



SHORT FORM ANNUAL REPORT 2024 - 2025



adavb.org



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The ADAVB is committed to improving the oral health of Victorians and the professional lives of its members.



President's foreword

It is my pleasure to write to the Australian Dental Association Victorian Branch Annual Report for the past year. This has been a year of both achievement and change; one in which we have celebrated successes, navigated challenges, and continued to focus on delivering value to our members while advancing the oral health of all Victorians.

This year also marked the commencement of a new Council cycle, with several new Councillors joining our leadership team for a 2-year term. Their fresh perspectives, combined with the experience of returning Councillors, will help guide the Branch through the next chapter of our work.

Celebrating our achievements

A significant highlight of the year was our highly successful Convention. It was a wonderful opportunity for dentists to come together, share knowledge, and reconnect with colleagues. The energy, enthusiasm, range, and quality of presentations reflected the strength of our profession and the dedication of our members in supporting each other in their learning.

Our committees have been working diligently in the background facilitating and supporting the Branch and the members in various ways. Our Dental Consultants have also been busy assisting members through a wide variety of issues. Finally, eviDent Foundation, has continued their efforts in facilitating research that contributes directly to the provision of dental care by our members to the community. For a summary of all these activities throughout the year, I refer you to the committee reports section of this document.

On the advocacy front, we continued to represent the interests of Victorian dentists on key issues, including Payroll Tax relief and enterprise bargaining agreements. These are complex and often long-running matters, but our persistence ensures that the voice of the profession is heard where it matters most.

We were also proud to see our members recognised on the international stage through the World Dental Federation as well as being honoured in the Order of Australia. Such recognition reflects the calibre of Victorian dentistry and the dedication of our members to excellence in patient care and professional leadership.

Navigating challenges

Like many organisations, we have been operating in a challenging economic environment. The cost-of-living crisis has affected both our members and the communities they serve. In response, we have been exploring new ways to deliver value and tangible benefits to members. Our ongoing member mapping project is helping us to better understand the needs and priorities of our diverse membership so we can tailor our services accordingly.

We have also been building relationships with new partners who can support the Branch and members in various capacities. These partnerships are an important part of our strategy to strengthen the resources and opportunities available to members.

Our people and our community

One of the great strengths of the ADAVB is the dedication of our volunteers. We have 13 committees and 18 local groups, with about 90 volunteers who contribute their time, expertise, and passion to advancing our mission and delivering services to members. Their work spans everything from policy development to event planning, and their commitment is deeply appreciated. Whether working behind the scenes or in direct contact with members, their efforts, along with the Branch staff, ensure that we continue to work effectively.

Looking ahead

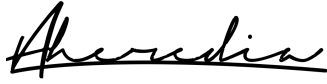
As we move into the next year, our focus will remain on delivering value to members, advocating for the profession, and promoting the oral health of Victorians.

While we face many challenges, I am confident in the resilience and commitment of our members, volunteers, and staff. Together, we have the skills, passion, and the shared purpose to navigate whatever lies ahead.

With thanks

I want to extend my heartfelt thanks to all members for your continued support for the ADAVB. Your engagement, feedback, and participation are what make this association strong. To our volunteers, thank you for the countless hours you contribute to advancing our mission. To our staff, thank you for your dedication and professionalism.

It has been a privilege to serve as President of the ADAVB. I wish Dr Carolyn Ng, the new President, and Dr Conny Qian, the new Vice President, my heartfelt best wishes. They will guide the ADAVB into its next chapter with great vision and collaboration.



Dr Andrew Heredia

President

Honouring those we have lost

Each year, we pause to honour and remember the valued members of the ADAVB community who have sadly passed away. Over the past 12 months, we have lost colleagues, mentors, and friends. Individuals whose contributions to the profession, their patients, and the wider community have left a lasting legacy.

Their dedication to dentistry, whether through clinical excellence, advocacy, education, or service, helped shape the high standards we uphold today. Many were longstanding members whose careers spanned decades, and whose influence extended well beyond their own practices. We recognise not only their professional achievements but also the personal connections they formed within our membership.

As we reflect on their lives, we acknowledge with gratitude the impact they had on the profession and the people they served. Their absence is deeply felt, and their memory will continue to inspire us.

