

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

Item	Page	2021 Section Heading	Wording in 2021 Constitution	Recommended new wording and changes	Summary of proposed changes
1	3	Acknowledgement	<p>Wuchopperen Health Service Limited wishes to acknowledge the efforts and vision of the first Directors, who were instrumental in establishing the Company. These Directors being:</p> <p>Peter Frederick Noble, Sandra Ruth Levers, Michael John Miller, Clarence Ernest Grogan and Leslie Charles Collins.</p>	<p>Wuchopperen Health Service Limited extends heartfelt appreciation and sincere gratitude to the trailblazers who set the course for our journey.</p> <p>Our deepest recognition goes to the original Directors - Peter Frederick Noble, Sandra Ruth Levers, Michael John Miller, Clarence Ernest Grogan, and Timothy Seamus O'Shane - along with our inaugural Coordinator Elect, Leslie Charles Collins. These remarkable individuals played a pivotal role in shaping the very essence of Wuchopperen.</p> <p>Equally, we hold in high esteem all those who have walked this path before us and stand with us today, each contributing to the unique tapestry of our identity. Your collective efforts have sculpted Wuchopperen into the organisation we are proud to be today. Your legacy and ongoing contributions are the cornerstone of our success, and we express our wholehearted gratitude for your unwavering commitment.</p>	
2	8	Article 8 Membership	Article 8.2 - Any person is able to apply for membership of the Company if that person is an individual and:-	Input new numbering on top of current 'a to d' numbering – Article 8.2.a - Any person who is 18 years of age or older is able to apply for membership of the Company if that person is an individual and:-	Included the wording 'who is 18 years of age or older'.
3	8	Article 8 Membership	Article 7.3.c – declares in writing that the applicant agrees to be bound by the Constitution; and	Article 8.2.c - provides the information required in the form or similar in content to Schedule 1 or the Membership Application form as prescribed by the	Correct numbering and refer to new membership application form (Schedule 1).

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

				board at the time, and declares in writing that the applicant will be bound by the Constitution.	
4	10	Article 8 Membership		Article 8.7 - At all times not less than 96% of the members who are eligible to vote at a general meeting of the company shall be Aboriginal or Torres Strait Islander people	Insert a requirement for not less than 96% of the membership to comprise Aboriginal or Torres Strait Islander people.
5	12	Article 11 General Meetings	<p>Article 11.1</p> <p>a. Subject to the provisions of the Corporations Law, the Company shall in each year hold its annual general meeting in addition to any other meetings in that year and shall specify the meeting as such in the notices calling it, such notices being sent to every Member.</p> <p>b. The annual general meeting shall be held at such time and place as the Board shall appoint, but it must be held by no later than 30 November each year.</p>	<p>Insert additional articles c, d, e, and f in Article 11.1.</p> <p>Article 11.1</p> <p>a. Subject to the provisions of the Corporations Law, the Company shall in each year hold its annual general meeting in addition to any other meetings in that year and shall specify the meeting as such in the notices calling it, such notices being sent to every Member.</p> <p>b. The annual general meeting shall be held at such time and place as the Board shall appoint, but it must be held by no later than 30 November each year.</p> <p>c. The Directors may convene and arrange to hold a general meeting of the Company when they think fit and must do so if required to under the Corporations Act or any other applicable law.</p> <p>d. If 25 or more members who are entitled to vote at a general meeting,</p>	Additional articles in relation to convening a general meeting, including the ability of members to require a general meeting.

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

				<p>make a request to the Company for a general meeting to be held, the Directors must:</p> <ul style="list-style-type: none"> I. within 21 days of the Members’ request, give all Members notice of a general meeting; and II. hold the general meeting within 2 months of the Members’ request. <p>e. The request made by the Members for a general meeting must:</p> <ul style="list-style-type: none"> I. be in writing; II. state any resolution to be proposed at the meeting; III. be signed by the Members making the request, and IV. be given to the Company. <p>f. Separate copies of a document setting out the request may be signed by members if the wording of the request is identical in each copy.</p>	
6	13	Article 11 General Meetings	Article 11.6.b - In any other case, it shall stand adjourned to the same day in the next week at the same time and place, or to such other day and such other time and place as the Board shall appoint, and of which every Member shall receive due notice by publication in a daily newspaper published in Cairns no later than 2 days before the scheduled meeting time	Article 11.6.b - In any other case, it shall stand adjourned to the same day in the next week at the same time and place, or to such other day and such other time and place as the Board shall appoint, and of which every Member shall receive due notice either by email, or by other relevant media or digital platforms no later than 2 days before the scheduled meeting time	Replace requirement to advertise in daily newspaper with notification by email or by social media.
7	13	Article 11 General Meetings	Article 11.6.c - If a quorum is not present within half an hour from the time appointed for the holding of an	Article 11.6.c - If a quorum is not present within half an hour from the time appointed for the holding of an adjourned meeting,	Increase size for a quorum at an adjourned general meeting.

