



General Practice
Registrars Australia Ltd.

gpra.org.au



**GPRA ANNUAL
REPORT 2020/21**



GENERAL
PRACTICE
REGISTRARS
AUSTRALIA

General Practice Registrars Australia (GPRA) is the voice for GP trainees in the GP sector. We are the only independent organisation supporting GP trainees and protecting their rights.

We represent over 20,000 members who are: GP trainees, and prevocational doctors and medical students interested in general practice.

As the peak national representative body for the next generation of general practitioners in Australia, we advocate for our members in both the general practice sector and with government on issues that matter to GP trainees.

GPRA acknowledges Aboriginal and Torres Strait Islander Peoples as the first Australians. We respectfully recognise all Elders past, present and emerging across Australia, and on the land on which we work. *The Annual report 2020/21* was produced on Kulin Country.

GPRA gratefully acknowledges the financial and other support received from the Commonwealth Government and the Department of Health.



Australian Government
Department of Health

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About us

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We represent over 20,000 members, comprising GP trainees, and prevocational doctors and medical students interested in general practice.

As the peak national representative body for the next generation of GPs in Australia, we advocate for our members in both the general practice sector and with government on issues that matter to GP trainees.

General Practice Registrars Australia Ltd is registered with the Australian Charities and Not-for-profits Commission (ACNC).



Our aim

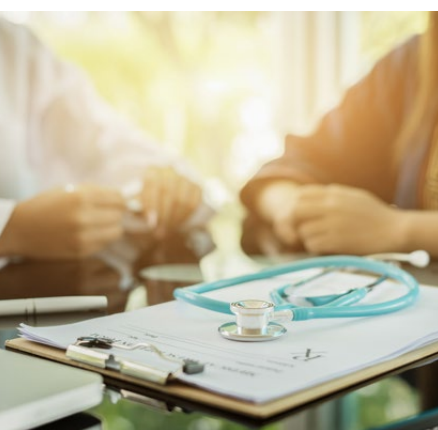
The aim of GPRA is two-fold:

1. to shape the future of general practice, so that we improve the healthcare of all Australians, through excellence in education and training;
2. to ensure that general practice is the medical specialty of choice for junior doctors and medical students seeking a vocational career pathway.

Our objectives

To achieve our aim, our key objectives are as follows:

- support the needs of our members during their training by lobbying for better working conditions and advocating for the interests of general practice;
- salary negotiation support and advice for registrar members;
- advocate for high-quality general practice training and demonstrating our commitment to excellence in general practice through provision of niche education events, examination preparation support materials, publications, and communications;
- support our two networks, the General Practice Students Network (GPSN) and the Future General Practitioner (FGP) Network, and auspice the Indigenous General Practice Registrars Network (IGPRN);
- promote general practice as a specialty of choice to potential candidates;
- expose our members to the breadth of possibilities for their future careers as GPs.



Our leadership



**Dr Antony
Bolton**
GPRA PRESIDENT

Antony completed GP training in early 2020 and practises in Sydney's South. Prior to this, he was an emergency medicine registrar in both Australia and his native United Kingdom. A graduate of the Royal Australian College of General Practitioners (RACGP) Academic Programme, Antony continues to teach and conduct research at UNSW. His special interest areas include addiction medicine, mental health, and LGBTQ+ health.

Antony has a background in peer representation and medico-politics with the British Medical Association, rising to the position of Deputy Chair of the UK-wide Junior Doctor Committee. He continued to work on behalf of his colleagues in Australia via GPRA's National Terms and Conditions for the Employment of Registrars (NTCER) Reference Group and sits on committees at the Australasian Association of Academic Primary Care and University of New South Wales (UNSW) Medicine. He is passionate about improving the working conditions of GP registrars and actively representing all GP trainees through engagement, involvement and accountability.



**Dr Andrew
Gosbell**
CHIEF EXECUTIVE OFFICER

Andrew is responsible for the overall working of the organisation and works closely with the GPRA Board, key stakeholders and government providing overall direction and management to GPRA to ensure the organisation delivers on its objectives and remains a strong voice for the next generation of general practitioners.

Andrew represents GPRA and its policies and advances the interests of our members in various external stakeholder meetings, and works collaboratively with key stakeholders to advocate for a high-quality GP training environment in Australia. Andrew also oversees policy development, member advocacy and support services, and supports the smooth operation of our networks: the Indigenous General Practice Registrars Network (IGPRN), the Future General Practitioner (FGP) Network and the General Practice Students Network (GPSN). He is also our Company Secretary.



**Professor
Michael Kidd**
NETWORK PATRON

Professor Michael Kidd AM is the Patron of GPSN and GPRA. He is a past president of the Royal Australian College of General Practitioners (RACGP), and a past president of the World Organization of Family Doctors (WONCA). He was appointed as the Director of the new World Health Organization Collaborating Centre on Family Medicine and Primary Care, and, most recently, Principal Medical Advisor and Deputy Chief Medical Officer with the Department of Health, Australia.



