

People and Remuneration Committee Annual report 2023/24

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 2023/24, 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.

The Committee is pleased to confirm its launch of the Respect@Ahpra framework following successful consultation. The new framework strengthens efforts to eliminate bullying, discrimination, racism, sexual, sex and gender-based harassment, and workplace violence and aggression from every aspect of Ahpra's work. Work continues on the anti-racism policy for Aboriginal and Torres Strait Islander people.

Significant work is underway to review work health and safety obligations in relation to Ahpra staff, as well as statutory appointees and other people who interact with the National Scheme, including notifiers and practitioners.

The Committee looks forward to 2024/25, where its focus will include implementation of the anti-racism policy for Aboriginal and Torres Strait Islander people, the Aboriginal and Torres Strait Islander Employment Strategy 2020 – 2025, monitoring the people impacts of the Business Transformation Program, entering negotiations for the next enterprise agreement 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 2023 to July 2024 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 pulse survey, the successful roll out of the Respect@Ahpra Framework, 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 2023/24
Ms Gill Callister PSM (Chair)	Ahpra Board – July 2023 to June 2024
Ms Jenny Taing OAM	Ahpra Board – July 2023 to September 2023
Ms Leanne O'Shannessy PSM	Ahpra Board – January 2024 to June 2024
Associate Professor Carmen Parter	Ahpra Board – July 2023 to June 2024
Dr Murray Thomas	Chair, Dental Board of Australia – July 2023 to June 2024
Dr Wayne Minter AM	Chair, Chiropractic Board of Australia – July 2023 to June 2024
Ms Susie George	Independent member - July 2023 to June 2024

Ahpra attendees

Name	Membership status during 2023/24
Mr Martin Fletcher Chief Executive Officer	Ahpra attendee – July 2023 to June 2024
Mr Mark Edwards Executive Director, People and Culture	Ahpra attendee – July 2023 to June 2024
Mr Chris Robertson Executive Director, Strategy and Policy	Ahpra attendee – July 2023 to June 2024
Ms Sangeetha Masilamani Program Manager, Government Relations	Ahpra attendee – July 2023 to June 2024 (secretariat)

Meetings

The Committee met four times during 2023/24, with attendance at each meeting below:

Meeting dates	Attendance
4 July 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 Jayde Fuller, Ms Sangeetha Masilamani
3 October 2023	Ms Gill Callister PSM (Chair), Hon. Associate Professor Carmen Parter, Dr Murray Thomas, Dr Wayne Minter AM, Mr Martin Fletcher, Mr Mark Edwards, Mr Chris Robertson, Ms Sangeetha Masilamani
6 February 2024	Ms Gill Callister PSM (Chair), Associate Professor Carmen Parter, Ms Leanne O'Shannessy PSM, Dr Murray Thomas, Dr Wayne Minter AM, Ms Susie George, Mr Martin Fletcher, Mr Chris Robertson, Mr Thomas Gregg, Ms Alexandra Peck, Ms Sangeetha Masilamani
9 April 2024	Ms Gill Callister PSM (Chair), Associate Professor Carmen Parter, Dr Murray Thomas, Dr Wayne Minter AM, Ms Susie George, Mr Martin Fletcher, Mr Mark Edwards, Mr Chris Robertson, Ms Alessandra Peck, Mr Olli Wynyard Gonford, Mr Paul Shinkfield, Mr Nick Lord, Ms Sangeetha Masilamani

Reporting to the Ahpra Board

The Committee submitted a record of each meeting in 2023/24 to the next Ahpra Board meeting.

Committee activities for reporting period 1 July 2023 to 30 June 2024

The Committee:

- reviewed work health and safety obligations in relation to Ahpra staff, as well as statutory appointees and other people who interact with the National Scheme, including notifiers and practitioners
- reviewed and endorsed the updated Vaccination Policy after completing employee consultation
- endorsed the implementation of Respect@Ahpra Framework and underpinning policies
- continued review of the progress on the Respect@Ahpra Framework, including the development of an anti-racism policy for Aboriginal and Torres Strait Islander people
- reviewed and updated its Charter to better reflect its remit
- launched and evaluated the employee pulse survey
- received an analysis on the gender pay gap and subsequent opportunities to improve pay equity
- noted the launch of a new Learning management system

- reviewed and recommended the application of indexation to the schedule of National Board sitting fees for FY23/24
- reviewed and recommended annual increase for eligible staff on executive contracts
- reviewed detailed quarterly workforce metrics reports at each meeting
- reviewed and provided feedback on the draft Health Profession Agreement report
- 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 quarterly health, safety and wellbeing reports
- received regular reports on settlements, redundancies and unusual separations 2023/24 (standing agenda item)
- received regular advice on senior contract renewals 2023/24 (standing agenda item)
- ensured there was routine disclosure of interests.

Significant issues

There were no significant issues considered during the 2023/24 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 anti-racism policy
- negotiation for the next Enterprise Bargaining Agreement (EBA)
- 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.