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The 2019-2020 year has redefined the phrase “interesting times”. What started out as a national crisis with seemingly endless bushfires has been replaced by the ongoing international crisis with the SARS-Cov-2 COVID 19 pandemic. I cannot begin to cover the amount of work that College Fellows, Trainees and staff have undertaken in all their spheres of influence in coping with the variety of issues that have come up.

February and March 2020 were spent dealing with the gradual realisation that the pandemic was real and going to impact on all our lives in a dramatic once in a generation fashion. Cancellation of the RCPA Pathology Update 2020 was initially unthinkable but soon became the most responsible and sensible thing to do, despite the preparations of speakers, Fellows, Trainees and especially College staff. Handling the disruptions of lockdown to work and family life, learning new habits of hand washing and social distancing, managing the vagaries of technology to enable working from home, the quietness of the roads for those who continued to travel into work, were all new experiences.

Now, despite the gradual return to the new normal, many face-to-face College activities are curtailed as travel, inter-state and international is all still limited. As of the date of writing it appears that the further relaxation of restrictions may not occur to enable participation in the face-to-face components of many of our Fellowship exams. These have been delayed as far as possible towards the end of the year to enable all trainees the opportunity to still be examined at the end of the training cycle and hopefully emerge from their “trainee-chrysalis” as new Fellows and start work as pathologists. Their roles are even more important in the COVID-19 world.

The busy-ness of pathology laboratories varied dramatically with a 20-40% downturn in routine work with serious concerns about financial viability in some sectors. The converse applied in microbiology / molecular laboratories with a huge scaling up of PCR viral antigen testing for this new virus.

The College is grateful to the many Fellows who diverted their energies to assist in advising the various Governmental bodies about how best to respond to the pandemic. Governments have proven very willing to receive and act upon reasoned medical advice. In addition, the advice from Fellows enabled sensible decisions to be made about which technological platforms are appropriate, namely PCR for the primary detection of SARS-CoV-2 infection. There is a secondary role for serology testing once more is understood about the natural history of this infection.

Many of the issues of previous years have been deferred during this time. The College is aware of slow progress from the Department of Health...
President’s Perspective

on Collection Centre rents and is interested to see whether this results in any judicial cases to delineate the nature of ‘market rent’. The MBS review as it pertains to the Pathology sector is on hold pending a review by the so-called Health Design Lab of the Department of Health. The National Medical Workforce Strategy consultation process also appears delayed.

Once again, I would like to thank you, the College Fellows for your support of College activities, whether it is volunteering to participate in the myriad of representative roles and tasks or participating in College organised events. I am also most grateful for the endeavours and commitment of the CEO, DCEO and all those College employees who support our College organisation.

I commend the 2019-2020 annual report to you.

Take care, stay safe

Michael Dray
President
Board of Directors
Alphabetical list of Directors of the College in office throughout the year.

Dr Ivan Bastian
Dr Lawrie Bott
Prof John Burnett
Dr Michael Dray
Dr Nicole Kramer
Dr Tony Landgren
Dr Daman Langguth
Dr Bruce Latham
Dr Trishe Leong
Dr Daniel Owens
A/Prof Jurgen Stahl
Dr Lynette Waring

Principal Activities
The principal activities of the College during the course of the financial year were the promotion of the study of the sciences and practice of pathology in relation to medicine and the consideration of all questions affecting the interests of College Fellows, as well as the encouragement of research in pathology and ancillary sciences. No significant change in the nature of these activities occurred during the year.

Operating Results
Details of the operating result for the College as at 30 June 2020:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tr>
<td>General funds</td>
<td>($203,679)</td>
</tr>
<tr>
<td>RCPA Foundation</td>
<td>($207,760)</td>
</tr>
<tr>
<td>Education or Research Funds</td>
<td>($453,480)</td>
</tr>
<tr>
<td><strong>Total loss</strong></td>
<td><strong>($864,919)</strong></td>
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Dividends
The College is a 'Not for Profit' organisation and as such does not pay dividends.

State of Affairs
During the period, the outbreak of COVID 19 has had a significant impact on operations but not on the financial standing of the College. Otherwise no significant changes in the state of affairs of the College occurred during the financial year.

Short and Long-Term Objectives
The College aims to be a self-supporting organisation promoting the study of science and the practice of pathology to ensure that sufficient expert pathology services are available to sustain the practice of medicine and to promote health care in the Australasian region.

Performance Measurement
The College monitors membership and trainee numbers against workforce projections needed to support ongoing demand for pathology services. The College liaises with governments and seeks to implement appropriate strategies to ensure that the workforce of pathologists and scientists is sufficient to meet the projected demand for services. Informal benchmarking of the subscriptions paid by members against subscriptions levied by other specialist medical colleges of a similar size is undertaken. This process has revealed that the College fees continue to be at the lower end of the spectrum.

Environmental Issues
The operations of the College are not subject to significant environmental regulation under the law of the Commonwealth or State.

Member Contribution
Fellows of the College, Honorary Fellows of the College and Fellows of College Faculties would contribute up to $20 each in the event of winding up.

Incorporation
The College is incorporated and domiciled in NSW, Australia.
New DCEO joins the College -

Dr Helen Freeborn
Dr Helen Freeborn holds Fellowship from the Royal Australian College of Medical Administrators (RACMA). Previously she worked as a clinical advisor for NSW eHealth and in the Medical Administration team at Royal North Shore Hospital. She holds a Master’s in Public Health and before entering into a career in Medical Administration, worked as an advisor to a number of politicians and as a surgical registrar. She is a board member of the Medical Benevolent Association of NSW.
Board of Directors Meetings

The Board of Directors convened a total of 12 meetings during the year virtually or face to face dealing with the many issues presented for decision as well as regular agenda items such as the financial reports, approval of new and updated documents for the College Policy Manual and approval of candidates for Fellowship and other categories of membership. The Board receives monthly reports from each Board member including financial statements and a report from the CEO. Obviously, many activities have slowed down in the past six months due to the pandemic. The Board has continued monthly meetings and kept up to date with all things related to COVID-19 and its implications and risks for pathologists as well as addressing the problem of the general drop in regular test levels.

Over the year, Modular Genetic Certifications occasioned by changes to supervision mandated by the National Pathology Accreditation Advisory Council (NPAAC) continued to be approved. The Medical Benefits Schedule (MBS) Review moved towards a report stage however the process was halted when Government decided on an overall review of pathology by the Department of Health Design Lab and this has been proceeding, albeit slowly (mainly due to the lockdown). The issue of ensuring NATA Assessors and NATA itself were au fait with the new NPAAC requirements was discussed with a course planned late in 2020.

Following a cyber-attack on the College IT system, investigators recommendations were given Board approval to proceed and College security systems have been further upgraded. The Board gave approval for subscription notices to be sent by email and to be paid online from 2020. In another major decision expenditure was approved for converting cytology exams to digital format and conducting the examinations at RCPAQAP premises. New or reviewed policy documents included CPDP documents to pave the way towards the new Professional Performance Framework (PPF), Position Statements on The Role of a Pathology Clinical Scientist in Australia, and one on COVID19 IgG/IgM RAPID POCT Tests. It has been challenging, but the Directors are confident that the College has shown it was able to work successfully and continue to deal with the many issues and decisions it faces.

Board of Education and Assessment (BEA)

Recognition of prior learning to certify pathologists as competent to supervise laboratories offering genomic and molecular pathology testing was undertaken. The College will offer inaugural examinations in 2020 to certify pathologists as competent to supervise laboratories offering genomic and molecular pathology testing in three disciplines. Given uncertainty surrounding the COVID-19 pandemic and considering health and safety issues, all College examinations have been rescheduled to take place in the final quarter of the year. Difficulty for Fellows to meet CPD requirements this year as a result of withdrawn/denied leave requests, conference cancellations and the re-prioritisation necessary to meet workforce needs has been recognised and as a result continuing professional development requirements have been temporarily relaxed.

The Australian Medical Council (AMC) commended the College on its significant bodies of work detailed in the 2019 progress report and consequently, the Specialist Education Accreditation Committee recommended to AMC Directors that the planned review visit to the College was no longer required in 2020.

Board of Professional Practice and Quality (BPPQ)

The BPPQ has continued to focus on Government related issues such as COVID-19, MBS Review, Approved Collection Centre arrangements,
Review of Operations

Federal Budgets (Pathology related), pathology funding and the Medical Services Advisory Committee (MSAC) process. BPPQ continues to liaise with the Board on other matters such as pathology workforce issues and revalidation. The Committee has an on-going schedule of policy revision and development and frequently makes recommendations for Position Statements and advice to external stakeholders.

Council Committee
Council is tasked with strategic planning for the College and meets annually to consider the issues to be prioritised in the year/s ahead. Council is made up of the Board of Directors (9 members), the State and Regional Chairs (10 members), Advisory committee Chairs (7 members), Faculty Chairs (3 members), Trainee Chair (1 member), Lay committee Chair (1 member), RCPAQAP Chair/Rep (1 member).

In 2019 Council’s discussions centred around activities to further enhance Setting, Monitoring and Maintaining Standards; Education and Continuing Professional Development; Supporting Fellows and Trainees; Awareness and Advocacy; Consultation, Communication and Representation; The Future of Pathology; and Sustainability and Effectiveness of the RCPA.

Discipline Advisory Committees (ACs)
Another successful year for Advisory Committees with a number of disciplines conducting strategic planning days. The volume of documents for comment received by the College continues to increase as does the involvement of the ACs in providing expertise to assist with responses. Advisory Committees assist in reviewing existing policy documents and drafting new policies on relevant issues. The ACs make a significant contribution to the major committees and Board of Directors. The annual face to face meetings at Pathology Update were sorely missed but most have been held via audio/visual meetings.

Committees
The committees encompass all disciplines across subjects of specific interest such as Informatics, Cancer Services and Lay Committee. All committees are active and review and produce College policy documents as part of their brief.

Pathology Education Outreach Committee (PEOC)
The Pathology Education Outreach Committee (PEOC) oversees outreach activities in Fiji, Papua New Guinea, Vanuatu, Western Samoa, Tonga, the Solomon Islands and other Pacific and South-East Asian nations. The focus of the PEOC is training and education which complementing the pathology service delivery and clinical capacity building that many pathologists generously assist with in developing countries. Face-to-face activities were halted from March 2020 due to COVID-19 related restrictions.

State and Regional Committees
Of immense value to the College is State and Regional Chairs and Committees assistance with the organisation and running of examinations in their jurisdictions. All State and Regional Chairs are members of the Council Committee which meets annually to consider and direct future strategic planning for the College. Annual General Meetings are held under the guidance of each State/Regional Councillor, often with a guest speaker and presentation by the College President.

State and Regional Chairs are a valuable resource for Fellows and Trainees alike by opening up lines of communication on local and general issues. COVID-19 has added an extra dimension to their work as they support Trainees faced with timing challenges as examination dates are moved.
Faculties

Faculty of Oral and Maxillofacial Pathology
The College maintains accreditation of its Oral and Maxillofacial Pathology training program in Australia and New Zealand. The Forensic Odontology curriculum is being updated and the training program will be assessed for reaccreditation in Australia in 2021. It is hoped that through further educational enhancement, these programs will attract new trainees.

Faculty of Clinical Forensic Medicine
Two trainees have joined the College’s comprehensive and innovative training program in Clinical Forensic Medicine. The College is pursuing opportunities to accredit new training sites and to recruit more trainees. The Faculty Committee continues to focus on development of guidelines and standards for professional practice and ensuring access to continuing professional development opportunities. The College is preparing a submission to the Medical Board of Australia for recognition of Clinical Forensic Medicine as a new medical specialty.

Faculty of Science
The training program continues to develop and is undergoing curriculum expansion. Applications for training via the Examination Pathway have increased in response to the availability of new NSW Health-funded Clinical Scientist training positions. Examinations for 2020 have been postponed to the fourth quarter due to COVID-related circumstances, however, exam application numbers continue to be encouraging. New applications via the research, pathology informatics and scientific achievement pathways are steady.

