

Better leadership. Healthier communities.

**Australasian College of
Health Service Management**

75TH ANNUAL REPORT
2020–2021

Vision, Mission and Values

Vision

Better leadership. Healthier communities.

Mission

Recognise, develop and support effective health leadership and management to deliver quality services and improve health and wellbeing.

Values

- Leadership
- Innovation
- Collaboration
- Learning
- Respect
- Community

The 2020–2021 Annual Report of the Australasian College of Health Service Management.

ACN 008 390 734 ABN 4100 839 0734

REGISTERED OFFICE

Level 1, Unit 11, 41–43 Higginbotham Road,
Gladesville NSW 2111
PO BOX 959, Ryde NSW 1680

ANNUAL GENERAL MEETING

This report was presented at the Annual General Meeting of the Australasian College of Health Service Management held on Tuesday 26 October 2021.

National Library of Australia

Cataloguing in Publication Data Issn 1320–3843

Contents

Our Vision, Mission and Values	2
Governance	4
President and CEO's Report	5
Board Directors and Invitees	8
Membership Statistics	10
Fellowship Graduates of 2020	12
Awards and Prizes 2020	15
Branches in Review and HMIP	16
Treasurer's Report	38
Financial Report	40

Governance

National Board

Dr Neale Fong, FCHSM, CHE	President, Branch Councillor Director
Ms Carrie Marr, FCHSM, CHE	Vice President, Additional Director
Mr Michael Kalimnios, FCHSM, CHE	Treasurer, Additional Director
Ms Rosemary Kennedy, FCHSM, CHE	Branch Councillor Director
Mr Paul Preobrajensky, FCHSM, CHE	Branch Councillor Director
Prof. Len Notaras, AO, FCHSM, CHE	Branch Councillor Director
Mr Richard Olley, FCHSM, CHE	Branch Councillor Director
Ms Roslyn Chataway, AFCHSM, CHM	Branch Councillor Director
Ms Briana Baass, FCHSM, CHE	Branch Councillor Director
Ms Karen Orsborn, FCHSM, CHE	Branch Councillor Director
Kate Plowman, MCHSM	Additional Director
Prof. Andrew Way, AM, FCHSM, CHE	Additional Director

Invitee

Dr S H Liu, FCHSM, CHE	President HKCHSE
------------------------	------------------

Branch Presidents

Mr Tony Gill, AFCHSM, CHM	Australian Capital Territory
Ms Karen Patterson, FCHSM, CHE	New South Wales
Prof Len Notaras, AO, FCHSM, CHE	Northern Territory
Mr Mark Avery, FCHSM, CHE	Queensland
Mrs Christine Dennis, LMFCHSM	South Australia
Ms Briana Baass, FCHSM, CHE	Victoria/Tasmania
Dr Neale Fong, FCHSM, CHE	Western Australia
Ms Karen Orsborn, FCHSM, CHE	President, ACHSM Aotearoa
Dr S H Liu, FCHSM, CHE	President, HKCHSE

Attendance at Board Meetings

Board Meetings were held via Zoom conferencing.

Our Team

National Office

Catherine Chaffey	Chief Executive Officer
Alison McCann	Executive Assistant to CEO
Richa Apte	Membership Administrative Officer
Melissa McLennan	National Congress Manager
Erica Jones	National PD & Events Coordinator
Robin Dosoruth	Marketing & Communications Manager
Dionne Barton	Finance Manager
Dee Mahon	National Education Programs Manager
Yaping Liu	Librarian

Australian Capital Territory/New South Wales

Kate Leonard	Executive Officer
--------------	-------------------

Queensland

Tracey Silvester	Executive Officer
------------------	-------------------

South Australia

Lisa Hester	Executive Officer
-------------	-------------------

Victoria

Julie Owen	Executive Officer
Sharnee Trehan	Administrative Officer

Western Australia

Ashleigh Copson	Executive Officer
-----------------	-------------------

International

Ms Karen Orsborn, FCHSM, CHE	President, ACHSM Aotearoa Branch
Ms Macky TUNG, FCHSM, CHE	Honorary, HKCHSE

President and CEO's Report



Dr Neale Fong
FCHSM, CHE
PRESIDENT

At the outset I would first and foremost like to thank each and every College member for your continued support of the College and indeed your dedication to a sector that continues to be challenged by an unprecedented pandemic. I feel both honoured and privileged to continue to serve as President of the Australasian College of Health Service Management during these troubling global times.

This year our focus has been on continuing to provide membership value through the multitude of career support programs that we offer as the College for health leaders and managers now and for the future. I hope you personally have had the time to enjoy some of our programs and, from time to time, managed to attend an event with your College colleagues. On reflection, it is this element of College life – the opportunities to network and connect – that seems most missed by many of us. These simple moments enrich our work life and it is my sincere hope that in the coming year we will take every opportunity to spend time together.

We have not been idle in other important developments for the College including embedding our Certification credential into all our processes. If you were an Associate Fellow or Fellow as at June 2021 then you have been deemed a Certified Health Manager or Certified Health Executive. You will have received a new membership certificate and a digital badge for your use to promote your commitment to lifelong learning. I cannot encourage you enough to utilise this credential in your communications with your peers as the ongoing trust and respect of health leaders relies on broad community and sector recognition of the

unique skills, knowledge and competence of the profession of health management. Through maintaining that credential each triennium we signal that we commit to the professional values of ensuring we maintain currency in these competencies. The future success of this program is built solidly on our vision of "Better Leadership: Healthier Communities".

For future and emerging leaders, our Certification Program is now fully developed and is available to new Associate Fellows with sufficient experience to undertake the Program. This substantial and rigorous program very much enhances the College's career path approach to support and is an important step for new health managers.

The Fellowship Program has continued to grow and in 2020 we welcome new fellows by Examination 32 from Australia, and New Zealand, 17 from Hong Kong, 13 new RACMA Equivalency and 9 Alternative Pathway to Fellowship, a total of 71 new Fellows.

Similarly high numbers are expected to be welcomed to Fellowship in October 2021 and indeed in 2022. Again this year my thanks to all the examiners, study coordinators and especially to our Chief Examiner team of Christine Dennis, John Rasa and Richard Olley. We would also like to thank Griffith University for hosting the online Fellowship portal.

The Master Health Service Management Competency Framework has served the College well as the central underpinning for all our programs including HMIP, mentoring, accreditation, education, Fellowship and more. In the coming months we will renew and refresh this framework to ensure its currency into the coming years.



Catherine Chaffey
CHIEF EXECUTIVE OFFICER

President and CEO's Report (continued)

CEO commentary

Thank you to all College staff who continue to raise the quality of service to members whilst largely working from home offices. The diligence and spirit of co-operation of the College team has made a positive impact on your fellow staff and I am sure for many College members.

The Universities and SHAPE continue to be important partners in our research and learning development process through our collaboration in producing the Asia Pacific Journal of Health Management. What a successful year it has been for the Journal, with submissions and issues increasing - thanks to David Briggs in his ongoing role as Chief Editor of the Journal now delivered fully on-line.

We grasped the opportunity that change wrought on our College services last year with the introduction of a huge variety of free professional development through digital / online webinars and webcasts. This has allowed a diversification of offerings not previously seen in the College in addition to these webcasts such as short sharp online workshops as well as extended Facilitated Learning Groups. You will see more of these in the future and hopefully the return of face to face networking opportunities very soon. We are acutely aware that you miss these opportunities, as do we miss the opportunity to spend time with you.

A vote of thanks to our sponsors, who help us be able to provide such a variety of new services to members. We appreciate that support and commend these supporters to all to our members. Hesta for sponsoring the National Conference Webcast and Griffith University

for the online Fellowship Portal

On behalf of the Board I would like to thank all ACHSM members for their significant contribution to the College either on College level Committees, Branch Councils or attending events or participating in the many Branch level activities.

The vibrancy and commitment of our Branch Council network is crucial to the growth of the College and as such the strength of the College will be demonstrated in membership, peer support and participation in each Branch.

To my fellow Board members and all Branch Councillors who volunteer significant personal time and effort to ensure the College continues to grow, thank you. I especially thank our committee chairs in Graham Hyde (Audit & Risk) Rosemary Kennedy (Awards), Richard Olley (Education Committee, College Programs, Assistant Chief Examiner Readings), Christine Dennis, (Chief Examiner), John Rasa (Chief Examiner Alternative Pathway and International) Michael Kalimnios (Finance), Kate Plowman (Governance), Godfrey Isouard (Accreditation) and David Briggs (Journal Editorial Advisory Committee).

It is some years ago now that the College was looking down the barrel of financial oblivion. Through a massive amount of hard work and diligent planning the Executive team and the Board have enabled the College to get back on to a more secure foundation for the future years. We are grateful to members' loyalty, sponsors support and generous giving of time by speakers and leaders to various College events, programs and conferences.

Finally, my thanks to all our hardworking staff, including our CEO, who have worked to ensure the College did not just survive but truly thrived for the benefit of all members this year.

