



**Independent audiologists**  
australia

# Annual Report

1 July 2018– 30 June 2019

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

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## Mission Statement

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

### About Independent Audiologists Australia Inc Executive Members 2018 – 2019

President:	Mr Grant Collins
Vice President:	Dr Tegan Keogh
Councillors:	Dr Matthew Callaway
	Dr Ross Dineen
	Mr Mel Gray-Thompson
	Ms Philippa Long
	Dr Celene McNeill (Finance)
	Ms Elaine Melville
	Mr Wesley Ong
Chief Executive Officer:	Dr Louise Collingridge
Executive Officer	Ms Michelle Thompson-Laing

***IAA has national membership  
and holds activities across  
Australia.***

## Contact Independent Audiologists Australia Inc

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



## President's Report Grant Collins

I have been privileged to serve as President of Independent Audiologists Australia Inc (IAA) during the period ending 30 June 2019. Our elected Executive have been supported by IAA staff (Chief Executive Officer Louise Collingridge and Executive Officer Michelle Thompson-Laing), to provide advocacy for our profession and ongoing education tailored to independent audiological practice.

A wide range of activities has been undertaken by IAA during this period.

As an Association, we were pleased to continue to honour and remember Dr Judith Boswell for a remarkable contribution to audiology in Australia. For the second year in a row, we awarded a scholarship in Judith's name to a Flinders University student, to support their clinical placement in a remote part of Australia.

IAA has continued to update and share collated information about how private health funds pay for audiology services and hearing devices. This project is one that IAA has undertaken annually since 2013. IAA's Executive Officer, Michelle Thompson Laing collated information that is publicly available for all health funds and presented this in summarised form on the IAA website available to the public, and as a hard copy to IAA members and seminar delegates.

IAA revised its sponsorship model, with sponsorship now being linked to events. This model was adopted in response to feedback from regular sponsors who sought to be involved in our events. So far, the new model has been successful and has allowed us to maintain close relationships with our sponsors.

IAA members provide valuable feedback via surveys as to what direction we need to take to continue to support members. Directors include provision of resources and guidelines. To this end IAA maintains a close relationship with Independent Audiologists New Zealand (IANZ) and the Academy of Doctors of Audiology in the US (ADA). IAA subscribes to the ADA to ensure that our members can access all ADA resources, which include a library of forms, webinars, and other useful supportive materials.

The IAA Annual Report (2018 – 2019) provides some further insights into our activities and the events that we ran through during this period. I hope you enjoy reading about our association's activities.

*Grant Collins*  
IAA President



## Financial Report Celene McNeill & Louise Collingridge

Income to Independent Audiologists Australia for this financial year was derived from membership subscriptions, seminar fees, event sponsorship, selling promotional materials, as well as interest from savings.

Accumulated funds available at the start of this financial year (1 July 2018) amounted to \$142 517. Available funds (to 30 June 2019) totalled \$89858, representing an operating loss of \$19009.

The total expense incurred during this period was \$216,766.

Liabilities for the next financial year will be as follows:

Fixed:

Chief Executive Officer contract (12 months)  
Executive Officer contract (6 months)  
Insurances  
Telephone, website, and other online services

Variable:

Seminar expenses  
Travel  
Postage and stationery  
Banking / Merchant Fees  
Promotional materials and activities.

As a not-for-profit association, all surplus funds are used for association purposes, and income tax is not payable. The association is registered for GST. Financial record keeping involves reconciling the bookkeeping records in Cashflow Manager, an accounting software programme, and internet banking.

Cash is held in an interest-bearing savings account and in a cheque account – both at Westpac. Two signatories are required to authorise any payment from the association's accounts. Monthly reconciliation is reported to the Treasurer.

As shown below, whilst IAA's net loss was less than in previous years, the retained assets have been reducing in each consecutive year. The challenge for IAA is to increase income to ensure funds are retained for the purpose of the association.

