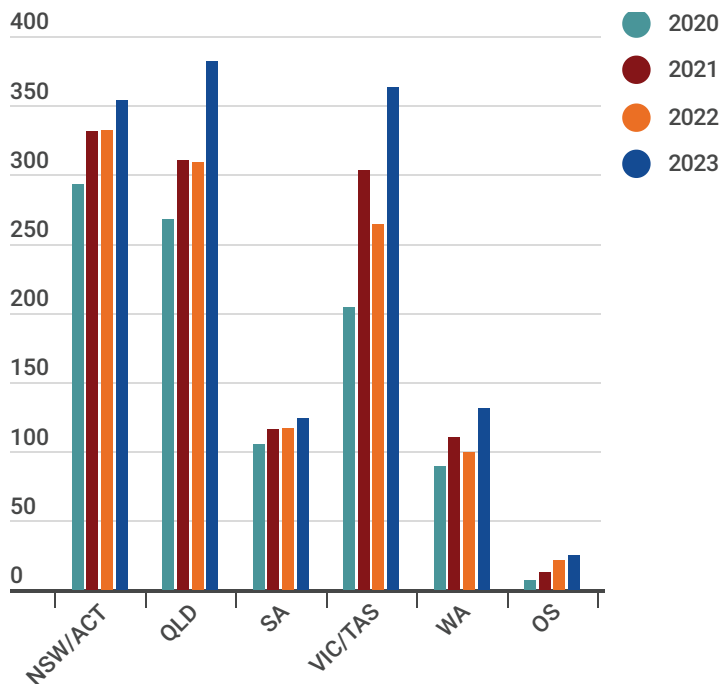
The AITPM community continues to grow, with a 19% increase in individual membership over the Financial Year 22-23 (FY22-23) period.

The reach of AITPM continues to rapidly increase with a growing number of government subscriptions.

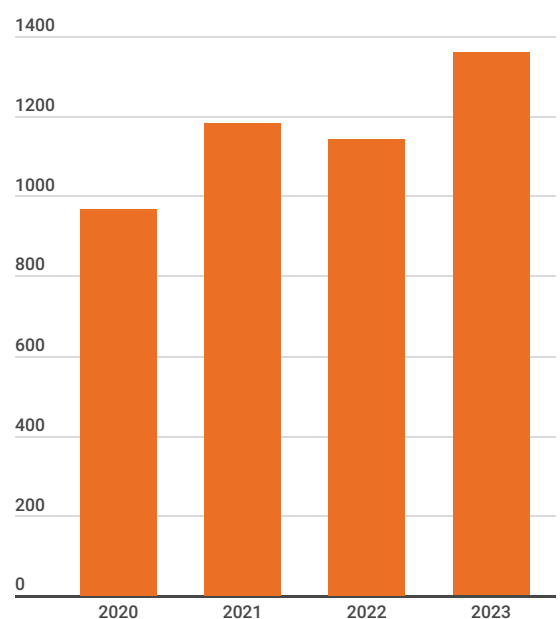
By the end of the FY22-23 AITPM served nearly 1900 individuals through memberships and subscriptions, but we reached even more with more than 5300 members of the broader transport community regularly receiving AITPM communications for events, jobs, conference, and industry news.

The refinement of the subscription model in 2022 led to a marked increase in the number of government employees who are members of AITPM, and our membership composition now stands at approximately 36% government and 46% private consultancy.

BRANCH MEMBERS BY YEAR



INDIVIDUAL MEMBERSHIPS BY YEAR





# ACHIEVING OUR VISION



## PROMOTING CAREERS IN TRANSPORT

AITPM has placed a strong emphasis on careers in transport over the year in support of industry feedback on the skills and resource shortages being felt across most of the country.

We have increased our focus on careers in transport and undertaken new activities and collaborations focused on careers.

The AITPM Jobs site became more prominent in early 2022 after a revamp and the introduction of the weekly Jobs Bulletin, which is now delivered to more than 4100 inboxes each Friday.

Over the FY22-23 year, 75 jobs in transport were advertised through AITPM, for roles across all states and sectors.

