



St John WA

Board Communiqué

Kaya. Welcome to Whadjuk Country, where the Board of St John WA met this month.

All Stakeholders are invited to track progress of the St John WA Group Board across the year through this Group Board Communiqué, this is the second edition for 2024.

The St John WA *Group Board Communiqué* is released eight times per year: after each of the four quarterly and four mid-quarter Board meetings. On top of Board meetings the Board runs 16 distributed Committee meetings throughout the year, reported within the *Communiqué* structure. This *Communiqué* represents a summary of a mid-quarterly meeting. 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, and has four roles aligned to Australian Institute of Company Directors (AICD) parameters, being:

Role 1. Group CEO oversight and resourcing

Role 2. Group performance and accountability

Role 3. Group compliance and risk

Role 4. Group strategic direction

St John WA Board Directors govern the organisation sustainably, and create value (such as social, economic, data, human capital) completely aligned to the St John WA purpose. In performing its duties, the Board follows the *Corporations Act 2001 (Cth)*, St John WA Constitution, the 10 AICD Governance Principles, the six Australian Charities and Not-for-Profits Commission’s Governance Standards and the appropriate ASX Corporate Governance Principles and Recommendations. All St John WA Board members are to be AICD, or equivalently, qualified. The Board Chair is not superior to the GCEO – the Board and the GCEO have two different Charters.

St John WA organisation-wide values are:



Lead with Heart



Think Team



Make it Better



Walk the Talk

Highlights of the March Mid-quarter Board Meeting

The Board of St John WA would like to commence this *Communiqué* with a recognition of two of its Non Executive Directors who were absent for parts or all of the March Board meeting. Jeffrey Williams missed the meeting, as he had been attending professional development in London joining the Oxford Healthcare Leadership Programme. And Amanda Healy joined online at times, whilst she was demonstrating WA Investment and Trade at the infamous SXSW conference in Texas, sharing interconnected Australian First Nations cultural stories with Native American Elders. Congratulations both Jeffrey and Amanda for your international learnings and sharings.



Board member Amanda Healy (right) exchanging gifts with American Elders



Jeffrey Williams KStJ (left) and Andrea Williams DStJ (right) with Order of St John Secretary General Susan le Jeune d'Allegeershecque, at St John Gate, London.

The March Board meeting represented one of four 'yellow' or 'mid quarter' board meetings. Such meetings have less on the agenda, yet discussions are deeper, slower and more investigative than the 'red' or 'quarterly' board meetings.

Acknowledgements

- An Acknowledgement of Country: was completed by new Board member Monish Paul who acknowledged the lands of which the meeting was held.
- An Acknowledgement of St John: was completed by Board member Andrea LeGuier who raised conversation about St John's unique volunteering spirit. GCEO Kevin Brown added value providing examples of the fulfilment he gains by volunteering through St John's Event Health team, every weekend.

Agenda items

1. St John WA's Workplace Gender Equity assessment

The Board circled around from its February meeting to further hear of the organisations first reporting of Workplace Gender Equity scores (WGEA), considering it was the first time the Board, and the Australian community, had received such reporting. It discussed further learnings on the scores and heard of the focus to set and achieve new targets in the years ahead. The Board thanked executive for its higher levels of investigation and transparency on such matters, aligning to the organisation's new value of 'make it better'.

2. St John WA's Urgent Care Centres

Through a thorough paper and presentation by Chief Community Officer, Darren Webb, the Board considered the positioning of St John WA Urgent Care Centres of 2024 and beyond. This Board agenda item is in keeping with the Board's role #4; St John WA Group Strategic Direction, in which the Board is accountable for the long-term corporate sustainability of the organisation. A one-hour strategic conversation prevailed covering:

- Context and environment in which these services reside,
- Pricing impact on patient numbers and service standards,
- St John WA's UCC point of difference,
- Contribution to the WA Health system,
- Segmentation of contribution margin (\$) amongst the transparent and accountable St John WA Group Model, and
- Location of sites today and in the future.

3. St John WA Group Model diversification analysis.

A secondary thorough paper and presentation, this time by Group CFO, Martyn Jenkins, ensured the Board was able to have a deep strategic conversation about the performance and sustainability of its current 17 services. This conversation marked the first occasion, where Executive and Board noted Stream by Stream, and Service by Service, financial segmentation and sustainability. Topics of note included

- Growth potential of certain Services,



- Technology advancements and impact on Services growth
- Balance of Service income and expenditure across the Group
- Percentage of partnership funding compared to end-user funding of all Services.

The Board heard GCEO, Kevin Brown's desires for intentional parameters for each of the 17 Services, including such expectations being used for any further Services coming online. Expectations will be refined with early considerations covering impact, service standard, environmental and financial sustainability, value to community, human capital, and more.

4. St John WA Governance Advancement

The Board completed a six-month check-in on the 2023 Governance Advancement Plan deliverables. This process is continual to ensure St John WA's governance achieves leading-practice status at all times, with a target score above an 80 per cent mark. At this meeting, the Board and Executive united on the next priority governance items to be delivered by management by June 2024. The Board noted ASX Governance Principles changes afoot, in particular the focus on diversity and inclusiveness around the Board table.

5. Financial Decision

The Board approved a financial decision outside of the Group CEO's Delegation of Authority pertaining to a leased built form.

Board changes

The Board noted a pending change to Jeffrey Williams employment status, ensuring a check on Conflict of Interest and Independence status by the organisation's Company Secretary.

Next meeting

The April Board meeting is scheduled to be a heavy 'red' or 'quarterly meeting' covering:

- Quarterly Operational Reporting
- Quarterly Strategic Reporting
- Strategic Plan approval process
- Committee Reporting

Closing remarks

The Group Board Communique is released after each Board meeting (six weeks apart). The Board looks forward to joining many St John WA Members the week preceding the next Board meeting, at the St John WA Investiture. And I, personally, will celebrate amongst the Williams community, as they commemorate 60 years of St John WA service in their local area. Thank you for the invitation 'Team Williams'. And likewise, Board member Monish Paul, will attend a similar event with 'Team York' in the weeks ahead. The Board is planning on meeting on Yamatji Peoples land (Geraldton) in the month of June.

Regards, St John WA Board



Sally Carbon
she/her

Board Chair OAM, OLY, CStJ, FAICD

Attendance

March 2024

- Board Members Present: Elisa Fear, Craig Heatley, and Amanda Healy (present online), Sally Carbon, Andrea LeGuier, Monish Paul, Matt Mueller (present in person).
- Board Members Absent: Jeffrey Williams.
- Executives: Kevin Brown (GCEO), Martyn Jenkins (CFO), Darren Webb (CCO), Ly Cejka (General Counsel), Naomi Powell (Emergency Stream; safety)
- Company Secretary: Gauri Potdar