



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

Annual Report

1 July 2015 – 30 June 2016

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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 during 2015 – 2016

President:	Ms Patricia Sharples
Vice President:	Ms Elaine Melville
Treasurer:	Ms Deborah Pallett
Secretary:	Ms Nolene Nielson
Councillors:	Mr Peter Altidis Mr Grant Collins Dr Ross Dineen Mr Mel Gray-Thompson Dr Celene McNeill Ms Myriam Westcott
Executive Officer:	Dr Louise Collingridge



The association has national membership and holds activities across Australia.

Contact Independent Audiologists Australia Inc

Website: www.independentaudiologists.net.au
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NSW, 2074

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Join our open forum on LinkedIn about Independent Audiology in Australia

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



Presidents Report

Patricia Sharples

As President of Independent Audiologists Australia during the period 1 July to 2015 to 30 June 2016, I have overseen a wide range of association activities that involved reaching out to fellow professionals, associations and advocacy groups. The audiology profession faces ongoing challenges that will affect many aspects of private practice.

Our Excellence in Education seminar programme comprised face-to-face clinical seminars to which leading local and international speakers and representatives of consumer / advocacy groups were invited. In addition, we offered two free webinars - one in conjunction with the Academy of Doctors of Audiology and the other to invited audiologists who are considering independent practice.

Representation to government and decision makers has been an important focus of IAA activities during this period. Our Executive Officer participated in a Senate select committee into Health in July 2015. Between September 2015 and June 2016, IAA contributed to an expert reference group appointed by the Office of Hearing Services to develop national practice standards for audiology and audiometry in Australia, as part of the government's preparation for a shift in governance of Australian Hearing and funding changes resulting from the introduction of the National Disability Insurance Scheme. Extensive feedback was provided to the consultants that the Office of Hearing Services appointed to develop national practice standards. IAA anticipates providing input to draft guidelines on how the practice standards may be regulated, as soon as those guidelines are circulated for public comment.

IAA met with Audiology Australia under a previously established memorandum of understanding in October 2015. The meetings were established to provide a forum to discuss matters of mutual interest. In addition, IAA participated in the trade display at the Audiology Australia national conference in May 2016. The stand enabled IAA to share key messages of professionalism with audiologists employed across a wide spectrum. The trade display also provided an opportunity to distribute key messages about independent practice that have been successfully captured in a promotional brochure developed by IAA members.

As our activities and visibility in the audiology community have increased, so has our membership. The number of new members has increased by 50% each year for the past three consecutive years. We now have almost double the membership we had five years ago which reflects renewed and growing interest in independent audiological practice as well as recognition of the work that our association undertakes.

I would like to thank all those who have contributed to the success of our association's activities over the past year – including our Executive committee, our Executive Officer, members who have contributed to special projects and to all invited speakers who have participated in our events.



Treasurers Report

Deborah Pallett

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

Accumulated funds available at the start of this financial year (1 July 2015) amounted to \$196,356. Members' funds (to 30 June 2016) totalled \$153,598, representing an operating loss of \$42,758. This loss is easily explained as an increase salary for the Executive Officer in comparison to previous years and an increase in advertising and promotion, which included the development of promotional bags, books and brochures and a trade display stand at a national audiology conference. Promotional brochures were designed by a working group of IAA members. Posters were developed for promotional purposes. The IAA endorsed book by Dr Dusty Jessen: Frustrated by Hearing Loss? 5 steps to communication success has been printed and is sold on to members for redistribution.

Income from membership subscriptions and sponsorship appears reduced relative to the previous year, but this is accounted for in that those sources of income are payable across financial years, as per the preference of the member or sponsor. IN fact, membership has increased and sponsorship has been steady over the past few years. There was no increase in membership subscription fee, although the number of members has increased steadily sponsorship accumulated in this financial year due to the timing of payments.

The total expense incurred during this period was \$237,870.

Liabilities for the next financial year will be as follows:

Fixed:

Executive Officers salary including superannuation (\$80,000 pa)

Insurances

Telephone, website and other online services

Variable:

Seminar expenses

Travel

Postage and stationary

Banking / Merchant Fees

Promotional materials

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. Reconciliation is done on a monthly basis or more frequently if required.

