



ST ANDREW'S FIRST AID AUSTRALIA INC.  
**ANNUAL REPORT**  
**2024**





# St Andrew's First Aid Australia

ABN / DGR: 52 285 690 790

An Incorporated Association in Victoria A0049006E

A Charity registered with the  
Australian Charities and Not-For-Profits Commission

## Registered Address

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# Our Values

We believe people should always have access to free or low cost first aid assistance.

We recognise the importance of providing free first aid and first aid education to vulnerable people, and people with limited financial means.

We assert the provision of free first aid services and assistance are provided in a culturally sensitive manner and is offered by us at the same time as relieving poverty and improving their health and wellbeing.

We are committed to supporting and providing practical assistance through the provision of first aid services and assistance to people of limited means.

## Aims and Purposes

St. Andrew's First Aid Australia shall aim:

- a) to providing first aid assistance and support aimed at relieving poverty, and other risk factors in their lives
- b) to find suitable and appropriate trained first aid volunteers to assist in our services
- c) to provide in times of emergency or natural disaster physical assistance to persons through search or rescue and the provision of first aid services to all affected
- d) to provide welfare and poverty relief through our first aid services and assistance
- e) to provide culturally relevant programs and services.

# Our History

1882 was the first year of activity for the St. Andrew's Ambulance Association and 173 cases of accident and sudden illness were removed from the streets of Glasgow and taken to hospital by litter. That year the association provided itself with one ambulance.

In 1899, the Royal Charter was granted, being registered and signed on 02 May the sixty-second year of Queen Victoria's reign.

At a council meeting in that same year, it was agreed that they continue the work of the Red Cross Society in Scotland. Following upon this resolution, the Central British Red Cross Committee recognised St. Andrew's Ambulance Association as a branch of Red Cross work in Scotland.

In 1900, the Association sent a Base Hospital to South Africa free of charge to the War Office. In 1908, the Council reported on the arrangements by which, on mobilisation, the Association would undertake to assume charge of the Military Hospitals in Scotland. During the Great War, the Association was requested by the War Office to furnish St. Andrew's Ambulance Association units for active service, where they served in casualty clearing stations in France and on hospital ships for the duration.

St. Andrew's Ambulance Association Australia was established as a company under Scottish Charter on 05 April 1976

by the Director General St. Andrew's Ambulance Association, Dr. Daniel Strachan, OBE.

Under the patronage of legendary WW2 POW Surgeon, Colonel Sir Ernest Edward 'Weary' Dunlop, AC, CMG, OBE, the first Australian Director was Artillery Officer Major General Sir Denzil MacArthur-Onzlow, CBE, DSO, ED who commanded the 4<sup>th</sup> Armoured Brigade during WW2 and with Vietnam War Doctor, Group Captain William Land, AM, RFD, AE appointed Surgeon-in-Chief.



The first Companies were formed at RAAMC Military Hospital Healesville, Victoria, and St. Kilda Private Hospital, Victoria.

On 02 September 1980, our main base of operations had moved to the Ballarat East Company established at Begonia Hospital, Victoria.

Over the years the organisation grew steadily, and members served in many countries including: Armenia, Bangladesh, Bosnia, Chechnya, El Salvador, Iraq, Lebanon, Rwanda, Papua New Guinea and Timor-Leste, assisting a wide variety of Non-Government Organisations.

On 28 September 2006, the Association incorporated under the name 'St. Andrew's First Aid Australia Inc' (SAFAA) and reformed the Board of Management under the leadership of

Tom Hazell, AO as Chair. Steven McRae became the Chief Executive Officer and David Alexander-Fleming, JP moved to the position of Vice Chair and Corps Advisor. The Association re-engaged with St. Andrew's First Aid in Scotland and refocused its primary aim to providing first aid with the same trading name as in Scotland.

In 2007, we recommenced public duties, providing first aid services at the Ringwood Highland Games, RSL Marches, The Aboriginal Literacy Foundation Camps, to name a few of our long-standing events, and we began in partnership with Australian Premier Learning (our RTO) to offer courses once again in First Aid. On 24 May 2008 Dr Anthony Cree, OAM, PhD succeeded Tom Hazell as Chair and in 2009 Malcolm and Joy Murray, the Earl and Countess of Dunmore became Australian Patrons. In January 2009, the Commandant-in-Chief and honorary surgeon to the Queen, Colonel Douglas Bremner, TD, conducted an inspection of St. Andrew's First Aid Australia during a private visit. On 01 December 2011, Charity Status was granted, and St. Andrew's First Aid Australia Incorporated became a Public Benevolent Institution.

