

Supporting a sustainable future for GP training



Annual Report

2015 – 2016

GPTA Ltd (T/as GPSA)

GPSA is supported by funding from the Australian Government under the Australian General Practice Training program.

GPSA would like to thank the following organisations for their support:



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Message from the Chair

The 2015/16 Annual Report attests to the tremendous development GPTA Ltd (T/A GPSA) has gone through over the twelve months to 30 June 2016. Having attended a number of Annual General Meetings (AGMs) for Regional Training Providers (RTPs) winding up and AGMs of new Regional Training Organisations (RTOs) it is clear that this Annual Report bookends an emotional end to the old system and a challenging beginning for some of the new providers. No matter the start, we are pleased to see positive relationships being forged with GP supervisors nationally.

While the new training boundaries, funding agreements and governance structures have been bedding down after considerable flux, I am pleased to review the organisations achievements in what will be my final report as Chair.

Though the organisation has been in existence for many years, it is only in the last three years that the organisation has been funded. In that short space of time membership has grown to 3614 and it is clear in attending GP supervisor workshops, industry forums and AGPT events around the country that membership growth follows the goodwill the organisation has established nationally.

Looking at the website, the webinars, the educational products GPTA Ltd has developed during the year, you could

be forgiven for thinking the organisation is a large bureaucracy. Of course, most of the public facing work that we do is the result of a quality team of three point six full time equivalent (FTE) employees. That's not a typo. Yes, just three point six FTE.

The impression of course is a result of the dedicated efforts of an honorary (unpaid) board of nine mostly GP supervisors hailing from most states in Australia and one highly valued appointment to the board. Having sat on a number of boards, I can attest the GPSA Board a highly functional dynamic governance team. It doesn't happen by chance that such teams are put together and we have the membership and the Board to thank in this regard.

Special mention and thanks is made to Dr Trish Baker, immediate past president and long serving Board member. Trish served as Chair during the organisation's first funded period and her ongoing wisdom has been highly valued by all on the Board. Trish stands down as per the requirements of the constitution.

I would also like to thank Dr Ian Kamerman for his long standing contribution and commitment to the GPTA Ltd Board. Ian has been a past Chair of the organisation and will step down at the 2016 AGM.

While some of the faces in the operational team have changed over the financial year, there is great depth, maturity and integrity in the existing team and we thank them for maintaining such a collaborative, service and improvement oriented culture in everything that they do.

However, the organisation is only relevant if we continue to play a valued role to our membership. The Board takes participation rates in member surveys, registrations to our webinars, member enquiries, membership growth and requests and downloads for our guides and employment resources as measures of stakeholder engagement and given the consistent growth in all areas throughout the reporting period we thank you for your ongoing support.

Finally, we would not be able to deliver such great value without the support of the Australian Government who fund GPSA via the Australian General Practice Training Program. Similarly, the sponsorship and collegiality of the RTOs, RACGP, ACRRM, MDA National and Piper Alderman. Together we are making a difference for GP supervisors and supporting a sustainable future for GP training.



Dr Bruce Willett
Board Chair



Message from the CEO

Here's to 2015/16 being all about GP supervisor engagement! We are truly appreciative of the support shown to us by RACGP, ACRRM, DOH, each of the RTOs (past and present) and of course our corporate sponsors.

This report reflects the huge volume of work completed during the financial year to 30 June 2016. I am proud of the integrity and passion that we bring to our work, for you, our members.

I am grateful for the support and strong relationships we have with respected educators and GP supervisors as reflected in our webinar line-up: Dr Simon Morgan, Dr Gerard Ingham, Dr Konrad Kangru to name a few who presented during the year and Dr Nicole Higgins who contributed to pulling together In-Practice Teaching Resources with Dr Simon Morgan.

We have enjoyed working with industry leaders which is testament to our commitment to collaboration and sustainability for the GP training industry.



Mr Glen Wallace
Chief Executive Officer

The successes in 2015/16 have been expressed in the form of:

- Securing a three-year funding agreement with the Australian Government until 31 December 2018.
- Staffing has remained at 3.6 FTE.
- Membership growth of 21% to over 3100 members.
- Practice Manager membership growth of 82% to 489.
- Twitter engagement has grown 49% to 865 Followers.
- Facebook engagement has grown 139% to 425.
- Conducted four webinars:
 - Tips and Tricks for New Supervisors
 - Using Random Case Analysis as a Supervision Tool
 - Identifying and Supporting Registrars at Risk
 - Bullying and Harassment Explained
- Members received nine eNewsletters
- GPSA published three new guides:
 - Random Case Analysis in General Practice
 - Bullying and Harassment: Pursuing Zero Tolerance in General Practice
 - Identifying and Supporting GP Registrars at Risk in General Practice

- GPSA updated the four existing guides:
 - Vertical and Horizontal Learning Integration in General Practice
 - Team leadership in General Practice
 - Best Practice for Supervision in General Practice
 - New Supervisor Guide
- Conducted two member surveys to inform lobbying activities
 - GP Supervisor Support Survey August 2015 – 130 responses
 - GP Supervisor Survey March 2016 – 457 responses
- Presented to ten RTO and industry conference forums.
- Represented GP supervisors on General Practice Training Advisory Committee (GPTAC) meetings and United General Practice Australia (UGPA) meetings.
- Exhibited at GPTEC, GP'15 and RMA'15
- Awarded four Outstanding Support Awards for GP supervisors who went above and beyond in helping an Indigenous GP registrar towards fellowship.
- Awarded 146 Recognition of Service awards to GP supervisors nationally.
- Convened two Supervisor Liaison Officer Network (SLON) meetings in August (2015) and May (2016).

We look forward to delivering outstanding value to our members and solid relationships with the industry throughout the 2016/17 period to follow.



"Continuing a tradition in the medical profession - my colleagues sacrificed time to teach and protect me and I am happy to do the same."

(Supervisor Support Survey, March 2016)

**GP
SUPERVISION**

REWARDING

RESPECTED

RECOGNISED

OUR PURPOSE

GPSA is the national representative body that unites GP supervisors by promoting recognition for GP supervision through open and accountable advocacy.

OUR PRINCIPAL OBJECTIVE

To promote the prevention and control of disease in humans. GPSA seeks to achieve this objective by ensuring as far as possible, that the standard of diagnosis and treatment of patients by General Practitioners, particularly GP registrars, is of a standard that is sufficiently high to ensure the prevention and control of disease in humans and is continually improving.

OUR VALUES

Leadership

We aim to use innovation to inspire participation among GP supervisors.

Equity

We believe it is only fair that GP supervisors be recognised and respected for the important contribution they make to GP training.

Accountability

When campaigning and advocating on behalf of GP supervisors, we will act with integrity and make our work and achievements transparent.

Generosity of Spirit

Our greatest resource is our members. We want to share, teach and continuously learn with them.

Openness

We recognise the importance of listening to our members and working with the wider health industry to reach positive outcomes.

The GPSA team

THE BOARD



Dr Bruce Willett
Chair



Dr Steve Holmes
Deputy Chair
Chair NTCER
Sub Committee



Dr Ken Hazelton
FARM Committee



Dr Trish Baker
FARM Committee



Dr Gerard Connors



Dr Alan Leeb
NTCER Sub
Committee



Dr Ian Kamerman
NTCER Sub
Committee



The Hon. Geoff
Wilson
Chair FARM
Committee



Dr Linda McQueen

THE TEAM



Glen Wallace
Chief Executive
Officer



Shellie Vincent
Marketing and
Communications
Manager



Joan Burns
Senior Policy Adviser



Marisa Sampson
Administration Officer



Corinna Boldiston
Senior
Communications
Adviser

Representing GP supervisors

GPSA continues its strong representation and advocacy on behalf of GP supervisors throughout 2015-16.

