



General Practice Registrars Australia

Minutes – Annual General Meeting

Date: 26 November 2023
via videoconference

Meeting open: 12:30pm (AEDT)

Welcome and acknowledgment of country by Nicki Herriot, GPR Chair

Attendance:

Nicki Herriot	GPR Chair	Kim Omond	RACGP SA
Antony Bolton	GPR Director	Asanga Abeykoon	RACGP VIC
Xander Alpherts	GPR Director	Phyllis Ho	ACRRM NT
Karyn Matterson	GPR Director	Natalia Anderson	ACRRM QLD
Kate McCabe-Simon	GPR Director	Shannon Hunt	ACRRM TAS
Siobhan Hensey	GPR Director	Clay Rowe	RVTS
Christopher Dickie	GPR Director elect	Meenal Joshi	ACRRM VIC
Juliet Smith	GPR Director elect		
Jo-anne Chapman	GPR CEO	Shawn Yang	GPSN
Mandy McDonald-Susic	GPR Minutes	Sarah Bresnehan	GPSN
Gavin Broomhead	GPR Communications		
Ellie Glassie	GPR Project Manager		

Apologies:

Stephen O’Kane, LD Assurance - Auditor

Mark Grey	GPR Director		
Douglas Brown	ADF rep	Anthony Whittle	RACGP QLD
Jean Littlewood	ACRRM NSW	Angus Taylor	RACGP VIC
Samuel Dixon	ACRRM WA	Robert Mann	RACGP VIC
Abbirami Linghanathan	RACGP NSW	Rebecca Loveridge	RVTS
Ashley Van Leeuwestyn	RACGP NSW	Suranga Wijesekara	RVTS

1.0 Acceptance of previous Minutes:

Resolution: That the minutes of the 2022 Annual General Meeting be accepted.

Moved: Karyn Matterson Seconded: Antony Bolton, resolution carried

2.0 Chair report

Presented by Nicki Herriot:

- It is with pleasure that I write this year's Chair's report for General Practice Registrars Australia (GPRA) 2022-2023. This is my first annual report on behalf of the Board.
- Firstly, today I would like to recognise the efforts of our CEO Jo-anne Chapman during the year. Jo-anne has brought a heightened focus on targeted advocacy and applied her insightful stakeholder engagement skills. This approach is essential given the complex issues and political environment we are operating in. GPRA continues to evolve, and we are confident that Jo-anne's focus will be on ensuring GPRA's operations are contemporary, relevant, and targeted, as the independent voice of future GPs.
- In addition, I acknowledge the tireless efforts of our President Dr Karyn Matterson who is completing her first year in the role. Karyn has brought great passion and enthusiasm to the role, and it is a pleasure to work with her.
- A large vote of thanks to Xander Alpherts, the Chair of the Finance and Risk Management Committee. Xander has continued to be exemplary in leading the committee's detailed consideration of GPRA's risk and financial management frameworks.
- I would also like to offer a huge thank you to the GPRA team who have worked hard with great commitment and dedication towards the goals of GPRA. We could not deliver what we do without their work in meeting the necessary informing and reporting relationship to the Department of Health on matters such as our grant funding acquittal and most importantly being able to respond to our members.
- Our commitment to the future of General Practice is unwavering and our new Strategic Plan is guiding us in increasing our influence and impact on behalf of our current members and the future workforce of general practice.

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 2022-23.
- Our Board directors undertook an individual reflection and evaluation as in previous years and next year we will undertake a whole of Board evaluation. Our strategic planning session was a productive session with enthusiastic involvement from all Directors. An annual performance evaluation was also completed with the CEO during 2022-23.

Board Membership

- 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.
- Scott Williams completed his tenure as Chairperson of GPRA on 31 December 2022 after seven years. Scott was GPRA's first Independent Chair and we were fortunate to have his excellent leadership during those years.
- We were pleased to welcome Appointed Director Mark Grey in this reporting period. Mark has contributed actively since commencement in the role on 1 January 2023. Mark is capably chairing the Nominations and Remunerations Committee.
- Dr Antony Bolton, our Immediate Past President, and Dr Erin O'Donnell-Taylor are completing their respective terms on the Board at the AGM. I would like to personally thank Tony and Erin for their immense contributions over their terms as Directors.
- The Board proactively supports the equality agenda for boards and has maintained its gender ratio of females to males on the Board at 60:40, surpassing the industry average. The Board is also committed to inclusive practices.