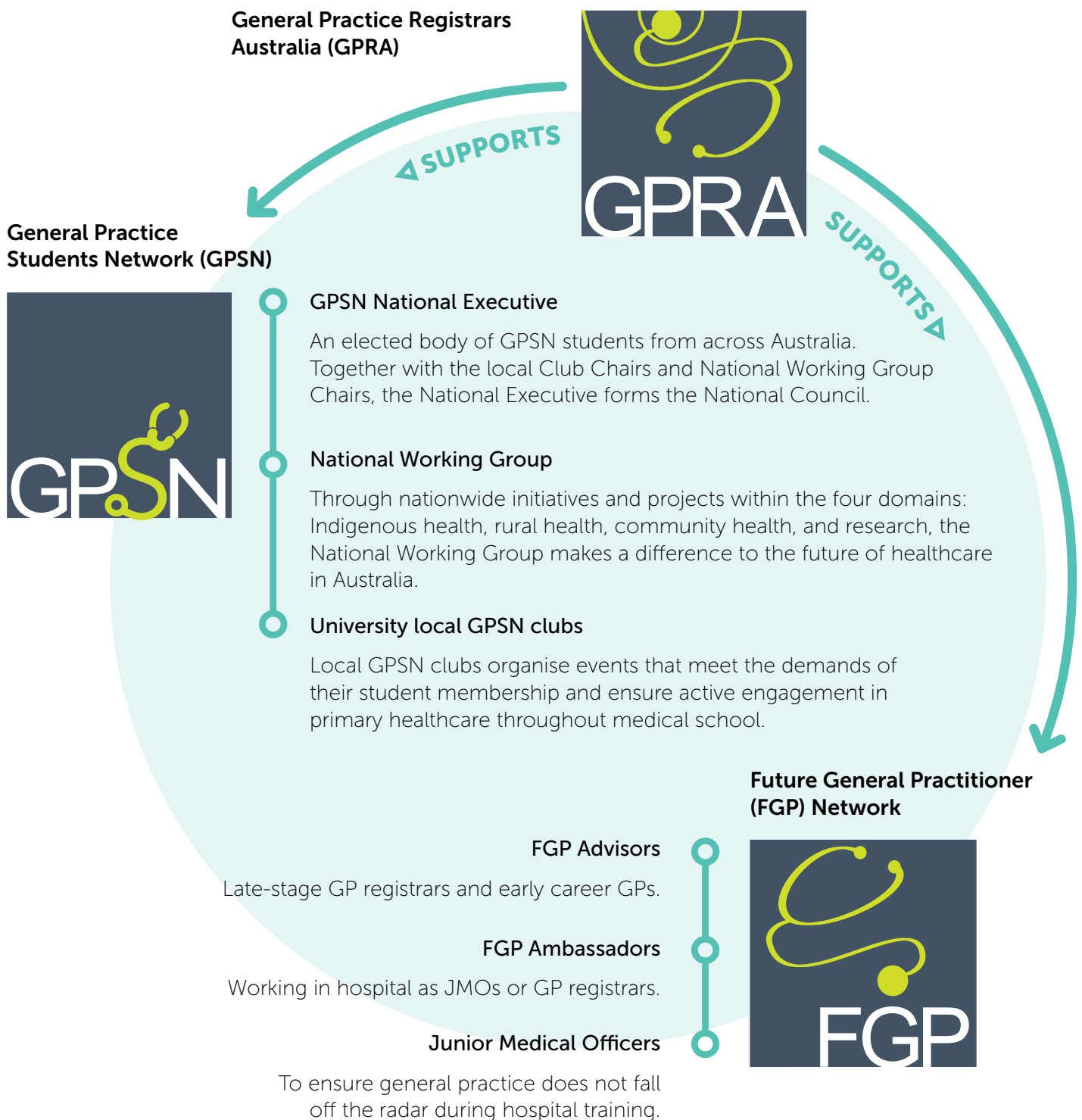
**Mr Scott
Williams**
CHAIR

Scott Williams is the Chief Executive Officer of the Police Health Group, a not-for-profit member-based private health insurance organisation for both the Police and Emergency Services community. Scott has worked within the healthcare industry for 28 years, having commenced his career as a Registered Nurse and holding many clinical and management roles in both the community and hospital settings. Scott has also held a variety of senior executive roles within public and private health across both Australia and the United Kingdom. His interest in the health service was nurtured at an early age by his grandmother who had held a long career in healthcare herself as an enrolled nurse from the 1950s.

In addition to his CEO role, Scott has been active in serving on several Boards at a local and national level which have included the Chairperson for the international Joanna Briggs Institute Advisory Committee, Ronald McDonald House Charities, the Australian Breastfeeding Association and HeartKids SA/NT. Currently he is also serving as a Director on the Adelaide Primary Health Network, and member of the International Federation of Health Plans – Clinical Effectiveness & High Cost Drugs Expert Panel.

Our structure and networks

We support more than just GP registrars. All networks within GPRA further the specific needs of our members and our long-term goals for the betterment of healthcare for all Australians.





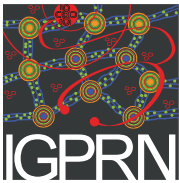
General Practice Students Network

GPSN is run by students, for students interested in general practice as a future medical specialty. Through active student clubs in medical schools at university campuses across Australia, and supported by a National Executive, GPSN offers programs focused on exposing medical students to the inspiring diversity of careers in general practice. Activities include clinical skill sessions, social events, seminars and conferences, peer support and networking opportunities.



Future General Practitioner Network

The FGP network is a junior medical officer (JMO) network that promotes general practice during hospital training, ensures that general practice does not fall off the radar, and helps JMOs get a head-start on the pathway to general practice with important information, resources and support—including advice on options during GP training and beyond.



Indigenous General Practice Registrars Network

IGPRN assists Aboriginal and Torres Strait Islander GP registrars through to fellowship by providing peer-to-peer support throughout their training and assessment. The network provides support in challenging times, and also celebrates achievements. IGPRN undertakes exam preparation and peer debriefing via online study groups, discussion forums, and workshops each year.



President's report

As I write the annual President's message, I reflect on the current situation in each State and Territory in Australia—with continuing lockdowns and restrictions, this was certainly not where we expected to be nearly 18 months into a pandemic.

