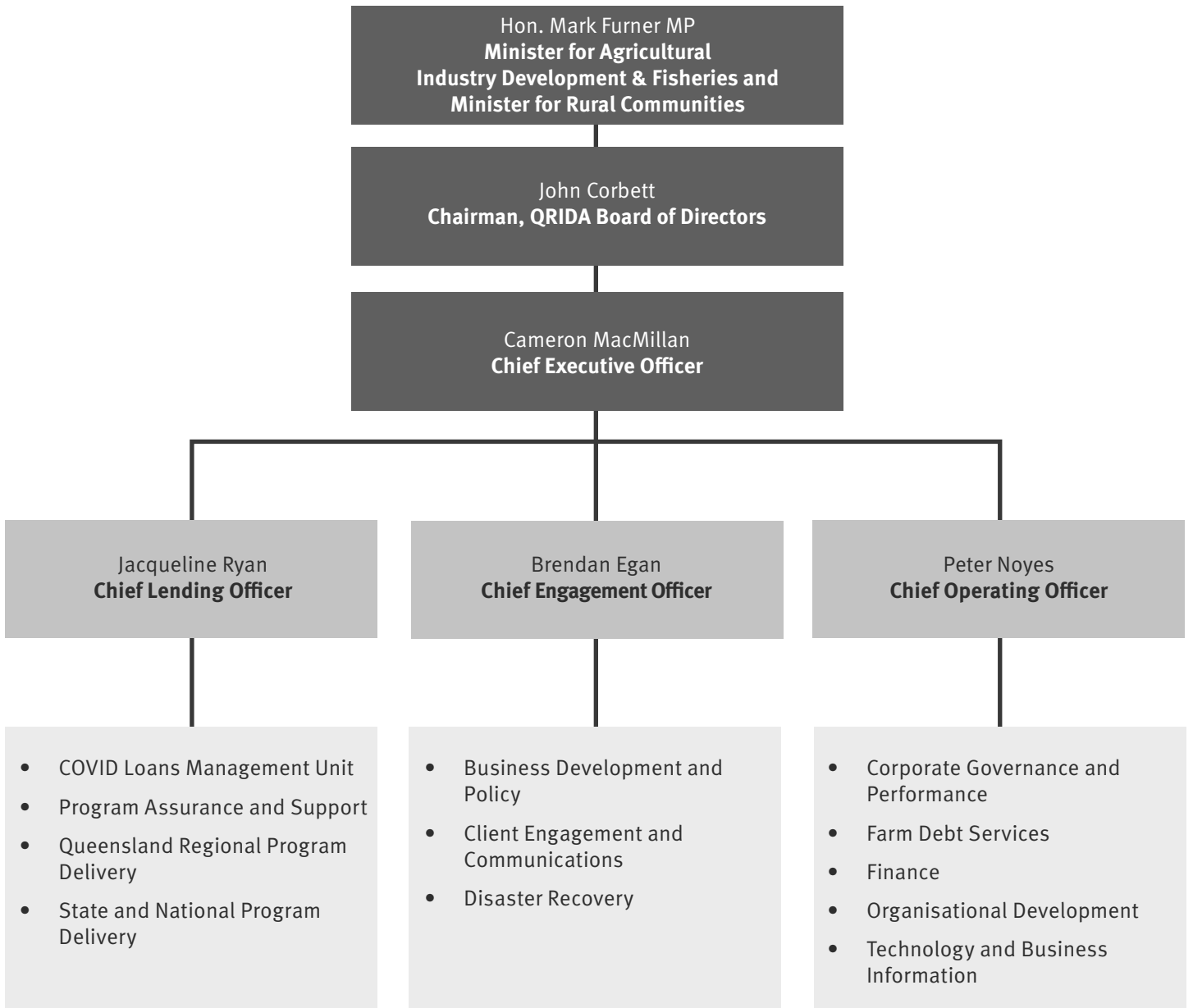


Governance - Management & structure

Organisational structure





Board of Directors

QRIDA's Board of Directors (the Board) is responsible for the way QRIDA performs its functions and exercises its powers as established under the *Rural and Regional Adjustment Act 1994* (Qld) (the Act).

The Board consists of seven directors including representatives from Queensland industry as well as the Queensland Department of Agriculture and Fisheries (QDAF) and Queensland Treasury.

Directors are appointed for a term of no longer than three years. This appointment can end at any time as decided by Governor in Council. A director is appointed on a part-time basis and is entitled to the remuneration and allowances the Governor in Council fixes.

The Board is formally accountable to the Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities. During 2020-2021, the Board reported to the Minister on a quarterly basis.

Under the Act, the Board must meet at least once every three months. The QRIDA Board of Directors met eight times during 2020-2021. Achievements of the Board in this time include:

- contributing to the development of and approving the four-year strategic plan
- determining strategic policies
- ensuring QRIDA performed its functions properly, effectively and efficiently
- completing the annual performance review of the Chief Executive Officer (CEO).

Board committees

The Board has two sub committees that support its decision making. These are the Audit and Risk Management Committee (ARMC) and the Debt Management Committee (DMC). Refer to the *Governance – Risk management and accountability* section on page 12 for further detail.

