



St John WA

# Board Communiqué

Kaya.

Stakeholders are invited to track progress of the St John WA Group Board across the year through this new *Group Board Communiqué* which will be released following each meeting. This refreshed approach to open communication and transparency is in keeping with best-practice board governance principles. The St John WA *Group Board Communiqué* will be released eight times per year: after each of the four quarterly, and mid-quarter, Board meetings. The St John WA Board provides governance to the organisation which delivers on its charitable purpose:

***‘To serve humanity and build resilient communities, through the relief of sickness, distress, suffering and danger.’***

## Role of the St John WA Board

The Group Board’s role is in keeping with St John WA’s need to pursue its charitable purpose effectively and meet its obligations under the law. St John WA’s Board has four roles:

**Role 1. Group CEO oversight and resourcing**

**Role 2. Group performance and accountability**

**Role 3. Group compliance and risk**

**Role 4. Group strategic direction**

The role of the Group Board, and its non-executive directors remains delineated from the executive responsibilities, which are delegated to the Group CEO, Kevin Brown, whose role is to run the St John WA organisation.

## Highlights of the February Quarterly Board Meeting

The Board of St John WA would like to commence this *Communiqué* with our support to family, friends and St John WA colleagues of long-term St John WA paramedic Fiona Lavelle, who passed away trekking in Esperance. Our thoughts are with you all, and we pay tribute to Fiona for her 11-years of service to the people of WA.

### Acknowledgements

- An Acknowledgement of Country: Board member, Jeffrey Williams, provided the Board with his acknowledgement learnings from his upbringing in Gnaala Karla Booja region in Noongar Booja.
- An Acknowledgement of St John: The Board highlighted St John Australia’s 140-year anniversary with celebrations across the country scheduled for November 2023 – highlighting Dr Neild’s founding story, and the innovative future style of St John unfolding from St John International.
- The Board paid tribute to Antony Smithson for completing his role as Acting CEO for the second half of calendar 2022, and formally welcomed new St John WA Group CEO, Kevin Brown, who commenced January 3. (*Role 1*)

### Group CEO report

- The first Group CEO Report was a new-format Quarterly Board meeting report where Mr Brown demonstrated 90-day performance and outlook measures for the Board to consider. The report covered performance of the last 90 days (quarter) and demonstrated focus areas of the current 90 days (quarter). Matters such as service standards, workplace engagement and culture, risk, compliance, and corporate needs were discussed. Discussions were held on the three new Service



Streams under the Group Model, the Corporate side of the business, and progress on the St John Group strategic plan:

- **Service Stream 1:** made up of services such as first aid training, first aid products, the defibrillator network (which was also discussed with the Premier during the week) and the First Responder App. A discussion arose as to the re-registration process of the Registered Training Organisation licence.
- **Service Stream 2:** made up of services such as St John's primary health including urgent care, industry medical services, event health and community transport services. The Board noted benchmarked health and safety standards and clinical performance metrics for greater transparency for all.
- **Service Stream 3:** made up of services such as country and metropolitan ambulance, patient transport, St John's State Operations Centre, specialist operations and first responders. The Board received a presentation on the implications of the new Department of Health Ambulance Services Agreement.
- **St John Group:** Whole of St John Group's financial performance was considered. The Board heard that the arrival of new Group CEO has encouraged a leaner organisation, with strong waste reduction efforts. Mr Brown presented on the status of 'The Transition', and talked through the focus on 'people, processes and technology' in his presentation. 'The Transition' to a more sophisticated and accountable organisation, unfolds throughout the year of 2023 (*Role 2*).

### General business

- The Board determined that the organisation's Environment, Social Responsibility and Governance (ESG) focus would be added to the Risk and Compliance Committee for an increased spotlight (*Role 3*).
- Work health and safety is under a stronger spotlight as WA approaches 12 months since the *Work Health and Safety Act 2020* came into effect. In response, a new St John WA Group Board Committee was established for Health, Safety and Culture. This is supported by the Group CEO's complementary management focus (*Role 3*).
- The Board noted accountability for Governance shifted from the Finance, Governance and Audit (FGA) Committee to full Board oversight; and adapted the current Committee to one of Audit and Investment. The report from the Audit and Investment Committee demonstrated a satisfaction with the solvency status of the organisations as at the end of January 2023; included how the new Group Model would impact financial distribution, reporting and transparency; and the process of appointing the Group's auditors (*Role 1*).
- The Board discussed increased transparency on stakeholder engagement, aligned to Australian Institute of Company Directors Not-For-Profit Governance Principle #8, and mapped the Board's Immersion Program for the first time by logging its engagement with stakeholders. The Board also discussed its stakeholder immersion and professional development activities since its last meeting (16 times), three examples include:
  - Four of the six members joining many of the St John WA team participating in an Acknowledgement of Country training session with reputed WA provider Acknowledge This;
  - Two Board members supported the media launch acknowledging funding from the Department of Communities to deliver training to frontline personnel as part of the 16 Days in WA campaign to drive a change in culture, behaviour and attitudes that lead to violence against women and their children; and
  - Two Board members attended Cyber Safety training through the AICD (*Role 2*).
- The Board discussed with the Company Secretary a program to advance top-level governance practices. The initiative is set to deliver a modern and contemporary Constitution for St John WA. The Board noted this advancement was supported through independent legal advice and that Chapter engagement had been mapped during the year (*Role 3*).
- The Board discussed St John Australia's approach to alignment on Australia-wide standards on child protection, cyber security, volunteering and youth programs. There was also discussion on the progress of the new Trade Mark Licence Agreement between St John Australia and the state-based St John entities.
- The Board was most impressed with the organisation's release of its Reconciliation Action Plan. It was a delightful and well-supported event. The Board walks side-by-side with this commitment to



reconciliation, with focus being equally on St John WA's workforce as well as the services St John WA provides for Aboriginal and Torres Strait Islander peoples across this State.

### Board changes

- At the March Group Board meeting, two new Non-Executive Directors will join the Board increasing its number to eight. It was agreed members of 2023 and beyond are to be AICD graduates. Its first new Non-Executive Director is Amanda Healy, a 35-year professional working across human resources, safety management, engineering and social impact. Amanda is an Aboriginal woman from the Koori language group. We are all looking forward to Amanda's contribution to St John WA, thus the people of WA.
- The Board established a Clinical Performance Committee and agreed to appoint independent Committee members external to the Board to increase expert clinical oversight for the organisation.
- St John WA is currently recruiting for a Board Company Secretary to work hand-in-hand with the Board to achieve high-performance governance standards.

### Next meeting

The agenda for the next Board meeting in March includes the topics of stakeholder engagement (AICD Governance Principle #8), an analysis and support of St John's Corporate side, plus a deep dive into St John's strategic direction, including an online presentation from Hato Hone St John New Zealand's CEO Peter Bradley. *Thank you Peter.*

The St John WA Group Board continues to be grateful to the 8000 St John WA team members for their commitment to serving the people of WA.

The *Group Board Communique* is released after each Board meeting and we look forward to your engagement.

Regards, St John WA Board



*Sally Carbon*  
she/her

Board Chair OAM, OLY, CSTj, FAICD

### Attendance

#### February 2023:

- Present: Sally Carbon (Chair), Jeffrey Williams, Elisa Fear, Andrea LeGuier, Mike Gurry, Tony Ahern.
- Absent: Nil.