



**Virtual Annual General Meeting
Thursday 21 October 2021 – Via Zoom 12:00pm-2:30pm AEDT
ALIA House, Unit 3-4, 9-11 Napier Close Deakin ACT 2600**

The meeting opened at 12:05pm AEDT.

Ordinary Business

1. Acknowledgement of country

The IAHA Chairperson opened the virtual meeting and acknowledged the Traditional Custodians on the lands where the meeting was taking place, and their Elders past and present. She acknowledged the different nations represented by everyone across the lands, seas and waterways of their Country, and the Elders past and present for their continuing custodianship.

The Chairperson introduced the IAHA Business Manager, who provided an overview of the virtual online processes for the AGM. There were 64 Members present at the virtual meeting, and 176 Members had submitted their online preferential votes, prior to the virtual AGM. There were no proxy votes received.

2. Apologies

Ketisha Gill, Nicole O'Reilly, Sharon Bentley, Gabe Oth.

3. Approval of minutes

The Minutes of the IAHA Annual General Meeting held 15 October 2020, via Virtual Zoom attendance, were accepted as a true and accurate record by the Members present.

4. Chairperson's report

The Chairperson tabled the 2020-21 IAHA Annual Report. Achievements were highlighted that directly linked to the IAHA Strategic Plan priorities and IAHA's ongoing and significant growth in commercial activities, including transitioning the delivery of the Cultural Responsiveness Training to an online platform.

The Chairperson advised that from consultation with Members, the new IAHA Strategic Plan 2021-2024 has been implemented and the IAHA Subsidiary Company in the Northern Territory has been established. The establishment of this company in the NT will enable IAHA the opportunity to grow and be more sustainable for delivery of NT specific workforce programs.

The additional member support provided by IAHA in the form of yarning sessions and webinars, bursaries, scholarships, COVID-19 support packs (stationary and first aid kits) and the establishment of various support advisory groups was noted. IAHA welcomes feedback for ways we can stay connected with and support our members.

The Chairperson also acknowledged the commitment of staff and members that made the IAHA National Aboriginal and Torres Strait Islander Health Academy program successful, particularly under the ongoing COVID challenges faced throughout the year. The Academy has expanded to NSW and the ACT, with commencement in early 2022.

In line with the above, IAHA was also successfully registered as Group Training Organisation (GTO) in three jurisdictions.

The Chairperson acknowledged the dedication and commitment of her fellow Board members and the IAHA Secretariat for their work and resilience during this time and the efforts in transitioning to a different way of working to continue moving the organisation forward and providing support and connectedness for all.

Members noted the Chairpersons Report.

5. Financial Statements and Reports

The Chairperson tabled the financial statements and reports presented in the IAHA Annual Report 2020-2021.

In tabling the financial reports, the Chairperson welcomed the IAHA CEO and Angela Lane, IAHA Finance Officer, who advised that a routine audit was held this year and the organisation is in a healthy financial position.

The CEO and Finance Officer provided some context to the financial statements, particularly noting the healthy profit and the increase in income was due to IAHA's delivery of commercial activities that were able to be delivered via online programs or platforms, during COVID lockdowns and restrictions.

Q: *What were the major sources of income?*

A: IAHA Consulting offering CR training opportunities online and undertaking fee for service projects with stakeholders increased the interest and participation from the previous year, therefore doubling the income received.

IAHA expanded into commercial activities in 2018, through consultation with members, to build on income diversification so IAHA was not solely relying on funding from government. The income made from commercial activities is further invested into the company to enable opportunities, projects and programs that support our members and strategic priorities.

Q: *What is the CR training profit projection over the next 12 months with the inclusion of the Australian Association of Social Workers (AASW)? Should AASW make CR a part of social work accreditation?*

A: Yes, accreditation would be great. As a projection, we have already made a profit in this first quarter of the new financial year and if we continue with this

trend, to 30 June 2022, we may double our profit in comparison to this year. So being innovative and adapting to COVID and working and delivering online programs has had great benefits.

Q: *Sounds like the diversification strategy is working well and getting great outcomes?*

A: Yes, the diversification strategy is working well through the business plan over the last few years. The Board have worked hard to maintain the plan with annual reviews. The Board recently updated the plan to include our IAHA Group Training Program which will build our income further. Host Employers may also engage with us and pay for our professional services.

Q: *How has being Supply Nation certified helped?*

A: We are not certified but registered with Supply Nation and this has helped greatly. We are being approached for particular services we offer. Supply Nation also provides us with alerts for tender opportunities and provides business support, plus we have become part of a larger Indigenous business network.

The Chairperson asked that the members receive and consider the financial report, the Directors' report and the Auditor's report for the year ended 30 June 2021.

The reports were noted and accepted as tabled.