CEO commentary

I hope all College members would agree that the College certainly offers compelling value. Free webcasts, free competency assessment and low cost professional development as well as the Mentoring and other College programs aim to lift your confidence and your career path. Thank you, too, to all our health leaders who so freely give of their time to share with College members on these webcasts, including:

National Webcast Presenters

July 2020 to June 2021

- **Glenn Keys AO**, Founder and Chairman, Aspen Medical
- **Margaret Banks**, National Standards Program Director, Australian Commission on Safety and Quality in Health Care
- **Craig Drummond**, CEO, Medibank
- **The Honourable Kim Beazley AC**, Governor of Western Australia
- **Prof Michael Kidd AM**, Deputy Chief Medical Officer
- **Dr Nick Coatsworth**, Deputy Chief Medical Officer
- **Dr Ruth Vine**, Deputy Chief Medical Officer for Mental Health
- **The Honourable Ken Wyatt AM MP**, Minister for Indigenous Australians
- **Shane Fitzsimmons**, Commissioner, Resilience NSW & NSW Australian of the Year 2021
- **Dr Karen Luxford FCHSM CHE**, CEO, Australian Council on Healthcare Standards (ACHS)
- **The Honourable Dr Andrew Refshauge**, Chairman of CareFlight & Chair, Far West Local Health District Board in NSW
- **Dr Ashley Bloomfield**, Director-General of Health, New Zealand
- **Prof Andrew Way AM FCHSM CHE**, Chief Executive, Alfred Health
- **Michael Woods MD MMM**, Global Chief Medical Officer, Senior VP, Clinical Strategy & Development at Caresyntax, Inc.
- **Prof Andrew Hardy**, CEO, University Hospitals Coventry and Warwickshire NHS Trust (UHCW)

ACHSM National Online Workshops 2021

Thursday 25 March and Friday 26 March 2021

Event MC:

- **Dr Neale Fong FCHSM CHE**, ACHSM National President

Keynote speakers:

- **Dr Stephen Duckett LMFCHSM**, Health and Aged Care Program Director, Grattan Institute
- **Professor Ian Hickie AM**, Co-Director, Health and Policy at The University of Sydney's Brain and Mind Centre

Opening address:

- **The Honourable Natasha Fyles MLA**, NT Minister for Health

Panel speakers:

- **Dr Ruth Vine**, Deputy Chief Medical Officer for Mental Health
- **Jason Trethowan**, CEO, headspace
- **Georgie Harman**, CEO, beyondblue
- **Prof Deborah Terry AO**, Vice-Chancellor, University of Queensland
- **Geoffrey Thomas**, Airline Ratings
- **Prof Erwin Loh FCHSM CHE**, Chief Medical Officer and Group General Manager Clinical Governance, St Vincent's Health Australia
- **Nick Walsh**, Program Manager, Tackle Your Feelings

Inspirational speakers:

- **Lockie Cooke**, Founder & CEO, iyarn
- **Dr Zoe Wainer FCHSM CHE**, Director of Clinical Governance at Bupa Australia and New Zealand

Board Directors 2020–2021



Dr Neale Fong
FCHSM, CHE MBBS DipCS MTS
MBA FAICD FAIM
**President/
Branch Councillor Director**



Ms Carrie Marr
FCHSM, CHE BSc Nursing, Dip. Ed
(Nurse Teaching),
MSc (Organisation Consulting)
Vice President



Mr Michael Kalimniois
FCHSM, CHE Bch of Comm,
FCA, MIACD
Treasurer



Ms Briana Baass
FCHSM, CHE BPO Grad Cert Hlth
Pol Mgmt MHA MAICD
Branch Councillor Director



Ms Roslyn Chataway
AFCHSM, CHM
Branch Councillor Director



Ms Rosemary Kennedy
FCHSM, CHE MPH BHA ADPM DGP
RN RM GAICD
Branch Councillor Director



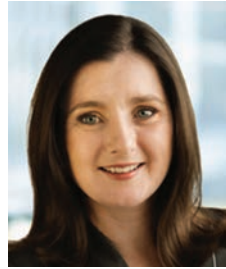
Prof Len Notaras AO
FCHSM, CHE
Branch Councillor Director



Mr Richard Olley
FCHSM, CHE JD MHA BAppSc
DipAppSc
Branch Councillor Director



Ms Karen Orsborn
FCHSM, CHE
President
ACHSM Aotearoa



Ms Kate Plowman
MCHSM, BA, LLB (HONS)
Additional Board Director



Mr Paul Preobrajensky
FCHSM, CHE
Branch Councillor Director



Prof Andrew Way AM
FCHSM, CHE RN BSc (Hons) MBA
FAICD
Additional Director

Board Invitee



Dr Liu Shao Haei
FCHSM, CHE
President HKCHSE

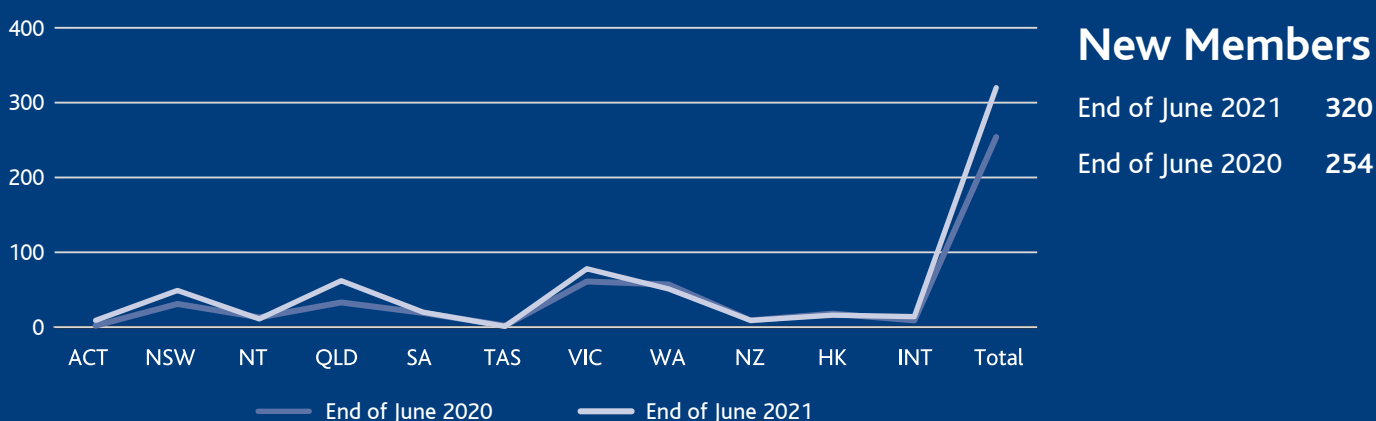
For all Board Directors and Invitees bios
please go to
[http://www.achsm.org.au/about-us/
board-of-directors/](http://www.achsm.org.au/about-us/board-of-directors/)

Membership Statistics

Membership growth

The 2020 Fellowship exam inducted 32 Fellows into the College from Australia and New Zealand, 17 from Hong Kong, 13 new RACMA Equivalency and 9 Alternative Pathway to Fellowship, a total of 71 new Fellows.

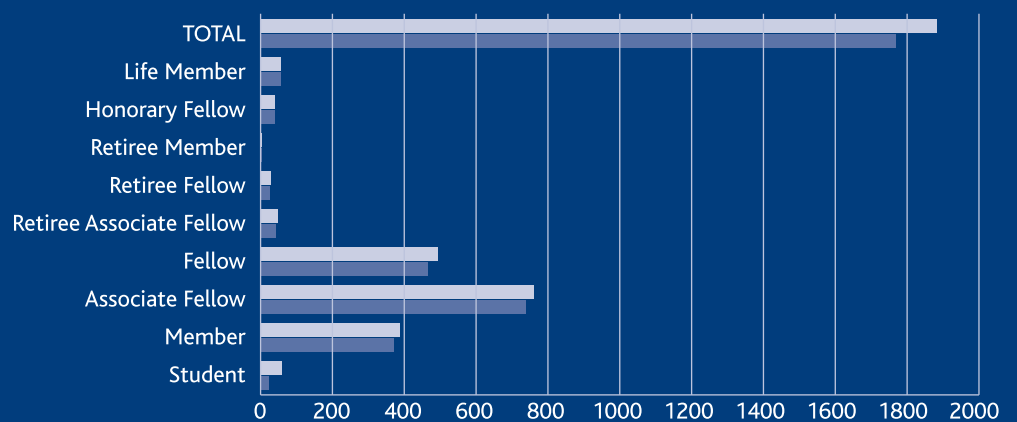
MEMBER CATEGORY	As of 30 June 2020	As of 30 June 2021
Student	24	59
Member	372	388
Associate Fellow	737	760
Fellow	465	493
Retiree Associate Fellow	44	49
Retiree Fellow	26	30
Retiree Member	3	5
Honorary Fellow	40	40
Life Member	56	56
TOTAL	1767	1880



Membership Categories

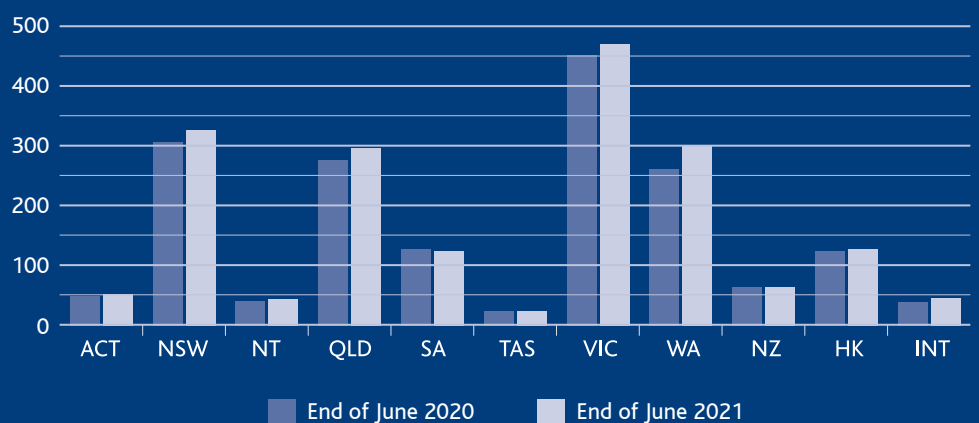
The Associate Fellow category remains the largest group with the most number of members.

■ June 2020 ■ June 2021



Branch Membership

The branches with the most number of members are Victoria and New South Wales.



Fellowship Graduates of 2020

Fellowship is the highest level of membership within the College. It demonstrates an ongoing commitment to excellence in health service management. Fellowship is gained by meeting the requirements set by the Board. The College would like to welcome the following members as new fellows of the College for 2020.

