



NEW ZEALAND ASSOCIATION
OF GENERAL SURGEONS
Promoting Surgical Excellence

NEW ZEALAND ASSOCIATION OF GENERAL SURGEONS ANNUAL REPORT 2019



New Zealand Association of General Surgeons

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NEW ZEALAND ASSOCIATION OF GENERAL SURGEONS

Promoting Surgical Excellence

Notice of Annual General Meeting

Annual General Meeting of the New Zealand Association of General Surgeons is to be held on **Thursday 28th May 2020 at 7.30pm** via ZOOM online app.

To participate in the ZOOM AGM you should download the ZOOM software well in advance. It can be [downloaded from here](#) (for PC and Mac):

(Choose Zoom Client for Meetings).

Join Zoom Meeting

Phone one-tap: New Zealand: [+64488600266952320132#](tel:+64488600266952320132) or [+64988467806952320132#](tel:+64988467806952320132)

Meeting URL: <https://zoom.us/j/6952320132>

Meeting ID: 695 232 0132

Join by Telephone

For higher quality, dial a number based on your current location.

Dial:

New Zealand: +64 4 886 0026 or +64 9 884 6780

Australia: +61 861 193 900 or +61 8 7150 1149 or +61 2 8015 6011 or +61 3 7018 2005 or +61 731 853 730

Meeting ID: 695 232 0132

International numbers

Skype for Business (Lync)

<https://zoom.us/skype/6952320132>

Agenda

1. Apologies -

Condolences in 2019 –
2. Minutes of previous AGM held 1.00pm 23rd March 2019 at the Christchurch Town Hall.
3. Matters Arising from the Minutes
4. Association Reports
 - a. President, J. Speight
 - b. Executive Director, B. Evans
 - c. NZBiGS, S. Bann
 - d. Education, D. Moss
5. Special Resolution – Update the NZAGS Constitution

Update the list of Executive Committee officers and members to allow for the NZBiGS Chair and a Young Fellows Representative position.
6. Appointment of new auditors, Dent and Heath Chartered Accountants - Peter Shapkov, Treasurer
7. Annual Membership Subscription no increase for 2020 stays at \$540.00pa incl GST - Peter Shapkov, Treasurer
8. Notification that the Executive Committee voted Graeme Roadley as the new NZAGS President coming from Vice-President, and that Mr Rowan French is now Vice-President.

9. Notification that Aleksandra Popadich is the new treasurer as soon as COVID-19 environment allows. A huge thank you to Peter Shapkov for completing his two terms as treasurer.
10. Practice Visits Update on Trial – Rowan French
11. General Business
12. Next Meeting, New Plymouth 2021 (convener, Nigel Henderson)
13. Closure



Minutes of the New Zealand Association of General Surgeons

AGM 23rd March 2019

Held at the Christchurch Town Hall, Christchurch at 1pm

Present: Please see sign in sheets – a quorum was reached.

1. Apologies were received from:

Richard Perry

Condolences to the families of the following surgeons who have passed away

Herbert Dick Rawson, William (Bill) Owen Sawtell Phillipps

2. Minutes of the previous meeting held at the Copthorne Hotel on 17th March 2017 at 1pm.

Andrew Moot proposed that the minutes are accepted as a true and accurate record. Seconded by Philippa Mercer. Carried

3. Matters arising – nil

4. Reports

a. President's Report

As read

b. Executive Director's Report

As read

Bronwen asked members to register for conference in advance rather than simply showing up as it meant they have no name tags, food numbers are wrong, dinner sells out so that last-minute registrations cannot attend, and the conference venue may not take everyone.

c. Treasurer's Report

Peter Shapkov noted that NZAGS was in good financial health, with \$39,096 surplus and \$1.386M in reserves.

d. Training report

As read

5. Ratification of Annual Membership subscription

Peter moved that the NZAGS Executive would like to raise the Membership subscription by CPI which is currently 1.2%. A full membership would rise to \$540 per annum. Passed by a unanimous majority. Carried.

6. Re-appointment of auditors

Peter moved that Deloitte are appointed as the auditors for the 2019 accounts. Passed by a unanimous majority. Carried.

7. Ratification of New Executive members

The following new members of the Executive were welcomed and ratified:-

Aleksandra Popadich and Usha Shan

Julian Speight on behalf of the Executive, thanked Ian Burton for his considerable contribution to the Executive as the representative for Private Practice.

8. New Zealand Board in General Surgery

Simon Bann gave an update on the recent split of the former bi-national Board in General Surgery into national boards as of 1st December 2018.

9. CADENZA update

Gowan Creamer explained that CADENZA is all about Care Delivery in New Zealand for the Acute Abdomen. It is all about informing care delivery in real time, at the same time providing useful information for audit. The tool uses standard questions to get a P-POSSUM score to inform management. Gowan noted that historically there has been an issue with IT departments competing whereas this project has seen collaboration.

10. Southern Cross and NIB

Ian Burton reported that Southern Cross had advised NZAGS in 2018 that there had been an increase in spending on skin cancers. Southern Cross announced in December 2018 that The max for an average SX client for skin is \$5000 but it is more for Ultracare members. I can't recall just how much.

Southern Cross also updated policy holders with what will and will not be covered. At the same Southern Cross has reduced the surgeon fee payable for multiple skin lesions (on their websites and pamphlets are available for your private practice so members are clear). Previously the pricing was 100% for first lesion, 75% for second, 50% for third and subsequent lesions. The new fee structure is 100% for

first lesion, 40% for any subsequent lesions. The 40% adjustment is for hospital skin cases not rooms (so far!!!!)

Ian reported that NIB was hoping to move all surgeons into their 1st Choice provider Programme. However, only 25% of surgeons are signed up on the portal. The claims process will be through their portal only sometime this year so it would pay to trial it and feedback and changes required. Ian urged members to make sure they are added. The benefit with working as a provider for NIB is that there are no contracts with NIB – thus they will pay a reasonable fee.

We offered again to beta test NIB's new portal at the meeting last year but once again they declined. They did say that changes would be made if problems arise so it will pay for members to contact NIB if they have problems with the portal.

Ian Burton advised that Vanessa Blair is taking over and that Lincoln Israel has offered to assist the Executive with regards the private insurer consultations.

Vanessa Blair thanked Ian for all his hard work regarding the private insurers. Vanessa offered to advise and assist any surgeon contemplating entering private work.

11. General Business

None

Julian Speight reminded all attendees of the 2020 conference in New Plymouth is to be convened by Nigel Henderson.

Julian thanked the conveners of the current ASM – Philippa Mercer, Grant Coulter and Ross Roberts for all their work, especially in the circumstances of the terror attack a week ago.

The meeting closed at 1.23pm

Financial Statements

New Zealand Association of General Surgeons
For the year ended 30 November 2019

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Entity Information

New Zealand Association of General Surgeons
For the year ended 30 November 2019

Legal Name of Entity

New Zealand Association of General Surgeons.