On 23 November 2012 David Alexander-Fleming became President and CEO. We commenced a highly successful program with the Australian Army Cadets in Victoria providing them with first aid equipment and training. In 2016, our fortieth year in operation in Australia, we recommenced establishing

First Aid Companies in Victoria. We began exploring different revenue streams and ways to ensure our sustainability. We established the 'Society of St. Andrew' to embrace individuals who wish to support us without joining the Association. Our first Search & Rescue Support Company was also established to support the State Emergency Services (SES) when deployed in the field. In 2017 we formed St. Andrew's First Aid Pipes and Drums and commenced negotiations with the Victorian State Government about establishing a role for us in the Emergency Control Organisation (ECO).

In 2018, The 15<sup>th</sup> Earl of Loudoun, Simon Abney-Hastings, became the Chair of the Board of Governors, and six long serving members were presented with their Voluntary Medical Service Medal by the UK Consul General for Victoria; Chris Holtby, OBE. We also fundraised and sent three trainers to PNG to increase the level of first aid knowledge along the Kokoda Track.

On 21 May 2018, Her Royal Highness, Princess Anne The Princess Royal, became the Royal Patron of SAFAA.

On 17 December 2021 Captain Ian Young, AM, MD, FRACS, RAN was promoted to Chief Commissioner and assumed the position of President of the Association taking over from David Fleming who was made a Life Member of the Association. Since that time the Committee of Management has been working towards registration with the Department of Health.

# Office Bearers of St. Andrew's First Aid Australia

The Australian Affiliate of St Andrew's First Aid  
(Established 1976)

Royal Patron: Her Royal Highness Princess Anne,  
The Princess Royal, KG, KT, GCVO, GCStJ, QSO, GCL, CD  
Patron: The Right Honourable Malcolm Murray, The 12<sup>th</sup> Earl of Dunmore KSA

## Committee of Management

President: CCOM Dr. Ian Young, AM, MD, MHA, FRACS, FAOrthA, FRCSEd, FSAScot  
Vice President: Ms. Diana Dunlop, RN  
Secretary: CMDR Lachlan Gaylard  
Treasurer: CMDR Matthew McLear  
Commandant-in-Chief: DCCOM Dr. Anthony Cree, OAM, PhD Oxon  
Committee Member: CCOM David Howell  
Committee Member: DCCOM Wayne Makin, FSAScot, MICDA, DipRiskMgt  
Committee Member: COM Andrew Mackinnon  
Committee Member: CMDR Steven Ward

## Board of Governors

The Right Honourable Simon Abney-Hastings, The 15<sup>th</sup> Earl of Loudoun (Chair)  
The Very Rev Dr. Michael Protopopov, OAM, KGCE, KSA, JP, PhD  
Ms. Annamalia Chimenton  
Associate Professor Vicki Kotsirilos, AM, MBBS  
Mr. Bryan Stertern-Gill, KSE, KGOE, KSA  
CCOM David Fleming, OAM, KGCE, JP



## National Headquarters

Chief Executive Officer: CCOM David Howell  
Chief Operations Officer: DCCOM Michael Krejany  
Chief Financial Officer: CMDR Matthew McLear  
Governance Officer: DCCOM Wayne Makin  
Corps Sergeant Major: CSM Peter Barker



*DCCOM Michael Krejany*



*CSM Peter Barker*

## Victorian Command

Training Coordinator: Commander Steven Ward  
Communications Coordinator: Mark Trewin  
Bendigo Company: Commander Greg Verity  
Peninsula Company: Commander Matthew McLear



*Commander Steven Ward*

## Pipes & Drums

Pipe Major: Benjamin Casey  
Drum Major: Colin Hughes-Smith



# President's Report



The primary effort throughout 2024 was to complete our application for licencing with the Department of Health. The package was finally submitted in October 2024 with much anticipation. In the development of this licencing application a significant amount of work was done to develop our clinical governance structure, quality assurance, volunteer credentialing and scope of practice, patient record keeping, equipment maintenance and event planning. Clinical Practice Guidelines have been created to support our First Aiders in the field. Members were appointed to our clinical oversight committee.

