BOARD COMMUNIQUE - JULY 2026

Hello Everyone

The Board acknowledges the Traditional Custodians of the land on which the most recent meeting was held and pays respect to Elders past and present, and to all Traditional Owners across Western Australia.

Shaped by koora, grounded in yeyi, for benang.
Shaped by the past, grounded in the present, for tomorrow.

ST JOHN WA BOARD

The Board is St John WA's governing body and is accountable to members and stakeholders. It has four distinct roles:

- Role 1: GCEO oversight and resourcing
- Role 2: Oversight of performance and accountability
- Role 3: Oversight of compliance and risk
- Role 4: Set strategic direction

St John WA Group is regulated by the Corporations Act 2001 (Cth), the Charities Act 2013 (Cth), the Australian Charities and Not-for-Profits Commission Act 2012 (Cth), the ACNC Governance Standards and its constitutions. The Board also aspires to meet recognised good-governance standards, including the Australian Institute of Company Directors' Not-for-Profit Governance Principles.

BOARD MEETING HIGHLIGHTS

At its meeting on 30 July 2026, the Board considered a range of strategic, operational, clinical and governance matters. Mr Jeffrey Williams conducted an Acknowledgement of Country and Ms Melanie Gates led the Recognition of St John. The Board also paid its respects to Mr Tony Walker who sadly passed away unexpectedly and acknowledged his contribution to ambulance services across Australia and to St John WA's Clinical Performance Committee.

The Board reviewed the FY26 full-year Group report and the April-June 2026 operational and strategic reports. Directors examined performance, opportunities and emerging risks across preventative, community and emergency services, people and enterprise performance. The Board noted strong overall performance while continuing to test management's response to workforce pressures, service continuity, culture, cyber security and increasing demands on resources.

The Board also reviewed progress on St John Health's performance as a deep dive. The discussion focused on sustainable growth, recruitment, customer and patient experience, value for money and the potential for technology-enabled services, with management to continue developing the supporting business cases.

Supporting volunteers and local communities

The Board approved a consultation-led discovery and engagement phase for the future Volunteer Sub Centre operating model. A representative volunteer working group will be established and help shape the problem definition, design principles, options, evaluation criteria, communications and support requirements. The Board emphasised that consultation must be genuine, clearly scoped and designed with volunteers rather than for them. Any preferred model would return to the Board for decision before material change is introduced.

Accountability, conduct and risk

The Board then considered the quarterly Conduct and Compliance Report and noted there were no material non-compliance or misconduct matters. Directors questioned how issues are detected and managed, and management outlined the systems, controls and formal processes used to identify concerns, address misconduct appropriately and support continuous improvement.

The Board received reports from the Safety, People and Board Governance Committee, Audit and Investment Committee, Clinical Performance Committee, and Risk and Compliance Committee. It considered clinical risk and medication-handling oversight and requested further work on the Clinical Governance Framework. The Board also selected Ernst & Young as the preferred external auditor from next financial year's audit subject to final contract negotiation and appointment documentation. A resolution for members to endorse the appointment will be put forward at the upcoming AGM.

Leadership and governance

The Board approved the FY27 GCEO Accountability Framework that sets out the key performance areas for the GCEO, completed its oversight of the FY26 GCEO performance review process, and approved an updated policy covering Non-Executive Director, GCEO and Chief remuneration.

The Board reviewed succession and composition matters ahead of the 2026 Annual General Meeting, and approved the FY26 Board Composition Matrix for publication subject to final skills update. The Board also approved the calling of the Annual Commandery Chapter Meeting and Annual General Meeting for 27 October 2026.

Partnership with the State

The Board and management welcomed the Hon Meredith Hammat MLA, Minister for Health, and discussed St John WA's role as an important partner in Western Australia's health system. The conversation covered longer-term system challenges, new models of care and how St John WA's people, technology and operational capability can contribute to safer, more connected health services.

OTHER RELEVANT HIGHLIGHTS

The Board endorsed the re-election of Mr Jeffrey Williams and Mr Craig Heatley as Non-Executive Directors for three-year terms, subject to member approval at the 2026 Annual General Meeting. The Board also accepted Ms Amanda Healy's resignation as a Non-Executive Director with effect from the conclusion of that meeting and thanked her for her service.

The Board approved the 2026 Yearbook and acknowledged the resignation of Ms Gaurangi Potdar as Company Secretary, thanking her for her contribution to St John WA.

Subsequent to the meeting, the Board was advised two St John WA initiatives won Council of Ambulance Authorities Excellence Awards, and congratulates the business on this work:

- **The St John WA State Defibrillator Network:** a unique patient-centred, system-level innovation helping deliver world-class out-of-hospital cardiac arrest (OHCA) survival rates and the largest coordinated Automated External Defibrillator (AED) registry and deployment network in Australia. Unlike some Australian AED registries, the SDN is fully integrated into SJWA's computer-aided dispatch (CAD) system and registered AEDs automatically surface based on geographic proximity, so all nearby devices are visible in the critical seconds of a Triple Zero (000) call.
- **Psychology and Wellbeing Services:** St John WA's Psychology and Wellbeing Services (PAWS) underwent a deliberate and transformative redesign to create a modern evidence-based and values-driven mental health service tailored to the complex needs of diverse ambulance teams. The program prioritises prevention, early detection, and system-level psychosocial risk management in line with WA Work Health Safety (WHS) legislation.

Closing remarks

Thank you for your ongoing interest and engagement. The Board remains committed to transparent, accountable governance and to supporting St John WA's people and volunteers to serve communities across Western Australia.

Monish Paul

he/him

Board Chair, MAICD

MEETING ATTENDANCE

St John WA Board directors in attendance:

- Monish Paul MAICD, Board Chair
- Amanda Healy MAICD
- Elisa Fear GAICD
- Jeffrey Williams GAICD
- Melanie Gates GAICD
- Matt Mueller GAICD FGI

Apology: Craig Heatley GAICD.

Management and advisers in attendance for all or part of the meeting:

- Kevin Brown, Group CEO
- Martyn Jenkins, CFO and Joint Company Secretary
- Darren Webb, Chief Community Officer
- Rene Anderson, Chief People Officer
- Megan O'Donnell, Chief Preventative Officer
- Wil White, Chief Emergency Officer
- Jamie Stewart, Medical Director, Community
- Stephanie Greene, Senior Manager Business Diversification
- Elham Saunders, Legal Counsel
- Kinjal Somani, Company Secretariat Assistant

OUR PURPOSE

To serve humanity, and build resilient communities, through the relief of sickness, distress, suffering and danger.