**Income and expenditure statement for the year ended 30 June 2019 showing a comparison with the previous two years.**

<b>Income (shown in \$AU)</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>
Interest Received	370	557	930
Seminar Income	96,115	51,394	42,237
Subscription Income	50,193	42,750	46,841
Sponsorship	47,250	32,958	61,900
Sundry Income / promotional products	3,829	10,038	7754
<b>Total Revenue</b>	<b>197,757</b>	<b>137,696</b>	<b>159,662</b>
<b>Expenses (shown in \$AU)</b>			
Accountancy	1,190	921	1,320
Advertising and Promotion	3,832	14,850	9,002
Fees and Charges (including Merchant fees)	1,222	2,513	638
Seminar Expenses	44,861	42,921	35,587
Honorarium / Donations/ Scholarship	500	500	460
Insurance	1,941	1,685	862
Legal Fees	3,024		
Printing, Postage and Stationery	5,365	8,352	3,776
Subscriptions	8,685	7,185	2,138
Sundry Expenses (refunds, reimbursements, royalties)	9,777	3,793	12,610
Superannuation	10,122	6,941	6,941
Telephone & Online Meetings	521	2,534	1,991
Travel	9,085	3,460	9,031
Website	4,097	2,629	13,328
Wages (salaries and contractor fees)	112,544	73,059	73,059
<b>Total Expenditure</b>	<b>216.766</b>	<b>171346</b>	<b>170,744</b>
<b>Net Profit (Loss)</b>	<b>(19009)</b>	<b>(33,650)</b>	<b>(11,082)</b>
<b>Retained Assets</b>	<b>89,858</b>	<b>108,867</b>	<b>142,517</b>



## Membership Dr Louise Collingridge Executive Officer

**Full members** of Independent Audiologists Australia Inc (IAA) hold tertiary qualifications in audiology, have a financial interest in an audiology related business that is at least 50 % owned by audiologists and sign acceptance of the IAA code of ethics.

All full and life members enjoy the same rights to:

- access the members only section of the website including access to resources IAA subscribes to on behalf of members
- voting rights
- propose and second membership applications
- object to members joining
- serve on the Executive
- call for special general meetings
- use the letters M. IAA after their name
- display membership certificates and membership status in their clinics and websites
- pay members fees (for themselves and their staff) to attend IAA seminars
- members are listed in the “Find” section of the association’s website unless a request is made to remove their name or details.

### Membership trends by Financial Year

	2019	2018	2017
<b>Membership at financial year end</b>	113	111	95

Full membership has increased over the past few years. 113 audiologists were full or life members of IAA on 30 June 2019. They operate almost 400 clinic sites across Australia.

Subscription to IAA is open to *any* individual who is interested in the work of the association. Subscribers newsletters and advance notice of events held by IAA. Complimentary subscription is offered to representatives of advocacy groups and university clinics.





**Advocacy**  
**Elaine Melville**  
**Chair of Advocacy**

Independent Audiologists Australia Inc (IAA) advocates for independent audiologists and the audiology profession. Our advocacy work centres around differentiation between our profession and the device industry. Regulation, professionalization, unbundling of fees and recognition by funding bodies are always on our advocacy agenda.

IAA supports registration of audiologists with a professional board overseen by AHPRA, the body that oversees registered healthcare professionals, in preference to the self-regulatory system that currently applies. A full explanation of why IAA supports registration rather than self-regulation was updated during 2018 and shared with various politicians in 2019. IAA remains an unregistered profession and to date has not applied through the relevant channels to change that status. IAA as an organization could support, but not drive such as application given that we are a body with very narrow membership criteria and are not open to all audiologists. IAA would fully support the peak professional bodies that are recognised by government as professional practitioner bodies attempting to seek registration through an application.

IAA held a Memorandum of Understanding with Audiology Australia until mid-2019 when they advised they were terminating the arrangement. Differences of opinion on matters of regulation and the limitations of self-regulation were subsequently offered as the reason for the termination. IAA continues to be committed to advocate for our profession alongside other groups, cognisant that the views we represent are focused on independent professional practice and will often not coincide with bodies that represent interests of industry, government or government owned agencies.

In 2019, a roadmap to hearing health was developed by a committee appointed by Minister Ken Wyatt, which was the federal government's response to important recommendations in the "Still Waiting to be Heard" report issued after the 2017 parliamentary inquiry into hearing health. Many key issues in the Still Waiting to be Heard report have been omitted from the roadmap. IAA is committed to holding decision makers to account and is not willing to forgo some recommendations in favour of others. This means that IAA sometimes stands alone in advocating for full recognition of audiologists and their needs of their patients. Our strength remains our independence and ability to focus on professional practice, voicing the concerns and opinions of the IAA membership.

