

2015 | ANNUAL REPORT

AUSTRALIAN MEDICAL ASSOCIATION VICTORIA



CONNECT & LEAD



“The AMA has, over the years, helped to inform and guide me through unforeseen difficulties that have arisen throughout the course of my medical training and thereafter. Complex issues of negotiation with employers, work benefits and harassment have been part of the repertoire. This support has allowed me to focus on patient care and work. It’s reassuring to know that the AMA does protect its members.”

AMA VICTORIA MEMBER Anaesthetist

CONTENTS

2		AMA Victoria overview	8		President’s report
3		Member services and benefits	10		AMA Victoria Strategy 2016-2019
5		Events	11		Financial report
6		CEO’s report			



CONNECT & LEAD

ABOUT AMA VICTORIA

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

We exist to promote and protect the professional interests of doctors and the healthcare needs of patients and communities.

Our history 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, the AMA represents and advocates for doctors, by providing an extensive range of services and benefits to support and enhance the medical profession.



MEMBER SERVICES AND BENEFITS

EMPLOYMENT ADVICE

AMA Victoria members are supported by a team of expert employment advisors, who can help support and navigate you through:

- Negotiating your employment contract
- Ensuring that you are receiving correct entitlements
- Understanding your workplace rights and providing representation when required
- Supporting members with workplace bullying, discrimination and harassment issues.

CAREERS ADVICE

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

LOBBYING

AMA Victoria members are able to contribute to policy reforms that will improve healthcare in Australia. AMA Victoria has lobbied and provided input on a range of policy issues, including:

- The maldistribution of the rural medical workforce
- The Medicare Benefits Schedule (MBS)
- End of life care legislation
- Mental health services
- Bullying, discrimination and harassment within the medical profession.

On behalf of our members, AMA Victoria pushes for policy reforms that will advance the medical profession, and advance the health of Victorians.

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*.

MEMBER SERVICES AND BENEFITS

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 need, such as:

- A listening ear during periods of stress or distress
- Investigations, audits, legal and disciplinary procedures, workplace disputes or health issues
- 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 your peers.

Some of our events include:

- Local member meetings and dinners
- Policy forums and debates
- The annual dinner with the Victorian Minister for Health
- Race Day
- Women in Medicine events.

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 you with:

- Medical news
- A referral tool to access the most up-to-date data on specialists and their locations
- Medical jobs listings available.

COMMERCIAL BENEFITS

AMA Victoria's members enjoy a wide range of discounts and services through our commercial partnerships. These member benefits include:

- Discounted services with the Commonwealth Bank (CBA)
- Special offers with MDA National
- Exclusive services with BMW Melbourne
- Best available rates with AMA Insurance
- Exclusive discounts with Platinum Travel Corporation
- Discounted Qantas Club membership
- Discounted Virgin Australia Lounge Access
- Discounts off the pump price with Caltex.

2015 MEMBER BENEFITS



2015 EVENTS



CEO'S REPORT

FRANCES MIRABELLI



2015 was a strong year for AMA Victoria and I would like to thank all members for their ongoing and valued support of the organisation.

This year, AMA Victoria launched a new, 3-year strategic direction, which will see the organisation's focus change and member services improve. The strategy has four overarching pillars, which AMA Victoria will direct its focus to:

- Creating a vital and vibrant community
- Using our powerful and trusted voice
- Learning and leading
- Here to serve our members, and the wider community.

As CEO, I am very excited to oversee this new direction, and I praise the Board for their vision and leadership. Please see Dr Bartone's President's report for further information on AMA Victoria's new strategy.

WORKPLACE RELATIONS

The AMA's workplace relations unit has been very active representing members this year.

Health service leaders (clinical and administrative) have consistently given feedback that when AMA Victoria is involved, professional governance and fair outcomes occur. Our reputation for delivering results that satisfy members' interests (and also health services' reputations) has meant members, Senior Medical Staff groups and units, hospital and private practice executives/administrators, and MDOs seek our advice to prevent problems and conflicts escalating.

Our workplace relations activities have included:

- Delivering close to a \$10,000 back-pay settlement for a Registrar who was wrongly contracted for two years. Overall, we have recovered more than \$120,000 in underpaid wages for members.
- Negotiating an 18% pay increase for almost 50 Community Health GPs (resulting in a new enterprise bargaining agreement).
- Being regularly asked to advise Senior Medical Staff groups and units on industrial strategy

that will positively influence health service restructures and new private practice models.