The RCPA Foundation is a registered charity actively involved in fostering research and education within the College Fellowship by offering a number of grants and awards each year. The Board of Directors oversees the operation of the RCPA Foundation including fundraising, investment and financial planning and the administration of all grants, awards and scholarships. The awards continue to be eagerly sought after. Grant and award recipients are elected through a competitive application process, which is independently assessed by a Grants subcommittee.

AMC/MCNZ Accreditation
In 2016, the College was accredited for six years, extendable to ten, subject to a site visit in 2020 and a comprehensive review in 2022. The College expects to fulfil the final two conditions in 2020. Due to excellent progress, the AMC and DCNZ have deemed the 2020 site visit to be unnecessary.
The College continues to communicate via multiple pathways and is always open to Fellows’ input. The main vehicles for communication are:

Direct:
The College may at times communicate with Fellows in regard to contact details, CPD, subscriptions or other matters. This year for the first time subscription notices were sent via email with members able to use the URL supplied to pay quickly and easily. The College will not pass on Fellows’ details to external requestors without a Fellow providing permission. To contact the College on any matter call: 61-2 8356 5858, email: rcpa@rcpa.edu.au, post: RCPA, 207 Albion Street, Surry Hills NSW 2010.

Website:
www.rcpa.edu.au
The functionality and online features of the RCPA website continue to be upgraded.

There is a vast amount of information available to all users but for full access Fellows need to log in. One reason for log in problems is unpaid subscriptions. Once subscriptions are in arrears for 6 months, the system automatically locks access to the database and all publications. Log in issues can be resolved by contacting the College.

Committees:
Discipline and other committees are consulted on documents and issues requiring feedback in the main via email.

College events/courses:
The many face to face courses held across a year (sadly interrupted in this unusual year) offer education and interaction and are listed on the RCPA website and in the newsletter. Courses and events in the first half of the year are highlighted in this report.

Annual General Meeting (AGM):
The Annual General Meeting of the College reviews the previous year and Annual General Meetings for the States and regions do the same. Annual AGMs give Fellows the opportunity to come together. The College AGM is the forum for the annual financial report and the election of the new members to the Board of Directors. In line with current legislation, the College AGM must take place within five months of the end of the financial year.

The 2019 AGM held in Rotorua, New Zealand was well attended and saw the handover of the Presidency from Bruce Latham to Michael Dray.

Surveys:
From time to time, the College conducts surveys of Fellows. The survey may require a simple Survey Monkey response or could involve external consultants. Surveys offer the opportunity for members to have a say on issues that matter.

Social media:
The College is active across a number of social media platforms. Connect with us:

- The Royal College of Pathologists of Australasia RCPA
- @PathologyRCPA
- @the_rcpa
- The Royal College of Pathologists of Australasia
- RCPA
Pathology

The RCPA journal *Pathology* had a successful year in 2019-2020. The impact factor saw an impressive rise from 3.163 in 2018 to 3.744 in 2019, with a leap of 5 places to be ranked 16th of 78 journals in the pathology category. There was also a significant increase in the number of articles submitted to the journal in the first half of 2020. The theme issue in early 2020 was ‘Lymphoma 2020: morphology, markers, molecules, WHO knows what next?’ which generated interest internationally. The RCPA *Pathology* Article of the Year Award for 2019 was awarded to Dessauvagie et al. for their article ‘Invasive lobular carcinoma of the breast: assessment of proliferative activity using automated Ki-67 immunostaining’. Elsevier continued to provide valuable support in publication, indexing and marketing of the journal, as well as maintaining the online presence which has become increasingly important. The journal is well promoted on social media by the RCPA’s internal communications staff and Elsevier. The time and expertise invested by the Editor, Associate Editors and Editorial Board to maintain the excellence of *Pathology* is gratefully acknowledged.

Annual Report

Available in hard copy at the RCPA AGM, current and past issues of the Annual Report are available on the College website in an easy to access flip page version.

Pathway (formerly ePathway)

Pathway is a monthly eNewsletter sent to an external audience including government and department contacts, stakeholders and Fellows. It is designed to cover current issues, specific discipline areas and generally inform on the profession and those who practice in it. For its 100th edition this publication had a design refresh to enhance levels of engagement and its reach.

Policy Manual

The College maintains well over 300 policy documents which cover a range of categories including Guidelines, Grants and Awards, Position Statements, Policies, Terms of Reference and Roles and Responsibilities. It is a living manual with documents reviewed and updated every four years (or sooner if required), new documents created as needed and those no longer needed are rescinded. All Policy Manual documents are available via member log in on the website. Updates are approved by the Board of Directors and advised each month via *Pathology Today*.

Pathology Today

Produced fortnightly, *Pathology Today* provides the latest in College news, items of news from third parties and regular segments on forthcoming/past events and job vacancies. It is the main vehicle to advertise Calls for Nominations and to invite applications for various College/external activities.
Courses 1 July 2019 – 30 June 2020

Although severely curtailed in the latter part of the year due to COVID-19, we are pleased to highlight some events that took place from July 2019 to February 2020.

**AMSA NATIONAL CONFERENCE CAREERS EXHIBITION**
11 July 2019: Hotel Grand Chancellor, Hobart TAS

Over 600 medical students attended the AMSA Convention where several specialist Colleges and rural doctor organisations had stalls at the Career Expo. Interest began early with some medical students arriving at the RCPA booth at 8.00am. The RCPA booth was staffed by Drs Daniel Owens, Jessica Beechey and Kathy Robinson with support from Dr Alastair McGregor. There was strong student interest in pathology disciplines and the Basic Pathological Sciences examination. Pathology Update medical student scholarship information disappeared fast. Medical students enjoyed receiving College merchandise and learning more about Pathology and the training pathways.
RCPA Events

AIDA CONFERENCE (AUSTRALIAN INDIGENOUS DOCTORS ASSOCIATION)
2-4 October 2019: Darwin NT

The College participated in the Australian Indigenous Doctors’ Association 2019 conference to promote pathology training to indigenous medical students and graduates. There were many enquiries about embarking on pathology training as a career. Dr Ivan Bastian gave a 20 minute presentation in the program titled *Bacterial Whole Genome Sequencing for Public Health* which was well received.
RCPA Events

SWSLHD DISTRICT CAREER EVENING
2 October: Liverpool Hospital, NSW

Thank you to Dr Miriam Fewtrell and Dr Jack Garland for volunteering their time to answer educational questions and create interest in the Anatomical and Forensic pathways of Pathology. It was great to see the enthusiasm expressed by the JMOs and we hope to see them enrolling for training soon!
ANATOMICAL PATHOLOGY AND LABORATORY SKILLS (APLS) WORKSHOP 2019
17-20 October: Mercure, Ballarat Victoria

Another excellent APLS Workshop. 34 Trainees attended the weekend workshop at the Mercure Hotel in Ballarat. The event was described by Trainees as: “Excellent course. Great content. Incredibly useful to help prepare for the exams” and “Excellent organisation.” The speakers motivation was very evident in their well-received presentations. Thanks to all those involved. The event gave attendees the opportunity to practice laboratory skills from some of the very best!

A massive thank you to all the sponsors: Roche, MSD, Olympus, The Royal Children’s Hospital Melbourne, Agilent Technologies, Howden Medical Books and Australian Clinical Labs Ballarat. Thanks to Austin Health for providing material and equipment to use in the hands-on workshop.
INTRODUCTION TO THE AUTOPSY AND FORENSIC PATHOLOGY COURSE 2019
24–26 October 2019: Ballarat Victoria

The Introduction to the Autopsy and Forensic Pathology Course 2019 was held at the Victorian Institute of Forensic Medicine (VIFM) from Thursday 24 – Saturday 26 October 2019. It was attended by 48 delegates who came from all of the Australian states, New Zealand, Malaysia and Sri Lanka. Registrants included Fellows and Trainees in both Anatomical and Forensic Pathology, Medical and Science students and Senior public officers from the Police and Justice services. Registrants received instruction in post mortem medical examination of the deceased (autopsies) on one day and in standard topics in Forensic pathology for the other two days. Workshops on injury pattern interpretation and death scene examination were included. This course was exceptionally well received by all attendees. A great success!
RCPA Events

LIME CONNECTION VIII CONFERENCE 2019
5-8 November 2019: Christchurch, New Zealand

The RCPA was proud to sponsor the Leaders in Indigenous Medical Education (LIME) Conference held in Christchurch from 5 to 8 November 2019. Hundreds of delegates attended from Australia, New Zealand, the South Pacific region and North America. The conference highlighted the need for everyone to learn the skills of fighting the inequity and racism that harms patients. The conference also highlighted the need to promote and value the voices and leadership of indigenous peoples in our decisions, ensuring safe spaces for patients, students, trainees and health professionals.
FELLOWSHIPS AWARDED

FELLOWSHIP RECIPIENTS
1 July 2019 - 30 June 2020

Dr Karina Aivazian
Dr Yeu Sheng Ang
Dr Suzanne Oyewunmi Arulogun
Dr Theodorus Tony Tanuwijaya Au Jong
Dr Rohan William Beresford
Dr Ekta Umakant Bhutada
Dr Richard Paull Blennerhassett
Dr Katherine Anne Bond
Dr Oliver James Rawlinson Brake
Dr Joanne Raye Brown
Dr Megan Anne Brown
Dr Andrew Busuttil
Dr Sally Elizabeth Campbell
Dr Elizabeth Margaret Catchpoole
Dr Kathleen Pao Lynn Cheok
Dr Man Fong Chew
Dr Eric Ka Ho Chu
Dr Shanee Sanghee Chung
Dr Katie Maree Cronin
Dr Elzahn De Waal
Dr Pietro Ronaldo Paolo Di Ciaccio
Dr Jayanthi Kalyani Dissanayake
Dr Genevieve Bernadette Douglas
Dr Louisa Ruth Dunk
Dr Roushan E. Ferdous
Dr Salvatore Nicola Vito Fiorenza
Dr Tiffany Siang Ying Foo
Dr Ian Gassiep
Dr Lette Gauri Ginsborg
Dr Letitia Sarah Gore
Dr Julian Anton Grabek
Dr Veena Gullapalli
Dr Gamagedara Dilini Amalka Gunawardena
Dr Angela Kate Harris
Dr Amy Jean Holmes

Dr Zaid A. KH. Househ
Dr Anna Hume
Dr Peter Graham Hutson
Dr Helena Sung-In Jang
Dr Wei Jiang
Dr Hayden Arun Jina
Dr Kate Jennifer Johnstone
Dr Alexandra Frances Jolley
Dr Shirley Sze Man Kam
Dr Zakariya Kanaan
Dr Alexandra Rui Wan Kang
Dr Caitlin Livia Keighley
Dr Alireza Khani
Dr Daniel Bryan Kirkpatrick
Dr Alice Elaine Kizny Gordon
Dr Kwan Ki Karrie Ko
Dr Sophie Elizabeth Leitch
Dr Donna Marie Lenghaus
Dr Mei Ti Leung
Dr Xiu Ling Li
Dr Belinda Bin Lin
Dr Qin Liu
Dr Alice Elizabeth Livings
Dr Indika Suranthi Habarakada Liyanage
Dr Laura Elizabeth Maddy
Dr Sairita Maistry
Dr Shreyashee Mallik
Dr Kate Lauren Manos
Dr Ian Mackenzie Marr
Dr Maryam Massaeli
Dr Preethi Ann Mathew
Dr Sally Anne McLaren
Dr Lewis Arthur Melville
Dr Monique Marianne Menzies Wojtowicz
Dr San San Min
Dr Adrian Gardiner Minson
Dr Laura Ann Mogie
Fellowships Awarded

Dr Nicholas Graeme Myles
Dr Soumya Nair
Dr Karthik Deepak Nath
Dr Anna Clare Nelson
Dr Sarah Louise Nickerson
Dr Jad Othman
Dr Michael Maxwell Page
Dr Fiona Robyn Parsonson
Dr Susithra Ratnam Parthiepan
Dr Huda Salim Redha Razvi
Dr Jessica Jane Helder Reagh
Dr Mark George Robertson
Dr Christina Elizabeth Roydhouse
Dr Ross Thomas Salvaris
Dr Daniel Peter Scott
Dr Ka Ho Shea
Dr Lydia Singaraveloo
Dr Joel Daniel Smith
Dr Lisa Claire Squires
Dr Renee Ann Squires
Dr Phoebe Emma Stanford
Dr Brittany Rose Stevenson
Dr James Donald Stewart
Dr Lana Sundac
Dr Fiona Megan Swain
Dr Lucinda Dawn Taege
Dr Xuan Ni Tan
Dr Kenny Tang
Dr Courtney Jayne Tate
Dr Jasmine Chii Teng
Dr Candice Jayne Thomson
Dr Marianne Tiemensma
Dr Shao Yang Tneh
Dr Riana Van Der Linde
Dr Anvita Verma
Dr Morgan Royen Wang
Dr Meredith Ann Wiggins
Dr Timothy Daniel Willis

Dr Chi Kin Felix Wong
Dr Wai Yun Woo
Dr Hui Yan
Dr James Kwun Pong Yeung
Dr Chong Zhou

Post-Fellowship Diploma
Dr Peter Ian Alexander McQuillan
Dr Andrew Scott Reid

Fellow Faculty of Science by Examination
Dr Indira Basu
Dr Wai-Yu Yu

Fellow Faculty of Science by Pathology Informatics
Dr Jody Lynn Fink

Fellow Faculty of Science by Published Works
Dr Stephen Wong
A/Prof Illia Voskoboinik
Awards were not formally presented due to cancellation of the Awards ceremony. Recipients will be invited to participate in the ceremony in 2021.