However, it is no surprise that GP trainees continue to play a critical role in vaccinating our communities against COVID-19, while also providing high-quality cradle to grave primary care and juggling the requirements of specialty training.

I also recognise the difficult and important role played by our prevocational members, many of whom are caring for patients with COVID-19 in our nation's hospitals; I also acknowledge our medical student members who have faced massive disruption to their learning and placements, yet continued producing innovative and valuable initiatives for their fellow medical students and the wider community.

I want to extend my recognition to Immediate Past President Dr Sama Balasubramanian, who finished his term as President at the end of 2020, having been elected as President of the organisation in November 2018. Sama's leadership and advocacy for the rights of GP trainees during the Royal Australian College of General Practitioners (RACGP) Fellowship exam disruptions and cancellations which occurred at the end of 2020 deserves recognition.



Two other key pieces of advocacy for the organisation in the 2020/21 year have been the transition to College-led GP training, and the continuing discussion around the employment terms and conditions of GP registrars. Sama, together with GPRA CEO Dr Andrew Gosbell, have laid the groundwork in the latter half of 2020 for the rights of GP trainees to be central in these two matters—the progress of which is detailed below.

Transition to College-led GP training

It is no exaggeration to say the first year of my term as GPRA President has been a non-stop rollercoaster of events. In January 2021, within weeks of beginning the role, I found myself the spokesperson of the sole independent organisation advocating for GP trainees in discussions around the transition to College-led training.

This transition is by far the most important and pressing process in which GPRA is currently representing GP trainee interests. It is important to highlight that we are involved only in an advisory role and that the actual negotiation is taking place between the Colleges and the Australian Government Department of Health - ultimately, it is the Government alone that makes the final decisions. Despite this, we are taking every opportunity available to make our voice heard; I thank all of our members who took the time to share their thoughts with us. The opinions of our members are invaluable in helping us be the best advocates we can be for GP trainees.



Our approach to date has been to build relationships and consensus with our stakeholders so that together our voice to Government is clearer and stronger. I genuinely believe that our colleagues in stakeholder organisations are acting in the best interests of trainees; however, we must recognise that we are working to an incredibly difficult timeline with much of the discussion still to begin—let alone be finalised. Unfortunately, there have been stops and starts along the way, but I hope that by the time you are reading this we will have a clearer understanding of what GP training will look like for GP trainees.

Advocating amidst arising issues in GP training

The organisation has continued to maintain a balance between advocating firmly on behalf of our members when issues have arisen and strengthening stakeholder relationships.

Both Colleges had issues with their fellowship exams and, although we still await the outcome of the RACGP's external review into these unfortunate issues, we are reassured that the College has learned from past mistakes and are now taking a more proactive approach to ensuring COVID-19 and lockdown restrictions do not prevent RACGP Fellowship exams from taking place.

We have also continued to advocate on behalf of GP trainees in Australia's pandemic response through our regular meetings with the Australian Government Department of Health and engagement with the Regional Training Organisations (RTOs) through their Regional Training Organisation Network (RTON).

Employment conditions

Following our Roundtable Event in September 2020 and the subsequent Roundtable Communique released in October 2020, the discussion around GP trainee employment terms and conditions gained some momentum as the end of the year approached. GPRA's Roundtable was the first time trainee groups representing the breadth of Australian GP training had come together to discuss the issues with the National Terms and Conditions for the Employment of Registrars (NTCER). As an outcome, the Roundtable Communique described the core issues and values discussed and agreed by the participants. This in turn prompted a workshop hosted by the Australian Medical Association (AMA) and a further discussion paper in early 2021 authored by the Australian Government Department of Health to explore reform options for GP trainee employment arrangements.

Progress has somewhat slowed since the Roundtable Event, partly because—as a sector—we have prioritised supporting the GP training transition process (which is time-limited). However, the slower pace is also a reflection that our partners in this discussion have realised what GP trainees have known since beginning their GP



training journeys—GP training is diverse, complex and often bespoke. Therefore, devising a new employment mechanism is no easy task where 'one size fits all'.

We have continued to build consensus with our negotiation partners, General Practice Supervisors Australia (GPSA), and I am happy to report that we have taken significant strides in reinvigorating the relationship with one of our most critical stakeholders. As much groundwork has already been laid in this reporting period, I anticipate more progress to be made in this area in the coming 12 months.

Acknowledgements

As President of a member-based organisation, I often receive the credit for our advocacy successes. However, my efforts would be for nothing if it were not for the team at GPRA who work tirelessly behind the scenes to drive the organisation towards meeting our strategic objectives. Led by Dr Andrew Gosbell, our dedicated CEO, the team is small but incredibly efficient and know their brief inside out. I extend my thanks to the Marketing and Communications team comprising of Rachel Sharp and Mylo Norman; to Vicky Triantaflaros for coordinating our events and GPSN and FGP networks; to Financial Controller Ayshika Jayatilaka; to former President Dr Melanie Smith and Immediate Past President Dr Sama Balasubramanian, both of whom have served as Registrar Advisors; and to (listed last but by no means least) Executive Administrator Mandy McDonald-Susic who keeps the organisation running smoothly and manages GPRA enquiries.

My biggest thank you is to all our members—GP trainees, new Fellows, prevocational doctors, and medical students—for their professionalism, perseverance, and the example set to colleagues and communities during a very difficult and challenging 12 months.

Antony Bolton

Chairperson's report

On behalf of the Board, I am pleased to provide the Chairperson's report for General Practice Registrars Australia (GPRA) for 2020/21



Last year I reported on the disruption to our lives generally that COVID had brought about and, even though we are 12 months on, for many, this disruption remains just as relevant today as it did back in June 2020. As a Board we have continued to be challenged operating in a virtual world and have risen to each and every occasion.

