



NASRHP
NATIONAL ALLIANCE
OF SELF REGULATING
HEALTH PROFESSIONS

Adopted: February 2017
To be reviewed: February 2019

NASRHP Board Composition and Selection Criteria

Pursuant to the NASRHP Constitution Clause 15

Board Composition

NASRHP will be governed by a Board of Directors. This Board will be a skills-based Board. The Board will consist of a Chair, Vice-Chair, and a Treasurer (Chair of Finance Committee).

The Board will consist of a maximum of 12 Directors and a minimum of 11. The Board will constitute Directors from the following representative areas:

- Externals: Minimum of three (3) and maximum of four (4) external directors with skills of importance as identified by the Board, with a minimum of one consumer Director.
- NASRHP founding organisations: a representative from each of the 8 NASRHP founding organisations, being:
 - Audiology Australia
 - Australasian Sonographers Association
 - Australian and New Zealand College of Perfusionists
 - Australian Association of Social Workers
 - Australian Orthotic Prosthetic Association
 - Dietitians Association of Australia
 - Exercise and Sports Science Australia
 - Speech Pathology Australia.

Term

The term of appointment to the Board may be for a period of up to two years, with eligibility for reappointment.

Chair Position Description

- Strategic Leadership by:
 - Interpreting the Company's objects
 - Representing the Company to external bodies
 - Acting as a spokesperson
 - Articulating policy directions
 - Anticipating and planning for change
 - Motivating members and volunteers
 - Being proactive
 - Being responsive to members.
- Oversighting operations of the Company by:

- Accepting governance role in financial matters
- Regularly reviewing all business plans
- Participating in planning functions
- Evaluating outcomes of plans
- Serving as Chairperson of the Board of Directors and general meetings
- Ensuring Chair-elect is well briefed on Company matters
- Guiding performance of Directors.
- Providing guidance and direction to the Company volunteers by:
 - Regular communication
 - Providing policy guidelines where necessary.

Vice-Chair Position Description

- Support the Chair by:
 - Accepting all of the duties of the Chair should they become incapacitated or otherwise be unable to carry out their role
 - Acting in place of the Chair when asked
 - Acting as a representative for the Company when asked.
- Undertaking specific projects by:
 - From time to time, completing specific tasks delegated by the Board or Chair
 - Identifying areas in need of development.
- Accountability
 - The Vice-Chair is accountable to the Board.

Treasurer Position Description

- Take responsibility for overseeing the finances of the Company on an ongoing basis thereby ensuring that the Board is correctly informed.

Role of Directors

- To define and monitor the strategic direction of the Company.
- To define policies and procedures to ensure the Company operates within legal and social of its environment.
- To establish control and accountability systems within the Company's operations to conform to legal requirements and the expectations of members.
- To drive the Company's performance.
- To review and monitor the Company's performance.
- To develop a learning environment with an emphasis on innovation.

Responsibilities of Directors

- Make decisions in the best interests of the Company as a whole.
- Be familiar with the fundamentals of the business in which the Company engages.
- Review and monitor the Company's affairs and policies.
- Maintain familiarity with the financial status of the Company by a regular review of financial statements.
- Keep continually informed about the activities of the Company.
- Exercise due care, skill and diligence in overseeing the affairs of the Company.
- Take steps to correct any problem areas.

- To accept responsibility for agreed delegated tasks.

Commitment of Board Directors

Board Directors should be able to give an active commitment to the work of the board. Commitment as a NASRHP Board Director will often take around two or three full days per month, and may be more, in addition to travel time to and from the meetings.

Board Directors may be required to attend different types of meetings, including:

- Scheduled board meetings, generally held quarterly
- Additional board meetings, either face to face or via teleconference, when additional matters need to be considered or urgent decisions need to be made
- Occasional conferences, weekend retreats or planning days.

Board Directors are expected, as far as practical, to attend all meetings, including teleconferences and video conferences. An agenda and board papers are provided prior to each meeting.

Selection Criteria

Applicants are required to submit a formal application, resume and referee reports.

External Directors

To be eligible for appointment as an external Director, you must not currently be, or have previously been, a health practitioner in a self regulating health profession. This may include a consumer Director.

Founding organisation Director

To be eligible for nomination as a founding organisation Director, you must currently be, a certified health practitioner or employee in the health professions for which the board is established with the skills, experience and attributes outlined below.

Board Directors skills, experience and attributes

All Board Directors are expected to demonstrate the following attributes:

1. Displays integrity: is ethical, committed, diligent, prepared, organised, professional, principles-based and respectful; values diversity; and shows courage and independence.
2. Thinks critically: is objective and impartial; uses logical and analytical processes; distils the core of complex issues and weighs up options.
3. Applies expertise: actively applies relevant knowledge; skills and experience to contribute to decision-making.
4. Communicates constructively: is articulate, persuasive and diplomatic; is self-aware and reflects on personal impact and effectiveness; listens and responds constructively to contributions from others.
5. Focuses strategically: takes a broad perspective; can see the big picture; and considers long term impacts.
6. Collaborates in the interests of the scheme: is a team player; flexible and cooperative; and creates partnerships within and between Boards and NASRHP.

Consumer Director applicants are asked to address this additional attribute:

7. Strong community connection: can demonstrate a strong community connection/s and an ability to bring a public/lay perspective and voice to the work of NASRHP.

The NASRHP Chair is expected to demonstrate the following in addition to 1 to 6 above:

1. Demonstrates leadership: is confident, decisive and acts without fear or favour, is at the forefront of professional regulation, drives reform and facilitates change.
2. Engages externally: is the spokesperson for the Board and advocate for NASRHP, defines the nature and tone of engagement, builds and sustains stakeholder relationships.
3. Chairs effectively: establishes and follows well organised agendas, facilitates input from all Directors, builds consensus, distils core issues, summarises discussion and confirms decisions ensuring they are accurately recorded.

Referee Reports

Reference checking may be conducted and information obtained for shortlisted candidates. Applicants are asked to nominate three to four referees who can support the application relevant to the Board Director attributes and position responsibilities.

Applicants are advised to show consideration in selecting referees who can provide a balanced reflection of the applicants' professional attributes.