

Membership structure and possible shared functions

This discussion paper sits alongside the IPEd Review Working Party's paper discussing the business case for increased funding, which principally examines two options for IPEd's future structure.

Direct membership would logically include national systems and services. Under the 'IPEd as is, increased levy' model, however, these are optional considerations that would require substantial cooperation between the societies to achieve potential benefits, such as nationally coordinated membership administration and more efficient services that would decrease current duplication and volunteer burnout. Without these shared functions, this model will fund IPEd's six key functions (see Business Case, Table 2) but not assist the societies by administering some services, which would require a higher levy.

Under the direct membership model, the details of a national membership structure and shared functions will still need to be negotiated with societies before they became branches. Therefore much of what is analysed here, as well as the questions posed, is relevant to both models.

Under Question 3 of the IPEd June 2013 survey, which received 394 responses, or 22% of the national membership, respondents were asked to prioritise six possible shared functions under the 'IPEd as is, increased levy' option (see pages 11–12, Survey numbers and Q3 summary). Nationally, 353 responses (19.8% of membership) to this question were given, identifying common membership grades and criteria as the highest priority. Of member societies, all but SA and Tas also gave it highest priority. Those societies placed it third and second respectively and both placed a national freelance register as highest priority.

Nationally, the priorities for shared functions were:

- 1 Common membership grades and criteria
- 2 National freelance register
- 3 Shared website with IPEd and society content
- 4 Shared membership record system (though this would seem to be tied to a national membership structure)
- 5 National newsletter with IPEd and society content
- 6 Shared event registration system.

All societies separately showed similar priorities except for Tas, which, with a comparatively small member base (51), focused on systems-type issues (in order, the freelance register, membership structure and records systems). These six priority areas are discussed below.

This paper is intended to elicit discussion and responses from society committees, canvassing their members as they see fit. The nature of the questions does not assume that every society will be able to seek feedback or approval from its members. Some of these issues may, in fact, require constitutional change. However, the results will help to inform the structure of the vote and the processes to follow. A spreadsheet is provided to record committee responses to the questions and issues raised in order to easily identify areas of difference and similarity. **Please return your responses by 15 October 2013.**

1 Membership structure

Common membership grades and criteria constitute a national membership structure, or at least one that is relatively standard, which would help to give the societies a consolidated image and a stronger national presence, and assist transition of members from one society to another when required. A national structure would enable IPEd to implement a shared membership record system, on behalf of the societies, relieving them of the heavy voluntary burden of membership administration and duplication. Although a membership record system was given a lower priority in the survey, it is a logical flow-on. It is discussed on page 7 under Other shared functions.

In order to achieve common membership grades and criteria, member societies need to consider what they would be willing to change, and what they would not, of their current membership structure. An online membership system will cope with some differences between societies but would require common membership levels.

1.1 Membership tiers

Currently, apart from honorary life memberships, which all societies have, Tas and WA have two membership tiers, NSW and Qld (including a hardship rate) three, CSE four, Victoria five and SA six. A further tier could be considered, to include very experienced editors as Fellows.

Full (professional) and associate

All societies bar WA offer full (professional in NSW) and associate levels. WA has indicated that it was about to change to this structure but decided to wait for the outcome of this review. These two levels are essential to freelance registers, society or national, to ensure their integrity. A further comment received was that automatic full membership should be given to AEs, on application (currently offered by at least Qld).

Would societies be willing to rename full membership as professional to align with NSW?

Would WA now be willing to create full/professional and associate levels?

Would societies be willing to offer automatic full/professional membership to AEs, on application, given that the exam is set to a level of three years' experience?

Would societies be in favour of an additional tier for very experienced editors as Fellows?

Students

CSE, SA and Vic offer student membership. SA offers full and associate student membership. WA offers concessional membership to holders of full-time student cards. NSW offers a concessional rate for general meetings.

With a substantially increased fee, would the other societies be willing to implement student membership in order to offer a rate lower than associate (see 1.2 Fees below)?

Should this be only for full-time students, with part-time students taking associate level?

Would SA be willing to reduce its full and associate student membership tiers to a single level, with those members able to elect to move to either student or associate?

Distance

Distance members are generally classified as those living more than 50 km from the metropolitan CBD. SA and Vic offer distance membership, SA across three membership categories and Vic across two. Tas offers discounts for professional development for regional members. NSW also offers a 40% discount on workshops, excluding computer-based workshops, to members who live more than 200 km from Sydney.

Would SA and Vic be willing to abolish distance membership?

Would societies be willing to discount professional development for regional members?

Note: Qld abolished distance membership in May 2013, when 28% of its members were classified as distance. Renewals from former distance members are currently at 27% of renewals to date (63% of membership), indicating no substantial objection. Of 24 member applications since June 2013, 29% have been regional.

Other concessions

WA offers a concessional rate to holders of Seniors and Health Care Cards. Qld has recently given discounted membership to individuals suffering personal or financial hardship. This is not advertised but is considered on a case-by-case basis and set at the IPEd levy. SfEP has an Emeritus grade for members 60 years and over, and other associations have a work-level grading to recognise semi-retired members.

Would other societies be willing to offer a concessional rate, say at student level?

Would societies be willing to implement membership grades based on full or semi-retirement?

Life members

Nationally there are 46 honorary life members. Most societies have between 2 and 7, and Vic has 25. Currently these members pay no membership fee but each society pays the IPEd levy on their behalf, as they do for all members at the same rate.

Are societies happy to continue to apply the levy to life members, regardless of cost?

Would IPEd be willing to charge a lower levy for life members?

Corporate members

CSE and NSW both offer corporate membership, providing member benefits, such as entry to general meetings and access to professional development at member rates, to up to five staff members. CSE has no current corporate members; NSW has six.

Would other societies be willing to offer corporate membership?

Should corporate members be levied as one member or more (up to five)?

