

Trade Union Directors on the Board of Management

Recommendations from the Board of Management for Search and Nominations Committee

The Board of Management has asked Search and Nominations to complete the considerations of the following:

- 1) Election procedures for TU Director elections
- 2) Term limits for TU Directors, and the impact such limits have in relation to other Board members
- 3) Committee Composition once TU members have been approved for recruitment

Search and Nominations Committee should be aware that the Board of Management requires these tasks to be completed and reviewed by the Board of Management, before the Board of Management can approve the recruitment of TU Directors.

This paper looks at the issue of term limits. Search and Nominations Committee are asked to discuss the issue in full, and produce a recommendation to the Board of Management on this matter.

Considerations for Search and Nominations in the preparation of implementing the establishment of Trade Union Directors to the Board of Management with regards to Term Limits

The current sector-wide proposed term of office for Trade Union Directors is 4 years. For incorporated colleges, this matches both Independent Director terms of office, and Staff Director terms of office. However, it does not match our terms office for Staff Directors.

The Search and Nominations Committee are asked to consider what recommendations they wish to make to the Board of Management for approval:

- What the maximum number of years a Trade Union Director can serve
- How many times they're appointment can be renewed at the end of their term of office
- Whether Trade Union Directors should have a term of 4 years or 2 years
- Whether Trade Union Directors and Staff Directors should have the same term of office
- If the answer to the question is 4 years for Staff Directors, which option would the Search and Nominations Committee like to take with regards to the upcoming end of term for Staff Directors:
 - o To automatically extend the term of office for current staff directors to 4 years, and cancel the planned elections
 - o To apply the term of office of four years to any Staff Director appointed in December 2023, with existing Staff Directors permitted to serve a total of 6 years, should they be reappointed in December.

The Search and Nominations Committee are advised of the risk that a member of staff could serve as both a Staff Director and a Trade Union Director concurrently. Managing the timing of the elections, set by term-limits that ran in an overlapping manner, would mitigate against this risk.