GPSA is a member of the newly-formed General Practice Training Advisory Committee (GPTAC) - the Ministerial Committee tasked with oversight of the governance of the Australian General Practice Training (AGPT) program. The committee met four times during 2015-16.

GPSA is also a member of United General Practice Australia (UGPA). This group was formed in 2008 and met four times in the last year to address and inform policy issues of national significance to general practitioners around Australia.

UGPA membership includes:

- General Practice Supervisors Australia (GPSA)
- The Royal Australian College of General Practitioners (RACGP)
- The Australian Medical Association (AMA)
- The Australian General Practice Network (AGPN)
- The Rural Doctors Association of Australia (RDAA)
- The Australian College of Rural and Remote Medicine (ACRRM)
- General Practice Registrars Australia (GPRA)

GPSA has engaged actively with the Regional Training Organisations that were successful in the tender for delivery of GP training in the new AGPT and the Remote Vocational Training Scheme. GPSA continued to provide a strong voice for GP supervisors as the system transitioned from seventeen RTPs to nine RTOs across Australia.

The Chair of the Board, Dr Bruce Willett and CEO, Glen Wallace presented at nine conferences, discussions and workshops during 2015-16. GPSA continues to attend the new Regional Training Organisation Network (RTON, formerly the ACE Group) and works constructively with RTOs to promote the needs and interests of GP supervisors.

GPSA also continues to work constructively with ACRRM and the RACGP and looks forward to actively encouraging our members to participate in Round 2 of Bi-College accreditation as the new RTOs go through the accreditation process to ensure that the training delivered through the AGPT program meets both colleges' standards for education program delivery.

In keeping with past practice, GPSA held both its SLON meetings in conjunction with the Australian Medical Educators Network (AMEN). The medical educators in RTOs are strong colleagues of our GP supervisor members in delivering high quality education and training to GP registrars and the holding of joint meetings actively fosters this important collaboration.

In 2015, GPSA joined with all other general practice stakeholders in calling for the lifting of the freeze on Medicare rebates. This issue is of major concern to all GPs and successful lobbying ensured that further cuts planned through to 2020 were dropped from the Federal Budget.

GPSA provided a strong response to the proposed 2016-17 Federal Budget and also provided a summary of the likely impact of the budget to its time-poor membership to assist them to understand the impact on them and their practices.

National Terms and Conditions for the Employment of Registrars (NTCER)

GPSA and GPRA NTCER sub-committee met on three occasions to negotiate the new NTCER for the 2017- 2018 training years. The new agreement is in the process of ratification and will be available on the GPSA website in due course.

Training Practice Engagement Principles

In response to calls from its members (over 84%), GPSA initiated a process for development of a set of principles for the engagement of training practices with the RTON. The process is at an early stage but aims to establish, in the first instance, a set of principles with RTOs which will give GP supervisors a stronger voice in RTOs and see issues of concern to GP supervisors given more emphasis, priority and clarity in the delivery of GP registrar training through the AGPT.

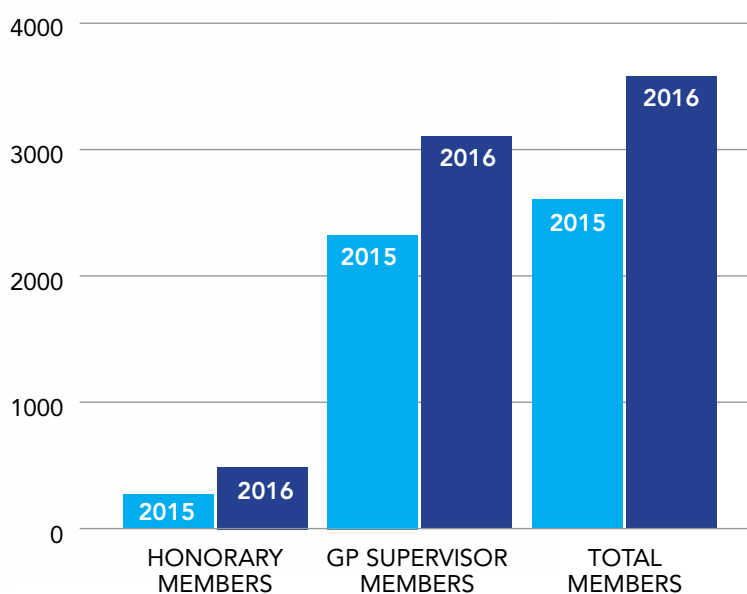


Supporting our members

Member engagement



MEMBERSHIP GROWTH 2015 - 2016

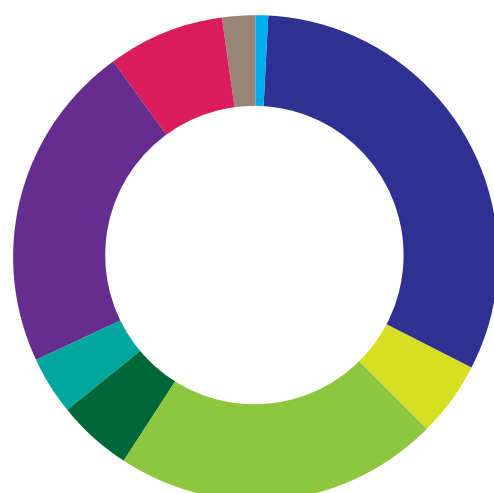


GP SUPERVISOR MEMBERSHIP BY RTO



- EVGPT - 9%
- GP SYNERGY - 34%
- GPEX - 4%
- GPTO - 9%
- GPTT - 4%
- JCU GMT - 14%
- MCCC - 13%
- NTGPE - 5%
- WAGPET - 8%
- NONE SPECIFIED - 0%

GP SUPERVISOR MEMBERSHIP BY STATE



- ACT - 1%
- NSW - 31%
- NT - 5%
- QLD - 22%
- SA - 5%
- TAS - 4%
- VIC - 22%
- WA - 8%
- NONE SPECIFIED - 2%

GP Supervisor Support Survey

GPSA again invited GP supervisors to complete a number of surveys in the course of 2015-16 to assist it in providing evidence-based policy and support that is of real value to our members. These included surveys on the NTCER, training practice income and the 2016 Supervisor Survey.

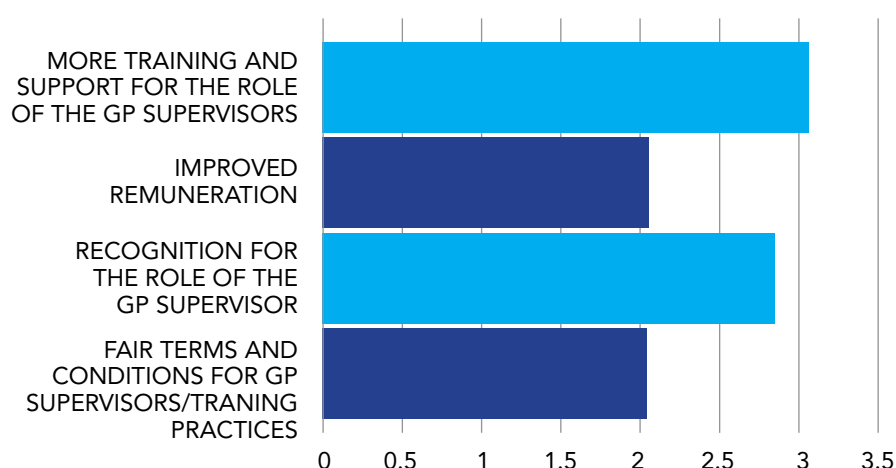
Despite the current Medicare freeze in addition to the ongoing freeze to GP supervisor teaching allowances, GP supervisors continue to find supervision a rewarding role.

