

# annual report 2020-2021



Acknowledgement of Country

**Dietitians Australia  
acknowledges the  
traditional custodians  
of the lands and waters  
on which we work and  
live. We pay respect  
to Elders past, present  
and emerging.**



# Contents

<b>Section 1 – Dietitians Australia</b>	<b>1</b>	<b>Section 6 – Marketing and Membership Administration</b>	<b>51</b>
Dietitians Australia at a glance	3	2020 to 2021 financial year highlights	52
2020–21 highlights	4	Year in review	53
President message	6		
Finance report	7		
Message from our CEO	11		
Board of Directors	12	<b>Section 7 – Awards, prizes and scholarships</b>	<b>57</b>
Board Committees	13	Honorary Life Membership	58
Our organisation	15	Fellows of Dietitians Australia	59
Management Team	16	Outstanding Contribution Award	60
		Young Achiever Award in memory of Dr Joan Mary Woodhill	61
		Award of Merit at a National Level	62
		Award of Merit at a Branch Level	63
		Barbara Chester Memorial Award	67
		President’s Award for Innovation	67
		Fay McDonald Academic Scholarship	68
		ICD LEAP Travel Grant	69
		Branch (EDC) CPD Grants	70
<b>Section 2 – Corporate</b>	<b>17</b>		
2020 to 2021 financial year highlights	18		
Year in review	19		
		<b>Section 8 – Education and Professional Services</b>	<b>71</b>
		2020 to 2021 financial year highlights	72
		The Education Centre: The Centre for Advanced Learning	73
		The Education Centre: Dietitians Australia events	74
		Professional Services	76
<b>Section 3 – Advocacy and Policy</b>	<b>21</b>		
2020 to 2021 financial year highlights	22		
Year in review	23		
Reconciliation Action Plan update	27		
External representative reports	29		
		<b>Section 9 – Appendices</b>	<b>87</b>
		Appendix A – Membership statistics	88
		Appendix B – Councils, Committees, Spokespeople and Working Parties	90
		Appendix C – Financial Statements	106
<b>Section 4 – Regulatory Services</b>	<b>37</b>		
2020 to 2021 financial year highlights	38		
Year in review	39		
<b>Section 5 – Communication</b>	<b>45</b>		
2020 to 2021 financial year highlights	46		
Year in review	47		



# Section 1 – Dietitians Australia





# Dietitians Australia at a glance

## Our purpose

**Dietitians Australia is the peak industry body for dietetic and nutrition professionals, representing over 7,800 members in Australia and overseas.**

## Our vision

To be the leading voice of nutrition and dietetics in Australia

## Our mission

To support our members, advocate for our profession and build healthier communities

We carry out this mission by:

- Advocating on public health nutrition issues
- Raising the profile of the industry through marketing and communication activities
- Providing evidence-based, peer-reviewed Continuing Personal Development (CPD) for dietitians
- Facilitating networking and connection opportunities for members
- Managing the regulatory and credentialing aspects of the profession
- Publishing high-quality research on nutrition and dietetics

## Our values

Integrity | Courage | Transparency | Equity

# 2020-21 highlights



**29**  
submissions  
on priority  
advocacy issues



**21**  
meetings with ministers or  
their representatives



**77**  
advocacy letters



**94**  
events facilitated  
through the  
Education Centre



**7,450+**  
monthly active users  
on Share Plate



**1,628**  
mentions of  
Dietitians Australia  
in media monitoring



**1,230,299**  
pages viewed on  
public website



**7,954**  
participants in  
Dietitians Australia  
events



**694**  
people joined a  
Centre for Advanced  
Learning course



**7,873**  
members, an  
increase of 6%



**100+**  
queries per day  
received from  
members and public



**35**  
national  
office staff



**6524**  
APDs credentialled



**35**  
skilled migration  
assessments conducted



**88**  
Resumption of  
Accredited Practice  
(RoAP) applications  
assessed



**19**  
accredited dietetic  
education programs  
maintained



**\$43,321**  
surplus for 2020-21  
financial year



**3,000+**  
social media mentions for  
Dietitians Week and Dietitians Day

# President message



**Tara Diversi**  
President

**It is my very great pleasure to present the Dietitians Australia 2020-21 Annual Report. This reporting period covers the second year of my term as President and I am grateful for the overwhelming support and engagement received from the Membership since joining the Board and becoming the President.**

Last year, in my first report to members, I spoke of the need for our profession and association to be brave in its commitment to being the leading voice in nutrition and dietetics. There have certainly been green shoots of that bravery coming through in our work over the past year.

This bravery is no more evident than what has certainly shone through in our profession under the enormous pressure the COVID-19 pandemic has placed on the health system and our individual communities. Throughout the year I have witnessed or heard of many amazing stories of courage and conviction displayed by our colleagues. What is self-evident to me is the incredible adaptability and agility our profession possesses. These stories of how Dietitians have adapted in these changing times have truly inspired me.

Over the 2020 to 2021 financial year our focus has been to look within our remit for ways of supporting our members. This work saw the Association developing a comprehensive one stop online service to members with the latest information on regulatory changes to working environments and communities. The Dietitians Australia team worked diligently to collect, collate and disseminate the mountain of information coming from various parts of Federal, State and Territory Governments on this ever-changing landscape of regulations that still to this day dictate (and frustrate!) our daily lives.

Our Member Portal and *Share Plate* became a central trusted hub of this information for members with over 7,700 registered users on

*Share Plate* and average monthly users of this member community hitting well over 7,100. The Board and Management were delighted with this level of ongoing engagement which wholly justifies the investment in these new platforms.

Given the need for close scrutiny of the Association and its work during the pandemic, the Board adjusted its meeting frequency for much of the 2020 to 2021 financial year, to a monthly schedule and suspended most of its advisory committees. During this time the Board also took the opportunity to review and recast its committee structure and this new arrangement will reform and restart in the second half of 2021. The governance structure and performance of the Board continues to be a key focus and more improvements are expected during the next reporting period.

I am pleased to report that our voice as a profession and the Association is growing stronger. Our subject matter leads and related working groups in our key advocacy areas have done well in their first year. Their reports, along with the large variety of external representations undertaken by our members can be found in this report. Moving forward the Board will concentrate on converting our advocacy work into an increased impact for our members and the profession. A stronger and more targeted advocacy strategy coupled with a dedicated communications strategy will be a key area of our work.

The next year will see the Board engage with the membership on our next three year strategic plan. Preliminary work has started on this with the Board and Management participating in a planning workshop. This important work will continue with a more fulsome consultation process with the members planned for the first half of 2022.

My sincere thanks go to all members, the Dietitians Australia paid team, and my fellow Board members for their dedication, hard work and support this financial year.

# Finance report



**Margot Richardson**  
Director responsible  
for finance

**Included in this annual report are the audited financial statements for Dietitians Australia for the 12-month period from 1 July 2020 to 30 June 2021.**

The financial reports and procedures have been audited by Dietitians Australia's external registered auditor Bandle McAnaney & Co., and their report is included in the financial reports. The auditor has found the organisation's procedures and reporting meet all compliance requirements and provide members with a comprehensive and accurate view of its financial performance and position. The auditor has given a detailed brief to both the Finance Risk and Audit Committee and the Board. He has commended Dietitians Australia on their systems and the standards set by the Chief Finance Officer, Chief Executive Officer and their teams.

In summary, total income for Dietitians Australia was \$4,838,383.91, total expenses were \$4,795,062.76 which resulted in a surplus of \$43,321.15. This was a pleasing result, given the circumstances we are all challenged with.

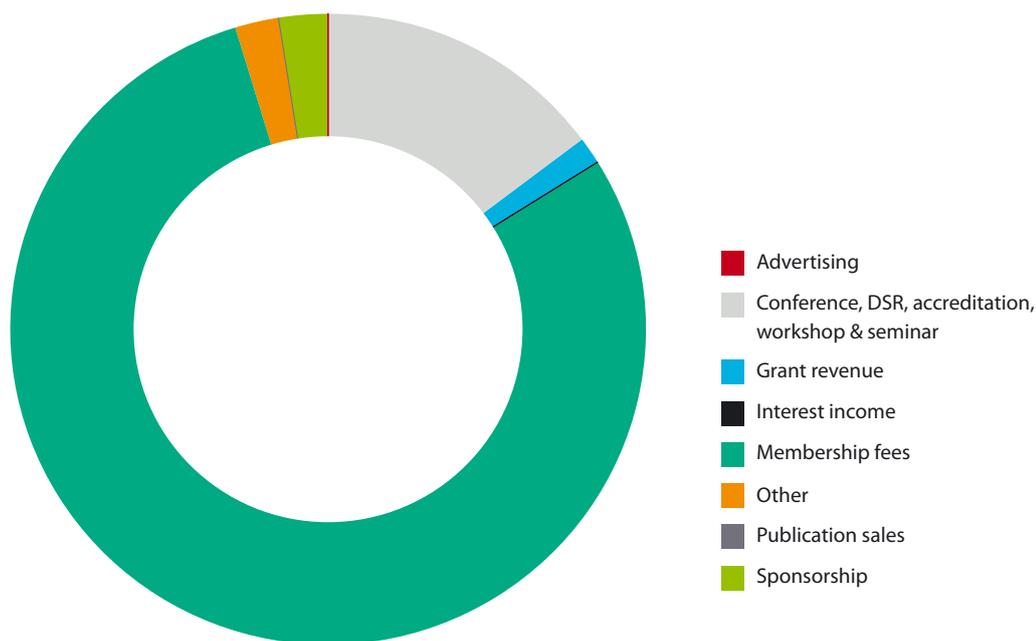
## Income

A comparison of income for the previous two financial years is presented below. The main changes are in the membership income and conference income categories. This is due to the increased number of members – a significant and great result – and the cancellation of the 2020–21 face-to-face conference.

Income	Y/E 30 June 2021	Y/E 30 June 2020	\$ Change	% Change	% of Total
Advertising	4,663.42	43,536.14	(38,872.72)	(89%)	0%
Conference, DSR, accreditation, workshop & seminar	708,534.76	1,552,256.58	(843,721.82)	(54%)	15%
Grant revenue	66,505.92	13,920.00	52,585.92	378%	1%
Interest income	6,990.87	17,602.95	(10,612.08)	(60%)	0%
Membership fees	3,828,238.17	3,574,257.03	253,981.14	7%	79%
Other	104,460.63	157,960.67	(53,500.04)	(34%)	2%
Publication sales	812.72	5,010.45	(4,197.73)	(84%)	0%
Sponsorship	118,177.42	116,974.02	\$1,203.40	1%	2%
<b>Total</b>	<b>4,838,383.91</b>	<b>5,481,517.84</b>	<b>(643,133.93)</b>	<b>-12%</b>	

A graph of the 2020–21 income figures is presented below.

### 2020–21 Income by type



## Expenditure

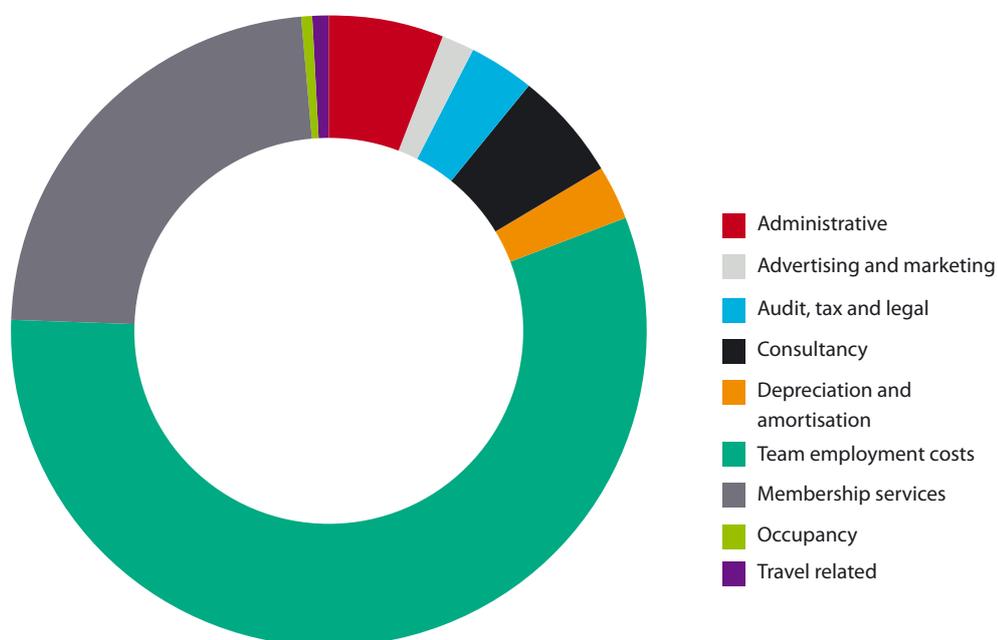
A comparison of expenditure for the previous two financial years is presented below. The main changes relate to membership services and team employment costs. These are primarily a result of the large face-to-face conference from 2019-20 being cancelled in 2020-21 due to the COVID-19 pandemic. The organisation also increased staffing numbers to support the continued growth in membership.

Expenditure	Y/E 30 June 2021	Y/E 30 June 2020	\$ Change	% Change	% of Total
Administrative	290,831.96	244,084.06	46,747.90	19%	6%
Advertising and marketing	76,364.70	97,685.59	(21,320.89)	(22%)	2%
Audit, tax and legal	154,713.32	48,385.64	106,327.68	220%	3%
Consultancy expense	266,633.02	340,106.76	(73,473.74)	(22%)	6%
Depreciation & amortisation	141,774.76	153,657.10	(11,882.34)	(8%)	3%
Team employment costs	2,696,901.02	2,292,267.68	404,633.34	18%	56%
Membership services	1,102,570.77	1,868,140.61	(765,569.84)	(41%)	23%
Occupancy	36,132.48	42,495.74	(6,363.26)	(15%)	1%
Travel related	29,140.73	104,859.95	(75,719.22)	(72%)	1%
<b>Total</b>	<b>4,795,062.76</b>	<b>5,191,683.13</b>	<b>(396,620.37)</b>	<b>-8%</b>	

The Finance Risk and Audit Committee has continued their work in monitoring the operational results and compliance activities and has plans to undertake work in other areas for the 2021 to 2022 financial year, with a focus on a risk register and reviewing the organisation's investment strategy.

A graph of the 2020-21 expenditure figures is presented below

### 2020-21 Expenditure by type



**Margot Richardson FCPA, GAICD, FGIA**  
Chair  
Finance, Risk and Audit Committee



# Message from our CEO



**Robert Hunt**  
CEO

**I am incredibly proud to present this annual report. It has been a year like no other in my lifetime.**

In preparation to this report, I of course took time to reflect on the operations of Dietitians Australia which on any metric has been pretty good. But what struck me during these reflective moments was the amazing performance of the members of the dietetic and wider nutrition profession. The stories shared with me of the adaptability of the membership and the stoic approach to the changing environment were truly inspiring. The depth of compassion and resilience on show reflected the quality of the training and development that Dietitians Australia is all about.

I was pleased to see throughout the year the massive increase in engagement by members with Dietitians Australia. Satisfaction levels have not been as high and the improvement in the culture within the dietetic profession has been very positive. Certainly from my stand point, backed by the high engagement statistics, our community platform *Share Plate* has proved to be very popular with the platform users reaching nearly 88% of the membership being registered and actively using the platform to learn, grow and engage with colleagues.

The focus on empowerment of the profession was most evident during this reporting period reflected through the increased levels of advocacy particularly as it related to the agility of the profession to operate virtually across all areas of practice. Dietitians Australia was at the forefront of pushing the Federal Government to introduce access for Dietitians to Medicare item numbers for telehealth services. The additional funding for support of vulnerable groups of the community who are battling with eating disorders was also very strongly pushed for by Dietitians Australia as was additional funding for food and nutrition in the residential aged care sector.

This past year saw the introduction of the *I'm a Dietitian* podcast series hosted by our very own President, Tara Diversi. This program continues to showcase amazing individuals who make up this profession although still has only scratched the surface with many

more candidates worthy of this spotlight. To date the series has achieved just over 3,000 views.

As part of our response strategy to provide support for the profession in the face of the public health crisis in our country and abroad, a number of changes were made to requirements of accredited practicing dietitians including importantly the relaxation the requirements for continuing practicing development (CPD). The introduction of a suite of complimentary CPD events during the year and the absorption of cost increases to avoid increases in membership subscription rates were well received as were the daily updates to dedicated pages on our website that covered State, Territory and Federal announcements on COVID-19 related issues.

The long awaited review and subsequent changes to the operational guidelines for our branches and interest groups was well received by the membership and I am certainly pleased with the considerable increase in activity within these vitally important communities. With recently approved funding to increase resources in the support area for these communities and there are high hopes that work in this area will develop addition gains for the profession.

Our very own peer reviewed journal *Nutrition and Dietetics* continues to grow from strength to strength with a substantial improvement in its rating "impact factor". The commitment to support our journal is unwavering and I truly believe this cornerstone of our research support efforts will gain further importance and stature.

I wish to express my gratitude to each and every one of the amazing people involved in generating all the activity detailed in this report. I also wish to express my very sincere thanks and admiration to the team I work with who are a bunch of very clever, motivated and highly professional individuals who are dedicated to doing their level best for the members of Dietitians Australia and the profession as a whole. And finally to Tara and the other members of the Board of Directors who have supported me and helped guide the organisation through the past 12 months, I wish to acknowledge your dedication and hard work you put in for the advancement of your profession.

# Board of Directors



**Tara Diversi**  
President



**Melissa Armstrong**  
Vice-President



**Dr Katrina Campbell**  
Director



**Glenn Cardwell**  
Director



**Jemma O'Hanlon**  
Director



**Fiona Willer**  
Director



**Tracy Hardy**  
Director



**Tracey Spicer**  
Director



**Margot Richardson**  
Director



# Board Committees

## Committees and Member Engagement

As part of the Board’s ongoing scrutiny on its own performance and generally of the governance framework it has in place for Dietitians Australia, the future structure and direction of the Board’s advisory committees has been under detailed review.

At the heart of this review was a move to smaller more agile committees and a move to have a great focus on independent expert advice engaged in each committee.

As a direct result of the COVID-19 pandemic, progressing much of this work was suspended during the year, with the Board of Directors increasing its schedule of meetings and taking a closer support and review role in the organisation’s operations including those roles normally delegated to the advisory committees. There were some notable exceptions such as the regulatory councils, the finance risk and compliance committee and the steering groups charged with the delivery of our annual conference which continued to operate during the reporting period.

Throughout the Board’s deliberations on the structure and roles of its advisory committees, the importance of ensuring meaningful engagement with the membership was a very high priority. The Board felt the best way for this engagement to continue and grow was via direct engagement. One of the meaningful ways the Board looked to engage was increasing its support of the CEO in his fortnightly open format interactive webinars with the membership. Each Board member attended multiple sessions with the CEO making themselves available to the membership. Along with these sessions, which continue to grow in popularity, was the Board’s support of increased support for the branches and interest groups, which was a key recommendation of a review into how these important conduits with the membership might be strengthened. This additional support is planned for implementation in the 3rd and 4th quarter of 2021.

It is the Board’s desire that the agreed advisory committee structure will be fully established and operational in the 2021-22 reporting period.

### Dietitians Australia – Board Advisory Committee Structure

Education, Professional Development and Events Committee

Marketing, Media and Communications Committee

Members and the Profession Committee

Clinical Governance Committee

Dietitians Australia Board of Directors

Advocacy, Policy and Stakeholder Relationships Committee

Finance, Risk and Compliance Committee

Nominations and Governance Committee

Research and Journal Management Committee

## Committee report: 2021 Scientific and Social Program Committee



**Lina Breik**  
Chair

In June 2020, 13 Dietitians Australia members from across the dietetic spectrum came together to form the Scientific and Social Program Committee (SSPC) for the 2021 Dietitians Australia Conference. With the COVID-19 pandemic still in play, a hybrid conference was initially planned to allow local dietitians to grow in each other's physical presence while ensuring those overseas or facing interstate travel restrictions could also access the content.

Four-and-a-half weeks before the conference, as the Delta strain of COVID-19 spread, the decision was made to go fully virtual. With the success of the 2020 Conference,

the team knew the virtual platform meant new opportunities to engage our audience and a further spread of content than one could imagine.

The first hurdle for the newly formed SSPC was to find a theme for the conference. 'Transform, reinvent, and diversify' were chosen as the key themes to guide dietitians to think in unorthodox ways to progress and celebrate difference.

A virtual plenary and symposium were held for each of these themes, stretching our minds with high-calibre speakers addressing topics such as transforming food service in times of disaster, reinventing healthcare superannuation investment, and understanding the true meanings of diversification, inclusion, and intersectionality. With 246 abstract submissions, the SSPC was astounded by the standard and variety. Accepted abstracts were published in a riveting Nutrition & Dietetics supplement in July 2021.

The 2021 committee is so proud to have helped the dietetic community imagine the possibilities when one transforms, reinvents themselves, and embraces living and working in a diverse community.

# Our organisation

## Organisation chart



# Management Team

## Senior management team



**Robert Hunt**  
CEO



**Sue Bruce**  
Chief Finance Officer



**Simone Austin APD**  
Advocacy and Policy  
Manager



**Bree Murray APD**  
General Manager,  
Regulatory Services



**Fleur Charlton**  
Communications  
Manager



**Sally Moloney APD**  
Marketing and Membership  
Administration Manager



**Rebecca Mete APD**  
Education and Professional  
Services Manager



# Section 2 – Corporate



The Corporate portfolio is responsible for the overall operations of Dietitians Australia. It includes the areas of Finance, Procurement, Human Resources, Information Technology, Office Management, and Governance. In addition to providing support for day-to-day operations, we provide advice, training and support to managers and Board Directors. We work closely with the other portfolios to provide them with information and support their work, and provide an excellent service to our members.

## 2020 to 2021 financial year highlights

Implementation of diversity processes into all procurement and staff vacancies

Cultural awareness training undertaken by all staff

Enhancement of risk management processes in strategic planning and operations

Training of staff in first aid, fire warden duties and COVID safety

Implementation of new business IT systems for human resources and board governance

Submission of 2 grants for government funding

Strengthening of risk frameworks, including documentation of all current strategic and operational risks

# Year in review

The past year has been challenging, particularly with the changes required to enable staff to work from home while still providing a great service to our members.

Congratulations to the following staff for service milestones:

- 10 years' service – Sally Moloney and Fiona McKendry
- 5 years' service – Tina Zhou and Bridget Lean

In 2020 to 2021 we had our first membership renewals, APD renewals and continuing professional development (CPD) logs using the new IT system. There were some challenges, but our membership and

communication teams worked tirelessly to provide information, instructions, and advice to help members navigate the new system.

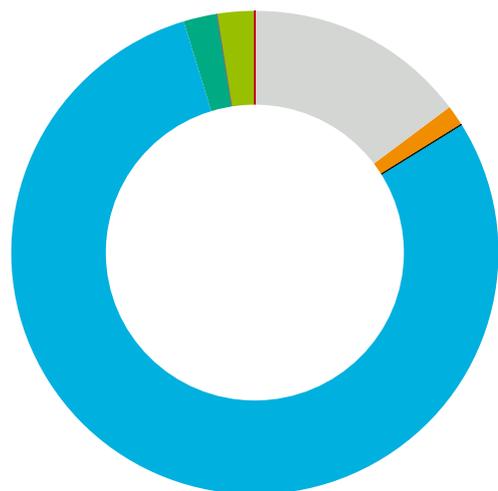
In conjunction with all other sections and the Board, we completed a significant amount of work in drafting a new Strategic Plan.

We have continued to work on streamlining our administrative processes and implementing changes to reduce operational costs.

The overall financial result for the year ending 30 June 2021 was a surplus of \$43,321.

The graphs below show Dietitians Australia's income by source and expenditure by service area.

## Income by source



- Advertising (0%)
- Conference, DSR, accreditation, workshop & seminar (15%)
- Grant revenue (1%)
- Interest income (0%)
- Membership fees (79%)
- Other (2%)
- Publication sales (0%)
- Sponsorship (3%)

## Expenditure by service area



- Regulation (46%)
- Member Services (49%)
- Governance (5%)



## Section 3 – Advocacy and Policy



**Dietitians Australia's Advocacy and Policy team champions the organisation's vision of being the leading voice of nutrition and dietetics in Australia.**

**We write letters, submissions, briefing papers and position statements to communicate our key messages.**

**We spend considerable time crafting our messaging to be evidenced-based, clear and relevant to decision-makers. Currently, most of our work is in the key focus areas of aged care, mental health, disability, and food and the environment.**

**We identify key stakeholders, many of which are out of our usual comfort zones, such as federal, state and territory ministers, along with the Federal Department of Health.**

**We have also created resources to empower members.**

## 2020 to 2021 financial year highlights

Developing Position Statements and Briefing Papers in all priority areas

Presenting and sharing of our Aged Care Position Statements at the Department of Health and Maggie Beer Foundation national congress on food in aged care

Advocating for NDIS independent assessments to be ceased. We held successful meetings with state and federal ministers and shadow ministers such as Bill Shorten, who then understood the role dietitians play

Attending standing meetings every two months with the Minister for Senior Australians and Aged Care Services, Richard Colbeck, and the Chair of Food Standards Australia New Zealand, and having our key messages heard

Providing complimentary advocacy webinars for members

Submitting to the National Preventative Health Strategy, the Australian Dietary Guidelines review, and Food Standards Australia New Zealand, and having our submissions commended by a federal adviser as being of an excellent standard

Advocating for telehealth regarding the benefits of dietitians and funding needs

Improving decision-makers' understanding of the role dietitians play as part of the mental health team

# Year in review

Another year of lockdowns and challenges has meant advocacy in our priority areas is as relevant as ever. The advocacy and policy voice at Dietitians Australia has continued to be regular and strong. Food and nutrition issues affecting mental health, food security, those in aged care facilities and those with a disability are as important as ever.