CEO Andrew Gosbell and the GPRA team have continued to operate during these very challenging times, with Victorians enduring the longest period of lockdown in this country during 2020/21. Despite the office being based in Melbourne and affected by the city's lockdowns, the GPRA team have continued to respond to the needs of our members, who are facing their own unique challenges in a pandemic world. The GPRA team have maintained the important informing and reporting relationship to the Department of Health on matters such as our grant funding acquittal.

Many had hoped the beginning of 2021 was the start of something new but as recently as June 2021 we continue to exist in a world of border closures, self-isolation and a vaccination roll-out program. As a Board we continue to be ever vigilant as to the full impacts of the pandemic in regard to physical, mental and financial, which are yet to be fully realised.

Governance

The organisation's internal practices and procedures remain a focus for the Board. The radical shifts to our everyday lives highlight the importance of a continued focus on governance to be able to respond to various regulatory and reporting requirements. I am pleased to report that as with the prior years we have had no regulatory breaches for 2020/21.

We completed the annual Board evaluation as with previous years and during a brief, fortunate window of reduced travelling restrictions, a large proportion of Board members were able to attend a training session in person on Risk Management. Unfortunately, three Directors were required to join remotely due to local border restrictions. Risk Management remains a priority area with the outputs from the training being a review process of our existing risk register and introduction of new relevant policies. All of these changes are with the view to enhancing what was already in place. Performance evaluations were also completed for the CEO, Chair, President and Directors in 2020, which are executed on an annual basis.

Board Membership

In line with our Board renewal practices there were only a few changes to the Board membership and roles, which provided some much-needed stability after the numerous changes from completed tenures in 2019.

We appointed a new President Dr Antony Bolton, who had joined the Board in April 2020 following the completion of Dr Sama Balasubramanian's tenure in his role as President. Given the challenges being faced by the Board and for continuity, Dr Sama Balasubramanian then took up an Appointed Director role which provided support to incoming President Dr Antony Bolton.

Nicki Herriot also joined the Board in May 2021 to the vacant appointed Director role. Nicki joins the Board with significant experience within the primary health sector, having held the CEO role for the Northern Territory Primary Health Network. Nicki has also assumed the Chair role of GPRA's Nomination and Remuneration sub-committee.

Ingrid Williams completed her final term as an Appointed Director. I would like to thank Ingrid for her contributions to the Board during her long tenure, especially some earlier periods where the organisation faced significant challenges.

The Board continues to support the equality agenda for Boards and has maintained a gender ratio of 50:50, which is well ahead of the industry average.

Acknowledgements

As Chair, I would like to thank all the Directors, our new appointees and retiring Directors in 2020/21 for their outstanding contributions to the Board. It was only in early 2021 that the majority of Board members met in person for the very first time given that appointments occurred just ahead of the first wave of the pandemic. Indeed, one Director is still yet to meet the Board in person.

In closing, it is evident as I write this that great uncertainty and significant demands on health practitioners will continue to be a staple part of our world until such time that it is not. This continues to be front and centre for the GPRA Board as we all learn to navigate in our new world.

A stylized, handwritten signature in dark ink, appearing to read 'S Williams'.

Scott Williams

Responding to the effect of COVID-19 and lockdowns on GP training

The coronavirus pandemic continues to present a period of sustained disruption, uncertainty, and significant challenge for our nation, our communities, our organisation and our members. The duration of the pandemic and the long-term impacts on our society and on GP training remains unclear. Nonetheless, GPRA has continued to provide support for, and advocate on behalf of, GP trainees in this period of 'pandemic affected training' to ensure the post-COVID, future of general practice.

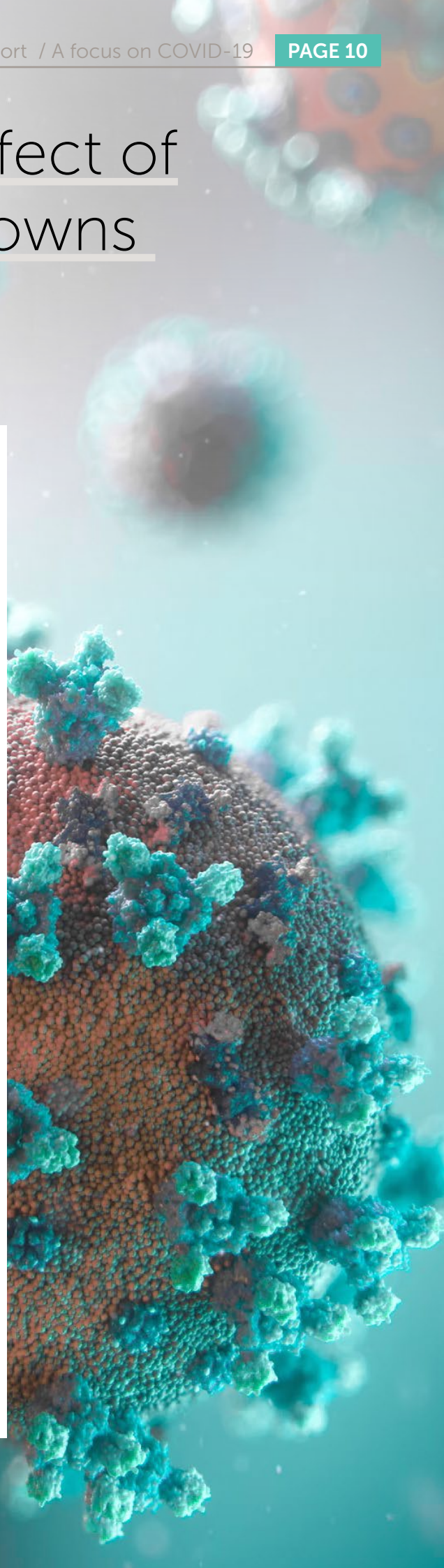
Considerable anxiety over the impact of the pandemic on progression through training and ability to attain Fellowship has been raised by many GPRA members. While the Regional Training Organisations (RTOs) have been able to maintain delivery of workshops and other teaching (mostly by online and hybrid activities) and ensure availability of placements for the 2020.2 training term and for training in 2021, heightened levels of stress and anxiety remained for many trainees.