The following members passed in 2024/2025. We extend our sincere condolences to their families, friends, and colleagues. May they rest in peace.

- Vale – Dr Gregory Baranikow; We acknowledge with deep respect the passing of Dr Gregory Baranikow. Dr Baranikow made a significant contribution to his field and to the broader community through his dedication, professionalism, and compassion. His commitment and service will be remembered with gratitude. We extend our sincere condolences to his family, friends, and colleagues.
- Vale - Prof John Brownbill. We respectfully acknowledge the passing of Professor John Brownbill. A distinguished academic and dedicated contributor to our field, Professor Brownbill was widely respected for his expertise, leadership, and enduring commitment to excellence. His legacy will continue to inspire, and he will be greatly missed. We extend our heartfelt condolences to his family, friends, and colleagues.

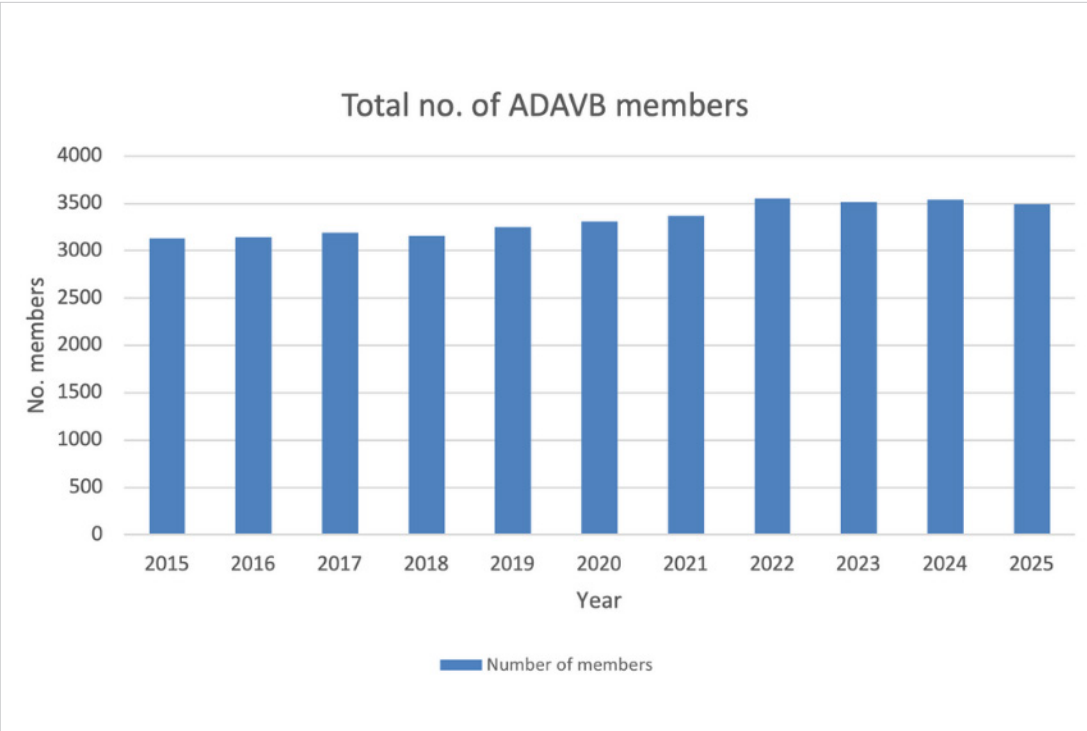
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General review

