



POLICY STATEMENT

Board Appointment Policy

Policy
Number
PS01
August 2026

1. Objectives of this Policy

- a. The objectives of this Policy are:
 - i. To enable the SLSNR Board to continue its activities in accordance with Rule 26.6.1 of the SLSNR Constitution.
 - ii. To outline the process in appointing the Northern Region Representative to the SLSNR Board in accordance with Rules 22.1.2 and Rule 25.1.2 of the SLSNR Constitution, for the term outlined in Rule 22.6.2.

2. Definitions and Interpretation

- a. In this policy, unless the context otherwise requires, the words and phrases used have the following meanings:
 - i. Board Appointment Panel: The body established by the Board to oversee and conduct the board appointment process, including assessing candidates and making recommendations for appointment.
 - ii. Panel Members: Any individual formally appointed to serve on the Board Appointment Panel.
 - iii. EOI (Expression of interest): the process of capturing potential Board Appointment Panel members for consideration, as communicated by the SLSNR Board.
- b. Unless the context otherwise requires, capitalised terms used in this policy and not separately defined in Clause 2.a of Section 2 above, have the meanings given to them in Rule 1.1 of SLSNR Constitution, or where a term is not defined in the SLSNR Constitution, in Rule 1.1 of the SLSNZ Constitution.

3. Application of this Policy

- a. This Policy applies to all eligible members of SLSNR wishing to be considered for appointment to the SLSNR Board, as outlined in Rule 28.2 in the SLSNR Constitution.

4. Appointment Panel

- a. The Board will appoint a Board Appointment Panel comprising the following Panel Members
 - i. The Chair, or if the Chair is not eligible or willing to serve on the Appointment Panel or is seeking reappointment or re-election to the Board, then another Board Member.

- ii. Two (2) representatives from SLSNR member clubs appointed by the Board following an Expression of Interest (EOI) process.
 - 1. Representatives must be independent of the Board and have an interest and understanding of SLSNR, as determined by the Board.

5. Board Appointment Panel Responsibilities

- a. Receiving and assessing the applications from candidates for election as Elected Board Members at a General Meeting, (including undertaking such enquiries and holding interviews and meetings as it sees fit);
- b. Recommending to the General Meeting at which any vacancy in the position of Elected Board Member arises, the applicant whom the Board Appointment Panel considers would best suit the position, for consideration by those present and entitled to vote at a General Meeting.

6. Relevant Factors for Appointed Board Members and Elected Board Members

- a. Before deciding to recommend an Elected Board Member for election at a General Meeting, the Board Appointment Panel must take into account the following factors about the applicants and the Board as a whole:
 - i. their prior experience as a director, trustee or experience in any other governance role;
 - ii. their knowledge of, and experience in, Surf Life Saving;
 - iii. their occupational skills, abilities and experience;
 - iv. their knowledge of community based programmes and work with central and local government agencies and commercial sponsors;
 - v. their knowledge of, and experience in, community, sports and/or not for profit organisations generally;
 - vi. the need for conflicts of interest to be minimised;
 - vii. the need for a wide range of skills and experience on the Board including skills in commerce, finance, marketing, law or business generally;
 - viii. the desire for gender balance;
 - ix. the need for the Board as a whole to have knowledge of or experience in Surf Life Saving; and
 - x. the requirement for a majority of Board Members to be SLSNZ Members under the Act.

7. Appointment and Election of Board Members

- a. Call for applications: The Board Appointment Panel must call for applications for any Board Member positions that are to be vacated due to the expiry of their term of office at an AGM, at least ninety (90) days prior to the AGM.

- b. General Manager to receive applications: Applications for Board Member positions must be made by applicants in the approved form and received by the NR General Manager at the registered office of SLSNR not less than sixty (60) days before the date set for the AGM.

8. General Manager to refer applications to Board Appointment Panel

- a. Upon receipt of any applications for vacancies for Board Member(s) positions, the General Manager must refer all applications received to the Board Appointments Panel.

9. Board Appointment Panel to notify the General Manager

- a. The Board Appointment Panel must undertake its responsibilities as set out in Section 5 (Board Appointment Panel Responsibilities) and notify the General Manager of the applicants whom it considers would best suit the vacant positions of Elected Board Members, for consideration at the General Meeting by no later than thirty (30) days prior to an AGM
- b. In the event no suitable applications are received, the Board Appointment Panel reserves the right to extend the application period, or take any other steps to receive nominations it considers fair and appropriate in the circumstances.

10. General Manager to notify Members

- a. Upon receipt of the notification from the Board Appointment Panel the General Manager must, as soon as practicable, notify the Members of the decision of the Board Appointment Panel regarding any recommendations of applicants it considers would best suit the vacant positions of Elected Board Members, at the General Meeting.

11. Election of the Elected Board Member

- a. Having considered the Board Appointment Panel's recommendations, if any, the Elected Board Members are determined by the Delegates from amongst all the valid applications for Elected Board Member positions received by SLSNR (including any applications recommended by the Board Appointment Panel), in accordance with the process outlined in Rule 22.1.2 (Board Composition).

Authorised by:

Michael Barker



**Chair – SLSNR
27th August 2026**