



GENERAL  
PRACTICE  
REGISTRARS  
AUSTRALIA

# General Practice Registrars Australia

## *Minutes – Annual General Meeting*

Date: 20 November 2022  
via videoconference

### Meeting open: 1:00pm (AEDT)

Welcome and acknowledgment of country by Scott Williams, GPR Chair

### Attendance:

Scott Williams	GPR Chair	Kim Omond	GPEX
Antony Bolton	GPR Director	Sophie Hamilton	GPEX
Nicki Herriot	GPR Director	Katie Fisher	GP Synergy
Xander Alpherts	GPR Director	Terri Haworth	GP Synergy
Erin O'Donnell-Taylor	GPR Director	Anthony Whittle	JCU GPT
Karyn Matterson	GPR Director	Keturah Skov	NTGPE
Kate McCabe-Simon	GPR Director	Cecilia Xiao	RACGP GPIT
Siobhan Hensey	GPR Director elect	Jackson Blythe	ACRRM NSW
Jo-anne Chapman	GPR CEO		
Mandy McDonald-Susic	GPR Minutes		

### Apologies:

Jessica Tidemann	GPR
Sama Balasubramanian	GPR Registrar Advisor
Ty Clayworth	IGPRN
Muhammad Raza	IMG Rep
Chavy Arora	EVGPT
Chantel van Werkum, Andrea Lamprecht	GPTQ
Norhalisa Mohamad Termidzi, Vincent O'Neill	GPTT
Marcus Hall	MCCC

### 1.0 Acceptance of previous Minutes:

**Resolution: That the minutes of the 2021 Annual General Meeting be accepted.**

Moved: Karyn Matterson    Seconded: Xander Alpherts, resolution carried



## 2.0 Chair report

Presented by Scott Williams:

- This will be my last verbal report after 7 wonderful years working for GPRA. It is fair to say that we have emerged slower than expected from the local, national, and global disruption to our lives due to COVID you can see that many have now shifted their thinking to that of living with COVID. These changes have seen the full Board meet in person for the first time since early 2020. In fact, I have worked alongside Directors who I had not seen in person until late this year. As a Board we adapted to new ways of working striking a balance between the familiar and the new, something many organisations and health itself is still coming to terms with.
- In 2021 CEO Andrew Gosbell completed his time with GPRA pursuing opportunities in the consultancy space. I was very grateful for Andrew's stewardship in his time in the role and wish him every success for his future endeavours. The appointment of CEO is one of the most important decisions a Board can make, and the Board and I were therefore very pleased with the appointment of our incumbent CEO Jo-anne Chapman who officially commenced in the role in January this year. Jo-anne has already demonstrated her finely honed advocacy and engagement skills which has been in high need with the changes in political leadership of the country, as well as the upcoming NCTER negotiations and the transition to college led training, all of which impact our members and the future workforce of general practice.
- I would also like to make a special mention of the GPRA team who have responded well to this change of leadership and in meeting the necessary informing and reporting relationship to the Department of Health on matters such as our grant funding acquittal and more importantly being able to respond to our members.
- In relation to governance the organisation's internal practices and procedures remain a focus for the Board and therefore I am pleased to report that as with the prior years we have had no regulatory breaches for 2021-22.
- The annual Board evaluation was also completed as with previous years but due to restrictions with travelling over the financial year we were unable to hold an annual Board development session. This will be scheduled post the upcoming changes to the Board composition. Annual performance evaluations were also completed for the CEO, Chair, President, and Directors in 2021-22
- In line with our Board renewal practices there were a few changes to the Board membership and roles thereby providing the importance of the balance between renewal and stability. The changes related to completion of tenures.
- Dr Sama Balasubramanian's tenure as an Appointed Director concluded during this reporting period. Dr Jessica (Jess) Tidemann will also be completing her three year term on the Board at the AGM. I would like to personally thank Sama and Jess for their immense contributions over their terms as Directors. I would also like to thank our outgoing president Dr Antony Bolton for his stewardship and passion in the role.
- We were pleased to be able to appoint two elected member Directors in this reporting period being, Dr Kate McCabe-Simon and Dr Karyn Matterson. Both Kate and Karyn have contributed actively since their commencement in the roles following the 2021 AGM bringing their experiences in general practice to the Board table, to ensure we continue to address the needs of our members. With Karyn taking up the President role at the conclusion of Dr Antony Bolton's tenure this year. Nicki Herriot will also be assuming the role of chair from 1st January 2023 when my term completes.