**RCPA Honorary Fellowship:**
Dr Gerard Cadden

**RCPA Distinguished Fellow Award:**
Prof Sally Bonar  
A/Prof Elizabeth Salisbury  
Dr Dominic Spagnolo

**RCPA Meritorious Service Award:**
A/Prof Morris Odell

**The Konrad Muller Outstanding Teaching Award for a Pathologist:**
Dr Genevieve Bennett  
Dr Geoffrey Strutton

**The Konrad Muller Outstanding Teaching Award for a Scientist:**
Mr Jimmy Ng

**RCPA Pathology Article of the Year Award for 2019:**
Dr Ben Dessauvagie

**RCPA Foundation Mike and Carole Ralston Travelling Fellowship:**
Dr Jad Othman

**RCPA Foundation Kanematsu Research Award:**
Dr Marc Ellis

**RCPA Foundation Postgraduate Research Fellowship:**
Dr Jennifer Borowsky  
Dr Caitlin Keighley  
Dr Jocelyn Jiang

**RCPA Foundation RCPAQAP Research Grant:**
Dr Paul Bonnitcha

**BPS Winners 2019:**
**Eddie Hirst Memorial Prize –**
Dr Shelley Verma

**Neil Prentice Memorial Prize –**
Dr Shivani Fox-Lewis

**The Barbara Williams Cytopathology Memorial Prize:**
Best overall paper in examinations  
Dr Mathew Zaborowski
INFORMATION ON DIRECTORS

Dr Michael Dray
President
Michael Dray is a Consultant Histopathologist based at Waikato Hospital where he is the Clinical Unit Leader of the Waikato District Laboratory Services. He gained his medical degree from the University of Otago. His initial medical career saw him in General Practice for several years prior to training in Anatomical Pathology in Sydney, NSW for 5 years and returning to New Zealand in 2006. He spent 6 years working at Middlemore Hospital, South Auckland before moving to his current position. He is a Senior Lecturer at the University of Auckland and an active member of the Bone and Joint Research Group and a Coronial Pathologist. He has served on a number of College committees and was an examiner in AP. He joined the Board of Directors first as Chair of the RCPA New Zealand Committee (2011-2017), was Vice President of the College 2017-2019 and elected President in November 2019.

Dr Lawrie Bott
Vice President
Lawrie Bott graduated from the University of Sydney and trained as a General Pathologist obtaining Fellowship in 1989. He worked as a General Pathologist in private practice in NSW, country Victoria and Tasmania. He joined Barratt & Smith Pathology in 1990 and was made CEO in 1995. In 2000, he became CEO at Southern IML Pathology, Wollongong. In 2006, he moved to Tasmania as CEO of Diagnostic Services Pty Ltd comprising of Hobart, Launceston and North West Pathology. As well as General Pathologist and CEO of Southern IML Pathology, Lawrie has also been Chief Medical Officer for Sonic Healthcare, Australian Pathology since 2017. College roles include: Member, Deputy Chair and Chair of PPAC 2004-2013 and Chair BPPQ 2013–2018; NSW State Councillor 2005-2007; Councillor for Tasmania 2011-2013; Honorary Secretary 2000-2004 and Chair Pathology Update Overseeing Committee 2001-2004. He was a long-term Director of RCPA Quality Assurance Programs Pty Ltd 2000-2018 and has served on many additional College committees, particularly related to Informatics and e-Health. He has also been a representative on many external organisations and holds a RCPA Meritorious Service Award received in 2013.

Dr Nicole Kramer
Vice President, New Zealand
Nicole Kramer is a Consultant Anatomic Pathologist at North Shore Hospital, Auckland. She graduated from the University of Auckland and completed her Pathology Fellowship in 2011 training in Auckland and Waikato. She has been a member of the National Bowel Cancer Working Group and the Lead Pathologist for the National Bowel Screening Pilot. She is the current Chair of the RCPA NZ Committee of Pathologists, a member of the National Bowel Screening Advisory Group and is an active member of the NZ Neuroendocrine Tumour Research Group.
Information on Directors

A/Prof Trishe Leong  
Secretary/Treasurer
Trishe Leong is the Medical Director of Pathology and Director of Pathology at St Vincent’s Hospital, Melbourne. She received her undergraduate medical degree from the University of Adelaide trained in Anatomical Pathology in Melbourne and was admitted to Fellowship in 2006. Following this, she worked at Monash Medical Centre and the Victorian Cytology Service where she was Deputy Managing Pathologist before joining the Austin where until recently she was the Director of Anatomical Pathology and Medical Director of Pathology. She previously served as Honorary Treasurer of the Australasian Division of the International Academy of Pathologists from 2015-2018 followed by a term as Divisional Vice President. She has been a member of the Steering Committee of the International Collaboration on Cancer Reporting and Deputy Chair of the Cytopathology Advisory Committee for the College.

A/Prof Jurgen Stahl  
Chair, Board of Education and Assessment
Jurgen Stahl graduated from the Medical School of Hannover, Germany in 1986 followed by an MD (Hons) in 1987. During his medical studies, he took one year leave of absence to do BMedSci at the University of Melbourne, Department of Pathology which was followed by a PhD at the Walter and Eliza Hall Institute of Medical Research (Melbourne) in the Cancer Research Unit from 1987 to 1991 (Director Donald Metcalf). From 1992 to 1996, he undertook training in Anatomical Pathology at Flinders University in Adelaide. He also passed the British RCPA College exams (FRCP) in the following year. Starting from the late 90s, he acted in various examiner roles for the RCPA including Chief Examiner in the Basic Pathological Sciences, Examiner and subsequently Associate and Co-Chief Examiner in Anatomical Pathology. In 2019, he was elected as Chair of the Board of Education and Assessment of the RCPA.

Dr Daman Langguth  
Chair, Board of Professional Practice and Quality
Dr Daman Langguth is a Consultant Immunopathologist at Sullivan Nicolaides Pathology and Clinical Immunologist at the Wesley Hospital, Brisbane. He has been a member of many college committees and since 2018 is Chair of the Board of Profession Practice and Quality. He is Chair of Partners at Sullivan Nicolaides Pathology and chairs the data request committee. He is also a member of the Sonic Healthcare Australia credentialing committee. His research interests include laboratory informatics, the immunology of ECMO, and ANCA vasculitis.
Information on Directors

Dr Daniel Owens  
**Council Representative for States, Regions and Faculties**  
Dr Daniel Owens is the Medical and Haematology Director of Hobart, Launceston and North West Pathology, Tasmania and Consultant Haematologist at the Royal Hobart Hospital. He is a graduate of the University of Tasmania and trained in Laboratory and Clinical Haematology at St Bartholomew’s Hospital, London and Prince of Wales Hospital, Sydney. Daniel is the RCPA State Councillor for Tasmania and is a member of the Board of Professional Practice and Quality (BPPQ) and Haematology Advisory Committee. He is a previous Examiner in Haematology.

Dr Lynette Waring  
**Council Representative, Advisory Committees**  
Dr Lynette Waring graduated from the University of Western Australia after several years of paediatric training and gained her FRCPA in Medical Microbiology in 1995. She completed an Infectious Diseases Fellowship at Stanford University Medical School, California. She has worked as a Medical Microbiologist in both the private and public sectors and is currently the Director of Microbiology and Immunoserology at Melbourne Pathology. She has also worked as the clinical lead in Biopharma companies in California, USA, including Chiron, Novartis and Roche Molecular Diagnostics. She has a strong interest in education and is active in the RCPA. She previously served for 6 years on the RCPA Microbiology Advisory Committee, is an examiner, joint Network Coordinator for Training in Victoria, current Chair of the RCPA Microbiology Advisory Committee, a member of the RACP Infectious Diseases Joint Training Committee and is overall Chair of the RCPA Advisory Committees.

Dr Ivan Bastian  
**Council Representative, General**  
Dr. Ivan Bastian has been involved in the field of infectious diseases as a researcher or clinical microbiologist for more than 20 years. After completing his medical training in Melbourne in 1983, his PhD in Darwin in 1996 and his FRCPA-Microbiology training at IMVS in 1997. He was awarded a Neil Hamilton Fairley Fellowship by NHMRC to work at the WHO Coordinating Laboratory for Tuberculosis (TB) in Antwerp, Belgium between 1998 and 2000. In 2000, Dr Bastian returned to IMVS (now SA Pathology) as a Clinical Microbiology Consultant. He has represented IMVS/SA Pathology on various national committees including the Public Health Laboratory Network and the Communicable Diseases Genomics Network. He is the Clinical Director for SA Pathology’s Microbiology Infectious Diseases (MID) Directorate. In addition to general clinical microbiology, Dr Bastian has continued his special interest in TB. As a result of the work on TB projects in Indonesia and the Pacific by Dr Bastian and others, SA Pathology has been recognised as a WHO Supranational TB Reference Laboratory and the international reference laboratory for Indonesia, Solomon Islands and Vietnam. Dr Bastian is also the laboratory representative on Australia’s National TB Advisory Committee.
During the financial year 1 July 2019 to 30 June 2020 there were twelve (12) meetings of the Board of Directors.

<table>
<thead>
<tr>
<th>Alphabetical list of Directors</th>
<th>Directors Meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Eligible to attend</td>
</tr>
<tr>
<td>Dr Ivan Bastian</td>
<td>7</td>
</tr>
<tr>
<td>Dr Lawrie Bott</td>
<td>7</td>
</tr>
<tr>
<td>Prof John Burnett</td>
<td>5</td>
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<tr>
<td>Dr Michael Dray</td>
<td>12</td>
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<tr>
<td>Dr Nicole Kramer</td>
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<tr>
<td>Dr Tony Landgren</td>
<td>5</td>
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<tr>
<td>Dr Daman Langguth</td>
<td>12</td>
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<tr>
<td>Dr Bruce Latham</td>
<td>5</td>
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<tr>
<td>Dr Trishe Leong</td>
<td>12</td>
</tr>
<tr>
<td>Dr Daniel Owens</td>
<td>12</td>
</tr>
<tr>
<td>A/Prof Jurgen Stahl</td>
<td>7</td>
</tr>
<tr>
<td>Dr Lynette Waring</td>
<td>12</td>
</tr>
</tbody>
</table>
From 1 July 2019 to 30 June 2020 the College learnt of the passing of the following members:

Dr Melissa Ann Baker
Dr Norman Alexander Davis
Dr Abe Philip Dorevitch
Dr Harry Kronenberg
Dr Colin James McDonald
Dr Marianne Joan Morgan
Dr Jayant Patwardhan
Prof Ronald Penny AO
Prof Vernon Douglas Plueckhahn AO OBE
Dr Eva Raik AM
A/Prof Udayan Ray
Dr Roger Douglas Scurr
Dr Howard Donal Peter Thomson
Dr Mark Gerard Walsh
Dr Barrie John Way

The College is not always informed of the passing of Fellows and apologises for inadvertent omissions.