1.2 Fees

Current fee levels of societies across all tiers offered:

	CSE	NSW	Qld	SA	Tas	Vic	WA
Full	\$85	\$85	\$85	\$95	\$95	\$95	\$80
Full distance				\$45		\$63	
Assoc	\$75	\$65	\$65	\$60	\$65	\$95	
Assoc distance				\$30		\$63	
Concession			\$25				\$65
Student	\$30					\$54	
Full student				\$45			
Assoc student				\$30			
Corporate	\$225	\$400					

Increased fees under either proposed model assumes an average 25% resulting loss of membership (see Business Case, Appendix 5, Detailed budgets), with retention rates conservatively estimated at 80% for full members, 70% for associates and 50% for students.

Under direct membership, the average proposed fee (without distance categories) is \$244, ranging from \$110 for students to \$275 for full members, and is slightly higher if distance categories are included (see Business Case, Appendix 2, Table 8).

Fees, percentage increases

The proposed IPEd levy under the 'IPEd as is, increased levy' option, without shared functions, is \$150 per annum. Societies would then need to increase fees by around 275% to retain earnings close to current levels in order to administer services themselves and have IPEd fully fund all six of IPEd's key functions (see spreadsheet, Fees and levies 1, page 13).

Simply adding the IPEd levy increase (\$125) to current membership fees, rather than a percentage increase, creates disproportionately higher fees to associates, students and concessions, and disadvantages societies if member numbers decrease, as assumed.

Fee levels with an increase of 275%:

	CSE	NSW	Qld	SA	Tas	Vic	WA
Full	\$234	\$234	\$234	\$261	\$261	\$261	\$220
Full distance				\$124		\$172	
Associate	\$193	\$179	\$179	\$165	\$179	\$261	
Assoc distance				\$83		\$172	
Concession			\$69				\$165
Student	\$83					\$149	
Full student				\$124			
Assoc student				\$83			
Corporate	\$618	\$1100					

Logically, the greater the provision of services to the societies, the higher the levy. If all shared functions, including central administration of membership, were offered under the increased levy option, the levy would need to increase by \$65 to \$215 so that IPEd can set up and administer those systems and relieve societies of the cost and volunteer effort (see Business Case, Appendix 4). Societies would then need to increase fees by at least 300% to retain some earnings (see spreadsheet, Fees and levies 2, page 14), though they would have fewer functions to administer. Similar to the 'no shared functions' scenario, adding the IPEd levy increase (\$190) to current membership fees creates disproportionately higher fees to associates, students and concessions.

Fee levels with an increase of 300%:

	CSE	NSW	Qld	SA	Tas	Vic	WA
Full	\$255	\$255	\$255	\$285	\$285	\$285	\$240
Full distance				\$135		\$188	
Associate	\$210	\$195	\$195	\$180	\$195	\$285	
Assoc distance				\$90		\$172	
Concession			\$75				\$180
Student	\$90					\$162	
Full student				\$135			
Assoc student				\$90			
Corporate	\$675	\$1200					

*If **no** shared functions were included in the increased levy option, would the societies agree to a levy of **\$150** and subsequently increase society fees by around 275%?*

*If **all** shared functions were included in the increased levy option, would the societies agree to a levy of **\$215** and subsequently increase society fees by around 300%?*

Fees, standard membership structure

Rather than flat percentage increases across all current membership tiers, a standard membership structure and standard fees provide a simpler model (see spreadsheet, Fees and levies 3a, no shared functions, and 3b, all shared functions, pages 15 and 16).

*If **no** shared functions were included, membership tiers were limited to full/professional, associate, student/concession and corporate, and the levy was set at **\$150**, would societies agree to common fee levels as set out below (or in this vicinity)?*

Proposed approximate national fee levels, with \$150 IPEd levy:

Full/professional	\$240
Associate	\$180
Student/concession	\$90
Corporate	\$600

Would IPEd be willing to reduce the levy to \$90 for student/concession?

*If **all** shared functions were included, membership tiers were limited to full/professional, associate, student/concession and corporate, and the levy was set at **\$215**, would societies agree to common fee levels as set out below (or in this vicinity)?*

Proposed approximate national fee levels, with \$215 IPEd levy:

Full/professional	\$280
Associate	\$220
Student/concession	\$100
Corporate	\$600

Would IPEd be willing to reduce the levy to \$100 for student/concession?

Split costs of shared functions

Alternatively, a user-pays system could be considered. Under both systems (no shared functions and all shared functions), societies would still have the ability to earn income from the freelance register, professional development and networking activities.

Societies may be in favour of some shared functions but not all, such as a national freelance register and shared website, but not a shared membership structure. The cost would vary, as a result, between the two (see Business Case, Appendix 4, for costs per function and the additional levy without shared membership structure).

Would societies be interested in selecting only some services to be administered by IPEd?

If so, which services is your society most interested in?

1.3 Membership criteria

Generally, all societies that offer full membership do so on the basis of professional qualifications or experience, or industry participation. Below is a summary of societies' criteria.

CSE applications are assessed by the committee.

NSW requires two years' experience or equivalent and two referees confirming editorial experience.

Qld requires two referees, including one work related and both preferably full members, and a CV if no society referees. Applications assessed by one executive officer with recommendation to and ratification by committee. Qld also allows full membership to others working in publishing, such as publishing managers and designers.

SA requires professional engagement in editing, full or part time, or with past equivalent experience, along with referees, and assesses applications on the basis of sufficient evidence.

Tas requires a qualification recognised by the society and one year's full-time experience or equivalent, or, without a qualification, two years. All require two work-related referees.

Vic requires a qualification recognised by the society and one year's full-time experience or two years part time, or, without a qualification, two years full time. All require a CV and two referees.

WA as yet has no criteria for membership beyond an interest in editing.

These would take very little work to create common criteria, as all have the same objective: to give full membership to those who are working professionally as an editor, or other publishing professional, and recognised as such.

Would societies agree to set as common criteria: qualification plus one year's experience, or no qualification plus two years' experience, supported by a CV and/or two work-related referees or full society members?

If this set is not acceptable, what aspects would you want changed?

Would other societies consider publishing professionals other than editors, such as publishing managers and designers, as full members under individual or national membership structure?