Income and expenditure statement for the year ended 30 June 2016, showing a comparison with the previous two years.			
Income	2016 \$	2015 \$	2014 \$
Interest Received	2,058	3,150	3,454
Seminar Income	142,630	64,552	108,516
Subscription Income	14,880	24,847	29,301
Sponsorship	25,296	52,700	36,345
Sundry Income / promotional products	10,249	240	3,971
Total Revenue	195,113	145,508	181,589
Expenses			
Accountancy	1,386	880	1,040
Advertising and Promotion	17,806	3,019	1,348
Amortisation Expense	0	0	525
Fees and Charges	1,164	730	640
Seminar Expenses	83,911	51,875	80,195
Honorarium / Donations	1,300	6,895	0
Insurance	1,551	1,567	1,407
Legal Fees	5,782		
Printing, Postage and Stationary	6,627	2,463	3,671
Subscriptions	4,101	4,903	4,036
Sundry Expenses (Refunds, IT Allowance)	8,089	2,821	5,280
Superannuation	8,841	1,900	4,685
Telephone & Online Meetings	2,467	2,750	1,232
Travel	20,381	5,265	9,995
Website	353	729	3,657
Wages	73,249	41,501	40,000
Filing Fees (Consumer Affairs, Victoria)		78	195
Total Expenditure	237,870	127,377	157,907
Net Profit	(42,758)	18,131	23,682
Retained Assets	153,598	196,356	178,225



Membership

Dr Louise Collingridge
Executive Officer

Full members of Independent Audiologists Australia hold tertiary qualifications in audiology, hold 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.

New members pay a small joining fee, and are billed for their first membership fee at the end of the financial year in which they join.

Life members were established to reward foundation members. Neil Clutterbuck, Susan Clutterbuck, Marie-Louise Hekel and Janice Milhinch are life members of the association.

All members enjoy the same rights to:

- access the members only section of the website
- 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
- access the ADA online resources and educational programme by way of taking up a subscription with the ADA offered to IAA members.
- Members are listed in the “find an independent audiologist” section of the association’s website unless a request is made to remove their name or details.

All members are issued with an Excellence in Education certificate reflecting their participation in the ongoing education programme offered by IAA.

Membership trends 2011 – 2016

Year	Starting number	New members	Resignations	Total
2011	43	9	5	
2012	47	10	0	
2013	57	9	0	
2014	66	8	5	
2015	69	12	4	
2016	77	19	6	90

As shown in the above table (figures correct as of 29 October 2016), full membership has shown a steady increase over the past five years, with sixty-six new members having joined in that time period and twenty not renewing membership. Reasons for not renewing IAA membership include loss of eligibility due to retirement or changed clinic ownership arrangements. Several have kept subscriber status with the association (see below)

The 90 full members represent almost 200 clinic locations across Australia.

Subscribers

In response to calls from audiologists who support the work of Independent Audiologists Australia but who do not meet the criteria for full membership, a subscription offer was introduced in 2015.

Subscribers to IAA receive newsletters and advance notice of events held by IAA. If suitable, events may be offered to subscribers for attendance fees that are lower than for the general public.

Subscribers are not entitled to any of general rights enjoyed by full members and may not describe themselves as members of IAA.

Complimentary subscription is offered to representatives of advocacy groups.



Advocacy

Elaine Melville

Vice President & Chair of Advocacy

Independent Audiologists Australia (IAA) served to advocate for the profession of audiology and promote independent practice at every opportunity during the 2015 – 2016 period. Underlying the advocacy work of the association is support for audiology to be included in the healthcare professions that are regulated by the Australian Health Practitioner Regulation Authority (AHPRA). Most of our closely allied health practitioners (eg optometrists, psychologists, occupational therapists, physiotherapists and nurses) are required to register with a board that is overseen by AHPRA. We consider that public and professional trust in our profession can best be achieved through a registration process that ensures that all who undertake work in our field are suitably qualified. IAA members have expressed their support for mandatory registration for audiologists. In May 2016, IAA sourced the opinion of a cross section of audiologists employed in many sectors. Of more than 200 audiologists who were asked the question: Do you want mandatory national registration for audiologists? 97 % answered “yes” . The survey findings strongly indicate support for mandatory national registration amongst audiologists in Australia. We are confident that in calling for mandatory registration for audiologists were represent a significant number of practicing audiologists. In advocating for the profession, we seek professional recognition for the services we deliver as audiologists. We explain the separation (but recognised close relationship) between the device industry and the audiology profession.

Louise Collingridge was invited to participate in the Senate Select Committee into Health, representing Independent Audiologists Australia. The public hearing took place on 10 July in Sydney and was attended by a number of IAA members. The committee specifically sought information from all participants about consultations that had been undertaken regarding future ownership of Australian Hearing and the status of hearing services in Australia more generally. The submission made on behalf of IAA highlighted the lack of external regulation that applies to audiology in Australia across all sectors.

The topic of regulation and need for public protection in relation to hearing services was taken up the Australian Broadcasting Corporation (ABC) 7.30 report, which broadcast a programme “Is the hearing aid industry taking the public for a ride?” in October 2015. The programme focused on the lack of regulation and the need for public protection in light of sales targets and commissions that are commonly associated with hearing aid clinics. In addition, the Australian Competition and Consumer Commission (ACCC), newspaper and online journalists and radio broadcasters picked up

on issues related to hearing aid sales in Australia. IAA responded to media wherever possible. As a consequence, IAA has received numerous enquiries from the public for recommendations for independent audiology services.