The IAHA Chairperson stepped down as Chairperson and IAHA Director and handed the meeting over to the IAHA Deputy Chairperson. The Deputy Chair chaired the remainder of the AGM and introduced Justin Bernau, the Returning Officer, from HWL Ebsworth, to chair the meeting for the duration of the election process and resolutions.

6. Election of directors

The Returning Officer advised that for the first time, there will be two election processes at this AGM, for the IAHA Ltd Board and for the newly established IAHA NT Workforce Development Ltd Board. There will be one preferential voting process conducted via the TrueVote online system for the IAHA Ltd Board.

Four (4) graduate director positions are vacant on the IAHA Ltd Board, there were seven (7) nominees:

- Nicole Turner, Nutrition
- Susan Green, Social Work
- Luke Hamlin, Public Health
- Keona Wilson, Speech Pathology
- Kirrilaa Johnstone, Public Health
- Kimberley Hunter, Occupational Therapy
- Elizabeth McEntyre, Social Work

Whilst voting took place and the TrueVote system was counting the votes, the Returning Officer advised he will continue with the meeting agenda and resolutions.

Associate Members Special Meeting

The Returning Officer spoke of the changes to the Associate – Individual membership category, advising that due to the growing number of associate members, there is a foreseeable risk to IAHA of losing its status as an majority owned Indigenous company. The changes to this membership category will be to move the Associate Members to Friends of IAHA or those eligible to the Full Membership Assistant Workforce category. This is proposed by way of a Constitutional change and a resolution to be passed by the Associate Members at their own special meeting.

The Associate Members were moved to a separate online break-out meeting for their Special Meeting of Members. Sarah Hampton from HWL Ebsworth as the Returning Officer and Anthony Paulson, IAHA Director to Chair the special meeting.

The Associate Members separated from the IAHA AGM at 12.55pm.

7. Election of Directors - IAHA NT Workforce Development Ltd

The Returning Officer explained the Director nominees for the IAHA NT Workforce Development Ltd Board, will be confirmed by the IAHA members at this AGM as there are two (2) candidates for three (3) vacant positions to the NT Board.

Three (3) Elected Director positions are vacant on the IAHA NT Workforce Development Ltd Board, there were two (2) nominees:

- Celeste Brand, Arabana
- Stephen Corporal, Eastern Arrernte

Ordinary Resolution 2:

"That Ms Celeste Brand be appointed as Director of IAHA NT Workforce Development Ltd, to commence at the end of this AGM for two years.

Members passed the resolution tabled with 100% of members present, by poll.
Carried.

Ordinary Resolution 2:

"That Mr Stephen Corporal be appointed as Director of IAHA NT Workforce Development Ltd, to commence at the end time of this AGM for two years.

Members passed the resolution tabled with 100% of members present, by poll.
Carried.

8. Constitution – proposed amendments for resolution

The Returning officer provided an overview for the proposed Constitutional changes tabled, including that the same information was also issued with the AGM Notice. The Returning Officer explained each resolution and asked if there were any questions.

General tidy up changes

Special Resolution 1:

"Pursuant to section 136(2) of the Corporations Act 2001 (Cth), the Company's Constitution be amended in the manner set out in Articles 1, 9(a), 14(a), 14(d), 14(e), 14(f), 14(h), 14(g), 14(h), 21(f), 24(b), 25(d), 33(d), 40(b), 52(i)(i), 54(d), 58(c), 59(c), 60, 63(a), and 69(a) of the mark-up at Annexure A with effect from the date of this Resolution."

Members passed the resolution tabled with 100% of members present, by poll.
Carried.

Director Remuneration

Special Resolution 2: *"Pursuant to section 136(2) of the Corporations Act 2001 (Cth), the Company's Constitution be amended in the manner set out in Articles 61(c) and 61(d) of the mark-up at Annexure A with effect from the date of this Resolution."*

Members passed the resolution tabled with 100% of members present, by poll.
Carried.

The Associate Members re-joined the IAHA AGM at 1:05pm.

The Returning Officer of the Special Meeting of Associate Members, Sarah Hampton, advised that the Associate Members passed their Special Resolution.

With the results from the Associate Members Special Resolution, the Returning Officer of the AGM, read out the next resolution for passing.

Changes to 'Associate Member – Individual' membership

Special Resolution 3: *"Pursuant to section 136(2) of the Corporations Act 2001 (Cth), the Company's Constitution be amended in the manner set out in Article 7(d) of the mark-up at Annexure A with effect from the date of this Resolution."*

Members passed the resolution tabled with 100% of members present, by poll.
Carried.

New category of 'Full Member – Assistant Workforce'

The CEO provided an explanation of the new membership category to cover all the layers of the allied health workforce, allied health assistants, or those that may be VET sector qualified or those that are tertiary qualified but are not specifically categorised

or recognised as allied health. This also aligns with our national academies and ensuring our trainees doing their Certificate III are being supported and represented in our membership.