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

			adjourned meeting, but there are at least 2 members present then the members present shall constitute a quorum. If there are fewer than two members, the meeting is dissolved	but there are at least 10 members present then the members present shall constitute a quorum. If there are fewer than 10 members, the meeting is dissolved	
8	14	Article 11 General Meetings		Insert a new Article 11.10 to read - The Company may hold a meeting of Members at 2 or more venues using any technology that gives the Members as a whole a reasonable opportunity to participate.	Use of technology at general meetings.
9	14	Article 12 Representation and Voting Members	Article 12.2.b – A poll may be directed by the chair or demanded by any Member present at the meeting and entitled to vote, except in relation to the election of the chair of the meeting.	Article 12.2.b – A poll may be directed by the chair or demanded by any 5 members present at the meeting and entitled to vote, except in relation to the election of the chair of the meeting.	Increase number of members who can demand a poll from one to five.
10	15	Article 12 Representation and Voting Members	Article 12.5.b - An instrument appointing a proxy must be in writing under the hand of the appointor or of the appointor's attorney duly authorised in writing.	Article 12.5.b - An instrument appointing a proxy must be in writing in the form set out in Schedule 2 under the hand of the appointor or of the appointor's attorney duly authorised in writing.	Refers to new proxy form (Schedule 2).
11	16-17	Article 12 Representation and Voting Members	Article 12.8.a - No instrument appointing a proxy shall be treated as invalid merely because it does not contain: i. the address of the appointor or of a proxy; ii. the proxy's name or the name of the office held by the proxy; or iii. in relation to any or all resolutions, an indication of the manner in which the proxy is to vote	Delete article 12.8.a. entirely and remove letter b from the second paragraph. Article 12.8 to read - Where the instrument does not specify the name of a proxy, the instrument shall be taken to be given in favor of the chair of the meeting.	Remove words, considered unnecessary

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

12	17	Article 13 The Board of Directors	Article 13.1 - The management of the Company shall be undertaken by the Board which shall consist of not more than nine (9) Members.	Article 13.1 - The management of the Company shall be undertaken by the Board which shall consist of not less than seven (7) and not more than nine (9) Members	Insert words to set a minimum size for the Board.
13	17	Article 13 The Board of Directors	Article 13.3 – Each member who is on the Board: a) Has a duty to act in that position in an honest manner; b) Shall not make improper use of information or opportunity received through that position; c) Shall declare any conflict of interest; d) Shall be required to sign a confidentiality agreement; and e) Shall observe all other requirements and duties imposed on them by the Corporations Law; and f) Shall be required to hold a current and valid Blue Card	Article 13.3 – Each member who is on the Board: a) Has a duty to act in that position in an honest manner; b) Shall not make improper use of information or opportunity received through that position; c) Shall declare any conflict of interest; d) Shall be required to sign a confidentiality agreement; and e) Shall observe all other requirements and duties imposed on them by the Corporations Law; and f) Shall be required to hold a current and valid Blue Card; g) Shall have a current and valid child safety and personal history screening check clearance; h) Shall not be ineligible to be a Director under the Corporations Act or the ACNC Act; and i) Shall have a current Director Identification Number. j) Must comply with the provisions of the company’s Constitution, Policies and Procedures and the Board Governance Manual.	Additional requirements to be a Director inserted to match the new Director nomination form (Schedule 3).
14	18	Article 13 The Board of Directors	Article 13.6 – An annual general meeting of the Company may from time to time increase or reduce the number of	Article 13.6- Subject to the provisions of article 13.1 an annual general meeting of the Company may from time to time increase or reduce	Ability of AGM to vary the size of the board to be subject to the maximum size of 9 board members, as already set out on article 13.1