From Australia

NSW: Shariff Bagnulo

Colin Hackwood

Peter Lam

Dr David Lim

Rhonda Loftus

Francisco Lopez

Kate Reakes

NT: Justine Glover

QLD: Stephen Bell

Amanda Cook

Dr Rajeev Jarugula

Sean Lowry

Dr Karen Murphy

Dr Naawa Siplianyamble

SA: Dr Umar Ali

Heather Baron

Arish Naresh

VIC: Angela Jacobs

WA: Juan Clark

Russell Cockburn

Joseph Cuthbertson

Justin Fonte

Dr Paddy Glackin

Pippa Grant

Karen Nicoll

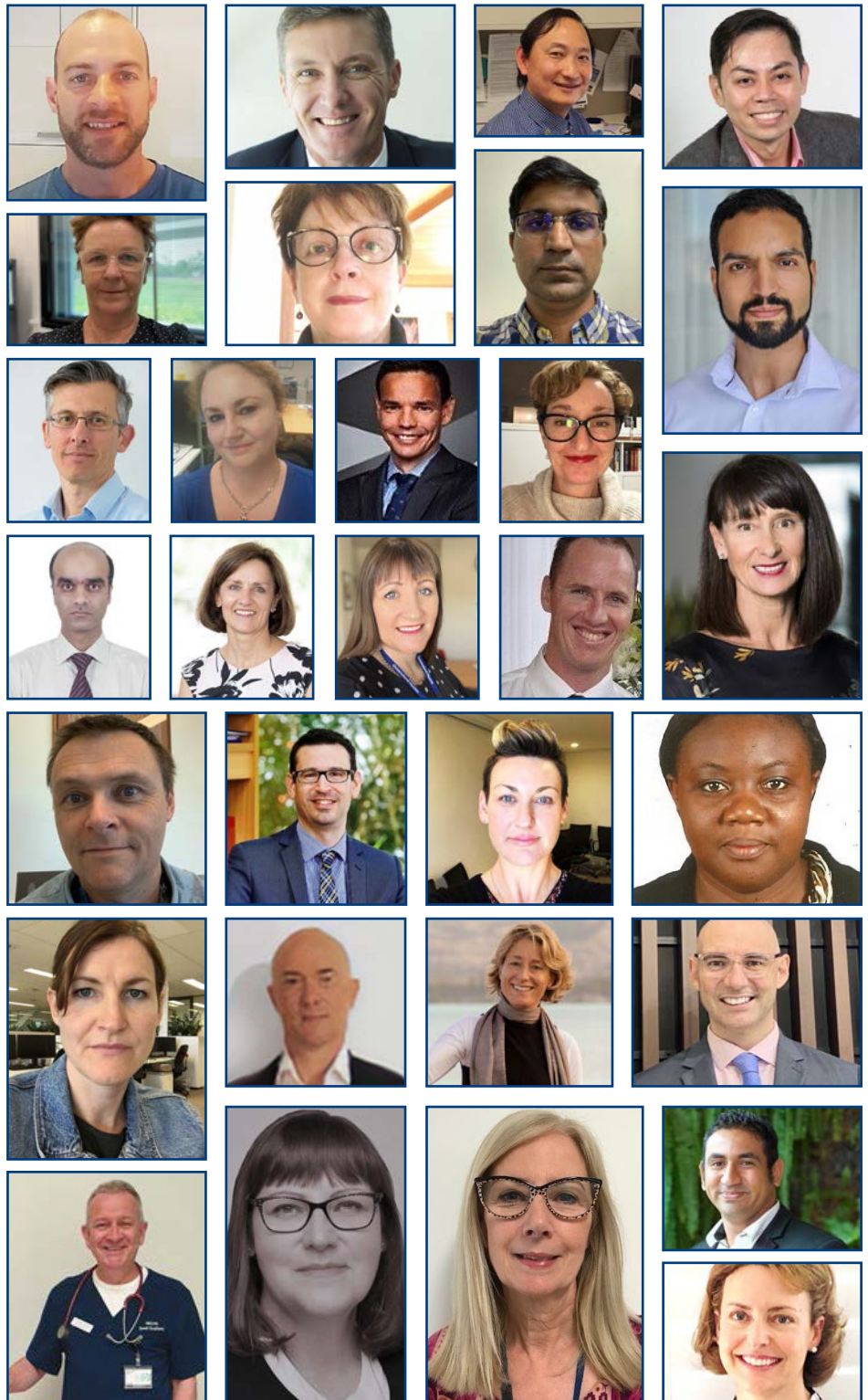
Rex O'Rourke

Dale Pugh

Lynne Walker

Patricia Whalley

Caroline Zani





From New Zealand

Veronique Gibbons, Janet Keys



Alternative Pathway

Within the Australasian College of Health Service Management Fellowship is the peak membership level. It represents the recognition by your peers of your experience, competence and contribution to the profession of health leadership.

Congratulations to:

New Zealand:

Tamzin Brott, Cathy Cummings, Gary Lees

NSW: Tracey Burton, Bernie Harrison,
Dr Joanne Travaglia

QLD: Adj Assoc Prof Chris Raftery

VIC: Beverley Sutton

WA: Bryan Pyne

The ACHSM Board agreed (at its meeting on 28.01.2015) that the Royal Australasian College of Medical Administrators (RACMA) was a similar organisation to ACHSM for the purpose of Rule 10.9.2 of the Rules under the Constitution of the College and that therefore Fellows of RACMA may be accepted as a Fellow of ACHSM.

Congratulations to:

QLD: Dr Mark Mattiussi, Dr Ranjit Paul,
Dr Pamela Gail Robinson, Dr Monica Trujillo

SA: Dr Krishnaswamy Sundararajan

TAS: Dr Helen Harris

VIC: Dr Ken Seong Cheng, Dr Anand Ponniraivan,
A/Prof Vikas Wadhwa, A/Prof Vineet Sarode

WA: Dr Anthony Bell

Fellowship Graduates of 2020 (continued)

From Hong Kong

Dr Chu Pang (Jacky) HOI
 Mr Ho Chun (Taylor) CHAN
 Dr Wai Keung (Ricky) CHAN
 Ms Yuen Man (Fiona) CHAN
 Dr Teng Fong (Charon) CHEANG
 Ms Yuet Lai (Vivien) CHUNG
 Ms Chi Hang (Cheryl) FUNG
 Mr Chi Kit LAU
 Ms Wai Han (Eliza) LAW
 Ms Ching Han (Vivien) LEUNG
 Dr Bao Quan PAN
 Dr Wei (Wendy) QI
 Ms Nga Yee (Sheeta) TAM
 Prof. Sau Mui (Alice) TSANG
 Dr Oi Lam (Carolina) UNG
 Ms Ka Yan (Josephine) WAI
 Dr Yuen Ha (Janet) WONG



The Hong Kong College of Health Service Executives and the Australasian College of Health Services Management award the

Dr Geoffrey Lieu and Dr David Briggs Award for Excellence

in the 2020 Hong Kong College of Health Service Executives Fellowship Examinations to:



Dr UNG Oil Lam Carolina



Ms TAM Nga Yee Sheeta

Awards and Prizes 2020

The Awards for Gold Medal and Life Membership were not awarded this year due to the complexity of Covid-19.

Honorary Fellowship

Honorary Fellowship of the College is an award and honour that is bestowed by the Board after a Branch Council nomination. This year an Honorary Fellowship has been bestowed upon:

**Stewart Dowrick – Chief Executive,
Mid North Coast Local Health District** (*right*)



Academic Prizes

In 2020, the College offered awards for academic achievement and excellence in the study of health services management.

Congratulations are extended to the following:

The Ian Brand Prize

- for the best grade point average in a Masters Course in Health Management conducted throughout Australia. This year's winner was:
Dr Sheril Shikhar Kumar – Griffith University

The Anthony Suleau Prize

- for the best grade point average in a Postgraduate diploma course in Health Management conducted throughout Australia. This year's winner was:
Mrs Simone De Oliveira Louza – Flinders University

The Grace Suleau Prize

- for the best grade point average in an Undergraduate course in health management conducted throughout Australia. This year's winner was:
Rameesha Perera – Western Sydney University

**CONGRATULATIONS
TO ALL
OUR WORTHY
WINNERS!**

*For all past award winners please
go to the College's website:*

*[https://www.achsm.org.au/
education/awards-and-prizes](https://www.achsm.org.au/education/awards-and-prizes)*

Branches in Review

New South Wales

Branch Council

The NSW Branch council seeks to maintain its focus on supporting the strategic priorities of the College at a state level. Our delivery of a series of strong professional development events helps the college advance professionalisation of health care management in a way that enhances membership value, and the shift to online delivery of these events has helped the college grow new frontiers for expansion and influence. The establishment of the NSW Health Manager Leadership Awards has helped grow the profile of the College and builds on our goal to be recognised as the voice for healthcare leaders and managers.

Professional development

NSW Branch professional development offerings have continued to evolve and mature since shifting to online event delivery in early 2020. Between July and December 2020, NSW Branch ran a series of successful community of practice sessions under the banner of 'Bright Spots and Wicked Problems'. Offering a greater opportunity for audience interaction and peer to peer virtual learning, session themes included:

- Communication, collegiality and consistency: managing teams remotely.
- Health workforce planning in Times of uncertainty.
- CALD populations: strategies for the provision of high quality, patient centred care.
- Innovations in the delivery of mental health services.
- Clinician to manager: reflections on self-awareness and professional development.
- Patient experience, patient activation and patients as partners.

- Aged care and COVID-19: the role of health managers in delivering quality care in the aged care sector.

In the first half of 2021, NSW Branch council ran several professional development webcast events, including:

- Orchard Talent Managing Director Alex McDonald and Senior Engagement Manager of Government Practice, Briann Llorente discussing Workforce planning and retention in Health.
- Professor Dinesh Saralaya. Associate Medical Director at Bradford Teaching Hospital and Associate Director for Research at the UK Bradford Institute for Health Research discussing lessons from the COVID-19 front line: what Australia can learn from the UK vaccine rollout
- NSW Health Secretary, Elizabeth Koff discussing the next iteration of the NSW Health System Strategy.

The NSW Branch council sincerely thanks all those involved in presenting, organising and supporting these events.

Fellowship Program

Shariff Bagnulo, Collin Hackwood, Peter Lam, Dr David Lim, Rhonda Loftus, Francisco Lopez and Kate Reakes were successful with their examinations and have been awarded Fellowship.

Tracey Burton, Bernie Harrison and Dr Joanne Travaglia were successful in achieving Fellowship by alternative pathway.

We congratulate all the 2020 Fellows on their achievements. Three NSW associate fellows are enrolled in the 2021 Fellowship Program.

Branch sponsors

The NSW Branch would like to formally acknowledge the ongoing sponsorship of HESTA. Their long running support has been invaluable to our branch, with HESTA's Client Partnership Manager, Mark Ashby, demonstrating great commitment and enthusiasm for NSW Professional Development activities.