- As Chair, I would like to thank all the directors and our new appointee and retiring directors in 2023 for their outstanding contributions to the Board. Our amazing directors past and present all share one common trait, whether they be appointed or elected, and that is passion in what they do.
- In closing, I feel privileged to lead GPRA as your Chair operating behind the scenes. I am fortunate to work with some wonderful people and I would like to acknowledge our membership - the current and future providers of primary care for our nation. You are the trusted partner in the management of health and wellbeing for many Australians.

Resolution: To accept the Chair report.

Moved: Siobhan Hensey Seconded: Xander Alphert, resolution carried

3.0 President report

Presented by Karyn Matterson:

- It has been a pleasure to serve GPRA as President this year and appreciate the assistance of the GPRA team and fellow Board directors supporting our endeavours.
- It has been a busy year, GPRA has been integral in the review of the implementation of new NTCER base rates. With GPSA, we negotiated a new base rate increase of 3% on top of MBS indexation in addition to the mandatory superannuation increase. These changes were implemented for the start of semester 2 2023.2 GPT.
- A priority area for this year has been base rate parity. In the first quarter of 2023, GPRA submitted a federal budget submission calling for base rate parity to support attractiveness for GPs coming into the specialty.
- Delivered quarterly communiques to RACGP and ACRRM as well as the Federal Government, feeding back quality improvement suggestions for the new training regime which was informed by our members through our enquiry lines.
- It has been a momentous year with the transition to PLT, we have been taking numerous enquiries and trying to work with the Colleges to make it as smooth a transition as possible.
- We continue to support International Medical Graduates who are an integral part of our primary health care system, including a focus on how best to ensure how IMGs are supported through their training pathway.
- We have worked hard to develop the promotion of general practice to junior doctors, submitting requests for funding to re-establish our Future GP junior doctor initiative.
- Thank you for continued support and look forward to representing you again in the following year.

Resolution: To accept the President report

Moved: Kate McCabe-Simon Seconded: Asanga Abeykoon, resolution carried

4.0 CEO report

Presented by Jo-anne Chapman

- It has been a very big and interesting year for GPRA. Thank you to GPRA staff for consistent support to our membership, and thank you to the GPRA Board for ongoing support.
- The change in operating environment over the past year and historic change of training returning to the Colleges has required review and change of GPRAs operations. This year the Board worked with myself on a new strategic plan for the organisation, which still keeps member engagement and member interests at the heart of our next three years, as well as a

continued focus on those issues that are relevant to our cohort, representing the future general practitioners of Australia, from medical students, junior doctors to registrars in training, and also new fellows.

- Worked and supported the President in her advocacy around base rate and portability of leave for registrars, and we continue to take that fight up to policymakers and government at all levels, both federal and state.
- Negotiated a new NTCER this year.
- Returned to face to face events this year after past years of COVID and its impact on ability to host F2F activity. We are aiming to continue to facilitate more workshops and webinars and activities so members can have the choice to engage with GPRA either online, through our newsletters or face to face.
- With the change in operating environment this year, GPRA was fortunate to be offered the continued role of supporting scholarships for NT regsitrars, passed over to us from the former NTGPE training organisation. GPRA is proud to continue this work from 2024 and notes it is important to our members so GPRA can continue to play a role in attracting and retaining doctors in rural and remote locations in Australia.
- It has been a busy and foundational year and going forward GPRA has new directions going forward with our new strategic plan.

Resolution: To accept the CEO report

Moved: Karyn Matterson Seconded: Kate McCabe-Simon, resolution carried

5.0 Nominations & Remunerations committee report:

Presented by Nicki Herriot

- The Nominations & Remunerations (Noms & Rems) committee met three times during 2024.
- Independent Director Mark Grey took over as Chair and thanked the outgoing Chair, Nicki Herriot and the committee for the work done in the previous year.
- Key business was the election of two new member directors and the interest by members in being part of the governance of GPRA.
- To help stabilise finances, the Noms & Rems committee recommended that the Board take a cut in remuneration, which was approved by the Board
- Considered the issues of continuity of the directors and succession planning which resulted in recommendations on Constitutional changes to the term of President and revision to the definition of a New Fellow and submitted as a resolution to the AGM (see agenda items 8.1 and 8.2).
- The Noms & Rems committee, at the instigation of the Board, set up a new sub committee, the Revenue Generation Working Group, to explore ways to diversify income streams. This committee has met twice and will make recommendations to the Board for implementation in the first quarter of 2024.
- The Noms & Rems committee was also tasked with reviewing the entire Constitution to ensure it was fit for purpose and any recommendations will be discussed by the Board with the objective of taking any changes to the AGM in 2024.