Special Resolution 4: *"Pursuant to section 136(2) of the Corporations Act 2001 (Cth), the Company's Constitution be amended in the manner set out in Articles 1, 7, and 9(c)(v) of the markup at Annexure A with effect from the date of this Resolution."*

Members passed the resolution tabled with 95% of members present, by poll.
Carried.

Q (verbal): *I have no problems with this and voted yes, though curious whether it was going to be Diploma Level Community Services, particularly in Victoria where a lot of our mob are doing the work of a social worker out there that would benefit with support from IAHA. It is the exact same job as I was doing and that full membership of IAHA in an assistant capacity would benefit them greatly, particularly in that child protection space, that's what made me say yes.*

A: Thank you and yes, it is the same with SEWB assistants that currently do Community Services qualifications, so now that this resolution is passed, we can put this to the Board to do a decision matrix, like we've done with all other allied health professions, before including as an IAHA discipline.

Q (chat): *Do we have an idea of numbers? It's a great way to support assistants to continue with studies.*

A: There is very little data on the allied health workforce which is one of our priorities now and in the future, so I'm not able to provide the actual numbers.

Q: *Will IAHA have a role in complaints and disciplinary processes regarding Allied Health Assistants or is that outside of scope for membership?*

A: That is outside our scope, but we are working with key stakeholders like the Australian Allied Health Assistants Network and SARRAH on some of the issues and recognition of allied health assistants.

Setting Director Remuneration amount

Ordinary Resolution 3: *"That, for the purposes of Article 62(c) of the Company's Amended Constitution and for all other purposes, approval is given for a total amount of \$100,000 per annum to be available for payment of Directors' remuneration (including superannuation where applicable but excluding reimbursement for expenses and insurance premiums in accordance with the Company's Constitution)."*

Members passed the resolution tabled with 100% of members present, by poll.
Carried.

Voting closed and the Chairperson moved to General Business while awaiting the tally of votes.

9. General business

The Chairperson opened the meeting for general discussion.

Q: *In regards to the amount of money put aside to meet the Director's costs and remuneration, will you be able to change that amount in the future just by a board resolution or does it need to come back to a members meeting?*

A: It will need to come back to a member's meeting and require another ordinary resolution to be passed. This can be assessed and done annually.

Q: *If COVID restrictions lift and borders fully open is there a change for a face to face conference to still go ahead?*

A: It would have been great to see everyone, but we have made the definite decision to move this to an online conference on 1 & 2 December and your Members Forum and Awards presentation on 3 December.

Other event details provided were:

- We are working on co-hosting a combined health workforce conference with our three sister workforce organisations, in November 2022 in the city of Brisbane.
- We have transferred the Twin Waters, Sunshine Coast booking from this year to 2023, where we will hold our own conference again

Other exciting news for our scholarship holders is that we will be holding a face-to-face Leadership Program in March 2022 at Opal Cove, Coffs Harbour NSW. This will be a great opportunity for all to spend some time together again, reconnect, network and to re-commence leadership development opportunities. The CEO asked members to please provide some ideas or feedback of what they may like included at the leadership event.

Q: *I have a query about the AASW offering the CR training. As it is in two parts, several of us Indigenous mob that have looked at doing it felt offended to have to go through part one. Is there a work around for Indigenous participants?*

A: The AASW licensed this as a two-part package from IAHA and are offering this themselves through their own online platform. IAHA had designed in two-parts so there is that base knowledge and introduction for all in part one to lead into part two which is about the framework. As Aboriginal and Torres Strait Islander people, we know most of our cultural knowledge/history in level one already, though it is based on the framework as well and is easier to deliver if we have the lead-up. This is the way AASW have chosen to offer the CR, so it is the same for everyone and they have chosen to license it from us and deliver this way.

We have had many Aboriginal and Torres Strait Islander people complete levels 1 to 3 and all of the feedback has been extremely positive. The program is not about black and white, it is about relationships, and we know it works in different contexts and to

date we have had no negative feedback from Aboriginal and/or Torres Strait Islander people. We have had our sister organisations and many others undertake the program with positive feedback.

Member – I had undertaken the CR training through my work and not all my colleagues have a cultural background, so knowing the integrity of the work some of my colleagues will be undertaking in part one with me, going into part two - made me feel comfortable, knowing that we had the same knowledge from part one.

CEO raised that IAHA are organising a webinar for members around COVID and the approach to COVID with Aboriginal and Torres Strait Islander peoples and communities with the Co-Chairs from the National Aboriginal and Torres Strait Islander COVID Advisory; Lucas De Toca and Dawn Casey and will hold that session between now and the online conference. We have also invited Lucas De Toca from the DoH, Co-Chair of Advisory with Gavin Matthews from the DoH Indigenous Health Division, to attend the Members Forum and speak with members about mobilising the workforce in that COVID space. Are there suggestions of anyone else you would like to hear from or have discussions with?