The Office of Hearing Services established a series of consultations to arrive at policies that will guide the funding of hearing related services under the National Disability Insurance Scheme. They invited various stakeholders, including IAA, to establish national practice standards for practitioners. Some of the information that IAA provided to that group is reflected in the national practice standards that have been drawn up, but have yet to be enforced.

IAA found, in the course of providing input to various government and media groups unfamiliar with our field, that clearly defined boundaries between audiologists, audiometrists and otolaryngologists was urgently needed. IAA worked closely with Assoc Prof Wayne Wilson from the University of Queensland to develop a set of guidelines that differentiate the work of audiometrists, audiologists and otolaryngologists based on the scope of training and qualifications obtained. Clear delineations were drawn between these three differently qualified groups of professionals. The scope of practice differentiation is available on the IAA website and has been positively received across many sectors.

At the end of the 2015 - 2016 financial year, the National Disability Insurance Scheme, possible accreditation of clinics and changes to the way that Australian Hearing operates are on the horizon. IAA will continue to promote and support clinical practices owned by audiologists and to advocate for our profession at every available opportunity.



Excellence in Education Programme

Dr Ross Dineen
Chair of Education

Independent Audiologists Australia members who attend Excellence in Education events are awarded certificates annually that indicate the number of hours of ongoing education they have accumulated. Events that are open to members and non-members are submitted for endorsement by other professional associations.

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 on the basis 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.

Excellence in Education events held between July 2015 and June 2016 were as follows.

Tinnitus, Misophonia and Hyperacusis

23 – 25 October 2015

Convened by Dr Ross Dineen and Myriam Westcott

A range of international and local experts in the field of tinnitus, misophonia and hyperacusis participated in this seminar, held in Melbourne. Professor William Hal Martin, Dr Laurence McKenna, Jennifer Martin and Dave Langers provided international perspectives on the treatment of these complex auditory conditions. Local experts provided multidisciplinary perspectives and highlighted the need for team approaches. For most delegates, the highlight of the seminar was a moving and heartfelt presentation from Ross McKeown, who has served the Victorian Tinnitus Association for 21 years. Ross shared his personal journey as well as materials and strategies he has developed. The combination of theoretical knowledge and practical application provided delegates with clinical skills to apply to their patients. Local resources for specialist areas such as misophonia were also identified.

“Excellent comprehensive conference. Flow of information was perfect.”

“Engaging, informative presentations that have been invaluable”.

.....Seminar Delegates

Patient Centred Audiologic Care

11 – 13 March 2016

Convened by Peter Altidis

Audiologists are increasingly called on to be more patient centred and caring. How service delivery can be more patient or family centred was explored in this three day seminar that sought to investigate and reflect on this topic, to provide clear guidelines for clinical practice to clinicians, many of whom are exasperated that their attempts to be patient focussed are often overlooked or misunderstood. Dr Gurjit Singh from the University of Toronto provided guidance on the topic and themes developed throughout the seminar. Contributors included researchers and clinicians. The programme included theoretical papers, practical tips for practice and master classes.

Growing an Audiology Practice – Webinar
24 June 2016

Elaine Melville, Ross Dineen and Mel Gray-Thompson

A webinar was delivered to encourage those either considering or new to independent audiology practice provided information about establishing contracts with the Office of Hearing Services, marketing and billing practices. The webinar was presented over a lunch hour and provided refreshing ideas for all delegates.

“Excellent – IAA plan and execute seminars to the very highest standards”

“I found this conference “spot on”, very meaningful to my day-to-day practice”.

“I had high expectations from past IAA conferences, and those expectations were certainly met!”

.....Seminar Presenter and Delegates



Governance

Patricia Sharples
President

Independent Audiologists Australia members are from across Australia, and the Excellence in Education programme operates across all states.

Independent Audiologists Australia is incorporated as a not for profit in the State of Victoria. Rules of the association are lodged with Consumer Affairs, in Victoria.

The rules of Association are updated as changes are voted in by the membership.

During 2015 – 2016, categories of membership were introduced so that IAA now has both full members and subscribers. Online applications for membership and subscription are now available. Full members pay a joining fee which is the same amount as the annual subscription. If they join online, but are found not to be eligible for full membership, their application defaults to subscription.