Entity Type and Legal Basis

New Zealand Association of General Surgeons ("NZAGS" or "Association") is an association incorporated under the Incorporated Societies Act 1908. NZAGS is also a registered charity registered with the Charity Commission.

Registration Number

Charity Services Registration Number: CC32206

Incorporated Societies Registration Number: 643992

Entity's Purpose or Mission

The aims of the Association are to:

- a. Promote and represent the practice of General Surgery and associated specialties in New Zealand;
- b. Promote a forum for all General Surgeons to discuss and comment on matters affecting their practice;
- c. Promote activities that provide for continuing education, peer review and research in General Surgery;
- d. Administer the selection and training of medical practitioners in the specialty of General Surgery in accordance with the partnering agreement with the Royal Australasian College of Surgeons and the Board in General Surgery; and
- e. To promote the Continuing Professional Development of General Surgeons.

Entity Structure

Association Structure:

The association is run by an Executive Committee who are elected by a ballot for a term of four years. They are eligible for re-election for a further three terms of four years.

Operational Structure:

The operations are managed by a team of three paid employees. We employ a Chief Executive, a Policy and Projects Officer and a Training Manager. Our staff are employed on a part time basis.

Main Sources of the Association's Cash and Resources

Funding is received by way of reimbursement of training costs, membership subscription income and annual conference proceeds.

Main Methods Used by the Association to Raise Funds

The Association raises funds by providing training to their members and charging membership subscriptions.

Reliance on Volunteers and Donated Goods or Services

No reliance is placed on volunteers and donations by the Association.

Physical Address

Level 3, 8 Kent Terrace, Wellington.

Postal Address

PO Box 7451, Wellington South, New Zealand, 6242.

Approval of Financial Report

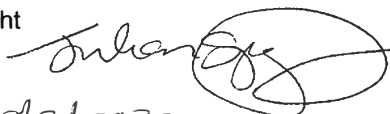
New Zealand Association of General Surgeons

For the year ended 30 November 2019

The Executive Committee are pleased to present the approved financial report including the historical financial statements of New Zealand Association of General Surgeons for year ended 30 November 2019.

Julian Speight

President



Date 28/2/2020



Peter Shapkov

Treasurer

Date 28 February 2020

Statement of Service Performance

New Zealand Association of General Surgeons

For the year ended 30 November 2019

Description of Outcomes

The New Zealand Association of General Surgeons (the "Association" or "NZAGS") is a not-for-profit organisation with around 300 members. We are the voice of General Surgery in New Zealand; promoting excellence in surgical practice including education and training, collegiality and the well-being of its surgeons and patients.

NZAGS had a very successful Annual Scientific meeting in Christchurch in March 2019, the first conference held there in over 10 years because of the earthquakes. Unfortunately, it was marred by the Mosque shootings the weekend before, but the Christchurch team still wanted us to go ahead. The conference had the largest conference attendance ever to show support to our Christchurch colleagues.

The Australasian Board in General Surgery (BiGS) was split in December 2018. 2019 saw the first year of the new NZBiGS board and demonstrates the commitment and skills NZAGS has to training. The transition has run very smoothly and is allowing NZAGS to focus on NZ specific training needs.

2019 saw the introduction of a practice visits review process being adopted by NZAGS with the formation of a Practice Visits Sub-Committee headed by Mr. Rowan French. The Ministry of Health signed off the Quality Assurance for our new programme in mid-2019. Two volunteers have stepped forward to be the first general surgeons to have their practices reviewed and those reviews will occur early 2020. NZAGS is looking to highlight best practice across our surgeons.

Quantification of Outputs	2019	2018
Number of General Surgeons Qualified	12	7
Number of New Doctors Selected for Training	17	15
Number of Trainee Days Held	2	2
Number of Trainees Attending Trainee Days	130	107

Statement of Financial Performance

New Zealand Association of General Surgeons

For the year ended 30 November 2019

	Notes	2019	2018
		\$	\$
Revenue			
Donations, fundraising and other similar revenue	1	0	27,665
Fees, subscriptions and other revenue from members	1	416,246	354,964
Revenue from providing goods or services	1	206,063	166,885
Interest, dividends and other investment revenue	1	39,162	25,478
Other revenue	1	6,170	1,935
Total Revenue		667,641	576,927
Expenses			
Volunteer and employee related costs	2	307,473	271,667
Costs related to providing goods or service	2	222,541	225,942
Grants and donations made	2	3,741	0
Other expenses	2	45,566	40,222
Total Expenses		579,321	537,832
Surplus/(Deficit) for the Year		88,320	39,095

The notes on pages 10 to 12 form part of these financial statements, and should be read in conjunction with them.

Statement of Financial Position

New Zealand Association of General Surgeons

As at 30 November 2019

	Notes	30 Nov 2019	30 Nov 2018
		\$	\$
Assets			
Current Assets			
Bank accounts and cash	3	500,601	486,664
Debtors and prepayments	3	31,605	31,542
Other Current Assets	3	907,978	873,142
Total Current Assets		1,440,184	1,391,348
Non-Current Assets			
Property, Plant and Equipment	5	4,444	6,239
Other non-current assets	3	112,882	92,308
Total Non-Current Assets		117,326	98,547
Total Assets		1,557,510	1,489,895
Liabilities			
Current Liabilities			
Creditors and accrued expenses	4	42,057	55,177
Employee costs payable	4	8,733	15,929
Other current liabilities	4	31,898	32,287
Total Current Liabilities		82,688	103,393
Total Liabilities		82,688	103,393
Total Assets less Total Liabilities (Net Assets)		1,474,822	1,386,502
Accumulated Funds			
Reserves		11,979	11,979
Accumulated surpluses or (deficits)		1,462,843	1,374,523
Total Accumulated Funds	6	1,474,822	1,386,502

The notes on pages 10 to 12 form part of these financial statements, and should be read in conjunction with them.

Statement of Cash Flows

New Zealand Association of General Surgeons
For the year ended 30 November 2019

	2019	2018
	\$	\$
Cash Flows from Operating Activities		
Donations, fundraising and other similar receipts		
BiGS wash up grant	0	27,665
Fees, subscriptions and other receipts from members	576,469	470,789
Receipts from providing goods or services	41,183	64,577
Interest, dividends and other investment receipts	36,406	27,383
Payments to suppliers and employees	(575,571)	(468,824)
Donations or grants paid	(3,741)	0
Total Cash Flows from Operating Activities	74,746	121,590
Cash Flows from Investing and Financing Activities		
Payments to purchase investments	(34,836)	(22,730)
Payments to purchase intangibles	(25,973)	(35,988)
Cash flows from other investing and financing activities	0	(2,254)
Total Cash Flows from Investing and Financing Activities	(60,809)	(60,972)
Net Increase/(Decrease) in Cash	13,937	60,618
Bank Accounts and Cash		
Opening cash	486,664	426,045
Closing cash	500,601	486,664
Net change in cash for period	13,937	60,618

The notes on pages 10 to 12 form part of these financial statements, and should be read in conjunction with them.