During 2018 – 2019, IAA provided input to Audiology Australia on our members views of their proposed (then abandoned) merger with the Australian College of Audiology

We provided input to the Hearing Services Program about the revised contract for hearing services providers, raising concerns related to restrictions on private services delivered to voucher holders.

Comment was provided to a National Disability Insurance Scheme inquiry into the way planners employed by the NDIS operate.

All IAA submissions are published on the IAA website.



## Excellence in Education Programme

Tegan Keogh  
Vice -President

Seminars and Webinars (1 July 2018 – 30 June 2019)				
56 <sup>th</sup> Event	2019	Mooloolaba	Audiological Rehabilitation Master Class	Tegan Keogh
55 <sup>th</sup> Event	2019	Mooloolaba	Hearing in Noise	
54 <sup>th</sup> Event	2018	Melbourne	Practice Management	Wesley Ong
53 <sup>rd</sup> Event	2018	Webinar	Patient Decision Aids	Dr Christopher Whitfeld

Full members of IAA who attend our events are awarded certificates annually that indicate the number of hours of ongoing education they have accumulated. In 2018 – 2019 a total of 22 ongoing education hours were offered by IAA.





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

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



## Judith Boswell Scholarship Winner

### Emma Quigley

Flinders University audiology student, Emma Quigley, was the recipient of the 2019 Judith Boswell Scholarship administered by IAA.

Emma's reflection on her clinical placement, assisted by the scholarship, is as follows:

*I feel very fortunate to have received the Judith Boswell Scholarship, which allowed me to take part in a rural placement. Block placements provide an opportunity to develop clinical skills through observation, discussion with professionals, and hands on experience, and I believe having the opportunity to experience this in a rural setting truly enhanced my learning. This was my first of two block placements for my degree. My placement consisted of time spent alongside audiologists at Australian Hearing as well as attending interprofessional education sessions and conducting school hearing screenings alongside other professionals through the University Department of Rural Health, both located within Broken Hill.*

*Upon arriving in Broken Hill I discovered that within rural settings often an audiologist's role involves more than one specialty, covering both paediatric and complex client caseloads as well as requiring a solid understanding of different cultures within their community. As a student this was highly beneficial as it meant I was exposed to a wider range of clients all with differing needs.*

*I feel that through having placement in Broken hill I have become more open to working in a rural location, knowing both what a difference it makes to the lives of those who live in rural communities as well as the advantages it could have on my own learning as a professional. I was amazed at the cooperation between organisations within the community, in particular the measures put in place to provide access to services for those in smaller surrounding communities where often resources were limited.*

*Through the University Department of Rural Health, I was also able to meet and interact with students from other disciplines. This enhanced my understanding of the roles of other disciplines as well as being able to share with them our role as audiologists. Building this relationship between disciplines and learning how our roles overlap in a rural setting is important for ensuring each client gets the care they need through the correct referral pathways.*

*I would highly recommend rural placements for anyone looking to challenge themselves and expand their clinical skills. It is a chance to become more familiar with other cultures, new environments and to gain a better understanding about the barriers to accessing health services in a rural setting, of which I believe is an integral part of anyone's professional development. I am therefore very grateful to Independent Audiologists Australia for their contribution which allowed me to be part of such an enriching experience.*

**Emma Quigley**

## Sponsorship & Affiliations

Grant Collins

President



We appreciate the support of sponsors and their contribution to our events during 2018 - 2019.



### Affiliations

Independent Audiologists Australia is affiliated to like-minded associations Academy of Doctors of Audiology in the USA and Independent Audiologists New Zealand. IAA subscribes to consumer groups Hearing Matters Australia, Better Hearing Australia, and Deafness Forum (ACT).



## **Excellence in Education in 2019 – 2020**

### **Hearables and Over the Counter Devices**

*October 2019, Coolangatta, Qld*

### **2020 Audition: Changing the Game**

*March 2020, Sydney NSW*

## **Incoming Executive 2019- 2020**

At the IAA AGM held on 16 November 2018, a new Executive Committee was formed, which will take Independent Audiologists Australia Inc through the next financial year.

President:	Mr Grant Collins
Vice President:	Dr Tegan Keogh
Councillors:	Dr Matthew Callaway
	Mr Mel Gray Thompson
	Ms Elaine Melville