Once again, there has been a need for telehealth in many areas, which has kept the push for permanent support of Medicare to telehealth alive.

A focus on developing clear, targeted messaging and an understanding of our key asks has enabled the team to target key stakeholders, particularly those making funding decisions. Learning how to navigate systems and find the decision-makers in areas such as the NDIA has been a challenging task.

We regularly write submissions and letters, and meet with federal and state ministers, along with the Federal Department of Health. We know we have been making an impact, as our opinion is now sought, particularly regarding nutrition and aged care.

We have created numerous resources, including telehealth pro forma letters, briefing papers, position statements, toolkits and webinars, supporting members to join in and advocate. A new and thorough advocacy section now exists on the public website.

Our voice has been heard and a positive impact made.

## Aged care

The appointment of 2 Aged Care Subject Matter Leads and the development of 8 Aged Care Position Statements were instrumental to our advocacy work and to us raising our voice in the aged care space. With heightened clarity on our aged care position, we:

- Secured a standing meeting every two months with Senator the Hon. Richard Colbeck to provide guidance on reforms to food and nutrition in aged care
- Established strong networks with the federal Department of Health to advise on reporting requirements for aged care providers receiving the Basic Daily Fee supplement to better meet nutritional requirements
- Had strong representation on an expert panel discussion at the National Congress on Food, Nutrition and the Dining Experience, hosted by the Federal Department of Health in February 2021

We continued to advocate for improvements to food and nutrition supports in the aged care sector via submissions to the Royal Commission into Aged Care Quality and Safety, and SkillsIQ. We advocated for the inclusion of nutrition training in the core content of vocational education and training for aged care staff.



CEO Robert Hunt, Maggie Beer and APD Julie Dundon at the National Congress

Members working in aged care were supported with the development of 2 new resources: an Aged Care Quality Standards Toolkit for APDs, and a Menu and Mealtime Quality Assessment report template for residential aged care. In addition, 4 complimentary webinars on aged care topics were offered to our membership, to support excellence of practice for APDs working in aged care.

## Disability

Advocating for the rights of people with disability to participate fully in their own lives and communities is a key priority for Dietitians Australia. This includes advocating for people with disability to gain better access to nutrition and dietetic services, and supporting the growing dietetics workforce to gain the knowledge, skills and confidence to work with people with disability. Key advocacy activities conducted in 2020 and 2021 include:

- Appointing a Disability Subject Matter Lead to lead the development of a Briefing Paper and support the advocacy portfolio
- Launching a case study and education webinar to highlight the importance of collaborative care and the role of dietitians when working with people with disability
- Joining the disability sector to call for a stop to the rollout of National Disability Insurance Scheme (NDIS) independent assessments
- Continuing the development of an education program and resources to support dietitians to work with people with disability
- Co-creating training to support people with swallowing disability to participate in safe and enjoyable meals

We also took part in consultations and committees, wrote submissions, and engaged with state and federal ministers to raise awareness about the importance of nutrition and dietitians in supporting the physical and mental health of people with disability. We hosted a complimentary webinar for members, with another scheduled for the end of 2021.

## Mental health

Mental health was another advocacy priority area for Dietitians Australia in 2020 and 2021, with the appointment of 2 Subject Matter Leads who lead a team of experts as part of a mental health advocacy working group. Key outputs of the working group to date include:

- A Mental Health Briefing Paper
- A resource list for dietitians working in mental health
- The first session of a 3-part webinar series on nutrition in mental health
- A cost-effectiveness review of nutrition interventions in mental illness

Key stakeholders, including state and federal ministers, senior public servants, lead agencies, health professionals, and consumer and carer groups are among those being targeted to promote the critical role of dietitians in mental health care. Meetings with key ministers have begun and are expected to continue through the next year.

Work continues on the development of the remaining webinars due to be completed in the 2021 to 2022 financial year. Research is also underway to inform a position paper that examines 4 areas in mental illness – depression/anxiety, severe mental illness, substance use and eating disorders. The outcomes of this work are expected to be published and available by April 2022.

**“May I thank Dietitians Australia for this initiative and opportunity. It has been a real pleasure to see this work progressing and to be able to be a part of it, as a SML in its formative stage. I also applaud Dietitians Australia for placing a priority on nutrition and mental health and for the support provided for this work.”**



Jan Plain  
Subject Matter Lead (SML)  
Mental Health



## Food systems

Over the past 12 months, we've built on years of advocacy in food systems. Led by the Food Regulatory and Policy Committee, we've advocated for a healthier and more sustainable food supply with honest marketing and clear labelling. Achievements include:

- Completing 11 submissions to Food Standards Australia New Zealand (FSANZ), the federal Department of Health, the Therapeutic Goods Administration and the Australian Competition and Consumer Commission
- Successfully advocating for warning labels for pregnant people on alcohol packaging
- Successfully advocating for plain English allergen labelling
- Influencing food reformulation targets
- Influencing regulation of infant formulas that protects infants and carers
- Influencing the modernisation of the food regulation system

The committee's work continues, continually calling for a robust, safe and healthy food system.

We have established 2 new working groups of expert members to lead our advocacy in emerging food systems issues: the Australian Dietary Guidelines Review Working Group, and the Healthy & Sustainable Diets Working Group. Outcomes are due to be published by 2022.

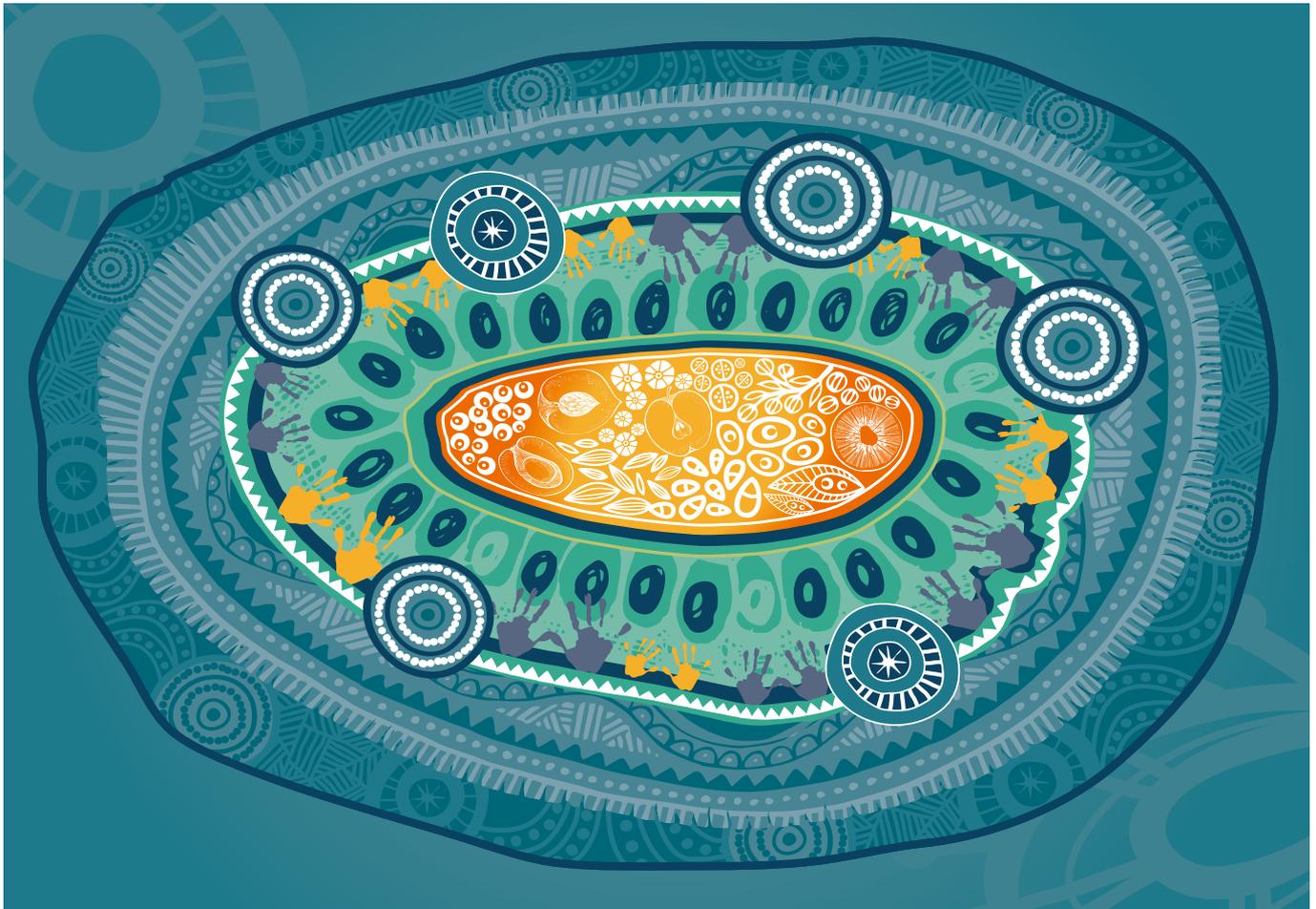
## COVID-19 and telehealth

As the world has adapted to life in the COVID-19 pandemic, dietitians have adapted to continue to serve our communities. We've secured 9 new Medicare item numbers, 2 new private health fund item numbers, and Department of Veterans' Affairs and compensation service item numbers to enable more people to access a dietitian through telehealth.



Some of the Dietitians Australia team advocating for the extension of telehealth by sending letters to local MPs.

# Reconciliation Action Plan **update**



## Our ‘Innovate’ Reconciliation Action Plan (RAP)

Dietitians Australia’s journey of reconciliation continues, and we’re delighted to have a proactive Reconciliation Action Plan Working Group (RAPWG), with the overarching aim of equity for Aboriginal and Torres Strait Islander peoples.

The RAPWG has 9 APD members, 3 of whom identify as Aboriginal.

Some key achievements:

- Hosted 5 complimentary webinars for members as part of NAIDOC Week celebrations
- Created and launched a new dedicated hub on reconciliation in the member portal
- Continued with the Innovate RAP Communications Plan to advance knowledge of and respect for histories, cultures and dates of significance
- Sponsored the Future Leader in Indigenous Allied Health award at the 2020 Indigenous Allied Health Australia online conference
- Engaged with the Australian Dietetics Council and sought input from Indigenous Allied Health Australia (IAHA) to strengthen cultural capability, safety and responsiveness in the National Competency Standards for Dietitians
- Incorporated guidance on Aboriginal and Torres Strait Islander terminology, with a strengths-based approach, in the Dietitians Australia Writing Style Guide
- Provided staff with cultural foundations training through Aboriginal Insights in October 2020
- Researched and promoted online cultural capability training options to members via the weekly email, social media and the Reconciliation hub in the member portal
- Achieved an amendment to the Terms of Reference for the Scientific and Social Program Committee (SSPC), via formal dialogue between the SSPC Chair and the RAPWG Chair, to ensure Aboriginal and Torres Strait Islander voices and content are included in the Dietitians Australia conference program
- Updated human resources policies to ensure all job adverts encourage Aboriginal and Torres Strait Islander candidates to apply
- Participated in the RAP Impact Measurement Survey in 2020



# External representative reports

## Australian Stroke Coalition

### Representative name: Julia Schindlmayr (staff)

The Australian Stroke Coalition (ASC) is a coalition of organisations, networks and associations that contribute to the field of stroke care. It is co-convened by the Stroke Society of Australasia (SSA) and the National Stroke Foundation (NSF). Through cooperation and collective effort, the ASC contributes to a system that provides stroke survivors in Australia with the best possible outcomes. This group tackles agreed priorities to improve stroke care, reduces duplication among groups, and strengthens the voice for stroke care at both national and state levels.

### Key achievements

Despite COVID restrictions, the ASC kept up its momentum through virtual communications. The group met quarterly via Zoom during the 2020 to 2021 financial year, reporting on issues and work related to data collection, the impact of COVID, Living Stroke Guidelines, awards, advocacy and projects. Communications were also shared with members between meetings to help progress important initiatives. Quality data collection was a strong focus for ASC throughout the year.

ASC continued to award excellence in hospital stroke service through the ASC Quality Stroke Service Awards and WSO Angels Awards Initiatives. Thirty hospitals were awarded in 2020. Seven of these received Excellence Awards, 22 received Merit Awards or Honourable Mentions and 1 received a Gold WSO Angel Award. The ASC also progressed the development of a voluntary system of certification for Australian stroke units.

Advocacy initiatives included:

- Launching 2 revised Stroke Foundation reports – ‘Economic impact of stroke in Australia’, and ‘No postcode untouched’
- Lobbying the WA government to continue and expand the F.A.S.T. community education program, to incorporate a stroke unit at Bunbury State Hospital, and to use StrokeLink (using data and expertise to drive better health care)
- Responding to Primary Health Care 10 Year Plan and National Preventive Health Strategy consultations

## Australian & New Zealand Hip Fracture Registry (ANZHFR) Steering Group

### Representative name: Jack Bell

The ANZHFR Steering Group is comprised of clinicians and experts in the field, with representation from key interprofessional organisations across Australia and New Zealand. The ANZHFR Steering Group oversees the development, implementation, maintenance and reporting of the Registry and its data. The Group provides strategic direction to the operations of the Registry to ensure its objectives are met.

### Key achievements

The highlight for the 2020 to 2021 year was the first report of the recently included 'malnutrition' variable in the core patient-level audit dataset that is reported annually. For the 2019 calendar year, in New Zealand, 44% of patients had an assessment for malnutrition and 13% were identified as being malnourished. In Australia, 65% of patients had an assessment for malnutrition and 21% were identified as being malnourished.

In both countries, the large proportion of patients not assessed suggests malnutrition

may be under reported. Audit data provides insight into variation between hospitals in nutrition care, and also delivers a key performance indicator for the nutrition section of the ANZHFR guideline (section 7.1). This information will support local hospital- and system-level improvements in nutrition care, and inform secondary prevention interventions to reduce the nutrition-related likelihood of future falls and fractures.

Finally, this data will provide substantial opportunities to answer nutrition-focused research questions that address high-quality, values-based, and safe care for people with a recent hip fracture, and the services that support them. The ANZHFR produced a series of lectures in 2020 including a discussion between the co-chair and a Dietitians Australia representative on the importance of malnutrition and SIMPLE\* nutrition care for hip fractures, freely available from the ANZHFR website.

\* **S**creening, **I**nterdisciplinary assessment, **M**aking the diagnosis count, **P**lanning with the patient, **i**mp**L**ementing interventions, **E**valuating ongoing care requirements.

## Australian Clinical Terminology Users Group

### Representative name: Jordan McCamley

This group provides a forum for discussion on clinical terminology in Australia and opportunity to share learnings across the healthcare landscape. The Australian Digital Health Agency organises and runs these meetings, with presentations from health organisations and vendors arranged for each meeting.

### Key achievements

This group met every 3 months and delivered a range of presentations on topics including medication safety and active ingredient prescribing, electronic prescriptions, clinical handover communications, and primary care data quality. I continue to advocate for dietetics to be involved in these discussions and provide this information to Dietitians Australia. The group continues to have an impact on the clinical terminology landscape. I represent Dietitians Australia to ensure the voice of dietitians is heard within the clinical terminology community.

## Australian Pain Society (APS) Relationships Committee

### Representative name: Katherine Brain

The main aims of the Relationships Committee are to:

- Harness non-APS board members of professional collegiate organisations to assist with building relationships between the APS and peer organisations, including:
  - Professionals and their associations
  - Special-interest groups
  - Consumer organisations
  - Education institutions
  - Industry groups and pharmaceutical companies
- Be the APS point of contact for media relations
- Provide a conduit between the APS Board and broader membership bases
- Discuss shared opportunities for collaboration
- Share expertise and ideas

### Key achievements

- The National Action Plan for Pain Management was endorsed by all Australian governments, as announced by the Hon. Greg Hunt MP at PainAustralia's Parliamentary Friends of Pain Management event on 18 May 2021. The

APS is encouraging all members and professional organisations to advocate with politicians.

- Annual scientific meeting April 2021 held virtually due to COVID-19.
  - Pain management in aged care pre-conference workshop included nutrition. The success of this workshop has prompted the development of an aged care online education resource (also including nutrition).
  - Invited topical session: 'Food, mood, chronic pain and microbiome'. This was well received, with 117 delegates attending and 30 watching the recording.
- The APS is collaborating with the Pain Management Professional Education and Training Project Consortium, which received funding to address the priorities of the National Action Plan. The first stage included an eDelphi survey distributed in June 2021 to all health professionals involved in pain management. I felt this was an opportunity for Dietitians Australia; however, inclusion was limited to Australian Health Practitioner Regulation Agency (AHPRA) members. I contacted the Consortium to discuss this and was advised there will be future opportunities to contribute and that I will be contacted when that is the case.

## Medical Education and Scientific Advisory Council, Diabetes Australia

### Representative name: Shannon Lin

MESAC is an independent advisory group reporting to Diabetes Australia. It reviews the medical, educational and scientific content of education materials that are available through the National Diabetes Support Scheme (NDSS). These materials generally include fact sheets, DVDs and booklets; however, they may include the review of books, national development programs or medical products that are to be considered for subsidised listing through the NDSS. I am contracted by The Medical Education and Scientific Advisory Council as required for reviews and advice related to nutrition, culturally and linguistically diverse (CALD) content, health literacy and health education.

### Key achievements

This financial year, MESAC has reviewed over 50 NDSS fact sheets in total, which encompasses a range of diabetes healthcare topics and practices to assist people with diabetes or at risk. I reviewed and edited 4 nutrition fact sheets (Carbohydrate Counting, Hints for Healthy Cooking, Glycaemic Index, and Sugars and Sweeteners) to ensure they were accurate, reliable and reflected evidence-based best practices, while being health-literacy friendly. In addition, as a passionate CALD diabetes dietitian and being trilingual myself, I have also been involved in reviewing and editing the new series of CALD resources (fact sheets and video scripts) that are written in English but developed for the Indian, Thai, Vietnamese, Chinese, Korean, Middle Eastern, and Pasifika communities. These resources will be translated into their respective languages soon. All new and updated resources will be available via the NDSS website and the translated resources will be available via the NDSS multicultural portal.

## Direct Client Care and Support Staff Industry Reference Group

### Representative name: Suzanne Kennewell

Industry Reference Groups (IRCs) provide a mechanism for industry engagement to inform the development of training packages in the vocational education and training (VET) sector. The Direct Client Care and Support Staff IRC was originally responsible for national training package qualifications relevant to aged and home care, disability, mental health, alcohol and other drugs, leisure and health, health service assistants, and allied health assistants. However, the results of the Royal Commissions into Aged Care and Disability saw the development of specific IRCs to oversee these areas of work.

### Key achievements

The Aged Care and Disability Royal Commissions provided Dietitians Australia

an opportunity to advocate for improved nutrition training for staff working in these areas. The Skills Service Organisation (SSO) that supports the Direct Client Care IRC also supports the Aged Care and Disability IRCs. This has facilitated information-sharing between these IRCs with the overlap that occurs across the disability, aged care and health care services.

The Direct Client Care IRC focused on the revision of Allied Health Assistant qualifications. A Technical Advisory Committee, including both allied health professionals and training organisations contributed to the initial review, with the first round of public consultation occurring in June 2021. The introduction of units around receiving delegation and participating in clinical supervision are points of note.

## Don't Rush to Crush Fourth Edition Editorial Committee

### Representative name: Emma Osland

This editorial group has been assembled to oversee the review of the fourth edition of Don't Rush to Crush (DRTC), a manual developed by the Society of Hospital Pharmacists Australia to assist safe medication provision for patients requiring texture modification or tube feeding.

Specifically, the terms of reference outline the aims as:

- Oversee the review process of DRTC
- Advise on the scope of the edition
- Review feedback and incidents arising as requested by the editor

- Provide recommendations to editors for any changes required
- Co-opt other pharmacists with specific expertise as required

### Key achievements

Work on the DRTC fourth edition commenced in November 2020, with expected completion planned for November 2021. Review of the introduction, including improving the usability of format/presentation and revision of enteral tube feeding information, have been the key achievements from a Dietitians Australia perspective.

## Food Standards Australia New Zealand (FSANZ) Consumer and Public Health

### Representative name: Elizabeth World (staff)

The FSANZ Consumer and Public Health Dialogue (CPHD) provides a means by which FSANZ can engage in deeper and more meaningful consultation with peak consumer and public health bodies and academics. Dietitians Australia engages in the group to improve FSANZ's awareness and understanding of community food and health issues and public priorities. Through this communication, Dietitians Australia advocates for a more robust food regulatory response.

### Key achievements

Through participation in this group, Dietitians Australia receives important information related to food regulation and policy, such as food labelling rules, reformulation targets, composition requirements and food marketing. Information gained through this forum is used by Dietitians Australia to advocate for dietitians and healthier communities through submissions and government lobbying. Historical activities of the group can be viewed on the FSANZ website.

## Food Standards Australia and New Zealand Food Allergen Collaboration

### Representative name: Anne Swain

The Australia New Zealand Food Allergen Collaboration (the Allergen Collaboration) aims to strengthen engagement and collaboration among a range of key stakeholders. The collaboration provides a way to share information and develop common approaches to enhance the effectiveness of risk management of food allergens, with the objective of supporting consumers to make safer food choices

### Key achievements

Like many other groups, the Food Standards Australia New Zealand (FSANZ) Food Allergen Collaboration (the Allergen Collaboration) was impacted by COVID-19 restrictions. The usual 2 annual meetings, plus ad hoc project meetings, were condensed to just 2 virtual meetings during the 2020 to 2021 financial year. The work of the committee continued despite this limitation, and we achieved a major milestone: the approval of a plain English allergen labelling proposal. The FSANZ Board approved the proposal

in December 2020 and there is a 3-year transition phase for implementation. Allergens will now be listed clearly and in plain English to help consumers stay safe.

Other key achievements include the development and delivery of the rapeseed protein isolate and mustard allergy communication strategy. I reported on the evidence base to the Allergen Collaboration to demonstrate that mustard can cause mild to moderate allergic symptoms in atopic individuals and is considered a food allergen. Rapeseed protein isolate is sourced from rapeseed (or canola) plants and used as a plant-based protein source in foods. Some varieties of these plants contain mustard proteins. This resulted in the requirement for rapeseed isolate to be included as an allergen on food labels where it is present in food.

Finally, as part of a Dietitians Australia response to a recent consultation on menu labelling for Australia and New Zealand, I recommended that menu labelling in restaurants and other food outlets be extended beyond energy labelling to include allergens.