Statement of Accounting Policies

New Zealand Association of General Surgeons

For the year ended 30 November 2019

Basis of Preparation

The entity has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) on the basis that it does not have public accountability and has total annual expenses equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

Goods and Services Tax (GST)

The entity is registered for GST. All amounts are stated exclusive of goods and services tax (GST) except for accounts payable and accounts receivable which are stated inclusive of GST.

Income Tax

New Zealand Association of General Surgeons is wholly exempt from New Zealand income tax having fully complied with all statutory conditions for these exemptions.

Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash Flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Property, Plant & Equipment

Property, plant and equipment are included at cost less aggregate depreciation provided at the rates outlined below.

The depreciation rates used are: Office Equipment 13% DV to 60% DV

Amortisation of Goodwill

Intangible assets are included at cost less aggregate amortisation provided at the rates as outlined below. The rates used are: Website Development 48% DV Software 50% DV

Subscriptions Income/Trainee Membership Fees

Subscription revenue and trainee membership fees are recorded on an accrual basis. Subscriptions are recognised as revenue on a time proportionate basis. Training services are recognised when the training is provided.

Presentation Currency

These financial statements are presented in New Zealand dollars because that is the primary economic environment in which the Association operates. Transactions in foreign currency have been converted at the date of the payment or receipt. Year end balances in foreign currency have been converted at the exchange rate ruling at balance date.

Changes in Accounting Policies

There have been no changes in accounting policies. Policies have been applied on a consistent basis with those of the previous reporting period.

Notes to the Performance Report

New Zealand Association of General Surgeons

For the year ended 30 November 2019

	2019	2018
	\$	\$
1. Analysis of Revenue		
Donations, fundraising and other similar revenue		
BiGS wash up grant	0	27,665
Total Donations, fundraising and other similar revenue	0	27,665
Fees, subscriptions and other revenue from members		
Membership Subscription Income	34,800	61,388
SEAM Income	13,600	10,200
Trainee Membership Fees	17,609	15,610
Trainee Misc Income	818	230
Trainee Selection Application	52,929	24,782
Trainees Fees - (Education Fund-Service Agreem)	296,490	242,753
Total Fees, subscriptions and other revenue from members	416,246	354,964
Revenue from providing goods or services		
Training Day Income	6,509	6,113
Annual Conference Proceeds	6,572	6,267
Conference Registrations	151,108	100,161
Hospital Inspection	1,956	8,457
NZBiGS Specialty Governance Fee	39,918	45,887
Total Revenue from providing goods or services	206,063	166,885
Interest, dividends and other investment revenue		
Interest	12,566	13,184
Interest Education Fund	23,839	10,091
JBWere Investment Portfolio - Income	2,757	2,204
Total Interest, dividends and other investment revenue	39,162	25,478
Other revenue		
Bad Debts Recovered	0	1,057
Other Income	0	835
Sundry Income	1	43
Un-realised gain on investment	6,169	0
Total Other revenue	6,170	1,935
2. Analysis of Expenses		
Volunteer and employee related costs		
Training Salaries	157,883	137,167
Staff Recruitment	0	750
Salaries	79,647	69,196
Travel Expenses	69,943	64,554
Total Volunteer and employee related costs	307,473	271,667
Costs related to providing goods or services		
ACC Levy	0	315
Accountancy Fees	5,542	594
Bank Charges	178	1,930
BiGS Costs	3,257	7,328
Conference Costs	103,063	93,091
Consultancy Fees	2,506	3,083
Credit Card Merchant Fees	6,108	3,470
Electricity	0	135
Gifts	1,845	249
Hospital Inspections	1,114	16,624
Insurance	1,232	8
Marketing and advertising	0	43
Meeting Costs	3,277	2,480
Office Expenses	9,328	15,448
Rent	27,172	25,483
SEAM Exp	4,896	10,289
Selection Expenses	11,650	13,129
Software Maintenance	5,407	9,873
Staff Training	2,400	0
Subscriptions	3,780	2,065
Trainee Membership Fees	17,610	16,130
Training Day Expenses	4,091	916
Website Hosting and Maintenance	8,085	3,260
Total Costs related to providing goods or services	222,541	225,942

	2019	2018
	\$	\$
2. Analysis of Expenses (Cont'd)		
Grants and donations made		
Sponsorships and Donation	3,741	0
Total Grants and donations made	3,741	0
Other expenses		
(Gain) / Loss on Exchange	2,048	2,254
(Gain)/Loss on Disposal FAs	4,062	0
Amortisation	23,136	26,451
Audit Fees	14,212	8,000
Bad Debts	313	0
Depreciation	1,795	3,179
Legal Fees	0	337
Total Other expenses	45,566	40,221
3. Analysis of Assets		
Bank accounts and cash		
ASB Account 00	52,701	14,164
ASB Education 01	23,628	4,284
ASB Fast Saver Account 50	424,272	468,216
Total Bank accounts and cash	500,601	486,664
Debtors and prepayments		
Accounts Receivable	1,665	5,561
Prepayments	29,940	25,981
Total Debtors and prepayments	31,605	31,542
Other current assets		
ASB Term Deposit 79	566,173	542,630
ASB Term Deposit 80	341,805	330,512
Total Other current assets	907,978	873,142
Other non-current assets		
J B Were Investment	45,928	39,050
Software Accumulated Depn	(197,343)	(199,202)
Software at Cost	245,565	218,044
Website Accumulated Amortisation	(10,968)	(55,369)
Website at Cost	29,700	89,784
Total Other non-current assets	112,882	92,308
4. Analysis of Liabilities		
Creditors and accrued expenses		
Accounts Payable	35,287	49,664
Credit Cards		
Claire Nicoll CC	1,005	309
Credit Card - Helen	5,151	1,545
Bronwen Evans CC	614	3,660
Total Credit Cards	6,770	5,513
Total Creditors and accrued expenses	42,057	55,177
Employee costs payable		
Leave Accrual	8,733	9,171
Wages Payable - Payroll	0	6,759
Total Employee costs payable	8,733	15,929
Other current liabilities		
Accruals	14,500	7,000
Income Received in Advance	17,398	25,287
Total Other current liabilities	31,898	32,287
5. Property, Plant and Equipment		
Other Fixed Assets		
Fixed assets	4,444	6,239
Total Other Fixed Assets	4,444	6,239
Total Property, Plant and Equipment	4,444	6,239
6. Accumulated Funds		
Accumulated Funds		
Opening Balance	1,386,502	1,347,405
Accumulated surpluses or (deficits)	88,320	39,096
Total Accumulated Funds	1,474,822	1,386,502
Total Accumulated Funds	1,474,822	1,386,502

	2019	2018
7. Commitments		
Commitments to lease or rent assets		
The Association has made a rental commitment to RACS to commit to their sublease until the end of December 2019.	2,080	1,919
Total Commitments to lease or rent assets	2,080	1,919
Commitment to purchase property, plant and equipment		
The Association has made a commitment to Abletech Limited for capital expenditure of \$6,000 in the development of a software prototype.	6,104	0
Total Commitment to purchase property, plant and equipment	6,104	0

8. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 30 November 2019. (Last year - nil).