1.4 Period

Membership year

Currently, CSE, Qld, SA and Tas use the financial year (July to June) as the membership period, NSW uses calendar year, Vic the anniversary of joining and WA February to January. One advantage to not using financial year is that renewals are not occurring at the same time as financial year-end. It may be advantageous for transfers (see below) to have the same membership period. However, a centralised membership system can include different periods and this may, in fact, be easier to administer.

Do any societies wish to change their membership periods and to what?

Part-year joining

New members in Qld (financial year renewal) joining from April to June are accepted in the following membership year at that year's rates. In SA (financial year renewal) new members joining from January to June do so at half the fee. NSW (calendar year renewal) also has a part-year joining structure.

If other societies implement part-year joining, how is it structured?

Do any societies wish to see a part-year joining structure implemented nationally?

Transfers

With common membership grades and criteria, transfers between societies would be relatively straightforward. If the transfer happens early enough in the membership year, the originating society would simply transfer any fees paid to the society the member is moving to. However, transfers may become complicated if they occur more than halfway through the membership year or after the payment of the IPEd levy, calculated at 31 May each year (say, a member from a calendar year society who moves in June to a society under financial year). These are not frequent occurrences so may be able to be negotiated between the respective societies on a case-by-case basis.

Do societies agree that transfers should be negotiated between the societies case by case?

Other shared functions

Most of the other shared functions are available as a function of a national membership system and generally require a national website to administer.

2 National freelance register

A national freelance register can be offered through a membership record system such as MEMNET, or can be standalone through a database management system such as FileMaker. Both would need to be administered through a single website; presumably the IPEd website would be able to incorporate this.

Freelance registers are an important source of membership and finance for some societies. However, a national register would still be 'owned' by the societies in that its cost would be part of the levy, and fees collected should flow through to the societies.

Under the direct membership model, \$30,000 has been budgeted as income, calculated at 400 entries x \$75. Currently CSE, Tas and WA do not charge an additional fee for register entries. The charge for entries for Qld (online only) and NSW is \$40 per year; SA charges \$65; Vic has charged \$130 for a printed register also searchable online but will reduce to \$80–\$90 for online only in 2014.

Estimated entries are CSE 70, NSW 146 (roughly), Qld 33 (new register, February 2013, so expected to increase), SA 41, Tas 21, Vic 142, WA 62. Nationally, there are approximately 520 entries, which could decrease with 25% membership loss to around 400.

By way of example, the Qld register is a self-service function of the member-only section of the website, requiring little administration, beyond setup, except for the treasurer to confirm payment and the web administrator to activate the entry. A charge of \$75 per year may need to be further justified if it is part of an existing membership system.

Some existing registers can be browsed or searched under services, specialty areas or names, or through multiple searches. A national register should allow full browse and search functions across multiple fields. Here is a summary of current register functionality.

CSE lists entries alphabetically alongside subject areas (not searchable). A formal thesaurus of subject terms is about to be implemented. Entries include services offered and a description of past specific projects.

NSW Editorial Services Directory allows a search by a known name or through a single list of some 93 subject specialties, genres and services, as well as an alphabetical list by surname or business name (cross-referenced). Listings include services offered and subject specialties with an expandable field for more information.

Qld's Register of Freelance Services is accessed through keyword search, or multi-level search by region, services offered, product types and specialist areas, as well as alphabetical listing by surname (business names not cross-referenced). Listings include brief descriptions of availability, experience, computing capability, qualifications and special skills, as well as the three search categories (provided through checkboxes): services offered (19 categories), product types (16) and specialist areas (27).

SA's register is by alphabetical listing by surname or business name (not cross-referenced) or by site search for a specific skillset or editor. Listings include brief experience, qualifications, special skills, areas of expertise, and computer software.

The Tas register lists entries by surname or business name, as well as under categories of services, including designers, editors, indexers and proofreaders (8 total). Entries include services, experience, examples of work, special skills and interests, software, memberships and qualifications. There is no search function.

Vic's Freelance Register is not listed alphabetically but is searchable alphabetically or by keyword or phrase. The list entries include qualifications, services and tags, with expandable entries listing qualifications, services, experience, examples of work, areas of expertise and interest, memberships and software.

The WA register is alphabetical by surname and includes various levels of information from only contact details to full CVs. Most list qualifications, experience and examples. There is no search function. Members are required to have an ABN to register.

Due to the current wide variety of classification, display and search capabilities, societies would need to discuss and agree on national criteria, classifications and so on to create a national register. A national register could still be listed by society and be searchable nationally.

Would societies be willing to set up a working group to establish criteria and classifications for a national freelance register?

Would societies want a national register categorised by society and searchable nationally?

What would societies be willing to charge for entries as a national standard?

A further comment received was to give some form of recognition to associates who want to gain work in order to further their level of expertise and experience.

Would societies be willing to create some form of listing of associate members?

3 Shared website with society and IPEd content

A national website is essential to establish a national membership record system, and can also be used for a national freelance register, though the latter can be standalone and accessed through the existing IPEd website.

Currently society websites have various levels of functionality and include various types of information, resources and links. It is apparent that the existing content of the IPEd website would need to be retained, with separate sections of the site devoted to each society.

It would be preferable that society content be consistent, with perhaps a shared resources section, so cooperation would be required to agree on the type and style of content to be included and how it should be arranged. Some societies may be able to simply transfer their existing content, while others would need to put in substantial work to modify or develop content. However, CSE has commented that using an open source platform would be inexpensive and easy to implement.

Would societies be willing to set up a working group to establish the type and style of Society content for a shared website with society and IPEd content, and its technical requirements?

4 Shared membership record system

A shared membership record system requires a shared website and can administer a national freelance register and events registration system. It would also require a central administrator, and standard membership tiers and fees.

A number of issues would need to be ironed out, mostly reliant on the system's capabilities as well as how the societies would want payments, receipts, invoicing and reminders handled, as well frequency and type of reporting. Societies would presumably still need an officer to field local enquiries and communication with the central administrator of the system would be crucial.

