



# EIS Health Limited Board Director Skills Matrix

# EIS Health Board Director Skills Matrix\_2019

## BOARD GOVERNANCE SKILLS

Governance	Description of Skills, Knowledge, Experience and Capabilities	Minimum Percentage of Board
<b>Corporate Governance</b>	Significant knowledge of and experience in best practice corporate governance structures, policies and processes, particularly in the not-for-profit context	100 %
<b>Strategic Planning</b>	Demonstrated strategic planning skills and experience, particularly the ability to critically assess strategic organizational strengths, weaknesses, opportunities and threats and to respond with effective strategies to further the Company's strategic objectives	
<b>Policy Development</b>	Ability to identify key organisational issues and advise on the development of appropriate policies that define the parameters within which the organisation should operate	
<b>Executive Management</b>	Experience in people matters including workplace cultures, morale, management development, succession and remuneration as well as evaluating and managing CEO performance.	
<b>Financial Management</b>	Financial literacy to the level expected of a Director of an equivalent organisation.	100%
<b>Risk and Compliance Oversight</b>	Ability to identify key risks to the organisation in a wide range of areas including legal and regulatory compliance, the monitoring of risk and compliance management frameworks and systems and qualifications and experience in the law.	
<b>Previous Board Experience</b>	Previous experience at board level and/or formal training in directorship/governance	
<b>Commissioning Services</b>	Experience and understanding of the full commissioning cycle, including needs assessment, co-design, procurement and contract management, and program evaluation.	
<b>Legal</b>	Demonstrated qualifications and experience in the law	

## **BOARD GOVERNANCE SKILLS**

*(Please outline your skills and relevant experience in Board Governance. Use the attached Skills Matrix for reference.*

*Note: A strong capacity in minimum of three areas of expertise in Board Governance is required).*

## HEALTH INDUSTRY SKILLS

Health Industry Skills	Description of Skills, Knowledge, Experience and Capabilities	Minimum Percentage of Board
Implementing Health Policy	Demonstrated high level knowledge of and experience in implementing health policy, informed by population health planning and a focus on building integration across the health and social service system.	
General Practice (at least 2 x GPs on Board)	Current experience in Primary Health Care within a General Practice setting, including knowledge of data systems, operations of the Medical Benefits Scheme and multidisciplinary team based care.	
Primary Health Care	Experience, knowledge and understanding of primary health care infrastructure, systems, networks, services and integrative approaches to care.	
Workforce Development and Support	Demonstrated leadership and related experience in developing and supporting health workforce, particularly in General Practice and Primary Health Care settings.	
Aboriginal health	Demonstrated experience in working with Aboriginal peoples in the development and delivery of Primary Health Care Services including experience and knowledge of the Aboriginal Community Controlled Health sector.	
Population Health	Understanding of health and disease in community, and on improving health and well-being through priority health approaches addressing the disparities in health status between social groups.	
Community and Stakeholder Engagement	Evidence of a strong profile and networks in the community including with community members and organisations, local health professionals and health providers. Ability to effectively engage and communicate with those stakeholders.	
Health-related research	Demonstrated understanding and support for the role and value of health and population research, including design, collation and review of data.	
Clinical Governance	Experience and understanding of the risks and responsibilities associated with commissioning and/or delivering clinical services	

<b>Health Economics</b>	High level analytical skills and ability to evaluate data. Able to investigate use and distribution of resources in health care to maintain optimal efficiency.
<b>Information Management and Analytics</b>	An understanding of the role of data, analytics and information management in informing and driving strategy development and implementation.
<b>Mental Health</b>	Demonstrated understanding of the mental health system and key reforms in this area.
<b>Aged Care</b>	Demonstrated understanding of the aged care system and key reforms in this area
<b>National Disability System</b>	Demonstrated understanding of the national disability system and key reforms in this area.
<b>Networks and Alliances</b>	Evidence of a strong profile and networks in the community and/or local, state and federal government.
<b>Early Intervention and Prevention</b>	Demonstrated leadership and related experience in developing and delivering services to enable health literacy, service navigation, and to address the PHN priorities and service gaps to improve individual and community wellbeing.

## HEALTH INDUSTRY SKILLS

*(Please outline your skills and relevant experience in the Health Industry. Use the attached Skills Matrix for reference.*

*Note: at least three areas of excellence within Health Industry Skills is required).*

## PERSONAL QUALITIES

Personal Qualities	Description of Skills, Knowledge, Experience and Capabilities	Minimum Percentage of Board
Decision making acumen	Demonstrates common sense and sound judgement	100%
Integrity	Demonstrated integrity and highly ethical conduct, particularly as these relate to: <ul style="list-style-type: none"> <li>Discharging the duties and responsibilities of Director</li> <li>According priority to the Company's interests.</li> <li>Declaring any activities, interests and/or conduct that might comprise a conflict of interest.</li> <li>Maintaining Board confidentiality</li> </ul>	100%
Commitment to Role	Evidence of commitment to the role of company director including available time and energy to devote to that task. Maintain knowledge and competency as a Director through ongoing professional development.	100%
Communication	Demonstrated strong verbal communication skills including ability in active listening; constructively and appropriately debating diverse viewpoints; developing and delivering measured, cogent arguments.	100%
Influence and negotiation	Capability to negotiate outcomes and garner agreement about common organisational goals and objectives, including the ability to engage stakeholder input and support for Board decisions	100%
Critical and Innovative thinking	Ability to critically analyse complex and detailed information, distil key issues and develop innovative approaches and problem resolution.	100%
Collaboration	Demonstrated commitment to teamwork, collaboration and integrative diversity to strengthen Board and organisational capacity	100%
Interpersonal Relationships	Ability to develop and maintain strong interpersonal relations, supported by high emotional intelligence and cultural awareness	100%

## **PERSONAL QUALITIES**

*(Please outline your relevant personal qualities. Use the attached Skills Matrix for reference).*



## DIVERSITY CONSIDERATIONS

Diversity	Description of factors for consideration
Gender balance	Balanced gender representation among Directors
Geographical	Cross region representation on the Board reflective of the composition of the communities the Company serves
Age diversity	Some age diversity that harnesses a variety of generational perspectives
Cultural	A culturally diverse representation on the Board reflective of the composition of the communities the Company serves

## DIVERSITY CONSIDERATIONS

*(Please outline relevant diversity considerations. Use the attached Skills Matrix for reference).*