Additional details and documents were requested by the Department of Health following our application. The increased level of professional indemnity insurance of \$20 million required was found to be excessive. Unfortunately, on 29 January 2025 we were provided a proposed notice to not grant a first aid service licence. This is very disappointing, and we are in the process of responding formally to that notice.

My focus continues to be the provision of high quality and affordable basic first aid services. I am keen to increase our engagement with the Scottish and veteran communities.

**CCOM Ian J Young, AM, MD, MHA, FRACS, FAOrthA, FRCSEd, FSAScot  
President, SAFAA**



*Ian Young with SAFA Aberdeen Company at the Braemar Gathering, Scotland in 2024*



# Vice President's Report



Dear Members,

As Vice President of St Andrew's First Aid Australia, it is my privilege to present this year's report, reflecting on another year of growth and resilience. The progress we've made in 2024 is a testament to the dedication of our volunteers, the shared vision of our council, and the shared commitment to our mission of promoting health and well-being through first aid services within the community.

One of the most significant highlights of this year has been the growth of our volunteer base. The increase in numbers, particularly in the Bendigo company, demonstrates the need for and importance of our mission. Each new volunteer brings unique skills and perspectives, contributing to a dedicated team concerned with community impact. This expansion in our volunteer base ensures SAFAA can deliver lifesaving first aid services and training to even more people across Australia.

On a personal note, 2024 also marks the completion of my Master of Business Administration (MBA) at the University of Oxford's Saïd Business School. This milestone is both a personal achievement and an opportunity to bring new insights and strategies to our organisation. The intensive one-year MBA programme at Oxford has provided me with a deeper understanding particularly in strategic management and financial stewardship.

As we reflect on this year, our accomplishments are not the result of individual efforts alone but rather the collective effort of everyone involved with St Andrew's. Whether through working on the licensing, all the behind the scenes governance, or engaging with prospective volunteers, each of you has played a vital role in our growth.

Looking ahead, we remain steadfast in our commitment to growing our impact, providing first aid at more events, and empowering our volunteers to meet the highest standards. Thank you for your continued support and dedication. It is an honour to serve as your Vice President, and I am excited about the opportunities that lie ahead.

Sincerely,

**Diana H.R. Dunlop**  
**Vice President, SAFAA**

# Treasurer's Report



As Treasurer, I am happy to provide this year's financial report. Firstly, I would like to thank all members of SAFAA for their support and trust throughout the year. 2024 did not come without its challenges, in particular, the tedious work on the broader state government compliance and insurance matters, this has been a learning process for many.

I appreciate the patience and perseverance from our members across the organisation and I am very much looking forward to working with you all and watching the organisation grow further through 2025. A personal thank you to our team both from the executive committee and our company commanders and operators for the work that they have put into our fantastic organisation.

The current financial status of St Andrew's First Aid Australia as at 31/12/2024:

## Financial Standing

Income (National HQ and Bendigo Company)	\$2,447.10
Expenses (National HQ and Bendigo Company)	\$3,678.33
Loss for 2024	\$1,231.23
SAFAA total balance as at 31/12/2024	\$33,410.65

**CMDR Matthew McLear**  
**Treasurer, SAFAA**



*Matthew McLear at Melbourne Highland Games & Celtic Festival 2024 with Medical Edge*

# Secretary's Report



Dear Members,

It is my honour to present this report as Secretary of St Andrew's First Aid Australia for the year 2024.

Throughout the past year, your committee convened on nine occasions, maintaining a dedicated focus on meeting the necessary requirements for our ongoing registration. Despite the challenges inherent in navigating the complexities of this process, we remain steadfast in our commitment to fulfilling our regulatory obligations.

While progressing through these administrative requirements, we have remained anchored to our core mission: providing exemplary first aid assistance and fostering stronger community connections. In this regard, the outstanding efforts of Bendigo Company deserve the highest commendation for their ongoing engagement and support in advancing this purpose.