- Undertaking discussions with health services about the Specialist Continuing Medical Education (CME) entitlement. This resulted in consistent application of the entitlement and reduced improper claiming.
- Defending adverse action and unfair dismissal applications before the Fair Work Commission.
- Supporting and representing Doctors in Training in difficulty, including with bullying, performance and contract breaches.
- Managing the redundancy and re-engagement as contractors of a health service's entire GP employee workforce. We also forced amendments to unfair and poorly drafted contract offers, successfully advocated for increases to the originally offered fee split, and in some cases improved redundancy pay outs.
- Advising and representing members on their contracts, either to negotiate improvements, respond to demands for alleged overpayment or to deal with restraint or exit penalty clauses.

A significant and ongoing workplace issue in medicine is bullying, discrimination and harassment. This behaviour has gone on for far too long. In 2015, AMA Victoria took the lead to overcome this damaging behaviour. AMA Victoria made two policy submissions to separate Inquires on this issue (to RACS and the Victorian Auditor-General's Office), we held several member events and forums, which culminated in the AMA Summit in November.

The AMA Summit brought the profession together with the core aim of developing a strategy that will lead to lasting change. This strategy, called Setting the Standard, was launched by Dr Tony Bartone, the Minister for Health Jill Hennessy, and the Minister for Industrial Relations Natalie Hutchins.

Setting the Standard details four consistent themes and 13 key actions that need to occur. AMA Victoria is leading this process, on behalf of our members, and for the advancement of the medical profession.

POLICY

Our policy activities this year have been extensive and broad. There has been an extremely high number of inquiries into the health system. AMA Victoria has responded to a range of topics, from what counts as a public hospital bed (or 'point of care'), to the Doctrine of Double Effect in end of life care, and the Health Services Commissioner's powers on unregistered practitioners.

Representing members' interests, we have made policy submissions on:

- Victoria's mental health plan;
- Victoria's 20-year health plan ('Health 2040');
- Improving primary healthcare for patients with chronic and complex conditions;
- End of life choices;
- Victoria's medical research strategy;
- *The Health Services (Conciliation and Review) Act 1987*;
- Clinical supervision;
- Drugs, poisons and controlled substances regulations;
- Medicinal cannabis; and
- Public hospital capacity and bed numbers.

Important policy achievements for the year saw the Victorian Government release outpatient waiting list times, commit to banning smoking in outdoor dining areas, and also a commitment to evaluate and plan the implementation of a real-time prescription monitoring system - these are all priority issues for AMA Victoria, and we have been lobbying for these changes for years.

From a national perspective, we cannot forget the Federal Government's backing down of changes to the GP Level B rebate and also the \$5 co-payment at the start of the year! AMA Victoria's lobbying on this issue resulted in AMA Victoria being awarded the National Advocacy Award at the AMA's National Conference, with the judges noting: "the advocacy effort by AMA Victoria was unrelenting as they constantly promoted the AMA's opinion to both AMA members and non members."

COMMERCIAL BENEFITS

This year has seen AMA Victoria members benefit from exclusive arrangements with the Commonwealth Bank, MDA National and AMA Insurance (to name a few). Furthermore, all AMA members can have their CPD points tracked for free through the AMA Federal benefit with Doctorportal Learning. These and many more commercial benefits are an integral part of our efforts to improve the lives of our members.

2015 saw AMA Victoria lead and amplify doctors' contribution to the health and wellbeing of all Victorians.

Frances Mirabelli
CEO, AMA Victoria

PRESIDENT'S REPORT

DR TONY BARTONE



I am very pleased to report that 2015 was a profoundly successful year for the organisation. This is evident by several key lobbying wins, including the release of outpatient waiting lists, an audit of public hospital points of care, and the Victorian Government announcement that smoking will be banned in outdoor dining areas. Each of these policy announcements came after robust lobbying by AMA Victoria.

2015 also saw the development of two significant strategies for the organisation:

- 1) AMA Victoria's new strategic direction
- 2) AMA Victoria's strategy to overcome bullying, discrimination and harassment in the medical profession.

Both strategies will enable AMA Victoria to serve its members, and connect and lead the medical profession.

