



AMA VICTORIA

Annual Report 2018



Contents



AMA Victoria is the principal voice advancing the Victorian medical profession and influencing policy makers. We proudly connect and support our members, providing a unified voice to advocate for Victorian doctors and the health of all Victorians.

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AMA Victoria

The Australian Medical Association Victoria is the most influential membership organisation representing registered medical practitioners and medical students in Victoria.

The history of AMA Victoria dates back to the late 19th century when branches of the British Medical Association (BMA) were formed in Australia. Before Australia's specialist colleges were established, branches of the BMA held regular meetings to discuss medical developments and unusual cases. These branches formally merged to form the Australian Medical Association (AMA) in 1962.

Today, AMA Victoria is the principal voice advancing the Victorian medical profession and influencing policy makers. We proudly connect and support our members, providing a unified voice to advocate for Victorian doctors and the health of all Victorians.

Whether at the start of a medical career or an experienced doctor, AMA Victoria provides members with exclusive professional support and representation along with access to relevant advisors, resources, guides and networks.

AMA Victoria provides industrial advice, advocacy, mediation and representation for issues and disputes within any workplace in Victoria. Any industrial issues experienced throughout the course of a doctor's career are expertly managed by AMA Victoria including reviewing and negotiating members' contracts of employment on an individual and collective basis. We assist members working in public or private health and we also provide general practice owners with industrial advice in relation to employing and managing their staff.

AMA Victoria's Key Advocacy Achievements in 2018:

- » **The approval and implementation of the new Specialists and Doctors in Training Enterprise Agreements for public hospital doctors representing the culmination of two years of intensive work and improved terms and conditions for these doctors**
- » **\$1.5 billion from the Victorian Government to redevelop Footscray Hospital**
- » **Victorian Royal Commission into Mental Health**
- » **A commitment from the Victorian State Government to trial the medically supervised injecting facility in North Richmond**
- » **A renewed focus from the Victorian State Government on the bullying and harassment of medical staff including a comprehensive public hospital education campaign**
- » **\$124 million investment by the Victorian State Government to roll-out electronic medical records across Melbourne Health, the Peter MacCallum Cancer Centre and the Royal Women's Hospital**

\$1.5b

from the Victorian Government to redevelop Footscray Hospital



Victorian Royal Commission into Mental Health

\$125m

to roll-out electronic medical records across Melbourne Health, Peter Mac and the Women's

Membership

Services and Benefits

Employment Advice

AMA Victoria members are supported by a team of employment advisers who can:

- » Negotiate employment contracts
- » Ensure members receive correct entitlements
- » Explain members' workplace rights and provide representation
- » Support members with workplace bullying, discrimination and harassment issues.

Careers Advice

AMA Victoria members have access to a professional career advisory service. This one-on-one service includes career planning and pathways, resume development and effective presentation and communication techniques for job interviews and training positions.

Lobbying

AMA Victoria members have a unique opportunity to develop policy and to participate in advocacy to government. Through AMA Victoria's public affairs team, our members can drive positive change right across the health system on a range of matters that are important to them.

Stay Informed

Members are able to keep up-to-date with the latest medical news and legislative changes with our fortnightly e-news, member updates and our Vicdoc magazine. Members also receive the Medical Journal of Australia.

Peer Support and Mentoring

AMA Victoria's Peer Support Service is a telephone counselling service for doctors by doctors. Our volunteer counsellors are medical practitioners and offer a confidential, first point of contact from someone who understands the pressures of medicine. The Peer Support Service helps doctors during times of stress or distress and provides a support person for court cases or board and tribunal hearings.

AMA Victoria's Mentoring Program provides a supportive environment for junior doctors to discuss career and professional development opportunities and challenges with experienced doctors, who are keen to mentor the next generation.

Network and Connect

AMA Victoria hosts a number of unique events that allow members to meet and discuss topics of importance with peers.

Some of our events include:

- » **Local member meetings and dinners**
- » **Policy forums and debates**
- » **Medical Careers Expo**
- » **Build Your Practice Conference**
- » **Inspiring Women in Medicine Events**
- » **AMA Victoria Masters Golf**
- » **The Annual Dinner with the Victorian Minister for Health**

"While we recorded 2.7% growth in overall membership, with strong rises among doctors-in-training and salaried medical officers, we can and will do better in the future."