We also extend a warm welcome to the volunteers and supporters who joined our organisation in 2024. Your contributions, both present and future, are invaluable to the advancement of our shared cause, and we look forward to your active involvement in the years to come.

As we turn our attention to 2025, I am committed, as your secretary, to driving the continued growth of our membership and strengthening the relationship between the governing body and our members. By fostering greater engagement, collaboration, and inclusivity, we can ensure the continued success of St Andrew's First Aid Australia in serving our communities.

Thank you for your ongoing support and dedication. Together, we look forward to another year of meaningful progress and service.

Yours sincerely,

**Lachlan Gaylard**  
**Secretary, SAFAA**

# Chief Executive Officer's Report



2024 was a difficult year for St. Andrews First Aid Australia. Dedicated members have been working diligently attain our accreditation to practice first aid in Victoria. This has taken over a year to progress and while we are not quite there, we are on our way to finally being accredited for 2025. This will allow us to practice first aid in our own right. I anticipate that we will soon be out in the community doing what we love providing first aid support to the various community events and activities across the country under the banner of SAFAA.

While the biggest challenge in 2024 was attaining our accreditation, we have managed to continue to recruit and retain current members. This has been done through a range of initiatives such as our most recent St. Andrew's Day reception at the Melbourne Club. Social events are a great way to keep our members and supporters' interest in our organisation and to show our presence in the community. In terms of recruitment, I commend the Bendigo Company for their continued dedication in this area along with their attendance in a limited role within the greater Bendigo area.

Overall, we have continued to keep the enthusiasm within SAFAA alive. Members have attended public events thus keeping our presence in the community. We have also received donations from our supporters along with further first aid supplies. Once again, we have had senior members visit Papua New Guinea and provide first aid supplies and visit St. Andrew's First Aid headquarters in Scotland..

The year ahead will be a busy one as we meet the new challenges of being compliant with our accreditation and forge ahead to expand our various local first aid units.

I commended all our volunteers and supporters of St. Andrew's First Aid Australia.

**CCOM David Howell**  
**Chief Executive Officer, SAFAA**

# Chair of the Board of Governor's Report



I am again pleased to contribute to the Saint Andrew's First Aid Annual report for 2024.

While there isn't a great deal to cover in my report, the Board of Governors continue to stand with our management team and show our willingness to contribute to such an organisation that historically assists all others in times of need.

We continue to have strong leadership and skills-based set, and collectively, I look forward to creating endeavours through the following twelve months.

I had the opportunity for a brief audience with His Majesty, King Charles III earlier in the year here in Australia. I noted to him, amongst other things, that his Sister, Her Royal Highness Princess Anne, continues to be a very much valued Patron of our organisation.

I thank the Board, our management team, and valued volunteers for their contributions and best wishes to their families.

## **The Right Honourable Simon Abney-Hastings, The 15th Earl of Loudoun Chair of the Board of Governors**



*The Right Honourable Simon Abney-Hastings, The 15<sup>th</sup> Earl of Loudoun receiving the Coronation Medal from Her Excellency Professor The Honourable Margaret Gardiner AC, Governor of Victoria*

# Commandant-in-Chief



In April 2024 I had the pleasure of visiting the St Andrew's First Aid Headquarters at Cowcaddens in Glasgow. This National Headquarters was built in the 1960s when St Andrew's First Aid (or St Andrew's Ambulance Brigade as it was then) was responsible for the Ambulance service for the whole of Scotland. Consequently, as well as the Headquarters offices, which are quite extensive, there is a large garage area at the rear for the fleet of Ambulances that used to serve Glasgow. There was a similar arrangement in Edinburgh and other Scottish cities. As is often the case when a private charity or organisation loses part of its purpose, there was a need to reform in a new structure, the result of this was St Andrew's First Aid, of which we are the Australian Branch. I should mention also that we operate under a license which was negotiated by myself and the then President of St Andrew's First Aid Australia, David Fleming in 2008. As with St Andrew's Australia, St Andrew's Scotland has had some teething problems with the change. In the days of the Ambulance service there were over 4,000 full time employees and about a further 5,000 volunteers in over 100 branches throughout Scotland. This has now been reduced to a quarter or less. The St Andrew's Scotland plays rather the role that St John's First Aid plays in Victoria and can be seen at Football matches, any national occasion, and of course the Commonwealth Games. It does seem there may be an opportunity for St Andrew's Australia to possibly send volunteers for the Commonwealth Games in 2026, and I will be making enquiries on our behalf when I am next in Scotland this coming April.