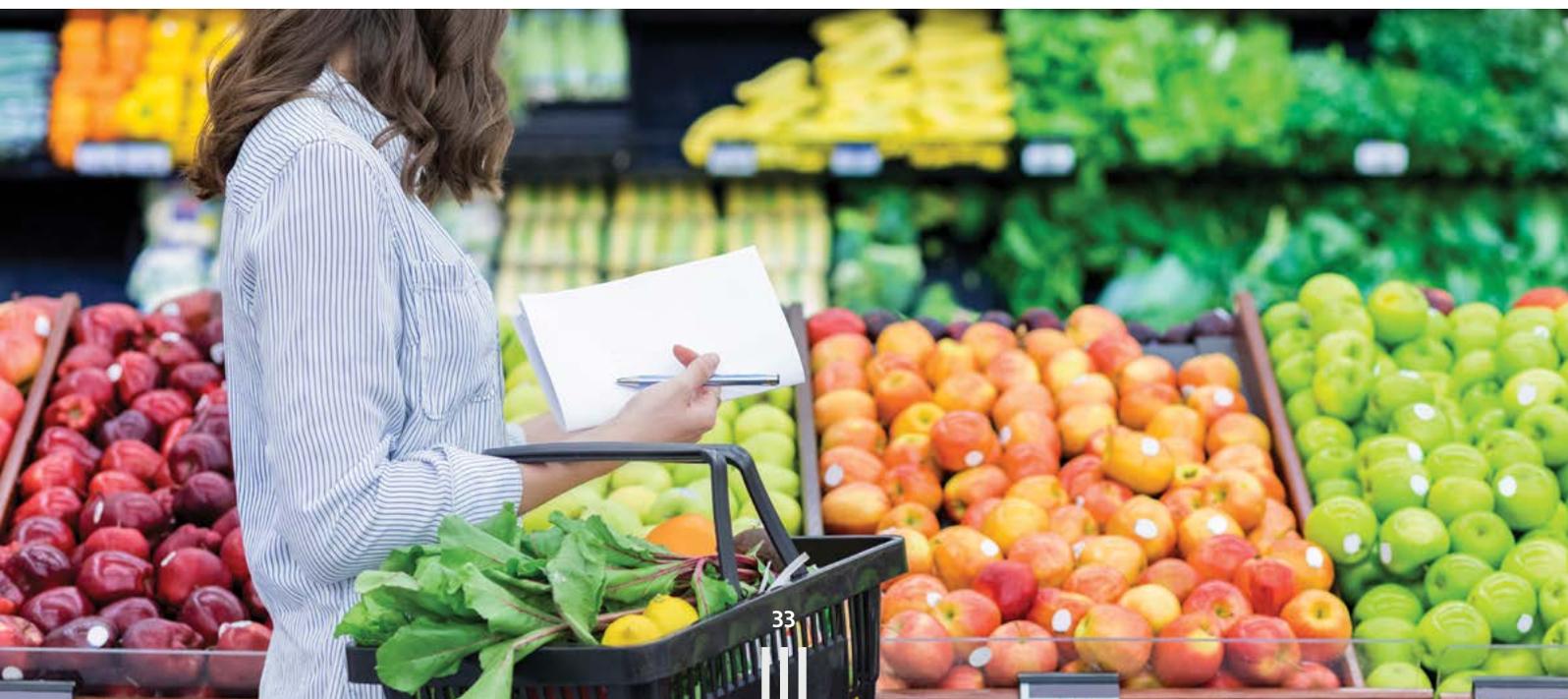
## Living Stroke Guidelines

### Representative name: Fiona Simpson

The National Stroke Foundation has partnered with Cochrane Australia to develop and evaluate a model of Living Stroke Guidelines. The initiative is funded by the Australian Government over 3 years (funding ends 30 June 2021).

### Key achievements

Draft Living Stroke Guidelines have been created, and all topics have been signed off by the Steering Committee ready for public consultation. Public consultation ended on 30 June.



## Mental Health Australia (MHA)

### Representative name: Janice Plain

The Mental Health Australia (MHA) website provides information on its purpose, aims and activities as the peak national non-government organisation representing and promoting the interests of the Australian mental health sector. MHA members include national organisations representing consumers, carers, special needs groups, clinical service providers, professional bodies, public and private mental health service providers, researchers and state/territory community mental health peak bodies.

MHA aims to:

- Promote mentally healthy communities
- Educate Australians on mental health issues and the human rights of people with a mental illness
- Influence mental health reform so that government policies address all contemporary mental health issues
- Carry out regular consultation to represent the best interests of our members, partners and the community

MHA is committed to achieving better mental health for all Australians, including innovative approaches to the provision of mental health care and research that involve people with lived experience.

### Key achievements

Due to COVID restrictions in 2020, the annual Parliamentary Advocacy Day and Members' Policy Forums were not held. The AGM and Grace Groom Memorial Oration were held virtually on Thursday 10 December and attended online by 3 Dietitians Australia representatives.

We promoted the 2020 World Mental Health Day campaign to members, encouraging everyone to promise to "Look after your mental health, Australia." There was a particular focus on the impact and uncertainty of the COVID-19 pandemic on people's mental health.

Received and reviewed the weekly MHA CEO email update, highlighting areas of interest to Dietitians Australia and the Mental Health Interest Group.

Dietitians Australia identified 3 priority areas for advocacy in 2020 and 2021, which included mental health. Two Subject Matter Leads (SMLs) were appointed, and a working group formed to progress a position for mental health advocacy. This identified education, research and communication as key priorities enabling advocacy to be advanced. A briefing paper was developed for advocacy on nutrition and mental health and a list of advocacy contacts was developed. The lead advocacy target recommended was MHA and its member organisations. The briefing paper was used to raise awareness and promote our position to MHA, and to alert them to the role of nutrition in mental health.

## National Age Care Alliance (NACA)

### Representative names: Vanessa Schuldt (staff), Sharon Lawrence, Julie Dundon

NACA is a representative body of peak national organisations in aged care, including consumer groups, providers, unions, and health professionals, who work together to determine a more positive future for aged care in Australia.

### Key achievements

While COVID-19 disrupted physical attendance at the majority of NACA meetings, the activities of the Alliance continued with 3 virtual meetings, 1 physical meeting in Melbourne, and 1 Royal Commission extraordinary meeting (via Zoom) in March 2021.

Sharon Lawrence stepped down from her role in NACA in May 2021 and was replaced by Julie Dundon, an Aged Care Subject Matter Lead for Dietitians Australia.

The Alliance has become increasingly important as the go-to place for the Federal Government, given the range of members and the fact that the Alliance works through issues collectively. Senator the Hon. Richard Colbeck regularly addressed meetings and responded to issues of concern raised by the Alliance. Dietitians Australia has been able to raise food, nutrition and dietetic staffing issues with the Alliance and contribute to advocacy work.

NACA prepared a media statement in response to the Federal Government's aged care reform package included in the 2021-2022 Budget, which our organisation was a signatory to. The release applauded the government's response to the Royal Commission's call for better nutrition in residential aged care, but criticised the absence of allied health in minimum staffing hours for residential aged care.



## National Allergy Strategy Working Group

### Representative name: Suzanne Kennewell

The National Allergy Strategy is a partnership between the Australian Society of Clinical Immunology and Allergy (ASCI) and Allergy & Anaphylaxis Australia. The National Allergy Strategy aims to improve the quality of life of Australians with allergic diseases. Key strategies have included the development of a suite of guidelines and training products. The project has been funded by the Australian Government Department of Health and supported by the Australian Commission on Safety and Quality in Healthcare.

### Key achievements

On 24 September 2020, the National Allergy Strategy Working Group saw the culmination of over 12 months of work with the official launch of the 'All about allergens

for hospitals and healthcare' project. This project included the development of targeted training products designed to improve the understanding of both food-preparation staff and hospital ward staff about the seriousness of food allergy, to improve food safety practices, and ultimately to save lives. Reflecting the common experience of 2020, the training program was launched virtually by the Federal Health Minister, the Hon. Greg Hunt MP, and was supported by Dr Katie Allen MP.

There are 4 modules aimed at: food service supervisors, food services staff, nursing staff and ward support staff. The working group has since gone on to create other specialist modules in the area of childcare, school and camps. These modules are available online through the food allergy training website All About Allergens.

## National Diabetes Service Scheme (NDSS) Culturally and Linguistically Diverse (CALD) Expert Reference Group

### Representative name: Tammie Choi

I have been the Dietitians Australia representative on the National Diabetes Service Scheme (NDSS) CALD Expert Reference Group since 2012. This group consists of expert members across the nation. It contributes expert advice based on clinical experience, knowledge and the latest research updates on optimising culturally competent diabetes care and education for Australians. The group used to have teleconference and occasional face-to-face meetings. In the past 12 months, these interactions have been replaced with email communication.

### Key achievements

In the 2020 to 2021 financial year, the focus has been on updating diabetes-related resources, including:

Written resources:

- When and how a psychologist can support me: a quick guide
- Type 2 diabetes: a quick guide
- Dietary management of diabetes: a quick guide
- Diabetes and driving resource

Video resource:

- Diabetes and driving video

## NSW Agency for Clinical Innovation (ACI) Home Enteral Nutrition (HEN) Executive Committee

### Representative name: Charity Spalding

The ACI HEN Network aims to improve equity and access to HEN services across New South Wales. The purpose of the ACI HEN Executive is to bring together those with a special interest in HEN to work collaboratively on initiatives to improve HEN services across NSW by:

- Developing evidence-based models of care, resources and processes for the people of NSW that need HEN
- Advising the NSW Ministry of Health on the clinical needs and models of care required
- Supporting Local Health Districts and Specialty Networks to implement the models of care in ways that meet the needs of people who need HEN and who live in a variety of settings and circumstances across NSW
- Developing and implementing evaluation tools of the interventions

### Key achievements

This is a new Dietitians Australia representative role, which commenced in early 2021. The position is an exciting opportunity for Dietitians Australia to work together with the NSW ACI HEN Network and, through the appointment of a representative who does not currently work within NSW Health, to advocate for those clinicians working in HEN outside of the hospital system.

Work to date has centred around becoming familiar with the workings and processes of the group and attending 1 HEN Executive meeting. Topics of discussion include NSW Health-captured HEN data, development of a HEN organisational model, plans to encourage suitable emerging clinicians to join the General Committee, discussing clinical guidelines, and planning education to meet the members' needs.

## SA Allied and Science Health Professional Association Group

### Representative name: Letizia Sasanelli

The group aims to provide a discussion forum for communication and advice on state-wide healthcare reform, principles, directions and processes between the allied and scientific health professional associations in South Australia and SA Health.

### Key achievements

The 2020 to 2021 financial year was a difficult year for many allied health professions, including the dietetic profession. COVID-19 restrictions meant that all meetings were conducted online. Many of the meetings held by this committee discussed how COVID-19 had impacted each allied health profession and how the different professions were holding events. Discussions around how professions were adapting their work to be in line with COVID-19 restrictions were also discussed.

The other area of discussion was identifying what is currently lacking in the South Australian health system and what needs to change in order to make it more efficient at all levels, both public and private. The South Australian Dietitians Australia leadership committee surveyed some of the South Australian Dietitians Australia members, who identified the following issues:

- Lack of electronic infrastructure, for example, electronic meal management systems
- Current model of care – primary and preventative health resourcing in the community needs to be re-established
- Insufficient staffing – in particular, the need to have specific roles in each department dedicated to research

It should be noted that other allied health professional groups identified similar issues.

# Section 4 – Regulatory Services



The Regulatory Services Portfolio is responsible for administering the profession's accreditation, recognition and credentialing functions. It works to protect the public by ensuring Accredited Practising Dietitians (APDs) are safe and effective in their practice.

The work of the Regulatory Services Portfolio is governed by 2 independent councils: the Australian Dietetics Council (ADC) and the Dietetic Credentialing Council (DCC). The ADC is responsible for matters relating to the accreditation of university dietetic programs and recognition of overseas qualified dietitians. The DCC is responsible for matters relating to professional standards, codes, the APD Program and dietetic credentials.

## 2020 to 2021 financial year highlights

Conducted a review and redesign of online continuing professional development (CPD) logs

Delivered a comprehensive review of the 2015 National Competency Standards

Delivered a comprehensive review of the profession's Code of Conduct

Implemented virtual accreditation site visits

Conducted an evaluation review of the provisional mentoring program

Pivoted from face-to-face written exams to secure, accessible online Dietetic Skills Recognition (DSR) examinations

Conducted comprehensive scoping review of the DSR oral examination processes and format

# Year in review

The 2020 to 2021 financial year saw significant and ongoing challenges as a result of the COVID-19 pandemic. The Regulatory Services Portfolio continued to work in partnership with its regulatory Councils, the ADC and DCC, and other key stakeholders, to ensure regulatory business is conducted with agility and flexibility while upholding professional standards and obligations.

We have been able to support members and stakeholders through professionally challenging times by implementing enhanced flexibility for accreditation standards relating to student placements, accreditation review timelines, and provisions of CPD self-study quotas and total CPD requirements.

Both the ADC and DCC continue their commitment to fostering a transparent and responsive risk-based approach to regulatory business and working to regulate a dietetic workforce that is responsive to the health and wellbeing needs of all Australians.

Work surrounding a comprehensive review of the profession's regulatory governance structure and functions has also continued. This review will further strengthen and build on our existing regulatory foundations, while enhancing independent operations, efficiencies, and regulatory accountability.

## DCC membership

**Members of the DCC are appointed by the Dietitians Australia Board as per the DCC Terms of Reference.**



**Mary Hannan-Jones**  
Chair, Dietetic Credentialing Council

The following members held positions on DCC during the 2020 to 2021 financial year:

- Mary Hannan-Jones, Chair
- Deanne Harris, Deputy Chair
- Tracy Burrows, dietitian member
- Annabelle Stack, dietitian member
- May Mak, dietitian member
- Jane Porter, dietitian member
- Rod Wellington, external member, regulatory and credentialing
- Prue Morgan, external member, health professional, education and training
- Noel Muller, external member, consumer representative

It is with sadness we acknowledged the passing of DCC consumer representative Noel Muller in April 2021, and paid tribute to his invaluable contribution to the Council and the dietetic profession more broadly. Noel was a highly respected consumer advocate who dedicated much of his time to serving on community boards and committees and advocating for better health outcomes for Australians.

## Credentiaing the dietetic workforce

As of 30 June 2021, a total of 6524 dietitians held the APD credential, which is an increase of 8.4% (504 APDs) compared to the previous financial year. This total represents significant growth across all credentialing categories, including:

- 1174 Provisional APDs (up 1.6%)
- 5127 Full APDs (up 8.8%)
- 146 AdvAPDs (up 13.2%)
- 25 Fellows of Dietitians Australia (up 13.6%)

88 applications to resume the APD credential were reviewed within the reporting period, with 49 applicants successfully completing the process. Of the 49 applicants, 13 entered the APD Program as Full APDs and 36 as Provisional APDs. 11 applicants were eligible for DSR and 2 successfully completed this process. 28 applicants have not progressed past assessment stage.

## Annual APD audit

Five per cent of APDs were randomly selected for the annual audit process and had to provide evidence of compliance to APD Program requirements and recency of practice hours, if required.

A total of 310 APDs were selected, which included 66 Provisional APDs, 236 Full APDs and 4 previous fails. 96.6% APDs passed the audit, and 3.4% did not meet minimum CPD requirements. All APDs who were required to provide evidence of recency of practice met the standard.

## Complaint notifications

A total of 27 complaint notifications were received by the DCC secretariat in the 2020 to 2021 financial year. Of these, 9 were misdemeanours and 13 were not within scope of the Complaints and Disciplinary By-Law (4 against members and 9 against non-members). Key complaint outcomes include:

- 7 allegations to breaches of professional standards were investigated. No cases proceeded to a Hearing and Assessment Panel and were dismissed with recommendations
- 9 misdemeanour notifications were assessed and 7 upheld
- 1 APD suspension sanction was imposed on a complaint made under the previous reporting period

## Other key credentialing achievements

- Reviewed and evaluated the Provisional APD Program
- Completed a comprehensive review of the profession's Code of Professional Conduct for implementation in the 2021 to 2022 financial year
- Conducted a review and redesign of online CPD recording systems
- Reviewed and updated the APD Program Handbook
- Developed and implemented a new APD audit process
- Continued work on ethical advertising policy development to support members to understand their professional obligations
- Continued work on the Fellow credential policy and process revision

**“Please pass on big thanks with regard to the updated CPD process on the website – very user-friendly and easier when you can see learning goals in front of you when recording (and planning!) CPD activities.”**



Dietitians Australia  
member and APD



## ADC membership

**Members of the ADC are appointed by the Dietitians Australia Board as per the ADC Terms of Reference.**



### **Claire Palermo**

Chair, Australian Dietetics Council

The following members held positions on ADC for the full financial year:

- Claire Palermo, Chair
- Merrilyn Banks, Deputy Chair
- Lauren Williams, senior academic
- Fiona Pelly, senior academic
- Annabel Sweeney, senior practitioner
- Carmel Smart, senior practitioner
- Susanne Owen, external member, accreditation expert
- Jane Conway, external member, education expert
- John Stubbs, external member, consumer representative

On 30 June 2021, we farewelled a long-standing member, Lauren Williams, who has served her maximum number of terms on the ADC. Lauren has been a valued member of the ADC and we thank her for her significant contributions to the work of the Council.

## Accredited dietetic education programs

As of 30 June 2021, there were 19 accredited dietetics programs delivered by 15 education providers, 2 dietetics program with Program Qualification (pre-accreditation) status and 1 additional university engaged in the Program Qualification process.

Five accreditation review teams were appointed from members of the Accreditation Reviewer Pool to conduct the following accreditation activities:

- Program reaccreditation, Edith Cowan University (approved)
- Program transfer from provisional to full accreditation, Swinburne University of Technology (approved)
- Program Qualification review, Central Queensland University (approved)
- Program Qualification review, Victoria University (approved)
- Program Qualification review, Australian Catholic University (underway)

The ADC reviewed and assessed ongoing compliance to accreditation standards via 17 annual reports from 14 universities with accredited dietetics education programs.



## Dietetic Skills Recognition (DSR)

### Stage 1: desktop review for overseas qualified applicants

42 DSR applications were received from candidates with primary qualifications in 16 different countries. Thirty-eight applications were eligible for assessment. All eligible candidates passed the application assessment stage (stage 1) and progressed to the first examination stage (stage 2).

### Stage 2: Multiple-choice question (MCQ) written examination

MCQ examinations were held on 2 September 2020 and 3 March 2021 and were undertaken by a total of 63 candidates (59 DSR candidates and 4 RoAP candidates). 54% of candidates successfully passed the written exam.

### Stage 3: Objective Structured Clinical Examination (OSCE)

44 OSCEs were held online or in-person across 8 locations. Of the 44 candidates, 38 (86%) successfully completed the assessment and were deemed eligible to join Dietitians Australia and the APD Program.

### Skilled migration and mutual recognition assessments

This financial year saw 35 Skilled Migration Assessments issued and 5 successful New Zealand mutual recognition approvals.

### Other key accreditation and recognition achievements:

- Reviewed and updated the 2015 National Competency Standards for dietitians
- Reviewed and evaluated the DSR OSCE process and delivery format
- Transitioned the DSR MCQ examination to an online delivery format
- Developed and implemented accreditation Conflict of Interest management policy
- Continued to strengthen and build on relationships with key stakeholders and other regulatory authorities, including Council of Deans of Nutrition and Dietetics and the Dietitians New Zealand Board

## Acknowledgements

The Regulatory Services Portfolio would like to thank all the individuals and stakeholders who have engaged, contributed and supported the profession's regulatory obligations. The skills and expertise of many individuals, including ADC and DCC members, subcommittee members, regulatory examiners and assessors, and other contracted positions, have all contributed to ensuring high-quality dietetic health care while meeting our public safety obligations.





## Section 5 – Communication



The Communications portfolio is responsible for long-term initiatives to raise awareness and understanding of Dietitians Australia among key target audiences. The portfolio takes the lead on media relations, including reactive and proactive media, as well as issues management. We are responsible for the organisation's online presence, including Share Plate, the member and public websites, and our various social media channels. We also look after Dietitians Australia's brand positioning and the management of our visual identity. We work closely with the Marketing and Member Administration portfolio to ensure clear, concise and consistent communications with members.

## 2020 to 2021 financial year highlights

Over 90% of members have now logged in to Share Plate

Passed 20,000 Instagram followers

Finalised development and design for new public website

Had a reach of 4.46m+ for media for the National Preventive Health Strategy

Applied new brand to templates, resources and guides

Continued to support our members with COVID-19 communications

Introduced Lunchtimes with Robert into communication toolkit

Increased the focus on communications to highlight advocacy initiatives

# Year in review

With the new brand identity for Dietitians Australia launched late in the 2019 to 2020 financial year, a key priority for the Communications portfolio was to support members with the transition. This included the new member portal and the community platform Share Plate. The final piece of the rebranding puzzle, the public website, will be launched in the 2021 to 2022 financial year following a considerable discovery and design process.

Increasing the profile of our advocacy initiatives was another key priority for the year. From the Aged Care Royal Commission to proposed changes to National Disability Insurance Scheme (NDIS) Independent Assessments, media coverage and social media activity helped raise awareness of the vital role of dietitians in multidisciplinary care teams.

COVID-19 continues to dominate news headlines, and both content overload and competition are high. While getting unpaid coverage in traditional media outlets continues to be a priority, we are equally focused on gaining a stronger voice in online channels to generate large and sustained audiences for our messaging.

## Media liaison and public relations

### Proactive media

In the 2020 to 2021 financial year Dietitians Australia distributed 28 media releases to our distribution list of journalists, politicians, members and stakeholders. These releases covered a range of topics, including telehealth, the Aged Care Royal Commission, Dietitians Week and the Disability Royal Commission.

These releases have resulted in 453 radio items, 22 online articles, 41 print articles and 6 TV items.

In April 2021, we undertook a proactive media campaign on the National Preventive Health Strategy. This work resulted in 110 radio clips, 5 online pieces (including an opinion piece in Croakey Health Media), 2 television pieces and 3 print pieces. The audience reach for the campaign was estimated to be over 4.46 million.



**4.46M+**  
Audience reach



**x5**  
Expert tips from  
Simone Austin



**x1**  
Opinion piece  
from Robert Hunt



**x2**  
TV clips



**x110**  
Radio clips



**x3**  
Print clips



**x5**  
Online clips

Results from National Preventive Health Strategy media campaign

## Reactive media

The Communications portfolio also responds to reactive media requests regarding general nutrition topics. Due to editorial pressures on journalists and newsrooms, the early stages of COVID-19 saw these requests drop considerably. However, by early 2021 they had resumed to almost pre-pandemic levels.

With the help of our 20 spokespeople and other APDs, Dietitians Australia responded to 138 reactive media requests on topics ranging from plant-based milks and bowel health to cheaper 'superfood' alternatives.

## Digital engagement

### Share Plate

Share Plate, a new online community and networking space for members, was launched at the end of the 2019 to 2020 financial year. Our focus for its inaugural year has been on raising awareness, encouraging visitation and supporting engagement with Interest Groups of relevance.

The Communications portfolio has facilitated these stages via welcome emails, automated Share Plate emails, messaging in our weekly member updates, social media posts and support to community convenors and members.

Share Plate engagement statistics	2020-21
Agreed to Terms	4481
Communities	96
Community members	72,000
Content contributions	2706
First time logins	4736

### Social media

Dietitians Australia is active on LinkedIn, Facebook, Instagram and Twitter. This year we also introduced a YouTube channel, with all uploaded videos now including captions to improve accessibility. While it has not yet been actively promoted, as of 30 June 2021 it had 20 subscribers.

Across all channels we received over 21,000 engagements, with follower numbers increasing organically as follows:

- Facebook up 3.22% from 27,656 to 28,546
- Instagram up 11.5% from 18,397 to 20,512
- LinkedIn up 37.64% from 10,253 to 14,112
- Twitter up 5.71% from 12,338 to 13,042

## Weekly emails

The weekly member update is distributed to members on Mondays. This email has an above-industry-average open rate (around 30%) and was – prior to Share Plate – the primary source of news from Dietitians Australia.

However, in response to an increased number of continuing professional development opportunities from Dietitians Australia, a separate email update was launched in early 2021. This email update focuses exclusively on events from the Education Centre and is now distributed to all members on Thursdays. For details, see the Marketing and Membership Administration portfolio report.

The template for the Monday weekly update was also updated in keeping with our new visual identity, with shorter articles to improve readability and increase traffic to Share Plate.

### Lunchtimes with Robert



Lunchtimes with Robert is a fortnightly initiative where members can attend a Zoom meeting and ask the CEO questions. Board members regularly join as co-hosts. After each meeting, the video is uploaded to Share Plate for members to view at their leisure.

In the 2020 to 2021 financial year, there were 14 Lunchtimes with Robert sessions. Average attendance ranges from 30-40 members, with over 180 views of the videos on Share Plate.

## Online presence

### Member portal content

As with the new brand identity and Share Plate, the member portal was launched at the end of the 2019 to 2020 financial year. The focus for this financial year was therefore to help members become familiar with the new platform and help present changes post-launch. This includes, for example, communications activities to support changes to the credentialing system that made it easier for people to record their areas of practice and learning goals.

Member portal user statistics	2020–21
Total users	116,693
Member sign-in	54,211
Sessions	319,500
Page views	2,262,430
Pages/session	7.08
Avg. session duration	6 min 50 sec

### New public website project

The public website redevelopment project commenced in July 2020. This involved a comprehensive discovery process to determine who our website users are, how they use our current website, and what our website must do to better serve our current users and grow our audience.

Findings from the research were used to inform the new information architecture, as well as improve the website design and templates. We used the research to identify high-value content for our users, which we flagged for rewriting for the new website. The research also identified key challenges and opportunities for Dietitians Australia in an online environment.

Content production started in February 2021. Existing content has been rewritten to ensure it is up-to-date, consistent, adheres to our writing style guide and is accessible to all users. A key focus is on the new health advice pages, rewritten with the assistance and expertise of several Interest Groups.

By 30 June 2021 the new website had been designed and developed on a secure, functional and adaptable enterprise-level content management system, Drupal 9. The design aligns with the new brand style guide and adheres to the Web Content Accessibility Guidelines (WCAG 2.0). Refinement and ongoing content production and publishing will continue until the website's launch.