Steven Burrell, CEO, AMA Victoria

17%
↑
increase in
doctors-in-training
membership

14%
↑
increase in
salaried medical
officers
membership

2.7%
↑
increase in
AMA Victoria
membership
overall

CPD Points

AMA members can keep track of their Continuing Professional Development (CPD) points for free through the online DoctorPortal Learning Platform.

DoctorPortal is recognised by the majority of the specialist Colleges and will also provide members with:

- » Medical news
- » A referral tool to access up-to-date data on specialists and their locations
- » Medical job listings available

Commercial Benefits

- » Special offers with MDA National
- » Discounted Virgin Australia Lounge
- » Special rates with Avis and Budget
- » Exclusive discounts on select flights with Emirates
- » Extras and Benefits with Doctors Health Fund
- » Special rates from Health Project Services
- » Access to Lexus of Brighton's Corporate Program
- » Discounted Qantas Club membership

» 50% discount on property management services with Little Real Estate

» 10% discount with Prushka Fast Debt Recovery

» Exclusive discounted rates with Wakelin Property Advisory

» Access to Melbourne BMW's Corporate Program

» Tasting events and publications from the Scotch Malt Whisky Society

» Special rates of tours and insurance with Reho Travel

» Yearly subscription discounts to physician authored resource, UpToDate

» Discounts and extended guarantee periods with Devereux Recruitment

» Exclusive pricing with Wine Direct

» Special rates and financial advice events with Dixon Advisory

» Best in market pricing for police checks with Clear to Work

» Benefits and practice efficiency tools with Core SME

President's Message

Associate Professor Julian Rait OAM



AMA Victoria has had a highly successful 2018, with greater numbers of new members being recruited across Victoria. Our focus this year has been to build trust in AMA Victoria by being responsive to the needs of our members, advocating firmly for the profession and providing meaningful professional support that members find both relevant and dependable.

In 2018, Mr Steven Burrell was recruited as AMA Victoria's new Chief Executive Officer.

We are indeed privileged to have someone of Steve's calibre and experience leading and supporting the growth and stability of AMA Victoria. Formerly the national chief executive of the Governance Institute of Australia, Steve has reinvigorated our strategic direction with an emphasis on service efficiency – to create value for AMA members while supporting the long-term priorities of the medical profession.

Workplace Relations

In workplace relations, AMA Victoria worked in collaboration with ASMOF to deliver a new Enterprise Agreement for Specialist doctors and Doctors-in-Training within Victoria's public hospitals. These agreements became effective last August and are currently delivering historic pay increases of 19% across the next three years to salaried and trainee doctors in Victoria. I acknowledge the leadership of ASMOF including the AMA Victoria Vice President Dr Rod McRae and our recently retired Director of Workplace Relations, Mr Geoff O'Kearney in negotiating these agreements along with the diligence of our industrial relations team, now led by Mr Grant Forsyth. Our IR team will continue to work productively with our state hospitals and the Victorian Government in pursuing full implementation of these agreements.

Public Affairs

During the year, we used our strong media capabilities and relationships to enable AMA Victoria to achieve better outcomes in the community and your workplace. Our excellent public affairs team led by Ms Taryn Sheehy has produced outstanding results for AMA Victoria during 2018.

AMA Victoria understands that the practice of medicine in all specialties is constantly evolving. Changes occurring in medical practice and healthcare systems coupled with rapid technological advances in the digital environment, all within a highly regulated professional culture, are inevitably challenging.

We continue to robustly advocate in relation to doctors' pay and conditions, doctors health and the pursuit of a mandatory reporting exemption for treating doctors.

