



CPA/APMA Merger FAQs

Members Questions

1. What is the merger?

The proposed merger of APMA and CPA is a merger of equals. However, in order to effect this merger legally, APMA will:

- Acquire the assets of CPA, and
- Make an offer to member of CPA to become members of APMA

The proposed merger has been structured this way to produce the most efficient corporate structure, facilitate the simplest integration of the charities, and to avoid re-applying for existing grants held in APMA.

The merger will only proceed if the necessary resolutions are approved by both APMA and CPA members.

2. What's in it for me?

As mentioned above, we anticipate the merged entity to have greater focus on raising awareness and delivery services for people living with chronic pain.

3. What will change?

At this early stage, we don't expect many changes to affect members. As both organisations are largely supported by volunteers, we anticipate that merging of the two organisations will happen over 6 to 12 months.

Please see question 5 for more information about naming and branding.

4. What are the key dates?



Member consultation will be between 9 October 2023 to 5pm 2 November 2023. This includes the Town Hall meeting open to members on 20 October 2023.
We will respond to feedback by updating this document, which will be located on our website from the 21 st of October 2023.
21 days' notice is required under our Constitutions for a Special General Meeting where we will ask our members to approve the Special Resolutions. The Special General Meeting will be on 3 November 2023.
APMA will make the offer to CPA Members within 5 business days of the necessary resolutions being approved at both the APMA Special General Meeting and the CPA Special General Meeting (New Member Offers).
The transfer of CPA's assets to APMA will occur 10 business days after the New Member Offers are made.
The transition plan will continue over 6 to 12 months.

5. What will the merged organisation's name be, and will there be any changes to the core program and service names?

We are proposing the following changes:

Item	Change	Proposed Outcome
Organisation Name	Name change from Australian Pain Management Association	Chronic Pain Australia Limited
National Phone Helpline	No change, including to volunteer managed operations.	Pain Link Helpline 1300 340 357 (unchanged)
Pain Support Groups	No change to Pain Support Groups operations managed	Pain Support Groups operating the Pain Allies



	<p>by volunteers.</p> <p>Pain Support Groups will remain, however the APMA co-design project to develop a new framework will continue. The new framework is called Pain Allies.</p>	<p>program.</p>
National Pain Week	No change	National Pain Week
Annual Consumer Survey	No change	National Pain Survey
Educational Webinars	No change	Pain Talks
Social Media accounts	Plan to combine accounts.	The respective Chronic Pain Australia accounts.
Website	Specific functions of the APMA website will be brought across to the CPA site. This planning has not yet commenced.	https://chronicpinaustralia.org.au/
Location	APMA currently operates from Brisbane. Chronic Pain Australia will transition to be operated from Brisbane.	Brisbane, Australia



The decision to change of name is largely due to the confusion experienced by some community members as 'Australian Pain Management Association' is regularly associated with the provision of clinical services, additionally, APMA is not actually an Association.

The foundation and history of APMA will be outlined on the CPA website and every effort to honour the legacy will be maintained.

6. Will I get to vote on this merger?

Yes, all members with voting rights will be invited to vote, as per our Constitution.

An individual who follows CPA on social media, subscribes to our emails or utilises any CPA service without becoming a Forum Only, Concession, General or Associate Member under the CPA Constitution is not considered a member with voting rights.

The Special Resolutions put forward are:

- A special resolution of CPA's Members to approve the Merger; and
- A special resolution of CPA's Members approving the winding up of CPA following the Merger, with any surplus assets to be transferred to APMA.
- Approval of the proposed Constitution of the merged entity – 'Constitution of Chronic Pain Australia Limited'
- Approval of CPA's members being offered membership to APMA

A special resolution is passed if a majority vote is cast by people present at the meeting or those who submitted a postal vote, in accordance with postal voting instructions.

7. I am a member of Chronic Pain Australia and the Australian Pain Management Association. How will this impact my vote?

- a. Do I get to vote twice?** Yes, you can vote as a member of each organisation, as per the respective Constitutions.



b. If the Town Hall Meetings are scheduled at the same time, how can I cast my votes? Currently, both organisations have different constitutions, and have different rules apply for voting. You can choose to attend one meeting virtually or in person. APMA permits a vote by proxy and CPA allows as a postal vote. These processes will be listed in the notice of Special General Meeting.