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

			members of the Board and may make appointments or accept resignations necessary for effecting any such increase or decrease (as the case may be).	the number of members of the Board and may make appointments or accept resignations necessary for effecting any such increase or decrease (as the case may be).	
15	19	Article 14 Election of Board Members	Article 14.2 - A director shall, when elected to the Board at an annual general meeting of the Company, hold office until the annual general meeting which is held two (2) years later (at which he or she must resign) but he or she shall be eligible for re-election at that meeting. Directors serve for a 2 year term.	Article 14.2 - A director shall, when elected to the Board at an annual general meeting of the Company, hold office until the annual general meeting which is held three (3) years later (at which he or she must resign) but he or she shall be eligible for re-election at that meeting. Directors serve for a 3 year term .	Increase the term of Director from 2 to 3 years.
16	19-20	Article 14 Election of Board Members	Article 14.5 - In order to be eligible for election to the Board, the form of nomination of a Member for election to the Board shall be left at the Office at least five (5) clear days before the relevant annual general meeting duly signed by the nominee, giving their consent to the nomination unless the Board has recommended their election. There will be no exceptions to this unless after all due process a vacancy still exists. In this case, the members will accept verbal nominations from the floor. The members who followed the process and provided written nominations shall be declared elected, and the meeting will accept verbal nominations from the floor for the remaining vacant board positions. All nominees will be expected to do a brief verbal	Article 14.5.a - In order to be eligible for election to the Board, a nomination form for directorship as set out in the form or similar in content to Schedule 3 or the Nomination for Directorship form as prescribed by the board at the time shall be sent to the Company at least five (5) clear days before the relevant annual general meeting, duly completed and signed by the nominee and by two financial members of the Company who support the nomination. The nominee shall also provide their written consent to the nomination. unless the Board has recommended their election. 14.5.b - There will be no exceptions to the requirements of article 14.5.a unless, after following the process, a vacancy still exists. The members who followed the process set out in article 14.5.a shall be declared elected. The meeting may accept	Requirements for members to nominate for a directorship changed slightly, paragraph reformatted; and a revised director nomination form to become part of the Constitution (Schedule 3).

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

			presentation outlining their skills and abilities for Directorship.	verbal nominations from the floor for the remaining vacant board positions. 14.5.c – All nominees will be expected to do a brief verbal presentation outlining their skills and abilities for Directorship.	
17	21	Article 14 Election of Board Members		<p>Article 14.13 – The Directors may at any time fill a casual vacancy on the Board, provided that:</p> <p>a. the total number of Directors does not exceed the maximum number of Directors specified in article 13.1; and</p> <p>b. the Board shall seek expressions of interest from Members who are interested in becoming a director to fill the casual vacancy;</p> <p>c. the requirements for a person to be a Director, as set out in article 13.3 are met; and</p> <p>d. any person that the Board intend to a appoint to fill a casual vacancy must complete a nomination for Directorship form as set out in the form or similar in content to Schedule 3 or the Nomination for Directorship form as prescribed by the Board at the time; and</p> <p>e. a person who is appointed to fill a casual vacancy as a Director will</p>	Insert a new article that gives the Board power to fill casual vacancies.

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

				remain in that position until the next Annual General Meeting when they shall retire, but they will be eligible to nominate for re-election.	
18	21	Article 15 Remuneration	Article 15.1.a - Subject to sub-paragraphs b. and c. below, no director is entitled to be paid a fee for his or her service as a director, nor shall any director be engaged as an employee of the Company.	Article 15.1.a - The Company may pay fees to a member who acts a director. All amounts to be paid as directors fees must be approved by the members at a General Meeting. No director shall be engaged as an employee of the Company.	Directors to be entitled to be paid fees for their service to the Company as a Director.
19	22	Article 16 Vacation of Office - Directors	Article 16.1 - In addition to the circumstances in which the office of a director becomes vacant:- <ul style="list-style-type: none"> a. under the Corporations Law; or b. because of a resolution of the Company under paragraph 16.4, the office of the director becomes vacant if the director:- c. becomes of unsound mind or a person whose person or estate is liable to be dealt with in any way under the law relating to mental health; d. resigns by notice in writing to the Company; e. is convicted of an indictable offence; 	Article 16.1 – In addition to the circumstances in which the office of a director becomes vacant under the Corporations Law; or because of a resolution of the Company under paragraph 16.4, if the director <ul style="list-style-type: none"> a. becomes of unsound mind or a person whose person or estate is liable to be dealt with in any way under the law relating to mental health; or b. resigns by notice in writing to the Company; or c. is convicted of an indictable offence; or d. is convicted of a disqualifying offence which may result in a negative notice for a Blue Card; or e. passes away 	Reformatting this article, no change to the wording.