9. Related Parties

Payables		
BiGS Governance Grant	0	45,000
Payables to RACs - rent & overpayment	6,340	0
Total Payables	6,340	45,000
Revenue		
BiGS wash up grant	0	27,665
NZBiGS Specialty Governance Fee	39,918	45,887
Total Revenue	39,918	73,552
Expenses		
Rental expense paid by NZAGS to RACS relationship	24,832	23,782
Total Expenses	24,832	23,782

The Royal Australasian College of Surgeons (RACS), formed in 1927, is a non-profit training organisation training surgeons and maintaining surgical standards in Australia and New Zealand. The Board in General Surgery (BiGS) is an Australasian board of RACS that set the strategic direction, and oversees the administration of the General Surgical programme. The President of NZAGS and the NZAGS Training Committee Chair are voting members on this Board,

NZAGS is a not-for-profit membership based organisation of general surgeons throughout New Zealand. The principal functions of the Association are to represent the broad and collective interests of general surgeons particularly in the areas of vocational training, continuing professional development, workforce planning as well as acting as the interface between general surgeons, Government and components of the health sector generally.

NSAGS is responsible for the administration of the RACS directed training programme in NZ, and inputs into the strategic direction of the RACS BiGS General Surgical training programme. There are two fees. One for RACS and one for NZAGS. Currently, trainee fees for NZAGS are collected on behalf of NZAGS by RACS (and then this amount is invoiced back to NZAGS).

RACS pay a governance fee to NAGS to cover the costs of NZAGS members of the BiGS Board, and or the Chair of BiGS to attend BSET (RACS Board in Surgical Education and Training of which NZBiGS reports into).

10. Events After the Balance Date

There were no events that have occurred after the balance date that would have a material impact on the Performance Report (Last year - nil).

11. Audit

These Financial Statements have been subject to audit. Please refer to the Auditor's Report.

Independent Auditor's Report

To the Members of New Zealand Association of General Surgeons

Opinion

We have audited the performance report of New Zealand Association of General Surgeons (NZAGS), which comprises the statement of financial position as at 30 November 2019, and the entity information, statement of service performance, statement of financial performance, and statement of cash flows for the year then ended, and the statement of accounting policies and other explanatory information.

In our opinion:

- The reported outcomes and outputs, and quantification of the outputs to the extent practicable in the statement of service performance are suitable;
- The performance report on pages 3 to 12, presents fairly, in all material respects, the financial position of the entity as at 30 November 2019, its financial performance and cash flows, the entity information and the service performance for the year then ended in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-for-Profit) issued by the New Zealand Accounting Standards Board ('PBE SFR – A (NFP)').

Basis for opinion

We conducted our audit of the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report in accordance with International Standards on Auditing ('ISAs') and International Standards on Auditing (New Zealand) ('ISAs (NZ)'), and the audit of the entity information and statement of service performance in accordance with the International Standard on Assurance Engagements (New Zealand) ISAE (NZ) 3000 (Revised) ('ISAE (NZ) 3000 (Revised)'). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Performance Report* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

We are independent of the entity in accordance with Professional and Ethical Standard 1 (Revised) *Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board and the International Ethics Standards Board for Accountants' *Code of Ethics for Professional Accountants*, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Other than in our capacity as auditor, we have no relationship with or interests in the entity.

Executive Committee's responsibilities for the performance report

The Executive Committee is responsible on behalf of the entity for:

- Identifying outcomes and outputs, and quantifying the outputs to the extent practicable, that are relevant, reliable, comparable and understandable, to report in the statement of service performance;
- the preparation and fair presentation of the performance report on behalf of the entity in accordance with PBE SFR – A (NFP), and
- for such internal control as the Executive Committee determines is necessary to enable the preparation of a performance report that is free from material misstatement, whether due to fraud or error.

In preparing the performance report, the Executive Committee is responsible on behalf of the entity for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Committee either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the performance report

Our objectives are to obtain reasonable assurance about whether the performance report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs, ISAs (NZ) and ISAE (NZ) 3000 (Revised) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this performance report.

As part of an audit in accordance with ISAs, ISAs (NZ) and ISAE (NZ) 3000 (Revised), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the performance report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Perform procedures to obtain evidence about and evaluate whether the reported outcomes and outputs, and quantification of the outputs to the extent practicable, are relevant, reliable, comparable and understandable.
- Obtain an understanding of internal control relevant to the audit 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 NZAGS' internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Committee.
- Conclude on the appropriateness of the use of the going concern basis of accounting by the Executive Committee and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the performance report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the performance report, including the disclosures, and whether the performance report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Executive Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Restriction on use

This report is made solely to the Members, as a body, in accordance with Section 3 of the Trust Deed. Our audit has been undertaken so that we might state to the Members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Members as a body, for our audit work, for this report, or for the opinions we have formed.

Deloitte Limited

Wellington, New Zealand
28 February 2020

Profit and Loss

New Zealand Association of General Surgeons For the year ended 30 November 2019

Division is General NZAGS.

	2019	2018
Trading Income		
Annual Conference Proceeds	6,571.74	6,266.97
BiGS wash up grant	-	27,665.11
Conference Registrations	151,108.06	100,161.32
JBWere Investment Portfolio - Income	2,756.83	2,203.94
Membership Subscription Income	34,799.49	60,918.98
NZBiGS Specialty Governance Fee	-	90,886.55
Sundry Income	0.87	-
Trainee Membership Fees	17,609.25	15,609.95
Trainee Misc Income	817.40	-
Total Trading Income	213,663.64	303,712.82
Gross Profit	213,663.64	303,712.82
Other Income		
Bad Debts Recovered	-	1,056.52
Interest	7,034.57	12,244.45
Other Income	-	834.79
Un-realised gain on investment	6,168.69	-
Total Other Income	13,203.26	14,135.76
Operating Expenses		
(Gain) / Loss on Exchange	2,048.23	2,254.07
(Gain)/Loss on Disposal FAs	3,295.43	-
ACC Levy	-	247.41
Accommodation and Meals	250.14	-
Accountancy Fees	3,042.00	503.75
Amortisation	3,877.27	23,308.72
Audit Fees	7,250.00	7,500.00
Bad Debts	117.39	-
Bank Charges	(122.93)	1,377.22
Conference Costs	99,861.14	90,055.64
Consulting and Computing	1,151.83	2,301.92
Credit Card Merchant Fees	5,074.72	3,350.72
Depreciation	1,279.38	(6,785.51)
Electricity	-	135.46
Gifts	219.98	218.24
Insurance	797.97	7.63
IT Expenses	-	9,862.50
Legal Fees	-	337.22

