



PRESIDENT'S REPORT

ANNUAL GENERAL MEETING OF MEMBERS

Friday, 12 October 2018

Last year, I reported that VHIA had developed a new Strategic Plan and that this was a priority for the Board. We are now at the midpoint of VHIA's *Strategic Plan 2017 – 2019* and it's timely to consider both where the organisation has made progress and where there is progress still to be made.

One of the activities arising from the Strategic Plan was a Member Needs Analysis. The purpose of the Needs Analysis was to provide VHIA members with an opportunity to tell us what they want from their industrial representative.

Conducted earlier this year, the Needs Analysis provided positive feedback for the many changes that have been taking place at VHIA, particularly in terms of a more regular and reliable engagement. Rural and regional forums, monthly IR meetings for all members and additional implementation materials including podcasts were cited as tangible evidence of change.

The Needs Analysis also provided valuable feedback as to which work should be prioritised in the year to come. In particular, there is a clear message from members regarding the systems and processes associated with enterprise bargaining. Specifically, members want a more transparent approach.

The VHIA team are currently developing a bargaining framework that can be provided to members in early 2019. The development and distribution of that framework will form an essential part of our preparations for bargaining later in the year.

A list of action items arising from the Needs Analysis has also been published in the Monthly VHIA IR Report and will be updated monthly.

This year, we saw the conclusion of a bargaining round that began back in 2016 and proposed changes to Nurse and Midwife to Patient ratios. Although the Bill was not ultimately passed by the Victorian Parliament in its current term, VHIA both gave detailed feedback and, once in the public domain, ensured members were informed as to the nature and type of changes proposed. It was also an opportunity for us to work constructively with our colleagues at VHA.

Later this year, we will conduct a Gap Analysis. This is another activity arising from our current Strategic Plan, the purpose of which is to identify workforce reform issues. Workforce (and particularly workforce reform) remains one of the most significant challenges facing VHIA members. In undertaking this work, it's hoped that we engage more effectively with the workforce challenges faced by health services and community health employers.

In addition, we will be reintroducing the 'Know Your Agreement' training in the coming year. We're grateful for the feedback from members seeking the return of 'Know Your Agreement' training and look forward to providing an updated version of this service to members.

This year we welcomed Michelle Fenwick (Northern Health), Jacque Phillips (Numurkah District) and Jan Child (Bass Coast Health) to the Board. Michelle, Jacque and Jan are also participating in a number of Board subcommittees and we're grateful for the fresh perspective they've brought.

On behalf of the Board, I wish to thank departing Board members Vikki Poxon and Zoltan Kokai for their contribution to the organisation. In particular, I wish to acknowledge the contribution of Zoltan who leaves the Board after nine years. His service to VHIA has been substantial, his stewardship of the organisation's finances invaluable.

Finally, I would like to thank the members that make up VHIA. VHIA exists to meet an important role in the Victorian health system, and continuously strives to support its members. Our members play a vital role for our community, and we would like to acknowledge the professional and compassionate way that our members go about delivering health services to Victoria.

A handwritten signature in blue ink, appearing to read 'Dale Fraser', with a large loop at the start and a horizontal tail.

Dale Fraser
President