### Original public website

The Communications portfolio was also responsible for maintaining content on the public website. The focus for this year was primarily on maintenance and gaining knowledge to minimise the search engine optimisation impact of transitioning to the new information architecture in the 2021 to 2022 financial year.

Public website user statistics	2020–21
Total users	385,789
Sessions	590,580
Page views	1,230,299
Pages/Session	2.08
Avg. Session Duration	1 min 37 sec

## Brand strategy

Following the launch of our new logo and visual identity, we also commissioned an external communications agency to develop the brand strategy. This involved research with members, staff and stakeholders into current perceptions, competitors, and desired future positioning.

This brand strategy will help guide our organisation through this shift from 'member association' to 'national voice on nutrition'. Defining our unique and practical attributes, as well as our personality and values, are other important inclusions that will be used to guide future communications materials.

## General communications support

The Communications portfolio also provides support to other portfolios with communications activities as required. This includes:

- Facilitating graphic design services, such as the Small Business Manual or the Menu and Mealtime Quality Assessment for Residential Aged Care Tool
- Promoting the role of dietitians in key focus areas such as disability, such as through our social media campaign on how dietitians can support people with Prader-Willi Syndrome
- Developing and implementing communications plans to support changes or updates affecting the membership, such as the new Professional Services By-laws, which came into effect on 1 July 2021



# Section 6 – Marketing and Membership Administration



The Marketing and Membership Administration team supports members to make the most of their member benefits. We let members know about professional development opportunities via the Education Centre, highlight new journal and PEN content, promote awards and encourage nominations.

We manage the annual Dietitians Australia Conference, and host our annual member celebration, Dietitians Day, as well as Dietitians Week, which provides an opportunity for members to promote their expertise to their audience.

We are available to answer member enquiries throughout the year and support them through membership renewal each year.

## 2020 to 2021 financial year highlights

Grew membership numbers, despite the added stress of COVID-19, by supporting members to renew in a new system with a new process

Continued member support during COVID-19 by waiving instalment and administration fees, keeping 2021 membership fees at 2020 rates and providing complimentary continuing professional development (CPD)

Launched a new Education Centre weekly e-newsletter, with readership that exceeded industry standards

Pivoted to deliver plenary sessions from our 2020 Conference program virtually

Celebrated members by delivering our awards ceremony virtually

Launched a new member promotion campaign, Dietitians Week, which incorporated Dietitians Day and was preceded by our 'How to' education sessions

# Year in review

What a year it has been for the Marketing and Membership Administration team. We have engaged and supported members through a new system for renewing their membership, a new APD promotion campaign, myriad virtual CPD opportunities and celebrations, including virtual plenary sessions in lieu of the 2020 Conference, the 'How to' series ahead of Dietitians Week and Dietitians Day, and our first ever virtual awards ceremony.

We continued to promote member benefits and opportunities, as well as engaging with the global dietetic community and future dietitians. Despite the challenges of COVID-19, we have supported members to come together as a profession more than ever.

## Membership highlights

Dietitians Australia's membership renewals kicked off in early December 2020 and ran until the end of February 2021. It was the first time processing membership renewals using our new system and database, which enabled us to make the process quicker and more convenient. All members received a hard-copy renewal pack explaining the benefits of the updates and the benefits of membership, and guiding them through the new process. They also received regular electronic communications throughout the renewal period.

To further support the membership during COVID-19, Dietitians Australia waived additional administration fees and did not increase the cost of membership for 2021. The changes and support were well received, as indicated by our increased membership numbers in 2021.

## Education Centre marketing

Marketing support was provided for all Education Centre offerings, including Dietitians Australia events and Centre for Advanced Learning courses, the complimentary CPD outlined in the Education Centre portfolio report, as well as tenders to develop new Centre for Advanced Learning courses.

This support included transition of the podcast from a members-only platform to a public one, promotion of events and courses via multiple member channels, and management of the Education Centre webpages, including an update of the 'Find an event' webpage and imagery.

A highlight of Education Centre marketing this year was the launch of a weekly Education Centre newsletter on 28 January 2021, to better support members in finding CPD. Members have told us CPD is important to them, and the open and click rates for this newsletter, well above industry average, indicate this weekly offering is a hit.

The marketing team has helped the Education Centre hit registration targets. More details on registrations can be found in the Education Centre portfolio report.

## Contribution to ICDA marketing

Dietitians Australia contributed to the International Confederation of Dietetic Associations (ICDA) newsletter twice during the 2020 to 2021 financial year, providing an opportunity to connect with international colleagues and highlight some of our work. We discussed the organisation's change to Dietitians Australia, provided updates on how we supported our members during the pandemic, outlined how we are celebrating our members and offering them an opportunity to promote themselves to their audience through Dietitians Day and Dietitians Week, and reported on our advocacy activities.

## Contribution to PEN global marketing

We participated in quarterly meetings with colleagues from Dietitians Canada and the British Dietetic Association to further consolidate marketing activities across all regions. We supported distribution of a global survey of PEN users in October 2020, to help determine future direction of PEN marketing, with subsequent activities underway.



## Nutrition & Dietetics marketing

The Journal Management Committee identified authors as the key audience for the Nutrition & Dietetics journal marketing and communications strategy in July 2020. A marketing strategy was subsequently developed, with the following actions taken to date:

- Fact sheets developed to support authors in promoting their research and communicating the benefits of publishing with Nutrition & Dietetics
- Benefits of publishing with Nutrition & Dietetics promoted to all members
- Early View articles promoted via social media
- Opportunities provided for authors to share their research with members via Research Bites webinars
- Successful conference oral presentation abstract authors invited to submit their work to Nutrition & Dietetics
- Each journal issue promoted via member channels
- Cover design for each issue provided
- Nutrition & Dietetics mobile app updated with new branding



The cover of the April edition of Nutrition & Dietetics

## Student engagement

We continue to offer students of accredited dietetics education programs complimentary membership of Dietitians Australia for the duration of their entry-level dietetic study. In addition, our main activity in the 2020 to 2021 financial year was to refine our presentation to these students, to tailor information to the stage of their education. We now offer different presentations to first-year students and final year students, focusing on student member benefits and joining the APD program respectively.

We also undertook regular communication with student representatives, including registration information about events of interest such as 'How to' sessions on finding jobs, networking events in their local area and encouragement to attend the Dietitians Australia Conference. During Dietitians Week, students were encouraged to participate through various activities.

### Dietitians Week, including Dietitians Day

A review of our previous Smart Eating Week campaign highlighted the need to broaden our external APD campaign. We wanted to enable more APDs to participate in the week and to better show the public the diverse ways APDs contribute to the health of Australians. Consequently, the previous 'healthy eating' focus shifted to how each APD helps their community or target audience, and Dietitians Week was born.

Dietitians Week, celebrated from 22 to 28 March 2021, amplified the voices of APDs as they made noise to promote and celebrate the benefits dietitians bring to communities and workplaces nationwide and overseas. APDs adapted their own messages to suit their audiences and business needs, and were encouraged to 'make a noise' via an event, activity or form of advocacy or promotion.

Australia's Dietitians Day was moved from September to March, to be celebrated during Dietitians Week. On 26 March 2021, APDs around the nation celebrated their achievements on Dietitians Day, as well as those of the Extraordinary Dietitians around them.

We released five 'I'm a Dietitian' podcasts to the public during the week, receiving 238 listens, which contributed to an overall reach increase of 25% when compared to the outcomes of the 2020 Smart Eating Week campaign. We also provided a social media toolkit to members, which was downloaded approximately 1200 times by members and approximately 100 times by stakeholders.



The 'I'm a Dietitian' podcasts were well-received by the public during Dietitians Week.

Through a range of activities and events around the country, our collective voice helped to raise awareness of the essential support APDs provide when nutrition is prioritised.

To help upskill members ahead of Dietitians Week, and help them to 'make some noise' during the week, we hosted a series of six complimentary 'How to' webinars for members:

- How to advocate in nutrition and dietetics
- How to host a community event
- How to implement room service and advocate for APDs in food service
- How to find work as a dietitian in an online world
- How to successfully grow your practice
- How to present your skills to get that non-clinical role

We received a total of 1269 registrations, with 321 attending on the day (53 attendees on average per event). These valuable resources are still available for members to access via the member portal.

## Virtual plenaries 2020

The repercussions of the COVID-19 pandemic influenced the difficult decision to postpone the Melbourne in-person conference to July 2021. Despite these challenges, Dietitians Australia, with the support of the 2020 Scientific and Social Program Committee, transformed existing conference plans to a 100% virtual plenary program.

The theme 'Discover. Grow. Evolve.' inspired and motivated 4 webinars investigating topics of leadership, sustainability, and implementation and translation. A motivational plenary and networking opportunity for Emerging Dietitians, and a Board and member forum, further complimented the program. The program was well received, with approximately 300 registrations, predominantly from members.

## Virtual awards ceremony 2020

We didn't want to let COVID stop us from celebrating our members, so the 2020 awards ceremony was held virtually on 18 November 2020 via Zoom. Fifty people attended the ceremony.

## Partner acknowledgment

Dietitians Australia partnerships support our mission of supporting members, advocating for our profession, and building healthier communities. We would like to acknowledge and thank our partners, AIA Vitality and Guild Insurance, for their ongoing support.

The logo for AIA Vitality, featuring the text 'AIA Vitality' in a red, sans-serif font.

The logo for Guild Insurance, featuring a stylized blue 'G' icon followed by the text 'Guild INSURANCE' in a blue, sans-serif font.

## Section 7 – Awards, prizes and scholarships



# Honorary Life Membership

## Ruth Dumont



Ruth Dumont has contributed significantly to the profession of dietetics and has been a Dietitians Australia member for over 40 years. During this period, she has been an active and well-respected dietitian, renowned for her contribution to renal dietetics.

Ruth graduated from the Western Australian Institute of Technology (now Curtin University) in 1979 and began working as an Accredited Practising Dietitian at Royal Perth Hospital. She began specialising in renal dietetics in 1987 and became a Senior Dietitian in 2004. She has been working in a coordinator role since 2011 at Joondalup Health Campus.

Ruth has played crucial roles in renal guidelines and role statements that have been developed for dietitians in Australia and New Zealand. She has contributed significantly to Renal Interest Groups, as the Coordinator of the Dietitians Australia Western Australia Renal Interest Group since 2009 and the Co-convenor of the Dietitians Australia National Renal Interest Group since 2013.

Since 2008, Ruth has been a member of the Postgraduate Renal Nutrition Program steering group, as well as a presenter. Ruth has also helped provide the Dietitians Update Day at the Australian and New Zealand Society of Nephrology conferences since 2009.

Ruth also lectures regularly in dietetics courses at several Perth universities and supervises student dietitians on placement.

Ruth has made significant contributions to dietetics and to Dietitians Australia as a respected leader in renal dietetics. Her contributions during her 40 years as an APD guide other dietitians' practices on many levels. As outlined, her contributions include developing evidence-based guidelines and role statements, chairing interest groups, coordinating and developing education programs and seminars, giving lectures to university students, and providing guidance and mentoring to individuals. In all areas of Ruth's work, she contributes generously and selflessly. Ruth Dumont is worthy of the prestigious Dietitians Australia Honorary Life Membership award in recognition of her eminent contribution to dietetics.

# Fellows of Dietitians Australia

## Dr Suzie Ferrie



Dr Suzie Ferrie is the critical care dietitian in the ICU at Royal Prince Alfred Hospital in Sydney. She also holds a clinical affiliate senior lecturer role at the University of Sydney and serves as Deputy Chair of the hospital's ethics committee. Suzie's research interests include various aspects of nutritional assessment and monitoring in the critically ill. She is recognised internationally for her work on the practical application of pancreatic enzyme replacement in enterally-fed patients.

Suzie is an associate editor for two nutrition journals. Her publications include more than 40 papers in peer-reviewed journals, as well as health consumer-focused magazine articles and health/wellness recipe books. She is a past member of the Australian Dietetics Council and for many years served as convenor of the Dietitians Australia Nutrition Support Interest Group. In this role, she set up the 'Nutrition Support for Beginners' workshops and coordinated the development of the Dietitians Australia Enteral and Parenteral Nutrition manuals.

## Lisa Yates



Lisa Yates is the Principal Consultant of her own private practice and industry consulting business, specialising in marketing horticulture. She has worked in marketing and public relations for 20 years. Lisa is passionate about promoting horticulture using her skills in strategic planning, translating science, and implementing and evaluating health education marketing programs, to encourage Australians to enjoy more nuts, vegetables, and fruit. Lisa has worked on a range of nutrition projects for the Australian avocado, dried fruit, nut, onion, and prune industries, among others.

Most recently, Lisa worked on Hort Innovation's Good Mood Food project. Lisa was the Program Manager for Nuts for Life (2005–2017) and the first female winner of the Golden Handful Australian Tree Nut Industry Award for services to the industry. Lisa has also managed her own part-time private practice on Sydney's Northern Beaches since 1996. She is always keen to explore new areas of dietetics, and in 2020 took on a part-time role as a Senior Policy Analyst in the Food Policy team at the NSW Ministry of Health.

Lisa is a long-standing member of Dietitians Australia, joining as a student dietitian in 1994. She is an active volunteer, having worked in several roles, including as a former Dietitians Australia Board Director, and serving for 10 years on the NSW Branch Executive. She is currently a member of the Food Regulation Policy Committee, the Dietitians Australia 2021 Scientific and Social Program Committee. Lisa thoroughly enjoys mentoring dietitians – emerging and experienced – to explore what our profession has to offer.

# Outstanding Contribution Award

**Dr Sara Grafenauer**



Dr Sara Grafenauer is the Managing Director of the Grains & Legumes Nutrition Council and a Fellow of the School of Medicine, University of Wollongong. Sara is a former Executive Manager at Dietitians Australia and sits on the boards of the Global Whole Grain Initiative and Nutrition Australia. Her PhD research was in dietary patterns, and her current research interests include whole grains and legumes within food systems, regulatory and advocacy context, particularly in regard to front-of-pack labelling. Sara contributed two chapters to *Food, Nutrition and Health*, edited by Professor Linda Tapsell. She has particular expertise in outcomes-driven social media and marketing. Sara is on the editorial board for *Legume Science* and is a reviewer for *Nutrients*, *Foods and Nutrition and Dietetics*.

Sara collaborates with numerous universities regarding grains and legume research projects with a view to the entire agricultural value chain. She actively supervises students on community nutrition placements and also supervises honours and PhD research students. Sara has mentored Provisional APDs for more than 20 years, and she is proud of the inspirational impact she has been able to have on the careers of dozens of dietitians. Sara is particularly passionate about public health advocacy on an Australian and international level.

**Dr Lynda Ross**



Dr Lynda Ross, Advanced APD, has a long record in supporting the profession, evidence-based practice research and innovations in teaching and training. Lynda led the 2019 Scientific and Social Program Committee to a very successful and innovative Dietitians Australia Conference on the Gold Coast. Lynda has held positions of Deputy Editor, Supplement Editor and Associate Editor on the *Nutrition and Dietetics* journal since 2011. Lynda has a consistent record of publication in national and international literature, with almost 50 publications and well over 100 conference presentations.

Lynda has a long history of providing research support to dietitians and students and supporting a research culture in Queensland hospitals. In nutrition education, Lynda has led and supported several innovative approaches to teaching and training, resulting in two Learning and Teaching Citations. Her own research has influenced practice in screening and assessment of renal patients and has resulted in a Menzies Health Institute Queensland Award. Lynda is also a Senior Fellow of the Higher Education Academy.



# Young Achiever Award in memory of Dr Joan Mary Woodhill

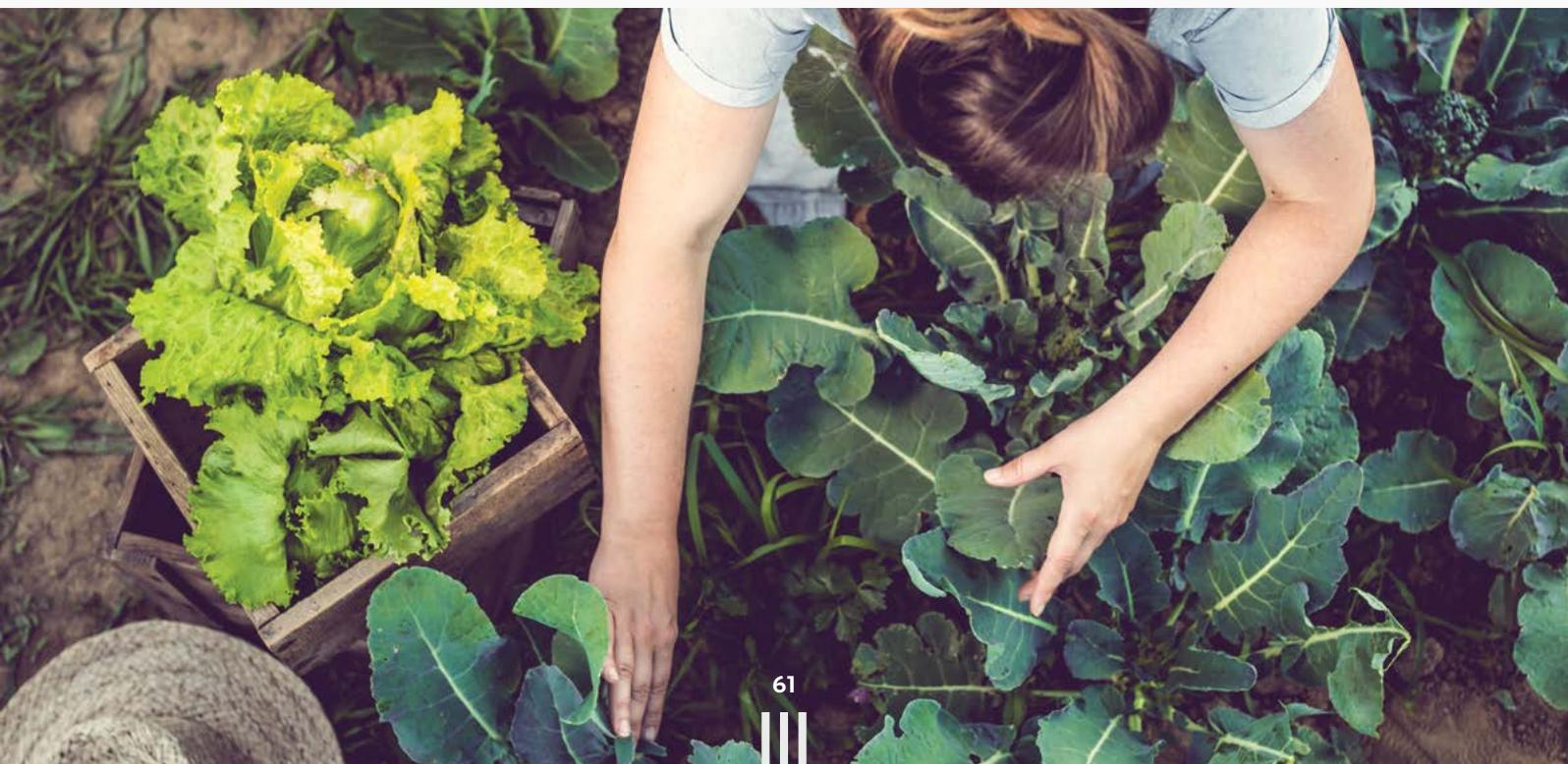
Lina Breik



Lina is an Accredited Practising Dietitian with expertise in critical care nutrition and home tube feeding. She spearheaded the development of the Dietitians Australia Nutrition Support for Critical Care Course and is the founder of Tube Dietitian, a business aimed at bridging the gap between hospital and home for people with feeding tubes. Her life motto is 'if you can't find what you are looking for, do it yourself'. Lina is a Senior Dietitian at Eastern Health in Melbourne, where her skillset has been recognised beyond the clinical scene. She has led several redesign projects improving intensive care unit patient flow, implementing food service change, and monitoring nutrition risk. Lina

was appointed the Chair of the Scientific and Social Program Committee for the 2021 Dietitians Australia Conference.

Lina is an ambassador of lifelong learning, with 14 published abstracts (7 as first author). She completed a Master of Public Health as the principal investigator of a novel systematic literature review and observational study investigating micronutrient intake in critically ill patients. She has been recognised with a 2020 Eastern Health Staff Development Scholarship and awarded the Eastern Health Allied Health Researcher of the Year 2020.





## Award of Merit at a National Level

Donna Hickling



Donna is an Advanced APD who has worked at the Prince Charles Hospital in Brisbane for 10 years. She has contributed a significant amount not only to the profession, but also in her work for Dietitians Australia. Donna is a well-respected and highly skilled member of the Lung Transplant team who is passionate about patient care. She also advocates for the role of nutrition and dietetics at a hospital, state, national and international level. Her hard work and dedication to her clinical specialty of lung transplant, as well as her special interest in wounds, drives her to go above and beyond what is expected of her in her role as Team Leader and mentor within the Nutrition and Dietetics department.



# Award of Merit at a Branch Level

**Jenna Stonestreet  
(QLD)**



Jenna is an Accredited Practising Dietitian with 10 years' experience across a wide range of complex clinical areas, and leadership and management positions. These have included Dietetics Team Leader, workforce development and senior clinical dietitian roles. She is a driven, organised and dynamic health professional and leader who has contributed significantly not only to her profession within her community, but also at a national and international level.

Jenna aims to inspire her team to positively contribute to improved patient-centred outcomes and experiences by modelling the values of respect, teamwork, compassion, high performance and integrity, and by undertaking innovative and robust quality improvement initiatives and research.

**Jordan McCamley  
(QLD)**



Jordan is extremely passionate about the digitisation of the health system. His experience as a clinician, subject matter expert and adoption coach for the state-wide Digital Hospital implementation has enabled him to contribute significantly to the body of research for e-health, as well as support dietitians.

This contribution will positively impact health and nutrition outcomes for patients across the state. Jordan's contribution in the role of Technology Coordinator on the Dietitians Australia Queensland Engagement and Development Committee has enabled Dietitians Australia's rural and remote Queensland members to participate virtually in professional development events.



## Louise Elvin-Walsh (QLD)



Louise Elvin-Walsh has been an outstanding member of the Queensland Engagement and Development Committee for the last 5 years. In her role as Treasurer, Louise has been crucial for the success of the Dietitians Australia Queensland Engagement and Development Committee professional development events.

Her diligent financial management has enabled affordable and high-quality events, ensuring value for Queensland Dietitians Australia members. Her leadership has been at the heart of the Queensland Branch, and she continues to inspire the entire committee with her dedication and enthusiasm in the role of Treasurer. In addition to her role on the Engagement and Development Committee, Louise is also the dedicated Vice-Convenor of the Dietitians Australia Bariatric Surgery Interest Group.



### Louise Moodie (QLD)



Louise has demonstrated her leadership skills as a generalist dietitian, fulfilling rural positions over several years. She has provided high-level dietetic services in a wide range of clinical areas and has mentored and assisted many junior colleagues. Her ability has been recognised with her appointment to the HP5 Dietitian role in Mackay. She is a hard-working member of the Dietitians Australia Queensland Engagement and Development Committee, advocating for rural and remote dietitians and managing the provision of continuing professional development (CPD) grants. Louise is a quiet achiever, and we are very pleased to be able to recognise her contribution to our profession.

### Marie-Claire O'Shea (QLD)



Marie-Claire has demonstrated high-level leadership skills across many areas of dietetics. She is a key tertiary dietetics educator and is undertaking her PhD to further develop student learning opportunities. Through her extensive experience in private practice, she has mentored and assisted junior dietetic staff. In her multiple voluntary roles with Dietitians Australia, Marie-Claire has made and continues to make valuable contributions to support the professional development of dietitians. These examples highlight a strong commitment and leadership to our profession and its future development.

### Marion Vasudevan (QLD)



Marion has made significant contributions to the dietetics profession. As a Dietitians Australia Queensland Engagement and Development Committee, CPD Coordinator and Member Engagement Officer, Marion's hard work and ongoing leadership have contributed to organising several highly successful events, providing quality professional development and networking opportunities for members. Marion also contributes her time as a Gastroenterology Nutrition Education Materials Online (NEMO) group facilitator.



# Barbara Chester Memorial Award

Dr Lynda Ross



Dr Lynda Ross is currently a senior lecturer at Queensland University of Technology. She has an extensive background in education and research. She holds an extensive number of professional appointments, including Senior Fellow of the Higher Education Academy, Visiting Fellow at the Royal Brisbane and Women's Hospital, Associate Editor and member of the Dietitians Australia Editorial Board, and member of the Menzies Health Institute Queensland.

Lynda completed her PhD in 2005 and a Graduate Certificate in Education in 2017. She has published 35 peer-reviewed papers, authored or co-authored 117 conference abstracts, supervised 4 PhD students and 12 research students, and received over \$1.1 million in research funding. Lynda has worked tirelessly for Dietitians Australia since 2009.