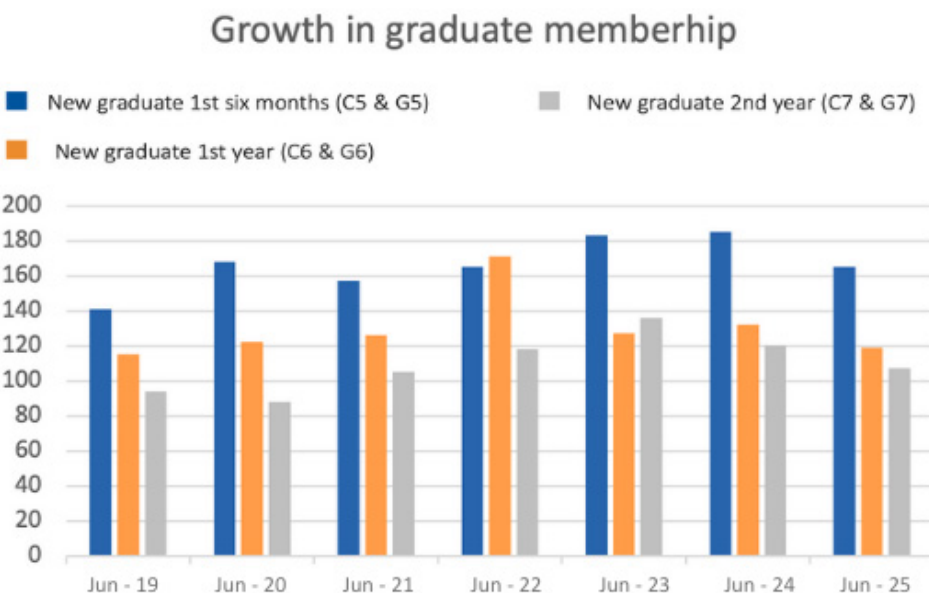
MEMBERSHIP



At the end of the 2024/25 financial year, membership stood at 3,495, reflecting an 11.6% increase over 10 years.



In 2025, graduate participation remained solid across all categories, with figures holding above pre-2020 levels despite a slight dip from recent peaks.



CPD AND PRACTICE PLUS TRAINING

63 Training courses offered

1522 Course registrations

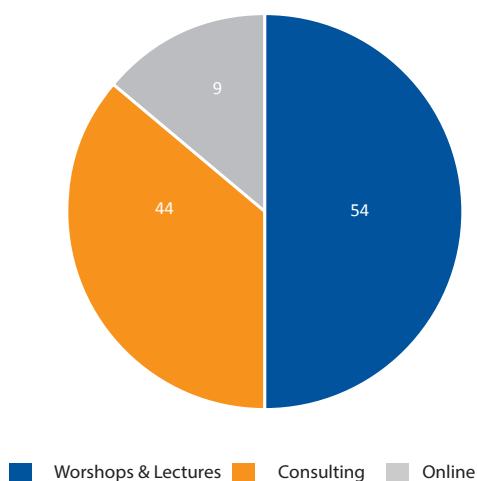
331 CPD hours provided

1275 Enquiries handled

* Practice Plus training includes infection control, practice accreditation and management training.

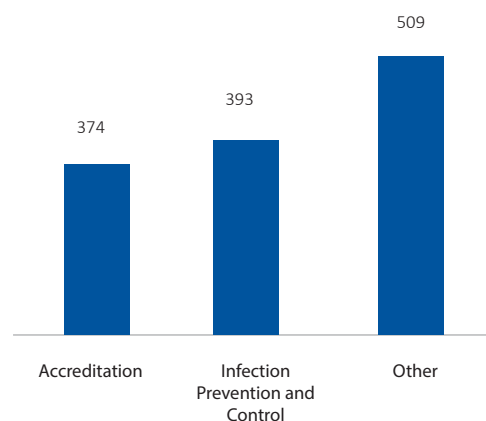
CPD and Practice Plus courses

July 2024 - June 2025



Number of enquiries by topic

July 2024 - June 2025



ADVOCACY HIGHLIGHTS

The ADAVB Advocacy Team is supported by the following three Council Committees:

- ✦ The Third-Party Committee, which advises the Branch Council on matters related to Third Party participation in dental treatment, such as the Department of Health through the Victorian dental voucher schemes, the Transport Accident Commission, and WorkSafe Victoria
- ✦ The Oral Health Committee, which produces and disseminates public facing oral health information, e.g. through the Better Health Channel and participation in the Pregnancy Babies and Childrens Expo
- ✦ The Public Dentistry Committee, who advises the Branch Council on public dental policy, programmes and needs, and public sector dentists working conditions and remuneration.



This year's win: Improving Working Conditions in the Public Sector

In partnership with Professionals Australia, we finalised three new Enterprise Bargaining Agreements (EBAs), achieving improved wages and employment conditions. This multi-year effort included:

- ✦ Over 100 strategic meetings with representatives of public sector employers and the Department of Health
- ✦ Management of more than 500 negotiation-related documents
- ✦ Delivery of 15 informative webinars to keep members engaged and informed throughout the bargaining process progress
- ✦ Advocacy related to compliance concerns at public sector workplaces
- ✦ Individual advice and support provided to members who have questions and/or concerns about the application of their agreements.

