



2024 Annual General Meeting – Frequently asked questions

Document as at 19 November 2024

AGM resolution and related questions

Q: When will the AGM be held?

The 67th Annual General Meeting (AGM) will be held on Thursday 21 November 2024 from 4.00 pm AWST / 7.00 pm AEDT at [GP24](#), Perth Convention and Exhibition Centre and via webcast. The AGM is being held as a hybrid meeting, which allows you the flexibility to attend in-person or participate online.

Q: I can't be there in person; can I still participate in the AGM?

Yes, you can. The AGM will be live streamed via webcast. You can register to attend the AGM live stream via the online registration form, and you will be sent access details upon registration.

Registration for the AGM is available on the [RACGP website](#).

Q: How can I vote at the AGM?

Voting for the 2024 RACGP AGM resolutions opens at 12.00 pm AEDT, Monday 11 November 2024 until the announcement of the resolutions during the AGM on Thursday 21 November 2024.

Eligible voters will receive an email from our Returning Officers at OGL Group (generalmeetings@racgp.org.au) via the BigPulse voting platform. The email will contain your unique voting link to submit your vote via the BigPulse online voting platform. Eligible voters should ensure you check your spam and junk mail folders for the voting email and contact the Returning Officers if they haven't received the voting email.

There is detailed voting information on the AGM website, and any additional questions about the process can be directed to the RACGP Returning Officer, Gavin Ryan, at generalmeetings@racgp.org.au or on 0403 336 829.

Q: How do I know if I'm eligible to vote?

RACGP members eligibility to vote on the AGM resolutions is outlined in the [RACGP Constitution](#).

- Fellows, Members, Registrar Associates and Associate members may vote on Ordinary Resolutions 6.1 and 6.2.
- Affiliate members are not eligible to vote.
- Honorary Fellows and Honorary Members have those voting rights and privileges as were available to them in their capacity as a 'member' prior to receiving their award.

Any member ordinarily entitled to vote, but whose annual subscription is more than three months in arrears, is not entitled to vote, to be counted in a quorum or speak at the AGM.

Q: Can I appoint a Proxy at the AGM?

Yes, you can. The [Proxy Appointment Form](#) can be used to appoint a Fellow, Member or Registrar Associate to act as your Proxy.



The Proxy Appointment Form needs to be submitted to the Returning Officers by 7.00pm AEDT, Tuesday 19 November 2024. Any forms received after this time cannot be accepted.

Q: How much does the RACGP President get paid?

The President remuneration resolution that members are asked to vote on is:

Ordinary Resolution 6.2: 'The total amount available to remunerate the RACGP President in performing the constitutional duties of the President is \$338,474 including superannuation, effective from the 2024 AGM to the 2025 AGM.'

The role of the President is an elected position enshrined in the Constitution with an *ex-officio* membership of the Board.

The President is also paid a director fee which is for the 2024–2025 financial year is \$42,493.58 plus superannuation which was approved by members at the 2023 AGM.

The President fee is confirmed from AGM to AGM to reflect the election cycle and is approved separately by the members per the above reference resolution members will be asked to vote on.

An increase of 4.4% is proposed for the President's Fee, from \$324,158 to \$338,474 including 11.5% superannuation, increasing to 12% from 1 July 2025 in line with superannuation legislation. The role has been benchmarked and classified using the Korn Ferry Hays methodology and this increase will maintain the fee to the average for similarly classified roles. The Board's recommendation takes into consideration the complexity of issues and expertise, accountability and time commitment required of the presidential role, to drive advocacy activity and engagement with the RACGP's stakeholders.

In addition, the standard director will continue to be paid to reflect their duties, responsibilities, and liabilities as director.

Q: How much do our Board Directors get paid?

The RACGP Directors currently receive a Director Fee payment of \$42,493.58 plus superannuation which is for the 2024–2025 financial year and was approved by members at the 2023 AGM. Fees are also paid to Board Directors in addition to the Director Fee for the following positions.

- Board Chair – \$60,445.30, plus superannuation.
- Vice-President – \$21,245.65, plus superannuation.
- Chair of Finance, Audit and Risk Management Committee – \$21,245.65, plus superannuation.
- Chair of People, Culture, Nominations and Remuneration Committee - \$21,245.65, plus superannuation.

At the 2024 AGM, members will be asked to vote on the Directors' remuneration resolution for the 2025–2026 financial year:

Ordinary Resolution 6.1: 'The total amount available to remunerate directors is \$896,000, including superannuation, for the 2025–26 financial year (1 July 2025 to 30 June 2026), but excluding the President's remuneration.'

Under clause 100(b) of the [RACGP Constitution](#), remuneration for the Board must be approved by members.

An independent review of directors fees was undertaken by Mercer Consulting (Australia) Pty Ltd in August 2024. The RACGP's director fees were benchmarked against not-for-profit companies, including member-based and

health care organisations of similar size and revenue. A secondary comparator group was also used, comprising federal and state organisations and universities. The Board is recommending that fees align with the average of what the benchmarked organisations pay, except for the Director fee which is below the average paid. The fee increases also include the statutory superannuation increase from 11.5% to 12%, which applies from 1 July 2025.