# President's Award for Innovation

Robbie Clark



Robbie is a Sydney-based APD who graduated with a Bachelor of Exercise Science and Nutrition and a Master of Nutrition and Dietetics. He has over 15 years' experience in the health and fitness industry and is the Director and Co-founder of the all-in-one practice management system and telehealth platform HealthBank.io.

Robbie has had a diverse career in nutrition, working in the areas of clinical and community dietetics and health, corporate health and private practice. Robbie has worked in many multidisciplinary clinics and has a thorough understanding of what practitioners want and need in practice management software and technology. This experience led him to create HealthBank, with the goal of revolutionising the way health care is accessed and delivered. Robbie is a digital health advocate, educator and speaker who is regularly featured in the media.

# Fay McDonald

## Academic Scholarship

### Annie-Claude Lassemillante



Annie-Claude is Practice Area Lead at Swinburne University of Technology in Melbourne and works with many food service dietitians around Victoria. She was awarded the 2020 Fay McDonald Academic Scholarship for her plan to visit multiple hospitals and food services in Queensland. Annie-Claude aims to discover and evaluate food service innovations at different stages of implementation, from planning to well-established, across different food service systems, with a focus on food service systems different to those in Victoria. Through these visits, she will also develop a broader network of food service dietitians who are innovating and leading in this area. These planned visits are currently on hold due to COVID-19 travel restrictions.

Annie-Claude's experience will benefit future dietitians who train at Swinburne University of Technology, as she will immediately apply it to her teaching. She also aims to maintain these relationships so that she can continually update the Food Service Management curriculum. This will positively impact around 20 to 30 students every year. Her experience may also influence other Food Service Management educators in Victoria in their teaching practice, as she will share her learnings and gathered resources with them. Annie-Claude hopes to support them in achieving some of their goals by connecting them to their counterparts in Queensland.

### Danielle Cave



Danielle is completing her PhD in aged care food service management at the University of Queensland, exploring the sustainability of food fortification within the food service systems of aged care homes. She was awarded the 2020 Fay McDonald Academic Scholarship for her plan to study an Online Certificate in Senior Living Management at Cornell University followed by an international study visit at Uppsala University and Umeå University in Sweden. These planned visits are currently on hold due to COVID-19 travel restrictions.

Danielle is hoping to expand her understanding of management in aged care to complement her knowledge of medical nutrition therapy in this setting. Her experience of learning about aged care food service management from both the USA and Sweden will help build management skills in the Australian dietetic profession. In our dietetic education, many students do not get the opportunity to specifically learn about aged care food services, nor how practice varies across the world. This setting is unique from both acute care and community and many residents depend on the food service system to provide their sole source of nutrition. In particular, the Certificate in Senior Living Management will explore best practices for facilitating service excellence in aged care, which is timely given the current Royal Commission into Aged Care Quality and Safety. Additionally, Sweden is a country leading the way in food service management and in their university training, students choose to study as either a clinical or food service dietitian. Therefore, Sweden has a large number of food service dietitians, of which many work throughout the aged care sector. Both of these opportunities will help upskill both myself and subsequently the Australian dietetic profession on food service management within aged care.



## ICD LEAP Travel Grant

Margot Rogers



Margot has been awarded the 2020 ICD LEAP Travel Grant to assist in funding her travel to and accommodation at the 2021 International Olympic Committee (IOC) World Conference on Prevention of Injury and Illness in Sport to be held in Monaco in November 2021. Margot is an APD undertaking a PhD and is the lead author on an abstract which has been accepted for an oral presentation at the conference.

The research to be presented describes the prevalence of issues associated with Relative Energy Deficiency in Sport (RED-S) in an Australian female athlete cohort. As the fundamental contributing factor to RED-S is nutrition, an individual with expertise in dietetics, such as an APD, is a key member of the treatment team. Margot will present data on a range of health components from performance indicators and mental health to nutrition-related markers of health including iron status, bone mineral density and resting metabolic rate. In translating her evidence into practice, Margot will illustrate the need for a multi-disciplinary approach to athlete health, and champion the need for dietetic input for the optimisation of athlete performance. By presenting her research with the support of this grant, Margot will be able to advocate for Dietitians Australia as the leading voice in Nutrition and Dietetics in Australia.

Additionally, this grant would support dissemination of Margot's findings to a broader local audience through the Dietitians Australia weekly newsletter and board report.



# Branch (EDC) CPD Grants

## NSW

Sarah Dacres-Manning  
Melissa Eaton  
Claire Ho

## TAS

Hannah Dobbie  
Isabelle Goodwin  
Carole MacGregor  
Jaymeila Webb

## NT

Carla Clayton  
Anissia Fairlie  
Sheida Navidi  
Katelyn Patterson  
Tiffany Tegea

## WA

Faye Castle  
Jedda Clune  
Lori Crooks  
Claire Gasper  
Emma Kwok  
Wei Ping Lam  
Chelsea Lock

## QLD

Angelina Bokang  
Emma Coleman  
Marlo Elms  
Kyle Matthews-Reusch  
Jessica Rayner  
Geraldine Taggart-Jeewa

# Section 8 – Education and Professional Services



The Education and Professional Services portfolio oversees Dietitians Australia events, the Centre for Advanced Learning, Interest Groups (IGs), State Branches, ProQuest, Practice in Evidence Nutrition (PEN), Nutrition Care Process Terminology (NCP) and the Nutrition and Dietetics Journal.

## 2020 to 2021 financial year highlights

94 Dietitians Australia events were facilitated through the Education Centre

A total of 7,954 registrants participated in Dietitians Australia Events

15 Centre for Advanced Learning Courses were managed through the Education Centre

694 people participated in Centre for Advanced Learning Courses

29 complimentary continuing professional development (CPD) events were held

# The Education Centre: The Centre for Advanced Learning

The Education Centre is an initiative of Dietitians Australia. It aims to provide high-quality and evidenced-based professional development specifically designed to meet the education needs of Dietitians Australia members to advance their professional capacity.

Over the last financial year, we continued to increase Centre for Advanced Learning offerings to work towards becoming the go-to professional development provider for dietitians.

COVID-19 continued to impact Centre for Advanced Learning courses and Dietitians Australia events. However, this provided an opportunity for the Education Team to support more virtual and hybrid formats, increasing accessibility to more events and courses.

In the 2020 to 2021 financial year, the Centre for Advanced Learning responded to feedback about short course deadlines by launching a series of fully online evergreen courses. These provide members with ongoing access to high-quality courses.

The team is currently working on developing new evergreen courses in the topic areas of research, mental health, aged care and First Nations health.



## Key activities for the 2020 to 2021 financial year

- We transitioned to EventsAIR aiming to improve member communications, engage in high-quality branding, and streamline internal processes.
- We developed 4 new evergreen courses (Renal Nutrition for Dietitians, Gastrointestinal Nutrition for Dietitians, Food Service Management for Dietitians, and Psychology of Eating, Weight and Body Image). New course offerings are also under development.
- The Centre for Advanced Learning currently offers 8 evergreen courses:
  - Type 1 Diabetes Management for Dietitians
  - Clinical Dietetics for Bariatric Surgery
  - Translating the Aged Care Quality Standards
  - Nutrition Support for Critical Care
  - Psychology of Eating, Weight, and Body Image
  - Renal Nutrition for Dietitians
  - Gastrointestinal Nutrition for Dietitians
  - Food Service Management for Dietitians
- We offered 3 highly interactive and fully online 'In Practice' courses (Critical Care Nutrition in Practice, Type 1 Diabetes Nutrition in Practice, and Bariatric Surgery Nutrition in Practice), which build on the foundational knowledge from the associated evergreen courses.
- We offered 2 sessions of the 6-week Sports Nutrition Essentials Course in partnership with Sports Dietitians Australia.

# The Education Centre: Dietitians Australia events

Dietitians Australia events are facilitated through the Education Centre, in collaboration with Interest Groups, Branches or National Office. This excludes the national conference which is coordinated by the Marketing and Member Services portfolio.

COVID-19 has continued to impact Dietitians Australia events. More events have been moving to hybrid/virtual formats to mitigate the COVID-19 risk and reach a wider audience. Our virtual event registration numbers have shown that this has been quite successful. The Education Centre also played a key role in adapting traditionally face-to-face events to virtual platforms, including the Dietitians Australia Conference, Annual General Meeting, and Awards Ceremony.

We launched the complimentary Collaborations Campaign, featuring the I'm a Dietitian podcast channel, the Advocacy Insights webinar series, and the Research Bites webinar series.

We also successfully delivered various events related to Dietitians Australia campaigns, including NAIDOC week and the 'How to' webinar series.



**Dietitians Australia  
Education Centre**

## Key activities for the 2020 to 2021 financial year

- Coordinating 94 Dietitians Australia events over the 2020 to 2021 financial year while adapting to the evolving COVID-19 situation.
- Achieving very successful registration numbers for the Advocacy Insights and Research Bites webinar series.
- Developing the I'm a Dietitian podcast, coordinating recording sessions with Dietitians Australia President Tara Diversi, and recently bringing the podcast channel onto Spotify to increase accessibility and expand the audience.
- Providing ongoing support to Dietitians Australia Interest Groups and Branches organising professional development and networking events.
- Supporting the logistics of the fortnightly Lunchtimes with Robert online series to improve communication and transparency with members.
- Transitioning to EventsAIR to improve member communications and streamline internal processes.
- Successfully delivering various events related to Dietitians Australia campaigns, including the NAIDOC Week webinar series, Dietitians Day, and the Dietitians Week 'How to' webinar series.
- Providing 29 complimentary professional development events, plus networking events, to increase the value of Dietitians Australia membership and aid members during the height of the COVID-19 pandemic.

**“Thank you for the opportunity to present my research. It was a great experience and very well organised. Look forward to collaborating again in the future.”**



Research Bites contributor



# Professional Services

**Professional Services is responsible for supporting Dietitians Australia member communities, which includes both Interest Groups and Branches. The Professional Services team also oversees other tools to support dietetic practice, including PEN, ProQuest, NCP and the Journal of Nutrition and Dietetics.**

## Interest Group (IG) updates

### Corporate Nutrition Interest Group

The challenges of COVID-19 meant the 2020 to 2021 financial year was a quieter one for the Corporate Nutrition Interest Group (CNIG). With face-to-face CPD and social events paused, the focus moved to building interaction through Share Plate, sharing relevant information for others in the Corporate Nutrition space.

With a number of new members on the leadership committee, CNIG looks forward to a productive 2021 to 2022 financial year.

### Emerging Dietitians Interest Group

This was a successful year for the Interest Group as we were able to complete 2 KPIs within 6 months of the financial year starting. Despite COVID-19 and the challenges that it presented, we worked well together to pivot and create engaging and creative webinars that catered to our target audience. The skills we have developed from responding to these uncertain times will be useful for achieving future KPIs and will enable us to better support the wider emerging dietitian community.

Key achievements:

- Developed and produced 2 newsletters dedicated to educating graduate dietitians on research updates, presenting upcoming professional development courses and training, and illustrating the careers of respected dietitians.
- Held 2 webinars in November 2020 on developing motivational interviewing and counselling skills, and non-traditional career pathways in dietetics.

The Emerging Dietitians Interest Group noted that webinar attendance was much greater than those held the previous financial year. Part of the reason for this was that the 2 webinars conducted in the 2020 to 2021 financial year were during work hours, and attendees had to pay to attend. Our webinar in the 2019 to 2020 financial year was held in the evening and was free. Being an Interest Group that endeavours to support graduate dietitians, and the fact that there are already free webinars available for dietitians, we think that cost is a significant contributor to the success and attendance of events as it attracts more committed participants.

### Food Allergy and Intolerance Interest Group

The name of the Food Allergy and Intolerance Interest Group (FAIIG) was changed on 1 July 2021 to Adverse Food Reactions Interest Group (AFRIG). This better describes the broad range of adverse food reactions the Interest Group (IG) covers, and incorporates international terminology for this area. The invaluable input and connections from the Leadership Committee brought 3 varied webinar topics and interesting e-newsletter articles, reflecting the diverse nature of the IG focus areas.

**Key achievements:**

- Name changed to AFRIG
- Held webinars, including:
  - Food Allergy: diagnosis and management at different ages by paediatric allergist Dr Elizabeth Pickford
  - Habit formation and behaviour change in coeliac disease by psychologist Dr Kirby Sainsbury
  - Gut hypnotherapy and functional gastrointestinal disorders by APD Joanna Baker
- 2 e-newsletters released (October 2020 and April 2021)
- Leadership Committee members contributed to:
  - updating Dietitians Australia website information
  - development and delivery of a communication strategy for rapeseed protein isolate and mustard allergy
- Produced a consultation regulation impact statement: Policy guidance for menu labelling in Australia and New Zealand
- Participated in the Dietitians Australia magazine working group

AFRIG newsletters will cease in the 2021 to 2022 financial year. Instead, the Leadership Committee will be contributing to the new Dietitians Australia magazine.

**Nutrition Support Interest Group**

Unsurprisingly, the 2020 to 2021 financial year was impacted by COVID-19 restrictions. However, we still met one KPI and successfully transitioned to a new convenor, with good retention in the leadership team.

**Key achievements:**

- Updated role statement
- Transitioned to a new Convenor
- Retained the Leadership Committee
- Modified the delayed KPIs from the 2020 to 2021 financial year to adapt to COVID restrictions and new Dietitians Australia processes (EN + PN manual reviews and Dietitians Australia NS for beginners workshops).
- Started annual planning for the 2021 to 2022 financial year, specifically the Dietitians Australia nutrition support practice survey and manual review.
- Successfully applied to present a conference award from Dietitians Australia at the AuSPEN Conference 2021

**Public Health and Community Nutrition Interest Group**

Building up on the previous years' work activities, the Public Health and Community Nutrition Interest Group (PHCNIG) has identified its priorities and key activities to promote member engagement and networking. The PHCNIG has a full Leadership Committee of 12 people working across different areas of public health and community nutrition. It continues to address challenges in engaging members via Share Plate, as well as engaging dietitians in public health and community nutrition who are not part of Dietitians Australia, and when usual strategies are not possible due to COVID-19.

**Key achievements:**

- Published 2 PHCNIG newsletters
- Commenced review of the PHCNIG Role Statement
- Transformed Dietitians Australia National Conference abstract into the Dietitians Australia webinar 'Building your nutrition advocacy skills: How dietitians can contribute toward a National Nutrition Policy', November 2020
- Contributed expertise to public health policy responses, including the National Preventive Health Strategy and other Dietitians Australia priority advocacy areas
- Represented PHCNIG in Dietitians Australia activities, including consultations for review of By-Laws. Two PHCNIG Leadership team members were also part of the Dietitians Australia Conference 2020 Scientific and Social Program Committee

**Paediatric and Maternal Health Interest Group**

The Paediatric and Maternal Health Interest Group (PMHIG) had a very successful year. We completed several KPIs and increased engagement across our membership. Some of our key achievements include:

- Published 2 newsletters: one focused on paediatrics and the other on maternal health
- Presented the Dietitians Australia External Conference Prize for the Australian and New Zealand Obesity Society (ANZOS) 2021
- Opened the Draft Paediatric Role Statement for public consultation. The team are currently finalising the final document for release
- Held the very successful autism spectrum disorder webinar with Dr Anne Swain, with 187 registered attendees

- Undertook a literature review to examine weight status and gestational-weight gain during pregnancy and postpartum from both health care practitioners and womens' perspectives
- Continued to contribute to the Food Standards Australia New Zealand (FSANZ) review of infant formula in relation to food safety and technology
- Joined the Dietitians Australia Magazine Working Group
- Supported Dietitians Australia members in their advocacy
- Posted regularly and engaged fortnightly with members on Share Plate
- Started the Breastfeeding and Nutrition Working Group
- Held 1 webinar on 'Interpreting medical investigations for patients with eating disorders'.
- Coordinated and completed the review of 26 eating disorder consumer resources, conducted by the EDIG Leadership Committee and EDIG community. This resource is with Dietitians Australia for endorsement.
- Enhanced EDIG member engagement with frequent posting (3 to 4 times per month) on the EDIG Share Plate platform. Posts included information on resources, research, training opportunities, case studies and clinical expertise ('Word on Wednesday'). There are currently 1,400 members and 117 posts.
- Received funding for an External Conference Dietetic Research Prize, to be awarded in August 2021 at the Australia & New Zealand Academy of Eating Disorders (ANZAED) Conference.
- Committee members represented the EDIG at the Dietitians Australia Mental Health Advocacy group to assist with development of a position paper, 'Dietetics and mental health', and a webinar series, 'Mental health and the dietitian's role 2021'.

## Disability Interest Group

This year has been another diverse one for the Disability IG leadership team, with a great mix of advocacy and education opportunities.

Key achievements:

- Delivered a webinar regarding successful NDIS reporting
- Contributed to multiple Royal Commission submissions
- Developed and published the Disability Role Statement
- Facilitated an informal Zoom discussion with dietitians regarding weight-neutral care in disability
- Contributed to a public consultation on Certificate IV qualifications in both Ageing and Disability Support
- Supported the Dietitians Australia Disability Lead in critical appraisal of proposed NDIS Independent Assessments
- Collaborated with South Australian Credentialed Diabetes Educator and dietitian relating to education of NDIS senior staff

## Eating Disorders Interest Group

The Eating Disorders Interest Group (EDIG) has had a successful year, thanks to the diligence and creativity of the EDIG Leadership Committee and the ongoing support of the wider EDIG community.

Key achievements:

- Facilitated a virtual, full-day workshop event in May 2021 entitled 'Introduction to Eating Disorders', presented by staff at the Centre for Integrative Health, QLD.

## Oncology Interest Group

The Oncology Interest Group managed a productive year despite the numerous challenges everyone faced. A small group of dedicated oncology dietitians continued to ensure evidence-based information is available to inform oncology nutrition care for both fellow dietitians and the public.

Key achievements:

- Reviewed and updated the Oncology Role Statement
- Assisted with reviewing the 'Is there a diet to prevent and treat cancer?' content of the Dietitians Australia website
- Assisted with the review of numerous Optimal Care Pathways and quick reference guides
- Presented the Dietitians Australia External Conference Dietetic Research Prize at the 2020 Clinical Oncological Society of Australia Annual Scientific Meeting to APD Irene Deftereos

## Food Service Interest Group

Over the past year the Food Service Interest Group (FSIG) has demonstrated the ability to adapt to a continually changing environment due to COVID-19 and reach its goals despite the challenges. At the end of 2020, Jo McCormack stepped down as the convenor of the FSIG, and Olivia Farrer and Sara Forbes took over as co-convenors. We wish to thank Jo for her leadership and time.

Key achievements:

- Circulated 2 FSIG newsletters.
- Developed theme, approached speakers and planned for 3 webinars to be delivered on advocacy, menu development/ assessment and room service models. Due to COVID these were not run face-to-face in October 2020 as planned. Instead, the advocacy and room service model sessions were delivered by Dietitians Australia as webinars in early 2021.
- Published the Food Service Role Statement in May 2021, which Dietitians Australia reviewed between November 2020 and March 2021.

## Mental Health Interest Group

Mental health was a priority for Dietitians Australia in the 2020 to 2021 financial year. The Mental Health Interest Group had an exciting year, partnering with the Dietitians Australia Mental Health Advocacy Group to support advocacy priorities in research, education and communication.

Key achievements:

- Provided feedback on Dietitians Australia's submission to the Royal Commission into Defence and Veteran Suicide
- Provided feedback on Dietitians Australia's submission to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability
- Two MHIG members appointed as Mental Health Subject Matter Leads and other MHIG members appointed to the Mental Health Advocacy Working Party
- Contributed to development of a 3-part webinar series with the Centre for Advanced Learning (CAL), including delivery of 1 webinar
- Contributed to the development of 1 webinar with the Eating Disorders Interest Group
- Continued development of a standardised student lecture on nutrition and mental health
- Developed a workshop for the Dietitians Australia Conference 2021, which was accepted

- Mental Health and Nutrition & Dietetic Information (MHANDi) Committee developed 1 new resource and reviewed 5 existing resources for dietitians
- Developed a promotion plan for MHANDi resources, including promotion on Share Plate
- Released a new consumer brochure
- Contributed to the Dietitians Australia Magazine

## Diabetes Interest Group

This has been a challenging year for most of us. However, the state chapters have adapted to restricted meeting opportunities by expanding the use of Zoom, which has had the benefit of greater flexibility and capacity for members to participate in meetings and giving interstate members better access to professional development. We have lost several members who contributed a huge amount to the work completed, but more recently welcomed 3 new members.

Key achievements:

- Victorian chapter held a Diabetes Update Day on 12 March 2021.
- Updated the Diabetes Role Statement
- Updated the Carbohydrate Counting resource on PEN
- Started an Insulin Pump Therapy PEN.
- Published 6 spotlight posts on Share Plate.
- Successfully applied for a Dietitians Australia research prize for the Australian Diabetes Congress, held from 11 to 13 August 2021
- NSW chapter held 4 meetings with professional development. Meetings have been interactive, even via Zoom. Usually, 15 to 20 people attend.
- Victorian chapter held 2 meetings with professional development. An additional meeting was cancelled due to difficulty finding a pro bono speaker.
- WA chapter held 4 meetings, 2 with a speaker and 1 with a discussion on eating disorders. Around 8 to 15 people attended.
- Assisted the WA chapter to write a letter to the WA Minister for Health advocating for the role of dietitians in the prevention and management of type 2 diabetes.
- Started to plan 2 webinars on eating disorders in diabetes.
- Welcomed 3 new members to the Leadership Committee.
- Thanked former Leadership Committee members Roslyn Smith, Rebecca Harrington, Hayley Patterson, Dale Cooke, Judith Ingle and Leanne Gregory for their work.

## Bariatric Surgery Interest Group

Around 2 to 6 members of the Bariatric Surgery Interest Group Leadership Team (BSIG-LT) consistently attended the 8 meetings held between September 2020 to June 2021. We achieved modest success with several projects, as outlined below. The COVID-19 pandemic delayed proceedings in early 2020. Despite interest from over 900 Interest Group (IG) members on Share Plate to join the leadership team, responses to 3 calls for formal expressions of interest were disappointing.

No annual plan was developed for 2020 to 2021. However, several outcomes from the key achievements listed below have informed the 2021 to 2022 annual plan.

Key achievements:

- Membership survey completed: 79 IG members were surveyed in February and March 2021. Survey questions included demographics, level of training and experience in bariatric surgery, preference for professional development (PD) activities, resource needs and topics of interest. The 2 PD activities with the greatest interest were participating in a journal club (65%), and case studies (69%). The 4 topics of highest interest were weight regain, managing patients with disordered eating patterns, support to work with and understand body image issues, and managing post-operative complications.
- Resources developed:
  - PEN (ongoing): The PEN bariatric surgery practice questions were reviewed to identify 24 questions required updating. A BSIG-LT working party was formed and a literature review for 4 questions completed.
  - Share Plate (ongoing): Eighteen resources that had previously been hosted on the old Dietitians Association of Australia IG page were transferred to the Share Plate library to facilitate ongoing member access.
- Professional development activities (ongoing):
  - Journal club: ProQuest was reviewed to establish membership access to relevant surgical journals and a quote obtained to secure funds to allow future access to Surgery for Obesity and Related Metabolic Diseases (SOARD). A BSIG-LT working party was formed in April 2021 to establish a quarterly journal club meeting.
  - Case study review: A BSIG-LT working party has been formed and case studies are being developed to align with the quarterly journal club topic.

## Cystic Fibrosis Interest Group

Despite the challenges faced by dietitians in the past year with regard to COVID-19, the Cystic Fibrosis Interest Group (CFIG) demonstrated their ongoing commitment to high performance and teamwork. Members of the CFIG were involved in a variety of tasks, including the dissemination of high-quality, evidence-based practice and research to health professionals, researchers, and consumers and carers. The CFIG looks forward to another productive year ahead.

Key achievements

- Eight Cystic Fibrosis Nutrition PEN questions successfully published (involving 11 Australian Cystic Fibrosis (CF) dietitians as reviewers between 2019 and 2021)
- Partnered with Cystic Fibrosis Australia to run a consumer education session on CF nutrition and gastroenterology (presented by 1 CFIG member and a gastroenterologist)
- Invited oral presentations at the following conferences:
  - North American Cystic Fibrosis Conference (1 CFIG member)
  - Thoracic Society of Australia and New Zealand Conference (1 CFIG member)
- Ongoing collaboration with the CFIG from Dietitians New Zealand to discuss Australasian clinical practice and research priorities in nutrition care
- One CFIG member appointed to the organising committee for the 14th Australasian Cystic Fibrosis Conference, held in August 2021

## Rehabilitation and Aged Care Interest Group

The findings of the Aged Care Royal Commission were released 26 February 2021. The Royal Commission has been one of the main focuses for the Rehabilitation and Aged Care Interest Group (RACIG), especially in relation to the development of the aged care and older people role statement. This, combined with the sudden and unexpected resignation of the IG convenor, shifted the group's focus from the planned activities in the 2020 to 2021 annual plan.

