

OzHelp Foundation Ltd

Non-Executive Director Brief

Who We Are

In 2001 three young apprentices in the ACT building and construction industry died by suicide.

Inspired by the determination of Lorraine and Lee O'Bryan, the parents of David one of the apprentices, the leading industry employer and employee bodies - the Master Builders' Association of the ACT (MBA) and the Construction Forestry Mining and Energy Union ACT Branch (CFMEU)) - with the support of the ACT Government, agreed to establish the OzHelp Foundation with the purpose of preventing suicide, particularly by men in the construction industry.

The MBA ACT is the Founding Member of OzHelp and have actively and continuously supported and promoted the objects and purpose of OzHelp.

With the ongoing support of the ACT Government, the Federal Government and other State and Territory Governments, leading employers and through collaboration with other like-minded organisations and researchers, OzHelp has continued to develop and improve its preventative mental health services and delivery.

In the 19 years since its establishment, OzHelp has been providing mental health support and suicide prevention services for almost twenty years, commencing in the ACT and growing to include multiple locations for delivery of services around Australia, including remote areas. OzHelp has developed a reputation for workplace programs reflecting its origins in outreach to those who work in high risk, hard to reach occupations where vulnerability to mental health pressures occurs but is not easily addressed. The over-arching purpose of OzHelp services is suicide prevention by improving and enabling people's broad health and wellbeing. OzHelp currently reaches over 40,000 workers each year.

The OzHelp Foundation Ltd is expected to generate more than \$3.1 million revenue from core and funded operations in 2020/21 and currently employs approximately 22 staff across all areas of the business.

Our Vision, Purpose and Values

Our Vision

To prevent suicide and improve the mental health and well-being of people working in high risk and hard to reach industries.

Our Purpose

To reach and support people in high risk and hard to reach workplaces to enable them to increase their



well-being and resilience, whilst supporting businesses to make mental health and well-being more accessible for their employees.

Our Values

Teamwork and Collaboration: We nurture a collaborative culture that builds upon the individual strengths of our staff and partners so that we can work cooperatively to achieve the maximum reach and impact with our programs.

Excellence: We strive for excellence in our programs, client services and operations while leading contemporary and clinical best practice.

Respect: We will actively celebrate the diverse and unique perspectives and experiences of all. We embrace an organisational culture of mutual respect and take time to develop relationships through meaningful communication and connection.

Trustworthy: Trust remains at the heart of our relationships with others. We make a conscious commitment to be transparent and truthful. We will remain accountable for our actions and give honest feedback.

Integrity: We maintain a consistent and uncompromising commitment to strong moral and ethical principles. Our actions are sincere, and we will remain dedicated and considered even in the most difficult of situations.

Our Beliefs

- That suicide is preventable and optimal well-being is achievable.
- That engaging with people at work is central to improving personal well-being and workplace productivity.
- That we can maximise our impact through purposeful partnerships.
- That OzHelp is an evidenced based world leader in workplace well-being and suicide prevention.

Key Strategic Activities for 2020-2024

- Increase capacity to lead and innovate in suicide prevention in selected industries
- Increase level of ongoing funding from government and non-government sources
- Develop an extensive evidence base underpinning our wellbeing support, suicide prevention and intervention programs
- Develop a range of wellbeing programs recognized for their quality and innovation
- OzHelp is a thought leader in mental health and wellbeing of high risk and hard to reach industries



Legal Structure

OzHelp Foundation Limited is a registered charity with the Australian Charities and Not-for-Profit Commission (ACNC) and is governed by the ACNC Governance Standards and those powers which must be exercised in accordance with its Constitution. If there is any inconsistency between the OzHelp Constitution and its Board Charter, the Constitution prevails to the extent of any inconsistency.

OzHelp Foundation Ltd is governed by a Board of Directors and the Corporate Office, consisting of the Executive team, Finance, HR & Payroll, ICT, Marketing, Business Development and Service Delivery teams.

OzHelp is a registered charity with DGR status and has sound financial position with a diverse funding base.