In financial year 2025/26, we'll be launching a campaign in an attempt to get our Specialists-in-Training employed and remunerated for the clinical work that they perform during their specialisations.



MORE WINS:

Supporting the health and wellbeing of all our members

We've partnered with PSA Insurance to improve the wellbeing of our members, by:

- ✦ Commissioning of a dental practitioner wellbeing evidence report to inform future wellbeing initiatives, with two academic papers to be published as a result of this work
- ✦ The provision of the PSA Insurance Mental Health First Aid Grant money for members to receive 50% reimbursement of the registration costs upon completion of Mental Health First Aid training.



Expanding the dental assistant workforce



We've partnered with the Dental Assistants Professional Association (DAPA) to develop initiatives that improve the pipeline and availability of the dental assistant workforce in Victoria.



Election commitments from Members of Parliament



We've secured a commitment from the Victorian Liberal Party that they will remove dentists from the obligations of Payroll Tax if they win the 2026 Victorian State Election.



Shaping policy through consultations and submissions

We produced a comprehensive report for the Department of Health articulating the concerns our members have from the perspectives of both the public and private sector regarding the Victorian dental voucher schemes.

We've contributed to key submissions, including:



The National and Victorian Treasury Pre-Budget processes



The next iteration of the Australian Dental Health Plan



Review of 60 of the federal ADA's Policy Position Statements



Contribution to consultations ran by the Dental Board of Australia (DBA), the Australian Health Practitioner Regulation Agency (Ahpra), the Australian Commission on Safety and Quality in Health Care (ACSQHC), and the National Safety and Quality Health Service (NSQHS) Standards.



Championing Oral Health Equity

As a leading member of the Victorian Oral Health Alliance (VOHA), we advocated for:



Working with Victorian local government councils to develop initiatives in rural and regional communities with non-fluoridated water supplies



Advocacy to reduce the (clinically unacceptable) length of public dental care waiting times



Proposed solutions to workforce challenges in the public dental sector.



Community Engagement and Public Awareness

We hosted and supported numerous events:



We had a presence at two of Melbourne's Pregnancy Babies and Childrens Expos, offering free dental advice to families through a diverse team of volunteers from students to paediatric specialists, The Third Party Committee (TPC)



We supported the Victorian Oral Cancer Prevention, Screening and Early Detection initiative as a partner, reinforcing our commitment to early intervention and public health.

DENTAL CONSULTANTS TEAM

These enquiries and follow-up work were managed by the Dental Consultants team.

Calls to Dental Consultants service

5409 calls



Main call enquiry topics included:

- Managing complaints
- Communication/patient management
- Orthodontic
- Prosthodontics

49 Patient Cases* with topics covering:

- Crowns
- Orthodontics
- Endodontics

250 Member Cases** with topics covering:

- Crowns
- Orthodontics
- Endodontics

*patient cases – written concerns received from patients

**member cases – notification/concerns received from members

DENTAL CONSULTANTS

The past 12 months have brought several changes for the Dental Consultant team, which the team has navigated with professionalism and resilience. The Branch warmly farewelled Dr Eryn Agnew as she commenced her retirement, acknowledging her significant contributions and leadership over the years. During the transition, Dr Ann Monteith stepped in as interim manager, providing valued continuity and support. I commenced in the role of Manager in September and have since had the opportunity to work with a highly skilled and committed team, as we continue to support members and enhance the services we provide to the wider community.

One of the key changes introduced this year was a review of the title ‘Community Relations Officer/Professional Consultants’. Despite its longevity, we became aware that the title was not truly representative of the role, nor clearly understood by many members and patients, particularly when they called seeking assistance. Following a discussion and a formal vote by our committee members, it was agreed ‘Dental Consultants’ better represents the clinical expertise we contribute, as well as the integral role we play in supporting members and improving patient outcomes. The new title was officially adopted in January 2025.

There have been additional changes to the team, with Dr Anna Talacko retiring in April 2025 after many years of valued service. We were pleased to welcome Dr Maria Guida, who brings over 30 years of experience within the dental industry and has begun contributing to the team’s work. The transition was carefully managed to ensure continuity of service and was particularly timely with the increase in the number of member and patient calls over the year.