Where information is available or the College has background material an obituary will be prepared.
Melissa Anne Baker
Late of Victoria 1975-2020

In 2000, Melissa Baker graduated from Monash University with honours having achieved 11 high distinctions and 15 distinctions. It was only in 2004 that she began formal pathology training at VIFM after a year of geriatrics and palliative care at Geelong Hospital. She had found her niche and achieved Fellowship at the beginning of 2009. Melissa relished the demanding workloads, handled some big cases and dealt with police, coroners, murder trials and even media - all managed with her straightforward manner, good humour and consideration of colleagues.

On top of her busy workload, she dealt with being a parent to two young children. Then came the strains of facing and dealing with serious illness when she was diagnosed with lymphoma. Years of treatment followed, most of it leaving her drained and weak but miraculously she managed to deal with all that came her way. Melissa was not a complainer - in fact she went further than most people or what could be expected of someone in her position. Generous with her time and efforts. She reached out to assist charities like the Bone Marrow Registry, Lymphoma Australia, Green Button Foundation and Snowdome Foundation. She even found time to be a member of the Lay Committee of the College.

A truly inspirational person and an excellent forensic pathologist, Melissa loved what she did. She genuinely cared for everyone around her and in return she was respected and loved by those who came in touch with her.

Sadly, and despite Melissa’s efforts and those of her medical teams, the positive attitude and readiness to undergo more treatments was not enough to combat the disease. ‘Baker’ (as she was known to many), finally succumbed in January 2020. There is no doubt at all that Melissa gave it everything she had. She is sorely missed by her children, family, friends and colleagues.
Obituaries

Dr Abraham (Abe) Phillip Dorevitch
Late of Victoria 1929-2019

Dr Dorevitch (MBBS 1952, MD 1958) was part of the University of Melbourne’s bold experiment to open a branch at Mildura post World War II. He went on to achieve FRACP before being attracted to pathology in 1959. In 1967, he spent a year in London with his young family, obtaining several postgraduate pathology qualifications as well as admission into the Royal College of Physicians and achieved FRCPA in 1969. The following year he established his own private pathology practice in Burke Road Camberwell employing 18 scientific, nursing and administrative staff working out of a small laboratory built in an old converted house. This was the start of a successful practice. When it was sold in 1996 some 26 years later, it had grown to an integrated system of nine state-of-the-art laboratories located across metropolitan Melbourne, country Victoria and southern NSW, with 46 collection centres and over 800 staff, including 23 pathologists.

Growing up through the depression and war years gave Abe direct experience of hard times. This evolved into lifelong empathy and support for the underprivileged and the “battlers” and translated into many acts of giving. These included free pathology services to refugees and those identified by referring doctors as low income. This was an especially significant gesture pre Medicare rebates.

Always focused on excellence, Abe developed and maintained close relationships with referring doctors and hospitals and was quick to adopt new technology and to innovate in all areas of service provision. The practice was well respected and grew to be one of Victoria’s largest. Education was considered important and a medical library with a full-time librarian for staff and referring doctors was set up on the premises. An excellent teacher, Abe enjoyed working with trainees, teaching skin histopathology and continued to do so for some 20 years following his ‘retirement’. He wrote a highly regarded professional newsletter for referring doctors which was included in a GP journal.

Of his many academic qualifications, professional memberships and awards, the one he was the proudest of was a small plaque acknowledging Dorevitch Pathology as a compassionate employer. He felt it was recognition of his philosophy that staff welfare, happiness and job security were the key measures of organisational success rather than profit, customer or shareholder satisfaction. He was a modest, self-effacing family man, widely regarded as the epitome of a true scholar, teacher and gentleman, a man of great humility with an enormous heart and a pioneer in pathology and social justice in the workplace.
Obituaries

Harry Kronenberg AM
Late of NSW  1926-2019

After graduating in medicine at the University of Sydney in 1952, Harry Kronenberg completed his residency at the Royal Prince Alfred Hospital (RPAH) where he was to have a career-long association. In 1957 he was the first haematologist to be appointed at the hospital and in that year he received FRACP. In 1958 he was awarded FRCPA and in 1963 FRCPath. His laboratory role soon grew to include a heavy consultation component and eventually a whole ward was dedicated to haematology patients.

In 1966 Harry was made Consultant Haematologist to the Royal Alexandra Hospital for Children, a position he retained for many years. From 1970 to 1985, he was a Consultant Haematologist to the Concord Repatriation Hospital in Sydney. Following significant involvement in the 1966 Congress of the International Society of Haematologists (ISH) Harry was elected to the Council of the Haematology Society of Australia, where he served as Secretary-Treasurer, Vice President and eventually taking on the Presidency from 1971 to 1973.

Harry Kronenberg devoted many years to the College as a member and Chair of the Board of Education and as a Haematology Examiner and then Chief Examiner in Haematology. He was involved at all levels and stages of the Board’s work, from overseeing the training and assessment of trainees to ensuring the maintenance of standards and quality for new pathologists.

In April 1973, Harry sat on a committee convened by the Royal Australasian College of Physicians to form an ‘Advisory Committee for Advanced Training in Haematology’. After discussing the interim guidelines with a similar group under the auspices of the RCPA, the first Joint Specialist Advisory Committee (JSAC) of the two Colleges met to establish the components of the advanced training program in haematology. Harry was appointed chair and remained in the position until 1990.

His interest in blood transfusion services was highlighted when he became Chair of the New South Wales Red Cross Blood Transfusion Service Scientific Committee in 1971. He remained on the Committee until retirement in 2001. In 1980, he became President of the Australasian Society of Blood Transfusion (ASBT) and in 1982 stepped down to be Vice President. In 1984 he returned to being President continuing until 1987. His involvement at the time was important because in 1986 the ASBT co-hosted in Sydney a combined Congress of the ISH and the Congress of the International Society of Blood Transfusion.

During his career he was a co-author on over 100 scientific publications. In 1996 the ASBT asked Harry to present the Ruth Sanger Oration at their annual meeting. In 2000 the College honoured his many contributions with a Distinguished Fellow Award (DFA). He was made a Member (AM) in the General Division of the Australia Day Honours in 2001 for the expansion of haematology services at his hospital, for services to transfusion medicine and to the fields of education and professional development.

Harry has been described as a well-balanced and complete haematologist who managed his laboratory responsibilities whilst maintaining a very large patient care commitment throughout his career. He believed that without a strong and knowledgeable background of laboratory training. It was not possible to practice in the laboratory or clinically as a haematologist at teaching hospital level. In later years he added an insistence on an adequate exposure to transfusion medicine. Despite his workloads he devoted countless hours to the College and other organisations to further enhance and ensure the progress of haematology and the profession of pathology in general.
Obituaries

Professor Ron Penny AO
Late of NSW 1936-2019

Polish born Ron Penny grew up in Sydney and after graduating with honours from the University of Sydney in 1960, he undertook further studies in haematology, oncology and immunology in the United Kingdom and the United States. On his return in 1967, he set up the first Clinical Immunology Unit in New South Wales at Royal Prince Alfred Hospital. In 1969, this unit was transferred to St Vincent’s Hospital, retaining a research focus in leukaemia, myeloma, paraproteinemia and lymphoma.

A Fellow of the College since 1970, in 1973 Ron Penny became Professor of Clinical Immunology at the University of NSW and in 1979 received the first Doctorate of Science awarded to a Member of a clinical Department by the University. He made the first diagnosis of AIDS in Australia in 1982.

As inaugural director of St Vincent’s Hospital’s Centre for Immunology in 1983, Ron Penny went on to become one of Australia’s most influential scientists and made it his mission to defend the human rights of individuals. In 1993, Ron was inducted as an Officer of the Order of Australia for “service to medical research and education, particularly in the field of clinical immunology”.

As one of Australia’s leading immunologists Ron Penny served as Honorary Consultant at many Sydney hospitals, was a Member of the Editorial Boards of prestigious international journals, and served on Government and non-Government Committees. Between November 2001 and March 2002, he undertook a review of the New South Wales Red Cross Blood Service in association with KPMG.

Ron Penny was a Director of Cryosite Pty Ltd and Peptech Ltd, Health Consultant for Accor Asia Pacific, the Medical Director of Good Health Solutions and a Member of the Scientific and Medical Advisory Board of Probiomics.

He served as an Emeritus Professor of Medicine at the University of NSW, Senior Clinical Advisor for NSW Health, and Chairman of the Corrections Health Services Board. He also served as Co-Chair of the NSW State Government’s Chronic and Complex Care Implementation Group and was a Member of the NSW Expert Advisory Group on Drugs, the Ministerial Advisory Council on Medical and Health Research, and NSW General Practice Council. In 2008 while chair of the NSW Government’s Chronic, Aged and Community Health Priority task force, and a member of the NSW Health Care Advisory Committee, he was appointed to the Federal National Health and Hospital Reform Commission.

Self-effacing and modest, it has been said Ron Penny knew when to take risks and when not to, he was an activist and a pioneer. A superb physician and clinical immunologist and an enthusiastic clinical academic, he attracted some of the brightest young physician trainees to his rapidly expanding unit. One of his unsung achievements was his decade-long work chairing the NSW Corrective Health Services board. A thankless job nobody wanted, it illustrates his values that he took it on anyway, tackling issues like efforts to prevent prisoners from accessing methadone in the early 1990s, and a discriminatory program that isolated HIV prisoners from others.
Obituaries

Prof Vernon Douglas Plueckhahn AO OBE
Late of Victoria 1921-2019

Often described as a self-made man, Vernon had to support himself after school and could only manage part time study in a science course while working as a laboratory technician in what later became IMVS in Adelaide. In 1941, he enlisted, working on a hospital ship as Staff Sergeant handling all the pathology for over 13,000 soldiers. Post war with government assistance he completed his medical degree, finishing at top level, working throughout at IMVS to support himself.

Planning to be a Physician, he completed that degree and only turned to pathology when offered a position at Geelong hospital in 1953 which was the coronial mortuary site for the state. Vern became an expert self-taught forensic pathologist as no training was available. His research on Hexachlorophene use in cross infection involved double blind controlled techniques not yet used. The results helped safeguard the health of babies and mothers worldwide. The department thrived under his lead as Director of Medical Services. He served the AMA 1959-1970 (Victorian Branch) including as President.

A Founding Fellow of the College of Pathologists, he was Victorian State Councillor and from 1977-1979 President of the College.

Vernon’s work led to various changes in public health including the banning of multi dose syringes for vaccinations. In the Lindy Chamberlain case he asserted her innocence and worked with her legal team to negate ‘expert’ UK ‘evidence’. A brilliant administrator, his original staff of 5 at Geelong grew to 90 and the premises evolved from a shed to a purpose-built laboratory. He started a bone bank and was the first in Victoria to store blood for autologous transfusion, introducing fractionation before the Red Cross Blood Bank.

Vernon developed new techniques for cutting sections of non-decalcified bone to evaluate osteoporosis and developed the first cytology service in provincial Victoria. His superb pathology museum is now housed at Deakin University. He embraced the computer era earlier than other hospitals with a facility to house the computer mainframe.

Despite many hurdles Vern’s persistence, planning and connections helped bring about the creation of VIFM where he took on the role of mentor to the inaugural director, providing helpful practical know how and advice. A man of great integrity, Vernon was honest and loyal with a strong sense of justice. His values are clear to see in his textbook Ethics, Medical Law and Forensic Pathology.