Would societies be willing to set up a working group to establish their preferences for a shared membership record system, including reporting requirements, subject to the system's capability?

5 National newsletter with society and IPEd content

A national newsletter would likely require a national coordinator to gather, write and edit national and IPEd content, gather society input and produce the whole, and content editors to supply society material. Societies could also contribute to a shared national section. As with the website, content from each society should be relatively consistent as to type of information and style of presentation.

Alternatively, a national newsletter or journal, perhaps quarterly, with society contributions, could be produced alongside existing newsletters. A newsletter could be produced as a standalone publication rather than be produced on the website but could be posted via a national website or member record system.

Would societies be willing to set up a working group to establish the type and style of content for a national newsletter with society and IPEd content?

Would societies prefer to retain their newsletters, as well as producing a national newsletter or journal, quarterly or otherwise?

6 Shared event registration

An event registration system requires a central membership record system to operate. Presumably it would handle bookings and payments for training workshops, general meetings and networking events, as well as support the organisation and administration of the national conference.

Would societies be willing to set up a working group to establish their preferences for event registration functions, subject to the system's capability?

7 Other

Numerous comments and recommendations were also given in the open-ended section of Q3 (see analysis in the summary of Q3 results, page 11). Responses have been grouped under nine broad areas, as follows, in order of number of responses.

7.1 Training and resources (10 responses)

Training is a key function of IPEd through the 'advancement of quality, skills and expertise of members'. However, under the 'IPEd as is' model, societies offer a wide variety of workshops and other training opportunities. Societies would need to cooperate to share resources in order to treat training as a shared function, such as through a database of courses offered (begun by IPEd in 2012) accessible through a shared website and possibly assisted by national event registration.

Would societies be willing to set up a working group to further develop a database of courses offered by all societies?

Resources currently offered by individual societies should be able to be shared through a shared website and national newsletter.

7.2 Advocacy and promotion (9 responses)

This is part of three of IPEd's six key functions to be addressed through increased funding.

7.3 Membership issues (8 responses)

Some form of listing of associate members

This has been covered under 2 National freelance register.

Automatic professional membership, on application, to AEs

This has been covered under 1.1 Membership tiers.

Disciplinary action against AEs behaving badly

This would come under IPEd's realm, as accreditation is an IPEd key function, not a society function, though the request was for such to be struck off membership lists.

Regional branches

Societies are currently able to set up regional branches if they so wish. This is not a shared function.

Multi-society members

This comment relates to members who belong to more than one society due to geographical placement or preference. It means that dual IPEd levies are collected, as well as the dual payment of fees. It is difficult to see how only one levy could be paid if the member chooses to pay two memberships. Under direct membership this would not be an issue, though branch membership structure has not yet been fully discussed. Cross-membership discounts for training and other society activities may alleviate the problem to the extent that dual membership would not necessarily be required.

Would societies be willing to offer member discounts for training and other events to members of other societies?

Discounts for resources

This would seem to be part of promotion so is part of an IPEd key function.

Names and branding

Currently most societies have a common name but no common branding. CSE (Canberra Society of Editors) was established as such and Vic recently changed to Editors Victoria, though its legal name is still the Society of Editors (Victoria) Inc. IPEd may even consider a name change, such as to Editors Australia, under either model. Common branding could be achieved to an extent through a shared website and national newsletter. Qld has recently changed its logo colours and branding on its new website to more closely align with IPEd. To achieve common naming and branding would require cooperation between societies.

Would societies be willing to set up a working group to explore the issues associated with common naming and branding?

Would societies be in favour of a change by all to follow Vic's example, Editors Canberra, for example, and for IPEd to change its name to Editors Australia, or some other title?

7.4 Shared information (6 responses)

Regular updates on society and national events

This would be available through a shared website and national newsletter.

IPEd newsletter in addition to society newsletters

IPEd notes are usually produced every two months. A national newsletter with IPEd and society content would provide this.

Event database, including a register of speakers

This would be available under a shared website and national newsletter, and may be serviced by a national event registration system.

7.5 Accounting and insurance (4 responses)

A shared membership record system, and shared structure, would incorporate society membership administration, which makes up the bulk of societies' accounting requirements. Other shared accounting functions would only be possible under a direct membership model.

IPEd currently offers discounted professional indemnity insurance. It may be possible to expand this to include public liability and income protection insurance.

7.6 Discussion forums (3 responses)

The IPEd website has a section for discussion forums on specific subjects. Most societies use social media such as Facebook, Twitter and LinkedIn but there is no common group, which would require some administration. Groups could be set up under IPEd key functions.

Would societies be willing to set up a common social media group for members nationally?

7.7 Mentoring (2 responses)

A national mentoring scheme, building on that currently offered by CSE, could be set up under shared functions and has been included in the Business Case for both shared function and direct membership budgets. Under shared functions, a national mentoring scheme would be included in a national membership structure at no additional cost.

Do societies want IPEd to run a national mentoring scheme under shared functions or direct membership?

7.8 National pay rates (2 responses)

Discussion through IPEd on national pay rates began in 2012. It is hoped that this would continue, with increased funding, as a key IPEd function but will still require considerable cooperation between societies.

Are societies willing to form a working group to investigate national pay levels?

7.9 Electronic accreditation exam (1 response)

Consideration of an electronic form of the accreditation exam is a key function of IPEd through the Accreditation Board.

