



# Annual Report

1 July 2013 – 30 June 2014

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## Mission Statement

The mission of Independent Audiologists Australia is to promote and support clinical practices owned by Audiologists.

### About Independent Audiologists Australia Inc Executive Members during 2013 – 2014

President:	Dr Ross Dineen
Vice President:	Dr Celene McNeill
Treasurer:	Ms Robin Laing
Councillors:	Mr Peter Cichello (to May 2014) Mr Grant Collins Mr Anthony Crittenden Ms Rachel Deane (to May 2014) Ms Elaine Melville Ms Patricia Sharples Ms Myriam Westcott
Executive Officer:	Dr Louise Collingridge

### Contact Independent Audiologists Australia Inc

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Independent Audiologists Australia Inc is a not for profit professional association incorporated in the State of Victoria.

The association has national membership and holds activities across Australia.



## President's Message Dr Ross Dineen

I am privileged to have served a third term as President during the financial year 2013 - 2014, during what has been a challenging and exciting time for the association.

Our focus was equally divided between looking inward to successfully achieve a name and brand change from the Association of Audiologists in Private Practice to Independent Audiologists Australia, as well as looking outward to forming close associations with audiologists internationally and locally. As previously, our mission is to support and promote clinical practices owned by audiologists.

During the course of this year we established a working relationship with the Academy of Doctors of Audiology (ADA), a United States organization that represents a similar proportion and calibre of audiologists in the US to that which we represent in Australia. Our members now all have access to the members' only resources offered by the ADA and can attend their convention at the same rate as their members.

We have also engaged in discussions with Independent Audiologists New Zealand on matters of mutual interest. We consulted them regarding our name change and new logo, and our membership took the landmark decision to follow their lead. Our ongoing relationship with our Kiwi colleagues has culminated in planning a joint seminar, sharing resources and engaging in regular discussions.

Our association initiated discussions with Audiology Australia, working towards establishing a memorandum of understanding to ensure regular communication on matters of mutual interest and we look forward to developments in that regard in the year ahead.

Our association rules restrict the number of years that any member of the committee may serve in the same office bearing position to not more than two years, and so at our next annual general meeting, I cannot be nominated for this position again. I have thoroughly enjoyed serving the audiology profession in this role and I intend to continue to offer my full support to the incoming committee and anticipate continuing to maintain an active role in the association.

I would like to express my thanks to each member of the Executive for their ongoing support and involvement in the association and to our Executive Officer for ensuring that the goals set by the committee are reached, that all documents are thoroughly researched, and that our administration is attended to on a daily basis.

A handwritten signature in black ink, appearing to read 'Ross Dineen', written over a white rectangular area.

Dr Ross Dineen  
President, 2013 - 2014



## Treasurer's Report Robin Laing, Treasurer

Income to Independent Audiologists Australia for this financial year was derived from membership subscriptions, seminar fees and industry sponsorship and interest bearing on savings account.

Accumulated funds available to at the start of this financial year (1 July 2013) amounted to \$154,543.

Independent Audiologists Australia members' funds (to 30 June 2014) totalled \$178,225.

A profit of \$23,682 was derived from the Hearing and Cognition Seminar held in September 2013.

There was no increase in membership subscriptions and there is a decrease from sponsorship accumulated in this financial year due to the timing of payments.

The total expense incurred during this period was \$157,907, an increase of \$82,944 from last financial year 2013 of \$74,963.00.

This increase was incurred from:

Higher fixed expenses:-

- Executive Officer (Salary and Superannuation)
- Subscription to the Academy of Doctors of Audiology for US\$3,000

And

Higher variable expenses:-

- Seminar costs \$60,000
- Printing and Stationary for member IAA branding, logo and certificates
- Sundry expenses includes travel expenses of OS Speakers
- Website redesign

Liabilities for the next financial year will be as follows:

Fixed:

Executive Officers salary, IT allowance and Superannuation  
Insurances  
Website  
Banking / Merchant Fees

Variable:

Seminar expenses  
Travel  
Postage and stationary  
Telephone

As a not-for-profit association, all surplus funds are used for association purposes, and income tax is not payable. The association is registered for GST.