	2019	2018
Marketing and advertising	-	42.50
Meeting Room Costs	918.26	630.43
Office Equip and Furniture	-	64.52
Office Supplies	588.36	1,915.62
PDSB Meeting Attendance Costs	180.09	-
Printing and Stationery	638.07	-
Rent	13,409.67	6,780.64
Salaries	39,555.05	69,196.03
Selection Expenses	43.04	-
Software Maintenance	778.00	-
Sponsorships and Donation	3,741.29	-
Subscriptions	1,912.56	795.22
Sundry Expenses	-	760.83
Telephone communication	5,887.75	6,283.86
Travel - accommodation and meals	1,387.54	2,757.53
Travel - Airfares	2,053.77	4,870.89
Travel - Taxis and mileage	309.22	1,119.08
Travel Expenses	360.02	93.49
Website Hosting and Maintenance	2,554.51	1,680.41
Total Operating Expenses	202,459.75	231,666.04
Net Profit	24,407.15	86,182.54

Profit and Loss

New Zealand Association of General Surgeons For the year ended 30 November 2019

Division is Education

	2019	2018
Trading Income		
Hospital Inspection	1,956.52	8,457.39
Membership Subscription Income	-	469.13
NZBiGS Specialty Governance Fee	39,918.24	(45,000.00)
SEAM Income	13,600.00	10,200.00
Sundry Income	-	43.48
Trainee Misc Income	-	230.43
Trainee Selection Application	52,929.23	24,782.46
Trainees Fees - (Education Fund-Service Agreem)	296,490.45	242,752.57
Training Day Income	6,508.71	6,113.11
Total Trading Income	411,403.15	248,048.57
Gross Profit	411,403.15	248,048.57
Other Income		
Interest	5,531.79	939.16
Interest Education Fund	23,839.13	10,090.87
Total Other Income	29,370.92	11,030.03
Operating Expenses		
(Gain)/Loss on Disposal FAs	766.40	-
ACC Levy	-	67.71
Accommodation and Meals	2,947.40	758.69
Accountancy Fees	2,500.00	90.00
Amortisation	19,259.63	3,142.37
Audit Costs	211.65	-
Audit Fees	6,750.00	500.00
Bad Debts	195.65	-
Bank Charges	301.06	553.18
BiGS Accommodation and Meals	-	2,708.07
BiGS Flights	1,938.97	4,531.91
BiGS Taxi	146.81	87.65
Conference Costs	3,201.65	1,502.53
Conferences attended	-	1,532.72
Consultancy Fees	1,158.38	275.00
Consulting and Computing	196.52	505.99
Credit Card Merchant Fees	1,033.69	119.00
Depreciation	515.44	7,312.16
EF Depreciation	(0.22)	2,651.92
EF Rent	3,209.63	12,225.19

	2019	2018
Gifts	1,624.68	30.43
Hospital Inspections	1,114.40	16,624.01
Insurance	433.76	-
IT Expenses	-	10.30
Meeting Room Costs	2,178.53	1,850.00
NZBIGS	1,170.91	-
Office Equip	-	698.00
Office Equip and Furniture	472.87	-
Office Supplies	810.74	345.28
Postage and Courier	184.35	227.57
Printing and Stationery	213.38	653.13
Rent	10,553.06	6,477.02
Salaries	40,092.02	-
SEAM Exp	4,896.32	10,288.77
Secreterial Costs	-	137.49
Selection Expenses	11,607.24	13,128.67
Software Maintenance	4,628.51	4,678.66
Staff Recruitment	-	750.00
Staff Training	2,400.00	-
Subscriptions	1,867.25	1,269.89
Sundry Expenses	169.50	475.93
Telephone communication	362.57	1,166.52
Trainee Membership Fees	17,609.00	16,130.45
Training Day Expenses	4,091.03	915.87
Training Salaries	157,882.93	137,167.35
Travel - accommodation and meals	9,048.15	22,506.26
Travel - Airfares	49,797.39	27,615.88
Travel - Taxis and mileage	2,607.27	2,444.36
Travel Expenses	1,181.97	429.85
Website Hosting and Maintenance	5,530.62	1,579.10
Total Operating Expenses	376,861.11	306,164.88
Net Profit	63,912.96	(47,086.28)

President's Report 2020 (for the 2019 year)

The Executive has been:

- Julian Speight, President
- Graeme Roadley, Vice President
- Andrew Moot, Immediate Vice President
- Simon Bann, Chair of NZBiGS Committee
- Peter Shapkov, Treasurer
- David Moss, Chair Training Committee
- Vanessa Blair, Private Practice Representative
- Jason Ly, Young Fellows Representative
- Nagham Almozany
- Grant Coulter
- Gowan Creamer
- Rowan French
- Nigel Henderson
- John Lengyel
- Peter Stiven
- Usha Shan
- Ashwini Pondicherry, Trainee

Representative Staff at NZAGS Office:

- Bronwen Evans, Executive Director
- Claire Nicoll, General Manager, Policy, Projects and Education
- Helen Glasgow, Training Manager
- Sandra Swainson, Office Accounts Manager (left in August 2019)

COVID-19 Pandemic:

The most note-worthy event of 2020 has been the gradual evolution of the COVID-19 (SARS-Cov-2) Pandemic. This has had far-reaching implications for both NZAGS as an organization and all healthcare workers worldwide. Early in the initial phase, before the WHO formally recognized COVID-19 as a pandemic, the NZAGS Executive Committee was faced with the decision whether or not to cancel/postpone our 2020 ASM in New Plymouth. At the time DHB's had started to restrict International travel for SMO's undertaking travel abroad for CME. Our International speakers from the UK and Australia were already facing travel restrictions and would be unable to attend. Although at that time gatherings of less than 500 people were still being allowed, many conferences were being postponed. This proved to be a sensible precaution, as at least one COVID-19 cluster has been associated with the World Hereford cattle conference in Queenstown that occurred at around that time. A total of 17 COVID cases have been associated with that meeting.

As an Executive Committee we felt that it would be ill advised to have a large number of the country's General Surgeons congregating together in case an attendee transpired to be COVID-positive. For that reason, we postponed the ASM. At present we are still debating whether to hold the 2021 ASM in New Plymouth with an updated program, or whether to stick to the original schedule and hold the next ASM in Wellington. Currently we are favouring the former, as holding the ASM in Taranaki in 2021 will enable us to roll-over many of our bookings without incurring fiscal penalties.