AMA VICTORIA STRATEGY 2016 - 2019

A constant theme over the past twelve months has been, undeniably, that it has been a year of change. This is of course no surprise for as our society evolves, so too its health challenges. AMA Victoria too, must evolve to meet these new challenges. We have a very proud and rich history, developed over the past 150 years. We are exceptionally positioned to build on that dedicated history. However, we must always be willing to renew our commitment to the medical profession and to the health and wellbeing of all Victorians.

Earlier this year, AMA Victoria held a search conference where a large group of members, non-members and stakeholders came together. The result was the development of a new purpose which reflects the AMA that members of today would like it to be. Our new strategic direction was subsequently formulated, and defines our role in terms of outcomes that are focused on the health of those we serve.

AMA Victoria's purpose is to amplify doctors' contribution to the health and wellbeing of all Victorians. The future role of AMA Victoria has changed in style and is now more aspirational, more

about improving the lives of Victorians. Our purpose will be achieved through four linking pillars.

First, by creating a vital and vibrant community of medical practitioners. A strong vibrant community which is well-equipped to tackle the health problems of our society.

Second, by wisely using our powerful and trusted voice to develop and advocate policy that improves the health and wellbeing of all Victorians.

Third, by learning through listening, connecting and collaborating; by leading members, the medical community and society on all health matters. We are smarter together than we are apart.

And fourth, by serving our members - assisting members at every stage of their career; making it easier for doctors to focus on medicine and the wider medical community.

As President of the organisation, I am extremely proud of this new direction. Our challenge is to bring this strategy into operation, and this process is well and truly underway. AMA Victoria is committed to ensuring that everything it does proclaims and resonates with this vision. It is important that we aspire to achieve those outcomes, presenting ourselves as that viable solution to doctors today, doctors tomorrow, and Victorians as a whole.

We are well placed to connect and lead doctors in a way that makes doctors proud to be a part of AMA Victoria and achieve a healthier future for all.

SETTING THE STANDARD IN OUR PROFESSION

One of AMA Victoria's first actions under our new strategic direction was taking the lead to overcome bullying, discrimination and harassment in the medical profession. Tragically, these behaviours are widespread in medicine, and create a culture of fear, can prevent innovation and cause workplace stress. They pose a risk to the health and wellbeing of doctors, and their patients, undermining our health system.

AMA Victoria held a summit in November 2015, with the support of the Minister for Health, to develop a

strategy and bring about cultural change in medicine. The summit was attended by doctors, medical students, hospital administrators, representatives of Colleges, medical authorities and government officials. From this wealth of input came a strategy forward - Setting the Standard.

Setting the Standard focuses on four themes, and identifies 13 key actions that need to be undertaken by the state's hospitals, the medical training programs, the Victorian Government, and the AMA.

These actions include:

- Consistent, clear and transparent complaints management processes.
- Professional development and education on: bullying, discrimination and harassment, feedback and performance reviews, communication, and management.
- The AMA to run a first point of call telephone service (available to all Victorian doctors) for help on bullying, discrimination and harassment.
- Training program standards to be clear and transparent.
- An independent process to be established with the powers to investigate and resolve bullying, discrimination and harassment complaints in the workplace and the medical Colleges.
- Education and training on bullying, discrimination and harassment.

I encourage all doctors to please take the time to read Setting the Standard, it can be downloaded from the AMA Victoria website. I hope you support it, and share it with your colleagues. I am confident that Setting the Standard will bring about lasting change, with mechanisms in place that will drastically reduce this behaviour.

The year was also notable in many other respects, including the launch of an online Advance Care Planning training manual and resource guide. This was complemented by our significant advocacy and lead role in our submission to the End of Life Choices Inquiry and subsequent work with the Department of Health.

With this being my final term as President of AMA Victoria, I am extremely pleased to see the organisation on such strong footing, with a clear vision that represents and supports doctors, and the community at large.

AMA Victoria is and continues to be well placed to lead and amplify doctors' contribution to the health and wellbeing of all Victorians.

Dr Tony Bartone
President, AMA Victoria

Vibrant Community

Creating a vital and Vibrant Community that is more together than apart.

Connecting, supporting and growing a strong and vibrant medical community that is future-ready and can solve society's problems.

Collaborating and continuously learning to ensure AMA Victoria is the leading, respected voice in health.



Learning and Leading through listening, connecting and collaborating with members, the medical community and society on all health matters.

We are smarter together than we are apart; we lead by collaborating across the whole system to address the purposes, concerns and circumstances of members and all Victorians for better health.

