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Improving our governance

The AITPM Ltd Board of Directors is proposing changes to its current structure and governance.

These changes represent the collective work over several years to position AITPM as a strong, modern and thought-leading industry body that responds to the needs of its diverse membership, while maintaining relevance in a fast-changing landscape.

The Board has prepared a discussion paper to provide AITPM members with a clear overview of the proposed changes, the thinking that has informed the proposed changes and the journey AITPM, and the Board, has undertaken to arrive at this point.

WHAT ARE WE CHANGING?

- » **Size and composition of the Board** – The Board will be changed from five member-elected, and five state branch-appointed directors to five member-elected directors (one from each region) with the option for the Board to appoint up to four additional directors.
- » Members will have the right to vote for eligible candidates (one in each region where there is vacancy) who they consider will best serve the Institute. The appointment of up to four additional Board directors will be driven by the need at various intervals to complement and enrich the Board's skills and experience.
- » There may be times when a special skill set is required to advise and assist the Board on leading the Institute through a unique event or strategic endeavour.
- » **Length of office** – The terms of office for the five elected directors will increase from two years to three years.
- » **Eligibility** – There will be an easing of the eligibility criteria for members to serve as a director. Eligibility will no longer require a member to have served on a branch committee and been an office bearer. The proposed changes will reduce eligibility barriers, remove any possible conflicts of interest between state based operational agendas and strategic Board decisions, and increase the opportunity for a more strategically focused Board, comprised of greater diversity.

WHY ARE WE CHANGING?

The proposed changes are driven by the Board's commitment to continually improve its performance and governance and will deliver:

1. **A more strategic focus** – Adopting the new model means the Board will be less concerned with operational matters, ensuring AITPM remains strategically focused.
2. **Maintaining relevance** – A member-elected director from each region will ensure the Board remains relevant and understands the political environment/climate in each state as well as nationwide.
3. **Democratic regional representation** – The proposed change to have members from each region democratically elect a director empowers our member base, and aligns with broader democratic practices.
4. **The inclusion of a broader, more diverse set of skills and knowledge** – Easing the eligibility criteria will broaden the pool of candidates and enable members with complementary skills, capabilities and fresh perspectives to serve as directors.
5. **Delivering on our strategic plan** – These proposed changes represent the final recommendations of an eight-year transformational journey undertaken by the Board to deliver a stronger focus on governance and strategic direction.



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WHAT ARE THE BENEFITS TO AITPM AND ITS MEMBERS?

- » A Board with a strong focus on strategy and governance will lead AITPM to deliver operational outcomes that are more relevant and of greater value to members.
- » The easing of eligibility criteria means more members will be eligible to nominate for a role as director on the Board.
- » Members are assured there will be a democratically elected director from their region, representing their interests, on the Board.

WHEN WILL IT HAPPEN?

There would be a gradual transition over two to three years starting from when the proposed changes are adopted.

WHAT ARE THE NEXT STEPS?

September - November 2023:

Distribution of the Discussion Paper and engagement with members.

October - December 2023:

Draft the changes to the Constitution arising from Discussion Paper.

January - February 2024:

Issue Notice of a General Meeting

February - March 2024:

Ratification of new Constitution via Special Resolution at General Meeting.

The Board is available to discuss the proposal during these periods.

THE EVOLUTION

- 2018**
 - » Governed by the National Council.
 - » The National Council comprises five nationally elected office bearers and five State Branch Presidents.
- 2018 & 2019**
 - » AITPM is established as a company limited by guarantee.
 - » New Constitution is formed and the National Council transitions to a 10-member Board of Directors.
 - » Board Charter created and sub-committees formed.
 - » Board increases focus on strategic direction and governance, while still responsible for operations.
- 2020 & 2021**
 - » Full time CEO appointed to manage AITPM operations.
 - » Board releases five-year strategic plan (2021-2025).
- 2022 & 2023**
 - » The Board focuses more acutely on governance and providing strategic direction.
 - » Branch Charter widens eligibility for committee and office bearer positions.
 - » The Board conducts member surveys and conducts a series of facilitated Board workshops to continue AITPM's governance evolution.
- AUGUST 2023**
 - » Board proposes changes to Board size, structure and eligibility and defines a series of recommendations to support a stronger focus on governance and strategic direction to ensure AITPM maintains relevance.