Key achievements:

- Contributed to Dietitians Australia's submission to the Australian Commission on Safety and Quality in Health Care on the draft Low Back Pain Clinical Care Standard
- Developed the aged care and older people role statement with the intention of publishing by the end of July 2021

## Food and Environment Interest Group

2020 to 2021 was a busy year for the Food and Environment Interest Group (FEIG). Dietitians Australia has taken on food sustainability as an important priority. We have been pleased to support this with our activities and are proud of our many achievements.

Key achievements:

- Completed Briefing Paper: Healthy and Environmentally Sustainable Diets
- Contributed to the Disaster Management Resource
- Gained approval and funding for project officer (committee member Liza Barbour) to write Dietitian Australia's Position Paper on Healthy and Sustainable Diets
- Successfully advocated for Dietitians Australia to join the Climate and Health Alliance (CAHA) as an active member
- Provided feedback on CAHA's Position Statement on Environmentally Sustainable and Healthy Diets
- Held webinar in November 2020, entitled Toward Environmentally Sustainable Food Service, presented by Jorja Collins and Kristen McKenzie Shalders
- Committee member Kate Wingrove joined the Australian Dietary Guidelines advocacy working group
- Provided comment on the Dietitians Australia National Competency Standards
- Contributed to information on red meat and sustainability for the Dietitians Australia webpage on the paleo diet
- Contributed to Dietitians Australia's FSANZ Act submission
- Contributed to Dietitians Australia's response to the National Preventive Health Strategy
- Completed article entitled 'A rapid review of the environmental impacts associated with food consumption in Australia and New Zealand' and submitted to journal Current Nutrition Reports
- Put together social media posts for World Environment Day on 5 June
- Contributed to Dietitians Australia's plant-based diets webpage
- Healthy and Environmentally Sustainable Diets webinar presented by Liza Barbour, facilitated by convenor Stefanie Carino
- Committee members attended and contributed to Food Systems Summit Dialogues (Institute for Physical Activity and Nutrition and Doctors for Nutrition)
- Presented a seminar at the 2021 Dietitians Australia conference entitled 'Improving our food system one bite at a time: inspiring tales from dietitians'



Tomorrow is UN Environment Programme World Environment Day! The theme of the day is ecosystem regeneration which is all about giving back to the world around us.

What we eat impacts our environment – and choosing locally grown foods, only buying what you need and eating more plant-based foods, are all ways you can help support a more sustainable environment. Better yet, these changes help look after your health too.

This weekend, why not consider taking a food-based approach to looking after the environment and start up a #compost or create a #wormfarm to help transform scraps into #healthysoil.

Find out how you can reimagine, recreate and restore at <https://www.worldenvironmentday.global/>

#GenerationRestoration #environment #carbonfootprint #sustainablefood #plantbasedfood #healthyeating



A social media post for World Environment Day

## Renal Interest Group

Given the ongoing COVID-19 pandemic, this has been a challenging yet productive year. Many chapters transitioned meetings and CPD to virtual sessions and were highly adaptable to and positive about the challenges surrounding this.

Key achievements:

- New Renal Nutrition Research Award to be awarded at the 2021 annual Australian and New Zealand Society of Nephrology (ANZSN) Scientific Meeting in honour of Ms Aditi Patwardhan, a renal dietitian, who made a significant contribution to nutrition-related research and the profession through the mentoring of novice dietitians
- Virtual Renal Dietitians Day 2020 held on 23 November 2020, with an update on latest evidence-based practice regarding nutritional management of kidney disease (focus the Kidney Disease Outcomes Quality Initiative Clinical Practice Guideline for Nutrition in chronic kidney disease (CKD) and an update on obesity management in CKD) focusing on translating research into practice
- Each state chapter held virtual local meetings and CPD sessions

## Health Behaviour and Weight Management Interest Group

The Health Behaviour and Weight Management Interest Group (HBWMIG) welcomed some new members and, despite the many challenges presented by COVID-19, were able to achieve a productive and successful year.

Key achievements:

- Held a webinar entitled 'Overcoming the barriers and long-term weight loss success', presented by Dr Nick Fuller, a globally recognised expert in obesity
- Reviewed Dietitians Australia webpage on paleo diets
- Contributed to Dietitians Australia's response to the Draft National Preventive Health Strategy
- Contributed to a review of 'Weight Inclusive Health at Every Size (HAES) approach – Background' for Practice-based Evidence in Nutrition (PEN)
- Developed and distributed a member survey on Share Plate engagement



## Engagement and Development Committees updates

### Victoria Branch



Ruth Walker & Sophie Adley,  
co-Chairs, Victoria Branch

It was a year of challenges for the Leadership Committee in Victoria. Two lockdowns led to rescheduling and/or cancelling our planned professional development and networking events. We are thankful for our patient and dedicated committee and the amazing dietitians working throughout Victoria under trying circumstances.

Key achievements:

- Developed ‘Tips for...’ resources for dietetics students. One was for studying online and one was for online placement. These resources were sent to all dietetics courses in Victoria.
- Held a ‘Vegan Diet in Pregnancy’ webinar in May 2020.
- Planned an online networking event, then a face-to-face one. Both were cancelled due to the Victorian COVID-19 lockdowns. These will be held later in 2021.
- Planned some great events and activities for the 2021 to 2022 financial year, in accordance with the new Dietitians Australia Branch By-laws.

We are really looking forward to the 2021 to 2022 year. We have a new Co-convenor, Sophie Adley, and have set some exciting goals that we look forward to achieving.

### South Australia Branch



Leti Sasanelli,  
Chair, South Australia Branch

2020 to 2021 was a difficult year for many of our dietitians. COVID-19 restrictions meant that many of our meetings, planned networking and CPD events were cancelled, postponed or held online. This made networking and sharing of ideas extremely challenging. Despite the challenges, the SA Leadership Committee was able to conduct a successful two-part gut health webinar series. It was great to see dietitians from all over the country tune in.

Networking events are now back up and running. A dietitians walk took place to celebrate Dietitians Week, and it was great to see many young dietitians attend and get involved in a relaxed networking event. The committee is excited for the year ahead and cannot wait to start networking with like-minded dietitians again.

Key achievements:

- Dietitians walk networking event that took place during Dietitians Week
- ‘Getting to the Guts of it’ two-part webinar series with guest speakers Mel Reid (rural generalist dietitian), Dr Cathy Martin (founder and director of Specialised Gut Psychology), and Dr Chris Rayner (consultant gastroenterologist and investigator in the Centre of Research Excellence)



Networking in South Australia

## Northern Territory Branch



Anthea Brand and Amanda Hill (pictured),  
co-Chairs, Northern Territory Branch

During the 2020 to 2021 financial year, the NT branch had good engagement from the committee and broader NT-based members. It was a challenging year for the NT Branch. Although we did not enter lockdown, there were COVID impacts personally and professionally for a number of members, including periods of time where work activities were redirected and outreach travel was restricted. This reduced the number of engagement events undertaken and led to the delay and rescheduling of our CPD event.

### Key achievements:

- Offered 6 CPD grants to NT members: Almost \$2000 in CPD grants were provided over 2 rounds. These supported dietitians working in Darwin and Alice Springs in both clinical and public health settings to undertake a diverse range of CPD events, mostly online. Round 2 advertising was particularly successful in engaging interest and applications.
- Regular engagement activities: Two engagement events were each held in Darwin, Katherine and Alice Springs. In particular, the Dietitians Day event attracted a good turnout (17 attendees). Feedback on these events is that they continue to be important ways for dietitians to meet and interact, and they bring together dietitians working in diverse settings who may not have previously met. Dietitians Day also allowed promotion of nutrition and dietetics to the wider community and health professionals.
- Planning of CPD event: While the CPD event planned for the 2020 to 2021 financial year could not proceed, members spent a significant amount of time preparing for it. It subsequently occurred on 30 July 2021. The event required rescheduling twice and the planning committee had to work to engage new presenters and complex video-conferencing and virtual features. The event was physically held in Darwin and Alice Springs and video-linked to Katherine. Presenters were at both physical locations and online.

## Tasmania Branch



Varitha Kinghorn,  
Chair, Tasmania Branch

The Tasmania Branch had a busy and productive 2020 to 2021 financial year. We have been resilient and adapted to the pandemic situation well. We have actively promoted and recognised the contribution of dietitian volunteers, including encouraging award nominations and showcasing volunteer profiles among Tasmanian dietitian members. This is a way of saying thank you for our volunteers' hard work.

### Key achievements:

- Contributed to 3 Dietitians Australia submissions, including the Royal Commission into Aged Care, Tasmania Our Health Care Future – Allied Health Workforce 2040, and Tasmania Eating Disorders Service Facilities.
- Held 2 webinars on the topics of 'GUT: Health vs Hype' and 'Debunking Biochemistry: Interpreting and Changing Biochemical Markers', with record-breaking attendance for Tasmanian events. The Branch received a commendation letter from the CEO regarding the success of this CPD event.
- Held 5 member-engagement networking events, including dinner, with trivia night, after-work drinks networking and annual Jingle and Mingle pre-Christmas social.
- Collaborated with the University of Tasmania regarding the opportunity to explore Tasmanian dietetic workforce and needs in preparation for future demand.
- Awarded 4 CPD grants to support members' professional development to Isabelle Goodwin, Carole MacGregor, Jaymeila Webb and Hannah Dobbie.

## Western Australia Branch



Ellen Paynter and Frances Foulkes-Taylor (pictured), co-Chairs, Western Australia Branch

This year we had some limitations on activities possible due to COVID restrictions and have taken some time to upskill in roles. However, the WA Branch was still able to meet our yearly goals, and remained busy planning for future activities. We held 2 successful catch-ups for dietitians at local venues throughout the year, which attracted different attendees. We also helped plan the Mental Health and Telehealth webinar in combination with the Mental Health IG, which was successful. We were able to provide professional development grants to 7 WA dietitians.

Key achievements:

- Held the Mental Health, Diet and Telehealth webinar (with the Mental Health IG)
- Held 2 informal engagement events for dietitians
- Provided grants for 7 dietitians for professional development

## Queensland Branch



Jordan McCamley, Chair, Queensland Branch

The Queensland Branch has risen above the challenges posed by COVID-19 and continued to deliver outstanding events across the state. The dedication and commitment of the team has ensured we have been able to cope with the ever-changing demands of trying to organise our regular events during a pandemic.

The Branch bid farewell to several long-standing committee members this year, and we would like to thank them for their hard work and the significant amount of time they have volunteered. There are also many new faces who are ready to continue the great work of the Queensland Branch in supporting our members with exciting and engaging professional development and networking opportunities.

Key achievements

- Successful Dietitians Day rural and remote events held on Friday 18 and 19 September:
  - Cairns after-work engagement, with over 30 attendees
  - Morning teas in Townsville, Toowoomba and Mackay with over 10 attendees across the sites
- Held New Year networking event in early 2021 with over 130 members attending. This event consisted of an awards presentation, networking, career coaching and a panel question and answer session.
- Provided 5 CPD grants to Queensland members.

## New South Wales Branch



Simran Grover, Chair, New South Wales Branch

Like many others, the NSW Branch's events were disrupted by COVID-19. This forced us to adapt and be creative to continue to provide quality development and engagement opportunities to members.

Key achievements:

- Held a 'Private Practice Dietetics – First Steps' webinar in October.
- Held 2 networking opportunities: an online trivia event to celebrate Dietitians Day in September, and a face-to-face 'Engaging Eats' in December.
- Held an online masterclass in March providing an update on the latest medication management of type 1 and type 2 diabetes, which had over 100 attendees. The success of this piloted model has assisted in planning future development events.
- Planned a 'Student Awards and Networking' Event in May. However this was cancelled due to COVID restrictions .
- Awarded 1 Continuing Professional Development grant to Claire Ho.
- Awarded the 2021 Joan Woodhill Prize for Excellence in Research to Hiba Jebeile.
- Successfully nominated Dr Susan Hart for the Dietitians Australia Branch Award of Merit.

## Australian Capital Territory Branch



Meg Ryan, Chair, Australian Capital Territory Branch

The 2020 to 2021 financial year was a challenging, yet successful, year for the ACT Branch. The Branch came together well throughout the year and pivoted to provide options for networking and engagement for the ACT dietetics community.

The Branch was committed to continuing to provide some engagement and networking events for the community, and consequently had to postpone some events and create new online opportunities. Once pandemic restrictions eased, we were able to re-engage members for a face-to-face end-of-year networking event and a Dietitians Week walk in March.

Key achievements:

- Held webinar entitled 'COVID Hacks: What has the pandemic taught us?' to highlight the positive flow-on effects from the COVID-19 pandemic and the lessons we can take into our everyday practice
- Held an end-of-year networking picnic event
- Held a Dietitians Week walk and coffee with more than 15 Canberra dietitians joining us

## Section 9 – Appendices



# Appendix A – Membership statistics

Category	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Other	Total
APD only	2	14	1	15	2	1	14	3	1	53
Affiliate member		2		1			2	1	2	8
Full time	96	942	46	840	239	62	880	276	9	3390
Part time	45	572	6	445	113	30	475	173	3	1862
Career Break	4	19		21	4	2	21	9	8	88
Full time study	5	53	1	51	16	1	33	7	1	168
Overseas		17		5	4		16	2	403	447
Non-practising dietitian	1	12		10		1	9	2	5	40
Parental leave	7	65	2	57	11	2	66	17	3	230
Seeking work/ unpaid work	9	132	4	95	32	6	111	23	19	431
Retired	5	14	1	7	4	1	13	7		52
Life member	1	2		1	4		2	2		12
Honorary member		1						1		2
Student	38	303	1	317	71	3	256	83	18	1090
<b>Grand total</b>	<b>213</b>	<b>2148</b>	<b>62</b>	<b>1865</b>	<b>500</b>	<b>109</b>	<b>1898</b>	<b>606</b>	<b>472</b>	<b>7873</b>



Membership numbers – last 5 years	2016	2017	2018-2019	2020	2021
Working	4641	4824	5029	5301	5305
Currently not working	680	643	590	655	917
Not working in a related industry	42	48	38	39	40
Overseas	369	396	433	442	447
Retired	54	54	50	25	52
Student dietitian	463	462	1029	949	1090
Honorary life and honorary members	13	13	12	11	14
Affiliate	11	11	13	6	8
<b>Total</b>	<b>6269</b>	<b>6440</b>	<b>7221</b>	<b>7428</b>	<b>7873</b>
% increase from previous year	6.4	2.7	12.1	2.9	6
Deferred	325	373*	459	363	380
Resignations	24	22	33	24	43
Reinstatements	514	465	469	n/a	72
Lapsed	253	361	289	682	303
Suspended/expelled	0	0	0	0	0

\* 320 deferred for all of 2017; 53 deferred for part of 2017



# Appendix B – Councils, Committees, Spokespeople and Working Parties

## Regulatory Services portfolio

Position	Name
<b>Australian Dietetics Council (ADC)</b>	
Chairperson	Claire Palermo
Deputy Chairperson	Merrilyn Banks
	Lauren Williams
	Fiona Pelly
	Carmel Smart
	Annabel Sweeney
	Jane Conway
	Susanne Owen
	John Stubbs
<b>Dietetic Credentialing Council (DCC)</b>	
Chairperson	Mary Hannan-Jones
Deputy Chairperson	Deanne Harris
	Tracy Burrows
	Jane Porter
	May Mak
	Annabelle Stack
	Prue Morgan
	Rod Wellington
	Noel Muller

## Advocacy and Policy portfolio

Position	Name
<b>Food Regulatory and Policy Committee (FRPC)</b>	
Chairperson	Miranda Blake
Members (as of 30 June 2021)	Jacinta Bryce
	Rhodi Bulloch (NZ rep)
	Chris Cashman
	Anna Chu
	Bobbie Crothers
	Louise Fisher
	Carena Gee
	Chris Irwin
	Genevieve James-Martin
	Elizabeth Neale
	Rajshri Roy
	Dana Thomson
	Kate Wilkinson
Lisa Yates	
<b>Representatives</b>	
Australian Stroke Coalition	Julia Schindlmayr
Australian & New Zealand Hip Fracture Registry (ANZHFR) Steering Group	Jack Bell
Australian Clinical Terminology Users Group	Jordan McCamley
Australian Pain Society (APS) Relationships Committee	Katherine Brain
Medical Education and Scientific Advisory Council, Diabetes Australia	Shannon Lin
Direct Client Care and Support Staff Industry Reference Group	Suzanne Kennewell
Don't Rush to Crush Fourth Edition Editorial Committee	Emma Osland
Food Standards Australia New Zealand (FSANZ) Consumer and Public Health Dialogue	Elizabeth World
Food Standards Australia and New Zealand Food Allergen Collaboration	Anne Swain
Living Stroke Guidelines	Fiona Simpson
Mental Health Australia (MHA)	Janice Plain
National Age Care Alliance (NACA)	Vanessa Schuldt
	Julie Dundon
National Allergy Strategy Working Group	Suzanne Kennewell
National Diabetes Service Scheme (NDSS) Culturally and Linguistically Diverse (CALD) Expert Reference Group	Tammie Choi
NSW Agency for Clinical Innovation (ACI) Home Enteral Nutrition (HEN) Executive Committee	Charity Spalding
SA Allied and Science Health Professional Association Group	Letizia Sasanelli

## Marketing and Membership Administration portfolio

Position	Name
<b>Scientific and Social Program Committee (SSPC)</b>	
Director responsible	Glenn Cardwell
Chairperson	Lina Breik
Members (as of 30 June 2021)	Rhiannan Cheng
	Zoe Davidson
	Varitha Kinghorn
	Nicole Kiss
	Tetyana Rocks
	Matt Snelson
	Jane Winter
	Georgia Woodfall
	Lisa Yates

## Corporate portfolio

Position	Name
<b>Finance Risk and Compliance Committee (FRPC)</b>	
Director responsible and Chairperson	Margot Richardson
Members (as of 30 June 2021)	Damien Angus
	Tracy Hardy
	Melissa Armstrong

## Communications portfolio

Position	Name
<b>Media spokespeople</b>	
ACT	Lisa Donaldson
NSW	Clare Collins
	Trent Watson
	Allan Barclay
	Kate Gudorf
	Nicole Dynan
	Jane Freeman
	Felicity Curtain
	Anika Rouf
	Kate Di Prima
SA	Maria Packard
	Themis Chryssidis
TAS	Natasha Murray
	Milly Smith
VIC	Melanie McGrice
	Lisa Renn
	Simone Austin
	Joel Feren
	Tim McMaster
WA	Charlene Grosse
	Margaret Hays

## Education and Professional Services portfolio

Position	Name
<b>Nutrition &amp; Dietetics Journal Editorial Board</b>	
Editor in Chief	Judi Porter
Editor	Dianne Reidlinger
Statistics Editor	Marijka Batterham
Systematic Literature Review Editor	Elizabeth Neale
Clinical Trials Editor	Sharleen O'Reilly
Editorial Board Members	Lucinda Bell
	Andrea Braakhuis
	Clare Corish
	Suzie Ferrie
	Vicki Flood
	Janelle Gifford
	Rebecca Golley
	Kathryn Hart
	Ingrid Hickman
	Vasant Hirani
	Tilakavati Karupaiah
	Nicole Kiss
	Evangeline Mantzioris
	Claire Palermo
	Kirrilly Pursey
	Anna Rangan
	Lynda Ross
	Jane Scott
	Nerissa Soh
	Sze-Yen Tan
Helen Truby	
Robin M. Tucker	
Shelley Wilkinson	
Serene Yoong	
Adrienne Young	
Jo Zhou	

## Branches/Engagement and Development Committees (as of 30 June 2021)

Position	Name
<b>ACT</b>	
Chairperson	Meg Ryan
Members	Melissa Knox
	Sarah Ewels
	Simone Cannon
	Katherine Paul
	Ekavi Georgousopoulou
	Baan Kinani
	Sarah Watkins
<b>NSW</b>	
Chairperson	Simran Grover
Members	Georgia Wakefield
	Adela Yip
	Sybilla Levenston
	Claire Ho
	Erika Hung
	Joseph Gregory
	Melissa Eaton
<b>QLD</b>	
Chairperson	Jordan McCamley
Members	Louise Moodie
	Marion Vasudevan
	Monique St Claire
	Danielle Cave
	Lana Mitchell
	Elyssa Hughes
	Alanah Giles
	Felicity Loel
	Madison Ebert
	Tenielle Hamlin

Position		Name
<b>SA</b>		
Chairperson		Letizia Sasanelli
Members		Dimity Dutch
		Hoi Yan (Kitty) Wong
		Morgan Pankhurst
		Karissa Deutrom
		Georgia Bevan
		Rebecca Greco
		Celeste Schammer
		Jayne Barbour
<b>WA</b>		
Co-Chairperson		Ellen Paynter
Co-Chairperson		Frances Foulkes-Taylor
Members		Amber Marie Rose
		Emily Calton
		Julia Middeke
		Catherine Panossian
		Kimberley Dutkowski
		Elizabeth Tearne
		Megan Nawrocki
		Naomi Crosby
<b>TAS</b>		
Chairperson		Varitha Kinghorn
Members		Kate Grant/Stanfield
		Andrea Ortiz
		Monica Stagg
		Samantha Stanton
		Kerryn Hornby
		Phoebe Nelson
		Claire Galloway
		Emma Wuestner
		Josephine Tilley

Position	Name
<b>NT</b>	
Co-Chairperson	Amanda Hill
Co-Chairperson	Anthea Brand
Members	Alexander Wetten
	Hannah Downes
	Angelique Bennett
	Hannah Lanham
	Jennae Fattore
	Emily Catton
	Tania Whight
Laura Baddeley	
<b>VIC</b>	
Co-Chairperson	Ruth Walker
Co-Chairperson	Sophie Adley
Members	Liyuan (Charlene) Hong
	Chanel Relf
	Pooja Adhyaru
	Adelaide Giddens
	Jillian Melville
	Hoi Chung (Janice) Siu
Amelia Belich	



## Interest Group Committees (as of 30 June 2021)

Position	Name
<b>Bariatric Surgery</b>	
Convenor	Louise Elvin-Walsh
Members	Breanna (Bre) Elphick (Crawley)
	Catherine (Cathy) Harbury
	Clare Dix
	Cassandra Stuchbery
	Alyce Rees
	Stevie Raymond
<b>Cystic Fibrosis</b>	
Convenor	Jenna Stonestreet
Members	Karen Herd
	Angela Matson
	Natalie Vanderhaak
	Jodi Grunert
	Lara Mathers
	Nicole Saxby
	Felicity Loel
<b>Corporate Nutrition</b>	
Co-Convenor	Felicity Curtain
Co-Convenor	Emily Scott
Members	Zahra Adem
	Ashleigh Robinson
	Sara Lehmann
	Pooja Adhyaru
<b>Diabetes</b>	
Acting Convenor and WA Chapter Coordinator	Patricia Marshall
VIC Chapter Coordinator	Tim McMaster
QLD Chapter Coordinator	Nicole Walker
NSW Chapter Coordinator	Robyn Barnes
Members	Rachel Freeman
	Steve Flint
	Emily Murray
	Sunita Date
	Hana Niyaz

Position	Name
<b>Disability</b>	
Convenor	Felicity Dick
Members	Jamil Tuazon
	Sue Gebert
	Kathryn Toohey
	Sally Girvan
	Michelle Livy
	Renae Reid
	Chadia Bastin
<b>Dietitians in Private Practice</b>	
Convenor	Ashleigh Jones
Members	Sally Marchini
	Cathie Lowe
<b>Eating Disorders</b>	
Convenor	Mellisa Ashley
Members	Deanne Harris
	Kirrilly Pursey
	Jodie Sheraton
	Fumi Somehara
	Jess Tilbrook
	Claire Toohey
	Tessa Heinonen
	Caitlin McMaster
	Tetyana Rocks
	<b>Emerging Dietitians</b>
Convenor	Claudia Coombes
Members	Annabel Comerford
	Pooja Adhyaru
	Shian Jordan
	Claudia Cramer
	Megan Boswell
	Thuy Nguyen
	Karly Bartrim
	Dimity Dutch

Position	Name
<b>Food Allergy and Intolerance</b>	
Convenor	Kim Faulkner-Hogg
Members	Wendy Stuart-Smith
	Anne Swain
	Sharon Trueman
	Neelam Pun
	Phoebe Starling
	Kirsty Leray
	Shae Rickards
	Joanna Baker
	Annabel Clancy
<b>Food and Environment</b>	
Convenor	Stefanie Carino
Members	Nicole Senior
	Nathan Cook
	Kathy Faulkner
	Rachael Cox (nee. Randall)
	Liza Barbour
	Kristen Mackenzie-Shalders
	Karen Charlton
	Sara Forbes
	Alison Kempe
	Sandra (Sandy) Murray
	Kate Wingrove
	Rachael Cooper
	Ellyn Bicknell
	Jo McCormack
	Kate van Berkel
	<b>Food Service</b>
Co-Convenor	Olivia Farrer
Co-Convenor	Sara Forbes
Members	Denise Cruickshank
	Celia Zhuwei
	Elise Nash
	Laura Barsha
	Jane Porter
	Elizabeth Tearne
	Joanna McCormack