Ongoing concerns raised by GP trainees include:

- Increased social isolation from peers and family (especially for some rural registrars).
- Concerns over risks of exposure to COVID-19 and potentially transmitting the virus to family members and others.
- Delays and uncertainty with College exams that could extend time to complete training and attain Fellowship.

In this context, GPRA was supportive of the Royal Australian College of General Practitioners' (RACGP) intention to rapidly transition Fellowship exams to online platforms so that both GP Colleges could continue to offer examinations during the pandemic, albeit remotely, to eligible candidates.

However, technical failures in the delivery of the RACGP written exams in October 2020, leading to the subsequent cancellation of these exams, along with a failure of the mechanisms to deliver the Australian College of Rural and Remote Medicine's (ACRRM) online examinations in September 2020 were traumatic events for many GP trainees, who were already highly stressed by the impacts of the coronavirus pandemic on their training and personal circumstances. GPRA strongly advocated on behalf of these exam candidates, urging both Colleges to do everything possible to make appropriate and meaningful reparations to the affected trainees. GPRA also provided a range of opportunities for affected exam candidates to share their concerns and frustrations and to receive support.



CEO's report

Great outcomes amidst great challenges

The public health measures—of suppression and vaccination roll-out—have been a necessary response to managing the pandemic; however, as for most organisations and businesses, these measures have proved to be very challenging for GPRA.

Despite Melbourne's extended lockdown from August 2020 to November 2020 impacting our office and staff and ongoing uncertainty with snap lockdowns, restrictions on face-to-face events and travel across all jurisdictions, GPRA has delivered a number of substantial outcomes over the past year.

GP registrar employment arrangements

GPRA has continued to be actively engaged in discussions with GP training sector stakeholders on approaches to address long-standing concerns many registrars have with the current employment terms and conditions during their GP training.

Following up on our Discussion Paper, *Employment Conditions for GP Registrars* released May 2020, GPRA facilitated a *Roundtable on GP trainee employment arrangements* in September 2020. This roundtable forum enabled a broad range of GP trainee representatives to discuss the long-standing problems with GP trainee employment and to begin exploring potential solutions.

The communique developed as the key outcome of the Roundtable meeting has proved to be pivotal in subsequent consultations with sector stakeholders.

GPRA has since proactively engaged with the Department of Health in consideration of options for reform of GP training employment arrangements. To further facilitate consideration of these options, GPRA is developing a *Statement of Principles on GP Trainee Employment Arrangements* to inform further consultation with the Department of Health and sector stakeholders.

Furthermore, GPRA is aware of pilot project/s for a range of potential employment models that are proceeding in 2021 and support this approach as a necessary step before any decision on a broad-scale roll-out of a new employment arrangement for GP registrars, so that an evidence-based best option outcome is achieved for GP trainees and other parties.

GP training transition

In November 2020, GPRA welcomed the announcement from the Minister of Health to extend the timeframe for the transition of the AGPT program to College-led training to February 2023. We understand this extension is in response to the significant challenges of COVID-19 created throughout 2020, but it is also to enable the Department of Health to re-evaluate the preparation for transition so as to consider how GP training intersects with key strategies that are under development and workforce planning across the multiple rural workforce programs.

GPRA asserts that it is essential that the needs and expectations of GP trainees must be a central consideration in this reform process.



Therefore, it was pleasing that the GPRA President was invited to join the Transition to College-Led Training Advisory Committee, in November 2020, as a means of ensuring that trainee concerns are being considered by the Department of Health.

GPRA has also been actively involved in a range of forums and meetings with the Department of Health and the RACGP and ACRRM, and provided input to several consultations, on the implementation of the transition to, and the outcomes for, College-led training.

Even with the extension to February 2023, the timeline to achieve a successful transition is a challenging target—and one which is rapidly approaching. GPRA is acutely aware that there are registrars who are about to commence, or are already undertaking, the AGPT program and who will still be progressing through training in 2023.

As such GPRA has been actively advocating with the Minister, the Department and the Colleges, to seek improved communication and consultation with the broader GP trainee cohort on how the transition process will occur and how the GP training program will be structured and delivered in 2023 and beyond.

A key priority of GPRA's advocacy is seeking to ensure that trainees will not be disadvantaged or otherwise adversely affected during the forthcoming transition period.

Support and advice for GP trainees

Support and advice for members in relation to employment and/or training issues is a core service provided by GPRA. Immediate Past President Dr Sama Balasubramanian joined Dr Melanie Smith in the role of GPRA Registrar Advisors in 2021. Both Sama and Melanie have first-hand experience of GP training and in managing the range of issues encountered by trainees, and so have been invaluable in continuing to provide individual advice to members enquiries.

We continue to expand our range of free resources—which include webinars, events, and facesheets—aimed at assisting our members at key points in their GP training, for example, applying for the Australian General Practice Training (AGPT) program, moving from hospital into community practice, signing their first employment agreement, and navigating through common concerns and problems faced by GP trainees.

