The BCH Board of Directors

Vision: That the people and the communities we support achieve the best possible health and well-being.

Mission: To work in partnership with the community to create opportunities and supportive environments which empower people to develop and maintain optimal health and wellbeing.

Values: Respect, Integrity, Responsibility, Optimism, Courage, Resilience

Organisational Snapshot

Ballarat Community Health (BCH) has been a strong advocate for health and wellbeing in Ballarat and surrounding communities since the 1980s. Providing a comprehensive range of programs and services, BCH embraces diversity and inclusion, working with the community to deliver effective care for individuals, ensuring that people from all walks of life can access quality health care, no matter their circumstances.

BCH receives funding through a variety of federal and state government departments as well as community initiatives, partnering with a broad range of agencies, stakeholders, and health providers to deliver high quality, flexible and responsive health services.

- Clients: BCH supports approximately 1000 people per day
- Services: Broad range of services including general practice, allied health services, community programs, family support services, migrant and refugee services, alcohol and drug services, NDIS, and mental health services.
- Staff: 260 staff
- Locations: BCH has sites at Lucas, Wendouree, Sebastopol, Smythesdale, Ballarat East and Ballarat Central (headspace Ballarat)
- Turnover: Current annual turnover of $21M

For more information please visit www.bchc.org.au or refer to the BCH Annual Report.

Role of the Board

The Board oversees the performance of BCH and is held to be ultimately responsible for all aspects of the health service's activities. This includes, among other things:

- setting the vision, strategy and direction of the organisation
- having ultimate accountability for the delivery of safe and quality services
- succession planning, performance management of the CEO
- overall oversight of the performance
- ensuring the ongoing financial viability of the organisation

The functions of the Board are varied and cover accountability to stakeholders and leadership both internally and externally, now and into the longer term. Collectively, the Board is responsible for creating a governance environment that acts in the best interests of the entity and drives performance.

Role of the Directors

The Board Directors are elected by the members of the company – BCH is a limited liability company. As a skills based board, Directors are recruited for the skills, experience, and competencies that they have developed from their personal and professional activities, and which they will continue to develop while on the board.

Board Directors are expected to:

- Commit to the delivery of safe, high quality services – a genuine interest in the fundamental purpose of the organisation and its role in the health and community service system
- Use and interpret complex information – understanding the need for information on which to base decisions
- Have integrity and be accountable – dedication to fulfilling a director's duties and responsibilities, putting the organisation's interests before personal interests and acting ethically
- Provide constructive challenge and oversight - the curiosity to ask questions and the courage to persist in asking, and to challenge management and fellow board directors where necessary.

Expectations of Directors

- Be aware of applicable legislation and regulations.
- Commit the time required to fully exercise the duties required of the position (approximately 8 hours per month is needed to prepare for and attend board and committee meetings):
  - Attend and contribute to monthly board meetings (usually held early evening)
  - Participate in at least one formal Board Committee (Finance & Audit | Corporate Governance | Quality of Care (monthly or bi-monthly meetings) and other ad hoc committees or working groups
  - Review agenda items, board papers and meeting minutes
  - Participate in other processes as required (e.g. accreditation interviews, Board evaluation)
  - Attend events where the BCH requires representation.
- Develop a full understanding of the organisation's finances, scope of service, strategic context and legal framework.
- Adhere to the applicable obligations and duties set out in relevant organisational policies, including the BCH Board Directors Policy.
- Undertake any training and development required in order to fully discharge their responsibilities

Key Selection Criteria

All applicants are required to demonstrate a basic knowledge and understanding of the following concepts that will equip them to perform the role of a director, and which will be developed further if appointed:

1. Governance – the role of the Board, its relationship to management and the accountability mechanisms for the public health service, including the board's ultimate accountability to the Minister for Health.
2. Clinical governance – mechanisms to ensure the delivery of safe, high quality services
3. Financial literacy – the ability to understand and interpret financial reports, in particular the audited financial statement in the organisation's Annual Report, to determine the financial health of the organisation.
4. Legal literacy – the ability to understanding the legal framework within which BCH operates.

Specialist Skills

In particular the Board is seeking skills and experience in either:

A) Clinical Governance (e.g. quality systems management in health or community services, or qualifications/experience in service delivery in health and community settings)
B) Human Resources / Organisational Development / Change Management