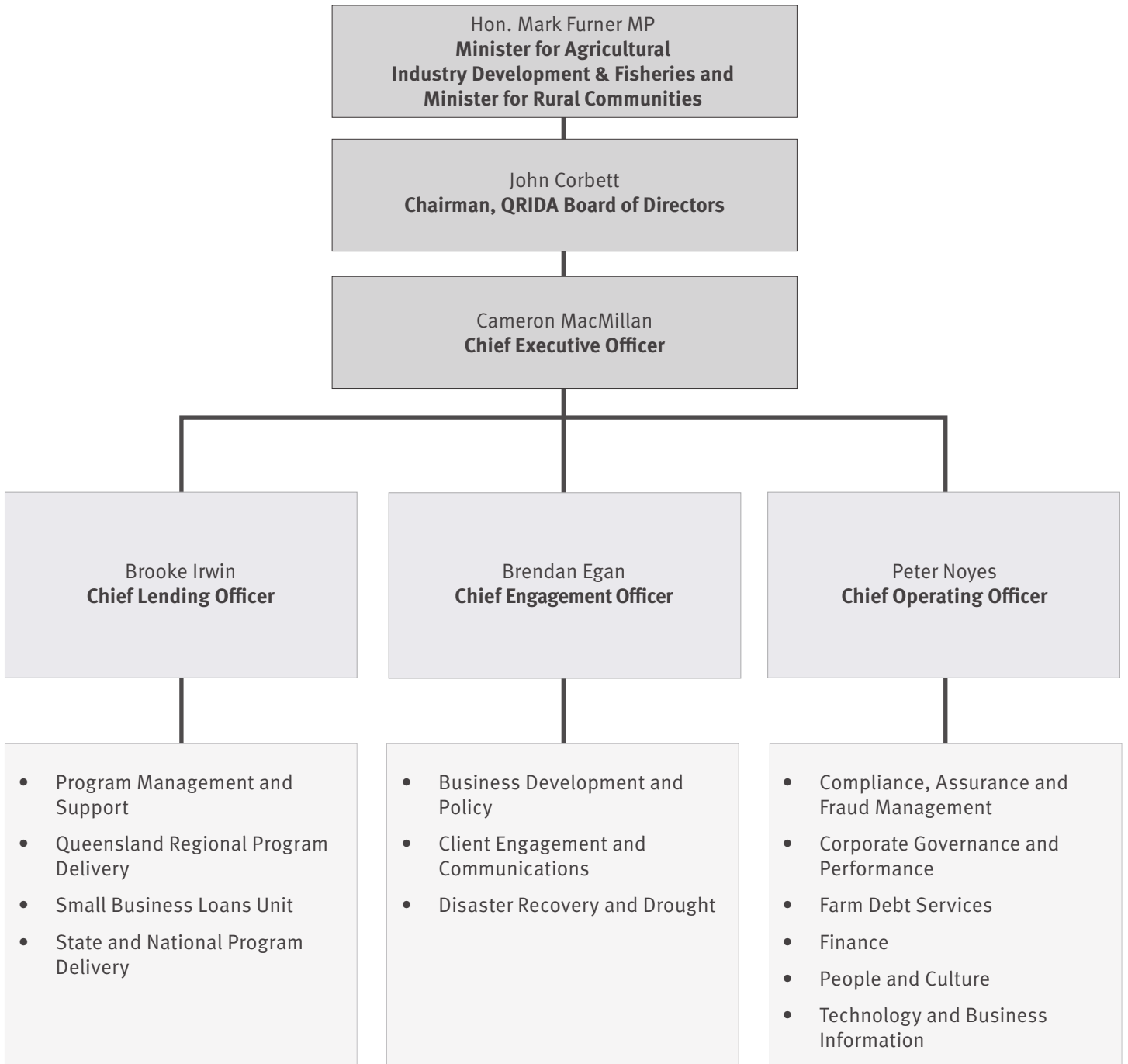


# Governance - Management & structure

## 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 as set by the Governor in Council.

The Board is formally accountable to the Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities. During 2023-2024, 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 five times during 2023-2024. Achievements of the Board in this time include:

- contributing to the development of and approving the four-year strategic plan for 2024-2028
- 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 11 for further detail.*

### Board attendance

Position	Name	QRIDA Board <sup>1</sup>	Audit and Risk Management Committee	Debt Management Committee	Total
Board Chairman	John Corbett	5/5	4/4	8/8	17/17
Director ARMC Chair	Belinda Turner	5/5	4/4	-	9/9
Director	Paul Walmsley	4/5	-	-	4/5
Director	Drew Ellem	5/5	4/4	7/8	16/17
Director	Scott Spencer	5/5	-	8/8	13/13
Director	Elizabeth Alexander <sup>5</sup>	3/5	-	-	3/5
Director	Zoe Kenneally <sup>4</sup>	1/1	1/1	-	2/2

### Board remuneration

Position	Name	Attendance at eligible meetings <sup>2</sup>	Approved annual fee	Approved sub-committee fee (includes ARMC)	Actual fees received (ex-Super) <sup>3</sup>
Board Chairman	John Corbett	17/17	\$42,000	\$1,950	\$43,804
Director ARMC Chair	Belinda Turner	9/9	\$16,167	\$2,367	\$16,857
Director	Paul Walmsley	4/5	Nil	Nil	Nil
Director	Drew Ellem	16/17	Nil	Nil	Nil
Director	Scott Spencer	13/13	\$16,167	Nil	\$14,489
Director	Elizabeth Alexander <sup>5</sup>	3/5	\$16,167	Nil	\$14,489
Director	Zoe Kenneally <sup>4</sup>	2/2	\$12,000	\$1,700	\$2,100

<sup>1</sup> The full Board also attended a whole-day Strategy Workshop in October 2023.

<sup>2</sup> Includes Board, Audit and Risk Management Committee (ARMC) and Debt Management Committee (DMC) meetings.

<sup>3</sup> Based on the fortnightly pay periods ending in 2023-2024.

<sup>4</sup> Zoe Kenneally's final date as Director was 26 August 2023.

<sup>5</sup> Director, Elizabeth Alexander passed away on 4 July 2024.

Board remuneration rates increased from 27 August 2023.

No fees are paid to Queensland Government representatives, being Directors Walmsley 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 2023-2024 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 undergo ethical and integrity training, including confirming they have read and understood the QRIDA Code of Conduct. Annually 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
- embedding and monitoring education and awareness in the QRIDA recruitment and induction processes
- incorporating QRIDA's human rights commitment in the QRIDA Strategic Plan 2024-2028 and on the QRIDA website
- integrating human rights considerations into scheme establishment
- undertaking human rights impact assessments on establishment of new programs and policies
- revising privacy, disclosure and use of information statements in paper and online applications to include an acknowledgment to human rights considerations.

Since commencement of the *Human Rights Act 2019* to the year ending 30 June 2024, QRIDA has received no human rights complaints.