"We pride ourselves on being a training practice and assisting doctors of the future." (GP Supervisor Survey, March 2016)

Key findings from the Supervisor Survey, March 2016 included:

- over half our members were satisfied with the NTCER and 84% supported GPSA to negotiate the NTCER.
- over 72% agreed that the Medicare freeze would affect the financial viability of their practice and impact on their capacity to employ GP registrars.
- 70% indicated that watching the development of a GP registrar was the most rewarding aspect of being a GP supervisor
- 90% of respondents planned to continue supervising GP registrars in the next 12 months with that figure falling to below half over a 5-year horizon
- 73% currently intend to continue supervising medical students in the next 12 months with that figure also falling to below half over a 5-year horizon
- 72% found the prospect of employing or contracting a Fellow more attractive
- 72% had a Training Practice Agreement in place with their RTO whilst only 50% thought that the agreement was fair and reasonable

Please rank the four keys areas listed below (in order of importance to you) that you would like to see improved for General Practice Supervisors (1 = most important, 4 = least important)



GP supervisors continue to call for more support and recognition of the role of the GP supervisor. Fair terms and conditions as well as improved remuneration also continue to be of concern as illustrated by comments from the Supervisor Survey, March 2016:

"We subsidise our Supervisor hourly rate for training to ensure they are not worse off for teaching registrars."

"[Supervising] keeps us vibrant, innovative and connected....but it comes at a cost".

"I think currently training practices are taken for granted and the income loss by the practice/ supervisor and social support provided by the practice go unrecognised."

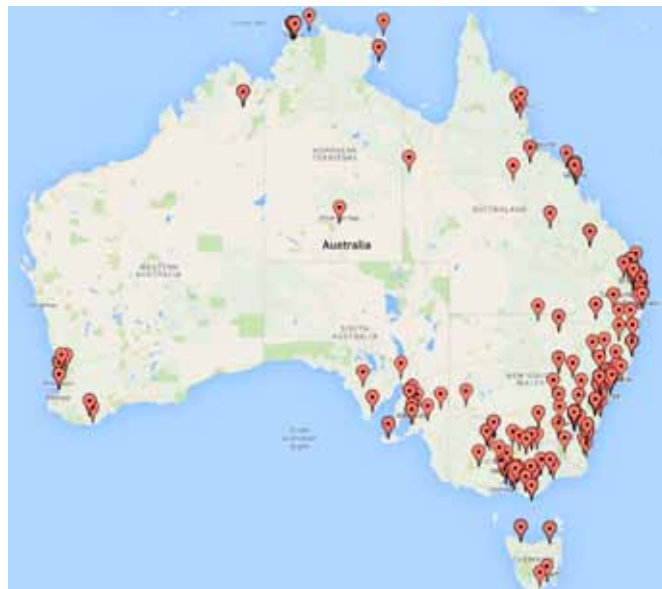
Engagement with GP supervisors in rural and isolated areas of Australia

GPSA is focussed on supporting GP supervisors in rural and isolated areas of Australia and aims to provide relevant information and services to those GP supervisors. Through GPSA's increased profile resulting from our engagement with RTOs, and directly with GP supervisors through the introduction of new services like the employment agreement and social media policy templates, our webinars and our engagement with GP supervisors in rural and regional Australia has greatly increased.

The feedback to GPSA from GP supervisors in these areas is that they enjoy the engagement and connectivity with others during events like the webinars and meetings which offer some opportunity to renew acquaintances and connections.

GPSA's current capacity to measure member engagement in rural and isolated areas is only achievable by counting those GP supervisors who are located in districts of workforce shortage. Whilst some districts of workforce shortage are in more densely populated centres, most are in rural and isolated areas.

The map below indicates the locations of GP supervisors in districts of workforce shortage that have attended GPSA webinars. The individual map markers only indicate locations, they do not represent the number of times a GP supervisor from a particular location has attended. For example a GP supervisor who attends three webinars will only be represented by one marker.

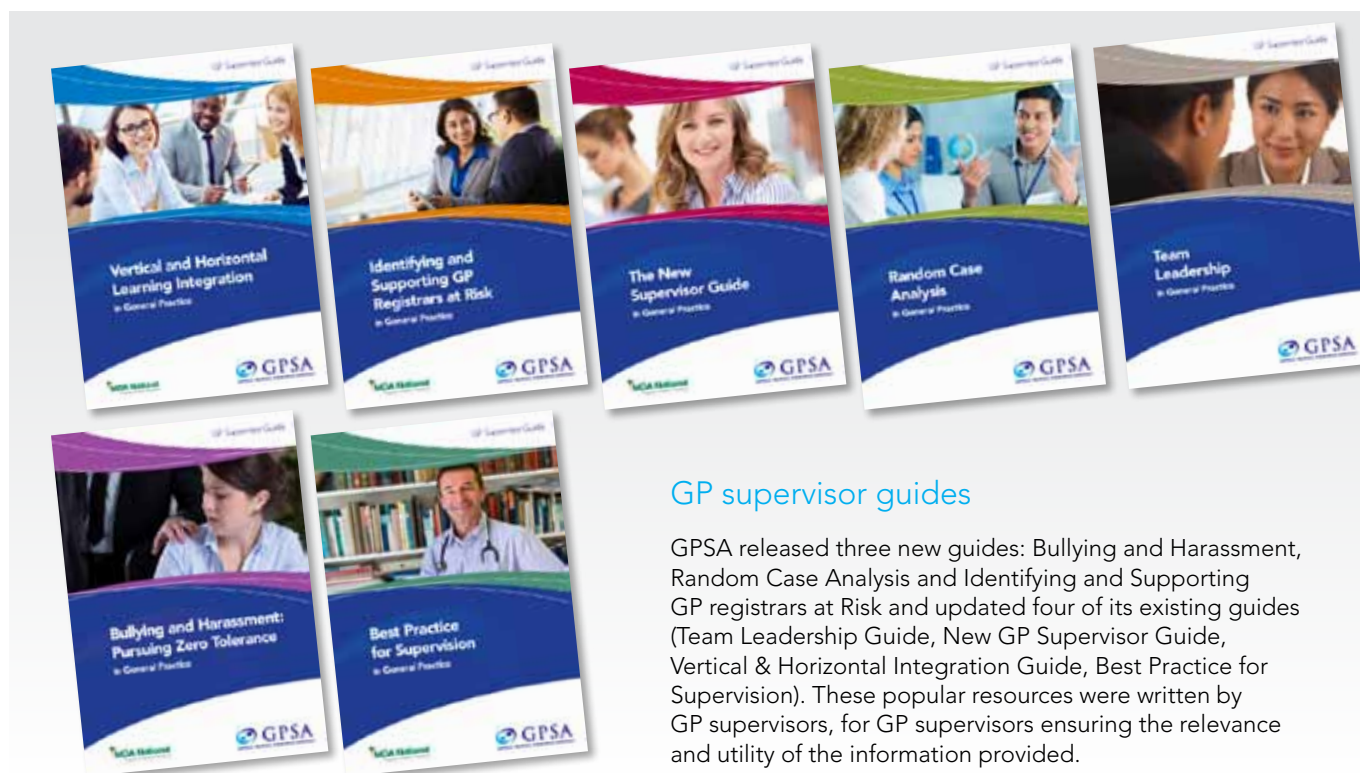


"I think GPSA is doing a great job of negotiating on our behalf and I am grateful for the job they are doing. Makes me feel more confident being a supervisor".