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

			<p>f. is convicted of a disqualifying offence which may result in a negative notice for a Blue Card.</p> <p>g. dies</p>		
20	22	Article 16 Vacation of Office - Directors	Article 16.6 - A director may also be removed from office if the Members pass a resolution, at a general meeting of the Company or otherwise as permitted by the Corporations Law, to remove that person on the ground that the person has been convicted of an offence concerning the property or affairs of the Company.	Article 16.6 - A director may also be removed from office if the Members pass a resolution, at a general meeting of the Company or otherwise as permitted by the Corporations Law, to remove that person.	Reference to an offence concerning the property or affairs of the Company is unnecessary due to existing article 16.1.e (new article 16.1.c)
21	23	Article 17 Proceedings of the Board	Article 17.5.a – At a Board meeting a quorum shall consist of 50% of the members of the Board.	Article 17.5. a - At a Board meeting a quorum shall be 3 members of the board. The quorum must be present at all times during the meeting. Or The quorum for a meeting of directors is a majority of directors. The quorum must be present at all times during the meeting.	Change quorum from 50% to 3 members of the Board or a majority of the Directors in place at the time of the meeting.
22	28-29	Article 19 Accounts and Audits	Article 19.1 - The Board shall cause proper books of account to be kept with respect to:- a. All sums of moneys received and expended by the Company and the matters in respect of which the receipts and expenditure take place.	Article 19.1 - The Board shall cause proper books of account to be kept which record: a. All sums of moneys received and expended by the Company and the matters in respect of which the receipts and expenditure take place;	Reword first sentence and insert extra article 19.1.d to meet the requirements of the Corporations Act.

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

			<p>b. All sales and purchases of goods by the Company; and</p> <p>c. The assets and liabilities of the Company.</p>	<p>b. All sales and purchases of goods by the Company;</p> <p>c. The assets and liabilities of the Company; and</p> <p>d. which meet the requirements of the Corporations Act and contain adequate financial controls.</p>	
23	30	Article 21 Winding Up	<p>Article 21.1 - If, on the winding up or dissolution of the Company by any means and for any reason, there remains any property after the satisfaction of all the Company's debts and liabilities, the property shall not be paid to or distributed among the Members, but shall be given or transferred to one or more institutions selected by the Members at or before the dissolution of the Company, having objects similar to the Company and whose rules prohibit the distribution of its or their income and property among its or their members and which is eligible for tax deductibility of donations under Division 50 of the Income Tax Assessment Act 1997 (Cth).</p>	<p>Article 21.1 –</p> <p>If, on the winding up or dissolution of the Company by any means and for any reason, there remains any property after the satisfaction of all the Company's debts and liabilities, the property shall not be paid to or distributed among the Members, but shall be given or transferred to one or more institutions owned and controlled by Aboriginal and Torres Strait Islander people selected by the Members at or before the dissolution of the Company, which:</p> <p>a. have charitable purpose(s) and objects similar to the Company;</p> <p>b. have a Constitution or Rules which prohibit the distribution of any surplus to members; and</p> <p>c. is an institution, fund or authority which falls within the description of an item in any of the tables in Subdivision 30-B of the Tax Act, which has been established for charitable purposes, and which is endorsed as a deductible</p>	<p>Improve the wording for the winding up process to more clearly allow the assets of the company to be transferred to another suitable institution which has the same profit distribution restrictions, and the same tax concessions.</p> <p>Also inserting an article to provide for the Court to make a decision to distribute surplus assets if members fail to do so.</p>

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

				<p>gift recipient under or for the purposes of the Tax Act.</p> <p>21.2 – The decision as to the institution or institutions to be given the surplus assets must be made by a special resolution of Members at or before the time of winding up. If the Members do not make this decision, the Company may apply to the Court to make this decision.</p>	
24	33	Article 25 Cheques, Bills , Etc	<p>Article 25.1 -</p> <p>a. All cheques, bills of exchange and promissory notes, electronic funds payments/transfers shall be signed, drawn, made, accepted or endorsed (as the case may be) for and on behalf of the Company by two (2) members of the Board’s Executive Committee or 3 officers authorised by the Board or in such other manner as the Board may from time to time determine.</p> <p>b. The funds of the Company shall be banked in the name of Wuchopperen Health Service Limited in such bank as the Board may from time to time direct.</p>	<p>Remove article 25 entirely.</p>	<p>Not required. Article 19.1.d covers these requirements.</p>

Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

			<ul style="list-style-type: none"> c. All moneys shall be banked as soon as practicable after they are received. d. Cheques shall be crossed “not negotiable” except those in payment of wages, allowances or petty cash recoupment which may be open. e. The Board may delegate authority to relevant officers to determine the amount of petty cash which shall be kept, on the imprest system. f. Accounts for payment shall be presented and endorsed at a Board meeting. 		
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Wuchopperen Health Service Limited – Proposed changes to the Company’s Constitution

Item 25 - Correction of minor typographical, layout, numbering and grammatical errors:

Item	Page number	2021 Section Heading	Original Wording	Recommended Wording
1	2	Table of Contents - Article 1.	Name of the Company	Name of Company
2	2	Table of Contents - Article 23.... p32	Indemnity	Indemnity and Insurances
3	3	Definitions and Interpretation	2.1.e.... Wuchopperan	Wuchopperen (correct spelling)
4	4	Definitions and Interpretation	2.1.g.... its_regulations...	...its Regulations (removal of underscore)
5	6	Powers of the Company	6.2.l.... effect <u>its</u> objectives	..effect its objectives (removal of underline on its)
6	7	Powers of the Company	6.2.m.... or <u>premises</u> which	..or premises which (removal of underline on s in premises)
7	8	Membership	Item 7.3 (typo)	Change to Article 8.2
8	9	Membership	8.3.b	Correct indentation on article. 8.3.b.
9	10	Membership	8.6...	Remove letter (a) indentation – not required.
10	10	Cessation of Membership	10.1.a (second paragraph)	Include indentation and the letter (b)



WUCHOPPEREN HEALTH SERVICE LTD

ACN 010 112 580

APPOINTMENT OF PROXY

The Constitution of Wuchopperen Health Service Ltd allows a member to appoint a person who is a financial member as a proxy to attend and vote at a meeting, however a member can only hold one (1) proxy for another member.

I, of
(Name of Member) (Address)

a member of Wuchopperen Health Service Ltd,

appoint of
(Name of Nominee) (Address of Nominee)

or in his/her absence, of

Dated this day of

Signature:

Specific voting instructions (if any)

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**FORM
NOMINATION FOR DIRECTORSHIP**
Wuchopperen Health Service Ltd ABN 15 010 112 580

I, (full name).....of
(usual residential address).....

Submit my nomination for a position of Director at the Annual General Meeting of Wuchopperen Health Service Limited to be held on

Personal details:

Contact Number

Email Address.....

Date of birth Date

Place of birth.....

Former name(s) if applicable

I hold a current Australian Director Identification number which is

I hereby consent to act as a Director of Company.

I am in the possession of, a Positive Notice (Blue Card) for Child Related Employment or in a Volunteer capacity. Card number Expiry date

I declare that

- I am a financial Member of Wuchopperen Health Service Limited; and
- I identify as an Aboriginal and/or Torres Strait Islander person; and
- I am accepted as such by the Cairns community; and
- I am not an employee of Wuchopperen Health Service Limited nor have I been an employee of Wuchopperen Health Service Limited for the previous two years; and
- I am in the possession of, or am eligible for, a 'Child Safety and Personal History Screening Check (LCS-2)' with the Department of Communities; and
- I am not ineligible to be a Director under the Corporations Act or the ACNC Act.

If elected, I commit to

- comply with the company's policies and procedures, including the Board Governance Manual
- participate in Board member induction
- Provide a copy of my Blue Card within one week of nomination

.....

...../...../.....

Signature of Nominee

Date

The nomination must be supported by two financial members of Wuchopperen Health Service Limited to be accepted as a valid nomination.

**FORM
NOMINATION FOR DIRECTORSHIP**
Wuchopperen Health Service Ltd ABN 15 010 112 580



MEMBERS SUPPORT (1 of 2)

I, (name) of (address)..... support the nomination and confirm that I am a financial member of Wuchopperen Health Service Limited.