During the Victorian state election campaign, AMA Victoria advocated for investment in mental health; regional and rural health; improvements in public hospital culture, partnerships and infrastructure; a reduction in drug and alcohol harm; and the creation of a robust palliative care system for all Victorians. AMA Victoria specifically advocated for and welcomed \$1.5B in new funds for a redeveloped Footscray Hospital. We were also pleased to welcome an additional \$1.38B for staff expansion that includes funds for additional rural specialist consultations, including 75,000 for heart conditions, 50,000 for chronic pain, 40,000 for cancer sufferers and 30,000 for rheumatology; a commitment to continue the trial of the medically supervised injecting facility in North Richmond; and a renewed focus on bullying and harassment of medical staff including a comprehensive education campaign in the public hospital sector.

AMA Victoria was also encouraged by the additional support we received from the Health Minister for the Victorian Doctors Health Program, with an additional \$172,000 provided for doctors' health and wellbeing for the forthcoming year.

Following calls from AMA Victoria, the Liberal Nationals promised to report on elective surgery wait times from the point of referral from a general practitioner to treatment (referral to

Our focus this year has been to build trust in AMA Victoria by being responsive to the needs of our members, advocating firmly for the profession and providing relevant and dependable professional support.

treatment times). The Liberal Nationals also committed to improving greater transparency around public hospital culture. AMA Victoria will continue to advocate to the Victorian Government for these changes to be accepted over the next parliamentary term.

AMA Victoria was pleased with the establishment of a Royal Commission into Mental Health. AMA Victoria met with the Mental Health Minister on two occasions in early 2019 to help shape the terms of reference. Issues raised by AMA Victoria were taken into account in the drafting of the terms of reference such as a focus on all age groups; the real needs of the workforce; the problems of dual diagnosis; the challenges for regional and rural communities; the need for greater accountability; and especially our desire to see improvements in the governance of the mental health system.

AMA Victoria intends to advocate for a broad interpretation of these terms of reference, rather than them being too narrowly applied. Equally, AMA Victoria is pleased with the four appointed Commissioners as they represent different fields (including a psychiatrist) while some have family members with lived experience of mental illness.

Member Services

While the primary value we deliver is through our advocacy and advisory services, we are also conscious of providing value to those members who haven't used these services. This has largely led to our commitment to providing complimentary education, publications and online resources to inform and support you in your area

of practice. We remain conscious of the need to help you manage your practices more effectively.

AMA Victoria has long recognised the importance of supporting our emerging medical practitioners. The AMA invests broadly in Australia's medical students via AMSA and hopes to build early awareness of medico-political issues and maintain a meaningful support structure throughout each member's medical career.

This includes our provision of education, sponsorships and subsidised programs to support students and Doctors-in-Training to ensure adequate support in the formative training years. I warmly acknowledge the growth in our membership and the achievements of Mr Andrew Campbell and our membership team.

Governance

The composition of our Board and Council and the distribution of our members reflects our commitment to maintain a viable and robust organisation, but we intend to do more toward greater gender equity within the profession. Arising from our AGM in May 2018, we have pursued a governance review and the first change to our Constitution within the past decade. Hopefully, these changes will be endorsed by members during 2019 including a 40% quota for women to be appointed to the AMA Victoria Board, with a similar target for Council representation. AMA Victoria will continue to embrace diversity and inclusion in its leadership to ensure that we reflect the composition of our growing membership.

And while we are a doctor-focused association, we are also regulated by the Australian Charities and Not-for-Profit Commission (ACNC). Just as you will appreciate our focus on lobbying effectively on your behalf, we are equally concerned with the improvement of our governance processes to ensure that AMA Victoria works within our Australian regulatory framework. We therefore have been pleased to welcome Mr Peter Goffin to our team as our Chief Governance Officer and Company Secretary.

You can be assured of our strongly embedded culture of honest and open communication and that we will continue to act in your best interests. AMA Victoria is your organisation. We encourage you to contact any of our Board directors if you have concerns about what we do and how we do it.

On behalf of AMA Victoria's leadership team, I would like to thank you for your loyalty and trust. Thank you to our Board members for your robust governance. Thank you to our employees for your unwavering commitment to our members, your enduring professionalism and your genuine care for the wellbeing of doctors. And finally thank you to our industry stakeholders for your sponsorship and collaboration that helps us achieve better outcomes for our members, for the medical profession and for the healthcare of our community.

