



20 February 2025

Adam Horsburgh
President
Victorian Hospitals' Industrial Association
Sent via email: vhia@vhia.com.au

Dear Adam Horsburgh

The Victorian Hospitals' Industrial Association's annual return of information (annual return) lodged under subsection 233(1) of the RO Act

Thank you for providing your annual return lodged under subsection 233(1) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

Summary of your annual return and its assessment

Year 2025
Matter number AR2025/62
Lodgement date 23 January 2025
Result FILED

In your declaration that accompanied the annual return, you declared that the information contained in the annual return was true and correct.

Your annual return has been reviewed for compliance with the requirements of the RO Act, as well as whether you addressed the issues of concern (if any) that the regulator raised with you about last year's annual return.

The requirements for annual returns are set out in sections 230 and 233(1) of the RO Act.



Your annual return satisfied the requirements of the review and has been uploaded to the Fair Work Commission (the Commission) website.

Do you have any questions?

Information and education materials are available on our [website](#). These materials are regularly updated. We recommend you [subscribe to the Commission's subscription service to find out when we release new materials](#).

If you have any queries we can be contacted on 1300 341 665 or by email at regorgs@fwc.gov.au.

Yours sincerely

Fair Work Commission

ANNUAL RETURN OF INFORMATION (organisation with no branches) in accordance with Regulation 147 Fair Work (Registered Organisations) Regulations 2009 and Sections 230 and 233 *Fair Work (Registered Organisations) Act 2009*

I, **Adam Horsburgh**, being the **President** of the **Victorian Hospitals' Industrial Association** declare the following:

1. I am authorised to make this declaration.
2. The register of members has, during the immediately preceding calendar year, been kept and maintained as required by section230(1)(a) and section230(2) of the *Fair Work (Registered Organisations) Act 2009* (the Act).
3. The following is a correct statement of the information contained in the records required to be kept by the organisation in accordance with section230(1)(b), (c), and (d) of the Act:
 - The address of the organisation is **88 Maribyrnong Street, Footscray VIC 3011**.
 - The organisation has no branches and no branches have ceased or commenced in the previous 12 months.¹
 - On 31 December in the previous year the number of members was 119.
 - A list of offices and the names, postal addresses and occupations of persons holding those offices as at the date of this declaration is attached at **Annexure A** and forms part of this declaration.
 - Under the rules of the organisation, the following elections must be held between 1 January and 31 December of 2025:²
 - Elections will take place commencing September 2025 and will be completed before the 2025 Annual General Meeting in October 2025.

¹ section230(1)(d); reg.147(a), (b), (c) & (d)

² section230(1)(d); reg.147(e)

A total of six Board members' terms of office will expire in 2025 as follows:

Division 1 (3 of 7 representatives)

Adam Horsburgh

Louise Vecchi

Vacancy

Division 2 (1 of 3 representatives)

Don McRae

Division 3 (2 of 3 representatives)

Ward Steet

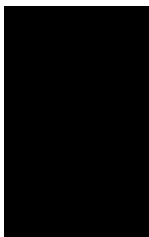
Jane Poxon

Division 4 (0 of 1 representative)

Nil

- Office bearer elections will include President (1) and Deputy President/Treasurer (1) held after the 2025 Annual General Meeting.
- The organisation:
 - Has **not** entered into an agreement under section 151(1) of the Act with a state union.

Signed:

A black rectangular box redacting the signature of Adam Horsburgh.

Adam Horsburgh, President of VHIA

Dated: 23/01/2025

[PLEASE NOTE: This declaration must be lodged with the Fair Work Commission by 31 March. It can be submitted to regorgs@fwc.gov.au. If at any time in the year this information changes a Notification of Changes must be lodged with the Commission within **35 days** of the change³.]

³ section 233(2); reg. 151

Annexure A

THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

- Offices and Office Holders in the Organisation: 14 Board Members (1 President, 1 Deputy President, 11 Board Members)

Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
President	Adam Horsburgh	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Chief Executive Officer
Deputy President/Treasurer	Amanda Murphy	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Executive Director Business Enablement
Board Member	Louise Vecchi	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Interim Chief People Officer
Board Member	Sean Curtain	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Executive Director People & Culture
Board Member	Michelle Fenwick	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Executive Director People & Culture
Board Member	Mark Lawrence	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Chief Financial Officer

Board Member	Don McRae	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Chief Executive Officer
Board Member	Graeme Mitchell	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Workforce Consultant
Board Member	Melissa Phillips	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Chief People Officer
Board Member	Ward Steet	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Chief Executive Officer
Board Member	Jane Poxon	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Chief Executive Officer
Board Member	Katharina Redford	c/- 88 Maribyrnong Street, FOOTSCRAY VIC 3011	Chief Executive Officer
Board Member	VACANCY		
Board Member	VACANCY		