

More information on upcoming extraordinary general meeting

The resolution under consideration for the upcoming extraordinary meeting (EGM) on 28 June 2022 is to **remunerate the RACGP's Directors for performing the services of Directors up to a total of \$1,185,000 for the 2022–23 financial year (1 July 2022 to 30 June 2023).**

In this document, we answer some common member questions about the upcoming EGM and the resolution under consideration.

Q. Will the President be paid if this resolution doesn't pass at the EGM?

A. No, RACGP President Karen Price won't be paid beyond 30 June if this resolution fails to pass. The President is a member of the Board, and this resolution seeks approval to pay all Board members.

We've had some questions about [Resolution 5](#) that was passed at last year's annual general meeting (AGM). This resolution asked you to *approve* an appropriate level of remuneration for the President, but didn't ask for your approval to *enact* this payment. Enacting payment was covered in Resolutions 3 and 4 at the 2021 AGM.

The passing of Resolution 3 means we've been able to pay the Board for the seven months from the 2021 AGM to 30 June 2022.

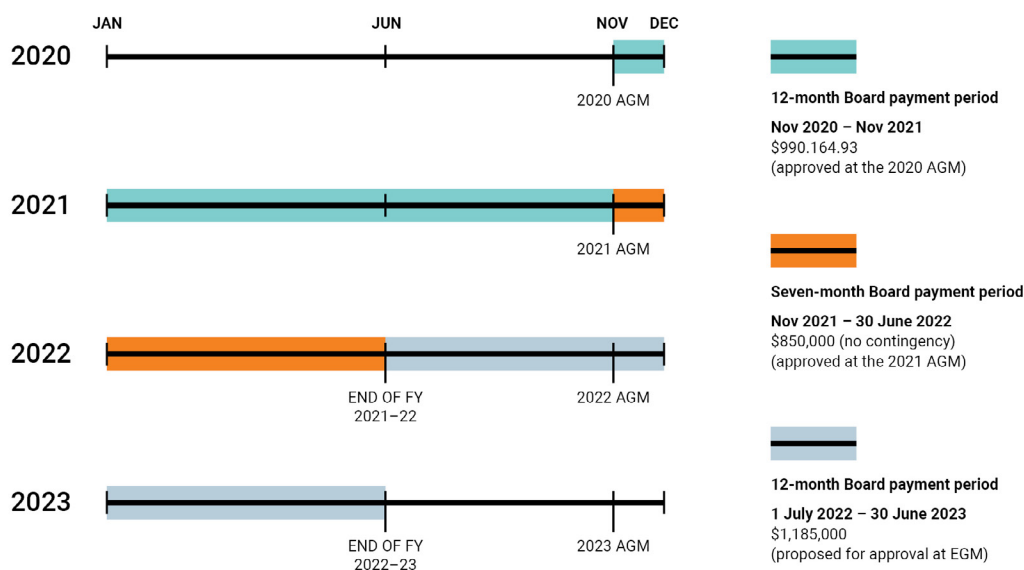
Because Resolution 4 didn't pass, **we cannot pay the President or the rest of the Board for their work beyond 30 June.**

The resolution to be voted on at the upcoming EGM seeks your approval to pay all Board Directors for a 12-month period from 1 July 2022 to 30 June 2023.

Q. Didn't members approve Board remuneration payments at last year's AGM? Is this resolution seeking to pay Board Directors twice/double-up on remuneration?

A. The short answer is no – for the longer answer, read on.

Instead of paying the Board from AGM to AGM, we now pay them from financial year to financial year (FY).



At the 2021 AGM, members approved payment to the Board from the date of the 2021 AGM until 30 June 2022, the end of FY 2021–22.

That meant we could pay the Board for the seven months from the AGM to the end of FY 2021–22, a pro rata total of \$850,000 (no contingency amount was sought).

Resolution 4 at the 2021 AGM asked for your approval to pay the Board for the new payment period, FY 2022–23 (1 July 2022 to 30 June 2023). This resolution didn't pass, which means we cannot pay the Board beyond 30 June 2022.