Report from the CEO

Steven Burrell



When I was given the opportunity six months ago to lead AMA Victoria, I was excited about the challenges and possibilities offered by the role.

I was warmly welcomed by staff, the Board, Council and you, our members who all gave me insight into the great pride – and indeed passion – that exists for the AMA.

It made me very conscious that I was taking over the leadership of an organisation with a long and proud history, one with great traditions and an outstanding reputation as the peak body representing all doctors and patient communities in Victoria.

Traditions are important. We must honour our past and celebrate our success to this point but we must also look to the future.

We must recognise that in some ways we may have to change in order to flourish and build on that success.

The most significant strategic challenge facing AMA Victoria is the need to achieve higher rates of growth in membership.

We need to preserve the best of what we have been bequeathed by the great history of our organisation while building an even greater AMA Victoria in the years ahead through constructive change.

A growing membership gives us greater “critical mass” and influence, as well as providing the financial means to fund improved benefits to members, our advocacy and other aspects of our broader mission to advance the medical profession and the health of all Victorians.

More fundamentally, it underpins our sustainability as an organisation into the future.

While we recorded growth in overall membership of 2.7% in 2018, with strong rises of 17% among doctors-in-training and 14% for salaried medical officers, we can, and will, do better in the future.

We must also address those areas of membership where we have seen some declines in recent years, especially among GPs and Specialists in private practice.

To grow we must better understand our members, and what they seek from us. That is why we are proposing a range of initiatives to better understand existing and prospective member needs, to provide enhanced value to all members by improving our services and to strengthen our engagement and communication with members to demonstrate that value.

In doing this we will focus on our core strengths which are workplace relations services, careers services and mentoring, our doctor wellbeing programs and our great work in policy and advocacy.

In the last few months we have been on a path of renewal to reinvigorate our business. We have restructured our operations and management team and made a number of important new staffing appointments, including our new Chief Governance Officer, Peter Goffin, and a new internal Legal Counsel, Joshua Gouw.

Last year also saw a changing of the guard in the Workplace Relations team, with long-standing Workplace Relations Director, Geoff O’Kearney moving on after 20 years and replaced by General Manager Workplace Relations, Grant Forsyth. The team was strengthened by employing ex-Fair Work Commissioner, John Ryan, who has a wealth of industrial relations experience.

The last 12 months have seen many significant achievements in all areas of our work. However, I want to focus on some of the highlights from two particularly key areas, workplace relations and advocacy and policy.

Achievements in Workplace Relations

The past year has been significant for AMA Victoria’s Workplace Relations team with the approval and implementation of the new Specialists and Doctors in Training (DiT) Enterprise Agreements for public hospital doctors. These two agreements represent the culmination of two years of intensive work and have brought about improved terms and conditions across both cohorts.

AMA Victoria will focus on its core strengths which are workplace relations services, careers services and mentoring, our doctor wellbeing programs and our great work in policy and advocacy.

These improvements include better job security for DiTs through the right to extend their contracts if they take parental leave, as well as enhancements to provisions that will promote safer work hours. Specialists have achieved improvements to clinical support time allowing them recognition for some of the non-clinical work they do. The new Specialist Agreement also saw an end to fixed term contracts for most specialists.

The Workplace Relations team successfully pressured the government and health services to approve back-pay for doctors who had left the Victorian health system between the conclusion of the agreement in January 2018 and the commencement of its operation the following August.

Other highlights have included the negotiation of an agreement at the Victorian Institute of Forensic Medicine, and successfully enforcing training time provisions in the DiT Agreement at major metropolitan hospitals, with back-payments paid to affected doctors. Over \$200,000 in back payments were also made for misclassification of specialists at a number of health services.

Based on feedback from members, the team has increased its focus on enforcing the terms and conditions of AMA Victoria’s Enterprise Agreements.

The Workplace Relations team has also been helping a number of members in private practices with staffing issues. We have moved to electronic versions of our practice manuals to reduce handling and increase the speed of updating the documents, as well as reducing our environmental impact.