Education and exam preparation support

The changes to RACGP clinical exams, from in-person to remote delivery due to COVID-19, raised several concerns for candidates, in particular uncertainty with the new exam format and the availability of adequate exam preparation resources. GPRA proactively engaged with the College to advocate on behalf of the exam candidates and ensure that these concerns were heard and, where possible, addressed.

A range of updated and new educational support services have been introduced and provided to members at low cost. Examination preparation activities specifically targeting International Medical Graduates (IMG) were successfully expanded in the form of a webinar series to assist with preparation for the RACGP written and clinical exams. GPRA acknowledges the contribution of Dr Abdul Qayoom, who has worked with us to present these events.

New editions of GPRA's suite of low-cost exam preparation books, *The general practice written exams* and *The general practice clinical cases volume 1* and *volume 2*, were released in the past year. The new editions have been updated to ensure alignment with current clinical guidelines and College examination requirements. We also engaged successful Remote Clinical Exam (RCE) candidate Dr Damian Hannon to present a webinar providing insight into the new interim clinical exam.

Our networks

GPRA has continued to strengthen engagement with prevocational doctors through our growing Future General Practitioners (FGP) Network.

We have continued to expand the FGP Network in our initial pilot regions (Western Australia, South Australia, and Victoria), and commenced expanding the network into New South Wales in 2021.

Five FGP Advisors have been engaged across these four regions. Our FGP Advisors have

recruited junior doctors as FGP Ambassadors in a number of hospitals, who volunteer their time to promote general practice as a specialty of choice to their peers.

While COVID-19 continues to impact on the ability to hold in-person FGP events, we have expanded our online support with an advisory service to provide personalised support and advice to individuals interested in entering general practice.

GPRA's flagship magazine *futureGP* was released in August 2020. This new magazine provided a collection of stories, based on interviews with GP trainees, GPs, and leaders within general practice, to illustrate the diversity of opportunities, in both subspecialty skills and practice locations, within the general practice landscape. This magazine is a key resource to support the activities of the FGP Network. Copies of this publication have been provided to teaching hospitals throughout Australia and also mailed to all GP training practices, as well as to other stakeholder organisations.

GPRA continues to support a vibrant and active cohort of medical students through GPSN. This national network of clubs engage university students interested in general practice. While COVID-19 has limited the range of activities possible for GPSN, state-based events have been a successful approach to enable medical students to connect, participate in clinical skills workshops, and gain exposure to GPs and GP trainees. These events have included two state-based conference-style events, a rural farm stay camp, and a national online leadership development forum. The enthusiasm and achievements of the GPSN student leadership, despite the challenges of the past year, is acknowledged and greatly appreciated.

Operations

Robust cost control and continuation of government funding through our Department of Health grant, supplemented with revenue from advertising and sales of goods and services, have ensured a continued stable financial position for GPRA. The surplus and substantial levels of equity reported for the current financial year (FY2021) continues the healthy financial performance of the previous year (FY2020).

We are very appreciative of our supporters and sponsors, without whom the range of activities and resources we offer to members would not be possible. We look forward to continuing to work with these partners throughout the coming year.

I remain incredibly grateful to the small, but agile staff team at GPRA. Their dedication to GPRA; ideas, innovation and enthusiasm; willingness to take on a broad range of activities; and hard work to continue to deliver high quality services and support to our members is greatly valued. The team's productivity and support despite the challenges of an extended period working from home due to the COVID-19 pandemic, is acknowledged and very much appreciated.

I am very thankful to Immediate Past President Dr Sama Balasubramanian, current President Dr Antony Bolton, and the GPRA Board of Directors led by Chair Scott Williams along with GPRA Registrar Advisor Dr Melanie Smith, for their support, guidance and wise counsel as we work to continue to develop GPRA to benefit and support its members. I look forward to continuing to work closely with the committed membership and staff to ensure a great future for general practice in Australia.


Andrew Gosbell

IGPRN report

The Indigenous General Practice Registrars Network is a peer focused member organisation dedicated to supporting Aboriginal and Torres Strait Islander GP trainees. The 2020-2021 financial year has been a time of renewal and growth, as IGPRN has adapted to challenging circumstances by re-engineering its education delivery strategy and looking ahead to projects which better support its members.



In 2020, IGPRN members bid a fond farewell to the IGPRN Chair, Dr Simone Raye. Simone led the network for more than four years and fiercely advocated for member centric programs and the support of all Aboriginal and Torres Strait Islander GPs across the country, both individually and through systemic reform. The network sincerely expressed their gratitude to Simone and wished her all the best on the next stage of her leadership journey. Simone maintains deep connections to the group and will continue her relationship with IGPRN as it progresses member services and high-quality training.

The enthusiasm of the members was also clear as they elected the new IGPRN Chair, Dr Ty Clayworth (pictured) in November. Ty began his journey with IGPRN as a registrar, and following his recent Fellowship was keen to continue building the strength and reputation of the Network. Ty has prioritised the collaborative and peer foundations of IGPRN as he led the network through the challenging first half of 2021, which has seen significant member success despite the uncertain landscape.

Ty has also focused on a pivot of IGPRN educational events to exam preparation through weekly study groups outside of the larger IGPRN workshops. IGPRN was pleased to report high engagement with multiple study

groups and plans to expand the scope of these activities as the future of face-to-face events continues to be unpredictable due to the ongoing pandemic.

Engagement with the GP training sector has continued in 2020-21, as the Chair represented IGPRN in forums

such as the GPRA Advisory Council, and the RACGP Aboriginal and Torres Strait Islander Health Council. IGPRN has also consulted on matters of education and training policy to ensure that the voices of its members are considered in the changing landscape.

