



Local Health Network Governing Boards

# Board Member Expression of Interest Information Pack

September 2020

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## Foreword

The South Australian public health system is a large and complex system, servicing a population of approximately 1.6 million with an annual budget of approximately \$6 billion and over 38,000 staff.

The South Australian Government introduced a new model of governance and accountability in the public health system. A cornerstone of the new model is the Governing Boards for Local Health Networks.

There are three metropolitan, one statewide and six regional Local Health Network Governing Boards in South Australia .

These 10 independent Governing Boards provide an exciting opportunity for the health system to be increasingly responsive and innovative in understanding and meeting the health needs of their local communities.

I look forward to working with and supporting all Governing Boards as part of the new model of governance for public health in South Australia.

**Dr Chris McGowan**

**Chief Executive, SA Health**

## Part 1: Background information on the SA public health system

SA Health encompasses all Local Health Networks, the SA Ambulance Service and the Department for Health and Wellbeing. SA Health is a diverse organisation with a wide range of responsibilities and provides a variety of health services across regional and metropolitan worksites.

SA Health serves all South Australians and recognises the diversity of the South Australian community, including Aboriginal people and people from culturally and linguistically diverse backgrounds. The knowledge, skills and dedication of SA Health staff benefit all South Australians, both individually and collectively.

SA Health staff across the system have worked in partnership to plan and implement a number of major projects such as the recent re-activation of the Repatriation Hospital and the redevelopment of the Modbury Hospital. These significant measures have occurred alongside SA Health's wider ongoing responsibilities in policy, health protection and promotion, education and research, and service planning and delivery, to support the health and wellbeing of all South Australians.

SA Health has an important role as part of a larger health and wellbeing sector. Our partners in the non-government, education, research, private and Commonwealth sectors are vital in achieving the vision of the [SA Health Strategic Plan 2017-2020](#). SA Health works closely as part of the Government of South Australia to improve the social determinants of health and wellbeing.

### Our vision, values and strategic priorities

Our people and our partners are actively engaged in improving the health and wellbeing of all South Australians. Consumers and communities are at the centre of our decisions and inform the design and provision of health and wellbeing services.

SA Health performs three roles in the health system:



We recognise that how we do our work drives the safety and quality of our services.

Acting consistently with the SA Health values, means that our culture will enable delivery of a contemporary and sustainable health and wellbeing system and support the achievement of our vision for healthy South Australians to enjoy a great quality of life.

We use the South Australian Public Sector values as a foundation of how we describe and discuss the productive behaviours that we demonstrate ourselves and expect from our colleagues.

Care and kindness are the values that underpin how we treat each other, working together to provide services.

Care and kindness are paramount to everything we do with our consumers, their families, carers, our community, our work colleagues and service partners.

The South Australian Public Sector values articulate our commitment to each other, consumers and the community:



## Our structure

SA Health is the brand name for the South Australian public health portfolio of services and agencies responsible to the Minister for Health and Wellbeing (the Minister). The Department for Health and Wellbeing (the Department) is an administrative unit under the *Public Sector Act 2009* and has published a complementary [Health Strategy \(2019-2024\)](#) to the SA Health Strategic Plan.

Amendments to establish the Governing Boards under the *Health Care Act 2008* were passed by Parliament on 26 July 2018 in the *Health Care (Governance) Amendment Bill 2018*. These amendments came into operation on 1 July 2019.

Six new incorporated country hospitals (Local Health Networks) were created under the *Health Care Act 2008* (See Appendix 1 which provides a map of the current Country Health SA Local Health Network regions).

The metropolitan and statewide LHNs include:

- Central Adelaide Local Health Network (CALHN)
- Northern Adelaide Local Health Network (NALHN)
- Southern Adelaide Local Health Network (SALHN)
- Women's and Children's Health Network (statewide) (WCHLHN)

The regional LHNs include:

- Barossa Hills Fleurieu Local Health Network (BHFLHN)
- Eyre and Far North Local Health Network (EFNLHN)
- Flinders and Upper North Local Health Network (FUNLHN)
- Riverland Mallee Coorong Local Health Network (RMCLHN)
- Limestone Coast Local Health Network (LCLHN)
- Yorke and Northern Local Health Network (YNLHN)