AMA Victoria has also recently launched its mediation service, following the training of three mediators. We believe that it is our role to promote harmony within the medical industry and we intend to promote this service as a way to resolve disputes between doctors and between practice owners and their staff or suppliers in a non-confrontational way.

Achievements in Advocacy and Policy

Over the last year, AMA Victoria’s public affairs team has had two objectives: to strengthen its engagement with members and to build a more strategic and proactive approach to AMA Victoria’s advocacy campaigns.

These aims have been achieved with a good deal of success, particularly in our proactive media coverage. Continued improvements across these areas will be an ongoing focus throughout 2019, including work to improve member engagement in policy development and the creation of more relevant policy and advocacy content for members – especially through digital communication channels.

In a Victorian election year, engagement was undertaken with members to establish our key advocacy priorities in the lead up to the state poll. AMA Victoria’s *Priority Goals for Victoria’s Health System* was produced – a document that articulated our advocacy priorities: mental health, rural and regional health, public hospital culture, partnerships and infrastructure, the reduction of alcohol and drug harm and establishing Victoria as an international leader in high quality end-of-life care.

Sustained advocacy and strong media coverage generated by AMA Victoria achieved some significant results.

The establishment of a Royal Commission into Mental Health in Victoria was a strong outcome. We have repeatedly drawn the government’s attention to the need for substantial further investment into the mental health sector. We have also strengthened ties with strategic stakeholders in the mental health sector so that we are better positioned to recognise and grasp opportunities to combine our voices and strengthen our lobbying efforts.

Other notable advocacy achievements following media campaigns in the last year included the investment of \$1.5 billion by the Victorian Government into the redevelopment of Footscray Hospital, a commitment to continue the trial of the medically supervised injecting facility in North Richmond and a renewed focus on the prevention of bullying and harassment of medical staff.

Throughout the election campaign, AMA Victoria also highlighted the central role that rural and regional GPs play in our healthcare system. AMA Victoria will continue to advocate for significant action from both state and federal levels of government on this important area of public health to better support our members and communities in regional and rural Victoria.

In conclusion I would like to thank my hard working staff for their dedication to serving you, our members, and to furthering AMA Victoria’s important role in its service to the community.

I look forward to continuing to improve the value we provide, strengthen our advocacy and advance the medical profession.

Financial Report

Dr Michael Levick, Treasurer

AMA Victoria and Controlled Entities



The net result of operations of the group for the year ended 31 December 2018 was a consolidated loss after tax of \$398,610 (2017: loss \$466,139).

The consolidated result for the AMA Victoria group of companies includes the operations of Australian Medical Association (Victoria) Ltd, Medical Society of Victoria Inc, AMA Victoria Services Pty Ltd, Solutions Plus Training Ltd, Victorian Doctors' Health Program Ltd and the AMA Victoria Charitable Foundation.

Member subscriptions of \$6,577,091 increased by \$44,502 from 2017.* Subscriptions transferred to National AMA amounted to \$3,286,879 compared to \$3,309,631 from prior year. Membership subscriptions represented 75% of total revenue. Employee benefits expense decreased by \$224,497 (6.2%) from \$3,614,049 in 2017 to \$3,398,552 in 2018.

Financial highlights of the year were again the great success of the Build Your Practice Conference and Exhibition and Medical Careers Expo. Both events generated substantial registrations and sponsorship income as well as excellent feedback from members and the public at large. The downside of the year was the AMA5 Impairment Assessment training program in New South Wales suspension due to third party regulatory constraints. There was also additional expenditure incurred for extra meetings required to deal with constitutional change and changing CEOs.

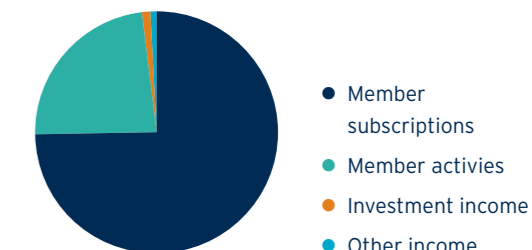
The balance sheet remains strong with net assets of \$9,048,772 and with no borrowed debt.

* There has been a change in reporting methods from 2017 to 2018.