Vernon knew how to get things done, especially with government. Committed to education at all levels he taught forensic medicine to 5th year medical students at Melbourne University, producing his famous lectures on forensic medicine manual. The life of this ever so productive and resourceful special Fellow has been detailed in a biography by Prof Kerry Breen titled ‘A Passion for Justice–The life and times of Vernon Plueckhahn’. Please contact rcpa@rcpa.edu.au re copies.
Dr Eva Raik AM
Late of NSW  1935-2019

A leader with determination and above all a believer in high standards Eva Raik’s input and influence on the College shaped its history over many years. She was a force to be reckoned with, but one did not reckon with Eva. Czechoslovakian born, she arrived in Australia (1948) aged 13 without English and in 1959 graduated in medicine from Sydney University, achieving FRCPA in 1967, FRACP in 1975. A haematologist at Kanematsu Memorial Institute, Sydney hospital (1967-1992) she rose from trainee to department head and was also Deputy Director, Sydney Health Area Pathology Services (1987-1992). After a stint in private practice with Sugerman Pathology she became Medical Director of the Northern Sydney Area Health Service at PaLMS with various roles from 1996 until retirement in 2007. Her commitment was to give patients the best possible diagnosis by ensuring the highest standards in all interactions in the chain.

Eva put her convictions into action across many organisations. Her years of service to the College included roles as Honorary Secretary 1980-1986 when she was instrumental in the purchase of Durham Hall and its furnishings. She was Vice President 1991-1995 and RCPA President 1995-1997. Her drive and recognition of the need to address medico-political issues gave birth to the College’s Pathology Professional Activities Committee (PPAC). She was its first Chair 1993-1995 and a member until 2003. She was Editor of the College publication “Commonsense Pathology” from 1987-1994.

Eva was the key liaison point in formation of NATA/RCPA medical accreditation (1984), ensuring competent pathology testing services and thus the competence of laboratories. A member of NATA’s Medical Testing Registration Advisory Board for ten years, she was involved with the Australian Council on Healthcare Standards (ACHS) as a councillor from 1992, President then Chair of the Board by 2001. An AMA Federal Councillor she sat on the Government’s Pathology Services Table Committee (PSTC) and Ministerial Quality Use of Pathology Committee (QUPC) and was AMA nominee on NPAAC. She consulted on pathology for the Graduate Medical Program, University of Sydney from 2008-2012.

When Clinical Pathology at Sydney Hospital ended, she wouldn’t let the name of the Kanematsu Institute fade away. An annual award for research in haematology was set up with the Kanematsu Company via a committee which she chaired. It was offered through the RCPA, now under the RCPA Foundation. Until her death, Eva retained her interest and the College informed her of the winner each year. Her role is recorded in the book Kanematsu’s Great Gift by Ronald Winton. In 2017, Eva, with College help, produced a book titled ‘The History of the Kanematsu Fund’.

She received a Member of the Order of Australia in 2003 for service to medicine as a pathologist and to the Australian health system through membership of a broad range of government and professional associations and committees. She was honoured by the College with the naming of a keynote address delivered annually at Pathology Update. A woman with great presence and uncompromising standards, the College is the better for her service. In her will Eva left a substantial bequest to the College to further the work of the RCPA Foundation as well as providing for an annual prize to be known as the ‘Eva Raik Haematology Trainee Prize’.
Obituaries

A/Prof Udayan Ray
Late of Tasmania 1956-2019

Udayan Ray graduated in medicine in 1980 with honours and gold medal in Internal Medicine from R.G.Kar Medical College, University of Calcutta, India. Subsequently he worked and obtained post-graduate degrees in the field of Obstetrics & Gynaecology, Maternity & Child Welfare, General Practice, Public Health, Industrial Medicine before finally settling in Clinical Biochemistry with a Doctorate of Medicine in 1986. He worked with Mother Teresa to serve the destitute of India volunteering in villages of the state of West Bengal in India.

In addition to his clinical and teaching work in India, before moving to Australia DR Ray served in Papua New Guinea as Specialist Chemical Pathologist and Clinical Co-ordinator of Pathology Services at the Port Moresby General Hospital. Dr Ray spent time as a Chemical Pathologist in Papua New Guinea and he also served the locals as a voluntary Family Practitioner in Port Moresby. He achieved an FAACB in 1995 and College Fellowship in 1996 and served for many years on the RCPA Overseas Trained Specialist Assessment Sub-committee.

Udayan worked at Royal Hobart Hospital from 2003 until the time of his death. Tireless in his commitment to medical student education, he was very supportive of scientist training. His main area of clinical research interests centred on insulin resistance and nitric oxide in ischemic heart disease and malignancy.

A/Prof Ray was well known to scientists and chemical pathologists for his enthusiasm and need to ask further questions. He passed away after a short illness and will be missed by colleagues and friends in Chemical Pathology.
Obituaries

Howard Donald Peter Thomson (known as Peter)

Late of Victoria 1934-2020

Peter graduated MBBS from the University of Melbourne in 1957 and spent a year in Ballarat where he met his wife Patricia when he was an intern at the Ballarat Base Hospital. The following year, he joined the Royal Flying Doctor Service, based in Broken Hill, an appointment which nurtured his lifelong attraction to the Australian outback, its flora, fauna and people.

Peter obtained an indentured fellowship with the then Hospital and Charities Commission Victoria and trained as a general pathologist at Prince Henry's Hospital, Melbourne, qualifying FRCPA in 1966. He spent two years as a hospital-based pathologist at Swan Hill and enjoyed his rural posting, particularly country pursuits with camping, swimming, boating and fishing. On return to Prince Henry’s Hospital he developed his skill as a tissue pathologist and achieved considerable ability in the newly developing discipline of cytology, under the tutelage of John Funder and Michael Drake.

Peter and Pat had returned to Melbourne but decided to return to Ballarat with their brood of five children so Peter could take a more active role in bringing up his family. In Ballarat life was more relaxed and Peter improved his fly fishing skills. In 1974, the family went on a six-month sabbatical to Britain and northern Europe with Peter spending most of the time in Swedish hospitals and the Karolinska Institute. There he became expert in fine needle cytology interpretation, making lifelong friends along the way.

Peter was a vice-president, then President of the Australian Society of Cytology from 1990 until 1992. In 1992, the three yearly meeting of the International Congress of Cytology was held in Melbourne with Peter as Chair of the Organising Committee, resulting in a meeting that was a superb success.

After 26 years in public hospitals, Peter found the non-medical bureaucracy increasingly intrusive and made the move into private pathology. In 2004, he joined the staff of Dorevitch Pathology where he was able to pursue his interests in anatomical pathology and cytology.

Over the years, he maintained his bird photography hobby and with a professional camera and infinite patience, he produced exquisite photos. When increasing debility lessened his ability for field excursions, he switched to photographing flowers with similar results.

Increasing frailty lessened his independence and after an accidental fall he relocated to a nursing home. Peter’s mind remained active, recording memoirs and reflections. He supported others and campaigned against what he saw as unnecessary restrictions on individual freedom and sought to have improved nutrition and variety in the institutional meals. He entertained his frequent visitors and although his strength failed his mind remained active.

Peter contributed, along with others, to the development and improvement of cytology as a scientific discipline in Australia as well as using his undoubted skill as a tissue pathologist.
During or since the end of the financial year the College has given an indemnity or entered an agreement to indemnify, or paid or agreed to pay insurance premiums as follows:

The Insurer agrees to pay on behalf of each Insured Person(s) all Loss for which each Insured Person(s) may not be indemnified by the College and which such Insured Person(s) becomes legally obligated to pay on account of any Claim first made against him/her individually or otherwise and notified to the Insurer during the Period of Insurance for a Wrongful Act after the Retroactive Date. For these purposes, the Insurer will not be liable to pay where to do so would be prohibitive by law.

Director, Councillor and Officer mean any past, present or future Director, Secretary, Executive Officer or employee of the College.

The company has paid premiums to insure each of the Councillors/Directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of Councillor/Director of the College, other than conduct involving a wilful breach of duty in relation to the College. The amount of the premium was $14,850 covering all Councillors/Directors and Officers within Australia and Members of the New Zealand Committee.

Options

The College is not in the practice of issuing share options as it is a Not for Profit organisation.
No person has applied for leave of Court to bring proceedings on behalf of the College or intervened in any proceedings to which the College is a party for the purpose of taking responsibility on behalf of the College for all or any part of those proceedings.

Signed in accordance with a resolution of Directors.

Michael Dray
President

Trishe Leong
Secretary/Treasurer

Dated this 29th day of September 2020
The Directors of The Royal College of Pathologists of Australasia (“the College”) declare that:

1. The financial statements and notes, as set out on the following pages present fairly the College’s financial position as at 30 June 2020 and its performance for the 12 month period then ended in accordance with Accounting Standards and other mandatory professional reporting requirements.

2. In the Directors’ opinion there are reasonable grounds to believe that the College 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 the Directors.

Michael Dray
President

Trishe Leong
Secretary/Treasurer

Dated this 29th day of September 2020
DECLARATION OF INDEPENDENCE BY GILLIAN SHEA TO THE DIRECTORS OF THE ROYAL COLLEGE OF PATHOLOGISTS OF AUSTRALASIA

As lead auditor of The Royal College of Pathologists of Australasia for the year ended 30 June 2020, I declare that, to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements of the Australian professional ethical pronouncements in relation to the audit; and
2. No contraventions of any applicable code of professional conduct in relation to the audit.

Gillian Shea
Director

BDO Audit Pty Ltd

Sydney, 29 September 2020
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020

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<tr>
<th>Description</th>
<th>Note</th>
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</tr>
<tr>
<td>Finance and investment costs</td>
<td>5(a)</td>
<td>(227,192)</td>
<td>(209,153)</td>
</tr>
<tr>
<td>Profit before income tax</td>
<td></td>
<td>(864,919)</td>
<td>2,415,559</td>
</tr>
<tr>
<td>Income tax expense</td>
<td>1(a)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>(Loss)/profit after income tax</td>
<td></td>
<td>(864,919)</td>
<td>2,415,559</td>
</tr>
<tr>
<td>Other comprehensive income:</td>
<td></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other comprehensive income for the year net of income tax</td>
<td></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total comprehensive (deficit)/income for the year</td>
<td></td>
<td>(864,919)</td>
<td>2,415,559</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
**STATEMENT OF FINANCIAL POSITION**

**AS AT 30 JUNE 2020**

<table>
<thead>
<tr>
<th>Note</th>
<th>2020 $</th>
<th>2019 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>6</td>
<td>7,228,240</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>7</td>
<td>2,939,156</td>
</tr>
<tr>
<td>Other current assets</td>
<td>8</td>
<td>611,167</td>
</tr>
<tr>
<td>Financial assets</td>
<td>9</td>
<td>12,424,090</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>NON-CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment in subsidiary company</td>
<td>10</td>
<td>2</td>
</tr>
<tr>
<td>Financial assets</td>
<td>9</td>
<td>7,107</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>11</td>
<td>5,352,655</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>12</td>
<td>3,307,490</td>
</tr>
<tr>
<td>Lease liabilities</td>
<td>13</td>
<td>1,560</td>
</tr>
<tr>
<td>Short term provisions</td>
<td>14</td>
<td>992,776</td>
</tr>
<tr>
<td>Other current liabilities</td>
<td>12</td>
<td>8,153,937</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>NON-CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lease liabilities</td>
<td>13</td>
<td>-</td>
</tr>
<tr>
<td>Long term provisions</td>
<td>14</td>
<td>67,869</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>EQUITY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained earnings</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL EQUITY</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
### STATEMENT OF CASH FLOWS

#### FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020

#### CASH FLOW FROM OPERATING ACTIVITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receipts from subscriptions, training and events (inclusive of GST)</td>
<td>10,600,247</td>
<td>9,270,493</td>
</tr>
<tr>
<td>Interest and dividends received</td>
<td>599,631</td>
<td>833,009</td>
</tr>
<tr>
<td>Donations received</td>
<td>82,346</td>
<td>75,228</td>
</tr>
<tr>
<td>Grant income received (inclusive of GST)</td>
<td>14,828,557</td>
<td>15,659,152</td>
</tr>
<tr>
<td>Payments to suppliers and employees (inclusive of GST)</td>
<td>(23,696,255)</td>
<td>(25,151,487)</td>
</tr>
<tr>
<td>Interest paid</td>
<td>(449)</td>
<td>(879)</td>
</tr>
</tbody>
</table>

Net cash provided by operating activities 22(b) 2,414,077 685,516

#### CASH FLOW FROM INVESTING ACTIVITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payments for property, plant and equipment</td>
<td>(556,392)</td>
<td>(362,741)</td>
</tr>
<tr>
<td>Payments for investments</td>
<td>(929,590)</td>
<td>(1,301,552)</td>
</tr>
</tbody>
</table>

Net cash used in investing activities (1,485,982) (1,664,293)

#### CASH FLOW FROM FINANCING ACTIVITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Repayment of finance lease commitments</td>
<td>(18,712)</td>
<td>(20,270)</td>
</tr>
</tbody>
</table>

Net cash used in financing activities (18,712) (20,270)

Net increase/(decrease) in cash held 909,383 (999,047)

Cash at the beginning of the year 6,318,857 7,317,904

Cash at the end of the year 22(a) 7,228,240 6,318,857

The accompanying notes form part of these financial statements.
## STATEMENT OF CHANGES IN EQUITY

**For the financial year ended 30 June 2020**

### Retained Earnings

<table>
<thead>
<tr>
<th></th>
<th>General Fund</th>
<th>ER Fund</th>
<th>RCPA Foundation</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Balance at 1 July 2018</strong></td>
<td>6,891,970</td>
<td>2,855,662</td>
<td>4,740,513</td>
<td>14,488,145</td>
</tr>
<tr>
<td>Profit for the year</td>
<td>1,910,053</td>
<td>278,548</td>
<td>226,958</td>
<td>2,415,559</td>
</tr>
<tr>
<td>Other comprehensive income for the year</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total comprehensive income for the year</strong></td>
<td>1,910,053</td>
<td>278,548</td>
<td>226,958</td>
<td>2,415,559</td>
</tr>
<tr>
<td><strong>Balance at 30 June 2019</strong></td>
<td>8,802,023</td>
<td>3,134,210</td>
<td>4,967,471</td>
<td>16,903,704</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>General Fund</th>
<th>ER Fund</th>
<th>RCPA Foundation</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Balance at 1 July 2019</strong></td>
<td>8,802,023</td>
<td>3,134,210</td>
<td>4,967,471</td>
<td>16,903,704</td>
</tr>
<tr>
<td>Profit for the year</td>
<td>(203,679)</td>
<td>(453,480)</td>
<td>(207,760)</td>
<td>(864,919)</td>
</tr>
<tr>
<td>Other comprehensive income for the year</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total comprehensive income for the year</strong></td>
<td>(203,679)</td>
<td>(453,480)</td>
<td>(207,760)</td>
<td>(864,919)</td>
</tr>
<tr>
<td><strong>Balance at 30 June 2020</strong></td>
<td>8,598,344</td>
<td>2,680,730</td>
<td>4,759,711</td>
<td>16,038,785</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020

1. Significant Accounting Policies

The financial report of The Royal College of Pathologists of Australasia (the College) for the financial year ended 30 June 2020 was authorised for issue in accordance with a resolution of Directors, dated 29 September, 2020.

The Directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users who are dependent on its general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the members of the College. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with all measurement and recognition criteria, and disclosure requirements of Australian Accounting and the Australian Charities and Not for Profits Commission Act (2012) with the exception of AASB 10 Consolidations and AASB 127 Separate Financial Statements.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with those of previous periods unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise. The amounts presented in the financial statements are in Australian Dollars which is the College’s functional and presentational currency and have been rounded to the nearest dollar. The financial report has been prepared on a going concern basis.

The following is a summary of the material accounting policies adopted by the College in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

(a) Income Tax

The College is classified as a scientific and educational institution by the Australian Taxation Office and therefore, in accordance with section 50-5 of the Income Tax Assessment Act 1997, is exempt from paying income tax.

(b) Property, Plant and Equipment

Items of property, plant and equipment, other than those items noted below, are measured on a cost basis and are depreciated over their estimated useful lives using the straight-line method.

Buildings

The College’s buildings are heritage listed and are being fully maintained. Accordingly, no loss of service potential has occurred during the financial year. Heritage listed buildings have an indefinite life and accordingly, no depreciation has been charged. In addition, as indicated in Note 11 to the financial statements, the carrying value of the land and buildings is at cost and does not exceed their recoverable amount. Independent building valuations are completed every three years in order to assess the recoverable amount.
1. Significant Accounting Policies (continued)

(b) Property Plant and Equipment (continued)

In 2013 an exception was made to this policy for the cost of renovations to the kitchen in Durham Hall. The renovations are estimated to have a useful life of 10 years and are being depreciated on a straight line basis.

Plant and Equipment

Plant and equipment is measured on a cost basis less accumulated depreciation and impairment losses. The carrying amount of plant and equipment is reviewed annually by Directors to ensure that it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows, which will be received from the asset’s employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining the recoverable amount.

The Directors of the College do not consider the wall hangings, portraits, presidential medallion and chain, historical books, Maori carved panel and the cedar table to be depreciating assets (that is they are capital appreciating assets) and as such no depreciation has been charged to them. The carrying value of these items is at cost.

Depreciation is charged on straight line basis and the rates used for each class of assets are as follows:

<table>
<thead>
<tr>
<th>Class of fixed asset</th>
<th>Depreciation rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Owned plant and equipment</td>
<td>5 – 40%</td>
</tr>
<tr>
<td>Leased plant and equipment</td>
<td>20%</td>
</tr>
</tbody>
</table>

Web Site Development

The costs of developing the College’s web site are recognised as asset and are depreciated over the useful life of the asset. The useful life of the web site is limited due to rapid technological changes and generally would be expected to have a short useful life. Accordingly, a useful life of four years has been adopted for this asset.

(c) Leases

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the consolidated entity’s incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.
1. Significant Accounting Policies (continued)

(d) Financial Instruments

Financial instruments are initially measured at fair value on trade date which includes transaction costs when the related contractual rights or obligations exist. Subsequent to initial recognition, these instruments are measured as set out below.

Financial Assets at Fair Value Through Profit or Loss

Financial assets not measured at amortised cost or at fair value through other comprehensive income are classified as financial assets at fair value through profit or loss. Typically, such financial assets will be either: (i) held for trading, where they are acquired for the purpose of selling in the short-term with an intention of making a profit, or a derivative; or (ii) designated as such upon initial recognition where permitted. Fair value movements are recognised in profit or loss in the period in which they arise.

Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are stated at amortised cost using the effective rate of interest method.

Financial Liabilities

Non-derivative financial liabilities are recognised at amortised cost using the effective rate of interest method, comprising original debt less principal payments and amortisation.

(e) Foreign Currency Transactions and Balances

Foreign currency transactions during the period are converted to Australian dollars at the rates of exchange applicable at the date of the transaction. Amounts receivable and payable in foreign currencies at the reporting date are converted at the rates of exchange ruling at that date. It is the policy of the College not to hedge their foreign currency transactions.

The gains and losses from conversion of assets and liabilities, whether realised or unrealised, are included in the Statement of Profit or Loss and Other Comprehensive Income as they arise.

(f) Employee Benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits expected to be settled wholly within 12 months after the end of the reporting period are recognised in other liabilities in respect of employees’ services rendered up to the end of the reporting period and are measured at amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when leave is taken and measured at the actual rates paid or payable.

Other long-term employee benefits

Liabilities for long service leave and annual leave are not expected to be settled wholly within 12 months after the end of the reporting period. They are recognised as part of 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 to the end of the reporting period using the projected unit credit method. Consideration is given to expected future salaries and wages levels,
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020

1. Significant Accounting Policies (continued)

(f) Employee Benefits (continued)

experience of employee departures and periods of service. Expected future payments are
discounted using national government bond rates at the end of the reporting period with terms to
maturity and currency that match, as closely as possible, the estimated future cash outflows.

Regardless of when settlement is expected to occur, liabilities for long service leave and annual
leave 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 12 months after the end of the reporting
period.

(g) Cash and Cash Equivalents

For the purpose of the Statement of Cash Flows, cash includes cash on hand and in call deposits
with banks or financial institutions, investments in money market instruments maturing within less
than three months, net of bank overdrafts.

(h) Comparative Figures

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

(i) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of Goods and Services Tax
(GST), except where the amount of GST incurred is not recoverable from the Australian Taxation
Office (ATO). In these circumstances, the GST is recognised as part of the cost of acquisition of
an asset or as part of the expense.

Receivables and payables in the Statement of Financial Position are shown inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset
or liability in the Statement of Financial Position.

Cash flows are included in Statement of Cash Flows on a gross basis. The GST component of
cash flow arising from investing and financing activities which are recoverable from, or payable
to, the ATO are classified as operating cash flows.

(j) Impairment of Assets

At each reporting date, the College reviews the carrying value of its assets to determine whether
there is any indication that those assets have been impaired. If such an indication exists, the
recoverable amount of the assets, being the higher of the assets fair value less costs to sell and
value in use, is compared to the assets carrying value. Any excess of the assets carrying value
over its recoverable amount is expensed to the Statement of Profit or Loss and Other
Comprehensive Income.

Where the future economic benefits of the asset are not primarily dependent upon the asset’s
ability to generate net cash inflows and when the College would, if deprived of the asset, replace
its future economic benefits. Value in use is the depreciated replacement cost of an asset.
1. Significant Accounting Policies (continued)

(k) Critical Accounting Estimates and Judgements

The Directors evaluate estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data obtained externally. The key areas of the financial statements that are subject to estimate and judgement are outlined as follows:

I. COVID-19 Pandemic
Judgement has been exercised in considering the impacts that the COVID-19 pandemic has had, or may have, on the College based on known information. Other than as addressed in specific notes, there does not currently appear to be either any significant impact upon the financial statements or any significant uncertainties with respect to events or conditions which may impact the College unfavourably as at the reporting date or subsequently as a result of the COVID-19 pandemic.

II. Impairment of trade receivables
The College assesses the carrying value of its trade receivables under the expected credit loss model. The allowance for expected credit losses assessment requires a degree of estimation and judgement. These assumptions include recent sales experience, historical collection rates, and forward-looking information that is available.

III. Estimation of useful lives of assets
The College determines the estimated useful lives and related depreciation and amortisation charges for its property, plant, and equipment assets. The useful lives could change significantly because of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

IV. Employee benefits provision
As discussed earlier in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been considered.

(l) Grants
The College receives grant monies to fund projects either for contracted periods of time or for specific projects irrespective of the period of time required to complete those projects. It is the policy of the College to treat grant monies as deferred grant income in the Statement of Financial Position where the entity is contractually obliged to provide the services in a subsequent financial period to when the grant is received or in the case of specific project grants where the performance obligations have not been satisfied.
1. Significant Accounting Policies (continued)

(m) Revenue Recognition Policy

Revenue from contracts with customers
Revenue is recognised at an amount that reflects the consideration to which the company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the company;

- identifies the contract with a customer;
- identifies the performance obligations in the contract;
- determines the transaction price which takes into account estimates of variable consideration and the time value of money;
- allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and
- recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

The College recognises revenue from its key revenue streams as follows;

Subscription fee revenue
Subscription fee revenue is recognised over time, as the customer receives and consumes the benefits of fellowship over the course of the period.

Training fee revenue
Training fee revenue is recognised over time, as the customer receives and consumes the benefits of registration for training over the course of the registration period.

Examination fee revenue
Exam fee revenue is recognised at the point in time at which the examination is held, and the performance obligation to the customer is satisfied.

Event revenue
Revenue on event attendance is recognised at the point in time at which the event is held, and the performance obligation to the customer has been satisfied.

