

2016 | ANNUAL REPORT

AUSTRALIAN MEDICAL ASSOCIATION VICTORIA

AMA
VICTORIA





"I've appreciated the AMA's advocacy on issues relevant to junior doctors. The careers coaching service is highly worthwhile. And on the last election campaign, the AMA strongly highlighted the shortfalls of the current bulk billing arrangements. The election result showed how much health matters to Australians and the AMA was pivotal in highlighting that."

AMA VICTORIA MEMBER Doctor in Training

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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 Medicare Benefits Schedule (MBS)
- End of life care legislation
- Mental health services
- Drugs and alcohol.

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 job 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
- Discounted Qantas Club membership
- Discounted Virgin Australia Lounge Access.

2016 MEMBER BENEFITS



2016 EVENTS



CEO'S REPORT

FRANCES MIRABELLI



AMA Victoria took huge strides in 2016, enabling the organisation to continue to provide a quality and highly-valued service to all our members.

2016 was the first year of the AMA Victoria growth strategy. The focus of the strategy is to increase the visibility of AMA Victoria within the sector.

As part of the strategy, we expanded our Workplace Relations unit to assist more members with various employment issues such as contracts; workplace bullying, discrimination or harassment; challenges with AHPRA or an indemnity insurer; and matters where members' entitlements had been breached by their employer.

Our Workplace Relations unit met with many public hospital doctors, as we commenced the drafting of the next round of Enterprise Bargaining Agreements for senior doctors and doctors in training.

Campaigning against the Medicare freeze remains a priority for the AMA. We have continued to lobby the Federal Government (and other political parties) to reverse the freeze and index appropriately, to a level that reflects the cost of medical care. There have been positive signs from the new Federal Health Minister Greg Hunt that the freeze may be over soon. Watch this space.

Last May, the Commonwealth Government announced changes to lease arrangements between medical practices and pathology companies, with plans to override current arrangements that are based on market value and would significantly impact on GP practice incomes. The AMA has made it clear to the Government and the Department of Health that this policy is particularly unfair to medical practices. This issue is ongoing.

In April, we launched Setting the Standard, a strategy to address bullying, discrimination and harassment in the medical profession. These actions are currently being rolled out and have so far included:

- Our First Response telephone service, which is a free confidential service run by our IR team to provide immediate support to any doctor facing workplace bullying, discrimination or harassment.
- In June we launched the AMA Victoria Pledge - a pledge of respect and fairness. Those who attended our annual Dinner with the Health Minister will recall the powerful and moving launch of this Pledge, with over 100 doctors standing to read this pledge aloud, in unison.

The strategy was referenced in the foreword of the Victorian Auditor-General's report on bullying and harassment in public hospitals. At the AMA's National Conference in May, we were presented with the National Advocacy Award for our ongoing work in this area.

AMA Victoria hosted a number of member events throughout the year. These included the Mental Health Forum with the state's Chief Psychiatrist, a Race Day at Flemington, as well as the popular annual finance breakfast with CBA Chief Economist Craig James.

With the national rollout of the Doctors' Health Service, AMA Victoria has become the sole member of the vital Victorian Doctors' Health Program, the VDHP, and we successfully lobbied the Victorian Government to fund this program. The Victorian Government committed \$330,000 over two years, and when making this announcement, the Minister for Health Jill Hennessy said: "We are making sure our hardworking doctors can access the support they need so they can focus on what they do best - treating and caring for Victorians."

Dr Lorraine Baker was elected President of AMA Victoria in May, replacing Dr Tony Bartone at the conclusion of his two-year term. The following month, Dr Bartone was elected Vice President of AMA Federal. Over the course of the year, we participated in over 100 media interviews, with

topics ranging from the MBS rebate freeze, to vaccinations, medical workforce numbers, alcohol harms, and the urgent need for improved mental health services across Victoria.

AMA Victoria entered into new commercial partnerships to enhance member benefits, including AMA Insurance, BMW Melbourne, Procurement Australia and the Scotch Malt Whisky Society. These complement our existing membership arrangements with the Commonwealth Bank and MDA National, to name just a few.