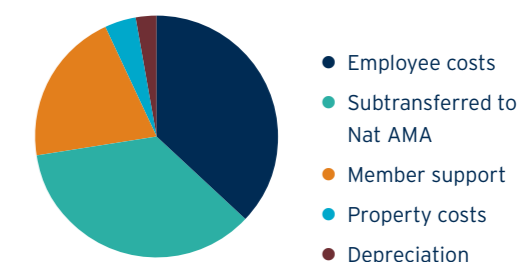
Financial Results and Position

For the year ended 31 December 2018

	2018	2017
	\$	\$
Revenue		
Member subscriptions	6,577,091	6,532,589
Member activities	2,043,264	2,286,309
Investment income	120,796	195,759
Other income	48,821	61,579
	8,789,972	9,076,236



	2018	2017
Expenses		
Employee costs	3,398,552	3,614,049
Subs transferred to Nat AMA	3,286,879	3,309,631
Member support	1,868,234	2,018,586
Property costs	388,129	376,506
Depreciation	246,788	223,603
	9,188,582	9,542,375



Operating Result	(398,610)	(466,139)
Asset revaluation	0	0

Comprehensive Income Result	(398,610)	(466,139)
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	2018	2017
Assets		
Cash and equivalents	2,725,696	3,386,864
Financial Assets	2,273,826	2,854,043
Property and equipment	7,960,002	7,913,506
Other	290,712	291,910
	13,250,236	14,446,323

Liabilities		
Trade and other payables	628,449	1,125,499
Member subscriptions in advance	1,719,336	1,816,577
Federal moiety payable	1,594,704	1,695,204
Employee entitlements	211,664	361,661
	4,201,464	4,998,941

Members' Funds	9,048,772	9,447,382
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Report from the Directors

As at (Date to be inserted)

The directors present their report on the Australian Medical Association (Victoria) Ltd ("the Company") consisting of the Company and the entities it controlled as at the end of, or during, the year ended 31 December 2018. Throughout the report, the Company and its controlled entities are referred to as the "Consolidated entity".

Principal activities

The principal activities of the Consolidated entity and Company consisted of the provision of services to the medical profession and advocacy in public health.

Review of operations and results

The loss after tax from operating activities of the Consolidated entity for the year ended 31 December 2018 amounted to \$398,610 (2017: \$466,139). In addition, the Consolidated entity has net assets of \$9,048,772 as at 31 December 2018 (2017: \$9,447,382).

The loss after tax from operating activities of the Company for the year ended 31 December 2018 amounted to \$1,991,746 (2017: \$370,375). In addition, the Company has net assets of -\$4,181,024 as at 31 December 2018 (2017: -\$2,189,278).*

The Directors continue to develop operations to provide for the stability and security of the Consolidated entity.

Objectives and strategies

The principal objectives of the Consolidated entity / Company are:

- » To promote, maintain, protect, advance and extend the honour, interests and standing of the medical profession and of the Consolidated entity and to promote the science of medicine;
- » To protect and preserve the standing of the profession and the professional and academic independence of members of the Consolidated entity, and to preserve, maintain, promote and advance their intellectual, philosophical, social, political and legal interests;
- » To act as the principal coordinating body for the medical profession in the State of Victoria and a forum for the medical profession at which consultation and communication takes place;
- » To become a member of or subscribe to or affiliate with any other organisation, whether incorporated or not, having objects altogether or in part similar to those of the Consolidated entity;
- » To circulate such information as may be thought desirable through or by means of a periodical journal which shall be the official journal of the Consolidated entity and by the occasional publication of transactions or other papers;
- » To advance exemplary professional conduct and efficiency, to promote fair and honourable practice, to discourage or prevent malpractice or professional misconduct and to ensure the highest clinical, ethical and scientific standards in the delivery of health care to the community;
- » To collect and circulate statistics and other information relating to the medical profession;
- » To take an active part in the promotion of health care programs for the benefit of the people and to participate in the resolution of major social and community health issues;
- » To consider, originate and promote improvements or alterations in the law relating to the medical profession, to petition the Parliament of the State of Victoria and take such other steps and proceedings as may be deemed expedient for carrying out this object;
- » To consider, advise, and, if necessary, make recommendations on any subject connected with the appointments of legally qualified medical practitioners to public institutions positions and services;
- » To consider and advise on any issue of medical policy;
- » To consider and advise on any issue of health policy;
- » To promote the unity of the medical profession between the various States and Territories of the Commonwealth of Australia and to enter into all such agreements and generally take, adopt and carry into effect all such steps as are by law authorised or required for such purposes;
- » To assist either by donations or otherwise:
 - o necessitous members of the medical profession and their wives or husbands and all or any of their children; and
 - o organisations providing such assistance to any such persons mentioned in the sub-point above;