Dr Guida’s onboarding was well supported by our experienced Dental Consultants – Dr Ann Monteith, Dr Loula Konidaris and Dr Sandro D’Adamo, whose guidance and collaboration have been greatly appreciated.

As a team, the Dental Consultants have also worked proactively to increase their visibility to members by contributing regular articles to eNews and Victorian Dentist, attending local group meetings and delivering lectures at both La Trobe University and the University of Melbourne.

The team have also met regularly for workshops focused on reviewing systems and processes, sharing insights and discussing complex cases. These sessions have been further enriched by the participation of representatives from Guild and Meridian Lawyers, providing valuable perspectives on best practice, consistency and effective risk management.

In 2024/2025 there has been a significant increase in contacts from both members and patients, with call volumes and written correspondence exceeding figures from the previous year. Notably, the rise in written complaints from patients reflects a greater willingness to escalate concerns in writing, highlighting the critical role Dental Consultants play in managing and mediating such issues. This reflects the growing support dentists need from the Branch and the Dental Consultant team, as both the volume and complexity of patient complaints and concerns continue to rise.

I would like to thank the entire Dental Consultant team for their ongoing dedication, professionalism and support throughout the year. In particular, I would like to acknowledge the invaluable contribution of our Dental Consultant Administrator, Maria Omizzolo, whose behind the scenes support, timely reminders and efficient coordination help ensure the smooth running of our day-to-day operations. Her commitment plays a vital role in enabling the team to focus on delivering high quality support to our members.

Dr Raj DK Dhaliwal

Dental Consultant Manager

Committee reports

Finance, Risk and Audit Committee

The role of the Finance, Risk and Audit Committee (FRAC) is to assist Branch Council in discharging its responsibilities for financial reporting and maintaining a system of internal controls including risk management. Branch Council appoints FRAC, its Chair and Vice Chair annually.

This year the Committee played a central role in guiding the Branch through a period of strategic refinement, financial stewardship, and operational improvement.

FRAC met four times during the past year. Among its key activities was a review of the Branch's investment managers and investment policy. JBWere remained the preferred investment advisor, and their

recommendations to rebalance the portfolio were endorsed by the Committee. These changes are expected to enhance returns while reducing risk, supporting the Branch's long-term financial sustainability and strategic goals.

The Committee also undertook a review of the Branch's external auditor, culminating in the appointment of Nexia Australia as the new auditor at the October 2024 Annual General Meeting. This transition marked a milestone in FRAC's audit and risk management responsibilities, reflecting the Branch's commitment to continuous improvement and transparency.

The Branch has maintained a strong

financial position throughout this year. The final financial result reflects well Council's aim to run a neutral budget. This achievement necessitated careful management by the CEO and Finance Manager.

I would like to thank the members of the committee with particular thanks to our external member Ms Sophie Valkan with her valuable insights. The Committee also thanked and farewelled Dr Emily Pow who has served for the past 2 years. The Management and staff have continued to make an essential contribution to the committee over the last 12 months.

Dr Angelo Pacella

Chair

Benevolent Fund Advisory Board

The Benevolent Fund Committee (BFC), (Member Assistance Program); Dr John Matthews (Chairman), Dr Ann Goodrich and Dr Greg Tilley, Dr Marietta Taylor (Council Rep.) and Dr Jonathan Teoh (Immediate Past President) are pleased to present the BFC annual report.

During the last financial year, the BFC was able to offer financial support to three members and/or their families;

- A member passed away from an aggressive cancer, leaving 3 young children.
- A member with a young family

was diagnosed with advanced cancer and was unable to work.

- Post Covid Financial hardship, the BFC was able to offer 12 months free ADAVB membership.

The BFC is an essential aspect of the Branch's care of its members, and the trustees in turn encourage all members to donate annually. Members are reminded that the TELUS Health (Member Assistance Program) is another responsibility of the Fund, underlining the need for both sources of finance - Branch revenue and the generosity of members - to retain a

safe margin.

The Fund's financial position is incorporated in the Statement of Profit and Loss of Other Comprehensive Income in the Annual Report.