The pandemic has also impacted RACS ability to hold the College Exams, with the knock-on effect of potentially preventing final year trainees from completing their training. All surgical speciality boards are currently holding-off on selecting for 2021. It is unclear whether selection will be able to progress in some form later this year. The College is trying to oversee a coordinated approach, although it may be possible for some sub-specialities to interview and select later in the year. There may be different approaches taken between New Zealand and Australia in that regard. I do not believe the Training Board has clarified as yet whether the trainees will have accrued sufficient operative exposure to recognize the affected runs. I believe the College's current approach is that technical skills only make up one of the nine competencies, and that COVID has allowed trainees to continue to develop the other 8 competencies sufficient to make the learning experience useful.

Many of the sub-speciality societies have produced guidelines during the COVID pandemic, as has the College itself. Worldwide there have also been a proliferation of guidelines around many aspects of surgical care, Personal Protective Equipment (PPE) etc. The New Zealand Ministry of Health (MoH) are active in this regard as well. The NZAGS Executive Committee has been active in working with other agencies to review and co-badge appropriate guidelines, but we have taken a decision not to generate our own guidelines. The process requires an extensive literature review, and then requires constant ongoing review of the rapidly evolving evidence/literature with regular updating of the guidelines (often weekly). This is clearly beyond the capabilities of a society of our size. We have been in close consultation with the MoH with regards to the planned step-wise reintroduction of elective surgery as the National Alert Levels decrease.

The Board in General Surgery (BiGS):

The Board in General Surgery (BiGS) has now been split into the Australian and New Zealand national Boards. We have already held our first Binational Curriculum Conference (BCC) which was hosted by the GSA in Australia. We are scheduled to hold the second BCC on Sunday 10th May by teleconference, which will be hosted by NZAGS. The plan had been to discuss progression towards a competency-based training curriculum, but the roll-out of this will inevitably be delayed by the COVID pandemic.

Much of the other work undertaken is currently on hold while the ongoing implication of the COVID pandemic are assessed. This can be addressed better in a later report. I am

hopeful that we can undertake the AGM via teleconference in the next few weeks, and then I will be able to hand over the Presidency to Graeme Roadley. I wish Graeme the best of luck in these extraordinary times. I'd like to thank Bronwen, Claire, Helen and Sandra for their ongoing support in these difficult times. They have adapted to working from home during Level 4 lockdown, and have managed to keep NZAGS running.

Finally, I'd like to wish all of our members well, and hope that they remain safe. I am proud to be a New Zealander during this global crisis, as I believe New Zealand has been exemplary in our managing of the COVID crisis here in Aotearoa.

Nga mihi

Julian Speight
President

NZ BOARD IN GENERAL SURGERY REPORT 2019

The NZ Board in General Surgery has just completed its first year. We are grateful to the members for their hard work and contributions over this first year.

The Board is made up of the following members:

Members (voting)

Simon Bann	Chair, and Chair NZ Training Committee
Dave Moss	Deputy Chair, IMG Representative
vacant	Academic/Research Representative
Ashwini Pondicherry	Trainee Representative
Tom Elliott	Senior Examiner
Jeremy Rossaak	Provincial Hospital Representative
John Jarvis	Metropolitan Hospital Representative
Peter Stiven	Rural Hospital Representative
David Fletcher	RACS Specialty Elected Councillor for General Surgery
Alan Tate	Community Representative

Non- Voting

Julian Speight	NZAGS President
Sayed Hassen	Chair Australian Board in General Surgery
Claire Nicoll	NZBIGS Secretariat
John Lengyel	Co-opted members curriculum/GSET representatives
Magda Biggar	
Simon Harper	

The new Competency based training programme GSET is due to commence at the end of 2020. The first new entrants will commence in December and finish in 2025. This has been created as a 5 year program with defined milestones and a declared graduate outcome of being able to undertake an acute general surgical call independently. The final exam will be able to be sat during GSET 4 potentially; leaving the final year for clinical practice alone. There is capacity for accelerated learning too if competencies and goals are met

The background to the creation of the new program was a review of training by The Board in General Surgery in 2015 whereby supervisors were contacted and surveyed. Issues were explored and solutions sought. In addition drive has come from the Australian Medical Council and the Medical Council of New Zealand to move away from time based training to a competency based one. This is reflection of modern educational practice and mirrored across training in other countries.

The lead in to this has been 5 years of work with the creation of various workplace based assessments in the form of entrustable professional activities and procedure based assessments/activities as well as an updated logbook. These were created by various working parties from both countries.

Since the creation of the 2 Boards we have collaborated to review the common curriculum in light of an educational review and the proposed 10 Core Competencies of RACS. A syllabus update is also taking place. The curriculum will have defined milestones that are to be met; if trainees do not meet these milestones and complete the relevant workplace assessments then this will lead to review and remedial action. If they are not able to perform at the required level then dismissal proceedings may begin. The drive to bring in the new curriculum has come from Monica Carrarini with the supervision coming from Deb Paltridge who has provided the educational input.

The assessments for this new program will be accessed via the internet and SOLA. Claire Nicoll has brought her attention and detail to this project and we will have an outstanding platform.

These new assessments will have time line goals and cover several competencies. The trainee will need to approach their hospital supervisor on commencement of their attachment to set goals and expectation on the run. The mid run assessments will be formative and the assessment will be summative at the end of run. These assessments will help provide a learner centred experience and the trainee will be encouraged to approach their supervisors to complete the assessments and to provide feedback.

The Board has also had a workshop on governance from the CEO of another training board. This was an insightful and educational session. We are grateful to the AOA and RACS for this opportunity.

I also to have to report the resignation of my colleague from NZ BIGS, Elizabeth Dennett who brought her academic background and her knowledge of surgical training from being a previous chair of the Board in General Surgery. Liz currently co-chairs the Curriculum Committee and has helped drive this significant advance. Liz's contribution and knowledge will be missed.

The Board is anticipating a challenging year ahead. I would like to again thank the contributions of all. Thank you for the contributions to working parties and the creation of a new competency based curriculum. Thank you also to our colleagues and executive of GSA with whom we continue to work towards providing high standards of training in Australasia. Thank you to David Fletcher who continues to travel from Western Australia to all parts on a regular basis and provides oversight and input. Thank you to Alan Tate as our community representative. Thank you to the support of the NZAGS executive and the staff of NZAGS particularly Helen Glasgow and Claire Nicoll.

NZ Training Committee Report 2020

There are 77 trainees in the NZ Programme for 2019.

67 of 69 training posts are currently filled by trainees.

There are 8 trainees on interruption or deferral for a variety of reasons (maternity, research, personal reasons) and a further two trainees are exam pending.

There are no trainees training part time at present.

We continue to have 100 % success with our trainees completing SEAM modules (required by near end of SET 3).

