

BOARD COMMUNIQUE

November 2025

Kaya, Wanju

This commune will be released during the Noongar season of Birak, when the rain eases and the warm weather really starts to take hold. The Board recognises the Traditional Owners of the land on which the most recent gathering was held, and 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 the governing body of St John WA 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

In performing its duties, the Board follows the Corporations Act 2001 (Cth), St John WA Constitution, the AICD Governance Principles, and the Australian Charities and Not-for-Profits Commission's Governance Standards.

Since the last Communique, the Board would like to pay gratitude to its Members for approving the appointment of Melanie Gates and re-appointment of Elisa Fear, at the Annual General Meeting held on 28 October 2025.

Strategy Day Highlights



The Board met on 27 November 2025, for its annual Strategy Session. I extend my appreciation to management for their substantive contributions to the Day.

Over the course of a full day, the Board and management conducted a “look back” and St John WA’s execution of our strategy to date, conducted a detailed situation analysis of the key challenges and opportunities to consider, a “look forward” to 2030 of key initiatives to consider across strategic pillars and our financial roadmap.

The Strategy Day confirmed that St John WA has a clear strategic direction and that the work ahead now centres on disciplined, enterprise-wide execution. The discussions reinforced the importance of aligning systems, capability and investment to drive reliable performance across all services. The Board will continue to apply strong governance oversight, ensure decisions are grounded

in data and long-term sustainability, and maintain a focus on delivering consistent, measurable outcomes for the community.

The Board valued the contribution of all participants at the Strategy Day. In particular, it was beneficial to have Melanie Gates join her first full strategic discussion as a Director. Melanie brought a considered and technically strong perspective, drawing on her extensive knowledge and complemented the deep skills and experience of our existing directors.

Board Meeting Highlights

Following the Strategy Session, the Board held a Board meeting to address time sensitive approvals.

The meeting commenced with the Board acknowledging the Whadjuk people of the Noongar nation as the Traditional Custodians of the land where the meeting was being held and paid respects to Elders past, present and emerging.

The Board approved the FY25 Modern Slavery Statement, updated Complaints and Feedback Policy and updated Environmental Sustainability Policy recommended by the Risk and Compliance Committee.

Closing remarks

The Board acknowledges the contribution of Brendon Brodie-Hall, who participated in the Strategy Day prior to concluding his tenure as Chief Emergency Officer. Brendon's insights, shaped over two and a half years leading the Emergency Stream through significant organisational change, informed several aspects of the Board's deliberations. We thank him for his service and wish him well as he hands over to Wil White, who now steps into the role of Chief Emergency Officer. Wil brings deep operational experience and a clear understanding of what it takes to deliver safe, high-quality emergency and patient transport services. He has worked across almost every part of the Emergency Stream, starting his career with St John WA as a Patient Transport Officer, progressing to Metro Paramedic, and taking on key leadership roles across Country Ambulance, State Control, State Logistics, and most recently Clinical Excellence and State Services.

As we close out 2025, I wish those taking leave a safe and restorative break. For those continuing to deliver services throughout this period, your contribution is appreciated, and I hope the weeks ahead are safe and supportive for you and your teams. St John WA can look forward to an impactful 2026 as we continue to advance our strategic commitments.

Thanks all,



Monish Paul
Board Chair, MAICD

St John WA Board St John WA Board members in attendance:

- ▶ Monish Paul MAICD, Board Chair
- ▶ Jeffrey Williams GAICD
- ▶ Elisa Fear, GAICD
- ▶ Amanda Healy MAICD
- ▶ Craig Heatley GAICD (Apology for Board meeting session)
- ▶ Matt Mueller GAICD FGI
- ▶ Melanie Gates, GAICD

Other Attendees for Strategy Session/Board Meeting:

- ▶ Kevin Brown, Group CEO
- ▶ Megan O'Donnell, Chief Preventative Officer
- ▶ Brendan Brodie-Hall, Chief Emergency Officer
- ▶ Martyn Jenkins, CFO
- ▶ Rene Anderson, Chief People Officer
- ▶ Stephanie Greene, Senior Manager Business Diversification
- ▶ Gauri Potdar Company Secretary
- ▶ Kinjal Somani Company Secretariat Assistant

St John WA Purpose Statement 'to serve humanity, and build resilient communities, through the relief of sickness, distress, suffering and danger.'

