

# Proposed structure and governance

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Consultation and planning has continued during 2016 and now more information will be communicated to members. The Board is determined to make sure everyone has a very good understanding of the proposed Governance changes between now and when State Branch and Sub-branches hold their AGMs. To help with that understanding here are some answers to the more frequently asked questions.

## Why do we need a new structure?

Currently, there is a complex, multi-layered administration with blurred communication lines between the state branches, sub-branches and the Federal office.

These layers of administration require excessive amounts of time and effort from a handful of members coupled with a long pathway from 'grass roots' member level to board representation that disenfranchises talent from contributing to the national body.

Much office time is spent on administration that distracts from delivering our core services and breed promotion.

The National Advisory Council has limited responsibilities.

## What are the proposed changes to the structure of the Association?

The proposed changes would reduce the layers of administration as detailed below:

| Current Structure         | New Structure                        |
|---------------------------|--------------------------------------|
| Board                     | Board                                |
| National Advisory Council | Strategic Directions Committee (new) |
| National Delegates        | Sub-branches                         |
| Branches                  | Members                              |
| Sub-branches              |                                      |
| Members                   |                                      |

## What becomes of the State Branches, the National Advisory Council and the National Delegate?

The current six State Branches would become nine Regions.

WA, SA, Tasmania and Queensland would each be a region; NSW would be divided into two and Victoria into three regions. Within each region would be the sub-branches as they are now.

The National Advisory Council and National Delegates would be disbanded and replaced with a Strategic Directions Committee.

Each region would be represented on the Strategic Directions Committee by a

regional representative. Each region can have a Regional Co-ordinator (see below) who would work with the Sub-branches to assist with their activities and work closely with the CEO to manage the region's budget, promotion activities and uptake of member services.

## What is the Strategic Directions Committee (SDC)?

The Strategic Directions Committee would be a representative committee of nine elected regional representatives (one from each region), 3-5 directly elected non-regional representatives and two Board members.

The Committee would assist the Board in the formulation of strategy, planning, policy and direction of the Association.

Each regional representative would be elected by their region for a three-year term and members within a region would be eligible to nominate for the position. The non-regional representatives would be directly elected from membership.

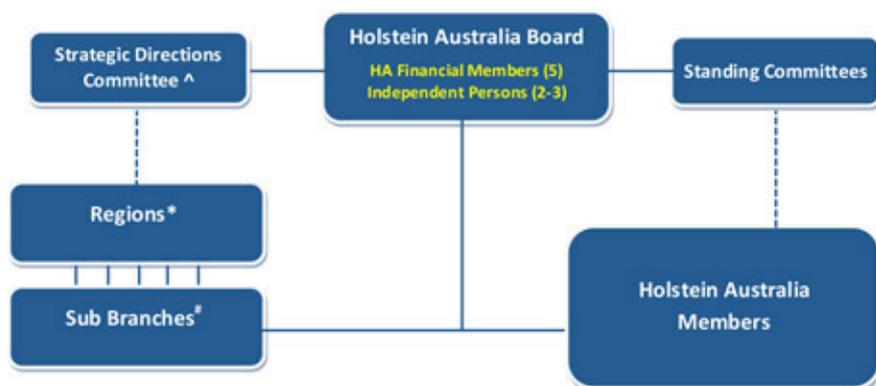
## Will there be changes within the Board?

The basic concept of the Board would remain the same, however a move to a skills-based board and directly elected representation is proposed:

- Increase the number of Directors to nine, consisting of up to seven Directors elected by membership (there are currently five) and the ability of the Board to appoint two Directors with special skills on an annual basis if required.
- Develop and implement a 'skills matrix' to determine Board composition.
- As per current governance, elected Board members would be able to serve a maximum of 12 years based on four terms of three years.
- The Board can nominate Standing Committees, including Finance & Audit (replacing the Treasurer), Remuneration and identify key areas to focus on, for example, Youth.

## What will happen to the BDCC?

The Breed Development and Conformation Committee (BDCC) is a very important Association committee and will remain as a member-elected committee with no change to the current terms of reference.



### Proposed structure

# Existing Sub Branches will be retained

\* It is proposed that there be six (6) to nine (9) Regions, the final number to be determined after further consultation with Members/Sub-branches

^ It is proposed that there be twelve (12) to eighteen (18) participants on the Strategic Directions Committee (SDC). The role of the SDC will be determined after further consultation with Members/Sub-branches

**What about Sub-branches?**

There are no plans to change the roles of Sub-branches. They are HA's community representation and will continue to play a vital role. Sub-branches would have increased resources available through the introduction of a Regional Co-ordinator as well as a direct link to management.

Sub-branches would retain the flexibility to appoint office bearers; manage their budget and conduct breed promotion and social activities as they do now.

**Will there be funding for Sub-branch activities?**

As is now the case, Sub-branches, working with their Regional Co-ordinator and management, would be required to prepare budgets based on their activities.

**What is a Regional Co-ordinator?**

The name Regional Co-ordinator has been used for the role in the development of the new governance proposals. While the position's responsibilities may stay the same, the position's title has not been finalised.

The co-ordinator represents a paid position to support the work of Sub-branches and to promote the breed. This is an operational position and will report to management.

**How many co-ordinators?**

The simple answer is that 'one size does not fit all', so there will need to be considerable planning around the needs of each region. Importantly from a budgeting perspective, there will be only a set amount of funds to initially support co-ordinators. Once the co-ordinators are in place, we will be better positioned to understand the opportunities of having more HA people in the field.

The needs of WA, Queensland or Tasmania would be different to the needs of a more populace region, e.g. Northern Victoria, and the logistics of working in the various regions will be different. The development of these roles will continue to evolve as we better understand what members want and the demand for services.

**Where to now?**

The Board is reviewing a draft set of Rules. It is important to note that changes to the Incorporated Association legislation will require many amendments to existing



Future administrative structure.

Rules, regardless of the undertaking of changes to our Governance and these will be incorporated into the new Rules.

Draft Rules will be distributed to Branches and Sub-branches for their consideration and feedback. Background material will be distributed directly to members to give everyone the opportunity for their input. In addition, the Board and Management

plan to attend as many meetings as required to provide members with as much information as possible.

**Members will be notified in the normal manner of the Special Resolutions relating to Governance to be put to the AGM to be held in Albury on Wednesday 14 September.**

HJ