- » To carry out such commercial or trading activities as are considered conducive to the advantage of members of the Consolidated entity by entering into arrangements or ventures where goods or services are provided to members of the medical profession including arrangements which exploit the intellectual property of the Consolidated entity, including the AMA Victoria name;
- » To provide industrial advice and act on behalf of members in industrial matters; and
- » To provide courses of training, advice, welfare and support services and other benefits to members of the Consolidated entity to support them in their professional life.

To achieve these objectives, the Consolidated entity / Company:

- » Develops further the membership base;
- » Provides value through actions and communications in media, advocacy and industrial relations;
- » Promotes health initiatives and improvements in health science;
- » Promotes healthy lifestyles;
- » Promotes improved patient choice;
- » Influences governments to improve health services; and
- » Provides training opportunities for medical personnel to improve the medical sector.

Dividends

- » The Company is a company limited by guarantee and its Constitution precludes the payment of dividends.

Significant changes in the state of affairs

Mr David Cotton was appointed acting CEO for the period 19 December 2017 to 25 January 2018. Mr Nicholas Monk was appointed acting CEO for the period from 26 January 2018 to 18 February 2018. Ms Dianne Angus was appointed interim CEO from 19 February 2018 to 13 July 2018. Mr Nicholas Monk was appointed acting CEO for the period from 14 July 2018 to 17 September 2018. Mr Steven Burrell

was appointed as CEO commencing 18 September 2018. Other than the matters noted above, there were no other significant changes in the state of affairs of the Company during the financial year.

Matters subsequent to the end of the financial year

There has not been any matter or circumstance occurring since 31 December 2018 that has significantly affected, or may significantly affect:

- a) the operations of the Consolidated entity / Company in future financial years;
- b) the results of those operations in future financial years; or
- c) the state of affairs of the Consolidated entity / Company in future financial years.

Likely developments and expected results of operations

The Directors are not aware of any specific developments likely to have a significant effect on the operations of the Consolidated entity / Company in financial years subsequent to 31 December 2018.

Environmental regulation

The operations of the Consolidated entity / Company are not regulated by any significant environmental regulation under a law of the Commonwealth, State or Territory.

Insurance of officers and auditors

During the financial year the Company paid a premium in respect of a contract insuring the directors of the Company and all executive officers of the company and of any related body corporate against a liability incurred as such a director, secretary or executive officer. The contract of insurance prohibits disclosure of the nature and the liability and the amount of the premium.

The Company has not otherwise, during or since the financial year indemnified or agreed to indemnify an officer or auditor of the company or any related body corporate against a liability incurred as such an officer.

Proceedings on behalf of the company

No proceedings have been brought or intervened in on behalf of the Company with leave of the Court under section 237 of the *Corporations Act 2001*.

Non-audit services

The Company may decide to employ the auditor on assignments additional to their statutory audit duties where the auditor's expertise and experience with the Company and / or the Consolidated entity are important.

The Board of Directors is satisfied that the provision of the non-audit services is compatible with the general standard of independence for auditors imposed by the *Corporations Act 2001*. The directors are satisfied that the provision of non-audit services by the auditor, did not compromise the auditor independence requirements of the *Corporations Act 2001* for the following reasons:

- » all non-audit services have been reviewed by the Finance & Audit Committee to ensure they do not impact the impartiality and objectivity of the auditor; and
- » none of the services undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants.

* There has been a change in reporting methods from 2017 to 2018.