Q: *Maybe someone from the NIAA to update what they are doing?*

A: Yes, we can definitely invite someone from NIAA along and it makes them accountable too, to attend and speak about what they are doing.

Q: *All the changes today around membership, is the Assistant Workforce category associate? will some of our associate members become Assistant Workforce category?*

A: There are 3 full member categories, Student Full member, Graduate Full Member and now the new Full Member Assistant Workforce category. Some associate members that meet the criteria and align with the allied health disciplines that have already been endorsed will become Full member - Assistant Workforce members. We will still have Associate Individual Members that don't fit into an allied health discipline like Indigenous teachers, community development practitioners, nurses, doctors

Q: *And our Corporate Members?*

A: Yes, our Corporate Members will still exist.

We will never be 100% Indigenous owned because of the non-Indigenous Corporate Members we have, but we will now be around 95% Aboriginal and Torres Strait Islander owned from the passed resolutions and membership changes, which is where we need to be.

Q: *If I move over to Health Worker (rural outback) do I move over to full membership?*

A: No, you will become a full member of NATSIHWP. The membership is not based on your employment but your professional qualification.

Q: *So the Members Forum this year, Friends of IAHA won't be part of that now?*

A: Yes, that is correct.

Q: *Who will be having voting rights for IAHA?*

A: Full Member categories will have voting rights.

Q: *Just curious about IAHA's future business, our opportunities and plans for our business arm - CR, our Academies, our Consultancy in other states and around Australia*

A: There has been a lot of interest in the last 6 months for our academies. Good discussions have been in SA, Western Queensland and the Torres Strait. The academies are all different and diverse because they are a cultural match to the region and communities, which is critical.

ACT opened the academy to year 10 students via a health starter pack to progress through to the academy in years 11 and 12 and there will also be an academy expansion from Darwin into Katherine NT in the near future. There is a lot of interest and business growth for IAHA and it can be IAHA driven and lead and established or it can be a licensing agreement and fee, like our partnership with IUIH, that have similar or the same core values as an organisation therefore, running their academy under our name but delivered their way in their community.

Q: *I'm also curious about Ahpra embedding cultural responsiveness into their accreditation process and the need for people to know what to look for in CR and the accreditation process, and IAHA navigating around the accreditation space and what Ahpra are accrediting. Suggested also by (IAHA Associate Member), was that there could be a potential business opportunity for IAHA in the future to provide the competency standards assessment for the CR segments of the accreditation processes.*

A: IAHA are actively engaged with Ahpra, working with registered professions, on cultural safety, and a range of other things through the National Health Leadership Forum (NHLF) which the CEO is currently the Chair, and also through their Aboriginal and Torres Strait Islander caucus and strategy group. They meet regularly about these very issues you are talking about. Ahpra now have a definition of cultural safety that is not perfect but something, and they are embedding training with committees and Boards then a focus on the governance of cultural safety and racism. Therefore, they are aware they cannot have non-Indigenous people making decisions that impact on us. Plus, we are also talking about legislative and process change. They have recently advertised for an identified position as a Cultural Safety Officer if anyone is interested. We have some of our members applying for positions on Ahpra boards to actively participate in the decision making processes and how we support this better.

Q: *Does IAHA approve research ethics?*

A: We don't operate a HREC but have provided support for applications where we're engaged and it's appropriate.

The Chairperson re-introduced the Returning Officer at 1:48pm AEDT.

The Returning Officer tabled the successful candidates for the four Director (Graduate) positions, in no specific order:

- Nicole Turner
- Kimberley Hunter
- Elizabeth McEntyre
- Kirralaa Johnstone

Ordinary Resolution 1: *"That the appointment of the persons selected by the ballot process as directors of IAHA as announced by the Returning Officer of the annual general meeting be confirmed and will take effect as at the end of the AGM."*

Members passed the resolution tabled with 100% of members present, by poll.
Carried

The AGM Chairperson welcomed the successful Board members and thanked nominees Susan Green, Keona Wilson and Luke Hamlin for their nomination and commitment.

The Chairperson thanked outgoing Directors Dr Stephen Corporal and Dr Clinton Schultz and advised a gift in appreciation of their contributions to the Board, will be posted to them. Stephen and Clinton both spoke and thanked the IAHA Members, Board and Secretariat for their time on the IAHA Board and advised that they will both remain connected and engaged with IAHA.

9 Acknowledgements (directors)

In closing, the Chairperson thanked Justin Bernau and Sarah Hampson of HWL Ebsworth and the Secretariat for managing the online AGM and voting processes. She also acknowledged and thanked the members in attendance and the members of the 2020-2021 Board.

The virtual meeting closed at 1:58pm AEDT