- As Chair, I would like to thank all the Directors, our new appointees and retiring Directors for their outstanding contributions to the Board. It only feels like yesterday when I received the call in December 2015 to inform me, I had been successful in my appointment as the inaugural independent Chair of the GPRA Board. In that time, we have dealt with significant issues including reductions in funding, changes in the GPRA office structure, changing political landscapes, the major changes to GP training, and of course COVID.
- In closing for the last time, I have wanted to say that I have had the immense pleasure of working with 3 CEOs, 4 Presidents, around 12 Directors and the same again with GPRA staff since I started back in 2016. All of whom have brought their own experience, persona and more importantly their passion to the role.
- But I wanted to particularly thank the members, you, for the opportunity to lead GPRA behind the scenes, for the friendships I have made and knowing that your passion and interest will ensure we build a better future for primary care to ensure the well-being of many Australians. Thank you.

**Resolution: To accept the Chair report.**

Moved: Erin O'Donnell-Taylor    Seconded: Kate McCabe-Simon, resolution carried

**3.0 President report**

Presented by Antony Bolton:

- College-led training advocacy
  - Most significant issue was risk to registrars of involuntary placement. Worked very hard and led other stakeholders in advocating against, resulting in having the issue removed and not included in the Contracts. Uncertainty remains about the placements process and continues to be an issue GPRA advocates to DOH and Colleges on and to obtain information to circulate to trainees as soon as possible, noting time running down and transition due to be completed in a couple of months.
  - Financial Support Payments is the other significant issue in transition, which currently works very differently across the country through the RTOs. Government will need a different approach and will likely result in money moving away from registrars and towards practices. We do sympathise and understand supervisors and practices need to be paid appropriately to train registrars, and unless the government increases the funding pool, less money will be available for registrars. Difficult to know how this will play out as the current situation is quite opaque, however we will continue to advocate on the point.
- NTCER review:
  - Preliminary discussions held with GPSA President and Chair agreeing on a positive working relationship and agreement on a review process that may lead to a negotiation.
  - Review process consists of both organisations surveying our members, receiving consultation from stakeholders and considering other data sources that may shine light on the experience of GP training.
  - Both organisations have put together working groups to consider papers and came together at a joint meeting to discuss our feelings around the issues. Happy to report a few areas of common ground were identified and willingness on both sides to make the

terms and conditions better, with the intention to move forward to a more formal negotiation.

- We will continue to report back to members about the progress and interested to receive any comments or questions about the process, please feel free to contact Dr Antony Bolton directly.
- The NTCER revision process has enabled us to work very hard with stakeholders and provides an opportunity to ensure the transition is a success without negatively impacting GP training, and resulted in a much better stakeholder relationship than we had in the past. We will continue those strong relationships and also work closely with other stakeholders to ensure we are representing GP training to our best ability.
- I would also like to thank the Board for their support to me as President, particularly Scott Williams as Chair, and to thank the hardworking and dedicated GPRA staff who support GPs in training. Finally, I thank the members for putting their trust in me as their President, it has been a privilege to be the person that represents GPs in training.

