

**CHIEF EXECUTIVE OFFICER'S REPORT**  
**ANNUAL GENERAL MEETING OF MEMBERS**  
**Friday, 11 October 2019**

As I prepare this report, I'm also preparing for VHIA's next round of Rural and Regional Forums. By the end of September, we'll have done 30 Rural and Regional Forums in the past three years. These events are not only a great opportunity for us to catch up with members to hear about the issues affecting them; they're a reminder that the changes we introduced three years ago are now embedded and an expected part of how we do things.

The Rural and Regional Forums are just one example of how we've changed.

In 2018/19, VHIA hosted over 300 meetings. This is a marked shift from our previous approach. These meetings were with Reference Groups (including the Payroll Reference Group), unions and HR/IR Managers. Consistent, predictable meetings have been the key to increasing member engagement.

It's our third year of producing podcasts. To date, these have had more than 14,740 views and in March we recorded our 100<sup>th</sup> episode. The podcasts are part of a shift to create more content that is available on demand – they're available to members at any time and any place. As we move through the next round of bargaining, podcasts will play an important role in the 'Implementation' of each new agreement.

In the past year, the VHIA Community App was replaced by the VHIA Yammer Network. Yammer is where members will find 'meeting by meeting' updates during bargaining. Whilst this won't replace traditional Bulletins, it will provide members more information, more regularly. By using this platform, we are seeking to make the bargaining process more transparent and increase the opportunities for participation.

'Participation' is a key theme for our Enterprise Agreement Reference Groups also. These are now conducted using the 'GoToMeeting', meaning that these groups can meet more frequently during bargaining and reduce disruption for participants. It also removes a barrier for participation for our rural and regional members.

Our upcoming challenges for 2019/20 can be reduced to a single word: bargaining.

The development and implementation of the 'Four Stages of Bargaining' means that we have been preparing for the upcoming bargaining round for a number of years. The publication of the Enterprise Bargaining Framework means that there is both a greater visibility as to how bargaining will be conducted and a basis to improve the bargaining process over time.

But for all the preparation, there is no doubt that the coming bargaining round will be challenging. Health services and community health centres are experiencing significant pressures. We can expect that calls for fiscal sustainability will be tested by some. There is a pressing need to promote a longer-term approach to bargaining; one that genuinely engages with workforce issues rather than deferring these to some undetermined, distant future. Our challenge will be to make sure that message is heard.

2019/20 will be a challenging year but, more than ever, we look forward to working closely with members.

A handwritten signature in black ink, appearing to read "Stuart McCullough". The signature is fluid and cursive, with a large loop at the end.

**Stuart McCullough**  
Chief Executive Officer