We would also like to thank Alison Choy Flannigan and her team at Hall & Wilcox. Alison's facilitation of regular in-kind support of professional development and branch events has been invaluable. In addition, Alison's attendance and knowledge sharing at many of these events has helped enrich the overall experience for those in attendance, along with her contribution to the College as a mentor.

We wish to thank all our sponsors and look forward to working with them in the future.

Mentoring Program

33 mentees completed the 2020 NSW mentoring program. The commencement of the 2021 mentoring program was moved forward to begin in June. In addition, from 2021, ACT members will be including in the NSW mentoring program. The 2021 NSW/ACT mentoring program has 28 mentoring pairs this year.

Awards and recognition

The NSW Branch Council launched its inaugural Health Manager Leadership Awards in late 2020. Aimed at recognising and celebrating outstanding health management leaders, 31 individuals and teams were nominated by their peers for the awards.

All the nominees were recognised with an award and acknowledged at a special online celebration led by Chief Executive of the Clinical Excellence Commission, Carrie Marr. The Award recipients were also acknowledged by NSW Minister for Health and Medical Research, Brad Hazzard and NSW Health Secretary, Elizabeth Koff.

In addition, three of the award recipients who are also Army Reserve Officers were presented with award at a special ceremony at Lancer Barracks, Parramatta in May 2021.

Thanks and acknowledgment

I would like to thank my fellow Councillors and NSW Executive Officer, Kate Leonard for their time, commitment and collaborative effort to achieve our FY20-21 goals and support for each other's wellbeing during time of great uncertainty on a global scale.

Karen Patterson FCHSM CHE
New South Wales Branch President



L–R: NSW ACHSM President Karen Patterson, Major Royden Bean, Captain Eva Ballai, Major Glenn Sisson and NSW Executive Officer Kate Leonard.

Health Management Intern Program (HMIP) 2021 New South Wales

The NSW HMIP 2021 cohort consisted of four second-years and six first-year Interns placed in a range of NSW Health facilities.

1st Years

- Sophie Lim
- Samantha Ellenberger
- Freeda Roberts
- Ben Wilcox
- Laura Zhang
- Simone Stewart-Noble

2nd Years

- Andrea Earl
- Chis Tu
- Jonathan Lagos
- Tori Fuller

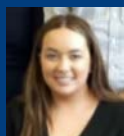
All Interns are achieving strong results with their university studies and are on track to complete the Master of Health Management within the timeframe.

We would like to acknowledge and thank the placement organisations of the current Interns:

- NSW Ambulance
- Independent Hospital Pricing Authority
- Systems Support
- Justice and Forensic Mental Health Network
- Mid North Coast Local Health District
- eHealth
- Agency for Clinical Innovation



Back row: Simone, Laura, Jonathan, Sophie, Chris
Front row: Ben, Samantha, Andi, Freeda.
Right: Tori Fuller (absent)



Covid-19 Pandemic

The Covid-19 Pandemic response eased in the early part of 2021 meaning all six new interns commenced work in their placement organisations in February and remained in their offices until July 2021 when the next wave developed and Interns were asked to work from home. This year working from home is causing less stress than last year as the Interns have had time to form strong relationships and networks with their teams before starting to work remotely.

Professional Development

Orientation Day was held in late January with first-years attending for the first half and second-years joining for lunch and afternoon panel discussions. Four ex Interns clearly conveyed the advantages of the Internship and made suggestions for maximising value. Four Chief Executives outline their career paths and gave advice on what they look for in emerging leaders and made suggestions for how to maximise the value of each opportunity.

Two PD sessions were then held on Zoom leading up to the July face to face PD event. This was cancelled due to the pandemic and all PD is scheduled for online delivery for the remainder of 2021. Topics covered include:

- Health Finance – Elizabeth Anderson WSLHD
- Leadership: Carrie Marr and Martin Bowles
- Leading in Complexity – Consultant
- Career Development and personal branding – Orchard Talent
- Strategy and Planning
- ACHSM Congress Oct 2021

Recruitment and competition

Recruitment for the 2022 Program commenced in July 2021 with a target of a minimum of six Interns commencing in 2022. To date, five placement organisations will host an intern next year and several others are in discussions. Two of these are LHD or Network (MNCLHD, Justice Health) and the remainder are pillars and IHPA.

The main competitor to the HMIP is the University of Tasmania's - *Australian Institute of Health Service Management* which runs a similar program and currently has five LHDs in partnership. Interns are enrolled into UTAS Master of Health Service Management and the remainder of the PD, assessment etc. is free of charge to the placement organisation and delivered by UTAS faculty. This is a challenging model for the College to compete with.

Several LHD and other potential placement organisations have developed their own leadership programs and no longer accept ACHSM Interns. They run their own recruitment campaigns and applicants for HMIP tend to apply for all available programs. This may impact our success should an applicant be selected by several Internship providers and have several offers to consider.

Graduation

The Graduation Ceremony was held for the 2019 and 2020 cohort together on May 13th at the Kirribilli Club and was well attended by placement organisations and other invited guests. The Kevin Dodd Oration was given by Tracey Burton FCHSM CHE, CE of Uniting NSW and ACT. The Stan Williams award was won by Charlotte Davies 2019 and Siggy Haveland 2020. The Graduates response was given by Chad Leeuwenburgh 2019 and Peta Andreone 2020.

University Provider

The College would like to thank the University of New England which has been the academic provider for the HMIP in the past few years. Our new academic provider is Griffith University for both the 2021 and 2022 intakes of HMIP. We will be looking to put out an EOI and tender for the provision of the academic component after that time in the coming 12 months.



*Back row: Neale Fong
ACHSM President, Tracy
Burton CE Uniting NSW
ACT, Jessica Wragg, Siggy
Haveland, Chris Reece,
Chad Leeuwenburgh, John
Dillon, Chloe Tadorian,
Liz Parker.*

*Front row: Dominic
Dawson NSW Branch
Councillor, Samah
Hassan, Charlotte Davies,
Ravi Dzimba, Grainne
Ducat, Peta Andriane,
Karen Patterson NSW
Branch President.*

Branches in Review

Australian Capital Territory

Branch Council

The Branch Council for 2020/21 was:

Branch President:	Tony Gill
ACT Board Director:	Rosemary Kennedy
Treasurer:	Glenys Wilkinson
Professional Development Co-Ordinator:	Tania Dufty
Branch Fellowship/Mentee Co-Ordinator:	Marina Buchanan-Grey
Registrar/Member Relations:	Stuart Manoj-Margison
Branch Board representative:	Rosemary Kennedy
Councillor:	Doug Randell

Professional development

The ACHSM Branch of the ACT delivered several high quality online webcasts in the 2020/21 financial year. Event speakers and themes included:

- Chief Executive of the Council of Presidents of Medical Colleges, Angela Magarry discussing the Medical Colleges response to COVID-19.
- Senior Investment Analyst at HESTA, Josephine Toral discussing HESTA's impact investments in the health and aged care sectors.
- Commissioner of the ACT Emergency Services Agency, Georgeina Whelan AM discussing Leadership in a complex environment.
- CEO of the Stroke Foundation and Chair of the National Covid-19 Clinical Evidence Taskforce, Sharon McGowan discussing health leadership.
- Deputy Chief Medical Officer for Mental Health at the National Mental Health Commission, Dr Ruth Vine discussing A mental health system for the future.

The ACT branch council wishes to sincerely thank all those who contributed to the success of these events as presenters, organisers and audience members.

Fellowship program

Two ACT associate fellows are enrolled in the 2021 Fellowship Program.

Branch sponsors

The ACT Branch continued their sponsorship agreements with HESTA during this reporting period. The ACT Branch thanks HESTA for their continued support and investment in our branch.

Mentoring program

The commencement of the 2021 mentoring program was moved forward to begin in June. In addition, from 2021, ACT members will be included in the NSW mentoring program. The 2021 NSW/ACT mentoring program has 28 mentoring pairs this year.

Thanks and acknowledgment

The Branch acknowledges the work of its Councillors for their input in what has been a difficult year.

Tony Gill AFCHSM CHM
ACT Branch President

Northern Territory

Branch Council

The NT Branch Council membership for 2020/21, comprises Professor Leonard Notaras (President), Lisa Vermeulen (Treasurer), Raelene Burke (Secretariat), Allison Grierson, Linda Lukitsch, Craig Willingham, Liza Houghton, Justine Glover and Pieter Walker.

The Council reached an important milestone achieving 50 ACHSM members in the NT.

Professional development

One successful professional development event occurred during 2020/2021:

- On 18 March 2021 the Honourable Vicki O'Halloran the Administrator of the Northern Territory hosted a networking event and welcomed the new candidates.

Fellowship Program

The 2020 ACHSM Program commenced with 10 candidates, however due to COVID pressures 9 candidates withdrew from the program. Justine Glover was successful in completing the program and became the 2020 NT Fellow.

In December 2020 the NT Health Notaras ACHSM Fellowship Program for 2021 was launched with multiple candidates submitting applications from across the NT Health agency. The program provides senior health leaders an opportunity to develop their leadership capability recognising their experience, competence and contribution to their individual chosen profession in health leadership and management. The February 2021 intake had 13 NT Health participants completing 10 months of online program work and monthly study groups with Alumni Fellowship Coordinators.

In October 2021 participants will attend the annual ACHSM Health Congress in Canberra (subject to Covid19 restrictions) where they will sit the Viva Examination Panel process to attain ACHSM Fellowship, and upon success will Confer as Fellows of ACHSM (graduate).

The following were the successful candidates:

- David Braines-Mead – A/Chief Executive (NT DoH)

- David Reeve – General Manager, Primary Health Care (CAHS)
- Emma Divilly – Co-Director (Nursing), Division of Medicine (TEHS)
- Heather Keighley – Executive Manage Workforce and Outreach Services, (PHN)
- Heather Malcolm – Chief Allied Health Advisor (DoH)
- Joanne Norton – A/Deputy Chief Executive (NT DoH)
- Kalotina Halkitas – Director Workforce Strategy and Safety (TEHS)
- Kylee St. George – Co-Director (Nursing), Division of Emergency Medicine (TEHS)
- Michelle Evison-Rose – General Manager, East Arnhem Region (TEHS)
- Murray Brown – Chief Finance Officer, Business and Information Services (CAHS)
- Nicole Cameron – Professional Services Director (Intersystems Australia)
- Ruth Barbour – Consultant Anaesthetist (TEHS)
- Sarah Griffin – Co-Director (Nursing), Division of Surgery and Critical Care RDPH (TEHS)

Branch sponsors

The NT Branch are delighted and honoured with the continued support of our sponsors during 2020/21:

- Ernst & Young
- ZED Consulting
- HESTA

Thanks and acknowledgment

The Council recognise the efforts of its members in promoting the role of the ACHSM, their participation in ACHSM events and their promotion to colleagues of the benefits of ACHSM membership.