Financial record keeping involves reconciling the bookkeeping records in Cashflow Manager, an accounting software programme, and internet banking. Cash is held in an interest bearing savings account and in a cheque account – both at Westpac. Two signatories are required to authorise any payment from the association's accounts. Reconciliation is done on a monthly basis or more frequently if required. Profit and loss and transaction statements are reviewed each month. Bruce Tanner from Accounting Business and Taxation Services provides advice on accounting processes and reviews financial records at regular intervals.

Legislation adopted by Consumer Affairs, Victoria requires the association to undergo an audit only where the income exceeds \$250 000 in any year.

<b>Income and expenditure statement for the year ended 30 June 2014, showing a comparison with the previous year</b>		
<b>Income</b>	<b>2014 \$</b>	<b>2013 \$</b>
Interest Received	3,454	3,451
Seminar Income	108,516	27,636
Subscription Income	29,301	34,818
Sponsorship	36,345	63,613
Sundry Income	3,971	100
<b>Total Revenue</b>	<b>181,589</b>	<b>129,618</b>
<b>Expenses</b>		
Accountancy	1,040	570
Advertising and Promotion	1,348	3,632
Amortisation Expense	525	1,050
Audit Fees	0	2,850
Bank Fees and Charges	232	193
Seminar Expenses	80,195	20 093
Honorarium	0	3,500
Insurance	1,407	1,244
Merchant Fees	408	409
Printing and Stationary	3,671	1,392
Subscriptions	4,036	215
Sundry Expenses (Refunds, IT Allowance)	5,280	2,456
Superannuation	4,685	2165
Telephone	1,232	916
Travel	9,995	6,203
Website	3,657	575
Wages	40,000	27,500
Filing Fees (Consumer Affairs, Victoria)	195	0
<b>Total Expenditure</b>	<b>157,907</b>	<b>74,963</b>
<b>Net Profit</b>	<b>23,682</b>	<b>54,654</b>
<b>Retained Assets</b>	<b>178,225</b>	<b>154,543</b>



## Membership

### Dr Louise Collingridge, Executive Officer

To be eligible for membership of Independent Audiologists Australia, tertiary qualifications in Audiology and ownership or part ownership of an audiology business that is at least 50 % owned by Audiologists, is required. Members are also required to be of good reputation. Applicants are nominated and seconded by existing members, and applications meeting the basic criteria are circulated to the membership, whose objections may be raised for a period of 7 days, after which the membership is processed and finalised upon receipt of the membership fee.

Membership applications require evidence of meeting eligibility criteria and supporting documentation is required to demonstrate business ownership. Membership is renewable on 1 July each year, for the duration of the following financial year.

The total membership at 30 June 2014 was 72 members, four of which are life members, recognised for their contribution to the establishment of the association in its earliest years.

Independent Audiologists Australia seeks input from members on all issues and regularly surveys members regarding what their response is to current issues, as well what they wish the association to work for, on their behalf. Members have access to all the association's records and documents and the Executive encourages dialogue with all members.

Benefits of membership include:

- Access to the Independent Audiologists Australia network of independent audiologists
- Members fees for all Excellence in Education seminars and workshops
- Access to resources (including all seminar presentations) in the members only section of both the Independent Audiologists Australia and the Academy of Doctors of Audiology websites
- Public access to clinic contact details via the Independent Audiologists Australia website
- Policy and position statements issued by Independent Audiologists Australia that highlight the needs of independent private audiology practices.
- Representation by Independent Audiologists Australia to regulators on matters pertinent to independent private audiology practice.





## Advocacy Elaine Melville, Executive Committee Member

In 2012, the Office of Hearing Services (OHS), which 80 % of the membership engages with as providers, revised its regulatory scheme affording all regulation of practitioners to recognised practitioner professional bodies (PPB).

Independent Audiologists Australia had considered whether recognition as a body of this type would be beneficial to members and made a thorough investigation of the associated legislation and ministerial directives regarding the regulation of audiology. Representatives of Independent Audiologists Australia met with several Ministerial advisors to discuss the regulation of audiology in Australia.

A discussion paper was drafted by the association based on information previously supplied to Medicare and OHS, and was presented to the relevant Minister in the form of a discussion paper. The association was, through this process of investigation, able to establish what criteria would apply to a practitioner professional body and what regulatory role the association would then need to assume.