(GP Supervisor Survey, March 2016)



Member products and services



GP supervisor guides

GPSA released three new guides: Bullying and Harassment, Random Case Analysis and Identifying and Supporting GP registrars at Risk and updated four of its existing guides (Team Leadership Guide, New GP Supervisor Guide, Vertical & Horizontal Integration Guide, Best Practice for Supervision). These popular resources were written by GP supervisors, for GP supervisors ensuring the relevance and utility of the information provided.

Supporting the whole practice

From the initial engagement and orientation into the practice and provision of medical equipment and resources, the organisation of rostering and teaching times and supporting the GP supervisor with required resources, the allocation of patients, right through to fellowship, the entire practice team play a critical role in the successful training experiences of GP registrars. During the funding period GPSA increased accessibility of resources to practice managers and provided support to practice staff in the form of GPSA webinars, the members support hotline for NTCER and employment contract queries and funding submission support.

Training practice managers play a significant role in supporting GP supervisors in their role as well as further contributing to sustainable GP registrar training activity within the practice.

GPSA will further investigate what and how new resources can be developed and delivered in 2016-17 to further support training practices.

In 2015-16, GPSA supported training practices with the following products and services:

- **National Terms and Conditions for the Employment of Registrars (NTCER)**
The agreement sets out terms and conditions for the employment of GP registrars as agreed by GPSA and GPRA. The current NTCER is available on the GPSA website.
- **The GP registrar employment agreement template**
GPSA has developed an employment agreement template which is compatible with the NTCER. Almost 300 practices have downloaded the template

from the GPSA website. The template simplifies the GP registrar employment process for GP supervisors and practice managers.

- **NTCER FAQs and email enquiry service**
Occasionally, unusual circumstances arise during the employment process or during the term of employment. GPSA has on the website a comprehensive list of frequently asked questions (FAQs) which may be of assistance when seeking information to resolve a problem. GPSA staff are also available to respond to email or telephone requests for information about the NTCER or Employment Agreement Template.

Legal advice service

Free 15 minute legal advice regarding employment related issues is available to members through the GPSA and Piper Alderman partnership arrangements.

GPSA staff need to organise your introduction to Piper Alderman. Details about how to do so are on the website.

In-practice Teaching Plans

GPSA has developed a new series of resources to assist GP supervisors. The In-practice Teaching Plans are designed to assist GP supervisors in providing effective, evidence-based teaching to their GP registrars. These guides cover common presentations, diagnoses of common conditions or key processes in general practice.

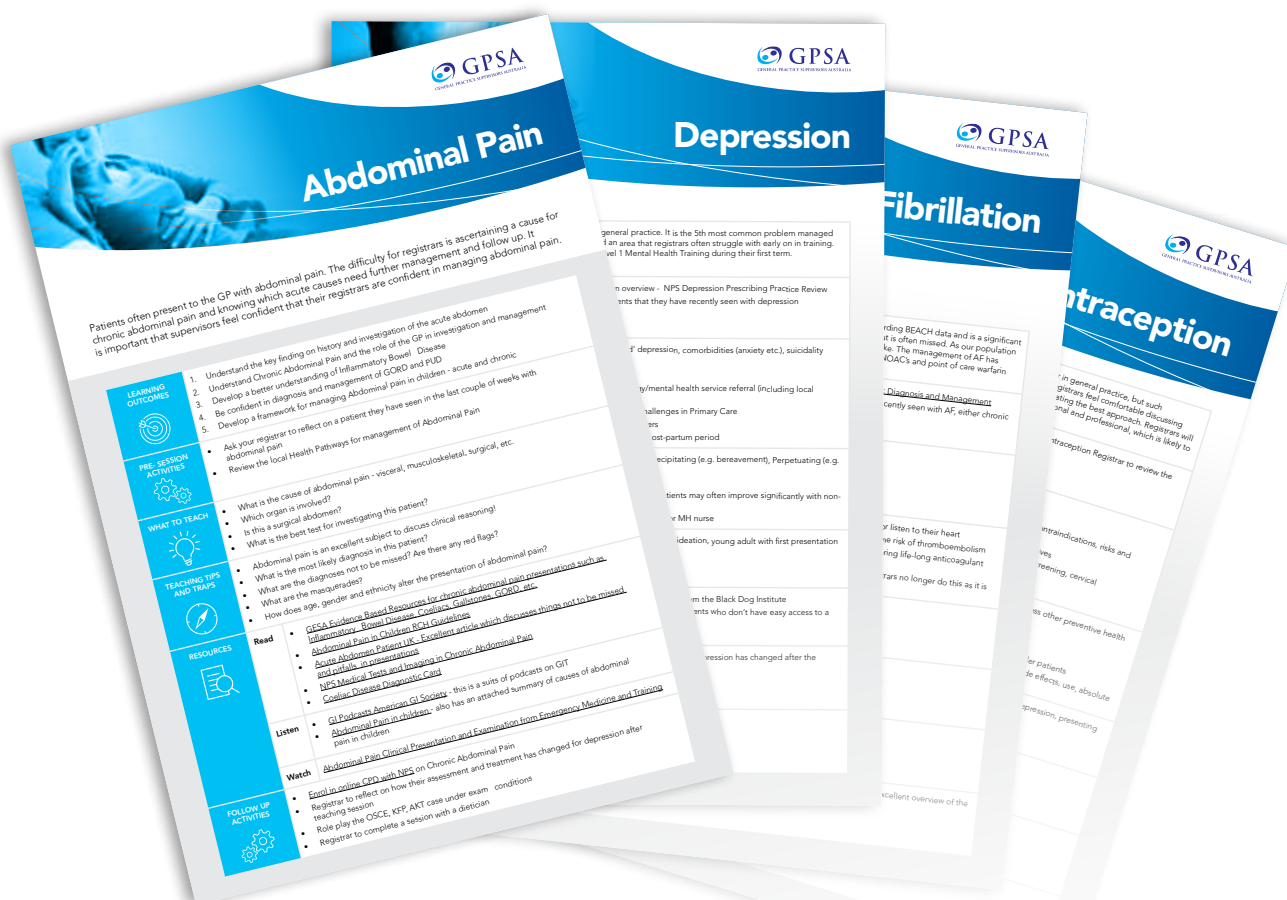
Each guide contains key teaching and learning areas, pre-session activities, teaching tips and traps, key resources and follow-up and extension activities. They also contain exam preparation cases AKT/KFPs or OSCEs.

Six In-practice Teaching Plans have been produced:

- fatigue
- dizziness and funny turns
- depression
- abdominal pain
- atrial fibrillation
- contraception

Further topics are planned for 2016-17.

The teaching plans are available on the GPSA website.