AMA Victoria has undertaken policy work on an extraordinary breadth of topics, from access to health services, the laws surrounding end of life care, to women's health, and prevention. Policy wins of particular note include funding, after years of lobbying, for a real-time prescription monitoring system, along with news that smoking will soon be banned in outdoor dining areas.

It was a great year for the organisation. These 2016 highlights are just of some of the work AMA Victoria does for its members. Our support for our members, the services we provide, our staff's expertise and dedication, and strength and influence in the political arena is second to none - and this is what makes AMA Victoria the peak body of the medical profession and one of the most trusted industry voices.

Frances Mirabelli
CEO, AMA Victoria

PRESIDENT'S REPORT

DR LORRAINE BAKER



A year ago I was elected President and that role has occupied a large part of my time since then and will in the year to come. On reflecting on the events and experiences of the past year I find it challenging to convey in words how all-encompassing the role can be. It has involved and continues to involve diverse activities.

Signing letters of communication to members and non-members, reading emails and letters from members and interested parties, taking telephone calls on any and every aspect of the activities of AMA Victoria, attending Subdivision, Section, and Federal Council meetings and the Chairing of Board meetings, represent some of the issues I call "small p" political - the internal political work of AMA Victoria. In terms of importance, this work is of great significance to the relationships the association forges with individual members and it is the work that connects me directly to members.

It would be wonderful to have the opportunity to personally liaise with each member and thank each for her or his support of the association and the work it does for the profession.

External to the work within AMA Victoria is both media engagement and liaison with senior politicians, public servants and other parties of real and potential strategic significance for AMA Victoria. It behooves me to speak consistent with AMA policies both Federal and State - so briefing on any anticipated challenging questions is essential for getting this right. This would not be possible without the back-up of our in-house staff at AMA Victoria and I am very grateful for how good they can make the President appear.

A substantial workload of advisory group and taskforce engagement has also accumulated within the Department of Health and State Government in general, as the reputation of AMA Victoria to represent the whole of the profession is accepted with great respect. I am again indebted to the in-house support - but must also acknowledge how willing the Board members, and other members have been to form small working groups and review documents on particularly challenging elements.

In reflecting on all these encounters I looked back to my first column for Vicdoc. I described that on being presented with the remarkable, very formal and heavy chain of office, that I had felt the weight of the role, literally as well as figuratively, land on my shoulders. The weight is still there, as it needs to be in the figurative sense, for any President, but instead of feeling this alone, however, I have learned that there are others supporting this chain without whom the load may be almost impossible to bear. Those others include our CEO Frances Mirabelli and COO David Cotton. My Vice President Xavier Yu and the AMA Victoria Board members are incredibly generous with the time they devote to support me, as well as you, our members.

At this AGM, three Board members are retiring. Dr Leon Massage has served for six years and he brought with him the rich experience of governance through Divisions of General Practice and a capacity to bring clarity to any difficult discussions.

Two Board members are leaving the Board at this AGM due to the expiry of their eligibility to continue

under the revised Constitution of 2009. Each has served more than the now statutory maximum of eight years. Their corporate knowledge has been invaluable and will never be replaced.

Firstly, Treasurer Bob (Robert) Conyers. Bob has steadfastly maintained an equilibrium through many ups and downs the association has faced. For me, he has been a wise mentor, bringing his experience of observing and working closely with different Presidents through their challenges.

Secondly, Roderick McRae, the retiring Chairman of Council. Rod's capacity for hard work and attention to detail in Board matters has been remarkable and his preparation for Council meetings always meticulous. We will miss the dry sense of humour he has brought to many discussions and his unfailing willingness to contribute to policy.

However, because change is inevitable, and necessary for any organisation to avoid stagnation, I look forward to working again with the Board members who continue, and will welcome wholeheartedly new Board members to provide a fresh impetus to our work.