..... /..... /.....
Signature of Member **Date**

MEMBER SUPPORT (2 of 2)

I, (name) of (address)..... support the nomination and confirm that I am a financial member of Wuchopperen Health Service Limited.

..... /..... /.....
Signature of Member **Date**

**In accordance with the Constitution of Wuchopperen Health Service Ltd, only persons of Aboriginal and/or Torres Strait Islander descent can serve as Directors on the Board.*

OFFICE USE ONLY **VERIFIED** **YES** **NO**

PREVIOUS BOARD EXPERIENCE

Please list the names of companies, corporations or other organisations on which you have/or serving as a director.

Name of organistaion	Period for which you were/ are a Director	Executive positions held	Other comments

**FORM
NOMINATION FOR DIRECTORSHIP**
Wuchopperen Health Service Ltd ABN 15 010 112 580



To support my nomination, I confirm that the skills, abilities and knowledge that I will bring to the Board of Directors include: *(Please provide a brief summary for areas relevant to your skills, knowledge and abilities)*

<input type="checkbox"/> Health	
<input type="checkbox"/> Social and Emotional Wellbeing	
<input type="checkbox"/> Financial Management	
<input type="checkbox"/> Governance	
<input type="checkbox"/> Human Resources and Workforce	
<input type="checkbox"/> Research and Evaluation	
<input type="checkbox"/> Cultural Community Knowledge	
<input type="checkbox"/> Your commitment to the organisation and its future	

This form must be received by Wuchopperen Health Service Limited before 5:00pm five clear days before a General Meeting at which Directors are to be elected, can be emailed to ea@wuchopperen.org.au or hand delivered to Bama House reception, 6 Moingnard Street Manoora

Name:

Residential Address:

.....

Postal Address:

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Phone Number:

Email Address:

Date of Birth:/...../.....

I wish to become a financial member of Wuchopperen Health Service Limited (the Company).

I declare that:

- a. I am an Aboriginal person;
- b. I am a Torres Strait Islander person;
- c. I am both an Aboriginal and Torres Strait Islander person;
- d. I am not an Aboriginal and / or Torres Strait Islander person;
- e. I subscribe to the objectives of the Company (see over page); and
- f. I agree to be bound by the Constitution (available on request); and
- g. I agree to be bound by and follow all of the policies and procedures set by the Company from time to time.
- h. I have tendered an application fee as set out in article 8.2.d of the Constitution; and
- i. I am 18 years of age or older.

In the event of liquidation, I understand that as a member, I will be required to pay a maximum of \$10.00 towards the company's liability.

Signed:

Dated: / /

APPLICATION FOR MEMBERSHIP FORM
Schedule 1 - Wuchopperen Health Service Ltd ACN 010 112 580



OFFICE USE:

Membership Fee – Receipt Number:

Board meeting held (date) /..... /.....

Endorsed Not endorsed Resolution Number:

Entered into Members Register (date) /..... /.....

Letter confirming membership sent (date) /..... /.....

The Company (Wuchopperen Health Service Limited) has been established as a non-profit company for the following objectives:

- a. To provide essential quality health services to improve the health outcomes of Aboriginal and Torres Strait Islander Peoples;
- b. To collaborate with other health and related organisations including non-government and public sector agencies to improve the health outcomes of Aboriginal and Torres Strait Islander Peoples;
- c. To collect data and conduct research in order to inform planning and program development in matters relating to the health and welfare of Aboriginal and Torres Strait Islander Peoples;
- d. To promote knowledge and understanding of issues relating to Aboriginal and Torres Strait Islander Peoples to enhance holistic well-being;
- e. To formulate and implement community development principles of empowerment to assist Aboriginal and Torres Strait Islander Peoples to address their health needs;
- f. To promote the health services provided by the Company to Aboriginal and Torres Strait Islander Peoples;
- g. To undertake activities that address the socio-economic disadvantage that impacts on the health status of Aboriginal and Torres Strait Islander Peoples;
- h. To carry out such other activities as the Company decides from time to time are necessary to further the objectives set out in this provision;
- i. To relieve poverty, sickness, suffering, distress, misfortune, disability and helplessness within Aboriginal and Torres Strait Islander peoples;
- j. To ensure all services provided by the Company promote the safety, wellbeing and quality care of Aboriginal and Torres Strait Islander children and young people.