Such promotion has continued to seek members from outside the public health sector.

Dr Len Notaras OA FCHSM, CHE

Northern Territory Branch President

Branches in Review

Victoria/Tasmania

Branch Council

Briana Baass continued with her work as President of the Victorian Branch in 2020-19 supported by Greg Allen, Treasurer and Adam Stormont, Vice President and Gemma Ricketson as Secretary. In October 2020, the Victorian and Tasmanian Branches merged and three Tasmanian members joined the council – Amanda Quealy, John Kirwan and Mark Upton complementing the current Councillors John Rasa, Paul Butler, Sandra Leggat, Marg Way, Deb Stuart, Fiona Sherwin. Also invited to the Council are the co chairs of the Emerging Health Managers special group Hannah Kennedy and Eloise Evangelista.

Professional development

Despite COVID and the challenges faced in Victoria, a modified local Professional Development program was provided. This is considered a major activity of the Branch and continues to be supported as an important service we provide to our members. Pivoting to a virtual world, webinars were provided free to members. Of note were the two joint Tasmanian/Victorian seminars firstly, featuring the Secretaries of Health for both Victorian and Tasmania and secondly, the Secretary, Department Families, Fairness and Housing, Victoria and the Secretary, Department of Communities, Tasmania. We look forward to more joint sessions in the future.

We also had the following webcast presenters during the year:

- Prof Euan Wallace AM, Secretary, Health and Human Services Victoria
- Kym Peake, Former Secretary, Health and Human Services Victoria
- Kathrine Morgan-Wicks, Secretary, Dept. of Health Tasmania
- Peter Breadon, Deputy Secretary, Reform and Planning, Department of Health
- Sandy Pitcher, Secretary Department Families, Fairness and Housing, Victoria
- Michael Pervan, Secretary Department of Communities, Tasmania
- Michael Kalimnios FCHSM CHE, Chief Executive Officer, Albury Wodonga Health (AWH)
- Andrew Dempster, Director, National Mental Health Advisory Lead, KPMG
- Laura Andrew, Associate Director, Health, Ageing and Human Services, KPMG
- Adele Mollo, Director, Testing Operations, Victorian Department of Health

Fellowship Program

Fellowship again was sought by a number of candidates this year however, due to pressures of COVID, only one

candidate was able to complete the program. As the usual face to face examination was not possible this year the Candidate sat the Fellowship exam via virtual means in October 2020. Congratulations go to Angela Jacobs who received Fellowship during an extraordinary year.

A big thank you to Pieter Walker and Helen Rizzoli for a fabulous job in organising the material and Fellowship sessions.

Congratulations also go to Beverley Sutton who obtained Fellowship via the alternate pathway and to Dr Helen Harris, Dr Anand Ponniraivan, Dr Ken Seong Cheng, A/Prof Vikas Wadhwa, and A/Prof Vineet Sarode who obtained Fellowship via the RACMA dual recognition pathway.

Branch sponsors

Victorian Managed Insurance Authority (VMIA) and HESTA have continued sponsoring the Victorian/Tasmanian Branch this year and we thank them for their commitment towards ongoing support.

The contribution of these groups to the development of our health service managers, not only in sponsorship but also through injecting their expertise into conversations and networking opportunities for our managers, helps to create a richness in the College community and we look forward to continuing to build these relationships.

Mentoring Program

The Mentoring Program continues to be very popular with Victorian members with a large number of people seeking the opportunity to be mentored by a senior member of the College. Thank you to Wendy Davis who coordinated the Program for Victoria/Tasmania.

Awards and recognition

The Victorian/Tasmanian Branch would like to acknowledge the hard work and efforts of all involved in the COVID-19 response.

Thanks and acknowledgment

Thank you to all the members who supported the College through this tough year and kept in contact via our virtual webcasts.

Briana Baass FCHSM, CHE

Victoria/Tasmania Branch President



*A/Prof John Rasa
presenting
Angela Jacobs
with her
Fellowship*

Health Management Intern Program (HMIP) 2021

Victoria

1st Year Interns



Lucy Bertino



Annie Makar



Siobhan Moore

HMIP's principal aim is to develop future leaders for the health system and attract high-performing individuals to a career in health service management. This is achieved by offering graduates the opportunity to develop their knowledge and understanding of the health sector and skills relevant to health management. Throughout the two years of the HMIP, Management Interns (Interns) are exposed to a variety of different workplace and educational opportunities. Interns complete three key components during the HMIP: academic, through attaining their Master of Health Management; professional development, through access to a series of ACHSM activities; and experiential component, through four, six-month placement rotations across a range of relevant (rural and metropolitan) organisations, something which is a unique feature to the Victorian HMIP.

What another challenging year for our interns! For most of this year the interns have been working under Victorian lockdown conditions. Many of the Interns were working from home with work teams they hadn't met, some were lockdown in placements far from home, some were home schooling and our first year interns had never met face to face or with the 2nd year interns. However, the resilience of the interns came through and they rose to the challenges, pivoting their intern roles to meet the demands of the pandemic and health organisations they were placed with and learning a multitude of new (sometimes unusual) skills.

Much like previous years, recruitment for the 2021 program was highly competitive. A significant number of high quality applications were received, with an intake of 5 candidates being selected. The new interns come from diverse backgrounds – both clinical and non-clinical - and, along with the now second year Interns, made for a total of 11 interns for 2020/21.

Unfortunately, the 2020 Congress had to be postponed and, due to the Victorian lockdowns, no other face to face professional development has been able to be undertaken. However, the Intern professional development program was reconfigured into a unique Conversations with Leadership Program where the interns had



Michelle Middleton



Harrison Thorn

2nd Year Interns



Ian Campelj



Funmi Lamidi



Sabrina Pilla

“virtual” discussions with Leaders of a range of Sectors – not all in health. Leadership styles and lessons learnt were shared in an informal manner – it gave the interns a great perspective. In addition to attending both the National and Victorian/Tasmanian Branch webinars, Interns also had a number of exclusive sessions aligned to domains in the Competency Framework. The framework is used to ensure Interns develop the skills and qualities, over the two year program, that are required to be a high-performing health service manager.

Feedback over many years has indicated that Interns value the opportunities the Program provides for networking across the system. This year presented a lack of networking opportunities for the interns. As a unique pilot we organised an online “Speed Networking” event where interns got to meet leaders from the various health sectors they were interested in. Each intern had three 15 minute sessions with three leaders at each session. This gave the interns a speedy introduction to a range of leaders from levels and organisations.



2020 HMIP Graduates

Left to right: Briana Baass (President Vic/Tas Branch), Nonie Chan, Simonne Collins, Matthew Macaulay, Yang Su.

Absent: Jaspreet Pannu, Steven Hallissey (Certificate of Attainment)



Ellie Searle



Lucy Sutherland



Kelvin Yap

Branches in Review

Queensland

Branch Council

Queensland Branch has supported and facilitated a strong professional development; education and learning; and career development throughout the year for members and colleagues across Queensland.

Queensland Branch Council elections enabled appointments to continuing and new members to the Branch Council Team. Branch Council reorganised its sub-committee structures and updated its strategic action plans to support effective delivery of the professional development and support program in Queensland. Branch Councillors, program facilitators and partners have given commitment to the governance, planning and facilitation on behalf of Queensland members and partners working at state and national levels.

During the year Travis Hodgson, Branch Secretary, left the Branch Council and we extend sincere thanks and gratitude to Travis for his work and contributions.

Professional development

As with many professional development programs, the Branch responded to organising a continuation of its professional development activities in the situation of the pandemic. An extensive program of webinars was presented, which while limited the opportunities of networking, extended the opportunity for many throughout Queensland, Australia and internationally to participate. Similarly, speakers for sessions came from the state, national and overseas – the Branch is most appreciative of the



Queensland Fellows Dinner with Guest Speaker Mr Mike Horan, Chair of the Darling Downs Hospital and Health Board

time and professional involvement involved in this learning and development opportunities:

- Alex Baylis, Assistant Director of Policy, King's Fund, London
- Sam Betros, Project Director, Caboolture Hospital Redevelopment Project, Caboolture Hospital
- Dr Geoffrey Hirst AM FRACS
- Adj Professor Robyn Littlewood, CEO, Health and Wellbeing Queensland
- Professor Ivy Ng, Group Chief Executive Officer, Singapore Health Services Pte Ltd (SingHealth)
- Louise Oriti, Executive Director, Redcliffe Hospital
- Bernard Salt AM, Social Demographer
- Professor Shin Ushiro MD PhD, Professor and Divisional Director, Division of Patient Safety, Kyushu University Hospital, Japan
- Dr John Wakefield PSM, Director-General, Queensland Health
- Dr Jeannette Young FCHSM (Hon), Chief Health Officer, Queensland Health

As opportunity allowed, several other professional development; education and learning; and career development occurred throughout the year for members and colleagues.

Fellowship and Mentoring Programs

Emeritus Professor Anneke Fitzgerald, continued as the Queensland Study Co-ordinator for the Fellowship learning, engagement and advancement program delivering another highly successful program. Branch Council sincerely appreciates and values the work and commitment Anneke makes. Griffith University again kindly supported this professional development in the provision of electronic learning platforms for access for all candidates in the College to benefit from on-line learning.

Six new Fellows were admitted to this level of membership: Stephen Bell, Naawa Siplianyamble, Sean Lowry, Amanda Cook, Rajeev Jarugula and Karen Murphy; and one, Adj Assoc Prof Chris Raftery, was admitted through the alternative pathway. State Branch Council extended sincere congratulations and welcome to the new Fellows.