Resolution: To accept the Nominations & Remunerations committee report

Moved: Antony Bolton Seconded: Xander Alpherts, resolution carried

6.0 Finance, Audit & Risk Management committee report:

Presented by: Xander Alpherts

- FY23 Financial Results
 - FY23 \$221k loss, primarily result of:
 - Increased stakeholder event attendance and educational workshops compared to previous (Covid impacted) year
 - Increased IGPRN expenditure for the same reasons
 - Decrease in advertising revenue and increased advocacy as result of transition to college led training
 - GPRA continuing to work hard to ensure we have a sustainable year on year financial position.
 - The Board are comfortable with the current financial position, particularly due to:
 - Head office is owned by GPRA (valued \$1.1m)
 - Mortgage \$630k
 - New funding NT scholarships; is income in advance i.e. liability is future expenditure
 - Net assets (equity) down \$221k (trading loss)
 - Change in cash/assets is due to NT funding of \$1.2m, noting this is money received however allocated for future expenditure on the NT scholarships program.
 - Overall net equity/assets of \$1.2m which has decreased from FY22, however GPRA remains in a strong financial position.

Resolution: That the 2022/23 Annual Report be received.

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

Resolution: That the 2022/23 Annual Financial Statements be received.

Moved: Chris Dickie Secoded:Karyn Matterson, resolution carried

Resolution: That the 2022/23 Auditor's Report be received.

Moved: Kate McCabe-Simon Secoded: Xander Alpherts, resolution carried

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

Moved: Clay Rowe Secoded: Antony Bolton, resolution carried

7.0 Presentation of members elected as Directors for ratification

Resolution: That the appointment of elected Director, Dr Christopher Dickie be ratified.

Moved: Karyn Matterson Secoded: Siobhan Hensey, resolution carried

Resolution: That the appointment of elected Director, Dr Juliet Smith be ratified.

Moved: Kate McCabe-Simon Secoded: Karyn Matterson, resolution carried

8.0 Amendments to the GPRA Constitution

8.1 The first amendment relates to Clause 6.2 (a) . This clause relates to eligibility to be a voting member of GPRA. The clause currently reads (i) are a Registrar, as defined in clause 31.3, or

are within the first two (2) years of attaining fellowship of the ACRRM and/or the RACGP (for the avoidance of doubt, a Voting Member who attained fellowship of the ACRRM and/or the RACGP two (2) or more years ago will cease to be eligible to be a Voting Member).

The proposed change extends the time of eligibility to be a voting member of GPRA from 2 years to 5 years post attaining fellowship. This change brings the time a New Fellow is eligible as a voting member into line with the period where GPs are considered new fellows by the Colleges. The change aligns to our goals to serve our membership along the continuum from medical student to new fellow. The change reads:

Clause 6.2(a)(i)

“Are a registrar, as defined in clause 31.3 or are within the first five (5) years of attaining fellowship of the ACRRM and/or the RACGP (for the avoidance of doubt, a Voting Member who attained fellowship of the ACRRM and/or the RACGP five (5) or more years ago will cease to be eligible to be a Voting Member). “

Resolution: That amendment to clause 6.2(a)(i) of the GPRA Constitution be ratified.

Moved: Kate McCabe-Simon Seconded: Kim Omond, resolution carried

8.2 Insert a new subclass under Clause 20:

The change adds a new sub clause to Clause 20, which deals with the role of President. This addition improves opportunities for Directors to be eligible to be considered for the role of President.

The proposed Clause 20 subclass (g) reads:

“A Voting Member who has been elected President but has already served 2 years of the 3 year Director Term will automatically have their 3 year Director term extended to 4 years to enable them to serve a full 2 years as President.”

Resolution: That new subclass under clause 20 of the GPRA Constitution be ratified.

Moved: Siobhan Hensey Seconded: Chris Dickie, resolution carried

9.0 Business arising and members queries

- Nil

AGM close: 1:06pm