We began collaborating with Melbourne-based recruitment company, Planned Resources, to support the jobs site. AITPM CEO Kirsty Kelly took part in a video interview with Planned Resources about careers in transport aimed at attracting graduates into transport roles. The interview was distributed through social media to expand its audience.

In December 2022, we collaborated with Sydney-based recruitment company Calibre to undertake the Industry Insights Survey 2022.

The results were presented in a national webinar, which also included the findings of academic research into the career experiences of engineers, in which AITPM was an in-kind partner.

The inaugural AITPM Industry Briefings, held in each Branch in early 2023, continued to highlight the issue of skills shortages and in particular, concerns about the pipeline of transport professionals.

This is a key issue that AITPM will continue to address in the coming year.



“

At first I did not know what I would get out of this program, however in the end I received so many valuable tips and suggestions and enhanced my communication skills as well.

”

# ACHIEVING OUR VISION



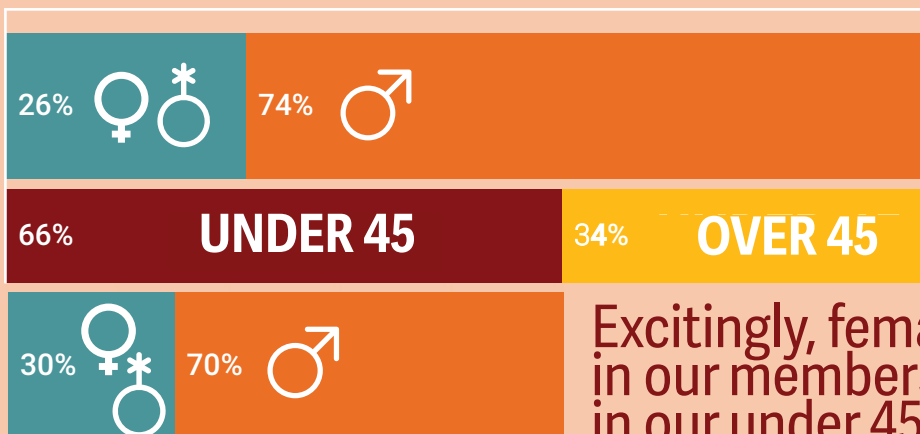
“ I think the Buddy Program is a great initiative! It has been rewarding to help someone in the early stages of one’s career. ”

## YOUNG PROFESSIONALS NETWORK - GROWING CAREERS IN TRANSPORT

Students, recent graduates, and people new to working in transport are well supported by the AITPM Young Professional Network. Through the Branch-based YPN committees, career development and networking has been a key feature throughout the year, with at least 14 YPN events held, including:

- Technical forums and webinars
- Lightning talks
- Site tours
- Transport careers sessions
- Demystifying the transport industry talks
- Young professionals show-off night
- Trivia nights
- End of year events
- New year welcomes
- Coffee roulette networking

### ENTIRE MEMBERSHIP



Excitingly, female representation in our membership is highest in our under 45 young professionals



# ACHIEVING OUR VISION



“ I liked how my experienced buddy sent across resources to help me figure out my personal values, which in turn influenced my professional goals at work. ”

## BUDDIES AND MENTORS

Buddy and mentor programs are a valuable way to share knowledge, network and connect the next generation of transport professionals with others in the industry.

The YPN Buddy Program operated in NSW and Victoria, serving 50 YPN members, while the Queensland Mentoring Program supported 44 members.

The AITPM YPN Buddy Program, created by the NSW YPN, paired students, and new graduates with established professionals to help build relationships and encourage peer-to-peer learning.

‘Touch point’ events are organised for all the buddies to come together as a group to meet others in the program and the wider AITPM community through YPN events. The program aims to help develop the early career stages of emerging professionals and potential future leaders. The value of this program was reflected through the many positive feedback from the Buddies.





# ACHIEVING OUR VISION



## DOWN SOUTH ...

FY22-23 was a great year for the VIC/TAS Young Professionals Network. We ran four events, aimed at both experienced YPs and students interested in joining the industry. We started the financial year by running two technical events – our Healthy Streets ‘Walkshop’ in May and a road safety webinar in September.