Learning and Leading

Powerful and Trusted Voice

Using our Powerful and Trusted Voice to improve the health and wellbeing of all Victorians, now and in the future.

AMA Victoria works across the whole system to develop and advocate policy that improves the health and wellbeing of all Victorians, both now and in the future.

Here to Serve our members, and the wider medical community, so as to address the greater needs of society.

Assisting members at every stage of their career.

Connecting and leading in a way that makes doctors proud to be a part of AMA Victoria.

Here to Serve

FINANCIAL REPORT



DR ROBERT CONYERS
Treasurer

The operations of the group during the year ended 31 December 2015 resulted in a consolidated operating loss after tax of \$93,958 (2014: loss \$226,373). Asset revaluations generated a positive outcome of \$397,085 (2014: Nil) resulting in total comprehensive income of \$303,127 for the year.

The consolidated result for the AMA Victoria group of companies includes the activities of AMA Victoria Ltd, Medical Society of Victoria Inc, AMA Victoria Services Pty Ltd, Solutions Plus Training Ltd and the AMA Victoria Charitable Foundation.

Member subscriptions of \$3,038,159 were up 5.9% on the previous year and represented 61% of revenue.

The operating costs before depreciation during 2015 reduced by 3.6% on the previous year, with a 10.5% reduction in employee costs resulting from an operational review.

The Balance Sheet remains strong with net assets of \$10,671,153 and no borrowed debt.

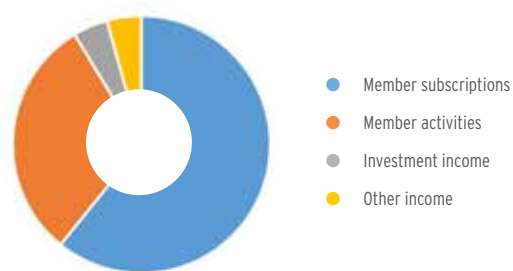


DAVID COTTON
Director Corporate Services

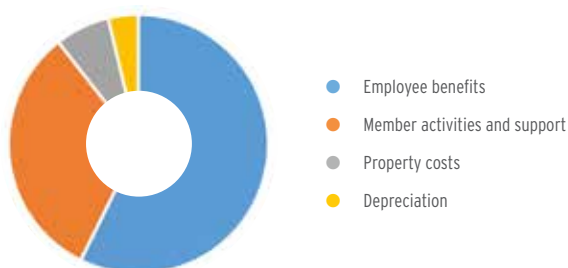
FINANCIAL RESULTS

FOR THE YEAR ENDED 31 DECEMBER 2015

	2015	2014
	\$	\$
REVENUE		
Member subscriptions	3,038,159	2,870,132
Member activities	1,524,627	1,532,598
Investment income	217,266	479,884
Other income	216,303	127,297
	4,996,355	5,009,911



EXPENSES		
Employee benefits	2,918,793	3,259,623
Member activities and support	1,633,428	1,561,038
Property costs	346,899	261,033
Depreciation	191,193	154,590
	5,090,313	5,236,284



OPERATING RESULT	(93,958)	(226,373)
Asset revaluation	397,085	0
COMPREHENSIVE INCOME RESULT	303,127	(226,373)

Further financial information can be obtained from the full Annual Financial Report which is available free of charge on request from the company. A copy may be requested by telephoning David Cotton, Director of Corporate Services at AMA Victoria, on 03 9280 8722.

FINANCIAL POSITION

FOR THE YEAR ENDED 31 DECEMBER 2015

	2015	2014
	\$	\$
ASSETS		
Cash and cash equivalents	3,939,655	3,154,965
Financial Assets	3,018,519	3,362,610
Property and equipment	7,906,667	7,577,467
Other	275,491	215,200
	15,140,332	14,310,242
LIABILITIES		
Trade and other payables	898,102	1,090,632
Member subscriptions in advance	1,501,865	1,145,706
AMA Federal moiety payable	1,708,550	1,264,298
Employee entitlements	360,662	441,580
	4,469,179	3,942,216
MEMBERS FUNDS	10,671,153	10,368,026

Further financial information can be obtained from the full Annual Financial Report which is available free of charge on request from the company. A copy may be requested by telephoning David Cotton, Director of Corporate Services at AMA Victoria, on 03 9280 8722.

REPORT OF DIRECTORS

AS AT 31 DECEMBER 2015

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 2015. Throughout the report, the Company and its controlled entities are referred to as the "Consolidated entity".

