SNAPSHOTS

> **Together, we are building a stronger, more visible, and more effective voice for doctors across WA.**

STRENGTHENING OUR MEMBER-LED AND MEMBER-FOCUSED TEAM

In 2026, the Industrial Relations & Membership (IR&M) team has undergone a transformation under a Board-endorsed member-focused strategy. Building on work commenced under former CEO Bennie Ng, and continued under Interim CEO Katie Thomas, the team has strengthened its capability, visibility and accountability to better support members and deliver member-led advocacy. This renewed direction reflects a commitment to ensuring the AMA (WA)'s industrial, organising and membership activities are driven by the needs, priorities and experiences of members.

WHAT'S CHANGED IN 2026?

STRENGTHENED TEAM AND CAPABILITY

- Appointed **Paul Ledingham, full-time General Manager IR&M**, providing dedicated leadership and strategic oversight of industrial relations, organising, and membership functions.
- Expanded organising capacity by appointing experienced **WA health organiser Melissa Wagner**, with an additional experienced organiser joining the team soon.
- Established a stable and experienced team of **Industrial Advisors** comprising **Katrina, Haydn and Guru**, who continue to achieve strong outcomes for members while improving response times and case turnaround.
- Appointed **Ella** to provide dedicated administration and reception support, enabling direct and efficient handling of membership enquiries, improving service delivery and turnaround times.

DATA-DRIVEN DECISION MAKING

- Strengthened reporting and accountability through enhanced membership, organising and industrial relations reporting to the Board, Council and Practice Groups.
- Confirmed **Brad** in a permanent Data & Insights role within the Membership team, supporting evidence-based decision-making and providing greater visibility of member engagement, organising activity, and industrial outcomes.

MEMBER-LED ORGANISING AND ADVOCACY

- Continued the shift towards **member-led organising**, supporting members to identify workplace issues, set priorities, and drive campaigns.
- Progressed active organising campaigns in **Emergency Departments, St John of God Midland** and **St John of God Murdoch**, demonstrating a renewed focus on workplace engagement and collective action.
- Increased organiser visibility and presence in workplaces across both metropolitan and regional WA, ensuring members have greater access to support and representation.

STRONGER ENGAGEMENT AND ACCOUNTABILITY

- Increased engagement with AMA (WA) **Practice Groups and Council**, with the IR&M team taking a more proactive approach to reporting, consultation and accountability.
- Improved alignment between industrial relations, organising, membership and engagement activities, providing a more coordinated and consistent experience for members.

SUPPORTING FUTURE DOCTORS

- Strengthened engagement with **Medical Student Society representatives** across WA's medical schools, ensuring student voices are heard and help to shape member services and support.
- Achieved growth in student membership through increased outreach and engagement activities.
- Delivered a practical member benefit following consultation with student representatives, securing **free access through AMA Training to First Aid, CPR and Manual Handling courses** to meet mandatory clinical placement requirements.

SUPPORTING DOCTORS IN TRAINING

- Commenced development of a dedicated **Doctors in Training (DiT) Organising Plan**, in partnership with the DiT Practice Group Co-Chairs.
- Ensured the plan is being developed through a member-led approach, focused on priorities and workplace issues identified by junior doctors.
- Increased focus on DiT engagement, representation and workplace organising to strengthen networks and support across hospitals and training sites.

BUILDING OUR COLLECTIVE STRENGTH

The changes implemented this year reflect a clear commitment to putting members at the centre of everything we do. By investing in people, strengthening workplace organising, improving accountability, engaging future doctors, and enhancing member services, the IR&M team is building a more responsive, visible and member-led organisation better positioned to advocate for and support doctors across WA.

This investment is already delivering stronger representation, greater workplace visibility, and more meaningful member engagement. With expanded organising capacity, an experienced industrial advisory team and a renewed focus on member-led advocacy, there has never been a better time to be an AMA (WA) member.

Looking ahead, 2027 will be a pivotal year for doctors in WA, with both the WA *Health System – Medical Practitioners – AMA Industrial Agreement* and *St John of God Health Care – AMA WA – Medical Practitioners Enterprise Agreement* due for renegotiation. Securing strong outcomes will depend on the collective strength, engagement and participation of the profession.

Every member strengthens our ability to advocate, organise and negotiate on behalf of doctors. If you're already a member, we encourage you to speak with your colleagues about the benefits of AMA (WA) membership – and encourage those who have never joined, or whose membership has lapsed, to become part of a growing and increasingly influential organisation. ■