

Information guide

April 2026

Organisational Review Group – Incidents of distress

Guide for applicants

This information package includes information about

- the role of the Organisational Review Group – Incidents of distress
- selection criteria
- selection process, and
- sitting fees and remuneration information.

Introduction

Applications are sought for appointment to Ahpra’s Organisational Review Group – Incidents of distress (the Group) from

- **registered practitioners** with lived experience of Ahpra’s regulatory processes and
- **consumers or patient advocates**

Australian Health Practitioner Regulation Agency (Ahpra)

Ahpra is the national organisation responsible for implementing the National Registration and Accreditation Scheme (the National Scheme).

Ahpra works in partnership with [15 National Boards](#) to ensure the community has access to a safe health workforce across all professions registered under the National Scheme. Together, we protect the public by regulating health professionals who practise in Australia. Public safety is always our number one priority. Every decision we make is guided by the Health Practitioner Regulation National Law (the National Law), as in force in each state and territory.

For further information on the role and functions of Ahpra, please visit the Ahpra [website](#).

National Boards

There are 15 National Boards regulating 16 health professions under the National Law:

- Aboriginal and Torres Strait Islander Health Practice Board of Australia
- Chinese Medicine Board of Australia
- Chiropractic Board of Australia
- Dental Board of Australia
- Medical Board of Australia
- Medical Radiation Practice Board of Australia
- Nursing and Midwifery Board of Australia
- Occupational Therapy Board of Australia
- Optometry Board of Australia
- Osteopathy Board of Australia
- Paramedicine Board of Australia
- Pharmacy Board of Australia
- Physiotherapy Board of Australia
- Podiatry Board of Australia, and

Australian Health Practitioner Regulation Agency
National Boards

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- Psychology Board of Australia.

About the Group

The Group supports a process developed under a recommendation by the [Minimising Practitioner Distress Expert Advisory Group](#) - *Ensure a commitment to learn from serious incidents relating to those involved in our processes and how we respond to them.*

The Group is primarily established to conduct organisational reviews of incidents relating to suicide, monitoring and identifying improvements in Ahpra's systems and processes which may contribute to minimising practitioner and notifier distress in the future.

The purpose is not to review regulatory decisions, made through established frameworks and outside the scope of these reviews. The review process also doesn't seek to change what Ahpra does to fulfil our core purpose of protecting the public. Instead, it contributes to identifying how we can bring compassion into the work that we do, to minimise future distress.

IMPORTANT: The Group will be considering serious incidents relating to suicide of people involved in our regulatory processes. Applicants are encouraged to keep this in mind when applying.

The functions of the Group are to:

- Lead the organisational review process, analysing completed incident reviews and monitoring resulting recommendations and actions.
- Consider insights and feedback from families, if applicable.
- Contribute to a safe culture for incident reporting and review.

Meetings

The Group will meet virtually for approximately 2 hours every six months via Microsoft Teams.

Roles and responsibilities of members

Members are required to act within the powers and functions set out in the National Law.

Under the National Law, members are required to act impartially and in the public interest in the exercise of their functions and put the public interest before the interests of particular health practitioners or any entity that represents health practitioners.

Confidentiality

Members are required to comply with the confidentiality requirements of the National Law. Any information that comes to a member's knowledge, in the course of, or because of the member's role is protected information and must not be disclosed or made allowed to be disclosed to another person, organisation or entity.

Conflict of interest

Members are to comply with the conflict-of-interest requirements set out in the National Law.

Statutory protections

Members of Boards and committees are provided with appropriate statutory immunities for exercising their functions in good faith.

Code of conduct for board and committee members

The [Code of conduct for Board and committee members](#) and the [Aboriginal and Torres Strait Islander Anti-Racism Policy](#) outlines the standard of behaviour expected of members in the performance of their duties and in their interactions with each other, Ahpra staff and stakeholders.

Cultural safety

The National Scheme's commitment to eliminating racism from the healthcare system and ensuring patient safety is the norm for Aboriginal and Torres Strait Islander Peoples is detailed in the *National Scheme's Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025 (the Strategy)* and enshrined in the guiding principles and objectives of the [National Law](#).

It is essential that members understand and uphold the Strategy and National Law by always demonstrating culturally safe and anti-racist practise during their appointment. Non-Indigenous Board and committee members are required to attend cultural safety training delivered by Ahpra including an understanding of the cultural safety definition in line with the commitment in the Strategy to train all staff, Board and committee members including adhering to any associated policies and procedures.

The inclusion of Aboriginal and Torres Strait Islander Peoples' voices and perspectives at all levels of the National Scheme is critical in creating a culturally safe and informed regulatory body and healthcare system.

Selection criteria

Applicants are required to provide a response to each of the following criteria in the application form:

- explain why you're interested in this position
- outline any experience you have with conducting reviews or contributing to organisational learning, and
- how you will contribute to building a psychologically safe group culture.

Selection process

Shortlisted candidates will be required to complete a National criminal history check form and provide certified copies of identity documents to enable Ahpra to conduct a criminal history check. Probity checks will include:

- a national criminal history check
- an Australian Securities and Investments Commission disqualification register check, and
- a National Personal Insolvency Index check conducted through the Australian Financial Security Authority.

Referee reports

Referee reports are an important part of the selection process and at least two reports will be obtained for all shortlisted candidates. Applicants are asked to nominate two to three referees who can support their application.

Remuneration

The remuneration (daily sitting fee) as of 1 July 2025 is as follows:

Role	Quarter daily fee	Half daily fee	Full day fee	Extra travel time	
	Less than 2 hours	Up to 4 hours	More than 4 hours	Between 4-8 hours	Over 8 hours
	Fees include up to 4 hours travel time				
Member	\$192	\$384	\$768	\$384	\$768

Ahpra sets the business rules for the payment of sitting fees and expenses.

All meetings or regulatory activities will be paid at a standard sitting fee rate across three time-related bands:

- less than 2 hours requiring no significant preparation time or travel (quarter-daily sitting fee)
- up to 4 hours requiring significant preparation time (half-daily sitting fee)
- greater than 4 hours (full day sitting fee)

Under the *Superannuation Guarantee (Administration) Act 1992*, National Board members are eligible to receive contributions at 12% of total annual remuneration to a chosen superannuation fund.

Government or statutory employees

Ahpra recognises that government and statutory employees may be bound by their employer policy regarding payment for work undertaken outside of their employment.

Candidates must check with their employer to ensure they are supportive of their application and the necessary time commitment if successful in appointment. It is also important to discuss if they are entitled to claim sitting fees for being a member of this Group.