Board attendance

| Position | Name | QRIDA Board | Audit and Risk Management Committee | Debt Management Committee | Total |
|---------------------|----------------------------------|-------------|-------------------------------------|---------------------------|-------|
| Board Chairman | John Corbett | 8/8 | 5/5 | 4/4 | 17/17 |
| Director ARMC Chair | Belinda Turner | 8/8 | 5/5 | | 13/13 |
| Director | Elton Miller | 7/8 | | | 7/8 |
| Director | Zoe Kenneally ^{3,4} | 5/6 | 2/3 | | 8/9 |
| Director | Scott Spencer ^{3,5} | 6/6 | | 3/3 | 9/9 |
| Director | Elizabeth Alexander ³ | 6/6 | | | 6/6 |
| Director | Drew Ellem | 8/8 | 5/5 | 4/4 | 17/17 |

Board remuneration

| Position | Name | Meetings attended of eligible ¹ | Approved annual fee | Approved sub-committee fee (includes ARMC) | Actual fees received (ex-Super) ² |
|---------------------|----------------------------------|--|---------------------|--|--|
| Board Chairman | John Corbett | 17/17 | \$42,000 | \$1,700 | \$43,551 |
| Director ARMC Chair | Belinda Turner | 13/13 | \$12,000 | \$1,700 | \$13,653 |
| Director | Elton Miller | 7/8 | Nil | Nil | Nil |
| Director | Zoe Kenneally ^{3,4} | 8/9 | \$12,000 | \$1,700 | \$10,852 |
| Director | Scott Spencer ^{3,5} | 9/9 | \$12,000 | Nil | \$9,751 |
| Director | Elizabeth Alexander ³ | 6/6 | \$12,000 | Nil | \$9,751 |
| Director | Drew Ellem | 17/17 | Nil | Nil | Nil |

¹ Includes Board, Audit and Risk Management Committee (ARMC) and Debt Management Committee (DMC) meetings.

² Based on the fortnightly pay periods ending in 2020-21.

³ The Board of Director appointments for Directors Alexander, Spencer and Kenneally commenced as at 27 August 2020 with participation in Board of Directors meetings from 27 October 2020.

⁴ Director Kenneally joined the ARMC from 18 February 2021.

⁵ Director Spencer joined the DMC from 19 February 2021.

No fees are paid to Queensland Government representatives, being Directors Miller and Ellem.

Governance - Management & structure (cont.)

Measuring performance

Organisational performance goals and strategic targets are established as a result of the Board's strategic planning and budgeting processes and are subject to endorsement by the Minister.

Organisational performance is monitored and reported against strategies and performance indicators set out in QRIDA's Strategic Plan.

Refer to pages 24-25 for a summary of QRIDA's 2020-2021 performance.

Public sector ethics - ethical standards

QRIDA requires all directors, managers and employees to act with integrity and objectivity and to maintain high standards of ethical behaviour in the execution of their duties.

The QRIDA Code of Conduct requires officers to:

- act with integrity and impartiality, ensuring high standards of workplace behaviour and personal conduct
- promote the public good through excellence in customer service, community engagement and working with other agencies
- commit to the system of government through conscientious service to QRIDA and government
- act with accountability and transparency to support high standards of administration.

All new appointees to QRIDA provide a statement they have read and understood the QRIDA Code of Conduct. Every second year all staff acknowledge their understanding of the Code of Conduct and responsibilities as an ongoing reinforcement of ethical standards. All QRIDA policies and procedures are referenced to the Code of Conduct and are made available to staff via the QRIDA intranet. Internal communications support ongoing awareness, understanding and compliance.

To support the QRIDA Code of Conduct and to further strengthen connectivity with the *Public Sector Ethics Act 1994* (Qld), QRIDA continued to strengthen this commitment through also reviewing and enhancing policies relating to fraud and corruption practices.

Human rights

The *Human Rights Act 2019* (Qld) sets out the basic rights, freedoms and responsibilities of all people in Queensland. It also sets out the relationship between government and the people it serves. From 1 January 2020 the Act required public authorities, including QRIDA, to act consistently with human rights and to give proper consideration to human rights in making decisions.

QRIDA supports the aim of the *Human Rights Act 2019* to embed respect for human rights in the culture of the Queensland public sector and has communicated its commitment to the public by publishing the Board and Executive Leadership Team (ELT) approved organisational statement on the QRIDA intranet and website.

Other actions that have been taken to further the objects of the act include:

- raising awareness within the organisation to human rights considerations and obligations initially through education and training
- maintaining increased appreciation of human rights considerations moving forward by embedding and monitoring education and awareness in the QRIDA recruitment and induction processes
- incorporating QRIDA's human rights commitment in the QRIDA website page which hosts the QRIDA Strategic Plan 2021-25
- revising privacy, disclosure and use of information statements in paper and online applications to include an acknowledgment to human rights considerations.

In 2020-2021, the ongoing review of policy, procedures and frameworks has resulted in a further 25 policies and procedures being assessed and revised to align with QRIDA's commitment to meet its obligations under the *Human Rights Act 2019* (Qld).

Since commencement of the *Human Rights Act 2019* to the year ending 30 June 2021, QRIDA received no human rights complaints.