#### **Resolution: To accept the President report**

Moved: Keturah Skov    Seconded: Karyn Matterson, resolution carried

#### **4.0 CEO report**

Presented by Jo-anne Chapman

- Joined GPRA in mid-January 2022. While settling into the role, priority was transition of training back to the Colleges, involving working with and talking to our members across all networks, from GPSN through to the Advisory Council, about the issues impacting on the sector and registrars during this transition. Focus on the first six months in role was on how we engage with members, considering our resource base and potentially our sustainability in the future.
- CEO report in the Annual Report shows we have increased our member engagement across all our program areas from students through to registrars. Enquiries for our Registrar Advisors have also increased, highlighting a resourcing issue, and I would like to call out and thank Dr Sama Balasubramanian and Dr Darran Foo for the support provided to registrars, and the fact that our members still see GPRA has an independent source of advice and support during their training or when they are thinking about becoming a GP is a positive sign for our future.
- There has been an increased focus on advocacy in recent months, particularly around the transition of training and the employment conditions for registrars, but also access to leave and raising the profile about the attractiveness of becoming a GP, which is important to counteract some of the current negative aspects.
- Continuing to work closely with students and the Future GP Advisors working with junior doctors and support their work to actually get improvement in the numbers of people wanting to be a GP, but also applying to GP programs.
- Thank you to Scott Williams as outgoing chair for his support and to Board members and the President, and to the GPRA staff, who are small however experienced and passionate in their support for members.
- Looking forward to building on positive stakeholder relationships, noting the necessity for sometimes difficult or critical conversations with our sector colleagues about representing our members' interests, and belief that we do that constructively and well because we actually

have good advice from our members with good solutions and ideas. Looking forward to another busy year for GPRA and to working with all our members throughout 2023.

**Resolution: To accept the CEO report**

Moved: Scott Williams    Seconded: Karyn Matterson, resolution carried

**5.0 Nominations & Remunerations committee report:**

Presented by Nicki Herriot

- Implemented an annual work plan for 2022
- Achieved all planned actions on the plan
- Organisational policies monitored and up-to-date
- Reviewed elected director election process prior to election
- Coordinated selection process for new appointed director who commences 1/1/23
- Coordinated annual Board and individual director performance evaluation
- Recommended board development focus for 2023.

**Resolution: To accept the Nominations & Remunerations committee report**

Moved: Terri Haworth    Seconded: Kate McCabe-Simon, resolution carried

**6.0 Finance, Audit & Risk Management committee report:**

Presented by: Xander Alpherts

- FY22 Financial Results
  - Revenue down 7%, due to lower book sales and advertising revenue
  - Salaries and wages up 5%; other costs reduced by 8%
  - Breakeven result
- Financial Position
  - Marginal change in current assets (mainly cash and deposits)
  - PP&E is head office
  - Total liabilities stable; reclassification of mortgage to current liability
  - Net equity stable
  - Overall financial position remains strong

**Resolution: That the 2021/22 Annual Report be received.**

Moved: Erin O'Donnell-Taylor    Seconded: Xander Alpherts, resolution carried

**Resolution: That the 2021/22 Annual Financial Statements be received.**

Moved: Karyn Matterson    Seconded: Nicki Herriot, resolution carried

**Resolution: That the 2021/22 Auditor's Report be received.**

Moved: Kate McCabe-Simon    Seconded: Terri Haworth, resolution carried

**Resolution: To accept Finance, Audit & Risk Management Report.**

Moved: Nicki Herriot    Seconded: Antony Bolton, resolution carried

### **7.0 Presentation of member elected as Director for ratification**

**Resolution:** That the appointment of elected Director, Siobhan Hensey be ratified.

Moved: Karyn Matterson    Seconded: Xander Alpherts, resolution carried

### **8.0 Ratification of President-elect**

**Resolution:** That the elected member Director, Dr Karyn Matterson, be ratified as President-elect.

Moved: Kate McCabe-Simon    Seconded: Siobhan Hensey, resolution carried

### **9.0 Directors' stipend align to Wage Price Index (WIP)**

- In line with clause 11.7(b) of the GPRA Constitution any increase in Director remuneration requires Members' approval. The Board is proposing a lower wage rate increase by aligning any stipend increases to the Wage Price Index of 2.3% effective from 1 January 2023. In line with clause 11.7(b) of the GPRA Constitution any increase in Director remuneration requires Members' approval. The Board acknowledges that, given the size of GPRA, directors' fees and associated costs must not place an inappropriate burden on the finances.

**Resolution:** That the Directors' stipend align to Wage Price Index (WPI)

Moved: Siobhan Hensey    Seconded: Scott Williams, resolution carried

### **10.0 Business arising and members queries**

- Nil

**AGM close: 1:36pm**