We ran a YP Trivia Night in October and finished off the financial year with our annual ‘Introduction to a Career in Transport’ night in March.

We also ran a successful second iteration of our Buddy Program, where we had 11 pairings.



## OUT WEST ...

The WA AITPM YP Showoff Night is an exciting way to celebrate and showcase the great young professionals and their incredible presentations. The event had a great turnout and provided a fun and informal platform for young professionals to interact and network with their peers.



## UP NORTH ...

YPNQ had a fantastic year, making headway as a committee and community. The first AITPM Mentoring Program was initiated and successfully trialled, spurring it into a second year.





# ACHIEVING OUR VISION

Facilitating  
collaboration and  
engagement across the  
industry to influence  
better outcomes





# ACHIEVING OUR VISION



Our partners are respected in the industry for the investment they make and through our extensive promotional and profile opportunities, their brands are recognised within the industry as leaders.

Our partnerships provide the opportunity for our partner organisations to showcase the talent, experience, and achievements of their teams amongst their industry peers and clients, building connections and strengthening their position as industry and technical leaders.

At a national level AITPM offers two key types of partnership, Industry Partner and Technical Partner. Each provides an array of benefits that are focused on enabling our partners to showcase the talents and experience of their teams, while providing differing levels of engagement to suit the exposure they desire.

We also offer tailored opportunities for partnership at a national level, branch level and related to specific events such as the National Conference and the Online Technical Conference Series.





# ACHIEVING OUR VISION



## BUILDING STRONGER RELATIONSHIPS WITH GOVERNMENTS, INDUSTRY AND ACADEMIA

We have focused in the past year on increasing direct engagement with local, state, territory and federal governments. Implementing government subscriber organisational membership of AITPM has significantly increased the number of people we serve.

There are now more than 550 individuals connected to an AITPM subscription through one of the 40 local government subscribers, including Brisbane City Council, City of Melbourne, and City of Sydney.

We also have state and territory governments in Queensland, Western Australia, and the Australian Capital Territory on board as government subscribers, bringing more than 300 individuals to AITPM.

This engagement means these professionals can connect with the wider transport community and provides greater opportunities for them to share the work of the public sector with the industry. We have also increased our engagement and profile with senior government representatives and officials through speaker roles at our significant events including

- Sydney National Conference keynote speakers
  - The Hon. Rob Stokes MP, Minister for Infrastructure, Cities, and Active Transport, NSW
  - The Hon. Chris Streeb MLA, Minister for Transport and City Services, ACT
  - The Rt Hon the Lord Mayor of Sydney, Councillor Clover Moore
  - Elizabeth Mildwater, Chief Executive Officer, Greater Sydney Commission
- Queensland State Budget Lunch with Honourable Mark Bailey, Minister for Transport and Main Roads
- Victorian Annual Dinner with Paul Younis, Secretary of Department of Transport,
- NSW Annual Dinner with Kiersten Fishburn, Deputy Secretary, Cities and Active Transport, Transport for NSW
- Queensland Annual Breakfast, with Sally Stannard, Deputy Director General Department for Transport and Main Roads - Translink
- Gold Coast Annual dinner with a representative from the City of Gold Coast and Department of Transport and Main Roads

In addition to engaging with government, our CEO, National President, and Branches and Transport Modelling Network have been engaging with key industry stakeholders across Australia on a range of transport issues.

Through collaboration on events and sharing of information, AITPM has strengthened relationships with stakeholder organisations including Austroads, Cycling and Walking Australian and New Zealand, Infrastructure Australia, Infrastructure Victoria, ITS Australia, Institute of Transport Engineers, Local Government Professionals WA, New Zealand Modelling User Group, Planning Institute of Australia, the Transport Australia Society of Engineers Australia, and WeRide.

Engagement with universities across the country has also increased, with several Branch committees and Young Professionals Network Committees working with the local universities on events and career activities, as well as promoting and disseminating research.



# ACHIEVING OUR VISION



## PARTNERSHIPS FOR GROWTH

AITPM embedded its partnership approach this year, working with leading organisations in the transport industry to deliver value for AITPM members and the wider transport community.

