

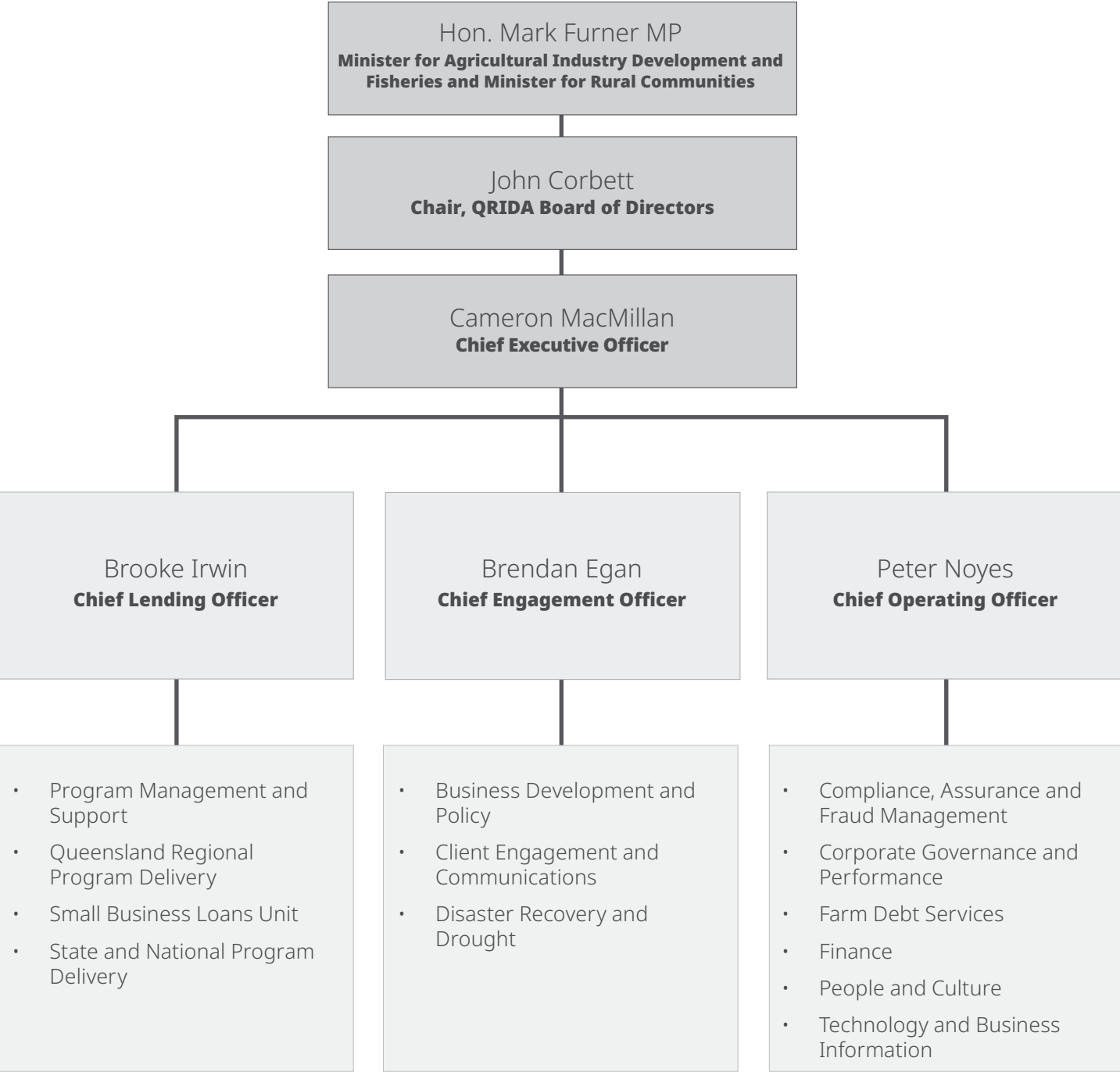
Governance - Management & structure

Organisational structure with Queensland new government effective November 2024 and Machinery of Government (MoG) transition of portfolio.





Previous organisational structure 1 July 2024 to October 2024.



Governance - Management & structure (cont.)

Board of Directors

QRIDA’s Board of Directors (the Board) is responsible for the way QRIDA performs its functions and exercises its powers as established under the *Rural and Regional Adjustment Act 1994* (Qld) (the Act).

The Board consists of seven directors including representatives from Queensland industry as well as the Queensland DNRMMRRD and Queensland Treasury.

Directors are appointed for a term of no longer than three years. This appointment can end at any time as decided by Governor in Council. A director is appointed on a part-time basis and is entitled to the remuneration and allowances as set by the Governor in Council.

Prior to November 2024, the Board was accountable to the Hon. Mark Furner, Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities. During July 2024 to October 2024, the Board reported to the Minister on a quarterly basis.

Since the MoG in November 2024, the QRIDA Board is accountable to the Hon. Dale Last, Minister for Natural Resources and Mines, Minister for Manufacturing and Minister for Regional and Rural Development.