In the course of discussions about the role of the association, matters of registration and regulation came to the fore. A survey of members resulted in a clear majority (74%) preferring the association to seek national registration for audiologists under the Australian Health Practitioner Regulatory Authority (AHPRA) than to pursue the path of self-regulation as a PPB.

The association's position is to support mandatory national registration for audiologists. To this end, advocacy for mandatory national registration is evident in all documentation prepared by the association on regulatory matters. Supporting national registration is consistent with seeking professional recognition for audiologists as members of the healthcare team. Such recognition is closely associated with securing meaningful public funding by Medicare for both diagnostic and rehabilitative services, which Independent Audiologists Australia has called for in submissions to various public and private funders over several years.

In 2013 and 2014, the association sought, through contacting private health insurers, to achieve recognition for audiologists to be paid via HICAPS. In spite of lengthy correspondence and presentations to large groups, audiologists remain excluded from the HICAPS scheme. Our awareness raising has reinforced our belief that outside of the profession, awareness of audiologists' contribution to healthcare, other than to deliver product sales for hearing devices, is scant. The association has sought to explain the role of audiologists comprehensively in documentation supplied to Medicare, OHS, The Australian Health Minister's Advisory Council (AHMAC), the senate inquiry into out of pocket medical expenses and when providing input on the skilled occupations list held by the Department of Immigration.



## Excellence in Education Programme Dr Ross Dineen, President & Chair of Education

Three Excellence in Education events were held between July 2013 and June 2014.

### **Hearing & Cognition: Theory, Research and Practice** 20 – 22 September 2013, University of Sydney

#### *Keynote Speakers:*

A/Prof Simon Carlile (University of Sydney, Australia)  
Prof Kathleen Pichora-Fuller (University of Toronto Mississauga, Canada)  
Dr Brent Edwards (Starkey Laboratories, United States)

#### *Invited Speakers:*

Prof Thomas Lunner (University of Linköping, Sweden)  
Asst Prof Vasiliki-Maria (Vivian) Iliadou (University of Thessaloniki, Greece)  
Prof Stephen Crain (Macquarie University, Australia)  
Ms Mary Edquist (CBP Lawyers, Australia)  
Dr Christopher Lind (Flinders University, Australia)  
Dr Scott Barnes (Macquarie University, Australia)  
Dr Juanita Todd (University of Newcastle, Australia)  
Dr Mridula Sharma (Macquarie University, Australia)

The close association between hearing and cognition was addressed by internationally recognised researchers and teachers.

The three day seminar program was loosely divided into theoretical, current research and applied therapy streams focusing on hearing, language, memory, and attention in communication. All presenters were invited to participate in the seminar because of their strong research and/or clinical profile in the field of cognitive hearing science. An overarching theme, addressed by all presenters, was the importance of addressing hearing (loss) within a communication (disorders) paradigm. The take home message from the seminar as a whole was that in order to achieve optimal outcomes for our patients, who face communication difficulties as a result of a complex interplay of hearing and cognitive functions, audiologists need to think about rehabilitation in broad terms and where appropriate, adopt interdisciplinary methods and participate in multidisciplinary teams.

167 delegates (including the speakers) attended the three day seminar. Delegates from across Australia and New Zealand attended. Some were members of the association, but the majority were non-members who benefitted from the in depth investigation of this current topic. The high standard of the content, the clinical relevance and the professional organization and care taken to co-ordinate the presentations and topics were remarked on by many delegates.

## **Promoting Audiology in the Digital Era**

21 – 22 February 2014, Williamstown, Victoria

### *Invited Presenters*

Dr Brian Taylor (Unitron, United States)

Dr David Fabry (Starkey Laboratories, United States)

Mr James McGregor (Redcorner, Australia)

Mr Gerhard Stoop (Mindskills Coach, Australia)

Ms Jo Wood (Medicare Local, Australia)

Mr Lindsay Symonds (HearSoft, Australia)

Dr Andrew Magennis (Health Communication Network, Australia)

Over 50 members of the association and/or their representatives attended this two day seminar, open to members of the association and their representatives, focused on emerging technologies such as online sales, electronic record keeping and sharing, paperless clinic solutions, promotion via websites and social media, electronic health records and sharing of reports using electronic media.