We retained our valued relationships with Austraffic, Matrix, Monash University, SMEC, Veitch Lister Consulting and WSP, and welcomed new partners including AECOM, Aimsun, Arcadis, Aurecon, GHD, SIDRA SOLUTIONS, and Stantec. Bespoke partnerships were commenced in 2023 to focus on key areas of interest including Inclusive Mobility (AECOM) and Future Mobility (WSP).

Our approach has helped to deliver excellent new events for members, hosted and coordinated by our partners who drew on the depth of their expertise and broad industry connections. These relationships also delivered more leadership-focused content including live panel events and interviews, giving members an insight into the careers and perspectives of industry leaders.

At a branch level, we have established new relationships with organisations including BDO in New South Wales, Ratio in Victoria, and have embedded a long-term relationship with the Queensland Department of Transport and Main Roads.

Our branch partners and sponsors were reinvigorated this year with a return to more in-person events, after several years of limited local activity due to the pandemic.

We acknowledge their support over the past few years and look forward to the continued opportunities for in person local activities.





# ACHIEVING OUR VISION



## INDUSTRY PARTNERS



## FUTURE MOBILITY PARTNER



## INCLUSIVE MOBILITY PARTNER



## TECHNICAL PARTNERS



## ACADEMIC PARTNER



## QLD BRANCH PARTNERS

### MAJOR BRANCH



### BRANCH



## NSW BRANCH PARTNERS

### MAJOR BRANCH



### BRANCH



## VIC BRANCH PARTNERS

### MAJOR BRANCH



### BRANCH



## WA BRANCH PARTNERS

### MAJOR BRANCH



### BRANCH



## SA BRANCH PARTNERS

### BRANCH



# ACHIEVING OUR VISION

Growing industry  
capability through  
sharing and developing  
knowledge and  
experience





# ACHIEVING OUR VISION

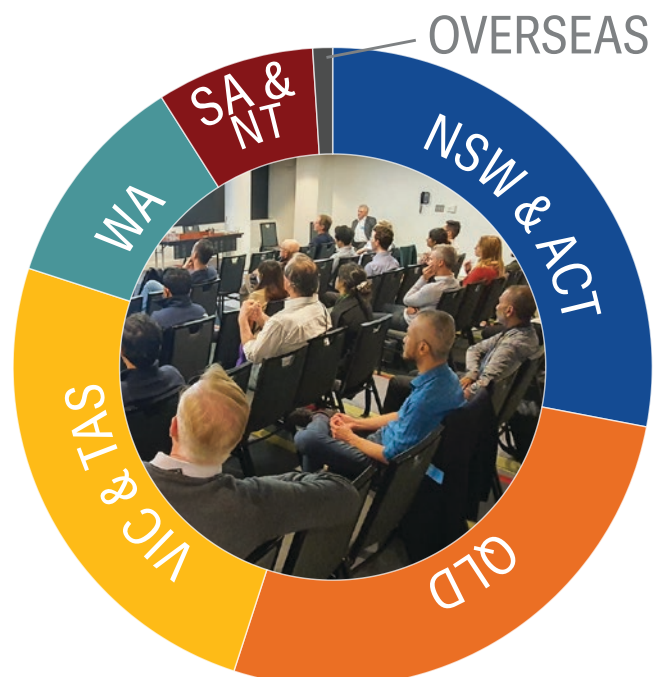


## RELEVANT AND ACCESSIBLE CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

AITPM continues to be a key source of CPD for the transport community. We hosted 86 events in FY22-23, in addition to our signature national events, the AITPM National Conference and Modelling Workshop, and the Online Technical Conference Series.

We held 30 online events and 56 in-person events in mainland state capitals Melbourne, Sydney, Brisbane, Adelaide, and Perth, as well as in locations including Hobart, Launceston, Canberra, and the Gold Coast - and catered for our burgeoning transport community with four events in Toowoomba.

More than 2400 individuals attended our events, of whom 1376 were members or subscribers, with just over 6000 event attendances in total.