Branch sponsors

Branch Council is sincerely grateful to the organisations who have directly enabled professional development success for the College, and we extend our thanks to HESTA Super Fund; QUT University – School of Public Health and Social Work; and Griffith University Schools of Medicine and Applied Psychology for their ongoing support.

The Springfield City Group's Education, Health and Smart City Enterprises, supported and joined with the Branch in conjoint deliver of a highly successful webinar series as part of the education program about development, support and growth of health in regional communities.

Mentoring Program

The Branch continued is support and facilitation of the College's Mentoring program. Dr Dennis Campbell, member of Branch Council, facilitated the program across Queensland. Many senior and experienced members and supporters of the Branch took on the role of Mentors, for which we are most grateful. Feedback reports from Mentees involved in the program has been very positive in terms of professional development but also arrangement and matching of mentors and mentees.

Awards and recognition

The President's Award was presented conjointly by the College and Queensland Health to Dr Jeanette Young, Chief Health Officer – Queensland in recognition for leading Queensland's response to COVID-19 pandemic, commitment to service and clinical professionalism.



Branch International Women's Day Forum held (and streamed from) in Brisbane – Presenters: (L to R) Ms Megan Woodward (MC), Ms Nance Haxton, Dr Raelene Ward, Dr Jeannette Young PSM, Adj Professor Shelley Nowlan, Mr Mark Middleton

Queensland Branch sponsors several academic prizes in conjunction with Griffith University and the QUT University to recognise both student achievement in health management and the significant contributions made to the College by high achieving graduates in the health management programs. The awards in 2020 were made to:

Griffith University – Sister Angela Mary Doyle Award
Shaun Fitzell

QUT University – ACHSM Jack Richards Memorial Award
Rudi De Faveris (2019), Natasha Oar (2020)

QUT University – ACHSM Duncan Palmer Memorial Award
David Thompson (2019), Brent Nicol (2020)

Thanks and acknowledgment

Branch Council extends sincere thanks and appreciation to our Executive Officer Tracey Silvester who has supported Council, members and enabled our program across Queensland.

Mark Avery FCHSM, CHE
Queensland Branch President

Branches in Review

South Australia

Branch Council

President: Assoc Prof Christine Dennis FCHSM

Vice President: Jennifer Richter FCHSM CHE

Following the 2020 Annual General Meeting the following members were re-elected:

- Mark Mackay
- Liana Niutta
- Heidi Silverston

We also welcomed Sharon Godleman who brings a wealth of knowledge and experience in regional/rural healthcare.

Unfortunately, as the year progressed both Liana Niutta and Mark Mackay retired from Council. We thank them for their long-term commitment to ensuring the SA Branch provided quality professional development and leadership support to our members.

Professional development

The impact of COVID19 is being felt by health systems and health professionals around the world. Along with other Branches and the National Office, we were presented with the challenges of how to re-orientate our professional development opportunities to an on-line environment; to think about how we function today and how we will function with uncertainty into the future.

We were fortunate to be able to offer two face-to-face events early in 2021. These proved popular not only

due to the high calibre speakers, but also due to the opportunity to network socially; to share lessons learnt and to acknowledge the personal and professional challenges that many have faced during this crisis.

Our event summary:

October 2020: Matthew Butlin: Chair and Chief Executive, South Australia Productivity Commission (SAPC) – *online*

November 2020: Mark Chilvers: Executive Director of SA Dental Service – *online*

February 2021: Hon Minister Stephen Wade MLC, Minister for Health and Wellbeing – *face-to-face breakfast session*

March 2021: David Reynolds, SA Department of Treasury and Finance – *online*

May 2021: Two tour dates of the new Calvary Adelaide with CEO Sharon Kendall, SA General Manager Tanya Brooks and SA Regional Business Development Manager Simone Hogarth – *face-to-face*

We thank all of our guest speakers for sharing their knowledge with us as well as their time.

Fellowship Program

SA wish to acknowledge the successful completion of the Fellowship Program in 2020:

- Ms Heather Baron
- Dr Krishnaswamy Sundararajan
- Dr Umar Ali

Awards and recognition

Our long association with Healthcare Management at Flinders University has continued in 2020/21.

The ACHSM SA Branch Health Management Prize was awarded to **Mr Matthew Wood**.

Congratulations and while COVID19 put an obvious hold on our usual celebratory event, we do hope to be able to recognise Matthew's achievement at our Annual One Day Conference.

Branch sponsors

We are very grateful and indebted to the range of sponsors for their continued support:

Platinum Sponsor: SA Health

Lead Sponsor: HESTA

Local Sponsors: Celsus and Flinders University (Health Care Management)

In early 2021 we also welcomed back ZED Management and thank them for their commitment to health management and leadership in South Australia.

In-kind Sponsor: St Andrew's Hospital

Without such support, we would not be so well positioned to achieve our goals and realise our vision of "Better Leadership – Better Communities".

To all of our sponsors – a sincere thank you.

Mentoring Program

We are delighted with the high level of interest in the 2021 ACHSM Mentoring Program.

We are extremely lucky to have attracted such high calibre mentors. The introduction session was held in June 2021 (*face-to-face*) which enabled the seven teams to meet and to start a journey of growth, learning and career development. Thank you to Heidi Silverston (SA Branch Councillor) for leading this important program.

Thanks and acknowledgement

To our members, to our frontline heroes, thank you for keeping us safe. Thank you for your courage, selfless and genuine caring for those that need you most during COVID. Stay safe.

Assoc Prof Christine Dennis LMFCHSM

South Australia Branch President

Branches in Review

Western Australia

Branch Council

The WA Branch Council continues to build on a strong foundation of diverse professional development events, an evolving mentoring program and a robust fellowship program.

Dr Neale Fong continues in his position as President, with Karen Bradley (Lead Health Operations, State Health Incident Coordination Centre) sitting as Vice-President and Bryan Pyne (Chief Financial Officer, St John of God Health Care) as Treasurer. We thank the following members who served over 2020/2021: Trenton Greive, Karen Bradley, Suzanne Robinson, Kim Gibson, Learne Durrington, Daniel Mahony, Elizabeth Rohwedder, Karen Gullick, Renee de Prazer, Mary Miller, Bryan Pyne, and Kerry Winsor.

State Leadership Conference

The 2021 WA Leadership Conference was once again the highlight of the calendar. To get over 430 delegates and 38 speakers into a room supported by 14 sponsors was an achievement we are truly proud of given the global pandemic.

Headed up by keynote speaker Nev Power (Former Chairman, National COVID-19 Commission Advisory Board), the conference had a focus on the future, and how healthcare leaders need to navigate our new reality. Dr David Russell-Weisz (Director General, WA Department of Health), Dr Robyn Lawrence (Incident Controller, State Health Incident Control Centre), Chris Dawson (WA Police Commissioner), Rebecca Brown (Director General, Department of Premier and Cabinet) and Learne Durrington (Chief Executive Officer, WA Primary Health Alliance) gave true and telling insights into their views on WA's future recovery post COVID-19.



The conference featured innovation this year, with a 7-Minute Slammer session highlighting the current achievements made by our health service providers. The concurrent sessions were strong and the day was rounded out by Prof Tarun Weeramanthri (Lead, WA Climate Health Enquiry) who spoke of the movement towards a more sustainable healthcare system.

Professional Development

This last year has been a challenge in the way PD is delivered to our members. WA were in the fortunate position to recommence face-to-face events towards the end of 2020. In the lead up to our state election, we had the chance to hear from the youngest ever leader of the State Liberal party, Zak Kirkup. Zak spoke about the importance of partnerships between the public and private sector and the state government leveraging off the good work already being done in the community by NGOs. The breakfast was very well attended, with thanks to St John of God Health Care for hosting and sponsoring the event.



Zack Kirkup

We also hosted a fantastic breakfast event with keynote speaker Justin Langer AM. The Australian men's cricket coach spoke vividly of his experiences as world renowned leader in sport and captivated the room with his story telling and wisdom and advice on dealing with negative media and the resilience involved.



The Australian Medical Association hosted the first all-college medical conference, which the WA Branch participated in. Branch President, Dr Neale Fong, facilitated two concurrent panel sessions. David Forbes (Board Chair, North Metropolitan Health Service), Helen Van Gessell (Executive Director of Clinical Excellence, WA Country Health Service) and Dr Simon Towler (State Medical Director, DonatLife WA) spoke on their career move from clinical into non-clinical leadership roles. Shane Kelly (Group Chief Executive Officer, St John of God Health Care), Diane Mohen (Non-Executive Director, WA Country Health Service) and Rosanna Capolingua (Non-Executive Director, St John of God Health Care) discussed doctors sitting on boards in various healthcare sectors, the roles they play, the governance issues that arise and how to come about such an opportunity.

We have had some expert WA speakers join the National webcasts over the course of the pandemic. Thank you to Dr David Russell-Weisz (Director General, WA Department of Health), Dr Andrew Robertson (WA Chief Health Officer), Elizabeth MacLeod (Chief Executive, COVID-19 Health Operations), Dr Paul Armstrong (Director, Communicable Diseases Control Directorate) and Dr Robyn Lawrence (Deputy Chief Health Officer, Clinical Services Incident Controller, State Health Incident Coordination Centre).

WA Country Health Service (WACHS) Future Leaders Program

For the past three years a leadership development program involving 13 leaders from the WACHS have participated in a bespoke program, including enrolment in a Master of Health Management course at the University of New England, and now Griffith University. Interspersed over the program has been professional development days and mentoring arranged by ACHSM.

Cuppa with the Chief Series

Our Cuppa with the Chief series continued to be incredibly successful, and their small nature allowed them to continue face-to-face during WA's restrictions. Cuppa with the Chief, now known as The Morning Network, gives our members intimate access to high level health executives.

Hosts included: Kerry Winsor (Regional Director, WA Country Health Service), Janet Zagari (Executive Director, Sir Charles Gairdner Osborne Park Health Care Group), Sandra Miller (Executive Director Safety, Quality and Consumer Engagement, East Metropolitan Health

Service), Robyn Sermon (Executive Director Innovation and Development, WA Country Health Service), Joe Boyle (Chief Executive, PathWest), Dr James Williamson (Assistant Director General, Clinical Excellence Division), Jemma Greene (Executive Director Transformation, South Metropolitan Health Service), Paula Chatfield (Executive Director Mental Health, WA Country Health Service), Prof Grant Waterer (Area Director Medical Services, East Metropolitan Health Service), Karen Gullick (Director Clinical Services, Hollywood Private Hospital).