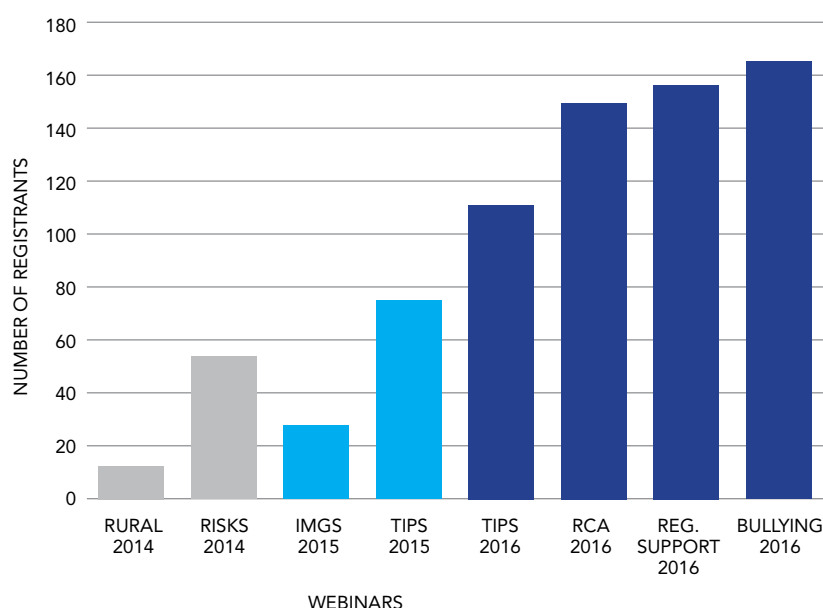


Events

Webinars

GPSA webinars have become increasingly popular with registrations doubling over the course of the 2015-2016 year and growing by more than ten-fold since 2014 (see Figure 1).

FIGURE 1: WEBINAR REGISTRATIONS



GPSA conducted four webinars during the year with an average of 145 registrations per event (registrations for the first event of the year were closed at 110). We wish to express our appreciation and thanks to the guest presenters. Satisfaction results from all four webinars was very positive.

- Tips and Tricks for New Supervisors, held 18 February 2016, presented by Dr Simon Morgan
- Using Random Case Analysis as a Supervision Tool, held 23 March 2016, presented by Dr Gerard Ingham
- Identifying and Supporting GP registrars at Risk, held 28 April 2016, presented by Dr Konrad Kangru
- Bullying and Harassment Explained, held 24 May 2016, presented by Mr Mark Moore

"As a new supervisor, I found the most useful aspect was the reassurance that supervisors can lack knowledge in certain areas."

(Tips and tricks for new supervisors webinar)

"Good webinar and should be repeated with more case studies."

(Identifying and supporting registrars at risk webinar)

"Very engaging. Brilliant presenter and resources."

(Bullying and harassment webinar)

Very easy to use, useful and good use of time!"

(Random case analysis webinar)

Supervisor Liaison Officer Network (SLON) meetings

GPSA continues to build relationships, foster information flow and bring GP supervisors together with other key stakeholders in general practice training by holding its SLON meetings in tandem with other key events.

The first SLON was held in Hobart in conjunction with the General Practice Education and Training Conference on 28 August 2015. Presentations were delivered on supervising IMGs, supervising Indigenous GP registrars,

supporting GP registrars for exams, Bi-College accreditation and an overview of research projects being conducted by GP supervisors around the country.

The second SLON was held in Sydney in conjunction with the AMEN meeting on 26-27 May 2016. Joint sessions were held with the AMEN group on GP supervisor professional development as well as sessions dedicated to the needs of GP supervisors.

The group heard presentations on the AKT and KFP exams, vertical and horizontal integration, the NTCER, identifying and supporting GP supervisors in difficulty and novel ways to present information in the IT age.



"GPSA continues to build relationships, foster information flow and bring GP supervisors together with other key stakeholders in general practice training by holding its SLON meetings in tandem with other key events."

Industry events

GPSA is a member of GPTAC and UGPA, both of which met four times each during the year. These are important meetings where the GPSA Board Chair and CEO represent the views and position of GPSA on a range of national issues affecting GP supervisors.

GPSA were also delighted to meet and present to GP supervisors at seven events during the year.

These events included:

- RMA15 Supervisor Day Panel Discussion and GPTA Ltd AGM, Adelaide
- GPTEC15 Panel Discussion, Hobart
- FGP Panel Discussion, Brisbane
- GPEx, RTON meeting, Adelaide
- GP Synergy Stakeholder Meet and Greet, Sydney
- SGPT Supervisor Conference, Victoria
- VMA and SGPT Supervisor Conference, Melbourne

GPSA were also thrilled to meet and present to practice managers at GPTT's Practice Manager Conference in Hobart in June 2016.



GPSA engages with members through

- e-Newsletter issued to all members every six weeks.
- Member surveys.
- Webinars.
- Provision of teaching guides.
- Attendance at conferences.
- Supporting the Supervisor Liaison Officer Network (SLON) communications and meetings.
- Attendance at GP supervisor meetings hosted by RTO's.
- Supporting GP supervisors through recognition awards.
- Engagement through partner organisations such as Australian Indigenous Doctors' Association (AIDA).
- Feedback opportunities through the GPSA website.

Recognising GP supervisors

GP supervisors deliver over 90% of GP training. GPSA has implemented a program to recognise the contribution of experienced GP supervisors to training GP registrars.

Outstanding Support Award

The Outstanding Support Award recognises outstanding high quality supervision and support to Aboriginal and Torres Strait Islander GP registrars. The awards were announced at the Australian Indigenous Doctors Association (AIDA) Conference on 18 September 2015 by GPSA CEO Glen Wallace.

Outstanding Support Awards were presented to:

- Clinical Associate Professor Rowena Ivers
- Dr Nicholas Roubos
- Dr Paul Beiboer
- Dr Stephen Sylvester

Supervisor's Acknowledgement Award

The objective of the program is to provide recognition to GP supervisors who have been supervising GP registrars for many years, in some cases more than 30, enabling generations of GP's to provide high quality medical services to Australian families.

The program also aims to improve the profile of GP supervisors and the role of the Training Practice in local communities through involvement of local media.

One hundred and forty GP supervisors were nominated for the award. Certificates and associated waiting room posters were provided in conjunction with announcements to local communities via press release.



"The Outstanding Support Award recognises outstanding high quality supervision and support to Aboriginal and Torres Strait Islander GP registrars."

Independent audit report to the members of GPTA Limited

Report on the financial report

I have audited the accompanying financial report, being a special purpose financial report of GPTA Limited (the Company), which comprises the statement of financial position as at 30 June 2016, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the responsible entities declaration.

This audit report has also been prepared for the members of the Company pursuant to the *Australian Charities and Not-for-profit Commission Act 2012* and the *Australian Charities and Not for profits Regulation 2013* (ACNC) and (collectively the Act and Regulations).

Directors' responsibility for the financial report

The Directors of the Company are responsible for the preparation of the special purpose financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the needs of the members. The Directors responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

My responsibility is to express an opinion on the financial report based on my audit. I have conducted my audit in accordance with Australian Auditing Standards. Those standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Company, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

In conducting my audit, I have complied with the independence requirements of the *Australian Charities and Not-for-Profits Commission Act 2012*. We confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the directors of GPTA Limited on 22 August 2016, would be in the same terms if given to the directors as at the time of this auditor's report.