## **Audiologic Care for Aging Adults – Master Classes**

May, 2014, Brisbane, Sydney & Melbourne

### *Invited Presenters*

Prof Kathleen Pichora-Fuller (University of Toronto Mississauga, Canada)

Ms Marilyn Reed (Baycrest, Toronto, Canada)

Following on from the positive feedback received regarding Prof Kathy Pichora Fuller's contribution to the Hearing & Cognition seminar in September 2013, Independent Audiologists Australia invited Kathy to deliver a series of practically oriented one day master classes that provided skills for audiologists to incorporate cognitive assessments, appropriate rehabilitation strategies and relevant information to aging patients with hearing loss.

46 delegates attended the workshops.

Independent Audiologists Australia members who attend Excellence in Education events are awarded certificates annually that indicate the number of hours of ongoing education they have accumulated. Events that are open to members and non-members are submitted for endorsement by other professional associations.

Quality is ensured through detailed planning of all seminars and master classes, according to the following principles:

1. The Independent Audiologists Australia Executive appoints a Chair of Education to oversee all decisions related to the Excellence in Education programme.
2. Seminar topics arise from contemporary themes that emerge at international conferences and in international peer reviewed publications, and which are determined by the Executive, to be relevant to local needs.
3. Seminar convenors are appointed to assist with seminar arrangements at the discretion of the Executive and the Chair.
4. All seminar contributors are invited on the basis of their academic, research and/or clinical record and reputation.
5. Seminar contributors are required to submit detailed abstracts before seminar programmes are finalised.
6. Seminar programmes are carefully compiled to ensure maximum learning opportunities, introducing theoretical bases, current research findings, and clinical applications for each topic.
7. Seminar programmes allow sufficient time for each contributor to offer in depth and advanced knowledge on their specific topic.
8. Programmes build in discussion and question time to ensure that the relevance of each topic is made known within each seminar.
9. Pre-seminar reading lists and post-seminar access to presentations and resources are available to all Independent Audiologists Australia members, and to seminar delegates who are not members.
10. Feedback is sought after all activities to ensure optimal learning and development opportunities.



## Governance

### Patricia Sharples, Executive Committee Member

Independent Audiologists Australia is incorporated as a not for profit in the State of Victoria. This means that the rules of the association are lodged with Consumer Affairs, in Victoria. The rules of Association are updated as changes are voted in by the membership.

The 2012 AGM was held in Sydney on 28 September 2014.

	2013 – 2013
<b>President</b>	Dr Ross Dineen
<b>Vice President</b>	Dr Celene McNeill
<b>Treasurer</b>	Robin Laing
<b>Secretary</b>	Vacant
<b>Councillors</b>	Peter Cichello (to May 2014) Grant Collins Anthony Crittenden Rachel Dean (to May 2014) Elaine Melville Patricia Sharples Myriam Westcott

Association rules cover the following:

- Mission of Independent Audiologists Australia
- Membership Criteria
- Subscriptions
- Database of members and associates
- Resignation from the association
- Complaints against members
- Election of the Executive
- Rules for meetings of the Executive, Special General Meetings, and Annual General Meetings
- Office bearers – duties
- Employees – duties
- Industry Partnerships
- Excellence in Education Programme
- Communication with members
- Disputes and mediation within the association
- Record keeping
- Winding up and cancellation

Being incorporated in the state of Victoria, but with national membership, requires Independent Audiologists Australia to have a physical address in Victoria. The secretary for Consumer Affairs Victoria purposes is the Executive Officer. Independent Audiologists Australia members are from across Australia, and the Excellence in Education programme operates across all states.



## Sponsorship and Affiliations Dr Celene McNeill, Vice President

In 2009/2010, the association extended an invitation to many hearing device related companies to partner with the association. In exchange for funding for the Excellence in Education programme, partners could send representatives to seminars, provide information to members, and place their logo on our website and seminar materials. Four companies responded to that offer and over the next four years, funding was received on an annual basis from Cochlear Ltd, Phonak, Starkey Laboratories and Unitron.