# ACHIEVING OUR VISION



## EVENT TOPICS INCLUDED

- Active transport
- Ageing and mobility
- Behaviour change
- Career insights
- Circular economy
- Data innovations
- Decarbonising transport
- Electric vehicles
- Global lessons in mobility
- Growth and transport infrastructure
- Healthy streets
- Industry leaders panel series
- Land use planning
- Micromobility
- Movement and place
- Mobility equity
- Modelling
- Temporary traffic management practice
- Network analysis
- Planning and delivering infrastructure
- Preparation of Infrastructure Australia submissions
- Project justification and community benefits
- Ridesourcing services
- Road infrastructure safety risk tools and applications
- Road pricing
- Road safety
- Strategic transport modelling
- Traffic modelling
- Transport and land use integration
- Transport research
- Travel and living with COVID





# ACHIEVING OUR VISION



## Spotlight on National Conference 2022 – Sydney

### BRINGING THE INDUSTRY TOGETHER — AND SHAPING THE FUTURE

The 2022 AITPM National Conference was our first chance in three years to come together as an industry - and is now helping to shape the conversations that define the future of our sector.

The 450 conference delegates heard expert speakers, joined conversations, and enjoyed lively debate. We took care to schedule places and events that helped delegates to make new connections and renew existing ones. Our conference was about people, conversations, and relationships, as well as leading-edge thinking.

### 'Reshaping Mobility' — interactive panels and lively conversations

The conference moved away from technically focused show-and-tells into a format that encouraged cross-practice conversations and lively debate. Delegates were able to put questions to panellists from the conference floor and take part in stimulating conversations as part of a real-world exchange of ideas.

The conference focused on three themes under the umbrella title 'Reshaping Mobility'.

- **Climate** — how transport can better address the climate crisis, decarbonising the transport sector, public and active transport, resilient and adaptable transport
- **Communities** — designing better communities, human-centred design, road safety, movement and place, land-use planning integration
- **Inclusivity** — addressing social impacts and equity issues in transport, accessible design

### Modelling Workshop a highlight

Moving to a new position at the beginning at the conference, the 2022 Modelling Workshop attracted 128 delegates, which was double its usual attendance. The workshop hosted by our Transport Modelling Network created stronger networks, shared knowledge, and promoted improved modelling practice between public sector, private sector, and academic researchers.



# ACHIEVING OUR VISION



## ONLINE TECHNICAL CONFERENCE SERIES 2022

After the success of the Online Conferences Series in 2020 and 2021, AITPM delivered a more streamlined Online Technical Conferences Series in 2022, which attracted more than 200 participants and served a different cohort of delegates, with only 25% of delegates also involved in the in-person conference.

Delivering a more technical focus, with video presentations and live Q&A sessions, this 12-session event structured on streams of Plan, Model and Move, again provided a comprehensive and affordable way for the transport community to meet their CPD needs. The series also provides an important opportunity for less experienced professionals to gain experience at delivering a conference presentation.



## SUPPORTING RESEARCH – COMPLETION OF THE TED HUXTABLE GRANT

Ted Huxtable, who was AITPM’s first life member, passed away in 2014 at the age of 88. Ted was also NRMA’s first traffic engineer and was pivotal in guiding the organisation’s policies in traffic engineering, transport planning and road safety.

Ted bequeathed \$10,000 to the Institute on his passing. The purpose of the Ted Huxtable Research Grant is to foster research or investigations into emerging areas of interest to the traffic and transport industry.

Members Callan Stirzaker and John Trieu were awarded the grant for research and analysis to understand pain points and success factors of transport modelling. They presented their findings across AITPM and internationally at the New Zealand Modelling User Group conference.



# ACHIEVING OUR VISION



## CELEBRATING EXCELLENCE



The AITPM Young Professional Awards recognise excellence in one recent transport graduate or student from each state, and rewards them with the opportunity to attend the AITPM National Conference.

The Young Professional Award aims to

- enable students or graduates to learn more about the traffic and transport profession by actively participating in a peak industry event
- provide the opportunity to meet with young professionals from other states
- provide networking opportunities with a wide variety of professionals, and
- inspire graduates to pursue a professional career in our rewarding industry.

