

<b>Committee</b>	Search and Nominations Committee		
<b>Agenda Item Number</b>	10		
<b>Date paper prepared</b>	31/10/2023	<b>Date of committee meeting</b>	01/11/2023
<b>Subject</b>	Trade Union Director Appointment Process		
<b>Author</b>	Matt Sierocinski King, and Colleges Scotland		
<b>Action requested</b>	To Review, Discuss, and Recommend		
<b>Purpose of the paper</b>	<p>Two differing processes are presented for Search and Nominations Committee to review, discuss the merits of, and recommend as to which one they would like the Board Secretary to approach Trade Unions upon.</p> <p>One process has been developed by Colleges Scotland, the other is an adaptation of the Colleges Scotland process, as made by the Board Secretary.</p> <p>Once Search and Nominations Committee make their decision about the two processes presented, the Board Secretary will meet with Trade Unions upon the recommended process with a view to discuss the process with Trade Unions, and to feedback the thoughts of Trade Unions to Search and Nominations Committee, with possible amendments.</p> <p>Once the process between Search and Nominations Committee and Trade Unions has been agreed, Search and Nominations Committee will be asked to recommend the finalised version to the Board of Management for approval.</p> <p>Additionally, an update on the national timeline for implementation of Trade Union Directors has been provided, as an appendix, to note.</p>		
<b>Brief summary of the paper</b>	<p>There are two differing versions of appointment processes for TU Directors presented to Search and Nominations Committee for their comments and consideration.</p> <p>The Board Secretary has prepared a differing process, to that as prepared by Colleges Scotland for the following reasons:</p> <ul style="list-style-type: none"> <li>- The process Colleges Scotland outline places the election process entirely within the scope of Trade Unions to oversee and administer, without Board oversight.</li> <li>- The process the Board Secretary has laid out places the responsibility of election oversight with the Board Secretary, while retaining the administrative responsibilities to reside within the Trade Unions.</li> <li>- The process the Board Secretary has laid out ensure that the election process, in so far as the nomination process, and the</li> </ul>		

	<p>voting process are concerned, match that of the Staff Director election process. It retains the responsibility on Trade Unions to undertake the communications with members, to ensure that members of Shetland UHI staff in Trade Unions retain their anonymity, and removes the requirement for any TU membership data to be shared with either the Board Secretary or Shetland UHI.</p> <p>At this stage, Search and Nominations Committee are asked to:</p> <ul style="list-style-type: none"> <li>- Review both documents</li> <li>- Comment on both documents</li> <li>- Determine which document they prefer</li> <li>- Make any recommendations for changes to their preferred choice</li> <li>- Refer, as amended, their preferred TU Director appointment process to Trade Unions for consultation with the Board Secretary.</li> </ul>
<b>Consultation</b>	With this Committee, and to follow with TU representatives
<b>Resource implications</b>	Time of Board Secretary, and Trade Unions
<b>Risk implications</b>	Risk 6. Governance
<b>Link with strategy</b>	Sustainability
<a href="#">Equality, Diversity and Inclusion</a>	N/A
<b>Island Community Impact</b>	N/A
<b>Paper status</b>	<p><input checked="" type="checkbox"/> <b>Open</b> – The paper may be circulated to non-members of the committee and published online without restriction.</p> <p><input type="checkbox"/> <b>Restricted</b> – The paper must not be circulated to non-members or published online until after the committee meeting.</p> <p><input type="checkbox"/> <b>Confidential</b> - The paper must not be circulated beyond the committee members and should not be published online. [Please note papers may still be subject to Freedom of Information requests – see below].</p>
<a href="#">Freedom of information</a>	<p>Open</p> <p>If closed/ withheld, select date this will become 'open': Enter a date.</p>