

UHI | SHETLAND

Risk Register

6 -

Governance

failure

Causes

- Governing body does not have an appropriate balance of skills and experience.
- Role of a governor/director is onerous and it is difficult to attract a broad range of high calibre individuals to serve for non-remunerated roles.
- Individuals do not understand their roles.
- College does not adhere to Code of Good Governance.
- Board Secretary vacancy

Board of Management; Chair & Board Secretary

Owner

Impacts

- Board is unable to discharge its duties properly.
- Recruitment and retention of governor/director is challenging.
- Auditors find poor decision making at Board Level
- Auditors challenge the college on its lack of adherence to the Code of Good Governance.

Actions to minimize risk in place (1):

- Board members induction and Board members complete core training. Board Secretary currently updating Training Records and confirming with Directors who has completed training.
- Annual Development Reviews are completed. These are currently ongoing.
- Training and upskilling of Board Secretary.
- Regular meetings between Principal, Secretary, and Chairs.

Actions to minimize risk in place (2):

- Implementation of Code of Good governance. Over 8 hours of meetings with UHI Internal Auditor, to assess and understand what the remaining actions are to complete implementation.
- Completing Assignment to Regional Strategic Body. 11 criteria under Section 7, Clause 2 of F&HE (Scotland) Act 2005 to which UHI must assess.
- Undertaking Audits and Review of Audits by Audit Committee. 2021-22 External Audit Complete. Internal Audit Reports ongoing.

Actions to minimize risk in place (3):

- Register of Interests renewed each year
- Management of Turnover of Directors.
Recruitment of Fisheries Industry tbc Summer 2023.
Staff Directors' elections September 2023. HISA
Shetland Depute President vacant from 26th May
2023.
- Regular review of:
 - Board members skills and industry links by Search and Nominations Committee
 - Terms of Reference of Committees by Board of Management
 - Training progress of Directors by Board Secretary

Risk Level (Pre- mitigation)

- 20 – Governance Failure is likely, and it would have a catastrophic impact

Risk Level (Post-

- 9 – Governance Failure remains possible, and would have a significant impact

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Thanks