DIRECTORS

The following persons were directors of the Company during the whole of the financial year and up to the date of this report:

Dr Sotoodeh (Sue) Abhary
- appointed 12 August 2015

Dr Anthony Bartone

Dr Lorraine Baker

Dr Robert Conyers

Dr Robyn Langham
- resigned 6 May 2015

Dr Michael Levick
- resigned 17 June 2015

Dr Leon Massage

Dr Roderick McRae

Dr Gary Speck

Dr Christine Thevathasan
- appointed 12 August 2015

Dr Sarah Whitelaw
- appointed 12 August 2015

Dr Bernadette Wilks

Dr Mark Yates and

Dr Xavier Yu
- resigned 17 June 2015.

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 2015 amounted to \$93,958 (2014: \$226,373). Asset revaluations contributed a further \$397,085 (2014: Nil) to comprehensive income. In addition, the Consolidated entity has net assets of \$10,671,153 as at 31 December 2015 (2014: \$10,368,026).

The surplus after tax from operating activities of the Company for the year ended 31 December 2015 amounted to \$9,953 (2014: \$348,562). In addition, the Company has net liabilities of \$1,308,187 as at 31 December 2015 (2014: \$1,318,140).

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

REPORT OF DIRECTORS

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:
 - necessitous members of the medical profession and their wives or husbands and all or any of their children; and
 - 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;
- Promotes health initiatives and improvements in health science;
- Provides value through actions and communications in media, advocacy and industrial relations;
- 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

There were no significant changes in the state of affairs of the Consolidated entity / 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 2015 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 2015.

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.

INFORMATION ON DIRECTORS

Dr Anthony Bartone

MBBS, FRACGP, MBA
President AMA Victoria
Non executive Director since May 2010

Dr Gary Speck AM

MBBS BMedSc FRACS (Orth)
Vice President AMA Victoria
Non executive Director since May 2010

Dr Robert Conyers

MBBS, DPhil, MBL, FRCPA, FAICD, FAMA
Treasurer AMA Victoria
Chairman Finance & Audit Committee
Non executive Director since May 2006

Dr Sotoodeh (Sue) Abhary

MBBS, PhD, GradCert HM
Non executive Director since August 2015

Dr Lorraine Baker

MBBS, Dip RANZCOG GradDip, WomHlth
Non executive Director since May 2010

Dr Robyn Langham

MBBS, PhD, FRACP, MAICD
Non executive Director from
May 2012 to 6 May 2015

Dr Michael Levick

MBBS
Non Executive Director from
May 2013 to 17 June 2015

Dr Leon Massage

MBBS
Non executive Director since May 2011

Dr Roderick McRae

FAMA, MBBS(Hons), BMedSc(Hons), MBioeth, JD,
PGDipPCCE
Non executive Director since May 2009

Dr Christine Thevathasan

MBBS (Hons.), FRANZCOG
Non executive Director since August 2015

Dr Sarah Whitelaw

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

Dr Bernadette Wilks

MBBS
Non executive Director since May 2014

Dr Mark Yates

MBBS
Non executive Director since May 2014

Dr Xavier Yu

MBBS
Non executive Director from
May 2012 to 17 June 2015

REPORT OF DIRECTORS

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 or auditor.

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* (Cth).

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*.

COMPANY SECRETARY

The Company Secretary is Frances Mirabelli, who was appointed to the position on 28 February 2014.

MEETING OF DIRECTORS

The number of meetings of the Company's Board of directors and of each committee held during the year ended 31 December 2015, and the number of meetings attended by each director were:

	Board meetings		Finance & Audit Committee	
	Eligible to attend	Attended	Eligible to attend	Attended
Dr Sotoodeh (Sue) Abhary	4	4		
Dr Anthony Bartone	9	9	9	9
Dr Lorraine Baker	9	8		
Dr Robert Conyers	9	8	9	9
Dr Robyn Langham	4	4		
Dr Michael Levick	4	4	4	4
Dr Leon Massage	9	9		
Dr Roderick McRae	9	8		
Dr Gary Speck	9	9	9	9
Dr Christine Thevathasan	4	4		
Dr Sarah Whitelaw	4	4		
Dr Bernadette Wilks	9	8		
Dr Mark Yates	9	8		
Dr Xavier Yu	4	4		



Australian Medical
Association Victoria
293 Royal Parade
Parkville Victoria 3052
amavic.com.au

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