	Full or prof.	Associate	Life	Student	Non- member	Total	Total members*	%age
CSE	40	7		2	1	50	171	29%
NSW	46	10				56	362	15%
Qld	37	14			1	52	268	19%
SA	18	2				20	128	16%
Tas	7	1				8	51	16%
Vic	119	33	5	3		160	680	24%
WA	47				1	48	119	40%
National	314	67	5	5	3	394	1779	22%
* Numbers at 31 May 2013								
Q3 responses*								
Shared function options chosen as highest priority								
National 353 of 394 respondents			Rating/5		SA 19 of 20 respondents			Rating
Membership structure	197	55.8%	4.11		Membersh	7	36.8%	3.89
Freelance register	149	42.2%	3.83		Freelance	8	42.1%	3.37
Website	144	40.8%	3.90		Website	8	42.1%	3.68
Member record system	109	30.9%	3.57		Member r	5	26.3%	3.44
Newsletter	86	24.4%	3.45		Newslette	5	26.3%	3.47
Event registration	63	17.8%	3.11		Event regi	3	15.8%	3.47
CSE 43 of 50 respondents					Tas 8 of 8 respondents			
Membership structure	26	60.5%	4.19		Membersh	3	37.5%	4.25
Freelance register	20	46.5%	3.93		Freelance	5	62.5%	4.50
Website	18	41.9%	4.00		Website	2	25.0%	3.75
Member record system	19	44.2%	3.87		Member r	3	37.5%	4.00
Newsletter	15	34.9%	3.70		Newslette	2	25.0%	3.43
Event registration	10	23.3%	3.40		Event regi	3	37.5%	4.00
NSW 51 of 56 respondents					Vic 143 of 160 respondents			
Membership structure	36	70.6%	4.46		Membersh	75	52.4%	3.99
Freelance register	26	51.0%	4.18		Freelance	52	36.4%	3.78
Website	23	45.1%	4.16		Website	57	39.9%	3.87
Member record system	16	31.4%	3.58		Member r	37	25.9%	3.42
Newsletter	10	19.6%	3.24		Newslette	37	25.9%	3.49
Event registration	11	21.6%	3.14		Event regi	23	16.1%	3.06
Qld 45 of 52 respondents					WA 44 of 48 respondents			
Membership structure	28	62.2%	4.24		Membersh	22	50.0%	3.93
Freelance register	20	44.4%	3.84		Freelance	18	40.9%	3.57
Website	17	37.8%	3.98		Website	19	43.2%	3.67
Member record system	14	31.1%	3.90		Member r	15	34.1%	3.44
Newsletter	9	20.0%	3.49		Newslette	8	18.2%	3.34
Event registration	6	13.3%	2.85		Event regi	7	15.9%	2.87
* Includes multiple responses								

Additional comments	Key	
	Training and resources	10
	Advocacy and promotion	9
CSE	Membership issues	8
Representation to government	Shared info re events etc	6
Advocacy and promotion; insurance	Accounting and insurance	4
Common approach to training	Discussion forums	3
Shared accounting services	National mentoring program	2
Access to training, including online	National pay rates	2
National mentoring program	Electronic exam	1
Monthly update on branch and group activities		45
Opportunities for associates to advertise their availability		
Recognition of interstate members to attend functions elsewhere		
NSW		
National events, eg seminars and workshops		
Automatic professional membership for AEs		
Sharing info between societies and national events page		
IPEd to offer corporate membership for \$3000 per year		
Sharing of documentary resources between societies		
IPEd newsletter in addition to state newsletters		
Disciplinary action against AEs who behave poorly (striking membership)		
Lobbying		
Electronic exam option		
National research, advocacy, coordination with other bodies, eg ASA, APA		
Qld		
Regional branches		
Members of two or more societies to only pay one IPEd levy		
Facebook group		
SA		
Shared training		
Promotion and advocacy		
Professional development		
Shared event database		
Tas		
Shared accounting		
Vic		
Industry standard hourly rates		
National insurance scheme		
Advocacy re work security, contracts, collaboration between states, in-house and freelance, MEAA		
Communication strategies		
Sharing of training opportunities		
Agreeing on and publicising minimum pay standards		
Sharing event speakers		
WA		
National discussion forum on website		
Common resources		
Marketing, promotion		
National voice for editors		
National mentoring scheme		
Shared PD resources		
Training courses offered in multiple states		
Discounts for access to digital editions of Macquarie, Style manual		
Communication of events, practices, people in other states		
Email discussion groups		
Cooperation between states, re names, branding		