Fellowship Program

WA's Fellowship program continues to attract a strong cohort. 2020 was a challenging year for the program, with health industry leaders working at absolute capacity. Under the tutelage of Trenton Greive and Elizabeth Rohwedder, WA had 12 Fellows graduate, bringing our total Fellows to 74. The WA Branch would like to congratulate those who were successful in gaining college Fellowship last year. In 2021 we have 11 Associate Fellows sitting the exam. We wish them all the best for October.

Branch Sponsors

The WA Branch has fantastic relationships with its sponsors who understand the importance of building, supporting and recognising health leadership in such a large and remote state. A special thank you to our 2021 Leadership Conference sponsors, many of those who committed in 2020, and allowed the funds to be carried over to the rescheduled date. A special thank you to Ramsay Health Care, St John of God Health Care, the WA Department of Health, HESTA, WA Country Health Service, East Metropolitan Health Service, Curtin University, WA Primary Health Alliance, Silver Chain, Mindful Meditation Australia, Perth Radiological Clinic, Royal Flying Doctor Service WA and SERCO.

Thanks and acknowledgement

Thank you to the WA State Branch Council for putting in voluntary hours to ensure our PD calendar grows each year in its relevance, value and reputation. Thank you to all our speakers over the last year who volunteered their time to develop our members. The border closures provided an opportunity to showcase more of what our great leaders and managers are doing here in WA.

Professor Neale Fong FCHSM, CHE
President, Western Australia Branch

Branches in Review

Aotearoa

Branch Council

The ACHSM-Aotearoa National Council increased membership to 11 at the 15 June 2021 AGM. For the first time there is a Student Member on the Council and we also welcomed a College Fellow who works in academia. The National Council has four sub-groups: Membership and Fellowship; Communication; Journal Club and Mentorship; Webinars and Events.

A significant achievement of the National Council over the past year has been the updating of the Constitution to reflect the new name ACHSM-Aotearoa, a change that has received unanimous support from members. ACHSM-Aotearoa, while a Branch of ACHSM, retains independence as an Incorporated Society.

The Council has a Strategic Plan which has been guiding the direction for the work with a focus on building the value we offer to members and to promote health and disability management as a profession. The key priorities are:

1. Recognised as the voice for health and disability managers and leaders
2. Provide high value services to members
3. Advance the professionalism of health management

Professional development

ACHSM-Aotearoa members have been very appreciative of the College webinars throughout the Covid-19 response period and have also welcomed the introduction of the Certification Programme including the CPD points recognition.

A new initiative for ACHSM-Aotearoa during the past year has been the launch of the on-line interactive Journal Club with a range of speakers from different

settings presenting papers of interest each month. Topics covered have included integrated and interprofessional care perspectives; the Covid-19 response in a large aged residential care provider; the recent Assisted End-of-Life legislation and what this means for health managers; the impact of colonization on the health of Māori and the Waitangi Tribunal Claim WAI 2575 and the NZ Mental Health and Wellbeing Commission Report *Mā Te Rongo Ake – Through Listening and Hearing*.

The ACHSM Webinar programme has featured two New Zealand presenters Natalie Richardson, speaking about leading the initial Covid-19 response for the Ministry of Health, and then in May there was a presentation from Dr Ashley Bloomfield the Director-General of Health for New Zealand speaking candidly about his leadership approach to the Covid-19 response for the country and the importance of having a strong values-base and resilience.

Fellowship Program

ACHSM-Aotearoa had two Fellowship Graduates in the 2020 examination cohort, and we extend our warm congratulations to Veronique Gibbons and Janet Keys on their successful completion of the programme.

Our congratulations also to Fellows Cathy Cummings, Alternative Pathway and Dr Paul Muir, RACMA Fellow and Alternative Pathway.

Our thanks are extended to Jagpal Benipal who selflessly gives of his time as the Fellowship Programme Coordinator.

There are no ACHSM-Aotearoa Fellowship candidates for the 2021 year.

Mentoring Program

ACHSM-Aotearoa launched the mentoring programme during the past year with five mentees and six mentors completing the on-line expression of interest process via the ACHSM website. Matches have been finalised for the mentees requesting mentorship support.

Awards and recognition

Three awards were made in 2020 as reported in the last Annual Report.

Recognition is given to Karen Orsborn FCHSM who has been the ACHSM-Aotearoa President for the past two years. Karen has provided exceptional leadership and with the Strategic Plan 2020-2023 and the revised Constitution, has positioned the ACHSM-Aotearoa Branch strongly for the future.

Thanks and acknowledgment

Sincere thanks to Catherine Chaffey and all the team of ACHSM for the collegial support and encouragement we have received over the past year as we have worked through the steps to align the NZ Branch with the College more clearly with the work and programmes of ACHSM. This change is reflected in the change of the name to ACHSM-Aotearoa.

Thank you also to members of the National Council and the ACHSM-Aotearoa membership for their contribution to advancing the profession of health management in New Zealand.

Karen Orsborn FCHSM, CHE

President, New Zealand Institute of Health Management



Screenshot of the ACHSM-Aotearoa August 2021 National Council Meeting via Zoom.

Top row: Cathy Cummings (Secretary), Jacqueline Jeffs (Student Member), Cathy Cooney (President)

Front row: Natalie Lindsay, Craig Tamblyn, Karen Orsborn (President 2019-2020), Jagpal Benipal (Fellowship Coordinator)

Apologies: Charmaine Pene, Paula Murray, John McManus

Branches in Review

Hong Kong College of Health Service Executives (HKCHSE)

Branch Council

2020/21 has been a difficult and challenging year for healthcare leaders and professionals around the world. The World Health Organization declared the outbreak, a Public Health Emergency of International Concern, on 30 January 2020, and a pandemic on 11 March 2020. The prolonged pandemic of coronavirus is a real-life pressure test to our healthcare system. It rings a bell to us and taught us lessons learned for the preparation of the next pandemic.

To achieve the long term goals of the strategic plan of HKCHSE, we have taken part in the *COVID-19*

Vaccination Programme of the HKSAR and have set up a Community Vaccination Centre in February 2021 to serve the public of Hong Kong.

In addition to the above, HKCHSE has developed an electronic training and development platform for our members. The system is designed in line with the continuous professional development (CPD) point scheme of ACHSM to enhance our professional certification program of Certified Health Manager (CHM) and Certified Health Executive (CHE).

Professional Development

Setting up of Community Vaccination Centre (CVC) for HKSAR CoVID-19 Vaccination Programme in Hong Kong

The COVID-19 Vaccination Programme of the HKSAR was implemented since 26 February 2021 and the total number of vaccine doses administered has exceeded six million. As at 6 August 2021, about 6,060,000 doses of vaccines have been administered under the Vaccination Programme in Hong Kong with details as follows:

Our College was invited to apply to operate one of the twenty-nine (29) HKSAR government's Community Vaccination Centres in Hong Kong for a contract period of six months in one of the districts in Hong Kong to provide BioNTech vaccines to our citizens.

As a promotion of community service opportunity to our members, HKCHSE joined a business alliance headed by a non-profit organization, namely Society for

	Number of persons receiving Sinovac vaccine	Number of persons receiving BioNTech vaccine	Total number of doses
First vaccine dose	1,335,100	2,099,100	3,434,200
Second vaccine dose	1,046,800	1,579,000	2,625,800

** Note 1: The numbers are rounded to the nearest hundred.*

** Note 2: From CoVID-19 Vaccination Programme of HKSAR*



Photo of CE, HKSAR visiting our Community Vaccination Centre in Hong Kong



Photo with CE, HKSAR and our partner, Society for Innovative Healthcare Hong Kong Limited, at our Community Vaccination Centre in Hong Kong

Innovative Healthcare Hong Kong Limited, to support its logistics. The project is due to complete by September 2021 after serving over 150,000 citizens.

Continuous Professional Development (CPD) Point Scheme

To align with the initiative of ACHSM in continuous professional development of our members, the College has initiated a proposal to ACHSM about the reciprocal arrangements of CPD activities so that members can be benefited from both Colleges to gain CPD points.

Apart from the above, an electronic training platform for the professional development of our members has been set up. 182 members of the College have registered their

accounts and by the end of June 2021, a total of 222 CPD points have been registered and granted.

Newsletters

The College published one issue of newsletters with circulation by electronic to our members covering the topics of Evaluation of Hong Kong Cancer Policy, Community CoVID Testing Program in Hong Kong, Introduction of Vaccination and Academic Seminars organised by the College.

Hong Kong College of Health Service Executives (continued)

College Events 2020/2021 (up to 31 July 2021)

Date	Event
4 Aug 20	"Centre for Ageing and Healthcare Management Research – 1. Medical tourism and wellbeing perception of HK senior citizens 2. Wellness tourism in Thailand" co-organized with HK Polytechnic University, SPEED and CAHMF (Hybrid Mode)
22 Aug 20	HKCHSE Fellowship Conferment Ceremony cum Academic Seminar 2020: Preparedness for Respiratory Viruses (Hybrid Mode)
12 Dec 20	Organized 2020 Academic Seminar : 新常態、創科、新思維 (Chinese only) (Hybrid Mode)
18–20 Dec 20	Invited Speaker for "CSEM 2020 The 23rd Annual Congress of the Chinese society of Emergency Medicine" (Zoom Webinar)
8 Jan 21	"Centre for Ageing and Healthcare Management Research – Colorectal Screening for Older Adults in Hong Kong" co-organized with HK Polytechnic University, SPEED and CAHMF (Zoom Webinar)
16 Jan 21	Members' Visit to CUHK Medical Centre (CUHKMC)
20 Feb 21	Organized "Turning the tide on Pandemic - Emerging Vaccines Webinar"(Zoom Webinar)
27 Feb 21	Invited Speaker for "Tomorrow Healthcare Conference – New Generation of Post-pandemic Medicine in the Great Bay Area"(Zoom Webinar)
20 Mar 21	Organized "粵港澳新冠疫情面面觀研討會" (Chinese only)
28 Mar 21	Invited Speaker for "中山·香港健康醫藥產業論壇"(Chinese only) (Facebook and YouTube Live)
22 May 21	HKCHSE COVID-19 Vaccination Family Day
22 May 21	Invited Speaker for "慢性疾病健康自我管理齊推動" (Chinese only) (Zoom webinar)
25 May 21	"健康大灣區 醫療新機遇" co-organized with The Hong Kong Management Association (Hybrid Mode)
5 Jun 21	Organized"COVID19 vaccination, the Hong Kong perspective" (Zoom Webinar)
19 Jun 21	Organized "Psychological Restoration Wellness and the Vaccination Puzzle"(Zoom Webinar)
10 Jul 21	Members' Visit to Pfizer
11 Jul 21	Invited Speaker for"大灣區中醫藥高地建設" (Chinese only) (Zoom Webinar)
14–16 July 21	SHAPE International Symposium 2021 (Zoom Webinar)

Fellowship Program

Thirteen (13) candidates enrolled the Dual Fellowship Program in 2020/21 and participated actively in the Study Group Meetings of theme discussion, case studies and journal presentation. Experienced fellow is assigned to each candidate as mentor to help the candidates to walkthrough the journey of the fellowship program. All candidates will take part in the coming viva examination to be held on 26–27 August 2021 in Hong Kong.