We cannot wait until the 2022 AGM in November to settle this issue because, without your approval of the new resolution at the EGM, our Board, including the President, won't be paid for five months.

Q. What roles make up the Board?

A. Aside from the Board Chair and the Chair of the Finance Audit and Risk Management Committee, all Board members are passionate GPs just like you, who also give significant amounts of time to the college to support the general practice profession.

The Board has 14 members:

- RACGP President
- Chair
- Censor-in-Chief
- Chairs of each state/territory faculty council (Western Australia, SA&NT, Queensland, NSW&ACT, Victoria, and Tasmania)
- Chair of each national faculty council (Aboriginal and Torres Strait Islander Health, Rural, Specific Interests, and GPs in Training)
- Chair of the Finance, Audit and Risk Management Committee

These roles are provided for in the [RACGP Constitution](#). You can learn more about the Board members on the [RACGP website](#).

Q. Does the amount of \$1,185,000 cover remuneration for all 14 Board Directors?

A. Yes, \$988,188.84 covers payment for all 14 Directors (the remaining \$196,811.16 is a contingency in the event that more board members are co-opted).

Seeking member approval of a total pool from which all Directors are paid is very common, and it's also usual for that total to include a contingency amount. The contingency won't necessarily all be used, but is available for normal operating requirements.

Director remuneration ranges from \$45,602.87 (inc. super) to \$262,082.87 (inc. super). [This table](#) shows the proposed remuneration for each Director for the 2022–23 financial year, which reflects a proposed 2.5% CPI increase to ensure Director remuneration aligns with market rates.

Q. Why is the increase in Director remuneration greater than increases in Medicare rebates?

A. The RACGP remains a strong advocate for increased indexation on MBS items, including catch-up funding due to the Medicare freeze. Our President Karen Price, CEO Paul Wappett and Chief Policy Officer Roald Versteeg recently met with Minister Butler and the Department of Health on this important issue, and you can find more details in this [newsGP article](#).

This issue is separate from the question of Director remuneration. Those who take on the commitment and the personal liability of being a Director of the RACGP should be appropriately and fairly remunerated, in line with market rates, for the work they do for the college. The RACGP commissioned independent benchmarking on appropriate Director remuneration, and this informed the resolutions presented at the 2021 AGM. That benchmarking recommended a 2.5% increase in Director pay to ensure remuneration remains aligned to market rates.



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Q. What types of activities do Board members undertake on behalf of the RACGP and members?

A. Becoming a Board member is essentially taking on an additional full-time job.

A faculty chair who is also a member of the Board undertakes a range of activities, including:

- preparing for and attending the RACGP Board meeting each month
- attending allocated Board committee meetings, such as the Finance, Audit and Risk Management Committee and the Education and Workforce Committee (once a month to once every three months)
- reading Board committee papers (a weekend once a month to once every three months)
- attending the RACGP for one day a week for meetings/college activities
- hosting and/or facilitating evening member webinars (of varying frequency)
- making media appearances to advocate for members (between several times a day to once a fortnight)
- reading and reviewing numerous in-house and external agency policy documents
- responding to member queries and issues
- chairing committees, such as the GP22 working committee, and attending 2–4 meetings a month
- preparing for and presiding over faculty council meetings (usually once every 6–8 weeks)
- joining weekly faculty executive meetings to address emerging issues and ongoing RACGP strategy development
- participating in RACGP national strategy development
- attending the RACGP COVID Response Working Group meetings
- representing the faculty at state health department meetings to discuss COVID planning, immunisations (eg free flu vaccine negotiations) etc. (between biweekly and monthly)
- attending regular meetings with other stakeholders in the general practice landscape
- representing the faculty at external conferences, Fellowship ceremonies, advisory committees and expert advisory groups
- proposing and executing projects with state and federal governments
- guiding the transition to college-led training back to the RACGP
- advising the college on an organisational restructure
- guiding the college on the appointment of a CEO.

If you have any more questions, please email generalmeetings@racgp.org.au

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