8. What will happen to the Constitution?

The APMA Constitution is the recommended format from the Australian Charities and Not for Profit Commission, appropriate for organisations that are a Company Limited by Guarantee. This will be the type of organisation the proposed merged entity will be. This company type allows for nationwide fundraising.

Some minor amendments are being proposed to APMA's constitution to increase the size of the Board and to take the opportunity to update the constitution to reflect our current practices, including moving from calendar to financial year, common due dating Professional Member fees, allowing virtual meeting attendance for General Meetings, updating the name "Individual" membership category to "Community" abolishing unused membership classes and removing the ability to give/receive notice by fax machine. A copy of the proposed Constitution is available to review as an attachment to this email.

9. What happens if I don't vote at all?

It is not compulsory for you to respond to this member consultation, attend the Town Halls or the Special General Meeting or cast a vote.

However, if the other members vote for the merger, it may proceed in any event (or conversely will not proceed if other members vote against the merger).

10. What will happen to my membership?



You will be offered membership at APMA as a part of the merger agreement. This information will be sent by email. We will share further details of that when we reach that stage.

Our Privacy Policy will need to be updated, but rest assured, we have only ever retained the minimum amount of information required to administer your membership, and we will ensure our approach to data management will be managed securely.

We propose three levels of membership under the merged entity:

- Community (previously known as Individual) which will be free.
- Professional which will continue to be \$120.
- Honorary Life Members

We are proposing the varying membership levels held at Chronic Pain Australia be consolidated to these two levels. Members of CPA will receive an offer to become Members in the merged company, as follows:

CPA Membership	Post-merger Membership Offer	Post-merger Membership Rights			Post-merger Membership liabilities
		Dividend Rights	Distribution Rights	Voting Rights	Guarantee payable on winding up
Forum Member	Community Member	No	No	Yes	No more than \$5
General Member	Community Member	No	No	Yes	No more than \$5
Concession Member	Community Member	No	No	Yes	No more than \$5
Associate Member	Professional Member	No	No	Yes	No more than \$5



Honorary Membership	Honorary Life Member	No	No	Yes	No more than \$5
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If you hold a Professional Membership, we may need you to take some minor action as your payment method is attached to your account.

11. Is this happening because CPA/APMA are in trouble?

Neither organisation holds any debts or liabilities. We recognise that there is duplication in the sector, and we believe that we are stronger together.

12. Do you anticipate any service delivery issues for Pain Support Groups or Pain Link?

Pain Link is currently well resourced. For the Pain Support Groups currently operating, we anticipate no changes. As per current operations, APMA currently has several Pain Support Group Facilitator roles advertised on Seek Volunteer.

13. What happens to the CEO?

The Chief Executive Officer position from APMA will be retained post-merger. This role will be filled by Renee Rankin.

14. Who will be on the Board of Directors?

We are working through the Board composition. A small number of board positions will be advertised and open for application. It is envisioned the Board will be operational, and all Directors accountable for areas of responsibility.

There will be 11 Board Directors. After a transition and establishment period this number may be reviewed. Sub-committees would be convened as necessary.

15. Will the APMA's Pain Advisory Council still be in place?

The Pain Advisory Council will be in place and their purpose and functions will be reviewed once the merged entity commences a strategic review.



16. What is the vision of the merged entity?

Both CPA and APMA are passionate about raising awareness of chronic pain and supporting people living with chronic pain. We intend to stay true to our grassroots and look for ways to combine our strengths, strategies, and vision.

We will continue to advocate for and amplify the lived experiences of people living with chronic pain. Additionally, we will maintain our partnerships with researchers, peak bodies, policymakers, and organisations to enhance health outcomes for the chronic pain community.

17. Will Chronic Pain Australia's funding change?

CPA currently fundraises to host National Pain Week and the National Pain Survey through unrestricted education grants through sponsorship. We believe the merged entity will be in a better position to fundraise for more sustainable funding.

18. Does APMA have any additional funding?

APMA currently receives funding from the Queensland Government for the operation of Pain Link and Pain Support Groups for Queenslanders.