Grant revenue
Grant revenue is recognised over time, as the company satisfies its performance obligations as stated in the grant funding agreements.

Other revenue
Other revenue is recognised when it is received or when the right to receive payment is established.

Interest revenue
Interest revenue is recognised as interest accrues, under the effective interest rate method.

(n) New, Revised and Amended Standards and Interpretations

The College has adopted all of the new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (‘AASB’) that are mandatory for the current reporting period.

Any new, revised or amending Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020

1. Significant Accounting Policies (continued)

(n) New, Revised and Amended Standards and Interpretations (continued)

The following Accounting Standards and interpretations have been adopted during the period;

AASB 16 Leases
The College has adopted AASB 16 from 1 July 2019. The standard replaces AASB 117 ‘Leases’ and for lessees eliminates the classifications of operating leases and finance leases. Except for short-term leases and leases of low-value assets, right-of-use assets and corresponding lease liabilities are recognised in the statement of financial position. Straight-line operating lease expense recognition is replaced with a depreciation charge for the right-of-use assets (included in operating costs) and an interest expense on the recognised lease liabilities (included in finance costs). In the earlier periods of the lease, the expenses associated with the lease under AASB 16 will be higher when compared to lease expenses under AASB 117. However, EBITDA (Earnings Before Interest, Tax, Depreciation and Amortisation) results improve as the operating expense is now replaced by interest expense and depreciation in profit or loss. For classification within the statement of cash flows, the interest portion is disclosed in operating activities and the principal portion of the lease payments are separately disclosed in financing activities. For lessor accounting, the standard does not substantially change how a lessor accounts for leases. The College did not have any material operating leases to which the Club was a party as a lessee and therefore no amounts have been recognised on the statement of financial position as a result of the adoption of the new accounting standard. The College has applied the practical expedient within the accounting standard, electing to recognise its short-term and low-value lease on a straight-line basis through the statement of profit or loss and other comprehensive income.

2. Entity Limited by Guarantee

The College is limited by guarantee under the Corporations Act 2001. The amount of capital, which is capable of being called up, in the event of, and only for the purpose of a winding up of the College, is not to exceed $100 per member by virtue of the College’s Constitution.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020

3. Subscription, training and fee revenue

<table>
<thead>
<tr>
<th>Note</th>
<th>2020 $</th>
<th>2019 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subscriptions</td>
<td>4,601,936</td>
<td>4,258,756</td>
</tr>
<tr>
<td>Other training fees</td>
<td>841,488</td>
<td>809,074</td>
</tr>
<tr>
<td>Examination fees</td>
<td>567,164</td>
<td>1,005,799</td>
</tr>
<tr>
<td>Pathology update conference</td>
<td>120,950</td>
<td>1,138,810</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>6,131,538</td>
<td>7,212,439</td>
</tr>
</tbody>
</table>

4. Other revenue

<table>
<thead>
<tr>
<th>Note</th>
<th>2020 $</th>
<th>2019 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Earnings from cash holdings and managed funds</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Dividends received</td>
<td>183,799</td>
<td>264,608</td>
</tr>
<tr>
<td>- Interest received</td>
<td>53,189</td>
<td>68,401</td>
</tr>
<tr>
<td>Dividends received from RCPA Quality Assurance Programs Pty Ltd</td>
<td>362,500</td>
<td>500,000</td>
</tr>
<tr>
<td>Franking credits</td>
<td>174,466</td>
<td>252,111</td>
</tr>
<tr>
<td>Donations received – RCPA Foundation</td>
<td>82,346</td>
<td>75,228</td>
</tr>
<tr>
<td>Royalties and related income from pathology journal</td>
<td>338,831</td>
<td>301,978</td>
</tr>
<tr>
<td>Payroll tax refund</td>
<td>-</td>
<td>1,588,727</td>
</tr>
<tr>
<td>Revenue from other activities</td>
<td>125,249</td>
<td>43,767</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,320,380</td>
<td>3,094,820</td>
</tr>
</tbody>
</table>

5. Profit

(a) Expenses

<table>
<thead>
<tr>
<th>Note</th>
<th>2020 $</th>
<th>2019 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depreciation of non-current owned assets</td>
<td>213,505</td>
<td>178,507</td>
</tr>
<tr>
<td>Depreciation of non-current leased assets</td>
<td>18,742</td>
<td>18,691</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>232,247</td>
<td>197,198</td>
</tr>
</tbody>
</table>

Impairment of trade receivables                                       | 74,630   | 37,994   |

Finance and investment costs:

<table>
<thead>
<tr>
<th>Note</th>
<th>2020 $</th>
<th>2019 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Merchant charges for credit card facility</td>
<td>98,781</td>
<td>103,029</td>
</tr>
<tr>
<td>Investment charges</td>
<td>122,671</td>
<td>107,119</td>
</tr>
<tr>
<td>Bank fees and charges</td>
<td>3,326</td>
<td>3,957</td>
</tr>
<tr>
<td>Unrealised foreign exchange variation</td>
<td>2,414</td>
<td>(4,952)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>227,192</td>
<td>209,153</td>
</tr>
</tbody>
</table>
5. **Profit (continued)**

(b) **Significant Revenues and Expenses**

The following revenue and expenses are relevant in explaining the financial performance of the College:

Included in revenue and other expenses per the Statement of Profit or Loss and Other Comprehensive Income are the following revenues and expenses resulting from specific grants received by the College. Grant revenue is recognised as expenses are incurred, any excess of Grant receipts over Grant expenses is recognised in the Statement of Financial Position as Deferred Grant Income. Unexpended Grant income is returned to the Grant provider.

**Grant – Standardisation of Pathology Information**
- Terminology and units (third grant)
  - Revenues: $288,771, $239,064
  - Expenses: $288,771, $239,064
  - Deferred Grant income: $186,796, $328,658

**Grant – Pathology Workforce Change - National Cervical Screening Program**
- Revenues: 
- Expenses: 
- Deferred Grant Income: $18,882, $18,882

**Grant – Structured Reporting of Cancer funding for an additional protocol**
- Revenues: 
- Expenses: 
- Deferred Grant income: $2,564, $2,565

**Grant – Health Genomics Stage 1 & 2**
- Revenue: 
- Expenses: 
- Deferred Grant Revenue: 

**Grant – Structural Pathology Reporting of Cancer 2016**
- Revenues: $253,709, $222,170
- Expenses: $253,709, $222,170
- Deferred Grant Income: 

**Grant – Common Sense Pathology**
- Revenues: $157,382, $83,167
- Expenses: $157,382, $83,167
- Deferred Grant Income: $112,950, $230,333
5. Profit (continued)

(b) Significant Revenues and Expenses (continued)

<table>
<thead>
<tr>
<th>Grant – Specialist Training Program 2010</th>
<th>2020 $</th>
<th>2019 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>-</td>
<td>183</td>
</tr>
<tr>
<td>Expenses</td>
<td>-</td>
<td>183</td>
</tr>
<tr>
<td>Deferred Grant Income</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grant – Genetic and Genomic Certification</th>
<th>2020 $</th>
<th>2019 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>205,055</td>
<td>18,736</td>
</tr>
<tr>
<td>Expenses</td>
<td>205,055</td>
<td>18,736</td>
</tr>
<tr>
<td>Deferred Grant Income</td>
<td>-</td>
<td>222,335</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grant – Specialist Training Program – Tasmania 2018</th>
<th>2020 $</th>
<th>2019 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>562,101</td>
<td>576,968</td>
</tr>
<tr>
<td>Expenses</td>
<td>562,101</td>
<td>576,968</td>
</tr>
<tr>
<td>Deferred Grant Income</td>
<td>60,454</td>
<td>156,527</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grant - Specialist Training Program 2018</th>
<th>2020 $</th>
<th>2019 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>12,674,970</td>
<td>13,991,235</td>
</tr>
<tr>
<td>Expenses</td>
<td>12,674,970</td>
<td>13,991,235</td>
</tr>
<tr>
<td>Deferred Grant Income</td>
<td>1,201,846</td>
<td>1,031,966</td>
</tr>
</tbody>
</table>

| Total Grant Revenues                     | 14,141,988| 15,158,460|
| Total Grant Expenses                     | 14,141,988| 15,158,460|
| Total Deferred Grant Income              | 1,583,494 | 2,244,975 |
## Notes to the Financial Statements

### NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

### 6. Cash and Cash Equivalents

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at bank</td>
<td>7,227,740</td>
<td>6,318,357</td>
</tr>
<tr>
<td>Cash on hand</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>7,228,240</td>
<td>6,318,857</td>
</tr>
</tbody>
</table>

### 7. Trade and Other Receivables

**Current**

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade receivables</td>
<td>3,245,246</td>
<td>5,812,324</td>
</tr>
<tr>
<td>Less: allowance for expected credit losses</td>
<td>(464,007)</td>
<td>(437,500)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2,781,239</td>
<td>5,374,824</td>
</tr>
</tbody>
</table>

- Amounts receivable from related parties (Note 21)

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>RCPAQAP Pty Ltd - Ordinary shares</td>
<td>157,917</td>
<td>3,581</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2,939,156</td>
<td>5,378,405</td>
</tr>
</tbody>
</table>

### 8. Other Current Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepayments</td>
<td>609,644</td>
<td>550,682</td>
</tr>
<tr>
<td>Cash held on behalf of State Committees</td>
<td>1,523</td>
<td>160,348</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>611,167</td>
<td>711,030</td>
</tr>
</tbody>
</table>

The Cash held on behalf of State Committees, its ultimate ownership rests with the College. State Committees have discretion over the use of this cash.


**Current**

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managed Investments at fair value through profit or loss</td>
<td>12,424,090</td>
<td>12,105,930</td>
</tr>
<tr>
<td>- Alternative investments</td>
<td>6,285,422</td>
<td>5,535,708</td>
</tr>
<tr>
<td>- Cash and fixed income – securities</td>
<td>4,130,629</td>
<td>4,466,260</td>
</tr>
<tr>
<td>- Equities (shares and similar investments)</td>
<td>2,008,039</td>
<td>2,103,962</td>
</tr>
</tbody>
</table>

**Non-Current**

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shares in listed corporations</td>
<td>7,107</td>
<td>7,107</td>
</tr>
</tbody>
</table>

### 10. Investments in subsidiary company

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>RCPAQAP Pty Ltd - Ordinary shares</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>
### 11. Property, Plant and Equipment

#### Property

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land and building improvements</td>
<td>279,547</td>
<td>279,547</td>
</tr>
<tr>
<td>Less: accumulated depreciation</td>
<td>(131,113)</td>
<td>(102,711)</td>
</tr>
<tr>
<td>Land and buildings – at cost [refer note 1 (b)]</td>
<td>4,453,127</td>
<td>4,453,127</td>
</tr>
<tr>
<td>Less: impairment</td>
<td>(148,185)</td>
<td>(148,185)</td>
</tr>
<tr>
<td><strong>Total property</strong></td>
<td>4,453,376</td>
<td>4,481,778</td>
</tr>
</tbody>
</table>

#### Plant and Equipment – General Fund

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office furniture – at cost</td>
<td>379,193</td>
<td>351,391</td>
</tr>
<tr>
<td>Less: accumulated depreciation</td>
<td>(253,535)</td>
<td>(228,242)</td>
</tr>
<tr>
<td><strong>Office equipment and machines – at cost</strong></td>
<td>125,658</td>
<td>123,149</td>
</tr>
<tr>
<td>Less: accumulated depreciation</td>
<td>(498,947)</td>
<td>(450,200)</td>
</tr>
<tr>
<td><strong>Wall hangings – at cost</strong></td>
<td>4,135</td>
<td>4,135</td>
</tr>
<tr>
<td><strong>Maori carved panel – at cost</strong></td>
<td>4,750</td>
<td>4,750</td>
</tr>
<tr>
<td><strong>Computer equipment – at cost</strong></td>
<td>2,402,989</td>
<td>2,013,737</td>
</tr>
<tr>
<td>Less: accumulated depreciation</td>
<td>(1,941,335)</td>
<td>(1,830,270)</td>
</tr>
<tr>
<td><strong>Leased assets – at cost</strong></td>
<td>461,654</td>
<td>183,467</td>
</tr>
<tr>
<td>Less accumulated amortisation</td>
<td>(88,846)</td>
<td>(70,104)</td>
</tr>
<tr>
<td><strong>Honour boards – at cost</strong></td>
<td>4,712</td>
<td>23,454</td>
</tr>
<tr>
<td><strong>Total Plant and Equipment</strong></td>
<td>880,318</td>
<td>546,731</td>
</tr>
</tbody>
</table>