Our Board

Peter Howman **Chair, Appointed 2019**

Peter is an Executive Director and Chair, Non-Executive Director, National CEO of the Year, and Committee Member with over a decade of board level experience across the public, commercial and not for profit sectors. Peter brings experience in all major disciplines including accounting, audit, finance, governance, high technology, legal, policy, strategy, and property. Peter has spent more than 20 years in the Australian Defence Force (ADF). Post his ADF service, he was a senior executive in several multi-national companies delivering complex and leading-edge high technology solutions to the Commonwealth and State Governments. Peter is a Fellow of the AICD.

Lyn O'Connell **Deputy Chair and Chair of the Strategic Committee, Appointed 2011**

Lyn is a Deputy Secretary of the Australian Government's Department of Agriculture, Water and the Environment. Lyn is also a member of the Advisory Board of Deakin University Centre for Supply Chain and Logistics; the Institute of Public Administration Australia and a graduate and member of the Australian Institute of Company Directors.

Ian Carter **Director and Chair of the Nominations Committee, Appointed in 2008**

Ian is the Managing Director of PBS Property Group. Ian has overseen the growth of the company, from Prestige Building Services in the late 1980's to an integrated property business. Ian is also actively involved in several national industry bodies that support community and skills training initiatives and is also a Director of the MBA Skills Trust.

Leanne Wells **Director, Appointed in 2015**



Leanne is the CEO of the Consumers Health Forum of Australia. She is a health advocate and service executive with over thirty-five years' experience in the health and social care sectors. Leanne has held executive positions within federal government and in national and state non-government organisations. Leanne is a Board Director of Coordinare South East New South Wales Primary Health Network, the Australian Pharmacy Council, and the Population Health Research Network. Leanne is the Independent Chair of Coordinare's Community Advisory Committee and a member of Healthdirect's Clinical Advisory Committee. Leanne is a member of both the Australian Institute of Company Directors and the Australian Institute of Management.

Michael Hopkins
Director, Appointed in 2017

Michael is the CEO of Master Builders ACT, Civil Contractors Federation ACT and MBA Group Training Ltd. Michael joined the OzHelp Board in 2015 as a representative of OzHelp's Founding Member. Michael has a background in the property and construction industry across Australia. Michael is also a Director of Master Builders Insurance Brokers and a Member of the Australian Institute of Company Directors.

Nicole Sadler
Director and Chair of the Clinical Advisory Committee, Appointed 2020

Nicole Sadler AM CSC is the Head of Policy and Practice, Phoenix Australia – Centre for Posttraumatic Mental Health, and an Enterprise Fellow in the Department of Psychiatry, University of Melbourne. She is a Clinical Psychologist who specialises in evidence-based systems and services to support individuals working in high risk organisations, including military, police, and emergency services. Prior to joining Phoenix Australia in 2017, she served in the full-time Army for 23 years and completed her career in the senior Army psychology position at the rank of Colonel. Nicole continues to serve in the Army Reserves.

Robert Johnson,
Director and Chair of the Finance Audit and Risk Remuneration Committee, Appointed 2006

Robert has been a partner of Hardwicks Chartered Accountants since 1987. Robert is a registered company auditor and tax agent. Robert is also a member of the Catholic Education Office Finance & Risk Committee and a Fellow of the Institute of Chartered Accountants.

Our Executive Team

Darren Black
Chief Executive Officer, appointed in 2018

Darren is a former Army Officer and UN Peacekeeper who, since leaving the Military, has transitioned to community sector leadership. Darren has been the CEO of national and state community organisations for more than a decade, including the CEO of Outward Bound Australia and the NSW PCYC (Police Citizens Youth Club). Darren has an MBA from Melbourne Business School and is a graduate of the Harvard Strategic Perspectives in NFP Management Program and has a strong commitment and passion for mental health and suicide prevention.





Louise Gilmour

Chief Operating Officer and Company Secretary, appointed in 2018

Louise has over 20 years' experience in variety of roles across organisational and corporate governance, operational and program management within the health sector. In the past, Louise has delivered a range of health-related programs in government and non-government organisations, with a focus on mental health and chronic disease. Louise is a member of the Australian Institute of Company Directors and has a passion for the mental health and suicide prevention sector and making a difference to people's lives.