19. Is there any cost associated with the merger?

There are very few costs associated with the merger. Each party is responsible for their own administrative costs. Both organisations have appointed pro-bono lawyers and the total costs associated with the merger will be absorbed as 'business as usual'.

20. When will the strategy of the merged entity be reviewed? Will I have a say in the strategy and priorities? Will the merged entity release position statements?

After the Special General Meeting the new Board of Directors and Chief Executive Officer will meet to discuss the transition, strategy of the new organisation, priorities, and vision.

Our aim is to seek consultation on the strategy, priorities, and vision.



21. How can I learn more about the Australian Pain Management Association and how they do business?

Please visit their website and social media.

22. How does the way they do business differ from the way we do business?

APMA has a Board of Directors with a mix of governance and lived experience. The organisation has largely been run by a paid CEO and an army of volunteers. Volunteers provide head office support, while the team of Pain Support Group Facilitators and Pain Link Helpline Peer Guides deliver community-based series across Australia.

Chronic Pain Australia has an operational Board of Directors. They combine clinical experience with lived experience. All CPA Board Directors are volunteers who donate their time to host National Pain Week, the National Pain Survey and day to day operations. We are also strong advocates for research into pain and are members of the Australian Research Council. No changes are anticipated this financial year, though a priority will be seeking funding to recruit paid employees to assist with operations.

Researcher Questions

1. How will the merger affect current National Health and Medical Research Council grants, Medical Research Future Funds, state government and university research grants currently in progress or awaiting outcomes where APMA &/or CPA are partners?

There will be no material change. The combined reach of APMA and CPA is 50,000 people. We anticipate the grant partners will enjoy the added benefit of receiving more visibility for their research. Operational changes like updates to ABN numbers will be made after the merger is fully approved.



Partner and Sponsor Questions

1. How will the changes in management affect any agreements with partners, sponsors, and funders?

CPA has several industry partners and sponsors. Our vision is to grow, and we will seek more partners. We anticipate the Board of Directors being linked to partner organisations.

2. Is there currently any duplication in partners or sponsors?

No, there is no duplication and there are no issues.

3. Will policies regarding how you select partners change?

We anticipate refining our approach to fundraising as our value proposition will be dramatically improved.

4. Is there anything else we should expect as a partner or sponsor?

We hope to have more events in the coming years that showcase our partner's organisations, products, and services, and really highlight that value they add.

Volunteer Questions

1. Will my volunteer role change? Will my title or job responsibilities change?

APMA Volunteer roles and responsibilities will largely remain the same. There may be some platform changes regarding email, website, and social media. We will ensure that we support all volunteers through this with detailed instructions, training, and support. Some of our Head Office operations roles will change due to system changes. We will keep everyone updated before expected impacts.

We may recruit new volunteers or ask some volunteers if they would like to assist with some project work to transition functions of the organisations.

We anticipate that no job titles will change.

2. Do you anticipate any changes to what we do to support people?



Given that APMA has a network of Pain Support Groups and a National Phone Helpline, we anticipate being able to provide our members with more opportunities to receive support in managing their pain. Expanding our community to include APMA members will also provide a stronger collective voice to back our advocacy efforts.

We're proud of all our volunteers and how they've contributed to our National Pain Survey, National Pain Week, and day-to-day operations. Your work is deeply valued and essential to raising awareness of chronic pain.

3. **Who will I report to?**

Renee Rankin will be the CEO of the merged organisation. Board Directors may interact with volunteers as they manage their respective committees and sub-committees.

4. **Can I continue to work remotely?**

Absolutely. We are not anticipating moving to a site soon.

5. **Will our culture change?**

CPA are passionate supporters of giving people living with chronic pain in Australia a voice. The CPA Board are hardworking individuals and will continue to advocate for awareness, accessibility, and affordability for the community.

6. **Will this double the workload of the CEO?**

There will be a period where managing the transition will be of a high priority. We are still under a contractual agreement with the Queensland Government to deliver our services, and the CEO will need to manage that accordingly.

8. **Will our policies and procedures need to be updated?**

Yes, these will be updated during transition, and you will be advised.



Common Media Questions

1. What information can be shared about the deal publicly?

We will provide internal media contact information and details about the proposed merger.