Easy Read logo.
Image of a person holding a document that represents a document going from its original form to Easy Read.

**Working for you:**

**How should Workbridge be governed in the future?**

**Cooperation.
3 people shaking hands representing working together.**

**April 2022**

**About this document**



This Easy Read document looks at:

* **Cooperation.
  3 people shaking hands representing working together.**how **governance** works at Workbridge
* Have your say. 
  Two people facing each other, one with a clipboard writing down things and the other person is talking.what changes are needed to make governance work well in the years to come
* how you can have your say about the changes.

Goals.
Person pointing upwards with thought bubble and the word Goals long the bottom of the image.**Governance** is when a group of people work together to make sure an organisation:

* does what it sets out to do
* works well so that it can reach its goals.

**How Workbridge is governed now**

Council meeting.
Group of people sitting in a circle having a meeting.

Workbridge is governed by a:

* **Council**

Board meeting.
Group of people sitting around a table having a meeting.

* **Board**.

The Council and the Board do different things.

Go to page image.
Photo of a page with an arrow to indicate to go to a certain page number.

We look at what the Council and the Board do on **pages 3 to 4**.

Website.
Computer wth the words www on the screen.You can also find more information about who is on the Council and the Board on the Workbridge **website**:

**https://workbridge.co.nz/our-people**

**What the Workbridge Council does**

Council meeting.
Group of people sitting in a circle having a meeting.

The Councilis mostly made up of people who come from **disabled peoples organisations**.

****These organisations are also called **DPOs**.

Having people from DPOs on the Council is to make sure that disabled people decide how Workbridge is run.

The Council:



* gives advice about how Workbridge is run

Rules.
Book with a cover that has the words Rules and tick and cross image.

* decides who is on the Board
* makes changes to the rules.

**What the Workbridge Board does**

Board meeting.
Group of people sitting around a table having a meeting.

The Board:

* chooses who is the **Chief Executive** of Workbridge

Choose.
Person is pointing to an image behind them that has 2 people to pick from; the person is pointing to one of the people.

* works on the **strategic plan**
* reports to the Council about the work being done.

Chief Executive.
Person in a business suit sitting behind a desk.The **Chief Executive:**

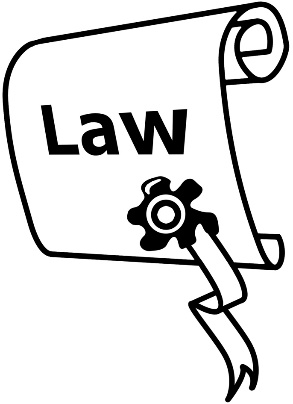
* is the person who oversees the work that Workbridge does
* reports to the Board about the work being done.

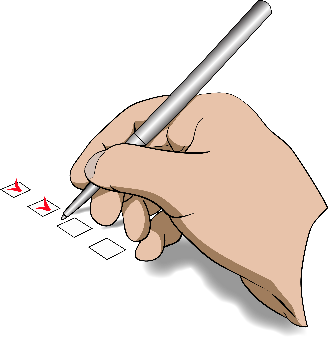


**The strategic plan** looks at what Workbridge should be doing in the years ahead.

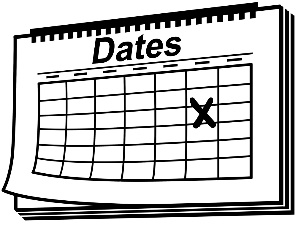
**Why are we thinking about governance?**

The Council and the Board:

* have been looking at how governanceworks at Workbridge
* know that soon there will be a change in the law about **incorporated societies**.

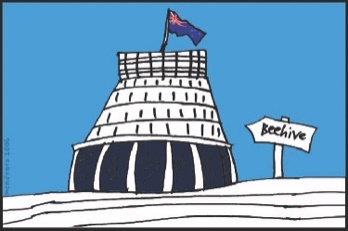
An **incorporated society** is a membership based organisation that has registered under a law called the Incorporated Societies Act 1908.

The law is like a guide for people who run societies or groups.



**1908**

The law was written over 1 hundred years ago.

The Government is now looking at this law so it fits better with how things are done today.



Workbridge is an incorporated society.