Dr Lorraine Baker
President, AMA Victoria

THE PLEDGE

AMA VICTORIA

I will lead by example.

I will treat others as I would wish to be treated.

I will treat others with respect and fairness.

I will regard my colleagues as equal in entitlement
to courteous and respectful communication.

I am responsible for my own behaviour and
understand that my behaviour contributes to
the culture of the medical profession.

I will stand up against unacceptable behaviour
and I will help my colleagues who are in need.



The AMA Victoria Pledge will mark a turning point and enable individuals to raise the standard within our profession's culture to one that does not tolerate unacceptable behaviour. By recognising those who stand up to bullying and harassment, the AMA Victoria Pledge will help our community to regain confidence and trust. It is a pledge of respect and fairness.

FINANCIAL REPORT



DR ROBERT CONYERS
Treasurer

The net result of the operations of the group for the year ended 31 December 2016 was a consolidated loss after tax of \$763,348 (2015: loss \$93,958).

The consolidated result for the AMA Victoria group of companies includes the activities 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 \$3,042,447 represented 59% of total revenue.

The operating costs before depreciation during 2016 increased by 18% on the previous year with the implementation of a membership growth strategy, the key element of which is to increase services to and engagement with our members. The Workplace Relations staffing was increased and this is reflected in the increased employee expense of 21%. The engagement of sponsorship and event consultants to increase member engagement through our event program is reflected in the increased professional fees for the year.

The Balance Sheet remains strong with net assets of \$9,913,521 and with no borrowed debt.

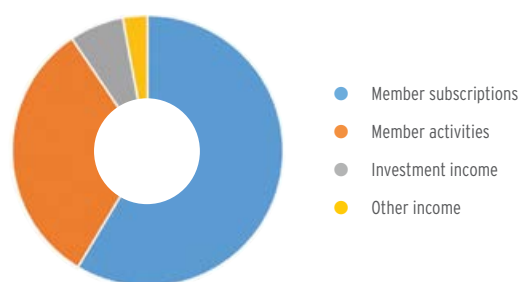


DAVID COTTON
Chief Operating Officer

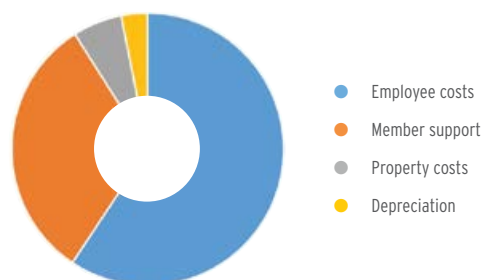
FINANCIAL RESULTS

FOR THE YEAR ENDED 31 DECEMBER 2016

	2016	2015
	\$	\$
REVENUE		
Member subscriptions	3,042,447	3,038,159
Member activities	1,658,985	1,524,627
Investment income	336,389	217,266
Other income	154,042	216,303
	5,191,863	4,996,355



EXPENSES		
Employee costs	3,530,700	2,918,793
Member support	1,883,831	1,633,428
Property costs	348,296	346,899
Depreciation	186,668	191,193
	5,949,495	5,090,313



OPERATING RESULT	(757,632)	(93,958)
Asset revaluation	0	397,085
COMPREHENSIVE INCOME RESULT	(757,632)	303,127

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, Chief Operating Officer at AMA Victoria, on 03 9280 8722.

FINANCIAL POSITION

AS AT 31 DECEMBER 2016

	2016	2015
	\$	\$
ASSETS		
Cash and equivalents	2,918,658	3,939,655
Financial assets	3,238,175	3,018,519
Property and equipment	7,935,100	7,906,667
Other	523,914	275,491
	14,615,847	15,140,332
LIABILITIES		
Trade and other payables	872,932	898,102
Member subscriptions in advance	1,638,740	1,501,865
Federal moiety payable	1,742,716	1,708,550
Employee entitlements	447,938	360,662
	4,702,326	4,469,179
MEMBERS' FUNDS	9,913,521	10,671,153

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, Chief Operating Officer at AMA Victoria, on 03 9280 8722.