The relationship with industry partners was productive in sharing resources, knowledge and industry experience. Presenters involved with the research and development of our industry partners frequently combined business trips to Australia with contributions to our seminars.

With several years of renewed arrangements with the same industry partners, the association took the decision to once again extend a broad invitation to a wider range of sponsors. Sponsorship opportunities were presented to many companies aligned to our field, although the sponsorship offer is not confined only to companies associated in any way with audiology. By the end of the financial year ending 30 June 2014, all four of the original industry partners had agreed to offer sponsorship once again, as has Siemens.

Sponsorship is provided to the association on an annual, once off basis. The sponsorship enables the association to plan seminars that ensure internationally recognised speakers on contemporary themes by ensuring that funds are available to cover their costs of visiting Australia and participating in our events. The sponsorship also enables the association to provide benefits to its members such as an annual subscription to the Academy of Audiology, and to consumer groups, where the voice of independent audiologists might otherwise not be heard.



SIEMENS

PHONAK  
life is on



unitron. Hearing matters

Independent Audiologists Australia is affiliated to Self Help for the Hard of Hearing (NSW), Better Hearing Australia (Victoria) and Deafness Forum (ACT). Independent Audiologists Australia Members have the opportunity to participate in the SHHH hearing aid bank in New South Wales. Members also contribute to discussions regarding auditory disorders and their rehabilitation through the publications of these affiliated bodies. Members of Shhh and Better Hearing Australia attended master classes offered by the association during 2014.





## Excellence in Education in 2014 – 2015 Myriam Westcott, Executive Committee Member

### **Beyond the Audiogram Sydney**

4 – 5 October 2014

Keynote Presenter: Prof James Hall III  
Invited Presenters: Prof WPR Gibson & Dr Louise Collingridge  
Convenor: Dr Celene McNeill

This two day seminar will present clinical protocols and guidelines to interpretation of a range of electrophysiological and mechanoacoustic assessment tools available to clinical audiologists. The seminar will focus on the assessment of auditory function beyond the basic test battery. Evidence based protocols and guidelines will be presented.

### **Rehabilitation Assessment Master Class Melbourne**

20 February 2015

Presenter: Dr Chyrisse Heine

A hands on workshop to assess communication abilities of individuals with a range of communication disorders with an auditory basis will be offered. Using real life materials, observation and testing of communication abilities for the purpose of planning rehabilitation will be undertaken by all participants making use of extensive video footage. Delegates will gain clinical skills that will extend their rehabilitation services beyond the fitting and adjustment of hearing devices, to working with communication patterns that persist after basic intervention has been provided.

### **Independence Matters: Professionalism in Healthcare University of Otago, Wellington, NZ**

15 – 17 May 2015

A team of internationally recognised medical ethicists/practitioners will work together with joint convenors Independent Audiologists Australia and Independent Audiologists New Zealand to lead a three day interactive seminar that addresses the meaning of independence to contemporary professional practice. The experiences of other healthcare professions who have close links to industry such as optometry and dentistry will be included in the programme, as will the perspective of consumers of our services. The seminar will address how to facilitate cultural change to secure the future of independent practice in light of regulation, relationships with industry and globalization.

*Prof Paul Komesaroff* is a practising physician and Professor of Medicine at Monash who holds an international reputation in health care ethics, and has made a major impact on the field of clinical ethics in Australia.

*Assoc Prof Ian Kerridge* is the Director of the Centre for Values, Ethics and the Law in Medicine at the University of Sydney and Staff Haematologist/BMT Physician at Westmead Hospital, Sydney.

*Prof Grant Gillett* is a neurosurgeon and Professor of Medical Ethics from the University of Otago Medical School, Dunedin Hospital, and Otago Bioethics Centre in New Zealand.

## Incoming Executive 2014 - 2015

At the 2014 AGM, held 1 November 2014, a new Executive Committee was formed, which will take AAAPP through the next financial year.

President:	Patricia Sharples
Vice President:	Elaine Melville
Treasurer:	Deborah Pallett
Secretary:	Nolene Nielson
Councillors:	Peter Altidis
	Grant Collins
	Ross Dineen
	Mel Gray Thompson
	Ron Kendall
	Ms Myriam Westcott