In 2022 the Young Professional Award winners were:

- Edwin Lai – NSW
- Harry Jorgensen – VIC
- Lucy Mao – SA
- Renata Yap – WA
- Yiping Yan - QLD

2022 saw the final presentation of the AITPM Excellence Award, which aimed to recognise and promote excellence in policy making, industry practice and practitioners in the transport industry. This award recognised professional excellence and encouraged innovation and practices that challenge the standard way that industry approaches their services.

Winners of the award have demonstrated practices which will drive improvements in the industry that ultimately benefit the wider community, with a focus on practice that contributes to 'A sustainable, efficient, safe, multimodal transport system that is accessible by all communities.

The 2022 award was granted to City of Ryde Integrated Transport Strategy, 2041.



# ACHIEVING OUR VISION

Ensuring operational enablers are in place to allow us to fulfill our mission and objectives





# ACHIEVING OUR VISION



150

Active volunteers



New

Human resources service



Completed

Governance review

## SUPPORTING OUR PEOPLE

As operations have grown over the past few years, so too has the need for staff and contractors to work collaboratively with our volunteers to support the growth in service delivery.

To assist AITPM to meet its obligations we have engaged a service to provide human resources and work, health, and safety support services to AITPM and its employees. This includes a telephone human resources support service for both AITPM and the employees, contract support, staff recruitment and onboarding processes, a HR compliance audit and an WHS audit. AITPM is committed to supporting its team to facilitate the growth in the delivery and quality of our services, and to ensure that our volunteers are well supported.

AITPM had more than 150 active volunteers during the year through our Board, Branch Committees, Young Professional Network Committees, Transport Modelling Network Committee, and specific event committees including the National Conference, Online Technical Conference Series, and other locally based events.

## EFFECTIVE AND TRANSPARENT GOVERNANCE

In 2022 the AITPM Board embarked upon a governance review as part of the evolution of AITPM. The review has continued into 2023, and its outcomes include several short- and medium-term actions aimed at further modernising our governance arrangements and ensuring they are fit for purpose into the future. Where possible, actions have been taken to address the opportunities identified in the review, noting that some of the changes will require constitutional changes.

One area of governance improvement has been the development of a Branch Charter to guide the governance processes and operations of all Branches. Implementation of the Charter for the committee election processes provided clear and consistent procedures to support the Branch volunteers navigate the governance processes. Further guidance through the Branch Charter to modernise the approach to membership of committees and to incorporate processes for Young Professional Network committees has also been undertaken, taking effect for the FY23-24 governance cycle.

In line with improving and modernising AITPM governance approaches and providing greater clarity for the CEO and committees, the Board has developed and implemented several new key policy documents during this year.

A new Delegations Policy to replace the existing policy provides a comprehensive documentation of the Board's retained authorities, and those delegated to the CEO across the full range of decision-making aspects of the organisation.

To support the Delegations Policy, the Membership and Subscriptions Policy was updated, and a new Partnerships, Sponsorship and Governance Contracts Policy was developed. A RACI framework (responsible, accountable, consulted, informed matrix) to guide the delivery of the National Conference was also developed, providing greater clarity on the responsibility and accountability for all key aspects of the conference, recognising the changed delivery model since the appointment of our CEO.

# ACHIEVING OUR VISION



## SUSTAINABLE AND ACCOUNTABLE FINANCIAL SYSTEMS

Continuous improvement of financial and management systems to streamline processes and deliver better outcomes occurred throughout the year.

The Institute has now fully transitioned to an accruals-based accounting system and will continue to work on streamlining the budgeting and financial management. Several improvements in financial management and reporting systems were trialled and implemented including:

- ApprovalMax online system to streamline recording approvals of invoices in line with auditors' recommendations.
- Weel as a digital credit card platform to replace credit cards and enable both greater control and flexibility over access to credit card payment options for volunteers and staff.

Regular financial reporting to management and operational stakeholders (Branches, Networks, and conference team), and to the Board's Finance Audit and Risk Management committee has been streamlined, with exploration of further improvements for implementation in FY24.