Fellowship exam results from 2019 show a 12/14 pass rate.

The 2 unsuccessful candidates represented one trainee and one IMG – both who have support to sit again.

2019 represented the final year of selection under the current SET programme with the new programme GSET to commence Dec 2020 and the move back to a 5-year programme.

It will therefore be a “mixed” programme for the next 3-4 years as the current SET cohort complete their training.

Also, as the programme changes from 4-5 years there will be a gradual reduction in each yearly intake to streamline the transition and avoid a situation in 2025 where there are no trainees completing training and therefore none can be selected.

This 5-year programme will have more of an emphasis on competency-based training rather than strictly “numbers”.

This will likely increase the workload and frequency of assessment of trainees but will provide a more comprehensive and individualised assessment.

The exam will be sat usually in the 4th year, to allow a post fellowship year to round out training.

Dave Moss

Chair NZ Training Committee

Executive Director Report for the 30 Nov 2019 Year

I have pleasure in writing my tenth NZAGS Executive Director's report. We have made substantial progress over the last 12 months with the various work programmes. A brief summary of the key activities follows below:

Conference and Events Management

The NZAGS Conference and Events: NZAGS is still working with Workz4U to deliver our annual conference. Helen Glasgow continues to work with trainees to deliver a fantastic training day and also the additional induction day.

The conference in Christchurch 2019 was one of the largest conference NZAGS has ever held and reflects the wonderful support of our members to the region who because of the earthquakes had not held a conference for over ten years. I especially wish to thank the Christchurch convenors and organisers for the professionalism and wonderful event given the terrible events of the weekend prior to the conference.

Continued Professional Development

NZAGS developed a Practice Visits Programme in 2019 to help members comply with the Assessment area in CPD. It is overseen by the Practice Visits Sub-Committee chaired by Mr Rowan French. Volunteers were selected in Dec 2019, and they will hold the first trial visits in March 2020.

Education and Training

The new Education and Training governance framework is functioning well, with the NZ Board in General Surgery (BiGS) and the NZ Training Committee (NZTC) overseeing all Education and Training activities including the Selection process, Hospital Inspections and the Appeals process. The NZTC undertakes the supervision and assessment of trainees, runs the training weekends, assists with selection, and undertakes the Hospital Inspections. While NZBiGS works on the strategic development and appeals process.

Financials

NZAGS continues to be financially sound.

There was a Surplus for the 30 Nov 2019 year of \$88k, an increase on last year of \$49k, largely due to the \$40k profit made from the very well supported Christchurch conference. We did however, have 25 Chinese national surgeons register to attend the Christchurch conference which we don't get every year (certainly not now).

Income for the year was \$667k an increase of \$91k due to large conference registrations, training fee increase and interest received. You may see what looks like a large decrease in membership subscription income, but this is due to an accounting classification change. We have moved memberships to a rolling 12 months, so we have to split the income into the true accounting year with prepayments. As this is the first year the comparison to last year is inaccurate. You'll see that next year the figures will align more closely.

Expenses were \$579k an increase of \$42k on the previous year. This is because the salaries figure in the 2018 accounts was distorted due to the fact Claire Nicoll (GM Education, Projects and Policy) was on sabbatical for 7 months and we also had 5 months with no accounting support when Sandra

Kennerly resigned. In addition, the creation of NZBiGS separating from BiGS, lead to several additional meetings incurring more travel and accommodation costs.

Upcoming expenditure

With the introduction in 2021 of competency based training, there will be significant spending on the trainee management system (SOLA) in 2020. The cost is likely to be around \$150k. This work is well underway and will come out of the significant reserves of NZAGS. In the future, the NZAGS is looking at introducing a technology fee for trainees to ensure NZAGS has the funds to continually invest in our systems to insure leading edge in technology.

Support for Sub Specialty Societies

We continue to offer as much support for the Sub Specialty Societies and sub-committees as we can resource in the office.

We have general surgeons on many sub-speciality boards, including Surgical Gastrointestinal Endoscopy Committee. NZAGS has leant support, including financially, to The Endoscopy Guidance Group of NZ. We have signed a Terms of Reference (ToR) but not the Memorandum of Understanding (Mol). The legal structure of any group needs to be clarified before NZAGS can sign and commit resources.

We have supported the development and implementation of Post Fellowships Education and Training (PFET) in Trauma and a PFET in Endocrine.

Advocacy and Stakeholder Engagement

Staff continue to work on Workforce Planning to meet our future General Surgical needs. We work with many Ministry areas in health, including ACC, Bowl Cancer Screening, Health Quality and Safety Commission, PHARMAC, the New Zealand Private Hospital Surgical Association, Insurance Companies, and other relevant stakeholders.

NZAGS Staff and Executive Committee

I would like to thank the fantastic team at NZAGS, Claire Nicholl, and Helen Glasgow. Our staff member Sandra Swainson was made redundant during the year as we decided to outsource the account preparation. This has saved the organisation about \$10k a year.

Thanks to the many Committee members for their hard work, giving up your time for your organisation is much appreciated. Thanks to Peter Shapkov, Treasurer, who steps down from the treasurer's role at the AGM 2020 having served his full term as treasurer, with whom I work closely. Peter will remain on the Executive. Peter has always been ready to support and review the financial position of NZAGS. I look forward to working with our new treasurer, Alexandra Popadich.

My particular thanks go to the President, Julian Speight, who communicates with me almost daily for his leadership and continued support. Julian has completed his term as President of NZAGS at the AGM, and it has been an absolute pleasure working with him and seeing the dedication he has brought to the position. Julian will remain on the Executive as Immediate Past President. I welcome Graeme Roadley as our new President, and Rowan French will become Vice-President.

And finally, thanks go to NZAGS members for supporting the organisation and understanding the role NZAGS fills.

Future NZAGS Meetings -2020

New Plymouth	2021
Wellington	2022
Nelson	2023
Tauranga	2024
Auckland	2025
Fiji (combined with GSA)	2026
Hamilton	2027
Invercargill	2028
Napier/Hastings	2029
Rotorua	2030
Christchurch	2031
Northland	2032

Directory NZAGS Executive Committee, 2020

President	Julian Speight
Vice-President	Graeme Roadley
Immediate Past President	Andrew Moot
Treasurer	Peter Shapkov
NZ BiGS, Chair	Simon Bann
NZ Training, Chair	David Moss
Executive Director/Secretary	Bronwen Evans
Meeting Co-ordinator (New Plymouth)	Nigel Henderson/Glen Farrant
Trainee Representative	Ashwini Pondicherry
Private Practice Representative	Vanessa Blair
Continuing Professional Development	Simon Bann / Andrew Moot
Younger Fellow Representative	Jasen Ly
Committee Members (during the year)	Grant Coulter
	Gowan Creamer
	Rowan French
	Nigel Henderson
	Peter Stiven
	Usha Shan
	Nagham AlMonzey
	John Lengyel