Membership

As at 31 June 2021, the number of our Fellows and Associate Fellows remains similar to past year but the number of associate members has decreased owing to the suspension of college activities in Hong Kong because of the pandemic. We are committed to re-connect our past Fellows and explore opportunities to reach out for the healthcare professionals in the industry in coming year.

Year	Fellows	Associate Fellows	Associates	Total
20/21	119	46	11	178
19/20	120	64	43	227
18/19	105	60	66	231
17/18	94	60	38	192
16/17	87	56	14	157

Note: Including 99 Dual Fellow, 22 Dual Associate Fellow

With the support of our fellow members, the College would be continuing to grow in collaboration with our partners in Australasian region. I am confident that our College will be a force to reckon with for the foreseeable future, particularly in the Greater Bay Area of China!

Dr LIU Shao Haei FHKCHSE, FCHSM
HKCHSE President

National Treasurer's Report

2020–2021 Financial Year



Michael Kalimnios

FCISM B.COMM FCA GAICD
NATIONAL
TREASURER

On behalf of the Board, I am pleased to present the financial report for the year ended 30 June 2021. This year saw a substantial increase in our surplus compared to last years' result. We have managed to achieve a surplus of \$506,313 (year ended 30 June 2020: surplus of \$245,212).

This outcome was achieved despite the decision by the Board to cancel the 2020 Annual

National Congress due to COVID-19, and the continuing impacts on face to face Professional Development activities due to the Pandemic. Our various Health Intern Programs across Australia also experienced a lower than expected take up, again reflecting an impact of COVID-19. ACHSM does however face some ongoing challenges in continuing to provide these programs in competition with other providers with similar offerings now available in the market. As was noted in 2019-20, ACHSM has continued to provide high-quality webcasts to provide our members with ongoing professional development. These have continued to be very successful.

The loss in revenue experienced was offset in many cases with corresponding lower expenditure. As was the case last year, ACHSM qualified for several government subsidies for the COVID-19 pandemic. This included JobKeeper, cashflow stimulus and various other subsidies and tax relief measures and was a significant contributor to achieving the surplus result for this year.

The results in detail

As can be seen from the Accounts

- 95% (94% FY20) of our revenue is derived from:
 - Professional Development Events \$350k (\$281k FY20)
 - Health Intern Programs conducted in NSW, VIC, QLD and WA \$1,168k (\$1,547 FY20)
 - Program Grants \$216k (\$205k FY20)
 - Congress \$nil (\$483k FY20)
 - Membership Fees \$624k (\$638k FY20)
 - Government COVID-19 subsidies \$635k (\$296k FY20)
- 90% (90% FY20) of our expenditure incurred from:
 - Employment Costs \$1,125k (\$1,136k FY20)
 - Information Technology, Marketing and Office Expenses \$95k (\$79k FY20)
 - Cost of Professional Development Events \$112k (\$159k FY20)
 - Congress Expenses \$nil (\$352k FY20)
 - The Health Intern Program \$1,038k (\$1,333 FY20)

In comparison to the previous year, total revenue decreased by \$527k (-14%), which is mainly attributable the cancellation of the 2020 Annual National Congress which resulted in no revenue being generated from that event. In comparison the 2019 Congress generated \$483k in revenue for ACHSM. This was largely offset by a corresponding reduction in expenses of \$352k. In addition, the lower-than-expected uptake of the Health Intern Program resulted in \$379k less revenue than FY20. This decrease however was also substantially offset by the corresponding decrease in expenses of \$295k. The impact of

these decreases in revenue were reduced to some degree by an unexpected higher level of subsidy received for COVID support payments, totalling \$635k. This was \$338k higher than similar subsidies received in FY20.

Expenditure decreased significantly by \$788k in comparison to the previous year (-23%), in line with the corresponding reduction in revenue, as noted, relating to Annual Congress and Health Intern Programs. COVID-19 also continued to have an impact of reducing expenditure during the year as a result of limited overall activity.

The results compared favourably to budget.

Item	Budget	Actual	Variance
Income	\$ 2,899,751	\$ 3,137,045	\$ 237,294
Expenditure	\$ 2,773,286	\$ 2,630,732	\$ 142,554
Net Surplus/(Deficit)	\$ 126,465	\$ 506,313	\$ 379,848

Sponsorship

Sponsorship support to the Branches for the year was \$179k which was an increase of \$68k on last year's sponsorship, which had been significantly impacted due to the suspension of all face to face events in FY20. No sponsorship support was received for the Annual National Congress due to its cancellation. In FY20 ACHSM had received \$147k sponsorship for the Congress. We are very grateful to our various sponsors for their ongoing support without which we would have to increase costs to members. We also have many organisations who provide sponsorship in kind either with guest speakers or venues or both. Their support is also gratefully acknowledged.

Events arising since the end of the reporting period

The Directors recognise that at the date of this report, the potential financial effect of the COVID-19 pandemic on future income streams is unknown.

No other matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

Future development and results

The COVID-19 pandemic will impact the future operations of the Company, however at this time we are unable to quantify the extent of the impact. In response the Company has moved face to face professional development events to an online delivery model. Other than COVID-19 there are no likely developments that will affect the expected results from operations in future years known at the date of this report.

Please note that the accounts provided in this annual report are summarised and the full FY21 Financial Statements are available on the ACHSM website.

Financial Report

Australasian College of Health Service Management

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2021		
	2021 \$	2020 \$
REVENUE		
Membership fees	624,655	638,164
Advertising and sponsorship	53,650	67,573
Education activities	424,074	372,805
Sales	3,117	3,269
National Congress	-	483,857
Trainee management programs	1,168,278	1,547,656
Program grants	216,715	205,287
Other revenue	646,556	345,833
TOTAL INCOME	3,137,045	3,664,444

EXPENDITURE		
Congress expenses	-	352,308
Depreciation	54,487	56,295
Distribution to overseas branches	10,018	7,356
Educational expenses	131,509	217,933
Employee benefits	1,085,091	1,123,374
Interest expense	4,752	6,443
Lease payments for short-term and low-value assets	7,415	16,398
Trainee management scholarships	1,038,148	1,311,678
Other expenses	299,312	327,447
TOTAL EXPENSES	2,630,732	3,419,232
NET SURPLUS FOR THE YEAR	506,313	245,212
Income tax expense	-	-
SURPLUS AFTER INCOME TAX	506,313	245,212
Other Comprehensive Income	-	-
TOTAL COMPREHENSIVE INCOME	506,313	245,212

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2021**

	2021 \$	2020 \$
CURRENT ASSETS		
Cash and cash equivalents	2,490,308	1,848,382
Receivables	91,508	116,377
Financial assets	6,875	6,875
Other assets	180,593	103,583
Total Current Assets	2,769,284	2,075,219
NON-CURRENT ASSETS		
Financial assets	1,688	1,688
Property, plant, and equipment	61,669	101,483
Intangible assets	2,285	6,587
Total Non-Current Assets	65,642	109,758
TOTAL ASSETS	2,834,926	2,184,977
CURRENT LIABILITIES		
Trade and other payables	394,061	463,326
Provisions	201,846	163,350
Other Liabilities	1,039,676	839,887
Total Current Liabilities	1,635,583	1,471,563
NON-CURRENT LIABILITIES		
Provisions	33,017	27,840
Other liabilities	23,651	49,212
Total Non-Current Liabilities	56,668	77,052
TOTAL LIABILITIES	1,692,251	1,548,615
NET ASSETS	1,142,675	636,362
EQUITY		
Accumulated Funds	1,142,675	636,362
TOTAL EQUITY	1,142,675	636,362

Financial Report

Australasian College of Health Service Management

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2021

	Accumulated Funds \$
Balance as at 1 July 2019	391,150
Other comprehensive income	245,212
Total comprehensive income	245,212
Balance as at 30 June 2020	636,362
Balance as at 1 July 2020	636,362
Other comprehensive income	506,313
Total comprehensive income	506,313
Balance as at 30 June 2021	1,142,675

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$	2020 \$
Cash flows from operating activities		
Receipts from customers	2,901,290	3,649,121
Receipts from government stimulus	708,350	206,000
Interest received	824	2,821
Payments to suppliers and employees	(2,953,348)	(3,417,186)
Interest paid	(4,752)	(1,061)
Net cash provided by operating activities	652,364	439,695
Cash flows from investing activities		
Dividends received	58	62
Proceeds from investments	-	-
Purchase of plant & equipment	(10,496)	(4,908)
Purchase of intangible assets	-	-
Net cash used in investing activities	(10,438)	(4,846)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Net change in cash and cash equivalents	641,926	434,849
Cash and cash equivalents at beginning of financial year	1,848,382	1,413,533
Cash and cash equivalents at end of financial year	2,490,308	1,848,382

ACHSM Australasian College of
Health Service Management

Better leadership. Healthier communities.

Australasian College of Health Service Management

PO Box 959, Ryde NSW 1680

Tel +61 2 8753 5100 | Fax +61 2 9816 2255 | www.achsm.org.au