There are significant opportunities that have arisen through discussions and partnerships with IGPRN stakeholders and, as the end of the current funding cycle draws closer, the network is capitalising on the opportunity to refresh, rethink and update to ensure

that its operations are effective, and member-led.

In reflecting on 2020-21, IGPRN also acknowledges that the Network relies heavily on the commitment, generosity, and expertise of a community of supporters, volunteers, and in particular its Indigenous GP Fellow alumni. With greater numbers of trainees planning to sit their assessments in the near future, the network will partner with its supporters for fortitude and inspiration to innovate boldly over the next 12 months.



2020/21 at a glance

20k+ MEMBERS



Memberships steady across all cohorts

NEW second editions published of our books:

The general practice written exams, clinical cases volumes 1 and 2.



Book sales increased by

14%

FGP LAUNCHED NETWORK IN NSW



4

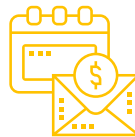
Four new FGP Advisors recruited across three regions (NSW, SA, Vic)

180 attended seven RACGP exam prep sessions for IMGs

12



NEW WEBINARS



19k

Over 200k views to our website, with NTCER again being top visited section getting over 19k views.

NTCER WEB VIEWS

50:50



GPRA board maintains a 50:50 gender ratio

40

An average of 40 monthly personalised responses to individual member enquiries



futureGP published containing a story from every State and Territory in Australia. 25% more content when compared to *GP Registrar Magazine*.

IGPRN FELLOWS

8

Eight of IGPRN members Followed in 2020/21



10 media statements issued, covering:



- cancellation and disruption of Fellowship exams
- the impact of COVID-19 and lockdown on GP training
- GP trainee employment terms and conditions transparency



MORE WEB VISITS

20% increase in GPRA website page views; 25% increase in GPRA site users

20%

15,200



GPRA YouTube: 12,200+ views; 1,200+ hours of content viewed

VIEWS



40 local club; 5 state-based, and 2 national GPSN events.

40

GPSN EVENTS

Corporate governance statement

Regular meetings of the Board, the Nominations and Remuneration Committee and the Finance, Audit and Risk Management (FARM) Committee ensure that the Board is fully informed and best able to give direction to management. The number of Directors meetings and the numbers attended by each Director are shown in the table below.

	Board meetings 7 MEETINGS HELD		FARM 4 MEETINGS HELD		Nominations & Remuneration 2 MEETINGS HELD	
	Attended	Eligible	Attended	Eligible	Attended	Eligible
Ingrid Williams (ceased 9/5/2021)	6	6	-	-	2	2
Scott Williams	7	7	2	4	2	2
Sama Balasubramanian	7	7	4	4	-	-
Rebekah Hoffman	6	7	-	-	2	2
Xander Alpherts	7	7	4	4	-	-
Jessica Tidemann	6	7	1	3	1	1
Erin O'Donnell-Taylor	7	7	-	-	2	2
Antony Bolton	7	7	3	4	-	-
Nicki Herriot (appointed 10/5/2021)	1	1	-	-	-	-

General Practice
Registrars Australia Ltd.

ANNUAL CONCISE FINANCIAL REPORT

30 June 2021



GENERAL
PRACTICE
REGISTRARS
AUSTRALIA

Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2021

	2021 \$	2020 \$
Revenue from continuing operations	1,297,217	1,228,577
Interest	4,758	13,805
Other Income	82,864	89,516
Govt support - cash flow boost	37,500	62,500
Total Revenue from Continuing Operations and Other Income	1,422,339	1,394,398
Cost of goods sold on educational books	21,188	51,957
Salaries and wages	748,960	699,914
Superannuation	64,314	63,710
Staff expenses	4,918	2,972
Auditing & Consultancy	36,790	50,438
Board expenses	6,833	18,444
Body corporate, rates & land tax	33,740	26,124
Events/meetings/conferences	54,399	61,858
GPSN expenses	28,075	22,296
Travel & accommodation	71	7,102
IGPRN expenses	29,120	86,360
Mortgage interest	18,270	25,809
Bank charges	6,312	3,299
Insurance expenses	10,661	10,579
Administration cost	60,726	52,340
IT support & web maintenance	17,188	40,445
Publications	25,766	9,102
Subscriptions	11,338	11,943
Depreciation	10,500	14,656
Total Expenditure	(1,189,169)	(1,259,348)
Net surplus/(deficit) for the year	233,170	135,050
Other comprehensive income		
Revaluation of property, plant and equipment	-	38,385
Total comprehensive Profit (Loss) for the period	233,170	173,435

Statement of Financial Position

As at 30 June 2021

	2021	2020
	\$	\$
Current assets		
Cash and cash equivalents	1,115,512	867,753
Trade and other receivables	9,276	12,753
Prepayments	12,406	11,274
Inventories	28,747	9,606
Total current assets	1,165,941	901,386
Non-current assets		
Property, plant and equipment	1,085,885	1,096,385
Total non-current assets	1,085,885	1,096,385
Total assets	2,251,826	1,997,771
Current liabilities		
Trade and other payables	62,591	51,065
Income in advance	9,163	27,335
Provisions – Annual leave	74,761	58,359
Total current liabilities	146,515	136,759
Non-current liabilities		
Borrowings	630,000	630,000
Provisions – Long service leave	40,304	29,175
Total non-current liabilities	670,304	659,175
Total liabilities	816,819	795,934
Net assets	1,435,007	1,201,837
Equity		
Asset revaluation reserve	130,910	130,910
Retained earnings	1,304,097	1,070,927
Total equity	1,435,007	1,201,837