Position	Name
<b>Gastroenterology</b>	
Convenor	Elena George
Members	Eleonora Stojanoska
	Chu Kion Yao
	Jo Beer
	Sandra Feeney
	Heidi Staudacher
	Caroline Tuck
<b>Health Behaviour and Weight Management</b>	
Convenor	Lynda Ross
Members	Sally Badorrek
	Joanna Aaron
	Hiba Jebeile
	Marijka Batterham
	Charlene Wight (nee Matthews)
	Jane Musial
	Adrea Cawte
	Robin Hay
<b>Indigenous Nutrition</b>	
Convenor	Noell Burgess
Members	Amanda Webb
	Brianna Sanderson
	Trinda Kunzli-Rix
	Dorothy Richmond
	Stephanie De Zilva
	Alyse Davies
	Tara Rawson
	Amanda Cripps
	Michelle Allen
	<b>Mental Health</b>
Convenor	Elise Tripodi
Members	Janice Plain
	Alexandra Harman
	Georgina Latimer
	Michelle Hsu
	Lisa Mercer
	Josephine Pizzinga
	Luisa Cook
	Cassie Hoole
	Nerissa Soh
	Stephanie Heard

Position	Name
Mental Health and Nutrition & Dietetics Information (MHANDi) Working Group	Michelle Hsu
	Jane Duyker
	Tania Mathewson
	Jaslyn Dugmore
	Sonya Stanley
<b>Nutrition Support</b>	
Convenor	Brydie Cleeve
Members	Clare Ferguson
	Kate Hamilton
	Greta Hollis
	Lina Breik
	Claire Dux
<b>Oncology</b>	
Convenor	Belinda Steer
Members	Katie Benton
	Teresa Brown
	Elise Den
	Irene Deftereos
	Katherine O'Brien
	Danielle Morton
<b>Paediatric and Maternal Health</b>	
Co-Convenor	Ellie D'Arcy
Co-Convenor	Lisa Vincze
Members	Natassja Billich
	Kyra Sim
	Kayla Dodd
	Catherine Knight-Agarwal
	Shae Rickards
	Alison Ward
	Elisabeth Gasparini
	Kathleen Halliday
	Nicole Bando

Position	Name
<b>Public Health and Community Nutrition</b>	
Co-Convenor	Penelope Love
Co-Convenor	Ju-Lin Lee
Members	Rachel Boak
	Sarah Marshall
	Rati Jani
	Andrea Love
	Nayerra Hudson
	Courtney Barnes
	Amy Knight
	Tina Gingell
Alison Brown	
<b>Rehabilitation and Aged Care</b>	
Acting Convenor	Katherine Brain
Members	Stephen Hodgkinson
	Rachel Milte
	Lucy Kocanda
	Chad Yixian Han
<b>Renal</b>	
Convenor	Marguerite Conley
Acting Convenor & NSW Chapter Coordinator	Su Bahceci
VIC Chapter Coordinator	Louise Stanley
QLD Chapter Coordinator	Helen MacLaughlin
WA Chapter Coordinator	Ruth Dumont
SA Chapter Coordinator	Dearne Brauer
Members	Kelly Lambert
	Stephanie Notaras
	Maria Chan
	Robyn Montgomery
	Sally Noble
Claire Trimmingham	

## Discussion Group Committees (as of 30 June 2021)

Position	Name
<b>Cardiology</b>	
Coordinator	Constantine Mercurio
<b>Dietetic Educators</b>	
Co-Coordinator	Tania Wiesmayr-Freeman
Co-Coordinator	Kelly Squires
<b>Culturally and Linguistically Diverse</b>	
Coordinator	Soumya Kuthadi
Members	Lindiwe Mpala
	Amy Peng
<b>Food Composition</b>	
Co-Coordinator	Vivienne Guan
Co-Coordinator	Yasmin Probst
Members	Elizabeth Neale
<b>Dietitians in Management</b>	
Co-Coordinator	Erika Harman
Co-Coordinator	Andrew McAinch
Members	Jessica Zilujko
	Sharon Youde
<b>Integrative Medicine</b>	
Coordinator	Antigone Kouris-Blazos
Members	Michael Hann
	Nazgol Afsarpour
<b>Ketogenic Diet</b>	
Coordinator	Neha Kaul
Members	Katherine Barwick
<b>LGBTIQ+</b>	
Co-Coordinator	Tom Scully
Co-Coordinator	Kathleen Halliday
<b>Male Nutrition Issues</b>	
Coordinator	Nicolas Denniston

Position	Name
<b>Nutritional Genomics</b>	
Coordinator	Natalie Colson
<b>Nutrition Informatics</b>	
Co-Coordinator	Jordan McCamley
Co-Coordinator	Juliana Chen
<b>Working Overseas</b>	
Co-Coordinator	Bonnie Lau
Co-Coordinator	Yun Shan (Cathy) Wong
<b>Polycystic Ovarian Syndrome</b>	
Co-Coordinator	Siew Lim
Co-Coordinator	Stephanie Pirota
Members	Kate Marsh
	Lisa Moran
	Juhi Bhambhaney
<b>Research</b>	
Co-Coordinator	Naina Varma
Co-Coordinator	Lannie O’Keefe
Members	Debby Andersson
	Dana Craven
<b>Rural, Regional and Remote</b>	
Coordinator	Louise Moodie
Members	Leanne Brown
<b>Vegetarian</b>	
Coordinator	Sally Haden
Members	Siew Lim
	Juhi Bhambhaney
	Jo Oddo
	Rebecca Norris
	Pamela Wong
	Pooja Adhyaru
<b>HIV and AIDs</b>	
Coordinator	Grace Nell
Members	Julianita Purnomo
	Jane Marriott
	Bridget Plunkett
	Louise Houtzager
	Amanda Rider
	Cassandra Slaney

# **Appendix C – Financial Statements**

**DIETITIANS ASSOCIATION OF AUSTRALIA**

**FINANCIAL REPORT**

**FOR THE YEAR ENDED**

**30 JUNE 2021**



**Dietitians Association of Australia**  
ABN: 34 008 521 480  
Financial Report –Year Ended 30 June 2021

**Contents**

Directors' Report .....	78
Auditor's Independence Declaration.....	84
Statement of profit or loss and other comprehensive income .....	85
Statement of financial position .....	86
Statement of changes in equity.....	87
Statement of cash flows .....	88
Notes to the financial statements.....	89
Directors' declaration .....	101
Independent Auditor's Report to the members of Dietitians Association of Australia.....	102



## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report –Year Ended 30 June 2021

### Directors' Report

Your directors present their report on Dietitians Association of Australia, the Company, for the financial year ended 30 June 2021.

#### Directors

The following persons were directors of Dietitians Association of Australia during the whole of the financial period and up to the date of this report:

Tara Diversi – Chair President (appointed 19 May 2017)  
Melissa Armstrong - Vice President (appointed 25 May 2013)  
Margot Richardson – Director responsible for Finance (appointed 7 December 2020)  
Glenn Cardwell – Director (appointed 19 May 2017)  
Jemma O'Hanlon – Director (appointed 10 November 2018)  
Dr Katrina Campbell – Director (appointed 10 November 2018)  
Dr Fiona Willer - Director (appointed 21 November 2019)  
Tracy Hardy – Director (appointed 13 November 2020)  
Tracey Spicer – Independent Director (appointed 22 March 2021)  
Damien Angus - Director responsible for Finance (appointed 20 July 2018 to 13 November 2020)  
Anthea Green - Independent Director (appointed 7 April 2020 to 15 October 2020)

#### Principal activities

The principal activities of the Company were to foster and develop dietetics and to advocate for better nutrition for all in Australia, to promote the value and effectiveness of dietetics, to ensure high standards for the qualification of dietitians and to support and promote the professional practice of dietetics.

#### Objectives, strategies and key performance measures

The key objectives of the Company, both short and long term, are as follows:

- (a) Deliver effectively and efficiently on ongoing core services
- (b) Ensure a sustainable financial base
- (c) Support members to achieve excellence in practice
- (d) Increase opportunities for members
- (e) Influence government policy
- (f) Influence the food supply

A wide range of strategies are employed against these objectives and are described in the Strategic Plan and the Annual Plans which evolved from these objectives.

The Company measures its performance by a range of both qualitative and quantitative indicators. These indicators are used by the directors to ensure the Company is remaining financially sustainable and meeting its other objectives in line with the Strategic Plan.

#### Dividends

Dietitians Association of Australia is a company limited by guarantee and as such is prohibited from paying dividends.

#### Review of operations

The profit from ordinary activities after income tax amounted to \$43,320 as (2020 profit \$289,835)

#### Significant changes in the state of affairs

No significant change in the nature of the Company's activities occurred during the financial period.

#### Matters subsequent to the end of the financial year

No matter or circumstance has arisen since the end of the financial year with the exception and possible effect of Novel Coronavirus (COVID-19) pandemic and the related impact on the Company's future results of operations, cash flows and financial conditions which cannot be reasonably estimated at this stage .

#### Environmental regulation

The company is not affected by any significant environmental regulation in respect of its operations.

## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report –Year Ended 30 June 2021

# Directors' Report continued

## Information on Directors

**Tara Diversi.** *Chair - President*

### Experience and expertise

Tara Diversi is an Accredited Practising Dietitian who has worked in almost all fields of dietetics. She has worked extensively in Nutrition and Dietetics within the private sector, as a teaching-focussed academic, policy consultancy, communications, and in her current role as CEO of Sophus Nutrition, a digital health company. Tara holds a Master of Nutrition and Dietetics along with a MBA, PGradDipPsysc, PGradCertPsysc, GradCertEducation and is a Graduate of AICD. As a member of DAA since 2003, Tara was awarded the Young Achievers Award (in memory of Joan Mary Woodhill) in 2009, and has previously served as a National DAA Media Spokesperson and as the convenor of the Dietitians in Private Sector Interest Group (DIPSIG). She is the National dietetic adviser to the Department of Veterans Affairs. Tara regularly presents workshops, webinars and lectures for DAA, the health sector and corporations and is the author of three books on communication for health professionals, and the co-author of the *The Good Enough Diet* and co-author of the text, *Totoro's Anatomy and Physiology*.

### Qualifications

MNutr&Diet, MBA, GradDipPsysc, PostGradDipPsysc, BHSc, GradCertEdStudies(Higher Ed), APD

**Melissa Armstrong.** *Vice President*

### Experience and expertise

Melissa is an Advanced Accredited Practising Dietitian. She graduated from the University of Sydney with a Bachelor of Science and a Post Graduate Diploma in Nutrition and Dietetics in 1985. She has held clinical dietetic positions in a variety of hospital settings in Australia and the UK and has taught dietetic and diabetes educator students at several universities. Melissa is currently Manager of Nutrition and Dietetic Services at St Vincent's Hospital in Sydney. She has been a member of DA since 1987, contributing to several state and national interest groups and committees for both DAA and the Australian Diabetes Educators Association including being a member of the Australian Dietetics Council Accreditation Reviewer Pool for 9 years. She is currently in her fourth term as a Director on the Board of DA and has been the Vice President of Dietitians Australia since 2017. She has been the Board representative on the Journal Strategic Planning Committee, the Food Regulatory and Policy Committee and the Professional Development Advisory Committee. She is currently representing the Board on the Finance and Risk Committee and the Advocacy and Policy Advisory Committee.

### Qualifications

BSc, GradDipNutDiet, AdvAPD

**Margot Richardson.** *Director Responsible for Finance (appointed 7 December 2020)*

### Experience and expertise

Margot has been a member of the Dietitians Australia Finance, Risk and Compliance Committee for the past two years and was delighted to take up the opportunity to become an Independent member of the board in December 2020. Margot is a highly qualified and extremely motivated professional whose dedication to quality outcomes allows her to use her expertise of more than 32 years business and industry experience to support and strengthen companies and organisations. Margot is the Managing Director of Business Mapping Solutions Pty Ltd.

Having gained experience in the industry as a CPA Public Accountant and Chief Financial Officer, Margot expanded her skillset into governance, directorships, and organisational leadership. She now works with businesses and organisations to support governance development, as well as providing financial management and consultation. A key aspect of her business is the provision of tailored strategic and risk advice to NFP Boards and SMEs.

Margot has built a reputation as a director and mentor that can provide expert strategic advice and sound financial guidance. Her ability to connect personally with her clientele has contributed in no small part to her success with Indigenous organisations, and she conducts herself with scrupulous governance and meticulous attention to detail in all her roles.

She is a Graduate of the Company Directors Course, facilitator of AICD courses and has completed the AICD Mastering the Boardroom program.

### Qualifications

FCPA, GAICD, FGIA, B.Ec/Asian Studies, Grad Dip Financial Management.

## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report –Year Ended 30 June 2021

# Directors' Report continued

### Information on directors (continued)

#### **Glenn Cardwell.** *Director*

##### Experience and expertise

Glenn Cardwell is an Advanced APD who has written four nutrition books, including the international best seller Gold Medal Nutrition (5 editions, translated in two other languages), a life member of Sports Dietitians Australia (a professional body he helped establish), and a life member of Nutrition Australia for services to nutrition education. He has run his own company since 1996, consulting broadly to the food industry, locally and internationally, in particular to the mushroom, asparagus, cherry and banana farmers. His company has also been responsible for managing a total of \$2.92 million of government grants over 10 years. Currently, he is engaged in a mushroom research program at Curtin University and the National Measurement Institute. He has been on the organising committees for seven DAA/DA conferences, the Corporate Sponsorship Committee, the Member Engagement Advisory Committee and is the Director Responsible for conferences.

##### Qualifications

GradDipAppSc, Grad Dip Diet, BSc, AdvAPD

#### **Jemma O'Hanlon.** *Director*

##### Experience and expertise

Jemma O'Hanlon is a trusted nutrition expert and Accredited Practising Dietitian with over 16 years' experience across the food production, foodservice, food manufacturing and public health sectors. A strategic thinker with a strong business acumen, Jemma has led teams of dietitians in both commercial and not-for-profit organisations. Currently the Senior Food & Nutrition Advisor at the Heart Foundation, Jemma is responsible for driving programs that impact the community and identifying strategic opportunities to raise awareness of the Heart Foundation's Heart Healthy Eating Patterns, position statements and evidence reviews. Jemma is the Director responsible for the Marketing, Media and Communications Committee and is renowned for her exemplary written and verbal communication skills, her solution and people-focused approach and strong emotional intelligence. Jemma is deeply passionate about the value dietitians can bring in the community and the role dietitians play as the leading voice in nutrition. With extensive experience across all media platforms, Jemma has a natural ability to translate complex science into simple and engaging messages that drive behaviour change. Jemma has featured on a range of national broadcast platforms, championing culinary nutrition and demonstrating how food can be both nutritious and delicious. In her spare time you'll find Jemma amongst nature, out for a run in the sunshine or whipping up delicious meals in the kitchen.

##### Qualifications

Bachelor of Health Science (Nutrition and Dietetics), APD

#### **Dr Katrina Campbell.** *Director*

##### Experience and expertise

Katrina is an Advanced APD with a unique combination of expertise in research, clinical dietetics, academia, management and consultancy. She is currently the Director of Healthcare Excellence and Innovation in Metro North Hospital and Health Service, the largest health care provider in Australia. She leads pragmatic clinical trials and implementation trials measuring patient, health service and economic outcomes. She also has an international profile in renal nutrition and published more than 100 papers in this area.

Katrina is passionate about building the dietetic profession to challenge the status quo, evaluate outcomes and harness opportunities to improve the health of all Australians

##### Qualifications

Bachelor of Health Science (Nutrition and Dietetics), PhD, AdvAPD

## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report –Year Ended 30 June 2021

# Directors' Report continued

## Information on directors (continued)

### Dr Fiona Willer. *Director*

#### Experience and expertise

Fiona is an Advanced APD who combines academic research, university lecturing and public speaking with creating professional development resources and training for health professionals through her business, Health Not Diets. Her research areas are dietetic private practice benchmarking, inter-professional learning, health consciousness and dietary quality and the integration of weight neutral lifestyle approaches (including Health at Every Size® and the Non-Diet Approach) into the practice of health professionals, particularly dietitians. Fiona has served on the boards of international and domestic organisations including HAES Australia, the Association for Size Diversity and Health and now Dietitians Australia. Creator of the innovative Unpacking Weight Science professional development podcast, Fiona has great enthusiasm for both interrogating weight research and overusing food and eating metaphors in everyday life.

#### Qualifications

B.A. (English & Anthropology), B.HlthSc (Nutrition & Dietetics)(hons), PhD, AdvAPD, AIDN, FHEA, MAICD

### Tracy Hardy. *Director (appointed 13 November 2020)*

#### Experience and expertise

Tracy Hardy is an Accredited Practising Dietitian who combines community-based nutrition, guest university lecturing and public speaking with creating culturally centred workshops, programs, resources and recipe development for community based, not-for-profit and corporate organisations and training for health professionals through her business, Wattleseed Nutrition, Health and Wellbeing. Her research experience focusses on cultural safety of community-based nutrition interventions, traditional food systems and Indigenous food sovereignty. Tracy has held leadership positions on several local and national advisory committees and served on the board of Indigenous Allied Health Australia, a national, member-based Aboriginal and Torres Strait Islander allied health organisation and now Dietitians Australia. Tracy has a great interest in the health and wellbeing of First Nations Peoples of Australia, ensuring and supporting the provision of culturally safe and responsive nutrition and dietetic care and research and strengths-based, community led and community driven nutrition interventions, as well as the Ceremony of Indigenous Facilitation Practices and the Culturally Informed Trauma Integrated Healing Approach Model of care.

#### Qualifications

Bachelor of Nutrition/Dietetics (Hons), APD

### Tracey Spicer. *Independent Director (appointed 22 March 2021)*

#### Experience and expertise

Tracey Spicer AM is a multiple Walkley Award winning author, journalist and broadcaster who has anchored national programs for ABC TV and radio, Network Ten and Sky News.

The inaugural national convenor of Women in Media, Tracey is one of the most sought-after on stage and online keynote speakers and emcees in the region. In 2019 she was named the NSW Premier's Woman of the Year, accepted the Sydney Peace Prize alongside Tarana Burke for the Me Too movement, and won the national award for Excellence in Women's Leadership through Women & Leadership Australia.

In 2018, Tracey was chosen as one of the Australian Financial Review's 100 Women of Influence, winning the Social Enterprise and Not-For-Profit category. She was also named Agenda Setter of the Year by the website Women's Agenda. For her 30 years of media and charity work, Tracey has been awarded the Order of Australia.

Highlights of her outstanding career include writing, producing and presenting documentaries on women and girls in Bangladesh, Kenya, Uganda, Papua New Guinea and India. She is an Ambassador for ActionAid, Cancer Council NSW, QUT's Learning Potential Fund, SISTER2sister and Purple Our World, and Patron of the Pancreatic Cancer Alliance. Her first book, *The Good Girl Stripped Bare*, became a bestseller within weeks of publication, while her TEDx Talk, *The Lady Stripped Bare*, has attracted more than six million views worldwide.

## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report –Year Ended 30 June 2021

# Directors' Report continued

## Information on directors (continued)

Tracey's essays have appeared in dozens of books including Women of Letters, She's Having a Laugh, Father Figures, Unbreakable, and Bewitched & Bedevilled: Women Write the Gillard Years. Recently, the ABC highlighted Tracey's #metoo work in the three part documentary series Silent No More, which featured the stories of hidden survivors. In between emceeing and speaking at hybrid conferences and events, Tracey is researching a book on #Albias.

### Qualifications

BBusComm, GAICD, AM

**Dr Damien Angus.** *Director Responsible for Finance (appointed 20 July 2018 to 13 November 2020)*

### Experience and expertise

Dr. Damien Angus is a Partner at PwC, is a leader in the Melbourne healthcare advisory practice. He has 15 years of strategy consulting experience across Australia, Asia and the USA. Damien has a PhD in physiology and is passionate about improving the health and wellbeing of Australians through driving transformation and reform in the healthcare system and with a strong focus on prevention. He has led numerous growth strategy and transformation engagements for major Australian clients in the health, insurance and government sectors.

### Qualifications

Bachelor of Science (Hons), PhD (Physiology), The University of Melbourne, MBA (Melbourne Business School)

**Anthea Green.** *Independent Director (appointed 7 April 2020 to 15 October 2020)*

### Experience and expertise

Anthea Green has had a career managing organisations that deliver acute and ambulatory health care services. She has also had management roles in aging and disability services. She has worked in the public, private and not-for-profit sectors in these fields in Australia and New Zealand. She has been a Chief Executive for over 30 years. As a CEO she has added value in terms of revenue/profit and quality assurance programs to the organizations she has led. At Australian Hearing, with a turn over \$172 M as she left, she increased revenue by 57% and EBITDA grew from 6% to 12%. The organisation won recognition for its quality of services. At the Shepherd Centre Sydney she advocated successfully to get hearing impaired children early intervention funding. She has been a member of nine Boards and has had the roles of Chair, Secretary and Chair of the Risk Committee. She has been a finalist twice in the NSW Telstra Business Woman of the year Award government sector. She is currently the Founder of Women Who Stand Up a support network for women in leadership or aspiring to lead. Her specialties are actual action inside an organisation for change, advocacy for organisations about policy change and revenue growth and tackling risk management issues. Anthea is an active and involved woman with years of experience.

### Qualifications

Bachelor of Arts from ANU

## Directors' Report continued

### Company Secretary

The following persons held the position of company secretary during the whole of the financial period and up to the date of this report:

**Robert Hunt** (appointed July 2018 to 23 September 2020)

#### Experience and expertise

Robert Hunt is a highly experienced Chief Executive Officer with significant health industry management experience with the National Heart Foundation, Australian Medical Association and most recently as National Chief Executive Officer of St John Ambulance Australia. Robert is a qualified CPA, born and bred in Canberra. Robert's strong focus throughout his career has been to advance professional conduct and he is a passionate advocate for support and encouragement of professional life. As a long-time member of his professional body CPA Australia and the Australian Institute of Company Directors, Robert is keen to protect and enhance the professional standing and recognition of Dietitians in Australia.

#### Qualifications

Certified Practising Accountant, BCom

**Susan Bruce** (appointed 24 September 2020)

#### Experience and expertise

Susan is a highly qualified and experienced Chief Financial Officer with significant not-for-profit experience with CARE Australia, the Australian Nursing and Midwifery Council, Canberra Christian Radio Ltd and most recently as Chief Financial Officer of the Australian Institute of Building. She also has over 28 years' experience in Senior Management roles in Accounting, Finance and Management in the Federal Government. Susan is a qualified FCPA and has a passion for training and mentoring future accountants, which she done in her 13 years' as an Accounting and Business teacher. Susan has been a member of her professional body CPA Australia for over 20 years and has qualifications and experience in governance and the role of Company Secretary.

#### Qualifications:

FCPA, MMgt (Australian National University), BBus (Accounting), GradCertTertiaryEd

### Meetings of Directors

The numbers of meetings of the company's board of directors and of each board committee held during the financial year ended 30 June 2021, and the numbers of meetings attended by each director were:

	Full meetings	
	A	B
Tara Diversi (appointed May 2017)	12	12
Melissa Armstrong (appointed May 2013)	12	12
Margot Richardson (appointed December 2020)	3	4
Glenn Cardwell (appointed May 2017)	12	12
Jemma O'Hanlon (appointed November 2018)	12	12
Dr Katrina Campbell (appointed November 2018)	12	12
Dr Fiona Willer (appointed November 2019)	12	12
Tracy Hardy (appointed November 2020)	6	7
Tracey Spicer (appointed March 2021)	2	2
Damien Angus (appointed July 2018)	7	7
Anthea Green (appointed April 2020)	3	3

A = Number of meetings attended.

B = Number of meetings held during the time the director held office or was a member of the committee during the period.

## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report –Year Ended 30 June 2021

# Directors' Report continued

### Insurance of officers

During the financial period, Dietitians Association of Australia paid a premium of \$5,421 (2020 \$5,200) to insure the directors and secretaries of the company.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of entities in the company, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to the company. It is not possible to apportion the premium between amounts relating to the insurance against legal costs and those relating to other liabilities.

### Proceedings on behalf of the company

No person has applied to the Court under section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of the company, or to intervene in any proceedings to which the company is a party, for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

### Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out on page 9.

This report is made in accordance with a resolution of directors.