AMA Victoria Directors

A/Prof Julian Rait OAM President

MBBS, FRANZCO, FRACS, FAICD
Non-executive Director
since August 2016
Chair of Council
May 2017–May 2018
President since May 2018

Dr Roderick McRae Vice President

MBBS, BMedSc, FANZCA
Non-executive Director
May 2009–May 2017
Vice President since June 2018

Dr Michael Levick Treasurer

MBBS
Audit, Risk & Compliance Committee
Chair from May 2017
Audit, Risk & Compliance Committee
member since August 2016
Non-executive Director
May 2013–June 2015
Non-executive Director
since August 2016

Dr Lorraine Baker President (ended May 2018)

MBBS, Dip RANZCOG GradDip
WomHlth
President May 2016–May 2018
Audit, Risk & Compliance Committee
member since May 2016
Non-executive Director
May 2010–May 2018

Dr Xavier Yu Vice President (ended May 2018)

MBBS, FRANZCR, GAICD
Vice President from
May 2016–May 2018
Audit, Risk & Compliance Committee
member since May 2016
Non-executive Director
May 2012–June 2015
Non-executive Director
May 2016–May 2018

Dr Sotoodeh (Sue) Abhary

MBBS, PhD, GradCert HM
Non-executive Director
August 2015–May 2018

Dr William Blake

MBBS (Hons), PGradDipSurgAnat
FRACS
Non-executive Director
since May 2017

Dr Enis Kocak

MBBS
Non-executive Director
since May 2018

Dr James Lisik

BBiomed, MD
Non-executive Director
since August 2018

Dr Catherine Mandel

MBBS, FRANZCR, GAICD
GradCertL&T (Higher Education)
Non-executive Director
since August 2016

Dr David Monash

MBBS
Non-executive Director
since July 2018

Dr William Pring

MBBSW
Non-executive Director
since July 2017

Dr Rosalind Terry

Non-executive Director
since July 2018

Dr Jill Tomlinson

MBBS (Hons), PGradDipSurgAnat
FRACS (Plast), GAICD
Non-executive Director
May 2017–May 2018

Dr Vladimir Vizec

MBBS
Non-executive Director
May 2017– May 2018

Dr Sarah Whitelaw

MBBS, FACEM, FCEM Ad Eundem
Dip IMC, RCSEd
Non-executive Director
since August 2015

Dr Bernadette Wilks

MBBS, BVA (Hons), MHlth&MedLaw
GAICD
Non-executive Director
May 2014–February 2018

Company Secretary

David Cotton was appointed company secretary for the period 19 December 2017–25 January 2018. Mr Nicholas Monk was appointed company secretary for the period from 26 January 2018–18 February 2018. Ms Dianne Angus was appointed company secretary from 19 February 2018–13 July 2018. Mr Nicholas Monk was appointed company secretary for the period from 14 July 2018–17 September 2018. Mr Steven Burrell was appointed as company secretary commencing 18 September 2018.

Report of Directors continued

AMA Victoria	Board meetings		Audit, Risk and Compliance Committee	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended
A/Prof Julian Rait	11	11	7	7
Dr Roderick McRae	6	6	7	6
Dr Michael Levick	11	11	10	8
Dr Sarah Whitelaw	11	9		
Dr Catherine Mandel	11	10	6	5
Dr William Blake	11	9		
Dr Enis Kocak	6	6	4	4
Dr Rosalind Terry	6	5	4	4
Dr David Monash	6	5		
Dr James Lisik	4	3		
Dr Lorraine Baker	5	5	3	3
Dr Jillian Tomlinson	5	3		
Dr Bernadette Wilks	1	1		
Dr Vladimir Vizec	1	1		
Dr Sotoodeh (Sue) Abhary	5	2		
Dr William Pring	5	4		
Dr Xavier Yu	5	5	3	3

**Australian Medical
Association Victoria**

293 Royal Parade
Parkville Victoria 3052
www.amavic.com.au

Telephone: 03 9280 8722
Country Freecall: 1800 810 451
Facsimile: 03 9280 8786
Email: amavic@amavic.com.au