

## **College's decision making processes**

The College is an Incorporated Society. The governance body is the National Committee who are responsible for decision making in relation to actions such as taking the court case, entering mediation, adjourning and dropping the court case, appointing and ratifying the negotiation and mediation teams.

The College is not a union, it is not required to put such decisions to the vote for ratification (as occurs in a collective bargaining situation when an offer is made by the employer to a union).

As with all government budget allocations, decision making is political and decisions are not communicated to the sector prior to the budget announcements. The College is not presented an offer to accept or decline. Budgets are simply announced.

Through the development of a new funding and payment model, it is anticipated that a new organisation will be established (a national community midwifery organisation), and that this organisation will take over the role of negotiating the contract for community midwives, from the College.

The new community midwifery contract will enable regular renegotiation and price reviews, as is standard contracting practice.

As a membership organisation, all College members are able to voice their concerns through the regional structure to their regional chairperson who can raise these issues on their behalf.

Confidentiality requirements surrounding the mediation agreements have been challenging as they have prohibited the College providing members with full information about agreements made during various stages of the process.

The National Committee have been privy to all information relevant to the court case, mediation and negotiations in order to inform all decisions made throughout the process. At all times the College has acted within its legal requirements as an Incorporated Society in relation to all decision making processes.

At the most recent National Committee meeting in November 2018, the National Committee re-ratified the mediation team members to continue in their role in negotiations with the Ministry for the new community midwifery contract. The National Committee discussed and agreed, that for continuity, the negotiation team members remain in their role beyond their term on National Committee if necessary, to ensure continuity in the negotiations. National Committee has recently reaffirmed

its ratification of the team members and agreed to add additional proxy National Committee members to the team as required.