## Part 2: Governing board roles and functions

### Governance and management arrangements

The functions of a governing board for a Local Health Network include the following:

- to ensure effective clinical and corporate governance frameworks are established to support the maintenance and improvement of standards of patient care and services by the Local Health Network and to approve those frameworks;
- to ensure:
  - the operations of the Local Health Network are carried out efficiently, effectively and economically; and
  - the Local Health Network manages its budget so that performance targets are met; and
  - that Local Health Network resources are applied equitably to meet the needs of the community served by the Local Health Network;
- to ensure strategic plans to guide the delivery of services are developed for the Local Health Network and to approve those plans;
- to provide strategic oversight of and monitor the Local Health Network's financial and operational performance;
- to prepare and keep under review strategies:
  - for the provision of health services by the Local Health Network; and
  - to promote consultation with health professionals working in the Local Health Network; and
  - to promote consultation with health consumers and community members about the provision of health services by the Local Health Network;
- to advise providers and consumers of health services, and other members of the community served by the Local Health Network, as to the Local Health Network's policies, plans and initiatives for the provision of health services;
- to manage performance against the performance measures in the service agreement between the Local Health Network and the Chief Executive SA Health;
- to cooperate with other providers of health services, including providers of primary health care, in planning for, and providing, health services;
- to endorse the respective Local Health Network's annual report;
- to liaise with the boards of other Local Health Networks and the Chief Executive SA Health in relation to both local and statewide initiatives for the provision of health services.

A governing board is also to carry out other functions assigned to the respective board by or under the *Health Care Act 2008* or any other Act, or by the Minister.

The governing board for a Local Health Network:

- must comply with any directions of the Minister and any directions of the Chief Executive SA Health; and
- must comply with any policies of the Department specified by the Minister or the Chief Executive SA Health to apply to a governing board in the performance of its functions; and
- must not exercise a function in a way that is inconsistent with the exercise of a function by the Chief Executive SA Health (including a function that has been delegated to the Chief Executive SA Health).

An act done or decision made by the governing board of a Local Health Network in the course of official functions and duties is an act or decision of the Local Health Network.

## Engagement strategies

At a minimum, the governing board for a Local Health Network must develop and publish the following strategies:

- a strategy to promote consultation with health professionals working in the Local Health Network (a clinician engagement strategy);
- a strategy to promote consultation with health consumers and members of the community about the provision of health services by the Local Health Network (a consumer and community engagement strategy).

The governing board must consult with the following persons in developing the strategies:

- for the clinician engagement strategy—health professionals working in the Local Health Network;
- for the consumer and community engagement strategy—health consumers and members of the community.

A strategy developed and published under this section must:

- satisfy any requirements prescribed by regulation for that strategy; and
- be published in a way that allows the strategy to be accessed by members of the public, including, for example, on the internet.

The governing board and the Local Health Network must give effect to the strategies developed and published under this section in performing functions under the *Health Care Act 2008*.

## Chief Executive Officer, Local Health Network

The governing board for a Local Health Network may, after consultation with the Chief Executive SA Health, appoint:

- a specified person; or
- a person occupying a specified office or position

as the Chief Executive Officer of the Local Health Network.

Any such appointment:

- takes effect following confirmation of the appointment by the Chief Executive SA Health; and
- is revocable by the governing board at any time, subject to the confirmation of the Chief Executive SA Health.

The Chief Executive Officer of a Local Health Network is responsible for managing the operations and affairs of the Local Health Network and is accountable to, and subject to the direction of, the governing board for the Local Health Network in undertaking that function (although the governing board cannot give a direction concerning the medical treatment of a particular person).

An act done or decision made by the Chief Executive Officer of a Local Health Network in the course of official functions and duties is an act or decision of the Local Health Network.



## Part 3: Appointment criteria

### Governing board composition

A governing board consists of up to eight members, being persons who collectively have, in the opinion of the Minister, knowledge, skills and experience necessary to enable the governing board to carry out its functions effectively.

It is also a requirement that at least two members of a governing board are health professionals, meaning an individual who holds, or previously held, general registration in a health profession under the *Health Practitioner Regulation National Law (South Australia)* or an individual who practices, or has previously practised, a profession providing health services involving the provision of care or treatment to other persons (directly or indirectly).