The role of St Andrew's First Aid in Australia has further similarities with that of Scotland. Perhaps the most important of which is the fundraising aspect. Fundraising for St Andrew's First Aid in Scotland is enhanced by the existence of a network of supporting volunteer organisations with all the usual fundraising activities (Op Shops, Fetes, Concerts, etc.) We don't at this stage have such a support group, however it is possible that the Scottish Knights Templar could perform the same role that the Knights of St John perform with the St John's First Aid. I'm sure with time an infrastructure will develop, but this is in the future.

It is a pleasure to see the St Andrew's First Aid Australia continuing to flourish, and I look forward to reporting something of the good work of this organisation when I next visit St Andrew's First Aid in Scotland.

**DCCOM Dr. Anthony Cree, OAM, PhD Oxon  
Commandant-in-Chief**

# Bendigo Company



The Bendigo Company has grown steadily in the last twelve months. We have gone from 17 members to 22 members. All but 4 at this stage are qualified First Aiders. The 4 will be trained by the 23rd of January 2025. Recruiting will continue. We hope to reach 25 members. We believe this will give us the flexibility to operate at a professional level.

We have participated in 6 events in 2024: Anzac Day, Remembrance Day, and Vietnam Veterans day, on behalf of the R.S.L, Kangaroo Flat, of which we are all members.

We attended as First Aiders at the Tarnagulla Strictly Vintage fair on the 8th of September, The Vibes on Broadway at Donully on the 27th of October, and The Scots on Show at Bendigo Show Grounds on the 9th of November. We have also run two Scottish social nights for the R.S.L. Kangaroo Flat. All of these were well attended by our personnel. The Committee of Management of the above events have asked us back for next year. We also had inquiries for other events for the year 2025 by other event coordinators. We have conducted training and information sessions on 4 occasions this year. These were presented by our training Officer and support staff.

We are now very well equipped. This year receiving a donation of a scoop stretcher. Donated by Southern Cross Freemasons Lodge, Maldon. The HBO Hotel purchased a Practice A.E.D. machine to use for training purposes.

We have spent quite a bit on money on upgrading and replacing our out-of-date stock and equipment. All we are waiting on is a Spinal Board, Spider straps, and head immobiliser. The RAAFA Association are donating two 5-watt radios. Our Company flag was donated by the Jimmy Oliver and Family. The Spinal Board and accessories will complete our inventory.

We have completed our uniform issue. All members are now outfitted with a Dress Uniform and a Work Uniform. Baseball caps will be used only as dress uniform by end of the year as they will be banned by the Health Department on work sites. As this will become an issue we are looking into suitable head wear for the year 2026.

In conclusion we are looking forward to the year 2025. We hope to be able to extend our services to other country districts. We have acquired a good reputation in the Bendigo region and hope to expand on same. We are looking forward to the Certification being completed. This will help us greatly with our future endeavours. Our aim this year is to obtain an 8 X 4 or 7 X 5 trailer to carry our equipment to events. Again, this will assist greatly with our endeavours.

**CMDR Greg Verity**  
**Commander of Bendigo Company**

# SAFAA Brand Guidelines

The new SAFAA Brand Guidelines were created in August 2024 to fully align with the Brand Guidelines of St Andrew's First Aid in Scotland of March 2010. These provide the standards for use in written communication. The guidelines will be presented at the 2024 AGM for discussion and endorsement.



The Core Brand Identity for St Andrew's First Aid Australia is shown below.