The Board recommends the following increases apply from 1 July 2025 (including 12% superannuation):

- Director Fee from \$47,380 to \$50,000.00, or 5.52%
- Board Chair Fee from \$67,396 to \$70,000, or 3.86%.
- Vice President Fee from \$23,689 to \$25,760, or 8.74%.
- Board Committee Chair Fee from \$23,689 to \$25,000, or 5.53%.

The fees recommended take into consideration workload compared to comparator boards and that the RACGP attracts and retains directors that can dedicate the time and bring the diverse experience and skills need to oversee the RACGP's operations in a high compliance environment.

Q: What roles make up the RACGP Board?

The RACGP Board of Directors currently consists of the following positions:

- Board Chair
- President
- President-elect (upon election until the 2024 AGM)
- Chair of Finance, Audit and Risk Management Committee / Co-opted Board director
- Chair of People, Culture, Nominations and Remuneration Committee / Co-opted Board director
- Censor-in-Chief
- Chair of RACGP Aboriginal and Torres Strait Islander Health Faculty
- Chair of RACGP GPs in Training Faculty
- Chair of RACGP Rural Faculty
- Chair of RACGP Specific Interests Faculty
- Chair of RACGP NSW South Wales & Australia Capital Territory Faculty
- Chair of RACGP Northern Territory Faculty
- Chair of RACGP Queensland Faculty
- Chair of South Australia Faculty
- Chair of Tasmania Faculty
- Chair of Western Australia Faculty.

College related questions

Q: Why is the remuneration for the Board so generous when the medical educators employed through GP training are only on 11.5 per cent of superannuation, not 12 per cent, and the pay rise was at 3 per cent or less for most. The treatment of the GP training medical staff is appalling from a remuneration perspective and what will the board do to improve this discrepancy?

Thank you for sharing your feedback. We are committed to ensuring that all of our employees, including medical educators, and our Board directors are compensated fairly. Our remuneration practices are guided by market data and benchmarking, with a strong focus on balancing fair compensation and responsible financial stewardship to sustain our member commitments.



While it's understandable that comparisons may be made, it's important to note that Board remuneration follows a different structure, aligned with the unique responsibilities and accountabilities of governance roles. In contrast, employee remuneration and benefits packages, including superannuation contributions, are reviewed and adjusted based on market benchmarks to ensure fair and equitable pay based on the required work. The employer contribution rate for all employees receiving 11.5% superannuation will increase to 12% on 1 July 2025, in line with superannuation legislation.

In line with previous years, the proposal for Board director remuneration applies from 1 July 2025. Until then, directors continue to be paid in line with the amount approved at the 2023 AGM and are paid 11.5% superannuation.

We deeply value our GP training staff and are actively working to provide a competitive and supportive environment. Feedback such as yours is invaluable in guiding continuous improvements. We remain committed to regularly reviewing our remuneration practices to ensure they reflect both market trends and the valuable contributions of our people.

Q: I would like to know why we as GP's pay so much just to be a member?

Our membership fees ensure the RACGP can provide critical services to support members, the profession, and the broader community in a financially sustainable way.

Being a member enables you to contribute to the shaping of the **RACGP's advocacy work**, giving GPs a powerful voice in policy and healthcare discussions, membership also provides access to a broad range of resources and benefits designed to support your professional journey.

Exclusive member resources and benefits include:

- **Professional Development and Education:** Access to an extensive array of Continuing Professional Development (CPD) resources, courses, and workshops to keep you up-to-date. As your CPD Home, we:
 - Recognise and value the CPD you do daily.
 - Offer tools to help you plan, record, and achieve your CPD goals.
 - Offer local, tailored support through our CPD Team.
- **Support and Resources:** Practical tools and resources, including clinical guidelines, business management, and dedicated support services to help you navigate the complexities of general practice.
- **RACGP Plus:** Exclusive access to this program, which provides discounts including a range of professional and lifestyle benefits, business solutions, automotive perks, travel discounts, entertainment deals, and more.
- **Networking and Community:** A connection to Australia's largest community of GPs, allowing you to share insights, experiences, and solutions to the challenges unique to general practice

We're committed to ensuring your membership brings meaningful value to your career, your practice, and the profession.



Q: Why was Paul Wappett sacked?

Thank you for your question.

We have responsibilities to protect confidentiality in relation to Paul's departure and have responsibly disclosed all the information we're obliged to.

The RACGP Board appreciates Paul's contribution to the RACGP and continues to focus on building on the transformation that started during Paul's tenure, while continuing to deliver exceptional value for our members and strengthening Australia's health system by growing, enabling and advocating for Australia's GPs.

After an extensive search, Georgina van de Water was appointed in March 2024. Georgina's highest priority has been to achieve whole of organisation alignment and foster collaborative leadership to deliver better member experiences and operational efficiencies.

Q: What reasonable and proportionate measures is the RACGP taking to ensure that all clinicians are able to take a clinical history of suppression and exposure to suppression, change and conversion practices? Will the RACGP actively engage with the Victorian Equal Opportunity and Human Rights Commission? Does the RACGP retain the specialist knowledge and expertise in this area and are they committed to universal competence or does competence occur on the basis of individual specific interests?