Dr John Matthews AM

Chair

AUSTRALIAN DENTAL ASSOCIATION
VICTORIAN BRANCH INCORPORATED
AND ITS CONTROLLED ENTITY

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

To the Council of Australian Dental Association Victorian Branch Incorporated**Auditor's Independence Declaration**

As lead audit director for the audit of the financial statements of Australian Dental Association Victorian Branch Incorporated for the financial year ended 30 June 2025, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (a) the auditor independence requirements in relation to the audit; and
- (b) any applicable code of professional conduct in relation to the audit.

Yours sincerely

**Nexia Sydney Audit Pty Ltd****Vishal Modi**

Director

Dated this 22nd day of September 2025

Australian Dental Association Victorian Branch, Inc.
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2025

	Note	2025	2024
		\$	\$
Revenue			
Subscriptions		2,810,035	2,743,679
Meetings, functions and events		836,724	372,270
Commission received and administration fees		1,122,005	1,098,193
		4,768,764	4,214,142
Other income		176,108	170,676
Revenue from continuing operations		4,944,872	4,384,818
Investment income		628,941	286,348
Expenses			
Employee benefits expense		(2,933,377)	(2,778,158)
Meetings, functions and events		(740,079)	(359,354)
Depreciation and amortisation expense	4	(292,474)	(304,077)
Administration expenses		(823,888)	(793,512)
Other expenses		(222,324)	(251,589)
Surplus before income tax expense		561,671	184,476
Income tax expense	5	-	-
Surplus after income tax expense for the year attributable to the members of Australian Dental Association Victorian Branch, Inc.	17	561,671	184,476
Other comprehensive income			
Items that will not be reclassified subsequently to profit or loss Gain on the revaluation of equity instruments at fair value through other comprehensive income, net of tax		347,178	449,296
Other comprehensive income for the year, net of tax		347,178	449,296
Total comprehensive income for the year attributable to the members of Australian Dental Association Victorian Branch, Inc.		908,849	633,772

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes located on pages 27 - 38.

Australian Dental Association Victorian Branch, Inc.
Statement of financial position
As at 30 June 2025

	Note	2025	2024
		\$	\$
ASSETS			
Current assets			
Cash and cash equivalents	6	2,995,834	2,325,593
Trade and other receivables	7	544,200	639,456
Other current assets	10	81,191	120,096
Total current assets		<u>3,621,225</u>	<u>3,085,145</u>
Non-current assets			
Financial assets at fair value through other comprehensive income	8	7,848,159	7,421,120
Property, plant and equipment	11	3,332,275	3,532,095
Right-of-use assets	9	19,269	30,283
Total non-current assets		<u>11,199,703</u>	<u>10,983,498</u>
Total assets		<u><u>14,820,928</u></u>	<u><u>14,068,643</u></u>
Liabilities			
Current liabilities			
Trade and other payables	12	728,289	494,068
Contract liabilities	13	1,733,363	2,185,582
Lease liabilities	14	7,830	-
Employee benefits	15	354,582	296,265
Total current liabilities		<u>2,824,064</u>	<u>2,975,915</u>
Non-current liabilities			
Lease liabilities	14	12,107	27,511
Employee benefits	15	48,479	64,241
Total non-current liabilities		<u>60,586</u>	<u>91,752</u>
Total liabilities		<u>2,884,650</u>	<u>3,067,667</u>
Net assets		<u><u>11,936,278</u></u>	<u><u>11,000,976</u></u>
Equity			
Reserves	16	1,058,578	684,947
Retained earnings	17	10,877,700	10,316,029
Total equity		<u><u>11,936,278</u></u>	<u><u>11,000,976</u></u>

The above statement of financial position should be read in conjunction with the
accompanying notes located on pages 27 - 38.

Australian Dental Association Victorian Branch, Inc.
Notes to the financial statements
30 June 2025

In the officers' opinion:

- the attached financial statements and notes comply with the Australian Accounting Standards - Simplified Disclosures,
- Associations Incorporation Reform Act 2012 (Victoria) and associated regulations;
- the attached financial statements and notes give a true and fair view of the incorporated entity's financial position as at 30 June 2025 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the incorporated entity will be able to pay its debts as and when they become due and payable.

On behalf of the officers



Dr Carolyn Ng
President



Dr Angelo Pacella
Chairman Finance, Risk and Audit Committee

22 September 2025



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Australian Dental Association Victorian Branch