Office

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General Surgeons 2019

First Name	Last Name
A J	Ing
Adam	Bartlett
Adrian	Secker
Alec	Winder
Alejandro	Boue
Aleksandra	Popadich
Alex	Dalzell
Alexander	Skavysh
Alexander	Brown
Alexandra	Gordon
Ali	Shekouh
Alice	Febery
Amit	Reddy
Andrew	Bowker
Andrew	Audeau
Andrew	Moot
Andrew	Connolly
Andrew	Hill
Andrew	MacCormick
Anthony	Lin
Anupam	Modi
Atul	Dhabuwala
Avinesh	Kumar
Bernd	Grunewald
Bertrand	Jauffret
Bevan	Jenkins
Bill	Gilkison
Birgit	Dijkstra
Braden	Pyle
C K	Reddy
Chris	Gray
Christine	Wilkins
Christoffel (Gerrie)	Snyman
Christopher	Wakeman
Christopher	Harmston
Damien	Ah Yen
David	Moss
David	Vernon
David	Adams
David	Dickson
David	Griffith
Deborah	Wright
Devonie	Eglinton
Elizabeth	Dennett
Emily	Davenport
Etienne	Truter
Matthew	Clark
Matthew	Leeman

First Name	Last Name
Eva	Juhasz
Falah	El-Haddawi
Fraser	Welsh
Garth	Poole
Gary	Cooper
Gary	Stone
Gerard	Bonnet
Gowan	Creamer
Graeme	Roadley
Graeme	Millar
Grant	Coulter
Grant	Beban
Henry (Alf)	Deacon
Hugh	Cooke
Ian	Campbell
Ian	Civil
Ian	Burton
Ian	Lord
Ian	Stewart
Imad	Aljanabi
Isaac	Cranshaw
Jacques	Marnewick
James	Tietjens
James	Shaw
James	McKay
Jane	Strang
Jasen	Ly
Jeremy	Rossaak
John	Lengyel
John	Kyngdon
John	Jarvis
John	Frye
John	Dunn
John	Fleischl
Josie	Todd
Julian	Speight
Karl	Kodeda
Kenneth	Menzies
Konrad	Richter
Li	Hsee
Lincoln	Israel
Linus	Wu
Magdalena	Biggar
Magdalena	Sakowska
Malcolm	Gordon
Marianne	Lill
Mark	Smith
Mark	Stewart

Michael	Puttick	Mark	Sanders
Michael	Rodgers	Suheelan	Kulasegaran
Michael	Sexton	Susan	Gerred
Murray	Pfeifer	Susrutha	Wickremesekera
Nick	Smith	Tamara	Mullaney
Nicola	Davis	Thomas	Elliott
Nigel	Henderson	Todd	Hore
Paul	Manuel	Tony	Phang
Paul	Samson	Usha	Shan
Peter	Shapkov	Vanessa	Blair
Peter	Stiven	Wai Keat	Chang
Philippa	Mercer		
Pravin	Kumar		
Rene	van den Bosch		
Richard	Tapper		
Richard	Coutts		
Richard	Harman		
Richard	Perry		
Rick	Cirolli		
Robert	Cable		
Robert	Cable		
Robert	Robertson		
Ross	Roberts		
Rowan	French		
Rukshan	Ravindra Ranjan		
Sai Tim	Yam		
Sarah	Abbott		
Savitha	Bhagvan		
Saxon	Connor		
Semisi	Aiono		
Simon	Bann		
Simon	Harper		
Siraj	Rajaratnam		
Stephen	Vallance		
Stephen	Kyle		
Steven	Hudson		
Steven	Kelly		

2019 SET Trainees

	ID	LAST NAME	FIRST NAME
1	169892	Amer	Mohammad
2	191346	Aramoana	Jaclyn
3	200286	Bae	Bryan
4	194107	Balhorn	Josh
5	187898 (I)	Barazanchi	Ahmed
6	195709	Barnard	Jon
7	192316	Barnes	Tracey
8	187927	Bayly	Angela
9	201615	Birrell	Lachie
10	195182	Black	Ben
11	182661	Brown	Lisa
12	191812	Burton	Thomas
13	192150	Campbell	Sandra
14	169780	Chu	Michael
15	195902	Chung	Lisa
16	207213	Crichton	Jamie
17	189855	Cross	Andrea
18	200461	Davies	Jemma
19	198722	de Burlet	Kirsten
20	200828 (D)	Desmond	Brendan
21	201431	D'souza	Joel
22	186038 (I)	Edwards	Melissa
23	184769	Escott	Alistair
24	186745	Fagan	Paul
25	187368	Fischer	Nicholas
26	184673	Goodwin	Bernadette
27	198967	Gunawardene	Ashok
28	195255	Hinton	Lucy
29	198332	Jacobson	Alexandra
30	182570	Jay	Sharon
31	184532	Keane	Celia
32	198728	Khan	Ayman
33	185877	Kong	Victor
34	197354 (D)	Kularatna	Malsha
35	188916	Kulasagaren	Suheelan
36	200129	Lam	Anna
37	172282 (I)	Lauti	Melanie
38	204295	Lee	Helena
39	198611	Lim	Yukai
40	196895	Lintern	Tara
41	199659 (I)	Liu	Chen
42	190018	Manning	Stephanie
43	196141	Mao	Howe
44	187196	Morrow	Anna
45	200533	Murray	Mark

46	191806	O'Grady	Michael
47	201400	Omar	Ahmed
48	194433	Ong	Ian
49	198571	Palit	Somnath
50	188490	Patel	Riteshkumar
51	161630	Phang	Kian Liun
52	192120	Pondicherry	Ashwini
53	173985	Puckett	Jevon
54	192664	Pullman	Jack
55	192544	Pyle	Braden
56	195336	Rajaretnam	Nigel
57	186025	Rapson	Kate
58	190814	Reeves	Michael
59	185892	Rennie	Sarah
60	186818 (I)	Rhodes	Janet
61	198747	Russell	Michael
62	178930	Sarvepalli	Rohit
63	184029	Seo	Sean
64	194517	Sheikh	Laila
65	183306	Smith	Maiko
66	199663	Sutherland	Aleisha
67	192892	Tan	James
68	198474	Tan	Jeff
69	187199 (I)	Thomas	Jeni
70	191813	Thomas	Megan
71	195316	Turner	Gregory
72	185895	Watson	Bridget
73	199944 (D)	Wilms	Heath
74	188961	Wijayanayaka	Delendra
75	192592	Wilkins	James
76	189716	Yassaie	Shahed

Total number of trainees: [76]
Total number of Active trainees: [67]
Trainees on Interruption – Accredited Research [2]
Trainees on Interruption – Parental [4]
Trainees Deferred - [3]