Association rules cover the following:

- Mission of Independent Audiologists Australia
- Membership Criteria
- Subscriptions
- Database of members and associates
- Resignation from the association
- Complaints against members
- Election of the Executive
- Rules for meetings of the Executive, Special General Meetings, and Annual General Meetings
- Office bearers – duties
- Employees – duties
- Industry Partnerships
- Excellence in Education Programme
- Communication with members
- Disputes and mediation within the association
- Record keeping
- Winding up and cancellation



Sponsorship and Affiliations

Peter Altidis
Executive Committee

Sponsorship

Sponsorship is provided to the association on an annual, once off basis to enable the association to plan seminar budgets in advance, to provide benefits to its members such as an annual subscription to the Academy of Doctors of Audiology and to subscribe to consumer groups, where the voice of independent audiologists might otherwise not be heard.

The agreement that we hold with sponsors is as follows:

- Sponsors' company logo is displayed on the Independent Audiologists Australia website
- Sponsors' company logo is printed on all seminar and master class programmes
- Links to sponsors' documents can be created from our members' only section of our website.
- Sponsors promotional events and ongoing education events can be placed in our Events section of our website on request.
- Sponsors are able to register up to 2 company representatives at Independent Audiologists Australia seminars and networking functions offered during the sponsorship period for the same registration fee as is paid by members of the association.

Conditions of sponsorship

1. Annual sponsorship (\$8 500.00 excl GST during the 2015 – 2016 period) is due by 31 July of each year.
2. Sponsors are invited to renew sponsorship for a further 12 months by 30 June of each year.
3. Sponsorship is neither binding nor restrictive on the policies, associations, membership, practices or other sources of funding of Independent Audiologists Australia.

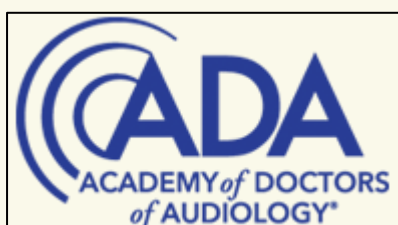
Sponsors 2015 – 2016



Affiliations

Independent Audiologists Australia is affiliated to like-minded associations Academy of Doctors of Audiology in the USA and Independent Audiologists New Zealand. IAA also keeps close associations with consumer groups Self Help for the Hard of Hearing (NSW), Better Hearing Australia (Victoria) and Deafness Forum (ACT). Independent Audiologists Australia Members have the opportunity to participate in the SHHH hearing aid bank in New South Wales. Discussions have been held with representatives of Parents of Deaf Children and Aussie Deaf Kids, in particular in relation to regulation and scope of practice of audiologists.

Representatives of these groups have attended IAA seminars as contributors and delegates.





Excellence in Education in 2016 – 2017

Myriam Westcott

Executive Committee Member
& Incoming President

Employment Matters: Recruitment, Retention and Retirement
28 – 30 October 2016

Experts in law, finance, personnel management, and organizational psychology joined up to examine employment for successful practice operations. The seminar opened with Kate Carnell, AO, Ombudsman for Small Business and Family Enterprise explaining how her office can support small business.

IAA / ADA Hearing Apps
January 2017

Presenters: Dr Brian Taylor and Dr Abram Bailey

A joint IAA and ADA (Academy of Doctors of Audiology) one hour webinar that will address the growing availability of hearing and communication apps available for individual and clinical use. IAA has developed a survey about how hearing apps are used by audiologists, which has been sent to ADA members in the USA, IAA members in Australia and IANZ members in New Zealand. IAA will analyse the survey results, which will be presented at the webinar. ADA student members are currently involved in evaluating the most commonly used hearing apps and their reviews will also be presented at the seminar.

Hearing and Deafness in Children: Identity, Trust and Technology
24 – 26 February 2016
Port Macquarie, NSW
Convened by Mel Gray-Thompson

The keynote presenter for this three day seminar is Dr Donna McDonald who will bring her personal experience of an emerging identity as a deaf person as well as policy and practical experience in the field of disability services. Along with Ann Porter (founder of Aussie Deaf Kids), Alex Jones and Leonie Jackson from the NSW Deaf Society, traditional notions of audiological intervention will be challenged. Recognising the rights of Deaf communities whilst at the same time providing maximum opportunity to optimise hearing will be discussed from the perspective of educationalists, audiologists, parents and Deaf adults.

Incoming Executive 2016 - 2017

At the IAA AGM held on 29 October 2016, a new Executive Committee was formed, which will take Independent Audiologists Australia through the next financial year.

President:	Ms Myriam Westcott
Vice President:	Mr Grant Collins
Treasurer:	Ms Deborah Pallett
Secretary:	Ms Tricia Sharples
Councillors:	Mr Mel Gray Thompson
	Ms Sharyn Lim
	Ms Philippa Long
	Ms Jane MacDonald
	Ms Elaine Melville
	Ms Nolene Nielson