## POSITIVE FINANCIAL RESULTS COMING OUT OF THE PANDEMIC

The global pandemic was financially challenging for many organisations, including AITPM, due to the health restrictions on in-person activity.

The pandemic impact, combined with increased human resources costs following the appointment of a CEO in late 2019, resulted in net losses of \$71,836 in 2021 and \$36,642 in 2022 for AITPM.

With the pandemic restrictions abating, in-person activity and the National Conference resumed in 2022, enabling AITPM to deliver a significant net profit of \$179,388 for the 12-month period ending 31 March 2023.

This is an exceptional achievement, and recoups the losses of the prior years and puts AITPM in good stead to move forward with growth of the Institute.

These results are detailed in the Independent Audit Report for the 12-month period ending 31 March 2023 and show the Profit and Loss Statement for the period. The Profit and Loss Statement includes both operational income and expenses as well as investments in initiatives funded from the Institute's cash reserves. The Balance Sheet shows total equity (cash reserves) at healthy a \$1,121,815, replenished after the losses of the prior two years.

The financial position of AITPM is sound and has benefited from prudent financial management, both in the years prior to the pandemic to build a solid cash reserve, and during the pandemic to minimise losses, while driving organisational growth.



# FINANCIAL SUMMARY

## Profit and Loss Statement For the Year Ended 31 March 2023

	<b>2023 \$</b>	<b>2022 \$</b>
<b>Revenue</b>		
Seminar and events	65,703	31,222
Conference and sponsorships	795,817	254,868
Memberships	235,945	209,585
Interest income	2,988	718
Other income	17,203	2,848
<b>Total Revenue</b>	<b>1,117,656</b>	<b>499,241</b>
<b>Expenditure</b>		
Bank fees and charges	8,824	635
Consultants, contractors & employee costs	425,669	332,431
Events and seminars	114,710	45,802
National conference	266,271	96,255
Travel	62,194	69
Website and digital	25,859	25,969
Other expenses	34,741	34,722
<b>Total Expenditure</b>	<b>938,268</b>	<b>535,883</b>
<b>Current year (loss) / surplus before income tax</b>	<b>179,388</b>	<b>(36,642)</b>
Income tax benefit / (expense)	-	-
Other comprehensive income / (expense)	-	-
<b>Total comprehensive income/(loss) for the year</b>	<b>179,388</b>	<b>(36,642)</b>

# FINANCIAL SUMMARY

## Balance Sheet For the Year Ended 31 March 2023

	2023 \$	2022 \$
<b>Current Assets</b>		
Cash and Cash Equivalents	487,545	226,973
Other Financial Instruments	918,196	915,744
Trade and Other Receivables	33,560	49,713
Prepayments	50,069	44,149
<b>Total Current Assets</b>	<b>1,489,370</b>	<b>1,236,579</b>
<b>Non-Current Assets</b>		
Trade and Other Receivables	-	-
<b>Total Assets</b>	-	-
<b>Total Current Assets</b>	1,489,370	1,236,579
<b>Current Liabilities</b>		
Trade and Other Payables	323,211	262,259
Employee Benefit Provisions	27,169	14,527
<b>Total Current Liabilities</b>	<b>350,380</b>	<b>276,786</b>
<b>Non-Current Liabilities</b>		
Employee Benefit Provisions	14,625	7,366
Ted Huxtable award payable	2,550	10,000
<b>Total Non-Current Liabilities</b>	<b>17,175</b>	<b>17,366</b>
<b>Total Liabilities</b>	<b>367,555</b>	<b>294,152</b>
<b>Net Assets</b>	<b>1,121,815</b>	<b>942,427</b>
<b>Equity</b>		
Retained Earnings	1,121,815	942,427
<b>Total Equity</b>	<b>1,121,815</b>	<b>942,427</b>



# AITPM LEADERSHIP AND GOVERNANCE

AITPM is led by a volunteer Board of Directors. During the FY2022-23 we wish to acknowledge the service of the following Directors.