Margot Richardson  
Director of Finance

Dated 23 Sept, 2021



Chartered Accountants

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18 Napier Close  
DEAKIN ACT 2600  
PO Box 52, DEAKIN WEST ACT 2600  
AUSTRALIA

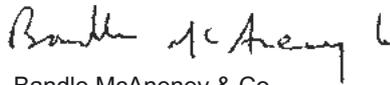
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DIETITIANS ASSOCIATION OF AUSTRALIA  
AUDITOR'S INDEPENDENCE DECLARATION  
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

ABN: 34 008 521 480

I declare that, to the best of my knowledge and belief during the year ended 30 June 2021 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit, and
- (ii) any applicable code of professional conduct in relation to the audit.

  
Bandle McAneney & Co.

  
Anthony J Bandle FCA  
Partner

Place: Canberra, ACT

Date: 23<sup>rd</sup> September 2021

*Liability limited by a scheme approved under Professional Standards Legislation*

**Dietitians Association of Australia**

ABN: 34 008 521 480

Financial Report – Year Ended 30 June 2021

**Statement of profit or loss and other comprehensive income  
For the year ended 30 June 2021**

		Year Ended 30 June 2021 \$	Year Ended 30 June 2020 \$
<b>Revenue from continuing operations</b>	Notes 3	4,838,384	5,481,518
Advertising and marketing		( 76,366)	(97,685)
Administrative expense	1(c)	(290,832)	(244,084)
Audit, tax and legal expense		(154,713)	(48,386)
Consultancy expense	1(c)	(266,633)	(340,107)
Depreciation and amortisation expense		(141,775)	(153,657)
Employee benefits expense		(2,696,901)	(2,292,268)
Membership services		(1,102,571)	(1,868,140)
Occupancy expense		(36,132)	(42,496)
Travel related expense	1(c)	(29,141)	(104,860)
<b>Profit (Loss) for the period</b>		<u>43,320</u>	<u>289,835</u>
<b>Other comprehensive Income</b>		-	-
<b>Total comprehensive income for the period</b>		<u>43,320</u>	<u>289,835</u>
Total comprehensive income for the period is attributable to:			
Members of Dietitians Association of Australia		<u>43,320</u>	<u>289,835</u>

*The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.*

## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report – Year Ended 30 June 2021

### Statement of financial position For the year ended 30 June 2021

		Year Ended 30 June 2021 \$	Year Ended 30 June 2020 \$
<b>ASSETS</b>			
Current assets			
Cash and cash equivalents	5	3,080,040	2,674,041
Trade and other receivables	6	31,665	43,265
Held-to-maturity financial assets		350,000	350,000
Prepayments		212,338	311,784
Total current assets		<u>3,674,043</u>	<u>3,379,090</u>
Non-current assets			
Property, plant and equipment	7	914,804	918,656
Intangible assets	8	487,537	362,772
Total non-current assets		<u>1,402,341</u>	<u>1,281,428</u>
Total assets		<u>5,076,384</u>	<u>4,660,518</u>
<b>LIABILITIES</b>			
Current liabilities			
Trade and other payables	9	364,161	162,297
Deferred income	9(a)	2,359,539	2,223,066
Provisions	10	178,518	143,794
Total current liabilities		<u>2,902,218</u>	<u>2,529,157</u>
Non-current liabilities			
Provisions	10	35,276	35,791
Total non-current liabilities		<u>35,276</u>	<u>35,791</u>
Total liabilities		<u>2,937,494</u>	<u>2,564,948</u>
Net assets		<u>2,138,890</u>	<u>2,095,570</u>
<b>EQUITY</b>			
General/award reserve	11(a)	10,845	10,845
Asset revaluation reserve	11(a)	876,715	876,715
Retained earnings	11(b)	1,251,330	1,208,010
Total equity		<u>2,138,890</u>	<u>2,095,570</u>

*The above statement of financial position should be read in conjunction with the accompanying notes.*

**Dietitians Association of Australia**

ABN: 34 008 521 480

Financial Report – Year Ended 30 June 2021

**Statement of changes in equity**  
**For the year ended 30 June 2021**

	<b>Contributed equity</b>	<b>Reserves</b>	<b>Retained Earnings</b>	<b>Total equity</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Balance at 30 June 2019	10,845	876,715	918,175	1,805,735
Profit/(Loss) for the year			289,835	289,835
Other comprehensive income			-	-
Balance at 30 June 2020	<u>10,845</u>	<u>876,715</u>	<u>1,208,010</u>	<u>2,095,570</u>
Balance at 30 June 2020	10,845	876,715	1,208,010	2,095,570
Profit/(Loss) for the year			43,320	43,320
Other comprehensive income			-	-
Balance at 30 June 2021	<u>10,845</u>	<u>876,715</u>	<u>1,251,330</u>	<u>2,138,890</u>

*The above statement of changes in equity should be read in conjunction with the accompanying notes.*

## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report – Year Ended 30 June 2021

### Statement of cash flows For the year ended 30 June 2021

	Year Ended 30 June 2021	Year Ended 30 June 2020
Notes	\$	\$
Cash flows from operating activities		
Receipts from customers	4,828,584	5,864,984
Payments to suppliers and employees	(4,141,074)	(5,332,173)
Interest received/(paid)	8,713	17,603
Net cash inflow (outflow) from operating activities	696,223	550,414
Cash flows from investing activities		
Payments from held-to-maturity financial assets	-	1,230,000
Payments for property, plant and equipment and intangibles	7&8 (290,224)	(341,033)
Net cash (outflow) from investing activities	(290,224)	888,967
Net increase (decrease) in cash and cash equivalents	405,999	1,439,381
Cash and cash equivalents at the beginning of the financial year	2,674,041	1,234,660
Cash and cash equivalents at end of period	5 3,080,040	2,674,041

*The above statement of cash flows should be read in conjunction with the accompanying notes.*

## Notes to the financial statements

### 1. Summary of significant accounting policies

The principal accounting policies adopted in the preparation of these financial statements are set out below. These policies have been consistently applied to all the periods presented, unless otherwise stated. The financial statements are for the entity Dietitians Association of Australia.

#### a) Basis of preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and interpretations issued by the Australian Accounting Standards Board and the *Corporations Act 2001*. Dietitians Association of Australia is a not-for-profit entity for the purpose of preparing the financial statements.

##### *Compliance with Australian Accounting Standards - Reduced Disclosure Requirements*

The financial statements of the Dietitians Association of Australia comply with Australian Accounting Standards - Reduced Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB).

##### *New and amended standards adopted by the company*

During the year the company adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to it that became mandatory.

Certain new accounting standards and interpretations have been published that are not mandatory for reporting periods beginning on 1 July 2021, none of these have been early adopted by the company.

#### b) Revenue recognition

##### **Revenue recognition –contracts with customers**

AASB 15 requires revenue to be recognised when control of a promised good or service is passed to the customer at an amount which reflects the expected consideration.

The customer for these contracts is the fund provider.

Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price
5. Recognise revenue

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability. This is the case for application fees for new members, which are recognised as income over the expected term of membership.

None of the revenue streams of the company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Contract assets arise when work has been performed on a particular program and goods or services have been transferred to the customer but the invoicing milestone has not been reached and the rights to the consideration are not unconditional. If the rights to the consideration are unconditional then a receivable is recognised. No impairment losses were recognised in relation to these assets during the year (2020: \$nil).

Contract liabilities generally represent the unspent grants or other fees received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided, or the conditions usually fulfilled within 12 months of receipt of the grant / fees. Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date or the conditions will only be satisfied more than 12 months after the reporting date, the liability is presented as non-current. Where the monies are received for the company to acquire or construct an item of property, plant and equipment which will be controlled by the company then the funds are recognised as a contract liability and amortised to revenue as and when the obligation is satisfied.

## Notes to the financial statements

### 1. Summary of significant accounting policies (continued)

#### *Grant income*

Assets arising from grants in the scope of AASB 1058 are recognised at their fair value when the asset is received. These assets are generally cash but maybe property which has been donated or sold to the company at significantly below its fair value.

Once the asset has been recognised, the Company recognises any related liability amounts (e.g. provisions, financial liabilities).

Once the assets and liabilities have been recognised then income is recognised for any difference between the recorded asset and liability.

#### *Membership fees*

Revenue from membership fees is recognised over the period to which the membership relates. The portion of membership fees received that relates to the following financial year is brought to account at balance sheet date as unearned revenue (current liability). The membership runs from 1 January to 31 December.

#### *Advertising and sponsorship revenue*

Advertising and sponsorship income is brought to account when it is received or, if is received for a particular purpose, when the related expenditure is brought to account. Any advertising and sponsorship income received for a particular purpose and not fully expended at year end is brought to account as unearned revenue (current liability).

#### *Conference revenue*

Major national conferences are managed by an external company. The net surplus from these events is brought to account as income in the year in which the event is held. Seeding funds paid to the management company prior to year end, that relate to an event to be held in the following year, are recognised as prepayments (other current assets).

#### *Interest income*

Interest income is recognised when it is earned.

#### *Other revenue*

All other sources of revenue are recognised as revenue when the related goods or services have been provided and the income earned.

### c) Expenses

Administrative Expense, Travel Related Expense and Consultancy Expense primarily include costs that are significantly related to the provision of services to Members.

## Notes to the financial statements (continued)

### 1. Summary of significant accounting policies (continued)

#### d) Income tax

Only non-member income of the Company is assessable for tax as member income is excluded under the principle of mutuality.

Deferred tax is accounted for using the balance sheet liability method in respect of temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. No deferred income tax will be recognised from the initial recognition of an asset or liability, excluding a business combination, where there is no effect on accounting or taxable profit or loss.

Deferred tax is calculated at the tax rates that are expected to apply to the period when the asset is realised or liability is settled. Deferred tax is credited in profit or loss except where it relates to items that may be credited directly to equity, in which case the deferred tax is adjusted directly against equity.

Deferred income tax assets are recognised to the extent that it is probable that future tax profits will be available against which deductible temporary differences can be utilised.

The amount of benefits brought to account or which may be realised in the future is based on the assumption that no adverse change will occur in income tax legislation and the anticipation that the Company will derive sufficient future assessable income to enable the benefit to be realised and comply with the conditions of deductibility imposed by the law.

#### e) Cash and cash equivalents

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts.

#### f) Trade receivables

Trade receivables are recognised when the related goods or services have been provided and the income is earned. Trade receivables are generally due for settlement within 30 days. They are presented as current assets unless collection is not expected for more than 12 months after the reporting date.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off by reducing the carrying amount directly. An allowance account (provision for impairment of trade receivables) is used when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the receivables. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments (more than 30 days overdue) are considered indicators that the trade receivable is impaired. The amount of the impairment allowance is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate. Cash flows relating to short-term receivables are not discounted if the effect of discounting is immaterial.

The amount of the impairment loss is recognised in profit or loss within other expenses. When a trade receivable for which an impairment allowance had been recognised becomes uncollectible in a subsequent period, it is written off against the allowance account. Subsequent recoveries of amounts previously written off are credited against other expenses in profit or loss.

#### g) Inventories

Inventories are measured at the lower of cost and net realisable value.

Inventories acquired at no cost, or for nominal consideration are valued at the current replacement cost as at the date of acquisition.

## Notes to the financial statements (continued)

### 2. Summary of significant accounting policies (continued)

#### h) Investments and other financial assets

##### **Classification**

The company classifies its financial assets as loans and receivables and held-to-maturity investments. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and, in the case of assets classified as held-to-maturity, re-evaluates this designation at the end of each reporting date.

##### **(i) Loans and receivables**

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for those with maturities greater than 12 months after the reporting period which are classified as non-current assets. Loans and receivables are included in trade and other receivables (note 6) and receivables in the balance sheet.

##### **(ii) Held-to-maturity investments**

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the company's management has the positive intention and ability to hold to maturity. If the company were to sell other than an insignificant amount of held-to-maturity financial assets, the whole category would be tainted and reclassified as available-for-sale. Held-to-maturity financial assets are included in non-current assets, except for those with maturities less than 12 months from the end of the reporting period, which are classified as current assets.

##### **i) Recognition and derecognition**

Regular way purchases and sales of financial assets are recognised on trade-date - the date on which the company commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the company has transferred substantially all the risks and rewards of ownership.

##### **j) Measurement**

At initial recognition, the company measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at fair value through profit or loss are expensed in the statement of comprehensive income.

Loans and receivables and held-to-maturity investments are subsequently carried at amortised cost using the effective interest method.

##### **k) Impairment**

###### **Assets carried at amortised cost**

The company assesses at the end of each reporting period whether there is objective evidence that a financial asset or group of financial assets measured at amortised cost is impaired. A financial asset or a group of financial assets is impaired and impairment losses are incurred only if there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset (a loss event) and that loss event (or events) has an impact on the estimated future cash flows of the financial asset or group of financial assets that can be reliably estimated.

For loans and receivables, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows (excluding future credit losses that have not been incurred) discounted at the financial asset's original effective interest rate. The carrying amount of the asset is reduced and the amount of the loss is recognised in profit or loss. If a loan or held-to-maturity investment has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract. As a practical expedient, the company may measure impairment on the basis of an instrument's fair value using an observable market price.

The company assesses at the end of each reporting period whether there is objective evidence that a financial asset or a group of financial assets is impaired.

## Notes to the financial statements (continued)

### 1. Summary of significant accounting policies (continued)

#### l) Property, plant and equipment

Land and buildings (except for investment properties) are shown at fair value, based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains or losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when replaced. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred.

Increases in the carrying amounts arising on revaluation of land and buildings are recognised, net of tax, in other comprehensive income and accumulated in reserves in equity. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit or loss. Decreases that reverse previous increases of the same asset are first recognised in other comprehensive income to the extent of the remaining surplus attributable to the asset; all other decreases are charged to profit or loss. Each year, the difference between depreciation based on the revalued carrying amount of the asset charged to profit or loss and depreciation based on the asset's original cost, net of tax, is reclassified from the property, plant and equipment revaluation surplus to retained earnings.

Land is not depreciated. Depreciation on buildings is calculated using the straight-line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives. Depreciation on other assets is calculated using the diminishing value method. In the case of leasehold improvements and certain leased plant and equipment, the shorter lease term as follows:

Buildings	2.5%
Furniture and fittings	5% - 50%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

From 1 July 2019 all new assets will be depreciated on a straight-line basis.

#### m) Investment properties

Investment properties, principally comprising freehold office buildings, are held for long-term rental yields and are not occupied by the company. Investment properties are carried at fair value, which is based on active market prices, adjusted, if necessary, for any difference in the nature, location or condition of the specific asset. If this information is not available, the company uses alternative valuation methods such as recent prices in less active markets or discounted cash flow projections. These valuations are reviewed bi-annually by a member of the Australian Property Institute. Changes in fair values are recorded in the profit or loss as part of other income.

#### n) Intangible assets - IT development and software

Costs incurred in developing products or systems and costs incurred in acquiring software and licenses that will contribute to future period financial benefits through revenue generation and/or cost reduction are capitalised to software and systems. Costs capitalised include external direct costs of materials and service and direct payroll and payroll related costs of employees' time spent on the project. Amortisation is calculated on a straight line basis over 2 - 5 years.

## Notes to the financial statements (continued)

### **o) Trade and other payables**

These amounts represent liabilities for goods and services provided to the company prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition. Trade and other payables are presented as current liabilities unless payment is not due within 12 months from the reporting date. They are recognised initially at their fair value and subsequently measured at amortised cost using the effective interest method.

### **p) Provisions**

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

### **q) Employee benefits**

#### *(i) Short-term obligations*

Liabilities for wages and salaries, including non-monetary benefits and annual leave expected to be settled within 12 months after the end of the period in which the employees render the related service are recognised in respect of employee's services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liability for annual leave is recognised in the provision for employee benefits. All other short-term employee benefit obligations are presented as payables.

#### *(ii) Other long-term employee benefit obligations*

The liability for long service leave and annual leave which is not expected to be settled within 12 months after the end of the period in which the employees render the related service is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

Expected future payments are discounted using market yields at the end of the reporting period on highly liquid corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

The obligations are presented as current liabilities in the statement of financial position if the entity does not have an unconditional right to defer settlement for at least twelve months after the reporting date, regardless of when the actual settlement is expected to occur.

### **r) Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows.

### **s) Comparative Figures**

Where required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

## **3. Critical accounting estimates and judgements**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that may have a financial impact on the entity and that are believed to be reasonable under the circumstances.

**Dietitians Association of Australia**  
 ABN: 34 008 521 480  
 Financial Report – Year Ended 30 June 2021

## Notes to the financial statements (continued)

### 4. Revenue

	Year Ended 30 June 2021 \$	Year Ended 30 June 2020 \$
From continuing operations		
<i>Sales revenue</i>		
Publication Sales	813	5,010
Grant revenue	66,506	13,920
	67,319	18,930
 <i>Other revenue</i>		
Membership fees	3,828,238	3,574,257
Interest income	6,991	17,603
Advertising	4,663	43,536
Sponsorship	118,177	116,974
Conference, Accreditation, workshop, and seminar income	708,535	1,552,257
Australian Government Cash Flow Boost	-	100,000
Other	104,461	57,961
	4,771,065	5,462,588
 <b>Total Revenue</b>	4,838,384	5,481,518

### 5. Income tax expense

	Year ended 30 June 2021 \$	Period 30 June 2020 \$
Income tax expense		
Current tax	-	-
Deferred tax	-	-
Adjustments for current tax or prior periods	-	-
	-	-

## Notes to the financial statements (continued)

### 5 Current assets - Cash and cash equivalents

	Year Ended	
	30 June 2021	30 June 2020
	\$	\$
Cash at bank and in hand	3,044,195	2,638,199
Restricted cash	35,845	35,842
	3,080,040	2,674,041

The Fay McDonald bequest amount is recognised as restricted cash and any interest earned from the funds are expended for the purpose of post graduate training of dietitians.

### 6 Current assets - Trade and other receivables

	Year Ended	
	30 June 2021	30 June 2020
	\$	\$
Trade receivables	31,665	43,265
	31,665	43,265

## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report – Year Ended 30 June 2021

### Notes to the financial statements (continued)

#### 7 Non-current assets - Property, plant and equipment

	Leasehold Land and buildings \$	Furniture, fittings and equipment \$	Total \$
<b>At 30 June 2020</b>			
Independent valuation	855,500	117,875	973,375
Additions	14,800	8,008	22,808
Accumulated depreciation	(21,757)	(55,770)	(77,527)
Net book amount	848,543	70,113	918,656
<b>At 30 June 2021</b>			
Independent valuation	870,300	104,788	975,088
Additions	19,249	16,571	35,820
Accumulated depreciation	(42,941)	(53,163)	(96,104)
Net book amount	846,608	68,196	914,804

#### Valuation basis

The company obtains an independent valuation for its property at least every three years. An independent valuation was obtained in April 2019.

## Notes to the financial statements (continued)

### 8 Non-current assets – Intangible assets

	Software \$	Total \$
<b>Year ended 30 June 2020</b>		
Opening net book amount	152,966	152,966
Additions	318,226	318,226
Amortisation charge	(108,420)	(108,420)
Closing net book amount	362,772	362,772
<b>At 30 June 2020</b>		
Cost	789,660	789,660
Additions	318,226	318,226
Accumulated amortisation	(745,114)	(745,114)
Net book amount	362,772	362,772
<b>Year ended 30 June 2021</b>		
Opening net book amount	362,772	362,772
Additions	256,303	256,303
Disposals	(47,426)	(47,426)
Amortisation charge	(84,112)	(84,112)
Closing net book amount	487,537	487,537
<b>At 30 June 2021</b>		
Cost	363,753	363,753
Additions	256,303	256,303
Disposals	(47,426)	(47,426)
Accumulated amortisation	(85,093)	(85,093)
Net book amount	487,537	487,537

During the year a new public website was commenced and is expected to be live by the end of quarter 1 of 2022.

**Dietitians Association of Australia**  
 ABN: 34 008 521 480  
 Financial Report – Year Ended 30 June 2021

## Notes to the financial statements (continued)

### 9 Current liabilities - Trade and other payables

	Year Ended 30 June 2021 \$	Year Ended 30 June 2020 \$
Trade payables	138,873	36,217
Accrued expenses	109,837	97,931
PAYG and Goods and Services Tax (GST) payable	81,732	19,296
Other	33,719	8,853
	364,161	162,297

### 9(a) Deferred Income

	Year Ended 30 June 2021 \$	Year Ended 30 June 2020 \$
Membership fees	1,957,145	1,872,693
NDIS Grant Funding	383,274	350,373
Conference income in advance	19,120	-
	2,359,539	2,223,066

### 10 Provisions

	30 June 2021			30 June 2020		
	Current	Non-Current	Total	Current	Non-current	Total
	\$	\$	\$	\$	\$	\$
Provision for annual leave	150,162	-	150,162	127,075	-	127,075
Provision for long service leave	28,356	35,276	63,632	16,719	35,791	52,510
	178,518	35,276	213,794	143,794	35,791	179,585

### 11 Other reserves and retained earnings

#### (a) Other reserves

	Year Ended 30 June 2021 \$	Year Ended 30 June 2020 \$
Revaluation surplus - property, plant and equipment	876,715	876,715
General/award reserve	10,845	10,845
	887,560	887,560

#### Movements:

#### *Revaluation surplus - property, plant and equipment*

Opening balance	876,715	876,715
Revaluation - net	-	-
Balance 30 June	876,715	876,715

#### *General award reserve*

Opening balance	10,845	10,845
Balance 30 June	10,845	10,845

## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report – Year Ended 30 June 2021

### Notes to the financial statements (continued)

#### 11 Other reserves and retained earnings (continued)

##### (b) Retained earnings

Movements in retained earnings were as follows:

	Year Ended 30 June 2021 \$	Year Ended 30 June 2020 \$
Balance 1 January	1,208,010	918,175
Net Profit/(loss) for the period	43,320	289,835
Balance 31 December	<u>1,251,330</u>	<u>1,208,010</u>

#### 12 Key management personnel disclosures

##### Key management personnel compensation

	Year Ended 30 June 2021 \$	Year Ended 30 June 2020 \$
Key management personnel payments	484,573	544,349
Number of staff during the year	3	3
Number staff at the end of the year	3	2

#### 13 Contingencies

The company had no contingent assets or liabilities at 30 June 2021 (30 June 2020: nil).

#### 14 Related party transactions

Transactions between related parties are on normal terms and conditions no more favorable than those available to other persons unless otherwise stated.

##### (a) Company secretary

At Balance date Susan Bruce was Company Secretary. Her salary is included as part of key management personnel compensation per note 12.

##### (b) Transactions with other related parties

The following transactions occurred with related parties:

During the year, the nine directors received total remuneration of \$26,375 directly from the Company for management of the Company other than reimbursements of expenses incurred on behalf of the Company.

#### 15 Liability of members

The Company is a company limited by guarantee to the extent of \$10 per member. As such the Company is not permitted to distribute dividends amongst its members. At 30 June 2021 the total of these guarantees amount to \$79,060 (2020 \$74,680). On 30 June 2021 there were 7,906 members (2020:7,468).

#### 16 Events occurring after the reporting period

No matter or circumstance has arisen since the end of the financial year with the exception and possible effect of Novel Coronavirus (COVID-19) pandemic and the related impact on the Company's future results of operations, cash flows and financial conditions which cannot be reasonably estimated at this stage.

## Dietitians Association of Australia

ABN: 34 008 521 480

Financial Report – Year Ended 30 June 2021

### Directors' declaration

In the directors' opinion:

- (a) the financial statements and notes set out on pages 10 to 25 are in accordance with the *Corporations Act 2001*, including:
  - (i) complying with Accounting Standards - Reduced Disclosure Requirements, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
  - (ii) giving a true and fair view of the entity's financial position as at 30 June 2021 and of its performance for the year ended 30 June 2021, and
- (b) there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of directors.



Margot Richardson  
Director of Finance

Place: Canberra, ACT

Dated: 23 Sept 2021



Chartered Accountants

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INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF  
DIETITIANS ASSOCIATION OF AUSTRALIA  
ABN: 34 008 521 480

### Opinion

We have audited the financial report of Dietitians Association of Australia ("the Company") which comprises the statement of financial position as at 30 June 2021 the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year ended 30 June 2021, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

- a) giving a true and fair view of the Company's financial position as at 30 June 2021 and of its financial performance for the year ended 30 June 2021; and
- b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's Report.

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

### Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

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### ***Auditor's Responsibilities for the Audit of the Financial Report***

Our objectives are to obtain reasonable assurance about whether the financial 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 Australian Auditing Standards 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 financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit.

We identify and assess the risks of material misstatement of the financial 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.

We 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 the Company's internal control.

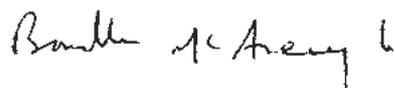
We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

We conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company'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 financial 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 Company to cease to continue as a going concern.

We evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors 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.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards



**Bandle McAneney & Co**



**Anthony J Bandle FCA  
Partner**

**Canberra:**

**Dated: 23 September 2021**

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Dietitians  
Australia