Jenny Permezel

Director, Service Delivery, appointed 2019

Jenny started her career in health as a Registered Nurse clinician, working for 20 years in a variety of hospital settings. This was followed by a move to the primary health sector in senior management and leadership roles over 13 years. In addition to her current role as Service Delivery Director with OzHelp, Jenny is a volunteer crisis supporter with Lifeline and is passionate about making a difference in suicide prevention.

Wendy Prowse

Director, Business Development, appointed 2019

Wendy has worked at a senior management level in the not-for-profit and private sector across the community, health, and finance industry. Wendy has an established track record in strategic and business development, corporate governance, marketing, people & culture, organisational change management, research, and policy. She is the chair of the ACT Red Cross Divisional Advisory Board and a director on the National Board of Australian Red Cross. Wendy is a member of the Australian Institute of Company Directors and a Fellow of the Institute of Managers and Leaders.

Rebecca McHarg

Manager, Marketing and Communications, appointed in 2019

Rebecca has over a decade of experience in marketing and communications with in-depth experience in strategic marketing, brand development, content strategy and digital outreach channels. Rebecca is committed to the purpose and work of OzHelp, in ensuring reach and support to people in high risk and hard to reach workplaces.

What's Involved in Being a Director at OzHelp?

We are now seeking additional board members to contribute to the achievement of our purpose.

This role is honorary and Board members are expected to contribute their time, expertise, and networks. If you believe in OzHelp's vision and purpose, we can offer you a rewarding opportunity as part of a team working toward increasing our capacity as a leading social enterprise to increase and improve the well-being, and to reduce the risk of suicide, of people in high risk and hard to reach workplaces.

The full Board meets every six weeks which run from 8.30 to 10.30am on a Friday. These meetings are held face-to-face at OzHelp's office in Fyshwick and via Zoom to minimise travel especially for interstate directors.



Board members are generally expected to contribute to the work of at least one of the three board level committees: Finance, Audit and Risk Remuneration, Nominations, and Strategy Committee. Committee meetings are held up to four times per year for approximately 1-2 hours in length and can be held by Zoom to minimise travel.

As a Director of OzHelp, you will play a critical role alongside other Non-Executive Directors and the Executive Team, in the strategic leadership of a successful and growing For Purpose organisation, as well as supporting the Executive by providing industry and organisational insights, introductions to relevant contacts, and participating in events we hold in different cities to build relationships with our stakeholders throughout the year.

What Skills and Experiences Are We Looking for In New Directors?

OzHelp is looking for new board directors to contribute to the achievement of our purpose and who will bring value to the organisation as it enters the next phase of its growth and development. Specifically, the Board is looking to recruit new Directors with experience and knowledge in one or more of the following areas:

- Political connections and or the ability to influence government
- A senior lead in the mental health and suicide prevention sector
- A leader with strong professional skills and business acumen who can assist with business development and growth
- A senior industry leader working in transport or logistics, particularly in New South Wales or Victoria
- An accountant.

What is the Process for Application and Engagement?

If you are interested in a Board opportunity and assisting us to achieve the organisations goals and objectives, please submit a current Curriculum Vitae together with a one-page expression of interest addressing the points below:

- A brief description of your professional experience, skills, and qualifications
- A brief outline of your understanding and/or experience of suicide prevention and mental illness
- What interests you in joining the Board of OzHelp
- What do you feel you could bring to the Board i.e. skills/expertise, industry knowledge and networks, personal experience etc?

For further information about the OzHelp Foundation, please visit the website at www.ozhelp.org.au.

All applications will be considered by the OzHelp Board Nominations Committee, who will then make a recommendation to OzHelp's Board. If you wish to discuss the position prior to application, please contact the Chair of the Nominations Committee, Ian Carter on ian.carter@pbspropertygroup.com.au, otherwise please email your applications to the Company Secretary, Louise Gilmour on louise.gilmour@ozhelp.org.au.