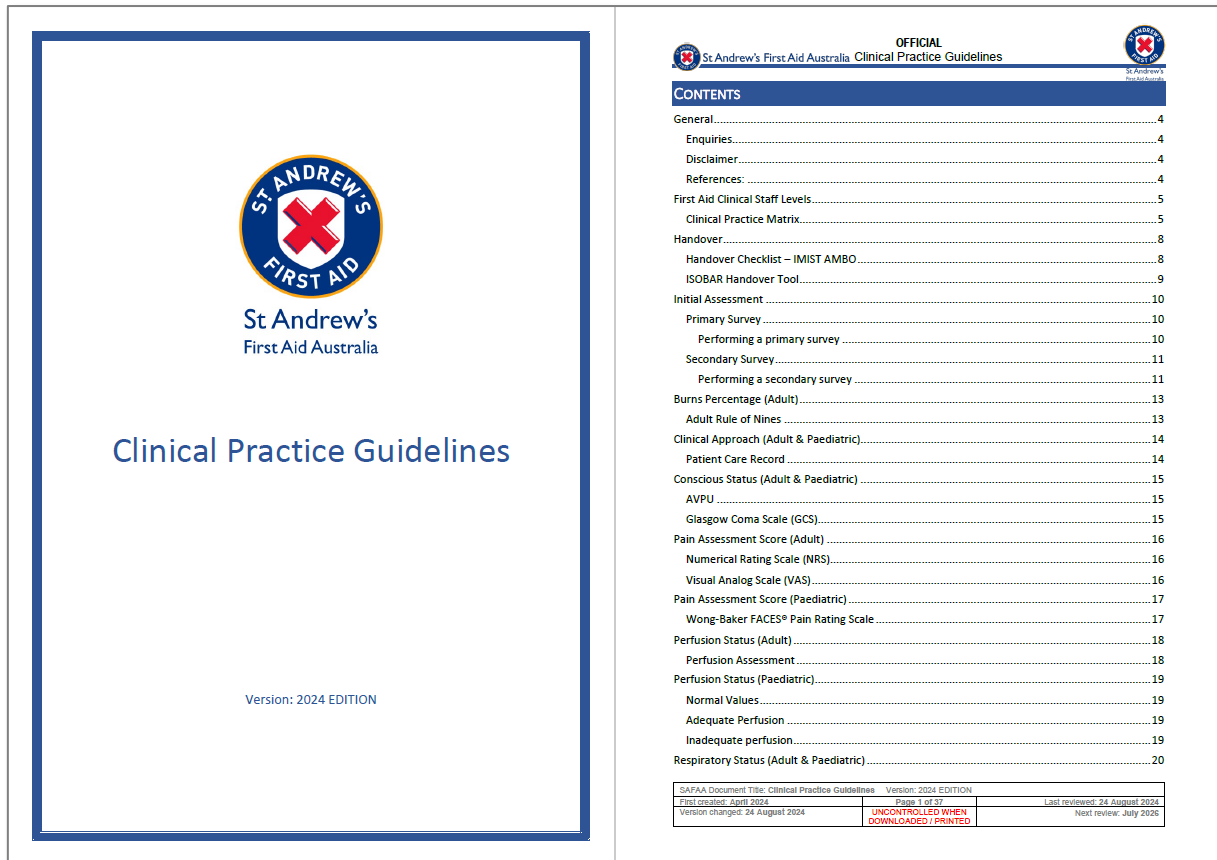


# St Andrew's First Aid Australia



# Clinical Practice Guidelines

As part of the licencing process many policies and guidelines needed to be created or updated as part of the governance process.



SAFAA now has a suite of operational policies and guidelines to guide care. National HQ have endorsed the Bendigo Company Standard Operating Procedures (SOPs) for all companies. The list of documents and forms include:

## Policies, Guidelines and Procedures

- Clinical Governance
- Clinical Practice Guidelines
- Complaints Process
- Completion of Patient Care Record
- Equipment and Communication Devices
- Managing Medical Records
- Scope of Clinical Practice
- Sentinel Event Reporting
- Staff Credentialing and Clinical Accreditation
- Staff Records and Survey
- Standard Operating Procedures

## Forms

- Complaint Form
- Event Request Form
- Events Risk & Hazard Checklist
- Interest Contact Form
- Patient Care Record
- Treatment Card



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St Andrew's First Aid Australia Inc. is a registered charity in Australia, DRG 52 285 690 790  
Incorporated (by Royal Charter, Scotland 1899) in Victoria 2006: A0049006E  
Patron (Scotland): HRH The Princess Royal Patron (Australia): The Earl of Dunmore  
Chair of the Board of Governors: The Earl of Loudoun