2013-14 fees and membership (\$25 to IPEd)				275% fees 2014-15				Direct membership				
Note: Ordered by member numbers to gauge effect on like societies.				50% to 80% m' ship dep on level \$150 to IPEd, no shared functions				50% to 80% m' ship dep on level Approx. 20% to branches*				
	Members	Rate	Total fees	After IPEd	Member	Rate	Total fees	After IPEd	Member	Rate	Total fees	To branch
Victoria												
Full	315	\$95	\$29,925		252	\$261	\$65,835		252	\$285	\$71,820	
Full distance	67	\$63	\$4,188		50	\$172	\$8,637		50	\$190	\$9,548	
Associate	204	\$95	\$19,380		143	\$261	\$37,307		143	\$228	\$32,558	
Associate dist	48	\$63	\$3,000		34	\$172	\$5,775		34	\$152	\$5,107	
Student	21	\$54	\$1,134		11	\$149	\$1,559		11	\$114	\$1,197	
Life	25	\$0	\$0		25	\$0	\$0		25	\$0	\$0	
Total	680		\$57,627	\$40,627	514		\$119,112	\$41,990	514		\$120,230	\$24,046
Average			\$84.74	\$59.74			\$232	\$61.75			\$234	
NSW												
Professional	158	\$85	\$13,430		126	\$234	\$29,546		126	\$285	\$36,024	
Associate	191	\$65	\$12,415		134	\$179	\$23,899		134	\$228	\$30,484	
Corporate**	6	\$400	\$2,400		5	\$800	\$3,600		5	\$500	\$2,250	
Life	7	\$0	\$0		7	\$0	\$0		7	\$0	\$0	
Total	362		\$28,245	\$19,195	272		\$57,045	\$16,305	272		\$68,758	\$13,752
Average			\$78.02	\$53.02			\$210	\$45.04			\$253	
Qld												
Full	133	\$85	\$11,305		105	\$234	\$24,544		105	\$285	\$29,925	
Associate	127	\$65	\$8,255		89	\$179	\$15,891		89	\$228	\$20,269	
Concession	3	\$25	\$75		2	\$69	\$103		2	\$114	\$171	
Life	5	\$0	\$0		6	\$0	\$0		6	\$0	\$0	
Total fees	268		\$19,635	\$12,935	201		\$40,538	\$10,328	201		\$50,365	\$10,073
Average			\$79.17	\$52.16			\$201	\$41.64			\$250	
CSE												
Full	129	\$85	\$10,965		103	\$234	\$24,123		103	\$285	\$29,412	
Associate	31	\$70	\$2,170		22	\$193	\$4,177		22	\$228	\$4,948	
Student	9	\$30	\$270		5	\$83	\$371		5	\$114	\$513	
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0	
Total	171		\$13,405	\$9,130	131		\$28,672	\$9,037	131		\$34,873	\$6,975
Average			\$78.39	\$53.39			\$219	\$52.85			\$266	
SA												
Full	89	\$95	\$8,455		71	\$261	\$18,601		71	\$285	\$20,292	
Full distance	5	\$45	\$225		4	\$124	\$464		4	\$190	\$713	
Full student	1	\$45	\$45		1	\$124	\$62		1	\$114	\$57	
Associate	27	\$60	\$1,620		19	\$165	\$3,119		19	\$228	\$4,309	
Associate dist	2	\$30	\$60		1	\$83	\$116		1	\$152	\$213	
Associate stu	1	\$30	\$30		1	\$83	\$41		1	\$114	\$57	
Life	3	\$0	\$0		3	\$0	\$0		3	\$0	\$0	
Total	128		\$10,435	\$7,235	99		\$22,402	\$7,515	99		\$25,641	\$5,128
Average			\$81.52	\$56.52			\$226	\$58.71			\$258	
WA												
Full	90	\$80	\$7,200		72	\$220	\$15,840		72	\$285	\$20,520	
Concession	27	\$60	\$1,620		19	\$165	\$3,119		19	\$228	\$4,309	
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0	
Total	119		\$8,820	\$5,845	93		\$18,959	\$5,024	93		\$24,829	\$4,966
Average			\$74.12	\$49.12			\$204	\$42.21			\$267	
Tas												
Full	33	\$95	\$3,135		26	\$261	\$6,897		26	\$285	\$7,524	
Associate	16	\$65	\$1,040		11	\$179	\$2,002		11	\$224	\$2,509	
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0	
Total	51		\$4,175	\$2,900	40		\$8,899	\$2,959	40		\$10,033	\$2,007
Average			\$81.86	\$56.86			\$225	\$58.02			\$253	
Totals	1779		\$142,342	\$44,475	1350		\$295,626	\$202,470	1350		\$334,728	\$66,946
av		\$80	Net	\$97,867	av	\$219	Net	\$93,156	av	\$248	Net	\$267,782
* Funds to branches under DMM will not be on a percentage base (see Business Case).												
**Corporate fees doubled, but counted as single members.												

2013-14 fees and membership (\$25 to IPEd)				300% fees 2014-15				Direct membership				
Note: Ordered by member numbers to gauge effect on like societies.				50% to 80% m'ship dep on level \$215 to IPEd, all shared functions				50% to 80% m'ship dep on level Approx. 20% to branches*				
Victoria	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Member	Rate	Total fees	Approx. to branch
Full	315	\$95	\$29,925		252	\$285	\$71,820		252	\$285	\$71,820	
Full distance	67	\$63	\$4,188		50	\$188	\$9,422		50	\$190	\$9,548	
Associate	204	\$95	\$19,380		143	\$285	\$40,698		143	\$228	\$32,558	
Associate dist	48	\$63	\$3,000		34	\$188	\$6,300		34	\$152	\$5,107	
Student	21	\$54	\$1,134		11	\$162	\$1,701		11	\$114	\$1,197	
Life	25	\$0	\$0		25	\$0	\$0		25	\$0	\$0	
Total	680		\$57,627	\$40,627	514		\$129,941	\$19,399	514		\$120,230	\$24,046
Average			\$84.74	\$59.74			\$253	\$28.53			\$234	
NSW	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Member	Rate	Total fees	Approx. to branch
Professional	158	\$85	\$13,430		126	\$255	\$32,232		126	\$285	\$36,024	
Associate	191	\$65	\$12,415		134	\$195	\$26,072		134	\$228	\$30,484	
Corporate**	6	\$400	\$2,400		5	\$1,200	\$5,400		5	\$500	\$2,250	
Life	7	\$0	\$0		7	\$0	\$0		7	\$0	\$0	
Total	362		\$28,245	\$19,195	272		\$63,704	\$5,309	272		\$68,758	\$13,752
Average			\$78.02	\$53.02			\$235	\$14.67			\$253	
Qld	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Member	Rate	Total fees	Approx. to branch
Full	133	\$85	\$11,305		105	\$255	\$26,775		105	\$285	\$29,925	
Associate	127	\$65	\$8,255		89	\$195	\$17,336		89	\$228	\$20,269	
Concession	3	\$25	\$75		2	\$75	\$113		2	\$114	\$171	
Life	5	\$0	\$0		6	\$0	\$0		6	\$0	\$0	
Total fees	268		\$19,635	\$12,935	201		\$44,223	\$922	201		\$50,365	\$10,073
Average			\$79.17	\$52.16			\$220	\$3.72			\$250	
CSE	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Member	Rate	Total fees	Approx. to branch
Full	129	\$85	\$10,965		103	\$255	\$26,316		103	\$285	\$29,412	
Associate	31	\$70	\$2,170		22	\$210	\$4,557		22	\$228	\$4,948	
Student	9	\$30	\$270		5	\$90	\$405		5	\$114	\$513	
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0	
Total	171		\$13,405	\$9,130	131		\$31,278	\$3,135	131		\$34,873	\$6,975
Average			\$78.39	\$53.39			\$239	\$18.33			\$266	
SA	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Member	Rate	Total fees	Approx. to branch
Full	89	\$95	\$8,455		71	\$285	\$20,292		71	\$285	\$20,292	
Full distance	5	\$45	\$225		4	\$135	\$506		4	\$190	\$713	
Full student	1	\$45	\$45		1	\$135	\$68		1	\$114	\$57	
Associate	27	\$60	\$1,620		19	\$180	\$3,402		19	\$228	\$4,309	
Associate dist	2	\$30	\$60		1	\$90	\$126		1	\$152	\$213	
Associate stud	1	\$30	\$30		1	\$90	\$45		1	\$114	\$57	
Life	3	\$0	\$0		3	\$0	\$0		3	\$0	\$0	
Total	128		\$10,435	\$7,235	99		\$24,439	\$3,100	99		\$25,641	\$5,128
Average			\$81.52	\$56.52			\$246	\$24.22			\$258	
WA	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Member	Rate	Total fees	Approx. to branch
Full	90	\$80	\$7,200		72	\$240	\$17,280		72	\$285	\$20,520	
Concession	27	\$60	\$1,620		19	\$180	\$3,402		19	\$228	\$4,309	
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0	
Total	119		\$8,820	\$5,845	93		\$20,682	\$709	93		\$24,829	\$4,966
Average			\$74.12	\$49.12			\$223	\$5.95			\$267	
Tas	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Member	Rate	Total fees	Approx. to branch
Full	33	\$95	\$3,135		26	\$285	\$7,524		26	\$285	\$7,524	
Associate	16	\$65	\$1,040		11	\$195	\$2,184		11	\$224	\$2,509	
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0	
Total	51		\$4,175	\$2,900	40		\$9,708	\$1,194	40		\$10,033	\$2,007
Average			\$81.86	\$56.86			\$245	\$23.41			\$253	
				To IPEd				To IPEd				To branches
Totals	1779		\$142,342	\$44,475	1350		\$323,974	\$290,207	1350		\$334,728	\$66,946
	av	\$80	Net	\$97,867	av	\$240	Net	\$33,767	av	\$248	Net	\$267,782
* Funds to branches under DMM will not be on a percentage base (see Business Case).												
**Corporate fees doubled, but counted as single members.												