REPORT OF DIRECTORS

AS AT 31 DECEMBER 2016

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 2016. 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;

Dr Anthony Bartone
- resigned 4 May 2016;

Dr Lorraine Baker;

Dr Robert Conyers;

Dr Michael Levick
- appointed 2 August 2016;

Dr Leon Massage;

Dr Roderick McRae;

Dr Gary Speck
- resigned 4 May 2016;

Dr Christine Thevathasan
- resigned 4 May 2016;

Dr Sarah Whitelaw;

Dr Bernadette Wilks;

Dr Mark Yates
- resigned 4 May 2016;

Dr Xavier Yu
- appointed 4 May 2016;

Dr Catherine Mandel
- appointed 2 August 2016;

Dr Julian Rait
- appointed 2 August 2016.

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 2016 amounted to \$763,348 (2015: \$93,958). In addition, the Consolidated entity has net assets of \$9,961,471 as at 31 December 2016 (2015: \$10,671,153).

The loss after tax from operating activities of the Company for the year ended 31 December 2016 amounted to \$510,176 (2015: \$9,953 surplus). In addition, the Company has net liabilities of \$1,818,093 as at 31 December 2016 (2015: \$1,308,187).

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:

- 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:
 - necessitous members of the medical profession and their wives or husbands and all or any of their children; and

REPORT OF DIRECTORS

- 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 2016 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 2016.

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 Lorraine Baker

President
MBBS, Dip RANZCOG GradDip, WomHlth
Non executive Director since May 2016

Dr Xavier Yu

Vice President
MBBS, FRANZCR, GAICD
Non executive Director May 2012 to 17 June 2015 and since May 2016

Dr Robert Conyers

Treasurer
MBBS, DPhil, MBusLeader, FRCPA, FAMA, DAICD, AFRACMA
Chairman Finance & Audit Committee
Non executive Director since May 2006

Dr Roderick McRae

Chair of the Council
FAMA, MBBS(Hons), BMedSc(Hons), MBioeth, JD, PGDipPCCE, FANZCA
Non executive Director since May 2009

Dr Sotoodeh (Sue) Abhary

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

Dr Anthony Bartone

MBBS, FRACGP, MBA
Non executive Director May 2010 to May 2016

Dr Michael Levick

MBBS
Non executive Director May 2013 to 17 June 2015 and since August 2016

Dr Catherine Mandel

MBBS, FRANZCR, GAICD
Non executive Director since August 2016

Dr Leon Massage

MBBS
Non executive Director since May 2011

Dr Julian Rait

MBBS, FRANZCO, FRACS, FAICD
Non executive Director since August 2016

Dr Gary Speck

MBBS, BMedSc, FRACS(Orth)
Non executive Director May 2010 to May 2016

Dr Christine Thevathasan

MBBS (Hons.), FRANZCOG
Non executive Director August 2015 to May 2016

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 May 2014 to May 2016

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*.

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 2016, 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 Abhary	8	7		
Dr Anthony Bartone	3	3	3	3
Dr Lorraine Baker	8	8	8	7
Dr Robert Conyers	8	8	10	10
Dr Catherine Mandel	3	2		
Dr Michael Levick	3	3	7	7
Dr Leon Massage	8	7		
Dr Roderick McRae	8	7		
Dr Gary Speck	3	2	3	3
Dr Christine Thevathasan	3	2		
Dr Sarah Whitelaw	8	8		
Dr Bernadette Wilks	8	7		
Dr Mark Yates	3	3		
Dr Xavier Yu	5	5	7	6

An AMA Victoria initiative



FIRST RESPONSE

A free, confidential
**TELEPHONE
SUPPORT
SERVICE**

for doctors facing
workplace bullying,
discrimination or
harassment.



For support, counsel and advice on
your rights and your options, call 1300 262 362

1300 AMA DOC

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Facsimile: 03 9280 8786
Email: amavic@amavic.com.au