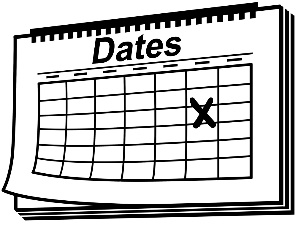
Rules / Constitution.
Person standing and pointing to a poster with the word Rules, followed the numbers 1, 2, 3, 4 & 5.

With the new law changes that are coming Workbridge will need to make some changes to its **Constitution**.

The **Constitution** is the rules that say what Workbridge:

* can do

* who in the organisation can do what.

The Constitution rules for Workbridge were written a long time ago.

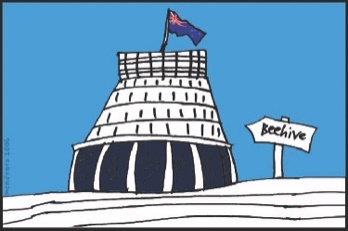


Since the rules were written disabled people want to have a greater say about the services they use.

Inclusive.
Image of 3 pages with a circle around them to show they are all included.

We sometimes describe this by saying:

**Nothing about us without us.**

There have also been changes in the way that the government funds the work that Workbridge does.

Funding.
Person handing money into another persons hand.

Workbridge used to get the same amount of money every year from the government.

Now the money that Workbridge gets depends on:

* how many people come to Workbridge to get support with finding work
* how long someone stays in a job.



All these things mean that there has been a lot of change in the way Workbridge does things.

Now is a good time to think about changing the way Workbridge is set up.

**Ways that Workbridge could change**



The Council and the Board have been thinking about how governance at Workbridge could work in the years to come.



The Council and the Board think it would be easier if there was 1 group of people who govern Workbridge.



This would mean having just 1 group rather than 2 groups who govern Workbridge.

Decision.
Person with a thinking bubble with a green tick and red cross. This person is thinking about the decision they need to make.The Council and the Board have not yet decided if that is what Workbridge should do.

The Council and the Board want to hear from you about how you think:

Decision.
Person with 2 thinking bubbles; one thinking bubble has thumbs up and the other thinking bubble has thumbs down. 

* Workbridge should be governed
* about having a **Consumer Council**.

A **Consumer Council** would:

* be made up of people who use Workbridge services
* mean that people who use the services can have a say in the work that Workbridge does.

## **How to have your say**

Have your say / questions.
Person with their hand up and a speech bubble with a question mark inside.

The Council and the Board have  **4 important questions** to ask you about governance.

**Question 1:**

At the moment Workbridge has a Council and a Board.



Should we:



* keep having 2 groups in charge?

**or**



* have 1 group in charge?

**Question 2:**

****

How could we make sure we keep listening to the people who use our services?

**Question 3:**

****

Workbridge is an incorporated society at the moment but incorporated society laws are going to change soon.

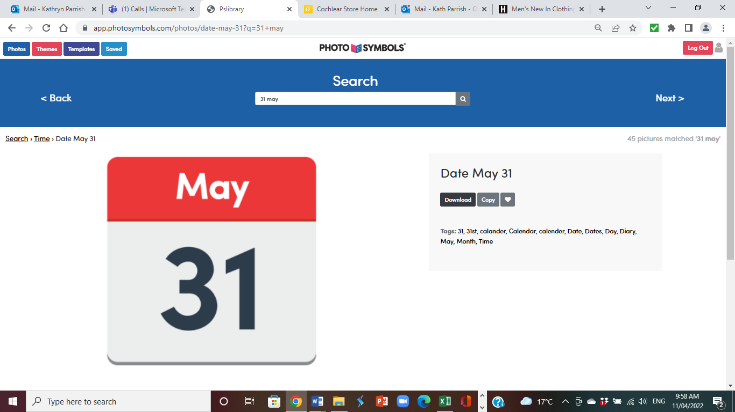
Should we stay an incorporated society or change to something else?

**Question 4:**

****

When we think about whether we are an incorporated society or something else what are the important things that will help us make the right choice?

You need to tell us what you think by **31 May 2022**.



You can:

Email.
Person with hand on mouse that goes to an envelope - representing an email.

* **email** your answers to:

[governance@workbridge.co.nz](about:blank)

* **Post.
  NZ Post box with a letter being posted.write** to us and post your answers to:

**Workbridge National Office**

**PO Box 2560**

**Wellington 6140**

Website.
Computer wth the words www on the screen.

* fill in the form on our **website**:

[**http://workbridge.co.nz/governance**](about:blank)

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