

People and Remuneration Committee Annual Report 2022/23

Chair's introduction

In accordance with its Charter, the People and Remuneration Committee (the Committee) provides this annual report to the Ahpra Board and for publication on the Ahpra website.

During 2022/23, the Committee has continued to focus on building our capability and culture; enhancing diversity and inclusion; embedding health, safety and wellbeing in everything we do and strategic workforce planning. Work is well underway on the new Respect@Ahpra framework with Ahpra staff, Board and Committee members participating in consultation in early 2023. The new framework will support strengthening efforts to eliminate bullying, discrimination, racism, sexual, sex and gender-based harassment, and workplace violence and aggression from every aspect of Ahpra's work.

The Committee is pleased to confirm a significant milestone of Moong-moong-gak cultural safety training program, with face-to-face training workshops delivered in all Ahpra locations. Delivery of the program commenced in February 2021, however, workshops were delayed due to the pandemic. Over 1,400 National Scheme participants have completed both the online and workshop components of the program.

The Committee is also pleased a new Ahpra Enterprise Agreement was agreed to by Ahpra employees to apply from 1 July 2022.

The Committee looks forward to 2023/24, where its focus will include implementation of the Respect@Ahpra framework, the Aboriginal and Torres Strait Islander Employment Strategy 2020 – 2025, monitoring the people impacts of the Business Transformation Program, and; continued implementation of the People strategy and delivery plan.

Thank you to Committee members and Ahpra staff members for their contribution to the work of the Committee.

Ms Gill Callister PSM – Chair, People and Remuneration Committee

Role of the Committee

The People and Remuneration Committee (the Committee) is a committee of the Ahpra Board. The Committee's purpose is to assist the Board to effectively discharge its functions by providing governance oversight of strategy and performance in relation to people, capability and culture within the National Registration and Accreditation Scheme.

Functions and responsibilities of the Committee

The Committee's function and responsibilities from June 2022 to July 2023 have included but are not limited to oversight of the People strategy and delivery plan that covers key developments in relation to strategic activity that supports business outcomes and Ahpra people related priorities. Some of the Delivery plans' strategic features that the Committee has overseen include the approach, delivery and results of the Employee Opinion Survey (EOS), the successful roll out of the Moong-Moong-Gak cultural training safety training, and a commitment to increasing participation of Aboriginal and Torres Strait Islander Peoples in employment and Board appointments.

Powers of the Committee

The Committee has no formal delegated power from the Board. The Committee functions in an oversight and review role and makes recommendations to the Board.

Membership

Membership is appointed by the Ahpra Board and consists of:

- Chair of the Ahpra Board
- Up to three other members of the Ahpra Board
- Up to three National Board members, and
- An independent member

As required by the Committee charter, the Chair of the Ahpra Board (Ms Gill Callister PSM) is the Chair of the People and Remuneration Committee.

In addition, meetings will be attended by:

- Ahpra Chief Executive Officer
- Ahpra Executive Director, People and Culture
- Ahpra Executive Director, Strategy and Policy
- Ahpra senior management, as and when required.

Members

Name	Membership status during 2022/23
Ms Gill Callister PSM (Chair)	Ahpra Board – July 2022 to June 2023
Ms Jenny Taing OAM	Ahpra Board – July 2022 to June 2023
Associate Professor Carmen Parter	Ahpra Board – September 2022 to June 2023
Dr Murray Thomas	Chair, Dental Board of Australia – July 2022 to June 2023
Dr Wayne Minter AM	Chair, Chiropractic Board of Australia – July 2022 to June 2023
Ms Susie George	Independent member - July 2022 to June 2023

Ahpra attendees

Name	Membership status during 2022/23
Mr Martin Fletcher Chief Executive Officer	Ahpra attendee – July 2022 to June 2023
Mr Mark Edwards Executive Director, People and Culture	Ahpra attendee – July 2022 to June 2023
Mr Chris Robertson Executive Director, Strategy and Policy	Ahpra attendee – July 2022 to June 2023
Ms Sangeetha Masilamani Program Manager, Government Relations	Ahpra attendee – July 2022 to June 2023 (secretariat)

Meetings

The Committee met four times during 2022/23, with attendance at each meeting below:

Meeting dates	Attendance
5 July 2022	Ms Gill Callister PSM (Chair), Adjunct Professor Karen Crawshaw PSM, Ms Jenny Taing OAM, Dr Murray Thomas, Dr Wayne Minter AM, Ms Susie George, Mr Mark Edwards, Mr Chris Robertson, Ms Catherine Miedecke, Ms Sangeetha Masilamani
4 October 2022	Ms Gill Callister PSM (Chair), Ms Jenny Taing OAM, Hon. Associate Professor Carmen Parter, Dr Murray Thomas, Dr Wayne Minter AM, Ms Susie George, Mr Martin Fletcher, Mr Mark Edwards, Mr Chris Robertson, Ms Sangeetha Masilamani
7 February 2023	Ms Gill Callister PSM (Chair), Ms Jenny Taing OAM, Hon. Associate Professor Carmen Parter, Dr Murray Thomas, Dr Wayne Minter AM, Ms Susie George, Mr Martin Fletcher, Mr Mark Edwards, Mr Chris Robertson, Ms Sangeetha Masilamani
4 April 2023	Ms Jenny Taing OAM (Acting Chair), Hon. Associate Professor Carmen Parter, Dr Murray Thomas, Ms Susie George, Mr Martin Fletcher, Mr Mark Edwards, Mr Chris Robertson, Ms Sangeetha Masilamani

Reporting to the Ahpra Board

The Committee submitted a record of each meeting in 2022/23 to the next Ahpra Board meeting.

Committee activities for reporting period 1 July 2022 to 30 June 2023

The Committee:

- reviewed and endorsed for employee consultation a revised Vaccination Policy
- reviewed the initial Enterprise agreement vote outcome and recommended updated proposed parameters for negotiations
- reviewed the thematic analysis of registration staff trends
- reviewed and recommended the application of indexation to the schedule of National Board sitting fees for FY22/23
- reviewed and recommended annual increase for eligible staff on executive contracts
- reviewed detailed quarterly workforce metrics reports at each meeting
- reviewed progress on development of the Respect@Ahpra framework and policy suite, including the anti-racism policy for Aboriginal and Torres Strait Islander people
- reviewed and provided feedback on the draft Health Profession Agreement report 1

- reviewed the progress of Ahpra's Aboriginal and Torres Strait Islander Employment Strategy 2020 - 2025
- reviewed progress against the people strategy and delivery plan at each meeting
- reviewed 360° Senior Leader assessment results
- reviewed quarterly health, safety and wellbeing reports
- received regular reports on settlements, redundancies and unusual separations 2022/23 (standing agenda item)
- received regular advice on senior contract renewals 2022/23 (standing agenda item)
- ensure there was routine disclosure of interests.

Significant issues

There were no significant issues considered during the 2022/23 reporting period which could not be handled through routine Committee procedures.

Looking ahead

The Committee has highlighted the following key areas as areas of focus in the future:

- implementation of the Respect@Ahpra Framework and underpinning policies
- implementation of the Aboriginal and Torres Strait Islander Employment Strategy 2020 - 2025
- the Ahpra Business Transformation Program, including the contributions to be provided by People & Culture to support successful delivery, plus impacts on the workforce, and
- continued implementation of the People strategy and delivery plan.