2013-14 fees and membership (\$25 to IPEd)					Approx proposed fees 2014-15					Direct membership			
Note: Ordered by member numbers to gauge effect on like societies.					50% to 80% m'ship dep on level					50% to 80% m'ship dep on level			
					\$150 to IPEd, no shared functions					Approx. 20% to branches*			
Victoria	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	Approx. to branch	
Full	315	\$95	\$29,925		306	\$240	\$73,344		252	\$285	\$71,820		
Full distance	67	\$63	\$4,188				\$0		50	\$190	\$9,548		
Associate	204	\$95	\$19,380		202	\$180	\$36,288		143	\$228	\$32,558		
Associate dist	48	\$63	\$3,000				\$0		34	\$152	\$5,107		
Student	21	\$54	\$1,134		11	\$90	\$945		11	\$114	\$1,197		
Life	25	\$0	\$0		25	\$0	\$0		25	\$0	\$0		
Total	680		\$57,627	\$40,627	543		\$110,577	\$29,172	514		\$120,230	\$24,046	
Average			\$84.74	\$59.74			\$204	\$42.90			\$234		
NSW	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	Approx. to branch	
Professional	158	\$85	\$13,430		126	\$240	\$30,336		126	\$285	\$36,024		
Associate	191	\$65	\$12,415		134	\$180	\$24,066		134	\$228	\$30,484		
Corporate**	6	\$400	\$2,400		5	\$600	\$2,700		5	\$500	\$2,250		
Life	7	\$0	\$0		7	\$0	\$0		7	\$0	\$0		
Total	362		\$28,245	\$19,195	272		\$57,102	\$16,362	272		\$68,758	\$13,752	
Average			\$78.02	\$53.02			\$210	\$45.20			\$253		
Qld	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	Approx. to branch	
Full	133	\$85	\$11,305		105	\$240	\$25,200		105	\$285	\$29,925		
Associate	127	\$65	\$8,255		89	\$180	\$16,002		89	\$228	\$20,269		
Concession	3	\$25	\$75		2	\$90	\$135		2	\$114	\$171		
Life	5	\$0	\$0		6	\$0	\$0		6	\$0	\$0		
Total fees	268		\$19,635	\$12,935	201		\$41,337	\$11,127	201		\$50,365	\$10,073	
Average			\$79.17	\$52.16			\$205	\$44.87			\$250		
CSE	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	Approx. to branch	
Full	129	\$85	\$10,965		103	\$240	\$24,768		103	\$285	\$29,412		
Associate	31	\$70	\$2,170		22	\$180	\$3,906		22	\$228	\$4,948		
Student	9	\$30	\$270		5	\$90	\$405		5	\$114	\$513		
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0		
Total	171		\$13,405	\$9,130	131		\$29,079	\$9,444	131		\$34,873	\$6,975	
Average			\$78.39	\$53.39			\$222	\$55.23			\$266		
SA	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	Approx. to branch	
Full	89	\$95	\$8,455		75	\$240	\$18,048		71	\$285	\$20,292		
Full distance	5	\$45	\$225				\$0		4	\$190	\$713		
Full student	1	\$45	\$45		1	\$90	\$90		1	\$114	\$57		
Associate	27	\$60	\$1,620		23	\$180	\$4,176		19	\$228	\$4,309		
Associate dist	2	\$30	\$60				\$0		1	\$152	\$213		
Associate stu	1	\$30	\$30				\$0		1	\$114	\$57		
Life	3	\$0	\$0		3	\$0	\$0		3	\$0	\$0		
Total	128		\$10,435	\$7,235	102		\$22,314	\$6,954	99		\$25,641	\$5,128	
Average			\$81.52	\$56.52			\$218	\$54.33			\$258		
WA	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	Approx. to branch	
Full	90	\$80	\$7,200		72	\$240	\$17,280		72	\$285	\$20,520		
Concession	27	\$60	\$1,620		19	\$90	\$1,701		19	\$228	\$4,309		
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0		
Total	119		\$8,820	\$5,845	93		\$18,981	\$5,046	93		\$24,829	\$4,966	
Average			\$74.12	\$49.12			\$204	\$42.40			\$267		
Tas	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	Approx. to branch	
Full	33	\$95	\$3,135		26	\$240	\$6,336		26	\$285	\$7,524		
Associate	16	\$65	\$1,040		11	\$90	\$1,008		11	\$224	\$2,509		
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0		
Total	51		\$4,175	\$2,900	40		\$7,344	\$1,404	40		\$10,033	\$2,007	
Average			\$81.86	\$56.86			\$185	\$27.53			\$253		
				To IPEd					To IPEd				
Totals	1779		\$142,342	\$44,475	1382		\$286,734	\$207,225	1350		\$334,728	\$66,946	
	av	\$80	Net	\$97,867	av	\$208	Net	\$79,509	av	\$248	Net	\$267,782	
* Funds to branches under DMM will not be on a percentage base (see Business Case).													
**Corporate fees doubled, but counted as single members.													