- Gary Wood – National President
- Liz McGregor – Vice President
- Paul Smith
- Andrew Leedham
- Reece Humphreys
- Ganesh Vengadasalam
- James Parrott
- Scott Benjamin – ceased August 2022
- Derrick Hitchins – ceased August 2022
- Andrew McDougall – ceased August 2022
- Erin Thomas – commenced August 2022
- Richard Isted – commenced August 2022
- Tessa Knox-Grant – commenced August 2022
- Dianne Hayes – Company Secretary

Our branches and networks are the engine rooms of AITPM. During the FY2022-23 we wish to acknowledge the following local leaders:

- Queensland – Alec Tattersall and Erin Thomas
- New South Wales and ACT – Ganesh Vengadasalam
- Victoria and Tasmania – Reece Humphreys
- South Australia – James Parrott and Bill Cirocco
- Western Australia – Andrew McDougall and Richard Isted
- Transport Modelling Network – Dave Keenan and Nick Veitch

A small but dynamic team of primarily casual staff and contractors manage and support the operation of AITPM:

- Kirsty Kelly – Chief Executive Officer
- Karen Hooper – National Events & Administration Officer
- Georgi Kartsidimas – National Finance Officer
- Gillian Morgan – National Membership & Partnerships Officer
- Jacqueline Larsen – Web and Graphic Contractor
- Dan Molloy – Special Projects Officer

# RECOGNISING OUR DISTINGUISHED MEMBERS

## FELLOWS

- Zoran Bakovic
- Scott Benjamin
- Peter Bilton
- Damien Bitzios
- Sam Black
- Chris Bright
- Dan Brown
- Trent Bulmer
- Jon Bunker
- Ian Butterworth
- Michael Carter
- Bernard Choongo
- Nigel Coates
- Chris De Gruyter
- Alexa Delbosch
- Deborah Donald
- Anthony Fichera
- David Freer
- Dana Geaboc
- Mary Haverland
- Dianne Hayes
- Mark Hennessy
- David A Hensher
- Manu Hingorani
- Derrick Hitchens
- Ken Hollyoak
- Reece Humphreys
- Alex Iljin
- Richard Isted
- Robin Jackson
- Kevin John
- Jasmina Jovanovic
- Peter Kartsidimas
- Dave Keenan
- Tessa Knox-Grant
- Andrew Leedham
- Ross Mannering
- Jacob Martin
- Graham McCabe
- Kate McDonald
- Andrew McDougall
- Julie McEvoy
- Liz McGregor
- Beth Meehan
- Rob Morgan
- Danaraj Muthusamy
- David Nash
- Emmanuel Natalizio
- Eleanor Nightingale
- Andrew Norton
- Kate Partenio
- Steven Piotrowski
- Marty Prowse
- Euan Ramsay
- Louise Round
- Alan Samsa
- Oleg Sannikov
- Vikas Sharma
- Paul Simons
- Paul Smith
- Fotios Spiridonos
- Graeme Steverson
- Anne Still
- Dan Sullivan
- Alec Tattersall
- Erin Thomas
- Alton Twine
- Abdullah Uddin
- Dick van den Dool
- Jason van Paassen
- Donald Veal
- Nick Veitch
- Ganesh Vengadasalam
- John Webster
- Brendyn Williams
- Chris Wilson
- Gary Wood
- Craig Wooldridge
- Haider Yousif
- Chris Zito

## FELLOWS RETIRED

- Tom Barber
- Ray Brindle
- Graham Brisbane
- Harry Camkin
- Jon Douglas
- Alan Finlay
- Kenneth Freeston
- Douglas Lee
- Al Milvydas
- Partha Parajuli
- Graeme Pattison
- Geoffrey Rose
- Michael Savage
- Prof Marcus Wigan

## LIFE MEMBERS

- Wendy Adam
- David Brown
- John Carlisle
- Dick Fleming
- Fred Gennaoui
- Barry Hagan
- Richard Hanslip
- John Jenkins
- Garry Mason
- John Reid
- Bob Taylor







**AITPM**

Leadership in  
Traffic and Transport

AITPM  
PO Box 107  
Lutwyche, QLD 4030

[aitpm@aitpm.com.au](mailto:aitpm@aitpm.com.au)  
0413 828 721