A governing board must as far as practicable be comprised of equal numbers of women and men.

### Eligibility criteria

A person is not eligible for appointment to a governing board of a Local Health Network if the person:

- is employed to work at the Local Health Network;
- provides a service to the Local Health Network; or
- is an employee of the Department for Health and Wellbeing.

If an applicant who falls into one of these categories is offered a board position and wishes to accept the appointment, they must resign from their employment at that Local Health Network (LHN) or the Department, or cease provision of the service arrangement with that LHN before they can be appointed.

This will ensure the LHN governing boards maintain independence and that members do not have inherent conflicts of interest (whether real or perceived).

Public Sector employees are not eligible to be paid board fees unless exceptional circumstances are demonstrated.

### Selection criteria

As far as practicable, the membership of a governing board must comprise persons who between them have knowledge of, and experience and expertise in, the following fields:

- Health management;
- Clinical governance;
- Commercial management;
- Financial management;
- Aboriginal health
- The practice of Law;
- The provision of health services;
- Other knowledge, experience and expertise that will enable the effective performance of the governing board's functions.

Individuals who reside in the local area, or have close connections with the local area, are encouraged to apply.

## Part 4: Appointment terms and conditions

### Eligibility to receive fees

Governing board members are not paid a salary but are entitled to be paid fees and allowances as recommended by the Department of Premier and Cabinet and determined by the Minister for Health and Wellbeing.

Eligibility to receive fees is determined in accordance with the Department of Premier and Cabinet Circular 16 - *Remuneration for Government Appointed Part-Time Boards and Committees* (September 2016) which contains the government's policy on remuneration for part-time boards and committees. Public sector employees are generally not eligible to be paid board fees, and must receive an approved exemption for this to occur. More information can be found in [DPC Circular PC016](#).

### Governing board member remuneration

The remuneration rates for part-time metropolitan and statewide governing board members are \$35,379 per annum. The remuneration rates for part-time regional governing board members are \$24,765 per annum.

### Term of appointment to a governing board

Governing board members will be appointed for a period not exceeding three (3) years.

Governing board members will be eligible for reappointment at the expiration of a term of office, however, a member may not hold office for more than nine (9) consecutive years.

### Indemnity and insurance information

Members of boards and committees are covered by the Department for Health and Wellbeing's insurance in accordance with the Department of the Premier and Cabinet publication "*Government Boards and Committees – Guidelines for Agencies and Board Directors*"

### Probity and screening requirements

Appointment to a governing board is subject to satisfactory completion of formal requirements which may include:

- 100 Point Identity Check and National Criminal Record Check.
- Verification of formal education qualifications and professional memberships material to candidate's application.
- Australian Securities and Investments Commission Banned and Disqualified Register Check.
- Australian Financial Security Authority National Personal Insolvency Index Check.
- Department of Human Services Working with Children Check.
- International Criminal Record Check if a candidate has lived for more than 12 months in one country in the past 10 years.
- Provision of three professional referees.
- Participation in telephone or face-to-face screening activities as necessary.

### Anticipated time commitment

Governing board members are expected to prepare for, attend and contribute to board meetings, and participate in relevant development activities including induction sessions.

## Part 5: Application process

### Selection process

Governing board appointments will be merit based, and appointments will be made through a fair and open process.

As a first step, interested applicants are asked to complete an Expression of Interest Application.

A shortlisting process will then occur with interviews of short-listed applicants planned for late 2020 through early 2021.

Applicants will be advised of progress of their application via email.

### How to apply

Please submit your completed Expression of Interest Application Form to Principal Search Consultant, Hardy Group, Liz Hlipala.

T: +61 (0)401 122 301

E: [lhlipala@hardygroupintl.com](mailto:lhlipala@hardygroupintl.com)

For the Application Form, please go to [www.hardygroupintl.com](http://www.hardygroupintl.com)

The Application Form also provides contact details for all enquiries.

Deadline for EOI submissions: **5pm Monday 5 October 2020**

### For more information

**For more information please visit the SA Health website at [sahealth.sa.gov.au/governingboards](http://sahealth.sa.gov.au/governingboards)**

Appendix 1 – Current Country Health SA Local Health Network regions showing proposed six new regional Local Health Network geographic boundaries



