

WellBeing SA Inc.

Member selection criteria

Roles and Responsibilities

As per the WellBeing SA constitution item 6.1.1 of ordinary members under the Clause 6.0 of membership, the following criteria would be used to select and recruit its members.

The Clause states,

6.1 Types of memberships

The Association shall consist of Ordinary Members and the Management Committee members.

6.1.1 Ordinary Members

(a) Any person who demonstrates a keen and genuine interest and involvement in carrying out the objectives of Association (Section 4 of the constitution) can become an ordinary member.

An effective screening mechanism is applied to verify the suitability of volunteer members to carry out the organization's objectives. They are:

- i. The screening is based on the relationship between volunteer members' work-related qualities and work-related qualities genuinely required for the community works.
- ii. The screening focuses on the relative capacity of the volunteer members to achieve outcomes related to the work, and
- iii. The screening and assessment are the primary considerations in making the decision.

Work-related qualities that may be taken into account in making screening and assessment include:

1. Skills and abilities
2. Qualifications, training and competencies
3. Standard of work performance
4. Capacity to produce outcomes from effective performance at the level required
5. Relevant personal qualities
6. Demonstrated potential for further development, and
7. Ability to contribute to team performance.

Prospective Management Committee members should possess:

- ❖ Communication skills
- ❖ Fundraising skills
- ❖ Financial management skills
- ❖ Teamwork and team management skills

Qualities and traits of prospective Management Committee members:

- ❖ Passionate about the cause
- ❖ Open-minded
- ❖ Takes responsibility to outcomes
- ❖ Forward thinking
- ❖ Respectful to others
- ❖ A willingness to learn

WellBeing SA's responsibilities when employing volunteers/members for works: -

- a. Clarifying what it is the volunteer will be expected to achieve
- b. Identifying the boundaries of the volunteer role
- c. Identifying and preparing supervisors for the role
- d. Developing effective communication processes around the role
- e. Establishing a suitable place of work for the volunteer
- f. Identifying and obtaining necessary resources to enable the volunteer to fulfil the role
- g. Ensuring relevant work is available for the volunteers to do
- h. Developing suitable support mechanisms for the volunteers and the role
- i. Identifying and implementing appropriate supervision.