Auditor's Opinion

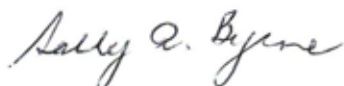
In my opinion, the financial report of GPTA Limited has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- a) giving a true and fair view of the Company's financial position as at 30 June 2016 and of its financial performance and cash flows for the year ended on that date; and
- b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis of accounting

Without modifying my opinion, I draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Directors' financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose.

McFillin and Partners



Sally A. Byrne
Registered Company Auditor

Suite 3, North Park Business Centre, 6 Babarra Street, Stafford Qld 4053
23 August 2016

GPTA Limited

ACN 108 932 574

Financial Report

for the year ended 30 June 2016

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Directors' Report

The directors of GPTA Limited submit herewith the annual financial report for the financial year ended 30 June 2016.

Principal Activities, Objectives and Measures of Performance

PRINCIPAL ACTIVITIES:

GPTA Ltd is the corporate identity of the General Practice Supervisors Australia (GPSA). General Practice Supervisors Australia is an autonomous body representing and representative of General Practice Supervisors within the Australian General Practice Training Program. The principle objectives for which the Company is formed is to promote quality vocational training for General Practice in Australia by promoting recognition of the pivotal role GP supervisors play in the Australia General Practice Training Program, supporting and enabling GP supervisors Professional Development and enhancing quality training for general practice via the Australian GP Training Program.

LONG TERM OBJECTIVE:

GPTA exists to improve the health of the Australian community by providing leadership in General Practice training. GPTA is a membership organisation representing all GP supervisors who have junior doctors in their Practices for training purposes, across the 9 Regional Training Providers in Australia. GPTA represents all GP supervisors, who are responsible for the day to day performance of a GP registrar, with the supervisor-registrar relationship forming the backbone of the enhanced apprenticeship model of learning which provides training for junior doctors in a General Practice setting.

SHORT TERM OBJECTIVES:

- To achieve better support for GP supervisors through engagement with DOH, RTON, GPRA, Colleges RACGP & ACRRM, RDAA, and others
- To develop a media and marketing strategy
- To play a role in the Health Reform process
- To improve GP supervisor remuneration through an industrial strategy

TO MEET THESE OBJECTIVES:

- GPTA, together with GPRA, negotiates the National Terms and Conditions agreement for the employment of GPT 1-4 registrars.
- GPTA advocates on behalf of GP supervisors with RTON, GPRA, Colleges RACGP & ACRRM, RDAA, and others
- GPTA communicates with & receives feedback from GP supervisors via an email newsletter sent bimonthly.
- GPTA meets with CEOs of Regional Training Organisations.
- GPTA communicates on behalf of GP supervisors via medical press.

OUR PERFORMANCE IS MEASURED BY:

- Continuing to receive funding for GPTA activities
- GPTA consults with DOH, RTON, GPRA, Colleges RACGP & ACRRM, RDAA, and others on GP supervisor matters
- Successful negotiation & implementation of National Terms and Conditions agreement for the employment of GPT1 - 4 registrars.
- Increase in member numbers
- Ongoing communication with and feedback from membership
- GPTA is contacted by medical press to speak on behalf of GP supervisors.

Results and Review of Operations

The company reported an operating profit of \$232,727 in respect of the year ended 30 June 2016 (2015: \$62,345). No membership fees have been received for the year.

Significant Changes in State of Affairs

No significant changes in the company's state of affairs occurred during the financial year.

Directors' Report cont.

Performance in Relation to Environmental Regulation

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Likely Developments and Future Results

The company anticipates that it will maintain its positive financial position in the 2016/17 financial year.

Events Subsequent to Balance Date

No 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 state of affairs of the company in future financial years.

Directors

The names of each person who has been a director during the year and to the date of this report are:

- Dr Patricia Baker
- Dr Alan Leeb
- Dr Steve Holmes
- Dr Bruce Willett
- Dr Kenneth Hazelton
- Mr Geoffrey Wilson
- Dr Ian Kamerman
- Dr Gerard Connors
- Dr Linda McQueen

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Information on Directors

Dr Bruce Willett MBBS - (Chair)

Dr Bruce Willett has 20 years of experience as a GP supervisor, initially under the guidance of the Royal Australian College of General Practitioners (RACGP), then with the Central and Southern Queensland Training Consortium (CSQTC) renamed

General Practice Training Queensland (GPTQ), for which he is currently the Supervisor Liaison Officer (SLO).

Bruce works as the practice principal at Victoria Point Family Practice, a group practice on the southern outskirts of Brisbane. He has been on the board of the local division and the GP representative for the Queensland Health Diabetes Network for six years.

Bruce is also the chair of the SLO Network, and he sees the increasing pressure on general practice to train doctors as both a challenge and a unique opportunity to increase the recognition and rewards for providing quality training

Dr Steve Holmes (Deputy Chair & Chair NTCER Committee)

Dr Steve Holmes is a senior rural GP/Obstetrician with a passion for teaching GP registrars and medical students.

Steve trained as a specialist pathologist before doing a GP locum for a friend in the South Australian town of Clare, where he discovered the unique attractions of general practice that were missing from a career as a pathologist.

As well as having the valuable skill set of the Australian rural GP, Steve's knowledge and interests outside of medicine – combined with a sense of humour – make him an ideal mentor and GP supervisor.

Steve has a long history of advocacy for rural general practice through positions with a number of professional bodies, including the Australian Medical Association (AMA).

Dr Patricia Baker GAICD MBBS FRACGP

Dr Patricia Baker is a practice principal with a strong commitment to ensuring the next generation of GPs get the best possible in-practice training.

Trish started general practice in Katherine, Northern Territory, before moving to outer metropolitan areas. She is now the practice principal at the Keperra Family Practice and Skin Cancer Clinic in Brisbane, a multidisciplinary practice which trains GP registrars, prevocational doctors, medical students and student nurses.

Trish's former board experience includes the previous Division for Brisbane North, GPPartners and the CSQTC. She is currently a board member of Partners 4 Health, the PHN for Brisbane North area and is on the State Faculty board of RACGP.

As well as being a passionate advocate for GP supervisors and for ensuring that general practice remains at the heart of a thriving primary health care system, Trish's clinical interests cover medical education, preventive health and indigenous health.

Directors' Report cont.

Dr Gerard Connors MBBS, FRACGP

Dr Gerard Gerard has been a GP supervisor for 20 years. He is a part owner of a General Practice in Sandringham. He served on the VMA Board for 8 years, was a part time medical educator with VMA for the last 4 years, responsible for GP supervisor professional development. Gerard continues with East Victoria General Practice Training (EVGPT) as their Metro Supervisor Liaison Officer (SLO). Gerard is keen to unite city & country GP supervisors in pursuit of their common goal of quality General Practice training.

Dr Ken Hazelton MBBS Sydney, FRACGP, DipRACOG

Dr Ken Hazelton graduated from Sydney University in 1978. He completed his internship at St Vincent's in Darlinghurst and did a Family Medicine Program Residency at Orange Base Hospital in regional NSW.

After a year in the UK acquiring a Diploma of Obstetrics, Ken returned to general practice in Orange, NSW and practised obstetrics and anaesthetics for several years. Ken has been a GP supervisor for 21 years and has been a SLO and occasional medical educator for his local RTP for 9 years. Ken sat on the Board of his Division of General practice for 9 years. Ken continues to represent Low Caseload GP Prescribers on the National HIV Standards Training and Accreditation Committee.