#### Plant and Equipment – Education and research Fund

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Portraits – at cost</td>
<td>2,565</td>
<td>2,565</td>
</tr>
<tr>
<td>Historical books – at cost</td>
<td>4,595</td>
<td>4,595</td>
</tr>
<tr>
<td>Cedar table – at cost</td>
<td>4,700</td>
<td>4,700</td>
</tr>
<tr>
<td>Medals – at cost</td>
<td>1,575</td>
<td>1,575</td>
</tr>
<tr>
<td><strong>Total Plant and Equipment</strong></td>
<td>13,435</td>
<td>13,435</td>
</tr>
</tbody>
</table>

#### Work in progress

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Property, Plant and Equipment</strong></td>
<td>5,352,655</td>
<td>5,028,509</td>
</tr>
</tbody>
</table>
11. Property, Plant and Equipment (continued)

(a) Movement in carrying amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and end of the current year are as follows:

<table>
<thead>
<tr>
<th></th>
<th>Land and Buildings</th>
<th>Computer Equipment &amp; Software</th>
<th>Plant, Equipment &amp; Furniture</th>
<th>Work in progress - Building</th>
<th>Leased Assets</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Balance at beginning of year</td>
<td>4,481,778</td>
<td>183,467</td>
<td>339,810</td>
<td>-</td>
<td>23,454</td>
<td>5,028,509</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>389,251</td>
<td>148,181</td>
<td>18,961</td>
<td>-</td>
<td>556,393</td>
</tr>
<tr>
<td>Disposals</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(28,402)</td>
<td>(111,064)</td>
<td>(74,039)</td>
<td>-</td>
<td>(18,742)</td>
<td>(232,247)</td>
</tr>
<tr>
<td>Carrying amount at the end of year</td>
<td>4,453,376</td>
<td>461,654</td>
<td>413,952</td>
<td>18,961</td>
<td>4,712</td>
<td>5,352,655</td>
</tr>
</tbody>
</table>

(b) Recoverable amount of land and buildings

The Directors obtained professional advice from a valuer to ascertain the current market value of the freehold property owned by the College at 203-205 Albion Street, Surry Hills. The advice received was a formal valuation dated June 2019. Based on the valuation provided, the property has a market value of $5.6 million. This valuation takes into account the age and condition of the property, recent comparable sales and the fact that the property is heritage listed. The above value does not include costs of realisation, estimated to be in the range of 3% to 4%. The carrying value of the property is $2.952 million as at 30 June 2020.

The Directors considered the valuation of the property owned by the College at 207 Albion Street, Surry Hills and obtained professional advice from a valuer to ascertain the current market value. The advice received was a formal valuation dated June 2019. Based on the valuation provided, the property has a current market value of $7.3 million. This valuation takes into account the age and condition of the property, recent comparable sales and the fact that it is heritage listed. The above value does not include costs of realisation, estimated to be in the range of 3% to 4%. The carrying value of the property is $1.35 million as at 30 June 2020.

As such the Directors are satisfied that the recoverable amount of land and buildings exceeds the carrying value, and therefore no impairment is required for the year ending 30 June 2020.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020

12. Trade and Other Payables

Current (unsecured)
- Trade creditors: $341,311 in 2020, $339,696 in 2019
- Accruals: $2,289,462 in 2020, $2,361,233 in 2019
- Other current payables: $676,717 in 2020, $641,923 in 2019

Total trade and other payables: $3,307,490 in 2020, $3,342,852 in 2019

Other Current Liabilities (unsecured)
- Grant income deferred: $1,583,494 in 2020, $2,244,975 in 2019
- Funds committed for special purpose projects: $369,164 in 2020, $822,922 in 2019
- Revenue received in advance: $6,201,279 in 2020, $5,247,818 in 2019

Total other liabilities: $8,153,937 in 2020, $8,315,715 in 2019

13. Lease liability

Current: $1,560 in 2020, $18,712 in 2019
Non-current: $0 in 2020, $1,560 in 2019

Total lease liability: $1,560 in 2020, $20,272 in 2019


Current
- Employee benefits:
  Opening balance: $794,585 in 2020, $746,527 in 2019
  Movements during the year: $198,191 in 2020, $48,058 in 2019
  Closing balance: $992,776 in 2020, $794,585 in 2019

Non-Current
- Employee benefits:
  Opening balance: $172,712 in 2020, $187,626 in 2019
  Movements during the year: $(104,843) in 2020, $(14,914) in 2019
  Closing balance: $67,869 in 2020, $172,712 in 2019

Aggregate employee benefit liability: $1,060,645 in 2020, $967,297 in 2019

Provision for Non-Current Employee Benefits

A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave taken is based on historical data. The measurement and recognition criteria relating to employee benefits have been included in Note 1 of this financial report.
15. Capital Commitments

The College has no commitments for capital expenditure at the date of this report.

16. RCPA Foundation for Education and Research

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening balance</td>
<td>4,967,471</td>
<td>4,740,513</td>
</tr>
<tr>
<td>Donations received</td>
<td>82,346</td>
<td>75,228</td>
</tr>
<tr>
<td>Investment income</td>
<td>(129,543)</td>
<td>122,169</td>
</tr>
<tr>
<td>Dividends received</td>
<td>-</td>
<td>106,373</td>
</tr>
<tr>
<td>Grants awarded</td>
<td>(111,405)</td>
<td>(43,509)</td>
</tr>
<tr>
<td>Expenses</td>
<td>(49,158)</td>
<td>(33,303)</td>
</tr>
<tr>
<td>Total (deficit)/income for the year</td>
<td>(207,760)</td>
<td>226,958</td>
</tr>
<tr>
<td>Closing balance</td>
<td>4,759,711</td>
<td>4,967,471</td>
</tr>
</tbody>
</table>

The RCPA Foundation for Education and Research was established as a College fund in 2012. The fund was created from donations received specifically to support grants and other forms of assistance for Pathologists and Scientists undertaking further education and relevant research.

The College Board of Directors has formed an independent committee to administer the RCPA Foundation for Education and Research.

17. Remuneration of Directors

The Directors of the College received no remuneration or benefits during the financial year (2019: nil).

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Dr Michael Dray
Dr Lawrence Bott (appointed November 2019)
Dr Bruce Latham (resigned November 2019)
Dr Nicole Kramer
Dr Daniel Owens
Dr Daman Langguth

Prof Anthony Landgren (resigned November 2019)
Prof John Burnett (resigned November 2019)
Dr Trishe Leong
Dr Lynette Waring
Dr Jurgen Stahl (appointed November 2019)
Dr Ivan Bastian (appointed November 2019)
18. Key Management Personnel Remuneration

The total compensation of key management personnel is as follows:

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aggregate compensation</td>
<td>$698,294</td>
<td>$717,070</td>
</tr>
</tbody>
</table>

19. Contingent Liabilities

The Directors of the College are not aware of any contingent liabilities as at 30 June 2020 (2019: Nil).

20. Events Subsequent to Reporting Date

No matters or circumstance has arisen since 30 June 2020 that has significantly affected, or may significantly affect the College’s operations, the results of those operations, or the College’s state of affairs in future financial years.

21. Related Party Transactions

During the year the College entered into the following transactions with the following entities.

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration charge contribution from RCPA QAP</td>
<td>$173,998</td>
<td>$170,918</td>
</tr>
<tr>
<td>Cost recovery from ICCR</td>
<td>$190,988</td>
<td>$118,537</td>
</tr>
<tr>
<td>Other transactions not on normal commercial terms:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dividend received from RCPA QAP</td>
<td>$362,500</td>
<td>$500,000</td>
</tr>
<tr>
<td>Amount receivable from RCPA QAP at balance date</td>
<td>$143,764</td>
<td>$980</td>
</tr>
<tr>
<td>Amount owed by ICCR at balance date</td>
<td>$14,153</td>
<td>$2,601</td>
</tr>
</tbody>
</table>

Term of payment for RCPA QAP and ICCR is 30 days from the date of invoice.

RCPA QAP, full name RCPA Quality Assurance Programs Pty Limited, was established under a Trust Deed set up by the Council of the College. The members of the QAP Board of Directors are Fellows of the College. From 1 July 2015 QAP became a subsidiary company wholly owned by the College.

ICCR, full name International Collaboration for Cancer Reporting Limited, was established as a company limited by guarantee in 2014. The College is a founding member of ICCR and has permanent representation on the board of directors.
22. Cash Flow Information

(a) Reconciliations of Cash

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at bank</td>
<td>7,227,740</td>
<td>6,318,357</td>
</tr>
<tr>
<td>Cash on hand</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>7,228,240</strong></td>
<td><strong>6,318,857</strong></td>
</tr>
</tbody>
</table>

(b) Reconciliation of Profit after Income Tax to Net Cash from Operating Activities

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Loss)/Profit after income tax</td>
<td>(864,919)</td>
<td>2,415,559</td>
</tr>
<tr>
<td>Non-cash flows in profit</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>232,247</td>
<td>197,198</td>
</tr>
<tr>
<td>Impairment of trade receivables</td>
<td>74,630</td>
<td>37,994</td>
</tr>
<tr>
<td>Fair value loss/(gain) on financial assets through to profit or loss</td>
<td>611,430</td>
<td>(175,521)</td>
</tr>
<tr>
<td><strong>Changes in assets and liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Decrease/(increase) in trade and other receivables</td>
<td>2,364,619</td>
<td>(988,540)</td>
</tr>
<tr>
<td>Decrease/(increase) in other assets</td>
<td>99,963</td>
<td>(50,743)</td>
</tr>
<tr>
<td>(Decrease)/increase in trade and other payables</td>
<td>(35,362)</td>
<td>128,892</td>
</tr>
<tr>
<td>Increase in provisions</td>
<td>93,348</td>
<td>33,144</td>
</tr>
<tr>
<td>(Decrease)/Increase in other liabilities</td>
<td>(161,779)</td>
<td>(912,467)</td>
</tr>
<tr>
<td><strong>Net cash provided by operating activities</strong></td>
<td><strong>2,414,077</strong></td>
<td><strong>685,516</strong></td>
</tr>
</tbody>
</table>
INDEPENDENT AUDITOR’S REPORT

INDEPENDENT AUDITOR’S REPORT

To the members of The Royal College of Pathologists of Australasia


Opinion

We have audited the financial report of The Royal College of Pathologists of Australasia (the registered entity), which comprises the statement of financial position as at 30 June 2020, 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 then ended, and notes to the financial report, including a summary of significant accounting policies, and the responsible entities’ declaration.

In our opinion the accompanying financial report of The Royal College of Pathologists of Australasia, is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

(i) Giving a true and fair view of the registered entity’s financial position as at 30 June 2020 and of its financial performance for the year then ended; and

(ii) Complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

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 registered entity in accordance with the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board’s APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter - Basis of accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the registered entity’s financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other information

Those charged with governance are responsible for the other information. The other information obtained at the date of this auditor’s report is information included in the registered entity’s annual report, but does not include the financial report and our auditor’s report thereon.
Independent Auditor’s Report

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor’s report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of responsible entities for the Financial Report

The responsible entities of the registered entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The responsible entities’ responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a 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 responsible entities are responsible for assessing the registered entity’s ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

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 the 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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (http://www.auasb.gov.au/Home.aspx) at:


This description forms part of our auditor’s report.

BDO Audit Pty Ltd

BDO

Gillian Shea
Director

Sydney, 29 September 2020
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