2013-14 fees and membership (\$25 to IPEd)				Approx proposed fees 2014-15				Direct membership				
Note: Ordered by member numbers to gauge effect on like societies.				50% to 80% m'ship dep on level \$215 to IPEd, all shared functions				50% to 80% m'ship dep on level Approx. 20% to branches*				
	Members	Rate	Total fees	After IPEd	Members	Rate	Total fees	After IPEd	Member	Rate	Total fees	Approx. to branch
Victoria												
Full	315	\$95	\$29,925		306	\$280	\$85,568		252	\$285	\$71,820	
Full distance	67	\$63	\$4,188				\$0		50	\$190	\$9,548	
Associate	204	\$95	\$19,380		202	\$220	\$44,352		143	\$228	\$32,558	
Associate dist	48	\$63	\$3,000				\$0		34	\$152	\$5,107	
Student	21	\$54	\$1,134		11	\$100	\$1,050		11	\$114	\$1,197	
Life	25	\$0	\$0		25	\$0	\$0		25	\$0	\$0	
Total	680		\$57,627	\$40,627	543		\$130,970	\$14,290	514		\$120,230	\$24,046
Average			\$84.74	\$59.74			\$241	\$21.01			\$234	
NSW												
Professional	158	\$85	\$13,430		126	\$280	\$35,392		126	\$285	\$36,024	
Associate	191	\$65	\$12,415		134	\$220	\$29,414		134	\$228	\$30,484	
Corporate**	6	\$400	\$2,400		5	\$600	\$2,700		5	\$500	\$2,250	
Life	7	\$0	\$0		7	\$0	\$0		7	\$0	\$0	
Total	362		\$28,245	\$19,195	272		\$67,506	\$9,112	272		\$68,758	\$13,752
Average			\$78.02	\$53.02			\$249	\$25.17			\$253	
Qld												
Full	133	\$85	\$11,305		106	\$280	\$29,792		106	\$285	\$30,324	
Associate	127	\$65	\$8,255		89	\$220	\$19,558		89	\$228	\$20,269	
Concession	3	\$25	\$75		2	\$100	\$150		2	\$114	\$171	
Life	5	\$0	\$0		5	\$0	\$0		5	\$0	\$0	
Total fees	268		\$19,635	\$12,935	202		\$49,500	\$6,113	202		\$50,764	\$10,153
Average			\$79.17	\$52.16			\$245	\$24.65			\$252	
CSE												
Full	129	\$85	\$10,965		103	\$280	\$28,896		103	\$285	\$29,412	
Associate	31	\$70	\$2,170		22	\$220	\$4,774		22	\$228	\$4,948	
Student	9	\$30	\$270		5	\$100	\$450		5	\$114	\$513	
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0	
Total	171		\$13,405	\$9,130	131		\$34,120	\$5,977	131		\$34,873	\$6,975
Average			\$78.39	\$53.39			\$261	\$34.95			\$266	
SA												
Full	89	\$95	\$8,455		75	\$280	\$21,056		71	\$285	\$20,292	
Full distance	5	\$45	\$225				\$0		4	\$190	\$713	
Full student	1	\$45	\$45		1	\$100	\$100		1	\$114	\$57	
Associate	27	\$60	\$1,620		23	\$220	\$5,104		19	\$228	\$4,309	
Associate dist	2	\$30	\$60				\$0		1	\$152	\$213	
Associate stud	1	\$30	\$30				\$0		1	\$114	\$57	
Life	3	\$0	\$0		3	\$0	\$0		3	\$0	\$0	
Total	128		\$10,435	\$7,235	102		\$26,260	\$4,244	99		\$25,641	\$5,128
Average			\$81.52	\$56.52			\$256	\$33.16			\$258	
WA												
Full	90	\$80	\$7,200		72	\$280	\$20,160		72	\$285	\$20,520	
Concession	27	\$60	\$1,620		19	\$100	\$1,890		19	\$228	\$4,309	
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0	
Total	119		\$8,820	\$5,845	93		\$22,050	\$2,077	93		\$24,829	\$4,966
Average			\$74.12	\$49.12			\$237	\$17.45			\$267	
Tas												
Full	33	\$95	\$3,135		26	\$280	\$7,392		26	\$285	\$7,524	
Associate	16	\$65	\$1,040		11	\$220	\$2,464		11	\$224	\$2,509	
Life	2	\$0	\$0		2	\$0	\$0		2	\$0	\$0	
Total	51		\$4,175	\$2,900	40		\$9,856	\$1,342	40		\$10,033	\$2,007
Average			\$81.86	\$56.86			\$249	\$26.31			\$253	
				To IPEd				To IPEd				To branches
Totals	1779		\$142,342	\$44,475	1382		\$340,262	\$297,109	1350		\$335,127	\$67,025
	av	\$80	Net	\$97,867	av	\$246	Net	\$43,153	av	\$248	Net	\$268,102
* Funds to branches under DMM will not be on a percentage base (see Business Case).												
**Corporate fees doubled, but counted as single members.												