Statement of Changes in Equity

For the year ended 30 June 2021

	Asset revaluation reserve	Retained earnings	Total equity
	\$	\$	\$
Balance at 30 June 2019	92,525	935,877	1,028,402
Revaluation of assets	38,385	-	38,385
Net profit for the year	-	135,050	135,050
Balance at 30 June 2020	130,910	1,070,927	1,201,837
Net profit for the year	-	233,170	233,170
Balance at 30 June 2021	130,910	1,304,097	1,435,007

Statement of Cash Flows

For the year ended 30 June 2021

	2021	2020
	\$	\$
Cash flows from operating activities		
Receipts from customers (inclusive of GST)	1,501,744	1,561,743
Payments to suppliers and employees (inclusive of GST)	(1,240,473)	(1,361,808)
Borrowing costs paid	(18,270)	(25,809)
Interest received	4,758	13,805
Net cash inflow/(outflow) from operating activities	<u>247,759</u>	<u>187,931</u>
Cash flows from investing activities		
Receipts from sale of property, plant and equipment	-	-
Payments for property, plant and equipment	-	-
Net cash inflow from investing activities	<u>-</u>	<u>-</u>
Cash flow from financing activities		
Repayment of loans from Related parties	-	-
Net cash outflow from financing activities	<u>-</u>	<u>-</u>
Net cash inflow/(outflow)	247,759	187,931
Cash at the beginning of the year	<u>867,753</u>	<u>679,822</u>
Cash at the end of the year	<u><u>1,115,512</u></u>	<u><u>867,753</u></u>

Operating and Financial Review

The concise financial report is an extract from the full financial report for the year ended 30 June 2021. The concise financial report is not expected to provide as detailed an understanding of financial performance, financial position, financing and investing activities relative to the full financial report.

Statement of Comprehensive Income

Total company revenue increased by \$27,941 compared to the previous year, delivering a total turnover of \$1,422,339. While educational resources sales and sponsorship revenue increased by 40%, total income increased by only 2.3% compared to 2019-2020 due to the decrease in interest received and a reduction in the Government supported cash flow boost for the year ended 30 June 2021.

Total expenses decreased by \$70,179 in 2020-2021 from \$1,259,348 in 2019-2020. The main components contributing to the decrease in expenditure were the cancellation of IGPRN workshops as well as other events and stakeholder meetings taking place virtually, due to the COVID-19 pandemic.

Statement of Financial Position

There was a change in the Asset position due to several factors including: IGPRN underspending on the Commonwealth Government grant income, increase in educational sales and additional income received as Government supported COVID-19 cash flow boost.

Inventories for educational material also increased due to the publication of revised editions of examination preparation books.

Statement of Cash Flows

Net increase in cash holdings primarily related to the decrease in expenditure, as detailed above, which is also supported by the increase in educational sales and sponsorships.

General Practice Registrars Australia Ltd. Directors' Declaration

30 JUNE 2021

In the directors' opinion:

- (a) These special purpose financial statements satisfy the requirements of the *Australian Charities and Not-for-Profit Act 2012*, including:
- complying with Accounting Standards, the *Australian Charities and Not-for-Profit Act 2012* and other mandatory professional reporting requirements, and
 - giving a true and fair view of the entity's financial position as at 30 June 2021 and of its performance, as represented by the results of its operations, changes in equity and its cash flows, for the financial year ended on that date.
- (b) There are reasonable grounds to believe that the company will be able to pay its debts as to when they become due and payable.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-Profits Commission Regulation 2013*.



Scott Williams

DIRECTOR

18 October 2021

LDAssurance

CHARTERED ACCOUNTANTS

LDAssurance Pty Ltd
Level 6, 330 Collins Street
Melbourne Victoria 3000
TELEPHONE +61 3 9988 2090
www.ldassurance.com.au
ABN 89 146 147 202

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GENERAL PRACTICE REGISTRARS AUSTRALIA LTD REPORT ON THE CONCISE FINANCIAL REPORT

Auditor's opinion

The Concise Financial Report which comprise the statement of financial position as at 30 June 2021, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows are derived from the audited financial report of General Practice Registrars Australia Ltd (the Audited Financial Report) for the year ended 30 June 2021.

In our opinion, the accompanying Concise Financial Report are consistent, in all material respects, with the audited financial report, in accordance with Australian Accounting Standards AASB 1039 *Concise Financial Reports*.

Concise Financial Report

The Concise Financial Report do not contain all the disclosures required by Australian Accounting Standards for the financial report. Reading the Concise Financial Report, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon. The concise financial report and the Audited Financial Report do not reflect the effects of events that occurred subsequent to the date of our report on the Audited Financial Report.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified auditor's opinion on the Audited Financial Report in our report dated 20 October 2021.

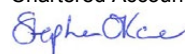
Board members' responsibility for the financial report

The members of the board are responsible for the preparation of the Concise Financial Report in accordance with the Australian Accounting Standards AASB 1039 *Concise Financial Reports*.

Auditor's responsibility

Our responsibility is to express an opinion on whether the Concise Financial Report is consistent, in all material respects, with the Audited Financial Report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

LDAssurance
Chartered Accountants



Stephen O'Kane
Partner

Dated: 20 October 2021

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GPRA ANNUAL REPORT 2020/21

General Practice Registrars Australia Pty. Ltd.
ABN 60 108 076 704



(03) 9629 8878



Level 1, 517 Flinders Lane,
Melbourne VIC 3000



enquiries@gpra.org.au



facebook.com/gpraorg



gpra.org.au