Ken continues work at Orange Base Hospital as a Visiting Medical Officer (VMO) and is a senior lecturer for Sydney University's Clinical School in Orange, where he coordinates the Community Term. Ken is a Principal of a 10 doctor practice and joined the GPSA Board in 2012.

Ken continues work at Orange Base Hospital as a Visiting Medical Officer (VMO) and is a senior lecturer for Sydney University's Clinical School in Orange, where he coordinates the Community Term. Ken is a Principal of his seven-doctor practice and joined the GPSA Board in 2012.

Dr Linda McQueen MB BS, FRACGP, DipRACOG, FAICD

Linda has been a GP supervisor since 1987 and a great advocate for regional based training and the apprenticeship model. Linda is Practice Principal of Hazelbrook General Practice where she has worked for 27 years. Located in the picturesque Blue Mountains, NSW, Linda's practice has been training GP registrars and medical students for over 25 years. Linda has previous governance experience on the Board of the Blue Mountains GP Network and WentWest.

Dr Ian Kamerman MB BS FACRRM FRACGP DRANZCOG DA ACCAM SFCD DipCD MAICD

Dr Ian Kamerman trained at Sydney University and spent all of his practising life in rural NSW and Victoria and settled in Tamworth some nine years ago.

Ian is immediate past president of the Rural Doctors Association of Australia and is passionate about training doctors for the bush. He has been mentoring and supervising different levels of trainees for more than 20 years.

He has been involved with AGPT and RTOs since their inception and is currently a director of GP Synergy. Ian's work has also extended to being past president of the Rural Doctors Association of NSW. He is also on the board of his Local Health District and a member of the Department of Health's National Medical Training Review Panel.

Dr Alan Leeb MBBCh, DTM&H, DCH, Dip Family Med, FRACGP

Dr Alan Leeb has been a GP supervisor for more than 25 years and has a strong commitment to undergraduate and postgraduate general practice education.

Originally from South Africa, Alan migrated to Sheffield, Tasmania, in 1986 and entered solo rural general practice.

He relocated to Western Australia in 1993 and entered general practice in outer metropolitan Perth where he is now principal of a large multidisciplinary teaching general practice.

Alan has special interests in paediatrics and immunisation as well as primary care research.

Alan was the first SLO for Western Australia General Practice Education and Training (WAGPET), and has been involved with the Supervisor Liaison Network since its inception. He has been on the GPSA Board since 2003 and holds positions on various professional bodies and associations, including the RACGP, the Australian Medical Council and the WA Department of Health.

The Hon. Geoff Wilson BA (Hons) LLB (Chair FARM Committee)

Geoff is a former Member of Parliament and Cabinet Minister, Queensland, in three portfolios - Health, Education and Training, and Mines and Energy. Geoff previously occupied the positions of Barrister, senior trade union official and Commonwealth Public Servant. He assists the board in an honorary capacity with advice about vocational training, strategic planning, policy development, governance and risk management, government relations, workforce relations, and the broader community sector. Geoff has a keen interest in workforce planning issues and effective public policy for the long term delivery of health services to the community.

Directors' Report cont.

Meetings of Directors

During the financial year, six (6) meetings of directors were held. Attendances by each director were as follows:

	DIRECTORS MEETINGS	
	No. eligible to attend	No. attended
Dr Patricia Baker	6	6
Dr Bruce Willett	6	6
Dr Stephen Holmes	6	6
Dr Ian Kamerman	6	4
Dr Ken Hazelton	6	6
Dr Gerard Connors	6	5
Dr Alan Leeb	6	4
The Hon. Geoffrey Wilson	6	6
Dr Linda McQueen	4	3

Member's Guarantee

The company is incorporated under the Corporations Act 2001 and is registered under the Australian Charities and Not-for-profits Commission Act 2012 as a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the company. At 30 June 2016 the number of GPTA Ltd Ordinary Members was 3,125, and Honorary Members 489.

Dividends Paid or Recommended

The company is prohibited by its constitution from paying or distributing dividends to its members. Accordingly, no dividends were paid or declared since the start of the financial year. No recommendation for payment of dividends has been made.

Indemnification of Directors and Officers

During the financial year, the company paid a premium in respect of a contract insuring the directors of the company and all executive officers of the company and any related body corporate against a liability incurred as such a director, secretary or executive officer to the extent permitted by the Corporations Act 2001 and the Australian Charities and Not-for-profits Commission Act 2012. The contract of insurance prohibits the disclosure of the nature of the liability and the amount of the premium.

Proceedings on Behalf of the Company

No person has applied to the Court under section 237 of the Corporations Act 2001 for leave to bring proceedings on behalf of the company, or to intervene in any proceedings to which the company is a party, for the purpose of taking responsibility on behalf of the company for all or part of those proceedings. No proceedings have been brought or intervened in on behalf of the company with leave of the Court under section 237 of the Corporations Act 2001.

Directors' Report cont.

Entity Details

The registered office of the entity is:

Level 5, 445 Upper Edward Street
SPRING HILL QLD 4000

The principal place of business is:

26 Mercy Street
BENDIGO VIC 3550

Auditor's Independence Declaration

The auditor's independence declaration for the year ended 30 June 2016 has been received, is in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and is attached to the financial statements.

Signed in accordance with a resolution of the Board of Directors:

Director:



Director:



Dated this 31st day of July 2016

Directors' Declaration

The Directors of the company declare that:

- 1 The financial statements and notes are in accordance with the Corporations Act 2001 and:
 - a comply with Accounting Standards and the Corporations Regulations 2001; and
 - b give a true and fair view of the financial position as at 30 June 2016 and of the performance for the year ended on that date of the company;
- 2 In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director:



Dr Bruce Philip Willett - Chair

Director:



Mr Geoff Wilson - Chair FARM Committee

Dated this 31st day of July 2016

Income Statement

for the year ended 30 June 2016

		2016	2015
	Note	\$	\$
INCOME			
Revenue from ordinary activities	2	791,054	585,406
		791,054	585,406
EXPENSES			
Accounting Fees		3,380	7,160
Audit Fees		5,030	10,000
Advertising & Media Costs		11,820	473
Administration Costs		921	688
Bank Charges		1,094	966
Bookkeeping Expenses		12,963	15,752
Communications Expenses		30,708	5,801
Computer and Website Expenses		7,648	4,753
Consultancy Fees		5,183	23,603
Insurance		5,278	9,107
Legal Fees		-	9,728
Meeting & Travel Costs		65,038	65,772
Office Expenses		17,044	4,212
Printing, Postage & Stationery		2,379	1,270
Project Expenses		20,284	2,500
Research Expenses		462	55,751
Seminars & Conferences		5,390	-
Sponsorships		50	100
Staff Training & Development		7,929	-
Superannuation Contributions		29,918	26,498
Wages & Salaries		325,808	278,927
		558,327	523,061
Current year surplus/(loss) before income tax		232,727	62,345
Income tax expense		-	-
Net current year surplus/(loss) after income tax		232,727	62,345
Other comprehensive income for the year		-	-
Total comprehensive income for the year		232,727	62,345

Statement of Financial Position

as at 30 June 2016

		2016	2015
	Note	\$	\$
CURRENT ASSETS			
Cash and cash equivalents	3	350,812	300,609
Trade and other receivables	4	-	1,540
TOTAL CURRENT ASSETS		350,812	302,149
NONCURRENT ASSETS			
Other noncurrent assets	5	10	10
TOTAL NONCURRENT ASSETS		10	10
TOTAL ASSETS		350,822	302,159
CURRENT LIABILITIES			
Trade and other payables	6	26,541	40,605
Other current liabilities	7	-	170,000
TOTAL CURRENT LIABILITIES		26,541	210,605
TOTAL LIABILITIES		26,541	210,605
NET ASSETS		324,281	91,554
EQUITY			
Retained Surplus/(Deficit)	8	324,281	91,554
TOTAL EQUITY		324,281	91,554