Gender Diversity is a core unit of the RACGP curriculum and syllabus for Australian General Practice.

The knowledge, skills and attitudes that are expected of a GP for gender diverse health care are listed in this link.

<https://www.racgp.org.au/education/education-providers/curriculum/curriculum-and-syllabus/units/sexual-health-and-gender-diversity>

The Guiding Principles are to provide healthcare that is inclusive of and safe for LGBTIQ+ people, including transgender and gender diverse people.

Understand that stigmatisation, judgement, misgendering patients, homophobia and transphobia by individual healthcare providers and health and other institutions causes significant harm to LGBTIQ+ people and communities and contributes to health inequality and health inequity.

Although, taking a clinical history of suppression and exposure to suppression, change and conversion practices is not explicitly listed there is access to multiple resources to educate and support a clinician develop these skills.

There is an opportunity to work with RACGP on an online module or similar for education to all members on this specific topic. Email gplearning@racgp.org.au to find out more

The Transgender and Gender Diverse Healthcare Specific Interest group informs RACGP on policy and issues and welcomes RACGP members to join

<https://www.racgp.org.au/the-racgp/faculties/specific-interests/interest-groups>

Q: I'd like to notify you of an inconsistency in salary figures between the AGM notice and the RACGP board remuneration policy page. Please see attached screenshots. I'd suggest these numbers are clarified and made consistent so members can vote with greater confidence.

The AGM Notice explanatory information notes all fees including superannuation (per your screenshot), whereas the remuneration policy notes the current 2024–25 financial year fee as **plus** superannuation.

The proposed fee in the AGM resolution is listed as including superannuation, subject to member approval as per the Notice of AGM and reflected to match on the remuneration policy.

For comparison, below is table showing current Director Fees and proposed Director fees for approval at this year's AGM, excluding and including superannuation. Please note that 11.5% superannuation applies for the current financial year, and there is a statutory increase to 12% from 1 July 2025.

Role	Fee FY25 ex Super (current)	Inc 11.5% Super	FY26 Proposed ex Super	Superannuation @12%	Total proposed fee
Board Chair Fee	\$60,445.30	\$67,396.51	\$61,600.00	\$8,400.00	\$70,000.00
Vice-President Fee	\$21,245.65	\$23,688.90	\$23,000.00	\$2,760.00	\$25,760.00
Board member Fee	\$42,493.58	\$47,380.34	\$44,000.00	\$6,000.00	\$50,000.00
Committee Chair Fee	\$21,245.65	\$23,689.00	\$22,000.00	\$3,000.00	\$25,000.00

We're transitioning from publishing Director Fees excluding superannuation, to including superannuation. This is to avoid what happened last year when we missed the statutory superannuation increase from 11% to 11.5% in the proposal that was approved by members at the 2022 AGM for the 2023-2024 financial year. This meant we requested members approve an additional \$4770 to cover the variance at the 2023 AGM.

Q: How can the board and the college maintain retention of medical educators and examiners, when remuneration and pay increases for both roles has failed to keep pace with even inflationary changes in the past couple of years for medical educators since the college took over the AGPT training, and for multiple years previously with respect to examiners fees.

Thank you for sharing your feedback. We are committed to ensuring that all of our employees, including medical educators, are remunerated fairly. Our remuneration practices are guided by market data **and wage growth data from the Australian Bureau of Statistics**, with a strong focus on balancing fair compensation and responsible financial stewardship to sustain our member commitments.

We deeply value our clinical staff and are actively working to provide a competitive and supportive environment. Feedback such as yours is invaluable in guiding continuous improvements. We remain committed to regularly reviewing our remuneration practices to ensure they reflect both market trends and the valuable contributions of our people.

Q: What is the Board proposing to do with the surplus? I suggest-discount/refund given to support women/partners working PT [part time] who provide care for children or others/reduce exam GPR fee. When will in person clinical examinations be reinstated?

Whilst the overall surplus is large, it has a number of one-offs and accounting treatment elements within it. The underlying surplus is around \$5m. The college is recovering from a period of financial challenges and needs to build its reserves to meet unexpected issues and be able to invest in its core objectives of advocacy, education, member support and building resiliency in its systems for the future.



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Healthy Profession.
Healthy Australia.

With regards to discounts we already have a discounted rate for members earning under \$150k. We also this year have a 6 month fee remission for parents on parental leave.

In response to the clinical exams section of the question - Feedback from exam candidates and examiners indicates that online delivery of RACGP's Clinical Competency Exam is preferred, enabling them to attend their exam from their own location, eliminating the cost, time pressure and risks associated with travel. It also significantly reduces the need for time away from practice. Similarly, online delivery supports our large examiner and quality assurance team, role players and the staff who administer the exam, to work from their own location.

Over the four years that we have delivered the exam online, Australia has experienced a number of natural disasters on exam days including large floods, fires and other events that would otherwise have disrupted the exam, however the online format allowed uninterrupted delivery. The RACGP will continue to deliver it's clinical exam online.