Under the Act, the Board must meet at least once every three months. The QRIDA Board of Directors met six times during 2024-2025. Achievements of the Board in 2024-2025 include:

- contributing to the development of and approving the four-year strategic plan for 2025-2029
- determining strategic policies
- ensuring QRIDA performed its functions properly, effectively and efficiently
- completing the annual performance review of the Chief Executive Officer (CEO)
- commenced new QRIDA CEO selection process

Board attendance

Position	Name	QRIDA Board	Audit and Risk Management Committee	Debt Management Committee	Total
Board Chair	John Corbett ¹ (ended term)	3/3	4/4	4/4	11/11
Director ARMC Chair	Belinda Turner ² (ended term)	3/3	4/4	-	7/7
Director	Paul Walmsley ³ (ended term)	2/3	-	-	2/3
Director	Drew Ellem ⁴ (continued)	6/6	4/4	5/5	15/15
Director	Scott Spencer ⁵ (continued)	6/6	-	4/5	10/11
Director	Elizabeth Woods ⁶ (ended term)	1/2	-	-	1/2
Director	Elizabeth Alexander ⁷	0/0	-	-	0/0
Board Chair	Caitlin McConnell (new)	3/3	1/1	1/1	5/5
Director	Jason Kidd (new)	4/4	-	-	4/4
Director	Ari McCamley (new)	3/3	0/1	-	3/4
Director	Danica Olsen (new)	3/3	-	1/1	4/4
Director	Bruce Vandersee (new)	3/3	1/1	-	4/4



Board remuneration

Position	Name	Attendance at eligible meetings ⁸	Approved annual fee	Approved sub-committee fee (includes ARMC)	Actual fees received (ex-Super) ⁹
Board Chair	John Corbett ¹ (ended term)	11/11	\$42,000	\$2,000	\$35,248
Director ARMC Chair	Belinda Turner ² (ended term)	7/7	\$15,000	\$2,500	\$13,932
Director	Paul Walmsley ³ (ended term)	2/3	Nil	Nil	Nil
Director	Drew Ellem ⁴ (continued)	15/15	Nil	Nil	Nil
Director	Scott Spencer ⁵ (continued)	10/11	\$15,000	Nil	\$14,948
Director	Elizabeth Woods ⁶ (ended term)	1/2	\$15,000	Nil	\$8,336
Director	Elizabeth Alexander ⁷	0/0	\$15,000	Nil	\$229
Board Chair	Caitlin McConnell (new)	5/5	\$42,000	\$2,000	\$8,486
Director	Jason Kidd (new)	4/4	Nil	Nil	Nil
Director	Ari McCamley (new)	3/4	\$15,000	\$2,000	\$3,208
Director	Danica Olsen (new)	4/4	\$15,000	Nil	\$2,934
Director	Bruce Vandersee (new)	4/4	\$15,000	\$2,000	\$3,208

1 John Corbett ended his term as Board Chair on 17 April 2025.

2 Belinda Turner ended her term as Director and ARMC Chair on 17 April 2025.

3 Paul Walmsley ended his term as Director on 23 December 2024.

4 Drew Ellem continues as Board Director and member of the Debt Management Committee.

5 Scott Spencer continues as Board Director and Chair of the Debt Management Committee.

6 Elizabeth Woods commenced her term as Director on 30 September 2024 and ended her term on 17 April 2025.

7 Elizabeth Alexander passed away on 4 July 2024.

8 Includes Board, Audit and Risk Management Committee (ARMC) and Debt Management Committee (DMC) meetings.

9 Based on the fortnightly pay periods ending in 2024-2025.

No fees are paid to Queensland Government representatives, being Directors Paul Walmsley, Drew Ellem and Jason Kidd. ARMC Chair was only payable until 31 March 2025. From April 2025, the Board no longer pays a Director as an ARMC Chair. This is now a contracted role.

Governance - Management & structure (cont.)

Measuring performance

Organisational performance goals and strategic targets are established as a result of the Board's strategic planning and budgeting processes and are subject to endorsement by the Minister.

Organisational performance is monitored and reported against strategies and performance indicators set out in QRIDA's Strategic Plan.

Refer to pages 26-27 for a summary of QRIDA's 2024-2025 performance.

Public sector ethics - ethical standards

QRIDA requires all directors, managers and employees to act with integrity and objectivity and to maintain high standards of ethical behaviour in the execution of their duties.

The QRIDA Code of Conduct requires officers to:

- act with integrity and impartiality, ensuring high standards of workplace behaviour and personal conduct
- promote the public good through excellence in customer service, community engagement and working with other agencies
- commit to the system of government through conscientious service to QRIDA and government
- act with accountability and transparency to support high standards of administration.

All new appointees to QRIDA undergo ethical and integrity training, including confirming they have read and understood the QRIDA Code of Conduct. Annually all staff acknowledge their understanding of the Code of Conduct and responsibilities as an ongoing reinforcement of ethical standards. All QRIDA policies and procedures are referenced to the Code of Conduct and are made available to staff via the QRIDA intranet. Internal communications support ongoing awareness, understanding and compliance.

To support the QRIDA Code of Conduct and to further strengthen connectivity with the *Public Sector Ethics Act 1994* (Qld), QRIDA continued to review and enhance policies relating to fraud and corruption practices.

Human rights

The Human Rights Act 2019 (Qld) sets out the basic rights, freedoms and responsibilities of all people in Queensland. It also sets out the relationship between government and the people it serves. From 1 January 2020 the Act required public authorities, including QRIDA, to act consistently with human rights and to give proper consideration to human rights in making decisions.

QRIDA supports the aim of the *Human Rights Act 2019* to embed respect for human rights in the culture of the Queensland public sector and has communicated its commitment to the public by publishing the Board and Executive Leadership Team (ELT) approved organisational statement on the QRIDA intranet and website.

Other actions that have been taken to further the objects of the act include:

- raising awareness within the organisation to human rights considerations and obligations initially through education and training
- embedding and monitoring education and awareness in the QRIDA recruitment and induction processes
- incorporating QRIDA's human rights commitment in the QRIDA Strategic Plan 2024-2028 and on the QRIDA website
- integrating human rights considerations into scheme establishment
- undertaking human rights impact assessments on establishment of new programs and policies
- revising privacy, disclosure and use of information statements in paper and online applications to include an acknowledgment to human rights considerations.

Since commencement of the *Human Rights Act 2019* to the year ending 30 June 2025, QRIDA has received no human rights complaints.