Statement of Changes in Equity

as at 30 June 2016

	Note	RETAINED EARNINGS	TOTAL
		\$	\$
Balance at 30 June 2014		29,209	29,209
Profit attributable to the entity		62,345	62,345
Balance at 30 June 2015		91,554	91,554
Profit attributable to the entity		232,727	232,727
Balance at 30 June 2016		324,281	324,281

Statement of Cash Flows

as at 30 June 2016

	Note	2016 \$	2015 \$
Cash flow from operating activities			
Receipts from customers		622,594	712,822
Payments to suppliers and employees		(572,391)	(482,456)
Net cash flows from operating activities	9	50,203	230,366
Cash flow from investing activities			
Dividends received		-	41,044
Loans advanced		-	29,199
Net cash flows from investing activities		50,203	70,243
Net increase (decrease) in cash held		50,203	300,609
Cash at beginning of the financial year		300,609	-
Cash at the end of the financial year		350,812	300,609

Notes to the Financial Statements

For the year ended 30 June 2016

The financial statements cover GPTA Limited as an individual entity, incorporated and domiciled in Australia. GPTA Limited is a company limited by guarantee.

1 Statement of Compliance

In the opinion of the directors, the company is not a reporting entity because there are no users dependent upon general purpose financial reports.

This is a special purpose financial report that has been prepared for the sole purpose of distributing a financial report to the members and must not be used for any other purpose. The directors have agreed that the accounting policies adopted are appropriate to meet the needs of the members.

The financial report has been prepared in accordance with the recognition and measurement principles of applicable Australian Accounting Standards and other mandatory professional requirements in Australia. It contains only those disclosures that are considered necessary by the directors to meet the needs of the members.

GPTA Limited is a not-for-profit entity for the purpose of preparing the financial statements.

The financial statements were authorised for issue by the directors on 1 July 2016. The directors have the power to amend and reissue the financial statements.

The financial statements have been prepared on an accruals basis and are based on historical costs, unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied, unless otherwise stated. The amounts presented in the financial statements have been rounded to the nearest dollar.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a Revenue

Grant revenue is recognised in the income statement when it is controlled. When there are conditions attached to the grant revenue relating to the use of those grants for specific purposes it is recognised in the balance sheet as a liability until such conditions are met or services provided.

Interest revenue is recognised as it accrues using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

All revenue is stated net of the amount of goods and services tax (GST).

b Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held-at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

c Accounts Receivable and Other Debtors

Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

d Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

e Unexpended Grants

The entity receives grant monies to fund projects either for contracted periods of time or for specific projects irrespective of the period of time required to complete those projects. It is the policy of the entity to treat grant monies as unexpended grants in the balance sheet where the entity is contractually obliged to provide the services in a subsequent financial period to when the grant is received or in the case of specific project grants where the project has not been completed.

f Contributions

GPTA Limited receives non-reciprocal contributions from the government and other parties for no value or a nominal value, these contributions are recognised at the fair value on the date of acquisition upon which time an asset is taken up in the balance sheet and revenue in the income statement.

Notes to the Financial Statements

For the year ended 30 June 2016

g Income Tax

No provision for income tax has been raised as the entity is applying the principle of mutuality.

h Comparative Figures

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

When an entity applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period must be disclosed.

i Accounts Payable and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the mount normally paid within 30 days of recognition of the liability 2

	2016	2015
	\$	\$
2 Revenue		
Grants Received	580,000	424,666
Sponsorship Income	207,809	37,300
Reimbursements Received	1,764	2,398
Interest Received	1,481	-
GPTA Grants Received	-	79,998
Dividends Received	-	41,044
	791,054	585,406
3 Cash and Cash Equivalents		
Current		
Cash at Bank - CBA A/c # 0834	108,493	288,611
Cash at Bank - CBA A/c # 0973	11,279	11,998
Cash at Bank - CBA A/c # 0842	231,040	-
	350,812	300,609
4 Trade and Other Receivables		
Current		
Other Receivables	-	1,540
	-	1,540
5 Other Assets		
Non-Current		
Shares in Subsidiaries - GPSA Pty Ltd	10	10

Notes to the Financial Statements

For the year ended 30 June 2016

	2016	2015
	\$	\$
6 Trade and Other Payables		
Current		
Credit Card Liability	596	-
Trade Creditors	8,129	13,128
GST Liability	4,139	14,060
PAYG Withholding	5,556	5,836
Superannuation Liability	8,111	7,571
Unsecured Loan - GPSA Pty Ltd	10	10
	26,541	40,605
7 Unearned Income		
Non-Current		
Grant Income - Department of Health	-	170,000
8 Accumulated Surplus		
Accumulated surplus at the beginning of the financial year	91,554	29,209
Net surplus/(loss) for the financial year	232,727	62,345
Accumulated surplus at the end of the financial year	324,281	91,554
9 Cash Flow Information		
Profit/(Loss) from ordinary activities	232,727	62,345
Non-cash flows in profit	-	-
Changes in assets and liabilities	-	-
Decrease/(increase) in receivables	1,540	(1,540)
Decrease/(increase) in other assets	-	-
Increase/(decrease) in other payables	(184,064)	169,561
Increase/(decrease) in provisions	-	-
Cash flows provided by/(used in) operating activities	50,203	230,366

10 Contingent Liabilities

Contingent liabilities represent items that, at reporting date, are not recognised in the Statement of Financial Position because there is significant uncertainty at that date as to the necessity for the entity to receive or make payments in respect of them.

The only possible contingent liabilities recognised by the Company relate to the potential repayment of grant monies received in the unlikely event such amounts are not expended in accordance with the grantor's requirements.

11 Events Subsequent to Balance Date

There have been no finalised matters that might be classified as significant events having occurred after balance date, which might have a significant effect on the company's affairs.

Compilation Report

For the year ended 30 June 2016

We have compiled the accompanying special purpose financial statements of GPTA Limited which comprise the statement of financial position as at 30 June 2016, statement of comprehensive income and statement of changes in equity for the year then ended, a summary of significant accounting policies and other explanatory notes.

The specific purpose for which these special purpose financial statements have been prepared is to provide information relating to the performance and financial position of the company that satisfies the information needs of the directors set out in Note 1.

The responsibility of the directors

The directors are solely responsible for the information contained in the special purpose financial statements and has determined that the significant accounting policies adopted as set out in Note 1 to the financial statements are appropriate to meet their needs.

Our responsibility

On the basis of information provided by the directors, we have compiled the accompanying special purpose financial statements in accordance with the significant accounting policies adopted as set out in Note 1 to the financial statements and APES 315: Compilation of Financial Information.

Our procedures use accounting expertise to collect, classify and summarise the financial information, which the director provided, into a financial statement. Our procedures do not include verification or validation procedures. No audit or review has been performed and accordingly no assurance is expressed.

The special purpose financial statements were prepared exclusively for the directors. We do not accept responsibility to any other person for the content of the special purpose financial statements.



A M Giles & Co

Chartered Accountants

Brisbane

Dated this 31st day of July 2016



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